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Project acronym *WOLIWEB*

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Explaining the *WageIndicator* dataset

Deliverable: D22a Explaining the dataset

Part of deliverable D22: Dataset-year 1, year 2, year 3, including the weights and the coefficients for the Salary Checks

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Authors of this report: Kea Tijdens, University of Amsterdam

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1. INTRODUCTION

WOLIWEB addresses the impact of the socio-economic framework on attitudes, preferences, and perceptions. Attitudes, preferences, and perceptions are inherently subjective in nature. They are potentially influenced by a host of factors related to one's socio-economic framework, referring to concepts such as occupation; labour market status; earnings; working, household and leisure time; marital status and family phase; socio-economic status; gender and ethnical background. WOLIWEB aims for quantitative analyses, and the data needed are gathered through the international, continuous web-based *WageIndicator*, consisting of

- an attractive website with labour market related information for a large public;
- a crowd-pulling Salary Check providing with very detailed salary information related to a set of variables such as education, firm size, supervisory position;
- a *WageIndicator* questionnaire with 67 – 85 questions; the dataset provides insight in issues related to work and wages;
- nation wide promotion, publicity, and answering visitors' email.

This paper is WOLIWEB's Deliverable D22a. It is part of Work Package 5 'Synchronizing questionnaire and managing data collection' (p. 27 Annex 1). The table shows the deliverables in WP5, as far as they are related to the questionnaire and the dataset. The datasets are available to the research community at large. For instructions how to acquire the dataset, see www.wageindicator.org, section research lab. Codebooks are downloadable from the website.

D20	Questionnaire in nine languages	delivered yr
Report	The <i>WageIndicator</i> questionnaire in nine countries	2
D21	Codebook and questionnaire during 3 yrs	
Report	<i>WageIndicator</i> master-questionnaire	1
D22	Datasets year 1, year 2, year 3, including the weights and the coefficients for the Salary Checks	
CD-Rom	Dataset release 1-6 plus codebooks	2
CD-Rom	Dataset release 1-10 plus coefficients salary checker	3
Report	Tijdens, K.G., 2007, Explaining the WageIndicator dataset. WOLIWEB paper D22a	3
Report	Pedraza, P. de, 2007, Weighting the dataset WOLIWEB paper. WOLIWEB working paper D22b	3
Report	Tijdens, K.G., 2007, Calculating the coefficients for the Salary Checker. WOLIWEB paper D22c	3

Section 2 details the number of observations. Section 3 explains the principles and the formats of variables in the dataset. Section 4 displays all variable names, variable labels and number of observations per variable per country for the annual release of 2006.

2. DATASET-YEAR 1, YEAR 2, YEAR 3

Since the start of WOLIWEB, nine quarterly releases of the dataset have been delivered. Table 1 presents the number of observations for each country and each release. Initially, the data releases were not fully complying the quarters, but since release 6 the data-releases coincide with the quarters of the year. The table shows that from the second quarter in 2004, when WOLIWEB started, until the last quarter of 2006, in total 285,733 questionnaires were completed. At the time of writing this report, the data from the first quarter of 2007 were not yet available.

Table 1. The response to the WageIndicator dataset (completed questionnaires)

Release	56 BE Belgium	208 DK Denmark	246 FI Finland	276 DE Germany	380 IT Italy	528 NL Netherl.	724 ES Spain	616 PL Poland	826 GB UK
0 2004 /2+3						19418			
1 2004/4	2100			7750		12571	441		784
2 2005/1	1903			4799		13829	4960	819	2294
3 2005/2	3659	35	2716	17824	7	13878	2060	1392	2094
4 2005/3	2186	22	743	5924	11	8277	658	686	1766
5 2005/4	4515	95	1246	7994	12	18744	1543	1787	3135
6 2006/1	2729	1298	1142	15751	6	11530	1605	1124	6541
7 2006/2	1587	476	7255	7041	7	7761	1219	773	4732
8 2006/3	1497	235	3251	13165	14	15783	2539	919	3374
9 2006/4	1192	168	2697	6585			1312	768	4398
Total	21368	2329	19050	86833	57	102373	16337	8268	29118

3. EXPLAINING THE VARIABLES IN THE DATASET

3.1 COUNTRIES, LOCALES AND ORIGINATOR SITES

The server assigns the variable **locale**. It indicates the QMS language version of the questionnaire. A country can have one or more locales.

The variable **COUNTRY** refers to the country of the respondent. The data-manager computes it from the locale. The variable label in **COUNTRY** holds both the ISO country code and the name of the country.

Table 2. The locales, countries and ISO country codes in the WageIndicator survey (end 2006), covering 9 EU-member states

locale	country	ISO code	locale	country	ISO code
nl_BE	Belgium Dutch spoken	56	it_IT	Italy	380
fr_BE	Belgium French spoken	56	nl_NL	Netherlands	528
dk_DK	Denmark	208	pl_PL	Poland	616
fi_FI	Finland	246	es_ES	Spain	724
de_DE	Germany	276	en_GB	United Kingdom	826

Two variables indicate the site from where the questionnaire was completed. The first one is **orgsit2**, indicating whether the questionnaire comes from a short, a long or a category questionnaire in the country of survey. The second variable is **orgsit3**, indicating the url of the website where the respondent has completed the questionnaire.

3.2 DATE AND TIME META VARIABLES

A number of data and time variables are assigned during survey completion, as shown in the Table. The servers register the local server time and date for every respondent. Based on **COUNTRY** and **REGIHOME** data, the data-manager runs a program to compute the respondent's local time and date, when the completion of the questionnaire was started and ended. **survetb survete survedat** On these three variables all other variables presented in the Table are based.

Table 3. Metadata variable names and labels

variable name	format	variable label
survetb	hh:mm	Time of survey (begin) server time NL GMT+01
survete	hh:mm	Time of survey (end) server time NL GMT+01
survedat	dd.mm.yyyy	Date of survey, based on survetb
SURVEYY	Numeric	Year of survey
SURVEMM	Numeric	Month of survey
SURVEWW	Numeric	Week of survey
SURVEDD	Numeric	Day of survey (local GMT Standard Time)
SURVEHH	Numeric	Hour of survey (local GMT Standard Time)
SURVTIME	Numeric	Minutes needed to complete survey
SURVEDW	Numeric	Day of the week
SURVEDM	Numeric	Day of the month
SURVEDY	Numeric	Day of the year

3.3 NUMBER OF SURVEY VERSION AND RELEASE

SURVENR is the variable indicating the version number of the questionnaire, whereby the 5 indicates the year 2005 of the version and the 2 indicates the version in this year. The questionnaire in the Netherlands started with survey number 1 to 41. For the international data, version 42 is the first.

The data of the continuous web survey is released on a quarterly basis. The release is numbered from 1 onwards. It is strongly advised that any analyses should be preceded by a cross table of **RELEASE** and the variables under study. Any changes in the questionnaire, either due to changes in the QMS or due to technical failures, can be checked this way.

The variable **storage** indicates whether the questionnaire is fully submitted or not completed due to time-out. This variable is available since **RELEASE**=5. The dataset does NOT include cases with time-out. The dataset with incomplete questionnaires is available on request.

3.4 ID NUMBER

Each observation in the dataset has two identification numbers. The variable **idkey** is a unique number, automatically assigned once a respondent has started to complete the questionnaire. It has 20 characters, both numerical and alphanumerical. It is among others is used to identify the panel members. The variable should NOT be used for sorting.

The data-manager assigns **IDNR**. When sorting the dataset, **IDNR** should be used. The Table shows the first and last **IDNR** per release.

*Table 4. The first and last **IDNR** per release.*

RELEASE	Release number	IDNR Minimum	IDNR Maximum
1	2004/4	4208710	4246491
2	2005/1	4210266	4275372
3	2005/2	4275374	4319648
4	2005/3	4319649	4340443
5	2005/4	50000003	500054300
6	2006/1	510600001	510641913
7	2006/2	510700001	510735015
8	2006/3	521802205	523952644
9	2006/4	523900001	545302066

3.5 VARIABLE NAMES IN CAPITAL

In the dataset, new variables are computed. For identifying these variables, capital letters are used. For example AGE is a variable derived from **SURVEYY – yybirth**. Here, **AGE** and **SURVEYY** are created after data-intake and **yybirth** is direct data-intake, notably in the question 'In what year are you born'. Parallel questions aiming at various target groups are computed into one variable, in order to minimize the number of variables. Similarly, the original data from a search tree, whereby each click is stored, is computed into one variable..

3.6 IDENTIFYING VARIABLE NAMES

The variables in the dataset all have variable names and labels, and so have the values. The first letters of the variable names refer to groups of questions.

Table 5. Variable names and labels

first letters in var name	variable names refer to	first letters in var name	variable names refer to
break	spell out of the labour force	lcc	child care arrangements
cao	collective bargaining agreement	mem	member of
chld	child	occ	occupation
cob	country of birth	pa	participation in firm's schemes
comm	commuting	pref	preferences
comp	computer	regi	region
con	working conditions (health and safety)	sat	satisfaction
cont	contract	sea	search behavior when looking for jobs
dep	department	seek	items important when looking for jobs
ddwor	last work day, last work week	surv	survey
edu	education	supv	supervising/supervisor
firm	firm	ti	timing of work
fr	fringe benefits	vol	voluntary work
hh	household characteristics	wa	amount in case of fringe benefit
hrs	hours of work	wage	wage
job	job	yy	calendar year

3.7 VARIABLE FORMATS

The dataset employs three variable formats, i.e. numeric, string and date/time. By far the most variables have the numeric format with widths ranging from 2 to 12 numbers and from 0 to 2 decimals.

The string format is used for the open-ended questions in the questionnaire, notably for the web-visitors' comments on their industry, their occupation, on the payment period of their wage, and at the end their comments on the questionnaire. Apart from that, a few metadata-variables are in the string format, such as **locale**, orgsit2 and orgsit3.

The date/time formats are used in the form of DD:MM:YYYY for days or HH:MM for hours:minutes. Variables with a HH:MM format are recoded into numerical values (see Table).

Table 6. Variables in TIME and NUMERICAL format

time	39:00	39:15	39:30	39:45	40:00
numerical	39.00	39.25	39.50	39.75	40.00

3.8 MISSING VALUES

The Table shows that the QMS assigns system missing values to three categories of questions that generate no data. Per release the data-manager assigns user-missing values to some initial system missings.

Table 7. System missings in the stored txt data

Questions with initial system missings	in the dataset
Questions that are not shown to the respondents, because they are switched off for the country, for the category or because it is a short questionnaire	system missing
Questions that are not shown to the respondents, because of the routing	user missing
Questions that are shown to the respondents, but they have not ticked a response	user missing

The full list of user missing values is shown in the Table below. In the QMS, all response categories 'Not applicable' and 'I don't know' are assigned value -8 respectively -7. Out-of-range values were initially recoded system missing, but since release 8, they are coded -3. Since January 2007, the questionnaire has randomized items. If an item in the item pool is not shown to the respondent because of the randomization, the variable has the value -6.

Table 8. Missing values in the dataset

Value	Label
-9	User missing
-8	Not applicable
-7	I don't know
-6	Not asked (random item)
-3	Out of range
-1	Not asked (skipped)

3.9 CALENDAR YEARS

Questions relating to the dates of previous events are asked in calendar years using a drop-down menu. In some questions, a drop-down menu allows for a choice of the 12 months in addition to the calendar years. The recent year in the drop down is updated every year. Thus, in 2007, the variable **yybirth** (year of birth) runs from 1997 (=survey year - 10) to 1930, and **yycuempl** (year joining current employer) runs from survey year to 1950. The starting years 1930 and 1950 do not change over time.

Note that the calendar years are updated each year. So, don't expect the value 2005 for the variable **yycuempl** when looking at the data of the 2002 survey!

3.10 TEXT BOXES

The web survey has four open-ended questions, as can be seen in the Table. Except for the variable **survetxt**, the text boxes are available in the dataset.

Table 9. Four open-ended questions

var name	question
sectext	If you want to specify the main business activity of the organization where you work more accurately, please do so here
occtext	If you want to specify your occupation more accurately, please do so here
wagetext	If you want to specify your payment period, please do so here
survetxt	If you have any comments on the questionnaire, please do so here

4. VARIABLES IN THE DATASET

The table presents the variables available in the annual dataset 2006, their formats and their number of observations in 8 of the 9 WOLIWEB countries. Italy is not included, due to insufficient numbers of observation.

VARNAME	VARLABEL	FORMATS	BE	DE	DK	ES	FI	GB	NL	PL
AGE	Age	F4	6.897	42.384	2.177	6.667	14.336	18.865	0	3.569
AGE_SQ	Age squared	F8.2	6.897	42.384	2.177	6.667	14.336	18.865	0	3.569
break0	How often without a job for > 3 months	F2	0	0	0	0	0	0	3.258	0
break1	Without job due to family reasons	F2	112	0	3	0	187	0	615	27
break11	Without job due to housekeeping	F2	0	0	0	0	27	0	245	10
break12	Without job due to care for household members	F2	0	0	0	0	5	0	172	6
break13	Could not continue own business	F2	0	0	0	0	31	0	104	13
break14	Income from unemployment benefit	F2	1.181	0	42	0	1.225	0	1.232	145
break15	Income from leave coverage	F2	0	0	1	0	50	0	86	27
break16	Income from partner / family	F2	156	0	4	0	238	0	825	275
break17	Income from disability benefit	F2	81	0	0	0	195	0	271	10
break18	Income from other sources	F2	190	0	15	0	746	0	983	95
break19	Had job protection during break	F2	0	0	11	0	0	0	337	0
BREAK1YR	How often without a job >1 year	F2	0	6.184	0	0	0	0	1.518	0
break2	Without job due to illness handicaps	F2	113	0	9	0	101	0	456	15
break3	Without job due to unemployment	F2	910	0	29	0	1.233	0	1.021	297
BREAK3MO	How often without a job > 3 months	F2	1.689	0	1.076	3.293	4.703	7.079	0	1.334
break4	Without job due to training or school	F2	133	0	3	0	433	0	349	98
break5	Without job due to other reasons	F2	263	0	11	0	182	0	636	96
break6	Without job due to military service	F2	0	0	1	0	92	0	50	11
break7	Without job due to care for other persons	F2	0	0	0	0	5	0	22	1
break8	Without job due to care children <1 yr	F2	200	0	10	0	396	0	694	42
CAOCATE	Occupational category in private industry	F2	5.998	37.406	0	5.498	13.572	17.188	0	0
caocate4	Functional domain of job	F2	4.168	0	0	0	0	0	0	0
CAOFIRM	Is in organisation collective agreement	F2	3.619	19.473	1.771	3.458	0	3.923	28.138	0
caofirm9	Are working conditions negotiated as well	F2	0	0	0	0	0	2.942	0	0
CAOIMPO	Important to be covered by a collective agreement	F2	3.972	23.183	85	4.177	0	5.941	15.902	0
chld	Do you have any children	F2	3.867	18.044	1.630	2.258	7.493	8.270	19.227	1.346
CHLDHOME	Children living at home	F2	3.452	14.847	1.152	2.142	6.244	6.674	16.504	1.280
CHLDOUT	Children not living at home	F2	982	6.161	834	313	2.621	3.470	5.695	196

cobethgr	To which ethnic group do you belong	F2	0	0	0	0	0	18.754	0	0
COBFATHE	Country of birth father	F3	6.302	0	101	5.690	0	0	41.438	672
COBLANGU	Language mostly spoken at home	F3	132	0	0	1.984	0	8.587	13.995	0
COBMOTHE	Country of birth mother	F3	6.336	0	102	5.755	0	0	41.657	674
cobreaso	Reason for coming in country of survey	F2	338	0	11	518	0	2.191	2.761	0
COBSELF	Country of birth self	F3	6.900	42.431	2.177	6.666	14.337	18.695	42.323	3.569
combike	Commuting by bike	F2	0	0	0	0	3.299	0	0	0
combus	Commuting by bus, tram, metro	F2	0	0	0	0	2.816	0	0	0
comcar	Commuting by car	F2	0	0	0	0	9.002	0	0	0
comcomt	Commuting by company transport	F2	0	0	0	0	97	0	0	0
comfoot	Commuting by foot	F2	0	0	0	0	2.158	0	0	0
comhome	Work from home	F2	0	0	0	0	263	0	0	0
commdist	Commuting distance in kilometers one way	F2	6.001	39.491	102	5.103	13.437	0	38.872	0
commoped	Commuting by scooter	F2	0	0	0	0	240	0	0	0
commsat	Satisfaction with commuting time	F2	5.652	38.785	98	5.089	0	17.405	36.837	527
comtime	Commuting time in minutes one way	F2	4.879	28.303	98	3.798	10.649	14.902	24.857	0
comother	Commuting by otherwise	F2	0	0	0	0	122	0	0	0
comepequi	Works with other automated equipment	F2	3	0	51	3.087	0	0	19.923	0
compinet	Works with internet	F2	4.417	0	58	3.968	10.854	0	19.945	0
compjob	Works with computers or comp equipment	F2	5.205	0	65	4.519	0	0	22.452	0
comptra1	Computer training needed for job	F2	1.473	0	0	1.498	0	0	5.053	0
comtrain	Commuting by train	F2	0	0	0	0	844	0	0	0
conborin	Finds job boring	F2	5.990	0	108	5.383	0	0	28.068	0
condange	Works in dangerous conditions	F2	5.832	0	107	5.417	0	0	28.300	0
confichi	Fixed-term contract forces me to postpone having children	F2	396	0	7	0	0	0	6.843	0
confiemp	Fixed-term contract gives opportunity to look for the best employer	F2	415	0	5	0	0	0	7.429	0
confiexp	Fixed-term contract build work exper	F2	449	0	6	0	0	0	7.822	0
confihou	Fixed-term contract restrict buy house	F2	413	0	6	0	0	0	7.352	0
confipar	Fixed-term contract forces me to stay with my parents	F2	387	0	8	0	0	0	6.903	0
confipen	Fixed-term contract restrict pension	F2	418	0	7	0	0	0	7.569	0
confiper	Fixed-term contract is the only option because permanent	F2	415	0	8	0	0	0	7.488	0
confiski	Fixed-term contract increase my skills	F2	445	0	5	0	0	0	7.751	0
confixe1	Prospects with current employer	F2	428	5.199	7	1.190	1.921	1.219	7.466	729
confixed	Duration of fixed-term contract	F2	454	4.492	7	1.363	2.116	1.188	7.793	677
conhealt	Works in unhealthy conditions	F2	5.927	0	107	5.422	0	0	28.262	0
conment1	Work mentally exhausting	F2	6.030	0	108	5.430	0	0	28.661	0
conphys1	Work physically exhausting	F2	3.580	0	108	5.435	0	0	28.358	0
conspeed	How often work at very high speed	F2	4.857	0	8	4.100	0	0	22.415	0

constres	Finds your job stressful	F2	6.230	0	109	5.605	0	0	30.419	0
CONTR7	Permanent employment contract	F2	6.043	34.404	1.910	4.759	11.514	16.010	30.913	2.053
contrac4	Employment activity in second job	F2	122	803	1	136	273	237	837	268
contract	Employment contract	F2	569	6.446	10	1.498	2.351	1.917	8.761	1.000
controth	Workplace in other company than one paying salary	F2	854	2.259	85	571	705	643	5.869	123
contst	Current employment activity	F2	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
contstno	Ever had a paid job	F2	0	0	2	31	66	65	1.231	42
COUNTRY	Country of survey	F4	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
ddrun15	How often unexpectedly have overtime	F2	4.747	0	8	4.076	0	0	21.939	0
ddrun16	How often have no lunch break	F2	4.722	0	8	4.027	0	0	22.053	0
ddrun17	How often supervisor change working hrs	F2	4.190	27.640	8	3.952	0	0	20.854	0
ddrun18	How often there is no work for you	F2	4.608	27.478	8	4.003	0	0	21.261	0
ddwordis	Labour dispute / industrial action	F2	0	0	0	2	0	0	6	0
ddworedu	Worked not due to education	F2	0	0	2	15	0	0	234	0
ddworfam	Worked not due to family reasons	F2	0	0	1	12	0	0	162	0
ddworill	Worked not due to illness	F2	105	0	2	49	0	0	827	0
ddwork1	Worked usual working hours last 7 days	F2	6.183	0	105	5.601	0	0	34.789	0
ddworlea	Worked not due to parental leave	F2	0	0	0	9	0	0	85	0
ddworloo	Worked not, was looking for a job	F2	0	0	0	7	0	0	266	0
ddworoth	Worked not due to other reasons	F2	146	0	1	66	0	0	739	0
ddworsea	Worked not due to seasonal work	F2	0	0	0	29	0	0	49	0
ddworsho	Worked not due to short-time working	F2	0	0	1	20	0	0	721	0
ddworvac	Worked not due to vacation/days off	F2	282	0	5	106	0	0	1.781	0
ddworvar	Worked not due to variable hours	F2	97	0	4	57	0	0	259	0
ddworwea	Worked not due to weather conditions	F2	0	0	0	4	0	0	84	0
depconf2	In workplace conflicts regularly occur	F2	5.902	0	103	5.362	0	0	23.036	0
depdisc	Changes are discussed with management	F2	4.900	0	80	3.170	10.930	0	24.509	0
dephisto	Has worked in different departments	F2	2.529	10.971	39	1.910	5.891	6.355	16.196	885
depinfog	In workplace informed about whats going on	F2	6.011	0	106	0	0	0	23.387	0
depinfow	In workplace informed about the work	F2	4.768	0	105	0	0	0	23.397	0
depmachi	In workplace machines in good state	F2	4.441	0	100	5.353	0	0	21.601	0
depmale	Colleagues in similar positions are men	F2	3.340	24.120	1.372	3.334	5.871	7.848	23.072	1.260
DEPMALE2	Most colleagues in similar positions are men -9 = 0 for Salarycheck	F2	3.343	24.124	1.372	3.335	5.872	7.850	22.564	1.261
depstaf2	In workplace staffing levels sufficient	F2	5.762	0	103	5.427	0	0	22.860	0
depteam	In workplace most of work in teams	F2	3.057	12.558	35	2.691	6.792	8.685	19.039	834
depworko	In workplace work is well-organised	F2	5.991	0	100	5.414	0	0	23.383	0
educapp1	Currently doing an apprenticeship	F2	0	724	0	78	0	141	524	0
educappr	Has ever been on an apprenticeship	F2	0	24.950	64	3.722	0	3.083	21.996	0
EDUCAT	Highest level of education	F3	6.902	42.428	2.177	6.668	14.337	18.871	40.013	3.569
EDUCATX	Highest level of EDUCATXion, current level	F8.2	0	0	2.009	0	11.642	0	0	0

	for students									
educhanc	Qualifications improved chances on labour market	F2	1.483	0	4	1.791	0	0	9.518	0
educlevl	Job level matches education level	F2	5.586	0	102	5.523	0	0	36.549	561
eduexpe	Experience compensates underqualification	F2	0	0	2	290	0	0	4.222	7
EDUISCED	ISCED education level	F2	6.879	35.178	2.177	6.630	14.223	18.825	39.894	2.798
EDUJOB	Time needed to train for the job	F2	5.890	0	95	4.659	0	0	33.557	0
edumore	Has gained further qualifications	F2	3.728	0	79	4.125	0	0	27.791	0
firmbro1	Organisation under threat bankruptcy	F2	352	0	3	0	0	0	2.814	0
firmcom1	Organisation renewed computer equipment	F2	3.454	0	36	0	0	0	20.236	0
firmcou1	In workplace works council	F2	3.129	0	0	2.590	0	0	19.041	0
firmcou2	In workplace works/staff council	F2	0	18.783	0	0	0	4.503	0	0
firmcou3	In workplace co-operative committee	F2	0	0	52	0	638	0	0	22
firmdis1	Organisation announced redundancies	F2	1.782	12.485	38	0	0	0	10.913	0
firmfem1	Percent women in company	F2	0	18.857	52	3.197	0	9.194	18.977	0
FIRMFEM3	Percent women in locality in 8 cat	F2	0	0	168	1.271	2.671	4.315	25.016	718
FIRMFEM4	Percent women in company in 8 cat	F2	0	0	46	659	0	2.079	13.757	0
firmfema	Percent women in locality	F2	6.764	42.059	2.148	6.453	14.109	18.673	35.984	3.432
firmgro1	Last year workforce change	F2	5.828	0	94	5.099	0	0	34.087	0
firmhie1	Last year nr of managers change	F2	0	0	84	0	0	0	28.932	0
firmhie2	Next year nr of managers change	F2	0	0	81	4.026	0	0	28.537	0
firminfl	In workplace trade unions infl managem	F2	2.129	0	0	0	0	0	0	0
firmloca	Organisation has more than one branch	F2	4.285	26.443	65	3.967	10.332	12.999	26.857	1.663
firmmerg	Organisation faced merger	F2	1.048	0	19	0	0	0	5.870	0
FIRMOWCO	Country of foreign investment	F3	883	0	94	3.233	0	0	4.452	0
firmowne	Organisation domestic- or foreign-owned	F2	1.699	0	102	2.736	0	0	21.341	0
FIRMPRI	Works in private or public sector	F2	3.395	22.533	738	4.421	12.410	9.726	25.770	1.882
firmpri2	Organisation been privatised	F2	257	3.248	3	0	0	0	5.209	0
firmreo1	Organisation faced reorganisation	F2	2.524	11.041	46	0	0	0	11.975	0
firmrep1	In workplace trade union representative	F2	3.454	0	0	2.667	0	5.224	0	94
firmrep2	In workplace shop steward system	F2	0	0	60	0	0	0	0	0
firmisz2	Company size in country of survey	F2	3.929	24.974	60	3.866	9.830	12.205	25.263	1.552
FIRMSIZ3	Firmsize 3 gr < 100 .. > 500 for Salarycheck	F2	6.876	42.210	2.176	6.494	14.044	18.817	41.969	3.385
firmisz4	firm < 100 empl for Salarycheck	F2	1.953	7.752	1.517	3.219	5.217	5.648	11.475	849
FIRMSIZ5	firm > 500 empl for Salarycheck	F2	1.280	12.380	207	675	2.381	4.198	8.767	486
firmsize	Firm size locality	F2	6.764	42.036	2.148	6.453	14.109	18.673	41.461	3.432
firmstra	Organisation had competent strategy	F2	2.584	0	0	0	0	0	14.296	0
firmtra	Organisation offered training	F2	3.355	18.316	29	0	0	0	18.445	0
fran12ha	12.5 th month	F2	57	0	0	0	229	0	0	0
fran13mo	13th month	F2	1.869	0	0	0	196	0	792	548
fran14mo	14th month	F2	167	0	0	0	33	0	2.191	35
fran15mo	15th month	F2	0	0	0	0	29	0	0	13

francoop	Payments from surplus in cooperatives	F2	0	0	0	0	0	0	0	24
franendy	End-of-year bonus	F2	3.765	0	7	0	588	2.133	2.625	338
franholi	Holiday allowance	F2	5.240	20.197	61	0	10.749	3.814	12.345	598
franothe	Other annual bonus	F2	700	5.425	8	0	1.899	1.585	972	216
franperf	Performance bonus	F2	0	0	0	0	0	0	3.122	0
franprof	Profit share	F2	332	5.620	3	0	966	1.344	1.888	77
franxmas	Christmas bonus	F2	0	22.802	5	0	494	2.307	0	635
frcar	Leased car company car	F2	890	3.475	7	217	504	0	4.643	185
frcar1	Company car/allowance	F2	0	0	0	0	0	1.499	0	0
frdaycre	Contribution to day-care for children	F2	0	0	0	43	17	107	1.582	20
frexpens	Expense allowance	F2	868	3.497	9	295	3.293	1.716	4.555	115
frgoodik	Goods or wages in kind	F2	0	415	13	407	3.473	0	1.141	411
frhouse	Contribution to housing costs	F2	0	364	1	35	56	0	311	53
frlaptop	Contribution to pc at home / laptop	F2	779	2.121	8	193	839	990	3.535	280
frmedin1	Contribution to private health insuranc	F2	0	0	0	0	0	2.309	0	0
frmedins	Contribution to medical insurance	F2	2.108	0	9	396	192	0	7.377	253
frmobile	Mobile phone	F2	0	0	0	0	0	0	4.129	535
frmortga	Lower rate of interest on mortgage	F2	101	725	0	93	243	122	776	0
frpensio	Contribution to pension scheme	F2	2.176	0	42	415	123	0	6.491	95
frputra1	Contribution to commuting	F2	0	0	0	0	0	469	0	0
frputran	Contribution to transport pass	F2	925	1.711	6	104	118	0	2.811	60
frsavsch	Contribution to savings scheme	F2	0	8.149	2	33	105	0	4.424	14
frshare1	Shares option scheme	F2	0	0	0	0	0	1.239	560	32
frshares	Shares option scheme	F2	87	0	0	24	0	0	0	0
frsports	Contribution to sports club	F2	0	0	0	0	0	0	0	233
frstudy	Contribution to childrens school	F2	0	0	0	38	0	25	207	5
frstudy1	Contribution to cost related to study	F2	0	0	0	0	0	0	0	268
frteleph	Contribution to telephone costs at home	F2	597	1.838	9	79	214	464	2.071	30
frunempl	Contribution to an unemployment scheme	F2	148	0	1	13	19	0	0	5
frwphome	Contribution to workplace at home	F2	79	0	7	11	27	84	0	4
GENDER	Gender	F2	3.223	16.940	627	2.901	7.655	9.899	18.770	1.969
hhargume	Often arguments division housh tasks	F2	715	0	11	734	0	0	2.757	0
hhbaby	Expecting a child	F2	1.201	0	10	0	0	0	6.618	0
hhbaby1	Expect to have children in future	F2	690	0	6	0	0	0	6.023	0
hhchild	Living with one or more children	F2	3.120	14.562	60	1.649	5.782	6.748	16.050	982
hhchildp	Living with children part of the week	F2	402	1.189	16	71	286	442	2.306	46
hhgchild	Living with grandchildren	F2	0	0	3	16	29	73	183	10
hhgrowfo	Family grows own food	F2	718	0	0	0	0	0	2.717	0
hhhhomehe	Paid domestic help	F2	883	0	5	763	0	0	6.142	0
hhhrspa	Working hours partner (TIME)	TIME5	0	0	63	0	0	0	19.238	0
HHINCOM1	Grouped net household income per month in euro (euro countries)	F2	5.183	37.399	0	4.442	12.348	0	11.646	0

hhincome	Net household income in euro	F12	5.128	37.285	97	4.421	12.286	12.849	11.518	2.585
hhmarry	Expect to marry	F2	0	0	1	14	0	0	439	0
hhowno2	Home owned or rented	F2	6.274	41.942	108	5.687	0	18.707	13.946	0
HHOWNHOU	House owner	F2	4.358	13.528	65	3.868	0	11.935	26.568	0
hhparact	Partner's principal activity	F2	0	0	77	0	0	0	26.789	0
hhpartn1	Living with partner	F2	4.941	28.116	1.734	3.984	10.441	11.807	27.403	1.953
hhresphh	Contribute most to household tasks	F2	2.142	0	39	1.273	0	0	11.335	0
hhrespin	Contribute most to household income	F2	2.491	0	49	1.939	0	0	17.379	0
hhshoti1	I have enough time for household tasks	F2	2.245	0	63	1.954	0	0	17.061	0
HHSTAT	Current marital status	F2	4.228	0	1.774	0	8.393	0	19.100	0
hhstat10	Living with grandparents (in-law)	F2	0	390	1	92	34	98	180	37
hhstat11	Has girlfriend or boyfriend	F2	0	0	0	25	0	31	265	0
hhstat7	Current marital status	F2	6.804	41.861	1.700	5.411	5.664	14.043	22.423	2.688
hhstat8	Married	F2	0	0	0	1	34	4	176	10
hhstate4	Living single	F2	747	9.640	13	549	2.619	2.413	6.905	290
hhstate7	Living with parents (in-law)	F2	594	3.312	4	1.558	316	2.459	4.593	886
hhstate8	Living with non-family members	F2	156	6.054	7	357	153	1.392	1.340	153
hhtimere	Tries to reduce time household tasks	F2	1.665	0	41	1.175	0	0	7.772	0
hhwofato	Combining work and family is tough	F2	2.897	0	30	2.286	0	0	13.654	0
hrschan1	Reasons for fewer hours	F2	182	945	1	246	0	645	1.917	0
hrschan2	Reasons for more hours	F2	416	4.859	10	429	0	1.383	4.131	0
hrschan3	Reasons for flexible hours	F2	295	1.692	7	146	0	932	2.170	0
hrschang	Have agreed hours changed last year	F2	899	7.520	19	826	0	2.971	8.266	0
HRSCON	Working hours according to contract	F8.2	5.346	36.645	1.729	4.457	10.383	14.767	33.191	2.588
HRSCON7	Minimum working hours	F8.2	215	0	4	211	1	0	1.051	0
HRSCON8	Maximum working hours	F8.2	65	0	3	219	0	0	671	0
HRSCONT3	Working hours agreed with employer	F2	5.098	38.559	1.934	5.476	12.553	16.723	36.722	2.852
hrscont4	Sort of working hours agreed	F2	5.098	38.562	1.934	5.476	12.553	16.723	36.722	2.852
hrscont5	Working hours a year annualised contract	F10.2	0	714	1	141	211	0	378	0
hrscont6	Minimum or maximum working hours agreed	F2	505	3.849	323	759	0	1.419	2.106	0
hrscont7	Minimum working hours (TIME)	TIME5	3.023	0	4	212	1	0	1.053	0
hrscont8	Maximum working hours (TIME)	TIME5	65	0	3	219	0	0	676	0
hrscontr	Working hours according to contract (TIME)	TIME5	3.377	28.665	1.426	4.203	7.906	13.637	31.303	2.479
HRSDAYP2	Works usually days a week	F2	6.316	42.078	110	5.717	14.139	18.777	35.829	2.834
HRSFIR	Standard fulltime working week	F8.2	6.637	41.169	2.111	2.030	2.965	4.454	10.561	534
hrsfirm	Standard fulltime working week (TIME)	TIME5	498	804	540	1.741	2.417	3.894	10.124	467
HRSHEL	Hours of paid domestic help per week	F8.2	764	0	5	0	0	0	5.000	0
hrshelp	Hours of paid domestic help per week (TIME)	TIME5	767	0	5	0	0	0	5.033	0
hrshist1	Has always worked fulltime	F2	4.573	0	88	3.794	0	0	26.358	0
hrshist2	Has always worked parttime	F2	170	0	7	177	0	0	2.807	0
hrshisto	Has full time or parttime hours	F2	5.699	37.328	1.923	6.071	12.874	16.939	31.133	3.022
HRSHKE	Hours of housekeeping per week	F8.2	5.014	0	93	4.453	0	5.304	33.173	0

hrshkeep	Hours of housekeeping per week (TIME)	TIME5	5.050	0	93	4.492	0	5.367	33.529	0
HRSPAR	Working hours partner	F8.2	0	0	63	0	0	0	19.178	0
HRSPDAY	Hours per day RND(hrsrea/hrsdayp2)	F2	6.181	41.200	107	5.550	13.879	18.375	34.755	2.616
hrspref	Prefers more or less hours a week	F2	2.019	15.910	39	3.325	0	7.442	14.157	0
hrspthchl	Parttime because looking after children	F2	531	2.026	1	101	140	805	4.533	25
hrspthdem	Parttime because job too stressful	F2	129	0	5	31	62	129	782	8
hrspthedu	Parttime because of education	F2	42	309	2	155	143	267	1.251	106
hrspthhea	Parttime because of health problems	F2	79	0	1	6	51	96	718	5
hrspthou	Parttime because of housekeeping	F2	194	723	1	26	47	197	1.418	15
hrspthnof	Parttime, cannot find fulltime job	F2	129	1.076	2	148	267	185	741	116
hrspthret	Parttime because of retirement	F2	0	0	0	5	50	69	93	3
hrspthsec	Parttime because of second job	F2	38	271	1	34	47	75	526	20
hrspthtim	Parttime because time needed for self	F2	311	772	4	51	110	328	2.798	27
HRSREA	Working hours regular	F8.2	6.734	41.387	2.123	85	180	578	1.688	96
hrsreal	Working hours regular (TIME)	TIME5	0	20.876	601	4.079	9.651	8.700	23.999	1.836
hrsreal0	Works usually hours agreed in contract	F2	2.220	18.821	519	3.063	9.500	8.078	22.250	1.573
HRSSCO	Working hours in second job	F8.2	197	0	9	235	0	711	1.749	0
hrssecon	Working hours in second job (TIME)	TIME5	200	0	10	238	0	716	1.772	0
HRSWAG	Waged hours per week	F8.2	5.680	32.814	1.701	5.267	8.954	13.324	34.127	2.520
HRSWAG1	Working hours a week used for calculating hourly wages	F4.2	6.305	36.340	1.899	5.822	12.807	15.979	39.503	2.930
hrswage	Waged hours per week (TIME)	TIME5	5.705	32.871	1.724	2.695	8.997	13.410	34.204	1.749
IDNR	ID number	F8	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
ISCO1NUM	ISCO88(COM) 1-digit occupation major groups	F4	5.249	40.936	2.009	4.522	8.550	14.853	39.691	2.588
ISCO2NUM	ISCO88(COM) 2-digit occupation sub-major groups	F4	5.263	40.936	2.009	4.527	8.570	14.885	39.888	2.608
ISCO3NUM	ISCO88(COM) 3-digit occupation minor groups	F6	5.263	40.936	2.009	4.527	8.570	14.885	39.888	2.608
ISCO4NUM	ISCO88(COM) 4-digit occupation unit groups	F6	5.263	40.936	2.009	4.527	8.570	14.885	39.888	2.608
ISCO9NUM	Occupation (ISCO-classification detailed)	F12	5.263	40.936	2.009	4.527	8.570	15.055	0	2.608
jobalone	In workplace works alone	F2	1.954	11.976	50	1.177	0	4.907	10.365	0
jobauton	Organises own work tasks	F2	6.201	0	107	5.573	0	0	29.837	0
jobchan1	Job is sufficiently varied	F2	6.231	0	108	5.589	0	0	25.258	0
jobener1	Has sufficient energy to do job	F2	6.219	0	108	5.608	0	0	25.280	0
jobfamil	Coworkers are family members	F2	920	3.512	7	520	0	1.563	6.173	31
jobfutu1	Expect being with employer in a year	F2	3.607	27.352	57	2.510	8.978	10.963	13.409	1.035
jobfutu2	Expect having a job in a year	F2	69	0	3	68	204	132	801	49
jobfutu3	Expect being in own business in a year	F2	110	978	1	119	254	716	1.634	131
jobfutu4	With employer in same position	F2	3.571	0	56	2.495	0	10.926	13.296	0
jobfutu5	Why not in same position	F2	606	5.450	25	0	0	2.601	5.020	0
JOBHIST	How often changed employer	F8.2	5.211	27.050	1.837	5.405	9.985	15.201	19.434	2.607

jobhist2	Worked in how many jobs with employer	F2	6.583	0	741	6.420	0	0	39.765	0
jobhist4	How often changed employer	F2	0	0	349	3.152	4.095	0	0	0
jobhist5	How often changed employer (jobhist > 10)	F2	0	0	1.494	2.394	280	0	0	0
jobinte1	Job has become more interesting in the past year	F2	5.930	0	102	5.450	0	0	24.480	0
jobloss	Job will become redundant in next years	F2	322	0	2	530	0	1.137	3.236	0
jobpersp	Has good career opportunities	F2	2.291	9.100	31	1.197	3.730	8.174	16.297	1.360
jobprom3	Is eager to get promoted	F2	2.941	0	17	1.508	0	7.812	17.602	0
jobpromo	Has been promoted in current firm	F2	2.054	9.828	18	1.866	5.463	7.032	15.274	969
JOBPROSC	Has been promoted -9 = 0 for Salarycheck	F2	2.055	9.828	18	1.866	5.463	7.032	14.946	969
jobrota2	Often takes over tasks of coworkers	F2	5.557	0	105	5.436	0	0	23.728	0
jobrout1	Job involves monotonous tasks	F2	6.139	0	109	5.542	0	0	24.245	0
jobsecu2	Worries about my job security	F2	5.967	0	105	5.468	0	0	24.226	0
jobsecur	Job security important	F2	0	0	0	0	0	0	253	0
jobtasks	Job content will change	F2	2.291	0	48	2.121	0	10.186	16.616	0
lccafter	Outschool service took care of child	F2	213	0	8	34	0	0	561	2
lccdayca	Use day-care centre	F2	147	0	13	17	0	0	1.162	8
lccexcha	Exchange with others for child	F2	0	0	0	1	194	0	119	9
lccfamil	Others took care of child	F2	0	0	0	17	0	0	327	0
lccgrndp	Grandparents took care of child	F2	407	0	0	145	0	0	1.813	5
lccgquest	Host family took care of child	F2	141	0	3	1	0	0	302	1
lccminde	Paid childminder took care of child	F2	0	0	0	62	0	0	370	4
lccnone	None took care of child	F2	0	0	0	4	0	0	110	0
lccnurse	Nursery took care of child	F2	0	0	1	94	0	0	0	0
lccother	Others took care of child	F2	0	0	1	8	0	0	250	0
lccpartn	Partner took care of child	F2	355	0	2	202	0	0	3.514	4
lccplayg	Play ground took care of child	F2	0	0	0	3	0	0	233	0
lccschoo	Schooltook care of child	F2	426	0	8	198	0	0	1.102	9
lccsiste	Older sister, brother took care of child	F2	0	0	0	8	0	0	95	0
memdele1	Member of a works council	F2	427	0	0	375	0	0	1.192	0
memdele3	Member of a co-operative committee	F2	0	0	8	0	124	0	0	0
memnone	Member of none of these	F2	1.867	28.845	12	3.163	3.395	5.063	23.242	2.183
memproff	Member of a professional organisation	F2	215	2.410	10	278	1.155	0	2.042	88
memstaff	Member of a staff association	F2	191	0	16	49	533	0	6.480	22
memtrad1	Member of a trade union	F2	3.148	6.769	87	1.497	9.398	3.530	8.096	334
memtrad2	Trade union representative	F2	606	0	0	349	0	0	538	85
memtrad3	Shop steward	F2	0	0	7	0	1.139	0	0	0
MEMTRAD4	Member of which trade union	F3	1.473	6.759	0	0	9.376	0	7.723	0
MMFSTJO	Month entering salaried employment	F8.2	0	0	742	6.369	2	18.323	39.220	0
monojob	Month stopped working in last job	F4	0	188	0	22	0	0	383	0
NACE1NUM	NACE letter codes	F4	6.859	35.732	2.177	6.601	14.279	18.958	26.236	3.431
NACE2NUM	NACE 2 digit	F4	6.859	35.732	2.177	6.601	14.279	18.958	26.240	3.431

NACE3NUM	NACE 3 digit	F6	6.859	35.732	2.177	6.601	14.279	18.958	39.862	3.431
NACE4NUM	Business activity INT NACE	F8	6.859	35.732	2.177	6.601	14.279	18.958	39.862	3.431
NACEFNUM	NACE industry code four major groups	F2	6.859	35.732	2.177	6.632	14.285	18.980	26.236	3.513
nrofjob1	Has a paid job	F2	58	465	1	32	372	166	1.389	82
nrofjobs	Has one job or more	F2	6.358	41.593	108	5.677	13.857	18.732	40.652	2.733
occchoic	Is happy with choice of occupation	F2	6.165	0	108	5.569	0	0	25.079	0
occhist1	Working in same occupation as in first job	F2	3.176	0	40	1.101	0	0	15.498	0
occhist2	Working in same industry as in first job	F2	4.241	26.435	43	2.343	0	8.163	25.088	0
occtype	Specify type of occupation	F2	0	26.252	92	4.889	0	14.440	36.312	0
OCCUPA_I	Occupation international	F12	5.263	0	0	4.527	8.573	15.055	0	2.609
overtime	Overtime is quite normal at workplace	F2	3.106	0	60	2.537	0	0	20.145	0
pachoice	Participate in flexible benefit plan	F2	91	0	0	23	169	585	0	207
padaycre	Participate in daycare scheme	F2	0	0	0	0	40	0	0	2
paearlyr	Participate in early retirement scheme	F2	108	0	0	33	212	0	0	25
pahouse	Free housing	F2	0	0	0	25	172	78	0	25
pahrse1	Statutory entitlement shorter working hrs	F2	267	0	0	95	451	0	0	0
paleasav	Participate in leave accumulation scheme	F2	110	1.781	0	15	768	239	0	0
papensic	Participate in pension scheme at company level	F2	0	8.614	0	0	1	0	0	0
papensio	Participate in pension scheme	F2	957	0	0	504	1.543	6.068	0	114
papleave	Participate in parental leave scheme	F2	419	316	0	90	1.330	0	0	13
pastudys	Participate in training scheme	F2	414	2.044	0	493	2.301	0	0	653
patelewo	Participate in telework scheme	F2	150	0	0	24	877	103	0	21
pawotime	Participate in working time experiment	F2	121	0	0	9	232	0	0	0
paycost	Confident wage keeps up cost of living	F2	5.523	0	96	5.016	0	0	0	0
paydiscu	Discussed pay with supervisor last year	F2	1.734	15.206	41	2.597	0	6.535	8.102	0
payhilow	Gap high low pay too great at workplace	F2	5.070	0	83	4.726	0	0	0	0
payitime	Confident that I will be paid on time	F2	5.414	0	100	5.087	0	0	0	0
paymore	Should earn more given performance	F2	5.484	0	0	0	0	0	0	0
paypolic	Satisfied with employer approach to pay	F2	5.503	0	96	5.031	0	0	0	0
payrise	I will get a pay rise	F2	3.154	0	58	2.138	0	11.737	18.631	0
payunsta	Income will be unstable and uncertain	F2	632	0	0	998	0	0	3.052	0
pensworr	Is worried about my pension	F2	5.288	0	89	4.823	0	0	0	0
postcode	Postcode	F4	0	0	0	0	0	0	21.546	0
prefjob	Is eager to find a new job	F2	1.850	0	0	2.163	0	0	8.767	0
preflott	Hope to win the lottery	F2	4.057	0	0	2.504	0	0	15.266	0
preftel1	How often wish to do telework	F2	4.303	26.767	8	3.887	0	0	19.599	0
REGIBIRT	Region of birth	F8	6.102	40.396	1.872	5.065	7.021	17.681	30.393	1.343
regicity	Urbanization of home address	F2	6.235	0	109	5.614	0	0	41.656	678
REGIHOME	Region home address	F8	6.630	41.244	2.177	6.077	0	18.728	39.183	685
regiwor0	Workplace in region home address	F2	1.612	0	96	2.856	0	5.733	0	629
REGIWORK	Region workplace	F8	6.006	40.317	1.881	5.238	0	17.944	35.178	835

RELEASE	Release	F8.2	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
RENTAN2	Re-entrant male = 0	F2	256	1.733	126	750	1.930	2.825	2.222	458
RENTANT	Re-entrant woman	F2	429	2.745	300	1.778	3.096	5.405	3.224	811
satbonus	Is satisfied with allowances	F2	4.383	0	0	0	0	0	0	0
satcombi	Satisfaction with combi work - family	F2	5.628	36.903	95	5.006	12.751	16.847	36.327	2.617
sathealt	Satisfaction with health	F2	5.875	39.893	100	5.279	13.688	18.114	21.803	3.070
sathhinc	Satisfaction with household income	F2	5.564	39.098	101	5.143	13.326	17.345	20.711	3.026
sathous	Satisfaction with housing	F2	3.440	25.327	101	3.800	0	11.852	21.722	647
satjob	Satisfaction with job	F2	5.659	38.382	98	5.068	13.127	17.249	36.535	2.677
satleisu	Satisfaction with leisure time	F2	5.856	39.850	100	5.277	13.668	18.068	39.184	3.067
satlife	Satisfaction with your life as-a-whole	F2	6.861	42.138	2.169	6.605	14.301	18.728	42.077	3.551
SEA1EMPL	Job search via employment agency	F2	214	0	4	152	0	0	1.724	0
SEA1FAMI	Job search via family or friends	F2	212	0	6	370	0	0	2.563	0
SEA1INTE	Job search via vacancy websites	F2	497	0	26	826	0	0	6.965	0
SEA1JNAL	Job search via trade journals	F2	146	0	8	233	0	0	2.479	0
SEA1NWPR	Job search via newspapers	F2	373	0	18	486	0	0	5.049	0
SEA1OTHE	Job search other reasons	F2	0	0	2	43	0	0	257	0
SEA1PEMP	Job search via private empl agency	F2	95	0	2	54	0	0	1.830	0
SEA1PHON	Job search via phone	F2	78	0	5	76	0	0	1.233	0
SEA1RESU	Job search via sending cv to employers	F2	269	0	8	435	0	0	2.445	0
SEA1SITE	Job search via company website	F2	324	0	12	507	0	0	4.449	0
SEA1TEMP	Job search via temp agency	F2	132	0	1	121	0	0	1.726	0
SEAASKE	They asked me to join	F2	813	0	12	920	3.154	0	6.751	439
SEAEMPL	Found empl via employment agency	F2	355	0	9	186	1.126	0	1.737	150
SEAFAMI	Found empl via family or acquaintances	F2	1.037	0	17	1.256	1.207	0	5.201	628
SEANWPR	Found empl via advertisement	F2	1.603	0	33	1.190	3.282	0	10.635	722
SEAOTHE	Found empl other reasons	F2	867	0	18	961	1.484	0	5.366	266
SEASCHO	Found empl via apprenticeship/school	F2	487	0	7	340	1.952	0	3.255	155
SEATEMP	Found empl via temp agency job	F2	682	0	4	235	368	0	5.018	28
SEAVACA	I had heard of the vacancy	F2	791	0	15	832	2.369	0	4.394	320
SECTOR_I	Business activity INT	F6	6.859	0	2.177	6.601	14.283	18.958	0	3.432
seekcoll	Nice colleagues important if new job	F2	6.121	0	105	5.551	0	0	36.932	0
seekcomm	Commuting time important if new job	F2	6.079	0	104	5.570	0	0	37.065	0
seekdist	Commuting distance important if new job	F2	6.121	0	105	5.559	0	0	37.326	0
seekeasy	Can easily find another job	F2	3.211	0	0	0	0	0	16.431	0
seekfame	Employers reputation important if new job	F2	6.078	0	105	5.507	0	0	35.965	0
seekflex	Flexible hours important if new job	F2	5.388	0	0	0	0	0	35.938	0
seekhisb	How long looking for job after break	F2	0	0	46	0	0	0	2.645	0
seekhist	How long look for first job	F2	6.298	0	104	5.532	0	0	40.381	0
SEEKJO	Looking for other job last 4 weeks	F2	6.357	0	109	5.779	0	0	41.801	0
seekpart	Part-time hours important if new job	F2	0	0	0	0	0	0	23.132	0
seekpens	Pension scheme import if new job	F2	2.440	0	0	0	0	0	0	0

seekperm	Permanent contract important if new job	F2	6.120	0	105	5.556	0	0	37.121	0
seeksala	High salary important if new job	F2	6.148	0	105	5.589	0	0	34.121	0
seektrai	Training opp important if new job	F2	6.023	0	101	5.537	0	0	36.902	0
seekwage	Could earn more with another	F2	3.185	0	0	0	0	0	15.584	0
sex	Sex	F2	6.897	42.384	2.177	6.667	14.336	18.865	42.308	3.569
supv0	Has supervisory position	F2	0	0	46	0	450	0	4.606	142
SUPV1	Number of people supervised	F10	1.868	15.900	474	2.311	2.714	4.416	14.600	648
supvclos	In workplace closely supervised	F2	5.828	0	103	5.391	0	0	21.495	0
SUPVDICH	Supervisory position Y/N	F2	1.868	15.900	474	2.311	2.714	4.416	15.392	648
supvfema	In workplace supervisor is woman	F2	1.570	0	35	1.558	0	6.404	7.175	0
supvsup3	Has sufficient support from supervisor	F2	6.028	0	107	5.491	0	0	24.021	2.277
SUPVWOM	Number of women supervised	F8.2	1.373	11.027	19	0	0	0	5.480	0
supvwom1	Number of women supervised	F10	0	0	0	744	0	0	4.123	0
survedat	Date of survey, based on survetb	EDATE10	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
SURVEDM	Day of the month	F8.2	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
SURVEDW	Day of the week	F8.2	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
SURVEDY	Day of the year	F8.2	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
SURVEHH	Hour of survey (local GMT Standard Time)	F8.2	6.884	41.910	2.139	6.462	14.254	18.636	41.727	3.549
SURVEMM	Month of survey	F8.2	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
SURVENR	Number of survey	F8.2	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
survetb	Time of survey (begin) server time USA GMT-6, NL GMT+01, IND GMT+5.5	TIME5	6.970	42.492	2.175	6.662	14.337	19.021	42.478	3.566
survete	Time of survey (end) server time USA GMT-6, NL GMT+01, IND GMT+5.5	TIME5	6.973	42.482	2.177	6.663	14.340	19.023	42.470	3.566
SURVEWW	Week of survey	F8.2	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
SURVEYY	Year of survey	F8.2	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
SURVTIME	Minutes needed to complete survey	F4.2	6.975	42.499	2.177	6.668	14.341	19.035	42.391	3.569
TENUEXGR	Work experience in five 5 or 10-yr groups	F2	6.892	41.830	2.176	6.658	14.276	18.765	42.200	3.497
TENUEXPE	Work experience (survey year-year first job - break)	F4	6.718	39.994	2.056	6.505	13.670	18.358	40.855	3.304
TENUXSQ	Work experience squared	F12	6.718	39.994	2.056	6.505	13.670	18.358	40.855	3.304
TENURECU	Job tenure current employer (survey year-year current job)	F4	6.212	37.856	1.971	5.804	12.499	16.732	35.911	2.994
tiaccoun	Must account in writing for hrs worked	F2	1.829	0	50	1.108	0	0	14.531	0
ticonfli	How often working hrs conflict family	F2	4.620	28.079	8	4.082	0	0	21.166	0
tideadli	How often work to tight deadlines	F2	4.741	0	8	4.035	0	0	21.372	0
tievning	Works regular in evening	F2	2.085	0	24	3.225	0	5.157	15.843	0
tihomtel	Teleworks at least one day a week	F2	404	0	4	238	0	1.388	3.860	0
tijobtim	I can finish work in allocated time	F2	3.398	0	60	3.280	0	0	25.511	0
tiregist	Start and end time are registered	F2	2.515	0	22	2.041	0	0	12.949	0
tirosspl	I have a split working day	F2	400	0	13	2.557	0	0	4.394	0
tirost10	Supervisor asks me change working hours	F2	746	0	15	557	0	0	4.096	0

tiroste6	Working hours vary according to season	F2	611	0	27	1.835	0	0	6.384	0
tiroste7	Know working hours 1 month in advance	F2	1.786	0	57	3.147	0	0	15.601	0
tiroste8	Know working hours 1 week in advance	F2	610	0	65	1.800	0	0	4.700	0
tiroste9	Can swap shifts with coworkers	F2	1.625	0	35	1.232	0	0	11.148	0
tiroster	I work shifts or irregular hours	F2	1.659	0	704	1.022	0	0	9.304	0
tisatday	Works regularly on saturdays	F2	1.662	0	30	1.158	0	4.621	11.567	0
tishift3	Type of shifts or irregular hours	F2	1.431	0	19	875	0	0	7.856	0
tisunday	Works regularly on sundays	F2	910	0	20	577	0	3.128	7.125	0
tiworkr2	I have fixed starting/finishing times	F2	3.102	0	61	3.621	0	0	20.074	0
trainin1	Training self paid last year	F2	1.201	3.001	11	1.534	2	0	6.290	237
training	Training received from empl last year	F2	3.762	5.587	57	2.184	0	0	19.592	324
trainiww	Finds training would be worthwhile	F2	6.016	0	0	5.495	0	0	29.890	0
wa13mnt1	Amount of 13th month	F12	0	2.155	0	0	0	0	11	0
wa13mntn	Amount of 13th, 14th, 5th month	F12	994	0	0	105	66	0	0	64
waannual	Amount of annual bonus	F12	0	987	0	0	0	0	101	0
wacommut	Amount of commuting/public transport allowance	F12	1.010	1.765	0	436	404	172	0	20
waconsig	Amount of attainability allowance	F12	63	0	1	0	105	0	0	0
WACOOPER	Amount of payments from cooperatives	F10.2	0	0	0	12	5	0	0	1
WADIRTY	Amount of dangerous work allowance	F10.2	0	0	0	0	0	34	0	0
WAFUNCTI	Amount of function bonus	F10.2	195	701	7	106	348	0	0	85
wageannu	How many monthly payments per year	F2	0	0	0	1.493	0	0	0	0
wageask	Asked for pay raise last year	F2	1.893	13.192	37	1.234	0	5.942	9.260	0
wageboth	Knows gross and net wage	F2	6.718	40.984	2.176	6.461	13.975	17.969	39.948	3.201
WAGECUR	Currency	F2	6.975	42.501	2.177	6.668	14.341	19.035	42.497	3.569
wagefle1	Percentage of variable wage	F2	0	0	0	0	0	0	3.168	0
wageflex	Part of my salary is variable	F2	0	0	0	0	0	0	3.381	0
WAGEGR	Gross wage	F10.2	6.264	39.267	1.961	3.272	11.658	9.395	20.406	2.199
WAGEGR1	Last gross wages in nat currency NOT CONTROLLED FOR PAYPERIOD	F14.2	6.288	39.178	1.960	4.502	13.471	15.460	34.999	2.919
WAGEGRAN	Annual gross wage in national cur (NOT standardised for hrs)	F8.2	6.108	36.360	1.719	5.268	12.452	15.167	37.047	2.753
WAGEGRHH	Hourly gross wage in Netherlands including 8% holiday allowance if indicated	F8.2	4.105	22.023	1.705	2.703	8.232	10.600	18.184	1.757
WAGEGRHL	Log hourly gross wage in national currency	F8.2	6.061	35.939	1.719	5.216	12.417	15.001	36.782	2.714
WAGEGRHR	Hourly gross wage in national currency	F8.2	6.108	36.360	1.719	5.268	12.452	15.146	37.047	2.746
WAGEGRMO	Monthly gross wage in national currency (NOT standardised for hrs)	F8.2	6.108	36.360	1.719	5.268	12.452	15.167	37.047	2.753
WAGEGRWE	Weekly gross wage in national cur (NOT standardised for hrs)	F8.2	6.108	36.360	1.719	5.268	12.452	15.167	37.047	2.753
wageincr	Received pay raise last year	F2	0	11.728	2	0	0	0	9.333	0
WAGEMO2	In how many months was annual income	F2	0	0	1	72	77	0	1.658	30

	earned, self employed									
wagemon5	Was income earned in 12 months or less	F2	0	574	1	86	105	0	1.000	58
wagemon6	How many months was income earned	F2	0	0	0	8	28	0	162	28
WAGENE	Net wage	F10.2	6.011	36.342	1.961	3.270	11.648	9.370	20.398	2.198
WAGENE1	Last nett wages in nat currency NOT CONTROLLED FOR PAYPERIOD	F14.2	5.977	36.230	1.961	5.334	12.318	12.485	31.312	2.753
WAGENEHR	Hourly nett wage in national currency	F8.2	5.565	32.377	1.734	4.722	11.166	11.121	29.270	2.451
wageotim	How is overtime paid	F2	3.949	33.485	79	3.634	9.817	13.345	32.074	1.884
WAGEPER3	Wage period CHECKED	F2	6.813	41.869	2.170	6.542	14.172	18.567	41.647	3.278
wageperi	Payment period wages	F2	6.647	40.560	2.152	3.236	11.658	9.256	20.305	2.193
wagequa2	In workplace genders have equal opportunities	F2	5.540	0	99	5.113	0	0	21.957	0
wageregu	Received last wage by bank or cash	F2	6.704	40.936	2.176	6.461	13.975	17.969	39.937	3.201
wagesat2	Satisfaction with pay	F2	5.657	38.396	97	5.056	13.117	17.239	36.518	2.660
wagetop	I reached the top of my grade	F2	909	5.067	12	1.188	0	3.838	5.689	0
wagevary	Wage varies from month to month	F2	1.618	6.354	30	1.107	0	3.745	5.402	0
wagroupb	Amount of group performance allowance	F12	44	0	0	64	0	53	0	70
wahollid	Amount of holiday allowance	F12	1.303	2.456	5	253	422	157	264	87
waincove	Amount of inconvenience allowance	F12	44	346	0	61	97	0	0	70
wamarval	Amount of market value allowance	F12	0	0	0	5	0	0	0	10
waoother	Amount of other allowances	F12	351	2.335	5	332	926	455	99	113
WAOVRT1	Amount of overtime premium	F10.2	0	0	0	0	0	726	0	0
waovrtm	Amount of overtime bonus	F12	178	1.085	5	157	724	0	0	111
waperfom	Amount of performance allowance	F12	101	672	1	165	370	0	107	86
waperson	Amount of personal allowance	F12	61	1.387	0	157	1.016	93	0	0
waprofit	Amount of profit sharing	F12	70	491	0	109	47	81	43	3
wasenior	Amount of seniority bonus	F10.2	64	0	0	535	0	0	0	234
washifts	Amount of shift unsocial hrs allowance	F12	257	1.860	15	218	1.391	669	45	102
WASKILL	Amount of skill bonus	F10.2	54	0	8	107	322	0	0	32
WASKILL1	Amount of skill premium	F10.2	0	0	0	0	0	92	0	0
WASUM	Sum washifts to waoother	F12.2	2.345	10.408	29	1.384	3.980	2.330	404	742
WASUM1	Sum benefits, used for calculating hourly wages	F12.2	1.290	8.013	29	1.402	3.829	2.391	347	688
WATARGET	Amount of target-related bonus	F10.2	0	0	0	0	0	337	0	0
watips	Amount of tips	F12	0	0	1	29	20	40	0	14
wayearn1	Amount of end-of-year bonus	F12	0	0	0	0	0	0	32	0
wayearnd	Amount of end-of-year bonus, xmas bonus	F12	180	0	0	38	0	150	0	39
yyarriva	Year arrival in country of survey	F4	306	0	11	470	0	1.937	2.537	8
YYBIRTH	Year of birth	F4	6.897	42.384	2.177	6.667	14.336	18.865	42.308	3.569
YBREAK	Year stop with salaried employment	F4	1.690	0	1.084	0	2.193	0	3.258	675
yycuemp1	Year starting your business	F4	157	1.251	1	168	306	845	2.093	311
YYCUEMPL	Year with current employer	F4	6.328	35.995	2.145	5.695	3.897	16.994	17.159	2.276

YYCUPOSI	Year current position	F4	2.987	0	268	2.848	0	0	20.596	0
yyeduca	Year finishing full-time education	F4	6.191	0	79	5.304	0	0	37.912	610
YYFSTJO	Year entering salaried employment	F4	6.822	40.676	735	6.427	13.688	18.405	39.533	3.167
yyfullti	Year start working fulltime	F4	642	0	8	1.377	0	0	4.218	0
yynojob	Year stopped working in last job	F4	31	190	0	23	23	0	387	38
YYOLCHLD	Year oldest child born	F4	3.397	0	64	1.690	6.923	0	17.727	1.003
yypartti	Year start working parttime	F4	852	0	5	278	0	0	6.307	0
YYRENTER	Year return to salaried employment	F4	1.691	0	1.084	0	2.193	0	3.258	675
YYYOCHLD	Year youngest child born	F4	2.335	0	33	971	4.797	0	12.767	468