

# Kenya - STEP Skills Measurement Employer Survey 2016 - 2017 (Wave 3)

**World Bank**

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# Sampling

## Sampling Procedure

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The sampling objective of the survey was to obtain interviews from 500 non-government enterprise workplaces in the capital and urban regions of Kenya. Firms with less than five employees were excluded from the target population.

Two-stage stratified random sampling was used in the survey. A list of businesses registered with the Kenya National Bureau of Statistics (KNBS) from 2016, served as the sampling frame.

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

## Response Rate

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An overall response rate of 72% was achieved in Kenya STEP Survey. Detailed distribution of responses by stratum can be found in the document Kenya Employer Survey Weighting Procedure, available as Related Material.

## Weighting

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To account for differential probabilities of selection due to the nature of the design and to ensure accurate survey estimates, the Kenya 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 Kenya 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 Kenya 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 Kenya data file with the final survey weights (i.e., for each sampled firm and workplace) appended to each data record.

# Questionnaires

## Overview

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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 Kenya, the questionnaire was adapted to the Kenya context and published in English and Swahili. It has been provided as Related Material.

## Data Collection

### Data Collection Dates

Start	End	Cycle
2016-06-01	2017-02-10	N/A

### Data Collection Mode

Computer Assisted Personal Interview [capi]

#### DATA COLLECTION NOTES

Each component of the STEP Employer Survey in Kenya was carried out by a personal visit using Computer Assisted Personal Interview (CAPI) method. The implementation language was Swahili

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

- 1) Each participating country (survey firm) wrote Employer Survey Design Planning Report (ESDPR) detailing how it intended to implement the STEP survey while complying with the STEP Technical Standards. The ESDPRs were submitted to the World Bank (WB) STEP team for approval.
- 2) The WB STEP team provided training to all survey firms. The 2-day training provided via video conference aimed at presenting the STEP Technical Standards and Train the Trainers. The training course aimed at project managers from each survey firm focused on the survey instruments, as well as on implementation and data management procedures.
- 3) Based on the STEP Technical Standards, the survey firms adapted and translated the STEP Employer survey instruments, the Interviewer Manual, and all training materials.
- 4) Once the instruments had been adapted and translated, survey firms carried out a pre-test, usually including 8-10 interviews. Findings from the pre-test were discussed with the WB STEP team to finalize the adaptation and translation of the STEP survey instruments.
- 5) Each survey firm provided a 4-day training course to its enumerators, using training materials developed by the WB STEP team (after translation and adaptation). The WB STEP team's Survey Consultant helped organize the training. In addition, the WB STEP team in Washington, D.C. provided just-in-time technical assistance, answering questions sent by the survey firm during the training. The training included in-field mock interviews in addition to in-class courses. At the end of the training, survey firms only retained enumerators having demonstrated a good understanding of the instruments.
- 6) As per STEP technical standards, data collection started within a few days of the end of the enumerators' training course. The composition of each country's fieldwork teams is described in the ESDPR, as well as reporting procedures and quality control processes. Weekly reports were sent to the WB STEP team, which provided just-in-time technical assistance during fieldwork to answer questions or concerns. Regular calls or VCs were also held between survey firms and the WB STEP team to discuss progress. Matters discussed usually involved questions on how to deal with specific situations, strategies to reduce non-response, the activation of reserve firms, and general pace of progress.

Non-response rates were high in Kenya in part due to refusals because some respondents were distrustful of being approached due to security concerns and some expressed skepticism on the relevance of the survey results.

- 7) Interviews lasted between 60 and 70 minutes.

### Data Collectors

Name	Abbreviation	Affiliation
tude conomique Conseil	EEC Canada	

#### SUPERVISION

The data collection team consisted of two teams with a total of 19 interviewers and 2 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

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STEP Data Management Process:

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

## Other Processing

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Data entry processes, including team composition are described in the Kenya 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.

EEC developed their own CAPI program to enable interviewers to code responses directly into small notebook computers or tablets as appropriate.

Standards for Data Entry are summarized in the ESDPR. 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

**KEN\_Final ES Data**

Content	STEP Kenya 2016 - 2017 (Wave 3). This file provides data from all Modules
Cases	504
Variable(s)	534
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

**Variables**

ID	Name	Label	Type	Format	Question
V1785	ID	Questionnaire ID	contin	numeric	
V1786	GENDER1	Gender 1	discrete	numeric	
V1787	AGE1	Age Group1	discrete	numeric	
V1788	MOD1	Module 1	discrete	character	
V1789	GENDER2	Gender 2	discrete	numeric	
V1790	AGE2	Age Group2	discrete	numeric	
V1791	MOD2	Module 2	discrete	character	
V1792	GENDER3	Gender 3	discrete	numeric	
V1793	AGE3	Age Group3	discrete	numeric	
V1794	MOD3	Module 3	discrete	character	
V1795	MOD1_02	Is your workplace part of a larger company/ firm?	discrete	numeric	Is this establishment part of a larger firm?
V1796	MOD1_03	In what year did the company/firm begin operations in this country?	contin	numeric	In what year did the parent establishment begin operations in [Country]?
V1797	MOD1_04	What year did your workplace begin operations in Kenya?	contin	numeric	In what year did your workplace begin operations?
V1798	MOD1_05	What is the legal status of this workplace?	discrete	numeric	What is the legal status of this firm?
V1799	MOD1_05X1	What is the legal status of this workplace - Other, please specify ?	discrete	character	What is the legal status of this firm?
V1800	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?
V1801	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
V1802	MOD1_08_1	Permanent Employment	contin	numeric	Use the following list to identify the broad sector of your economic activity
V1803	MOD1_08_2	Men	contin	numeric	
V1804	MOD1_08_3	Women	contin	numeric	
V1805	MOD1_08B_1	Temp/Casual (Total)	contin	numeric	
V1806	MOD1_08B_2	Men	contin	numeric	
V1807	MOD1_08B_3	Women	contin	numeric	

ID	Name	Label	Type	Format	Question
V1808	MOD1_09R	Do you have any managers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Managers
V1809	MOD1_10R	How many current managers are there in your workplace?	contin	numeric	How many current [OCCUPATION] are there in the workplace? - Managers
V1810	MOD1_11R	How many managers did the workplace have 12 months ago?	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Managers
V1811	MOD1_12R	How many total managers do you expect to have in 12 months?	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months' time? (including present workers) - Managers
V1812	MOD1_13R	What proportion of current managers are female?	contin	numeric	What proportion of current [OCCUPATION] are female? - Managers
V1813	MOD1_14R	What proportion of current managers have worked for less than one year?	contin	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - Managers
V1814	MOD1_15R	How many current managers are foreign?	contin	numeric	How many current [OCCUPATION] are foreign? - Managers
V1815	MOD1_09S	Do you have any professionals working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Professionals
V1816	MOD1_10S	How many current professionals are there in your workplace?	contin	numeric	How many current [OCCUPATION] are there in the workplace? - Professionals
V1817	MOD1_11S	How many professionals did the workplace have 12 months ago?	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Professionals
V1818	MOD1_12S	How many total professionals do you expect to have in 12 months?	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months' time? (including present workers) - Professionals
V1819	MOD1_13S	What proportion of current professionals are female?	contin	numeric	What proportion of current [OCCUPATION] are female? - Professionals
V1820	MOD1_14S	What proportion of current professionals have worked for less than one year?	contin	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - Professionals
V1821	MOD1_15S	How many current professionals are foreign?	contin	numeric	How many current [OCCUPATION] are foreign? - Professionals
V1822	MOD1_09T	Do you have any technicians working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Technicians and associate professionals
V1823	MOD1_10T	How many current technicians are there in your workplace?	contin	numeric	How many current [OCCUPATION] are there in the workplace? - Technicians and associate professionals
V1824	MOD1_11T	How many technicians did the workplace have 12 months ago?	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Technicians and associate professionals

ID	Name	Label	Type	Format	Question
V1825	MOD1_12T	How many total technicians do you expect to have in 12 months?	contin	numeric	How many total [OCCUPATION] do you expect to have in 6 months' time? (including present orkers) - Technicians and associate professionals
V1826	MOD1_13T	What proportion of current technicians are female?	contin	numeric	What proportion of current [OCCUPATION] are female? - Technicians and associate professionals
V1827	MOD1_14T	What proportion of current technicians have worked for less than one year?	contin	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - Technicians and associate professionals
V1828	MOD1_15T	How many current technicians are foreign?	contin	numeric	How many current [OCCUPATION] are foreign? - Technicians and associate professionals
V1829	MOD1_16S	Do you have any clerical workers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Clerical and support workers
V1830	MOD1_17S	How many current clerical workers are there in your workplace?	contin	numeric	How many current [OCCUPATION] are there in the workplace? - Clerical and support workers
V1831	MOD1_18S	How many clerical workers did the workplace have 12 months ago?	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Clerical and support workers
V1832	MOD1_19S	How many total clerical workers do you expect to have in 12 months?	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months' time? (including present workers) - Clerical and support workers
V1833	MOD1_20S	What proportion of current clerical workers are female?	contin	numeric	What proportion of current [OCCUPATION] are female? - Clerical and support workers
V1834	MOD1_21S	How many current clerical workers are foreign?	contin	numeric	How many current [OCCUPATION] are foreign? - Clerical and support workers
V1835	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
V1836	MOD1_17U	How many current service workers are there in your workplace?	contin	numeric	How many current [OCCUPATION] are there in the workplace - Service workers
V1837	MOD1_18U	How many service workers did the workplace have 12 months ago?	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Service workers
V1838	MOD1_19U	How many total service workers do you expect to have in 12 months?	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months' time? (including present workers) - Service workers
V1839	MOD1_20U	What proportion of current service workers are female?	contin	numeric	What proportion of current [OCCUPATION] are female? - Service workers
V1840	MOD1_21U	How many current service workers are foreign?	contin	numeric	How many current [OCCUPATION] are foreign? - Service workers
V1841	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

ID	Name	Label	Type	Format	Question
V1842	MOD1_17T	How many current sales workers are there in your workplace?	contin	numeric	How many current [OCCUPATION] are there in the workplace - Sales workers
V1843	MOD1_18T	How many sales workers did the workplace have 12 months ago?	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Sales workers
V1844	MOD1_19T	How many total sales workers do you expect to have in 12 months?	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months' time? (including present workers) - Sales workers
V1845	MOD1_20T	What proportion of current sales workers are female?	contin	numeric	What proportion of current [OCCUPATION] are female? - Sales workers
V1846	MOD1_21T	How many current sales workers are foreign?	contin	numeric	How many current [OCCUPATION] are foreign? - Sales workers
V1847	MOD1_16K	Do you have any skilled agri workers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Skilled agricultural, forestry, and fishery workers
V1848	MOD1_17K	How many current skilled agri workers are there in your workplace?	contin	numeric	How many current [OCCUPATION] are there in the workplace - Skilled agricultural, forestry, and fishery workers
V1849	MOD1_18K	How many skilled agri workers did the workplace have 12 months ago?	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Skilled agricultural, forestry, and fishery workers
V1850	MOD1_19K	How many total skilled agri workers do you expect to have in 12 months?	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months' time? (including present workers) - Skilled agricultural, forestry, and fishery workers
V1851	MOD1_20K	What proportion of current skilled agri workers are female?	contin	numeric	What proportion of current [OCCUPATION] are female? - Skilled agricultural, forestry, and fishery workers
V1852	MOD1_21K	How many current skilled agri workers are foreign?	contin	numeric	How many current [OCCUPATION] are foreign? - Skilled agricultural, forestry, and fishery workers
V1853	MOD1_16G	Do you have any construction/crafts workers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Construction, Craft and related trades workers
V1854	MOD1_17G	How many current construction/crafts workers are there in your workplace?	contin	numeric	How many current [OCCUPATION] are there in the workplace - Construction, Craft and related trades workers
V1855	MOD1_18G	How many construction/crafts workers did the workplace have 12 months ago?	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Construction, Craft and related trades workers
V1856	MOD1_19G	How many total construction/crafts workers do you expect to have in 12 months?	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months' time? (including present workers) - Construction, Craft and related trades workers
V1857	MOD1_20G	What proportion of current construction/crafts workers are female?	contin	numeric	What proportion of current [OCCUPATION] are female? - Construction, Craft and related trades workers

ID	Name	Label	Type	Format	Question
V1858	MOD1_21G	How many current construction/crafts workers are foreign?	contin	numeric	How many current [OCCUPATION] are foreign? - Construction, Craft and related trades workers
V1859	MOD1_16V	Do you have any drivers/machine operators working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Plant and machine operators, and assemblers, Drivers
V1860	MOD1_17V	How many current drivers/machine operators are there in your workplace?	contin	numeric	How many current [OCCUPATION] are there in the workplace - Plant and machine operators, and assemblers, Drivers
V1861	MOD1_18V	How many drivers/machine operators did the workplace have 12 months ago?	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Plant and machine operators, and assemblers, Drivers
V1862	MOD1_19V	How many total drivers/machine operators do you expect to have in 12 months?	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months' time? (including present workers - Plant and machine operators, and assemblers, Drivers
V1863	MOD1_20V	What proportion of current drivers/machine operators are female?	contin	numeric	What proportion of current [OCCUPATION] are female? - Plant and machine operators, and assemblers, Drivers
V1864	MOD1_21V	How many current drivers/machine operators are foreign?	contin	numeric	How many current [OCCUPATION] are foreign? - Plant and machine operators, and assemblers, Drivers
V1865	MOD1_16J	Do you have any elementary occupations working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Elementary occupations
V1866	MOD1_17J	How many current elementary occupations are there in your workplace?	contin	numeric	How many current [OCCUPATION] are there in the workplace - Elementary occupations
V1867	MOD1_18J	How many elementary occupations did the workplace have 12 months ago?	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Elementary occupations
V1868	MOD1_19J	How many total elementary occupations do you expect to have in 12 months?	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months' time? (including present workers - Elementary occupations
V1869	MOD1_20J	What proportion of current elementary occupations are female?	contin	numeric	What proportion of current [OCCUPATION] are female? - Elementary occupations
V1870	MOD1_21J	How many current elementary occupations are foreign?	contin	numeric	How many current [OCCUPATION] are foreign? - Elementary occupations
V1871	MOD1_22R	Have you tried to hire any managers in the past 3 years?	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Managers)
V1872	MOD1_23R	Did you receive female applications when trying to hire managers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Managers)
V1873	MOD1_24_R1	Did you encounter any of the following problems when trying to hire managers? Op	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - There were no or few applicants

ID	Name	Label	Type	Format	Question
V1874	MOD1_24_R2	Did you encounter any of the following problems when trying to hire managers? Op	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - Applicants lacked required skills
V1875	MOD1_24_R3	Did you encounter any of the following problems when trying to hire managers? Op	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Managers) - Applicants expected wages higher than we can offer
V1876	MOD1_24_R4	Did you encounter any of the following problems when trying to hire managers? Op	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Managers) - Applicants did not like working conditions
V1877	MOD1_24_R5	Did you encounter any of the following problems when trying to hire managers? Op	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Managers) - Applicants lacked required work experience
V1878	MOD1_24_R6A1	Did you encounter any of the following problems when trying to hire managers? Op	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Managers) - Other
V1879	MOD1_24_R6A2	Specify Option 6	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? - Other (specify)
V1880	MOD1_22S	Have you tried to hire any professionals in the past 3 years?	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Professionals)
V1881	MOD1_23S	Did you receive female applications when trying to hire professionals?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Professionals)
V1882	MOD1_24_S1	Did you encounter any of the following problems when trying to hire professional	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Professionals) - There were no or few applicants
V1883	MOD1_24_S2	Did you encounter any of the following problems when trying to hire professional	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Professionals) - Applicants lacked required skills
V1884	MOD1_24_S3	Did you encounter any of the following problems when trying to hire professional	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Professionals) - Applicants expected wages higher than we can offer
V1885	MOD1_24_S4	Did you encounter any of the following problems when trying to hire professional	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Professionals) - Applicants did not like working conditions
V1886	MOD1_24_S5	Did you encounter any of the following problems when trying to hire professional	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Professionals) - Applicants lacked required work experience
V1887	MOD1_24_S6A1	Did you encounter any of the following problems when trying to hire professional	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Professionals) - Other

ID	Name	Label	Type	Format	Question
V1888	MOD1_24_S6A2	Specify Option 6	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Professionals) - Other (specify)
V1889	MOD1_22T	Have you tried to hire any technicians in the past 3 years?	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Technicians and associate professionals)
V1890	MOD1_23T	Did you receive female applications when trying to hire technicians?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Technicians and associate professionals)
V1891	MOD1_24_T1	Did you encounter any of the following problems when trying to hire technicians?	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals) - There were no or few applicants
V1892	MOD1_24_T2	Did you encounter any of the following problems when trying to hire technicians?	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals) - Applicants lacked required skills
V1893	MOD1_24_T3	Did you encounter any of the following problems when trying to hire technicians?	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals) - Applicants expected wages higher than we can offer
V1894	MOD1_24_T4	Did you encounter any of the following problems when trying to hire technicians?	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals) - Applicants did not like working conditions
V1895	MOD1_24_T5	Did you encounter any of the following problems when trying to hire technicians?	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals) - Applicants lacked required work experience
V1896	MOD1_24_T6A1	Did you encounter any of the following problems when trying to hire technicians?	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals) - Other
V1897	MOD1_24_T6A2	Specify Option 6	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals) - Other (specify)
V1898	MOD1_25S	Have you tried to hire any clerical workers in the past 3 years?	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Clerical and support workers)
V1899	MOD1_26S	Did you receive female applications when trying to hire clerical workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Clerical and support workers)
V1900	MOD1_27_S1	Did you encounter any of the following problems when trying to hire clerical wor	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - There were no or few applicants

ID	Name	Label	Type	Format	Question
V1901	MOD1_27_S2	Did you encounter any of the following problems when trying to hire clerical wor	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Applicants lacked required skills
V1902	MOD1_27_S3	Did you encounter any of the following problems when trying to hire clerical wor	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Applicants expected wages higher than we can offer
V1903	MOD1_27_S4	Did you encounter any of the following problems when trying to hire clerical wor	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Applicants did not like working conditions
V1904	MOD1_27_S5	Did you encounter any of the following problems when trying to hire clerical wor	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Applicants lacked required work experience
V1905	MOD1_27_S6A1	Did you encounter any of the following problems when trying to hire clerical wor	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Other
V1906	MOD1_27_S6A2	Specify Option 6	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Other (specify)
V1907	MOD1_25U	Have you tried to hire any service workers in the past 3 years?	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Service workers)
V1908	MOD1_26U	Did you receive female applications when trying to hire service workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Service workers)
V1909	MOD1_27_U1	Did you encounter any of the following problems when trying to hire service work	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - There were no or few applicants
V1910	MOD1_27_U2	Did you encounter any of the following problems when trying to hire service work	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Applicants lacked required skills
V1911	MOD1_27_U3	Did you encounter any of the following problems when trying to hire service work	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Applicants expected wages higher than we can offer
V1912	MOD1_27_U4	Did you encounter any of the following problems when trying to hire service work	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Applicants did not like working conditions
V1913	MOD1_27_U5	Did you encounter any of the following problems when trying to hire service work	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Applicants lacked required work experience

ID	Name	Label	Type	Format	Question
V1914	MOD1_27_U6A1	Did you encounter any of the following problems when trying to hire service work	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Other
V1915	MOD1_27_U6A2	Specify Option 6	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Other (specify)
V1916	MOD1_25T	Have you tried to hire any sales workers in the past 3 years?	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Sales workers)
V1917	MOD1_26T	Did you receive female applications when trying to hire sales workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Sales workers)
V1918	MOD1_27_T1	Did you encounter any of the following problems when trying to hire sales worker	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - There were no or few applicants
V1919	MOD1_27_T2	Did you encounter any of the following problems when trying to hire sales worker	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Applicants lacked required skills
V1920	MOD1_27_T3	Did you encounter any of the following problems when trying to hire sales worker	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Applicants expected wages higher than we can offer
V1921	MOD1_27_T4	Did you encounter any of the following problems when trying to hire sales worker	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Applicants did not like working conditions
V1922	MOD1_27_T5	Did you encounter any of the following problems when trying to hire sales worker	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Applicants lacked required work experience
V1923	MOD1_27_T6A1	Did you encounter any of the following problems when trying to hire sales worker	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Other
V1924	MOD1_27_T6A2	Specify Option 6	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Other (specify)
V1925	MOD1_25K	Have you tried to hire any skilled agri workers in the past 3 years?	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Skilled agricultural, forestry, and fishery workers)
V1926	MOD1_26K	Did you receive female applications when trying to hire skilled agri workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)
V1927	MOD1_27_K1	Did you encounter any of the following problems when trying to hire skilled agri	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - There were no or few applicants

ID	Name	Label	Type	Format	Question
V1928	MOD1_27_K2	Did you encounter any of the following problems when trying to hire skilled agri	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Applicants lacked required skills
V1929	MOD1_27_K3	Did you encounter any of the following problems when trying to hire skilled agri	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Applicants expected wages higher than we can offer
V1930	MOD1_27_K4	Did you encounter any of the following problems when trying to hire skilled agri	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Applicants did not like working conditions
V1931	MOD1_27_K5	Did you encounter any of the following problems when trying to hire skilled agri	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Applicants lacked required work experience
V1932	MOD1_27_K6A1	Did you encounter any of the following problems when trying to hire skilled agri	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Other
V1933	MOD1_27_K6A2	Specify Option 6	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Other (specify)
V1934	MOD1_25G	Have you tried to hire any construction/crafts workers in the past 3 years?	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Construction, Craft and related trades workers)
V1935	MOD1_26G	Did you receive female applications when trying to hire construction/crafts work	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)
V1936	MOD1_27_G1	Did you encounter any of the following problems when trying to hire construction	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - There were no or few applicants
V1937	MOD1_27_G2	Did you encounter any of the following problems when trying to hire construction	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Applicants lacked required skills
V1938	MOD1_27_G3	Did you encounter any of the following problems when trying to hire construction	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Applicants expected wages higher than we can offer

ID	Name	Label	Type	Format	Question
V1939	MOD1_27_G4	Did you encounter any of the following problems when trying to hire construction	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Applicants did not like working conditions
V1940	MOD1_27_G5	Did you encounter any of the following problems when trying to hire construction	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Applicants lacked required work experience
V1941	MOD1_27_G6A1	Did you encounter any of the following problems when trying to hire construction	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Other
V1942	MOD1_27_G6A2	Specify Option 6	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Other (specify)
V1943	MOD1_25V	Have you tried to hire any drivers/machine operators in the past 3 years?	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Plant and machine operators, and assemblers, Drivers)
V1944	MOD1_26V	Did you receive female applications when trying to hire drivers/machine operator	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)
V1945	MOD1_27_V1	Did you encounter any of the following problems when trying to hire drivers/mach	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - There were no or few applicants
V1946	MOD1_27_V2	Did you encounter any of the following problems when trying to hire drivers/mach	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Applicants lacked required skills
V1947	MOD1_27_V3	Did you encounter any of the following problems when trying to hire drivers/mach	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Applicants expected wages higher than we can offer
V1948	MOD1_27_V4	Did you encounter any of the following problems when trying to hire drivers/mach	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Applicants did not like working conditions
V1949	MOD1_27_V5	Did you encounter any of the following problems when trying to hire drivers/mach	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Applicants lacked required work experience

ID	Name	Label	Type	Format	Question
V1950	MOD1_27_V6A1	Did you encounter any of the following problems when trying to hire drivers/mach	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Other
V1951	MOD1_27_V6A2	Specify Option 6	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Other (specify)
V1952	MOD1_25J	Have you tried to hire any elementary occupations in the past 3 years?	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Elementary occupations)
V1953	MOD1_26J	Did you receive female applications when trying to hire elementary occupations?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Elementary occupations)
V1954	MOD1_27_J1	Did you encounter any of the following problems when trying to hire elementary o	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - There were no or few applicants
V1955	MOD1_27_J2	Did you encounter any of the following problems when trying to hire elementary o	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Applicants lacked required skills
V1956	MOD1_27_J3	Did you encounter any of the following problems when trying to hire elementary o	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Applicants expected wages higher than we can offer
V1957	MOD1_27_J4	Did you encounter any of the following problems when trying to hire elementary o	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Applicants did not like working conditions
V1958	MOD1_27_J5	Did you encounter any of the following problems when trying to hire elementary o	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Applicants lacked required work experience
V1959	MOD1_27_J6A1	Did you encounter any of the following problems when trying to hire elementary o	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Other
V1960	MOD1_27_J6A2	Specify Option 6	discrete	character	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Other (specify)
V1961	M_2_01R	Workplace has managers	discrete	numeric	- Manager
V1962	M_2_01S	Workplace has professions	discrete	numeric	- Professional
V1963	M_2_01T	Workplace has technicians	discrete	numeric	- Technicians and associate professionals
V1964	M_2_02B	Selected Occupation Type A number	discrete	numeric	Occupation Number
V1965	M_2_02Z	Selected Occupation Type A name	discrete	character	Occupation Type
V1966	M2_03_4	Workplace has clerical workers	discrete	numeric	- Clerical support workers

ID	Name	Label	Type	Format	Question
V1967	M2_03_5	Workplace has service workers	discrete	numeric	- Service workers
V1968	M2_03_6	Workplace has sales workers	discrete	numeric	- Sales workers
V1969	M2_03_7	Workplace has skilled agri workers	discrete	numeric	- Skilled agricultural, forestry and fishery workers
V1970	M2_03_8	Workplace has crafts workers	discrete	numeric	- Craft and related trades workers
V1971	M2_03_9	Workplace has drivers/machine operators	discrete	numeric	- Plant and machine operations, assemblers
V1972	M2_03_10	Workplace has elementary occupations	discrete	numeric	- Elementary occupation
V1973	M_2_04B	Selected Occupation Type B number	discrete	numeric	Occupation Number
V1974	M_2_04Z	Selected Occupation Type B name	discrete	character	Occupation Type
V1975	M2_2_05A	Occupation Type A	discrete	character	Occupation Type A
V1976	M2_2_05B	Occupation Type B	discrete	character	Occupation Type B
V1977	M2_2_06AA	Recruit from public employment services (Type A)	discrete	numeric	Do you recruit from the following sources? - Public Employment Services
V1978	M2_2_06AB	Recruit from private employment servivecs (Type A)	discrete	numeric	Do you recruit from the following sources? - Private Employment Services
V1979	M2_2_06AC	Recruit from job fairs (Type A)	discrete	numeric	Do you recruit from the following sources? - Job Fairs
V1980	M2_2_06AD	Recruit from offers to experienced people (Type A)	discrete	numeric	Do you recruit from the following sources? - Offers to experienced people in other firms
V1981	M2_2_06AE	Recruit from educational institutions (Type A)	discrete	numeric	Do you recruit from the following sources? - Direct contact with public educational institutions, schools, training centers, universities, etc.
V1982	M2_2_06AF	Recruit from internet postings (Type A)	discrete	numeric	Do you recruit from the following sources? - Internet posting
V1983	M2_2_06AG	Recruit from media postings (not internet) (Type A)	discrete	numeric	Do you recruit from the following sources? - Other media advertisements/postings (not including internet)
V1984	M2_2_06AH	Recruit from informal channels (Type A)	discrete	numeric	Do you recruit from the following sources? - Informal channels (personal contacts, people recommended by others)
V1985	M2_2_06AI	Other sources of recruitment (Type A)	discrete	numeric	Do you recruit from the following sources? - Other
V1986	M2_2_06BA	Recruit from public employment services (Type B)	discrete	numeric	Do you recruit from the following sources? - Public Employment Services
V1987	M2_2_06BB	Recruit from private employment servivecs (Type B)	discrete	numeric	Do you recruit from the following sources? - Private Employment Services
V1988	M2_2_06BC	Recruit from job fairs (Type B)	discrete	numeric	Do you recruit from the following sources? - Job Fairs
V1989	M2_2_06BD	Recruit from offers to experienced people (Type B)	discrete	numeric	Do you recruit from the following sources? - Offers to experienced people in other firms

ID	Name	Label	Type	Format	Question
V1990	M2_2_06BE	Recruit from educational institutions (Type B)	discrete	numeric	Do you recruit from the following sources? - Direct contact with public educational institutions, schools, training centers, universities, etc.
V1991	M2_2_06BF	Recruit from internet postings (Type B)	discrete	numeric	Do you recruit from the following sources? - Internet posting
V1992	M2_2_06BG	Recruit from media postings (not internet) (Type B)	discrete	numeric	Do you recruit from the following sources? - Other media advertisements/postings (not including internet)
V1993	M2_2_06BH	Recruit from informal channels (Type B)	discrete	numeric	Do you recruit from the following sources? - Informal channels (personal contacts, people recommended by others)
V1994	M2_2_06BI	Other sources of recruitment (Type B)	discrete	numeric	Do you recruit from the following sources? - Other
V1995	M2_2_07A	Did you hire Type A in the past 3 years?	discrete	numeric	Did you hire in the past 3 years?
V1996	M2_2_07B	Did you hire Type B in the past 3 years?	discrete	numeric	Did you hire in the past 3 years?
V1997	M2_2_08A1	What proportion of Type A applicants were male?	contin	numeric	What proportion of the applicants for [OCCUPATION TYPE_] were male and female?
V1998	M2_2_08A2	What proportion of Type A applicants were female?	contin	numeric	What proportion of the applicants for [OCCUPATION TYPE_] were male and female?
V1999	M2_2_08B1	What proportion of Type B applicants were male?	contin	numeric	What proportion of the applicants for [OCCUPATION TYPE_] were male and female?
V2000	M2_2_08B2	What proportion of Type B applicants were female?	contin	numeric	What proportion of the applicants for [OCCUPATION TYPE_] were male and female?
V2001	M2_2_09_1	How many days to fill Type A position?	contin	numeric	Over the past 3 years, on average, how many days does it take to fill a position from the time the position becomes open or is created?
V2002	M2_2_09_2	How many days to fill Type B position?	contin	numeric	Over the past 3 years, on average, how many days does it take to fill a position from the time the position becomes open or is created?
V2003	M2_2_10_1	Education level of recently hired Type A person	discrete	numeric	For the most recently hired person: What is their education level?
V2004	M2_2_10_2	Education level of recently hired Type B person	discrete	numeric	For the most recently hired person: What is their education level?
V2005	M_2_11_1	Gender of recently hired Type A person	discrete	numeric	What is their gender?
V2006	M_2_11_2	Gender of recently hired Type B person	discrete	numeric	What is their gender?
V2007	M_2_12A	Average income for Type A	contin	numeric	What is their average monthly gross compensation over the past 6 months (or the months since hiring if hired less than 6 months ago)
V2008	M_2_12B	Average income for Type B	contin	numeric	What is their average monthly gross compensation over the past 6 months (or the months since hiring if hired less than 6 months ago)
V2009	M_2_12A1	Note if Type A is part-time income	discrete	numeric	Is the compensation noted above for a part-time position?
V2010	M_2_12A2	Note if Type B is part-time income	discrete	numeric	Is the compensation noted above for a part-time position?

ID	Name	Label	Type	Format	Question
V2011	M_2_13_1	Is the salary negotiable? Type A	discrete	numeric	Is the salary negotiable at the moment of hiring?
V2012	M_2_13_2	Is the salary negotiable? Type B	discrete	numeric	Is the salary negotiable at the moment of hiring?
V2013	M_2_14_1Y_1	Most important personal characteristic (Type A)	discrete	numeric	What are the three most important personal characteristics that you are looking for when deciding which employee should be hired? - 1st most Important
V2014	M_2_14_1Y_2	Second most important personal characteristic (Type A)	discrete	numeric	What are the three most important personal characteristics that you are looking for when deciding which employee should be hired? - 2nd most Important
V2015	M_2_14_1Y_3	Third most important personal characteristic (Type A)	discrete	numeric	What are the three most important personal characteristics that you are looking for when deciding which employee should be hired? - 3rd most Important
V2016	M_2_14A_1_1	Selected age group (15-24 years) for Type A	discrete	numeric	If Age, specify which category:
V2017	M_2_14A_1_2	Selected age group (25-44 years) for Type A	discrete	numeric	If Age, specify which category:
V2018	M_2_14A_1_3	Selected age group (45-64 years) for Type A	discrete	numeric	If Age, specify which category:
V2019	M_2_14A_2_1	Selected gender=male for Type A	discrete	numeric	If Gender, specify:
V2020	M_2_14A_2_2	Selected gender=female for Type A	discrete	numeric	If Gender, specify:
V2021	M_2_14_2Y_1	Most important personal characteristic (Type B)	discrete	numeric	What are the three most important personal characteristics that you are looking for when deciding which employee should be hired? - 1st most Important
V2022	M_2_14_2Y_2	Second most important personal characteristic (Type B)	discrete	numeric	What are the three most important personal characteristics that you are looking for when deciding which employee should be hired? - 2nd most Important
V2023	M_2_14_2Y_3	Third most important personal characteristic (Type B)	discrete	numeric	What are the three most important personal characteristics that you are looking for when deciding which employee should be hired? - 3rd most Important
V2024	M_2_14B_1_1	Selected age group (15-24 years) for Type B	discrete	numeric	If Age, specify which category:
V2025	M_2_14B_1_2	Selected age group (25-44 years) for Type B	discrete	numeric	If Age, specify which category:
V2026	M_2_14B_1_3	Selected age group (45-64 years) for Type B	discrete	numeric	If Age, specify which category:
V2027	M_2_14B_2_1	Selected gender=male for Type B	discrete	numeric	If Gender, specify:
V2028	M_2_14B_2_2	Selected gender=female for Type B	discrete	numeric	If Gender, specify:
V2029	M_30A_1	Does the job involve reading? (Type A)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - reading? (e.g. letters, sales orders, receipts, official communication, financial reports, operation guides etc., either in paper or computer)

ID	Name	Label	Type	Format	Question
V2030	M_30A_2	Does the job involve writing? (Type A)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - writing using correct spelling and grammar?
V2031	M_30A_3	Does the job involve math? (Type A)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - math that is adding, subtracting, multiplying or dividing numbers- using a calculator or computer if necessary?
V2032	M_30A_4	Does the job involve problem solving? (Type A)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - solving problems that take 30 minutes or more to come up with a good solution?
V2033	M_30A_5	Does the job involve speaking a language other than English? (Type A)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - speaking a language other than English or Swahili?
V2034	M_30A_6	Does the job involve making presentations? (Type A)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - making formal presentations to clients or colleagues to persuade them of a point of view?
V2035	M_30A_7	Does the job involve interacting with co-workers? (Type A)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - interacting with a team of co-workers?
V2036	M_30B_1	Does the job involve reading? (Type B)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - reading? (e.g. letters, sales orders, receipts, official communication, financial reports, operation guides etc., either in paper or computer)
V2037	M_30B_2	Does the job involve writing? (Type B)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - writing using correct spelling and grammar?
V2038	M_30B_3	Does the job involve math? (Type B)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - math that is adding, subtracting, multiplying or dividing numbers- using a calculator or computer if necessary?
V2039	M_30B_4	Does the job involve problem solving? (Type B)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - solving problems that take 30 minutes or more to come up with a good solution?
V2040	M_30B_5	Does the job involve speaking a language other than English? (Type B)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - speaking a language other than English or Swahili?
V2041	M_30B_6	Does the job involve making presentations? (Type B)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - making formal presentations to clients or colleagues to persuade them of a point of view?
V2042	M_30B_7	Does the job involve interacting with co-workers? (Type B)	discrete	numeric	Does occupation type [A or B] regularly involve or require... - interacting with a team of co-workers?
V2043	M_3_08A	Highest level of computer use in the job (Type A)	discrete	numeric	What is the highest level of computer use involved in each occupation type?

ID	Name	Label	Type	Format	Question
V2044	M_3_08B	Highest level of computer use in the job (Type B)	discrete	numeric	What is the highest level of computer use involved in each occupation type?
V2045	M_3_09A	How frequently did worker Type A arrive on time?	discrete	numeric	Thinking of the last month, how frequently did the worker arrive at work on time (within 15 minutes)?
V2046	M_3_09B	How frequently did worker Type B arrive on time?	discrete	numeric	Thinking of the last month, how frequently did the worker arrive at work on time (within 15 minutes)?
V2047	M_3_010A	Average monthly income for Type A	contin	numeric	What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSES, COMMINSSIONS, PER DIEMS, ETC.
V2048	M_3_010B	Average monthly income for Type B	contin	numeric	What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSES, COMMINSSIONS, PER DIEMS, ETC.
V2049	M_3_010AA	Note if Type A is part-time income	discrete	numeric	Is the compensation noted above for a part-time position?
V2050	M_3_010AB	Note if Type B is part-time income	discrete	numeric	Is the compensation noted above for a part-time position?
V2051	M_3_011A	How long since last promotion for worker Type A?	contin	numeric	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?
V2052	M_3_011B	How long since last promotion for worker Type B?	contin	numeric	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?
V2053	M_3_12A	Highest education of worker Type A?	discrete	numeric	What is the highest education level this worker has completed?
V2054	M_3_12B	Highest education of worker Type B?	discrete	numeric	What is the highest education level this worker has completed?
V2055	M_3_013A	Does worker Type A have a vocational degree?	discrete	numeric	Does this worker have a technical or vocational certificate, diploma, or degree?
V2056	M_3_013B	Does worker Type B have a vocational degree?	discrete	numeric	Does this worker have a technical or vocational certificate, diploma, or degree?
V2057	M_3_014A	Are you satisfied with education level of worker Type A?	discrete	numeric	Are you satisfied with the education level of this worker?
V2058	M_3_014B	Are you satisfied with education level of worker Type B?	discrete	numeric	Are you satisfied with the education level of this worker?
V2059	M_3_015A	Avg age of worker Type A?	contin	numeric	What is the average age of this worker?
V2060	M_3_015B	Avg age of worker Type B?	contin	numeric	What is the average age of this worker?
V2061	M_3_016A	Gender of worker Type A?	discrete	numeric	What is the gender of this worker?
V2062	M_3_016B	Gender of worker Type B?	discrete	numeric	What is the gender of this worker?
V2063	M_3_017A_1	Difference in skill required and current level - skill 1 (Type A)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can do calculations and work with numbers

ID	Name	Label	Type	Format	Question
V2064	M_3_017A_2	Difference in skill required and current level - skill 2 (Type A)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can read and write in English
V2065	M_3_017A_3	Difference in skill required and current level - skill 3 (Type A)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can read and write in a foreign language
V2066	M_3_017A_4	Difference in skill required and current level - skill 4 (Type A)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can find new and better ways to do things
V2067	M_3_017A_5	Difference in skill required and current level - skill 5 (Type A)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can stay on a long and difficult task until it is finished
V2068	M_3_017A_6	Difference in skill required and current level - skill 6 (Type A)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can be relied on to get things done
V2069	M_3_017A_7	Difference in skill required and current level - skill 7 (Type A)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can work well with others and listens to others' views
V2070	M_3_017A_8	Difference in skill required and current level - skill 8 (Type A)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can work well in very busy or difficult situations
V2071	M_3_017A_9	Difference in skill required and current level - skill 9 (Type A)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can continue in the face of challenging situations at work
V2072	M_3_017A_10	Difference in skill required and current level - skill 10 (Type A)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can easily adapt to new tasks or changes in the establishment
V2073	M_3_017A_11	Difference in skill required and current level - skill 11 (Type A)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can use a computer for basic work processing tasks, email and internet searches
V2074	M_3_017A_12	Difference in skill required and current level - skill 12 (Type A)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.
V2075	M_3_018A_1	Size of the difference - skill 1 (Type A)	discrete	numeric	How different are current skills from required skills? - Can do calculations and work with numbers
V2076	M_3_018A_2	Size of the difference - skill 2 (Type A)	discrete	numeric	How different are current skills from required skills? - Can read and write in English

ID	Name	Label	Type	Format	Question
V2077	M_3_018A_3	Size of the difference - skill 3 (Type A)	discrete	numeric	How different are current skills from required skills? - Can read and write in a foreign language
V2078	M_3_018A_4	Size of the difference - skill 4 (Type A)	discrete	numeric	How different are current skills from required skills? - Can find new and better ways to do things
V2079	M_3_018A_5	Size of the difference - skill 5 (Type A)	discrete	numeric	How different are current skills from required skills? - Can stay on a long and difficult task until it is finished
V2080	M_3_018A_6	Size of the difference - skill 6 (Type A)	discrete	numeric	How different are current skills from required skills? - Can be relied on to get things done
V2081	M_3_018A_7	Size of the difference - skill 7 (Type A)	discrete	numeric	How different are current skills from required skills? - Can work well with others and listens to others' views
V2082	M_3_018A_8	Size of the difference - skill 8 (Type A)	discrete	numeric	How different are current skills from required skills? - Can work well in very busy or difficult situations
V2083	M_3_018A_9	Size of the difference - skill 9 (Type A)	discrete	numeric	How different are current skills from required skills? - Can continue in the face of challenging situations at work
V2084	M_3_018A_10	Size of the difference - skill 10 (Type A)	discrete	numeric	How different are current skills from required skills? - Can easily adapt to new tasks or changes in the establishment
V2085	M_3_018A_11	Size of the difference - skill 11 (Type A)	discrete	numeric	How different are current skills from required skills? - Can use a computer for basic work processing tasks, email and internet searches
V2086	M_3_018A_12	Size of the difference - skill 12 (Type A)	discrete	numeric	How different are current skills from required skills? - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.
V2087	M_3_019A_1	Importance of skills - skill 1 (Type A)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can do calculations and work with numbers
V2088	M_3_019A_2	Importance of skills - skill 2 (Type A)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can read and write in English
V2089	M_3_019A_3	Importance of skills - skill 3 (Type A)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can read and write in a foreign language
V2090	M_3_019A_4	Importance of skills - skill 4 (Type A)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can find new and better ways to do things
V2091	M_3_019A_5	Importance of skills - skill 5 (Type A)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can stay on a long and difficult task until it is finished

ID	Name	Label	Type	Format	Question
V2092	M_3_019A_6	Importance of skills - skill 6 (Type A)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can be relied on to get things done
V2093	M_3_019A_7	Importance of skills - skill 7 (Type A)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can work well with others and listens to others' views
V2094	M_3_019A_8	Importance of skills - skill 8 (Type A)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can work well in very busy or difficult situations
V2095	M_3_019A_9	Importance of skills - skill 9 (Type A)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can continue in the face of challenging situations at work
V2096	M_3_019A_10	Importance of skills - skill 10 (Type A)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can easily adapt to new tasks or changes in the establishment
V2097	M_3_019A_11	Importance of skills - skill 11 (Type A)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can use a computer for basic work processing tasks, email and internet searches
V2098	M_3_019A_12	Importance of skills - skill 12 (Type A)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.
V2099	M_3_020_1	Difference in skill required and current level - skill 1 (Type B)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can do calculations and work with numbers
V2100	M_3_020_2	Difference in skill required and current level - skill 2 (Type B)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can read and write in English
V2101	M_3_020_3	Difference in skill required and current level - skill 3 (Type B)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can read and write in a foreign language
V2102	M_3_020_4	Difference in skill required and current level - skill 4 (Type B)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can find new and better ways to do things
V2103	M_3_020_5	Difference in skill required and current level - skill 5 (Type B)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can stay on a long and difficult task until it is finished

ID	Name	Label	Type	Format	Question
V2104	M_3_020_6	Difference in skill required and current level - skill 6 (Type B)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can be relied on to get things done
V2105	M_3_020_7	Difference in skill required and current level - skill 7 (Type B)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can work well with others and listens to others' views
V2106	M_3_020_8	Difference in skill required and current level - skill 8 (Type B)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can work well in very busy or difficult situations
V2107	M_3_020_9	Difference in skill required and current level - skill 9 (Type B)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can continue in the face of challenging situations at work
V2108	M_3_020_10	Difference in skill required and current level - skill 10 (Type B)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can easily adapt to new tasks or changes in the establishment
V2109	M_3_020_11	Difference in skill required and current level - skill 11 (Type B)	discrete	numeric	Is there a difference between what is required for this occupation type and the current level of this skill - Can use a computer for basic work processing tasks, email and internet searches
V2110	M_3_021_1	Size of the difference - skill 1 (Type B)	discrete	numeric	How different are current skills from required skills? - Can do calculations and work with numbers
V2111	M_3_021_2	Size of the difference - skill 2 (Type B)	discrete	numeric	How different are current skills from required skills? - Can read and write in English
V2112	M_3_021_3	Size of the difference - skill 3 (Type B)	discrete	numeric	How different are current skills from required skills? - Can read and write in a foreign language
V2113	M_3_021_4	Size of the difference - skill 4 (Type B)	discrete	numeric	How different are current skills from required skills? - Can find new and better ways to do things
V2114	M_3_021_5	Size of the difference - skill 5 (Type B)	discrete	numeric	How different are current skills from required skills? - Can stay on a long and difficult task until it is finished
V2115	M_3_021_6	Size of the difference - skill 6 (Type B)	discrete	numeric	How different are current skills from required skills? - Can be relied on to get things done
V2116	M_3_021_7	Size of the difference - skill 7 (Type B)	discrete	numeric	How different are current skills from required skills? - Can work well with others and listens to others' views
V2117	M_3_021_8	Size of the difference - skill 8 (Type B)	discrete	numeric	How different are current skills from required skills? - Can work well in very busy or difficult situations
V2118	M_3_021_9	Size of the difference - skill 9 (Type B)	discrete	numeric	How different are current skills from required skills? - Can continue in the face of challenging situations at work

ID	Name	Label	Type	Format	Question
V2119	M_3_021_10	Size of the difference - skill 10 (Type B)	discrete	numeric	How different are current skills from required skills? - Can easily adapt to new tasks or changes in the establishment
V2120	M_3_021_11	Size of the difference - skill 11 (Type B)	discrete	numeric	How different are current skills from required skills? - Can use a computer for basic work processing tasks, email and internet searches
V2121	M_3_022_1	Importance of skills - skill 1 (Type B)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can do calculations and work with numbers
V2122	M_3_022_2	Importance of skills - skill 2 (Type B)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can read and write in English
V2123	M_3_022_3	Importance of skills - skill 3 (Type B)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can read and write in a foreign language
V2124	M_3_022_4	Importance of skills - skill 4 (Type B)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can find new and better ways to do things
V2125	M_3_022_5	Importance of skills - skill 5 (Type B)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can stay on a long and difficult task until it is finished
V2126	M_3_022_6	Importance of skills - skill 6 (Type B)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can be relied on to get things done
V2127	M_3_022_7	Importance of skills - skill 7 (Type B)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can work well with others and listens to others' views
V2128	M_3_022_8	Importance of skills - skill 8 (Type B)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can work well in very busy or difficult situations
V2129	M_3_022_9	Importance of skills - skill 9 (Type B)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can continue in the face of challenging situations at work
V2130	M_3_022_10	Importance of skills - skill 10 (Type B)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can easily adapt to new tasks or changes in the establishment
V2131	M_3_022_11	Importance of skills - skill 11 (Type B)	discrete	numeric	Please select the 3 most important skills you consider when retaining workers after a period of probation - Can use a computer for basic work processing tasks, email and internet searches

ID	Name	Label	Type	Format	Question
V2132	M_4_01A	Does your workplace have contacts with education and training institutes? (Type	discrete	numeric	Does your establishment have regular contacts with educational or training institutions regarding these occupation types, for recruitment, training, work placement, or another reason?
V2133	M_4_01B	Does your workplace have contacts with education and training institutes? (Type	discrete	numeric	Does your establishment have regular contacts with educational or training institutions regarding these occupation types, for recruitment, training, work placement, or another reason?
V2134	M_4_02A_1	Purpose - For recruitment (Type A)	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - You use for Recruitment of staff
V2135	M_4_02A_2	Purpose - For testing (Type A)	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Your firm participates in testing of students
V2136	M_4_02A_3	Purpose - For curriculum development (Type A)	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Your firm gives feedback to the institution for their Curriculum development
V2137	M_4_02A_4	Purpose - For further training (Type A)	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Your firm uses the institution for further training
V2138	M_4_02A_5	Purpose - For internships (Type A)	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Your firm provides work experience for students (internships and apprenticeships)
V2139	M_4_02A_6A	Purpose - Other (Type A)	discrete	numeric	Other specify
V2140	M_4_02A_6AX	Other (Type A)	discrete	character	Other specify
V2141	M_4_02B_1	Purpose - For recruitment (Type B)	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - You use for Recruitment of staff
V2142	M_4_02B_2	Purpose - For testing (Type B)	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Your firm participates in testing of students
V2143	M_4_02B_3	Purpose - For curriculum development (Type B)	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Your firm gives feedback to the institution for their Curriculum development
V2144	M_4_02B_4	Purpose - For further training (Type B)	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Your firm uses the institution for further training

ID	Name	Label	Type	Format	Question
V2145	M_4_02B_5	Purpose - For internships (Type B)	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Your firm provides work experience for students (internships and apprenticeships)
V2146	M_4_02B_6A	Purpose - Other (Type B)	discrete	numeric	Other specify
V2147	M_4_02B_6AX	Other (Type B)	discrete	character	Other specify
V2148	M_4_03A	Did Type A workers receive OJT?	discrete	numeric	Did the employees of these occupation types receive any on-the-job training?
V2149	M_4_03B	Did Type B workers receive OJT?	discrete	numeric	Did the employees of these occupation types receive any on-the-job training?
V2150	M_4_04A	Percentage of Type A workers who received OJT	contin	numeric	IF YES, what percentage of employees received on-the-job training?
V2151	M_4_04B	Percentage of Type B workers who received OJT	contin	numeric	IF YES, what percentage of employees received on-the-job training?
V2152	M_4_05A	Did Type A workers receive training on the premises?	discrete	numeric	IF YES, for training carried out ON the firm's premises:
V2153	M_4_05B	Did Type B workers receive training on the premises?	discrete	numeric	IF YES, for training carried out ON the firm's premises:
V2154	M_4_06A_1	Workers Type A received by firms managers	discrete	numeric	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training - Training by the firm's managers, technical persons, peers, etc. (Y/N)
V2155	M_4_06A_2	Workers Type A received by firms dedicated trainers	discrete	numeric	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Training by the firm's dedicated trainers
V2156	M_4_06A_3	Workers Type A received training on the premises by external trainers	discrete	numeric	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V2157	M_4_06A_4	Other type of training on the premises for Type A workers	discrete	numeric	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - How much did your establishment spend on outside training providers when training ON your premises?
V2158	M_4_06A_4X	Specify - Other type of training on the premises for Type A workers	discrete	character	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Other

ID	Name	Label	Type	Format	Question
V2159	M_4_06B_1	Workers Type B received by firms managers	discrete	numeric	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Training by the firm's managers, technical persons, peers, etc.
V2160	M_4_06B_2	Workers Type B received by firms dedicated trainers	discrete	numeric	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Training by the firm's dedicated trainers
V2161	M_4_06B_3	Workers Type B received training on the premises by external trainers	discrete	numeric	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V2162	M_4_06B_4	Other type of training on the premises for Type B workers	discrete	numeric	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - How much did your establishment spend on outside training providers when training ON your premises?
V2163	M_4_06B_4X	Specify - Other type of training on the premises for Type B workers	discrete	character	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Other
V2164	M_4_07A_1P	Percentage of Type A workers who received training by the firms managers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)
V2165	M_4_07A_2P	Percentage of Type A workers who received training by the firms dedicated trainee	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)
V2166	M_4_07A_3P	Percentage of Type A workers who received training by external trainers on the p	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)
V2167	M_4_07A_4P	Percentage of Type A workers who received other types of training on the premise	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

ID	Name	Label	Type	Format	Question
V2168	M_4_07A_4X	Specify - Percentage of Type A workers who received other types of training on t	discrete	character	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Other
V2169	M_4_07A_1B	Avg days Type A workers received training by the firms managers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)
V2170	M_4_07A_2B	Avg days Type A workers received training by the firms dedicated trainers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)
V2171	M_4_07A_3B	Avg days Type A workers received training by external trainers on the premises	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)
V2172	M_4_07A_4B	Avg days Type A workers received other types of training on the premises	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)
V2173	M_4_07A_4BX	Specify - Avg days Type A workers received other types of training on the premis	discrete	character	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days) - Other
V2174	M_4_07BP_1	Percentage of Type B workers who received training by the firms managers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)
V2175	M_4_07BP_2	Percentage of Type B workers who received training by the firms dedicated trainee	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)
V2176	M_4_07BP_3	Percentage of Type B workers who received training by external trainers on the p	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)
V2177	M_4_07BP_4	Percentage of Type B workers who received other types of training on the premise	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

ID	Name	Label	Type	Format	Question
V2178	M_4_07B_4X	Specify - Percentage of Type B workers who received other types of training on t	discrete	character	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Other
V2179	M_4_07BB_1	Avg days Type B workers received training by the firms managers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)
V2180	M_4_07BB_2	Avg days Type B workers received training by the firms dedicated trainers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)
V2181	M_4_07BB_3	Avg days Type B workers received training by external trainers on the premises	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)
V2182	M_4_07BB_4	Avg days Type B workers received other types of training on the premises	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)
V2183	M_4_07B_4BX	Specify - Avg days Type B workers received other types of training on the premis	discrete	character	Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days) - Other
V2184	M_4_08A	Content of longest training Type A workers received on the premises	discrete	numeric	What was the content of the longest training?
V2185	M_4_08AX1	Other content for training on the premises (Type A)	discrete	character	What was the content of the longest training? (Other)
V2186	M_4_08B	Content of longest training Type B workers received on the premises	discrete	numeric	What was the content of the longest training?
V2187	M_4_08BX1	Other content for training on the premises (Type B)	discrete	character	What was the content of the longest training? (Other)
V2188	M_4_09A	Duration of longest training (Type A)	contin	numeric	What was the duration in days of the longest training?
V2189	M_4_09B	Duration of longest training (Type B)	contin	numeric	What was the duration in days of the longest training?
V2190	M_4_010A	Among spent on training on the premises (Type A)	contin	numeric	
V2191	M_4_010B	Among spent on training on the premises (Type B)	contin	numeric	
V2192	M_4_011A	Did Type A workers receive training outside the premises?	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training

ID	Name	Label	Type	Format	Question
V2193	M_4_011B	Did Type B workers receive training outside the premises?	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training
V2194	M_4_012A_1	Workers Type A received training through public providers	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Through public training providers
V2195	M_4_012A_2	Workers Type A received training through private providers	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Through private training providers
V2196	M_4_012A_3	Workers Type A received training through equipment suppliers	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Through equipment suppliers (for example, a company selling computers providing training on software)
V2197	M_4_012A_4	Workers Type A received training through NGOs or international organizations	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - NGOs or international organizations
V2198	M_4_012A_5	Other type of training for workers Type A outside the premises	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Other
V2199	M_4_012A_5X	Specify - Other type of training for workers Type A outside the premises	discrete	character	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - specify__
V2200	M_4_012B_1	Workers Type B received training through public providers	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Through public training providers
V2201	M_4_012B_2	Workers Type B received training through private providers	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Through private training providers

ID	Name	Label	Type	Format	Question
V2202	M_4_012B_3	Workers Type B received training through equipment suppliers	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Through equipment suppliers (for example, a company selling computers providing training on software)
V2203	M_4_012B_4	Workers Type B received training through NGOs or international organizations	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - NGOs or international organizations
V2204	M_4_012B_5	Other type of training for workers Type B outside the premises	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - Other
V2205	M_4_012B_5X	Specify - Other type of training for workers Type B outside the premises	discrete	character	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N) - specify__
V2206	M_4_013AP_1	Percentage of Type A workers who received training by public training providers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%) - Through public training providers
V2207	M_4_013AP_2	Percentage of Type A workers who received training by private training providers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%) - Through private training providers
V2208	M_4_013AP_3	Percentage of Type A workers who received training by equipment suppliers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%) - Through equipment suppliers (for example, a company selling computers providing training on software)
V2209	M_4_013AP_4	Percentage of Type A workers who received training by NGOs, etc	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%) - NGOs or international organizations

ID	Name	Label	Type	Format	Question
V2210	M_4_013AP_5	Percentage of Type A workers who received other types of training outside the pr	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%) - Other
V2211	M_4_013AB_1	Avg days Type A workers received training by public training providers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days) - Through public training providers
V2212	M_4_013AB_2	Avg days Type A workers received training by private training providers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days) - Through private training providers
V2213	M_4_013AB_3	Avg days Type A workers received training by equipment suppliers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training 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)
V2214	M_4_013AB_4	Avg days Type A workers received training by NGOs, etc	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days) - NGOs or international organizations
V2215	M_4_013AB_5	Avg days Type A workers received other types of training outside the premises	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days) - Other
V2216	M_4_013BP_1	Percentage of Type B workers who received training by public training providers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%) - Through public training providers
V2217	M_4_013BP_2	Percentage of Type B workers who received training by private training providers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%) - Through private training providers

ID	Name	Label	Type	Format	Question
V2218	M_4_013BP_3	Percentage of Type B workers who received training by equipment suppliers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%) - Through equipment suppliers (for example, a company selling computers providing training on software)
V2219	M_4_013BP_4	Percentage of Type B workers who received training by NGOs, etc	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%) - NGOs or international organizations
V2220	M_4_013BP_5	Percentage of Type B workers who received other types of training outside the pr	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%) - Other
V2221	M_4_013BB_1	Avg days Type B workers received training by public training providers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days) - Through public training providers
V2222	M_4_013BB_2	Avg days Type B workers received training by private training providers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days) - Through private training providers
V2223	M_4_013BB_3	Avg days Type B workers received training by equipment suppliers	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training 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)
V2224	M_4_013BB_4	Avg days Type B workers received training by NGOs, etc	contin	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days) - NGOs or international organizations
V2225	M_4_013BB_5	Avg days Type B workers received other types of training outside the premises	discrete	numeric	For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days) - Other

ID	Name	Label	Type	Format	Question
V2226	M_4_014A	Amount paid to providers for outside training for Type A workers	contin	numeric	How much did your establishment spend paying outside providers for training when training OUTSIDE your premises?
V2227	M_4_014B	Amount paid to providers for outside training for Type B workers	contin	numeric	How much did your establishment spend paying outside providers for training when training OUTSIDE your premises?
V2228	M_4_015A	Response to training questions (Type A)	discrete	numeric	
V2229	M_4_015B	Response to training questions (Type B)	discrete	numeric	
V2230	M_4_016A	Which gender received more training last year? (Type A)	discrete	numeric	Thinking of the employees of these occupations in your establishment, did male employees receive more training, or did female employees receive more training, or did they have approximately equal training?
V2231	M_4_016B	Which gender received more training last year? (Type B)	discrete	numeric	Thinking of the employees of these occupations in your establishment, did male employees receive more training, or did female employees receive more training, or did they have approximately equal training?
V2232	M_4_017_1	Education system - meets skill needs	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya? - Meets the skill needs of your business adequately (Public general education)
V2233	M_4_017_2	Education system - produces people with important skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya? - Produces people with the skills you ranked as important (Public general education)
V2234	M_4_017_3	Education system - produces people with up-to-date knowledge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya? - Produces people with the up-to-date knowledge of methods, materials and technology (Public general education)
V2235	M_4_017_4	Education system - produces people with practical experience	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya? - Produces people with practical experiences that can be applied to their work (Public general education)

ID	Name	Label	Type	Format	Question
V2236	M_4_017_5	Education system - produces people with personal skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya? - Produces people with personal skills like time-management, reliability, ability to work with others, etc.(Public general education)
V2237	M_4_018	Has the workplace recruited from TVET system?	discrete	numeric	
V2238	M_4_019_1	Training system - meets skill needs	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya? - Meets the skill needs of your business adequately (Training system)
V2239	M_4_019_2	Training system - produces people with important skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya? - Produces people with the skills you ranked as important (Training system)
V2240	M_4_019_3	Training system - produces people with up-to-date knowledge	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya? - Produces people with the up-to-date knowledge of methods, materials and technology (Training system)
V2241	M_4_019_4	Training system - produces people with practical experience	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya? - Produces people with practical experiences that can be applied to their work (Training system)
V2242	M_4_019_5	Training system - produces people with personal skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya? - Produces people with personal skills like time-management, reliability, ability to work with others, etc.(Training system)
V2243	M_4_020_1	Women expect higher benefits	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants: - Women expect higher benefits than firms can offer (such as flexible hours)
V2244	M_4_020_2	Women lack required work experience	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants: - Women lack the required work experience

ID	Name	Label	Type	Format	Question
V2245	M_4_020_3	Women lack required skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants: - Women lack the required skills
V2246	M_4_020_4	Women are costlier to hire	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants: - Women are costlier to hire than men given labour regulations (such as maternity leave provisions)
V2247	M_4_020_5	Women have competing time demands	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants: - Women have competing time demands given family responsibilities
V2248	M_4_021_1	Doing calculations and working with numbers	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
V2249	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
V2250	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 a foreign language
V2251	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
V2252	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
V2253	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
V2254	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
V2255	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
V2256	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

ID	Name	Label	Type	Format	Question
V2257	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 changing in the establishment
V2258	M_4_021_11	Using a computer	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 purposed like creating and managing databases, or using specialized computer programs, etc.
V2259	M_4_021_12	Demonstrating specific technical skills	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
V2260	M_5_01	Financial performance of firm in the last fiscal year	discrete	numeric	How would you describe... the financial performance of your firm in the last fiscal year?
V2261	M_5_02	Growth prospect for the coming 3 years	discrete	numeric	How would you describe... the growth prospects for your firm in the coming three years?
V2262	M_5_03	Main buyer of products or services	discrete	numeric	Who is the main buyer of your products or services?
V2263	M_5_03X1	Other specify - Main buyer of products or services	discrete	character	Who is the main buyer of your products or services?
V2264	M_5_04	Does your company have business contacts with entities in other countries?	discrete	numeric	Does your firm have business contacts with entities in other countries?
V2265	M_5_05_1	Introduced new or improved products/services in the past 3 years	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved products or services
V2266	M_5_05_2	Introduced new or improved methods of production in the past 3 years	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved methods of manufacturing or producing goods and services
V2267	M_5_05_3	Introduced new or improved procedures in the past 3 years	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved procedure (logistics, delivery or distribution methods) or supporting activities for your processes (accounting, maintenance, or computing systems, etc.)
V2268	M_5_05_4	Introduced new or improved organizational structures or management practices in	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved organizational structures or management practices
V2269	M_5_06	Did the firm spend on R&D in the past 3 years?	discrete	numeric	During the last 3 years, did your firm spend on formal research and development activities, either in-house or contracted with other companies?

ID	Name	Label	Type	Format	Question
V2270	M_5_07_1	Constraint - Electricity	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Electricity
V2271	M_5_07_2	Constraint - Telecommunications/Transportation	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Telecommunication, Transportation
V2272	M_5_07_3	Constraint - Access to land	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Access to Land
V2273	M_5_07_4	Constraint - Tax Rates	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Tax rates, Tax administration
V2274	M_5_07_5	Constraint - Customs and Trade Regulations	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Customs and Trade Regulations
V2275	M_5_07_6	Constraint - Business Licensing	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Business Licensing and Operations Permits
V2276	M_5_07_7	Constraint - Access to Financing	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)
V2277	M_5_07_8	Constraint - Political uncertainty/Economic instability	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)
V2278	M_5_07_9	Constraint - Corruption, etc	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Corruption; Crime, theft and disorder
V2279	M_5_07_10	Constraint - Informal practices	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Anti-competitive or informal practices; Legal system/ conflict resolution
V2280	M_5_07_11	Constraint - Labor Factors	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Labour Factors (for example, availability of labour, labour laws, high turnover, training, wage levels, etc.)

ID	Name	Label	Type	Format	Question
V2281	M_5_08_1	Labor Factors - Employment protection legislation	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Employment protection legislation/ labour code laws
V2282	M_5_08_2	Labor Factors - Availability of labor	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Labour availability
V2283	M_5_08_3	Labor Factors - General education of workers	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - General education of workers
V2284	M_5_08_4	Labor Factors - Technical/vocational training of workers	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Technical and vocational education and training of workers
V2285	M_5_08_5	Labor Factors - Finding workers with prior experience	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Finding workers with previous experience
V2286	M_5_08_6	Labor Factors - High turnover	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - High job turnover
V2287	M_5_08_7	Labor Factors - Payroll taxes and social security contribution	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Payroll taxes and social security contributions
V2288	M_5_08_8	Labor Factors - Overall wage level	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow? - Overall wage level
V2289	M_5_09	Does your workplace have a personnel department?	discrete	numeric	Does your establishment have a personnel department (H/R DEPARTMENT)?
V2290	M_5_11_2_3_1	Financial year end date (2014)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2014) - Month of the year ending
V2291	M_5_11_2_3_2	Average number of employees in the year (2014)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2014) - Average number of employees in the year
V2292	M_5_11_2_3_3	Wage bill (2014)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2014) - Wage bill and compensation fund for workers

ID	Name	Label	Type	Format	Question
V2293	M_5_11_2_3_4	Operating expenses (2014)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2014) - Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs
V2294	M_5_11_2_3_5	Sales (2014)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2014) - Sales
V2295	M_5_11_2_4_1	Financial year end date (2015)	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2015) - Month of the year ending
V2296	M_5_11_2_4_2	Average number of employees in the year (2015)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2015) - Average number of employees in the year
V2297	M_5_11_2_4_3	Wage bill (2015)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2015) - Wage bill and compensation fund for workers
V2298	M_5_11_2_4_4	Operating expenses (2015)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2015) - Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs
V2299	M_5_11_2_4_5	Sales (2015)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2015) - Sales
V2300	M_5_13	Percentage of permanent workers with pension contribution	contin	numeric	What percentage of currently employed permanent workers contribute to a pension plan?
V2301	M_6_01	How well did the respondent understand the questions?	discrete	numeric	What is your impression of how well the respondent understood the questions being asked?
V2302	M_6_02	How serious was the respondent when answering?	discrete	numeric	What is your impression of how serious and candid the respondent was when answering questions?
V2303	M_6_03	How much distraction was there during the interview?	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?
V2304	M_6_04	How often did the respondent ask for clarifications/examples?	discrete	numeric	How often did the respondent ask you (the interviewer) for assistance, clarification or examples?
V2305	MUNICIPALITY	Municipality	discrete	character	
V2306	SECTOR	Sector	discrete	numeric	
V2307	COUNTY	County	discrete	character	
V2308	REGION	Region	discrete	character	
V2309	SIZE	Size	contin	numeric	
V2310	INT_CODE	Interviewer Code	contin	numeric	INTERVIEWER CODE:
V2311	SUP_CODE	Supervisor Code	contin	numeric	SUPERVISOR CODE:

<b>ID</b>	<b>Name</b>	<b>Label</b>	<b>Type</b>	<b>Format</b>	<b>Question</b>
V2312	SUP_CALLBACK	Supervisor Callback (Y/N)	discrete	numeric	SUPERVISOR CALL-BACK
V2313	NONCOMPLETE	Reason for non-completion	discrete	numeric	Non completion reason
V2314	ACCEPT	Proceed to interview?	discrete	numeric	Proceed to interview?
V2315	REFUSAL	Reason for refusal	discrete	numeric	If No, Reason for Refusal
V2316	ORIGINAL_STRATUM	Original Stratum	discrete	numeric	
V2317	Final_weight	Final weight for Kenya STEP ES	contin	numeric	
V2318	Country	Country	discrete	character	



## Questionnaire ID (ID)

### File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 5	Minimum: 10001
Decimals: 0	Maximum: 99189
Range: 10001-99189	

## Gender 1 (GENDER1)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

## Age Group1 (AGE1)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

## Module 1 (MOD1)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 50	

## Gender 2 (GENDER2)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

## Age Group2 (AGE2)

### File: KEN\_Final ES Data

## Age Group2 (AGE2)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

## Module 2 (MOD2)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 50	

## Gender 3 (GENDER3)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

## Age Group3 (AGE3)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

## Module 3 (MOD3)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 50	

## Is your workplace part of a larger company/ firm? (MOD1\_02)

### File: KEN\_Final ES Data

#### Overview

## Is your workplace part of a larger company/ firm? (MOD1\_02)

### File: KEN\_Final ES Data

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Description

- The parent company is the overall entity that owns the workplace in which the interview is being held. A parent company can possess several or many workplaces. If a workplace is the only part of a company, answer NO in Q 1.02.
- The workplace consists of this actual location of business. It is one location, which can include several buildings or one single building, but they must all be in the same location, without other businesses or buildings separating them.

In many cases there may not be a parent company, and the workplace will be the only location from which the enterprise operates.

#### Literal question

Is this establishment part of a larger firm?

## In what year did the company/firm begin operations in this country? (MOD1\_03)

### File: KEN\_Final ES Data

#### Overview

Type: Continuous  
 Format: numeric  
 Width: 4  
 Decimals: 0  
 Range: -44-2015

Valid cases: 504  
 Invalid: 0  
 Minimum: -44  
 Maximum: 2015

#### Literal question

In what year did the parent establishment begin operations in [Country]?

#### Interviewer instructions

Enter the year in the answer box. If the respondent does not know in which year the parent company started operations in the country, or cannot get the information in any way, enter "9999".

## What year did your workplace begin operations in Kenya? (MOD1\_04)

### File: KEN\_Final ES Data

#### Overview

Type: Continuous  
 Format: numeric  
 Width: 4  
 Decimals: 0  
 Range: 1910-2015

Valid cases: 504  
 Invalid: 0  
 Minimum: 1910  
 Maximum: 2015

#### Literal question

In what year did your workplace begin operations?

#### Interviewer instructions

Enter the year in the answer box. If the respondent does not know in which year the workplace started operations, or cannot get the answer in any way, enter "9999".

## What is the legal status of this workplace? (MOD1\_05)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Description

- SOLE PROPRIETORSHIP: A sole proprietorship is a business owned and operated by one individual person. (A person is a real human being, as opposed to an artificial legal entity such as a corporation or organization.) Under limited liability each owner is only responsible for the proportion of his/her shares.

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

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

- PART OF A MULTI-NATIONAL FIRM: Can be thought of as a foreign investment enterprise. The firm has workplaces in more than one country, usually many countries.

- COOPERATIVE: A cooperative is an association of persons who voluntarily cooperate for their mutual social, economic, and cultural benefit. Cooperatives include non-profit community organizations and businesses that are owned and managed by the people who use its services (a consumer cooperative) and/or by the people who work there (a worker cooperative).

### Literal question

What is the legal status of this firm?

### Interviewer instructions

A firm's legal status determines its owner's level of responsibility for the firm's obligations.

## What is the legal status of this workplace - Other, please specify ? (MOD1\_05X1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 50

Valid cases: 504  
Invalid: 0

### Literal question

What is the legal status of this firm?

## Which of the following describes the largest shareholders in your firm? (MOD1\_06)

File: KEN\_Final ES Data

### Overview

## Which of the following describes the largest shareholders in your firm? (MOD1\_06)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

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

### Interviewer instructions

GENERAL PUBLIC (option 4) refers to companies whose shares can be bought on the stock exchange by anyone; it does not require any specific association with the company.

## Use the following list to identify the broad sector of your economic activity (MOD1\_07)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

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

### Interviewer instructions

Please enter the code number corresponding to the company's economic activity in the answer box. If the company is involved in different types of activities, please select the category corresponding to its core business.

## Permanent Employment (MOD1\_08\_1)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 4  
Decimals: 0  
Range: 1-2067

Valid cases: 504  
Invalid: 0  
Minimum: 1  
Maximum: 2067

### Literal question

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

## Men (MOD1\_08\_2)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 4  
Decimals: 0  
Range: 0-1078

Valid cases: 504  
Invalid: 0  
Minimum: 0  
Maximum: 1078

## Women (MOD1\_08\_3)

### File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: 0
Decimals: 0	Maximum: 989
Range: 0-989	

## Temp/Casual (Total) (MOD1\_08B\_1)

### File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 4	Minimum: 0
Decimals: 0	Maximum: 2200
Range: 0-2200	

## Men (MOD1\_08B\_2)

### File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 4	Minimum: 0
Decimals: 0	Maximum: 1650
Range: 0-1650	

## Women (MOD1\_08B\_3)

### File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: 0
Decimals: 0	Maximum: 550
Range: 0-550	

## Do you have any managers working in your workplace?

### (MOD1\_09R)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Do you have any managers working in your workplace?

(MOD1\_09R)

File: KEN\_Final ES Data

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

- Managers

How many current managers are there in your workplace?

(MOD1\_10R)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 286
Range: -44-286	

#### Literal question

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

- Managers

#### Interviewer instructions

This refers to the number of workers employed by the workplace on the day of the interview.

How many managers did the workplace have 12 months ago?

(MOD1\_11R)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 272
Range: -44-272	

#### Literal question

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

- Managers

How many total managers do you expect to have in 12 months?

(MOD1\_12R)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 281
Range: -44-281	

#### Literal question

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

- Managers

#### Interviewer instructions

## How many total managers do you expect to have in 12 months? (MOD1\_12R)

File: KEN\_Final ES Data

This is not the number of [POSITIONS] the firm intends to add in the year, but rather the total number it expects to have in that [POSITION] at the end of the year.

Example: If a respondent says that the company has 8 technicians now and expects to keep these workers and add 2 more in the next 12 months, then the correct answer to enter in 1.17 is 10.

Or if the respondent says that it now has 8 workers in [POSITION] but plans to reduce the number by 3 in the next 3 months, then you would write '5' here.

## What proportion of current managers are female? (MOD1\_13R)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

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

## What proportion of current managers have worked for less than one year? (MOD1\_14R)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

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

## How many current managers are foreign? (MOD1\_15R)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 10
Range: -44-10	

### Literal question

How many current [OCCUPATION] are foreign?  
- Managers

Do you have any professionals working in your workplace?

(MOD1\_09S)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

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

How many current professionals are there in your workplace?

(MOD1\_10S)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 200
Range: -44-200	

#### Literal question

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

#### Interviewer instructions

This refers to the number of workers employed by the workplace on the day of the interview.

How many professionals did the workplace have 12 months ago?

(MOD1\_11S)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 200
Range: -44-200	

#### Literal question

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

How many total professionals do you expect to have in 12 months?

(MOD1\_12S)

File: KEN\_Final ES Data

#### Overview

## How many total professionals do you expect to have in 12 months? (MOD1\_12S)

File: KEN\_Final ES Data

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 200
Range: -44-200	

### Literal question

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

### Interviewer instructions

This is not the number of [POSITIONS] the firm intends to add in the year, but rather the total number it expects to have in that [POSITION] at the end of the year.

Example: If a respondent says that the company has 8 technicians now and expects to keep these workers and add 2 more in the next 12 months, then the correct answer to enter in 1.17 is 10.

Or if the respondent says that it now has 8 workers in [POSITION] but plans to reduce the number by 3 in the next 3 months, then you would write '5' here.

## What proportion of current professionals are female? (MOD1\_13S)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

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

## What proportion of current professionals have worked for less than one year? (MOD1\_14S)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

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

## How many current professionals are foreign? (MOD1\_15S)

File: KEN\_Final ES Data

### Overview

## How many current professionals are foreign? (MOD1\_15S)

File: KEN\_Final ES Data

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-10

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 10

### Literal question

How many current [OCCUPATION] are foreign?  
- Professionals

## Do you have any technicians working in your workplace? (MOD1\_09T)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

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

## How many current technicians are there in your workplace? (MOD1\_10T)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-456

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 456

### Literal question

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

## How many technicians did the workplace have 12 months ago? (MOD1\_11T)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-401

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 401

### Literal question

How many technicians did the workplace have 12 months ago?  
(MOD1\_11T)

File: KEN\_Final ES Data

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

- Technicians and associate professionals

How many total technicians do you expect to have in 12 months?  
(MOD1\_12T)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 483
Range: -44-483	

#### Literal question

How many total [OCCUPATION] do you expect to have in 6 months' time? (including present orkers)

- Technicians and associate professionals

What proportion of current technicians are female? (MOD1\_13T)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

#### Literal question

What proportion of current [OCCUPATION] are female?

- Technicians and associate professionals

What proportion of current technicians have worked for less than one year? (MOD1\_14T)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

#### Literal question

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

- Technicians and associate professionals

How many current technicians are foreign? (MOD1\_15T)

File: KEN\_Final ES Data

## How many current technicians are foreign? (MOD1\_15T)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 5
Range: -44-5	

### Literal question

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

## Do you have any clerical workers working in your workplace? (MOD1\_16S)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Do you have any [OCCUPATION] working in your workplace?  
- Clerical and support workers

## How many current clerical workers are there in your workplace? (MOD1\_17S)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 500
Range: -44-500	

### Literal question

How many current [OCCUPATION] are there in the workplace?  
- Clerical and support workers

## How many clerical workers did the workplace have 12 months ago? (MOD1\_18S)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 450
Range: -44-450	

### Literal question

How many clerical workers did the workplace have 12 months ago?  
(MOD1\_18S)

File: KEN\_Final ES Data

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

- Clerical and support workers

How many total clerical workers do you expect to have in 12 months? (MOD1\_19S)

File: KEN\_Final ES Data

#### Overview

Type: Continuous

Format: numeric

Width: 3

Decimals: 0

Range: -44-500

Valid cases: 504

Invalid: 0

Minimum: -44

Maximum: 500

#### Literal question

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

- Clerical and support workers

What proportion of current clerical workers are female?  
(MOD1\_20S)

File: KEN\_Final ES Data

#### Overview

Type: Continuous

Format: numeric

Width: 3

Decimals: 0

Range: -44-100

Valid cases: 504

Invalid: 0

Minimum: -44

Maximum: 100

#### Literal question

What proportion of current [OCCUPATION] are female?

- Clerical and support workers

How many current clerical workers are foreign? (MOD1\_21S)

File: KEN\_Final ES Data

#### Overview

Type: Continuous

Format: numeric

Width: 3

Decimals: 0

Range: -44-10

Valid cases: 504

Invalid: 0

Minimum: -44

Maximum: 10

#### Literal question

How many current [OCCUPATION] are foreign?

- Clerical and support workers

## Do you have any service workers working in your workplace? (MOD1\_16U)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

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

## How many current service workers are there in your workplace? (MOD1\_17U)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 995
Range: -44-995	

### Literal question

How many current [OCCUPATION] are there in the workplace  
- Service workers

## How many service workers did the workplace have 12 months ago? (MOD1\_18U)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 995
Range: -44-995	

### Literal question

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

## How many total service workers do you expect to have in 12 months? (MOD1\_19U)

File: KEN\_Final ES Data

### Overview

How many total service workers do you expect to have in 12 months? (MOD1\_19U)

File: KEN\_Final ES Data

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-995

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 995

#### Literal question

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

What proportion of current service workers are female? (MOD1\_20U)

File: KEN\_Final ES Data

#### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-100

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 100

#### Literal question

What proportion of current [OCCUPATION] are female?  
- Service workers

How many current service workers are foreign? (MOD1\_21U)

File: KEN\_Final ES Data

#### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-4

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 4

#### Literal question

How many current [OCCUPATION] are foreign?  
- Service workers

Do you have any sales workers working in your workplace? (MOD1\_16T)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Do you have any sales workers working in your workplace?

(MOD1\_16T)

File: KEN\_Final ES Data

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

- Sales workers

How many current sales workers are there in your workplace?

(MOD1\_17T)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 900
Range: -44-900	

#### Literal question

How many current [OCCUPATION] are there in the workplace

- Sales workers

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

(MOD1\_18T)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 900
Range: -44-900	

#### Literal question

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

- Sales workers

How many total sales workers do you expect to have in 12 months?

(MOD1\_19T)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 900
Range: -44-900	

#### Literal question

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

- Sales workers

## What proportion of current sales workers are female? (MOD1\_20T)

### File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

#### Literal question

What proportion of current [OCCUPATION] are female?  
- Sales workers

## How many current sales workers are foreign? (MOD1\_21T)

### File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 4
Range: -44-4	

#### Literal question

How many current [OCCUPATION] are foreign?  
- Sales workers

## Do you have any skilled agri workers working in your workplace? (MOD1\_16K)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Do you have any [OCCUPATION] working in your workplace?  
- Skilled agricultural, forestry, and fishery workers

## How many current skilled agri workers are there in your workplace? (MOD1\_17K)

### File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 50
Range: -44-50	

#### Literal question

How many current skilled agri workers are there in your workplace? (MOD1\_17K)

File: KEN\_Final ES Data

How many current [OCCUPATION] are there in the workplace  
- Skilled agricultural, forestry, and fishery workers

How many skilled agri workers did the workplace have 12 months ago? (MOD1\_18K)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 50
Range: -44-50	

#### Literal question

How many [OCCUPATION] did the workplace have 12 months ago?  
- Skilled agricultural, forestry, and fishery workers

How many total skilled agri workers do you expect to have in 12 months? (MOD1\_19K)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 50
Range: -44-50	

#### Literal question

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

What proportion of current skilled agri workers are female? (MOD1\_20K)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

#### Literal question

What proportion of current [OCCUPATION] are female?  
- Skilled agricultural, forestry, and fishery workers

## How many current skilled agri workers are foreign? (MOD1\_21K)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 0
Range: -44-0	

### Literal question

How many current [OCCUPATION] are foreign?  
- Skilled agricultural, forestry, and fishery workers

## Do you have any construction/crafts workers working in your workplace? (MOD1\_16G)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Do you have any [OCCUPATION] working in your workplace?  
- Construction, Craft and related trades workers

## How many current construction/crafts workers are there in your workplace? (MOD1\_17G)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 519
Range: -44-519	

### Literal question

How many current [OCCUPATION] are there in the workplace  
- Construction, Craft and related trades workers

## How many construction/crafts workers did the workplace have 12 months ago? (MOD1\_18G)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 472
Range: -44-472	

### Literal question

How many construction/crafts workers did the workplace have 12 months ago? (MOD1\_18G)

File: KEN\_Final ES Data

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

- Construction, Craft and related trades workers

How many total construction/crafts workers do you expect to have in 12 months? (MOD1\_19G)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 519
Range: -44-519	

#### Literal question

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

- Construction, Craft and related trades workers

What proportion of current construction/crafts workers are female? (MOD1\_20G)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

#### Literal question

What proportion of current [OCCUPATION] are female?

- Construction, Craft and related trades workers

How many current construction/crafts workers are foreign? (MOD1\_21G)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 15
Range: -44-15	

#### Literal question

How many current [OCCUPATION] are foreign?

- Construction, Craft and related trades workers

Do you have any drivers/machine operators working in your workplace? (MOD1\_16V)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Do you have any [OCCUPATION] working in your workplace?  
- Plant and machine operators, and assemblers, Drivers

How many current drivers/machine operators are there in your workplace? (MOD1\_17V)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 4	Minimum: -44
Decimals: 0	Maximum: 1077
Range: -44-1077	

#### Literal question

How many current [OCCUPATION] are there in the workplace  
- Plant and machine operators, and assemblers, Drivers

How many drivers/machine operators did the workplace have 12 months ago? (MOD1\_18V)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 905
Range: -44-905	

#### Literal question

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

How many total drivers/machine operators do you expect to have in 12 months? (MOD1\_19V)

File: KEN\_Final ES Data

#### Overview

How many total drivers/machine operators do you expect to have in 12 months? (MOD1\_19V)

File: KEN\_Final ES Data

Type: Continuous  
Format: numeric  
Width: 4  
Decimals: 0  
Range: -44-1131

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 1131

#### Literal question

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

What proportion of current drivers/machine operators are female? (MOD1\_20V)

File: KEN\_Final ES Data

#### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-100

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 100

#### Literal question

What proportion of current [OCCUPATION] are female?  
- Plant and machine operators, and assemblers, Drivers

How many current drivers/machine operators are foreign? (MOD1\_21V)

File: KEN\_Final ES Data

#### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-20

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 20

#### Literal question

How many current [OCCUPATION] are foreign?  
- Plant and machine operators, and assemblers, Drivers

Do you have any elementary occupations working in your workplace? (MOD1\_16J)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Do you have any elementary occupations working in your workplace? (MOD1\_16J)

File: KEN\_Final ES Data

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

- Elementary occupations

How many current elementary occupations are there in your workplace? (MOD1\_17J)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 656
Range: -44-656	

#### Literal question

How many current [OCCUPATION] are there in the workplace

- Elementary occupations

How many elementary occupations did the workplace have 12 months ago? (MOD1\_18J)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 564
Range: -44-564	

#### Literal question

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

- Elementary occupations

How many total elementary occupations do you expect to have in 12 months? (MOD1\_19J)

File: KEN\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 669
Range: -44-669	

#### Literal question

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

- Elementary occupations

## What proportion of current elementary occupations are female? (MOD1\_20J)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

What proportion of current [OCCUPATION] are female?  
- Elementary occupations

## How many current elementary occupations are foreign? (MOD1\_21J)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 140
Range: -44-140	

### Literal question

How many current [OCCUPATION] are foreign?  
- Elementary occupations

## Have you tried to hire any managers in the past 3 years? (MOD1\_22R)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?  
(Managers)

## Did you receive female applications when trying to hire managers? (MOD1\_23R)

File: KEN\_Final ES Data

### Overview

## Did you receive female applications when trying to hire managers? (MOD1\_23R)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

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

## Did you encounter any of the following problems when trying to hire managers? Op (MOD1\_24\_R1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

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

## Did you encounter any of the following problems when trying to hire managers? Op (MOD1\_24\_R2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

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

## Did you encounter any of the following problems when trying to hire managers? Op (MOD1\_24\_R3)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of the following problems when trying to hire managers? Op (MOD1\_24\_R3)

File: KEN\_Final ES Data

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

- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying to hire managers? Op (MOD1\_24\_R4)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

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

- Applicants did not like working conditions

Did you encounter any of the following problems when trying to hire managers? Op (MOD1\_24\_R5)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

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

- Applicants lacked required work experience

Did you encounter any of the following problems when trying to hire managers? Op (MOD1\_24\_R6A1)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

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

- Other

## Specify Option 6 (MOD1\_24\_R6A2)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: character  
 Width: 50

Valid cases: 504  
 Invalid: 0

**Literal question**

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

Have you tried to hire any professionals in the past 3 years?  
(MOD1\_22S)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?  
 (Professionals)

Did you receive female applications when trying to hire  
professionals? (MOD1\_23S)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

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

Did you encounter any of the following problems when trying to  
hire professional (MOD1\_24\_S1)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

Did you encounter any of the following problems when trying to hire professional (MOD1\_24\_S1)

File: KEN\_Final ES Data

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

- There were no or few applicants

Did you encounter any of the following problems when trying to hire professional (MOD1\_24\_S2)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

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

- Applicants lacked required skills

Did you encounter any of the following problems when trying to hire professional (MOD1\_24\_S3)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

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

- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying to hire professional (MOD1\_24\_S4)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

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

- Applicants did not like working conditions

Did you encounter any of the following problems when trying to hire professional (MOD1\_24\_S5)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

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

Did you encounter any of the following problems when trying to hire professional (MOD1\_24\_S6A1)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Professionals)  
- Other

Specify Option 6 (MOD1\_24\_S6A2)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 50	

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Professionals)  
- Other (specify)

Have you tried to hire any technicians in the past 3 years?  
(MOD1\_22T)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

## Have you tried to hire any technicians in the past 3 years? (MOD1\_22T)

File: KEN\_Final ES Data

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?

(Technicians and associate professionals)

## Did you receive female applications when trying to hire technicians? (MOD1\_23T)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Technicians and associate professionals)

## Did you encounter any of the following problems when trying to hire technicians? (MOD1\_24\_T1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals)  
- There were no or few applicants

## Did you encounter any of the following problems when trying to hire technicians? (MOD1\_24\_T2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals)  
- Applicants lacked required skills

Did you encounter any of the following problems when trying to hire technicians? (MOD1\_24\_T3)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals)  
- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying to hire technicians? (MOD1\_24\_T4)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals)  
- Applicants did not like working conditions

Did you encounter any of the following problems when trying to hire technicians? (MOD1\_24\_T5)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals)  
- Applicants lacked required work experience

Did you encounter any of the following problems when trying to hire technicians? (MOD1\_24\_T6A1)

File: KEN\_Final ES Data

#### Overview

## Did you encounter any of the following problems when trying to hire technicians? (MOD1\_24\_T6A1)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals)  
- Other

## Specify Option 6 (MOD1\_24\_T6A2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 50

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Technicians and associate professionals)  
- Other (specify)

## Have you tried to hire any clerical workers in the past 3 years? (MOD1\_25S)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?  
(Clerical and support workers)

## Did you receive female applications when trying to hire clerical workers? (MOD1\_26S)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Clerical and support workers)

Did you encounter any of the following problems when trying to hire clerical wor (MOD1\_27\_S1)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)  
- There were no or few applicants

Did you encounter any of the following problems when trying to hire clerical wor (MOD1\_27\_S2)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)  
- Applicants lacked required skills

Did you encounter any of the following problems when trying to hire clerical wor (MOD1\_27\_S3)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)  
- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying to hire clerical wor (MOD1\_27\_S4)

File: KEN\_Final ES Data

#### Overview

## Did you encounter any of the following problems when trying to hire clerical wor (MOD1\_27\_S4)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)  
- Applicants did not like working conditions

## Did you encounter any of the following problems when trying to hire clerical wor (MOD1\_27\_S5)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)  
- Applicants lacked required work experience

## Did you encounter any of the following problems when trying to hire clerical wor (MOD1\_27\_S6A1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)  
- Other

## Specify Option 6 (MOD1\_27\_S6A2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 50

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers)  
- Other (specify)

## Have you tried to hire any service workers in the past 3 years? (MOD1\_25U)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?  
(Service workers)

## Did you receive female applications when trying to hire service workers? (MOD1\_26U)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Service workers)

## Did you encounter any of the following problems when trying to hire service work (MOD1\_27\_U1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers)  
- There were no or few applicants

## Did you encounter any of the following problems when trying to hire service work (MOD1\_27\_U2)

File: KEN\_Final ES Data

### Overview

Did you encounter any of the following problems when trying to hire service work (MOD1\_27\_U2)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers)  
- Applicants lacked required skills

Did you encounter any of the following problems when trying to hire service work (MOD1\_27\_U3)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

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

Did you encounter any of the following problems when trying to hire service work (MOD1\_27\_U4)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers)  
- Applicants did not like working conditions

Did you encounter any of the following problems when trying to hire service work (MOD1\_27\_U5)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Did you encounter any of the following problems when trying to hire service work (MOD1\_27\_U5)

File: KEN\_Final ES Data

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers)

- Applicants lacked required work experience

Did you encounter any of the following problems when trying to hire service work (MOD1\_27\_U6A1)

File: KEN\_Final ES Data

#### Overview

Type: Discrete

Valid cases: 504

Format: numeric

Invalid: 0

Width: 6

Decimals: 0

Range: -44-888999

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers)

- Other

Specify Option 6 (MOD1\_27\_U6A2)

File: KEN\_Final ES Data

#### Overview

Type: Discrete

Valid cases: 504

Format: character

Invalid: 0

Width: 50

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers)

- Other (specify)

Have you tried to hire any sales workers in the past 3 years? (MOD1\_25T)

File: KEN\_Final ES Data

#### Overview

Type: Discrete

Valid cases: 504

Format: numeric

Invalid: 0

Width: 6

Decimals: 0

Range: -44-888999

#### Literal question

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?

(Sales workers)

## Did you receive female applications when trying to hire sales workers? (MOD1\_26T)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Sales workers)

## Did you encounter any of the following problems when trying to hire sales worker (MOD1\_27\_T1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers)

- There were no or few applicants

## Did you encounter any of the following problems when trying to hire sales worker (MOD1\_27\_T2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers)

- Applicants lacked required skills

## Did you encounter any of the following problems when trying to hire sales worker (MOD1\_27\_T3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

Did you encounter any of the following problems when trying to hire sales worker (MOD1\_27\_T3)

File: KEN\_Final ES Data

**Literal question**

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

Did you encounter any of the following problems when trying to hire sales worker (MOD1\_27\_T4)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers)  
- Applicants did not like working conditions

Did you encounter any of the following problems when trying to hire sales worker (MOD1\_27\_T5)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers)  
- Applicants lacked required work experience

Did you encounter any of the following problems when trying to hire sales worker (MOD1\_27\_T6A1)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers)  
- Other

## Specify Option 6 (MOD1\_27\_T6A2)

File: KEN\_Final ES Data

**Overview**

Type: Discrete

Format: character

Width: 50

Valid cases: 504

Invalid: 0

**Literal question**

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers)

- Other (specify)

Have you tried to hire any skilled agri workers in the past 3 years?  
(MOD1\_25K)

File: KEN\_Final ES Data

**Overview**

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: -44-888999

Valid cases: 504

Invalid: 0

**Literal question**

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?

(Skilled agricultural, forestry, and fishery workers)

Did you receive female applications when trying to hire skilled  
agri workers? (MOD1\_26K)

File: KEN\_Final ES Data

**Overview**

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: -44-888999

Valid cases: 504

Invalid: 0

**Literal question**

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)

Did you encounter any of the following problems when trying to  
hire skilled agri (MOD1\_27\_K1)

File: KEN\_Final ES Data

**Overview**

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: -44-888999

Valid cases: 504

Invalid: 0

**Literal question**

Did you encounter any of the following problems when trying to hire skilled agri (MOD1\_27\_K1)

File: KEN\_Final ES Data

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)

- There were no or few applicants

Did you encounter any of the following problems when trying to hire skilled agri (MOD1\_27\_K2)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)

- Applicants lacked required skills

Did you encounter any of the following problems when trying to hire skilled agri (MOD1\_27\_K3)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)

- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying to hire skilled agri (MOD1\_27\_K4)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)

- Applicants did not like working conditions

## Did you encounter any of the following problems when trying to hire skilled agri (MOD1\_27\_K5)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)  
- Applicants lacked required work experience

## Did you encounter any of the following problems when trying to hire skilled agri (MOD1\_27\_K6A1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)  
- Other

## Specify Option 6 (MOD1\_27\_K6A2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 50	

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)  
- Other (specify)

## Have you tried to hire any construction/crafts workers in the past 3 years? (MOD1\_25G)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

## Have you tried to hire any construction/crafts workers in the past 3 years? (MOD1\_25G)

File: KEN\_Final ES Data

### Literal question

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?

(Construction, Craft and related trades workers)

## Did you receive female applications when trying to hire construction/crafts work (MOD1\_26G)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)

## Did you encounter any of the following problems when trying to hire construction (MOD1\_27\_G1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)

- There were no or few applicants

## Did you encounter any of the following problems when trying to hire construction (MOD1\_27\_G2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)

- Applicants lacked required skills

Did you encounter any of the following problems when trying to hire construction (MOD1\_27\_G3)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)

- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying to hire construction (MOD1\_27\_G4)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)

- Applicants did not like working conditions

Did you encounter any of the following problems when trying to hire construction (MOD1\_27\_G5)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)

- Applicants lacked required work experience

Did you encounter any of the following problems when trying to hire construction (MOD1\_27\_G6A1)

File: KEN\_Final ES Data

#### Overview

## Did you encounter any of the following problems when trying to hire construction (MOD1\_27\_G6A1)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)  
- Other

## Specify Option 6 (MOD1\_27\_G6A2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 50

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)  
- Other (specify)

## Have you tried to hire any drivers/machine operators in the past 3 years? (MOD1\_25V)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?  
(Plant and machine operators, and assemblers, Drivers)

## Did you receive female applications when trying to hire drivers/machine operator (MOD1\_26V)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

## Did you receive female applications when trying to hire drivers/machine operator (MOD1\_26V)

File: KEN\_Final ES Data

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)

## Did you encounter any of the following problems when trying to hire drivers/mach (MOD1\_27\_V1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)

- There were no or few applicants

## Did you encounter any of the following problems when trying to hire drivers/mach (MOD1\_27\_V2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)

- Applicants lacked required skills

## Did you encounter any of the following problems when trying to hire drivers/mach (MOD1\_27\_V3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)

- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying to hire drivers/mach (MOD1\_27\_V4)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)  
- Applicants did not like working conditions

Did you encounter any of the following problems when trying to hire drivers/mach (MOD1\_27\_V5)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)  
- Applicants lacked required work experience

Did you encounter any of the following problems when trying to hire drivers/mach (MOD1\_27\_V6A1)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)  
- Other

Specify Option 6 (MOD1\_27\_V6A2)

File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 50	

## Specify Option 6 (MOD1\_27\_V6A2)

File: KEN\_Final ES Data

**Literal question**

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)  
- Other (specify)

## Have you tried to hire any elementary occupations in the past 3 years? (MOD1\_25J)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types?  
(Elementary occupations)

## Did you receive female applications when trying to hire elementary occupations? (MOD1\_26J)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Did you receive female applicants when TRYING to hire [OCCUPATION]? (Elementary occupations)

## Did you encounter any of the following problems when trying to hire elementary o (MOD1\_27\_J1)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations)  
- There were no or few applicants

Did you encounter any of the following problems when trying to hire elementary o (MOD1\_27\_J2)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations)  
- Applicants lacked required skills

Did you encounter any of the following problems when trying to hire elementary o (MOD1\_27\_J3)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

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

Did you encounter any of the following problems when trying to hire elementary o (MOD1\_27\_J4)

File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations)  
- Applicants did not like working conditions

Did you encounter any of the following problems when trying to hire elementary o (MOD1\_27\_J5)

File: KEN\_Final ES Data

#### Overview

## Did you encounter any of the following problems when trying to hire elementary o (MOD1\_27\_J5)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations)  
- Applicants lacked required work experience

## Did you encounter any of the following problems when trying to hire elementary o (MOD1\_27\_J6A1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations)  
- Other

## Specify Option 6 (MOD1\_27\_J6A2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 50

Valid cases: 504  
Invalid: 0

### Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations)  
- Other (specify)

## Workplace has managers (M\_2\_01R)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Pre question

Look at the responses to M1.04. For each type of occupation, check if the establishment has that type of worker, and indicate yes or no.

### Literal question

- Manager

## Workplace has professions (M\_2\_01S)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Pre question

Look at the responses to M1.04. For each type of occupation, check if the establishment has that type of worker, and indicate yes or no.

#### Literal question

- Professional

## Workplace has technicians (M\_2\_01T)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Pre question

Look at the responses to M1.04. For each type of occupation, check if the establishment has that type of worker, and indicate yes or no.

#### Literal question

- Technicians and associate professionals

## Selected Occupation Type A number (M\_2\_02B)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Pre question

You will now choose ONE of the above three occupation types to ask the establishment additional questions about workers in this type of occupation. Follow these steps: (1) Look at the left hand column (for type 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 type, by looking above. (4) If so, write the occupation number and occupation type 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 establishment has workers.

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

#### Literal question

Occupation Number

## Selected Occupation Type A name (M\_2\_02Z)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: character  
Width: 100

Valid cases: 504  
Invalid: 0

#### Pre question

You will now choose ONE of the above three occupation types to ask the establishment additional questions about workers in this type of occupation. Follow these steps: (1) Look at the left hand column (for type 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 type, by looking above. (4) If so, write the occupation number and occupation type 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 establishment has workers.

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

#### Literal question

Occupation Type

## Workplace has clerical workers (M2\_03\_4)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Pre question

Now you are going to choose Worker Type B. Look at the responses to Q.1.16 in the table. For each type of position below, check if the establishment had that type of worker, and check yes or no.

#### Literal question

- Clerical support workers

## Workplace has service workers (M2\_03\_5)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Pre question

Now you are going to choose Worker Type B. Look at the responses to Q.1.16 in the table. For each type of position below, check if the establishment had that type of worker, and check yes or no.

#### Literal question

- Service workers

## Workplace has sales workers (M2\_03\_6)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Pre question

Now you are going to choose Worker Type B. Look at the responses to Q.1.16 in the table. For each type of position below, check if the establishment had that type of worker, and check yes or no.

### Literal question

- Sales workers

## Workplace has skilled agri workers (M2\_03\_7)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Pre question

Now you are going to choose Worker Type B. Look at the responses to Q.1.16 in the table. For each type of position below, check if the establishment had that type of worker, and check yes or no.

### Literal question

- Skilled agricultural, forestry and fishery workers

## Workplace has crafts workers (M2\_03\_8)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Pre question

Now you are going to choose Worker Type B. Look at the responses to Q.1.16 in the table. For each type of position below, check if the establishment had that type of worker, and check yes or no.

### Literal question

- Craft and related trades workers

## Workplace has drivers/machine operators (M2\_03\_9)

File: KEN\_Final ES Data

### Overview

## Workplace has drivers/machine operators (M2\_03\_9)

### File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Pre question

Now you are going to choose Worker Type B. Look at the responses to Q.1.16 in the table. For each type of position below, check if the establishment had that type of worker, and check yes or no.

#### Literal question

- Plant and machine operations, assemblers

## Workplace has elementary occupations (M2\_03\_10)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Pre question

Now you are going to choose Worker Type B. Look at the responses to Q.1.16 in the table. For each type of position below, check if the establishment had that type of worker, and check yes or no.

#### Literal question

- Elementary occupation

## Selected Occupation Type B number (M\_2\_04B)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Pre question

You will now choose ONE of these occupation types above to ask the establishment 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 Type below.

#### Literal question

Occupation Number

## Selected Occupation Type B name (M\_2\_04Z)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: character  
Width: 100

Valid cases: 504  
Invalid: 0

#### Pre question

## Selected Occupation Type B name (M\_2\_04Z)

### File: KEN\_Final ES Data

You will now choose ONE of these occupation types above to ask the establishment 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 Type below.

#### Literal question

Occupation Type

## Occupation Type A (M2\_2\_05A)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete

Format: character

Width: 100

Valid cases: 504

Invalid: 0

#### Literal question

Occupation Type A

## Occupation Type B (M2\_2\_05B)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete

Format: character

Width: 100

Valid cases: 504

Invalid: 0

#### Literal question

Occupation Type B

## Recruit from public employment services (Type A) (M2\_2\_06AA)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: -44-888999

Valid cases: 504

Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?

- Public Employment Services

## Recruit from private employment servivecs (Type A) (M2\_2\_06AB)

### File: KEN\_Final ES Data

#### Overview

## Recruit from private employment servivecs (Type A) (M2\_2\_06AB)

### File: KEN\_Final ES Data

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?  
 - Private Employment Services

## Recruit from job fairs (Type A) (M2\_2\_06AC)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?  
 - Job Fairs

## Recruit from offers to experienced people (Type A) (M2\_2\_06AD)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?  
 - Offers to experienced people in other firms

## Recruit from educational institutions (Type A) (M2\_2\_06AE)

### File: KEN\_Final ES Data

#### Overview

## Recruit from educational institutions (Type A) (M2\_2\_06AE)

### File: KEN\_Final ES Data

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?

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

## Recruit from internet postings (Type A) (M2\_2\_06AF)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?

- Internet posting

## Recruit from media postings (not internet) (Type A) (M2\_2\_06AG)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?

- Other media advertisements/postings (not including internet)

## Recruit from informal channels (Type A) (M2\_2\_06AH)

### File: KEN\_Final ES Data

#### Overview

## Recruit from informal channels (Type A) (M2\_2\_06AH)

### File: KEN\_Final ES Data

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?  
 - Informal channels (personal contacts, people recommended by others)

## Other sources of recruitment (Type A) (M2\_2\_06AI)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?  
 - Other

## Recruit from public employment services (Type B) (M2\_2\_06BA)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?  
 - Public Employment Services

## Recruit from private employment services (Type B) (M2\_2\_06BB)

### File: KEN\_Final ES Data

#### Overview

## Recruit from private employment servivecs (Type B) (M2\_2\_06BB)

### File: KEN\_Final ES Data

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?  
 - Private Employment Services

## Recruit from job fairs (Type B) (M2\_2\_06BC)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?  
 - Job Fairs

## Recruit from offers to experienced people (Type B) (M2\_2\_06BD)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?  
 - Offers to experienced people in other firms

## Recruit from educational institutions (Type B) (M2\_2\_06BE)

### File: KEN\_Final ES Data

#### Overview

## Recruit from educational institutions (Type B) (M2\_2\_06BE)

### File: KEN\_Final ES Data

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?

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

## Recruit from internet postings (Type B) (M2\_2\_06BF)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?

- Internet posting

## Recruit from media postings (not internet) (Type B) (M2\_2\_06BG)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?

- Other media advertisements/postings (not including internet)

## Recruit from informal channels (Type B) (M2\_2\_06BH)

### File: KEN\_Final ES Data

#### Overview

## Recruit from informal channels (Type B) (M2\_2\_06BH)

### File: KEN\_Final ES Data

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?  
 - Informal channels (personal contacts, people recommended by others)

## Other sources of recruitment (Type B) (M2\_2\_06BI)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your establishment. Please think of the selected occupation types when responding. For each of the following, please answer questions first for Occupation Type A and then for Occupation Type B:

#### Literal question

Do you recruit from the following sources?  
 - Other

## Did you hire Type A in the past 3 years? (M2\_2\_07A)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Literal question

Did you hire in the past 3 years?

## Did you hire Type B in the past 3 years? (M2\_2\_07B)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

## Did you hire Type B in the past 3 years? (M2\_2\_07B)

File: KEN\_Final ES Data

### Literal question

Did you hire in the past 3 years?

## What proportion of Type A applicants were male? (M2\_2\_08A1)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

What proportion of the applicants for [OCCUPATION TYPE\_] were male and female?

## What proportion of Type A applicants were female? (M2\_2\_08A2)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

What proportion of the applicants for [OCCUPATION TYPE\_] were male and female?

## What proportion of Type B applicants were male? (M2\_2\_08B1)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

What proportion of the applicants for [OCCUPATION TYPE\_] were male and female?

## What proportion of Type B applicants were female? (M2\_2\_08B2)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

## What proportion of Type B applicants were female? (M2\_2\_08B2)

File: KEN\_Final ES Data

### Literal question

What proportion of the applicants for [OCCUPATION TYPE\_] were male and female?

## How many days to fill Type A position? (M2\_2\_09\_1)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 90
Range: -44-90	

### Literal question

Over the past 3 years, on average, how many days does it take to fill a position from the time the position becomes open or is created?

## How many days to fill Type B position? (M2\_2\_09\_2)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 90
Range: -44-90	

### Literal question

Over the past 3 years, on average, how many days does it take to fill a position from the time the position becomes open or is created?

## Education level of recently hired Type A person (M2\_2\_10\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

For the most recently hired person:  
What is their education level?

## Education level of recently hired Type B person (M2\_2\_10\_2)

File: KEN\_Final ES Data

### Overview

## Education level of recently hired Type B person (M2\_2\_10\_2)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

For the most recently hired person:  
What is their education level?

## Gender of recently hired Type A person (M\_2\_11\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

What is their gender?

## Gender of recently hired Type B person (M\_2\_11\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

What is their gender?

## Average income for Type A (M\_2\_12A)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888998

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 888998

### Literal question

What is their average monthly gross compensation over the past 6 months (or the months since hiring if hired less than 6 months ago)

## Average income for Type B (M\_2\_12B)

File: KEN\_Final ES Data

## Average income for Type B (M\_2\_12B)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	Minimum: -44
Decimals: 0	Maximum: 888998
Range: -44-888998	

### Literal question

What is their average monthly gross compensation over the past 6 months (or the months since hiring if hired less than 6 months ago)

## Note if Type A is part-time income (M\_2\_12A1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is the compensation noted above for a part-time position?

## Note if Type B is part-time income (M\_2\_12A2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is the compensation noted above for a part-time position?

## Is the salary negotiable? Type A (M\_2\_13\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is the salary negotiable at the moment of hiring?

## Is the salary negotiable? Type B (M\_2\_13\_2)

File: KEN\_Final ES Data

## Is the salary negotiable? Type B (M\_2\_13\_2)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Is the salary negotiable at the moment of hiring?

## Most important personal characteristic (Type A) (M\_2\_14\_1Y\_1)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

What are the three most important personal characteristics that you are looking for when deciding which employee should be hired?

- 1st most Important

## Second most important personal characteristic (Type A)

(M\_2\_14\_1Y\_2)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

What are the three most important personal characteristics that you are looking for when deciding which employee should be hired?

- 2nd most Important

## Third most important personal characteristic (Type A)

(M\_2\_14\_1Y\_3)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

## Third most important personal characteristic (Type A) (M\_2\_14\_1Y\_3)

File: KEN\_Final ES Data

What are the three most important personal characteristics that you are looking for when deciding which employee should be hired?

- 3nd most Important

## Selected age group (15-24 years) for Type A (M\_2\_14A\_1\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

If Age, specify which category:

## Selected age group (25-44 years) for Type A (M\_2\_14A\_1\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

If Age, specify which category:

## Selected age group (45-64 years) for Type A (M\_2\_14A\_1\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

If Age, specify which category:

## Selected gender=male for Type A (M\_2\_14A\_2\_1)

File: KEN\_Final ES Data

### Overview

## Selected gender=male for Type A (M\_2\_14A\_2\_1)

## File: KEN\_Final ES Data

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

If Gender, specify:

## Selected gender=female for Type A (M\_2\_14A\_2\_2)

## File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

If Gender, specify:

## Most important personal characteristic (Type B) (M\_2\_14\_2Y\_1)

## File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

What are the three most important personal characteristics that you are looking for when deciding which employee should be hired?

- 1st most Important

## Second most important personal characteristic (Type B)

## (M\_2\_14\_2Y\_2)

## File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

What are the three most important personal characteristics that you are looking for when deciding which employee should be hired?

- 2nd most Important

## Third most important personal characteristic (Type B) (M\_2\_14\_2Y\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

What are the three most important personal characteristics that you are looking for when deciding which employee should be hired?

- 3rd most Important

## Selected age group (15-24 years) for Type B (M\_2\_14B\_1\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

If Age, specify which category:

## Selected age group (25-44 years) for Type B (M\_2\_14B\_1\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

If Age, specify which category:

## Selected age group (45-64 years) for Type B (M\_2\_14B\_1\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

If Age, specify which category:

## Selected gender=male for Type B (M\_2\_14B\_2\_1)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

If Gender, specify:

## Selected gender=female for Type B (M\_2\_14B\_2\_2)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

If Gender, specify:

## Does the job involve reading? (Type A) (M\_30A\_1)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

Does occupation type [A or B] regularly involve or require...

- reading? (e.g. letters, sales orders, receipts, official communication, financial reports, operation guides etc., either in paper or computer)

## Does the job involve writing? (Type A) (M\_30A\_2)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

Does occupation type [A or B] regularly involve or require...

- writing using correct spelling and grammar?

## Does the job involve math? (Type A) (M\_30A\_3)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

Does occupation type [A or B] regularly involve or require...

- math that is adding, subtracting, multiplying or dividing numbers- using a calculator or computer if necessary?

## Does the job involve problem solving? (Type A) (M\_30A\_4)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

Does occupation type [A or B] regularly involve or require...

- solving problems that take 30 minutes or more to come up with a good solution?

Does the job involve speaking a language other than English?  
(Type A) (M\_30A\_5)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

Does occupation type [A or B] regularly involve or require...

- speaking a language other than English or Swahili?

## Does the job involve making presentations? (Type A) (M\_30A\_6)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

Does occupation type [A or B] regularly involve or require...

- making formal presentations to clients or colleagues to persuade them of a point of view?

## Does the job involve interacting with co-workers? (Type A) (M\_30A\_7)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Does occupation type [A or B] regularly involve or require...  
- interacting with a team of co-workers?

## Does the job involve reading? (Type B) (M\_30B\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Does occupation type [A or B] regularly involve or require...  
- reading? (e.g. letters, sales orders, receipts, official communication, financial reports, operation guides etc., either in paper or computer)

## Does the job involve writing? (Type B) (M\_30B\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Does occupation type [A or B] regularly involve or require...  
- writing using correct spelling and grammar?

## Does the job involve math? (Type B) (M\_30B\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Does occupation type [A or B] regularly involve or require...  
- math that is adding, subtracting, multiplying or dividing numbers- using a calculator or computer if necessary?

## Does the job involve problem solving? (Type B) (M\_30B\_4)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Does occupation type [A or B] regularly involve or require...  
 - solving problems that take 30 minutes or more to come up with a good solution?

Does the job involve speaking a language other than English?  
(Type B) (M\_30B\_5)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Does occupation type [A or B] regularly involve or require...  
 - speaking a language other than English or Swahili?

## Does the job involve making presentations? (Type B) (M\_30B\_6)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Does occupation type [A or B] regularly involve or require...  
 - making formal presentations to clients or colleagues to persuade them of a point of view?

Does the job involve interacting with co-workers? (Type B)  
(M\_30B\_7)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

## Does the job involve interacting with co-workers? (Type B) (M\_30B\_7)

File: KEN\_Final ES Data

Does occupation type [A or B] regularly involve or require...  
- interacting with a team of co-workers?

## Highest level of computer use in the job (Type A) (M\_3\_08A)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

What is the highest level of computer use involved in each occupation type?

## Highest level of computer use in the job (Type B) (M\_3\_08B)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

What is the highest level of computer use involved in each occupation type?

## How frequently did worker Type A arrive on time? (M\_3\_09A)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Thinking of the last month, how frequently did the worker arrive at work on time (within 15 minutes)?

## How frequently did worker Type B arrive on time? (M\_3\_09B)

File: KEN\_Final ES Data

### Overview

## How frequently did worker Type B arrive on time? (M\_3\_09B)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Thinking of the last month, how frequently did the worker arrive at work on time (within 15 minutes)?

## Average monthly income for Type A (M\_3\_010A)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888998

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 888998

### 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, COMMINSSIONS, PER DIEMS, ETC.

## Average monthly income for Type B (M\_3\_010B)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888998

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 888998

### 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, COMMINSSIONS, PER DIEMS, ETC.

## Note if Type A is part-time income (M\_3\_010AA)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Is the compensation noted above for a part-time position?

## Note if Type B is part-time income (M\_3\_010AB)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is the compensation noted above for a part-time position?

## How long since last promotion for worker Type A? (M\_3\_011A)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	Minimum: -44
Decimals: 0	Maximum: 888997
Range: -44-888997	

### Literal question

How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?

## How long since last promotion for worker Type B? (M\_3\_011B)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	Minimum: -44
Decimals: 0	Maximum: 888997
Range: -44-888997	

### Literal question

How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?

## Highest education of worker Type A? (M\_3\_12A)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

What is the highest education level this worker has completed?

## Highest education of worker Type B? (M\_3\_12B)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

What is the highest education level this worker has completed?

## Does worker Type A have a vocational degree? (M\_3\_013A)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Does this worker have a technical or vocational certificate, diploma, or degree?

## Does worker Type B have a vocational degree? (M\_3\_013B)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Does this worker have a technical or vocational certificate, diploma, or degree?

## Are you satisfied with education level of worker Type A? (M\_3\_014A)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Are you satisfied with the education level of this worker?

## Are you satisfied with education level of worker Type B? (M\_3\_014B)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Are you satisfied with the education level of this worker?

## Avg age of worker Type A? (M\_3\_015A)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 62
Range: -44-62	

### Literal question

What is the average age of this worker?

## Avg age of worker Type B? (M\_3\_015B)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 55
Range: -44-55	

### Literal question

What is the average age of this worker?

## Gender of worker Type A? (M\_3\_016A)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

What is the gender of this worker?

## Gender of worker Type B? (M\_3\_016B)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

What is the gender of this worker?

## Difference in skill required and current level - skill 1 (Type A)

(M\_3\_017A\_1)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Is there a difference between what is required for this occupation type and the current level of this skill

- Can do calculations and work with numbers

## Difference in skill required and current level - skill 2 (Type A)

(M\_3\_017A\_2)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Is there a difference between what is required for this occupation type and the current level of this skill

- Can read and write in English

## Difference in skill required and current level - skill 3 (Type A)

(M\_3\_017A\_3)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

## Difference in skill required and current level - skill 3 (Type A) (M\_3\_017A\_3)

File: KEN\_Final ES Data

Is there a difference between what is required for this occupation type and the current level of this skill

- Can read and write in a foreign language

## Difference in skill required and current level - skill 4 (Type A) (M\_3\_017A\_4)

File: KEN\_Final ES Data

### Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: -44-888999

Valid cases: 504

Invalid: 0

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill

- Can find new and better ways to do things

## Difference in skill required and current level - skill 5 (Type A) (M\_3\_017A\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: -44-888999

Valid cases: 504

Invalid: 0

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill

- Can stay on a long and difficult task until it is finished

## Difference in skill required and current level - skill 6 (Type A) (M\_3\_017A\_6)

File: KEN\_Final ES Data

### Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: -44-888999

Valid cases: 504

Invalid: 0

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill

- Can be relied on to get things done

## Difference in skill required and current level - skill 7 (Type A) (M\_3\_017A\_7)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can work well with others and listens to others' views

## Difference in skill required and current level - skill 8 (Type A) (M\_3\_017A\_8)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can work well in very busy or difficult situations

## Difference in skill required and current level - skill 9 (Type A) (M\_3\_017A\_9)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can continue in the face of challenging situations at work

## Difference in skill required and current level - skill 10 (Type A) (M\_3\_017A\_10)

File: KEN\_Final ES Data

### Overview

## Difference in skill required and current level - skill 10 (Type A) (M\_3\_017A\_10)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can easily adapt to new tasks or changes in the establishment

## Difference in skill required and current level - skill 11 (Type A) (M\_3\_017A\_11)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can use a computer for basic work processing tasks, email and internet searches

## Difference in skill required and current level - skill 12 (Type A) (M\_3\_017A\_12)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

## Size of the difference - skill 1 (Type A) (M\_3\_018A\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

## Size of the difference - skill 1 (Type A) (M\_3\_018A\_1)

### File: KEN\_Final ES Data

How different are current skills from required skills?  
- Can do calculations and work with numbers

## Size of the difference - skill 2 (Type A) (M\_3\_018A\_2)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

How different are current skills from required skills?  
- Can read and write in English

## Size of the difference - skill 3 (Type A) (M\_3\_018A\_3)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

How different are current skills from required skills?  
- Can read and write in a foreign language

## Size of the difference - skill 4 (Type A) (M\_3\_018A\_4)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

How different are current skills from required skills?  
- Can find new and better ways to do things

## Size of the difference - skill 5 (Type A) (M\_3\_018A\_5)

### File: KEN\_Final ES Data

#### Overview

## Size of the difference - skill 5 (Type A) (M\_3\_018A\_5)

File: KEN\_Final ES Data

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

How different are current skills from required skills?  
 - Can stay on a long and difficult task until it is finished

## Size of the difference - skill 6 (Type A) (M\_3\_018A\_6)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

How different are current skills from required skills?  
 - Can be relied on to get things done

## Size of the difference - skill 7 (Type A) (M\_3\_018A\_7)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

How different are current skills from required skills?  
 - Can work well with others and listens to others' views

## Size of the difference - skill 8 (Type A) (M\_3\_018A\_8)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

How different are current skills from required skills?  
 - Can work well in very busy or difficult situations

## Size of the difference - skill 9 (Type A) (M\_3\_018A\_9)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

How different are current skills from required skills?  
 - Can continue in the face of challenging situations at work

## Size of the difference - skill 10 (Type A) (M\_3\_018A\_10)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

How different are current skills from required skills?  
 - Can easily adapt to new tasks or changes in the establishment

## Size of the difference - skill 11 (Type A) (M\_3\_018A\_11)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

How different are current skills from required skills?  
 - Can use a computer for basic work processing tasks, email and internet searches

## Size of the difference - skill 12 (Type A) (M\_3\_018A\_12)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

How different are current skills from required skills?  
 - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

## Importance of skills - skill 1 (Type A) (M\_3\_019A\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can do calculations and work with numbers

## Importance of skills - skill 2 (Type A) (M\_3\_019A\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can read and write in English

## Importance of skills - skill 3 (Type A) (M\_3\_019A\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can read and write in a foreign language

## Importance of skills - skill 4 (Type A) (M\_3\_019A\_4)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can find new and better ways to do things

## Importance of skills - skill 5 (Type A) (M\_3\_019A\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can stay on a long and difficult task until it is finished

## Importance of skills - skill 6 (Type A) (M\_3\_019A\_6)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can be relied on to get things done

## Importance of skills - skill 7 (Type A) (M\_3\_019A\_7)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can work well with others and listens to others' views

## Importance of skills - skill 8 (Type A) (M\_3\_019A\_8)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can work well in very busy or difficult situations

## Importance of skills - skill 9 (Type A) (M\_3\_019A\_9)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can continue in the face of challenging situations at work

## Importance of skills - skill 10 (Type A) (M\_3\_019A\_10)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can easily adapt to new tasks or changes in the establishment

## Importance of skills - skill 11 (Type A) (M\_3\_019A\_11)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can use a computer for basic work processing tasks, email and internet searches

## Importance of skills - skill 12 (Type A) (M\_3\_019A\_12)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

## Difference in skill required and current level - skill 1 (Type B) (M\_3\_020\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can do calculations and work with numbers

## Difference in skill required and current level - skill 2 (Type B) (M\_3\_020\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can read and write in English

## Difference in skill required and current level - skill 3 (Type B) (M\_3\_020\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can read and write in a foreign language

## Difference in skill required and current level - skill 4 (Type B) (M\_3\_020\_4)

File: KEN\_Final ES Data

### Overview

## Difference in skill required and current level - skill 4 (Type B) (M\_3\_020\_4)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can find new and better ways to do things

## Difference in skill required and current level - skill 5 (Type B) (M\_3\_020\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can stay on a long and difficult task until it is finished

## Difference in skill required and current level - skill 6 (Type B) (M\_3\_020\_6)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can be relied on to get things done

## Difference in skill required and current level - skill 7 (Type B) (M\_3\_020\_7)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

## Difference in skill required and current level - skill 7 (Type B) (M\_3\_020\_7)

File: KEN\_Final ES Data

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can work well with others and listens to others' views

## Difference in skill required and current level - skill 8 (Type B) (M\_3\_020\_8)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can work well in very busy or difficult situations

## Difference in skill required and current level - skill 9 (Type B) (M\_3\_020\_9)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can continue in the face of challenging situations at work

## Difference in skill required and current level - skill 10 (Type B) (M\_3\_020\_10)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can easily adapt to new tasks or changes in the establishment

## Difference in skill required and current level - skill 11 (Type B) (M\_3\_020\_11)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Is there a difference between what is required for this occupation type and the current level of this skill  
- Can use a computer for basic work processing tasks, email and internet searches

## Size of the difference - skill 1 (Type B) (M\_3\_021\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

How different are current skills from required skills?  
- Can do calculations and work with numbers

## Size of the difference - skill 2 (Type B) (M\_3\_021\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

How different are current skills from required skills?  
- Can read and write in English

## Size of the difference - skill 3 (Type B) (M\_3\_021\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

How different are current skills from required skills?  
- Can read and write in a foreign language

## Size of the difference - skill 4 (Type B) (M\_3\_021\_4)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

How different are current skills from required skills?  
 - Can find new and better ways to do things

## Size of the difference - skill 5 (Type B) (M\_3\_021\_5)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

How different are current skills from required skills?  
 - Can stay on a long and difficult task until it is finished

## Size of the difference - skill 6 (Type B) (M\_3\_021\_6)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

How different are current skills from required skills?  
 - Can be relied on to get things done

## Size of the difference - skill 7 (Type B) (M\_3\_021\_7)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

How different are current skills from required skills?  
 - Can work well with others and listens to others' views

## Size of the difference - skill 8 (Type B) (M\_3\_021\_8)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

How different are current skills from required skills?  
- Can work well in very busy or difficult situations

## Size of the difference - skill 9 (Type B) (M\_3\_021\_9)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

How different are current skills from required skills?  
- Can continue in the face of challenging situations at work

## Size of the difference - skill 10 (Type B) (M\_3\_021\_10)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

How different are current skills from required skills?  
- Can easily adapt to new tasks or changes in the establishment

## Size of the difference - skill 11 (Type B) (M\_3\_021\_11)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

How different are current skills from required skills?  
- Can use a computer for basic work processing tasks, email and internet searches

## Importance of skills - skill 1 (Type B) (M\_3\_022\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can do calculations and work with numbers

## Importance of skills - skill 2 (Type B) (M\_3\_022\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can read and write in English

## Importance of skills - skill 3 (Type B) (M\_3\_022\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can read and write in a foreign language

## Importance of skills - skill 4 (Type B) (M\_3\_022\_4)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can find new and better ways to do things

## Importance of skills - skill 5 (Type B) (M\_3\_022\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can stay on a long and difficult task until it is finished

## Importance of skills - skill 6 (Type B) (M\_3\_022\_6)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can be relied on to get things done

## Importance of skills - skill 7 (Type B) (M\_3\_022\_7)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can work well with others and listens to others' views

## Importance of skills - skill 8 (Type B) (M\_3\_022\_8)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can work well in very busy or difficult situations

## Importance of skills - skill 9 (Type B) (M\_3\_022\_9)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can continue in the face of challenging situations at work

## Importance of skills - skill 10 (Type B) (M\_3\_022\_10)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can easily adapt to new tasks or changes in the establishment

## Importance of skills - skill 11 (Type B) (M\_3\_022\_11)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Please select the 3 most important skills you consider when retaining workers after a period of probation  
- Can use a computer for basic work processing tasks, email and internet searches

## Does your workplace have contacts with education and training institutes? (Type (M\_4\_01A)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Does your establishment have regular contacts with educational or training institutions regarding these occupation types, for recruitment, training, work placement, or another reason?

## Does your workplace have contacts with education and training institutes? (Type (M\_4\_01B))

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Does your establishment have regular contacts with educational or training institutions regarding these occupation types, for recruitment, training, work placement, or another reason?

## Purpose - For recruitment (Type A) (M\_4\_02A\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
- You use for Recruitment of staff

## Purpose - For testing (Type A) (M\_4\_02A\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
- Your firm participates in testing of students

## Purpose - For curriculum development (Type A) (M\_4\_02A\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
- Your firm gives feedback to the institution for their Curriculum development

## Purpose - For further training (Type A) (M\_4\_02A\_4)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
 - Your firm uses the institution for further training

## Purpose - For internships (Type A) (M\_4\_02A\_5)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
 - Your firm provides work experience for students (internships and apprenticeships)

## Purpose - Other (Type A) (M\_4\_02A\_6A)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

Other specify

## Other (Type A) (M\_4\_02A\_6AX)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: character  
 Width: 100

Valid cases: 504  
 Invalid: 0

**Literal question**

Other specify

## Purpose - For recruitment (Type B) (M\_4\_02B\_1)

File: KEN\_Final ES Data

## Purpose - For recruitment (Type B) (M\_4\_02B\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
- You use for Recruitment of staff

## Purpose - For testing (Type B) (M\_4\_02B\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
- Your firm participates in testing of students

## Purpose - For curriculum development (Type B) (M\_4\_02B\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
- Your firm gives feedback to the institution for their Curriculum development

## Purpose - For further training (Type B) (M\_4\_02B\_4)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
- Your firm uses the institution for further training

## Purpose - For internships (Type B) (M\_4\_02B\_5)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
 - Your firm provides work experience for students (internships and apprenticeships)

## Purpose - Other (Type B) (M\_4\_02B\_6A)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Other specify

## Other (Type B) (M\_4\_02B\_6AX)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 100	

**Literal question**

Other specify

## Did Type A workers receive OJT? (M\_4\_03A)

File: KEN\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

**Literal question**

Did the employees of these occupation types receive any on-the-job training?

## Did Type B workers receive OJT? (M\_4\_03B)

File: KEN\_Final ES Data

**Overview**

## Did Type B workers receive OJT? (M\_4\_03B)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Did the employees of these occupation types receive any on-the-job training?

## Percentage of Type A workers who received OJT (M\_4\_04A)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-100

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 100

### Literal question

IF YES, what percentage of employees received on-the-job training?

## Percentage of Type B workers who received OJT (M\_4\_04B)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-100

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 100

### Literal question

IF YES, what percentage of employees received on-the-job training?

## Did Type A workers receive training on the premises? (M\_4\_05A)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

IF YES, for training carried out ON the firm's premises:

## Did Type B workers receive training on the premises? (M\_4\_05B)

File: KEN\_Final ES Data

### Overview

## Did Type B workers receive training on the premises? (M\_4\_05B)

### File: KEN\_Final ES Data

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Literal question

IF YES, for training carried out ON the firm's premises:

## Workers Type A received by firms managers (M\_4\_06A\_1)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training

- Training by the firm's managers, technical persons, peers, etc. (Y/N)

## Workers Type A received by firms dedicated trainers (M\_4\_06A\_2)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- Training by the firm's dedicated trainers

## Workers Type A received training on the premises by external trainers (M\_4\_06A\_3)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

## Other type of training on the premises for Type A workers (M\_4\_06A\_4)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- How much did your establishment spend on outside training providers when training ON your premises?

## Specify - Other type of training on the premises for Type A workers (M\_4\_06A\_4X)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 100	

### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- Other

## Workers Type B received by firms managers (M\_4\_06B\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- Training by the firm's managers, technical persons, peers, etc.

## Workers Type B received by firms dedicated trainers (M\_4\_06B\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

## Workers Type B received by firms dedicated trainers (M\_4\_06B\_2) File: KEN\_Final ES Data

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)  
- Training by the firm's dedicated trainers

## Workers Type B received training on the premises by external trainers (M\_4\_06B\_3) File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)  
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

## Other type of training on the premises for Type B workers (M\_4\_06B\_4) File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)  
- How much did your establishment spend on outside training providers when training ON your premises?

## Specify - Other type of training on the premises for Type B workers (M\_4\_06B\_4X) File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 100	

### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)  
- Other

## Percentage of Type A workers who received training by the firms managers (M\_4\_07A\_1P)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

## Percentage of Type A workers who received training by the firms dedicated trainee (M\_4\_07A\_2P)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

## Percentage of Type A workers who received training by external trainers on the p (M\_4\_07A\_3P)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

## Percentage of Type A workers who received other types of training on the premise (M\_4\_07A\_4P)

File: KEN\_Final ES Data

### Overview

## Percentage of Type A workers who received other types of training on the premise (M\_4\_07A\_4P)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44--44

Valid cases: 504  
Invalid: 0

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

## Specify - Percentage of Type A workers who received other types of training on t (M\_4\_07A\_4X)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 100

Valid cases: 504  
Invalid: 0

### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- Other

## Avg days Type A workers received training by the firms managers (M\_4\_07A\_1B)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-10

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 10

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

## Avg days Type A workers received training by the firms dedicated trainers (M\_4\_07A\_2B)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-30

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 30

### Literal question

## Avg days Type A workers received training by the firms dedicated trainers (M\_4\_07A\_2B)

File: KEN\_Final ES Data

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

## Avg days Type A workers received training by external trainers on the premises (M\_4\_07A\_3B)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 30
Range: -44-30	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

## Avg days Type A workers received other types of training on the premises (M\_4\_07A\_4B)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -44--44	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

## Specify - Avg days Type A workers received other types of training on the premis (M\_4\_07A\_4BX)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 100	

### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

- Other

## Percentage of Type B workers who received training by the firms managers (M\_4\_07BP\_1)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

## Percentage of Type B workers who received training by the firms dedicated trainee (M\_4\_07BP\_2)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 40
Range: -44-40	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

## Percentage of Type B workers who received training by external trainers on the p (M\_4\_07BP\_3)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

## Percentage of Type B workers who received other types of training on the premise (M\_4\_07BP\_4)

File: KEN\_Final ES Data

### Overview

## Percentage of Type B workers who received other types of training on the premise (M\_4\_07BP\_4)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44--44

Valid cases: 504  
Invalid: 0

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

## Specify - Percentage of Type B workers who received other types of training on t (M\_4\_07B\_4X)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 100

Valid cases: 504  
Invalid: 0

### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- Other

## Avg days Type B workers received training by the firms managers (M\_4\_07BB\_1)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-14

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 14

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

## Avg days Type B workers received training by the firms dedicated trainers (M\_4\_07BB\_2)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-14

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 14

### Literal question

## Avg days Type B workers received training by the firms dedicated trainers (M\_4\_07BB\_2)

File: KEN\_Final ES Data

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

## Avg days Type B workers received training by external trainers on the premises (M\_4\_07BB\_3)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 7
Range: -44-7	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

## Avg days Type B workers received other types of training on the premises (M\_4\_07BB\_4)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -44--44	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

## Specify - Avg days Type B workers received other types of training on the premis (M\_4\_07B\_4BX)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 100	

### Literal question

Please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

- Other

## Content of longest training Type A workers received on the premises (M\_4\_08A)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

What was the content of the longest training?

## Other content for training on the premises (Type A) (M\_4\_08AX1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 100	

### Literal question

What was the content of the longest training? (Other)

## Content of longest training Type B workers received on the premises (M\_4\_08B)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

What was the content of the longest training?

## Other content for training on the premises (Type B) (M\_4\_08BX1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 100	

### Literal question

What was the content of the longest training? (Other)

## Duration of longest training (Type A) (M\_4\_09A)

File: KEN\_Final ES Data

## Duration of longest training (Type A) (M\_4\_09A)

File: KEN\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 30
Range: -44-30	

**Literal question**

What was the duration in days of the longest training?

## Duration of longest training (Type B) (M\_4\_09B)

File: KEN\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 30
Range: -44-30	

**Literal question**

What was the duration in days of the longest training?

## Amongst spent on training on the premises (Type A) (M\_4\_010A)

File: KEN\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 8	Minimum: -44
Decimals: 0	Maximum: 50000000
Range: -44-50000000	

## Amongst spent on training on the premises (Type B) (M\_4\_010B)

File: KEN\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 7	Minimum: -44
Decimals: 0	Maximum: 5000000
Range: -44-5000000	

## Did Type A workers receive training outside the premises?

(M\_4\_011A)

File: KEN\_Final ES Data

**Overview**

## Did Type A workers receive training outside the premises? (M\_4\_011A)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training

## Did Type B workers receive training outside the premises? (M\_4\_011B)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training

## Workers Type A received training through public providers (M\_4\_012A\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- Through public training providers

## Workers Type A received training through private providers (M\_4\_012A\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

## Workers Type A received training through private providers (M\_4\_012A\_2)

File: KEN\_Final ES Data

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- Through private training providers

## Workers Type A received training through equipment suppliers (M\_4\_012A\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- Through equipment suppliers (for example, a company selling computers providing training on software)

## Workers Type A received training through NGOs or international organizations (M\_4\_012A\_4)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- NGOs or international organizations

## Other type of training for workers Type A outside the premises (M\_4\_012A\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

## Other type of training for workers Type A outside the premises (M\_4\_012A\_5)

File: KEN\_Final ES Data

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- Other

## Specify - Other type of training for workers Type A outside the premises (M\_4\_012A\_5X)

File: KEN\_Final ES Data

### Overview

Type: Discrete

Format: character

Width: 100

Valid cases: 504

Invalid: 0

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- specify\_\_

## Workers Type B received training through public providers (M\_4\_012B\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: -44-888999

Valid cases: 504

Invalid: 0

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- Through public training providers

## Workers Type B received training through private providers (M\_4\_012B\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: -44-888999

Valid cases: 504

Invalid: 0

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)

- Through private training providers

## Workers Type B received training through equipment suppliers (M\_4\_012B\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)  
- Through equipment suppliers (for example, a company selling computers providing training on software)

## Workers Type B received training through NGOs or international organizations (M\_4\_012B\_4)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)  
- NGOs or international organizations

## Other type of training for workers Type B outside the premises (M\_4\_012B\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)  
- Other

## Specify - Other type of training for workers Type B outside the premises (M\_4\_012B\_5X)

File: KEN\_Final ES Data

### Overview

## Specify - Other type of training for workers Type B outside the premises (M\_4\_012B\_5X)

File: KEN\_Final ES Data

Type: Discrete  
Format: character  
Width: 100

Valid cases: 504  
Invalid: 0

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Y/N)  
- specify\_\_

## Percentage of Type A workers who received training by public training providers (M\_4\_013AP\_1)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-100

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 100

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)  
- Through public training providers

## Percentage of Type A workers who received training by private training providers (M\_4\_013AP\_2)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-100

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 100

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)  
- Through private training providers

## Percentage of Type A workers who received training by equipment suppliers (M\_4\_013AP\_3)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-100

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 100

## Percentage of Type A workers who received training by equipment suppliers (M\_4\_013AP\_3)

File: KEN\_Final ES Data

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

- Through equipment suppliers (for example, a company selling computers providing training on software)

## Percentage of Type A workers who received training by NGOs, etc (M\_4\_013AP\_4)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-100

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 100

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

- NGOs or international organizations

## Percentage of Type A workers who received other types of training outside the pr (M\_4\_013AP\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44--44

Valid cases: 504  
Invalid: 0

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

- Other

## Avg days Type A workers received training by public training providers (M\_4\_013AB\_1)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: -44-365

Valid cases: 504  
Invalid: 0  
Minimum: -44  
Maximum: 365

### Literal question

## Avg days Type A workers received training by public training providers (M\_4\_013AB\_1)

File: KEN\_Final ES Data

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

- Through public training providers

## Avg days Type A workers received training by private training providers (M\_4\_013AB\_2)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 14
Range: -44-14	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

- Through private training providers

## Avg days Type A workers received training by equipment suppliers (M\_4\_013AB\_3)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 14
Range: -44-14	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training 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)

## Avg days Type A workers received training by NGOs, etc (M\_4\_013AB\_4)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 4
Range: -44-4	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

- NGOs or international organizations

## Avg days Type A workers received other types of training outside the premises (M\_4\_013AB\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -44--44	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)  
- Other

## Percentage of Type B workers who received training by public training providers (M\_4\_013BP\_1)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)  
- Through public training providers

## Percentage of Type B workers who received training by private training providers (M\_4\_013BP\_2)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)  
- Through private training providers

## Percentage of Type B workers who received training by equipment suppliers (M\_4\_013BP\_3)

File: KEN\_Final ES Data

### Overview

## Percentage of Type B workers who received training by equipment suppliers (M\_4\_013BP\_3)

File: KEN\_Final ES Data

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 100
Range: -44-100	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

- Through equipment suppliers (for example, a company selling computers providing training on software)

## Percentage of Type B workers who received training by NGOs, etc (M\_4\_013BP\_4)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 40
Range: -44-40	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

- NGOs or international organizations

## Percentage of Type B workers who received other types of training outside the pr (M\_4\_013BP\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -44--44	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (%)

- Other

## Avg days Type B workers received training by public training providers (M\_4\_013BB\_1)

File: KEN\_Final ES Data

### Overview

## Avg days Type B workers received training by public training providers (M\_4\_013BB\_1)

File: KEN\_Final ES Data

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 365
Range: -44-365	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

- Through public training providers

## Avg days Type B workers received training by private training providers (M\_4\_013BB\_2)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 14
Range: -44-14	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)

- Through private training providers

## Avg days Type B workers received training by equipment suppliers (M\_4\_013BB\_3)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 7
Range: -44-7	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training 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)

## Avg days Type B workers received training by NGOs, etc (M\_4\_013BB\_4)

File: KEN\_Final ES Data

### Overview

## Avg days Type B workers received training by NGOs, etc (M\_4\_013BB\_4)

File: KEN\_Final ES Data

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: -44
Decimals: 0	Maximum: 6
Range: -44-6	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)  
- NGOs or international organizations

## Avg days Type B workers received other types of training outside the premises (M\_4\_013BB\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	
Decimals: 0	
Range: -44--44	

### Literal question

For training carried out OUTSIDE the firm's premises, please indicate for each of the following: the percentage of employees that receive training and the average number of days a trainee received training. (Avg. # Days)  
- Other

## Amout paid to providers for outside training for Type A workers (M\_4\_014A)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 8	Minimum: -44
Decimals: 0	Maximum: 25000000
Range: -44-25000000	

### Literal question

How much did your establishment spend paying outside providers for training when training OUTSIDE your premises?

## Amout paid to providers for outside training for Type B workers (M\_4\_014B)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 7	Minimum: -44
Decimals: 0	Maximum: 2000000
Range: -44-2000000	

## Amount paid to providers for outside training for Type B workers (M\_4\_014B)

File: KEN\_Final ES Data

### Literal question

How much did your establishment spend paying outside providers for training when training OUTSIDE your premises?

## Response to training questions (Type A) (M\_4\_015A)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

## Response to training questions (Type B) (M\_4\_015B)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

## Which gender received more training last year? (Type A) (M\_4\_016A)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Thinking of the employees of these occupations in your establishment, did male employees receive more training, or did female employees receive more training, or did they have approximately equal training?

## Which gender received more training last year? (Type B) (M\_4\_016B)

File: KEN\_Final ES Data

### Overview

## Which gender received more training last year? (Type B) (M\_4\_016B)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Thinking of the employees of these occupations in your establishment, did male employees receive more training, or did female employees receive more training, or did they have approximately equal training?

## Education system - meets skill needs (M\_4\_017\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya?

- Meets the skill needs of your business adequately (Public general education)

## Education system - produces people with important skills (M\_4\_017\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya?

- Produces people with the skills you ranked as important (Public general education)

## Education system - produces people with up-to-date knowledge (M\_4\_017\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

## Education system - produces people with up-to-date knowledge (M\_4\_017\_3)

File: KEN\_Final ES Data

In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya?

- Produces people with the up-to-date knowledge of methods, materials and technology (Public general education)

## Education system - produces people with practical experience (M\_4\_017\_4)

File: KEN\_Final ES Data

### Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: -44-888999

Valid cases: 504

Invalid: 0

### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya?

- Produces people with practical experiences that can be applied to their work (Public general education)

## Education system - produces people with personal skills (M\_4\_017\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: -44-888999

Valid cases: 504

Invalid: 0

### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya?

- Produces people with personal skills like time-management, reliability, ability to work with others, etc.(Public general education)

## Has the workplace recruited from TVET system? (M\_4\_018)

File: KEN\_Final ES Data

### Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: -44-888999

Valid cases: 504

Invalid: 0

## Training system - meets skill needs (M\_4\_019\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya?

- Meets the skill needs of your business adequately (Training system)

## Training system - produces people with important skills

(M\_4\_019\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya?

- Produces people with the skills you ranked as important (Training system)

## Training system - produces people with up-to-date knowledge

(M\_4\_019\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya?

- Produces people with the up-to-date knowledge of methods, materials and technology (Training system)

## Training system - produces people with practical experience

(M\_4\_019\_4)

File: KEN\_Final ES Data

### Overview

## Training system - produces people with practical experience (M\_4\_019\_4)

File: KEN\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya?

- Produces people with practical experiences that can be applied to their work (Training system)

## Training system - produces people with personal skills (M\_4\_019\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system or the public general education system in the Republic of Kenya?

- Produces people with personal skills like time-management, reliability, ability to work with others, etc.(Training system)

## Women expect higher benefits (M\_4\_020\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants:

- Women expect higher benefits than firms can offer (such as flexible hours)

## Women lack required work experience (M\_4\_020\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants:

- Women lack the required work experience

## Women lack required skills (M\_4\_020\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants:  
- Women lack the required skills

## Women are costlier to hire (M\_4\_020\_4)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants:  
- Women are costlier to hire than men given labour regulations (such as maternity leave provisions)

## Women have competing time demands (M\_4\_020\_5)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants:  
- Women have competing time demands given family responsibilities

## Doing calculations and working with numbers (M\_4\_021\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### 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

## Reading and writing in English (M\_4\_021\_2)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### 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

## Reading and writing in (another) foreign language (M\_4\_021\_3)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### 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 a foreign language

## Finding new and better ways to do things (M\_4\_021\_4)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### 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

## Staying on a long and difficult task until it is finished (M\_4\_021\_5)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### 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

## Being relied on to get things done (M\_4\_021\_6)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
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

## Working well with others and listening to others views (M\_4\_021\_7)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
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 with others and listening to others' views

## Working well in very busy or difficult situations (M\_4\_021\_8)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
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

## Continuing in the face of challenging situations at work (M\_4\_021\_9)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

## Continuing in the face of challenging situations at work (M\_4\_021\_9)

File: KEN\_Final ES Data

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

## Easily adapting to new tasks or changes in the workplace (M\_4\_021\_10)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### 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 changing in the establishment

## Using a computer (M\_4\_021\_11)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### 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 purposed like creating and managing databases, or using specialized computer programs, etc.

## Demonstrating specific technical skills (M\_4\_021\_12)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### 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

## Financial performance of firm in the last fiscal year (M\_5\_01)

File: KEN\_Final ES Data

## Financial performance of firm in the last fiscal year (M\_5\_01)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

How would you describe...  
the financial performance of your firm in the last fiscal year?

## Growth prospect for the coming 3 years (M\_5\_02)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

How would you describe...  
the growth prospects for your firm in the coming three years?

## Main buyer of products or services (M\_5\_03)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Who is the main buyer of your products or services?

## Other specify - Main buyer of products or services (M\_5\_03X1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 100

Valid cases: 504  
Invalid: 0

### Literal question

Who is the main buyer of your products or services?

## Does your company have business contacts with entities in other countries? (M\_5\_04)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

Does your firm have business contacts with entities in other countries?

## Introduced new or improved products/services in the past 3 years (M\_5\_05\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

In the past 3 years, has your firm introduced any...  
- New or significantly improved products or services

## Introduced new or improved methods of production in the past 3 years (M\_5\_05\_2)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

In the past 3 years, has your firm introduced any...  
- New or significantly improved methods of manufacturing or producing goods and services

## Introduced new or improved procedures in the past 3 years (M\_5\_05\_3)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

## Introduced new or improved procedures in the past 3 years (M\_5\_05\_3)

File: KEN\_Final ES Data

### Literal question

In the past 3 years, has your firm introduced any...

- New or significantly improved procedure (logistics, delivery or distribution methods) or supporting activities for your processes (accounting, maintenance, or computing systems, etc.)

## Introduced new or improved organizational structures or management practices in (M\_5\_05\_4)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

In the past 3 years, has your firm introduced any...

- New or significantly improved organizational structures or management practices

## Did the firm spend on R&D in the past 3 years? (M\_5\_06)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

During the last 3 years, did your firm spend on formal research and development activities, either in-house or contracted with other companies?

## Constraint - Electricity (M\_5\_07\_1)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Electricity

## Constraint - Telecommunications/Transportation (M\_5\_07\_2)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Telecommunication, Transportation

## Constraint - Access to land (M\_5\_07\_3)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Access to Land

## Constraint - Tax Rates (M\_5\_07\_4)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Tax rates, Tax administration

## Constraint - Customs and Trade Regulations (M\_5\_07\_5)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

## Constraint - Customs and Trade Regulations (M\_5\_07\_5)

### File: KEN\_Final ES Data

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Customs and Trade Regulations

## Constraint - Business Licensing (M\_5\_07\_6)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Business Licensing and Operations Permits

## Constraint - Access to Financing (M\_5\_07\_7)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)

## Constraint - Political uncertainty/Economic instability (M\_5\_07\_8)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)

## Constraint - Corruption, etc (M\_5\_07\_9)

### File: KEN\_Final ES Data

## Constraint - Corruption, etc (M\_5\_07\_9)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Corruption; Crime, theft and disorder

## Constraint - Informal practices (M\_5\_07\_10)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Anti-competitive or informal practices; Legal system/ conflict resolution

## Constraint - Labor Factors (M\_5\_07\_11)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Labour Factors (for example, availability of labour, labour laws, high turnover, training, wage levels, etc.)

## Labor Factors - Employment protection legislation (M\_5\_08\_1)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

#### Literal question

## Labor Factors - Employment protection legislation (M\_5\_08\_1)

### File: KEN\_Final ES Data

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Employment protection legislation/ labour code laws

## Labor Factors - Availability of labor (M\_5\_08\_2)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Labour availability

## Labor Factors - General education of workers (M\_5\_08\_3)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- General education of workers

## Labor Factors - Technical/vocational training of workers (M\_5\_08\_4)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Technical and vocational education and training of workers

## Labor Factors - Finding workers with prior experience (M\_5\_08\_5)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Finding workers with previous experience

## Labor Factors - High turnover (M\_5\_08\_6)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- High job turnover

## Labor Factors - Payroll taxes and social security contribution (M\_5\_08\_7)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Payroll taxes and social security contributions

## Labor Factors - Overall wage level (M\_5\_08\_8)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

#### Literal question

## Labor Factors - Overall wage level (M\_5\_08\_8)

### File: KEN\_Final ES Data

Can you please indicate the extent to which each of the following factors presents a constraint to doing business to operate and to grow?

- Overall wage level

## Does your workplace have a personnel department? (M\_5\_09)

### File: KEN\_Final ES Data

#### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: -44-888999

Valid cases: 504  
Invalid: 0

#### Literal question

Does your establishment have a personnel department (H/R DEPARTMENT)?

## Financial year end date (2014) (M\_5\_11\_2\_3\_1)

### File: KEN\_Final ES Data

#### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 1-888996

Valid cases: 504  
Invalid: 0  
Minimum: 1  
Maximum: 888996

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm: (2014)  
- Month of the year ending

## Average number of employees in the year (2014) (M\_5\_11\_2\_3\_2)

### File: KEN\_Final ES Data

#### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 0-888998

Valid cases: 504  
Invalid: 0  
Minimum: 0  
Maximum: 888998

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm: (2014)  
- Average number of employees in the year

## Wage bill (2014) (M\_5\_11\_2\_3\_3)

### File: KEN\_Final ES Data

#### Overview

## Wage bill (2014) (M\_5\_11\_2\_3\_3)

File: KEN\_Final ES Data

Type: Continuous  
Format: numeric  
Width: 10  
Decimals: 0  
Range: 0-1028484000

Valid cases: 504  
Invalid: 0  
Minimum: 0  
Maximum: 1028484000

### Literal question

Please tell us the following for the two most recent year-end reports for this firm: (2014)  
- Wage bill and compensation fund for workers

## Operating expenses (2014) (M\_5\_11\_2\_3\_4)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 10  
Decimals: 0  
Range: 0-1962392300

Valid cases: 502  
Invalid: 2  
Minimum: 0  
Maximum: 1962392300

### Literal question

Please tell us the following for the two most recent year-end reports for this firm: (2014)  
- Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs

## Sales (2014) (M\_5\_11\_2\_3\_5)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 10  
Decimals: 0  
Range: 0-2085600000

Valid cases: 484  
Invalid: 20  
Minimum: 0  
Maximum: 2085600000

### Literal question

Please tell us the following for the two most recent year-end reports for this firm: (2014)  
- Sales

## Financial year end date (2015) (M\_5\_11\_2\_4\_1)

File: KEN\_Final ES Data

### Overview

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

Valid cases: 504  
Invalid: 0

### Literal question

Please tell us the following for the two most recent year-end reports for this firm: (2015)  
- Month of the year ending

## Average number of employees in the year (2015) (M\_5\_11\_2\_4\_2)

File: KEN\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	Minimum: 1
Decimals: 0	Maximum: 888998
Range: 1-888998	

**Literal question**

Please tell us the following for the two most recent year-end reports for this firm: (2015)  
- Average number of employees in the year

## Wage bill (2015) (M\_5\_11\_2\_4\_3)

File: KEN\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 502
Format: numeric	Invalid: 2
Width: 10	Minimum: 58000
Decimals: 0	Maximum: 1473791600
Range: 58000-1473791600	

**Literal question**

Please tell us the following for the two most recent year-end reports for this firm: (2015)  
- Wage bill and compensation fund for workers

## Operating expenses (2015) (M\_5\_11\_2\_4\_4)

File: KEN\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 502
Format: numeric	Invalid: 2
Width: 10	Minimum: 20000
Decimals: 0	Maximum: 2109768400
Range: 20000-2109768400	

**Literal question**

Please tell us the following for the two most recent year-end reports for this firm: (2015)  
- Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs

## Sales (2015) (M\_5\_11\_2\_4\_5)

File: KEN\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 478
Format: numeric	Invalid: 26
Width: 10	Minimum: 0
Decimals: 0	Maximum: 2100800000
Range: 0-2100800000	

**Literal question**

Please tell us the following for the two most recent year-end reports for this firm: (2015)  
- Sales

## Percentage of permanent workers with pension contribution (M\_5\_13)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	Minimum: 0
Decimals: 0	Maximum: 888997
Range: 0-888997	

### Literal question

What percentage of currently employed permanent workers contribute to a pension plan?

## How well did the respondent understand the questions? (M\_6\_01)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

What is your impression of how well the respondent understood the questions being asked?

### Interviewer instructions

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.

## How serious was the respondent when answering? (M\_6\_02)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

What is your impression of how serious and candid the respondent was when answering questions?

### Interviewer instructions

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.

## How much distraction was there during the interview? (M\_6\_03)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

## How much distraction was there during the interview? (M\_6\_03)

File: KEN\_Final ES Data

### 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?

### Interviewer instructions

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.

## How often did the respondent ask for clarifications/examples? (M\_6\_04)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

### Literal question

How often did the respondent ask you (the interviewer) for assistance, clarification or examples?

### Interviewer instructions

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.

## Municipality (MUNICIPALITY)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 100	

## Sector (SECTOR)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

## County (COUNTY)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 100	

## Region (REGION)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: character	Invalid: 0
Width: 100	

## Size (SIZE)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 4	Minimum: 5
Decimals: 0	Maximum: 2500
Range: 5-2500	

## Interviewer Code (INT\_CODE)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: 101
Decimals: 0	Maximum: 123
Range: 101-123	

### Literal question

INTERVIEWER CODE:

## Supervisor Code (SUP\_CODE)

File: KEN\_Final ES Data

### Overview

Type: Continuous	Valid cases: 504
Format: numeric	Invalid: 0
Width: 3	Minimum: 102
Decimals: 0	Maximum: 999
Range: 102-999	

### Literal question

SUPERVISOR CODE:

## Supervisor Callback (Y/N) (SUP\_CALLBACK)

File: KEN\_Final ES Data

### Overview

Type: Discrete	Valid cases: 504
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: -44-888999	

## Supervisor Callback (Y/N) (SUP\_CALLBACK)

File: KEN\_Final ES Data

**Literal question**

SUPERVISOR CALL-BACK

## Reason for non-completion (NONCOMPLETE)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

Non completion reason

## Proceed to interview? (ACCEPT)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

Proceed to interview?

## Reason for refusal (REFUSAL)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

**Literal question**

If No, Reason for Refusal

## Original Stratum (ORIGINAL\_STRATUM)

File: KEN\_Final ES Data

**Overview**

Type: Discrete  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: -44-888999

Valid cases: 504  
 Invalid: 0

## Final weight for Kenya STEP ES (Final\_weight)

File: KEN\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 16  
Decimals: 0  
Range: 3.35669994354248-151.659393310547

Valid cases: 504  
Invalid: 0  
Minimum: 3.4  
Maximum: 151.7

## Country (Country)

File: KEN\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 5

Valid cases: 504  
Invalid: 0

## Related Materials

### Questionnaires

#### Kenya STEP Skills Measurement Employer Survey 2016-2017: Questionnaire

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Title Kenya STEP Skills Measurement Employer Survey 2016-2017: Questionnaire  
 Language English  
 Filename Kenya STEP Employer Survey 2016-2017.pdf

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### Technical documents

#### Sampling and Weighting Methodology for Kenya STEP Employer Survey

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Title Sampling and Weighting Methodology for Kenya STEP Employer Survey  
 Author(s) David J. Megill  
 Date 2017-05-01  
 Language English  
 Filename Kenya Employer Survey Weighting Procedure.pdf

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#### 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

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#### Employer Survey Design Planning Report

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Title Employer Survey Design Planning Report  
 Date 2016-06-04  
 Language English  
 Filename Kenya Employer Survey Design Planning Report (ESDPR).pdf

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#### STEP Skills Measurement Survey of Employers: Implementation Manual

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Title STEP Skills Measurement Survey of Employers: Implementation Manual  
 Date 2011-06-01  
 Language English  
 Filename Implementation Manual - STEP Employer Survey.pdf

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#### STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills

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Title STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills  
 Author(s) Gaëlle Pierre, Maria Laura Sanchez Puerta, Alexandria Valerio, Tania Rajadel (World Bank)  
 Date 2014-07-09  
 Language English

