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| Instrument:       | STREP   |
| Thematic Priority | PRIORITY 7, Research Area 3.2.2.  |

## **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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## 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](http://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<br>Belgium | 208 DK<br>Denmark | 246 FI<br>Finland | 276 DE<br>Germany | 380 IT<br>Italy | 528 NL<br>Netherl. | 724 ES<br>Spain | 616 PL<br>Poland | 826 GB<br>UK |
|----------------|------------------|-------------------|-------------------|-------------------|-----------------|--------------------|-----------------|------------------|--------------|
| 0 2004<br>/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 if 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               | 500000003    | 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<br>in var<br>name | variable names refer to                | first letters<br>in var<br>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  |
|-----------------|---|
| <b>sectext</b>  | If you want to specify the main business activity of the organization where you work more accurately, please do so here |
| <b>occtext</b>  | If you want to specify your occupation more accurately, please do so here   |
| <b>wagetext</b> | If you want to specify your payment period, please do so here   |
| <b>survetxt</b> | 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   |
| commtime | 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     |
| compequi | 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     |
| comptra  | 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<br>-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 |
| EDUJOBT   | 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     |
| firm siz2 | 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 |
| firm siz4 | 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   |
| firm size | 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     |
| firmtra1  | 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 |
| hhrespqh | 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   |
| HRSHL    | 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     |
| hrsptchl | Parttime because looking after children                | F2    | 531   | 2.026  | 1     | 101   | 140    | 805    | 4.533  | 25    |
| hrsptdem | Parttime because job too stressful                     | F2    | 129   | 0      | 5     | 31    | 62     | 129    | 782    | 8     |
| hrsptedu | Parttime because of education                          | F2    | 42    | 309    | 2     | 155   | 143    | 267    | 1.251  | 106   |
| hrspthea | 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    |
| hrsptnof | Parttime, cannot find fulltime job                     | F2    | 129   | 1.076  | 2     | 148   | 267    | 185    | 741    | 116   |
| hrsptret | Parttime because of retirement                         | F2    | 0     | 0      | 0     | 5     | 50     | 69     | 93     | 3     |
| hrsptsec | Parttime because of second job                         | F2    | 38    | 271    | 1     | 34    | 47     | 75     | 526    | 20    |
| hrspttim | 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     |
| lccguest | 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    |
| pahrre1  | 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 |
| RENTTRAN2 | Re-entrant male = 0                       | F2   | 256   | 1.733  | 126   | 750   | 1.930  | 2.825  | 2.222  | 458   |
| RENTRANT  | 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 |
| TENUEXSQ | 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     |
| wa13mnth  | 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     |
| wacommute | 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    |
| waother  | 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 waother                                      | 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     |
| yynojjob | 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   |