



A SURVEY OF DECENT WORK IN INDONESIA, ETHIOPIA AND UGANDA

Codebook and explanatory note

Kea Tijdens



WageIndicator Foundation - www.wageindicator.org

WageIndicator Foundation is a non-profit NGO. It develops, operates and owns national WageIndicator websites with labour-related content, using data from its WageIndicator Salary and Working Conditions Survey, Minimum Wages Database, Collective Agreement Database, Salary Checks and Calculations, DecentWorkChecks and related Labour Law Database, and Cost of Living Survey and resulting Living Wages Database. The mission of WageIndicator is to promote labor market transparency for the benefit of all employers, employees and workers worldwide by sharing and comparing information on wages, labor law and career. WageIndicator does so by making this information freely available on easy to reach and read national websites in the national language(s), using sophisticated search engine optimization. All websites are accessible through mobile phones. Kea Tijdens is research coordinator of WageIndicator Foundation and at the University of Amsterdam, Netherlands.

Acknowledgements

Many people contributed to the project, namely the international project leaders Nadia Pralitasari and Paulien Osse; the international team Iftikhar Ahmad, Huub Bouma, Daniela Ceccon, Kea Tijdens; the national team Gajimu: Nadia Pralitasari, Lydia Hamid, many interviewers, and many others.

Funding

The project received funding from the Laudes Foundation (previously C&A Foundation) for Indonesia and from Mondiaal FNV for Ethiopia and Uganda.

Bibliographical information

Tijdens, K.G. (2021) *A survey of decent work in Indonesia, Ethiopia and Uganda. Codebook and Explanatory Note*. Amsterdam, WageIndicator Foundation, May.

Quoting the dataset

Quote the dataset as the “*WageIndicator Decent Work Check Survey in Indonesia, Ethiopia and Uganda, 2017-2021*”.

Data archive

The dataset is available through [10.5281/zenodo.4779022](https://doi.org/10.5281/zenodo.4779022)

@ 2021 by WageIndicator Foundation. All rights reserved.

Contact: office@wageindicator.org.

Table of content

A SURVEY OF DECENT WORK IN INDONESIA, ETHIOPIA AND UGANDA	1
WageIndicator Foundation - www.wageindicator.org	2
Acknowledgements.....	2
Funding.....	2
Bibliographical information.....	2
Quoting the dataset.....	2
Data archive.....	2
1 Introducing the survey	1
Aims of the survey.....	1
Information about the Decent Work projects	2
2 Questionnaire design.....	3
Survey mode.....	3
Survey pages	3
Languages.....	3
Variables.....	3
Measuring wages.....	4
The compliance variables in the dataset.....	4
3 Field work	5
Field work in Indonesia	5
Field work in Ethiopia	5
Observations by country	6
4 Ethical issues	7
Anonymous	7
Non-commercial	7
5 Publications related to the project.....	8
Appendix 1 The questionnaire.....	9
Appendix 2 The variable list.....	18
Appendix 3 Variable values.....	24

1 Introducing the survey

Aims of the survey

The Decent Work projects aimed firstly to allow workers to test whether their wages and working conditions were compliant to the national Labour Law and the Minimum Wage rates, if applicable. Secondly, to collect survey data about compliance rates per factory or workplace. To do so, a Decent Work Check Survey was developed on the basis of labour laws, derived from the WageIndicator Labour Law Database (see Ahmad 2017). At the end of an interview, the respondents were informed how compliant their job was. The compliance rates per factory or workplace were published on the so-called factory pages on the national WageIndicator website.¹ These factory pages are used to start a discussion with management about improving compliance and to facilitate them to negotiate a Collective Labour Agreement.

The questions in the Decent Work Check Survey rephrased the Labour Law topics such that workers could agree or disagree (or indicate that they do not know the answer), for example: “Is the total duration of fixed-term contracts less than {X} months?”. The value for {X} is substituted from the Labour Law Database. As {X} can vary across countries, the value is not included in the variable labels of the dataset. For the values of the Labour Law topics, the reader can find information on the WageIndicator website.² The Decent Work Check survey has questions about compliance for 49 Labour Law topics, though in some cases the number of items was slightly reduced to reduce the survey burden for respondents. Additionally the salary survey covers some work- and wage related subjects as well as socio-demographic questions.

Initially, the survey had a few questions about the factory or workplace, for example the firm size and whether the factory or workplace was located in one place. Pretty soon, the factory-level questions were separated and included in a factory-survey. The variables about the firm size (variable name FIRMSIZE), about the percentage women in workplace (FIRMFEMA) and about the branches (FIRMLOCA) are based on the factory survey and have been merged into the data of the Decent Work Check Survey.

In some cases HR officers of the factories or workplaces were asked to complete the survey too. A special route asked about the compliance with the Labour Law topics in the factory’s HR policy. The HR answers are recognizable in the variable SURVENR (see Appendix 3 for variable values).

¹ See for the garment factories in Indonesia <https://gajimu.com/garment/Garment-Factories>.

See for the Flower Farms in Ethiopia: <https://mywage.org/ethiopia/labour-law/flower-farms>.

See for the Flower Farms in Uganda: <https://mywage.org/uganda/labour-laws/flower-farms>.

² See <https://wageindicator.org/labour-laws/labour-law-around-the-world/decent-work-check>.

Information about the Decent Work projects

Since 2017, WageIndicator and its partners have conducted several Decent Work projects. Information about the projects can be found here:

- Transparency through Mobile Internet (Indonesia), in cooperation with the Gajimu team, see <https://gajimu.com/>
<https://wageindicator.org/Wageindicatorfoundation/projects/transparency-through-mobile-internet>
- How Decent is my Factory? Phase 2 (Indonesia), in cooperation with the Gajimu team, see <https://gajimu.com/>
<https://wageindicator.org/Wageindicatorfoundation/projects/how-decent-is-my-factory-phase-2>
- How Decent is my Flower Farm? (Ethiopia, Uganda)
<https://wageindicator.org/Wageindicatorfoundation/projects/how-decent-is-my-flower-farm>
- Mywage.org/Ethiopia for living wages in the garment sector (Ethiopia)
<https://wageindicator.org/Wageindicatorfoundation/projects/mywage-org-ethiopia-for-living-wages-in-the-garment-sector>

2 Questionnaire design

Survey mode

The questionnaire was designed for use as a web survey, posted on the national WageIndicator websites. The same survey was also made available on an app. The app was used for the face-to-face interviews, either on tablets or on smartphones. Once the interviewers came to a hotspot, they could send the completed surveys to the server, where all interviews were archived.

Survey pages

The questionnaire consisted of fifteen pages:

- PAGE_interviewer_start
- PAGE_personal
- PAGE_contract
- PAGE_workingtime
- PAGE_compensation_heading
- PAGE_compensation
- PAGE_maternity
- PAGE_healthsafety
- PAGE_socialsecurity
- PAGE_fairtreatment
- PAGE_righttoorganise
- PAGE_nextyear
- PAGE_interviewer_end
- PAGE_thank_you_DWC
- PAGE_results

The questionnaire included routing to ensure that no questions were asked to respondents to which the questions did not apply, e.g. after having asked if respondents had a permanent contract, only those who answered yes were asked what kind of contract they had.

Languages

The survey for Indonesia is available in Bahasa Indonesia and in English. The survey for Ethiopia is available in Amharic and in English. The survey for Uganda is available in English.

Variables

The questionnaire results in 91 variables, of which almost all are numerical and a few are alphanumeric. In addition, another 121 variables are generated from these variables or from the survey meta-data, such as size of the workforce of the factory/farm, year, month/week/day of survey completion, higher aggregates from

the API variables education, occupation and region, time stamps for each page in the questionnaire, variables indicating the device of the respondent, and a like.

For many years WageIndicator has been conducting multi-country surveys. To measure so-called long-list questions about education, region, occupation or industry, WageIndicator has developed API's for its surveys. These API's contain for example the educational categories in the national language relevant in the country surveyed and includes a bridging variable into the standard ISCED classification of the UNESCO.

Measuring wages

The survey questions asked for net wages in the national currency. The wage data has been cleaned for typing errors and unlikely responses, and then an hourly wage was calculated. Researchers should use either the variable WAGENEHR (Net HOURLY wage in nat. currency) or WAGEHRPP, which is the PPP adjusted USD hourly wage. The variables WAGENEHEL (Net wage below 1 PPP-harmonized US dollar per hour) and WAGENEABO (Net wage above 400 PPP-harmonized US dollar per) indicate that the wages are below or above the expected range. Note that for Ethiopia and Uganda the WAGENEHEL was not applied, because the threshold of 1 USD appeared to be too high for these countries.

The compliance variables in the dataset

The compliance results can be found in the variables starting with DWC and ending with _RESULT in Appendix 2. Labour Law clauses of course can vary across countries. Hence, what is considered compliance in one country may not be compliance in another country. Additionally, in some countries some topics may not be included in the national labour law and can therefore not be tested. Finally, for some topics the don't know answers are relatively high. For example, male workers over 50 years of age most likely will tell that they don't know the exact length of the maternity leave in their workplace, whereas female workers aged between 20 and 35 may very well be informed. The don't know answers can be seen in the DWC variables. In the DWC_RESULT variables they are counted as non-compliant.

3 Field work

Field work in Indonesia

Field work for the first wave of the survey in Indonesia took place from July 2017 until October 2017. A second wave started in May 2018. In this wave new factories as well as factories already interviewed in the first wave were included. From mid 2020, the interviews could not be continued due to the COVID-19 pandemic. Since then, only a few web-surveys have been completed.

The gajimu/garmen team selected factories where the partnering trade union had members, regardless whether their conditions were good, average, or bad. The team undertook great efforts to select regions, factories and interviewers. A training program for the interviewers was set up. In cooperation with local trade unions, garment factories were selected and contacted, asking for permission for the interviews. Within factories, different occupations were selected for the interviews, notably sewing, cutting, warehousing, weaving, ironing, and packaging jobs. If the factory did not grant permission for the interviews, the local team organised meetings outside the factory for workers to discuss their working conditions and to complete the questionnaire. See Tijdens, Van Klaveren & Pralitasari (2018) for details about the field work.

Field work in Ethiopia

The majority of the responses to the survey took place in two waves, the first from July 2018 to December 2018 and the second one from October 2019 to February 2020. Then the interviews could not be continued due to the pandemic. From December 2021 till February 2021, a third wave took place. See for details about the field work Hartman and Tijdens (2021).

The respondents of the survey interviews were selected based on the factories they work in. First the interviewers in Ethiopia collected data on the factories and firms in the garment and flower farms sectors. This data was provided by Confederation of Ethiopian Trade Unions (CETU) and the underlying Industrial Federation of Textile, Leather and Garment Workers Trade Unions and National Federation of Farm, Plantation, Fishery and Agro-industry Trade Unions. The WageIndicator Foundation worked closely with these institutions and shared the results of the surveys with them. The interviewers randomly selected factories to visit from the data provided by the partners. If an employer was not willing to cooperate, another nearby factory was selected. In the factories themselves, respondents were selected based on their occupation, department they worked in and gender so that they would represent the same proportions of the general working force of that factory.

Observations by country

The dataset holds 11 766 observations, of which 9888 were collected in face-to-face interviews and another 1 878 in the web survey, the latter almost all from Indonesia. The majority of responses comes from Indonesia (7 617) and the remainder from Ethiopia (3 123) and from Uganda (1 026).

Table 1 *Number of respondents per calendar year and per country.*

Year	Ethiopia	Indonesia	Uganda	Total
2017	0	1803	0	1803
2018	1060	2596	0	3656
2019	826	2561	668	4055
2020	600	635	358	1593
2021	637	22	0	659
Total	3123	7617	1026	11766

Note that drop-out during survey completion can be noticed for the web survey respondents. Drop-out respondents are not removed from the dataset. The time stamps of the survey pages allow to identify where respondents dropped out. Value -9 identifies the drop outs per survey question.

4 Ethical issues

Anonymous

Respondent's privacy is protected, which is in particular important if workers report non-compliance. The involvement of trade unions in face-to-face surveys shows the role they can play in safeguarding workers who report non-compliance (Pralitasari, 2017). The IP numbers in the data from the web surveys were encrypted.

The survey data does not allow to identify a single individual by name. Companies or farms can only be identified by a numerical id, not by their name.

Non-commercial

The survey had no partners who had a commercial interest in the data.

5 Publications related to the project

Ahmad, I. (2017). [*Raising Awareness and Compliance on 48 Themes in 152 Countries with WageIndicator DecentWorkCheck*](#). Working Paper for RDW 2017 Conference, Amsterdam, WageIndicator Foundation.

Hartman, V., & Tijdens, K. (2021). [*Living wages and compliance with labour law in the garment and flower farms sectors in Ethiopia*](#). Amsterdam, WageIndicator Foundation.

Pralitasari, N. (2017) [*Enabling apparel workers and employers to check, debate, negotiate and publish wages and working conditions online*](#). Amsterdam, WageIndicator Foundation – Gajimu Indonesia.

Pralitasari, N. (2019). [*Monitoring Minimum Wage and Labour Law Compliance in the Indonesian Garment Industry*](#). Presentation at ILO's 6th RDW Conference in Geneva. Amsterdam, WageIndicator Foundation – Gajimu Indonesia.

Van Klaveren, M. (2016) [*Wages in Context in the Garment Industry in Asia*](#). Amsterdam, WageIndicator Foundation, April.

Van Klaveren, M., and Tijdens, K. (2018) [*Mapping the Global Garment Supply Chain*](#). Amsterdam, WageIndicator Foundation, August.

Tijdens, K.G., Van Klaveren, M., & Pralitasari, N. (2018). [*Compliance with Labour Law and Minimum Wages in the garment industry in Indonesia*](#). Report of the Gajimu DecentWorkCheck Survey of WageIndicator in Indonesia 2017 – 2018. Amsterdam, WageIndicator Foundation

Appendix 1 The questionnaire

Type	Who responds?	en_ID
heading	NA	WageIndicator DECENT WORK CHECK
question-API	Interviewer	Interviewer: what is your name?
hint	Interviewer	<i>Please select your name</i>
hint	Interviewer	<i>Please fill in this question if your name is not in the previous list</i>
question-txtbox	Interviewer	Please type in your name
question-API	Interviewer	In which region and city do you do the interview?
matrixgroup	Interviewer	What is the name of the company where you will do the interviews?
question-API	Interviewer	Select the name of the company where you will do the interviews
question	Interviewer	If the company is not known yet
question	Interviewer	I will ask respondent
option	Interviewer	Yes
option	Interviewer	No
question	Interviewer	Type the name of the company where you will do the interviews
hint	Interviewer	<i>If the company is not in the list above please fill in the name of the company</i>
heading	NA	Your personal background
questionnairetxt	app survey	<i>Welcome to the Decent Work Check.</i>
questionnairetxt	web survey	<i>Answer the questions and you will be reported whether your job complies with the National Labour Law.</i>
questionnairetxt	app survey	<i>This test is anonymous and it takes approximately 10-15 minutes to finish.</i>
questionnairetxt	web survey	<i>Welcome to the Decent Work study in the garment industry.</i>
question	workers	Are you prepared to complete the check?
question	HR	Are you prepared to cooperate in the survey?
option	workers + HR	No
option	workers + HR	Yes
question	workers	If you are not prepared to cooperate in the survey, do you want to tell why you don't want to do so?
option	workers + HR	No
option	workers + HR	No need to check my job
option	workers + HR	I don't have time
option	workers + HR	Others
question-txtbox	workers + HR	Interviewer: If respondent told you, please write down
question	workers	Interviewer: What is the gender of the respondent?
option	workers + HR	Female
option	workers + HR	Male
question	workers	Interviewer: How old is the respondent approximately?
option	workers + HR	<20
option	workers + HR	20 - 29
option	workers + HR	30 - 39
option	workers + HR	40 - 49
option	workers + HR	50+
question-API	workers + HR	Where do you work?
question-API	HR	Your company is in the region of
question-numberbox	workers + HR	How old are you?
question	workers	What is your gender?
option	workers + HR	Woman
option	workers + HR	Man
question-API	workers + HR	What is the highest level of education you have attained?
question	workers	Do you have a paid job

Type	Who responds?	en_ID
option	workers + HR	No
option	workers + HR	Yes
question	workers	Have you ever had a paid job?
option	workers + HR	No
option	workers + HR	Yes
question	workers	At what age did you start working?
question	workers	How many times have you changed your employer since?
option	workers + HR	Never
option	workers + HR	One time
option	workers + HR	More than once
question	workers	At what age did you start working with your current employer?
alert	workers + HR	<i>The Decent Work Check cannot test compliance for persons who don't have a job.</i>
question	workers	What are you?
option	workers + HR	Employee
option	workers + HR	Self-employed
option	workers + HR	Casual worker
option	workers + HR	Other
question	workers	Where do you work?
option	workers + HR	Textile
option	workers + HR	Garment
option	workers + HR	Footwear, Leather, Rubber
option	workers + HR	Flower farm
option	workers + HR	Other
question-API	workers + HR	What is the name of the organization where you work?
hint	workers + HR	<i>Example: if you work in Ikea, write Ikea in the search bar. You can select 'others' if your factory is not on the list</i>
option	workers + HR	I prefer not to say
option	workers + HR	Other
option	workers + HR	The name of the company has changed
question-API	workers + HR	What is the name of the organization where you work?
question	workers	Is the organisation established in more than one location?
option	workers + HR	No
option	workers + HR	Yes, in one city/municipality
option	workers + HR	Yes, in 1 region
option	workers + HR	Yes, in 2 or more regions
option	workers + HR	Yes, throughout the country
option	workers + HR	Yes, throughout the country and abroad
option	workers + HR	Yes, but only abroad
question	workers	At your workplace, are machines in a good state of maintenance?
question	HR	In the company, are machines in a good state of maintenance?
option	workers + HR	Yes, all machines
option	workers + HR	Yes, most machines
option	workers + HR	No, most machines not
option	workers + HR	No, not a single machine
question	workers	How many people are employed at your workplace?
question	HR	How many people are employed in the company?
hint	workers + HR	<i>If the number of people varies, please enter the average.</i>
option	workers + HR	2 - 4
option	workers + HR	5 - 9
option	workers + HR	10 - 20
option	workers + HR	20 - 50
option	workers + HR	50 - 100
option	workers + HR	100 - 200
option	workers + HR	200 - 500

Type	Who responds?	en_ID
option	workers + HR	500 - 1000
option	workers + HR	1000 - 2000
option	workers + HR	2000 - 5000
option	workers + HR	5000 or more
question-numberbox	workers + HR	In which year was the company established?
hint	workers + HR	<i>Not required to be filled in if the answer is unknown</i>
question	workers	What percentage of employees are female?
option	workers + HR	0 - 20 %
option	workers + HR	20 - 40 %
option	workers + HR	40 - 60 %
option	workers + HR	60 - 80 %
option	workers + HR	80 - 100 %
option	workers + HR	I don't know
question	workers	What percentage of employees are under age 25?
option	workers + HR	0 - 20 %
option	workers + HR	20 - 40 %
option	workers + HR	40 - 60 %
option	workers + HR	60 - 80 %
option	workers + HR	80 - 100 %
option	workers + HR	I don't know
label	workers + HR	<i>What is your occupation?</i>
question	workers	What is your occupation?
hint	workers + HR	<i>Example : Type "O" for operator, type "M" for mechanics, etc. If your occupation is not in the list, please select the one that comes closest</i>
question	workers	What is your occupation?
option	workers + HR	HR manager
option	workers + HR	Finance manager
option	workers + HR	Production or operations manager
option	workers + HR	Company director, chief executive
option	workers + HR	Other
question	workers	What is your occupation?
question-txtbox	workers + HR	What is your occupation?
question-API	workers + HR	What is your occupation?
question	workers	Do you have a supervisory position?
hint	workers + HR	<i>This applies to people working directly under your supervision.</i>
option	workers + HR	No
option	workers + HR	Yes
question	workers	Are co-workers in similar positions mostly male?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Have you been promoted?
option	workers + HR	No
option	workers + HR	Yes
heading	NA	Employment Security
question	workers	Do you have a written employment contract with your employer?
question	HR	In your company, do you provide employees with a written employment contract?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Do you have a permanent contract?
option	workers + HR	No
option	workers + HR	Yes
question	workers	What kind of employment contract do you have?
option	workers + HR	A fixed-term contract of 12 months or more

Type	Who responds?	en_ID
option	workers + HR	A fixed-term contract of less than 12 months
option	workers + HR	Temporary contract
option	workers + HR	Casual contract
option	workers + HR	Other type of contract
question	workers	Is the total duration of these fixed-term contracts less than 36 months?
option	workers + HR	No
option	workers + HR	Yes
question	workers	In your company, what is the maximum length of a fixed term contract including renewals, in months?
question	workers	Does your employment contract provide for a probation period?
question	HR	In your company, do employment contracts provide for a probation period?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employment contract provide a notice period before terminating the contract?
question	HR	In your company, do employment contracts provide a notice period before terminating the contract?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employment contract provide for a severance pay in the event of termination?
question	HR	In your company, do employment contracts provide for a severance pay in the event of termination?
option	workers + HR	No
option	workers + HR	Yes
question	workers	At your workplace, do contract workers perform jobs where permanent workers are required?
question	HR	In your company, do contract workers perform jobs where permanent workers are required?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	At your workplace, can workers terminate employment without pressure, after serving due notice?
question	HR	In your company, can workers terminate employment without pressure, after serving due notice?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
heading	NA	Working Hours
question	workers	Are your working hours agreed with your employer?
option	workers + HR	Yes, in writing
option	workers + HR	Yes, verbally
option	workers + HR	No
option	workers + HR	Not applicable
question_numberbox	workers + HR	How many hours a week do you work under the terms of your contract?
question_numberbox	HR	In your company, how many hours a week do workers on average work according their employment contracts?
question	workers	Do you usually work the number of hours laid down in your contract?
option	workers + HR	No
option	workers + HR	Yes
question	workers	How many hours a week do you usually work?
question	workers	How many days a week do you usually work?
question	workers	If you work overtime, how is this compensated?
option	workers + HR	Paid as normal hours plus premium
option	workers + HR	Paid as normal hours

Type	Who responds?	en_ID
option	workers + HR	Paid as time-off
option	workers + HR	Not compensated
question	workers	In your company, do workers work more than 54 hours a week?
option	workers + HR	No
option	workers + HR	Yes
question	workers	At your workplace, are workers forced to work more than 54 hours per week under threat of penalty?
question	HR	At your workplace, are workers forced to work more than 54 hours per week under threat of penalty?
option	workers + HR	No
option	workers + HR	Yes
question	workers	At your workplace, do workers perform night work?
question	HR	In your company, do workers perform night work?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employer provide a weekly rest day?
question	HR	Do you provide employees a weekly rest day?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employer give you a paid day off on a national public holiday?
question	HR	Do you give employees paid days off on national public holidays?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employer pay a premium when you work on a rest day or a public holiday?
question	HR	Do you pay employees a premium when working on a rest day or a public holiday?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Do you have an annual leave of at least 12 working days?
question	HR	Do you provide employees with an annual leave of at least 12 working days?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Do you receive at least 100% of your wage during the annual leave?
question	HR	Do you pay employees at least 100% of their wage during the annual leave?
option	workers + HR	No
option	workers + HR	Yes
heading	NA	Minimum Wage
question	workers	Do you pay employees the applicable minimum wage rate?
option	workers + HR	No
option	workers + HR	Yes
question	workers	What was your net last wage?
hint	workers + HR	<i>Please only write the number without dots and/or commas</i>
question	workers	On what payment period was your last wage based?
option	workers + HR	1 week
option	workers + HR	1 day
option	workers + HR	Other
option	workers + HR	1 month
option	workers + HR	4 weeks
option	workers + HR	2 weeks
option	workers + HR	1 hour
option	workers + HR	Other
alert	workers + HR	<i>We cannot perform the Minimum Wage Check</i>
question	workers	Did you receive your last wage on time?
question	HR	In your company, do employees have a pay arrear?

Type	Who responds?	en_ID
option	workers + HR	No
option	workers + HR	Yes
heading	NA	Maternity and Work
question	workers	In case of maternity, are workers provided 13 weeks of maternity leave?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	In case of maternity leave, are workers paid 100% of their pay?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	In case of nursing employees, are nursing breaks provided for mothers to feed her child?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	For workers with family responsibilities, are flex-time or part-time work arrangements provided?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	In case of pregnant workers, are they provided free medical care?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	In case of pregnant workers, are they exempted from night work?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	At your workplace, were any workers fired on account of pregnancy or maternity leave in the last year?
question	HR	In your company, were any workers fired on account of pregnancy or maternity leave in the last year?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	In case of paternity, are workers provided 2 days of paternity leave?
hint	workers + HR	<i>Paternity leave : leave given to the male worker at the birth of his child</i>
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
question	workers	In case of paternity leave, are workers paid 100% of their pay?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
heading	NA	Health and Safety
questionnairetxt	workers + HR	Does your employer protect your health and safety?
questionnairetxt	HR	In your company, do you protect employees' health and safety?
question	workers	Through provision of fire extinguisher?
option	workers + HR	No
option	workers + HR	Yes
question	workers	By on-site medical facilities?
option	workers + HR	No
option	workers + HR	Yes

Type	Who responds?	en_ID
question	workers	By the control of ventilation and temperature?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employer provide free protective equipment or takes protective measures?
question	HR	In your company, do you provide free protective equipment or take protective measures?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does your employer provide training on health and safety issues?
question	HR	In your company, do you provide training on health and safety issues?
option	workers + HR	No
option	workers + HR	Yes
question	workers	When you are sick, are you provided sick leave which is paid at 92%?
question	HR	In your company, do you provide sick employees a leave, paid at least 92%?
option	workers + HR	No
option	workers + HR	Yes
question	workers	Does this paid sick leave last for at least 365 days?
option	workers + HR	No
option	workers + HR	Yes
question	workers	When you are sick, do you get job security during 12 months of your illness?
question	HR	In your company, do you provide job security to sick employees during 12 months of their illness?
hint	workers + HR	<i>Job protection against dismissal due to illness during the first 12 months</i>
option	workers + HR	No
option	workers + HR	Yes
question	workers	Have you noticed a visit of a Labour Inspector to your workplace in the last year?
question	HR	Have you noticed a visit of a Labour Inspector to your company in the last year?
option	workers + HR	No
option	workers + HR	Yes
option	workers + HR	I don't know
heading	NA	Social Security
matrixgroup	workers + HR	Does your employer deposit contributions for your social security?
matrixgroup	HR	In your company, do you deposit contributions to employees' social security?
matrixquestion	workers	Occupational injury benefit
matrixquestion	workers	Pension fund
matrixquestion	workers	Survivors fund
matrixoption	workers + HR	No
matrixoption	workers + HR	Yes
matrixoption	workers + HR	Not applicable
heading	NA	Fair Treatment
matrixquestion	workers	Does your employer pay women the same wage as men when employed for the same job?
matrixquestion	HR	In your company, do you pay women the same wage as men when employed for the same job?
matrixquestion	workers	At your workplace, do you know of any cases of sexual harassment in the last year?
matrixquestion	HR	In your company, do you receive any complaints concerning sexual harassment in the last year?
matrixquestion	workers	At your workplace, have you experienced discrimination on the basis of religion in the last year?
matrixquestion	HR	In your company, did you receive any complaints of discrimination on the basis of religion in the last year?

Type	Who responds?	en_ID
matrixquestion	workers	At your workplace, are children under the age of 15 years employed?
matrixquestion	HR	In your company, are children under the age of 15 years employed?
matrixquestion	workers	At your workplace, are adolescents under the age of 18 years employed in hazardous work?
matrixquestion	HR	In your company, are adolescents under the age of 18 years employed in hazardous work?
matrixoption	workers + HR	No
matrixoption	workers + HR	Yes
matrixoption	workers + HR	I don't know
heading	NA	Right to Organise
question	workers	Are you a member of a trade union?
option	workers + HR	No
option	workers + HR	Yes
matrixquestion	workers	Does your employer allow you to join a trade union?
matrixquestion	HR	In your company, do you allow employees to join a trade union?
matrixquestion	workers	Does your employer discriminate against workers who are a trade union member?
matrixquestion	HR	In your company, did you notice discrimination against workers who are a trade union member?
hint	workers + HR	<i>Discrimination could be in the form of wages, contract renewal, or contract termination</i>
matrixquestion	workers	Are you covered by a collective agreement about wages?
matrixquestion	HR	In your company, do you conclude a collective agreement about wages?
matrixquestion	workers	Does your employer allow workers to hold a strike?
matrixquestion	HR	In your company, do you allow employees to hold a strike?
matrixoption	workers + HR	No
matrixoption	workers + HR	Yes
matrixoption	workers + HR	I don't know
heading	NA	Repeat interview
question	workers	Do you want to do the check again in a year time?
question	HR	Do you want to complete the survey again in a year time?
option	workers + HR	No
option	workers + HR	Yes
question	workers + HR	Please enter your email address
hint	workers + HR	<i>Your email address will only be used to contact you next year!</i>
questionnairetxt	workers + HR	How can we reach you?
question-txtbox	workers + HR	What is your name?
question-txtbox	workers + HR	EMAIL
hint	workers + HR	<i>Your email address will only be used to contact you next year!</i>
question-txtbox	workers + HR	MOBILE
question-txtbox	workers + HR	PHONE
heading	NA	Interviewer
question	Interviewer	Location of interview
option	Interviewer	Workplace
option	Interviewer	Street
option	Interviewer	Respondent's home
option	Interviewer	Meeting, conference
option	Interviewer	Other
question	Interviewer	Respondent's cooperation during the interview
option	Interviewer	Very good
option	Interviewer	Good
option	Interviewer	Neither good nor bad
option	Interviewer	Bad

Type	Who responds?	en_ID
option	Interviewer	Very bad
question	Interviewer	Interviewer, is there anything that you want to comment concerning the interview?
questionnairetxt	Interviewer	<i>Interviewer, thank you for doing this interview!</i>

Appendix 2 The variable list

Variable	Label
CASENUM	Case Identification Number
QID	Questionnaire identification
LOCALE	locale
REFERRER	referrer
AUDIENCE	audience
SURVENR	Questionnaire version identification
SURVELANG	Language of interview
COUNTRY	Country of survey
WAGECUR	Currency of last wage
INTERVIEWER_API	Interviewer_API
SURVEPARTICIPATION	Are you prepared to cooperate in the survey/complete the check?
SURVEREFUSALREASON	Refusal: Do you want to tell why you dont want to do so?
AGEGR5	Age group
AGE	Age
CONSTNO	Currently no job, but has ever had a paid job - > 200701
AGE_FSTJOB	Year starting first job
JOBHIST	How often changed employer since first job
AGE_CURJOB	Year joining current employer/own business - if > 1 employer
CONST140	Current employment status
NACE2004	NACE-rev2.0 industries 3-4 digit
MNSUBS_API	Company name
FIRMLOCA	Organisation has more than one branch
DEPMACH1	In workplace machines/equipment are in a good state of repair
FIRMSIZE3	Firm size workplace - if paid job or ever had job
MNSUBSYR	In which year was the company established?
FIRMFEMA	Percentage women in workplace
ILC013A	Age distribution workplace: Under age 25
SUPVDICH	Has supervisory position - if employee or ever had job
DEPMALE	Co-workers in similar positions are mostly men
JOBPROMO	Has been promoted in current firm
DWC10A_CONTRACT	DWC Do you have a written employment contract with your employer?
CONTR7	Has permanent employment contract - if employee
CONTRACT	Employment contract type - if not permanent
DWC10B_FIXEDCONTRACT	DWC Is the total duration of these fixed-term contracts less than {X} months?
DWC10B_FIXEDCONTRACT_AMOUNT	DWC In your company, what is the maximum length of a fixed term contract including renewals, in months?
DWC12_CONTRACT	DWC Does your employment contract provide for a probation period?
DWC13_CONTRACT	DWC Does your employment contract provide a notice period before terminating the contract?
DWC14_CONTRACT	DWC Does your employment contract provide for a severance pay in the event of termination?

Variable	Label
DWC11_CONTRACT	At your workplace, do contract workers perform jobs where permanent workers are required?
DWC43_CONTRACT	At your workplace, can workers terminate employment without pressure, after serving due notice?
HRSCONT3	Employment contract with agreed working hours
HRSCONTR	Working hours per week according to contract
HRSREAL0	Works usually hours agreed in contract
HRSREAL	Usual working hours per week
HRSDAYP2	How many working days in a usual week
WAGEOTIM	How is overtime paid - if hours agreed
DWC45A_WORKTIME	In your company, do workers work more than (X) hours a week?
DWC45B_WORKTIME	At your workplace, are workers forced to work more than (X) hours per week under threat of penalty?
TISHIFT2	At your workplace, do workers perform night work?
DWC09_WORKTIME	Does your employer provide a weekly rest day?
DWC08_WORKTIME	Does your employer give you a paid day off on a national public holiday?
DWC06_WORKTIME	Does your employer pay a premium when you work on a rest day or a public holiday?
DWC07A_WORKTIME	Do you have an annual leave of at least (X) working days?
DWC07B_WORKTIME	Do you receive at least (X)% of your wage during the annual leave?
WAGEMW	HR_Do you pay employees the applicable minimum wage rate?
WAGENE	Net wage in nat. currency, not cleaned, not controlled for pay period and hours
WAGEPER3	Wage period latest wage
WAGEONTI	Matrix: Received latest wage on time
WAGENE0	Net wage in nat. currency, not cleaned, not controlled for pay period and hours
WAGENE1	Net wage in nat. currency, not controlled for pay period
WAGENEHR	Net HOURLY wage in nat. currency
WAGENE_MONTH	Net MONTHLY wage in nat. currency - calculated
MWRATE	Relevant minimum wage rate - Indonesia MW per Month
MWTHRESHOLD	Applicable Minimum Wage
DWC20_MATERNITY	In case of maternity, are workers provided {X} weeks of maternity leave?
DWC21_MATERNITY	In case of maternity leave, are workers paid {X}% of their pay?
DWC24_MATERNITY	In case of nursing employees, are nursing breaks provided for mothers to feed her child?
DWC24A_MATERNITY	Are lactation facilities provided for nursing mothers?
DWC18_MATERNITY	In case of pregnant workers, are they provided free medical care?
DWC19_MATERNITY	In case of pregnant workers, are they exempted from night work?
DWC22_MATERNITY	In your company, were any workers fired on account of pregnancy or maternity leave in the last year?
DWC50_MATERNITY	Does your employer provide paid menstrual leave?
DWC15A_MATERNITY	In case of paternity, are workers provided {X} days of paternity leave?
DWC15B_MATERNITY	In case of paternity leave, are workers paid {X}% of their pay?
DWC25A_HEALTHSAFE	Does your employer protect your health and safety through provision of fire extinguisher

Variable	Label
DWC25B_HEALTHSAFE	Does your employer protect your health and safety by on site medical facilities
DWC25C_HEALTHSAFE	Does your employer protect your health and safety by control of ventilation and temperature
DWC26_HEALTHSAFE	In your company, does your employer provide free protective equipment or take protective measures?
DWC27_HEALTHSAFE	In your company, does your employer provide training on health and safety issues?
DWC29A_HEALTHSAFE	In your company, do you provide sick employees with at least 5 years of service a leave, paid at least {X}%?
DWC29B_HEALTHSAFE	Does this paid sick leave last for at least {X} days?
DWC31_HEALTHSAFE	In your company, does your employer provide job security to sick employees during {X} months of their illness?
DWC28_HEALTHSAFE	In your company, have you noticed a visit of a Labour Inspector to your workplace in the last year?
DWC32_SOCIALSECURITY	Work injury benefit payable for at least {X}% of the employees reference wage
DWC33_SOCIALSECURITY	Pension fund payable at the rate of at least {X} of the employees reference wage
DWC34_SOCIALSECURITY	Survivors/ dependents fund payable at the rate of at least {x} of the employees reference wage
DWC36_SOCIALSECURITY	Do you yourself or your employer contribute to your social security: Disability
DWC51_SOCIALSECURITY	Old Age Security
DWC52_SOCIALSECURITY	BPJS Healthcare Security
DWC37_FAIRTREATMENT	Does your employer pay women the same wage as men when employed for the same job?
DWC38_FAIRTREATMENT	At your workplace, do you know of any cases of sexual harassment in the last year
DWC39IV_FAIRTREATMENT	At your workplace, have you experienced discrimination on the basis of religion in the last year
DWC41_FAIRTREATMENT	At your workplace, are children under the age of (X) years employed
DWC42_FAIRTREATMENT	At your workplace, are adolescents under the age of (X) years employed in hazardous work
MEMTRAD	Are you a member of a trade union?
DWC47_RIGHTTOORGANISE	Does your employer allow you to join a trade union
DWC39XI_RIGHTTOORGANISE	Does your employer discriminate against workers who are a trade union member
DWC48_RIGHTTOORGANISE	Are you covered by a collective agreement about wages
DWC49_RIGHTTOORGANISE	Does your employer allow workers to hold a strike
SURVLOCA	F2F survey: Locality where interview was held
SURVCOOP	F2F survey: Respondents cooperation with the interviewer
HRSWAG1	Calculated weekly hours for hourly wage calculation
SURVEYY	Year of survey
SURVEMM	Month of survey
SURVEWW	Week of survey
SURVEDW	Week day of the survey
SURVEDM	Day of the month
SURVEDY	Year day of the survey

Variable	Label
SURVEQY	Quarter of the survey
YYBIRTH	Year of birth
FIRMSIZE	Firm size workplace in groups - if paid job or ever had job
FIRMPRI	Public or private sector
EDUCALMH	Education level in 3 groups
EDUISCED	ISCED 1997 education level
ISCO0801	ISCO 2008 digit-1
ISCO0802	ISCO 2008 digit-2
ISCO0803	ISCO 2008 digit-3
ISCO0804	ISCO 2008 digit-4
ISCOISEI	ISEI International Socio-Economic Index of occupational status for ISCO-08
REGICLUSTER	Region cluster - cluster of REGIHOM1
REGIHOM1	Region home address - aggregate geo info
REGIHOM2	Region home address - detailed geo info
NROFJOB1	Has a paid job - as an employee, self-employed or otherwise
WAGEMAX	Maximum hourly wage
WAGEMAXYR	Maximum year wage
WAGEMIN	Minimum hourly wage
WAGENEBEL	Net wage below 1 US dollar per hour
HRSSTAND	National standard working hours per week
PPP	Index (USA=1.00)
F2F	If f2f survey yes/no (1 = f2f, 0 = online)
GENDER	Gender
COMPANY_API	Company identifier
stateId_A	stateId
created_A	created
deviceType_A	deviceType
storagetype	storage-type
utc_offset_minutes_A	utc_offset_minutes
TIME_PAGE_CONTRACT	
TIME_PAGE_NEXTYEAR	
TIME_PAGE_PERSONAL	
TIME_PAGE_MATERNITY	
TIME_PAGE_WORKINGTIME	
TIME_PAGE_CHECKRESULTS	
TIME_PAGE_COMPENSATION	
TIME_PAGE_HEALTHSAFETY	
TIME_PAGE_FAIRTREATMENT	
TIME_PAGE_SOCIALSECURITY	
TIME_PAGE_INTERVIEWER_END	
TIME_PAGE_RIGHTTOORGANISE	
TIME_PAGE_INTERVIEWER_START	
DWC01_RESULT	dwc01_I earn at least the minimum wage announced by the Government
DWC02_RESULT	dwc02_According to law Did you receive your last wage on time
DWC03_RESULT	dwc03_According to law

Variable	Label
DWC06_RESULT	dwc06_According to law
DWC08_RESULT	dwc08_According to law
DWC09_RESULT	dwc09_According to law
DWC11_RESULT	dwc11 - According to law
DWC12_RESULT	dwc12 - According to law
DWC13_RESULT	dwc13 - According to law
DWC14_RESULT	dwc14 - According to law
DWC18_RESULT	dwc18_According to law
DWC19_RESULT	dwc19_According to law
DWC20_RESULT	dwc20_According to law
DWC21_RESULT	dwc21_According to law
DWC22_RESULT	dwc22_According to law
DWC24_RESULT	dwc24_According to law
DWC26_RESULT	dwc26_According to law
DWC27_RESULT	dwc27_According to law
DWC28_RESULT	dwc28_According to law
DWC31_RESULT	dwc31_According to law
DWC32_RESULT	dwc32_According to law
DWC33_RESULT	dwc33_According to law
DWC34_RESULT	dwc34_According to law
DWC35_RESULT	dwc35_According to law
DWC36_RESULT	dwc36_According to law
DWC37_RESULT	dwc37_According to law
DWC38_RESULT	dwc38_According to law
DWC41_RESULT	dwc41_According to law
DWC42_RESULT	dwc42_According to law
DWC43_RESULT	dwc43 - According to law
DWC47_RESULT	dwc47_According to law
DWC48_RESULT	dwc48_According to law
DWC49_RESULT	dwc49_According to law
DWC04B_RESULT	dwc04b_According to law
DWC07A_RESULT	dwc07a_According to law
DWC07B_RESULT	dwc07b_According to law
DWC10A_RESULT	dwc10a - According to law
DWC10B_RESULT	dwc10b - According to law
DWC15A_RESULT	dwc15a_According to law
DWC15B_RESULT	dwc15b_According to law
DWC25A_RESULT	dwc25a_According to law
DWC25B_RESULT	dwc25b_According to law
DWC25C_RESULT	dwc25c_According to law
DWC29A_RESULT	dwc29a_According to law
DWC29B_RESULT	dwc29b_According to law
DWC45A_RESULT	dwc45a_According to law
DWC45B_RESULT	dwc45b_According to law
DWC39IV_RESULT	dwc39IV_According to law
DWC39XI_RESULT	dwc39XI_According to law
REGICITY	Urbanisation level (Mapping based on REGIHOM2)
regi_capital	Capital region (Mapping based on REGIHOM1)
LW_CLUSTER	Living Wage cluster

Variable	Label
country_alfa3	
Continent	
Region_in_continent	
FIRMMNE_MDN	Employed in multinational company
COUNTRYR	Country of residence
COUNTRYW	Country of work
FACTORY_SURVEY	Worker included in Factory survey?
DWC_WAVE	Is this the first time that workers in the factory complete the Decent Work Survey, or the second or third time?
ISCO08lv1	ISCO 2008 skill levels 1 - 4
NACE2002	NACE-rev2.0 industries 2 digit
NACE2001	NACE-rev2.0 industries 1 digit
NACE2000	NACE-rev2.0 industries four groups
NACE_REV2_MEASUREMENT_LEVEL	NACE_Rev2_measurement_level in sector2_API
ISIC_REV4_2DGT	International Standard Industrial Classification of All Economic Activities Rev 4 2 digit
EDUCAT1	Highest level of education, current for students - API
YYCUEMPL	Year joining current employer/own business - if > 1 employer
WAGENEABO	Net wage above 400 US dollar per hour
WAGEHRPP	Wage per hour, controlled for PPP
YYFSTJO	Year starting first job

Appendix 3 Variable values

Values	Label
SURVENR	Questionnaire version identification
1703.01	DWCsurvey2017_nr385-workers-app
1703.02	DWCsurvey2017_nr385-workers-web
1703.03	DWCsurvey2017_nr385-workers-web-companypage
1703.04	DWCsurvey2017_nr385-HRofficers-app
1703.05	DWCsurvey2017_nr385-HRofficers-web
1703.06	DWCsurvey2017_nr385-HRofficers-web-companypage
1903.01	DWCsurvey2019_nr385_405-workers-app_with_factorysurvey
1903.02	DWCsurvey2019_nr385_405-workers-web_with_factorysurvey
1903.03	DWCsurvey2019_nr385_405-workers-web-companypage_with_factorysurvey
1903.05	DWCsurvey2019_nr385_405-HRofficers-app_with_factorysurvey
1903.06	DWCsurvey2019_nr385_405-HRofficers-web_with_factorysurvey
1703.01	DWCsurvey2019_nr385_405-HRofficers-web-companypage_with_factorysurvey
COUNTRY	Country of survey
231	Ethiopia
360	Indonesia
800	Uganda
WAGECUR	Currency of last wage
230	ETB Ethiopian Birr
360	IDR Indonesian Rupiah
800	UGX Uganda Shilling
INTERVIEWER_API	Interviewer_API
SURVEPARTICIPATION	Are you prepared to cooperate in the survey/complete the check?
0	No
1	Yes
SURVEREFUSALREASON	Refusal: Do you want to tell why you dont want to do so?
0	No
1	No need to check my job
2	I dont have time
9	Other reasons
AGEGR5	Age group
1	<20
2	20 - 29
3	30 - 39
4	40 - 49
5	50+
AGE	Age
CONSTSTNO	Currently no job, but has ever had a paid job - > 200701
0	No
1	Yes
AGE_FSTJOB	Year starting first job
JOBHIST	How often changed employer since first job
0	Never
1	Once
2	Twice or twice and more
3	Three times
AGE_CURJOB	Year joining current employer/own business - if > 1 employer
CONSTST140	Current employment status
140	Employee

Values	Label
169	Casual worker
200	Self-employed
950	Other
NACE2004	NACE-rev2.0 industries 3-4 digit
110	Growing of crops, market gardening, horticulture
1300	Manufacture of textiles
1400	Manufacture of wearing apparel
1500	Manufacture of leather and related products
1812	Other printing
2200	Manufacture of rubber and plastic products
4754	Retail sale of electrical household appliances in specialised stores
4771	Retail sale of clothing in specialised stores
4791	Retail sale via mail order houses or via Internet
5510	Hotels and similar accommodation
5621	Event catering activities
5630	Beverage serving activities
9999	Not identified
MNSUBS_API	Company name
998	The name of the company has changed
999	Other
9999	Factory not identified
FIRMLOCA	Organisation has more than one branch
0	No
1	Yes, in one city/municipality
2	Yes, in 1 region
3	Yes, in 2 or more regions
4	Yes, throughout the country
5	Yes, throughout the country and abroad
6	Yes, but only abroad
DEPMACH1	Matrix randomizer: In workplace machines/equipment are in a good state of repair
1	Yes, all machines
2	Yes, most machines
3	No, most machines not
4	No, not a single machine
FIRMSIZE3	Firm size workplace - if paid job or ever had job
MNSUBSYR	In which year was the company established?
FIRMFEMA	Percentage women in workplace
1	0 - 20 %
2	20 - 40 %
3	40 - 60 %
4	60 - 80 %
5	80 - 100 %
ILC013A	Age distribution workplace: Under age 25
1	0 - 20 %
2	20 - 40 %
3	40 - 60 %
4	60 - 80 %
5	80 - 100 %
SUPVDICH	Has supervisory position - if employee or ever had job
0	No
1	Yes
DEPMALE	Co-workers in similar positions are mostly men
0	No
1	Yes
JOBPROMO	Has been promoted in current firm
0	No
1	Yes

Values	Label
DWC10A_CONTRACT	DWC Do you have a written employment contract with your employer?
0	No
1	Yes
CONTR7	Has permanent employment contract - if employee
0	No
1	Yes
CONTRACT	Employment contract type - if not permanent
7	A temporary employment agency contract
32	A fixed-term contract of less than 12 months
40	Casual contract
42	A fixed-term contract of 12 months or more
99	Other type of contract
DWC10B_FIXEDCONTRACT	DWC Is the total duration of these fixed-term contracts less than {X} months?
0	No
1	Yes
DWC10B_FIXEDCONTRACT_AMOUNT	DWC In your company, what is the maximum length of a fixed term contract including renewals, in months?
DWC12_CONTRACT	DWC Does your employment contract provide for a probation period?
0	No
1	Yes
DWC13_CONTRACT	DWC Does your employment contract provide a notice period before terminating the contract?
0	No
1	Yes
DWC14_CONTRACT	DWC Does your employment contract provide for a severance pay in the event of termination?
0	No
1	Yes
DWC11_CONTRACT	At your workplace, do contract workers perform jobs where permanent workers are required?
0	No
1	Yes
DWC43_CONTRACT	At your workplace, can workers terminate employment without pressure, after serving due notice?
0	No
1	Yes
HRSCONT3	Employment contract with agreed working hours
0	No
1	Yes, in writing
2	Yes, verbally
HRSCONTR	Working hours per week according to contract
HRSREAL0	Works usually hours agreed in contract
0	No
1	Yes
HRSREAL	Usual working hours per week
HRSDAYP2	How many working days in a usual week
WAGEOTIM	How is overtime paid - if hours agreed
1	Paid as normal hours plus premium
2	Paid as normal hours
3	Paid as time-off
5	Not compensated
DWC45A_WORKTIME	In your company, do workers work more than (X) hours a week?
0	No
1	Yes

Values	Label
DWC45B_WORKTIME	At your workplace, are workers forced to work more than (X) hours per week under threat of penalty?
0	No
1	Yes
TISHIFT2	At your workplace, do workers perform night work?
0	No
1	Yes
DWC09_WORKTIME	Does your employer provide a weekly rest day?
0	No
1	Yes
DWC08_WORKTIME	Does your employer give you a paid day off on a national public holiday?
0	No
1	Yes
DWC06_WORKTIME	Does your employer pay a premium when you work on a rest day or a public holiday?
0	No
1	Yes
DWC07A_WORKTIME	Do you have an annual leave of at least (X) working days?
0	No
1	Yes
DWC07B_WORKTIME	Do you receive at least (X)% of your wage during the annual leave?
0	No
1	Yes
WAGEMW	HR_Do you pay employees the applicable minimum wage rate?
0	No
1	Yes
WAGENE	Net wage in nat. currency, not cleaned, not controlled for pay period and hours
WAGEPER3	Wage period latest wage
1	1 month
2	4 weeks
3	2 weeks
4	1 week
5	1 day
6	1 hour
99	Other
WAGEONTI	Matrix: Received latest wage on time
0	No
1	Yes
WAGENE0	Net wage in nat. currency, not cleaned, not controlled for pay period and hours
WAGENE1	Net wage in nat. currency, not controlled for pay period
WAGENEHR	Net HOURLY wage in nat. currency
WAGENE_MONTH	Net MONTHLY wage in nat. currency - calculated
MWRATE	Relevant minimum wage rate - Indonesia MW per Month
MWTHRESHOLD	Applicable Minimum Wage
0	Earnings below MW
1	Earnings above MW
DWC20_MATERNITY	In case of maternity, are workers provided {X} weeks of maternity leave?
0	No
1	Yes
DWC21_MATERNITY	In case of maternity leave, are workers paid {X}% of their pay?
0	No
1	Yes

Values	Label
DWC24_MATERNITY	In case of nursing employees, are nursing breaks provided for mothers to feed her child?
0	No
1	Yes
DWC24A_MATERNITY	Are lactation facilities provided for nursing mothers?
0	No
1	Yes
DWC18_MATERNITY	In case of pregnant workers, are they provided free medical care?
0	No
1	Yes
DWC19_MATERNITY	In case of pregnant workers, are they exempted from night work?
0	No
1	Yes
DWC22_MATERNITY	In your company, were any workers fired on account of pregnancy or maternity leave in the last year?
0	No
1	Yes
DWC50_MATERNITY	Does your employer provide paid menstrual leave?
0	No
1	Yes
DWC15A_MATERNITY	In case of paternity, are workers provided {X} days of paternity leave?
0	No
1	Yes
DWC15B_MATERNITY	In case of paternity leave, are workers paid {X}% of their pay?
0	No
1	Yes
DWC25A_HEALTHSAFE	Does your employer protect your health and safety through provision of fire extinguisher
0	No
1	Yes
DWC25B_HEALTHSAFE	Does your employer protect your health and safety by on site medical facilities
0	No
1	Yes
DWC25C_HEALTHSAFE	Does your employer protect your health and safety by control of ventilation and temperature
0	No
1	Yes
DWC26_HEALTHSAFE	In your company, does your employer provide free protective equipment or take protective measures?
0	No
1	Yes
DWC27_HEALTHSAFE	In your company, does your employer provide training on health and safety issues?
0	No
1	Yes
DWC29A_HEALTHSAFE	In your company, do you provide sick employees with at least 5 years of service a leave, paid at least {X}%?
0	No
1	Yes
DWC29B_HEALTHSAFE	Does this paid sick leave last for at least {X} days?
0	No
1	Yes
DWC31_HEALTHSAFE	In your company, does your employer provide job security to sick employees during {X} months of their illness?
0	No
1	Yes

Values	Label
DWC28_HEALTHSAFE	In your company, have you noticed a visit of a Labour Inspector to your workplace in the last year?
0	No
1	Yes
DWC32_SOCIALSECURITY	Work injury benefit payable for at least {X}% of the employees reference wage
0	No
1	Yes
DWC33_SOCIALSECURITY	Pension fund payable at the rate of at least {X} of the employees reference wage
0	No
1	Yes
DWC34_SOCIALSECURITY	Survivors/ dependents fund payable at the rate of at least {x} of the employees reference wage
0	No
1	Yes
DWC36_SOCIALSECURITY	Do you yourself or your employer contribute to your social security: Disability
0	No
1	Yes
DWC51_SOCIALSECURITY	Old Age Security
0	No
1	Yes
DWC52_SOCIALSECURITY	BPJS Healthcare Security
0	No
1	Yes
DWC37_FAIRTREATMENT	Does your employer pay women the same wage as men when employed for the same job?
0	No
1	Yes
DWC38_FAIRTREATMENT	At your workplace, do you know of any cases of sexual harassment in the last year
0	No
1	Yes
DWC39IV_FAIRTREATMENT	At your workplace, have you experienced discrimination on the basis of religion in the last year
0	No
1	Yes
DWC41_FAIRTREATMENT	At your workplace, are children under the age of (X) years employed
0	No
1	Yes
DWC42_FAIRTREATMENT	At your workplace, are adolescents under the age of (X) years employed in hazardous work
0	No
1	Yes
MEMTRAD	Are you a member of a trade union?
0	No
1	Yes
DWC47_RIGHTTOORGANISE	Does your employer allow you to join a trade union
0	No
1	Yes
DWC39XI_RIGHTTOORGANISE	Does your employer discriminate against workers who are a trade union member
0	No
1	Yes
DWC48_RIGHTTOORGANISE	Are you covered by a collective agreement about wages
0	No
1	Yes

Values	Label
DWC49_RIGHTTOORGANISE	Does your employer allow workers to hold a strike
0	No
1	Yes
SURVLOCA	F2F survey: Locality where interview was held
1	Factory / institute
2	Street
3	Home
4	Meeting / congress
99	Other
SURVCOOP	F2F survey: Respondents cooperation with the interviewer
1	Very good
2	Good
3	Neither good nor bad
4	Bad
5	Very bad
HRSWAG1	Calculated weekly hours for hourly wage calculation
SURVEMM	Month of survey
1	January
2	February
3	March
4	April
5	May
6	June
7	July
8	August
9	September
10	October
11	November
12	December
SURVEDW	Week day of the survey
1	Monday
2	Tuesday
3	Wednesday
4	Thursday
5	Friday
6	Saturday
7	Sunday
FIRMSIZE	Firm size workplace in groups - if paid job or ever had job
0	0 (self-employed without personnel)
2	10 - 20
3	20 - 50
4	50 - 100
5	100 - 200
6	200 - 500
7	500 - 1,000
8	1,000 - 2,000
9	2,000 - 5,000
10	5,000 or more
11	2 - 4
12	5 - 9
FIRMPRI	Public or private sector
1	In the private sector
2	In the public sector
99	Other
EDUCALMH	Education level in 3 groups
1	Low education
2	Middle education
3	High education
EDUISCED	ISCED 1997 education level

Values	Label
0	No education
10	Primary education
20	Lower secondary or 2nd stage of basic education
21	Lower secondary or 2nd stage of basic education 2A
30	Upper secondary education
33	Upper secondary education 3C
50	First stage of tertiary education
51	First stage of tertiary education 5A
60	Second stage of tertiary education (leading to an advanced research qualification)
ISCO0801	ISCO 2008 digit-1
0	Armed forces occupations
1	Managers
2	Professionals
3	Technicians and associate professionals
4	Clerical support workers
5	Service and sales workers
6	Skilled agricultural, forestry and fishery workers
7	Craft and related trades workers
8	Plant and machine operators, and assemblers
9	Elementary occupations
ISCO0802	ISCO 2008 digit-2
1	Commissioned armed forces officers
2	Non-commissioned armed forces officers
3	Armed forces occupations, other ranks
11	Chief executives, senior officials and legislators
12	Administrative and commercial managers
13	Production and specialised services managers
14	Hospitality, retail and other services managers
21	Science and engineering professionals
22	Health professionals
23	Teaching professionals
24	Business and administration professionals
25	Information and communications technology professionals
26	Legal, social and cultural professionals
31	Science and engineering associate professionals
32	Health associate professionals
33	Business and administration associate professionals
34	Legal, social, cultural and related associate professionals
35	Information and communications technicians
41	General and keyboard clerks
42	Customer services clerks
43	Numerical and material recording clerks
44	Other clerical support workers
51	Personal service workers
52	Sales workers
53	Personal care workers
54	Protective services workers
61	Market-oriented skilled agricultural workers
62	Market-oriented skilled forestry, fishery and hunting workers
63	Subsistence farmers, fishers, hunters and gatherers
71	Building and related trades workers, excluding electricians
72	Metal, machinery and related trades workers
73	Handicraft and printing workers
74	Electrical and electronic trades workers
75	Food processing, wood working, garment and other craft and related trades workers
81	Stationary plant and machine operators

Values	Label
82	Assemblers
83	Drivers and mobile plant operators
91	Cleaners and helpers
92	Agricultural, forestry and fishery labourers
93	Labourers in mining, construction, manufacturing and transport
94	Food preparation assistants
95	Street and related sales and service workers
96	Refuse workers and other elementary workers
ISCO0803	ISCO 2008 digit-3
11	Commissioned armed forces officers
21	Non-commissioned armed forces officers
31	Armed forces occupations, other ranks
111	Legislators and senior officials
112	Managing directors and chief executives
121	Business services and administration managers
122	Sales, marketing and development managers
131	Production managers in agriculture, forestry and fisheries
132	Manufacturing, mining, construction, and distribution managers
133	Information and communications technology service managers
134	Professional services managers
141	Hotel and restaurant managers
142	Retail and wholesale trade managers
143	Other services managers
211	Physical and earth science professionals
212	Mathematicians, actuaries and statisticians
213	Life science professionals
214	Engineering professionals (excluding electrotechnology)
215	Electrotechnology engineers
216	Architects, planners, surveyors and designers
221	Medical doctors
222	Nursing and midwifery professionals
223	Traditional and complementary medicine professionals
224	Paramedical practitioners
225	Veterinarians
226	Other health professionals
231	University and higher education teachers
232	Vocational education teachers
233	Secondary education teachers
234	Primary school and early childhood teachers
235	Other teaching professionals
241	Finance professionals
242	Administration professionals
243	Sales, marketing and public relations professionals
251	Software and applications developers and analysts
252	Database and network professionals
261	Legal professionals
262	Librarians, archivists and curators
263	Social and religious professionals
264	Authors, journalists and linguists
265	Creative and performing artists
311	Physical and engineering science technicians
312	Mining, manufacturing and construction supervisors
313	Process control technicians
314	Life science technicians and related associate professionals
315	Ship and aircraft controllers and technicians
321	Medical and pharmaceutical technicians
322	Nursing and midwifery associate professionals
323	Traditional and complementary medicine associate professionals

Values	Label
324	Veterinary technicians and assistants
325	Other health associate professionals
331	Financial and mathematical associate professionals
332	Sales and purchasing agents and brokers
333	Business services agents
334	Administrative and specialised secretaries
335	Regulatory government associate professionals
341	Legal, social and religious associate professionals
342	Sports and fitness workers
343	Artistic, cultural and culinary associate professionals
351	Information and communications technology operations and user support technicians
352	Telecommunications and broadcasting technicians
411	General office clerks
412	Secretaries (general)
413	Keyboard operators
421	Tellers, money collectors and related clerks
422	Client information workers
431	Numerical clerks
432	Material-recording and transport clerks
441	Other clerical support workers
511	Travel attendants, conductors and guides
512	Cooks
513	Waiters and bartenders
514	Hairdressers, beauticians and related workers
515	Building and housekeeping supervisors
516	Other personal services workers
521	Street and market salespersons
522	Shop salespersons
523	Cashiers and ticket clerks
524	Other sales workers
531	Child care workers and teachers aides
532	Personal care workers in health services
541	Protective services workers
611	Market gardeners and crop growers
612	Animal producers
613	Mixed crop and animal producers
621	Forestry and related workers
622	Fishery workers, hunters and trappers
631	Subsistence crop farmers
632	Subsistence livestock farmers
633	Subsistence mixed crop and livestock farmers
634	Subsistence fishers, hunters, trappers and gatherers
711	Building frame and related trades workers
712	Building finishers and related trades workers
713	Painters, building structure cleaners and related trades workers
721	Sheet and structural metal workers, moulders and welders, and related workers
722	Blacksmiths, toolmakers and related trades workers
723	Machinery mechanics and repairers
731	Handicraft workers
732	Printing trades workers
741	Electrical equipment installers and repairers
742	Electronics and telecommunications installers and repairers
751	Food processing and related trades workers
752	Wood treaters, cabinet-makers and related trades workers
753	Garment and related trades workers
754	Other craft and related workers

Values	Label
811	Mining and mineral processing plant operators
812	Metal processing and finishing plant operators
813	Chemical and photographic products plant and machine operators
814	Rubber, plastic and paper products machine operators
815	Textile, fur and leather products machine operators
816	Food and related products machine operators
817	Wood processing and papermaking plant operators
818	Other stationary plant and machine operators
821	Assemblers
831	Locomotive engine drivers and related workers
832	Car, van and motorcycle drivers
833	Heavy truck and bus drivers
834	Mobile plant operators
835	Ships deck crews and related workers
911	Domestic, hotel and office cleaners and helpers
912	Vehicle, window, laundry and other hand cleaning workers
921	Agricultural, forestry and fishery labourers
931	Mining and construction labourers
932	Manufacturing labourers
933	Transport and storage labourers
941	Food preparation assistants
951	Street and related service workers
952	Street vendors (excluding food)
961	Refuse workers
962	Other elementary workers
ISCO0804	ISCO 2008 digit-4
110	Commissioned armed forces officers
210	Non-commissioned armed forces officers
310	Armed forces occupations, other ranks
1111	Legislators
1112	Senior government officials
1113	Traditional chiefs and heads of village
1114	Senior officials of special-interest organizations
1120	Managing directors and chief executives
1211	Finance managers
1212	Human resource managers
1213	Policy and planning managers
1219	Business services and administration managers not elsewhere classified
1221	Sales and marketing managers
1222	Advertising and public relations managers
1223	Research and development managers
1311	Agricultural and forestry production managers
1312	Aquaculture and fisheries production managers
1321	Manufacturing managers
1322	Mining managers
1323	Construction managers
1324	Supply, distribution and related managers
1330	Information and communications technology service managers
1341	Child care services managers
1342	Health services managers
1343	Aged care services managers
1344	Social welfare managers
1345	Education managers
1346	Financial and insurance services branch managers
1349	Professional services managers not elsewhere classified
1411	Hotel managers

Values	Label
1412	Restaurant managers
1420	Retail and wholesale trade managers
1431	Sports, recreation and cultural centre managers
1439	Services managers not elsewhere classified
2111	Physicists and astronomers
2112	Meteorologists
2113	Chemists
2114	Geologists and geophysicists
2120	Mathematicians, actuaries and statisticians
2131	Biologists, botanists, zoologists and related professionals
2132	Farming, forestry and fisheries advisers
2133	Environmental protection professionals
2141	Industrial and production engineers
2142	Civil engineers
2143	Environmental engineers
2144	Mechanical engineers
2145	Chemical engineers
2146	Mining engineers, metallurgists and related professionals
2149	Engineering professionals not elsewhere classified
2151	Electrical engineers
2152	Electronics engineers
2153	Telecommunications engineers
2161	Building architects
2162	Landscape architects
2163	Product and garment designers
2164	Town and traffic planners
2165	Cartographers and surveyors
2166	Graphic and multimedia designers
2211	Generalist medical practitioners
2212	Specialist medical practitioners
2221	Nursing professionals
2222	Midwifery professionals
2230	Traditional and complementary medicine professionals
2240	Paramedical practitioners
2250	Veterinarians
2261	Dentists
2262	Pharmacists
2263	Environmental and occupational health and hygiene professionals
2264	Physiotherapists
2265	Dieticians and nutritionists
2266	Audiologists and speech therapists
2267	Optometrists and ophthalmic opticians
2269	Health professionals not elsewhere classified
2310	University and higher education teachers
2320	Vocational education teachers
2330	Secondary education teachers
2341	Primary school teachers
2342	Early childhood educators
2351	Education methods specialists
2352	Special needs teachers
2353	Other language teachers
2354	Other music teachers
2355	Other arts teachers
2356	Information technology trainers
2359	Teaching professionals not elsewhere classified
2411	Accountants
2412	Financial and investment advisers

Values	Label
2413	Financial analysts
2421	Management and organization analysts
2422	Policy administration professionals
2423	Personnel and careers professionals
2424	Training and staff development professionals
2431	Advertising and marketing professionals
2432	Public relations professionals
2433	Technical and medical sales professionals (excluding ICT)
2434	Information and communications technology sales professionals
2511	Systems analysts
2512	Software developers
2513	Web and multimedia developers
2514	Applications programmers
2519	Software and applications developers and analysts not elsewhere classified
2521	Database designers and administrators
2522	Systems administrators
2523	Computer network professionals
2529	Database and network professionals not elsewhere classified
2611	Lawyers
2612	Judges
2619	Legal professionals not elsewhere classified
2621	Archivists and curators
2622	Librarians and related information professionals
2631	Economists
2632	Sociologists, anthropologists and related professionals
2633	Philosophers, historians and political scientists
2634	Psychologists
2635	Social work and counselling professionals
2636	Religious professionals
2641	Authors and related writers
2642	Journalists
2643	Translators, interpreters and other linguists
2651	Visual artists
2652	Musicians, singers and composers
2653	Dancers and choreographers
2654	Film, stage and related directors and producers
2655	Actors
2656	Announcers on radio, television and other media
2659	Creative and performing artists not elsewhere classified
3111	Chemical and physical science technicians
3112	Civil engineering technicians
3113	Electrical engineering technicians
3114	Electronics engineering technicians
3115	Mechanical engineering technicians
3116	Chemical engineering technicians
3117	Mining and metallurgical technicians
3118	Draughtspersons
3119	Physical and engineering science technicians not elsewhere classified
3121	Mining supervisors
3122	Manufacturing supervisors
3123	Construction supervisors
3131	Power production plant operators
3132	Incinerator and water treatment plant operators
3133	Chemical processing plant controllers
3134	Petroleum and natural gas refining plant operators
3135	Metal production process controllers

Values	Label
3139	Process control technicians not elsewhere classified
3141	Life science technicians (excluding medical)
3142	Agricultural technicians
3143	Forestry technicians
3151	Ships engineers
3152	Ships deck officers and pilots
3153	Aircraft pilots and related associate professionals
3154	Air traffic controllers
3155	Air traffic safety electronics technicians
3211	Medical imaging and therapeutic equipment technicians
3212	Medical and pathology laboratory technicians
3213	Pharmaceutical technicians and assistants
3214	Medical and dental prosthetic technicians
3221	Nursing associate professionals
3222	Midwifery associate professionals
3230	Traditional and complementary medicine associate professionals
3240	Veterinary technicians and assistants
3251	Dental assistants and therapists
3252	Medical records and health information technicians
3253	Community health workers
3254	Dispensing opticians
3255	Physiotherapy technicians and assistants
3256	Medical assistants
3257	Environmental and occupational health inspectors and associates
3258	Ambulance workers
3259	Health associate professionals not elsewhere classified
3311	Securities and finance dealers and brokers
3312	Credit and loans officers
3313	Accounting associate professionals
3314	Statistical, mathematical and related associate professionals
3315	Valuers and loss assessors
3321	Insurance representatives
3322	Commercial sales representatives
3323	Buyers
3324	Trade brokers
3331	Clearing and forwarding agents
3332	Conference and event planners
3333	Employment agents and contractors
3334	Real estate agents and property managers
3339	Business services agents not elsewhere classified
3341	Office supervisors
3342	Legal secretaries
3343	Administrative and executive secretaries
3344	Medical secretaries
3351	Customs and border inspectors
3352	Government tax and excise officials
3353	Government social benefits officials
3354	Government licensing officials
3355	Police inspectors and detectives
3359	Regulatory government associate professionals not elsewhere classified
3411	Police inspectors and detectives
3412	Social work associate professionals
3413	Religious associate professionals
3421	Athletes and sports players
3422	Sports coaches, instructors and officials
3423	Fitness and recreation instructors and program leaders
3431	Photographers

Values	Label
3432	Interior designers and decorators
3433	Gallery, museum and library technicians
3434	Chefs
3435	Other artistic and cultural associate professionals
3511	Information and communications technology operations technicians
3512	Information and communications technology user support technicians
3513	Computer network and systems technicians
3514	Web technicians
3521	Broadcasting and audio-visual technicians
3522	Telecommunications engineering technicians
4110	General office clerks
4120	Secretaries (general)
4131	Typists and word processing operators
4132	Data entry clerks
4211	Bank tellers and related clerks
4212	Bookmakers, croupiers and related gaming workers
4213	Pawnbrokers and money-lenders
4214	Debt-collectors and related workers
4221	Travel consultants and clerks
4222	Contact centre information clerks
4223	Telephone switchboard operators
4224	Hotel receptionists
4225	Enquiry clerks
4226	Receptionists (general)
4227	Survey and market research interviewers
4229	Client information workers not elsewhere classified
4311	Accounting and bookkeeping clerks
4312	Statistical, finance and insurance clerks
4313	Payroll clerks
4321	Stock clerks
4322	Production clerks
4323	Transport clerks
4411	Library clerks
4412	Mail carriers and sorting clerks
4413	Coding, proof-reading and related clerks
4414	Scribes and related workers
4415	Filing and copying clerks
4416	Personnel clerks
4419	Clerical support workers not elsewhere classified
5111	Travel attendants and travel stewards
5112	Transport conductors
5113	Travel guides
5120	Cooks
5131	Waiters
5132	Bartenders
5141	Hairdressers
5142	Beauticians and related workers
5151	Cleaning and housekeeping supervisors in offices, hotels and other establishments
5152	Domestic housekeepers
5153	Building caretakers
5161	Astrologers, fortune-tellers and related workers
5162	Companions and valets
5163	Undertakers and embalmers
5164	Pet groomers and animal care workers
5165	Driving instructors

Values	Label
5169	Personal services workers not elsewhere classified
5211	Stall and market salespersons
5212	Street food salespersons
5221	Shop keepers
5222	Shop supervisors
5223	Shop sales assistants
5230	Cashiers and ticket clerks
5241	Fashion and other models
5242	Sales demonstrators
5243	Door to door salespersons
5244	Contact centre salespersons
5245	Service station attendants
5246	Food service counter attendants
5249	Sales workers not elsewhere classified
5311	Child care workers
5312	Teachers aides
5321	Health care assistants
5322	Home-based personal care workers
5329	Personal care workers in health services not elsewhere classified
5411	Fire-fighters
5412	Police officers
5413	Prison guards
5414	Security guards
5419	Protective services workers not elsewhere classified
6111	Field crop and vegetable growers
6112	Tree and shrub crop growers
6113	Gardeners, horticultural and nursery growers
6114	Mixed crop growers
6121	Livestock and dairy producers
6122	Poultry producers
6123	Apiarists and sericulturists
6129	Animal producers not elsewhere classified
6130	Mixed crop and animal producers
6210	Forestry and related workers
6221	Aquaculture workers
6222	Inland and coastal waters fishery workers
6223	Deep-sea fishery workers
6224	Hunters and trappers
6310	Subsistence crop farmers
6320	Subsistence livestock farmers
6330	Subsistence mixed crop and livestock farmers
6340	Subsistence fishers, hunters, trappers and gatherers
7111	House builders
7112	Bricklayers and related workers
7113	Stonemasons, stone cutters, splitters and carvers
7114	Concrete placers, concrete finishers and related workers
7115	Carpenters and joiners
7119	Building frame and related trades workers not elsewhere classified
7121	Roofers
7122	Floor layers and tile setters
7123	Plasterers
7124	Insulation workers
7125	Glaziers
7126	Plumbers and pipe fitters
7127	Air conditioning and refrigeration mechanics
7131	Painters and related workers
7132	Spray painters and varnishers

Values	Label
7133	Building structure cleaners
7211	Metal moulders and coremakers
7212	Welders and flamecutters
7213	Sheet-metal workers
7214	Structural-metal preparers and erectors
7215	Riggers and cable splicers
7221	Blacksmiths, hammersmiths and forging press workers
7222	Toolmakers and related workers
7223	Metal working machine tool setters and operators
7224	Metal polishers, wheel grinders and tool sharpeners
7231	Motor vehicle mechanics and repairers
7232	Aircraft engine mechanics and repairers
7233	Agricultural and industrial machinery mechanics and repairers
7234	Bicycle and related repairers
7311	Precision-instrument makers and repairers
7312	Musical instrument makers and tuners
7313	Jewellery and precious-metal workers
7314	Potters and related workers
7315	Glass makers, cutters, grinders and finishers
7316	Sign writers, decorative painters, engravers and etchers
7317	Handicraft workers in wood, basketry and related materials
7318	Handicraft workers in textile, leather and related materials
7319	Handicraft workers not elsewhere classified
7321	Pre-press technicians
7322	Printers
7323	Print finishing and binding workers
7411	Building and related electricians
7412	Electrical mechanics and fitters
7413	Electrical line installers and repairers
7421	Electronics mechanics and servicers
7422	Information and communications technology installers and servicers
7511	Butchers, fishmongers and related food preparers
7512	Bakers, pastry-cooks and confectionery makers
7513	Dairy-products makers
7514	Fruit, vegetable and related preservers
7515	Food and beverage tasters and graders
7516	Tobacco preparers and tobacco products makers
7521	Wood treaters
7522	Cabinet-makers and related workers
7523	Woodworking-machine tool setters and operators
7531	Tailors, dressmakers, furriers and hatters
7532	Garment and related pattern-makers and cutters
7533	Sewing, embroidery and related workers
7534	Upholsterers and related workers
7535	Pelt dressers, tanners and fellmongers
7536	Shoemakers and related workers
7541	Underwater divers
7542	Shotfirers and blasters
7543	Product graders and testers (excluding foods and beverages)
7544	Fumigators and other pest and weed controllers
7549	Craft and related workers not elsewhere classified
8111	Miners and quarriers
8112	Mineral and stone processing plant operators
8113	Well drillers and borers and related workers
8114	Cement, stone and other mineral products machine operators
8121	Metal processing plant operators
8122	Metal finishing, plating and coating machine operators

Values	Label
8131	Chemical products plant and machine operators
8132	Photographic products machine operators
8141	Rubber products machine operators
8142	Plastic products machine operators
8143	Paper products machine operators
8151	Fibre preparing, spinning and winding machine operators
8152	Weaving and knitting machine operators
8153	Sewing machine operators
8154	Bleaching, dyeing and fabric cleaning machine operators
8155	Fur and leather preparing machine operators
8156	Shoemaking and related machine operators
8157	Laundry machine operators
8159	Textile, fur and leather products machine operators not elsewhere classified
8160	Food and related products machine operators
8171	Pulp and papermaking plant operators
8172	Wood processing plant operators
8181	Glass and ceramics plant operators
8182	Steam engine and boiler operators
8183	Packing, bottling and labelling machine operators
8189	Stationary plant and machine operators not elsewhere classified
8211	Mechanical machinery assemblers
8212	Electrical and electronic equipment assemblers
8219	Assemblers not elsewhere classified
8311	Locomotive engine drivers
8312	Railway brake, signal and switch operators
8321	Motorcycle drivers
8322	Car, taxi and van drivers
8331	Bus and tram drivers
8332	Heavy truck and lorry drivers
8341	Mobile farm and forestry plant operators
8342	Earthmoving and related plant operators
8343	Crane, hoist and related plant operators
8344	Lifting truck operators
8350	Ships deck crews and related workers
9111	Domestic cleaners and helpers
9112	Cleaners and helpers in offices, hotels and other establishments
9121	Hand launderers and pressers
9122	Vehicle cleaners
9123	Window cleaners
9129	Other cleaning workers
9211	Crop farm labourers
9212	Livestock farm labourers
9213	Mixed crop and livestock farm labourers
9214	Garden and horticultural labourers
9215	Forestry labourers
9216	Fishery and aquaculture labourers
9311	Mining and quarrying labourers
9312	Civil engineering labourers
9313	Building construction labourers
9321	Hand packers
9329	Manufacturing labourers not elsewhere classified
9331	Hand and pedal vehicle drivers
9332	Drivers of animal-drawn vehicles and machinery
9333	Freight handlers
9334	Shelf fillers
9411	Fast food preparers
9412	Kitchen helpers

Values	Label
9510	Street and related service workers
9520	Street vendors (excluding food)
9611	Garbage and recycling collectors
9612	Refuse sorters
9613	Sweepers and related labourers
9621	Messengers, package deliverers and luggage porters
9622	Odd job persons
9623	Meter readers and vending-machine collectors
9624	Water and firewood collectors
9629	Elementary workers not elsewhere classified
9998	Other occupation
9999	Office/other/unknown occupation
ISCOISEI	ISEI International Socio-Economic Index of occupational status for ISCO-08
10	lowest
14	lowest
79	highest
89	highest
REGICLUSTER	Region cluster - cluster of REGIHOM1
1	REGIHOM1 is a metropolitan region (>> at least one city in the region has value REGICITY=70 or REGICITY = 20)
2	REGIHOM1 is a large city region (>> at least one city in the region has value REGICITY=10, but NONE has REGICITY=70 or R
3	REGIHOM1 is a small city region (>> at least one city in the region has value REGICITY=31, but NONE has REGICITY=70 or R
4	REGIHOM1 is a village region (all other)
REGIHOM1	Region home address - aggregate geo info
2310100000	ETH Addis Abeba
2310200000	ETH Afar
2310300000	ETH Amhara
2310400000	ETH Benishangul-Gumuz
2310500000	ETH Diredawa
2310600000	ETH Gambela
2310700000	ETH Harari
2310800000	ETH Oromia
2310900000	ETH Somali
2311000000	ETH Southern
2311100000	ETH Tigray
3600100000	IDN Bali
3600200000	IDN Banten
3600300000	IDN Bengkulu
3600400000	IDN Gorontalo
3600500000	IDN DKI Jakarta
3600600000	IDN Jambi
3600700000	IDN Western Java
3600800000	IDN Central Java
3600900000	IDN Eastern Java
3601000000	IDN Western Borneo
3601100000	IDN Southern Borneo
3601200000	IDN Central Borneo
3601300000	IDN Eastern Borneo
3601400000	IDN Bangka Belitung islands
3601500000	IDN Riau islands
3601600000	IDN Lampung
3601700000	IDN Moluccas
3601800000	IDN Northern Moluccas
3601900000	IDN Aceh

Values	Label
3602000000	IDN Western Lesser Sunda islands
3602100000	IDN Eastern Lesser Sunda islands
3602200000	IDN Papua
3602300000	IDN Western Papua
3602400000	IDN Riau
3602500000	IDN Western Sulawesi
3602600000	IDN Southern Sulawesi
3602700000	IDN Central Sulawesi
3602800000	IDN Southeastern Sulawesi
3602900000	IDN Northern Sulawesi
3603000000	IDN Western Sumatra
3603100000	IDN Southern Sumatra
3603200000	IDN Northern Sumatra
3603300000	IDN Yogyakarta
3603400000	IDN North Kalimantan
8000100000	UGA Central
8000200000	UGA Eastern
8000300000	UGA Northern
8000400000	UGA Western
REGIOM2	Region home address - detailed geo info
2310100170	ETH Addis Abeba Addis Abeba
2310109840	ETH Addis Abeba A village (< 10 000)
2310109950	ETH Addis Abeba Rural area
2310200132	ETH Afar Asayita
2310200232	ETH Afar Awash
2310200332	ETH Afar Dubti
2310200432	ETH Afar Gewane
2310209840	ETH Afar A village (< 10 000)
2310209950	ETH Afar Rural area
2310300132	ETH Amhara Addis Zemen
2310300231	ETH Amhara Bahir Dar
2310300332	ETH Amhara Bati
2310300432	ETH Amhara Bure
2310300532	ETH Amhara Chagni
2310300632	ETH Amhara Dangla
2310300732	ETH Amhara Debark
2310300832	ETH Amhara Debre Birhan
2310300932	ETH Amhara Debre Markos
2310301032	ETH Amhara Debre Tabor
2310301131	ETH Amhara Dese
2310301232	ETH Amhara Finote Selam
2310301331	ETH Amhara Gondar
2310301432	ETH Amhara Kembolcha
2310301532	ETH Amhara Kobo
2310301632	ETH Amhara Motta
2310301732	ETH Amhara Shewa Robit
2310301832	ETH Amhara Weldiya
2310301932	ETH Amhara Werota
2310309732	ETH Amhara A small city (10 000 - 100 000)
2310309840	ETH Amhara A village (< 10 000)
2310309950	ETH Amhara Rural area
2310400132	ETH Benishangul-Gumuz Asosa
2310409840	ETH Benishangul-Gumuz A village (< 10 000)
2310409950	ETH Benishangul-Gumuz Rural area
2310500131	ETH Diredawa Dire Dawa
2310509840	ETH Diredawa A village (< 10 000)
2310509950	ETH Diredawa Rural area
2310600132	ETH Gambela Gambela

Values	Label
2310609840	ETH Gambela A village (< 10 000)
2310609950	ETH Gambela Rural area
2310700132	ETH Harari Harer
2310709840	ETH Harari A village (< 10 000)
2310709950	ETH Harari Rural area
2310800132	ETH Oromia Agaro
2310800232	ETH Oromia Asbe Teferi
2310800332	ETH Oromia Assela
2310800432	ETH Oromia Debre Zeyit
2310800532	ETH Oromia Gimbi
2310800632	ETH Oromia Giyon
2310800732	ETH Oromia Goba
2310800832	ETH Oromia Hagere Hiywet
2310800931	ETH Oromia Jimma
2310801032	ETH Oromia Kibre Mengist
2310801132	ETH Oromia Meki
2310801232	ETH Oromia Metu
2310801332	ETH Oromia Mojo
2310801431	ETH Oromia Nazret
2310801532	ETH Oromia Negele
2310801632	ETH Oromia Nekemte
2310801732	ETH Oromia Robe
2310801832	ETH Oromia Shashemenne
2310801932	ETH Oromia Dukem
2310809732	ETH Oromia A small city (10 000 - 100 000)
2310809840	ETH Oromia A village (< 10 000)
2310809950	ETH Oromia Rural area
2310900132	ETH Somali Bircot
2310900231	ETH Somali Degeh Bur
2310900332	ETH Somali Dollo Odo
2310900431	ETH Somali imi
2310900531	ETH Somali Jijiga
2310900631	ETH Somali Werder
2310909840	ETH Somali A village (< 10 000)
2310909950	ETH Somali Rural area
2311000132	ETH Southern Alaba Kulito
2311000232	ETH Southern Arba Minch
2311000332	ETH Southern Areka
2311000432	ETH Southern Awassa
2311000532	ETH Southern Bako
2311000632	ETH Southern Boditi
2311000732	ETH Southern Bonga
2311000832	ETH Southern Butajira
2311000932	ETH Southern Dilla
2311001032	ETH Southern Gidole
2311001132	ETH Southern Hossaina
2311001232	ETH Southern Jinka
2311001332	ETH Southern Leku
2311001432	ETH Southern Mizan Teferi
2311001532	ETH Southern Sawla
2311001632	ETH Southern Soddo
2311001732	ETH Southern Teppi
2311001832	ETH Southern Wendo
2311001932	ETH Southern Yirga Alem
2311002032	ETH Southern Yirga Chefe
2311009840	ETH Southern A village (< 10 000)
2311009950	ETH Southern Rural area
2311100132	ETH Tigray Abiy Adi

Values	Label
2311100232	ETH Tigray Addigrat
2311100332	ETH Tigray Adwa
2311100432	ETH Tigray Aksum
2311100532	ETH Tigray Alamata
2311100632	ETH Tigray Endasilasie
2311100740	ETH Tigray Hagere Selam
2311100832	ETH Tigray Himora
2311100932	ETH Tigray Korem
2311101032	ETH Tigray Maychew
2311101131	ETH Tigray Mekele
2311101232	ETH Tigray Wukro
2311109840	ETH Tigray A village (< 10 000)
2311109950	ETH Tigray Rural area
3600100131	IDN Bali_Residence-city Denpasar Denpasar
3600100232	IDN Bali_Residence Buleleng_Singaraja
3600100332	IDN Bali_Residence Badung_Mangupura
3600100432	IDN Bali_Residence Badung_Kuta
3600100532	IDN Bali_Residence Karangasem_Amlapura
3600100632	IDN Bali_Residence Bangli_Bangli
3600100732	IDN Bali_Residence Gianyar_Gianyar
3600100831	IDN Bali_Residence Badung_Mengwi
3600100932	IDN Bali_Residence Jembrana_Negara
3600101032	IDN Bali_Residence Klungkung_Semarapura
3600101132	IDN Bali_Residence Tabanan_Tabanan
3600109632	IDN Bali A small city (10 000 - 100 000)
3600109740	IDN Bali A village (< 10 000)
3600109850	IDN Bali Rural area
3600200132	IDN Banten_Residence Tangerang_Cikupa
3600200231	IDN Banten_Residence-city Cilegon Cilegon
3600200331	IDN Banten_Residence-city Serang Serang
3600200431	IDN Banten_Residence-city Tangerang Tangerang
3600200532	IDN Banten_Residence Tangerang_Pondok Aren
3600200632	IDN Banten_Residence Lebak_Rangkasbitung
3600200732	IDN Banten_Residence Tangerang_Serpong
3600200832	IDN Banten_Residence Tangerang_Teluknaga
3600200931	IDN Banten_Residence-city Tangerang Selatan Ciputat
3600201010	IDN Banten_Residence-city Tangerang Selatan Tangerang Selatan
3600201132	IDN Banten_Residence Serang_Ciruas
3600201231	IDN Banten_Residence Pandeglang_Pandeglang
3600201332	IDN Banten_Residence Tangerang_Tigaraksa
3600209632	IDN Banten A small city (10 000 - 100 000)
3600209740	IDN Banten A village (< 10 000)
3600209850	IDN Banten Rural area
3600300131	IDN Bengkulu_Residence-city Bengkulu Bengkulu
3600300232	IDN Bengkulu_Residence Bengkulu Utara_Argamakmur
3600300332	IDN Bengkulu_Residence Kaur_Bintuhan
3600300432	IDN Bengkulu_Residence Rejang Lebong_Curup
3600300532	IDN Bengkulu_Residence Bengkulu Tengah_Karang Tinggi
3600300632	IDN Bengkulu_Residence Kepahiang_Kepahiang
3600300732	IDN Bengkulu_Residence Bengkulu Selatan_Manna
3600300831	IDN Bengkulu_Residence Lebong_Muara Aman
3600300932	IDN Bengkulu_Residence Mukomuko_Mukomuko
3600301032	IDN Bengkulu_Residence Seluma_Tais
3600309632	IDN Bengkulu A small city (10 000 - 100 000)
3600309740	IDN Bengkulu A village (< 10 000)
3600309850	IDN Bengkulu Rural area
3600400131	IDN Gorontalo_Residence-city Gorontalo Gorontalo

Values	Label
3600400232	IDN Gorontalo_Residence Gorontalo Utara_Kwandang
3600400331	IDN Gorontalo_Residence Gorontalo_Limboto
3600400432	IDN Gorontalo_Residence Pohuwato_Marisa
3600400532	IDN Gorontalo_Residence Bone Bolango_Suwawa
3600400632	IDN Gorontalo_Residence Boalemo_Tilamuta
3600409632	IDN Gorontalo A small city (10 000 - 100 000)
3600409740	IDN Gorontalo A village (< 10 000)
3600409850	IDN Gorontalo Rural area
3600500202	IDN Jakarta The suburbs of Jakarta
3600500307	IDN Jakarta West Jakarta
3600500407	IDN Jakarta Central Jakarta
3600500507	IDN Jakarta South Jakarta
3600500607	IDN Jakarta East Jakarta
3600500707	IDN Jakarta North Jakarta
3600600331	IDN Jambi_Residence-city Jambi Jambi
3600600432	IDN Jambi_Residence-city Sungai Penuh Sungai Penuh
3600600532	IDN Jambi_Residence Merangin_Bangko
3600600632	IDN Jambi_Residence Tanjung Jabung Barat_Kuala Tungkal
3600600732	IDN Jambi_Residence Batanghari_Muara Bulian
3600600832	IDN Jambi_Residence Bungo_Muara Bungo
3600600932	IDN Jambi_Residence Tanjung Jabung Timur_Muara Sabak
3600601032	IDN Jambi_Residence Tebo_Muara Tebo
3600601132	IDN Jambi_Residence Sarolangun_Sarolangun
3600601232	IDN Jambi_Residence Muaro Jambi_Sengeti
3600601332	IDN Jambi_Residence Kerinci_Siulak
3600609632	IDN Jambi A small city (10 000 - 100 000)
3600609740	IDN Jambi A village (< 10 000)
3600609850	IDN Jambi Rural area
3600700132	IDN Western Java_Residence Cirebon_Astanajapura
3600700231	IDN Western Java_Residence Cianjur_Cianjur
3600700331	IDN Western Java_Residence Bogor_Cibinong
3600700431	IDN Western Java_Residence Bekasi_Cikarang
3600700602	IDN Western Java_Residence-city Bandung Daerah pinggiran kota Bandung
3600700731	IDN Western Java_Residence Garut_Garut
3600700831	IDN Western Java_Residence Karawang_Karawang
3600700907	IDN Western Java_Residence-city Bandung Bandung
3600701031	IDN Western Java_Residence-city Bekasi Bekasi
3600701131	IDN Western Java_Residence-city Bogor Bogor
3600701231	IDN Western Java_Residence-city Cirebon Cirebon
3600701331	IDN Western Java_Residence-city Depok Depok
3600701431	IDN Western Java_Residence-city Sukabumi Sukabumi
3600701531	IDN Western Java_Residence-city Tasikmalaya Tasikmalaya
3600701632	IDN Western Java_Residence Cirebon_Palimanan
3600701732	IDN Western Java_Residence Bogor_Cileungsi
3600701832	IDN Western Java_Residence Bandung_Cileunyi Wetan
3600701931	IDN Western Java_Residence-city Cimahi Cimahi
3600702010	IDN Western Java_Residence Majalengka_Majalengka
3600702131	IDN Western Java_Residence Purwakarta_Purwakarta
3600702231	IDN Western Java_Residence Subang_Subang
3600702331	IDN Western Java_Residence Sumedang_Sumedang
3600702431	IDN Western Java_Residence Bandung Barat_Lembang
3600702531	IDN Western Java_Residence-city Banjar Banjar
3600702631	IDN Western Java_Residence Kuningan_Kuningan
3600702731	IDN Western Java_Residence Ciamis_Ciamis
3600702831	IDN Western Java_Residence Indramayu_Indramayu
3600702931	IDN Western Java_Residence Bandung Barat_Ngamprah
3600703031	IDN Western Java_Residence Sukabumi_Pelabuhan Ratu

Values	Label
3600703131	IDN Western Java_Residence Tasikmalaya_Singaparna
3600703231	IDN Western Java_Residence Bandung_Soreang
3600703331	IDN Western Java_Residence Cirebon_Sumber
3600703440	IDN Western Java_Residence Pangandaran_Pangandaran
3600709632	IDN Western Java A small city (10 000 - 100 000)
3600709740	IDN Western Java A village (< 10 000)
3600709850	IDN Western Java Rural area
3600800132	IDN Central Java_Residence Tegal_Adiwarna
3600800232	IDN Central Java_Residence Batang_Batang
3600800332	IDN Central Java_Residence Brebes_Brebes
3600800431	IDN Central Java_Residence Cilacap_Cilacap
3600800531	IDN Central Java_Residence Klaten_Klaten
3600800631	IDN Central Java_Residence-city Magelang_Magelang
3600800731	IDN Central Java_Residence-city Pekalongan_Pekalongan
3600800831	IDN Central Java_Residence-city Salatiga_Salatiga
3600800901	IDN Central Java_Residence-city Semarang_Semarang
3600801031	IDN Central Java_Residence-city Surakarta_Surakarta
3600801131	IDN Central Java_Residence-city Tegal_Tegal
3600801232	IDN Central Java_Residence Kudus_Kudus
3600801431	IDN Central Java_Residence Pemasang_Pemasang
3600801531	IDN Central Java_Residence Banyumas_Purwokerto
3600801631	IDN Central Java_Residence Boyolali_Boyolali
3600801732	IDN Central Java_Residence Sukoharjo_Sukoharjo
3600801831	IDN Central Java_Residence Jepara_Jepara
3600801931	IDN Central Java_Residence Karanganyar_Karanganyar
3600802031	IDN Central Java_Residence Wonogiri_Wonogiri
3600802131	IDN Central Java_Residence Sragen_Sragen
3600802232	IDN Central Java_Residence Demak_Demak
3600802332	IDN Central Java_Residence Purbalingga_Purbalingga
3600802432	IDN Central Java_Residence Temanggung_Temanggung
3600802532	IDN Central Java_Residence Banjarnegara_Banjarnegara
3600802632	IDN Central Java_Residence Blora_Blora
3600802732	IDN Central Java_Residence Pekalongan_Kajen
3600802831	IDN Central Java_Residence Kebumen_Kebumen
3600802932	IDN Central Java_Residence Kendal_Kendal
3600803032	IDN Central Java_Residence Magelang_Mungkid
3600803132	IDN Central Java_Residence Pati_Pati
3600803231	IDN Central Java_Residence Grobogan_Purwodadi
3600803332	IDN Central Java_Residence Purworejo_Purworejo
3600803432	IDN Central Java_Residence Rembang_Rembang
3600803532	IDN Central Java_Residence Tegal_Slawi
3600803632	IDN Central Java_Residence Semarang_Ungaran
3600803732	IDN Central Java_Residence Wonosobo_Wonosobo
3600803832	IDN Central Java_Residence-city Surakarta_Solo
3600809632	IDN Central Java A small city (10 000 - 100 000)
3600809740	IDN Central Java A village (< 10 000)
3600809850	IDN Central Java Rural area
3600900000	IDN Eastern Java
3600900132	IDN Eastern Java_Residence Banyuwangi_Banyuwangi
3600900202	IDN Eastern Java_Residence-city Surabaya Daerah pinggiran kota Surabaya
3600900332	IDN Eastern Java_Residence Gresik_Gresik
3600900431	IDN Eastern Java_Residence Jember_Jember
3600900532	IDN Eastern Java_Residence Jombang_Jombang
3600900631	IDN Eastern Java_Residence-city Kediri_Kediri
3600900731	IDN Eastern Java_Residence-city Blitar_Blitar
3600900831	IDN Eastern Java_Residence-city Madiun_Madiun
3600900931	IDN Eastern Java_Residence-city Malang_Malang

Values	Label
3600901032	IDN Eastern Java_Residence-city Mojokerto Mojokerto
3600901131	IDN Eastern Java_Residence-city Pasuruan Pasuruan
3600901231	IDN Eastern Java_Residence-city Probolinggo Probolinggo
3600901307	IDN Eastern Java_Residence-city Surabaya Surabaya
3600901431	IDN Eastern Java_Residence Sidoarjo_Taman
3600901531	IDN Eastern Java_Residence Sidoarjo_Waru
3600901632	IDN Eastern Java_Residence Nganjuk_Nganjuk
3600901731	IDN Eastern Java_Residence Sidoarjo_Sidoarjo
3600901831	IDN Eastern Java_Residence-city Batu Batu
3600901931	IDN Eastern Java_Residence Pasuruan_Bangil
3600902032	IDN Eastern Java_Residence Bangkalan_Bangkalan
3600902132	IDN Eastern Java_Residence Bojonegoro_Bojonegoro
3600902232	IDN Eastern Java_Residence Bondowoso_Bondowoso
3600902331	IDN Eastern Java_Residence Madiun_Caruban
3600902431	IDN Eastern Java_Residence Blitar_Kanigoro
3600902531	IDN Eastern Java_Residence Malang_Kepanjen
3600902631	IDN Eastern Java_Residence Probolinggo_Kraksaan
3600902732	IDN Eastern Java_Residence Lamongan_Lamongan
3600902832	IDN Eastern Java_Residence Lumajang_Lumajang
3600902932	IDN Eastern Java_Residence Magetan_Magetan
3600903031	IDN Eastern Java_Residence Mojokerto_Mojosari
3600903131	IDN Eastern Java_Residence Kediri_Ngasem
3600903232	IDN Eastern Java_Residence Ngawi_Ngawi
3600903332	IDN Eastern Java_Residence Pacitan_Pacitan
3600903432	IDN Eastern Java_Residence Pamekasan_Pamekasan
3600903532	IDN Eastern Java_Residence Ponorogo_Ponorogo
3600903632	IDN Eastern Java_Residence Sampang_Sampang
3600903732	IDN Eastern Java_Residence Situbondo_Situbondo
3600903832	IDN Eastern Java_Residence Sumenep_Sumenep
3600903931	IDN Eastern Java_Residence Trenggalek_Trenggalek
3600904031	IDN Eastern Java_Residence Tuban_Tuban
3600904131	IDN Eastern Java_Residence Tulungagung_Tulungagung
3600909632	IDN Eastern Java A small city (10 000 - 100 000)
3600909740	IDN Eastern Java A village (< 10 000)
3600909850	IDN Eastern Java Rural area
3601000131	IDN Western Borneo_Residence-city Pontianak Pontianak
3601000232	IDN Western Borneo_Residence-city Singkawang Singkawang
3601000332	IDN Western Borneo_Residence Bengkayang_Bengkayang
3601000432	IDN Western Borneo_Residence Sintang_Kota Tebelian
3601000532	IDN Western Borneo_Residence Kubu Raya_Kubu
3601000632	IDN Western Borneo_Residence Melawi_Nanga Pinoh
3601000732	IDN Western Borneo_Residence Landak_Ngabang
3601000832	IDN Western Borneo_Residence Sambas_Pemangkat
3601000932	IDN Western Borneo_Residence Kapuas Hulu_Putussibau
3601001032	IDN Western Borneo_Residence Sanggau_Sanggau
3601001132	IDN Western Borneo_Residence Sekadau_Sekadau
3601001232	IDN Western Borneo_Residence Kayong Utara_Sukadana
3601001332	IDN Western Borneo_Residence Mempawah_Sungai Pinyuh
3601001432	IDN Western Borneo_Residence Ketapang_Tumbang Titi
3601009632	IDN Western Borneo A small city (10 000 - 100 000)
3601009740	IDN Western Borneo A village (< 10 000)
3601009850	IDN Western Borneo Rural area
3601100132	IDN Southern Borneo_Residence-city Banjarbaru Banjarbaru
3601100231	IDN Southern Borneo_Residence-city Banjarmasin Banjarmasin
3601100332	IDN Southern Borneo_Residence_Residence-Kotabaru_Kota Baru
3601100432	IDN Southern Borneo_Residence Banjar_Martapura
3601100532	IDN Southern Borneo_Residence Hulu Sungai Utara_Amuntai

Values	Label
3601100632	IDN Southern Borneo_Residence Hulu Sungai Tengah_Barabai
3601100732	IDN Southern Borneo_Residence Tanah Laut_Batulicin
3601100832	IDN Southern Borneo_Residence Hulu Sungai Selatan_Kandangan
3601100932	IDN Southern Borneo_Residence Tabalong_Kota Tanjung
3601101032	IDN Southern Borneo_Residence Barito Kuala_Marabahan
3601101132	IDN Southern Borneo_Residence Balangan_Paringin
3601101232	IDN Southern Borneo_Residence Tanah Bumbu_Pelaihari
3601101332	IDN Southern Borneo_Residence Tapin_Rantau
3601109632	IDN Southern Borneo A small city (10 000 - 100 000)
3601109740	IDN Southern Borneo A village (< 10 000)
3601109850	IDN Southern Borneo Rural area
3601200132	IDN Central Borneo_Residence-city Palangka Raya Palangkaraya
3601200232	IDN Central Borneo_Residence_Residence-citywaringin Timur_Sampit
3601200332	IDN Central Borneo_Residence Barito Selatan_Buntok
3601200432	IDN Central Borneo_Residence Katingan_Kasongan
3601200532	IDN Central Borneo_Residence Kapuas_Kuala Kapuas
3601200632	IDN Central Borneo_Residence Gunung Mas_Kuala Kurun
3601200732	IDN Central Borneo_Residence Seruyan_Kuala Pembuang
3601200832	IDN Central Borneo_Residence Barito Utara_Muara Teweh
3601200940	IDN Central Borneo_Residence Lamandau_Nanga Bulik
3601201031	IDN Central Borneo_Residence_Residence-citywaringin Barat_Pangkalan Bun
3601201140	IDN Central Borneo_Residence Pulang Pisau_Pulang Pisau
3601201240	IDN Central Borneo_Residence Murung Raya_Puruk Cahu
3601201332	IDN Central Borneo_Residence Sukamara_Sukamara
3601201440	IDN Central Borneo_Residence Barito Timur_Tamiang Layang
3601209632	IDN Central Borneo A small city (10 000 - 100 000)
3601209740	IDN Central Borneo A village (< 10 000)
3601209850	IDN Central Borneo Rural Area
3601300131	IDN Eastern Borneo_Residence-city Balikpapan Balikpapan
3601300232	IDN Eastern Borneo_Residence-city Bontang Bontang
3601300331	IDN Eastern Borneo_Residence-city Samarinda Samarinda
3601300432	IDN Eastern Borneo_Residence Penajam Paser Utara_Penajam
3601300532	IDN Eastern Borneo_Residence Kutai Timur_Sanggata
3601300632	IDN Eastern Borneo_Residence Kutai Barat_Sendawar
3601300732	IDN Eastern Borneo_Residence Paser_Tana Paser
3601300840	IDN Eastern Borneo_Residence Berau_Tanjung Redeb
3601300932	IDN Eastern Borneo_Residence Kutai Kartanegara_Tenggarong
3601301032	IDN Eastern Borneo_Residence Mahakam Ulu_Mahakam Ulu
3601309632	IDN Eastern Borneo A small city (10 000 - 100 000)
3601309740	IDN Central Borneo A village (< 10 000)
3601309850	IDN Central Borneo Rural area
3601400131	IDN Bangka Belitung islands_Residence-city Pangkal Pinang Pangkal Pinang
3601400232	IDN Bangka Belitung islands_Residence Bangka_Sungai Liat
3601400332	IDN Bangka Belitung islands_Residence Belitung_Tanjung Pandan
3601400432	IDN Bangka Belitung islands_Residence Bangka Tengah_Koba
3601400532	IDN Bangka Belitung islands_Residence Belitung Timur_Manggar
3601400632	IDN Bangka Belitung islands_Residence Bangka Barat_Muntok
3601400732	IDN Bangka Belitung islands_Residence Bangka Selatan_Toboali
3601409632	IDN Bangka Belitung islands A small city (10 000 - 100 000)
3601409740	IDN Bangka Belitung islands A village (< 10 000)
3601409850	IDN Bangka Belitung islands Rural area
3601500132	IDN Riau islands_Residence-city Batam Batam

Values	Label
3601500232	IDN Riau islands_Residence-city Tanjungpinang Tanjung Pinang
3601500432	IDN Riau islands_Residence Karimun_Tanjung Balai Karimun
3601500532	IDN Riau islands_Residence Bintan_Kota Kijang
3601500632	IDN Riau islands_Residence Lingga_Daik
3601500740	IDN Riau islands_Residence Natuna_Ranai
3601500840	IDN Riau islands_Residence Anambas_Tarempa
3601509632	IDN Riau islands A small city (10 000 - 100 000)
3601509740	IDN Riau islands A village (< 10 000)
3601509850	IDN Riau islands Rural area
3601600131	IDN Lampung_Residence Lampung Timur_Bandar Lampung (Tanjungkarang)
3601600232	IDN Lampung_Residence-city Metro Metro
3601600332	IDN Lampung_Residence Lampung Timur_Terbanggi Besar
3601600410	IDN Lampung_Residence-city Bandar Lampung Bandar Lampung
3601600532	IDN Lampung_Residence Way Kanan_Blambangan Umpu
3601600632	IDN Lampung_Residence Pasawaran_Gedong Tataan
3601600732	IDN Lampung_Residence Lampung Tengah_Gunung Sugih
3601600832	IDN Lampung_Residence Lampung Selatan_Kalianda
3601600932	IDN Lampung_Residence Tanggamus_Kota Agung
3601601032	IDN Lampung_Residence Lampung Utara_Kotabumi
3601601132	IDN Lampung_Residence Lampung Barat_Liwa
3601601232	IDN Lampung_Residence Tulangbawang_Menggala
3601601332	IDN Lampung_Residence Mesuji_Mesuji
3601601432	IDN Lampung_Residence Pringsewu_Pringsewu
3601601532	IDN Lampung_Residence Pesisir Barat_Pesisir Barat
3601601632	IDN Lampung_Residence Tulangbawang Barat_Tulang Bawang Tengah
3601601732	IDN Lampung_Residence Lampung Timur_Sukadana
3601609632	IDN Lampung A small city (10 000 - 100 000)
3601609740	IDN Lampung A village (< 10 000)
3601609850	IDN Lampung Rural area
3601700131	IDN Moluccas_Residence-city Ambon Ambon
3601700232	IDN Moluccas_Residence-city Tual Tual
3601700332	IDN Moluccas_Residence Seram Bagian Timur_Bula
3601700440	IDN Moluccas_Residence Kepulauan Aru_Dobo
3601700532	IDN Moluccas_Residence Maluku Tengah_Masohi
3601700632	IDN Moluccas_Residence Buru_Namlea
3601700732	IDN Moluccas_Residence Buru Selatan_Namrole
3601700832	IDN Moluccas_Residence Seram Bagian Barat_Piru
3601700931	IDN Moluccas_Residence Maluku Tenggara Barat_Saumlaki
3601701040	IDN Moluccas_Residence Maluku Barat Daya_Tiakur
3601701132	IDN Moluccas_Residence Seram Bagian Timur_Tual
3601709632	IDN Moluccas A small city (10 000 - 100 000)
3601709740	IDN Moluccas A village (< 10 000)
3601709850	IDN Moluccas Rural area
3601800132	IDN Northern Moluccas_Residence-city Ternate Ternate
3601800232	IDN Northern Moluccas_Residence-city Tidore Kepulauan Tidore Kepulauan
3601800332	IDN Northern Moluccas_Residence Pulau Morotai_Daruba
3601800432	IDN Northern Moluccas_Residence Halmahera Barat_Jailolo
3601800532	IDN Northern Moluccas_Residence Halmahera Selatan_Labuha
3601800632	IDN Northern Moluccas_Residence Halmahera Timur_Maba
3601800732	IDN Northern Moluccas_Residence Kepulauan Sula_Sanana
3601800832	IDN Northern Moluccas_Residence Halmahera Utara_Tobelo
3601800932	IDN Northern Moluccas_Residence Halmahera Tengah_Weda
3601809632	IDN Northern Moluccas A small city (10 000 - 100 000)
3601809740	IDN Northern Moluccas A village (< 10 000)

Values	Label
3601809850	IDN Northern Moluccas Rural area
3601900131	IDN Aceh_Residence-city Banda Aceh Banda Aceh
3601900232	IDN Aceh_Residence-city Langsa Langsa
3601900331	IDN Aceh_Residence-city Lhokseumawe Lhokseumawe
3601900432	IDN Aceh_Residence-city Sabang Sabang
3601900531	IDN Aceh_Residence-city Subulussalam Subulussalam
3601900632	IDN Aceh_Residence Bireuen_Bireuen
3601900732	IDN Aceh_Residence Gayo Lues_Blang Kejeran
3601900832	IDN Aceh_Residence Aceh Barat Daya_Blangpidie
3601900932	IDN Aceh_Residence Aceh Jaya_Calang
3601901031	IDN Aceh_Residence Aceh Timur_Idi Rayeuk
3601901132	IDN Aceh_Residence Aceh Tamiang_Karang Baru
3601901240	IDN Aceh_Residence Aceh Besar_Kota Jantho
3601901332	IDN Aceh_Residence Aceh Tenggara_Kutacane
3601901431	IDN Aceh_Residence Aceh Utara_Lhoksukon
3601901532	IDN Aceh_Residence Aceh Barat_Meulaboh
3601901632	IDN Aceh_Residence Pidie Jaya_Meureudu
3601901731	IDN Aceh_Residence Pidie_Sigli
3601901832	IDN Aceh_Residence Bener Meriah_Simpang Tiga Redelong
3601901932	IDN Aceh_Residence Simeulue_Sinabang
3601902032	IDN Aceh_Residence Aceh Singkil_Singkil
3601902132	IDN Aceh_Residence Nagan Raya_Suka Makmue
3601902232	IDN Aceh_Residence Aceh Tengah_Takengon
3601902332	IDN Aceh_Residence Aceh Selatan_Tapak Tuan
3601909632	IDN Aceh A small city (10 000 - 100 000)
3601909740	IDN Aceh A village (< 10 000)
3601909850	IDN Aceh Rural area
3602000132	IDN Western Lesser Sunda islands_Residence-city Bima Bima
3602000231	IDN Western Lesser Sunda islands_Residence-city Mataram Mataram
3602000332	IDN Western Lesser Sunda islands_Residence Sumbawa_Sumbawa Besar
3602000432	IDN Western Lesser Sunda islands_Residence Dompu_Dompu
3602000532	IDN Western Lesser Sunda islands_Residence Lombok Barat_Gerung
3602000631	IDN Western Lesser Sunda islands_Residence Lombok Tengah_Praya
3602000732	IDN Western Lesser Sunda islands_Residence Lombok Timur_Selong
3602000832	IDN Western Lesser Sunda islands_Residence Sumbawa Barat_Taliwang
3602000932	IDN Western Lesser Sunda islands_Residence Lombok Utara_Tanjung
3602001032	IDN Western Lesser Sunda islands_Residence Bima_Woha
3602009632	IDN Western Lesser Sunda islands A small city (10 000 - 100 000)
3602009740	IDN Western Lesser Sunda islands A village (< 10 000)
3602009850	IDN Western Lesser Sunda islands Rural area
3602100132	IDN Eastern Lesser Sunda islands_Residence Ende_Ende
3602100231	IDN Eastern Lesser Sunda islands_Residence-city Kupang Kupang
3602100232	IDN Eastern Lesser Sunda islands_Residence Belu_Atambua
3602100332	IDN Eastern Lesser Sunda islands_Residence Rote Ndao_Baa
3602100432	IDN Eastern Lesser Sunda islands_Residence Ngada_Bajawa
3602100532	IDN Eastern Lesser Sunda islands_Residence Manggarai Timur_Borong
3602100640	IDN Eastern Lesser Sunda islands_Residence Alor_Kalabahi
3602100732	IDN Eastern Lesser Sunda islands_Residence Timor Tengah Utara_Kefamenanu

Values	Label
3602100840	IDN Eastern Lesser Sunda islands_Residence Manggarai Barat_Labuan Bajo
3602100932	IDN Eastern Lesser Sunda islands_Residence Flores Timur_Larantuka
3602101032	IDN Eastern Lesser Sunda islands_Residence Lembata_Lewoleba
3602101132	IDN Eastern Lesser Sunda islands_Residence Sikka_Maumere
3602101232	IDN Eastern Lesser Sunda islands_Residence Nagekeo_Mbay
3602101332	IDN Eastern Lesser Sunda islands_Residence Kupang_Oelamasi
3602101432	IDN Eastern Lesser Sunda islands_Residence Manggarai_Ruteng
3602101532	IDN Eastern Lesser Sunda islands_Residence Sabu Raijua_Seba
3602101632	IDN Eastern Lesser Sunda islands_Residence Timor Tengah Selatan_Soe
3602101732	IDN Eastern Lesser Sunda islands_Residence Sumba Barat Daya_Tambolaka
3602101840	IDN Eastern Lesser Sunda islands_Residence Sumba Tengah_Waibakul
3602101932	IDN Eastern Lesser Sunda islands_Residence Sumba Barat_Waikabubak
3602102032	IDN Eastern Lesser Sunda islands_Residence Sumba Timur_Waingapu
3602109632	IDN Eastern Lesser Sunda islands A small city (10 000 - 100 000)
3602109740	IDN Eastern Lesser Sunda islands A village (< 10 000)
3602109850	IDN Eastern Lesser Sunda islands Rural area
3602200132	IDN Papua_Residence-city Jayapura Jayapura
3602200232	IDN Papua_Residence Asmat_Agats
3602200332	IDN Papua_Residence Biak Numfor_Biak
3602200440	IDN Papua_Residence Waropen_Botawa
3602200540	IDN Papua_Residence Mamberamo Raya_Burmeso
3602200640	IDN Papua_Residence Yalimo_Elelim
3602200731	IDN Papua_Residence Paniai_Enarotali
3602200840	IDN Papua_Residence Puncak_Ilaga
3602200932	IDN Papua_Residence Tolikara_Karubaga
3602201032	IDN Papua_Residence Nduga_Kenyam
3602201132	IDN Papua_Residence Mappi_Kepi
3602201232	IDN Papua_Residence Dogiyai_Kigamani
3602201332	IDN Papua_Residence Mamberamo Tengah_Kobakma
3602201432	IDN Papua_Residence Puncak Jaya_Kotamulia
3602201532	IDN Papua_Residence Merauke_Merauke
3602201632	IDN Papua_Residence Nabire_Nabire
3602201740	IDN Papua_Residence Pegunungan Bintang_Oksibil
3602201832	IDN Papua_Residence Sarmi_Sarmi
3602201932	IDN Papua_Residence Jayapura_Sentani
3602202032	IDN Papua_Residence Kepulauan Yapen_Serui
3602202140	IDN Papua_Residence Supiori_Sorendiweri
3602202232	IDN Papua_Residence Intan Jaya_Sugapa
3602202340	IDN Papua_Residence Yahukimo_Sumohai
3602202432	IDN Papua_Residence Boven Digoel_Tanah merah
3602202532	IDN Papua_Residence Deiyai_Tigi
3602202631	IDN Papua_Residence Mimika_Timika
3602202732	IDN Papua_Residence Lanny Jaya_Tiom
3602202832	IDN Papua_Residence Jayawijaya_Wamena
3602202940	IDN Papua_Residence Keerom_Waris
3602209632	IDN Papua A small city (10 000 - 100 000)
3602209740	IDN Papua A village (< 10 000)
3602209850	IDN Papua Rural area
3602300132	IDN Western Papua_Residence-city Sorong Sorong
3602300232	IDN Western Papua_Residence Manokwari_Manokwari
3602300340	IDN Western Papua_Residence Sorong_Aimas

Values	Label
3602300432	IDN Western Papua_Residence Teluk Bintuni_Bintuni
3602300532	IDN Western Papua_Residence Fakfak_Fak-Fak
3602300640	IDN Western Papua_Residence Tambrauw_Fef
3602300732	IDN Western Papua_Residence Kaimana_Kaimana
3602300840	IDN Western Papua_Residence Maybrat_Kumurkek
3602300940	IDN Western Papua_Residence Teluk Wondama_Rasiei
3602301040	IDN Western Papua_Residence Sorong Selatan_Teminabuan
3602301140	IDN Western Papua_Residence Raja Ampat_Waisai
3602309632	IDN Western Papua A small city (10 000 - 100 000)
3602309740	IDN Western Papua A village (< 10 000)
3602309850	IDN Western Papua Rural area
3602400132	IDN Riau_Residence-city Dumai Dumai
3602400231	IDN Riau_Residence-city Pekanbaru Pekanbaru
3602400532	IDN Riau_Residence Indragiri Hilir_Tembilahan
3602400632	IDN Riau_Residence Rokan Hilir_Bagansiapi-api
3602400732	IDN Riau_Residence Kampar_Bangkinang
3602400832	IDN Riau_Residence Bengkalis_Bengkalis
3602400932	IDN Riau_Residence Pelalawan_Pangkalan Kerinci
3602401032	IDN Riau_Residence Rokan Hulu_Pasir Pangaraian
3602401132	IDN Riau_Residence Indragiri Hulu_Rengat
3602401232	IDN Riau_Residence Kepulauan Meranti_Selatpanjang
3602401332	IDN Riau_Residence Siak_Siak Sri Indrapura
3602401432	IDN Riau_Residence Kuansing_Teluk Kuantan
3602409632	IDN Riau A small city (10 000 - 100 000)
3602409740	IDN Riau A village (< 10 000)
3602409850	IDN Riau Rural area
3602500132	IDN Western Sulawesi_Residence Mamuju_Mamuju
3602500232	IDN Western Sulawesi_Residence Majene_Majene
3602500332	IDN Western Sulawesi_Residence Mamasa_Mamasa
3602500432	IDN Western Sulawesi_Residence Mamuju Utara_Pasangkayu
3602500532	IDN Western Sulawesi_Residence Polewali Mandar_Polewali
3602509632	IDN Western Sulawesi A small city (10 000 - 100 000)
3602509740	IDN Western Sulawesi A village (< 10 000)
3602509850	IDN Western Sulawesi Rural area
3602600131	IDN Southern Sulawesi_Residence-city Makassar Makassar
3602600232	IDN Southern Sulawesi_Residence-city Palopo Palopo
3602600332	IDN Southern Sulawesi_Residence-city Parepare Pare-Pare
3602600432	IDN Southern Sulawesi_Residence Bone_Watampone (Bone)
3602600632	IDN Southern Sulawesi_Residence Wajo_Sengkang
3602600732	IDN Southern Sulawesi_Residence Gowa_Somba opu
3602600832	IDN Southern Sulawesi_Residence Sinjai_Balangnipa
3602600932	IDN Southern Sulawesi_Residence Bantaeng_Bantaeng
3602601032	IDN Southern Sulawesi_Residence Barru_Barru
3602601132	IDN Southern Sulawesi_Residence Luwu_Belopa
3602601232	IDN Southern Sulawesi_Residence Kepulauan Selayar_Benteng
3602601332	IDN Southern Sulawesi_Residence Jenepono_Bontosunggu
3602601432	IDN Southern Sulawesi_Residence Bulukumba_Bulukumba
3602601532	IDN Southern Sulawesi_Residence Enrekang_Enrekang
3602601632	IDN Southern Sulawesi_Residence Tana Toraja_Makale
3602601732	IDN Southern Sulawesi_Residence Luwu Timur_Malili
3602601832	IDN Southern Sulawesi_Residence Luwu Utara_Masamba
3602601932	IDN Southern Sulawesi_Residence Pangkajene dan Kepulauan_Pangkajene
3602602031	IDN Southern Sulawesi_Residence Takalar_Pattallassang
3602602131	IDN Southern Sulawesi_Residence Pinrang_Pinrang
3602602231	IDN Southern Sulawesi_Residence Gowa_Sungguminasa
3602602332	IDN Southern Sulawesi_Residence Maros_Turikale
3602602432	IDN Southern Sulawesi_Residence Bone_Watampone

Values	Label
3602602531	IDN Southern Sulawesi_Residence Soppeng_Watan Soppeng
3602602632	IDN Southern Sulawesi_Residence Sidenreng Rappang_Watang Sidenreng
3602609632	IDN Southern Sulawesi A small city (10 000 - 100 000)
3602609740	IDN Southern Sulawesi A village (< 10 000)
3602609850	IDN Southern Sulawesi Rural area
3602700131	IDN Central Sulawesi_Residence-city Palu Palu
3602700231	IDN Central Sulawesi_Residence Tojo Una-Una_Ampana
3602700331	IDN Central Sulawesi_Residence Morowali_Bungku
3602700431	IDN Central Sulawesi_Residence Buol_Buol
3602700531	IDN Central Sulawesi_Residence Donggala_Donggala
3602700631	IDN Central Sulawesi_Residence Banggai_Luwuk
3602700732	IDN Central Sulawesi_Residence Parigi Moutong_Parigi
3602700832	IDN Central Sulawesi_Residence Poso_Poso
3602700932	IDN Central Sulawesi_Residence Banggai Kepulauan_Salakan
3602701032	IDN Central Sulawesi_Residence Sigi_Sigi Biromaru
3602701132	IDN Central Sulawesi_Residence Toli-Toli_Toli-Toli
3602709632	IDN Central Sulawesi A small city (10 000 - 100 000)
3602709740	IDN Central Sulawesi A village (< 10 000)
3602709850	IDN Central Sulawesi Rural area
3602800132	IDN Southeastern Sulawesi_Residence-city Kendari Kendari
3602800232	IDN Southeastern Sulawesi_Residence-city Bau-Bau Bau-Bau
3602800332	IDN Southeastern Sulawesi_Residence Konawe Selatan_Andolo
3602800440	IDN Southeastern Sulawesi_Residence Buton Utara_Burangga
3602800532	IDN Southeastern Sulawesi_Residence Kolaka_Kolaka
3602800632	IDN Southeastern Sulawesi_Residence Kolaka Utara_Lasusua
3602800732	IDN Southeastern Sulawesi_Residence Buton_Pasarwajo
3602800832	IDN Southeastern Sulawesi_Residence Muna_Raha
3602800932	IDN Southeastern Sulawesi_Residence Bombana_Rumbia
3602801032	IDN Southeastern Sulawesi_Residence Konawe_Unaaha
3602801140	IDN Southeastern Sulawesi_Residence Konawe Utara_Wanggudu
3602801232	IDN Southeastern Sulawesi_Residence Wakatobi_Wangi-Wangi
3602809632	IDN Southeastern Sulawesi A small city (10 000 - 100 000)
3602809740	IDN Southeastern Sulawesi A village (< 10 000)
3602809850	IDN Southeastern Sulawesi Rural area
3602900132	IDN Northern Sulawesi_Residence-city Bitung Bitung
3602900231	IDN Northern Sulawesi_Residence-city Manado Manado
3602900331	IDN Northern Sulawesi_Residence-city_Residence-citymobagu Kotamobagu
3602900432	IDN Northern Sulawesi_Residence-city Tomohon Tomohon
3602900532	IDN Northern Sulawesi_Residence Minahasa Utara_Airmadidi
3602900632	IDN Northern Sulawesi_Residence Minahasa Selatan_Amurang
3602900740	IDN Northern Sulawesi_Residence Bolaang Mongondow Utara_Boroko
3602900840	IDN Northern Sulawesi_Residence Bolaang Mongondow_Lolak
3602900932	IDN Northern Sulawesi_Residence Kepulauan Talaud_Melonguane
3602901040	IDN Northern Sulawesi_Residence Bolaang Mongondow Selatan_Molibagu
3602901140	IDN Northern Sulawesi_Residence Kepulauan Siau Tagulandang Biaro_Ondong Siau
3602901240	IDN Northern Sulawesi_Residence Minahasa Tenggara_Ratahan
3602901332	IDN Northern Sulawesi_Residence Kepulauan Sangihe_Tahuna
3602901432	IDN Northern Sulawesi_Residence Minahasa_Tondano
3602901540	IDN Northern Sulawesi_Residence Bolaang Mongondow Timur_Tutuyan
3602909632	IDN Northern Sulawesi A small city (10 000 - 100 000)
3602909740	IDN Northern Sulawesi A village (< 10 000)

Values	Label
3602909850	IDN Northern Sulawesi Rural area
3603000132	IDN Western Sumatra_Residence-city Bukittinggi Bukittinggi
3603000231	IDN Western Sumatra_Residence-city Padang Padang
3603000340	IDN Western Sumatra_Residence-city Padangpanjang Padangpanjang
3603000432	IDN Western Sumatra_Residence-city Pariaman Pariaman
3603000531	IDN Western Sumatra_Residence-city Payakumbuh Payakumbuh
3603000632	IDN Western Sumatra_Residence-city Sawahlunto Sawahlunto
3603000732	IDN Western Sumatra_Residence-city Solok Solok
3603000832	IDN Western Sumatra_Residence Solok_Arosuka, Kecamatan Gunung Talang
3603000932	IDN Western Sumatra_Residence Tanah Datar_Batusangkar
3603001032	IDN Western Sumatra_Residence Agam_Lubuk Basung
3603001132	IDN Western Sumatra_Residence Pasaman_Lubuk Sikaping
3603001232	IDN Western Sumatra_Residence Sijunjung_Muaro Sijunjung
3603001332	IDN Western Sumatra_Residence Solok Selatan_Padang Aro
3603001440	IDN Western Sumatra_Residence Pesisir Selatan_Painan
3603001532	IDN Western Sumatra_Residence Padang Pariaman_Parit Malintang
3603001632	IDN Western Sumatra_Residence Dharmasraya_Pulau Punjung
3603001731	IDN Western Sumatra_Residence Pasaman Barat_Simpang Ampek
3603001832	IDN Western Sumatra_Residence Kepulauan Mentawai_Tua Pejat
3603009632	IDN Western Sumatra A small city (10 000 - 100 000)
3603009740	IDN Western Sumatra A village (< 10 000)
3603009850	IDN Western Sumatra Rural area
3603100100	IDN Southern Sumatra_Residence Empat Lawang
3603100132	IDN Southern Sumatra_Residence Ogan Komering Ulu_Baturaja
3603100232	IDN Southern Sumatra_Residence-city Lubuklinggau Lubuklinggau
3603100301	IDN Southern Sumatra_Residence-city Palembang Palembang
3603100432	IDN Southern Sumatra_Residence-city Prabumulih Prabumulih
3603100532	IDN Southern Sumatra_Residence Lahat_Lahat
3603100632	IDN Southern Sumatra_Residence Muara Enim_Tanjungagung
3603100740	IDN Southern Sumatra_Residence Ogan Ilir_Indralaya
3603100832	IDN Southern Sumatra_Residence Ogan Komering Ilir_Kota Kayuagung
3603100940	IDN Southern Sumatra_Residence Musi Rawas_Muara Beliti Baru
3603101032	IDN Southern Sumatra_Residence Muara Enim_Muara Enim
3603101132	IDN Southern Sumatra_Residence Ogan Komering Ulu Selatan_Muaradua
3603101232	IDN Southern Sumatra_Residence Banyuasin_Pangkalan Balai
3603101332	IDN Southern Sumatra_Residence Musi Banyuasin_Sekayu
3603101431	IDN Southern Sumatra_Residence-city Pagar Alam Pagar Alam
3603109632	IDN Southern Sumatra A small city (10 000 - 100 000)
3603109740	IDN Southern Sumatra A village (< 10 000)
3603109850	IDN Southern Sumatra Rural area
3603200132	IDN Northern Sumatra_Residence-city Medan Belawan
3603200231	IDN Northern Sumatra_Residence-city Binjai Binjai
3603200332	IDN Northern Sumatra_Residence Karo_Kabanjahe
3603200432	IDN Northern Sumatra_Residence Asahan_Kisaran
3603200501	IDN Northern Sumatra_Residence-city Medan Medan
3603200632	IDN Northern Sumatra_Residence-city Padang Sidempuan Padang Sidempuan
3603200731	IDN Northern Sumatra_Residence-city Pematang Siantar Pematangsiantar

Values	Label
3603200832	IDN Northern Sumatra_Residence-city Sibolga Sibolga
3603200932	IDN Northern Sumatra_Residence-city Tanjungbalai Tanjungbalai
3603201031	IDN Northern Sumatra_Residence-city Tebing Tinggi Tebing Tinggi
3603201132	IDN Northern Sumatra_Residence Labuhan Batu Selatan_Kota Pinang
3603201231	IDN Northern Sumatra_Residence Deli Serdang_Percut
3603201332	IDN Northern Sumatra_Residence Labuhan Batu_Rantau Prapat
3603201432	IDN Northern Sumatra_Residence-city Medan Sunggal
3603201532	IDN Northern Sumatra_Residence Deli Serdang_Tanjungmorawa
3603201632	IDN Northern Sumatra_Residence Labuhan Batu Utara_Aek Kanopan
3603201732	IDN Northern Sumatra_Residence Toba Samosir_Balige
3603201832	IDN Northern Sumatra_Residence Humbang Hasundutan_Dolok Sanggul
3603201932	IDN Northern Sumatra_Residence Nias_Gido
3603202032	IDN Northern Sumatra_Residence Padang Lawas Utara_Gunung Tua
3603202140	IDN Northern Sumatra_Residence Nias Barat_Lahomi
3603202232	IDN Northern Sumatra_Residence Batu Bara_Limapuluh
3603202340	IDN Northern Sumatra_Residence Nias Utara_Lotu
3603202432	IDN Northern Sumatra_Residence Deli Serdang_Lubuk Pakam
3603202532	IDN Northern Sumatra_Residence Tapanuli Tengah_Pandan
3603202632	IDN Northern Sumatra_Residence Samosir_Panguruan
3603202731	IDN Northern Sumatra_Residence Mandailing Natal_Panyabungan
3603202832	IDN Northern Sumatra_Residence Simalungun_Raya
3603202940	IDN Northern Sumatra_Residence Pakpak Bharat_Salak
3603203032	IDN Northern Sumatra_Residence Serdang Bedagai_Sei Rampah
3603203132	IDN Northern Sumatra_Residence Padang Lawas_Sibuhuan
3603203232	IDN Northern Sumatra_Residence Dairi_Sidikalang
3603203332	IDN Northern Sumatra_Residence Tapanuli Selatan_Sipirok
3603203432	IDN Northern Sumatra_Residence Langkat_Stabat
3603203532	IDN Northern Sumatra_Residence Tapanuli Utara_Tarutung
3603203632	IDN Northern Sumatra_Residence Nias Selatan_Teluk Dalam
3603203731	IDN Northern Sumatra_Residence-city Gunungsitoli Gunungsitoli
3603209632	IDN Northern Sumatra A small city (10 000 - 100 000)
3603209740	IDN Northern Sumatra A village (< 10 000)
3603209850	IDN Northern Sumatra Rural area
3603300132	IDN Yogyakarta_Residence Bantul_Banguntapan
3603300232	IDN Yogyakarta_Residence Bantul_Bantul
3603300331	IDN Yogyakarta_Residence Sleman_Depok
3603300432	IDN Yogyakarta_Residence Sleman_Gamping
3603300532	IDN Yogyakarta_Residence Sleman_Godean
3603300632	IDN Yogyakarta_Residence Bantul_Kasih
3603300731	IDN Yogyakarta_Residence-city Yogyakarta_Yogyakarta
3603300832	IDN Yogyakarta_Residence Bantul_Sewon
3603300931	IDN Yogyakarta_Residence Sleman_Sleman
3603301032	IDN Yogyakarta_Residence Kulon Progo_Wates
3603301132	IDN Yogyakarta_Residence Gunung Kidul_Wonosari
3603309632	IDN Yogyakarta A small city (10 000 - 100 000)
3603309740	IDN Yogyakarta A village (< 10 000)
3603309850	IDN Yogyakarta Rural area
3603400132	IDN North Kalimantan_Residence Malinau_Malinau
3603400231	IDN North Kalimantan_Residence Nunukan_Nunukan
3603400332	IDN North Kalimantan_Residence Bulungan_Tanjung Selor

Values	Label
3603400431	IDN North Kalimantan_Residence-city Tarakan Tarakan
3603400440	IDN North Kalimantan_Residence Tana Tidung_Tideng Pale
3603409632	IDN North Kalimantan Another city (10 000 - 100 000)
3603409740	IDN North Kalimantan A village (< 10 000)
3603409850	IDN North Kalimantan Rural area
8000100132	UGA Central Entebbe
8000100201	UGA Central Kampala
8000100331	UGA Central Kira
8000100432	UGA Central Masaka
8000100532	UGA Central Mityana
8000100632	UGA Central Mpigi
8000100732	UGA Central Mukono
8000100832	UGA Central Nansana
8000100932	UGA Central Njeru
8000109632	UGA Central A small city (10 000 - 100 000)
8000109704	UGA Central A village (< 10 000)
8000109805	UGA Central Rural area
8000200132	UGA Eastern Bugembe
8000200232	UGA Eastern Bukedea
8000200332	UGA Eastern Busia
8000200432	UGA Eastern iganga
8000200532	UGA Eastern Jinja
8000200632	UGA Eastern Mbale
8000200732	UGA Eastern Pallisa
8000200832	UGA Eastern Soroti
8000200932	UGA Eastern Tororo
8000209632	UGA Eastern A small city (10 000 - 100 000)
8000209704	UGA Eastern A village (< 10 000)
8000209805	UGA Eastern Rural area
8000300132	UGA Northern Adjumani
8000300232	UGA Northern Arua
8000300331	UGA Northern Gulu
8000300432	UGA Northern Kitgum
8000300532	UGA Northern Koboko
8000300631	UGA Northern Lira
8000300732	UGA Northern Nebbi
8000300832	UGA Northern Paidha
8000300932	UGA Northern Yumbe
8000309632	UGA Northern A small city (10 000 - 100 000)
8000309704	UGA Northern A village (< 10 000)
8000309805	UGA Northern Rural area
8000400132	UGA Western Buliisa
8000400232	UGA Western Fort Portal
8000400332	UGA Western Hima
8000400432	UGA Western Hoima
8000400532	UGA Western ibanda
8000400632	UGA Western ishaka-Bushenyi
8000400732	UGA Western Kabale
8000400832	UGA Western Kasese
8000400932	UGA Western Masindi
8000401032	UGA Western Mbarara
8000409632	UGA Western A small city (10 000 - 100 000)
8000409704	UGA Western A village (< 10 000)
8000409805	UGA Western Rural area
NROFJOB1	Has a paid job - as an employee, self-employed or otherwise
0	No
1	Yes
GENDER	GENDER

Values	Label
0	Male
1	Female
DWC01_RESULT	dwc01_I earn at least the minimum wage announced by the Government
0	No
1	Yes
DWC02_RESULT	dwc02_According to law Did you receive your last wage on time
0	No
1	Yes
DWC03_RESULT	dwc03_According to law
0	No
1	Yes
DWC06_RESULT	dwc06_According to law
0	No
1	Yes
DWC08_RESULT	dwc08_According to law
0	No
1	Yes
DWC09_RESULT	dwc09_According to law
0	No
1	Yes
DWC11_RESULT	dwc11 - According to law
0	No
1	Yes
DWC12_RESULT	dwc12 - According to law
0	No
1	Yes
DWC13_RESULT	dwc13 - According to law
0	No
1	Yes
DWC14_RESULT	dwc14 - According to law
0	No
1	Yes
DWC18_RESULT	dwc18_According to law
0	No
1	Yes
DWC19_RESULT	dwc19_According to law
0	No
1	Yes
DWC20_RESULT	dwc20_According to law
0	No
1	Yes
DWC21_RESULT	dwc21_According to law
0	No
1	Yes
DWC22_RESULT	dwc22_According to law
0	No
1	Yes
DWC24_RESULT	dwc24_According to law
0	No
1	Yes
DWC26_RESULT	dwc26_According to law
0	No
1	Yes
DWC27_RESULT	dwc27_According to law
0	No
1	Yes
DWC28_RESULT	dwc28_According to law

Values	Label
0	No
1	Yes
DWC31_RESULT	dwc31_According to law
0	No
1	Yes
DWC32_RESULT	dwc32_According to law
0	No
1	Yes
DWC33_RESULT	dwc33_According to law
0	No
1	Yes
DWC34_RESULT	dwc34_According to law
0	No
1	Yes
DWC35_RESULT	dwc35_According to law
0	No
1	Yes
DWC36_RESULT	dwc36_According to law
0	No
1	Yes
DWC37_RESULT	dwc37_According to law
0	No
1	Yes
DWC38_RESULT	dwc38_According to law
0	No
1	Yes
DWC41_RESULT	dwc41_According to law
0	No
1	Yes
DWC42_RESULT	dwc42_According to law
0	No
1	Yes
DWC43_RESULT	dwc43 - According to law
0	No
1	Yes
DWC47_RESULT	dwc47_According to law
0	No
1	Yes
DWC48_RESULT	dwc48_According to law
0	No
1	Yes
DWC49_RESULT	dwc49_According to law
0	No
1	Yes
DWC04B_RESULT	dwc04b_According to law
0	No
1	Yes
DWC07A_RESULT	dwc07a_According to law
0	No
1	Yes
DWC07B_RESULT	dwc07b_According to law
0	No
1	Yes
DWC10A_RESULT	dwc10a - According to law
0	No
1	Yes
DWC10B_RESULT	dwc10b - According to law
0	No
1	Yes

Values	Label
DWC15A_RESULT	dwc15a_According to law
0	No
1	Yes
DWC15B_RESULT	dwc15b_According to law
0	No
1	Yes
DWC25A_RESULT	dwc25a_According to law
0	No
1	Yes
DWC25B_RESULT	dwc25b_According to law
0	No
1	Yes
DWC25C_RESULT	dwc25c_According to law
0	No
1	Yes
DWC29A_RESULT	dwc29a_According to law
0	No
1	Yes
DWC29B_RESULT	dwc29b_According to law
0	No
1	Yes
DWC45A_RESULT	dwc45a_According to law
0	No
1	Yes
DWC45B_RESULT	dwc45b_According to law
0	No
1	Yes
DWC39IV_RESULT	dwc39IV_According to law
0	No
1	Yes
DWC39XI_RESULT	dwc39XI_According to law
0	No
1	Yes
REGICITY	Urbanisation level (Mapping based on REGIHOM2)
10	A large city (1 - 2 million)
20	The suburbs of a large/metro city
30	A town or a small city (10,000 - 1 million)
31	A town (100,000 - 1 million)
32	A small city (10,000 - 100,000)
40	A village (less than 10 000)
50	Rural area
70	Metropolitan city
99	Other or abroad
regi_capital	Capital region (Mapping based on REGIHOM1)
0	No
1	Yes
Continent	Continent
1	Africa
3	Asia
FIRMMNE_MDN	Employed in multinational company
0	No
1	Yes
COUNTRYR	Country of residence
231	Ethiopia
360	Indonesia
800	Uganda
COUNTRYW	Country of work
231	Ethiopia
360	Indonesia

Values	Label
800	Uganda
FACTORY_SURVEY	Worker included in Factory survey?
0	No
1	Yes
DWC_WAVE	Is this the first time that workers in the factory complete the Decent Work Survey, or the second or third time?
1	1st time
2	2nd time
3	3rd time
ISCO08lv1	ISCO 2008 skill levels 1 - 4
1	Unskilled
2	Semi-skilled
3	Skilled
4	Highly skilled
NACE2002	NACE-rev2.0 industries 2 digit
1	Crop and animal production, hunting and related service activities
13	Manufacture of textiles
14	Manufacture of wearing apparel
15	Manufacture of leather and related products
18	Printing and reproduction of recorded media
22	Manufacture of rubber and plastic products
47	Retail trade, except of motor vehicles and motorcycles
55	Accommodation
56	Food and beverage service activities
NACE2001	NACE-rev2.0 industries 1 digit
1	A Agriculture, forestry and fishing
3	C Manufacturing
7	G Wholesale and retail trade; repair of motor vehicles and motorcycles
9	I Accommodation and food service activities
NACE2000	NACE-rev2.0 industries four groups
1	Agricult, manufacturing, construction
2	Trade, transport, hospitality
NACE_REV2_MEASUREMENT_LEVEL	NACE_Rev2_measurement_level in sector2_API
4	4 digit
ISIC_REV4_2DGT	International Standard Industrial Classification of All Economic Activities Rev 4 2 digit
1	Crop and animal production, hunting and related service activities
13	Manufacture of textiles
14	Manufacture of wearing apparel
15	Manufacture of leather and related products
18	Printing and reproduction of recorded media
22	Manufacture of rubber and plastic products
47	Retail trade, except of motor vehicles and motorcycles
55	Accommodation
56	Food and beverage service activities
EDUCAT1	Highest level of education, current for students - API
23100100	ETH No education
23100210	ETH Primary
23100321	ETH General secondary education
23100431	ETH Higher education entrance certificate
23100533	ETH pre school certificate
23100633	ETH First cyle primary teaching certificate
23100733	ETH Second cycle primary teaching certificate
23100833	ETH Technical/Vocational education training
23100951	ETH University bachelor degree
23101051	ETH University master degree

Values	Label
23101152	ETH Secondary teaching diploma
23101260	ETH PhD degree
36000100	IDN No formal education
36000310	IDN Primary school
36000420	IDN Junior secondary, general
36000530	IDN Senior secondary, general
36000630	IDN Senior secondary, technical/vocational
36000750	IDN Diploma I programmes
36000850	IDN Diploma II programmes
36000950	IDN Diploma III programmes
36001150	IDN University degree stream
36001250	IDN Specialist I programmes
36001350	IDN Masters programmes
36001460	IDN Specialist II programmes
36001560	IDN Doctorate programmes
36001600	IDN Quranic school Madrasa
80000100	UGA No formal education
80000210	UGA Primary Education
80000320	UGA Lower secondary (O level)
80000420	UGA Lower secondary (non O level, including technical and vocational schools, farm schools)
80000530	UGA Upper secondary (A level)
80000630	UGA Upper secondary other (including technical institutes, community polytechnics and primary teachers colleges)
80000730	UGA College diploma
80000850	UGA Bachelor
80000950	UGA Postgraduate diploma
80001050	UGA Masters
80001160	UGA Ph.D
80001200	UGA Quranic school Madrasa