

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

World Bank

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Sampling

Sampling Procedure

The sampling objective of the survey was to obtain interviews from 1000 non-government enterprise workplaces in the capital and urban regions of Serbia. 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 Serbian Business Register Agency from 2013 served as the sampling frame.

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

Response Rate

An overall response rate of 48% was achieved in Serbia STEP Survey. Detailed distribution of responses by stratum can be found in the document Serbia 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 Serbia 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 Serbia 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 Serbia 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 Serbia 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 Serbia, the questionnaire was adapted to the Serbian context and published in English and Serbian. It has been provided as Related Material.

Data Collection

Data Collection Dates

Start	End	Cycle
2015-01-02	2016-03-15	N/A

Data Collection Mode

Face-to-face [f2f]

DATA COLLECTION NOTES

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

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

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

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

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

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

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

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

Non-response rates were high in Serbia in part due to refusals because the relevant respondents were not available to schedule the interviews.

7) Interviews lasted between 60 and 70 minutes.

Data Collectors

Name	Abbreviation	Affiliation
IPSOS Strategic Marketing		

SUPERVISION

The data collection team consisted of two teams with a total of 91 interviewers and supervisors, and 7 regional coordinators. The supervisors were responsible for reporting to the Fieldwork Manager. Each interviewer reported to a supervisor. Regional

coordinators were recruited from the regional Ipsos offices and provided all logistic and technical support during fieldwork.

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, 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 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 Serbia Employer Survey Design Planning Report (ESDPR) available as Related Material. In most countries, data entry took place at the survey firm's headquarters.

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

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

SER_Final ES Data

Content	STEP Serbia 2015 - 2016 (Wave 3). This file provides data from Module 1 to Module 6
Cases	1039
Variable(s)	650
Structure	Type: Keys: ()
Version	
Producer	
Missing Data	

Variables

ID	Name	Label	Type	Format	Question
V2443	id	Firm Number	contin	numeric	
V2444	pilot	pilot	discrete	numeric	
V2445	sp	sampling point	discrete	numeric	
V2446	gender1	gender 1	discrete	numeric	
V2447	age1	age group1	discrete	numeric	
V2448	mod1	module 1	discrete	character	
V2449	gender2	gender 2	discrete	numeric	
V2450	age2	age group 2	discrete	numeric	
V2451	mod2	module 2	discrete	character	
V2452	gender3	gender 3	discrete	numeric	
V2453	age3	age group 3	discrete	numeric	
V2454	mod3	module 3	discrete	character	
V2455	mod1_01	what is your job title (main responsibility)?	discrete	numeric	What is your job title (main responsibility)?
V2456	mod1_01x1	what is your job title (main responsibility)? - other, please specify	discrete	character	What is your job title (main responsibility)? Other (Please specify__)
V2457	mod1_02	is your workplace part of a larger company/firm?	discrete	numeric	Is this establishment part of a larger firm?
V2458	mod1_03	in what year did the company/firm begin operations in this country?	discrete	numeric	In what year did the parent establishment begin operations in [Country]?
V2459	mod1_04	what year did your workplace begin operations in serbia?	discrete	numeric	What year did your workplace begin operations in [COUNTRY]?
V2460	mod1_05	what is the legal status of this workplace?	discrete	numeric	What is the legal status of this workplace?
V2461	mod1_05x1	what is the legal status of this workplace - other, please specify ?	discrete	character	What is the legal status of this workplace? Other (specify_____)
V2462	mod1_06	which of the following describes the largest shareholders in your firm?	discrete	numeric	Which of the following describes the largest shareholders in your firm?

ID	Name	Label	Type	Format	Question
V2463	mod1_07	use the following list to identify the broad sector of your economic activity	discrete	numeric	Use the following list to identify the broad sector of your economic activity
V2464	mod1_08_1	permanent workers - total	discrete	numeric	How many workers (including yourself) does your workplace currently employ? (TOTAL) - Permanent Workers (Including full-time and part-time)
V2465	mod1_08_2	permanent workers - men	discrete	numeric	How many workers (including yourself) does your workplace currently employ? (Men) - Permanent Workers (Including full-time and part-time)
V2466	mod1_08_3	permanent workers - women	discrete	numeric	How many workers (including yourself) does your workplace currently employ? (Women) - Permanent Workers (Including full-time and part-time)
V2467	mod1_08b_1	temporary workers - total	discrete	numeric	How many workers (including yourself) does your workplace currently employ? (TOTAL) - Temporary Workers (including Casual Workers)
V2468	mod1_08b_2	temporary workers - men	discrete	numeric	How many workers (including yourself) does your workplace currently employ? (Men) - Temporary Workers (including Casual Workers)
V2469	mod1_08b_3	temporary workers - women	discrete	numeric	How many workers (including yourself) does your workplace currently employ? (Women) - Temporary Workers (including Casual Workers)
V2470	mod1_09r	do you have any managers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Managers
V2471	mod1_10r	how many current managers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Managers
V2472	mod1_11r	how many managers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Managers
V2473	mod1_12r	how many total managers do you expect to have in 12 months time? (including pres	discrete	numeric	How many workers do you expect to have in each category in 12 months time (including present workers) - Managers
V2474	mod1_13r	what proportion of current managers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Managers
V2475	mod1_14r	what proportion of current managers have worked for less than one year for the w	discrete	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - Managers
V2476	mod1_15r	how many current managers are foreign?	discrete	numeric	How many current [POSITION] are foreign? - Managers
V2477	mod1_09s	do you have any professionals working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Professionals
V2478	mod1_10s	how many current professionals are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace - Professionals
V2479	mod1_11s	how many professionals did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Professionals
V2480	mod1_12s	how many total professionals do you expect to have in 12 months time? (including	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Professionals

ID	Name	Label	Type	Format	Question
V2481	mod1_13s	what proportion of current professionals are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Professionals
V2482	mod1_14s	what proportion of current professionals have worked for less than one year for	discrete	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - Professionals
V2483	mod1_15s	how many current professionals are foreign?	discrete	numeric	How many current [POSITION] are foreign? - Professionals
V2484	mod1_09t	do you have any technicians and associate professionals working in your workplace	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Technicians and associate professionals
V2485	mod1_10t	how many current technicians and associate professionals are there in the workplace	discrete	numeric	How many current [OCCUPATION] are there in the workplace - Technicians and associate professionals
V2486	mod1_11t	how many technicians and associate professionals did the workplace have 12 months ago	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Technicians and associate professionals
V2487	mod1_12t	how many total technicians and associate professionals do you expect to have in 12 months time?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Technicians and associate professionals
V2488	mod1_13t	what proportion of current technicians and associate professionals are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Technicians and associate professionals
V2489	mod1_14t	what proportion of current technicians and associate professionals have worked for less than one year for the workplace?	discrete	numeric	What proportion of current [OCCUPATION] have worked for less than one year for the workplace? - Technicians and associate professionals
V2490	mod1_15t	how many current technicians and associate professionals are foreign?	discrete	numeric	How many current [POSITION] are foreign? - Technicians and associate professionals
V2491	mod1_16s	do you have any clerical support workers working in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Clerical and support workers
V2492	mod1_17s	how many current clerical support workers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Clerical and support workers
V2493	mod1_18s	how many clerical support workers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Clerical and support workers
V2494	mod1_19s	how many total clerical support workers do you expect to have in 12 months time?	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Clerical and support workers
V2495	mod1_20s	what proportion of current clerical support workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Clerical and support workers
V2496	mod1_21s	how many current clerical support workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Clerical and support workers

ID	Name	Label	Type	Format	Question
V2497	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
V2498	mod1_17u	how many current service workers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Service workers
V2499	mod1_18u	how many service workers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Service workers
V2500	mod1_19u	how many total service workers do you expect to have in 12 months time? (includi	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Service workers
V2501	mod1_20u	what proportion of current service workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Service workers
V2502	mod1_21u	how many current service workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Service workers
V2503	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
V2504	mod1_17t	how many current sales workers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Sales workers
V2505	mod1_18t	how many sales workers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Sales workers
V2506	mod1_19t	how many total sales workers do you expect to have in 12 months time? (including	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Sales workers
V2507	mod1_20t	what proportion of current sales workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Sales workers
V2508	mod1_21t	how many current sales workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Sales workers
V2509	mod1_16k	do you have any skilled agriculture, forestry and fishery workers working in you	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Skilled agricultural, forestry, and fishery workers
V2510	mod1_17k	how many current skilled agriculture, forestry and fishery workers are there in	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Skilled agricultural, forestry, and fishery workers
V2511	mod1_18k	how many skilled agriculture, forestry and fishery workers did the workplace hav	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Skilled agricultural, forestry, and fishery workers
V2512	mod1_19k	how many total skilled agriculture, forestry and fishery workers do you expect t	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Skilled agricultural, forestry, and fishery workers
V2513	mod1_20k	what proportion of current skilled agriculture, forestry and fishery workers are	discrete	numeric	What proportion of current [OCCUPATION] are female? - Skilled agricultural, forestry, and fishery workers

ID	Name	Label	Type	Format	Question
V2514	mod1_21k	how many current skilled agriculture, forestry and fishery workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Skilled agricultural, forestry, and fishery workers
V2515	mod1_16g	do you have any construction, crafts & related trades workers working in your wo	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Construction, Craft and related trades workers
V2516	mod1_17g	how many current construction, crafts & related trades workers are there in the	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Construction, Craft and related trades workers
V2517	mod1_18g	how many construction, crafts & related trades workers did the workplace have 12	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Construction, Craft and related trades workers
V2518	mod1_19g	how many total construction, crafts & related trades workers do you expect to ha	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Construction, Craft and related trades workers
V2519	mod1_20g	what proportion of current construction, crafts & related trades workers are fem	discrete	numeric	What proportion of current [OCCUPATION] are female? - Construction, Craft and related trades workers
V2520	mod1_21g	how many current construction, crafts & related trades workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign?n - Construction, Craft and related trades workers
V2521	mod1_16v	do you have any drivers, plant & machine operators & assemblers working in your	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Plant and machine operators, and assemblers, Drivers
V2522	mod1_17v	how many current drivers, plant & machine operators & assemblers are there in th	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Plant and machine operators, and assemblers, Drivers
V2523	mod1_18v	how many drivers, plant & machine operators & assemblers did the workplace have	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Plant and machine operators, and assemblers, Drivers
V2524	mod1_19v	how many total drivers, plant & machine operators & assemblers do you expect to	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers) - Plant and machine operators, and assemblers, Drivers
V2525	mod1_20v	what proportion of current drivers, plant & machine operators & assemblers are f	discrete	numeric	What proportion of current [OCCUPATION] are female? - Plant and machine operators, and assemblers, Drivers
V2526	mod1_21v	how many current drivers, plant & machine operators & assemblers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Plant and machine operators, and assemblers, Drivers
V2527	mod1_16j	do you have any elementary occupations workers in your workplace?	discrete	numeric	Do you have any [OCCUPATION] working in your workplace? - Elementary occupations
V2528	mod1_17j	how many current elementary occupations workers are there in the workplace?	discrete	numeric	How many current [OCCUPATION] are there in the workplace? - Elementary occupations

ID	Name	Label	Type	Format	Question
V2529	mod1_18j	how many elementary occupations workers did the workplace have 12 months ago?	discrete	numeric	How many [OCCUPATION] did the workplace have 12 months ago? - Elementary occupations
V2530	mod1_19j	how many total elementary occupations workers do you expect to have in 12 months	discrete	numeric	How many total [OCCUPATION] do you expect to have in 12 months time? (including present workers)) - Elementary occupations
V2531	mod1_20j	what proportion of current elementary occupations workers are female?	discrete	numeric	What proportion of current [OCCUPATION] are female? - Elementary occupations
V2532	mod1_21j	how many current elementary occupations workers are foreign?	discrete	numeric	How many current [OCCUPATION] are foreign? - Elementary occupations
V2533	total_zap_check	check of total number of employees	discrete	numeric	
V2534	mod1_22r	in the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Managers)
V2535	mod1_23r	did you receive female applicants when trying to hire managers?	discrete	numeric	Did you receive female applicants when trying to hire [OCCUPATION]? (Managers)
V2536	mod1_24_r1	did you encounter any of these problems when trying to hire managers? - there we	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - There were no or few applicants
V2537	mod1_24_r2	applicants lacked required skills	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Applicants lacked required skills
V2538	mod1_24_r3	applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Applicants expected wages higher than we can offer
V2539	mod1_24_r4	applicants did not like working conditions	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Applicants did not like working conditions
V2540	mod1_24_r5	applicants lacked required work experience	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Applicants lacked required work experience
V2541	mod1_24_r6a1	other	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Managers) - Other
V2542	mod1_24_r6a2	other, specify	discrete	character	Other specify_____)
V2543	mod1_24_r6b1	other	discrete	numeric	
V2544	mod1_24_r6b2	other, specify	discrete	character	Other specify_____)
V2545	mod1_24_r6c1	other	discrete	numeric	
V2546	mod1_24_r6c2	other, specify	discrete	character	Other specify_____)
V2547	mod1_22s	in the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Professionals)
V2548	mod1_23s	did you receive female applicants when trying to hire professionals?	discrete	numeric	Did you receive female applicants when trying to hire [OCCUPATION]? (Professionals)
V2549	mod1_24_s1	did you encounter any of these problems when trying to hire professionals? - the	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - There were no or few applicants

ID	Name	Label	Type	Format	Question
V2550	mod1_24_s2	applicants lacked required skills	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Applicants lacked required skills
V2551	mod1_24_s3	applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Applicants expected wages higher than we can offer
V2552	mod1_24_s4	applicants did not like working conditions	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Applicants did not like working conditions
V2553	mod1_24_s5	applicants lacked required work experience	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Applicants lacked required work experience
V2554	mod1_24_s6a1	other	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Other
V2555	mod1_24_s6a2	other, specify	discrete	character	Other specify_____)
V2556	mod1_24_s6b1	other	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Other
V2557	mod1_24_s6b2	other, specify	discrete	character	Other specify_____)
V2558	mod1_24_s6c1	other	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals) - Other
V2559	mod1_24_s6c2	other, specify	discrete	character	Other specify_____)
V2560	mod1_22t	in the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years (or since the firm began operations if less than 3 years) have you tried to hire any persons in these occupation types? (Technicians and associate professionals)
V2561	mod1_23t	did you receive female applicants when trying to hire technicians and associate	discrete	numeric	Did you receive female applicants when trying to hire [OCCUPATION]? (Technicians and associate professionals)
V2562	mod1_24_t1	did you encounter any of these problems when trying to hire technicians and asso	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
V2563	mod1_24_t2	applicants lacked required skills	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - Applicants lacked required skills
V2564	mod1_24_t3	applicants expected wages higher than we can offer	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
V2565	mod1_24_t4	applicants did not like working conditions	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
V2566	mod1_24_t5	applicants lacked required work experience	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - Applicants lacked required work experience
V2567	mod1_24_t6a1	other	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - Other
V2568	mod1_24_t6a2	other, specify	discrete	character	Other specify_____)
V2569	mod1_24_t6b1	other	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - Other
V2570	mod1_24_t6b2	other, specify	discrete	character	Other specify_____)

ID	Name	Label	Type	Format	Question
V2571	mod1_24_t6c1	other	discrete	numeric	Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Technicians and associate professionals) - Other
V2572	mod1_24_t6c2	other, specify	discrete	character	Other specify_____)
V2573	mod1_25s	in the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Clerical and support worker
V2574	mod1_26s	did you receive female applicants when trying to hire clerical support workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Clerical and support workers)
V2575	mod1_27_s1	did you encounter any of these problems when trying to hire clerical support wor	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - There were no or few applicants
V2576	mod1_27_s2	applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Applicants lacked required skills
V2577	mod1_27_s3	applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Applicants expected wages higher than we can offer
V2578	mod1_27_s4	applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Applicants did not like working conditions
V2579	mod1_27_s5	applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Applicants lacked required work experience
V2580	mod1_27_s6a1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Other
V2581	mod1_27_s6a2	other, specify	discrete	character	Other specify_____)
V2582	mod1_27_s6b1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Other
V2583	mod1_27_s6b2	other, specify	discrete	character	Other specify_____)
V2584	mod1_27_s6c1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Clerical and support workers) - Other
V2585	mod1_27_s6c2	other, specify	discrete	character	Other specify_____)
V2586	mod1_25u	in the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Service workers
V2587	mod1_26u	did you receive female applicants when trying to hire service workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Service workers)
V2588	mod1_27_u1	did you encounter any of these problems when trying to hire service workers? - t	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - There were no or few applicants
V2589	mod1_27_u2	applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Applicants lacked required skills
V2590	mod1_27_u3	applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Applicants expected wages higher than we can offer

ID	Name	Label	Type	Format	Question
V2591	mod1_27_u4	applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Applicants did not like working conditions
V2592	mod1_27_u5	applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Applicants lacked required work experience
V2593	mod1_27_u6a1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Other
V2594	mod1_27_u6a2	other, specify	discrete	character	Other specify_____)
V2595	mod1_27_u6b1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Other
V2596	mod1_27_u6b2	other, specify	discrete	character	Other specify_____)
V2597	mod1_27_u6c1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Service workers) - Other
V2598	mod1_27_u6c2	other, specify	discrete	character	Other specify_____)
V2599	mod1_25t	in the past 3 years [or since the firm began operations if less than 3 years ago]	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Sales workers
V2600	mod1_26t	did you receive female applicants when trying to hire sales workers?	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Sales workers)
V2601	mod1_27_t1	did you encounter any of these problems when trying to hire sales workers? - the	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - There were no or few applicants
V2602	mod1_27_t2	applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Applicants lacked required skills
V2603	mod1_27_t3	applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Applicants expected wages higher than we can offer
V2604	mod1_27_t4	applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Applicants did not like working conditions
V2605	mod1_27_t5	applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Applicants lacked required work experience
V2606	mod1_27_t6a1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Other
V2607	mod1_27_t6a2	other, specify	discrete	character	Other specify_____)
V2608	mod1_27_t6b1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Other
V2609	mod1_27_t6b2	other, specify	discrete	character	Other specify_____)
V2610	mod1_27_t6c1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Sales workers) - Other
V2611	mod1_27_t6c2	other, specify	discrete	character	Other specify_____)
V2612	mod1_25k	in the past 3 years [or since the firm began operations if less than 3 years ago]	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Skilled agricultural, forestry, and fishery workers
V2613	mod1_26k	did you receive female applicants when trying to hire skilled agriculture, fores	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers)

ID	Name	Label	Type	Format	Question
V2614	mod1_27_k1	did you encounter any of these problems when trying to hire skilled agriculture,	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - There were no or few applicants
V2615	mod1_27_k2	applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Applicants lacked required skills
V2616	mod1_27_k3	applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Applicants expected wages higher than we can offer
V2617	mod1_27_k4	applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Applicants did not like working conditions
V2618	mod1_27_k5	applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Applicants lacked required work experience
V2619	mod1_27_k6a1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Other
V2620	mod1_27_k6a2	other, specify	discrete	character	Other specify_____)
V2621	mod1_27_k6b1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Other
V2622	mod1_27_k6b2	other, specify	discrete	character	Other specify_____)
V2623	mod1_27_k6c1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Skilled agricultural, forestry, and fishery workers) - Other
V2624	mod1_27_k6c2	other, specify	discrete	character	Other specify_____)
V2625	mod1_25g	in the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Construction, Craft and related trades workers
V2626	mod1_26g	did you receive female applicants when trying to hire construction, crafts & rel	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers)
V2627	mod1_27_g1	did you encounter any of these problems when trying to hire construction, crafts	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - There were no or few applicants
V2628	mod1_27_g2	applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Applicants lacked required skills
V2629	mod1_27_g3	applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Applicants expected wages higher than we can offer
V2630	mod1_27_g4	applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Applicants did not like working conditions
V2631	mod1_27_g5	applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Applicants lacked required work experience

ID	Name	Label	Type	Format	Question
V2632	mod1_27_g6a1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Other
V2633	mod1_27_g6a2	other, specify	discrete	character	Other specify_____)
V2634	mod1_27_g6b1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Other
V2635	mod1_27_g6b2	other, specify	discrete	character	Other specify_____)
V2636	mod1_27_g6c1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Construction, Craft and related trades workers) - Other
V2637	mod1_27_g6c2	other, specify	discrete	character	Other specify_____)
V2638	mod1_25v	in the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Plant and machine operators, and assemblers, Drivers
V2639	mod1_26v	did you receive female applicants when trying to hire drivers, plant & machine o	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)
V2640	mod1_27_v1	did you encounter any of these problems when trying to hire drivers, plant & mac	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - There were no or few applicants
V2641	mod1_27_v2	applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Applicants lacked required skills
V2642	mod1_27_v3	applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Applicants expected wages higher than we can offer
V2643	mod1_27_v4	applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Applicants did not like working conditions
V2644	mod1_27_v5	applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Applicants lacked required work experience
V2645	mod1_27_v6a1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Other
V2646	mod1_27_v6a2	other, specify	discrete	character	Other specify_____)
V2647	mod1_27_v6b1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Other
V2648	mod1_27_v6b2	other, specify	discrete	character	Other specify_____)
V2649	mod1_27_v6c1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers) - Other
V2650	mod1_27_v6c2	other, specify	discrete	character	Other specify_____)
V2651	mod1_25j	in the past 3 years [or since the firm began operations if less than 3 years ago	discrete	numeric	In the past 3 years [or since the firm began operations if less than 3 years ago], have you tried to hire any [OCCUPATION]? - Elementary occupations

ID	Name	Label	Type	Format	Question
V2652	mod1_26j	did you receive female applicants when trying to hire elementary occupations wor	discrete	numeric	Did you receive female applicants when TRYING to hire [OCCUPATION]? (Elementary occupations)
V2653	mod1_27_j1	did you encounter any of these problems when trying to hire elementary occupatio	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - There were no or few applicants
V2654	mod1_27_j2	applicants lacked required skills	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Applicants lacked required skills
V2655	mod1_27_j3	applicants expected wages higher than we can offer	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Applicants expected wages higher than we can offer
V2656	mod1_27_j4	applicants did not like working conditions	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Applicants did not like working conditions
V2657	mod1_27_j5	applicants lacked required work experience	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Applicants lacked required work experience
V2658	mod1_27_j6a1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Other
V2659	mod1_27_j6a2	other, specify	discrete	character	Other specify_____)
V2660	mod1_27_j6b1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Other
V2661	mod1_27_j6b2	other, specify	discrete	character	Other specify_____)
V2662	mod1_27_j6c1	other	discrete	numeric	Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Elementary occupations) - Other
V2663	mod1_27_j6c2	other, specify	discrete	character	Other specify_____)
V2664	m_2_01r	occupation name - managers	discrete	numeric	- Manager
V2665	m_2_01s	occupation name - professionals	discrete	numeric	- Professional
V2666	m_2_01t	occupation name - technicians and associate professionals	discrete	numeric	- Technicians and associate professionals
V2667	m_2_02b	occupation number type a	discrete	numeric	Occupation Number Type A:
V2668	m_2_02z	occupation type a	discrete	character	Occupation Type A:
V2669	m2_03_4	occupation name - clerical support workers	discrete	numeric	- Clerical support workers
V2670	m2_03_5	occupation name - service workers	discrete	numeric	- Service workers
V2671	m2_03_6	occupation name - sales workers	discrete	numeric	- Sales workers
V2672	m2_03_7	occupation name - skilled agricultural, forestry and fishery workers	discrete	numeric	- Skilled agricultural, forestry and fishery workers
V2673	m2_03_8	occupation name - craft and related trades workers	discrete	numeric	- Craft and related trades workers
V2674	m2_03_9	occupation name - plant and machine operators, and assemblers	discrete	numeric	- Plant and machine operations, assemblers

ID	Name	Label	Type	Format	Question
V2675	m2_03_10	occupation name - elementary occupations	discrete	numeric	- Elementary occupation
V2676	m_2_04b	occupation number type b	discrete	numeric	Occupation Number Type B:
V2677	m_2_04z	occupation type b	discrete	character	Occupation Type B:
V2678	m2_2_05a	write the occupation type a	discrete	character	[WRITE THE OCCUPATION TYPE A] _____
V2679	m2_2_05b	write the occupation type b	discrete	character	[WRITE THE OCCUPATION TYPE B] _____
V2680	code_m2_2_05a	write the occupation type a	discrete	numeric	[WRITE THE OCCUPATION TYPE A] _____
V2681	code_m2_2_05b	write the occupation type b	discrete	numeric	[WRITE THE OCCUPATION TYPE B] _____
V2682	m2_2_06aa	do you recruit type a from the following sources- national employment services	discrete	numeric	Do you recruit from the following sources? - National Employment Services
V2683	m2_2_06ab	private employment services	discrete	numeric	Do you recruit from the following sources? - Private Employment Services
V2684	m2_2_06ac	job fairs	discrete	numeric	Do you recruit from the following sources? - Job Fairs
V2685	m2_2_06ad	offers to experienced people in other firms	discrete	numeric	Do you recruit from the following sources? - Offers to experienced people in other firms
V2686	m2_2_06ae	direct contact with educational institutions, schools, training centers, univers	discrete	numeric	Do you recruit from the following sources? - Direct contact with public educational institutions, schools, training centers, universities, etc.
V2687	m2_2_06af	internet postings	discrete	numeric	Do you recruit from the following sources? - Internet posting
V2688	m2_2_06ag	other media advertisements/postings (not including internet)	discrete	numeric	Do you recruit from the following sources? - Other media advertisements/postings (not including internet)
V2689	m2_2_06ah	informal channels (personal contacts, people recommended by others)	discrete	numeric	Do you recruit from the following sources? - Informal channels (personal contacts, people recommended by others)
V2690	m2_2_06ai	other	discrete	numeric	Do you recruit from the following sources? - Other
V2691	m2_2_06aio	other, specify?	discrete	character	Other specify_____)
V2692	m2_2_06ba	do you recruit type b from the following sources- national employment services	discrete	numeric	Do you recruit from the following sources? - National Employment Services
V2693	m2_2_06bb	private employment services	discrete	numeric	Do you recruit from the following sources? - Private Employment Services
V2694	m2_2_06bc	job fairs	discrete	numeric	Do you recruit from the following sources? - Job Fairs
V2695	m2_2_06bd	offers to experienced people in other firms	discrete	numeric	Do you recruit from the following sources? - Offers to experienced people in other firms
V2696	m2_2_06be	direct contact with educational institutions, schools, training centers, univers	discrete	numeric	Do you recruit from the following sources? - Direct contact with public educational institutions, schools, training centers, universities, etc.
V2697	m2_2_06bf	internet postings	discrete	numeric	Do you recruit from the following sources? - Internet posting
V2698	m2_2_06bg	other media advertisements/postings (not including internet)	discrete	numeric	Do you recruit from the following sources? - Other media advertisements/postings (not including internet)

ID	Name	Label	Type	Format	Question
V2699	m2_2_06bh	informal channels (personal contacts, people recommended by others)	discrete	numeric	Do you recruit from the following sources? - Informal channels (personal contacts, people recommended by others)
V2700	m2_2_06bi	other	discrete	numeric	Do you recruit from the following sources? - Other
V2701	m2_2_06bio	other, specify?"	discrete	character	Other specify_____)
V2702	m2_2_07a	did you hire [occupation type_a] in the past 3 years?	discrete	numeric	Did you hire [OCCUPATION TYPE_] in the past 3 years?
V2703	m2_2_07b	did you hire [occupation type_b] in the past 3 years?	discrete	numeric	Did you hire [OCCUPATION TYPE_] in the past 3 years?
V2704	m2_2_08a1	what proportion of the applicants for [occupation type_a] were male and female?	discrete	numeric	What proportion of the applicants for [OCCUPATION TYPE_] were male and female?
V2705	m2_2_08a2	female	discrete	numeric	
V2706	m2_2_08b1	what proportion of the applicants for [occupation type_b] were male and female?	discrete	numeric	What proportion of the applicants for [OCCUPATION TYPE_] were male and female?
V2707	m2_2_08b2	female	discrete	numeric	What percentage of the applicants for [OCCUPATION TYPE_] were male and female?
V2708	m2_2_09_1	over the past 3 years [or since the firm began operations] if less than 3 years	discrete	numeric	Over the past 3 years, 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?
V2709	m2_2_09_2	over the past 3 years [or since the firm began operations] if less than 3 years	discrete	numeric	Over the past 3 years, 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?
V2710	m2_2_10_1	what is the education level of the most recent person hired as a [occupation typ	discrete	numeric	What is the education level of the most recent person hired as a [OCCUPATION TYPE_]?
V2711	m2_2_10_2	what is the education level of the most recent person hired as a [occupation typ	discrete	numeric	What is the education level of the most recent person hired as a [OCCUPATION TYPE_]?
V2712	m_2_11_1	what is the gender of the most recent person hired for [occupation type_a] ?	discrete	numeric	What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?
V2713	m_2_11_2	what is the gender of the most recent person hired for [occupation type_b] ?	discrete	numeric	What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?
V2714	m_2_12a	what is the average monthly gross compensation over the past 6 months (or the mo	discrete	numeric	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE_] ?
V2715	m_2_12b	what is the average monthly gross compensation over the past 6 months (or the mo	discrete	numeric	What is the average monthly gross compensation over the past 6 months (or the months since hiring) of the most recent person your firm hired as a [OCCUPATION TYPE_] ?

ID	Name	Label	Type	Format	Question
V2716	m_2_12a1	is the compensation noted above for a part-time position? type a	discrete	numeric	Is the compensation noted above for a part-time position?
V2717	m_2_12a2	is the compensation noted above for a part-time position? type b	discrete	numeric	Is the compensation noted above for a part-time position?
V2718	m_2_13_1	is the salary for a [occupation type_a] negotiable at the moment of hiring?	discrete	numeric	Is the salary for a [OCCUPATION TYPE_] negotiable at the moment of hiring?
V2719	m_2_13_2	is the salary for a [occupation type_b] negotiable at the moment of hiring?	discrete	numeric	Is the salary for a [OCCUPATION TYPE_] negotiable at the moment of hiring?
V2720	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? (Most important)
V2721	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)
V2722	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)
V2723	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
V2724	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
V2725	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
V2726	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
V2727	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
V2728	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)

ID	Name	Label	Type	Format	Question
V2729	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)
V2730	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)
V2731	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
V2732	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
V2733	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
V2734	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
V2735	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
V2736	m_30a_1	for each question below, please think of the selected occupation when answering	discrete	numeric	Does the job regularly involve reading?
V2737	m_30a_2	does the job regularly involve writing using correct spelling and grammar?	discrete	numeric	Does the job regularly involve writing using correct spelling and grammar?
V2738	m_30a_3	does the job regularly involve math, that is, adding, subtracting, multiplying o	discrete	numeric	Does the job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary?
V2739	m_30a_4	does the job regularly involve solving problems that take 30 minutes or more to	discrete	numeric	Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?
V2740	m_30a_5	does the job regularly involve speaking a language other than serbian?	discrete	numeric	Does the job regularly involve speaking a language other than SERBIAN?
V2741	m_30a_6	does the job regularly require making formal presentations to clients or collegag	discrete	numeric	Does the job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?
V2742	m_30a_7	does the job regularly involve interacting with a team of co-workers?	discrete	numeric	Does the job regularly involve interacting with a team of co-workers??

ID	Name	Label	Type	Format	Question
V2743	m_30b_1	for each question below, please think of the selected occupation when answering	discrete	numeric	Does the job regularly involve reading?
V2744	m_30b_2	does the job regularly involve writing using correct spelling and grammar?	discrete	numeric	Does the job regularly involve writing using correct spelling and grammar?
V2745	m_30b_3	does the job regularly involve math, that is, adding, subtracting, multiplying o	discrete	numeric	Does the job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary?
V2746	m_30b_4	does the job regularly involve solving problems that take 30 minutes or more to	discrete	numeric	Does the job regularly involve solving problems that take 30 minutes or more to come up with a good solution?
V2747	m_30b_5	does the job regularly involve speaking a language other than serbian?	discrete	numeric	Does the job regularly involve speaking a language other than SERBIAN?
V2748	m_30b_6	does the job regularly require making formal presentations to clients or colleag	discrete	numeric	Does the job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?
V2749	m_30b_7	does the job regularly involve interacting with a team of co-workers?	discrete	numeric	Does the job regularly involve interacting with a team of co-workers?
V2750	m_3_08a	what is the highest level of computer use involved in this job? [type a]?	discrete	numeric	What is the highest level of computer use involved in each occupation type?
V2751	m_3_08b	what is the highest level of computer use involved in this job? [type b]?	discrete	numeric	What is the highest level of computer use involved in each occupation type?
V2752	m_3_09a	thinking of the last month, how frequently did this typical worker arrive at wor	discrete	numeric	Thinking of the last month, how frequently did the worker arrive at work on time (within 15 minutes)?
V2753	m_3_09b	thinking of the last month, how frequently did this typical worker arrive at wor	discrete	numeric	Thinking of the last month, how frequently did the worker arrive at work on time (within 15 minutes)?
V2754	m_3_010a	what is the average monthly gross compensation over the last 12 months for this	discrete	numeric	What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSSES, COMMINSSIONS, PER DIEMS, ETC.
V2755	m_3_010b	what is the average monthly gross compensation over the last 12 months for this	discrete	numeric	What is the average monthly gross compensation over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSSES, COMMINSSIONS, PER DIEMS, ETC.
V2756	m_3_010aa	is the noted compensation for a part-time position? type a	discrete	numeric	Is the compensation noted above for a part-time position?
V2757	m_3_010ab	is the noted compensation for a part-time position? type b	discrete	numeric	Is the compensation noted above for a part-time position?

ID	Name	Label	Type	Format	Question
V2758	m_3_011a	how long has it been since the last promotion (increase in job responsibility,	discrete	numeric	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?
V2759	m_3_011b	how long has it been since the last promotion (increase in job responsibility,	discrete	numeric	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker?
V2760	m_3_12a	what is the highest education level this worker has completed? - type a	discrete	numeric	What is the highest education level this worker has completed?
V2761	m_3_12b	what is the highest education level this worker has completed? - type b	discrete	numeric	What is the highest education level this worker has completed?
V2762	m_3_013a	does this worker have a technical or vocational post-secondary diploma or certif	discrete	numeric	Does this worker have a technical or vocational post-secondary diploma or certificate? This includes both higher vocational schools and courses that take at least one month to finish, organized by state or private institutions. Examples are language courses, CISCO or Microsoft Certifications, accounting course, and also higher schools such as Higher business school, Higher catering school...
V2763	m_3_013b	does this worker have a technical or vocational post-secondary diploma or certif	discrete	numeric	Does this worker have a technical or vocational post-secondary diploma or certificate? This includes both higher vocational schools and courses that take at least one month to finish, organized by state or private institutions. Examples are language courses, CISCO or Microsoft Certifications, accounting course, and also higher schools such as Higher business school, Higher catering school...
V2764	m_3_014a	are you satisfied with the education level of this worker? - type a	discrete	numeric	Are you satisfied with the education level of this worker?
V2765	m_3_014b	are you satisfied with the education level of this worker? - type b	discrete	numeric	Are you satisfied with the education level of this worker?
V2766	m_3_015a	what is the average age of this worker? - type a	discrete	numeric	What is the average age of this worker?
V2767	m_3_015b	what is the average age of this worker? - type b	discrete	numeric	What is the average age of this worker?
V2768	m_3_016a	what is the gender of this worker? - type a	discrete	numeric	What is the gender of this worker?
V2769	m_3_016b	what is the gender of this worker? - type b	discrete	numeric	What is the gender of this worker?
V2770	m_3_017a_1	for each of the skills indicate if there is a difference between what is require	discrete	numeric	For each of the skills [ON SHOWCARD] 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
V2771	m_3_017a_2	can read and write in english	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
V2772	m_3_017a_3	can read and write in another foreign language	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 another foreign language (For example, Russian, French, German, etc.)

ID	Name	Label	Type	Format	Question
V2773	m_3_017a_4	can find new and better ways to do things	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
V2774	m_3_017a_5	can stay on a long and difficult task until it is finished	discrete	numeric	For each of the skills [ON SHOWCARD] 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
V2775	m_3_017a_6	can be relied on to get things done	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
V2776	m_3_017a_7	can work well with others and listens to others' views	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
V2777	m_3_017a_8	can work well in very busy or difficult situations	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
V2778	m_3_017a_9	can continue in the face of challenging situations at work	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
V2779	m_3_017a_10	can easily adapt to new tasks or changes in the workplace	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
V2780	m_3_017a_11	can use a computer for making presentations and/or other advanced purposes like	discrete	numeric	For each of the skills [ON SHOWCARD] 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.
V2781	m_3_017a_12	can demonstrate specific technical skills relevant to the job.	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 relevant to the job.
V2782	m_3_018a_1	how large is the difference between the current skills and the required skills i	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?
V2783	m_3_018a_2	can read and write in english	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? - Can read and write in English
V2784	m_3_018a_3	can read and write in another foreign language	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? - Can read and write in another foreign language (For example, Russian, French, German, etc.)
V2785	m_3_018a_4	can find new and better ways to do things	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? - Can find new and better ways to do things

ID	Name	Label	Type	Format	Question
V2786	m_3_018a_5	can stay on a long and difficult task until it is finished	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? - Can stay on a long and difficult task until it is finished
V2787	m_3_018a_6	can be relied on to get things done	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? - Can be relied on to get things done
V2788	m_3_018a_7	can work well with others and listens to others' views	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? - Can work well with others and listens to others' views
V2789	m_3_018a_8	can work well in very busy or difficult situations	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? - Can work well in very busy times or difficult situations
V2790	m_3_018a_9	can continue in the face of challenging situations at work	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? - Can continue in the face of challenging situations at work
V2791	m_3_018a_10	can easily adapt to new tasks or changes in the workplace	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? - Can easily adapt to new tasks or changes in the workplace
V2792	m_3_018a_11	can use a computer for making presentations and/or other advanced purposes like	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? - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.
V2793	m_3_018a_12	can demonstrate specific technical skills relevant to the job.	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? - Can demonstrate specific technical skills relevant to the job.
V2794	m_3_019a_1	of these skills, which ones do you think are important when making decisions reg	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].
V2795	m_3_019a_2	can read and write in english	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]. - Can read and write in English
V2796	m_3_019a_3	can read and write in another foreign language	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]. - Can read and write in another foreign language (For example, Russian, French, German, etc.)
V2797	m_3_019a_4	can find new and better ways to do things	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]. - Can find new and better ways to do things
V2798	m_3_019a_5	can stay on a long and difficult task until it is finished	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]. - Can stay on a long and difficult task until it is finished

ID	Name	Label	Type	Format	Question
V2799	m_3_019a_6	can be relied on to get things done	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]. - Can be relied on to get things done
V2800	m_3_019a_7	can work well with others and listens to others' views	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]. - Can work well with others and listens to others' views
V2801	m_3_019a_8	can work well in very busy or difficult situations	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]. - Can work well in very busy times or difficult situations
V2802	m_3_019a_9	can continue in the face of challenging situations at work	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]. - Can continue in the face of challenging situations at work
V2803	m_3_019a_10	can easily adapt to new tasks or changes in the workplace	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]. - Can easily adapt to new tasks or changes in the workplace
V2804	m_3_019a_11	can use a computer for making presentations and/or other advanced purposes like	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]. - Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.
V2805	m_3_019a_12	can demonstrate specific technical skills relevant to the job.	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]. - Can demonstrate specific technical skills relevant to the job.
V2806	m_3_020_1	for each of the skills indicate if there is a difference between what is require	discrete	numeric	For each of the skills {ON SHOWCARD} 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
V2807	m_3_020_2	can do calculations and work with numbers	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
V2808	m_3_020_3	can read and write in english	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
V2809	m_3_020_4	can read and write in another foreign language	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 another foreign language (For example, Russian, French, German, etc.)
V2810	m_3_020_5	can find new and better ways to do things	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

ID	Name	Label	Type	Format	Question
V2811	m_3_020_6	can be relied on to get things done	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
V2812	m_3_020_7	can work well with others and listens to others' views	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
V2813	m_3_020_8	can work well in very busy times or difficult situations	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 times or difficult situations
V2814	m_3_020_9	can continue in the face of challenging situations at work	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
V2815	m_3_020_10	can easily adapt to new tasks or changes in the workplace	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
V2816	m_3_020_11	can use a computer for basic word processing tasks, email and internet searches	discrete	numeric	For each of the skills {ON SHOWCARD} indicate if there is a difference between what is required for the job and the current level of this skill in a typical [OCCUPATION TYPE A] worker. - Can use a computer for basic word processing tasks, email and internet searches
V2817	m_3_020_12	can demonstrate specific technical skills that are job-relevant	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 that are job-relevant.
V2818	m_3_021_1	how large is the difference between the current skills and the required skills i	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 A] worker?
V2819	m_3_021_2	can do calculations and work with numbers	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 A] worker? - Can do calculations and work with numbers
V2820	m_3_021_3	can read and write in english	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 A] worker? - Can read and write in English
V2821	m_3_021_4	can read and write in another foreign language	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 A] worker? - Can read and write in another foreign language (For example, Russian, French, German, etc.)
V2822	m_3_021_5	can find new and better ways to do things	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 A] worker? - Can find new and better ways to do things
V2823	m_3_021_6	can be relied on to get things done	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 A] worker? - Can be relied on to get things done
V2824	m_3_021_7	can work well with others and listens to others' views	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 A] worker? - Can work well with others and listens to others' views

ID	Name	Label	Type	Format	Question
V2825	m_3_021_8	can work well in very busy times or difficult situations	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 A] worker? - Can work well in very busy times or difficult situations
V2826	m_3_021_9	can continue in the face of challenging situations at work	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 A] worker? - Can continue in the face of challenging situations at work
V2827	m_3_021_10	can easily adapt to new tasks or changes in the workplace	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 A] worker? - Can easily adapt to new tasks or changes in the workplace
V2828	m_3_021_11	can use a computer for basic word processing tasks, email and internet searches	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 A] worker? - Can use a computer for basic word processing tasks, email and internet searches
V2829	m_3_021_12	can demonstrate specific technical skills that are job-relevant	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 A] worker? - Can demonstrate specific technical skills that are job-relevant.
V2830	m_3_022_1	of these skills, which ones do you think are important when making decisions reg	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].
V2831	m_3_022_2	can do calculations and work with numbers	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]. - Can do calculations and work with numbers
V2832	m_3_022_3	can read and write in english	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]. - Can read and write in English
V2833	m_3_022_4	can read and write in another foreign language	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]. - Can read and write in another foreign language (For example, Russian, French, German, etc.)
V2834	m_3_022_5	can find new and better ways to do things	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]. - Can find new and better ways to do things
V2835	m_3_022_6	can be relied on to get things done	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]. - Can be relied on to get things done
V2836	m_3_022_7	can work well with others and listens to others' views	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]. - Can work well with others and listens to others' views

ID	Name	Label	Type	Format	Question
V2837	m_3_022_8	can work well in very busy times or difficult situations	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]. - Can work well in very busy times or difficult situations
V2838	m_3_022_9	can continue in the face of challenging situations at work	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]. - Can continue in the face of challenging situations at work
V2839	m_3_022_10	can easily adapt to new tasks or changes in the workplace	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]. - Can easily adapt to new tasks or changes in the workplace
V2840	m_3_022_11	can use a computer for basic word processing tasks, email and internet searches	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]. - Can use a computer for basic word processing tasks, email and internet searches
V2841	m_3_022_12	can demonstrate specific technical skills that are job-relevant	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]. - Can demonstrate specific technical skills that are job-relevant.
V2842	m_4_01a	does your workplace have regular contacts with educational or training instituti	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE _] positions, for recruitment, training, work placement, or another reason?
V2843	m_4_01b	does your workplace have regular contacts with educational or training instituti	discrete	numeric	Does your workplace have regular contacts with educational or training institutions regarding [OCCUPATION TYPE _] positions, for recruitment, training, work placement, or another reason?
V2844	m_4_02a_1	for what purpose does your workplace have these contacts, for [occupation type	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - You use for Recruitment of staff
V2845	m_4_02a_2	your firm participates in testing of students	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Your firm participates in testing of students
V2846	m_4_02a_3	your firm gives feedback to the institution for their curriculum development	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
V2847	m_4_02a_4	your firm uses the institution for further training	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
V2848	m_4_02a_5	your firm provides work experience for students (internships and apprenticeships	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
V2849	m_4_02a_6a	1. other (specify)	discrete	numeric	Other (Specify_____)
V2850	m_4_02a_6b	2. other (specify)	discrete	numeric	Other (Specify_____)
V2851	m_4_02a_6c	3. other (specify)	discrete	numeric	Other (Specify_____)

ID	Name	Label	Type	Format	Question
V2852	m_4_02a_6ax	1. other (specify)	discrete	character	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Other specify
V2853	m_4_02a_6bx	2. other (specify)	discrete	character	Other (Specify_____)
V2854	m_4_02a_6cx	3. other (specify)	discrete	character	Other (Specify_____)
V2855	m_4_02b_1	for what purpose does your workplace have these contacts, for [occupation type _	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - You use for Recruitment of staff
V2856	m_4_02b_2	your firm participates in testing of students	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Your firm participates in testing of students
V2857	m_4_02b_3	your firm gives feedback to the institution for their curriculum development	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
V2858	m_4_02b_4	your firm uses the institution for further training	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
V2859	m_4_02b_5	your firm provides work experience for students (internships and apprenticeships	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
V2860	m_4_02b_6a	1. other (specify)	discrete	numeric	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Other specify
V2861	m_4_02b_6b	2. other (specify)	discrete	numeric	Other (Specify_____)
V2862	m_4_02b_6c	3. other (specify)	discrete	numeric	Other (Specify_____)
V2863	m_4_02b_6ax	1. other (specify)	discrete	character	If YES, For what purpose does your establishment have these contacts, for these occupation types? - Other specify
V2864	m_4_02b_6bx	2. other (specify)	discrete	character	Other (Specify_____)
V2865	m_4_02b_6cx	3. other (specify)	discrete	character	Other (Specify_____)
V2866	m_4_03a	did the [occupation type _a] employees in your workplace receive any on-the-job	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any on-the-job training last year? [Do not include any training mandated by law].
V2867	m_4_03b	did the [occupation type _b] employees in your workplace receive any on-the-job	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any on-the-job training last year? [Do not include any training mandated by law].
V2868	m_4_04a	what percentage received on-the-job training last year? [type a]	discrete	numeric	What percentage received on-the-job training last year?
V2869	m_4_04b	what percentage received on-the-job training last year? [type b]	discrete	numeric	What percentage received on-the-job training last year?
V2870	m_4_05a	did the [occupation type _a] employees in your workplace receive any other trai	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include training mandated by law].
V2871	m_4_05b	did the [occupation type _b] employees in your workplace receive any other trai	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive any other training on the premises of the firm in the last year? [Do not include training mandated by law].

ID	Name	Label	Type	Format	Question
V2872	m_4_06a_1	for each training option below, indicate if the [occupation type_a] employees re	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.. - Training by the firm's managers, technical persons, peers, etc. (Y/N)
V2873	m_4_06a_2	training by the firm's dedicated trainers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training by the firm's dedicated trainers
V2874	m_4_06a_3	training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V2875	m_4_06a_4	1. other (specify)	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V2876	m_4_06a_5	2. other (specify)	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V2877	m_4_06a_6	3. other (specify)	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V2878	m_4_06a_4x	1. other (specify)	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V2879	m_4_06a_5x	2. other (specify)	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V2880	m_4_06a_6x	3. other (specify)	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V2881	m_4_06b_1	for each training option below, indicate if the [occupation type_a] employees re	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training by the firm's managers, technical persons, peers, etc.
V2882	m_4_06b_2	training by the firm's dedicated trainers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training by the firm's dedicated trainers
V2883	m_4_06b_3	training on the firm's premises with external trainers (consultants, private tra	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V2884	m_4_06b_4	1. other (specify)	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V2885	m_4_06b_5	2. other (specify)	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V2886	m_4_06b_6	3. other (specify)	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)

ID	Name	Label	Type	Format	Question
V2887	m_4_06b_4x	1. other (specify)	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V2888	m_4_06b_5x	2. other (specify)	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V2889	m_4_06b_6x	3. other (specify)	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year. Other (Specify_____)
V2890	m_4_07a_1p	for each training option below, indicate if the [occupation type_a] employees re	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. (%) - Training by the firm's managers, technical persons, peers, etc.
V2891	m_4_07a_2p	training by the firm's dedicated trainers	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. (%) - Training by the firm's dedicated trainers
V2892	m_4_07a_3p	training on the firm's premises with external trainers (consultants, private 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. (%) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V2893	m_4_07a_4p	1. other (specify)	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 (Specify_____)
V2894	m_4_07a_5p	2. other (specify)	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 (Specify_____)
V2895	m_4_07a_6p	3. other (specify)	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 (Specify_____)
V2896	m_4_07a_4x	1. 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_____)
V2897	m_4_07a_5x	2. 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_____)
V2898	m_4_07a_6x	3. 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_____)
V2899	m_4_07a_1b	for each training option below, indicate if the [occupation type_a] employees re	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 managers, technical persons, peers, etc.

ID	Name	Label	Type	Format	Question
V2900	m_4_07a_2b	training by the firm's dedicated trainers	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
V2901	m_4_07a_3b	training on the firm's premises with external trainers (consultants, private 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. (Days) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V2902	m_4_07a_4b	1. other (specify)	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 (Specify_____)
V2903	m_4_07a_5b	2. other (specify)	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 (Specify_____)
V2904	m_4_07a_6b	3. other (specify)	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 (Specify_____)
V2905	m_4_07a_4bx	1. 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_____)
V2906	m_4_07a_5bx	2. 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_____)
V2907	m_4_07a_6px	3. 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_____)
V2908	m_4_07bp_1	for each training option below, indicate if the [occupation type_b] employees re	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. (%) - Training by the firm's managers, technical persons, peers, etc.
V2909	m_4_07bp_2	training by the firm's dedicated trainers	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. (%) - Training by the firm's dedicated trainers
V2910	m_4_07bp_3	training on the firm's premises with external trainers (consultants, private 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. (%) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V2911	m_4_07bp_4	1. other (specify)	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 (Specify_____)
V2912	m_4_07bp_5	2. other (specify)	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 (Specify_____)

ID	Name	Label	Type	Format	Question
V2913	m_4_07bp_6	3. other (specify)	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 (Specify_____)
V2914	m_4_07b_4x	1. 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_____)
V2915	m_4_07b_5x	2. 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_____)
V2916	m_4_07b_6x	3. 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_____)
V2917	m_4_07bb_1	for each training option below, indicate if the [occupation type_b] employees re	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 managers, technical persons, peers, etc.
V2918	m_4_07bb_2	training by the firm's dedicated trainers	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
V2919	m_4_07bb_3	training on the firm's premises with external trainers (consultants, private 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. (Days) - Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)
V2920	m_4_07bb_4	1. other (specify)	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 (Specify_____)
V2921	m_4_07bb_5	2. other (specify)	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 (Specify_____)
V2922	m_4_07bb_6	3. other (specify)	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 (Specify_____)
V2923	m_4_07b_4bx	1. 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_____)
V2924	m_4_07b_5bx	2. 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_____)
V2925	m_4_07b_6px	3. 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_____)

ID	Name	Label	Type	Format	Question
V2926	m_4_08a	thinking about the training conducted on the firm's premises in the last year, w	discrete	numeric	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?
V2927	m_4_08ax1	thinking about the training conducted on the firm's premises in the last year, w	discrete	character	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?
V2928	m_4_08b	thinking about the training conducted on the firm's premises in the last year, w	discrete	numeric	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?
V2929	m_4_08bx1	thinking about the training conducted on the firm's premises in the last year, w	discrete	character	Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?
V2930	m_4_09a	what was the duration in days of that longest training? - type a	discrete	numeric	What was the duration in days of that longest training?
V2931	m_4_09b	what was the duration in days of that longest training? - type b	discrete	numeric	What was the duration in days of that longest training? TYPE B
V2932	m_4_010a	how much did your workplace spend paying outside providers for training conducted	discrete	numeric	How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE _] employees?
V2933	m_4_010b	how much did your workplace spend paying outside providers for training conducted	discrete	numeric	How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE _] employees?
V2934	m_4_011a	did the [occupation type_a] employees in your workplace receive training organi	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law}
V2935	m_4_011b	did the [occupation type_b] employees in your workplace receive training organi	discrete	numeric	Did the [OCCUPATION TYPE _] employees in your workplace receive training organized by the firm outside the firm's premises last year? [Do not include training mandated by law}
V2936	m_4_012a_1	for each training option below, indicate if the [occupation type_a] employees re	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Through public training providers
V2937	m_4_012a_2	through private training providers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Through private training providers
V2938	m_4_012a_3	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)
V2939	m_4_012a_4	ngo's or international organizations	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - NGOs or international organizations
V2940	m_4_012a_5	other	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Other
V2941	m_4_012a_5x	other, specify	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Other (specify _____)

ID	Name	Label	Type	Format	Question
V2942	m_4_012b_1	for each training option below, indicate if the [occupation type_b] employees re	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Through public training providers
V2943	m_4_012b_2	through private training providers	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Through private training providers
V2944	m_4_012b_3	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)
V2945	m_4_012b_4	ngo's or international organizations	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - NGOs or international organizations
V2946	m_4_012b_5	other	discrete	numeric	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Other
V2947	m_4_012b_5x	other, specify	discrete	character	For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training - Other (specify _____)
V2948	m_4_013ap_1	indicate the percentage of [occupation type _a] employees that received the fol	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Through public training providers
V2949	m_4_013ap_2	through private training providers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Through private training providers
V2950	m_4_013ap_3	through equipment suppliers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Through equipment suppliers (for example, a company selling computers providing training on software)
V2951	m_4_013ap_4	ngo's or international organizations	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: - NGOs or international organizations
V2952	m_4_013ap_5	other, specify	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Other (specify _____)
V2953	m_4_013ab_1	indicate the percentage of [occupation type _a] employees that received the foll	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: - Through public training providers
V2954	m_4_013ab_2	through private training providers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through private training providers
V2955	m_4_013ab_3	through equipment suppliers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through equipment suppliers (for example, a company selling computers providing training on software)

ID	Name	Label	Type	Format	Question
V2956	m_4_013ab_4	ngo's or international organizations	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - NGOs or international organizations
V2957	m_4_013ab_5	other, specify	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Other (specify _____)
V2958	m_4_013bp_1	indicate the percentage of [occupation type _b] employees that received the fol	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - Through public training providers
V2959	m_4_013bp_2	through private training providers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - Through private training providers
V2960	m_4_013bp_3	through equipment suppliers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - Through equipment suppliers (for example, a company selling computers providing training on software)
V2961	m_4_013bp_4	ngo's or international organizations	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - NGOs or international organizations
V2962	m_4_013bp_5	other, specify	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%) - Other (specify _____)
V2963	m_4_013bb_1	indicate the percentage of [occupation type _b] employees that received the foll	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through public training providers
V2964	m_4_013bb_2	through private training providers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through private training providers
V2965	m_4_013bb_3	through equipment suppliers	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Through equipment suppliers (for example, a company selling computers providing training on software)
V2966	m_4_013bb_4	ngo's or international organizations	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - NGOs or international organizations
V2967	m_4_013bb_5	other, specify	discrete	numeric	For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days) - Other (specify _____)

ID	Name	Label	Type	Format	Question
V2968	m_4_014a	how much did your workplace spend paying outside providers for training outside	discrete	numeric	How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?
V2969	m_4_014b	how much did your workplace spend paying outside providers for training outside	discrete	numeric	How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?
V2970	m_4_015a	is any of these answers yes, indicating training for [occupation 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 _]?
V2971	m_4_015b	is any of these answers yes, indicating training for [occupation 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 _]?
V2972	m_4_016a	thinking of the [occupation type_a] employees in your workplace: in the last y	discrete	numeric	Thinking of the [OCCUPATION TYPE _] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training , or did they have approximately equal training?
V2973	m_4_016b	thinking of the [occupation type_b] employees in your workplace: in the last y	discrete	numeric	Thinking of the [OCCUPATION TYPE _] employees in your workplace: in the last year, did male employees receive more training, or did female employees receive more training , or did they have approximately equal training?
V2974	m_4_017_1	in your opinion, do you agree or disagree with the following statements describi	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Meets the skill needs of your business adequately (Public general education)
V2975	m_4_017_2	produces people with the skills you ranked as important	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the skills you ranked as important (Public general education)
V2976	m_4_017_3	produces people with the up-to-date knowledge of methods, materials and technolo	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with the up-to-date knowledge of methods, materials and technology (Public general education)
V2977	m_4_017_4	produces people with practical experience that can be applied to their work	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with practical experiences that can be applied to their work (Public general education)
V2978	m_4_017_5	produces people with personal skills like time-management, reliability, ability	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard. - Produces people with personal skills like time-management, reliability, ability to work with others, etc.(Public general education)
V2979	m_4_018	does the workplace have any experience recruiting workers that have some technic	discrete	numeric	Does the workplace have any experience recruiting from the training system (including TVET, technical schools and institutions, etc) of the country?
V2980	m_4_019_1	in your opinion, do you agree or disagree with the following statements describi	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing 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
V2981	m_4_019_2	produces people with the skills you ranked as important	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing 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)
V2982	m_4_019_3	produces people with the up-to-date knowledge of methods, materials and technology	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)
V2983	m_4_019_4	produces people with practical experience that can be applied to their work	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing 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)
V2984	m_4_019_5	produces people with personal skills like time-management, reliability, ability	discrete	numeric	In your opinion, do you agree or disagree with the following statements describing 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)
V2985	m_4_020_1	in your opinion, do you agree or disagree with the following statements regarding	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women expect higher benefits than firms can offer (such as flexible hours)
V2986	m_4_020_2	women lack the required work experience	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women lack the required work experience
V2987	m_4_020_3	women lack the required skills	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women lack the required skills
V2988	m_4_020_4	women are costlier to hire than men given labor regulations	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women are costlier to hire than men given labour regulations (such as maternity leave provisions)
V2989	m_4_020_5	women have competing time demands given family responsibilities	discrete	numeric	In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)? - Women have competing time demands given family responsibilities
V2990	m_4_021_1	in your opinion, is there usually a difference in the following skills between a	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Doing calculations and working with numbers
V2991	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
V2992	m_4_021_3	reading and writing in (another) foreign language	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Reading and writing in (another) foreign language
V2993	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
V2994	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

ID	Name	Label	Type	Format	Question
V2995	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
V2996	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
V2997	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
V2998	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
V2999	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
V3000	m_4_021_11	using a computer for email, internet, word processing tasks and/or other advanc	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.
V3001	m_4_021_12	demonstrating specific technical skills that are job-relevant	discrete	numeric	In your opinion, is there usually a difference in the following skills between a female and a male employee? - Demonstrating specific technical skills
V3002	m_5_01	how would you describe the financial performance of your company in the last fis	discrete	numeric	How would you describe the financial performance of your company in the last fiscal year?
V3003	m_5_02	how would you describe the growth prospects for your company in the coming three	discrete	numeric	How would you describe the growth prospects for your company in the coming three years?
V3004	m_5_03	who is the main buyer of your products or services?	discrete	numeric	Who is the main buyer of your products or services?
V3005	m_5_03x1	who is the main buyer of your products or services? - other	discrete	character	Who is the main buyer of your products or services? Other
V3006	m_5_04	does your company have business contacts with entities in other countries?	discrete	numeric	Does your firm have business contacts with entities in other countries?
V3007	g5_1	in the past 3 years, has your firm introduced any - new or significantly improve	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved prduts or services
V3008	g5_2	new or significantly improved methods of manufacturing or producing goods or ser	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved methods of manufacturing or producing goods or services
V3009	g5_3	new or significantly improved procedures or supporting activities for your proce	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved procedures (logistics, delivery or distribution methods) or supporting activities for your processes (accounting, maintenance, or computing systems, etc.)
V3010	g5_4	new or significantly improved organizational structures or management practices	discrete	numeric	In the past 3 years, has your firm introduced any... - New or significantly improved organizational structures or management practices

ID	Name	Label	Type	Format	Question
V3011	m_5_06	during the last three years, did this establishment spend on formal research and	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?
V3012	m_5_07_1	can you please indicate the extent to which each of the following factors present	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Electricity
V3013	m_5_07_2	telecommunications, transportation	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Telecommunication, Transportation
V3014	m_5_07_3	access to land	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Access to Land
V3015	m_5_07_4	tax rates, tax administration	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Tax rates, Tax administration
V3016	m_5_07_5	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? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Customs and Trade Regulations
V3017	m_5_07_6	business licensing and operating permits	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Business Licensing and Operations Permits
V3018	m_5_07_7	access to financing (e.g. collateral), cost of financing (e.g. interest rates)	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)
V3019	m_5_07_8	political uncertainty; economic and financial instability (inflation, exchange	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)
V3020	m_5_07_9	corruption; crime, theft and disorder	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Corruption; Crime, theft and disorder
V3021	m_5_07_10	anti-competitive or informal practices ; legal system/conflict resolution	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Anti-competitive or informal practices; Legal system/ conflict resolution
V3022	m_5_07_11	labor factors (for example, availability of labor, labor laws, high turnover, tr	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Labour Factors (for example, availability of labour, labour laws, high turnover, training, wage levels, etc.)

ID	Name	Label	Type	Format	Question
V3023	m_5_08_1	can you please indicate how problematic each of the following labor factors is f	discrete	numeric	Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'. - Employment protection legislation/ labour code laws
V3024	m_5_08_2	labor availability	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
V3025	m_5_08_3	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
V3026	m_5_08_4	technical and vocational education and 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
V3027	m_5_08_5	finding workers with previous 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
V3028	m_5_08_6	high job 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
V3029	m_5_08_7	payroll taxes and social security contributions	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
V3030	m_5_08_8	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
V3031	m_5_08_9	minimum wage	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? - Minimum wage
V3032	new_m_5_09	does your firm/workplace have a personnel department (h/r department)?	discrete	numeric	Does your workplace have a personnel department (H/R DEPARTMENT)?
V3033	m_5_10_2	position	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 department: - Position: _____
V3034	m_5_11_2013_1	please tell us the following for the two most recent year-end reports for this f	discrete	character	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Date of the year ending: day/month/year
V3035	m_5_11_2013_2	average number of employees in the year	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Average number of employees in the year
V3036	m_5_11_2013_3	wage bill and compensation fund for workers	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Wage bill and compensation fund for workers(652, 653, 654, 656)
V3037	m_5_11_2013_4	operating expenses (rent, electricity, inventory maintenance) and cost of goods	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs (651, 657, 658, 661 - 669)
V3038	m_5_11_2013_5	sales	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Sales

ID	Name	Label	Type	Format	Question
V3039	m_5_11_2014_1	please tell us the following for the two most recent year-end reports for this f	discrete	character	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Date of the year ending: day/mo/year
V3040	m_5_11_2014_2	average number of employees in the year	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Average number of employees in the year
V3041	m_5_11_2014_3	wage bill and compensation fund for workers	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Wage bill and compensation fund for workers(652, 653, 654, 656)
V3042	m_5_11_2014_4	operating expenses (rent, electricity, inventory maintenance) and cost of goods	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs (651, 657, 658, 661 - 669)
V3043	m_5_11_2014_5	sales	discrete	numeric	Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise) - Sales
V3044	m_5_13	what percentage of currently employed permanent workers have social security?	discrete	character	What percentage of currently employed permanent workers have social security?
V3045	m_6_	do you agree to leave your phone number in order for my colleagues from ipsos st	discrete	numeric	What is your impression of how well the respondent understood the questions being asked?
V3046	m_6_01	what is your impression of how well the respondent understood the questions bein	discrete	numeric	What is your impression of how well the respondent understood the questions being asked?
V3047	m_6_02	what is your impression of how serious and candid the respondent was when answer	discrete	numeric	What is your impression of how serious and candid the respondent was when answering questions?
V3048	m_6_03	what is your impression of how much distraction there was for the respondent whe	discrete	numeric	There can be many distractions during an interview: noise, people interrupting, phone calls, respondent feeling pressed for time, etc. What is your impression of how much distraction there was for the respondent when answering the questionnaire?
V3049	m_6_04	how often did the respondent ask you (the interviewer) for assistance, clarifica	discrete	numeric	How often did the respondent ask you (the interviewer) for assistance, clarification or examples?
V3050	comment	data entry operator comment	discrete	character	
V3051	p_mod1_24_r	did you encounter any problems when trying to hire manager?	discrete	numeric	
V3052	p_mod1_24_s	did you encounter any problems when trying to hire professionals?	discrete	numeric	
V3053	p_mod1_24_t	did you encounter any problems when trying to hire technicians and associate pro	discrete	numeric	
V3054	p_mod1_27h_s	did you encounter any problems when trying to hire clerical support workers?	discrete	numeric	

ID	Name	Label	Type	Format	Question
V3055	p_mod1_27h_u	did you encounter any problems when trying to hire sales workers?	discrete	numeric	
V3056	p_mod1_27h_t	did you encounter any problems when trying to hire sales workers?	discrete	numeric	
V3057	p_mod1_27h_k	did you encounter any problems when trying to hire skilled agriculture, forestry	discrete	numeric	
V3058	p_mod1_27h_g	did you encounter any problems when trying to hire construction, crafts & relate	discrete	numeric	
V3059	p_mod1_27h_v	did you encounter any problems when trying to hire construction, crafts & relate	discrete	numeric	
V3060	p_mod1_27h_j	did you encounter any problems when trying to hire elementary occupations?	discrete	numeric	
V3061	p_m_2_12a1	was the compensation noted above is for a part-time position? tip a	discrete	numeric	
V3062	p_m_2_12a2	was the compensation noted above is for a part-time position? tip b	discrete	numeric	
V3063	p_m3_0a	type a	discrete	character	
V3064	p_m3_0b	type b	discrete	character	
V3065	code_p_m3_0a	type a	discrete	numeric	
V3066	code_p_m3_0b	type b	discrete	numeric	
V3067	p_m_3_010aa	please check here if the compensation noted above is for a part-time position ti	discrete	numeric	
V3068	p_m_3_010ab	please check here if the compensation noted above is for a part-time position ti	discrete	numeric	
V3069	m_4_013ap_5_oth	other specify	discrete	character	
V3070	m_4_013bp_5_oth	other specify	discrete	character	
V3071	p_m_5_11_2013_val	valute	discrete	character	
V3072	p_m_5_11_2013_5	sale	discrete	character	
V3073	p_m_5_11_2014_val	valute	discrete	character	
V3074	p_m_5_11_2014_5	sale	discrete	character	
V3075	p_m5_12	is this firm registered with any government entity?	discrete	numeric	
V3076	Municipality	municipality	discrete	character	
V3077	Sector	sector	discrete	character	
V3078	County	county	discrete	character	
V3079	Regions	regions	discrete	character	
V3080	Size	size	discrete	character	

ID	Name	Label	Type	Format	Question
V3081	Region	region	discrete	numeric	
V3082	interimdata	interimdata	discrete	character	
V3083	NACE_code	sector according to nace classification	discrete	character	
V3084	m2_2_06aio_1	other, specify?	discrete	numeric	
V3085	m2_2_06bio_1	other, specify?	discrete	numeric	
V3086	m_4_08ax1_1	thinking about the training conducted on the firm's premises in the last year, w	discrete	numeric	
V3087	m_4_08bx1_1	thinking about the training conducted on the firm's premises in the last year, w	discrete	numeric	
V3088	m_5_03x1_1	who is the main buyer of your products or services? - other	discrete	numeric	
V3089	m_5_10_2_code	position	discrete	numeric	
V3090	Stratum	sampling stratum	contin	numeric	
V3091	Weight_branch	weight of branch	contin	numeric	
V3092	Country	Country	discrete	character	

Firm Number (id)

File: SER_Final ES Data

Overview

Type: Continuous	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 5	Minimum: 10001
Decimals: 0	Maximum: 11060
Range: 10001-11060	

pilot (pilot)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 1	
Decimals: 0	
Range: 0-0	

sampling point (sp)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

gender 1 (gender1)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

age group1 (age1)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

module 1 (mod1)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 1030
 Invalid: 0

gender 2 (gender2)

File: SER_Final ES Data

Overview

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

Valid cases: 152
 Invalid: 887

age group 2 (age2)

File: SER_Final ES Data

Overview

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

Valid cases: 152
 Invalid: 887

module 2 (mod2)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 44
 Invalid: 0

gender 3 (gender3)

File: SER_Final ES Data

Overview

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

Valid cases: 11
 Invalid: 1028

age group 3 (age3)

File: SER_Final ES Data

Overview

age group 3 (age3)

File: SER_Final ES Data

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

Valid cases: 11
Invalid: 1028

module 3 (mod3)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 4
Invalid: 0

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Pre question

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

Literal question

What is your job title (main responsibility)?

what is your job title (main responsibility)? - other, please specify (mod1_01x1)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 43

Valid cases: 53

Literal question

What is your job title (main responsibility)? Other (Please specify__)

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

File: SER_Final ES Data

Overview

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

Valid cases: 276
Invalid: 763

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

File: SER_Final ES Data

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

1 >>1.03

2 >>1.04

9 >>1.04

in what year did the company/firm begin operations in this country? (mod1_03)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1922-888999

Valid cases: 269
Invalid: 770

Literal question

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

Interviewer instructions

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

what year did your workplace begin operations in serbia? (mod1_04)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 1853-888999

Valid cases: 1039
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: SER_Final ES Data

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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?

Interviewer instructions

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

what is the legal status of this workplace - other, please specify ? (mod1_05x1)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 50

Valid cases: 10

Literal question

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

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

File: SER_Final ES Data

Overview

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

File: SER_Final ES Data

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

USE SHOWCARD #1

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

INT (USE SHOWCARD #2)
ONE ANSWER

permanent workers - total (mod1_08_1)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Pre question

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

Literal question

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

Interviewer instructions

SHOW CARD #2

permanent workers - men (mod1_08_2)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

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

permanent workers - women (mod1_08_3)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

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

temporary workers - total (mod1_08b_1)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

Literal question

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

Interviewer instructions

SHOW CARD #2

temporary workers - men (mod1_08b_2)

File: SER_Final ES Data

Overview

temporary workers - men (mod1_08b_2)

File: SER_Final ES Data

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

Valid cases: 1039
 Invalid: 0

Literal question

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

Interviewer instructions

SHOW CARD #2

temporary workers - women (mod1_08b_3)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

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: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

Pre question

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

Literal question

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

Post question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
 - FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

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

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

how many managers did the workplace have 12 months ago?
(mod1_11r)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 979
Format: numeric	Invalid: 60
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

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

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 979
Format: numeric	Invalid: 60
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

what proportion of current managers are female? (mod1_13r)

File: SER_Final ES Data

Overview

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

Valid cases: 979
Invalid: 60

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

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

File: SER_Final ES Data

Overview

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

Valid cases: 979
Invalid: 60

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

how many current managers are foreign? (mod1_15r)

File: SER_Final ES Data

Overview

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

Valid cases: 979
Invalid: 60

Literal question

How many current [POSITION] are foreign?
- Managers

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

do you have any professionals working in your workplace?

(mod1_09s)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESSES' ASK QUESTIONS 1.10-1.15

how many current professionals are there in the workplace?

(mod1_10s)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESSES' ASK QUESTIONS 1.10-1.15

how many professionals did the workplace have 12 months ago?

(mod1_11s)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 648
Format: numeric	Invalid: 391
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESSES' ASK QUESTIONS 1.10-1.15

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

File: SER_Final ES Data

Overview

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

Valid cases: 648
Invalid: 391

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESSES' ASK QUESTIONS 1.10-1.15

what proportion of current professionals are female? (mod1_13s)

File: SER_Final ES Data

Overview

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

Valid cases: 648
Invalid: 391

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESSES' ASK QUESTIONS 1.10-1.15

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

File: SER_Final ES Data

Overview

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

Valid cases: 648
Invalid: 391

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESSES' ASK QUESTIONS 1.10-1.15

how many current professionals are foreign? (mod1_15s)

File: SER_Final ES Data

Overview

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

Valid cases: 648
Invalid: 391

Literal question

How many current [POSITION] are foreign?
- Professionals

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESSES' ASK QUESTIONS 1.10-1.15

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESSES' ASK QUESTIONS 1.10-1.15

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESSES' ASK QUESTIONS 1.10-1.15

how many technicians and associate professionals did the workplace have 12 month (mod1_11t)

File: SER_Final ES Data

Overview

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

Valid cases: 625
Invalid: 414

Literal question

How many [OCCUPATION] did the workplace have 12 months ago?
- Technicians and associate professionals

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

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

File: SER_Final ES Data

Overview

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

Valid cases: 625
Invalid: 414

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

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

File: SER_Final ES Data

Overview

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

Valid cases: 625
Invalid: 414

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

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

File: SER_Final ES Data

Overview

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

Valid cases: 625
Invalid: 414

Literal question

What proportion of current [OCCUPATION] have worked for less than one year for the workplace?
- Technicians and associate professionals

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

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

File: SER_Final ES Data

Overview

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

Valid cases: 625
Invalid: 414

Literal question

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

Interviewer instructions

- GIVE SHOW CARD #3 TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY
- FILL ALL COLUMNS IN THIS ROW THEN FOR THE 'YESES' ASK QUESTIONS 1.10-1.15

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Pre question

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

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 782
Invalid: 257

Literal question

How many [OCCUPATION] did the workplace have 12 months ago?
- Clerical and support workers

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 782
Invalid: 257

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 782
Invalid: 257

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 782
Invalid: 257

Literal question

How many current [OCCUPATION] are foreign?
- Clerical and support workers

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 311
Invalid: 728

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 311
Invalid: 728

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 311
Format: numeric	Invalid: 728
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

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

Interviewer instructions

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

how many current service workers are foreign? (mod1_21u)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 311
Format: numeric	Invalid: 728
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

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

Interviewer instructions

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

how many current sales workers are there in the workplace?
(mod1_17t)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

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

how many sales workers did the workplace have 12 months ago?
(mod1_18t)

File: SER_Final ES Data

Overview

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

Valid cases: 317
Invalid: 722

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 317
Invalid: 722

Literal question

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

Interviewer instructions

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

what proportion of current sales workers are female? (mod1_20t)
File: SER_Final ES Data

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

File: SER_Final ES Data

Overview

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

Valid cases: 317
Invalid: 722

Literal question

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

Interviewer instructions

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

how many current sales workers are foreign? (mod1_21t)

File: SER_Final ES Data

Overview

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

Valid cases: 317
Invalid: 722

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 23
Invalid: 1016

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 23
Invalid: 1016

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 23
Invalid: 1016

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 23
Invalid: 1016

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 466
Invalid: 573

Literal question

How many [OCCUPATION] did the workplace have 12 months ago?
- Construction, Craft and related trades workers

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 466
Invalid: 573

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 466
Invalid: 573

Literal question

What proportion of current [OCCUPATION] are female?
- Construction, Craft and related trades workers

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 466
Invalid: 573

Literal question

How many current [OCCUPATION] are foreign?
- Construction, Craft and related trades workers

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 633
Format: numeric	Invalid: 406
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 633
Format: numeric	Invalid: 406
Width: 6	
Decimals: 0	
Range: 0-888999	

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 633
Invalid: 406

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 633
Invalid: 406

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 598
Invalid: 441

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 598
Invalid: 441

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 598
Invalid: 441

Literal question

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

Interviewer instructions

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 598
Invalid: 441

Literal question

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

Interviewer instructions

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

check of total number of employees (total_zap_check)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

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

File: SER_Final ES Data

Overview

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

File: SER_Final ES Data

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

Valid cases: 1039
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 'YESES' ASK QUESTIONS 1.23-1.24

did you receive female applicants when trying to hire managers?
(mod1_23r)

File: SER_Final ES Data

Overview

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

Valid cases: 220
Invalid: 819

Literal question

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

did you encounter any of these problems when trying to hire managers? - there we (mod1_24_r1)

File: SER_Final ES Data

Overview

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

Valid cases: 220
Invalid: 819

Literal question

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

Interviewer instructions

INT: SHOWCARD #4

applicants lacked required skills (mod1_24_r2)

File: SER_Final ES Data

applicants lacked required skills (mod1_24_r2)

File: SER_Final ES Data

Overview

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

Valid cases: 220
Invalid: 819

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]?

Interviewer instructions

INT: SHOWCARD #4

applicants expected wages higher than we can offer (mod1_24_r3)

File: SER_Final ES Data

Overview

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

Valid cases: 220
Invalid: 819

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]?

Interviewer instructions

INT: SHOWCARD #4

applicants did not like working conditions (mod1_24_r4)

File: SER_Final ES Data

Overview

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

Valid cases: 220
Invalid: 819

Literal question

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]?

Interviewer instructions

INT: SHOWCARD #4

applicants lacked required work experience (mod1_24_r5)

File: SER_Final ES Data

Overview

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

Valid cases: 220
Invalid: 819

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]?

Interviewer instructions

INT: SHOWCARD #4

other (mod1_24_r6a1)

File: SER_Final ES Data

Overview

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

Valid cases: 220
Invalid: 819

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]?

Interviewer instructions

INT: SHOWCARD #4

other, specify (mod1_24_r6a2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 45

Valid cases: 2

Literal question

Other specify _____)

Interviewer instructions

INT: SHOWCARD #4

other (mod1_24_r6b1)

File: SER_Final ES Data

Overview

other (mod1_24_r6b1)

File: SER_Final ES Data

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

Valid cases: 0
 Invalid: 1039

Interviewer instructions

INT: SHOWCARD #4

other, specify (mod1_24_r6b2)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

INT: SHOWCARD #4

other (mod1_24_r6c1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
 Invalid: 1039

Interviewer instructions

INT: SHOWCARD #4

other, specify (mod1_24_r6c2)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

INT: SHOWCARD #4

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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 applicants when trying to hire proffesionals?
(mod1_23s)

File: SER_Final ES Data

Overview

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

Valid cases: 366
Invalid: 673

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 these problems when trying to hire proffesionals? - the (mod1_24_s1)

File: SER_Final ES Data

Overview

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

Valid cases: 366
Invalid: 673

Literal question

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

Interviewer instructions

INT: SHOWCARD #4

applicants lacked required skills (mod1_24_s2)

File: SER_Final ES Data

applicants lacked required skills (mod1_24_s2)

File: SER_Final ES Data

Overview

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

Valid cases: 366
 Invalid: 673

Literal question

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

Interviewer instructions

INT: SHOWCARD #4

applicants expected wages higher than we can offer (mod1_24_s3)

File: SER_Final ES Data

Overview

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

Valid cases: 366
 Invalid: 673

Literal question

Did you encounter any of the following problems when trying to hire [OCCUPATION]? (Professionals)
 - Applicants expected wages higher than we can offer

Interviewer instructions

INT: SHOWCARD #4

applicants did not like working conditions (mod1_24_s4)

File: SER_Final ES Data

Overview

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

Valid cases: 366
 Invalid: 673

Literal question

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

Interviewer instructions

INT: SHOWCARD #4

applicants lacked required work experience (mod1_24_s5)

File: SER_Final ES Data

Overview

applicants lacked required work experience (mod1_24_s5)

File: SER_Final ES Data

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

Valid cases: 366
Invalid: 673

Literal question

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

Interviewer instructions

INT: SHOWCARD #4

other (mod1_24_s6a1)

File: SER_Final ES Data

Overview

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

Valid cases: 366
Invalid: 673

Literal question

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

Interviewer instructions

INT: SHOWCARD #4

other, specify (mod1_24_s6a2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 47

Valid cases: 5

Literal question

Other specify _____)

Interviewer instructions

INT: SHOWCARD #4

other (mod1_24_s6b1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

Literal question

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

other (mod1_24_s6b1)
File: SER_Final ES Data

Interviewer instructions

INT: SHOWCARD #4

other, specify (mod1_24_s6b2)
File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 0

Format: character

Width: 1

Literal question

Other specify _____)

Interviewer instructions

INT: SHOWCARD #4

other (mod1_24_s6c1)
File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 0

Format: numeric

Invalid: 1039

Width: 6

Decimals: 0

Range: 1-888999

Literal question

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

- Other

Interviewer instructions

INT: SHOWCARD #4

other, specify (mod1_24_s6c2)
File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 0

Format: character

Width: 1

Literal question

Other specify _____)

Interviewer instructions

INT: SHOWCARD #4

in the past 3 years [or since the firm began operations if less than
3 years ago (mod1_22t)
File: SER_Final ES Data

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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)

Post question

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

did you receive female applicants when trying to hire technicians and associate (mod1_23t)

File: SER_Final ES Data

Overview

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

Valid cases: 306
Invalid: 733

Literal question

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

did you encounter any of these problems when trying to hire technicians and asso (mod1_24_t1)

File: SER_Final ES Data

Overview

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

Valid cases: 306
Invalid: 733

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

Interviewer instructions

INT: SHOWCARD #4

applicants lacked required skills (mod1_24_t2)

File: SER_Final ES Data

Overview

applicants lacked required skills (mod1_24_t2)

File: SER_Final ES Data

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

Valid cases: 306
Invalid: 733

Literal question

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

- Applicants lacked required skills

Interviewer instructions

INT: SHOWCARD #4

applicants expected wages higher than we can offer (mod1_24_t3)

File: SER_Final ES Data

Overview

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

Valid cases: 306
Invalid: 733

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

Interviewer instructions

INT: SHOWCARD #4

applicants did not like working conditions (mod1_24_t4)

File: SER_Final ES Data

Overview

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

Valid cases: 306
Invalid: 733

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

Interviewer instructions

INT: SHOWCARD #4

applicants lacked required work experience (mod1_24_t5)

File: SER_Final ES Data

Overview

applicants lacked required work experience (mod1_24_t5)

File: SER_Final ES Data

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

Valid cases: 306
Invalid: 733

Literal question

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

Interviewer instructions

INT: SHOWCARD #4

other (mod1_24_t6a1)

File: SER_Final ES Data

Overview

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

Valid cases: 306
Invalid: 733

Literal question

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

Interviewer instructions

INT: SHOWCARD #4

other, specify (mod1_24_t6a2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 47

Valid cases: 2

Literal question

Other specify _____)

Interviewer instructions

INT: SHOWCARD #4

other (mod1_24_t6b1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

Literal question

other (mod1_24_t6b1)

File: SER_Final ES Data

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

- Other

Interviewer instructions

INT: SHOWCARD #4

other, specify (mod1_24_t6b2)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 0

Format: character

Width: 1

Literal question

Other specify _____)

Interviewer instructions

INT: SHOWCARD #4

other (mod1_24_t6c1)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 0

Format: numeric

Invalid: 1039

Width: 6

Decimals: 0

Range: 1-888999

Literal question

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

- Other

Interviewer instructions

INT: SHOWCARD #4

other, specify (mod1_24_t6c2)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 0

Format: character

Width: 1

Literal question

Other specify _____)

Interviewer instructions

INT: SHOWCARD #4

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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 applicants when trying to hire clerical support workers? (mod1_26s)

File: SER_Final ES Data

Overview

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

Valid cases: 292
Invalid: 747

Literal question

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

did you encounter any of these problems when trying to hire clerical support wor (mod1_27_s1)

File: SER_Final ES Data

Overview

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

Valid cases: 292
Invalid: 747

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants lacked required skills (mod1_27_s2)

File: SER_Final ES Data

Overview

applicants lacked required skills (mod1_27_s2)

File: SER_Final ES Data

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

Valid cases: 292
Invalid: 747

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants expected wages higher than we can offer (mod1_27_s3)

File: SER_Final ES Data

Overview

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

Valid cases: 292
Invalid: 747

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants did not like working conditions (mod1_27_s4)

File: SER_Final ES Data

Overview

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

Valid cases: 292
Invalid: 747

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants lacked required work experience (mod1_27_s5)

File: SER_Final ES Data

Overview

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

Valid cases: 292
Invalid: 747

applicants lacked required work experience (mod1_27_s5)

File: SER_Final ES Data

Literal question

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

- Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

other (mod1_27_s6a1)

File: SER_Final ES Data

Overview

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

Valid cases: 292
 Invalid: 747

Literal question

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

- Other

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_s6a2)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

other (mod1_27_s6b1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
 Invalid: 1039

Literal question

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

- Other

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_s6b2)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 0

Format: character

Width: 1

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

other (mod1_27_s6c1)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 0

Format: numeric

Invalid: 1039

Width: 6

Decimals: 0

Range: 1-888999

Literal question

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

- Other

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_s6c2)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 0

Format: character

Width: 1

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

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

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 1039

Format: numeric

Invalid: 0

Width: 6

Decimals: 0

Range: 1-888999

Literal question

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

File: SER_Final ES Data

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

Post question

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

did you receive female applicants when trying to hire service workers? (mod1_26u)

File: SER_Final ES Data

Overview

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

Valid cases: 126
Invalid: 913

Literal question

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

did you encounter any of these problems when trying to hire service workers? - t (mod1_27_u1)

File: SER_Final ES Data

Overview

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

Valid cases: 126
Invalid: 913

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants lacked required skills (mod1_27_u2)

File: SER_Final ES Data

Overview

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

Valid cases: 126
Invalid: 913

Literal question

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

Interviewer instructions

applicants lacked required skills (mod1_27_u2)

File: SER_Final ES Data

SHOWCARD #4

applicants expected wages higher than we can offer (mod1_27_u3)

File: SER_Final ES Data

Overview

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

Valid cases: 126
Invalid: 913

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants did not like working conditions (mod1_27_u4)

File: SER_Final ES Data

Overview

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

Valid cases: 126
Invalid: 913

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants lacked required work experience (mod1_27_u5)

File: SER_Final ES Data

Overview

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

Valid cases: 126
Invalid: 913

Literal question

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

Interviewer instructions

SHOWCARD #4

other (mod1_27_u6a1)

File: SER_Final ES Data

Overview

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

Valid cases: 126
Invalid: 913

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_u6a2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

other (mod1_27_u6b1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_u6b2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

other, specify (mod1_27_u6b2)

File: SER_Final ES Data

SHOWCARD #4

other (mod1_27_u6c1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_u6c2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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

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

did you receive female applicants when trying to hire sales workers? (mod1_26t)

File: SER_Final ES Data

Overview

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

Valid cases: 179
Invalid: 860

Literal question

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

did you encounter any of these problems when trying to hire sales workers? - the (mod1_27_t1)

File: SER_Final ES Data

Overview

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

Valid cases: 179
Invalid: 860

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants lacked required skills (mod1_27_t2)

File: SER_Final ES Data

Overview

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

Valid cases: 179
Invalid: 860

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants expected wages higher than we can offer (mod1_27_t3)

File: SER_Final ES Data

Overview

applicants expected wages higher than we can offer (mod1_27_t3)

File: SER_Final ES Data

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

Valid cases: 179
Invalid: 860

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants did not like working conditions (mod1_27_t4)

File: SER_Final ES Data

Overview

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

Valid cases: 179
Invalid: 860

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants lacked required work experience (mod1_27_t5)

File: SER_Final ES Data

Overview

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

Valid cases: 179
Invalid: 860

Literal question

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

Interviewer instructions

SHOWCARD #4

other (mod1_27_t6a1)

File: SER_Final ES Data

Overview

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

Valid cases: 179
Invalid: 860

other (mod1_27_t6a1)

File: SER_Final ES Data

Literal question

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

- Other

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_t6a2)

File: SER_Final ES Data

Overview

Type: Discrete

Format: character

Width: 96

Valid cases: 1

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

other (mod1_27_t6b1)

File: SER_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 1-888999

Valid cases: 0

Invalid: 1039

Literal question

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

- Other

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_t6b2)

File: SER_Final ES Data

Overview

Type: Discrete

Format: character

Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

other (mod1_27_t6c1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
 Invalid: 1039

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_t6c2)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 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 'YESES' ASK QUESTIONS 1.26-1.27

did you receive female applicants when trying to hire skilled agriculture, fores (mod1_26k)

File: SER_Final ES Data

Overview

did you receive female applicants when trying to hire skilled
agriculture, fores (mod1_26k)

File: SER_Final ES Data

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

Valid cases: 10
Invalid: 1029

Literal question

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

did you encounter any of these problems when trying to hire
skilled agriculture, (mod1_27_k1)

File: SER_Final ES Data

Overview

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

Valid cases: 10
Invalid: 1029

Literal question

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

- There were no or few applicants

Interviewer instructions

SHOWCARD #4

applicants lacked required skills (mod1_27_k2)

File: SER_Final ES Data

Overview

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

Valid cases: 10
Invalid: 1029

Literal question

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

- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

applicants expected wages higher than we can offer (mod1_27_k3)

File: SER_Final ES Data

Overview

applicants expected wages higher than we can offer (mod1_27_k3)

File: SER_Final ES Data

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

Valid cases: 10
Invalid: 1029

Literal question

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

- Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

applicants did not like working conditions (mod1_27_k4)

File: SER_Final ES Data

Overview

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

Valid cases: 10
Invalid: 1029

Literal question

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

- Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

applicants lacked required work experience (mod1_27_k5)

File: SER_Final ES Data

Overview

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

Valid cases: 10
Invalid: 1029

Literal question

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

- Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

other (mod1_27_k6a1)

File: SER_Final ES Data

Overview

other (mod1_27_k6a1)

File: SER_Final ES Data

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

Valid cases: 10
Invalid: 1029

Literal question

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

- Other

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_k6a2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

other (mod1_27_k6b1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

Literal question

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

- Other

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_k6b2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

other, specify (mod1_27_k6b2)

File: SER_Final ES Data

SHOWCARD #4

other (mod1_27_k6c1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_k6c2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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]?
- 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 applicants when trying to hire construction, crafts & rel (mod1_26g)

File: SER_Final ES Data

Overview

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

Valid cases: 290
Invalid: 749

Literal question

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

did you encounter any of these problems when trying to hire construction, crafts (mod1_27_g1)

File: SER_Final ES Data

Overview

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

Valid cases: 290
Invalid: 749

Literal question

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

- There were no or few applicants

Interviewer instructions

SHOWCARD #4

applicants lacked required skills (mod1_27_g2)

File: SER_Final ES Data

Overview

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

Valid cases: 290
Invalid: 749

Literal question

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

- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

applicants expected wages higher than we can offer (mod1_27_g3)

File: SER_Final ES Data

Overview

applicants expected wages higher than we can offer (mod1_27_g3)

File: SER_Final ES Data

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

Valid cases: 290
Invalid: 749

Literal question

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

- Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

applicants did not like working conditions (mod1_27_g4)

File: SER_Final ES Data

Overview

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

Valid cases: 290
Invalid: 749

Literal question

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

- Applicants did not like working conditions

Interviewer instructions

SHOWCARD #4

applicants lacked required work experience (mod1_27_g5)

File: SER_Final ES Data

Overview

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

Valid cases: 290
Invalid: 749

Literal question

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

- Applicants lacked required work experience

Interviewer instructions

SHOWCARD #4

other (mod1_27_g6a1)

File: SER_Final ES Data

Overview

other (mod1_27_g6a1)

File: SER_Final ES Data

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

Valid cases: 290
Invalid: 749

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_g6a2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 30

Valid cases: 1

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

other (mod1_27_g6b1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_g6b2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

other, specify (mod1_27_g6b2)

File: SER_Final ES Data

SHOWCARD #4

other (mod1_27_g6c1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_g6c2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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 'YESES' ASK QUESTIONS 1.26-1.27

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

File: SER_Final ES Data

Overview

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

Valid cases: 287
Invalid: 752

Literal question

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

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

File: SER_Final ES Data

Overview

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

Valid cases: 287
Invalid: 752

Literal question

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

- There were no or few applicants

Interviewer instructions

SHOWCARD #4

applicants lacked required skills (mod1_27_v2)

File: SER_Final ES Data

Overview

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

Valid cases: 287
Invalid: 752

Literal question

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

- Applicants lacked required skills

Interviewer instructions

SHOWCARD #4

applicants expected wages higher than we can offer (mod1_27_v3)

File: SER_Final ES Data

Overview

applicants expected wages higher than we can offer (mod1_27_v3)

File: SER_Final ES Data

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

Valid cases: 287
Invalid: 752

Literal question

Did you encounter any of these problems when TRYING to hire [OCCUPATION]? (Plant and machine operators, and assemblers, Drivers)
- Applicants expected wages higher than we can offer

Interviewer instructions

SHOWCARD #4

applicants did not like working conditions (mod1_27_v4)

File: SER_Final ES Data

Overview

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

Valid cases: 287
Invalid: 752

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants lacked required work experience (mod1_27_v5)

File: SER_Final ES Data

Overview

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

Valid cases: 287
Invalid: 752

Literal question

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

Interviewer instructions

SHOWCARD #4

other (mod1_27_v6a1)

File: SER_Final ES Data

Overview

other (mod1_27_v6a1)

File: SER_Final ES Data

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

Valid cases: 287
Invalid: 752

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_v6a2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 30

Valid cases: 1

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

other (mod1_27_v6b1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_v6b2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

other, specify (mod1_27_v6b2)

File: SER_Final ES Data

SHOWCARD #4

other (mod1_27_v6c1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_v6c2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

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

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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 applicants when trying to hire elementary occupations wor (mod1_26j)

File: SER_Final ES Data

Overview

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

Valid cases: 237
Invalid: 802

Literal question

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

did you encounter any of these problems when trying to hire elementary occupatio (mod1_27_j1)

File: SER_Final ES Data

Overview

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

Valid cases: 237
Invalid: 802

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants lacked required skills (mod1_27_j2)

File: SER_Final ES Data

Overview

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

Valid cases: 237
Invalid: 802

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants expected wages higher than we can offer (mod1_27_j3)

File: SER_Final ES Data

Overview

applicants expected wages higher than we can offer (mod1_27_j3)

File: SER_Final ES Data

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

Valid cases: 237
Invalid: 802

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants did not like working conditions (mod1_27_j4)

File: SER_Final ES Data

Overview

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

Valid cases: 237
Invalid: 802

Literal question

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

Interviewer instructions

SHOWCARD #4

applicants lacked required work experience (mod1_27_j5)

File: SER_Final ES Data

Overview

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

Valid cases: 237
Invalid: 802

Literal question

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

Interviewer instructions

SHOWCARD #4

other (mod1_27_j6a1)

File: SER_Final ES Data

Overview

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

Valid cases: 237
Invalid: 802

other (mod1_27_j6a1)

File: SER_Final ES Data

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_j6a2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 14

Valid cases: 1

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

other (mod1_27_j6b1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_j6b2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

other (mod1_27_j6c1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

Literal question

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

Interviewer instructions

SHOWCARD #4

other, specify (mod1_27_j6c2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

Literal question

Other specify _____)

Interviewer instructions

SHOWCARD #4

occupation name - managers (m_2_01r)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Pre question

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

Literal question

- Manager

Interviewer instructions

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

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

occupation name - professionals (m_2_01s)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Pre question

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

Literal question

- Professional

Interviewer instructions

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

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

occupation name - technicians and associate professionals

(m_2_01t)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Pre question

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

Literal question

- Technicians and associate professionals

Interviewer instructions

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

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

occupation number type a (m_2_02b)

File: SER_Final ES Data

occupation number type a (m_2_02b)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

Occupation Number Type A:

occupation type a (m_2_02z)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 30

Valid cases: 993

Literal question

Occupation Type A:

occupation name - clerical support workers (m2_03_4)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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

occupation name - service workers (m2_03_5)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Pre question

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

Literal question

- Service workers

occupation name - sales workers (m2_03_6)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 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

- Sales workers

occupation name - skilled agricultural, forestry and fishery workers (m2_03_7)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 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

- Skilled agricultural, forestry and fishery workers

occupation name - craft and related trades workers (m2_03_8)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 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

occupation name - plant and machine operators, and assemblers (m2_03_9)

File: SER_Final ES Data

Overview

occupation name - plant and machine operators, and assemblers (m2_03_9)

File: SER_Final ES Data

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

Valid cases: 1039
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

occupation name - elementary occupations (m2_03_10)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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

occupation number type b (m_2_04b)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Pre question

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

Literal question

Occupation Number Type B:

occupation type b (m_2_04z)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 54

Valid cases: 1005

occupation type b (m_2_04z)

File: SER_Final ES Data

Literal question

Occupation Type B:

write the occupation type a (m2_2_05a)

File: SER_Final ES Data

Overview

Type: Discrete

Format: character

Width: 100

Valid cases: 993

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] _____

Interviewer instructions

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

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

write the occupation type b (m2_2_05b)

File: SER_Final ES Data

Overview

Type: Discrete

Format: character

Width: 100

Valid cases: 1005

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] _____

Interviewer instructions

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

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

write the occupation type a (code_m2_2_05a)

File: SER_Final ES Data

Overview

Type: Discrete

Format: numeric

Width: 6

Decimals: 0

Range: 0-888999

Valid cases: 1039

Invalid: 0

Pre question

write the occupation type a (code_m2_2_05a)

File: SER_Final ES Data

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] _____

write the occupation type b (code_m2_2_05b)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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] _____

do you recruit type a from the following sources- national employment services (m2_2_06aa)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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?
- National Employment Services

Interviewer instructions

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

private employment services (m2_2_06ab)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

private employment services (m2_2_06ab)

File: SER_Final ES Data

Literal question

Do you recruit from the following sources?

- Private Employment Services

job fairs (m2_2_06ac)

File: SER_Final ES Data

Overview

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

Valid cases: 993
 Invalid: 46

Literal question

Do you recruit from the following sources?

- Job Fairs

offers to experienced people in other firms (m2_2_06ad)

File: SER_Final ES Data

Overview

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

Valid cases: 993
 Invalid: 46

Literal question

Do you recruit from the following sources?

- Offers to experienced people in other firms

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

File: SER_Final ES Data

Overview

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

Valid cases: 993
 Invalid: 46

Literal question

Do you recruit from the following sources?

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

internet postings (m2_2_06af)

File: SER_Final ES Data

Overview

internet postings (m2_2_06af)

File: SER_Final ES Data

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

Valid cases: 993
 Invalid: 46

Literal question

Do you recruit from the following sources?
 - Internet posting

other media advertisements/postings (not including internet)
(m2_2_06ag)

File: SER_Final ES Data

Overview

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

Valid cases: 993
 Invalid: 46

Literal question

Do you recruit from the following sources?
 - Other media advertisements/postings (not including internet)

informal channels (personal contacts, people recommended by others) (m2_2_06ah)

File: SER_Final ES Data

Overview

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

Valid cases: 993
 Invalid: 46

Literal question

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

other (m2_2_06ai)

File: SER_Final ES Data

Overview

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

Valid cases: 993
 Invalid: 46

Literal question

Do you recruit from the following sources?
 - Other

other, specify? (m2_2_06aio)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 64

Valid cases: 32

Literal question

Other
specify _____)

do you recruit type b from the following sources- national
employment services (m2_2_06ba)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

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

private employment services (m2_2_06bb)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

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

job fairs (m2_2_06bc)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

Do you recruit from the following sources?
- Job Fairs

offers to experienced people in other firms (m2_2_06bd)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
 Invalid: 34

Literal question

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

direct contact with educational institutions, schools, training centers, univers (m2_2_06be)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
 Invalid: 34

Literal question

Do you recruit from the following sources?
 - Direct contact with public educational institutions, schools, training centers, universities, etc.

internet postings (m2_2_06bf)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
 Invalid: 34

Literal question

Do you recruit from the following sources?
 - Internet posting

other media advertisements/postings (not including internet) (m2_2_06bg)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
 Invalid: 34

Literal question

other media advertisements/postings (not including internet)
(m2_2_06bg)

File: SER_Final ES Data

Do you recruit from the following sources?

- Other media advertisements/postings (not including internet)

informal channels (personal contacts, people recommended by others) (m2_2_06bh)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

Do you recruit from the following sources?

- Informal channels (personal contacts, people recommended by others)

other (m2_2_06bi)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

Do you recruit from the following sources?

- Other

other, specify?" (m2_2_06bio)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 50

Valid cases: 23

Literal question

Other
specify_____)

did you hire [occupation type_a] in the past 3 years? (m2_2_07a)

File: SER_Final ES Data

Overview

did you hire [occupation type_a] in the past 3 years? (m2_2_07a)

File: SER_Final ES Data

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

Valid cases: 993
Invalid: 46

Literal question

Did you hire [OCCUPATION TYPE_] in the past 3 years?

Post question

2 No →2.10

did you hire [occupation type_b] in the past 3 years? (m2_2_07b)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

Did you hire [OCCUPATION TYPE_] in the past 3 years?

Post question

2 No →2.10

what proportion of the applicants for [occupation type_a] were male and female? (m2_2_08a1)

File: SER_Final ES Data

Overview

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

Valid cases: 379
Invalid: 660

Literal question

What proportion of the applicants for [OCCUPATION TYPE_] were male and female?

female (m2_2_08a2)

File: SER_Final ES Data

Overview

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

Valid cases: 379
Invalid: 660

what proportion of the applicants for [occupation type_b] were male and female? (m2_2_08b1)

File: SER_Final ES Data

Overview

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

Valid cases: 521
Invalid: 518

Literal question

What proportion of the applicants for [OCCUPATION TYPE_] were male and female?

female (m2_2_08b2)

File: SER_Final ES Data

Overview

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

Valid cases: 521
Invalid: 518

Literal question

What percentage of the applicants for [OCCUPATION TYPE_] were male and female?

over the past 3 years [or since the firm began operations] if less than 3 years (m2_2_09_1)

File: SER_Final ES Data

Overview

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

Valid cases: 379
Invalid: 660

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'

over the past 3 years [or since the firm began operations] if less than 3 years (m2_2_09_2)

File: SER_Final ES Data

Overview

over the past 3 years [or since the firm began operations] if less than 3 years (m2_2_09_2)

File: SER_Final ES Data

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

Valid cases: 521
Invalid: 518

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'

what is the education level of the most recent person hired as a [occupation typ (m2_2_10_1)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

Literal question

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

Interviewer instructions

SHOW CARD #18 ONE ANSWER

what is the education level of the most recent person hired as a [occupation typ (m2_2_10_2)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

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

Interviewer instructions

SHOW CARD #18 ONE ANSWER

what is the gender of the most recent person hired for [occupation type_a] ? (m_2_11_1)

File: SER_Final ES Data

Overview

what is the gender of the most recent person hired for [occupation type_a] ? (m_2_11_1)

File: SER_Final ES Data

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

Valid cases: 993
Invalid: 46

Literal question

What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?

what is the gender of the most recent person hired for [occupation type_b] ? (m_2_11_2)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

What is the gender of the most recent person hired for [OCCUPATION TYPE_] ?

what is the average monthly gross compensation over the past 6 months (or the mo (m_2_12a)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 888-888999

Valid cases: 993
Invalid: 46

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.

what is the average monthly gross compensation over the past 6 months (or the mo (m_2_12b)

File: SER_Final ES Data

Overview

what is the average monthly gross compensation over the past 6 months (or the mo (m_2_12b)

File: SER_Final ES Data

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 888-888999

Valid cases: 1005
Invalid: 34

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.

is the compensation noted above for a part-time position? type a (m_2_12a1)

File: SER_Final ES Data

Overview

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

Valid cases: 673
Invalid: 366

Literal question

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

is the compensation noted above for a part-time position? type b (m_2_12a2)

File: SER_Final ES Data

Overview

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

Valid cases: 739
Invalid: 300

Literal question

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

is the salary for a [occupation type _a] negotiable at the moment of hiring? (m_2_13_1)

File: SER_Final ES Data

Overview

is the salary for a [occupation type _a] negotiable at the moment of hiring? (m_2_13_1)

File: SER_Final ES Data

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

Valid cases: 993
Invalid: 46

Literal question

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

is the salary for a [occupation type _b] negotiable at the moment of hiring? (m_2_13_2)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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?
(Most important)

Interviewer instructions

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

second most important personal characteristic (type a)
(m_2_14_1y_2)

File: SER_Final ES Data

Overview

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

Valid cases: 304
Invalid: 735

second most important personal characteristic (type a) (m_2_14_1y_2)

File: SER_Final ES Data

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

third most important personal characteristic (type a) (m_2_14_1y_3)

File: SER_Final ES Data

Overview

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

Valid cases: 211
Invalid: 828

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

selected age group (15-24 years) for type a (m_2_14a_1_1)

File: SER_Final ES Data

Overview

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

Valid cases: 4
Invalid: 1035

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

selected age group (25-44 years) for type a (m_2_14a_1_2)

File: SER_Final ES Data

Overview

selected age group (25-44 years) for type a (m_2_14a_1_2)

File: SER_Final ES Data

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

Valid cases: 300
 Invalid: 739

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

selected age group (45-64 years) for type a (m_2_14a_1_3)

File: SER_Final ES Data

Overview

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

Valid cases: 54
 Invalid: 985

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

selected gender=male for type a (m_2_14a_2_1)

File: SER_Final ES Data

Overview

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

Valid cases: 240
 Invalid: 799

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

selected gender=female for type a (m_2_14a_2_2)

File: SER_Final ES Data

Overview

selected gender=female for type a (m_2_14a_2_2)

File: SER_Final ES Data

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

Valid cases: 65
 Invalid: 974

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

most important personal characteristic (type b) (m_2_14_2y_1)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
 Invalid: 34

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

second most important personal characteristic (type b)

(m_2_14_2y_2)

File: SER_Final ES Data

Overview

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

Valid cases: 430
 Invalid: 609

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

third most important personal characteristic (type b) (m_2_14_2y_3)

File: SER_Final ES Data

Overview

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

Valid cases: 254
Invalid: 785

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

selected age group (15-24 years) for type b (m_2_14b_1_1)

File: SER_Final ES Data

Overview

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

Valid cases: 15
Invalid: 1024

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

selected age group (25-44 years) for type b (m_2_14b_1_2)

File: SER_Final ES Data

Overview

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

Valid cases: 451
Invalid: 588

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

selected age group (45-64 years) for type b (m_2_14b_1_3)

File: SER_Final ES Data

Overview

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

Valid cases: 25
 Invalid: 1014

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

selected gender=male for type b (m_2_14b_2_1)

File: SER_Final ES Data

Overview

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

Valid cases: 284
 Invalid: 755

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

selected gender=female for type b (m_2_14b_2_2)

File: SER_Final ES Data

Overview

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

Valid cases: 176
 Invalid: 863

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

SHOW CARD #6 Use '1', '2' and '3' to indicate most important personal characteristics. If the respondent chooses 'Age' or 'Gender', use check/tick marks to indicate which category within age or gender is selected by the respondent.

for each question below, please think of the selected occupation when answering (m_30a_1)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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?

does the job regularly involve writing using correct spelling and grammar? (m_30a_2)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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 writing using correct spelling and grammar?

does the job regularly involve math, that is, adding, subtracting, multiplying o (m_30a_3)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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

does the job regularly involve solving problems that take 30 minutes or more to (m_30a_4)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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

does the job regularly involve speaking a language other than serbian? (m_30a_5)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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 speaking a language other than SERBIAN?

does the job regularly require making formal presentations to clients or colleag (m_30a_6)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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 require making formal presentations to clients or colleagues to persuade them of a point of view?

does the job regularly involve interacting with a team of co-workers? (m_30a_7)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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 interacting with a team of co-workers??

for each question below, please think of the selected occupation when answering (m_30b_1)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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?

does the job regularly involve writing using correct spelling and grammar? (m_30b_2)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 writing using correct spelling and grammar?

does the job regularly involve math, that is, adding, subtracting, multiplying or (m_30b_3)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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

does the job regularly involve solving problems that take 30 minutes or more to (m_30b_4)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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

does the job regularly involve speaking a language other than serbian? (m_30b_5)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 speaking a language other than SERBIAN?

does the job regularly require making formal presentations to clients or colleagues (m_30b_6)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 require making formal presentations to clients or colleagues to persuade them of a point of view?

does the job regularly involve interacting with a team of co-workers? (m_30b_7)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 interacting with a team of co-workers?

what is the highest level of computer use involved in this job? [type a]? (m_3_08a)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

Literal question

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

Interviewer instructions

- SHOW CARD #7 INT ONE ANSWER
- GO BACK TO Q3.01 AND REPEAT FOR OCCUPATION TYPE B.

what is the highest level of computer use involved in this job?
[type b]? (m_3_08b)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

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

Interviewer instructions

- SHOW CARD #7 INT ONE ANSWER
- GO BACK TO Q3.01 AND REPEAT FOR OCCUPATION TYPE B.

thinking of the last month, how frequently did this typical worker
arrive at wor (m_3_09a)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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)?

thinking of the last month, how frequently did this typical worker
arrive at wor (m_3_09b)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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)?

what is the average monthly gross compensation over the last 12 months for this (m_3_010a)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 7
Decimals: 0
Range: 888-1100000

Valid cases: 993
Invalid: 46

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.

what is the average monthly gross compensation over the last 12 months for this (m_3_010b)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 888-888999

Valid cases: 1005
Invalid: 34

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.

is the noted compensation for a part-time position? type a (m_3_010aa)

File: SER_Final ES Data

Overview

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

Valid cases: 670
Invalid: 369

Literal question

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

Interviewer instructions

IF REFUSES TO ANSWER DO NOT CIRCLE

is the noted compensation for a part-time position? type b
(m_3_010ab)

File: SER_Final ES Data

Overview

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

Valid cases: 732
Invalid: 307

Literal question

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

Interviewer instructions

IF REFUSES TO ANSWER DO NOT CIRCLE

how long has it been since the last promotion (increase in job
responsibility, (m_3_011a)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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 has it been since the last promotion (increase in job
responsibility, (m_3_011b)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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.

what is the highest education level this worker has completed? -
 type a (m_3_12a)
 File: SER_Final ES Data

Overview

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

Valid cases: 993
 Invalid: 46

Literal question

What is the highest education level this worker has completed?

Interviewer instructions

ONE ANSWER

what is the highest education level this worker has completed? -
 type b (m_3_12b)
 File: SER_Final ES Data

Overview

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

Valid cases: 1005
 Invalid: 34

Literal question

What is the highest education level this worker has completed?

Interviewer instructions

ONE ANSWER

does this worker have a technical or vocational post-secondary
 diploma or certif (m_3_013a)
 File: SER_Final ES Data

Overview

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

Valid cases: 993
 Invalid: 46

Literal question

Does this worker have a technical or vocational post-secondary diploma or certificate? This includes both higher vocational schools and courses that take at least one month to finish, organized by state or private institutions. Examples are language courses, CISCO or Microsoft Certifications, accounting course, and also higher schools such as Higher business school, Higher catering school...

does this worker have a technical or vocational post-secondary
 diploma or certif (m_3_013b)
 File: SER_Final ES Data

does this worker have a technical or vocational post-secondary diploma or certif (m_3_013b)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

Does this worker have a technical or vocational post-secondary diploma or certificate? This includes both higher vocational schools and courses that take at least one month to finish, organized by state or private institutions. Examples are language courses, CISCO or Microsoft Certifications, accounting course, and also higher schools such as Higher business school, Higher catering school...

are you satisified with the education level of this worker? - type a (m_3_014a)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

Literal question

Are you satisfied with the education level of this worker?

are you satisified with the education level of this worker? - type b (m_3_014b)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

Are you satisfied with the education level of this worker?

what is the average age of this worker? - type a (m_3_015a)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 21-888999

Valid cases: 993
Invalid: 46

Literal question

what is the average age of this worker? - type a (m_3_015a)

File: SER_Final ES Data

What is the average age of this worker?

what is the average age of this worker? - type b (m_3_015b)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 20-888999

Valid cases: 1005
Invalid: 34

Literal question

What is the average age of this worker?

what is the gender of this worker? - type a (m_3_016a)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

Literal question

What is the gender of this worker?

Interviewer instructions

IF YOU HAVE FINISHED ASKING QUESTIONS FOR OCCUPATION TYPE A, GO BACK TO QUESTION 3.09 AND ASK QUESTIONS 3.09 - 3.16 FOR OCCUPATION TYPE B.

what is the gender of this worker? - type b (m_3_016b)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

What is the gender of this worker?

Interviewer instructions

IF YOU HAVE FINISHED ASKING QUESTIONS FOR OCCUPATION TYPE A, GO BACK TO QUESTION 3.09 AND ASK QUESTIONS 3.09 - 3.16 FOR OCCUPATION TYPE B.

for each of the skills indicate if there is a difference between what is require (m_3_017a_1)

File: SER_Final ES Data

for each of the skills indicate if there is a difference between what is require (m_3_017a_1)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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.

can read and write in english (m_3_017a_2)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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.

can read and write in another foreign language (m_3_017a_3)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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 another foreign language (For example, Russian, French, German, etc.)

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

can find new and better ways to do things (m_3_017a_4)

File: SER_Final ES Data

can find new and better ways to do things (m_3_017a_4)

File: SER_Final ES Data

Overview

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

Valid cases: 993
 Invalid: 46

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.

can stay on a long and difficult task until it is finished

(m_3_017a_5)

File: SER_Final ES Data

Overview

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

Valid cases: 993
 Invalid: 46

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.

can be relied on to get things done (m_3_017a_6)

File: SER_Final ES Data

Overview

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

Valid cases: 993
 Invalid: 46

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.

can work well with others and listens to others' views (m_3_017a_7)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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.

can work well in very busy or difficult situations (m_3_017a_8)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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.

can continue in the face of challenging situations at work (m_3_017a_9)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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.

can easily adapt to new tasks or changes in the workplace
(m_3_017a_10)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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.

can use a computer for making presentations and/or other
advanced purposes like (m_3_017a_11)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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.

can demonstrate specific technical skills relevant to the job.
(m_3_017a_12)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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 relevant to the job.

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.18 BEFORE MOVING ON TO THE NEXT SKILL.

how large is the difference between the current skills and the required skills i (m_3_018a_1)

File: SER_Final ES Data

Overview

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

Valid cases: 29
Invalid: 1010

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?

can read and write in english (m_3_018a_2)

File: SER_Final ES Data

Overview

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

Valid cases: 83
Invalid: 956

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?

- Can read and write in English

can read and write in another foreign language (m_3_018a_3)

File: SER_Final ES Data

Overview

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

Valid cases: 96
Invalid: 943

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?

- Can read and write in another foreign language (For example, Russian, French, German, etc.)

can find new and better ways to do things (m_3_018a_4)

File: SER_Final ES Data

Overview

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

Valid cases: 101
Invalid: 938

Literal question

can find new and better ways to do things (m_3_018a_4)

File: SER_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?

- Can find new and better ways to do things

can stay on a long and difficult task until it is finished

(m_3_018a_5)

File: SER_Final ES Data

Overview

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

Valid cases: 58
Invalid: 981

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?

- Can stay on a long and difficult task until it is finished

can be relied on to get things done (m_3_018a_6)

File: SER_Final ES Data

Overview

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

Valid cases: 49
Invalid: 990

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?

- Can be relied on to get things done

can work well with others and listens to others' views

(m_3_018a_7)

File: SER_Final ES Data

Overview

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

Valid cases: 62
Invalid: 977

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?

- Can work well with others and listens to others' views

can work well in very busy or difficult situations (m_3_018a_8)

File: SER_Final ES Data

Overview

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

Valid cases: 74
Invalid: 965

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?

- Can work well in very busy times or difficult situations

can continue in the face of challenging situations at work
(m_3_018a_9)

File: SER_Final ES Data

Overview

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

Valid cases: 57
Invalid: 982

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?

- Can continue in the face of challenging situations at work

can easily adapt to new tasks or changes in the workplace
(m_3_018a_10)

File: SER_Final ES Data

Overview

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

Valid cases: 84
Invalid: 955

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?

- Can easily adapt to new tasks or changes in the workplace

can use a computer for making presentations and/or other
advanced purposes like (m_3_018a_11)

File: SER_Final ES Data

Overview

can use a computer for making presentations and/or other advanced purposes like (m_3_018a_11)

File: SER_Final ES Data

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

Valid cases: 85
Invalid: 954

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?

- Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

can demonstrate specific technical skills relevant to the job.
(m_3_018a_12)

File: SER_Final ES Data

Overview

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

Valid cases: 55
Invalid: 984

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?

- Can demonstrate specific technical skills relevant to the job.

of these skills, which ones do you think are important when making decisions reg (m_3_019a_1)

File: SER_Final ES Data

Overview

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

Valid cases: 61
Invalid: 978

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].

can read and write in english (m_3_019a_2)

File: SER_Final ES Data

Overview

can read and write in english (m_3_019a_2)

File: SER_Final ES Data

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

Valid cases: 58
 Invalid: 981

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].

- Can read and write in English

can read and write in another foreign language (m_3_019a_3)

File: SER_Final ES Data

Overview

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

Valid cases: 36
 Invalid: 1003

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].

- Can read and write in another foreign language (For example, Russian, French, German, etc.)

can find new and better ways to do things (m_3_019a_4)

File: SER_Final ES Data

Overview

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

Valid cases: 415
 Invalid: 624

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].

- Can find new and better ways to do things

can stay on a long and difficult task until it is finished
(m_3_019a_5)

File: SER_Final ES Data

Overview

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

Valid cases: 271
 Invalid: 768

can stay on a long and difficult task until it is finished
(m_3_019a_5)

File: SER_Final ES Data

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].

- Can stay on a long and difficult task until it is finished

can be relied on to get things done (m_3_019a_6)

File: SER_Final ES Data

Overview

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

Valid cases: 470
Invalid: 569

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].

- Can be relied on to get things done

can work well with others and listens to others' views
(m_3_019a_7)

File: SER_Final ES Data

Overview

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

Valid cases: 286
Invalid: 753

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].

- Can work well with others and listens to others' views

can work well in very busy or difficult situations (m_3_019a_8)

File: SER_Final ES Data

Overview

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

Valid cases: 447
Invalid: 592

Literal question

can work well in very busy or difficult situations (m_3_019a_8)

File: SER_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].

- Can work well in very busy times or difficult situations

can continue in the face of challenging situations at work
(m_3_019a_9)

File: SER_Final ES Data

Overview

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

Valid cases: 198
Invalid: 841

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].

- Can continue in the face of challenging situations at work

can easily adapt to new tasks or changes in the workplace
(m_3_019a_10)

File: SER_Final ES Data

Overview

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

Valid cases: 308
Invalid: 731

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].

- Can easily adapt to new tasks or changes in the workplace

can use a computer for making presentations and/or other
advanced purposes like (m_3_019a_11)

File: SER_Final ES Data

Overview

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

Valid cases: 92
Invalid: 947

Literal question

can use a computer for making presentations and/or other advanced purposes like (m_3_019a_11)

File: SER_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].

- Can use a computer for making presentations and/or other advanced purposes like creating and managing databases, or using specialized computer programs, etc.

can demonstrate specific technical skills relevant to the job. (m_3_019a_12)

File: SER_Final ES Data

Overview

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

Valid cases: 337
Invalid: 702

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].

- Can demonstrate specific technical skills relevant to the job.

for each of the skills indicate if there is a difference between what is require (m_3_020_1)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

can do calculations and work with numbers (m_3_020_2)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

can do calculations and work with numbers (m_3_020_2)

File: SER_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 A] 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.

can read and write in english (m_3_020_3)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

can read and write in another foreign language (m_3_020_4)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 another foreign language (For example, Russian, French, German, etc.)

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

can find new and better ways to do things (m_3_020_5)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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

can find new and better ways to do things (m_3_020_5)

File: SER_Final ES Data

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

can be relied on to get things done (m_3_020_6)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

can work well with others and listens to others' views (m_3_020_7)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

can work well in very busy times or difficult situations (m_3_020_8)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 times or difficult situations

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

can continue in the face of challenging situations at work
(m_3_020_9)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

can easily adapt to new tasks or changes in the workplace
(m_3_020_10)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

can use a computer for basic word processing tasks, email and internet searches (m_3_020_11)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 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.

can demonstrate specific technical skills that are job-relevant
(m_3_020_12)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 that are job-relevant.

Interviewer instructions

IF THERE IS A DIFFERENCE, GO TO 3.21 BEFORE MOVING ON TO THE NEXT SKILL.

how large is the difference between the current skills and the
required skills i (m_3_021_1)

File: SER_Final ES Data

Overview

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

Valid cases: 13
Invalid: 1026

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 A] worker?

can do calculations and work with numbers (m_3_021_2)

File: SER_Final ES Data

Overview

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

Valid cases: 29
Invalid: 1010

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 A] worker?

- Can do calculations and work with numbers

can read and write in english (m_3_021_3)

File: SER_Final ES Data

Overview

can read and write in english (m_3_021_3)

File: SER_Final ES Data

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

Valid cases: 96
 Invalid: 943

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 A] worker?

- Can read and write in English

can read and write in another foreign language (m_3_021_4)

File: SER_Final ES Data

Overview

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

Valid cases: 76
 Invalid: 963

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 A] worker?

- Can read and write in another foreign language (For example, Russian, French, German, etc.)

can find new and better ways to do things (m_3_021_5)

File: SER_Final ES Data

Overview

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

Valid cases: 92
 Invalid: 947

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 A] worker?

- Can find new and better ways to do things

can be relied on to get things done (m_3_021_6)

File: SER_Final ES Data

Overview

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

Valid cases: 46
 Invalid: 993

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 A] worker?

- Can be relied on to get things done

can work well with others and listens to others' views (m_3_021_7)

File: SER_Final ES Data

Overview

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

Valid cases: 61
Invalid: 978

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 A] worker?

- Can work well with others and listens to others' views

can work well in very busy times or difficult situations (m_3_021_8)

File: SER_Final ES Data

Overview

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

Valid cases: 96
Invalid: 943

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 A] worker?

- Can work well in very busy times or difficult situations

can continue in the face of challenging situations at work (m_3_021_9)

File: SER_Final ES Data

Overview

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

Valid cases: 58
Invalid: 981

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 A] worker?

- Can continue in the face of challenging situations at work

can easily adapt to new tasks or changes in the workplace (m_3_021_10)

File: SER_Final ES Data

Overview

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

Valid cases: 82
Invalid: 957

can easily adapt to new tasks or changes in the workplace
(m_3_021_10)

File: SER_Final ES Data

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 A] worker?

- Can easily adapt to new tasks or changes in the workplace

can use a computer for basic word processing tasks, email and internet searches (m_3_021_11)

File: SER_Final ES Data

Overview

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

Valid cases: 47
Invalid: 992

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 A] worker?

- Can use a computer for basic word processing tasks, email and internet searches

can demonstrate specific technical skills that are job-relevant
(m_3_021_12)

File: SER_Final ES Data

Overview

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

Valid cases: 61
Invalid: 978

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 A] worker?

- Can demonstrate specific technical skills that are job-relevant.

of these skills, which ones do you think are important when making decisions reg (m_3_022_1)

File: SER_Final ES Data

Overview

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

Valid cases: 39
Invalid: 1000

Literal question

of these skills, which ones do you think are important when making decisions reg (m_3_022_1)

File: SER_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].

can do calculations and work with numbers (m_3_022_2)

File: SER_Final ES Data

Overview

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

Valid cases: 77
Invalid: 962

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].

- Can do calculations and work with numbers

can read and write in english (m_3_022_3)

File: SER_Final ES Data

Overview

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

Valid cases: 17
Invalid: 1022

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].

- Can read and write in English

can read and write in another foreign language (m_3_022_4)

File: SER_Final ES Data

Overview

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

Valid cases: 26
Invalid: 1013

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].

- Can read and write in another foreign language (For example, Russian, French, German, etc.)

can find new and better ways to do things (m_3_022_5)

File: SER_Final ES Data

Overview

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

Valid cases: 246
 Invalid: 793

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].

- Can find new and better ways to do things

can be relied on to get things done (m_3_022_6)

File: SER_Final ES Data

Overview

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

Valid cases: 651
 Invalid: 388

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].

- Can be relied on to get things done

can work well with others and listens to others' views (m_3_022_7)

File: SER_Final ES Data

Overview

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

Valid cases: 362
 Invalid: 677

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].

- Can work well with others and listens to others' views

can work well in very busy times or difficult situations (m_3_022_8)

File: SER_Final ES Data

Overview

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

Valid cases: 560
 Invalid: 479

can work well in very busy times or difficult situations (m_3_022_8)

File: SER_Final ES Data

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].

- Can work well in very busy times or difficult situations

can continue in the face of challenging situations at work
(m_3_022_9)

File: SER_Final ES Data

Overview

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

Valid cases: 259
Invalid: 780

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].

- Can continue in the face of challenging situations at work

can easily adapt to new tasks or changes in the workplace
(m_3_022_10)

File: SER_Final ES Data

Overview

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

Valid cases: 349
Invalid: 690

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].

- Can easily adapt to new tasks or changes in the workplace

can use a computer for basic word processing tasks, email and
internet searches (m_3_022_11)

File: SER_Final ES Data

Overview

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

Valid cases: 82
Invalid: 957

Literal question

can use a computer for basic word processing tasks, email and internet searches (m_3_022_11)

File: SER_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].

- Can use a computer for basic word processing tasks, email and internet searches

can demonstrate specific technical skills that are job-relevant (m_3_022_12)

File: SER_Final ES Data

Overview

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

Valid cases: 347
Invalid: 692

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].

- Can demonstrate specific technical skills that are job-relevant.

does your workplace have regular contacts with educational or training instituti (m_4_01a)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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.

does your workplace have regular contacts with educational or training instituti (m_4_01b)

File: SER_Final ES Data

does your workplace have regular contacts with educational or training instituti (m_4_01b)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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.

for what purpose does your workplace have these contacts, for [occupation type (m_4_02a_1)

File: SER_Final ES Data

Overview

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

Valid cases: 240
Invalid: 799

Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?
- You use for Recruitment of staff

Interviewer instructions

SE SHOW CARD # 9

your firm participates in testing of students (m_4_02a_2)

File: SER_Final ES Data

Overview

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

Valid cases: 240
Invalid: 799

Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?
- Your firm participates in testing of students

Interviewer instructions

SE SHOW CARD # 9

your firm gives feedback to the institution for their curriculum development (m_4_02a_3)

File: SER_Final ES Data

Overview

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

Valid cases: 240
Invalid: 799

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

Interviewer instructions

SE SHOW CARD # 9

your firm uses the institution for further training (m_4_02a_4)

File: SER_Final ES Data

Overview

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

Valid cases: 240
Invalid: 799

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

Interviewer instructions

SE SHOW CARD # 9

your firm provides work experience for students (internships and apprenticeships (m_4_02a_5)

File: SER_Final ES Data

Overview

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

Valid cases: 240
Invalid: 799

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

Interviewer instructions

SE SHOW CARD # 9

1. other (specify) (m_4_02a_6a)

File: SER_Final ES Data

Overview

1. other (specify) (m_4_02a_6a)

File: SER_Final ES Data

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

Valid cases: 240
 Invalid: 799

Literal question

Other (Specify_____)

Interviewer instructions

SE SHOW CARD # 9

2. other (specify) (m_4_02a_6b)

File: SER_Final ES Data

Overview

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

Valid cases: 240
 Invalid: 799

Literal question

Other (Specify_____)

Interviewer instructions

SE SHOW CARD # 9

3. other (specify) (m_4_02a_6c)

File: SER_Final ES Data

Overview

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

Valid cases: 240
 Invalid: 799

Literal question

Other (Specify_____)

Interviewer instructions

SE SHOW CARD # 9

1. other (specify) (m_4_02a_6ax)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 3
 Invalid: 0

Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?
 - Other specify

Interviewer instructions

1. other (specify) (m_4_02a_6ax)

File: SER_Final ES Data

SE SHOW CARD # 9

2. other (specify) (m_4_02a_6bx)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
Invalid: 0

Literal question

Other (Specify _____)

Interviewer instructions

SE SHOW CARD # 9

3. other (specify) (m_4_02a_6cx)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
Invalid: 0

Literal question

Other (Specify _____)

Interviewer instructions

SE SHOW CARD # 9

for what purpose does your workplace have these contacts, for
[occupation type _ (m_4_02b_1)

File: SER_Final ES Data

Overview

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

Valid cases: 145
Invalid: 894

Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?
- You use for Recruitment of staff

Interviewer instructions

SE SHOW CARD # 9

your firm participates in testing of students (m_4_02b_2)

File: SER_Final ES Data

Overview

your firm participates in testing of students (m_4_02b_2)

File: SER_Final ES Data

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

Valid cases: 145
 Invalid: 894

Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?
 - Your firm participates in testing of students

Interviewer instructions

SE SHOW CARD # 9

your firm gives feedback to the institution for their curriculum development (m_4_02b_3)

File: SER_Final ES Data

Overview

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

Valid cases: 145
 Invalid: 894

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

Interviewer instructions

SE SHOW CARD # 9

your firm uses the institution for further training (m_4_02b_4)

File: SER_Final ES Data

Overview

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

Valid cases: 145
 Invalid: 894

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

Interviewer instructions

SE SHOW CARD # 9

your firm provides work experience for students (internships and apprenticeships (m_4_02b_5)

File: SER_Final ES Data

Overview

your firm provides work experience for students (internships and apprenticeships (m_4_02b_5)

File: SER_Final ES Data

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

Valid cases: 145
Invalid: 894

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

Interviewer instructions

SE SHOW CARD # 9

1. other (specify) (m_4_02b_6a)

File: SER_Final ES Data

Overview

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

Valid cases: 145
Invalid: 894

Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?
- Other specify

Interviewer instructions

SE SHOW CARD # 9

2. other (specify) (m_4_02b_6b)

File: SER_Final ES Data

Overview

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

Valid cases: 145
Invalid: 894

Literal question

Other (Specify _____)

Interviewer instructions

SE SHOW CARD # 9

3. other (specify) (m_4_02b_6c)

File: SER_Final ES Data

Overview

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

Valid cases: 145
Invalid: 894

3. other (specify) (m_4_02b_6c)

File: SER_Final ES Data

Literal question

Other (Specify_____)

Interviewer instructions

SE SHOW CARD # 9

1. other (specify) (m_4_02b_6ax)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 3
 Invalid: 0

Literal question

If YES, For what purpose does your establishment have these contacts, for these occupation types?
 - Other specify

Interviewer instructions

SE SHOW CARD # 9

2. other (specify) (m_4_02b_6bx)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 0
 Invalid: 0

Literal question

Other (Specify_____)

Interviewer instructions

SE SHOW CARD # 9

3. other (specify) (m_4_02b_6cx)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 0
 Invalid: 0

Literal question

Other (Specify_____)

Interviewer instructions

SE SHOW CARD # 9

did the [occupation type _a] employees in your workplace receive
 any on-the-job (m_4_03a)

File: SER_Final ES Data

did the [occupation type _a] employees in your workplace receive any on-the-job (m_4_03a)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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 the [occupation type _b] employees in your workplace receive any on-the-job (m_4_03b)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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

what percentage received on-the-job training last year? [type a] (m_4_04a)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 2-888999

Valid cases: 321
Invalid: 718

Literal question

what percentage received on-the-job training last year? [type a]
(m_4_04a)

File: SER_Final ES Data

What percentage received on-the-job training last year?

what percentage received on-the-job training last year? [type b]
(m_4_04b)

File: SER_Final ES Data

Overview

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

Valid cases: 230
Invalid: 809

Literal question

What percentage received on-the-job training last year?

did the [occupation type _a] employees in your workplace receive
any other trai (m_4_05a)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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 the [occupation type _b] employees in your workplace receive
any other trai (m_4_05b)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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 the [occupation type _b] employees in your workplace receive any other training (m_4_05b)

File: SER_Final ES Data

2 >>4.11

9 >>4.11

for each training option below, indicate if the [occupation type_a] employees received this training (m_4_06a_1)

File: SER_Final ES Data

Overview

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

Valid cases: 248
Invalid: 791

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year..

- Training by the firm's managers, technical persons, peers, etc. (Y/N)

training by the firm's dedicated trainers (m_4_06a_2)

File: SER_Final ES Data

Overview

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

Valid cases: 248
Invalid: 791

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.

- Training by the firm's dedicated trainers

training on the firm's premises with external trainers (consultants, private training companies, etc.) (m_4_06a_3)

File: SER_Final ES Data

Overview

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

Valid cases: 248
Invalid: 791

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.

- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

1. other (specify) (m_4_06a_4)

File: SER_Final ES Data

Overview

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

Valid cases: 248
 Invalid: 791

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 Other (Specify_____)

2. other (specify) (m_4_06a_5)

File: SER_Final ES Data

Overview

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

Valid cases: 248
 Invalid: 791

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 Other (Specify_____)

3. other (specify) (m_4_06a_6)

File: SER_Final ES Data

Overview

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

Valid cases: 248
 Invalid: 791

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 Other (Specify_____)

1. other (specify) (m_4_06a_4x)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 3
 Invalid: 0

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 Other (Specify_____)

2. other (specify) (m_4_06a_5x)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 0
 Invalid: 0

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 Other (Specify_____)

3. other (specify) (m_4_06a_6x)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 0
 Invalid: 0

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 Other (Specify_____)

for each training option below, indicate if the [occupation type_a]
 employees re (m_4_06b_1)

File: SER_Final ES Data

Overview

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

Valid cases: 196
 Invalid: 843

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 - Training by the firm's managers, technical persons, peers, etc.

training by the firm's dedicated trainers (m_4_06b_2)

File: SER_Final ES Data

Overview

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

Valid cases: 196
 Invalid: 843

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 - Training by the firm's dedicated trainers

training on the firm's premises with external trainers (consultants,
private tra (m_4_06b_3)

File: SER_Final ES Data

Overview

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

Valid cases: 196
Invalid: 843

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
- Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

1. other (specify) (m_4_06b_4)

File: SER_Final ES Data

Overview

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

Valid cases: 196
Invalid: 843

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
Other (Specify_____)

2. other (specify) (m_4_06b_5)

File: SER_Final ES Data

Overview

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

Valid cases: 196
Invalid: 843

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
Other (Specify_____)

3. other (specify) (m_4_06b_6)

File: SER_Final ES Data

Overview

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

Valid cases: 196
Invalid: 843

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
Other (Specify_____)

1. other (specify) (m_4_06b_4x)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 6
 Invalid: 0

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 Other (Specify_____)

2. other (specify) (m_4_06b_5x)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 0
 Invalid: 0

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 Other (Specify_____)

3. other (specify) (m_4_06b_6x)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 0
 Invalid: 0

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training in the past year.
 Other (Specify_____)

for each training option below, indicate if the [occupation type_a]
 employees re (m_4_07a_1p)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 5-888999

Valid cases: 163
 Invalid: 876

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.

training by the firm's dedicated trainers (m_4_07a_2p)

File: SER_Final ES Data

training by the firm's dedicated trainers (m_4_07a_2p)

File: SER_Final ES Data

Overview

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

Valid cases: 87
 Invalid: 952

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

training on the firm's premises with external trainers (consultants, private tra (m_4_07a_3p)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 5-888999

Valid cases: 152
 Invalid: 887

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.)

1. other (specify) (m_4_07a_4p)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 10-888999

Valid cases: 7
 Invalid: 1032

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_____)

2. other (specify) (m_4_07a_5p)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 888996-888999

Valid cases: 0
 Invalid: 1039

2. other (specify) (m_4_07a_5p)

File: SER_Final ES Data

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_____)

3. other (specify) (m_4_07a_6p)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 888996-888999

Valid cases: 0
Invalid: 1039

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_____)

1. other (specify) (m_4_07a_4x)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 7
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_____)

2. other (specify) (m_4_07a_5x)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
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_____)

3. other (specify) (m_4_07a_6x)

File: SER_Final ES Data

Overview

3. other (specify) (m_4_07a_6x)

File: SER_Final ES Data

Type: Discrete
Format: character
Width: 100

Valid cases: 0
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 _____)

for each training option below, indicate if the [occupation type_a]
employees re (m_4_07a_1b)

File: SER_Final ES Data

Overview

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

Valid cases: 163
Invalid: 876

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.

training by the firm's dedicated trainers (m_4_07a_2b)

File: SER_Final ES Data

Overview

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

Valid cases: 87
Invalid: 952

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

training on the firm's premises with external trainers (consultants,
private tra (m_4_07a_3b)

File: SER_Final ES Data

Overview

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

Valid cases: 152
Invalid: 887

Literal question

training on the firm's premises with external trainers (consultants, private tra (m_4_07a_3b)

File: SER_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 on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

1. other (specify) (m_4_07a_4b)

File: SER_Final ES Data

Overview

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

Valid cases: 7
Invalid: 1032

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_____)

2. other (specify) (m_4_07a_5b)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 888996-888999

Valid cases: 0
Invalid: 1039

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_____)

3. other (specify) (m_4_07a_6b)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 888996-888999

Valid cases: 0
Invalid: 1039

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_____)

1. other (specify) (m_4_07a_4bx)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 7
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_____)

2. other (specify) (m_4_07a_5bx)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
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_____)

3. other (specify) (m_4_07a_6px)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
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_____)

for each training option below, indicate if the [occupation type_b]
employees re (m_4_07bp_1)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 8-888999

Valid cases: 147
Invalid: 892

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.

training by the firm's dedicated trainers (m_4_07bp_2)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 7-888999

Valid cases: 68
 Invalid: 971

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

training on the firm's premises with external trainers (consultants, private tra (m_4_07bp_3)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 3-888999

Valid cases: 79
 Invalid: 960

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.)

1. other (specify) (m_4_07bp_4)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 10-888999

Valid cases: 8
 Invalid: 1031

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_____)

2. other (specify) (m_4_07bp_5)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: numeric
 Width: 6
 Decimals: 0
 Range: 888996-888999

Valid cases: 0
 Invalid: 1039

2. other (specify) (m_4_07bp_5)

File: SER_Final ES Data

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_____)

3. other (specify) (m_4_07bp_6)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 888996-888999

Valid cases: 0
Invalid: 1039

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_____)

1. other (specify) (m_4_07b_4x)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 8
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_____)

2. other (specify) (m_4_07b_5x)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
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_____)

3. other (specify) (m_4_07b_6x)

File: SER_Final ES Data

Overview

3. other (specify) (m_4_07b_6x)

File: SER_Final ES Data

Type: Discrete
Format: character
Width: 100

Valid cases: 0
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 _____)

for each training option below, indicate if the [occupation type_b]
employees re (m_4_07bb_1)

File: SER_Final ES Data

Overview

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

Valid cases: 147
Invalid: 892

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.

training by the firm's dedicated trainers (m_4_07bb_2)

File: SER_Final ES Data

Overview

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

Valid cases: 68
Invalid: 971

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

training on the firm's premises with external trainers (consultants,
private tra (m_4_07bb_3)

File: SER_Final ES Data

Overview

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

Valid cases: 79
Invalid: 960

Literal question

training on the firm's premises with external trainers (consultants, private tra (m_4_07bb_3)

File: SER_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 on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)

1. other (specify) (m_4_07bb_4)

File: SER_Final ES Data

Overview

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

Valid cases: 8
Invalid: 1031

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_____)

2. other (specify) (m_4_07bb_5)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 888996-888999

Valid cases: 0
Invalid: 1039

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_____)

3. other (specify) (m_4_07bb_6)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 888996-888999

Valid cases: 0
Invalid: 1039

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_____)

1. other (specify) (m_4_07b_4bx)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 8
 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_____)

2. other (specify) (m_4_07b_5bx)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 0
 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_____)

3. other (specify) (m_4_07b_6px)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 100

Valid cases: 0
 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_____)

thinking about the training conducted on the firm's premises in the last year, w (m_4_08a)

File: SER_Final ES Data

Overview

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

Valid cases: 248
 Invalid: 791

Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?

Interviewer instructions

SHOWCARD #11 ONE ANSWER

thinking about the training conducted on the firm's premises in the last year, w (m_4_08ax1)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 49

Valid cases: 22

Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?

Interviewer instructions

SHOWCARD #11 ONE ANSWER

thinking about the training conducted on the firm's premises in the last year, w (m_4_08b)

File: SER_Final ES Data

Overview

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

Valid cases: 196
Invalid: 843

Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?

Interviewer instructions

SHOWCARD #11 ONE ANSWER

thinking about the training conducted on the firm's premises in the last year, w (m_4_08bx1)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 44

Valid cases: 15

Literal question

Thinking about the training conducted on the firm's premises in the last year, what was the content of the longest training received?

Interviewer instructions

SHOWCARD #11 ONE ANSWER

what was the duration in days of that longest training? - type a (m_4_09a)

File: SER_Final ES Data

Overview

what was the duration in days of that longest training? - type a
(m_4_09a)

File: SER_Final ES Data

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

Valid cases: 248
Invalid: 791

Literal question

What was the duration in days of that longest training?

Interviewer instructions

[If less than 1 day write '1']

what was the duration in days of that longest training? - type b
(m_4_09b)

File: SER_Final ES Data

Overview

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

Valid cases: 196
Invalid: 843

Literal question

What was the duration in days of that longest training? TYPE B

Interviewer instructions

[If less than 1 day write '1']

how much did your workplace spend paying outside providers for
training conducte (m_4_010a)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 7
Decimals: 0
Range: 0-7000000

Valid cases: 248
Invalid: 791

Literal question

How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all
[OCCUPATION TYPE_] employees?

Interviewer instructions

IF DID NOT SPEND ANYTHING, WRITE '0'

how much did your workplace spend paying outside providers for
training conducte (m_4_010b)

File: SER_Final ES Data

Overview

how much did your workplace spend paying outside providers for training conducted (m_4_010b)

File: SER_Final ES Data

Type: Discrete
Format: numeric
Width: 7
Decimals: 0
Range: 0-3000000

Valid cases: 196
Invalid: 843

Literal question

How much did your workplace spend paying outside providers for training conducted on the firm's premises last year for all [OCCUPATION TYPE _] employees?

Interviewer instructions

IF DID NOT SPEND ANYTHING, WRITE '0'

did the [occupation type_a] employees in your workplace receive training organized (m_4_011a)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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 the [occupation type_b] employees in your workplace receive training organized (m_4_011b)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

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

for each training option below, indicate if the [occupation type_a]
employees received this training (m_4_012a_1)

File: SER_Final ES Data

Overview

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

Valid cases: 196
Invalid: 843

Pre question

.

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training

- Through public training providers

through private training providers (m_4_012a_2)

File: SER_Final ES Data

Overview

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

Valid cases: 196
Invalid: 843

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training

- Through private training providers

through equipment suppliers (m_4_012a_3)

File: SER_Final ES Data

Overview

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

Valid cases: 196
Invalid: 843

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)

ngo's or international organizations (m_4_012a_4)

File: SER_Final ES Data

Overview

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

Valid cases: 196
Invalid: 843

Literal question

ngo's or international organizations (m_4_012a_4)

File: SER_Final ES Data

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
 - NGOs or international organizations

other (m_4_012a_5)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 196
Format: numeric	Invalid: 843
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
 - Other

other, specify (m_4_012a_5x)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 10
Format: character	
Width: 16	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
 - Other (specify _____)

for each training option below, indicate if the [occupation type_b]
employees re (m_4_012b_1)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 83
Format: numeric	Invalid: 956
Width: 6	
Decimals: 0	
Range: 1-888999	

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
 - Through public training providers

through private training providers (m_4_012b_2)

File: SER_Final ES Data

Overview

through private training providers (m_4_012b_2)

File: SER_Final ES Data

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

Valid cases: 83
 Invalid: 956

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
 - Through private training providers

through equipment suppliers (m_4_012b_3)

File: SER_Final ES Data

Overview

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

Valid cases: 83
 Invalid: 956

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)

ngo's or international organizations (m_4_012b_4)

File: SER_Final ES Data

Overview

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

Valid cases: 83
 Invalid: 956

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
 - NGOs or international organizations

other (m_4_012b_5)

File: SER_Final ES Data

Overview

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

Valid cases: 83
 Invalid: 956

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training
 - Other

other, specify (m_4_012b_5x)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 2

Format: character

Width: 14

Literal question

For each training option below, Indicate if the [OCCUPATION TYPE_] employees received this training

- Other (specify _____)

indicate the percentage of [occupation type _ a] employees that received the fol (m_4_013ap_1)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 73

Format: numeric

Invalid: 966

Width: 6

Decimals: 0

Range: 1-888999

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training:

- Through public training providers

through private training providers (m_4_013ap_2)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 119

Format: numeric

Invalid: 920

Width: 6

Decimals: 0

Range: 5-888999

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training:

- Through private training providers

through equipment suppliers (m_4_013ap_3)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 70

Format: numeric

Invalid: 969

Width: 6

Decimals: 0

Range: 5-888999

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training:

- Through equipment suppliers (for example, a company selling computers providing training on software)

ngo's or international organizations (m_4_013ap_4)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 5-888999

Valid cases: 12
Invalid: 1027

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

other, specify (m_4_013ap_5)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 5-888999

Valid cases: 10
Invalid: 1029

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training:
- Other (specify _____)

indicate the percentage of [occupation type _a] employees that received the foll (m_4_013ab_1)

File: SER_Final ES Data

Overview

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

Valid cases: 73
Invalid: 966

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training:
- Through public training providers

through private training providers (m_4_013ab_2)

File: SER_Final ES Data

Overview

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

Valid cases: 119
Invalid: 920

Literal question

through private training providers (m_4_013ab_2)

File: SER_Final ES Data

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)

- Through private training providers

through equipment suppliers (m_4_013ab_3)

File: SER_Final ES Data

Overview

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

Valid cases: 70
Invalid: 969

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)

- Through equipment suppliers (for example, a company selling computers providing training on software)

ngo's or international organizations (m_4_013ab_4)

File: SER_Final ES Data

Overview

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

Valid cases: 12
Invalid: 1027

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

other, specify (m_4_013ab_5)

File: SER_Final ES Data

Overview

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

Valid cases: 10
Invalid: 1029

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)

- Other (specify _____)

indicate the percentage of [occupation type _ b] employees that received the fol (m_4_013bp_1)

File: SER_Final ES Data

Overview

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

Valid cases: 27
Invalid: 1012

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)

- Through public training providers

through private training providers (m_4_013bp_2)

File: SER_Final ES Data

Overview

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

Valid cases: 57
Invalid: 982

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)

- Through private training providers

through equipment suppliers (m_4_013bp_3)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 5-888999

Valid cases: 29
Invalid: 1010

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)

- Through equipment suppliers (for example, a company selling computers providing training on software)

ngo's or international organizations (m_4_013bp_4)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 100-888999

Valid cases: 2
Invalid: 1037

Literal question

ngo's or international organizations (m_4_013bp_4)

File: SER_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: (%)

- NGOs or international organizations

other, specify (m_4_013bp_5)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 30-888999

Valid cases: 2
Invalid: 1037

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (%)

- Other (specify _____)

indicate the percentage of [occupation type _b] employees that received the foll (m_4_013bb_1)

File: SER_Final ES Data

Overview

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

Valid cases: 27
Invalid: 1012

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)

- Through public training providers

through private training providers (m_4_013bb_2)

File: SER_Final ES Data

Overview

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

Valid cases: 57
Invalid: 982

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)

- Through private training providers

through equipment suppliers (m_4_013bb_3)

File: SER_Final ES Data

Overview

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

Valid cases: 29
Invalid: 1010

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)
- Through equipment suppliers (for example, a company selling computers providing training on software)

ngo's or international organizations (m_4_013bb_4)

File: SER_Final ES Data

Overview

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

Valid cases: 2
Invalid: 1037

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

other, specify (m_4_013bb_5)

File: SER_Final ES Data

Overview

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

Valid cases: 2
Invalid: 1037

Literal question

For the 'yeses' above in Q 4.12, indicate the percentage of [OCCUPATION TYPE] employees that received the following types of training outside the firm and the average number of days a trainee received training: (Avg. # Days)
- Other (specify _____)

how much did your workplace spend paying outside providers for training outside (m_4_014a)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 8
Decimals: 0
Range: 0-10000000

Valid cases: 196
Invalid: 843

Literal question

how much did your workplace spend paying outside providers for training outside (m_4_014a)

File: SER_Final ES Data

How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?

Interviewer instructions

IF DID NOT SPEND ANYTHING, WRITE '0'

how much did your workplace spend paying outside providers for training outside (m_4_014b)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 7
Decimals: 0
Range: 0-3000000

Valid cases: 83
Invalid: 956

Literal question

How much did your workplace spend paying outside providers for training outside the firm last year for [OCCUPATION TYPE _] employees?

is any of these answers yes, indicating training for [occupation type_a]? (m_4_015a)

File: SER_Final ES Data

Overview

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

Valid cases: 993
Invalid: 46

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

1. AT LEAST ONE YES
2. ALL NO'S→ 4.01 TO BEGIN OCCUPATION TYPE B

is any of these answers yes, indicating training for [occupation type_b]? (m_4_015b)

File: SER_Final ES Data

Overview

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

Valid cases: 1005
Invalid: 34

Literal question

is any of these answers yes, indicating training for [occupation type_b]? (m_4_015b)

File: SER_Final ES Data

INTERVIEWER: LOOK AT QUESTIONS 4.03, 4.05 AND 4.11: IS ANY OF THESE ANSWERS YES, INDICATING TRAINING FOR [OCCUPATION TYPE]?

Post question

1. AT LEAST ONE YES
2. ALL NO'S→ 4.01 TO BEGIN OCCUPATION TYPE B

thinking of the [occupation type_a] employees in your workplace:
in the last y (m_4_016a)

File: SER_Final ES Data

Overview

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

Valid cases: 381
Invalid: 658

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?

thinking of the [occupation type_b] employees in your workplace:
in the last y (m_4_016b)

File: SER_Final ES Data

Overview

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

Valid cases: 281
Invalid: 758

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.

in your opinion, do you agree or disagree with the following
statements describi (m_4_017_1)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

in your opinion, do you agree or disagree with the following statements describi (m_4_017_1)

File: SER_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.
- Meets the skill needs of your business adequately (Public general education)

Interviewer instructions

USE SHOW CARD # 12

produces people with the skills you ranked as important (m_4_017_2)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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)

Interviewer instructions

USE SHOW CARD # 12

produces people with the up-to-date knowledge of methods, materials and technolo (m_4_017_3)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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)

Interviewer instructions

USE SHOW CARD # 12

produces people with practical experience that can be applied to their work (m_4_017_4)

File: SER_Final ES Data

Overview

produces people with practical experience that can be applied to their work (m_4_017_4)

File: SER_Final ES Data

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements describing the general educational system (including higher education) in [COUNTRY]? Rate each statement on a scale of 1 to 5 using the categories on this scorecard.
- Produces people with practical experiences that can be applied to their work (Public general education)

Interviewer instructions

USE SHOW CARD # 12

produces people with personal skills like time-management, reliability, ability (m_4_017_5)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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)

Interviewer instructions

USE SHOW CARD # 12

does the workplace have any experience recruiting workers that have some technic (m_4_018)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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

1 >> 4.19
2 >> 4.20

in your opinion, do you agree or disagree with the following statements describi (m_4_019_1)

File: SER_Final ES Data

Overview

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

Valid cases: 387
Invalid: 652

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.

- Meets the skill needs of your business adequately (Training system)

produces people with the skills you ranked as important (m_4_019_2)

File: SER_Final ES Data

Overview

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

Valid cases: 387
Invalid: 652

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)

produces people with the up-to-date knowledge of methods, materials and technolo (m_4_019_3)

File: SER_Final ES Data

Overview

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

Valid cases: 387
Invalid: 652

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)

produces people with practical experience that can be applied to their work (m_4_019_4)

File: SER_Final ES Data

Overview

produces people with practical experience that can be applied to their work (m_4_019_4)

File: SER_Final ES Data

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

Valid cases: 387
Invalid: 652

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)

produces people with personal skills like time-management, reliability, ability (m_4_019_5)

File: SER_Final ES Data

Overview

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

Valid cases: 387
Invalid: 652

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)

in your opinion, do you agree or disagree with the following statements regardin (m_4_020_1)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?

- Women expect higher benefits than firms can offer (such as flexible hours)

Interviewer instructions

USE SHOW CARD # 13

women lack the required work experience (m_4_020_2)

File: SER_Final ES Data

Overview

women lack the required work experience (m_4_020_2)

File: SER_Final ES Data

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?

- Women lack the required work experience

Interviewer instructions

USE SHOW CARD # 13

women lack the required skills (m_4_020_3)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?

- Women lack the required skills

Interviewer instructions

USE SHOW CARD # 13

women are costlier to hire than men given labor regulations (m_4_020_4)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?

- Women are costlier to hire than men given labour regulations (such as maternity leave provisions)

Interviewer instructions

USE SHOW CARD # 13

women have competing time demands given family responsibilities (m_4_020_5)

File: SER_Final ES Data

women have competing time demands given family responsibilities (m_4_020_5)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, do you agree or disagree with the following statements regarding hiring decisions for female applicants (compared with male ones)?

- Women have competing time demands given family responsibilities

Interviewer instructions

USE SHOW CARD # 13

in your opinion, is there usually a difference in the following skills between a (m_4_021_1)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?

- Doing calculations and working with numbers

Interviewer instructions

USE SHOW CARD # 14

reading and writing in english (m_4_021_2)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?

- Reading and writing in English

Interviewer instructions

USE SHOW CARD # 14

reading and writing in (another) foreign language (m_4_021_3)

File: SER_Final ES Data

reading and writing in (another) foreign language (m_4_021_3)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
 - Reading and writing in (another) foreign language

Interviewer instructions

USE SHOW CARD # 14

finding new and better ways to do things (m_4_021_4)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
 - Finding new and better ways to do things

Interviewer instructions

USE SHOW CARD # 14

staying on a long and difficult task until it is finished (m_4_021_5)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
 - Staying on a long and difficult task until it is finished

Interviewer instructions

USE SHOW CARD # 14

being relied on to get things done (m_4_021_6)

File: SER_Final ES Data

Overview

being relied on to get things done (m_4_021_6)

File: SER_Final ES Data

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Being relied on to get things done

Interviewer instructions

USE SHOW CARD # 14

working well with others and listening to others' views
(m_4_021_7)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Working well in with others and listening to others' views

Interviewer instructions

USE SHOW CARD # 14

working well in very busy or difficult situations (m_4_021_8)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Working well in very busy or difficult situations

Interviewer instructions

USE SHOW CARD # 14

continuing in the face of challenging situations at work
(m_4_021_9)

File: SER_Final ES Data

Overview

continuing in the face of challenging situations at work
(m_4_021_9)

File: SER_Final ES Data

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Continuing in the face of challenging situations at work

Interviewer instructions

USE SHOW CARD # 14

easily adapting to new tasks or changes in the workplace
(m_4_021_10)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

In your opinion, is there usually a difference in the following skills between a female and a male employee?
- Easily adapting to new tasks or changing in the establishment

Interviewer instructions

USE SHOW CARD # 14

using a computer for email, internet, word processing tasks and/or
other advanc (m_4_021_11)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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.

Interviewer instructions

USE SHOW CARD # 14

demonstrating specific technical skills that are job-relevant
(m_4_021_12)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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

Interviewer instructions

USE SHOW CARD # 14

how would you describe the financial performance of your
company in the last fis (m_5_01)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

How would you describe the financial performance of your company in the last fiscal year?

how would you describe the growth prospects for your company in
the coming three (m_5_02)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

How would you describe the growth prospects for your company in the coming three years?

who is the main buyer of your products or services? (m_5_03)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

who is the main buyer of your products or services? (m_5_03)

File: SER_Final ES Data

Literal question

Who is the main buyer of your products or services?

who is the main buyer of your products or services? - other
(m_5_03x1)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 18

Format: character

Width: 33

Literal question

Who is the main buyer of your products or services?

Other

does your company have business contacts with entities in other
countries? (m_5_04)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 1039

Format: numeric

Invalid: 0

Width: 6

Decimals: 0

Range: 1-888999

Literal question

Does your firm have business contacts with entities in other countries?

in the past 3 years, has your firm introduced any - new or
significantly improve (g5_1)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 1039

Format: numeric

Invalid: 0

Width: 6

Decimals: 0

Range: 1-888999

Literal question

In the past 3 years, has your firm introduced any...

- New or significantly improved products or services

new or significantly improved methods of manufacturing or
producing goods or ser (g5_2)

File: SER_Final ES Data

new or significantly improved methods of manufacturing or producing goods or services (g5_2)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...

- New or significantly improved methods of manufacturing or producing goods or services

new or significantly improved procedures or supporting activities for your processes (g5_3)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...

- New or significantly improved procedures (logistics, delivery or distribution methods) or supporting activities for your processes (accounting, maintenance, or computing systems, etc.)

new or significantly improved organizational structures or management practices (g5_4)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

In the past 3 years, has your firm introduced any...

- New or significantly improved organizational structures or management practices

during the last three years, did this establishment spend on formal research and development (m_5_06)

File: SER_Final ES Data

Overview

during the last three years, did this establishment spend on formal research and (m_5_06)

File: SER_Final ES Data

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

Valid cases: 1039
Invalid: 0

Literal question

During the last 3 years, did your firm spend on formal research and development activities, either in-house or contracted with other companies?

can you please indicate the extent to which each of the follwing factors present (m_5_07_1)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Electricity

Interviewer instructions

SHOWCARD # 15 & 16

telecommunications, transportation (m_5_07_2)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

Can you please indicate the extent to which each of the follwing factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Telecommunication, Transportation

Interviewer instructions

SHOWCARD # 15 & 16

access to land (m_5_07_3)

File: SER_Final ES Data

Overview

access to land (m_5_07_3)

File: SER_Final ES Data

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

Valid cases: 1039
 Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Access to Land

Interviewer instructions

SHOWCARD # 15 & 16

tax rates, tax administration (m_5_07_4)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Tax rates, Tax administration

Interviewer instructions

SHOWCARD # 15 & 16

customs and trade regulations (m_5_07_5)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Customs and Trade Regulations

Interviewer instructions

SHOWCARD # 15 & 16

business licensing and operating permits (m_5_07_6)

File: SER_Final ES Data

Overview

business licensing and operating permits (m_5_07_6)

File: SER_Final ES Data

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

Valid cases: 1039
 Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
 - Business Licensing and Operations Permits

Interviewer instructions

SHOWCARD # 15 & 16

access to financing (e.g. collateral), cost of financing (e.g. interest rates) (m_5_07_7)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
 - Access to Financing (e.g. collateral), Cost of Financing (e.g. interest rates)

Interviewer instructions

SHOWCARD # 15 & 16

political uncertainty; economic and financial instability (inflation, exchange (m_5_07_8)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.
 - Political Uncertainty; Economic and Financial Instability (inflation, exchange rate)

Interviewer instructions

SHOWCARD # 15 & 16

corruption; crime, theft and disorder (m_5_07_9)

File: SER_Final ES Data

corruption; crime, theft and disorder (m_5_07_9)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Corruption; Crime, theft and disorder

Interviewer instructions

SHOWCARD # 15 & 16

anti-competitive or informal practices ; legal system/conflict resolution (m_5_07_10)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Anti-competitive or informal practices; Legal system/ conflict resolution

Interviewer instructions

SHOWCARD # 15 & 16

labor factors (for example, availability of labor, labor laws, high turnover, tr (m_5_07_11)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Labour Factors (for example, availability of labour, labour laws, high turnover, training, wage levels, etc.)

Interviewer instructions

SHOWCARD # 15 & 16

can you please indicate how problematic each of the following labor factors is f (m_5_08_1)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

Can you please indicate the extent to which each of the following factors presents a constraint to doing business? Please answer on a scale of 1 to 5, where 1 means 'no problem' and 5 means 'severe problem'.

- Employment protection legislation/ labour code laws

Interviewer instructions

USE SHOWCARD 15 & SHOWCARD # 17]

labor availability (m_5_08_2)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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

USE SHOWCARD 15 & SHOWCARD # 17]

general education of workers (m_5_08_3)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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

USE SHOWCARD 15 & SHOWCARD # 17]

technical and vocational education and training of workers (m_5_08_4)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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

USE SHOWCARD 15 & SHOWCARD # 17]

finding workers with previous experience (m_5_08_5)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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

USE SHOWCARD 15 & SHOWCARD # 17]

high job turnover (m_5_08_6)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
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

USE SHOWCARD 15 & SHOWCARD # 17]

payroll taxes and social security contributions (m_5_08_7)

File: SER_Final ES Data

payroll taxes and social security contributions (m_5_08_7)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 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

USE SHOWCARD 15 & SHOWCARD # 17]

overall wage level (m_5_08_8)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 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

USE SHOWCARD 15 & SHOWCARD # 17]

minimum wage (m_5_08_9)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 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?

- Minimum wage

Interviewer instructions

USE SHOWCARD 15 & SHOWCARD # 17]

does your firm/workplace have a personnel department (h/r department)? (new_m_5_09)

File: SER_Final ES Data

does your firm/workplace have a personnel department (h/r department)? (new_m_5_09)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

Does your workplace have a personnel department (H/R DEPARTMENT)?

position (m_5_10_2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 42

Valid cases: 349

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 department:

- Position: _____

please tell us the following for the two most recent year-end reports for this f (m_5_11_2013_1)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 10

Valid cases: 1039

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Date of the year ending: day/mo/year

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

average number of employees in the year (m_5_11_2013_2)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 6
Decimals: 0
Range: 3-888999

Valid cases: 1039
Invalid: 0

Literal question

average number of employees in the year (m_5_11_2013_2)

File: SER_Final ES Data

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Average number of employees in the year

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

wage bill and compensation fund for workers (m_5_11_2013_3)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: 333000-2055936000

Valid cases: 1019
Invalid: 20

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Wage bill and compensation fund for workers(652, 653, 654, 656)

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

operating expenses (rent, electricity, inventory maintenance) and cost of goods (m_5_11_2013_4)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: 29000-2043861000

Valid cases: 995
Invalid: 44

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs (651, 657, 658, 661 - 669)

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

sales (m_5_11_2013_5)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: 15000-2126126000

Valid cases: 959
Invalid: 80

Literal question

sales (m_5_11_2013_5)

File: SER_Final ES Data

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Sales

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

please tell us the following for the two most recent year-end reports for this f (m_5_11_2014_1)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 1039

Format: character

Width: 10

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Date of the year ending: day/mo/year

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

average number of employees in the year (m_5_11_2014_2)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 1039

Format: numeric

Invalid: 0

Width: 6

Decimals: 0

Range: 1-888999

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Average number of employees in the year

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

wage bill and compensation fund for workers (m_5_11_2014_3)

File: SER_Final ES Data

Overview

Type: Discrete

Valid cases: 1018

Format: numeric

Invalid: 21

Width: 10

Decimals: 0

Range: 290000-2137206000

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)

- Wage bill and compensation fund for workers(652, 653, 654, 656)

wage bill and compensation fund for workers (m_5_11_2014_3)

File: SER_Final ES Data

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

operating expenses (rent, electricity, inventory maintenance) and cost of goods (m_5_11_2014_4)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: 1000-1944653000

Valid cases: 993
Invalid: 46

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)
- Operating expenses (rent, electricity, inventory maintenance) and Cost of goods sold and inputs (651, 657, 658, 661 - 669)

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

sales (m_5_11_2014_5)

File: SER_Final ES Data

Overview

Type: Discrete
Format: numeric
Width: 10
Decimals: 0
Range: -163198000-2129422854

Valid cases: 966
Invalid: 73

Literal question

Please tell us the following for the two most recent year-end reports for this firm (that is: the annual financial report for an enterprise)
- Sales

Interviewer instructions

IF REFUSE TO ANSWER/ DON'T KNOW, ASK WHO ELSE YOU CAN SPEAK WITH TO GET THIS INFORMATION

what percentage of currently employed permanent workers have social security? (m_5_13)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 50

Valid cases: 1037
Invalid: 0

Literal question

What percentage of currently employed permanent workers have social security?

do you agree to leave your phone number in order for my
colleagues from ipsos st (m_6_)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

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.

what is your impression of how well the respondent understood
the questions bein (m_6_01)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

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.

what is your impression of how serious and candid the respondent
was when answer (m_6_02)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

Literal question

What is your impression of how serious and candid the respondent was when answering questions?

Interviewer instructions

Please complete these questions yourself after you have completed the interview. The questions below are designed to gather your impressions on the interview you have just completed.

what is your impression of how much distraction there was for the respondent whe (m_6_03)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

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 you (the interviewer) for assistance, clarifica (m_6_04)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
Invalid: 0

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.

data entry operator comment (comment)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

did you encounter any problems when trying to hire manager? (p_mod1_24_r)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

did you encounter any problems when trying to hire professionals?
(p_mod1_24_s)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 1039
Width: 6	
Decimals: 0	
Range: 1-888999	

did you encounter any problems when trying to hire technicians
and associate pro (p_mod1_24_t)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 1039
Width: 6	
Decimals: 0	
Range: 1-888999	

did you encounter any problems when trying to hire clerical
support workers? (p_mod1_27h_s)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 1039
Width: 6	
Decimals: 0	
Range: 1-888999	

did you encounter any problems when trying to hire sales workers?
(p_mod1_27h_u)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 1039
Width: 6	
Decimals: 0	
Range: 1-888999	

did you encounter any problems when trying to hire sales workers?
(p_mod1_27h_t)

File: SER_Final ES Data

Overview

did you encounter any problems when trying to hire sales workers?
(p_mod1_27h_t)

File: SER_Final ES Data

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

Valid cases: 0
Invalid: 1039

did you encounter any problems when trying to hire skilled
agriculture, forestry (p_mod1_27h_k)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

did you encounter any problems when trying to hire construction,
crafts & relate (p_mod1_27h_g)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

did you encounter any problems when trying to hire construction,
crafts & relate (p_mod1_27h_v)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

did you encounter any problems when trying to hire elementary
occupations? (p_mod1_27h_j)

File: SER_Final ES Data

Overview

did you encounter any problems when trying to hire elementary occupations? (p_mod1_27h_j)

File: SER_Final ES Data

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

Valid cases: 0
Invalid: 1039

was the compensation noted above is for a part-time position? tip a (p_m_2_12a1)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

was the compensation noted above is for a part-time position? tip b (p_m_2_12a2)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

type a (p_m3_0a)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

type b (p_m3_0b)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

type a (code_p_m3_0a)
File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 1039
Width: 6	
Decimals: 0	
Range: 0-888999	

type b (code_p_m3_0b)
File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 1039
Width: 6	
Decimals: 0	
Range: 0-888999	

please check here if the compensation noted above is for a
part-time position ti (p_m_3_010aa)
File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 1039
Width: 6	
Decimals: 0	
Range: 1-888999	

please check here if the compensation noted above is for a
part-time position ti (p_m_3_010ab)
File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 0
Format: numeric	Invalid: 1039
Width: 6	
Decimals: 0	
Range: 1-888999	

other specify (m_4_013ap_5_oth)
File: SER_Final ES Data

Overview

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

other specify (m_4_013bp_5_oth)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
Invalid: 0

valute (p_m_5_11_2013_val)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
Invalid: 0

sale (p_m_5_11_2013_5)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

valute (p_m_5_11_2014_val)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 100

Valid cases: 0
Invalid: 0

sale (p_m_5_11_2014_5)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 1

Valid cases: 0

is this firm registered with any government entity? (p_m5_12)

File: SER_Final ES Data

Overview

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

Valid cases: 0
Invalid: 1039

municipality (Municipality)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 20

Valid cases: 1039
 Invalid: 0

sector (Sector)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 35

Valid cases: 1039
 Invalid: 0

county (County)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 22

Valid cases: 1039
 Invalid: 0

regions (Regions)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 18

Valid cases: 1039
 Invalid: 0

size (Size)

File: SER_Final ES Data

Overview

Type: Discrete
 Format: character
 Width: 6

Valid cases: 1039
 Invalid: 0

region (Region)

File: SER_Final ES Data

Overview

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

Valid cases: 1039
 Invalid: 0

interimdata (interimdata)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 1039
Format: character	Minimum: NaN
Width: 10	Maximum: NaN

sector according to nace classification (NACE_code)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 1039
Format: character	Invalid: 0
Width: 3	

other, specify? (m2_2_06aio_1)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 36
Format: numeric	Invalid: 1003
Width: 2	
Decimals: 0	
Range: 11-13	

other, specify? (m2_2_06bio_1)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 25
Format: numeric	Invalid: 1014
Width: 2	
Decimals: 0	
Range: 11-13	

thinking about the training conducted on the firm's premises in the last year, w (m_4_08ax1_1)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 22
Format: numeric	Invalid: 1017
Width: 1	
Decimals: 0	
Range: 6-7	

thinking about the training conducted on the firm's premises in the last year, w (m_4_08bx1_1)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 15
Format: numeric	Invalid: 1024
Width: 1	
Decimals: 0	
Range: 6-7	

who is the main buyer of your products or services? - other (m_5_03x1_1)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 18
Format: numeric	Invalid: 1021
Width: 6	
Decimals: 0	
Range: 5-888998	

position (m_5_10_2_code)

File: SER_Final ES Data

Overview

Type: Discrete	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 6	
Decimals: 0	
Range: 1-888999	

sampling stratum (Stratum)

File: SER_Final ES Data

Overview

Type: Continuous	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 2	Minimum: 11
Decimals: 0	Maximum: 44
Range: 11-44	

weight of branch (Weight_branch)

File: SER_Final ES Data

Overview

Type: Continuous	Valid cases: 1039
Format: numeric	Invalid: 0
Width: 9	Minimum: 1
Decimals: 0	Maximum: 1603.2
Range: 1-1603.2489	

Country (Country)

File: SER_Final ES Data

Overview

Type: Discrete
Format: character
Width: 6

Valid cases: 1039
Invalid: 0

Related Materials

Questionnaires

Serbia STEP Skills Measurement Employer Survey 2015-2016: Questionnaire

Title Serbia STEP Skills Measurement Employer Survey 2015-2016: Questionnaire
 Language English
 Filename Serbia STEP Employer Survey 2015-2016.pdf

Technical documents

Sampling and Weighting Methodology for Serbia STEP Employer Survey

Title Sampling and Weighting Methodology for Serbia STEP Employer Survey
 Author(s) David J. Megill
 Date 2015-11-01
 Language English
 Filename Serbia 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 2015-01-13
 Language English
 Filename Serbia 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
