

# Kosovo - STEP Skills Measurement Employer Survey 2015-2016 (Wave 3)

**World Bank**

Report generated on: April 19, 2018

Visit our data catalog at: <http://microdata.worldbank.org>



# Sampling

## Sampling Procedure

---

The sampling objective of the survey was to obtain interviews from 500 non-government enterprise workplaces in the capital and urban regions of Kosovo. 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 Kosovo Agency of Statistics (ASK) from 2015, and a complementary frame of Serb enterprises in Northern Kosovo which was obtained independently, both served as the sampling frame.

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

## Response Rate

---

An overall response rate of 74% was achieved in Kosovo STEP Survey. Detailed distribution of responses by stratum can be found in the document Kosovo Employer Survey Weighting Procedure, available as Related Material.

## Weighting

---

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

# Questionnaires

## Overview

---

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

Section 1 - Work Force

Section 2 - Skills Used

Section 3 - Hiring Practices

Section 4 - Training and Compensation

Section 5 - Background

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

## Data Collection

### Data Collection Dates

Start	End	Cycle
2015-11-02	2015-12-29	N/A

### Data Collection Mode

Face-to-face [f2f]

#### DATA COLLECTION NOTES

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 in Kosovo were in part attributed to out-dated address information in the sampling frame and refusal to participate in the survey.

### Data Collectors

Name	Abbreviation	Affiliation
INDEX Kosova		

#### SUPERVISION

The data collection team consisted of two teams with a total of 12 interviewers and 2 field supervisors. The field supervisors were responsible for reporting to the Fieldwork Manager. Each interviewer reported to a field supervisor.

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

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

# Data Processing

## Data Editing

---

STEP Data Management Process:

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

## Other Processing

---

Data entry processes, including team composition are described in the Kosovo 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. INDEX Kosovo developed their own DEP using SPSS/PC+ Data Entry II.

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

# Data Appraisal

No content available

# File Description

# Variable List

## KOS\_Final ES Data

Content	STEP Kosovo 2015 - 2016 (Wave 3). This file provides data from Module 1 to Module 6
Cases	500
Variable(s)	542
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

## Variables

ID	Name	Label	Type	Format	Question
V1251	id	Questionnaire ID	contin	numeric	
V1252	firm_id	Firm Number	contin	numeric	
V1253	reserve_id	Firm Number Replacement	contin	numeric	
V1254	firm_id_actual	Firm Number Final	contin	numeric	
V1255	final_weight	Final Weight	contin	numeric	
V1256	gender1	Gender 1	discrete	numeric	
V1257	age1	Age Group1	discrete	numeric	
V1258	mod1	Module 1	discrete	numeric	
V1259	gender2	Gender 2	discrete	numeric	
V1260	age2	Age Group 2	discrete	numeric	
V1261	mod2	Module 2	contin	numeric	
V1262	gender3	Gender 3	discrete	numeric	
V1263	age3	Age Group 3	discrete	numeric	
V1264	mod3	Module 3	discrete	numeric	
V1265	mod1_01	What is your job title (main responsibility)?	discrete	numeric	What is your job title (main responsibility)?
V1266	mod1_01x1	What is your job title (main responsibility)? - Other, pleas	discrete	character	What is your job title (main responsibility)? Other (Please specify _____)
V1267	mod1_02	Is your workplace part of a larger company/ firm?	discrete	numeric	Is this establishment part of a larger firm?
V1268	mod1_03	In what year did the company/firm begin operations in this o	discrete	numeric	In what year did the parent establishment begin operations in [Country]?
V1269	mod1_04	What year did your workplace begin operations in [country]?	discrete	numeric	What year did your workplace begin operations in [COUNTRY]?
V1270	mod1_05	What is the legal status of this workplace?	discrete	numeric	What is the legal status of this firm?
V1271	mod1_05x1	What is the legal status of this workplace - Other, please s	discrete	character	What is the legal status of this firm? OTHER (SPECIFY _____)
V1272	mod1_06	Which of the following describes the largest shareholders in	discrete	numeric	Which of the following describes the largest shareholders in your firm?
V1273	mod1_07	Use the following list to identify the broad sector of your	discrete	numeric	Use the following list to identify the broad sector of your economic activity

ID	Name	Label	Type	Format	Question
V1274	mod1_08_1	total	contin	numeric	How many workers (including yourself) does your workplace currently employ? (TOTAL) - Permanent Workers (Including full-time and part-time)
V1275	mod1_08_2	Men	contin	numeric	How many workers (including yourself) does your workplace currently employ? (Men) - Permanent Workers (Including full-time and part-time)
V1276	mod1_08_3	Women	contin	numeric	How many workers (including yourself) does your workplace currently employ? (Women) - Permanent Workers (Including full-time and part-time)
V1277	mod1_08b_1	total	contin	numeric	How many workers (including yourself) does your workplace currently employ? (TOTAL) - Temporary Workers (including Casual Workers)
V1278	mod1_08b_2	Men	contin	numeric	How many workers (including yourself) does your workplace currently employ? (Men) - Temporary Workers (including Casual Workers)
V1279	mod1_08b_3	Women	contin	numeric	How many workers (including yourself) does your workplace currently employ? (Women) - Temporary Workers (including Casual Workers)
V1280	mod1_09r	Do you have any managers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Managers
V1281	mod1_10r	How many current managers are there in your workplace?	contin	numeric	How many current [OCCUPATION] are there in the workplace? - Managers
V1282	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
V1283	mod1_12r	How many total managers do you expect to have in 12 months?	contin	numeric	How many workers do you expect to have in each category in 12 months time (including present workers) - Managers
V1284	mod1_13r	What proportion of current managers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Managers
V1285	mod1_14r	What proportion of current managers have worked for less than	discrete	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - Managers
V1286	mod1_15r	How many current managers are foreign?	discrete	numeric	How many current [POSITION] are foreign? - Managers
V1287	mod1_09s	Do you have any professionals working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Professionals
V1288	mod1_10s	How many current professionals are there in your workplace?	contin	numeric	How many current [OCCUPATION] are there in the workplace - Professionals
V1289	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
V1290	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
V1291	mod1_13s	What proportion of current professionals are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Professionals
V1292	mod1_14s	What proportion of current professionals have worked for less than	discrete	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - Professionals
V1293	mod1_15s	How many current professionals are foreign?	contin	numeric	How many current [POSITION] are foreign? - Professionals

ID	Name	Label	Type	Format	Question
V1294	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
V1295	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
V1296	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
V1297	mod1_12t	How many total technicians do you expect to have in 12 month	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Technicians and associate professionals
V1298	mod1_13t	What proportion of current technicians are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Technicians and associate professionals
V1299	mod1_14t	What proportion of current technicians have worked for less	discrete	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - Technicians and associate professionals
V1300	mod1_15t	How many current technicians are foreign?	discrete	numeric	How many current [POSITION] are foreign? - Technicians and associate professionals
V1301	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
V1302	mod1_17s	How many current clerical workers are there in your workplac	contin	numeric	How many current [OCCUPATION] are there in the workplace? - Clerical and support workers
V1303	mod1_18s	How many clerical workers did the workplace have 12 months a	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Clerical and support workers
V1304	mod1_19s	How many total clerical workers do you expect to have in 12	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Clerical and support workers
V1305	mod1_20s	What proportion of current clerical workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Clerical and support workers
V1306	mod1_21s	How many current clerical workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Clerical and support workers
V1307	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
V1308	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
V1309	mod1_18u	How many service workers did the workplace have 12 months ag	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Service workers
V1310	mod1_19u	How many total service workers do you expect to have in 12 m	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Service workers
V1311	mod1_20u	What proportion of current service workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Service workers
V1312	mod1_21u	How many current service workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Service workers
V1313	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
V1314	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
V1315	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
V1316	mod1_19t	How many total sales workers do you expect to have in 12 mon	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Sales workers
V1317	mod1_20t	What proportion of current sales workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Sales workers
V1318	mod1_21t	How many current sales workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Sales workers
V1319	mod1_16k	Do you have any skilled agri workers working in your workpla	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Skilled agricultural, forestry, and fishery workers
V1320	mod1_17k	How many current skilled agri workers are there in your work	contin	numeric	How many current [OCCUPATION] are there in the workplace? - Skilled agricultural, forestry, and fishery workers
V1321	mod1_18k	How many skilled agri workers did the workplace have 12 mont	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Skilled agricultural, forestry, and fishery workers
V1322	mod1_19k	How many total skilled agri workers do you expect to have in	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Skilled agricultural, forestry, and fishery workers
V1323	mod1_20k	What proportion of current skilled agri workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Skilled agricultural, forestry, and fishery workers
V1324	mod1_21k	How many current skilled agri workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Skilled agricultural, forestry, and fishery workers
V1325	mod1_16g	Do you have any construction/crafts workers working in your	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Construction, Craft and related trades workers
V1326	mod1_17g	How many current construction/crafts workers are there in yo	contin	numeric	How many current [OCCUPATION] are there in the workplace? - Construction, Craft and related trades workers
V1327	mod1_18g	How many construction/crafts workers did the workplace have	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Construction, Craft and related trades workers
V1328	mod1_19g	How many total construction/crafts workers do you expect to	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Construction, Craft and related trades workers
V1329	mod1_20g	What proportion of current construction/crafts workers are f	discrete	numeric	What proportion of current [OCCUPATION] are female? - Construction, Craft and related trades workers
V1330	mod1_21g	How many current construction/crafts workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign?n - Construction, Craft and related trades workers
V1331	mod1_16v	Do you have any drivers/machine operators working in your wo	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Plant and machine operators, and assemblers, Drivers
V1332	mod1_17v	How many current drivers/machine operators are there in your	contin	numeric	How many current [OCCUPATION] are there in the workplace? - Plant and machine operators, and assemblers, Drivers

ID	Name	Label	Type	Format	Question
V1333	mod1_18v	How many drivers/machine operators did the workplace have 12	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Plant and machine operators, and assemblers, Drivers
V1334	mod1_19v	How many total drivers/machine operators do you expect to ha	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
V1335	mod1_20v	What proportion of current drivers/machine operators are fem	discrete	numeric	What proportion of current [OCCUPATION] are female? - Plant and machine operators, and assemblers, Drivers
V1336	mod1_21v	How many current drivers/machine operators are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Plant and machine operators, and assemblers, Drivers
V1337	mod1_16j	Do you have any elementary occupations working in your workp	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Elementary occupations
V1338	mod1_17j	How many current elementary occupations are there in your wo	contin	numeric	How many current [OCCUPATION] are there in the workplace? - Elementary occupations
V1339	mod1_18j	How many elementary occupations did the workplace have 12 mo	contin	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Elementary occupations
V1340	mod1_19j	How many total elementary occupations do you expect to have	contin	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers)) - Elementary occupations
V1341	mod1_20j	What proportion of current elementary occupations are female	discrete	numeric	What proportion of current [OCCUPATION] are female? - Elementary occupations
V1342	mod1_21j	How many current elementary occupations are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Elementary occupations
V1343	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)
V1344	mod1_23r	Did you receive female applications when trying to hire mana	discrete	numeric	Did you receive female applicants when trying to hire [OCCUPATION]? (Managers)
V1345	mod1_24_r1	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - There were no or few applicants
V1346	mod1_24_r2	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Applicants lacked required skills
V1347	mod1_24_r3	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Applicants expected wages higher than we can offer
V1348	mod1_24_r4	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Applicants did not like working conditions
V1349	mod1_24_r5	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Applicants lacked required work experience
V1350	mod1_24_r6a1	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Other

ID	Name	Label	Type	Format	Question
V1351	mod1_24_r6a2	Specify Option 6	discrete	character	Did you encounter any of the following problems when trying to hire [OCCUPATION]? - Other (specify)
V1352	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)
V1353	mod1_23s	Did you receive female applications when trying to hire prof	discrete	numeric	Did you receive female applicants when trying to hire [OCCUPATION]? (Professionals)
V1354	mod1_24_s1	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - There were no or few applicants
V1355	mod1_24_s2	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Applicants lacked required skills
V1356	mod1_24_s3	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Applicants expected wages higher than we can offer
V1357	mod1_24_s4	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Applicants did not like working conditions
V1358	mod1_24_s5	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Applicants lacked required work experience
V1359	mod1_24_s6a1	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Other
V1360	mod1_24_s6a2	Specify Option 6	discrete	character	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Other (specify)
V1361	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)
V1362	mod1_23t	Did you receive female applications when trying to hire tech	discrete	numeric	Did you receive female applicants when trying to hire [OCCUPATION]? (Technicians and associate professionals)
V1363	mod1_24_t1	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - There were no or few applicants
V1364	mod1_24_t2	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - Applicants lacked required skills
V1365	mod1_24_t3	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - Applicants expected wages higher than we can offer
V1366	mod1_24_t4	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - Applicants did not like working conditions

ID	Name	Label	Type	Format	Question
V1367	mod1_24_t5	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]?(Technicians and associate professionals) - Applicants lacked required work experience
V1368	mod1_24_t6a1	Did you encounter any of the following problems when trying	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]?(Technicians and associate professionals) - Other
V1369	mod1_24_t6a2	Specify Option 6	discrete	character	Did you encounter any of the following problems when trying to hire [OCCUPATION]?(Technicians and associate professionals) - Other (specify)
V1370	mod1_25s	Have you tried to hire any clerical workers in the past 3 ye	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Clerical and support worker
V1371	mod1_26s	Did you receive female applications when trying to hire cler	discrete	numeric	If Yes, Did you receive female applications? (Clerical and support workers)
V1372	mod1_27_s1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Clerical and support workers) - There were no or few applicants
V1373	mod1_27_s2	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Clerical and support workers) - Applicants lacked required skills
V1374	mod1_27_s3	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Clerical and support workers) - Applicants expected wages higher than we can offer
V1375	mod1_27_s4	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Clerical and support workers) - Applicants did not like working conditions
V1376	mod1_27_s5	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Clerical and support workers) - Applicants lacked required work experience
V1377	mod1_27_s6a1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Clerical and support workers) - Other
V1378	mod1_27_s6a2	Specify Option 6	discrete	character	If Yes, Did you encounter any of the following problems? (Clerical and support workers) - Other (specify)
V1379	mod1_25u	Have you tried to hire any service workers in the past 3 yea	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Service workers
V1380	mod1_26u	Did you receive female applications when trying to hire serv	discrete	numeric	If Yes, Did you receive female applications? (Service workers)
V1381	mod1_27_u1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Service workers) - There were no or few applicants
V1382	mod1_27_u2	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Service workers) - Applicants lacked required skills
V1383	mod1_27_u3	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Service workers) - Applicants expected wages higher than we can offer

ID	Name	Label	Type	Format	Question
V1384	mod1_27_u4	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Service workers) - Applicants did not like working conditions
V1385	mod1_27_u5	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Service workers) - Applicants lacked required work experience
V1386	mod1_27_u6a1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Service workers) - Other
V1387	mod1_27_u6a2	Specify Option 6	discrete	character	If Yes, Did you encounter any of the following problems? (Service workers) - Other (specify)
V1388	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 ago], have you tried to hire any [OCCUPATION]? - Sales workers
V1389	mod1_26t	Did you receive female applications when trying to hire sale	discrete	numeric	If Yes, Did you receive female applications? (Sales workers)
V1390	mod1_27_t1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Sales workers) - There were no or few applicants
V1391	mod1_27_t2	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Sales workers) - Applicants lacked required skills
V1392	mod1_27_t3	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Sales workers) - Applicants expected wages higher than we can offer
V1393	mod1_27_t4	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Sales workers) - Applicants did not like working conditions
V1394	mod1_27_t5	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Sales workers) - Applicants lacked required work experience
V1395	mod1_27_t6a1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Sales workers) - Other
V1396	mod1_27_t6a2	Specify Option 6	discrete	character	If Yes, Did you encounter any of the following problems? (Sales workers) - Other (specify)
V1397	mod1_25k	Have you tried to hire any skilled agri workers in the past	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Skilled agricultural, forestry, and fishery workers
V1398	mod1_26k	Did you receive female applications when trying to hire skil	discrete	numeric	If Yes, Did you receive female applications? (Skilled agricultural, forestry, and fishery workers)
V1399	mod1_27_k1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers) - There were no or few applicants
V1400	mod1_27_k2	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers) - Applicants lacked required skills

ID	Name	Label	Type	Format	Question
V1401	mod1_27_k3	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers) - Applicants expected wages higher than we can offer
V1402	mod1_27_k4	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers) - Applicants did not like working conditions
V1403	mod1_27_k5	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers) - Applicants lacked required work experience
V1404	mod1_27_k6a1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers) - Other
V1405	mod1_27_k6a2	Specify Option 6	discrete	character	If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers) - Other (specify)
V1406	mod1_25g	Have you tried to hire any construction/crafts workers in th	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Construction, Craft and related trades workers
V1407	mod1_26g	Did you receive female applications when trying to hire cons	discrete	numeric	If Yes, Did you receive female applications? (Construction, Craft and related trades workers)
V1408	mod1_27_g1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers) - There were no or few applicants
V1409	mod1_27_g2	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers) - Applicants lacked required skills
V1410	mod1_27_g3	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers) - Applicants expected wages higher than we can offer
V1411	mod1_27_g4	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers) - Applicants did not like working conditions
V1412	mod1_27_g5	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers) - Applicants lacked required work experience
V1413	mod1_27_g6a1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers) - Other
V1414	mod1_27_g6a2	Specify Option 6	discrete	character	If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers) - Other (specify)
V1415	mod1_25v	Have you tried to hire any drivers/machine operators in the	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Plant and machine operators, and assemblers, Drivers

ID	Name	Label	Type	Format	Question
V1416	mod1_26v	Did you receive female applications when trying to hire driv	discrete	numeric	If Yes, Did you receive female applications? (Plant and machine operators, and assemblers, Drivers)
V1417	mod1_27_v1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers) - There were no or few applicants
V1418	mod1_27_v2	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers) - Applicants lacked required skills
V1419	mod1_27_v3	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers) - Applicants expected wages higher than we can offer
V1420	mod1_27_v4	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers) - Applicants did not like working conditions
V1421	mod1_27_v5	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers) - Applicants lacked required work experience
V1422	mod1_27_v6a1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers) - Other
V1423	mod1_27_v6a2	Specify Option 6	discrete	character	If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers) - Other (specify)
V1424	mod1_25j	Have you tried to hire any elementary occupations in the pas	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Elementary occupations
V1425	mod1_26j	Did you receive female applications when trying to hire elem	discrete	numeric	If Yes, Did you receive female applications? (Elementary occupations)
V1426	mod1_27_j1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Elementary occupations) - There were no or few applicants
V1427	mod1_27_j2	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Elementary occupations) - Applicants lacked required skills
V1428	mod1_27_j3	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Elementary occupations) - Applicants expected wages higher than we can offer
V1429	mod1_27_j4	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Elementary occupations) - Applicants did not like working conditions
V1430	mod1_27_j5	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Elementary occupations) - Applicants lacked required work experience
V1431	mod1_27_j6a1	Did you encounter any of the following problems when trying	discrete	numeric	If Yes, Did you encounter any of the following problems? (Elementary occupations) - Other

ID	Name	Label	Type	Format	Question
V1432	mod1_27_j6a2	Specify Option 6	discrete	character	If Yes, Did you encounter any of the following problems? (Elementary occupations) - Other (specify)
V1433	m_2_01r	Workplace has managers	discrete	numeric	- Manager
V1434	m_2_01s	Workplace has professions	discrete	numeric	- Professional
V1435	m_2_01t	Workplace has technicians	discrete	numeric	- Technicians and associate professionals
V1436	m_2_02b	Selected Occupation Type A number	discrete	numeric	Occupation Number
V1437	m_2_02z	Selected Occupation Type A name	discrete	character	Occupation Type
V1438	m2_03_4	Workplace has clerical workers	discrete	numeric	- Clerical support workers
V1439	m2_03_5	Workplace has service workers	discrete	numeric	- Service workers
V1440	m2_03_6	Workplace has sales workers	discrete	numeric	- Sales workers
V1441	m2_03_7	Workplace has skilled agri workers	discrete	numeric	- Skilled agricultural, forestry and fishery workers
V1442	m2_03_8	Workplace has crafts workers	discrete	numeric	- Craft and related trades workers
V1443	m2_03_9	Workplace has drivers/machine operators	discrete	numeric	- Plant and machine operations, assemblers
V1444	m2_03_10	Workplace has elementary occupations	discrete	numeric	- Elementary occupation
V1445	m_2_04b	Selected Occupation Type B number	discrete	numeric	Occupation Number
V1446	m_2_04z	Selected Occupation Type B name	discrete	character	Occupation Type
V1447	m2_2_05a	Occupation Type A	discrete	character	[WRITE THE OCCUPATION TYPE A ]_____
V1448	m2_2_05b	Occupation Type B	discrete	character	[WRITE THE OCCUPATION TYPE B ]_____
V1449	m2_2_06aa	Recruit from public employment services (Type A)	discrete	numeric	Do you recruit from the following sources? - Public Employment Services
V1450	m2_2_06ab	Recruit from private employment services (Type A)	discrete	numeric	Do you recruit from the following sources? - Private Employment Services
V1451	m2_2_06ac	Recruit from job fairs (Type A)	discrete	numeric	Do you recruit from the following sources? - Job Fairs
V1452	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
V1453	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.
V1454	m2_2_06af	Recruit from internet postings (Type A)	discrete	numeric	Do you recruit from the following sources? - Internet posting
V1455	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)
V1456	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)
V1457	m2_2_06ai	Other sources of recruitment (Type A)	discrete	numeric	Do you recruit from the following sources? - Other
V1458	m2_2_06ba	Recruit from public employment services (Type B)	discrete	numeric	Do you recruit from the following sources? - Public Employment Services
V1459	m2_2_06bb	Recruit from private employment services (Type B)	discrete	numeric	Do you recruit from the following sources? - Private Employment Services

ID	Name	Label	Type	Format	Question
V1460	m2_2_06bc	Recruit from job fairs (Type B)	discrete	numeric	Do you recruit from the following sources? - Job Fairs
V1461	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
V1462	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.
V1463	m2_2_06bf	Recruit from internet postings (Type B)	discrete	numeric	Do you recruit from the following sources? - Internet posting
V1464	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)
V1465	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)
V1466	m2_2_06bi	Other sources of recruitment (Type B)	discrete	numeric	Do you recruit from the following sources? - Other
V1467	m2_2_07a	Did you hire Type A in the past 3 years?	discrete	numeric	Did you hire [OCCUPATION TYPE_] in the past 3 years?
V1468	m2_2_07b	Did you hire Type B in the past 3 years?	discrete	numeric	Did you hire [OCCUPATION TYPE_] in the past 3 years?
V1469	m2_2_08a1	What proportion of Type A applicants were male?	contin	numeric	What percentage of the applicants for [OCCUPATION TYPE_] were male and female?
V1470	m2_2_08a2	What proportion of Type A applicants were female?	contin	numeric	What percentage of the applicants for [OCCUPATION TYPE_] were male and female?
V1471	m2_2_08b1	What proportion of Type B applicants were male?	contin	numeric	What percentage of the applicants for [OCCUPATION TYPE_] were male and female?
V1472	m2_2_08b2	What proportion of Type B applicants were female?	contin	numeric	What percentage of the applicants for [OCCUPATION TYPE_] were male and female?
V1473	m2_2_09_1	How many days to fill Type A position?	contin	numeric	Over the past 3 years, on average for [OCCUPATION TYPE_] how many days does it take to fill a position from the time the position becomes open or is created?
V1474	m2_2_09_2	How many days to fill Type B position?	contin	numeric	Over the past 3 years, on average for [OCCUPATION TYPE_] how many days does it take to fill a position from the time the position becomes open or is created?
V1475	m2_2_10_1	Education level of recently hired Type A person	discrete	numeric	What is the education level of the most recent person hired as a [OCCUPATION TYPE_]?
V1476	m2_2_10_2	Education level of recently hired Type B person	discrete	numeric	What is the education level of the most recent person hired as a [OCCUPATION TYPE_]?
V1477	m_2_11_1	Gender of recently hired Type A person	discrete	numeric	What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?
V1478	m_2_11_2	Gender of recently hired Type B person	discrete	numeric	What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?
V1479	m_2_12a	Average income for Type A	contin	numeric	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE_] ?

ID	Name	Label	Type	Format	Question
V1480	m_2_12b	Average income for Type B	contin	numeric	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE _ ] ?
V1481	m_2_12a1	Note if Type A is part-time income	discrete	numeric	Is the compensation noted above for a part-time position?
V1482	m_2_12a2	Note if Type B is part-time income	discrete	numeric	Is the compensation noted above for a part-time position?
V1483	m_2_13_1	Is the salary negotiable? Type A	discrete	numeric	Is the salary for a [OCCUPATION TYPE _ ] negotiable at the moment of hiring?
V1484	m_2_13_2	Is the salary negotiable? Type B	discrete	numeric	Is the salary for a [OCCUPATION TYPE _ ] negotiable at the moment of hiring?
V1485	m_2_14_1y_1	Most important personal characteristic (Type A)	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Most important)
V1486	m_2_14_1y_2	Second most important personal characteristic (Type A)	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Second most important)
V1487	m_2_14_1y_3	Third most important personal characteristic (Type A)	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Third most important)
V1488	m_2_14a_1_1	Selected age group (15-24 years) for Type A	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Age
V1489	m_2_14a_1_2	Selected age group (25-44 years) for Type A	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Age
V1490	m_2_14a_1_3	Selected age group (45-64 years) for Type A	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Age
V1491	m_2_14a_2_1	Selected gender=male for Type A	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Gender
V1492	m_2_14a_2_2	Selected gender=female for Type A	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Gender

ID	Name	Label	Type	Format	Question
V1493	m_2_14_2y_1	Most important personal characteristic (Type B)	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Most important)
V1494	m_2_14_2y_2	Second most important personal characteristic (Type B)	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Second most important)
V1495	m_2_14_2y_3	Third most important personal characteristic (Type B)	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Third most important)
V1496	m_2_14b_1_1	Selected age group (15-24 years) for Type B	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Age
V1497	m_2_14b_1_2	Selected age group (25-44 years) for Type B	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Age
V1498	m_2_14b_1_3	Selected age group (45-64 years) for Type B	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Age
V1499	m_2_14b_2_1	Selected gender=male for Type B	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Gender
V1500	m_2_14b_2_2	Selected gender=female for Type B	discrete	numeric	Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 - Gender
V1501	m_30a_1	Does the job involve reading? (Type A)	discrete	numeric	Does the job regularly involve reading? (E.g. Letters, Sales orders, receipts, official communication, financial reports, operation guides etc., either in paper or computer)
V1502	m_30a_2	Does the job involve writing? (Type A)	discrete	numeric	Does the job regularly involve writing using correct spelling and grammar?
V1503	m_30a_3	Does the job involve math? (Type A)	discrete	numeric	Does the job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary?
V1504	m_30a_4	Does the job involve problem solving? (Type A)	discrete	numeric	Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?

ID	Name	Label	Type	Format	Question
V1505	m_30a_5	Does the job involve speaking a language other than Albanian	discrete	numeric	Does the job regularly involve speaking a language other than ALBANIAN or SERBIAN?
V1506	m_30a_6	Does the job involve making presentations? (Type A)	discrete	numeric	Does the job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?
V1507	m_30a_7	Does the job involve interacting with co-workers? (Type A)	discrete	numeric	Does the job regularly involve interacting with a team of co-workers??
V1508	m_30b_1	Does the job involve reading? (Type B)	discrete	numeric	Does the job regularly involve reading? (E.g. Letters, Sales orders, receipts, official communication, financial reports, operation guides etc., either in paper or computer)
V1509	m_30b_2	Does the job involve writing? (Type B)	discrete	numeric	Does the job regularly involve writing using correct spelling and grammar?
V1510	m_30b_3	Does the job involve math? (Type B)	discrete	numeric	Does the job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary?
V1511	m_30b_4	Does the job involve problem solving? (Type B)	discrete	numeric	Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?
V1512	m_30b_5	Does the job involve speaking a language other than Albanian	discrete	numeric	Does the job regularly involve speaking a language other than ALBANIAN or SERBIAN?
V1513	m_30b_6	Does the job involve making presentations? (Type B)	discrete	numeric	Does the job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?
V1514	m_30b_7	Does the job involve interacting with co-workers? (Type B)	discrete	numeric	Does the job regularly involve interacting with a team of co-workers?
V1515	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?
V1516	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?
V1517	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)?
V1518	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)?
V1519	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, BONUSSES, COMMINSSIONS, PER DIEMS, ETC.
V1520	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, BONUSSES, COMMINSSIONS, PER DIEMS, ETC.
V1521	m_3_010aa	Note if Type A is part-time income	discrete	numeric	Is the compensation noted above for a part-time position?
V1522	m_3_010ab	Note if Type B is part-time income	discrete	numeric	Is the compensation noted above for a part-time position?
V1523	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?

ID	Name	Label	Type	Format	Question
V1524	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?
V1525	m_3_12a	Highest education of worker Type A?	discrete	numeric	What is the highest education level this worker has completed?
V1526	m_3_12b	Highest education of worker Type B?	discrete	numeric	What is the highest education level this worker has completed?
V1527	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?
V1528	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?
V1529	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?
V1530	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?
V1531	m_3_015a	Avg age of worker Type A?	contin	numeric	What is the average age of this worker?
V1532	m_3_015b	Avg age of worker Type B?	contin	numeric	What is the average age of this worker?
V1533	m_3_016a	Gender of worker Type A?	discrete	numeric	What is the gender of this worker?
V1534	m_3_016b	Gender of worker Type B?	discrete	numeric	What is the gender of this worker?
V1535	m_3_017a_1	Difference in skill required and current level - skill 1 (Ty	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can do calculations and work with numbers
V1536	m_3_017a_2	Difference in skill required and current level - skill 2 (Ty	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can read and write in English
V1537	m_3_017a_3	Difference in skill required and current level - skill 3 (Ty	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can read and write in other (non maternal) official language
V1538	m_3_017a_4	Difference in skill required and current level - skill 4 (Ty	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can read and write in a foreign language (For example, Turkish, German, and other EU languages)
V1539	m_3_017a_5	Difference in skill required and current level - skill 5 (Ty	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can find new and better ways to do things
V1540	m_3_017a_6	Difference in skill required and current level - skill 6 (Ty	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can stay on a long and difficult task until it is finished

ID	Name	Label	Type	Format	Question
V1541	m_3_017a_7	Difference in skill required and current level - skill 7 (Ty	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can be relied on to get things done
V1542	m_3_017a_8	Difference in skill required and current level - skill 8 (Ty	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can work well with others and listens to others' views
V1543	m_3_017a_9	Difference in skill required and current level - skill 9 (Ty	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can work well in very busy or difficult situations
V1544	m_3_017a_10	Difference in skill required and current level - skill 10 (T	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can continue in the face of challenging situations at work
V1545	m_3_017a_11	Difference in skill required and current level - skill 11 (T	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can easily adapt to new tasks or changes in the workplace
V1546	m_3_017a_12	Difference in skill required and current level - skill 12 (T	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.
V1547	m_3_017a_13	Difference in skill required and current level - skill 13 (T	discrete	numeric	For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can demonstrate specific technical skills
V1548	m_3_018a_1	Size of the difference - skill 1 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V1549	m_3_018a_2	Size of the difference - skill 2 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V1550	m_3_018a_3	Size of the difference - skill 3 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V1551	m_3_018a_4	Size of the difference - skill 4 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

ID	Name	Label	Type	Format	Question
V1552	m_3_018a_5	Size of the difference - skill 5 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V1553	m_3_018a_6	Size of the difference - skill 6 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V1554	m_3_018a_7	Size of the difference - skill 7 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V1555	m_3_018a_8	Size of the difference - skill 8 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V1556	m_3_018a_9	Size of the difference - skill 9 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V1557	m_3_018a_10	Size of the difference - skill 10 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V1558	m_3_018a_11	Size of the difference - skill 11 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V1559	m_3_018a_12	Size of the difference - skill 12 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V1560	m_3_018a_13	Size of the difference - skill 13 (Type A)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.18: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?
V1561	m_3_019a_1	Importance of skills - skill 1 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
V1562	m_3_019a_2	Importance of skills - skill 2 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
V1563	m_3_019a_3	Importance of skills - skill 3 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

ID	Name	Label	Type	Format	Question
V1564	m_3_019a_4	Importance of skills - skill 4 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
V1565	m_3_019a_5	Importance of skills - skill 5 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
V1566	m_3_019a_6	Importance of skills - skill 6 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
V1567	m_3_019a_7	Importance of skills - skill 7 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
V1568	m_3_019a_8	Importance of skills - skill 8 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
V1569	m_3_019a_9	Importance of skills - skill 9 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
V1570	m_3_019a_10	Importance of skills - skill 10 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
V1571	m_3_019a_11	Importance of skills - skill 11 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
V1572	m_3_019a_12	Importance of skills - skill 12 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

ID	Name	Label	Type	Format	Question
V1573	m_3_019a_13	Importance of skills - skill 13 (Type A)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].
V1574	m_3_020_1	Difference in skill required and current level - skill 1 (Ty	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can do calculations and work with numbers
V1575	m_3_020_2	Difference in skill required and current level - skill 2 (Ty	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can read and write in Albanian
V1576	m_3_020_3	Difference in skill required and current level - skill 3 (Ty	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can read and write in Serbian
V1577	m_3_020_4	Difference in skill required and current level - skill 4 (Ty	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can read and write in English
V1578	m_3_020_5	Difference in skill required and current level - skill 5 (Ty	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can read and write in a foreign language (For example, Turkish, German, and other EU Languages.)
V1579	m_3_020_6	Difference in skill required and current level - skill 6 (Ty	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can find new and better ways to do things
V1580	m_3_020_7	Difference in skill required and current level - skill 7 (Ty	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can be relied on to get things done
V1581	m_3_020_8	Difference in skill required and current level - skill 8 (Ty	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can work well with others and listens to others' views
V1582	m_3_020_9	Difference in skill required and current level - skill 9 (Ty	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can work well in very busy times or difficult situations

ID	Name	Label	Type	Format	Question
V1583	m_3_020_10	Difference in skill required and current level - skill 10 (T)	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can continue in the face of challenging situations at work
V1584	m_3_020_11	Difference in skill required and current level - skill 11 (T)	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can easily adapt to new tasks or changes in the workplace
V1585	m_3_020_12	Difference in skill required and current level - skill 12 (T)	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can use a computer for basic word processing tasks, email and internet searches
V1586	m_3_020_13	Difference in skill required and current level - skill 13 (T)	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker. - Can demonstrate specific technical skills
V1587	m_3_021_1	Size of the difference - skill 1 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?
V1588	m_3_021_2	Size of the difference - skill 2 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?
V1589	m_3_021_3	Size of the difference - skill 3 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?
V1590	m_3_021_4	Size of the difference - skill 4 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?
V1591	m_3_021_5	Size of the difference - skill 5 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?
V1592	m_3_021_6	Size of the difference - skill 6 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?
V1593	m_3_021_7	Size of the difference - skill 7 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?
V1594	m_3_021_8	Size of the difference - skill 8 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?
V1595	m_3_021_9	Size of the difference - skill 9 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

ID	Name	Label	Type	Format	Question
V1596	m_3_021_10	Size of the difference - skill 10 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?
V1597	m_3_021_11	Size of the difference - skill 11 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?
V1598	m_3_021_12	Size of the difference - skill 12 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?
V1599	m_3_021_13	Size of the difference - skill 13 (Type B)	discrete	numeric	IF A YES WAS REPORTED IN Q 3.21: How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?
V1600	m_3_022_1	Importance of skills - skill 1 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V1601	m_3_022_2	Importance of skills - skill 2 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V1602	m_3_022_3	Importance of skills - skill 3 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V1603	m_3_022_4	Importance of skills - skill 4 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V1604	m_3_022_5	Importance of skills - skill 5 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V1605	m_3_022_6	Importance of skills - skill 6 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

ID	Name	Label	Type	Format	Question
V1606	m_3_022_7	Importance of skills - skill 7 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V1607	m_3_022_8	Importance of skills - skill 8 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V1608	m_3_022_9	Importance of skills - skill 9 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V1609	m_3_022_10	Importance of skills - skill 10 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V1610	m_3_022_11	Importance of skills - skill 11 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V1611	m_3_022_12	Importance of skills - skill 12 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V1612	m_3_022_13	Importance of skills - skill 13 (Type B)	discrete	numeric	Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].
V1613	m_4_01a	Does your workplace have contacts with education and trainin	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE _] positions, for recruitment, training, work placement, or another reason?
V1614	m_4_01b	Does your workplace have contacts with education and trainin	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE _] positions, for recruitment, training, work placement, or another reason?
V1615	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

ID	Name	Label	Type	Format	Question
V1616	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
V1617	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
V1618	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
V1619	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)
V1620	m_4_02a_6a	Purpose - Other (Type A)	discrete	numeric	Other specify
V1621	m_4_02a_6ax	Purpose - Specify (Type A)	discrete	character	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Other specify
V1622	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
V1623	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
V1624	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
V1625	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
V1626	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)
V1627	m_4_02b_6a	Purpose - Other (Type B)	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Other specify
V1628	m_4_02b_6ax	Purpose - Specify (Type B)	discrete	character	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Other specify
V1629	m_4_03a	Did Type A workers receive OJT?	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any on-the-job training last year? [Do not include any training mandated by law].
V1630	m_4_03b	Did Type B workers receive OJT?	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any on-the-job training last year? [Do not include any training mandated by law].
V1631	m_4_04a	Percentage of Type A workers who received OJT	contin	numeric	What percentage received on-the-job training last year?

ID	Name	Label	Type	Format	Question
V1632	m_4_04b	Percentage of Type B workers who received OJT	contin	numeric	What percentage received on-the-job training last year?
V1633	m_4_05a	Did Type A workers receive training on the premises?	discrete	numeric	Did the [OCCUPATION TYPE_] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include training mandated by law].
V1634	m_4_05b	Did Type B workers receive training on the premises?	discrete	numeric	Did the [OCCUPATION TYPE_] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include training mandated by law].
V1635	m_4_06a_1	Workers Type A received by firm's managers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training. - Training by the firm's managers, technical persons, peers, etc. (Y/N)
V1636	m_4_06a_2	Workers Type A received by firm's dedicated trainers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training. - Training by the firm's dedicated trainers
V1637	m_4_06a_3	Workers Type A received training on the premises by external	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training. - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V1638	m_4_06a_4	Other type of training on the premises for Type A workers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training. - How much did your establishment spend on outside training providers when training ON your premises?
V1639	m_4_06a_4x	Other specify	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training. - Other
V1640	m_4_06b_1	Workers Type B received by firm's managers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training. - Training by the firm's managers, technical persons, peers, etc.
V1641	m_4_06b_2	Workers Type B received by firm's dedicated trainers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training. - Training by the firm's dedicated trainers
V1642	m_4_06b_3	Workers Type B received training on the premises by external	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training. - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V1643	m_4_06b_4	Other type of training on the premises for Type B workers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training. - How much did your establishment spend on outside training providers when training ON your premises?
V1644	m_4_06b_4x	Other specify	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training. - Other
V1645	m_4_07a_1p	Percentage of Type A workers who received training by the fi	contin	numeric	For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Training by the firm's managers, technical persons, peers, etc.

ID	Name	Label	Type	Format	Question
V1646	m_4_07a_2p	Percentage of Type A workers who received training by the fi	contin	numeric	For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Training by the firm's dedicated trainers
V1647	m_4_07a_3p	Percentage of Type A workers who received training by extern	contin	numeric	For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V1648	m_4_07a_4p	Percentage of Type A workers who received other types of tra	contin	numeric	For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Other
V1649	m_4_07a_4x	Other specify	discrete	character	For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Other (specify_____)
V1650	m_4_07a_1b	Avg days Type A workers received training by the firms manag	contin	numeric	For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days) - Training by the firm's managers, technical persons, peers, etc.
V1651	m_4_07a_2b	Avg days Type A workers received training by the firms dedic	contin	numeric	For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days) - Training by the firm's dedicated trainers
V1652	m_4_07a_3b	Avg days Type A workers received training by external traine	contin	numeric	For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V1653	m_4_07a_4b	Avg days Type A workers received other types of training on	contin	numeric	For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days) - Other
V1654	m_4_07a_4bx	Other specify	discrete	character	For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days) - Other (specify_____)
V1655	m_4_07bp_1	Percentage of Type B workers who received training by the fi	contin	numeric	For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Training by the firm's managers, technical persons, peers, etc.

ID	Name	Label	Type	Format	Question
V1656	m_4_07bp_2	Percentage of Type B workers who received training by the fi	contin	numeric	For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Training by the firm's dedicated trainers
V1657	m_4_07bp_3	Percentage of Type B workers who received training by extern	contin	numeric	For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V1658	m_4_07bp_4	Percentage of Type B workers who received other types of tra	discrete	numeric	For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Other
V1659	m_4_07b_4x	Other specify	discrete	character	For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%) - Other (specify_____)
V1660	m_4_07bb_1	Avg days Type B workers received training by the firms manag	contin	numeric	For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days) - Training by the firm's managers, technical persons, peers, etc.
V1661	m_4_07bb_2	Avg days Type B workers received training by the firms dedic	discrete	numeric	For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days) - Training by the firm's dedicated trainers
V1662	m_4_07bb_3	Avg days Type B workers received training by external traine	contin	numeric	For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V1663	m_4_07bb_4	Avg days Type B workers received other types of training on	discrete	numeric	For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days) - Other
V1664	m_4_07b_4bx	Other specify	discrete	character	For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days) - Other (specify_____)
V1665	m_4_08a	Content of longest training Type A workers received on the p	discrete	numeric	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received? SINGLE RESPONSE

ID	Name	Label	Type	Format	Question
V1666	m_4_08ax1	Other content for training on the premises (Type A)	discrete	character	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received? SINGLE RESPONSE OTHER [Specify_____]
V1667	m_4_08b	Content of longest training Type B workers received on the p	discrete	numeric	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received? SINGLE RESPONSE
V1668	m_4_08bx1	Other content for training on the premises (Type B)	discrete	character	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received? SINGLE RESPONSE OTHER [Specify_____]
V1669	m_4_09a	Duration of longest training (Type A)	contin	numeric	What was the duration in days of that longest training? TYPE A TYPE B
V1670	m_4_09b	Duration of longest training (Type B)	contin	numeric	What was the duration in days of that longest training? TYPE A TYPE B
V1671	m_4_010a	Amount spent on training on the premises (Type A)	contin	numeric	How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE_] employees?
V1672	m_4_010b	Amount spent on training on the premises (Type B)	contin	numeric	How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE_] employees?
V1673	m_4_011a	Did Type A workers receive training outside the premises?	discrete	numeric	Did the [OCCUPATION TYPE_] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law}
V1674	m_4_011b	Did Type B workers receive training outside the premises?	discrete	numeric	Did the [OCCUPATION TYPE_] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law}
V1675	m_4_012a_1	Workers Type A received training through public providers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Through public training providers
V1676	m_4_012a_2	Workers Type A received training through private providers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Through private training providers
V1677	m_4_012a_3	Workers Type A received training through equipment suppliers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training) - Through equipment suppliers (for example, a company selling computers providing training on software)
V1678	m_4_012a_4	Workers Type A received training through NGOs or international	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - NGOs or international organizations
V1679	m_4_012a_5	Other type of training for workers Type A outside the premises	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Other

ID	Name	Label	Type	Format	Question
V1680	m_4_012a_5x	Other Specify	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__
V1681	m_4_012b_1	Workers Type B received training through public providers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Through public training providers
V1682	m_4_012b_2	Workers Type B received training through private providers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Through private training providers
V1683	m_4_012b_3	Workers Type B received training through equipment suppliers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Through equipment suppliers (for example, a company selling computers providing training on software)
V1684	m_4_012b_4	Workers Type B received training through NGOs or internation	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - NGOs or international organizations
V1685	m_4_012b_5	Other type of training for workers Type B outside the premis	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Other
V1686	m_4_012b_5x	Other Specify	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__
V1687	m_4_013ap_1	Percentage of Type A workers who received training by public	contin	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Through public training providers
V1688	m_4_013ap_2	Percentage of Type A workers who received training by privat	contin	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Through private training providers
V1689	m_4_013ap_3	Percentage of Type A workers who received training by equipm	contin	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Through equipment suppliers (for example, a company selling computers providing training on software)
V1690	m_4_013ap_4	Percentage of Type A workers who received training by NGOs,	contin	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: - NGOs or international organizations

ID	Name	Label	Type	Format	Question
V1691	m_4_013ap_5	Percentage of Type A workers who received other types of tra	contin	numeric	For the 'yesses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Other
V1692	m_4_013ab_1	Avg days Type A workers received training by public training	contin	numeric	For the 'yesses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Through public training providers
V1693	m_4_013ab_2	Avg days Type A workers received training by private trainin	contin	numeric	For the 'yesses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through private training providers
V1694	m_4_013ab_3	Avg days Type A workers received training by equipment suppl	contin	numeric	For the 'yesses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through equipment suppliers (for example, a company selling computers providing training on software)
V1695	m_4_013ab_4	Avg days Type A workers received training by NGOs, etc	contin	numeric	For the 'yesses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - NGOs or international organizations
V1696	m_4_013ab_5	Avg days Type A workers received other types of training out	contin	numeric	For the 'yesses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Other
V1697	m_4_013bp_1	Percentage of Type B workers who received training by public	contin	numeric	For the 'yesses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - Through public training providers
V1698	m_4_013bp_2	Percentage of Type B workers who received training by privat	contin	numeric	For the 'yesses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - Through private training providers
V1699	m_4_013bp_3	Percentage of Type B workers who received training by equipm	contin	numeric	For the 'yesses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - Through equipment suppliers (for example, a company selling computers providing training on software)

ID	Name	Label	Type	Format	Question
V1700	m_4_013bp_4	Percentage of Type B workers who received training by NGOs,	contin	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - NGOs or international organizations
V1701	m_4_013bp_5	Percentage of Type B workers who received other types of tra	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - Other
V1702	m_4_013bb_1	Avg days Type B workers received training by public training	contin	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through public training providers
V1703	m_4_013bb_2	Avg days Type B workers received training by private trainin	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through private training providers
V1704	m_4_013bb_3	Avg days Type B workers received training by equipment suppl	contin	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through equipment suppliers (for example, a company selling computers providing training on software)
V1705	m_4_013bb_4	Avg days Type B workers received training by NGOs, etc	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - NGOs or international organizations
V1706	m_4_013bb_5	Avg days Type B workers received other types of training out	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Other
V1707	m_4_014a	Amout paid to providers for outside training for Type A work	contin	numeric	How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?
V1708	m_4_014b	Amout paid to providers for outside training for Type B work	contin	numeric	How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?
V1709	m_4_015a	Response to training questions (Type A)	discrete	numeric	INTERVIEWER: LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE ]?
V1710	m_4_015b	Response to training questions (Type B)	discrete	numeric	INTERVIEWER: LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE ]?

ID	Name	Label	Type	Format	Question
V1711	m_4_016a	Which gender received more training last year? (Type A)	discrete	numeric	Thinking of the [OCCUPATION TYPE_] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training, or did they have approximately equal training?
V1712	m_4_016b	Which gender received more training last year? (Type B)	discrete	numeric	Thinking of the [OCCUPATION TYPE_] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training, or did they have approximately equal training?
V1713	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 general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Meets the skill needs of your business adequately (Public general education)
V1714	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 general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the skills you ranked as important (Public general education)
V1715	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 general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the up-to-date knowledge of methods, materials and technology (Public general education)
V1716	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 general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with practical experiences that can be applied to their work (Public general education)
V1717	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 general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with personal skills like time-management, reliability, ability to work with others, etc.(Public general education)
V1718	m_4_018	Does the workplace have any experience recruiting from the t	discrete	numeric	Does the workplace have any experience recruiting from the training system (including TVET, technical schools and institutions, etc) of the country?
V1719	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 [IN COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Meets the skill needs of your business adequately (Training system)

ID	Name	Label	Type	Format	Question
V1720	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 [IN COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the skills you ranked as important (Training system)
V1721	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 [IN COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the up-to-date knowledge of methods, materials and technology (Training system)
V1722	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 [IN COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with practical experiences that can be applied to their work (Training system)
V1723	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 [IN COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with personal skills like time-management, reliability, ability to work with others, etc.(Training system)
V1724	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)
V1725	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
V1726	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
V1727	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)
V1728	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
V1729	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
V1730	m_4_021_2	Reading and writing in English	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Reading and writing in English

ID	Name	Label	Type	Format	Question
V1731	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
V1732	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
V1733	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
V1734	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 relief on to get things done
V1735	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 in with others and listening to others' views
V1736	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
V1737	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
V1738	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
V1739	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.
V1740	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
V1741	m_5_01	Financial performance of firm in the last fiscal year	discrete	numeric	How would you describe the financial performance of your company in the last fiscal year?
V1742	m_5_02	Growth prospect for the coming 3 years	discrete	numeric	How would you describe the growth prospects for your company in the coming three years?
V1743	m_5_03	Main buyer of products or services	discrete	numeric	Who is the main buyer of your products or services?
V1744	m_5_03x1	Other Specify	discrete	character	Who is the main buyer of your products or services?
V1745	m_5_04	Does your company have business contacts with entities in ot	discrete	numeric	Does your firm have business contacts with entities in other countries?
V1746	m_5_05_1	Introduced new or improved products/services in the past 3 y	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved products or services

ID	Name	Label	Type	Format	Question
V1747	m_5_05_2	Introduced new or improved methods of production in the past	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved methods of manufacturing or producing goods and services
V1748	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.)
V1749	m_5_05_4	Introduced new or improved organizational structures or mana	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved organizational structures or management practices
V1750	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?
V1751	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
V1752	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
V1753	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
V1754	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
V1755	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
V1756	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
V1757	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)
V1758	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)
V1759	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

ID	Name	Label	Type	Format	Question
V1760	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
V1761	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.)
V1762	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
V1763	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
V1764	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
V1765	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
V1766	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
V1767	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
V1768	m_5_08_7	Labor Factors - Payroll taxes and social security contributi	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
V1769	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
V1770	m_5_09	Does your workplace have a personnel department?	discrete	numeric	Does your establishment have a personnel department (H/R DEPARTMENT)?
V1771	m_5_10_2	Position of respondent	discrete	character	Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting/finance department: - Position
V1772	m_5_11_2_3_1	Date of the year ending (2013)	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2013) - Month of the year ending
V1773	m_5_11_2_3_2	Financial year end date (2013)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2013) - Average number of employees in the year

ID	Name	Label	Type	Format	Question
V1774	m_5_11_2_3_3	Wage bill (2013)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2013) - Wage bill and compensation fund for workers
V1775	m_5_11_2_3_4	Sales (2013)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2013) - Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs
V1776	m_5_11_2_3_5	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) - Sales
V1777	m_5_11_2_4_1	Date of the year ending (2013)	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2013) - Month of the year ending
V1778	m_5_11_2_4_2	Average number of employees in the year (2013)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2013) - Average number of employees in the year
V1779	m_5_11_2_4_3	Operating expenses (2013)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2013) - Wage bill and compensation fund for workers
V1780	m_5_11_2_4_4	Financial year end date (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
V1781	m_5_11_2_4_5	Wage bill (2014)	contin	numeric	Please tell us the following for the two most recent year-end reports for this firm: (2014) - Sales
V1782	m_5_13	Percentage of permanent workers with pension contribution	contin	numeric	What percentage of currently employed permanent workers contribute to a pension plan?
V1783	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?
V1784	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?
V1785	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?
V1786	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?
V1787	Municipality	Municipality	discrete	character	
V1788	Sector	Sector	discrete	character	
V1789	County	County	discrete	character	
V1790	Region	Region	discrete	character	
V1791	Size	Size	discrete	character	
V1792	Country	Country	discrete	character	



## Questionnaire ID (id)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 3	Minimum: 1
Decimals: 0	Maximum: 914
Range: 1-914	

## Firm Number (firm\_id)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 4	Minimum: 1
Decimals: 0	Maximum: 1459
Range: 1-1459	

## Firm Number Replacement (reserve\_id)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 149
Format: numeric	Invalid: 351
Width: 4	Minimum: 39
Decimals: 0	Maximum: 1454
Range: 39-1454	

## Firm Number Final (firm\_id\_actual)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 4	Minimum: 4
Decimals: 0	Maximum: 1457
Range: 4-1457	

## Final Weight (final\_weight)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 8	Minimum: 1
Decimals: 0	Maximum: 297.2
Range: 0.959-297.1803	

## Gender 1 (gender1)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

## Age Group1 (age1)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

## Module 1 (mod1)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

## Gender 2 (gender2)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 37
Format: numeric	Invalid: 463
Width: 1	
Decimals: 0	
Range: 1-2	

## Age Group 2 (age2)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 37
Format: numeric	Invalid: 463
Width: 1	
Decimals: 0	
Range: 1-3	

## Module 2 (mod2)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 37
Format: numeric	Invalid: 463
Width: 5	Minimum: 2
Decimals: 0	Maximum: 12345
Range: 2-12345	

## Gender 3 (gender3)

### File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 1
Format: numeric	Invalid: 499
Width: 1	
Decimals: 0	
Range: 1-2	

## Age Group 3 (age3)

### File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 1
Format: numeric	Invalid: 499
Width: 1	
Decimals: 0	
Range: 1-3	

## Module 3 (mod3)

### File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 1
Format: numeric	Invalid: 499
Width: 1	
Decimals: 0	
Range: 4-4	

## What is your job title (main responsibility)? (mod1\_01)

### File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

#### Pre question

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

#### Literal question

## What is your job title (main responsibility)? (mod1\_01)

File: KOS\_Final ES Data

What is your job title (main responsibility)?

## What is your job title (main responsibility)? - Other, pleas (mod1\_01x1)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 31

Valid cases: 26  
Invalid: 0

### Literal question

What is your job title (main responsibility)?  
Other (Please specify \_\_\_\_\_)

## Is your workplace part of a larger company/ firm? (mod1\_02)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
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?

### Post question

2 >>1.04  
9 >>1.04

## In what year did the company/firm begin operations in this o (mod1\_03)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: 1930-9999

Valid cases: 67  
Invalid: 433

### Literal question

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

In what year did the company/firm begin operations in this o  
(mod1\_03)

File: KOS\_Final ES Data

**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 [country]?  
(mod1\_04)

File: KOS\_Final ES Data

**Overview**

Type: Discrete  
Format: numeric  
Width: 4  
Decimals: 0  
Range: 1950-9999

Valid cases: 500  
Invalid: 0

**Literal question**

What year did your workplace begin operations in [COUNTRY]?

**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: KOS\_Final ES Data

**Overview**

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: 1-10

Valid cases: 500  
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 workplace? (mod1\_05)

File: KOS\_Final ES Data

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 s (mod1\_05x1)

File: KOS\_Final ES Data

### Overview

Type: Discrete

Format: character

Width: 1

Valid cases: 0

Invalid: 0

### Literal question

What is the legal status of this firm?

OTHER (SPECIFY \_\_\_\_\_)

## Which of the following describes the largest shareholders in (mod1\_06)

File: KOS\_Final ES Data

### Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-4

Valid cases: 500

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 (mod1\_07)

File: KOS\_Final ES Data

### Overview

Type: Discrete

Format: numeric

Width: 2

Decimals: 0

Range: 1-20

Valid cases: 500

Invalid: 0

### Literal question

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

### Interviewer instructions

SHOW CARD # 1

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.

## total (mod1\_08\_1)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 4	Minimum: 1
Decimals: 0	Maximum: 4613
Range: 1-4613	

#### Pre question

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

#### Literal question

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

#### Interviewer instructions

SHOW CARD #2

## Men (mod1\_08\_2)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 4	Minimum: 0
Decimals: 0	Maximum: 4377
Range: 0-4377	

#### Literal question

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

#### Interviewer instructions

SHOW CARD #2

## Women (mod1\_08\_3)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 3	Minimum: 0
Decimals: 0	Maximum: 267
Range: 0-267	

#### Literal question

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

#### Interviewer instructions

SHOW CARD #2

## total (mod1\_08b\_1)

### File: KOS\_Final ES Data

## total (mod1\_08b\_1)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 3	Minimum: 0
Decimals: 0	Maximum: 300
Range: 0-300	

#### Literal question

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

#### Interviewer instructions

SHOW CARD #2

## Men (mod1\_08b\_2)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 3	Minimum: 0
Decimals: 0	Maximum: 150
Range: 0-150	

#### Literal question

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

#### Interviewer instructions

SHOW CARD #2

## Women (mod1\_08b\_3)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 3	Minimum: 0
Decimals: 0	Maximum: 150
Range: 0-150	

#### Literal question

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

#### Interviewer instructions

SHOW CARD #2

## Do you have any managers working in your workplace? (mod1\_09r)

### File: KOS\_Final ES Data

#### Overview

## Do you have any managers working in your workplace? (mod1\_09r)

File: KOS\_Final ES Data

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

Valid cases: 500  
Invalid: 0

### Literal question

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

### Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

## How many current managers are there in your workplace? (mod1\_10r)

File: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 2  
Decimals: 0  
Range: 1-60

Valid cases: 470  
Invalid: 30  
Minimum: 1  
Maximum: 60

### 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: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 0-888997

Valid cases: 470  
Invalid: 30  
Minimum: 0  
Maximum: 888997

### 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: KOS\_Final ES Data

### Overview

## How many total managers do you expect to have in 12 months? (mod1\_12r)

File: KOS\_Final ES Data

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 1-888997

Valid cases: 470  
Invalid: 30  
Minimum: 1  
Maximum: 888997

### Literal question

How many workers do you expect to have in each category in 12 months time (including present workers)  
- Managers

### 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 managers are female? (mod1\_13r)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 470  
Invalid: 30

### Literal question

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

## What proportion of current managers have worked for less than (mod1\_14r)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 470  
Invalid: 30

### 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: KOS\_Final ES Data

### Overview

## How many current managers are foreign? (mod1\_15r)

File: KOS\_Final ES Data

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

Valid cases: 470  
Invalid: 30

### Literal question

How many current [POSITION] are foreign?  
- Managers

## Do you have any professionals working in your workplace? (mod1\_09s)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### Literal question

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

## How many current professionals are there in your workplace? (mod1\_10s)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 375  
Invalid: 125  
Minimum: 1  
Maximum: 888999

### 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: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 0-888997

Valid cases: 375  
Invalid: 125  
Minimum: 0  
Maximum: 888997

How many professionals did the workplace have 12 months ago?  
(mod1\_11s)

File: KOS\_Final ES Data

**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: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 375
Format: numeric	Invalid: 125
Width: 6	Minimum: 1
Decimals: 0	Maximum: 888997
Range: 1-888997	

**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: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 375
Format: numeric	Invalid: 125
Width: 6	
Decimals: 0	
Range: 1-888999	

**Literal question**

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

What proportion of current professionals have worked for less than 12 months?  
(mod1\_14s)

File: KOS\_Final ES Data

**Overview**

## What proportion of current professionals have worked for less than one year? (mod1\_14s)

File: KOS\_Final ES Data

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

Valid cases: 375  
Invalid: 125

### 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: KOS\_Final ES Data

### Overview

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

Valid cases: 375  
Invalid: 125  
Minimum: 0  
Maximum: 23

### Literal question

How many current [POSITION] are foreign?  
- Professionals

## Do you have any technicians working in your workplace? (mod1\_09t)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
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: KOS\_Final ES Data

### Overview

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

Valid cases: 270  
Invalid: 230  
Minimum: 1  
Maximum: 888999

### Literal question

How many current technicians are there in your workplace?  
(mod1\_10t)

File: KOS\_Final ES Data

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: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 270
Format: numeric	Invalid: 230
Width: 6	Minimum: 0
Decimals: 0	Maximum: 888997
Range: 0-888997	

#### Literal question

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 month  
(mod1\_12t)

File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 270
Format: numeric	Invalid: 230
Width: 6	Minimum: 1
Decimals: 0	Maximum: 888997
Range: 1-888997	

#### Literal question

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

What proportion of current technicians are female? (mod1\_13t)  
File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 270
Format: numeric	Invalid: 230
Width: 6	
Decimals: 0	
Range: 1-888999	

#### Literal question

What proportion of current [OCCUPATION] are female?  
- Technicians and associate professionals

## What proportion of current technicians have worked for less (mod1\_14t)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 270
Format: numeric	Invalid: 230
Width: 1	
Decimals: 0	
Range: 1-3	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 270
Format: numeric	Invalid: 230
Width: 1	
Decimals: 0	
Range: 0-2	

### Literal question

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

## Do you have any clerical workers working in your workplace? (mod1\_16s)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-2	

### Pre question

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

### Literal question

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

### Interviewer instructions

FILL ALL COLUMNS IN THIS

## How many current clerical workers are there in your workplac (mod1\_17s)

File: KOS\_Final ES Data

### Overview

## How many current clerical workers are there in your workplace? (mod1\_17s)

File: KOS\_Final ES Data

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

Valid cases: 305  
Invalid: 195  
Minimum: 1  
Maximum: 888999

### 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: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 0-888997

Valid cases: 305  
Invalid: 195  
Minimum: 0  
Maximum: 888997

### Literal question

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: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 1-888997

Valid cases: 305  
Invalid: 195  
Minimum: 1  
Maximum: 888997

### 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: KOS\_Final ES Data

### Overview

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

Valid cases: 305  
Invalid: 195

### Literal question

What proportion of current clerical workers are female?  
(mod1\_20s)

File: KOS\_Final ES Data

What proportion of current [OCCUPATION] are female?  
- Clerical and support workers

How many current clerical workers are foreign? (mod1\_21s)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 305  
Invalid: 195

#### 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: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
Invalid: 0

#### Literal question

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

#### Interviewer instructions

FILL ALL COLUMNS IN THIS

How many current service workers are there in your workplace  
(mod1\_17u)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 304  
Invalid: 196  
Minimum: 1  
Maximum: 888999

#### 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: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 304
Format: numeric	Invalid: 196
Width: 6	Minimum: 0
Decimals: 0	Maximum: 888997
Range: 0-888997	

#### 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 m  
(mod1\_19u)

File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 304
Format: numeric	Invalid: 196
Width: 6	Minimum: 1
Decimals: 0	Maximum: 888997
Range: 1-888997	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 304
Format: numeric	Invalid: 196
Width: 6	
Decimals: 0	
Range: 1-888999	

#### Literal question

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

How many current service workers are foreign? (mod1\_21u)

File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 304
Format: numeric	Invalid: 196
Width: 1	
Decimals: 0	
Range: 0-2	

#### Literal question

## How many current service workers are foreign? (mod1\_21u)

File: KOS\_Final ES Data

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

## Do you have any sales workers working in your workplace? (mod1\_16t)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### Literal question

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

### Interviewer instructions

FILL ALL COLUMNS IN THIS

## How many current sales workers are there in your workplace? (mod1\_17t)

File: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: 1-296

Valid cases: 281  
Invalid: 219  
Minimum: 1  
Maximum: 296

### 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: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 0-888997

Valid cases: 281  
Invalid: 219  
Minimum: 0  
Maximum: 888997

### 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 mon  
(mod1\_19t)

File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 281
Format: numeric	Invalid: 219
Width: 6	Minimum: 1
Decimals: 0	Maximum: 888997
Range: 1-888997	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 281
Format: numeric	Invalid: 219
Width: 6	
Decimals: 0	
Range: 1-888999	

#### Literal question

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

How many current sales workers are foreign? (mod1\_21t)

File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 281
Format: numeric	Invalid: 219
Width: 1	
Decimals: 0	
Range: 0-2	

#### Literal question

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

Do you have any skilled agri workers working in your workpla  
(mod1\_16k)

File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-2	

#### Literal question

Do you have any skilled agri workers working in your workpla  
(mod1\_16k)

File: KOS\_Final ES Data

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

**Interviewer instructions**

FILL ALL COLUMNS IN THIS

How many current skilled agri workers are there in your work  
(mod1\_17k)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 11
Format: numeric	Invalid: 489
Width: 3	Minimum: 1
Decimals: 0	Maximum: 100
Range: 1-100	

**Literal question**

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 mont  
(mod1\_18k)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 11
Format: numeric	Invalid: 489
Width: 3	Minimum: 1
Decimals: 0	Maximum: 100
Range: 1-100	

**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  
(mod1\_19k)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 11
Format: numeric	Invalid: 489
Width: 6	Minimum: 1
Decimals: 0	Maximum: 888997
Range: 1-888997	

**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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 11
Format: numeric	Invalid: 489
Width: 1	
Decimals: 0	
Range: 1-3	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 11
Format: numeric	Invalid: 489
Width: 1	
Decimals: 0	
Range: 0-6	

### Literal question

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

## Do you have any construction/crafts workers working in your (mod1\_16g)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

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

### Interviewer instructions

FILL ALL COLUMNS IN THIS

## How many current construction/crafts workers are there in yo (mod1\_17g)

File: KOS\_Final ES Data

### Overview

How many current construction/crafts workers are there in yo  
(mod1\_17g)

File: KOS\_Final ES Data

Type: Continuous	Valid cases: 121
Format: numeric	Invalid: 379
Width: 3	Minimum: 1
Decimals: 0	Maximum: 300
Range: 1-300	

#### 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  
(mod1\_18g)

File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 121
Format: numeric	Invalid: 379
Width: 3	Minimum: 1
Decimals: 0	Maximum: 300
Range: 1-300	

#### Literal question

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  
(mod1\_19g)

File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 121
Format: numeric	Invalid: 379
Width: 6	Minimum: 1
Decimals: 0	Maximum: 888997
Range: 1-888997	

#### 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 f  
(mod1\_20g)

File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 121
Format: numeric	Invalid: 379
Width: 1	
Decimals: 0	
Range: 1-3	

#### Literal question

What proportion of current construction/crafts workers are f  
(mod1\_20g)

File: KOS\_Final ES Data

What proportion of current [OCCUPATION] are female?

- Construction, Craft and related trades workers

How many current construction/crafts workers are foreign?  
(mod1\_21g)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 121  
Invalid: 379

#### Literal question

How many current [OCCUPATION] are foreign?n

- Construction, Craft and related trades workers

Do you have any drivers/machine operators working in your wo  
(mod1\_16v)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
Invalid: 0

#### Literal question

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

- Plant and machine operators, and assemblers, Drivers

#### Interviewer instructions

FILL ALL COLUMNS IN THIS

How many current drivers/machine operators are there in your  
(mod1\_17v)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 276  
Invalid: 224  
Minimum: 1  
Maximum: 888999

#### 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: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 276
Format: numeric	Invalid: 224
Width: 6	Minimum: 0
Decimals: 0	Maximum: 888997
Range: 0-888997	

### 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 time? (mod1\_19v)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 276
Format: numeric	Invalid: 224
Width: 6	Minimum: 1
Decimals: 0	Maximum: 888997
Range: 1-888997	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 276
Format: numeric	Invalid: 224
Width: 6	
Decimals: 0	
Range: 1-888999	

### 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: KOS\_Final ES Data

### Overview

## How many current drivers/machine operators are foreign? (mod1\_21v)

File: KOS\_Final ES Data

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

Valid cases: 276  
Invalid: 224

### Literal question

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

## Do you have any elementary occupations working in your workp (mod1\_16j)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### Literal question

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

### Interviewer instructions

FILL ALL COLUMNS IN THIS

## How many current elementary occupations are there in your wo (mod1\_17j)

File: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: 1-639

Valid cases: 225  
Invalid: 275  
Minimum: 1  
Maximum: 639

### Literal question

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

## How many elementary occupations did the workplace have 12 mo (mod1\_18j)

File: KOS\_Final ES Data

### Overview

How many elementary occupations did the workplace have 12 mo  
(mod1\_18j)

File: KOS\_Final ES Data

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 0-888997

Valid cases: 225  
Invalid: 275  
Minimum: 0  
Maximum: 888997

#### Literal question

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

How many total elementary occupations do you expect to have  
(mod1\_19j)

File: KOS\_Final ES Data

#### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 1-888997

Valid cases: 225  
Invalid: 275  
Minimum: 1  
Maximum: 888997

#### 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: KOS\_Final ES Data

#### Overview

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

Valid cases: 225  
Invalid: 275

#### Literal question

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

How many current elementary occupations are foreign?  
(mod1\_21j)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 225  
Invalid: 275

#### Literal question

How many current elementary occupations are foreign?

(mod1\_21j)

File: KOS\_Final ES Data

How many current [OCCUPATION] are foreign?

- Elementary occupations

Have you tried to hire any managers in the past 3 years?

(mod1\_22r)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
Invalid: 0

#### Pre question

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

#### Literal question

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

(Managers)

#### Post question

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YES' ASK QUESTIONS 1.23-1.24

Did you receive female applications when trying to hire mana

(mod1\_23r)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 172  
Invalid: 328

#### Literal question

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

Did you encounter any of the following problems when trying

(mod1\_24\_r1)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 172  
Invalid: 328

#### Literal question

Did you encounter any of the following problems when trying  
(mod1\_24\_r1)

File: KOS\_Final ES Data

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers)

- There were no or few applicants

Did you encounter any of the following problems when trying  
(mod1\_24\_r2)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 172  
Invalid: 328

#### Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers)

- Applicants lacked required skills

#### Post question

Did you encounter any of the following problems when trying to hire [OCCUPATION]?

Did you encounter any of the following problems when trying  
(mod1\_24\_r3)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 172  
Invalid: 328

#### Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers)

- Applicants expected wages higher than we can offer

#### Post question

Did you encounter any of the following problems when trying to hire [OCCUPATION]?

Did you encounter any of the following problems when trying  
(mod1\_24\_r4)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 172  
Invalid: 328

#### Literal question

Did you encounter any of the following problems when trying  
(mod1\_24\_r4)

File: KOS\_Final ES Data

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers)  
- Applicants did not like working conditions

**Post question**

Did you encounter any of the following problems when trying to hire [OCCUPATION]?

Did you encounter any of the following problems when trying  
(mod1\_24\_r5)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 172  
Invalid: 328

**Literal question**

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers)  
- Applicants lacked required work experience

**Post question**

Did you encounter any of the following problems when trying to hire [OCCUPATION]?

Did you encounter any of the following problems when trying  
(mod1\_24\_r6a1)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 172  
Invalid: 328

**Literal question**

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers)  
- Other

**Post question**

Did you encounter any of the following problems when trying to hire [OCCUPATION]?

Specify Option 6 (mod1\_24\_r6a2)

File: KOS\_Final ES Data

**Overview**

Type: Discrete  
Format: character  
Width: 9

Valid cases: 1  
Invalid: 0

**Literal question**

Did you encounter any of the following problems when trying to hire [OCCUPATION]?  
- Other (specify)

## Specify Option 6 (mod1\_24\_r6a2)

File: KOS\_Final ES Data

**Post question**

Did you encounter any of the following problems when trying to hire [OCCUPATION]?

## Have you tried to hire any professionals in the past 3 years (mod1\_22s)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 500  
 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)

**Post question**

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.23-1.24

## Did you receive female applications when trying to hire prof (mod1\_23s)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 187  
 Invalid: 313

**Literal question**

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

**Post question**

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

## Did you encounter any of the following problems when trying (mod1\_24\_s1)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 187  
 Invalid: 313

**Literal question**

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals)  
 - There were no or few applicants

Did you encounter any of the following problems when trying  
(mod1\_24\_s2)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 187  
Invalid: 313

#### Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals)  
- Applicants lacked required skills

Did you encounter any of the following problems when trying  
(mod1\_24\_s3)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 187  
Invalid: 313

#### Literal question

Did you encounter any of the following 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  
(mod1\_24\_s4)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 187  
Invalid: 313

#### Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals)  
- Applicants did not like working conditions

Did you encounter any of the following problems when trying  
(mod1\_24\_s5)

File: KOS\_Final ES Data

#### Overview

## Did you encounter any of the following problems when trying (mod1\_24\_s5)

File: KOS\_Final ES Data

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

Valid cases: 187  
Invalid: 313

### Literal question

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

## Did you encounter any of the following problems when trying (mod1\_24\_s6a1)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 187  
Invalid: 313

### Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals)  
- Other

## Specify Option 6 (mod1\_24\_s6a2)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 1

Valid cases: 0  
Invalid: 0

### Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals)  
- Other (specify)

## Have you tried to hire any technicians in the past 3 years? (mod1\_22t)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
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?  
(Technicians and associate professionals)

Have you tried to hire any technicians in the past 3 years?

(mod1\_22t)

File: KOS\_Final ES Data

**Post question**

FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.23-1.24

Did you receive female applications when trying to hire tech

(mod1\_23t)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 130  
Invalid: 370

**Literal question**

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

**Post question**

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

Did you encounter any of the following problems when trying

(mod1\_24\_t1)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 130  
Invalid: 370

**Literal question**

Did you encounter any of the following 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

(mod1\_24\_t2)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 130  
Invalid: 370

**Literal question**

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals)

- Applicants lacked required skills

Did you encounter any of the following problems when trying  
(mod1\_24\_t3)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 130  
Invalid: 370

#### Literal question

Did you encounter any of the following 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  
(mod1\_24\_t4)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 130  
Invalid: 370

#### Literal question

Did you encounter any of the following 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  
(mod1\_24\_t5)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 130  
Invalid: 370

#### Literal question

Did you encounter any of the following 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  
(mod1\_24\_t6a1)

File: KOS\_Final ES Data

#### Overview

## Did you encounter any of the following problems when trying (mod1\_24\_t6a1)

File: KOS\_Final ES Data

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

Valid cases: 130  
Invalid: 370

### Literal question

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

## Specify Option 6 (mod1\_24\_t6a2)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 1

Valid cases: 0  
Invalid: 0

### Literal question

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

## Have you tried to hire any clerical workers in the past 3 ye (mod1\_25s)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]?  
- Clerical and support worker

### Post question

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

## Did you receive female applications when trying to hire cler (mod1\_26s)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 105  
Invalid: 395

Did you receive female applications when trying to hire clerical and support workers?  
(mod1\_26s)

File: KOS\_Final ES Data

**Literal question**

If Yes, Did you receive female applications? (Clerical and support workers)

Did you encounter any of the following problems when trying to hire clerical and support workers?  
(mod1\_27\_s1)

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 105
Format: numeric	Invalid: 395
Width: 1	
Decimals: 0	
Range: 1-2	

**Literal question**

If Yes, Did you encounter any of the following problems? (Clerical and support workers)

- There were no or few applicants

Did you encounter any of the following problems when trying to hire clerical and support workers?  
(mod1\_27\_s2)

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 105
Format: numeric	Invalid: 395
Width: 1	
Decimals: 0	
Range: 1-2	

**Literal question**

If Yes, Did you encounter any of the following problems? (Clerical and support workers)

- Applicants lacked required skills

Did you encounter any of the following problems when trying to hire clerical and support workers?  
(mod1\_27\_s3)

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 105
Format: numeric	Invalid: 395
Width: 1	
Decimals: 0	
Range: 1-2	

**Literal question**

If Yes, Did you encounter any of the following problems? (Clerical and support workers)

- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying  
(mod1\_27\_s4)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 105  
Invalid: 395

#### Literal question

If Yes, Did you encounter any of the following problems? (Clerical and support workers)  
- Applicants did not like working conditions

Did you encounter any of the following problems when trying  
(mod1\_27\_s5)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 105  
Invalid: 395

#### Literal question

If Yes, Did you encounter any of the following problems? (Clerical and support workers)  
- Applicants lacked required work experience

Did you encounter any of the following problems when trying  
(mod1\_27\_s6a1)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 105  
Invalid: 395

#### Literal question

If Yes, Did you encounter any of the following problems? (Clerical and support workers)  
- Other

Specify Option 6 (mod1\_27\_s6a2)

File: KOS\_Final ES Data

#### Overview

Type: Discrete  
Format: character  
Width: 1

Valid cases: 0  
Invalid: 0

#### Literal question

## Specify Option 6 (mod1\_27\_s6a2)

## File: KOS\_Final ES Data

If Yes, Did you encounter any of the following problems? (Clerical and support workers)  
 - Other (specify)

## Have you tried to hire any service workers in the past 3 years (mod1\_25u)

## File: KOS\_Final ES Data

**Overview**

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

Valid cases: 500  
 Invalid: 0

**Literal question**

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]?  
 - Service workers

**Post question**

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

## Did you receive female applications when trying to hire service workers (mod1\_26u)

## File: KOS\_Final ES Data

**Overview**

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

Valid cases: 143  
 Invalid: 357

**Literal question**

If Yes, Did you receive female applications? (Service workers)

## Did you encounter any of the following problems when trying to hire service workers (mod1\_27\_u1)

## File: KOS\_Final ES Data

**Overview**

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

Valid cases: 143  
 Invalid: 357

**Literal question**

If Yes, Did you encounter any of the following problems? (Service workers)  
 - There were no or few applicants

Did you encounter any of the following problems when trying  
(mod1\_27\_u2)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 143  
Invalid: 357

#### Literal question

If Yes, Did you encounter any of the following problems? (Service workers)  
- Applicants lacked required skills

Did you encounter any of the following problems when trying  
(mod1\_27\_u3)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 143  
Invalid: 357

#### Literal question

If Yes, Did you encounter any of the following problems? (Service workers)  
- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying  
(mod1\_27\_u4)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 143  
Invalid: 357

#### Literal question

If Yes, Did you encounter any of the following problems? (Service workers)  
- Applicants did not like working conditions

Did you encounter any of the following problems when trying  
(mod1\_27\_u5)

File: KOS\_Final ES Data

#### Overview

Did you encounter any of the following problems when trying  
(mod1\_27\_u5)

File: KOS\_Final ES Data

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

Valid cases: 143  
Invalid: 357

**Literal question**

If Yes, Did you encounter any of the following problems? (Service workers)  
- Applicants lacked required work experience

Did you encounter any of the following problems when trying  
(mod1\_27\_u6a1)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 143  
Invalid: 357

**Literal question**

If Yes, Did you encounter any of the following problems? (Service workers)  
- Other

Specify Option 6 (mod1\_27\_u6a2)

File: KOS\_Final ES Data

**Overview**

Type: Discrete  
Format: character  
Width: 1

Valid cases: 0  
Invalid: 0

**Literal question**

If Yes, Did you encounter any of the following problems? (Service workers)  
- Other (specify)

Have you tried to hire any sales workers in the past 3 years  
(mod1\_25t)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 500  
Invalid: 0

**Literal question**

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]?  
- Sales workers

**Post question**

Have you tried to hire any sales workers in the past 3 years  
(mod1\_25t)

File: KOS\_Final ES Data

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

Did you receive female applications when trying to hire sale  
(mod1\_26t)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 137  
Invalid: 363

#### Literal question

If Yes, Did you receive female applications? (Sales workers)

Did you encounter any of the following problems when trying  
(mod1\_27\_t1)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 137  
Invalid: 363

#### Literal question

If Yes, Did you encounter any of the following problems? (Sales workers)  
- There were no or few applicants

Did you encounter any of the following problems when trying  
(mod1\_27\_t2)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 137  
Invalid: 363

#### Literal question

If Yes, Did you encounter any of the following problems? (Sales workers)  
- Applicants lacked required skills

Did you encounter any of the following problems when trying  
(mod1\_27\_t3)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 137  
Invalid: 363

#### Literal question

If Yes, Did you encounter any of the following problems? (Sales workers)  
- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying  
(mod1\_27\_t4)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 137  
Invalid: 363

#### Literal question

If Yes, Did you encounter any of the following problems? (Sales workers)  
- Applicants did not like working conditions

Did you encounter any of the following problems when trying  
(mod1\_27\_t5)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 137  
Invalid: 363

#### Literal question

If Yes, Did you encounter any of the following problems? (Sales workers)  
- Applicants lacked required work experience

Did you encounter any of the following problems when trying  
(mod1\_27\_t6a1)

File: KOS\_Final ES Data

#### Overview

## Did you encounter any of the following problems when trying (mod1\_27\_t6a1)

File: KOS\_Final ES Data

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

Valid cases: 137  
Invalid: 363

### Literal question

If Yes, Did you encounter any of the following problems? (Sales workers)  
- Other

## Specify Option 6 (mod1\_27\_t6a2)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 1

Valid cases: 0  
Invalid: 0

### Literal question

If Yes, Did you encounter any of the following problems? (Sales workers)  
- Other (specify)

## Have you tried to hire any skilled agri workers in the past (mod1\_25k)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]?  
- Skilled agricultural, forestry, and fishery workers

### Post question

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

## Did you receive female applications when trying to hire skill (mod1\_26k)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 5  
Invalid: 495

### Literal question

If Yes, Did you receive female applications? (Skilled agricultural, forestry, and fishery workers)

Did you encounter any of the following problems when trying  
(mod1\_27\_k1)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 5  
Invalid: 495

#### Literal question

If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers)  
- There were no or few applicants

Did you encounter any of the following problems when trying  
(mod1\_27\_k2)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 5  
Invalid: 495

#### Literal question

If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers)  
- Applicants lacked required skills

Did you encounter any of the following problems when trying  
(mod1\_27\_k3)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 5  
Invalid: 495

#### Literal question

If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers)  
- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying  
(mod1\_27\_k4)

File: KOS\_Final ES Data

#### Overview

Did you encounter any of the following problems when trying  
(mod1\_27\_k4)

File: KOS\_Final ES Data

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

Valid cases: 5  
Invalid: 495

**Literal question**

If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers)  
- Applicants did not like working conditions

Did you encounter any of the following problems when trying  
(mod1\_27\_k5)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 5  
Invalid: 495

**Literal question**

If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers)  
- Applicants lacked required work experience

Did you encounter any of the following problems when trying  
(mod1\_27\_k6a1)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 5  
Invalid: 495

**Literal question**

If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers)  
- Other

Specify Option 6 (mod1\_27\_k6a2)

File: KOS\_Final ES Data

**Overview**

Type: Discrete  
Format: character  
Width: 1

Valid cases: 0  
Invalid: 0

**Literal question**

If Yes, Did you encounter any of the following problems? (Skilled agricultural, forestry, and fishery workers)  
- Other (specify)

## Have you tried to hire any construction/crafts workers in th (mod1\_25g)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]?  
- Construction, Craft and related trades workers

### Post question

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

## Did you receive female applications when trying to hire cons (mod1\_26g)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 76
Format: numeric	Invalid: 424
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

If Yes, Did you receive female applications? (Construction, Craft and related trades workers)

## Did you encounter any of the following problems when trying (mod1\_27\_g1)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 76
Format: numeric	Invalid: 424
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers)  
- There were no or few applicants

## Did you encounter any of the following problems when trying (mod1\_27\_g2)

File: KOS\_Final ES Data

### Overview

Did you encounter any of the following problems when trying  
(mod1\_27\_g2)

File: KOS\_Final ES Data

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

Valid cases: 76  
Invalid: 424

#### Literal question

If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers)  
- Applicants lacked required skills

Did you encounter any of the following problems when trying  
(mod1\_27\_g3)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 76  
Invalid: 424

#### Literal question

If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers)  
- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying  
(mod1\_27\_g4)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 76  
Invalid: 424

#### Literal question

If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers)  
- Applicants did not like working conditions

Did you encounter any of the following problems when trying  
(mod1\_27\_g5)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 76  
Invalid: 424

#### Literal question

Did you encounter any of the following problems when trying  
(mod1\_27\_g5)

File: KOS\_Final ES Data

If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers)  
- Applicants lacked required work experience

Did you encounter any of the following problems when trying  
(mod1\_27\_g6a1)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 76  
Invalid: 424

#### Literal question

If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers)  
- Other

Specify Option 6 (mod1\_27\_g6a2)

File: KOS\_Final ES Data

#### Overview

Type: Discrete  
Format: character  
Width: 1

Valid cases: 0  
Invalid: 0

#### Literal question

If Yes, Did you encounter any of the following problems? (Construction, Craft and related trades workers)  
- Other (specify)

Have you tried to hire any drivers/machine operators in the  
(mod1\_25v)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
Invalid: 0

#### Literal question

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]?  
- Plant and machine operators, and assemblers, Drivers

#### Post question

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

## Did you receive female applications when trying to hire driv (mod1\_26v)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 101
Format: numeric	Invalid: 399
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

If Yes, Did you receive female applications? (Plant and machine operators, and assemblers, Drivers)

## Did you encounter any of the following problems when trying (mod1\_27\_v1)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 101
Format: numeric	Invalid: 399
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers)  
- There were no or few applicants

## Did you encounter any of the following problems when trying (mod1\_27\_v2)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 101
Format: numeric	Invalid: 399
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers)  
- Applicants lacked required skills

## Did you encounter any of the following problems when trying (mod1\_27\_v3)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 101
Format: numeric	Invalid: 399
Width: 1	
Decimals: 0	
Range: 1-2	

Did you encounter any of the following problems when trying  
(mod1\_27\_v3)

File: KOS\_Final ES Data

**Literal question**

If Yes, Did you encounter any of the following problems? (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  
(mod1\_27\_v4)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 101  
Invalid: 399

**Literal question**

If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers)  
- Applicants did not like working conditions

Did you encounter any of the following problems when trying  
(mod1\_27\_v5)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 101  
Invalid: 399

**Literal question**

If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers)  
- Applicants lacked required work experience

Did you encounter any of the following problems when trying  
(mod1\_27\_v6a1)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 101  
Invalid: 399

**Literal question**

If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers)  
- Other

## Specify Option 6 (mod1\_27\_v6a2)

File: KOS\_Final ES Data

**Overview**

Type: Discrete  
 Format: character  
 Width: 1

Valid cases: 0  
 Invalid: 0

**Literal question**

If Yes, Did you encounter any of the following problems? (Plant and machine operators, and assemblers, Drivers)  
 - Other (specify)

Have you tried to hire any elementary occupations in the pas  
(mod1\_25j)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 500  
 Invalid: 0

**Literal question**

In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]?  
 - Elementary occupations

**Post question**

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

Did you receive female applications when trying to hire elem  
(mod1\_26j)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 82  
 Invalid: 418

**Literal question**

If Yes, Did you receive female applications? (Elementary occupations)

Did you encounter any of the following problems when trying  
(mod1\_27\_j1)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 82  
 Invalid: 418

**Literal question**

Did you encounter any of the following problems when trying  
(mod1\_27\_j1)

File: KOS\_Final ES Data

If Yes, Did you encounter any of the following problems? (Elementary occupations)

- There were no or few applicants

Did you encounter any of the following problems when trying  
(mod1\_27\_j2)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 82  
Invalid: 418

#### Literal question

If Yes, Did you encounter any of the following problems? (Elementary occupations)

- Applicants lacked required skills

Did you encounter any of the following problems when trying  
(mod1\_27\_j3)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 82  
Invalid: 418

#### Literal question

If Yes, Did you encounter any of the following problems? (Elementary occupations)

- Applicants expected wages higher than we can offer

Did you encounter any of the following problems when trying  
(mod1\_27\_j4)

File: KOS\_Final ES Data

#### Overview

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

Valid cases: 82  
Invalid: 418

#### Literal question

If Yes, Did you encounter any of the following problems? (Elementary occupations)

- Applicants did not like working conditions

## Did you encounter any of the following problems when trying (mod1\_27\_j5)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 82  
Invalid: 418

### Literal question

If Yes, Did you encounter any of the following problems? (Elementary occupations)  
- Applicants lacked required work experience

## Did you encounter any of the following problems when trying (mod1\_27\_j6a1)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 82  
Invalid: 418

### Literal question

If Yes, Did you encounter any of the following problems? (Elementary occupations)  
- Other

## Specify Option 6 (mod1\_27\_j6a2)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 1

Valid cases: 0  
Invalid: 0

### Literal question

If Yes, Did you encounter any of the following problems? (Elementary occupations)  
- Other (specify)

## Workplace has managers (m\_2\_01r)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
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

## Workplace has managers (m\_2\_01r)

File: KOS\_Final ES Data

- Manager

## Workplace has professions (m\_2\_01s)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
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

- Professional

## Workplace has technicians (m\_2\_01t)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
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

- Technicians and associate professionals

## Selected Occupation Type A number (m\_2\_02b)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Pre question

## Selected Occupation Type A number (m\_2\_02b)

### File: KOS\_Final ES Data

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: KOS\_Final ES Data

#### Overview

Type: Discrete

Format: character

Width: 13

Valid cases: 494

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: KOS\_Final ES Data

#### Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-2

Valid cases: 500

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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-2	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-2	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-2	

#### 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: KOS\_Final ES Data

#### Overview

## Workplace has crafts workers (m2\_03\_8)

### File: KOS\_Final ES Data

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

Valid cases: 500  
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

- Craft and related trades workers

## Workplace has drivers/machine operators (m2\_03\_9)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
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: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
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: KOS\_Final ES Data

#### Overview

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

Valid cases: 490  
Invalid: 10

## Selected Occupation Type B number (m\_2\_04b)

File: KOS\_Final ES Data

### 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: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 31

Valid cases: 490  
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 Type

## Occupation Type A (m2\_2\_05a)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 13

Valid cases: 494  
Invalid: 0

### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your workplace. We would like to know this for each occupation group, separately. Please think of the selected occupation types when responding.

### Literal question

[WRITE THE OCCUPATION TYPE A ] \_\_\_\_\_

## Occupation Type B (m2\_2\_05b)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 31

Valid cases: 490  
Invalid: 0

### Pre question

Now we would like to ask some questions about the importance of certain worker characteristics to your workplace. We would like to know this for each occupation group, separately. Please think of the selected occupation types when responding.

### Literal question

[WRITE THE OCCUPATION TYPE B ] \_\_\_\_\_

## Recruit from public employment services (Type A) (m2\_2\_06aa)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 494  
 Invalid: 6

#### Pre question

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

#### Literal question

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

## Recruit from private employment servivecs (Type A) (m2\_2\_06ab)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 494  
 Invalid: 6

#### Literal question

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

## Recruit from job fairs (Type A) (m2\_2\_06ac)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 494  
 Invalid: 6

#### Literal question

Do you recruit from the following sources?  
 - Job Fairs

## Recruit from offers to experienced people (Type A) (m2\_2\_06ad)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 494  
 Invalid: 6

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 494
Format: numeric	Invalid: 6
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 494
Format: numeric	Invalid: 6
Width: 1	
Decimals: 0	
Range: 1-9	

#### Literal question

Do you recruit from the following sources?

- Internet posting

## Recruit from media postings (not internet) (Type A) (m2\_2\_06ag)

### File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 494
Format: numeric	Invalid: 6
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 494
Format: numeric	Invalid: 6
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 494
Format: numeric	Invalid: 6
Width: 1	
Decimals: 0	
Range: 1-9	

### Literal question

Do you recruit from the following sources?  
- Other

## Recruit from public employment services (Type B) (m2\_2\_06ba)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-9	

### Literal question

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

## Recruit from private employment services (Type B) (m2\_2\_06bb)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-9	

### Literal question

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

## Recruit from job fairs (Type B) (m2\_2\_06bc)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-9	

### Literal question

Do you recruit from the following sources?  
- Job Fairs

## Recruit from offers to experienced people (Type B) (m2\_2\_06bd)

### File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-9	

#### Literal question

Do you recruit from the following sources?  
 - Internet posting

## Recruit from media postings (not internet) (Type B) (m2\_2\_06bg)

### File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-9	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-9	

### Literal question

Do you recruit from the following sources?  
 - Other

## Did you hire Type A in the past 3 years? (m2\_2\_07a)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 494
Format: numeric	Invalid: 6
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

Did you hire [OCCUPATION TYPE\_] in the past 3 years?

## Did you hire Type B in the past 3 years? (m2\_2\_07b)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

Did you hire [OCCUPATION TYPE\_] in the past 3 years?

## What proportion of Type A applicants were male? (m2\_2\_08a1)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 176
Format: numeric	Invalid: 324
Width: 3	Minimum: 0
Decimals: 0	Maximum: 100
Range: 0-100	

### Literal question

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

## What proportion of Type A applicants were female? (m2\_2\_08a2)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 176
Format: numeric	Invalid: 324
Width: 3	Minimum: 0
Decimals: 0	Maximum: 100
Range: 0-100	

### Literal question

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

## What proportion of Type B applicants were male? (m2\_2\_08b1)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 199
Format: numeric	Invalid: 301
Width: 3	Minimum: 0
Decimals: 0	Maximum: 100
Range: 0-100	

### Literal question

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

## What proportion of Type B applicants were female? (m2\_2\_08b2)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 199
Format: numeric	Invalid: 301
Width: 3	Minimum: 0
Decimals: 0	Maximum: 100
Range: 0-100	

### Literal question

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

## How many days to fill Type A position? (m2\_2\_09\_1)

File: KOS\_Final ES Data

## How many days to fill Type A position? (m2\_2\_09\_1)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 176
Format: numeric	Invalid: 324
Width: 6	Minimum: 1
Decimals: 0	Maximum: 888997
Range: 1-888997	

### Literal question

Over the past 3 years, on average for [OCCUPATION TYPE \_] how many days does it take to fill a position from the time the position becomes open or is created?

### Interviewer instructions

- If No Positions Were Open/ Created in The Past 3 Years,
- If No Positions Were Open/Created in The Past 3 Years, Write '999'

## How many days to fill Type B position? (m2\_2\_09\_2)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 199
Format: numeric	Invalid: 301
Width: 6	Minimum: 1
Decimals: 0	Maximum: 888997
Range: 1-888997	

### Literal question

Over the past 3 years, on average for [OCCUPATION TYPE \_] how many days does it take to fill a position from the time the position becomes open or is created?

### Interviewer instructions

- If No Positions Were Open/ Created in The Past 3 Years,
- If No Positions Were Open/Created in The Past 3 Years, Write '999'

## Education level of recently hired Type A person (m2\_2\_10\_1)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 494
Format: numeric	Invalid: 6
Width: 2	
Decimals: 0	
Range: 1-17	

### Literal question

What is the education level of the most recent person hired as a [OCCUPATION TYPE \_]?

### Interviewer instructions

SHOW CARD # 4

## Education level of recently hired Type B person (m2\_2\_10\_2)

File: KOS\_Final ES Data

### Overview

## Education level of recently hired Type B person (m2\_2\_10\_2)

### File: KOS\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 1-888997

Valid cases: 490  
Invalid: 10

#### Literal question

What is the education level of the most recent person hired as a [OCCUPATION TYPE \_]?

#### Interviewer instructions

SHOW CARD # 4

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

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 494  
Invalid: 6

#### Literal question

What is the gender of the most recent person hired for [OCCUPATION TYPE\_] ?

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

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 490  
Invalid: 10

#### Literal question

What is the gender of the most recent person hired for [OCCUPATION TYPE\_] ?

## Average income for Type A (m\_2\_12a)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous  
Format: numeric  
Width: 4  
Decimals: 0  
Range: 40-3500

Valid cases: 494  
Invalid: 6  
Minimum: 40  
Maximum: 3500

#### Literal question

What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE\_] ?

#### Interviewer instructions

Write '888' if the respondent refuses to answer.

Check this box if the compensation noted above is for a part-time position, leave blank if refused to answer.

## Average income for Type B (m\_2\_12b)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 490
Format: numeric	Invalid: 10
Width: 4	Minimum: 35
Decimals: 0	Maximum: 1500
Range: 35-1500	

**Literal question**

What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE \_] ?

**Interviewer instructions**

Write '888' if the respondent refuses to answer.  
Check this box if the compensation noted above is for a part-time position, leave blank if refused to answer.

## Note if Type A is part-time income (m\_2\_12a1)

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 494
Format: numeric	Invalid: 6
Width: 1	
Decimals: 0	
Range: 1-2	

**Literal question**

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

## Note if Type B is part-time income (m\_2\_12a2)

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-2	

**Literal question**

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

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

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 494
Format: numeric	Invalid: 6
Width: 1	
Decimals: 0	
Range: 1-9	

**Literal question**

Is the salary for a [OCCUPATION TYPE \_] negotiable at the moment of hiring?

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

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

Is the salary for a [OCCUPATION TYPE \_] negotiable at the moment of hiring?

## Most important personal characteristic (Type A) (m\_2\_14\_1y\_1)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Most important)

### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Second most important personal characteristic (Type A)

(m\_2\_14\_1y\_2)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 189  
Invalid: 311

### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5 (Second most important)

### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Third most important personal characteristic (Type A)

(m\_2\_14\_1y\_3)

File: KOS\_Final ES Data

### Overview

## Third most important personal characteristic (Type A) (m\_2\_14\_1y\_3)

File: KOS\_Final ES Data

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

Valid cases: 117  
Invalid: 383

### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
(Third most important)

### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Selected age group (15-24 years) for Type A (m\_2\_14a\_1\_1)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 20  
Invalid: 480

### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
- Age

### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Selected age group (25-44 years) for Type A (m\_2\_14a\_1\_2)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 223  
Invalid: 277

### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
- Age

### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Selected age group (45-64 years) for Type A (m\_2\_14a\_1\_3)

File: KOS\_Final ES Data

## Selected age group (45-64 years) for Type A (m\_2\_14a\_1\_3)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 2  
Invalid: 498

#### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
- Age

#### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Selected gender=male for Type A (m\_2\_14a\_2\_1)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 152  
Invalid: 348

#### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
- Gender

#### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Selected gender=female for Type A (m\_2\_14a\_2\_2)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 26  
Invalid: 474

#### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
- Gender

#### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Most important personal characteristic (Type B) (m\_2\_14\_2y\_1)

### File: KOS\_Final ES Data

## Most important personal characteristic (Type B) (m\_2\_14\_2y\_1)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 490  
 Invalid: 10

#### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
 (Most important)

#### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Second most important personal characteristic (Type B)

### (m\_2\_14\_2y\_2)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 210  
 Invalid: 290

#### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
 (Second most important)

#### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Third most important personal characteristic (Type B)

### (m\_2\_14\_2y\_3)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 121  
 Invalid: 379

#### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
 (Third most important)

#### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Selected age group (15-24 years) for Type B (m\_2\_14b\_1\_1)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 22  
Invalid: 478

### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
- Age

### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Selected age group (25-44 years) for Type B (m\_2\_14b\_1\_2)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 222  
Invalid: 278

### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
- Age

### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Selected age group (45-64 years) for Type B (m\_2\_14b\_1\_3)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 1  
Invalid: 499

### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
- Age

### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Selected gender=male for Type B (m\_2\_14b\_2\_1)

File: KOS\_Final ES Data

## Selected gender=male for Type B (m\_2\_14b\_2\_1)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 160  
Invalid: 340

#### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
- Gender

#### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Selected gender=female for Type B (m\_2\_14b\_2\_2)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 52  
Invalid: 448

#### Literal question

Please look at this card and tell me what is the most important of these personal characteristics when deciding which employees should be hired. And the second most important? And the third most important? SHOW CARD #5  
- Gender

#### Interviewer instructions

Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

## Does the job involve reading? (Type A) (m\_30a\_1)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 494  
Invalid: 6

#### Pre question

WRITE BELOW THE TWO TYPES OF OCCUPATIONS THAT YOU HAVE IDENTIFIED AND REFER TO THEM WHEN NEEDED TO REMIND THE RESPONDENT.

For each question below, please think of the selected occupation when answering the following questions. Let's start with Occupation Type A --

#### Literal question

Does the job regularly involve 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: KOS\_Final ES Data

**Overview**

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

Valid cases: 494  
 Invalid: 6

**Literal question**

Does the job regularly involve writing using correct spelling and grammar?

## Does the job involve math? (Type A) (m\_30a\_3)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 494  
 Invalid: 6

**Literal question**

Does the job regularly involve 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: KOS\_Final ES Data

**Overview**

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

Valid cases: 494  
 Invalid: 6

**Literal question**

Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?

## Does the job involve speaking a language other than Albanian (m\_30a\_5)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 494  
 Invalid: 6

**Literal question**

Does the job regularly involve speaking a language other than ALBANIAN or SERBIAN?

## Does the job involve making presentations? (Type A) (m\_30a\_6)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 494  
 Invalid: 6

**Literal question**

Does the job regularly 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: KOS\_Final ES Data

**Overview**

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

Valid cases: 494  
 Invalid: 6

**Literal question**

Does the job regularly involve interacting with a team of co-workers??

## Does the job involve reading? (Type B) (m\_30b\_1)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 490  
 Invalid: 10

**Literal question**

Does the job regularly involve 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: KOS\_Final ES Data

**Overview**

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

Valid cases: 490  
 Invalid: 10

**Literal question**

Does the job regularly involve writing using correct spelling and grammar?

## Does the job involve math? (Type B) (m\_30b\_3)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

Does the job regularly involve 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: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?

## Does the job involve speaking a language other than Albanian (m\_30b\_5)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

Does the job regularly involve speaking a language other than ALBANIAN or SERBIAN?

## Does the job involve making presentations? (Type B) (m\_30b\_6)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

Does the job regularly 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-9	

### Literal question

Does the job regularly involve interacting with a team of co-workers?

## Highest level of computer use in the job (Type A) (m\_3\_08a)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 494
Format: numeric	Invalid: 6
Width: 1	
Decimals: 0	
Range: 1-7	

### Literal question

What is the highest level of computer use involved in each occupation type?

### Interviewer instructions

GO BACK TO Q3.01 AND REPEAT FOR OCCUPATION

## Highest level of computer use in the job (Type B) (m\_3\_08b)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-7	

### Literal question

What is the highest level of computer use involved in each occupation type?

### Interviewer instructions

GO BACK TO Q3.01 AND REPEAT FOR OCCUPATION

## How frequently did worker Type A arrive on time? (m\_3\_09a)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 494
Format: numeric	Invalid: 6
Width: 1	
Decimals: 0	
Range: 1-3	

### Pre question

## How frequently did worker Type A arrive on time? (m\_3\_09a)

### File: KOS\_Final ES Data

NOW THINK OF A TYPICAL WORKER IN EACH OF THESE OCCUPATIONS. LET'S TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE A] FIRST, THEN WE'LL TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE B].

#### Literal question

Thinking of the last month, how frequently did the worker arrive at work on time (within 15 minutes)?

## How frequently did worker Type B arrive on time? (m\_3\_09b)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 490  
Invalid: 10

#### Pre question

NOW THINK OF A TYPICAL WORKER IN EACH OF THESE OCCUPATIONS. LET'S TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE A] FIRST, THEN WE'LL TALK ABOUT THE TYPICAL WORKER IN [OCCUPATION TYPE B].

#### Literal question

Thinking of the last month, how frequently did the worker arrive at work on time (within 15 minutes)?

## Average monthly income for Type A (m\_3\_010a)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous  
Format: numeric  
Width: 4  
Decimals: 0  
Range: 91-2000

Valid cases: 494  
Invalid: 6  
Minimum: 91  
Maximum: 2000

#### 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.

#### Interviewer instructions

Write '888' if the respondent refuses to answer.

Check this box if the compensation noted above is for a parttime position, and leave blank if the respondent refused to

## Average monthly income for Type B (m\_3\_010b)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous  
Format: numeric  
Width: 4  
Decimals: 0  
Range: 50-1000

Valid cases: 490  
Invalid: 10  
Minimum: 50  
Maximum: 1000

#### 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: KOS\_Final ES Data

### Interviewer instructions

Write '888' if the respondent refuses to answer.

Check this box if the compensation noted above is for a parttime position, and leave blank if the respondent refused to

## Note if Type A is part-time income (m\_3\_010aa)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

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

## Note if Type B is part-time income (m\_3\_010ab)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### 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: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6  
Minimum: 1  
Maximum: 999

### Literal question

How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?

### Interviewer instructions

WRITE ANSWER IN MONTHS.

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

## How long since last promotion for worker Type B? (m\_3\_011b)

File: KOS\_Final ES Data

### Overview

## How long since last promotion for worker Type B? (m\_3\_011b)

File: KOS\_Final ES Data

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

Valid cases: 490  
Invalid: 10  
Minimum: 1  
Maximum: 999

### Literal question

How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?

### Interviewer instructions

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

## Highest education of worker Type A? (m\_3\_12a)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 1-888997

Valid cases: 494  
Invalid: 6

### Literal question

What is the highest education level this worker has completed?

### Interviewer instructions

SHOW CARD #4

## Highest education of worker Type B? (m\_3\_12b)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 1-888997

Valid cases: 490  
Invalid: 10

### Literal question

What is the highest education level this worker has completed?

### Interviewer instructions

SHOW CARD #4

## Does worker Type A have a vocational degree? (m\_3\_013a)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

## Does worker Type A have a vocational degree? (m\_3\_013a)

File: KOS\_Final ES Data

Does this worker have a technical or vocational certificate, diploma, or degree?

## Does worker Type B have a vocational degree? (m\_3\_013b)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 490  
 Invalid: 10

**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: KOS\_Final ES Data

**Overview**

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

Valid cases: 494  
 Invalid: 6

**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: KOS\_Final ES Data

**Overview**

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

Valid cases: 490  
 Invalid: 10

**Literal question**

Are you satisfied with the education level of this worker?

## Avg age of worker Type A? (m\_3\_015a)

File: KOS\_Final ES Data

**Overview**

## Avg age of worker Type A? (m\_3\_015a)

File: KOS\_Final ES Data

Type: Continuous  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: 19-888997

Valid cases: 494  
 Invalid: 6  
 Minimum: 19  
 Maximum: 888997

**Literal question**

What is the average age of this worker?

## Avg age of worker Type B? (m\_3\_015b)

File: KOS\_Final ES Data

**Overview**

Type: Continuous  
 Format: numeric  
 Width: 6  
 Decimals: 0  
 Range: 18-888997

Valid cases: 490  
 Invalid: 10  
 Minimum: 18  
 Maximum: 888997

**Literal question**

What is the average age of this worker?

## Gender of worker Type A? (m\_3\_016a)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 494  
 Invalid: 6

**Literal question**

What is the gender of this worker?

**Interviewer instructions**

NOW REPEAT FROM Q3.09 FOR WORKER TYPE B

## Gender of worker Type B? (m\_3\_016b)

File: KOS\_Final ES Data

**Overview**

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

Valid cases: 490  
 Invalid: 10

**Literal question**

What is the gender of this worker?

**Interviewer instructions**

NOW REPEAT FROM Q3.09 FOR WORKER TYPE B

## Difference in skill required and current level - skill 1 (Ty (m\_3\_017a\_1)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can do calculations and work with numbers

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 2 (Ty (m\_3\_017a\_2)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can read and write in English

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 3 (Ty (m\_3\_017a\_3)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can read and write in other (non maternal) official language

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 4 (Ty (m\_3\_017a\_4)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can read and write in a foreign language (For example, Turkish, German, and other EU languages)

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 5 (Ty (m\_3\_017a\_5)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can find new and better ways to do things

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 6 (Ty (m\_3\_017a\_6)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can stay on a long and difficult task until it is finished

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 7 (Ty (m\_3\_017a\_7)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can be relied on to get things done

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 8 (Ty (m\_3\_017a\_8)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can work well with others and listens to others' views

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 9 (Ty (m\_3\_017a\_9)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can work well in very busy or difficult situations

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 10 (T (m\_3\_017a\_10)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.  
- Can continue in the face of challenging situations at work

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 11 (T (m\_3\_017a\_11)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.  
- Can easily adapt to new tasks or changes in the workplace

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 12 (T (m\_3\_017a\_12)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.  
- Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 13 (T (m\_3\_017a\_13)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

For each of the skills [ON SHOWCARD] indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker.

- Can demonstrate specific technical skills

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

## Size of the difference - skill 1 (Type A) (m\_3\_018a\_1)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 25  
Invalid: 475

### Literal question

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Size of the difference - skill 2 (Type A) (m\_3\_018a\_2)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 71  
Invalid: 429

### Literal question

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Size of the difference - skill 3 (Type A) (m\_3\_018a\_3)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 58  
Invalid: 442

### Literal question

## Size of the difference - skill 3 (Type A) (m\_3\_018a\_3)

### File: KOS\_Final ES Data

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Size of the difference - skill 4 (Type A) (m\_3\_018a\_4)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 88  
Invalid: 412

#### Literal question

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Size of the difference - skill 5 (Type A) (m\_3\_018a\_5)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 30  
Invalid: 470

#### Literal question

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Size of the difference - skill 6 (Type A) (m\_3\_018a\_6)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 27  
Invalid: 473

#### Literal question

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Size of the difference - skill 7 (Type A) (m\_3\_018a\_7)

### File: KOS\_Final ES Data

#### Overview

## Size of the difference - skill 7 (Type A) (m\_3\_018a\_7)

File: KOS\_Final ES Data

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

Valid cases: 24  
Invalid: 476

### Literal question

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Size of the difference - skill 8 (Type A) (m\_3\_018a\_8)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 27  
Invalid: 473

### Literal question

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Size of the difference - skill 9 (Type A) (m\_3\_018a\_9)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 32  
Invalid: 468

### Literal question

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Size of the difference - skill 10 (Type A) (m\_3\_018a\_10)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 29  
Invalid: 471

### Literal question

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Size of the difference - skill 11 (Type A) (m\_3\_018a\_11)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 34  
Invalid: 466

### Literal question

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Size of the difference - skill 12 (Type A) (m\_3\_018a\_12)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 53  
Invalid: 447

### Literal question

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Size of the difference - skill 13 (Type A) (m\_3\_018a\_13)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 32  
Invalid: 468

### Literal question

IF A YES WAS REPORTED IN Q 3.18:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE A] worker?

## Importance of skills - skill 1 (Type A) (m\_3\_019a\_1)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 93  
Invalid: 407

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Importance of skills - skill 2 (Type A) (m\_3\_019a\_2)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 71  
Invalid: 429

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Importance of skills - skill 3 (Type A) (m\_3\_019a\_3)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 34  
Invalid: 466

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Importance of skills - skill 4 (Type A) (m\_3\_019a\_4)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 47  
Invalid: 453

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Importance of skills - skill 5 (Type A) (m\_3\_019a\_5)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 157  
Invalid: 343

### Literal question

## Importance of skills - skill 5 (Type A) (m\_3\_019a\_5)

### File: KOS\_Final ES Data

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Importance of skills - skill 6 (Type A) (m\_3\_019a\_6)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 128  
Invalid: 372

#### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Importance of skills - skill 7 (Type A) (m\_3\_019a\_7)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 213  
Invalid: 287

#### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Importance of skills - skill 8 (Type A) (m\_3\_019a\_8)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 81  
Invalid: 419

#### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Importance of skills - skill 9 (Type A) (m\_3\_019a\_9)

### File: KOS\_Final ES Data

## Importance of skills - skill 9 (Type A) (m\_3\_019a\_9)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 164  
Invalid: 336

#### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Importance of skills - skill 10 (Type A) (m\_3\_019a\_10)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 118  
Invalid: 382

#### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Importance of skills - skill 11 (Type A) (m\_3\_019a\_11)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 69  
Invalid: 431

#### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Importance of skills - skill 12 (Type A) (m\_3\_019a\_12)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 58  
Invalid: 442

#### Literal question

## Importance of skills - skill 12 (Type A) (m\_3\_019a\_12)

### File: KOS\_Final ES Data

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Importance of skills - skill 13 (Type A) (m\_3\_019a\_13)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 82  
Invalid: 418

#### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type A].

## Difference in skill required and current level - skill 1 (Ty (m\_3\_020\_1)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 490  
Invalid: 10

#### Literal question

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can do calculations and work with numbers

#### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 2 (Ty (m\_3\_020\_2)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 490  
Invalid: 10

#### Literal question

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can read and write in Albanian

#### Interviewer instructions

## Difference in skill required and current level - skill 2 (Ty (m\_3\_020\_2)

File: KOS\_Final ES Data

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 3 (Ty (m\_3\_020\_3)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can read and write in Serbian

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 4 (Ty (m\_3\_020\_4)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can read and write in English

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 5 (Ty (m\_3\_020\_5)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

## Difference in skill required and current level - skill 5 (Ty (m\_3\_020\_5)

File: KOS\_Final ES Data

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can read and write in a foreign language (For example, Turkish, German, and other EU Languages.)

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 6 (Ty (m\_3\_020\_6)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can find new and better ways to do things

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 7 (Ty (m\_3\_020\_7)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can be relied on to get things done

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 8 (Ty (m\_3\_020\_8)

File: KOS\_Final ES Data

### Overview

## Difference in skill required and current level - skill 8 (Ty (m\_3\_020\_8)

File: KOS\_Final ES Data

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

Valid cases: 490  
Invalid: 10

### Literal question

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can work well with others and listens to others' views

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 9 (Ty (m\_3\_020\_9)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can work well in very busy times or difficult situations

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 10 (T (m\_3\_020\_10)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can continue in the face of challenging situations at work

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 11 (T (m\_3\_020\_11)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can easily adapt to new tasks or changes in the workplace

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 12 (T (m\_3\_020\_12)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can use a computer for basic word processing tasks, email and internet searches

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Difference in skill required and current level - skill 13 (T (m\_3\_020\_13)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE B] worker.

- Can demonstrate specific technical skills

### Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

## Size of the difference - skill 1 (Type B) (m\_3\_021\_1)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 36
Format: numeric	Invalid: 464
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Size of the difference - skill 2 (Type B) (m\_3\_021\_2)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 22
Format: numeric	Invalid: 478
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Size of the difference - skill 3 (Type B) (m\_3\_021\_3)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 64
Format: numeric	Invalid: 436
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Size of the difference - skill 4 (Type B) (m\_3\_021\_4)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 105
Format: numeric	Invalid: 395
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Size of the difference - skill 5 (Type B) (m\_3\_021\_5)

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 88
Format: numeric	Invalid: 412
Width: 1	
Decimals: 0	
Range: 1-3	

**Literal question**

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Size of the difference - skill 6 (Type B) (m\_3\_021\_6)

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 38
Format: numeric	Invalid: 462
Width: 1	
Decimals: 0	
Range: 1-3	

**Literal question**

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Size of the difference - skill 7 (Type B) (m\_3\_021\_7)

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 26
Format: numeric	Invalid: 474
Width: 1	
Decimals: 0	
Range: 1-3	

**Literal question**

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Size of the difference - skill 8 (Type B) (m\_3\_021\_8)

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 24
Format: numeric	Invalid: 476
Width: 1	
Decimals: 0	
Range: 1-3	

**Literal question**

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Size of the difference - skill 9 (Type B) (m\_3\_021\_9)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 34
Format: numeric	Invalid: 466
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Size of the difference - skill 10 (Type B) (m\_3\_021\_10)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 37
Format: numeric	Invalid: 463
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Size of the difference - skill 11 (Type B) (m\_3\_021\_11)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 32
Format: numeric	Invalid: 468
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Size of the difference - skill 12 (Type B) (m\_3\_021\_12)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 38
Format: numeric	Invalid: 462
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Size of the difference - skill 13 (Type B) (m\_3\_021\_13)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 28
Format: numeric	Invalid: 472
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

IF A YES WAS REPORTED IN Q 3.21:

How large is the difference between the current skills and the required skills in a typical [OCCUPATION TYPE B] worker?

## Importance of skills - skill 1 (Type B) (m\_3\_022\_1)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 51
Format: numeric	Invalid: 449
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Importance of skills - skill 2 (Type B) (m\_3\_022\_2)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 28
Format: numeric	Invalid: 472
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Importance of skills - skill 3 (Type B) (m\_3\_022\_3)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 24
Format: numeric	Invalid: 476
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Importance of skills - skill 4 (Type B) (m\_3\_022\_4)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 36  
Invalid: 464

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Importance of skills - skill 5 (Type B) (m\_3\_022\_5)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 38  
Invalid: 462

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Importance of skills - skill 6 (Type B) (m\_3\_022\_6)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 197  
Invalid: 303

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Importance of skills - skill 7 (Type B) (m\_3\_022\_7)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 220  
Invalid: 280

### Literal question

## Importance of skills - skill 7 (Type B) (m\_3\_022\_7)

### File: KOS\_Final ES Data

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Importance of skills - skill 8 (Type B) (m\_3\_022\_8)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 189  
Invalid: 311

#### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Importance of skills - skill 9 (Type B) (m\_3\_022\_9)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 175  
Invalid: 325

#### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Importance of skills - skill 10 (Type B) (m\_3\_022\_10)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 129  
Invalid: 371

#### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Importance of skills - skill 11 (Type B) (m\_3\_022\_11)

### File: KOS\_Final ES Data

## Importance of skills - skill 11 (Type B) (m\_3\_022\_11)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 116  
Invalid: 384

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Importance of skills - skill 12 (Type B) (m\_3\_022\_12)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 33  
Invalid: 467

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Importance of skills - skill 13 (Type B) (m\_3\_022\_13)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 62  
Invalid: 438

### Literal question

Of the skills [ON SHOWCARD], which ones do you think are important when making decisions regarding hiring or retaining [OCCUPATION] after a period of probation. Select the 3 most important skills you consider when making retention decisions for [Occupation Type B].

## Does your workplace have contacts with education and training (m\_4\_01a)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Pre question

## Does your workplace have contacts with education and training (m\_4\_01a)

### File: KOS\_Final ES Data

Now think about the occupations that have been selected - Type A and Type B. Not the typical worker in these occupations but the occupation itself.

#### Literal question

Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE \_] positions, for recruitment, training, work placement, or another reason?

#### Post question

2 >>4.03

9 >>4.03

#### Interviewer instructions

ASK ALL THE QUESTIONS 4.01 TO 4.16 FIRST FOR Occupation Type A, THEN COME BACK to 4.01 TO ASK FOR Occupation Type B.

## Does your workplace have contacts with education and training (m\_4\_01b)

### File: KOS\_Final ES Data

#### Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-9

Valid cases: 490

Invalid: 10

#### Pre question

Now think about the occupations that have been selected - Type A and Type B. Not the typical worker in these occupations but the occupation itself.

#### Literal question

Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE \_] positions, for recruitment, training, work placement, or another reason?

#### Post question

2 >>4.03

9 >>4.03

#### Interviewer instructions

ASK ALL THE QUESTIONS 4.01 TO 4.16 FIRST FOR Occupation Type A, THEN COME BACK to 4.01 TO ASK FOR Occupation Type B.

## Purpose - For recruitment (Type A) (m\_4\_02a\_1)

### File: KOS\_Final ES Data

#### Overview

Type: Discrete

Format: numeric

Width: 1

Decimals: 0

Range: 1-9

Valid cases: 99

Invalid: 401

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 99
Format: numeric	Invalid: 401
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 99
Format: numeric	Invalid: 401
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 99
Format: numeric	Invalid: 401
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 99
Format: numeric	Invalid: 401
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 99
Format: numeric	Invalid: 401
Width: 1	
Decimals: 0	
Range: 1-9	

**Literal question**

Other specify

## Purpose - Specify (Type A) (m\_4\_02a\_6ax)

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 2
Format: character	Invalid: 0
Width: 27	

**Literal question**

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
 - Other specify

## Purpose - For recruitment (Type B) (m\_4\_02b\_1)

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 34
Format: numeric	Invalid: 466
Width: 1	
Decimals: 0	
Range: 1-9	

**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: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 34
Format: numeric	Invalid: 466
Width: 1	
Decimals: 0	
Range: 1-9	

**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: KOS\_Final ES Data

## Purpose - For curriculum development (Type B) (m\_4\_02b\_3)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 34  
Invalid: 466

### 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: KOS\_Final ES Data

### Overview

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

Valid cases: 34  
Invalid: 466

### 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: KOS\_Final ES Data

### Overview

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

Valid cases: 34  
Invalid: 466

### 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: KOS\_Final ES Data

### Overview

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

Valid cases: 34  
Invalid: 466

### Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
- Other specify

## Purpose - Specify (Type B) (m\_4\_02b\_6ax)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 1

Valid cases: 0  
Invalid: 0

### Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?  
- Other specify

## Did Type A workers receive OJT? (m\_4\_03a)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Pre question

Now we will ask you a couple of questions on On-The-Job training. This type of training is provided to employees during the initial stages of employment. It is training provided to the employee while he/she is doing the actual job. The training can be "hands-on" and is delivered by an experienced employee.

### Literal question

Did the [OCCUPATION TYPE \_] employees in your workplace receive any on-the-job training last year? [Do not include any training mandated by law].

### Post question

2 >>4.05  
9 >>4.05

## Did Type B workers receive OJT? (m\_4\_03b)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Pre question

Now we will ask you a couple of questions on On-The-Job training. This type of training is provided to employees during the initial stages of employment. It is training provided to the employee while he/she is doing the actual job. The training can be "hands-on" and is delivered by an experienced employee.

### Literal question

Did the [OCCUPATION TYPE \_] employees in your workplace receive any on-the-job training last year? [Do not include any training mandated by law].

### Post question

2 >>4.05  
9 >>4.05

## Percentage of Type A workers who received OJT (m\_4\_04a)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 145
Format: numeric	Invalid: 355
Width: 3	Minimum: 5
Decimals: 0	Maximum: 100
Range: 5-100	

### Literal question

What percentage received on-the-job training last year?

## Percentage of Type B workers who received OJT (m\_4\_04b)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 83
Format: numeric	Invalid: 417
Width: 3	Minimum: 5
Decimals: 0	Maximum: 100
Range: 5-100	

### Literal question

What percentage received on-the-job training last year?

## Did Type A workers receive training on the premises? (m\_4\_05a)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 494
Format: numeric	Invalid: 6
Width: 1	
Decimals: 0	
Range: 1-9	

### Literal question

Did the [OCCUPATION TYPE\_] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include training mandated by law].

### Post question

2 >>4.11

9 >>4.11

## Did Type B workers receive training on the premises? (m\_4\_05b)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 490
Format: numeric	Invalid: 10
Width: 1	
Decimals: 0	
Range: 1-9	

### Literal question

Did the [OCCUPATION TYPE\_] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include training mandated by law].

### Post question

## Did Type B workers receive training on the premises? (m\_4\_05b)

File: KOS\_Final ES Data

2 >>4.11

9 >>4.11

## Workers Type A received by firm's managers (m\_4\_06a\_1)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 122  
Invalid: 378

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training.  
- Training by the firm's managers, technical persons, peers, etc. (Y/N)

## Workers Type A received by firm's dedicated trainers (m\_4\_06a\_2)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 122  
Invalid: 378

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training.  
- Training by the firm's dedicated trainers

## Workers Type A received training on the premises by external (m\_4\_06a\_3)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 122  
Invalid: 378

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training.  
- 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: KOS\_Final ES Data

## Other type of training on the premises for Type A workers (m\_4\_06a\_4)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 122
Format: numeric	Invalid: 378
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training.  
- How much did your establishment spend on outside training providers when training ON your premises?

## Other specify (m\_4\_06a\_4x)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 3
Format: character	Invalid: 0
Width: 19	

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training.  
- Other

## Workers Type B received by firm's managers (m\_4\_06b\_1)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 420
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training.  
- Training by the firm's managers, technical persons, peers, etc.

## Workers Type B received by firm's dedicated trainers (m\_4\_06b\_2)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 420
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training.  
- Training by the firm's dedicated trainers

## Workers Type B received training on the premises by external (m\_4\_06b\_3)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 420
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training.  
- 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 420
Width: 1	
Decimals: 0	
Range: 1-2	

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training.  
- How much did your establishment spend on outside training providers when training ON your premises?

## Other specify (m\_4\_06b\_4x)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 2
Format: character	Invalid: 0
Width: 19	

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training.  
- Other

## Percentage of Type A workers who received training by the fi (m\_4\_07a\_1p)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 94
Format: numeric	Invalid: 406
Width: 6	Minimum: 10
Decimals: 0	Maximum: 888997
Range: 10-888997	

### Literal question

## Percentage of Type A workers who received training by the fi (m\_4\_07a\_1p)

File: KOS\_Final ES Data

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)

- Training by the firm's managers, technical persons, peers, etc.

## Percentage of Type A workers who received training by the fi (m\_4\_07a\_2p)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 66
Format: numeric	Invalid: 434
Width: 3	Minimum: 10
Decimals: 0	Maximum: 100
Range: 10-100	

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)

- Training by the firm's dedicated trainers

## Percentage of Type A workers who received training by extern (m\_4\_07a\_3p)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 54
Format: numeric	Invalid: 446
Width: 3	Minimum: 10
Decimals: 0	Maximum: 100
Range: 10-100	

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)

- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

## Percentage of Type A workers who received other types of tra (m\_4\_07a\_4p)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 3
Format: numeric	Invalid: 497
Width: 2	Minimum: 40
Decimals: 0	Maximum: 80
Range: 40-80	

### Literal question

## Percentage of Type A workers who received other types of tra (m\_4\_07a\_4p)

File: KOS\_Final ES Data

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)

- Other

## Other specify (m\_4\_07a\_4x)

File: KOS\_Final ES Data

### Overview

Type: Discrete

Format: character

Width: 19

Valid cases: 4

Invalid: 0

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)

- Other (specify \_\_\_\_\_)

## Avg days Type A workers received training by the firms manag (m\_4\_07a\_1b)

File: KOS\_Final ES Data

### Overview

Type: Continuous

Format: numeric

Width: 3

Decimals: 0

Range: 1-100

Valid cases: 94

Invalid: 406

Minimum: 1

Maximum: 100

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days)

- Training by the firm's managers, technical persons, peers, etc.

## Avg days Type A workers received training by the firms dedic (m\_4\_07a\_2b)

File: KOS\_Final ES Data

### Overview

Type: Continuous

Format: numeric

Width: 2

Decimals: 0

Range: 1-30

Valid cases: 66

Invalid: 434

Minimum: 1

Maximum: 30

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days)

- Training by the firm's dedicated trainers

## Avg days Type A workers received training by external trainee (m\_4\_07a\_3b)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 54
Format: numeric	Invalid: 446
Width: 2	Minimum: 1
Decimals: 0	Maximum: 90
Range: 1-90	

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days)

- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

## Avg days Type A workers received other types of training on (m\_4\_07a\_4b)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 3
Format: numeric	Invalid: 497
Width: 2	Minimum: 5
Decimals: 0	Maximum: 60
Range: 5-60	

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days)

- Other

## Other specify (m\_4\_07a\_4bx)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 3
Format: character	Invalid: 0
Width: 19	

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days)

- Other (specify \_\_\_\_\_)

## Percentage of Type B workers who received training by the fi (m\_4\_07bp\_1)

File: KOS\_Final ES Data

### Overview

## Percentage of Type B workers who received training by the fi (m\_4\_07bp\_1)

File: KOS\_Final ES Data

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 5-888997

Valid cases: 63  
Invalid: 437  
Minimum: 5  
Maximum: 888997

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)

- Training by the firm's managers, technical persons, peers, etc.

## Percentage of Type B workers who received training by the fi (m\_4\_07bp\_2)

File: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: 5-100

Valid cases: 40  
Invalid: 460  
Minimum: 5  
Maximum: 100

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)

- Training by the firm's dedicated trainers

## Percentage of Type B workers who received training by extern (m\_4\_07bp\_3)

File: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: 2-100

Valid cases: 34  
Invalid: 466  
Minimum: 2  
Maximum: 100

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)

- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

## Percentage of Type B workers who received other types of tra (m\_4\_07bp\_4)

File: KOS\_Final ES Data

### Overview

## Percentage of Type B workers who received other types of tra (m\_4\_07bp\_4)

File: KOS\_Final ES Data

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: 60-80

Valid cases: 2  
Invalid: 498

### Literal question

For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)

- Other

## Other specify (m\_4\_07b\_4x)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 19

Valid cases: 2  
Invalid: 0

### Literal question

For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (%)

- Other (specify \_\_\_\_\_)

## Avg days Type B workers received training by the firms manag (m\_4\_07bb\_1)

File: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 1-888997

Valid cases: 63  
Invalid: 437  
Minimum: 1  
Maximum: 888997

### Literal question

For the 'yesses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days)

- Training by the firm's managers, technical persons, peers, etc.

## Avg days Type B workers received training by the firms dedic (m\_4\_07bb\_2)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: 1-21

Valid cases: 40  
Invalid: 460

### Literal question

## Avg days Type B workers received training by the firms dedic (m\_4\_07bb\_2)

File: KOS\_Final ES Data

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days)

- Training by the firm's dedicated trainers

## Avg days Type B workers received training by external trainee (m\_4\_07bb\_3)

File: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 1-888997

Valid cases: 34  
Invalid: 466  
Minimum: 1  
Maximum: 888997

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days)

- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

## Avg days Type B workers received other types of training on (m\_4\_07bb\_4)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: 5-20

Valid cases: 2  
Invalid: 498

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days)

- Other

## Other specify (m\_4\_07b\_4bx)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 19

Valid cases: 2  
Invalid: 0

### Literal question

For the 'yeses' above in Q 4.06, provide the percentage of employees that received training on the firm's premises and the average number of days a trainee received training. (Days)

- Other (specify \_\_\_\_\_)

## Content of longest training Type A workers received on the p (m\_4\_08a)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 122
Format: numeric	Invalid: 378
Width: 1	
Decimals: 0	
Range: 1-6	

### Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received? SINGLE RESPONSE

## Other content for training on the premises (Type A) (m\_4\_08ax1)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 2
Format: character	Invalid: 0
Width: 26	

### Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received? SINGLE RESPONSE  
OTHER [Specify \_\_\_\_\_]

## Content of longest training Type B workers received on the p (m\_4\_08b)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 80
Format: numeric	Invalid: 420
Width: 1	
Decimals: 0	
Range: 1-6	

### Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received? SINGLE RESPONSE

## Other content for training on the premises (Type B) (m\_4\_08bx1)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 1
Format: character	Invalid: 0
Width: 19	

### Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received? SINGLE RESPONSE  
OTHER [Specify \_\_\_\_\_]

## Duration of longest training (Type A) (m\_4\_09a)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 122
Format: numeric	Invalid: 378
Width: 3	Minimum: 1
Decimals: 0	Maximum: 100
Range: 1-100	

**Literal question**

What was the duration in days of that longest training? TYPE A TYPE B

**Interviewer instructions**

[If less than 1 day write '1']

## Duration of longest training (Type B) (m\_4\_09b)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 80
Format: numeric	Invalid: 420
Width: 6	Minimum: 1
Decimals: 0	Maximum: 888997
Range: 1-888997	

**Literal question**

What was the duration in days of that longest training? TYPE A TYPE B

**Interviewer instructions**

[If less than 1 day write '1']

## Among spent on training on the premises (Type A) (m\_4\_010a)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 122
Format: numeric	Invalid: 378
Width: 6	Minimum: 0
Decimals: 0	Maximum: 888997
Range: 0-888997	

**Literal question**

How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE \_] employees?

**Interviewer instructions**

IF DID NOT SPEND ANYTHING, WRITE '0'

## Among spent on training on the premises (Type B) (m\_4\_010b)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 80
Format: numeric	Invalid: 420
Width: 6	Minimum: 0
Decimals: 0	Maximum: 888997
Range: 0-888997	

## Amongst spent on training on the premises (Type B) (m\_4\_010b)

File: KOS\_Final ES Data

### Literal question

How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE \_] employees?

### Interviewer instructions

IF DID NOT SPEND ANYTHING, WRITE '0'

## Did Type A workers receive training outside the premises?

(m\_4\_011a)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

Did the [OCCUPATION TYPE \_] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law]

### Post question

2 >>4.15  
9 >>4.15

## Did Type B workers receive training outside the premises?

(m\_4\_011b)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 490  
Invalid: 10

### Literal question

Did the [OCCUPATION TYPE \_] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law]

### Post question

2 >>4.15  
9 >>4.15

## Workers Type A received training through public providers

(m\_4\_012a\_1)

File: KOS\_Final ES Data

### Overview

## Workers Type A received training through public providers (m\_4\_012a\_1)

File: KOS\_Final ES Data

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

Valid cases: 86  
Invalid: 414

### Pre question

.

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training  
- Through public training providers

## Workers Type A received training through private providers (m\_4\_012a\_2)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 86  
Invalid: 414

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training  
- Through private training providers

## Workers Type A received training through equipment suppliers (m\_4\_012a\_3)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 86  
Invalid: 414

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training)  
- Through equipment suppliers (for example, a company selling computers providing training on software)

## Workers Type A received training through NGOs or internation (m\_4\_012a\_4)

File: KOS\_Final ES Data

### Overview

## Workers Type A received training through NGOs or internation (m\_4\_012a\_4)

File: KOS\_Final ES Data

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

Valid cases: 86  
Invalid: 414

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training  
- NGOs or international organizations

## Other type of training for workers Type A outside the premis (m\_4\_012a\_5)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 86  
Invalid: 414

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training  
- Other

## Other Specify (m\_4\_012a\_5x)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 15

Valid cases: 3  
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: KOS\_Final ES Data

### Overview

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

Valid cases: 29  
Invalid: 471

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training  
- Through public training providers

## Workers Type B received training through private providers (m\_4\_012b\_2)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 29  
Invalid: 471

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training  
- Through private training providers

## Workers Type B received training through equipment suppliers (m\_4\_012b\_3)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 29  
Invalid: 471

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training  
- Through equipment suppliers (for example, a company selling computers providing training on software)

## Workers Type B received training through NGOs or internation (m\_4\_012b\_4)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 29  
Invalid: 471

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training  
- NGOs or international organizations

## Other type of training for workers Type B outside the premis (m\_4\_012b\_5)

File: KOS\_Final ES Data

### Overview

## Other type of training for workers Type B outside the premises (m\_4\_012b\_5)

File: KOS\_Final ES Data

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

Valid cases: 29  
Invalid: 471

### Literal question

For each training option below, Indicate if the [OCCUPATION TYPE\_] employees received this training  
- Other

## Other Specify (m\_4\_012b\_5x)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 14

Valid cases: 1  
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 (m\_4\_013ap\_1)

File: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: 10-100

Valid cases: 25  
Invalid: 475  
Minimum: 10  
Maximum: 100

### Literal question

For the 'yesses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training:  
- Through public training providers

## Percentage of Type A workers who received training by private (m\_4\_013ap\_2)

File: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 3  
Decimals: 0  
Range: 5-100

Valid cases: 59  
Invalid: 441  
Minimum: 5  
Maximum: 100

### Literal question

## Percentage of Type A workers who received training by privat (m\_4\_013ap\_2)

File: KOS\_Final ES Data

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training:

- Through private training providers

## Percentage of Type A workers who received training by equipm (m\_4\_013ap\_3)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 24
Format: numeric	Invalid: 476
Width: 3	Minimum: 5
Decimals: 0	Maximum: 100
Range: 5-100	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training:

- Through equipment suppliers (for example, a company selling computers providing training on software)

## Percentage of Type A workers who received training by NGOs, (m\_4\_013ap\_4)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 24
Format: numeric	Invalid: 476
Width: 3	Minimum: 10
Decimals: 0	Maximum: 100
Range: 10-100	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training:

- NGOs or international organizations

## Percentage of Type A workers who received other types of tra (m\_4\_013ap\_5)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 3
Format: numeric	Invalid: 497
Width: 3	Minimum: 30
Decimals: 0	Maximum: 100
Range: 30-100	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training:

- Other

## Avg days Type A workers received training by public training (m\_4\_013ab\_1)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 25
Format: numeric	Invalid: 475
Width: 2	Minimum: 1
Decimals: 0	Maximum: 30
Range: 1-30	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training:

- Through public training providers

## Avg days Type A workers received training by private trainin (m\_4\_013ab\_2)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 59
Format: numeric	Invalid: 441
Width: 6	Minimum: 1
Decimals: 0	Maximum: 888997
Range: 1-888997	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)

- Through private training providers

## Avg days Type A workers received training by equipment suppl (m\_4\_013ab\_3)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 24
Format: numeric	Invalid: 476
Width: 2	Minimum: 1
Decimals: 0	Maximum: 60
Range: 1-60	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)

- Through equipment suppliers (for example, a company selling computers providing training on software)

## Avg days Type A workers received training by NGOs, etc (m\_4\_013ab\_4)

File: KOS\_Final ES Data

### Overview

## Avg days Type A workers received training by NGOs, etc (m\_4\_013ab\_4)

File: KOS\_Final ES Data

Type: Continuous	Valid cases: 24
Format: numeric	Invalid: 476
Width: 2	Minimum: 1
Decimals: 0	Maximum: 90
Range: 1-90	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)  
- NGOs or international organizations

## Avg days Type A workers received other types of training out (m\_4\_013ab\_5)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 3
Format: numeric	Invalid: 497
Width: 2	Minimum: 2
Decimals: 0	Maximum: 30
Range: 2-30	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)  
- Other

## Percentage of Type B workers who received training by public (m\_4\_013bp\_1)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 13
Format: numeric	Invalid: 487
Width: 3	Minimum: 5
Decimals: 0	Maximum: 100
Range: 5-100	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)  
- Through public training providers

## Percentage of Type B workers who received training by privat (m\_4\_013bp\_2)

File: KOS\_Final ES Data

### Overview

## Percentage of Type B workers who received training by privat (m\_4\_013bp\_2)

File: KOS\_Final ES Data

Type: Continuous	Valid cases: 17
Format: numeric	Invalid: 483
Width: 3	Minimum: 5
Decimals: 0	Maximum: 100
Range: 5-100	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)

- Through private training providers

## Percentage of Type B workers who received training by equipm (m\_4\_013bp\_3)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 12
Format: numeric	Invalid: 488
Width: 3	Minimum: 5
Decimals: 0	Maximum: 100
Range: 5-100	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)

- Through equipment suppliers (for example, a company selling computers providing training on software)

## Percentage of Type B workers who received training by NGOs, (m\_4\_013bp\_4)

File: KOS\_Final ES Data

### Overview

Type: Continuous	Valid cases: 7
Format: numeric	Invalid: 493
Width: 3	Minimum: 5
Decimals: 0	Maximum: 100
Range: 5-100	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)

- NGOs or international organizations

## Percentage of Type B workers who received other types of tra (m\_4\_013bp\_5)

File: KOS\_Final ES Data

### Overview

## Percentage of Type B workers who received other types of tra (m\_4\_013bp\_5)

File: KOS\_Final ES Data

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

Valid cases: 1  
Invalid: 499

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)

- Other

## Avg days Type B workers received training by public training (m\_4\_013bb\_1)

File: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 2  
Decimals: 0  
Range: 1-30

Valid cases: 13  
Invalid: 487  
Minimum: 1  
Maximum: 30

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)

- Through public training providers

## Avg days Type B workers received training by private trainin (m\_4\_013bb\_2)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 2  
Decimals: 0  
Range: 1-17

Valid cases: 17  
Invalid: 483

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)

- Through private training providers

## Avg days Type B workers received training by equipment suppl (m\_4\_013bb\_3)

File: KOS\_Final ES Data

### Overview

## Avg days Type B workers received training by equipment suppl (m\_4\_013bb\_3)

File: KOS\_Final ES Data

Type: Continuous	Valid cases: 12
Format: numeric	Invalid: 488
Width: 2	Minimum: 1
Decimals: 0	Maximum: 30
Range: 1-30	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)  
- Through equipment suppliers (for example, a company selling computers providing training on software)

## Avg days Type B workers received training by NGOs, etc (m\_4\_013bb\_4)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 7
Format: numeric	Invalid: 493
Width: 2	
Decimals: 0	
Range: 1-10	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)  
- NGOs or international organizations

## Avg days Type B workers received other types of training out (m\_4\_013bb\_5)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 1
Format: numeric	Invalid: 499
Width: 2	
Decimals: 0	
Range: 14-14	

### Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE ] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)  
- Other

## Amout paid to providers for outside training for Type A work (m\_4\_014a)

File: KOS\_Final ES Data

### Overview

## Amount paid to providers for outside training for Type A work (m\_4\_014a)

File: KOS\_Final ES Data

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 0-888997

Valid cases: 86  
Invalid: 414  
Minimum: 0  
Maximum: 888997

### Literal question

How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE \_] employees?

### Interviewer instructions

IF DID NOT SPEND ANYTHING, WRITE '0'

## Amount paid to providers for outside training for Type B work (m\_4\_014b)

File: KOS\_Final ES Data

### Overview

Type: Continuous  
Format: numeric  
Width: 6  
Decimals: 0  
Range: 0-888997

Valid cases: 29  
Invalid: 471  
Minimum: 0  
Maximum: 888997

### Literal question

How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE \_] employees?

## Response to training questions (Type A) (m\_4\_015a)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 494  
Invalid: 6

### Literal question

INTERVIEWER: LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE ]?

### Post question

2 >>4.01 TO BEGIN OCCUPATION TYPE B, OR IF FINISHED  
TYPE B >>4.17

## Response to training questions (Type B) (m\_4\_015b)

File: KOS\_Final ES Data

### Overview

## Response to training questions (Type B) (m\_4\_015b)

### File: KOS\_Final ES Data

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

Valid cases: 490  
Invalid: 10

#### Literal question

INTERVIEWER: LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE ]?

#### Post question

2 >>4.01 TO BEGIN OCCUPATION TYPE B, OR IF FINISHED  
TYPE B >>4.17

## Which gender received more training last year? (Type A) (m\_4\_016a)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 197  
Invalid: 303

#### Literal question

Thinking of the [OCCUPATION TYPE \_] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training, or did they have approximately equal training?

## Which gender received more training last year? (Type B) (m\_4\_016b)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 117  
Invalid: 383

#### Literal question

Thinking of the [OCCUPATION TYPE \_] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training, or did they have approximately equal training?

#### Interviewer instructions

IF YOU HAVE FINISHED ASKING QUESTIONS FOR Occupation Type A, GO BACK TO QUESTION 4.01 TO ASK THE QUESTIONS 4.01-4.16 FOR Occupation Type B.

## Education system - meets skill needs (m\_4\_017\_1)

### File: KOS\_Final ES Data

#### Overview

## Education system - meets skill needs (m\_4\_017\_1)

### File: KOS\_Final ES Data

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

Valid cases: 500  
Invalid: 0

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.  
- Meets the skill needs of your business adequately (Public general education)

## Education system - produces people with important skills

### (m\_4\_017\_2)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
Invalid: 0

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.  
- Produces people with the skills you ranked as important (Public general education)

## Education system - produces people with up-to-date knowledge

### (m\_4\_017\_3)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
Invalid: 0

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.  
- Produces people with the up-to-date knowledge of methods, materials and technology (Public general education)

## Education system - produces people with practical experience

### (m\_4\_017\_4)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
Invalid: 0

## Education system - produces people with practical experience

(m\_4\_017\_4)

File: KOS\_Final ES Data

### Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.  
- Produces people with practical experiences that can be applied to their work (Public general education)

## Education system - produces people with personal skills

(m\_4\_017\_5)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.  
- Produces people with personal skills like time-management, reliability, ability to work with others, etc.(Public general education)

## Does the workplace have any experience recruiting from the t

(m\_4\_018)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### Literal question

Does the workplace have any experience recruiting from the training system (including TVET, technical schools and institutions, etc) of the country?

### Post question

2 >> 4.20

## Training system - meets skill needs (m\_4\_019\_1)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 113  
Invalid: 387

### Literal question

## Training system - meets skill needs (m\_4\_019\_1)

### File: KOS\_Final ES Data

In your opinion, do you agree or disagree with the following statements describing the training system [IN COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.

- Meets the skill needs of your business adequately (Training system)

## Training system - produces people with important skills (m\_4\_019\_2)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 113  
Invalid: 387

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system [IN COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.

- Produces people with the skills you ranked as important (Training system)

## Training system - produces people with up-to-date knowledge (m\_4\_019\_3)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 113  
Invalid: 387

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system [IN COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.

- Produces people with the up-to-date knowledge of methods, materials and technology (Training system)

## Training system - produces people with practical experience (m\_4\_019\_4)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 113  
Invalid: 387

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system [IN COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.

- Produces people with practical experiences that can be applied to their work (Training system)

## Training sytem - produces people with personal skills (m\_4\_019\_5)

### File: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 113
Format: numeric	Invalid: 387
Width: 1	
Decimals: 0	
Range: 1-5	

#### Literal question

In your opinion, do you agree or disagree with the following statements describing the training system [IN COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.

- 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

#### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?  
- Continuing in the face of challenging situations at work

## Easily adapting to new tasks or changes in the workplace (m\_4\_021\_10)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-3	

### Literal question

## Easily adapting to new tasks or changes in the workplace (m\_4\_021\_10)

File: KOS\_Final ES Data

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: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### 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: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### 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: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### Literal question

How would you describe the financial performance of your company in the last fiscal year?

### Interviewer instructions

SINGLE REPOSE SHOW CARD #11

## Growth prospect for the coming 3 years (m\_5\_02)

File: KOS\_Final ES Data

## Growth prospect for the coming 3 years (m\_5\_02)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### Literal question

How would you describe the growth prospects for your company in the coming three years?

### Interviewer instructions

SINGLE RESPONSE SHOW CARD #12

## Main buyer of products or services (m\_5\_03)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### Literal question

Who is the main buyer of your products or services?

### Interviewer instructions

SINGLE RESPONSE

## Other Specify (m\_5\_03x1)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 24

Valid cases: 5  
Invalid: 0

### Literal question

Who is the main buyer of your products or services?

### Post question

Other (specify \_\_\_\_\_)

## Does your company have business contacts with entities in ot (m\_5\_04)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### Literal question

Does your company have business contacts with entities in other countries?  
(m\_5\_04)

File: KOS\_Final ES Data

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: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
Invalid: 0

#### 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: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
Invalid: 0

#### 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: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
Invalid: 0

#### 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 mana (m\_5\_05\_4)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

### Literal question

## Constraint - Telecommunications/Transportation (m\_5\_07\_2)

### File: KOS\_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?

- Telecommunication, Transportation

## Constraint - Access to land (m\_5\_07\_3)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
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 Land

## Constraint - Tax Rates (m\_5\_07\_4)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
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?

- Tax rates, Tax administration

## Constraint - Customs and Trade Regulations (m\_5\_07\_5)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
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?

- Customs and Trade Regulations

## Constraint - Business Licensing (m\_5\_07\_6)

### File: KOS\_Final ES Data

## Constraint - Business Licensing (m\_5\_07\_6)

File: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 1-9	

### Literal question

## Constraint - Corruption, etc (m\_5\_07\_9)

### File: KOS\_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?

- Corruption; Crime, theft and disorder

## Constraint - Informal practices (m\_5\_07\_10)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
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?

- Anti-competitive or informal practices; Legal system/ conflict resolution

## Constraint - Labor Factors (m\_5\_07\_11)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
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 Factors (for example, availability of labour, labour laws, high turnover, training, wage levels, etc.)

## Labor Factors - Employment protection legislation (m\_5\_08\_1)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
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?

- Employment protection legislation/ labour code laws

#### Interviewer instructions

INTERVIEWER - SHOW CARD # 13

## Labor Factors - Availability of labor (m\_5\_08\_2)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
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

#### Interviewer instructions

INTERVIEWER - SHOW CARD # 13

## Labor Factors - General education of workers (m\_5\_08\_3)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
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

#### Interviewer instructions

INTERVIEWER - SHOW CARD # 13

## Labor Factors - Technical/vocational training of workers (m\_5\_08\_4)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
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

#### Interviewer instructions

INTERVIEWER - SHOW CARD # 13

## Labor Factors - Finding workers with prior experience (m\_5\_08\_5)

### File: KOS\_Final ES Data

## Labor Factors - Finding workers with prior experience (m\_5\_08\_5)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
 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

#### Interviewer instructions

INTERVIEWER - SHOW CARD # 13

## Labor Factors - High turnover (m\_5\_08\_6)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
 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

#### Interviewer instructions

INTERVIEWER - SHOW CARD # 13

## Labor Factors - Payroll taxes and social security contributi (m\_5\_08\_7)

### File: KOS\_Final ES Data

#### Overview

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

Valid cases: 500  
 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

#### Interviewer instructions

INTERVIEWER - SHOW CARD # 13

## Labor Factors - Overall wage level (m\_5\_08\_8)

### File: KOS\_Final ES Data

## Labor Factors - Overall wage level (m\_5\_08\_8)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
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?

- Overall wage level

### Interviewer instructions

INTERVIEWER - SHOW CARD # 13

## Does your workplace have a personnel department? (m\_5\_09)

File: KOS\_Final ES Data

### Overview

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

Valid cases: 500  
Invalid: 0

### Literal question

Does your establishment have a personnel department (H/R DEPARTMENT)?

## Position of respondent (m\_5\_10\_2)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: character  
Width: 1

Valid cases: 0  
Invalid: 0

### Literal question

Finally, we have a few questions about the recent results at your firm. All information that you give in this survey is completely confidential. If necessary, these may be answered by the accounting/finance department:

- Position

## Date of the year ending (2013) (m\_5\_11\_2\_3\_1)

File: KOS\_Final ES Data

### Overview

Type: Discrete  
Format: numeric  
Width: 8  
Decimals: 0  
Range: 31122013-31122013

Valid cases: 500  
Invalid: 0

### Literal question

Please tell us the following for the two most recent year-end reports for this firm: (2013)

- Month of the year ending

## Financial year end date (2013) (m\_5\_11\_2\_3\_2)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 500
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: (2013)  
- Average number of employees in the year

## Wage bill (2013) (m\_5\_11\_2\_3\_3)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 9	Minimum: 1500
Decimals: 0	Maximum: 146771130
Range: 1500-146771130	

**Literal question**

Please tell us the following for the two most recent year-end reports for this firm: (2013)  
- Wage bill and compensation fund for workers

## Sales (2013) (m\_5\_11\_2\_3\_4)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 9	Minimum: 97
Decimals: 0	Maximum: 674017311
Range: 97-674017311	

**Literal question**

Please tell us the following for the two most recent year-end reports for this firm: (2013)  
- Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs

## Average number of employees in the year (2014) (m\_5\_11\_2\_3\_5)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 10	Minimum: 2000
Decimals: 0	Maximum: 1022626383
Range: 2000-1022626383	

**Literal question**

Please tell us the following for the two most recent year-end reports for this firm: (2014)  
- Sales

## Date of the year ending (2013) (m\_5\_11\_2\_4\_1)

File: KOS\_Final ES Data

**Overview**

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 8	
Decimals: 0	
Range: 31122014-31122014	

**Literal question**

Please tell us the following for the two most recent year-end reports for this firm: (2013)

- Month of the year ending

## Average number of employees in the year (2013) (m\_5\_11\_2\_4\_2)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 500
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: (2013)

- Average number of employees in the year

## Operating expenses (2013) (m\_5\_11\_2\_4\_3)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 9	Minimum: 1700
Decimals: 0	Maximum: 146892080
Range: 1700-146892080	

**Literal question**

Please tell us the following for the two most recent year-end reports for this firm: (2013)

- Wage bill and compensation fund for workers

## Financial year end date (2014) (m\_5\_11\_2\_4\_4)

File: KOS\_Final ES Data

**Overview**

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 9	Minimum: 0
Decimals: 0	Maximum: 559460355
Range: 0-559460355	

**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

## Wage bill (2014) (m\_5\_11\_2\_4\_5)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 9	Minimum: 1200
Decimals: 0	Maximum: 672910464
Range: 1200-672910464	

#### Literal question

Please tell us the following for the two most recent year-end reports for this firm: (2014)  
- Sales

## Percentage of permanent workers with pension contribution (m\_5\_13)

### File: KOS\_Final ES Data

#### Overview

Type: Continuous	Valid cases: 500
Format: numeric	Invalid: 0
Width: 6	Minimum: 30
Decimals: 0	Maximum: 888998
Range: 30-888998	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

#### 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: KOS\_Final ES Data

#### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

#### Literal question

What is your impression of how serious and candid the respondent was when answering questions?

## How serious was the respondent when answering? (m\_6\_02)

File: KOS\_Final ES Data

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

### 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: KOS\_Final ES Data

### Overview

Type: Discrete	Valid cases: 500
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

### 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: KOS\_Final ES Data

### Overview

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

## Sector (Sector)

File: KOS\_Final ES Data

## Sector (Sector)

File: KOS\_Final ES Data

### Overview

Type: Discrete

Format: character

Width: 1

Valid cases: 0

Invalid: 0

## County (County)

File: KOS\_Final ES Data

### Overview

Type: Discrete

Format: character

Width: 1

Valid cases: 0

Invalid: 0

## Region (Region)

File: KOS\_Final ES Data

### Overview

Type: Discrete

Format: character

Width: 1

Valid cases: 0

Invalid: 0

## Size (Size)

File: KOS\_Final ES Data

### Overview

Type: Discrete

Format: character

Width: 1

Valid cases: 0

Invalid: 0

## Country (Country)

File: KOS\_Final ES Data

### Overview

Type: Discrete

Format: character

Width: 6

Valid cases: 500

Invalid: 0

## Related Materials

### Questionnaires

#### Kosovo STEP Skills Measurement Employer Survey 2015-2016: Questionnaire

---

Title Kosovo STEP Skills Measurement Employer Survey 2015-2016: Questionnaire  
 Language English  
 Filename Kosovo STEP Employer Survey 2015.pdf

---

### Technical documents

#### Sampling and Weighting Methodology for Kosovo STEP Employer Survey

---

Title Sampling and Weighting Methodology for Kosovo STEP Employer Survey  
 Author(s) David J. Megill  
 Date 2016-04-01  
 Language English  
 Filename Kosovo Employer Survey Weighting Procedure.pdf

---

#### STEP Skills Measurement Employer Survey: Interviewer's Manual

---

Title STEP Skills Measurement Employer Survey: Interviewer's Manual  
 Date 2012-09-22  
 Language English  
 Filename STEP Employer Survey Interviewer Manual.pdf

---

#### Employer Survey Design Planning Report

---

Title Employer Survey Design Planning Report  
 Date 2015-10-15  
 Language English  
 Filename Kosovo Employer Survey Design Planning Report (ESDPR).pdf

---

#### STEP Skills Measurement Survey of Employers: Implementation Manual

---

Title STEP Skills Measurement Survey of Employers: Implementation Manual  
 Date 2011-06-01  
 Language English  
 Filename Implementation Manual - STEP Employer Survey.pdf

---

#### STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills

---

Title STEP Skills Measurement Surveys: Innovative Tools for Assessing Skills  
 Author(s) Gaëlle Pierre, Maria Laura Sanchez Puerta, Alexandria Valerio, Tania Rajadel (World Bank)  
 Date 2014-07-09  
 Language English

Filename STEP\_Methodology Note.pdf

---