

Statistics Canada: WES electronic data dictionary

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WORKPLACE - Technology use

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Variables List

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A



ACTN	Other labour-related actions
ACTN_DAY	Other labour-related actions days
ADD_1	Own illness or disability
ADD_2	Childcare unavailable
ADD_3	Personal or family responsibilities
ADD_4	Going to school
ADD_5	Additional hours not offered by employer
ADD_6	Payment of additional hours not sufficient
ADD_7	Transportation problems
ADD_8	No reason
ADD_9	Other, specify
ADD_HRS	Preferred # of additional hours per week
AIDS_DIS	Need altered facilities-equip. aids
ALLW_ALL	Severance Allowances available to all
ALLW_AV1	Severance Allowances available to management
ALLW_AV2	Severance Allowances available to non-management non-union
ALLW_AV3	Severance Allowances available to non-management union
ALLW_FD	Severance Allowances funding
ALLW_NA	Severance Allowances not available
ALLW_PT	Severance Allowances for part-time employees
AMTRAIN	Amount of training

<u>ANRE_ALL</u>	Annual reimbursement for an employee available to all
<u>ANRE_AV1</u>	Annual reimbursement available to management
<u>ANRE_AV2</u>	Annual reimbursement available to non-management non-union
<u>ANRE_AV3</u>	Annual reimbursement plan available to non-management union
<u>ANRE_NA</u>	Annual reimbursement not available
<u>ANRE_PT</u>	Annual reimbursement for part-time employees
<u>AP1LRN_1</u>	Self-learning (manuals, books, on-line tutorials, etc)
<u>AP1LRN_2</u>	Employer-paid formal training
<u>AP1LRN_3</u>	Self-paid formal training
<u>AP1LRN_4</u>	On-the-job training (co-workers, supervisors, resource people)
<u>AP1LRN_5</u>	University or community college courses
<u>AP1LRN_6</u>	Other, specify
<u>AP1_MORE</u>	Where learned more
<u>AP1_MOST</u>	Most helpful method for learning 1st app.
<u>APP1</u>	First application most used
<u>APP1_TIM</u>	Time spent on first application
<u>APP2</u>	Second application most used
<u>APP2_TIM</u>	Time spent on second application
<u>APP3</u>	Third application most used
<u>APP3_TIM</u>	Time spent on third application
<u>ASSIS</u>	Employee assistance
<u>AUTHGRV</u>	Final authority to settle grievances
<u>AVTRAIN</u>	Availability of training
B	
<u>BET6TO6</u>	Working between 6 and 6 
<u>BIRTHDAT</u>	Employee birth date
<u>BLMA</u>	Standard Size

<u>BNFC_ALL</u>	Supp. to EI ben. available to all
<u>BNFC_AV1</u>	Supp. to EI ben. available to management
<u>BNFC_AV2</u>	Supp. to EI ben. available to non-management non-union
<u>BNFC_AV3</u>	Supp. to EI ben. available to non-management union
<u>BNFC_FD</u>	Supp. to UI ben. funding
<u>BNFC_NA</u>	Supp. to EI ben. not available
<u>BNFC_PT</u>	Supp. to ben. for part-time employees
<u>BNFC_SW</u>	Availability of non-wage benefits
<u>BON_PAY</u>	Earnings from bonus payments
<u>BORN_CND</u>	Born in Canada

C





<u>CBA</u>	Covered by CBA
<u>CBAG10_1</u>	Cost of living adjustments: written agreements
<u>CBAG10_2</u>	Cost of living adjustments: regular discussions
<u>CBAG10_3</u>	Cost of living adjustments: ad hoc agreements
<u>CBAG10_4</u>	Cost of living adjustments: no provision
<u>CBAG1_1</u>	Technological change: written agreements
<u>CBAG1_2</u>	Technological change: regular discussions
<u>CBAG1_3</u>	Technological change: ad hoc agreements
<u>CBAG1_4</u>	Technological change: no provision
<u>CBAG2_1</u>	Workplace reorganization: written agreements
<u>CBAG2_2</u>	Workplace reorganization: regular discussions
<u>CBAG2_3</u>	Workplace reorganization: ad hoc agreements
<u>CBAG2_4</u>	Workplace reorganization: no provision
<u>CBAG3_1</u>	Employee participation: written agreements

<u>CBAG3_2</u>	Employee participation: regular discussions
<u>CBAG3_3</u>	Employee participation: ad hoc agreements
<u>CBAG3_4</u>	Employee participation: no provision
<u>CBAG4_1</u>	Occupational health and safety: written agreements
<u>CBAG4_2</u>	Occupational health and safety: regular discussions
<u>CBAG4_3</u>	Occupational health and safety: ad hoc agreements
<u>CBAG4_4</u>	Occupational health and safety: no provision
<u>CBAG5_1</u>	Employment equity: written agreements
<u>CBAG5_2</u>	Employment equity: regular discussions
<u>CBAG5_3</u>	Employment equity: ad hoc agreements
<u>CBAG5_4</u>	Employment equity: no provision
<u>CBAG6_1</u>	Pay equity: written agreements
<u>CBAG6_2</u>	Pay equity: regular discussions
<u>CBAG6_3</u>	Pay equity: ad hoc agreements
<u>CBAG6_4</u>	Pay equity: no provision
<u>CBAG7_1</u>	Job security/lay-offs: written agreements
<u>CBAG7_2</u>	Job security/lay-offs: regular discussions
<u>CBAG7_3</u>	Job security/lay-offs: ad hoc agreements
<u>CBAG7_4</u>	Job security/lay-offs: no provision
<u>CBAG8_1</u>	Contracting out: written agreements
<u>CBAG8_2</u>	Contracting out: regular discussions
<u>CBAG8_3</u>	Contracting out: ad hoc agreements
<u>CBAG8_4</u>	Contracting out: no provision
<u>CBAG9_1</u>	Education and training: written agreements
<u>CBAG9_2</u>	Education and training: regular discussions

<u>CBAG9_3</u>	Education and training: ad hoc agreements
<u>CBAG9_4</u>	Education and training: no provision
<u>CBA_AD</u>	No of Administrative covered by CBA
<u>CBA_EMP</u>	Non-management employees with CBA
<u>CBA_OT</u>	No of Other covered by CBA
<u>CBA_PR</u>	No of Professionals covered by CBA
<u>CBA_SL</u>	No of Sales covered by CBA
<u>CBA_TC</u>	No of Technical covered by CBA
<u>CBA_UN</u>	No of Production workers covered by CBA
<u>CHILDCA</u>	Childcare
<u>CIRCLE</u>	Team or circle concerned with quality
<u>CLASSTR</u>	Received classroom training
<u>CMPRS_WK</u>	Compressed workweek
<u>CMP_CAN</u>	Competitions with Canadian-owned firms
<u>CMP_FRM</u>	Number of firms competing in most important market
<u>CMP_LOC</u>	Competitions with locally-owned firms
<u>CMP_NONE</u>	No Competition from other firms
<u>CMP_OTH</u>	Competitions with Other internationally-owned enterprises (other
<u>CMP_USA</u>	Competitions with American-owned firms
<u>CNTR_OUT</u>	Contractors outside this workplace
<u>CNTR_WKP</u>	Contractors at this workplace
<u>COMN_LAW</u>	Common-law partner
<u>COM_CODE(EE)</u>	Employee completion code
<u>COM_CODE(ER)</u>	Workplace completion code
<u>COURSES</u>	Number of courses taken
<u>CPU_CTRL</u>	Implementation of computer-controlled/assisted tech.

<u>CPU_USER</u>	Number of employees using computers
<u>CTL_AD1</u>	Administrative using MRI
<u>CTL_AD2</u>	Administrative using SMRI
<u>CTL_CST1</u>	Cost of MRI
<u>CTL_CST2</u>	Cost of SMRI
<u>CTL_DUR1</u>	Duration of training for MRI
<u>CTL_DUR2</u>	Duration of training for SMRI
<u>CTL_MN1</u>	Managers using MRI
<u>CTL_MN2</u>	Managers using SMRI
<u>CTL_OT1</u>	Others using MRI
<u>CTL_OT2</u>	Other workers using SMRI
<u>CTL_PR1</u>	Professionals using MRI
<u>CTL_PR2</u>	Professionals using SMRI
<u>CTL_SL1</u>	Sales using MRI
<u>CTL_SL2</u>	Sales using SMRI
<u>CTL_TC1</u>	Technical using MRI
<u>CTL_TC2</u>	Technical using SMRI
<u>CTL_TRN1</u>	No of employees trained for MRI
<u>CTL_TRN2</u>	No of employees trained for SMRI
<u>CTL_UN1</u>	Production workers using MRI
<u>CTL_UN2</u>	Production workers using SMRI
<u>CTL_USE1</u>	No of employees using MRI
<u>CTL_USE2</u>	No of employees using SMRI
<u>CVFT_AD</u>	Non-management FT Clerical/ Administrative covered by CA
<u>CVFT_OT</u>	Non-management FT Others covered by CA
<u>CVFT_PR</u>	Non-management FT Professionals covered by CA
<u>CVFT_SL</u>	Non-management FT Marketing/Sales covered by CA
<u>CVFT_TC</u>	Non-management FT Technical/Trades covered by CA
<u>CVFT_UN</u>	Non-management FT Production workers covered by CA

<u>CVNM_FT</u>	Full-time non-management employees with CBA
<u>CVNM_PT</u>	Part-time non-management employees with CBA
<u>CVPT_AD</u>	Non-management PT Clerical/ Administrative covered by CA
<u>CVPT_OT</u>	Non-management PT Others covered by CA
<u>CVPT_PR</u>	Non-management PT Professionals covered by CA
<u>CVPT_SL</u>	Non-management PT Marketing/Sales covered by CA
<u>CVPT_TC</u>	Non-management PT Technical/Trades covered by CA
<u>CVPT_UN</u>	Non-management PT Production workers covered by CA
D	
<u>DATE44B1</u>	Date of most recent implementation (MRI)
<u>DATE44B2</u>	Date of second most recent implementation (SMRI)
<u>DATE45B1</u>	Date of most recent implementation (MRI)
<u>DATE45B2</u>	Date of second most recent implementation
<u>DATE46B1</u>	Date of most recent implementation (MRI)
<u>DATE46B2</u>	Date of second most recent implementation (SMRI)
<u>DAYS_LAY</u>	Days off due to lay-offs
<u>DAYS_LCK</u>	Days off due to lockouts
<u>DAYS_STR</u>	Days off due to strikes
<u>DAYS_WK</u>	Days per week worked
<u>DAY_1NPD</u>	# days most recent course
<u>DAY_2NPD</u>	# days second most recent course
<u>DAY_DEV</u>	Number of days of training technology
<u>DAY_LYFF</u>	Person-days spent temporarily off

<u>DAY_TECH</u>	Number of days of training technology
<u>DENTAL</u>	Dental plan
<u>DIFF_ANY</u>	Difficulty if any
<u>DISABLTY</u>	Disability programs switch
<u>DNTL_ALL</u>	Dental care available to all
<u>DNTL_AV1</u>	Dental care available to management
<u>DNTL_AV2</u>	Dental care available to non-management non-union
<u>DNTL_AV3</u>	Dental care available to non-management union
<u>DNTL_FD</u>	Dental care funding
<u>DNTL_NA</u>	Dental care not available
<u>DNTL_PT</u>	Dental care for part-time employees
<u>DOCKET</u>	Docket number (HO & RDC)
<u>DOM_IND</u>	WES Industry Aggregation
<u>DOM_REG</u>	Region (HO only)
<u>DOM_SIZE</u>	Size (HO only)
<u>DOWNSIZE</u>	Number of employees downsized
<u>DPND_KID</u>	Dependent children
<u>DUTY_HOM</u>	Duties at home
<u>DUTY_LOC</u>	Location of duty code
E	
<u>EARN1</u>	Weekly earnings job1
<u>EARN2</u>	Weekly earnings job 2
<u>EARN20KL</u>	Number of employees earning less than \$20,000
<u>EARN20KP</u>	Number of employees earning between \$20,001-40,000
<u>EARN40KP</u>	Number of employees earning between \$40,001 - \$60,000
<u>EARN60KP</u>	Number of employees earning between \$60,001-\$80,000
<u>EARN80KP</u>	Number of employees earning \$80k+
<u>EDC12_1</u>	Past twelve months -- Trade-vocational

<u>EDC12_10</u>	Past twelve months -- Degree in medicine
<u>EDC12_11</u>	Past twelve months -- Ph.D.
<u>EDC12_12</u>	Past twelve months -- Industry certified
<u>EDC12_13</u>	Past twelve months -- Other, specify
<u>EDC12_2</u>	Past twelve months -- Some college
<u>EDC12_3</u>	Past twelve months -- Completed college
<u>EDC12_4</u>	Past twelve months -- Some university
<u>EDC12_5</u>	Past twelve months -- Teacher's college
<u>EDC12_6</u>	Past twelve months -- University below B.Sc.
<u>EDC12_7</u>	Past twelve months -- B.Sc.
<u>EDC12_8</u>	Past twelve months -- University above B.Sc.
<u>EDC12_9</u>	Past twelve months -- M.Sc.
<u>EDC_1</u>	Additional education --Trade-vocational
<u>EDC_10</u>	Additional education -- Degree in medicine
<u>EDC_11</u>	Additional education -- Ph.D.
<u>EDC_12</u>	Additional education -- Industry certified
<u>EDC_13</u>	Additional education -- Other, specify
<u>EDC_2</u>	Additional education -- Some college
<u>EDC_3</u>	Additional education -- Completed college
<u>EDC_4</u>	Additional education -- Some university
<u>EDC_5</u>	Additional education -- Teacher's college
<u>EDC_6</u>	Additional education -- University below B.Sc.
<u>EDC_7</u>	Additional education -- B.Sc.
<u>EDC_8</u>	Additional education -- University above B.Sc.
<u>EDC_9</u>	Additional education -- M.Sc.

<u>EFFECT1</u>	Effect of implementation: profit margin
<u>EFFECT10</u>	Effect of implementation: material requirements
<u>EFFECT11</u>	Effect of implementation: design costs
<u>EFFECT12</u>	Effect of implementation: shares in local market
<u>EFFECT13</u>	Effect of implementation: shares reg./ national market
<u>EFFECT14</u>	Effect of implementation: shares foreign markets
<u>EFFECT15</u>	Effect of implementation: interactions with customers
<u>EFFECT16</u>	Effect of implementation: interactions with suppliers
<u>EFFECT17</u>	Effect of implementation: Environmental regulations
<u>EFFECT18</u>	Effect of implementation: health & safety regulations
<u>EFFECT19</u>	Effect of implementation: other, specify
<u>EFFECT2</u>	Effect of implementation: quality of product/service
<u>EFFECT20</u>	Effect of implementation: other, specify
<u>EFFECT21</u>	Effect of implementation: other, specify
<u>EFFECT3</u>	Effect of implementation: technological capabilities
<u>EFFECT4</u>	Effect of implementation: working conditions
<u>EFFECT5</u>	Effect of implementation: lead times
<u>EFFECT6</u>	Effect of implementation: range of products/services
<u>EFFECT7</u>	Effect of implementation: labour requirements
<u>EFFECT8</u>	Effect of implementation: energy requirements
<u>EFFECT9</u>	Effect of implementation: capital requirements
<u>ELDER</u>	Elder care
<u>EMPRRSP</u>	Employer contribution to RRSP
<u>EMPSTCK</u>	Employer contribution to stock

<u>EMP_BSW1-EMP_BSW100</u>	Bootstap weights employees
<u>EMP_DIS</u>	Employer provides altered facilities-equip.
<u>EMP_FINAL_WT</u>	Final Weight
<u>EMP_HLP</u>	Employer helping with training
<u>EMP_SAL</u>	Wage
<u>EMP_TYPE</u>	
<u>END_DATE</u>	End date of most recently completed fiscal year
<u>EQUIPAID</u>	Equipment paid by employer
<u>EQUIP_1</u>	Computer hardware/software
<u>EQUIP_2</u>	Internet access
<u>EQUIP_3</u>	Modem/fax
<u>EQUIP_4</u>	Cellular phone, pager, beeper
<u>EQUIP_5</u>	Other equipment or supplies, specify
<u>EQUIP_6</u>	Reimbursement of costs
<u>ETH_1</u>	Canadian
<u>ETH_10</u>	Inuit (Eskimo)
<u>ETH_11</u>	Japanese
<u>ETH_12</u>	Korean
<u>ETH_13</u>	Latin American
<u>ETH_14</u>	Metis
<u>ETH_15</u>	North American Indian
<u>ETH_16</u>	North African
<u>ETH_17</u>	South East Asian
<u>ETH_18</u>	West Asian
<u>ETH_19</u>	Other, specify
<u>ETH_2</u>	British
<u>ETH_3</u>	French
<u>ETH_4</u>	Any other European groups
<u>ETH_5</u>	Arab
<u>ETH_6</u>	Black
<u>ETH_7</u>	Chinese
<u>ETH_8</u>	East Indian
<u>ETH_9</u>	Filipino
<u>EXPCMP1</u>	Trainers' salaries
<u>EXPCMP2</u>	Trainees' salaries
<u>EXPCMP3</u>	Contracts to vendors


<u>EXPCMP4</u>	Direct tuition to schools or training institutions
<u>EXPCMP5</u>	Training materials
<u>EXPCMP6</u>	Travel or living costs for trainees and trainers
<u>EXPCMP7</u>	Overhead or office costs for training
<u>EXPCMP8</u>	Other training expenses
<u>EXPCMP9</u>	Other
<u>EXPNDTR</u>	Gross expenditures
<u>EXPN_WKP</u>	Expenditures only for this location
F	
<u>FACTOR1</u>	Lack of financial resources
<u>FACTOR10</u>	Other
<u>FACTOR11</u>	None
<u>FACTOR2</u>	Lack of skilled personnel
<u>FACTOR3</u>	Lack of information on technologies
<u>FACTOR4</u>	Lack of information on markets
<u>FACTOR5</u>	Deficiencies in availability of external tech. serv.
<u>FACTOR6</u>	Internal resistance to change
<u>FACTOR7</u>	Barriers to cooperation with other firms
<u>FACTOR8</u>	Barriers to cooperation with institutions
<u>FACTOR9</u>	Government standards and regulations
<u>FAM_INCM</u>	Total family income
<u>FEED</u>	Employee feedback
<u>FILTCODE(EE)</u>	Employee response code
<u>FILTCODE(ER)</u>	Workplace response code
<u>FIL_GRIE</u>	Filed a grievance past 12 months
<u>FISCAL12</u>	Workplace having completed one fiscal year
<u>FITNESS</u>	Fitness
<u>FLBN_ALL</u>	Flexible benefit plan available to all

<u>FLBN_AV1</u>	Flexible benefit plan available to management
<u>FLBN_AV2</u>	Flexible benefit plan available to non-management non-union
<u>FLBN_AV3</u>	Flexible benefit plan available to non-management union
<u>FLBN_FD</u>	Flexible benefit plan funding
<u>FLBN_NA</u>	Flexible benefit plan not available
<u>FLBN_PT</u>	Flexible benefit plan for part-time employees
<u>FLEX_HRS</u>	Work flexible hours
<u>FLOWTYPE</u>	Employee flowtype
<u>FRMLGRV</u>	Formal grievance system
<u>FULL_AD</u>	Full-time Administrative
<u>FULL_MN</u>	Full-time Management
<u>FULL_OT</u>	Full-time Others
<u>FULL_PR</u>	Full-time Professionals
<u>FULL_SL</u>	Full-time Sales
<u>FULL_TC</u>	Full-time Technical
<u>FULL_TIM</u>	Full-time employees
<u>FULL_UN</u>	Full-time Production workers
<u>F_ASSETS</u>	Assets held by foreign interests (%)

G



<u>GAINS</u>	Group incentives systems
<u>GAINS_AD</u>	Productivity/Quality gain-sharing (administrative)
<u>GAINS_MN</u>	Productivity/Quality gain-sharing (Managers)
<u>GAINS_OT</u>	Productivity/Quality gain-sharing (Others)
<u>GAINS_PR</u>	Productivity/Gain-sharing (Professionals)
<u>GAINS_SL</u>	Productivity/Quality gain-sharing (Marketing/Sales)
<u>GAINS_TC</u>	Productivity/Quality gain-sharing (Technical/Trade)
<u>GAINS_UN</u>	Productivity/Quality gain-sharing (Production workers)
<u>GENDER</u>	Gender

<u>GOALMC 1</u>	Working towards a trade or vocational certificate or diploma
<u>GOALMC 2</u>	Working towards a degree or diploma
<u>GOALMC 3</u>	Working towards a professional designation
<u>GOALMC 4</u>	Increase literacy or numeracy skill
<u>GOALMC 5</u>	Other, specify
<u>GRAD HS</u>	Graduated from high school
<u>GRIEV</u>	Formal grievance, complaint system
<u>GRSPAYRL</u>	Total Gross Payroll
H	
<u>HIG GRAD</u>	Highest grade of ele. or hs completed
<u>HIRE 1</u>	Skill tests
<u>HIRE 10</u>	Test on general knowledge or literacy skills
<u>HIRE 11</u>	None
<u>HIRE 2</u>	Aptitude or other personality testing
<u>HIRE 3</u>	Security check
<u>HIRE 4</u>	Medical examination
<u>HIRE 5</u>	Drug test
<u>HIRE 6</u>	Tests administered by a recruitment agency
<u>HIRE 7</u>	Other type of testing or screening
<u>HIRE 8</u>	Personal interview
<u>HIRE 9</u>	Test on job related knowledge
<u>HME ACT</u>	Limited activity at home
<u>HOURS AD</u>	Administrative paid hours
<u>HOURS MN</u>	Managers paid hours
<u>HOURS OT</u>	Other paid hours
<u>HOURS PR</u>	Professionals paid hours
<u>HOURS SL</u>	Sales paid hours
<u>HOURS TC</u>	Technical paid hours
<u>HOURS UN</u>	Production workers paid hours
<u>HRS HOM</u>	Hours worked at home

<u>HRS_JOB1</u>	# hours work at job1
<u>HRS_JOB2</u>	# hours work at job 2
<u>HRS_MAX</u>	Maximum paid hours per week
<u>HRS_MIN</u>	Minimum paid hours per week
<u>HRS_USL</u>	Usual hours per week
<u>HRS_WK</u>	Average paid hours per week excluding overtime
<u>HR_RESP</u>	Responsible for human resources matters
<u>HR_WAGEB</u>	Converted hourly wage no extra earnings
<u>HR_WAGET</u>	Converted hourly wages
I	
<u>IMGR_YR</u>	Year of immigration
<u>IMPACT1</u>	Impact on profitability
<u>IMPACT10</u>	Impact on absenteeism
<u>IMPACT11</u>	Impact on number of levels in hierarchy
<u>IMPACT12</u>	Impact on quality of products/ services
<u>IMPACT13</u>	Impact on time between order and delivery
<u>IMPACT14</u>	Impact on ability to measure performance
<u>IMPACT2</u>	Impact on costs
<u>IMPACT3</u>	Impact on labour-management relationship
<u>IMPACT4</u>	Impact on product/service differentiation
<u>IMPACT5</u>	Impact on productivity
<u>IMPACT6</u>	Impact on labour turnover
<u>IMPACT7</u>	Impact on automation of production processes
<u>IMPACT8</u>	Impact on level of inventories
<u>IMPACT9</u>	Impact on used time for physical plant and equipment
<u>IMPC_BEN</u>	Impact on benefits
<u>IMPV_PRC</u>	Innovation: Improved processes
<u>IMPV_PRD</u>	Innovation: improved products or services

<u>IMP_GRIE</u>	Grieving improve
<u>INCEN</u>	Individual incentive systems
<u>INCEN_AD</u>	Individual incentive (Administrative)
<u>INCEN_MN</u>	Individual incentive (Managers)
<u>INCEN_OT</u>	Individual incentive (Others)
<u>INCEN_PR</u>	Individual incentive (Professionals)
<u>INCEN_SL</u>	Individual incentive (Sales)
<u>INCEN_TC</u>	Individual incentive (Technical)
<u>INCEN_UN</u>	Individual incentive (Production workers)
<u>INIT_CPU</u>	Initial use of computers
<u>INNOV</u>	Importance of innovation
<u>IPNIPIND</u>	IPNIPIND

J



<u>JOBTR</u>	Received on-the-job training
<u>JOBTRHEL</u>	Most helpful method in learning
<u>JOBTRP_1</u>	On-the-job training provided by self learning
<u>JOBTRP_2</u>	On-the-job training provided by supervisor
<u>JOBTRP_3</u>	On-the-job training provided by fellow worker
<u>JOBTRP_4</u>	On-the-job training provided by in-house trainer
<u>JOBTRP_5</u>	On-the-job training provided by outside trainer
<u>JOBTRP_6</u>	On-the-job training provided by equipment supplier
<u>JOBTRP_7</u>	On-the-job training provided by other, specify
<u>JOBTRTIM</u>	Time spent on-the-job training
<u>JROT</u>	Job rotation

K



<u>KID_1</u>	Details of age of child 1
<u>KID_2</u>	Details of age of child 2
<u>KID_3</u>	Details of age of child 3
<u>KID_4</u>	Details of age of child 4

<u>KID_5</u>	Details of age of child 5
<u>KID_6</u>	Details of age of child 6
<u>KID_7</u>	Details of age of child 7
<u>KID_8</u>	Details of age of child 8
<u>KID_CARE</u>	Children in childcare
L	
<u>LANG_HOM</u>	Language used at home
<u>LANG_WRK</u>	Language used at work
<u>LEARN_1</u>	Help wanted ad
<u>LEARN_10</u>	Directly recruited by current employer
<u>LEARN_11</u>	Internet
<u>LEARN_12</u>	Other, specify
<u>LEARN_2</u>	Family or friend
<u>LEARN_3</u>	Union posting
<u>LEARN_4</u>	Canada Employment Centre/ other government agency
<u>LEARN_5</u>	On-campus recruitment
<u>LEARN_6</u>	News story
<u>LEARN_7</u>	Job fair
<u>LEARN_8</u>	Recruitment agency (headhunter)
<u>LEARN_9</u>	Personal initiative
<u>LEN_CR1</u>	Length of first course taken
<u>LEN_CR2</u>	Length of second course taken
<u>LEV_CAN</u>	Level of competition from Canadian-owned firms
<u>LEV_LOC</u>	Level of competition from locally-owned firms
<u>LEV_OTH</u>	Level of competition from other internationally-owned firms
<u>LEV_USA</u>	Level of competition from American-owned firms
<u>LIFE</u>	Life-Disability insurance
<u>LIFE_ALL</u>	Life insurance available to all
<u>LIFE_AV1</u>	Life insurance available to management
<u>LIFE_AV2</u>	Life insurance available to non- management non-union

<u>LIFE_AV3</u>	Life insurance available to non-management union
<u>LIFE_FD</u>	Life insurance funding
<u>LIFE_NA</u>	Life insurance plan not available
<u>LIFE_PT</u>	Life insurance for part-time employees
<u>LIM_ACT</u>	Limited activity
<u>LNG_DIS</u>	Long term disability
<u>LNK_BSW1-LNK_BSW100</u>	Bootstrap weights for linked analysis of workplace
<u>LOCKOUTS</u>	Lockouts
<u>LOCK_DAY</u>	Lockouts days
<u>LOCNO</u>	Location number (HO)
<u>LOC_CRS1</u>	Location of last course
<u>LOC_CRS2</u>	Location of second course
<u>LRN_DEV</u>	Most helpful method for learning technological device
<u>LRN_TECH</u>	Most helpful method for learning technology
<u>LSR_ACT</u>	Limited leisure activities
M	
<u>MAIN_HOM</u>	Main reason work at home
<u>MARITAL</u>	Marital status
<u>MDCL_ALL</u>	Supp. Medical available to all
<u>MDCL_AV1</u>	Supp. Medical available to management
<u>MDCL_AV2</u>	Supp. Medical available to non-management non-union
<u>MDCL_AV3</u>	Supp. Medical available to non-management union
<u>MDCL_FD</u>	Supp. Medical funding
<u>MDCL_NA</u>	Supp. Medical not available
<u>MDCL_PT</u>	Supp. Medical for part-time employees
<u>MECGRI_1</u>	Informally addressed by manager/supervisor
<u>MECGRI_2</u>	Management Committee
<u>MECGRI_3</u>	Labour-Man. Committee
<u>MECGRI_4</u>	Outside arbitrator
<u>MECGRI_5</u>	Other, specify


<u>MEDIC</u>	Supplemental medical insurance plan
<u>MERIT</u>	Merit pay and skill-based pay
<u>MERIT_AD</u>	Merit pay and skill-based pay (Clerical/Administrative)
<u>MERIT_MN</u>	Merit pay and skill-based pay (Managers)
<u>MERIT_OT</u>	Merit pay and skill-based pay (Others)
<u>MERIT_PR</u>	Merit pay and skill-based pay (Professional)
<u>MERIT_SL</u>	Merit pay and skill-based pay (Marketing/Sales)
<u>MERIT_TC</u>	Merit pay and skill-based pay (Technical/Trade)
<u>MERIT_UN</u>	Merit pay and skill-based pay (Production workers)
<u>MFS</u>	Major Field of Study
<u>MIN6HRS</u>	Work at least 6 hours
<u>MINEDUC</u>	Minimum level of education for job
<u>MNR_RECR</u>	Minority recruitment program
<u>MON2FRI</u>	Work each day Monday to Friday
<u>MRKT_CAN</u>	Market areas (rest of Canada)
<u>MRKT_LOC</u>	Market areas (local market)
<u>MRKT_USA</u>	Market areas (U.S.A.)
<u>MRKT_WLD</u>	Market areas (Rest of the world)
<u>MTH_LAST</u>	Months work for last employer
<u>MTH_UNEM</u>	# of months unemployed
<u>MTH_YEAR</u>	Months of the year

N



<u>NAICS</u>	NAICS 1997 (HO only)
<u>NCFT_AD</u>	Non-management FT Clerical/Administrative no CA
<u>NCFT_OT</u>	Non-management FT Other workers no CA
<u>NCFT_PR</u>	Non-management FT Technical/Trades no CA
<u>NCFT_SL</u>	Non-management FT Marketing/Sales no CA

<u>NCFT_TC</u>	Non-management FT Technical/trades no CA
<u>NCFT_UN</u>	Non-management FT Production workers no CA
<u>NCNM_FT</u>	Non-Management (no CBA) Full-time
<u>NCNM_PT</u>	Non-Management (no CBA) Part-time
<u>NCPT_AD</u>	Non-management PT Clerical/ Administrative no CA
<u>NCPT_OT</u>	Non-management PT Other workers no CA
<u>NCPT_PR</u>	Non-management PT Professional no CA
<u>NCPT_SL</u>	Non-management PT Marketing/Sales no CA
<u>NCPT_TC</u>	Non-management PT Technical/Trades no CA
<u>NCPT_UN</u>	Non-management PT Production workers no CA
<u>NEW_HIRE</u>	New hires
<u>NEW_PRC</u>	Innovation: new processes
<u>NEW_PRD</u>	Innovation: new products or services
<u>NEW_SOFT</u>	Implementation of new software application or hardware
<u>NON_PERM</u>	Total non-permanent employees
<u>NON_PRFT</u>	Non-profit organization
<u>NON_WAGE</u>	Non-wage benefits provided by employer
<u>NOW_FULL</u>	Permanent Full-time employees
<u>NOW_OTHR</u>	Other employees
<u>NOW_PART</u>	Permanent Part-time employees
<u>NO_CPU</u>	# of years using a computer
<u>NO_CRSEM</u>	# courses employer helped to take
<u>NO_NPCRS</u>	# courses taken not paid
<u>NO_OTH</u>	# of other employers
<u>NO_PRMTD</u>	Times promoted
<u>NPAIDCRS</u>	Courses not paid

<u>NPERM_FT</u>	Non-permanent Full-time employees
<u>NPERM_PT</u>	Non-permanent Part-time employees
<u>NUMB_GRV</u>	No of grievances filed in past 12 months
<u>NWHR_AD</u>	Administrative hired between April 1, 2000 and March 31, 2001
<u>NWHR_MN</u>	Managers hired between April 1, 2000 and March 31, 2001
<u>NWHR_OT</u>	Other hired between April 1, 1999 and March 31, 2000
<u>NWHR_PR</u>	Professionals hired between April 1, 2000 and March 31 2001
<u>NWHR_SL</u>	Sales hired between April 1, 2000 and March 31, 2001
<u>NWHR_TC</u>	Technical hired between April 1, 2000 and March 31 2001
<u>NWHR_UN</u>	Production workers hired between April 1, 2000 and March 31, 20
O	
<u>OBJCHG1</u>	Objective: introduce new technology
<u>OBJCHG10</u>	Objective: Increase the pace of innovation
<u>OBJCHG11</u>	Objective: other, specify
<u>OBJCHG2</u>	Objective: reduce costs
<u>OBJCHG3</u>	Objective: respond to an amalgamation or a take-over
<u>OBJCHG4</u>	Objective: increase product differentiation
<u>OBJCHG5</u>	Objective: increase product and service quality
<u>OBJCHG6</u>	Objective: increase hours of operation
<u>OBJCHG7</u>	Objective: reduce inventories
<u>OBJCHG8</u>	Objective: reduce time between orders and deliveries
<u>OBJCHG9</u>	Objective: raise productivity
<u>OCP_GRP</u>	WES occupation groups
<u>OFF_HOME</u>	Off-site employees at home

<u>OFF_LAY</u>	Off due to lay-off
<u>OFF_LCK</u>	Off due to lockout
<u>OFF_OTHR</u>	Off-site employees in other workplace
<u>OFF_STR</u>	Off due to strike
<u>OFF_WRK</u>	Off work due to layoff, strike or lockout
<u>ORGCHG1</u>	Greater integration among different functional areas
<u>ORGCHG10</u>	Reduction in the number of managerial levels
<u>ORGCHG11</u>	Greater reliance on job rotation, multi-skilling
<u>ORGCHG12</u>	Implementation of total quality management
<u>ORGCHG13</u>	Greater reliance on external suppliers of prod./serv.
<u>ORGCHG14</u>	Greater inter-firm collaboration in R&D, production
<u>ORGCHG15</u>	Other, specify
<u>ORGCHG2</u>	Increase in degree of centralization
<u>ORGCHG3</u>	Downsizing
<u>ORGCHG4</u>	Decrease in degree of centralization
<u>ORGCHG5</u>	Greater reliance on temporary workers
<u>ORGCHG6</u>	Greater reliance on part-time workers
<u>ORGCHG7</u>	Re-engineering
<u>ORGCHG8</u>	Increase in overtime hours
<u>ORGCHG9</u>	Adoption of flexible working hours
<u>OTHR_ALL</u>	Other available to all
<u>OTHR_AV1</u>	Other available to management
<u>OTHR_AV2</u>	Other available to non-management non-union
<u>OTHR_AV3</u>	Other available to non-management union
<u>OTHR_FD</u>	Other funding
<u>OTHR_NA</u>	Other not available
<u>OTHR_PT</u>	Other for part-time employees
<u>OTHSUP</u>	Other personal support

<u>OTH_12M</u>	Received additional education past 12 months
<u>OTH_EDUC</u>	Received additional education
<u>OTH_INCM</u>	Total income from other sources
<u>OTH_PAID</u>	Other paid jobs
<u>OTH_PAY</u>	Earnings from other payments
<u>OTH_TECH</u>	Implementation of other technologies or machinery
<u>OUT_6T6</u>	Work outside 6 to 6
<u>OVER_AD1</u>	Administrative compensation not applicable
<u>OVER_AD2</u>	Administrative compensation: hourly premiums
<u>OVER_AD3</u>	Administrative compensation: at normal rate
<u>OVER_AD4</u>	Administrative compensation: compensatory time off
<u>OVER_AD5</u>	Administrative not compensated
<u>OVER_MN1</u>	Managers compensation not applicable
<u>OVER_MN2</u>	Managers compensation: hourly premiums
<u>OVER_MN3</u>	Managers compensation: at normal rate
<u>OVER_MN4</u>	Managers compensation: compensatory time off
<u>OVER_MN5</u>	Managers not compensated
<u>OVER_OT1</u>	Others compensation not applicable
<u>OVER_OT2</u>	Others compensation: hourly premiums
<u>OVER_OT3</u>	Others compensation: at normal rate
<u>OVER_OT4</u>	Others compensation: compensatory time off
<u>OVER_OT5</u>	Others not compensated
<u>OVER_PAY</u>	Earnings from overtime
<u>OVER_PR1</u>	Professionals compensation not applicable
<u>OVER_PR2</u>	Professionals compensation: hourly premiums
<u>OVER_PR3</u>	Professionals compensation: at normal rate

<u>OVER_PR4</u>	Professionals compensation: compensatory time off
<u>OVER_PR5</u>	Professionals not compensated
<u>OVER_SCH</u>	Overtime schedule
<u>OVER_SL1</u>	Sales compensation not applicable
<u>OVER_SL2</u>	Sales compensation: hourly premiums
<u>OVER_SL3</u>	Sales compensation: at normal rate
<u>OVER_SL4</u>	Sales compensation: compensatory time off
<u>OVER_SL5</u>	Sales not compensated
<u>OVER_TC1</u>	Technical compensation not applicable
<u>OVER_TC2</u>	Technical compensation: hourly premiums
<u>OVER_TC3</u>	Technical compensation: at normal rate
<u>OVER_TC4</u>	Technical compensation: compensatory time off
<u>OVER_TC5</u>	Technical not compensated
<u>OVER_UN1</u>	Production workers compensation not applicable
<u>OVER_UN2</u>	Production workers compensation: hourly premiums
<u>OVER_UN3</u>	Production workers compensation: at normal rate
<u>OVER_UN4</u>	Production workers compensation: compensatory time off
<u>OVER_UN5</u>	Production workers not normally compensated

P



<u>PAIDMC_1</u>	Employer
<u>PAIDMC_2</u>	Myself (the employee)
<u>PAIDMC_3</u>	Another organization
<u>PART_AD</u>	Part-time Administrative
<u>PART_MN</u>	Part-time Management
<u>PART_OT</u>	Part-time Others
<u>PART_PR</u>	Part-time Professionals

<u>PART_SL</u>	Part-time Sales
<u>PART_TC</u>	Part-time Technical
<u>PART_TIM</u>	Part-time employees
<u>PART_UN</u>	Part-time Production workers
<u>PAR_DNT</u>	Participation in a dental plan
<u>PAR_LIF</u>	Participation in Life-Disability insurance
<u>PAR_MDC</u>	Participation in supplemental medical insurance plan
<u>PAR_PSN</u>	Participation in pension plan
<u>PAR_RRS</u>	Participation in group RRSP
<u>PAR_UI</u>	Participation in supplements to EI
<u>PD_EDC</u>	Days of paid maternity/ paternity leave
<u>PD_LEAV</u>	Paid leave
<u>PD_OTH</u>	Days of other paid leave
<u>PD_SKC</u>	Days of paid sick leave
<u>PD_VAC</u>	Days of paid vacation leave
<u>PEAK1</u>	Seasonal Peak- January
<u>PEAK10</u>	Seasonal Peak - October
<u>PEAK11</u>	Seasonal Peak - November
<u>PEAK12</u>	Seasonal Peak - December
<u>PEAK2</u>	Seasonal Peak - February
<u>PEAK3</u>	Seasonal Peak - March
<u>PEAK4</u>	Seasonal Peak - April
<u>PEAK5</u>	Seasonal Peak - May
<u>PEAK6</u>	Seasonal Peak - June
<u>PEAK7</u>	Seasonal Peak - July
<u>PEAK8</u>	Seasonal Peak - August
<u>PEAK9</u>	Seasonal Peak - September
<u>PEAK_EMP</u>	Maximum employment during that (these) peaks
<u>PEAK_YES</u>	Peak in employment
<u>PENSN</u>	Pension plan
<u>PERF_APR</u>	Performance appraised
<u>PLAN_ALL</u>	Pension plan available to all
<u>PLAN_AV1</u>	Pension plan available to management

<u>PLAN_AV2</u>	Pension plan available to non-management non-union
<u>PLAN_AV3</u>	Pension plan available to non-management union
<u>PLAN_FD</u>	Pension plan funding
<u>PLAN_NA</u>	Pension plan not available
<u>PLAN_PT</u>	Pension plan for part-time employees
<u>POVER_WK</u>	Hours of paid overtime per week
<u>PRC_LEV</u>	Level of price compared to competitors
<u>PREMONTH</u>	Number months previously worked for employer
<u>PREVWORK</u>	Previously work for current employer
<u>PRF33_A</u>	Performance: unit production costs
<u>PRF33_B</u>	Performance: productivity
<u>PRF33_C</u>	Performance: sales
<u>PRF33_D</u>	Performance: product quality
<u>PRF33_E</u>	Performance: customer satisfaction
<u>PRF33_F</u>	Performance: profitability
<u>PRF39_A</u>	Rating of productivity compared to competitors
<u>PRF39_B</u>	Rating of sales growth compared to competitors
<u>PRF39_C</u>	Rating of profitability compared to competitors
<u>PRF_HRS</u>	Preferred # hours per week
<u>PRMANENT</u>	Permanent employees
<u>PRMTD</u>	Ever promoted
<u>PRMTDATE</u>	Most recent promotion
<u>PRMTD_1</u>	Experience gained at previous job
<u>PRMTD_2</u>	Seniority
<u>PRMTD_3</u>	Test or competitive process
<u>PRMTD_4</u>	Training or caree development programs
<u>PRMTD_5</u>	Past performance evaluations
<u>PRMTD_6</u>	None
<u>PROFT</u>	Profit sharing plan

<u>PROFT_AD</u>	Profit sharing (Administrative)
<u>PROFT_MN</u>	Profit sharing (Managers)
<u>PROFT_OT</u>	Profit sharing (Others)
<u>PROFT_PR</u>	Profit sharing (Professionals)
<u>PROFT_SL</u>	Profit sharing (Marketing/ Sales)
<u>PROFT_TC</u>	Profit sharing (Technical/ Trades)
<u>PROFT_UN</u>	Profit sharing (Production workers)
<u>PRT_DIS</u>	Participated in programs
<u>PRT_MPGM</u>	Participated in programs
<u>PRV_ACT</u>	Previous main activity
<u>PRV_CPU</u>	Use a computer last employer
<u>PRV_EARN</u>	Earnings before taxes
<u>PRV_FREQ</u>	Earnings frequency
<u>PRV_HRS</u>	Hours per week for last employer
<u>PRV_OCP</u>	Standard occupation code for previous job
<u>PRV_OCP2</u>	Standard occupation code for previous job (RDC only)
<u>PRV_PSN</u>	Pension plan last employer
<u>PRV_TRN</u>	Formal training last employer
<u>PVCRS1_1</u>	Last course provided by supervisor
<u>PVCRS1_2</u>	Last course provided by fellow worker
<u>PVCRS1_3</u>	Last course provided by in- house trainer
<u>PVCRS1_4</u>	Last course provided by outside trainer
<u>PVCRS1_5</u>	Lastcourse provided by supplier
<u>PVCRS1_6</u>	Last course provided by other, specify
<u>PVCRS2_1</u>	2nd course provided by supervisor
<u>PVCRS2_2</u>	2nd course provided by fellow worker
<u>PVCRS2_3</u>	2nd course provided by in- house trainer
<u>PVCRS2_4</u>	2nd course provided by outside trainer

[PVCRS2_5](#)

2nd course provided by
supplier

[PVCRS2_6](#)

2nd course provided by other,
specify

Q



[Q18YEAR1](#)

Employee suggestions

[Q18YEAR2](#)

Flexible job design

[Q18YEAR3](#)

Information sharing with
employees

[Q18YEAR4](#)

Problem solving teams

[Q18YEAR5](#)

Joint labour-management
committees

[Q18YEAR6](#)

Self-directed work groups

[Q51_A1](#)

Training subsidies

[Q51_B1](#)

Other training programs

[Q51_C1](#)

Employee exchange

[Q51_D1](#)

R & D tax credits

[Q51_E1](#)

Other accelerated depreciation
allowances

[Q51_F1](#)

Property tax relief

[Q51_G1](#)

Payroll tax relief

[Q51_H1](#)

Other tax relief

[Q51_I1](#)

R & D grants

[Q51_J1](#)

Loan guarantees

[Q51_K1](#)

Operating grants

[Q51_L1](#)

Other (grants and loans)

[Q51_M1](#)

Technology transfer or
information

[Q51_N1](#)

Market information

[Q51_O1](#)

Labour market information

[Q51_P1](#)

R & D partnerships

[Q51_Q1](#)

Procurement agreements

[Q51_R1](#)

Other 1

[Q51_S1](#)

Other 2

[Q51_T1](#)

Other 3

R



[RAT_RLN](#)

Rating of labour-management
relations

<u>RC_BONUS</u>	Received bonus payments
<u>RC_OTH</u>	Received other payments
<u>RC_OVPAY</u>	Received overtime payments
<u>RC_SHFT</u>	Received shift differentials payments
<u>REAS_AD1</u>	Reason for vacancies (Administrative) Too few applicants
<u>REAS_AD2</u>	Reason for vacancies (Administrative) Lacked education
<u>REAS_AD3</u>	Reason for vacancies (Administrative) Lacked experience
<u>REAS_AD4</u>	Reasons for vacancies (Administrative) Declined offer
<u>REAS_MN1</u>	Reason for vacancies (Managers) Too few applicants
<u>REAS_MN2</u>	Reason for vacancies (Managers) Lacked education
<u>REAS_MN3</u>	Reason for vacancies (Managers) Lacked experience
<u>REAS_MN4</u>	Reasons for vacancies (Managers) Declined offer
<u>REAS_OT1</u>	Reason for vacancies (Others) Too few applicants
<u>REAS_OT2</u>	Reason for vacancies (Others) Lacked education
<u>REAS_OT3</u>	Reason for vacancies (Others) lacked experience
<u>REAS_OT4</u>	Reasons for vacancies (Others) declined offer
<u>REAS_PR1</u>	Reason for vacancies (Professionals) Too few applicants
<u>REAS_PR2</u>	Reason for vacancies (Professionals) Lacked education
<u>REAS_PR3</u>	Reason for vacancies (Professionals) Lacked experience
<u>REAS_PR4</u>	Reasons for vacancies (Professionals) Declined offer
<u>REAS_SL1</u>	Reason for vacancies (Sales) Too few applicants

<u>REAS_SL2</u>	Reason for vacancies (Sales) Lacked education
<u>REAS_SL3</u>	Reason for vacancies (Sales) Lacked experience
<u>REAS_SL4</u>	Reasons for vacancies (Sales) Declined offer
<u>REAS_TC1</u>	Reason for vacancies (Technical) Too few applicants
<u>REAS_TC2</u>	Reason for vacancies (Technical) Lacked education
<u>REAS_TC3</u>	Reason for vacancies (Technical) Lacked experience
<u>REAS_TC4</u>	Reasons for vacancies (Technical) Declined offer
<u>REAS_UN1</u>	Reason for vacancies (Production) Too few applicants
<u>REAS_UN2</u>	Reason for vacancies (Production) Too few applicants
<u>REAS_UN3</u>	Reason for vacancies (Production) Lacked experience
<u>REAS_UN4</u>	Reasons for vacancies (Production) Declined offer
<u>REDC_1</u>	Family responsibilities
<u>REDC_2</u>	Work-related stress
<u>REDC_3</u>	Other health reasons
<u>REDC_4</u>	More leisure time
<u>REDC_5</u>	Other, specify
<u>REDC_ARR</u>	Arrangement
<u>REDC_HME</u>	Reduce activity at home
<u>REDC_OTH</u>	Reduction in other activities
<u>REDC_WK</u>	Reduced workweek arrangement
<u>REDC_WRK</u>	Reduction at work or at school
<u>RED_HRS</u>	# hours to reduce work week
<u>REP_XTRA</u>	Reported extra earnings
<u>REVENUE</u>	Gross operating revenue
<u>REV_CHNG</u>	Change in revenue over past 12 months
<u>REV_WKP</u>	Revenue only from this location
<u>ROT_SHFT</u>	Schedule of rotating shift

<u>RRSP</u>	RRSP
<u>RRSP_ALL</u>	Group RRSP available to all
<u>RRSP_AV1</u>	Group RRSP available to management
<u>RRSP_AV2</u>	Group RRSP available to non-management non-union
<u>RRSP_AV3</u>	Group RRSP available to non-management union
<u>RRSP_FD</u>	Group RRSP funding
<u>RRSP_NA</u>	Group RRSP not available
<u>RRSP_PT</u>	Group RRSP for part-time employees
<u>RSLT_MN</u>	Effect on number of managers
<u>RSLT_NM</u>	Effect on number of non-management employees
<u>RSLT_SK</u>	Effect on skill requirements
<u>RSNCRS</u>	Reasons for not taking course
<u>RSN_LV</u>	Reasons for leaving last job
<u>RULE</u>	Work-to-rule
<u>RULE_DAY</u>	Work-to-rule days

S



<u>SAL_EXPN</u>	Total expenditure on non-wage benefits
<u>SAL_FREQ</u>	Salary frequency
<u>SAME_ADR</u>	Time located at the same address
<u>SAMPHRWK</u>	Same number of paid hours per week
<u>SAM_ACT</u>	Change of most important activities
<u>SAM_DAYS</u>	Work same days of week
<u>SAM_EMPL</u>	Working for the same employer reported last year
<u>SAM_HRS</u>	Work same hours of day
<u>SAM_JOB</u>	Change of job title
<u>SAM_LOCN</u>	Working at the same location
<u>SATISJOB</u>	Satisfaction with job
<u>SATISMON</u>	Satisfaction with money
<u>SAT_SUN</u>	Work week include Saturday and Sunday

<u>SBSD_EMP</u>	Number of subsidized employees in training
<u>SBSD_TNG</u>	Subsidized for training
<u>SCH_HOM</u>	Schedule home duties
<u>SELDIR</u>	Self-directed workgroup
<u>SEQ_NO</u>	Sequence number
<u>SFT_AD1</u>	Administrative using MRI
<u>SFT_AD2</u>	Administrative using SMRI
<u>SFT_CST1</u>	Cost of MRI
<u>SFT_CST2</u>	Cost of SMRI
<u>SFT_DUR1</u>	Duration of training for MRI
<u>SFT_DUR2</u>	Duration of training for SMRI
<u>SFT_MN1</u>	Managers using MRI
<u>SFT_MN2</u>	Managers using SMRI
<u>SFT_OT1</u>	Others using MRI
<u>SFT_OT2</u>	Others using SMRI
<u>SFT_PR1</u>	Professionals using MRI
<u>SFT_PR2</u>	Professionals using SMRI
<u>SFT_SL1</u>	Sales using MRI
<u>SFT_SL2</u>	Sales using SMRI
<u>SFT_TC1</u>	Technical using MRI
<u>SFT_TC2</u>	Technical using SMRI
<u>SFT_TRN1</u>	No of employees trained for MRI
<u>SFT_TRN2</u>	No of employees trained for SMRI
<u>SFT_UN1</u>	Production workers using MRI
<u>SFT_UN2</u>	Production workers using SMRI
<u>SFT_USE1</u>	No of employees using MRI
<u>SFT_USE2</u>	No of employees using SMRI
<u>SHFT_PAY</u>	Earnings from shift differentials
<u>SHIFTS</u>	# Shifts in a full rotation
<u>SKILL</u>	Overall skill requirements
<u>SLOW</u>	Work slowdown
<u>SLOW_DAY</u>	Work slowdown days
<u>SOC</u>	SOC 1991 (HO only)
<u>SOC2</u>	SOC 1991 (RDC use only)
<u>SRTREMP</u>	Employer start date

<u>STAF_AD</u>	How are Administratives' positions staffed
<u>STAF_MN</u>	How are Managers' positions staffed
<u>STAF_OT</u>	How are Others' positions staffed
<u>STAF_PR</u>	How are Professionals' positions staffed
<u>STAF_SL</u>	How are Sales' positions staffed
<u>STAF_TC</u>	How are Technical's positions staffed
<u>STAF_UN</u>	How are Production positions staffed
<u>STCK_AD</u>	Employee Stock Plans(Clerical/Administrative)
<u>STCK_ALL</u>	Stock purchase available to all
<u>STCK_AV1</u>	Stock purchase available to management
<u>STCK_AV2</u>	Stock purchase available to non-management non-union
<u>STCK_AV3</u>	Stock purchase available to non-management union
<u>STCK_FD</u>	Stock purchase funding
<u>STCK_MN</u>	Employee Stock Plans (Managers)
<u>STCK_NA</u>	Stock purchase not available
<u>STCK_OT</u>	Employee Stock Plans(Other)
<u>STCK_PL</u>	Employee stock plans
<u>STCK_PR</u>	Employee Stock Plans (Professionals)
<u>STCK_PT</u>	Stock purchase for part-time employees
<u>STCK_SL</u>	Employee Stock Plans (Marketing/Sales)
<u>STCK_TC</u>	Employee Stock Plans (Technical/Trades)
<u>STCK_UN</u>	Employee Stock Plans (Production workers)
<u>STOCK</u>	Stock purchase plan
<u>STRK</u>	Strikes
<u>STRK_DAY</u>	Strikes days
<u>STRGY1</u>	Strategy: undertaking R&D

<u>STRTGY10</u>	Strategy: reorganizing the work process
<u>STRTGY11</u>	Strategy: enhance labour-management cooperation
<u>STRTGY12</u>	Strategy: increase employee's skills
<u>STRTGY13</u>	Strategy: increase employee involvement
<u>STRTGY14</u>	Strategy: improve coordination with customer/supplier
<u>STRTGY15</u>	Strategy: improve measures of performance
<u>STRTGY2</u>	Strategy: develop new products/services
<u>STRTGY3</u>	Strategy: develop new production/operating techniques
<u>STRTGY4</u>	Strategy: expanding in new geographic markets
<u>STRTGY5</u>	Strategy: total quality management
<u>STRTGY6</u>	Strategy: improve product/service quality
<u>STRTGY7</u>	Strategy: reduce labour costs
<u>STRTGY8</u>	Strategy: use more part-time, temporary or contract
<u>STRTGY9</u>	Strategy: reduce other operating costs
<u>STRTJOB</u>	Job start date
<u>SUB_1</u>	Orientation for new employees
<u>SUB_10</u>	Team building, leadership, communication
<u>SUB_11</u>	Occupational health and safety, environmental protection
<u>SUB_12</u>	Literacy or numeracy
<u>SUB_13</u>	Other, please specify
<u>SUB_2</u>	Managerial/supervisory training
<u>SUB_3</u>	Professional training
<u>SUB_4</u>	Apprenticeship training
<u>SUB_5</u>	Sales and marketing training
<u>SUB_6</u>	Computer hardware
<u>SUB_7</u>	Computer software

<u>SUB_8</u>	Other office or non-office equipment
<u>SUB_9</u>	Group decision-making or problem-solving
<u>SUB_CRS1</u>	Main subject of last course taken
<u>SUB_CRS2</u>	Main subject of the second course taken
<u>SUGG</u>	Employee suggestion
<u>SUPERVIS</u>	Supervise
<u>SUPPFAM</u>	Personal support-family services by employer
<u>SUPP_EDC</u>	Employer provide supplemental parental benefits
<u>SUP_PEOP</u>	Number of people supervised
<u>SU_1NPD</u>	Subject most recent course
<u>SU_2NPD</u>	Main subject of second course
<u>S_CHG</u>	Most important organizational change

T



<u>TASKTEA</u>	Task team workplace issues
<u>TECH_COM</u>	Complexity of technology
<u>TEC_AD1</u>	Administrative using MRI
<u>TEC_AD2</u>	Administrative using SMRI
<u>TEC_CST1</u>	Cost of MRI
<u>TEC_CST2</u>	Cost of SMRI
<u>TEC_DUR1</u>	Duration of training for MRI
<u>TEC_DUR2</u>	Duration of training for SMRI
<u>TEC_MN1</u>	Managers using MRI
<u>TEC_MN2</u>	Managers using SMRI
<u>TEC_OT1</u>	Others using MRI
<u>TEC_OT2</u>	Others using SMRI
<u>TEC_PR1</u>	Professionals using MRI
<u>TEC_PR2</u>	Professionals using SMRI
<u>TEC_SL1</u>	Sales using MRI
<u>TEC_SL2</u>	Sales using SMRI
<u>TEC_TC1</u>	Technical using MRI
<u>TEC_TC2</u>	Technical using SMRI
<u>TEC_TRN1</u>	No of employees trained for MRI

<u>TEC_TRN2</u>	No of employees trained for SMRI
<u>TEC_UN1</u>	Production workers using MRI
<u>TEC_UN2</u>	Production workers using SMRI
<u>TEC_USE1</u>	No of employees using MRI
<u>TEC_USE2</u>	No of employees using SMRI
<u>TERM_EMP</u>	Terms of employment
<u>TERM_END</u>	Current term of employment end
<u>TIM_CPU</u>	Time spent using a computer
<u>TIM_CRS1</u>	Time of last course
<u>TIM_CRS2</u>	Time of second course
<u>TIM_DEV1</u>	Time spent on first device
<u>TIM_DEV2</u>	Time spent on second device
<u>TIM_DEV3</u>	Time spent on third device
<u>TIM_TECH</u>	Time spent on this technology
<u>TKN_EDC</u>	Taken parental leave
<u>TMP_LYFF</u>	Temporary lay-offs
<u>TRAIN_NO</u>	Course offered but not taken
<u>TRNFND1</u>	Source of funding: federal government programs
<u>TRNFND10</u>	Source of funding: no funding
<u>TRNFND2</u>	Source of funding: provincial government programs
<u>TRNFND3</u>	Source of funding: training trust funds
<u>TRNFND4</u>	Source of funding: union or employee association
<u>TRNFND5</u>	Source of funding: industry organizations
<u>TRNFND6</u>	Source of funding: employees
<u>TRNFND7</u>	Source of funding: equipment vendors
<u>TRNFND8</u>	Source of funding: other private sector organizations
<u>TRNFND9</u>	Source of funding: other outside sources of funding
<u>TRNG1_1</u>	No classroom training
<u>TRNG1_10</u>	Group decision-making or problem-solving

<u>TRNG1_11</u>	Team-building, leadership, communication
<u>TRNG1_12</u>	Occupational health and safety, environmental protection
<u>TRNG1_13</u>	Literacy or numeracy
<u>TRNG1_14</u>	Other training
<u>TRNG1_2</u>	Orientation for new employees
<u>TRNG1_3</u>	Managerial/supervisory training
<u>TRNG1_4</u>	Professional training
<u>TRNG1_5</u>	Apprenticeship training
<u>TRNG1_6</u>	Sales and marketing training
<u>TRNG1_7</u>	Computer/hardware
<u>TRNG1_8</u>	Computers/software
<u>TRNG1_9</u>	Other office and non-office equipment
<u>TRNG2_1</u>	No on-the-job training
<u>TRNG2_10</u>	Group decision-making or problem-solving
<u>TRNG2_11</u>	Team-building, leadership, communication
<u>TRNG2_12</u>	Occupational health & safety, environmental protection
<u>TRNG2_13</u>	Literacy or numeracy
<u>TRNG2_14</u>	Other training
<u>TRNG2_2</u>	Orientation for new employees
<u>TRNG2_3</u>	Managerial/supervisory training
<u>TRNG2_4</u>	Professional training
<u>TRNG2_5</u>	Apprenticeship training
<u>TRNG2_6</u>	Sales and marketing training
<u>TRNG2_7</u>	Computer/hardware
<u>TRNG2_8</u>	Computer/software
<u>TRNG2_9</u>	Other office and non-office equipment
<u>TRNG_EXP</u>	Training expenditures
<u>TRN_DEV</u>	Training for upgrade technology
<u>TRN_EMP1</u>	No of employees who received classroom training
<u>TRN_EMP2</u>	No of employees who received on-the-job training

<u>TRN_TECH</u>	Training for upgrade technology
<u>TRN_TIM</u>	Amount of training for largest ocp_grp
<u>TTL4A_AB</u>	Full-time + Part-time employees
<u>TTL4A_DE</u>	Permanent + Other non permanent employees
<u>TTL_CBA</u>	# employees covered by a collective bargaining agreement
<u>TTL_CVNM</u>	Non-management employees with CBA
<u>TTL_DSMS</u>	Total dismissal for cause
<u>TTL_EMP</u>	Total number of employees, March 2001
<u>TTL_LYFF</u>	Total lay-offs (no recall)
<u>TTL_MGR</u>	Total Management
<u>TTL_NCNM</u>	Total Non-Management (no cba)
<u>TTL_NWHR</u>	Total new hires between April 1, 2000 and March 31, 2001
<u>TTL_OTHR</u>	Total other permanent separation
<u>TTL_QUIT</u>	Total Resignation (no incentives)
<u>TTL_RDCT</u>	Total special workforce reductions
<u>TTL_RTMT</u>	Total retirement (no incentives)
<u>TTL_SITE</u>	On-site employees
<u>TTL_UNFI</u>	Number of vacant positions
<u>TYAPP_1</u>	Word processors
<u>TYAPP_10</u>	Graphics and presentation
<u>TYAPP_11</u>	Computer-aided design
<u>TYAPP_12</u>	Computer-aided engineering
<u>TYAPP_13</u>	Expert systems
<u>TYAPP_14</u>	Other, specify
<u>TYAPP_2</u>	Spreadsheets
<u>TYAPP_3</u>	Databases
<u>TYAPP_4</u>	Desktop publishing and form design
<u>TYAPP_5</u>	General management applications

<u>TYAPP_6</u>	Communications
<u>TYAPP_7</u>	Programming languages and development tools
<u>TYAPP_8</u>	Specialized office applications
<u>TYAPP_9</u>	Data analysis
<u>TYPAY_1</u>	Extra earnings
<u>TYPAY_2</u>	Piecework payments
<u>TYPAY_3</u>	Productivity bonuses
<u>TYPAY_4</u>	Profit sharing
<u>TYPAY_5</u>	Overtime pay
<u>TYPAY_6</u>	Shift differentials
<u>TYPAY_7</u>	Tips
<u>TYPAY_8</u>	Commissions
<u>TYPAY_9</u>	Other bonuses

U



<u>UISPL</u>	Supplements to EI
<u>UNEMPL2</u>	Unemployed for >2 weeks
<u>UNFI_AD</u>	Unfilled Administrative vacancies (>4 months)
<u>UNFI_MN</u>	Unfilled Manager vacancies (>4 months)
<u>UNFI_OT</u>	Unfilled Other vacancies (>4 months)
<u>UNFI_PR</u>	Unfilled Professional vacancies (>4 months)
<u>UNFI_SL</u>	Unfilled Sales vacancies (>4 months)
<u>UNFI_TC</u>	Unfilled Technical vacancies (>4 months)
<u>UNFI_UN</u>	Unfilled Production vacancies (>4 months)
<u>UNFI_VAC</u>	Vacant positions
<u>UOVER_WK</u>	Hours of unpaid overtime per week
<u>UPD_DAYS</u>	Days of unpaid leave
<u>UPD_LEAV</u>	Taken unpaid leave
<u>UPG_DEV</u>	Upgrade or change in technology
<u>UPG_TECH</u>	Upgrade or change in technology
<u>USE_ASS</u>	Used by employee

<u>USE_CHLD</u>	Used by employee
<u>USE_CPU</u>	Use computers
<u>USE_DEV</u>	Technological device
<u>USE_ELDR</u>	Used by employee
<u>USE_FIT</u>	Used by employee
<u>USE_OTH</u>	Used within the past 12 months
<u>USE_TECH</u>	Use of other technology

V



<u>VAC_ALLOW</u>	Days of paid vacation leave entitled
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W



<u>WKP_BSW1-WKP_BSW100</u>	Bootstrap weights workplace
<u>WKP_FINAL_WT</u>	Workplace weight
<u>WKP_LNK_WT</u>	Linked workplace weight
<u>WK_LOOK</u>	# weeks looking for work
<u>WK_YEAR</u>	Weeks per year
<u>WORG10_1</u>	Training non managers
<u>WORG10_2</u>	Training work group
<u>WORG10_3</u>	Training work supervisor
<u>WORG10_4</u>	Training manager/owner
<u>WORG10_5</u>	Training outside workplace
<u>WORG11_1</u>	Choice of technology non managers
<u>WORG11_2</u>	Choice of technology work group
<u>WORG11_3</u>	Choice of technology supervisor
<u>WORG11_4</u>	Choice of technology manager/owner
<u>WORG11_5</u>	Choice of technology outside workplace
<u>WORG12_1</u>	Product/service development non managers
<u>WORG12_2</u>	Product/service development work group
<u>WORG12_3</u>	Product/service development supervisor
<u>WORG12_4</u>	Product/service development manager/owner

<u>WORG12_5</u>	Product/service development outside workplace
<u>WORG1_1</u>	Daily planning non managers
<u>WORG1_2</u>	Daily planning work group
<u>WORG1_3</u>	Daily planning supervisor
<u>WORG1_4</u>	Daily planning manager/owner
<u>WORG1_5</u>	Daily planning outside workplace
<u>WORG2_1</u>	Weekly planning non managers
<u>WORG2_2</u>	Weekly planning work group
<u>WORG2_3</u>	Weekly planning supervisor
<u>WORG2_4</u>	Weekly planning manager/owner
<u>WORG2_5</u>	Weekly planning outside workplace
<u>WORG3_1</u>	Follow up of results non managers
<u>WORG3_2</u>	Follow up of results work group
<u>WORG3_3</u>	Follow up of results supervisor
<u>WORG3_4</u>	Follow up of results manager/owner
<u>WORG3_5</u>	Follow up of results outside workplace
<u>WORG4_1</u>	Customer relations non managers
<u>WORG4_2</u>	Customer relations work group
<u>WORG4_3</u>	Customer relations supervisor
<u>WORG4_4</u>	Customer relations manager/owner
<u>WORG4_5</u>	Customer relations outside workplace
<u>WORG5_1</u>	Quality control non managers
<u>WORG5_2</u>	Quality control work group
<u>WORG5_3</u>	Quality control supervisor
<u>WORG5_4</u>	Quality control manager/owner
<u>WORG5_5</u>	Quality control outside workplace
<u>WORG6_1</u>	Purchase of supplies non managers
<u>WORG6_2</u>	Purchase of supplies work group

<u>WOR6 3</u>	Purchase of supplies supervisor
<u>WOR6 4</u>	Purchase of supplies manager/owner
<u>WOR6 5</u>	Purchase of outside workplace
<u>WOR7 1</u>	Equipment maintenance non managers
<u>WOR7 2</u>	Equipment maintenance work group
<u>WOR7 3</u>	Equipment maintenance supervisor
<u>WOR7 4</u>	Equipment maintenance manager/owner
<u>WOR7 5</u>	Equipment maintenance outside workplace
<u>WOR8 1</u>	Staffing level non managers
<u>WOR8 2</u>	Staffing level work group
<u>WOR8 3</u>	Staffing level supervisor
<u>WOR8 4</u>	Staffing level manager/owner
<u>WOR8 5</u>	Staffing level outside workplace
<u>WOR9 1</u>	Filling vacancies non managers
<u>WOR9 2</u>	Filling vacancies work group
<u>WOR9 3</u>	Filling vacancies supervisor
<u>WOR9 4</u>	Filling vacancies manager/owner
<u>WOR9 5</u>	Filling vacancies outside workplace
<u>WORK ALL</u>	Workers Compensation available to all
<u>WORK AV1</u>	Worker's Compensation available to management
<u>WORK AV2</u>	Worker's Compensation available to non-management non-union
<u>WORK AV3</u>	Worker's Compensation available to non-management union
<u>WORK FD</u>	Worker's Compensation funding
<u>WORK NA</u>	Worker's Compensation not available
<u>WORK PT</u>	Worker's Compensation for part-time employees

<u>WRKPERF</u>	Workplace performance newsletter
<u>WRK_ACT</u>	Limited activity at work
<u>WRK_FTIM</u>	Working full-time between 6 to 6
<u>WRK_ORG1</u>	Employee suggestions
<u>WRK_ORG2</u>	Flexible job design
<u>WRK_ORG3</u>	Information sharing with employees
<u>WRK_ORG4</u>	Problem solving teams
<u>WRK_ORG5</u>	Joint Labour-Management committees
<u>WRK_ORG6</u>	Self-directed work groups
<u>WRK_OTH</u>	Work for other employers
<u>WRK_SCH</u>	Weekly work schedule

X



<u>XAMT_RC</u>	Amount received when left job
<u>XEMPSTAT</u>	Current employment status
<u>XJOBOP_A</u>	Opportunity for promotions
<u>XJOBOP_B</u>	Access to computers
<u>XJOBOP_C</u>	Access to training and development
<u>XJOBOP_D</u>	Opportunity for career change
<u>XJOBOP_E</u>	Opportunity for employee participation
<u>XJOBOP_F</u>	Access to worker representation
<u>XJOBOP_G</u>	Salary increases
<u>XJOBOP_H</u>	Job security
<u>XJOBOP_I</u>	Bonuses/profit sharing
<u>XJOBSAT</u>	New job satisfaction
<u>XJOB_END</u>	Determine end of previous job
<u>XLEFTJOB</u>	Leave job or job came to an end
<u>XMAINACT</u>	Main activity between jobs
<u>XNEWSTAT</u>	Employment status in new job
<u>XRC_PAY</u>	Additional payment when left job or came to an end
<u>XRESEND</u>	Main reason job came to an end

XRESLEAV

Main reason left job

XSAMSTRT

Same date with employer as
new job start

XSIMIND

Same type of business

XSTRTEMP

New employer start date

XSTRTJOB

Start of new job

XTRA

Extra earnings

XTRAEARN

Extra earnings

XWKCON_A

Availability of flexible working
arrangements

XWKCON_B

Usual work hours

XWKCON_C

Availability of overtime

XWKCON_D

Availability of job or work
sharing arrangements

XWKCON_E

Availability of personal and
family support programs

Y



YRS_EXP

of years of experience

YR_EMP

Total number of employees,
March 2000

YR_FULL

Full-time permanent
employees 1998

YR_OTHR

Other employees 1998

Variables by Entity

additional_payment_left	age_of_children	amount_of_training	amount_received_left
amount_training_largest_ocr_grp	arrangement_details	assets_held_foreign_interest	availability_of_training
avg_paid_hours_per_week_no_ot	birth_date	bonus_pay	born_in_canada_yes_no
change_workplace_performance	childcare_yes_no	children_childcare_yes_no	classrm_job_reltd_training_prvded
classroom_training_yes_no	common-law_partner_yes_no	compensation_practices	compensation_practices_category
competition	complete_fiscal_year	complexity_technology_change	compressed_workweek_yes_no
courses_helped_take	courses_not_paid_yes_no	courses_taken_not_paid	course_offered_not_taken_yes_no
covered_by_cba_yes_no	current_labour_market_status	current_term_employment_end	days_last_course
days_last_course_not_paid	days_off_due_lockoffs	days_off_due_lockouts	days_off_due_strikes
days_other_paid_leave	days_paid_parental_leave	days_paid_sick_leave	days_paid_vacation_entitled
days_paid_vacation_leave	days_per_week_worked	days_scnd_course	days_scnd_course_not_paid
days_spent_on-the-job_training	days_training_device	days_training_technology	days_unpaid_leave
days_unpaid_leave_yes_no	day_layoff	define_deal_provisions_cba	dental_plan
dependent_children_yes_no	descendants_details	disability_programs_yes_no	dispute_mechanisms
dispute_past_12_months_yes_no	duties_at_home_yes_no	education_detail	education_detail_12m
effects_implementation_factors	effect_on_managers	effect_on_non_management	effect_on_skill_requirements
ei_supplements	elder_care_yes_no	employee_assistance_yes_no	employee_by_category
employee_cba	employee_cba_category	employee_covered_by_cba	employee_downsized
employee_feedback	employee_flowtype	employee_independent_contractor	employee_left
employee_on_or_off_site	employee_rcv_classroom_trng	employee_rcv_on_the_job_trng	employee_receive_t4
employee_response_code	employee_suggestion	employee_use_assistance_yes_no	employee_use_childcare_yes_no
employee_use_elder_care_yes_no	employee_use_fitness_yes_no	employee_weights	employee_work_status_by_category
employer_helping_training_yes_no	employer_provides_facilities_y_n	employment_status	employment_status_new_job
end_date_complete_fiscal_year	end_of_prev_job	equipment_paid_by_employer	expenditure_nonwage_benefit
expenditure_this_location	extra_earnings	extra_earnings_details	extra_earnings_yes_no
factors_earning_promotion	factors_impede_implementation	final_auth_settle_grievance	first_application_most_used
fitness_yes_no	formal_grievance_system	formal_system_yes_no	formal_training_last_er_yes_no
full_part_categories	gender	general_working_conditions	goals_of_course
graduated_high_school_yes_no	gross_operating_expenditure	gross_operating_revenue	gross_payroll
highest_grade_ele_hs_completed	hiring_new_employee	hiring_new_empl_yes_no	hours_paid_overtime_per_week
hours_spent_first_device	hours_spent_on_first_application	hours_spent_on_sec_application	hours_spent_on_technology
hours_spent_on_thrd_application	hours_spent_second_device	hours_spent_third_device	hours_spent_using_computer
hours_unpaid_ot_per_week	hours_worked_at_home	hours_work_job1_2	hours_work_last_employer
human_resources_responsibility	impact_on_benefits_yes_no	impact_significant_org_change	implementation_cca_tech
implementation_other_tech	implementation_soft_app_hardware	importance_innovation	industry
initial_hours_using_computer	innovation	job_opportunities	job_rotation
labour_situations_cba	labour_situations_days	language_used_home	language_used_work
last_job_wage	layoff_strike_lockout_yes_no	learn_about_job	learn_applications_details
leave_job_or_end	level_of_competition	life-disability_insurance	limited_activity_yes_no
limited_at_home_yes_no	limited_at_work_yes_no	limited_leisure_activities_yes_n	location_last_course
location_of_duty_code	location_scnd_course	long_term_disability_yes_no	lvi_of_price_rtlve_competitors
main_activity_between_jobs	main_reason_job_end	main_reason_left_job	main_reason_work_at_home
main_subjects_on-the-job_trainin	main_subject_last_course	main_subject_scnd_course	Major_field_study
marital_status_yes_no	market_areas	maximum_paid_hours_per_week	method_paid_of_hours_ft_category
minimum_education_for_job	minimum_paid_hours_per_week	minority_recruit_program_yes_no	months_per_year_work
months_unemployed	months_worked_employer	months_work_last_employer	most_helpful_method_learning
most_helpful_method_learn_1stapp	most_helpful_method_learn_device	most_helpful_method_learn_tech	most_important_org_change
most_recent_promotion	need_altered_facilities_yes_no	new_employer_start_date	new_job_satisfaction
new_tech_implementation_details	non-wage_benefits_yes_no	nonwage_benefits_availability_ft	nonwage_benefits_availability_pt
nonwage_benefits_funded	nonwage_benefits_yes_no	non_mgmt_employee_cba	non_mgmt_employee_no_cba
non_profit_yes_no	number_courses_taken	number_employees_use_computers	number_grievances
number_hrs_reduce_work_week	number_new_employee	number_of_firms_competing	number_other_employers
number_people_supervised	number_shifts_rotation	number_vacant_position	objective_significant_org_change
off_due_layoff_yes_no	off_due_lockout_yes_no	off_due_strike_yes_no	on-the-job_training_yes_no
on_the_job_training_provided	organizational_change	other_paid_jobs_yes_no	other_pay
other_personal_support_yes_no	otr_tech_implementation_detls	overall_skill_requirements	overtime_pay
overtime_schedule	paid_hours_ft_category	paid_leave_yes_no	participated_in_disability
participated_in_programs	peak_employment	peak_month	pension_plan
pension_plan_last_er_yes_no	perc_change_operating_revenue	performance_appraised_yes_no	permanent_employees_category
personal_support_yes_no	preferred_number_hrs_week	perf_number_addt_hours_per_week	previous_main_activity_292
previous_main_activity_299	prev_work_employer_yes_no	promoted_yes_no	provide_supplemental_edc_yes_no
rate_business_strategy_factors	ratng_labr_mngment_practices	rcvd_bonus_yes_no	rcvd_other_yes_no
rcvd_overtime_yes_no	rcvd_shift_yes_no	rdcd_workweek_arrange_yes_no	reasons_left_last_job
reasons_not_taking_course	reason_prefer_addt_work_week	reason_prefer_reduce_work_week	received_other_educ_12m_yes_no
received_other_educ_12m_yes_no	region	reported_extra_earnings_yes_no	requirements_when_hired
revenue_this_location	rrsp	trng_prfrmnce_rltv_competitive	same_date_new_job

▼ same_number_paid_hours_yes_no	▼ same_type_of_business	▼ satisfaction_with_job	▼ satisfaction_with_money
▼ sch_rotating_shift_yes_no	▼ seasonal_peak_yes_no	▼ second_application_most_used	▼ self-directed_workgroup
▼ shift_pay	▼ situation_improve_yes_no	▼ size	▼ soc
▼ soft_hard_implementation_details	▼ srce_funding_classroom_trng	▼ start_date_employer	▼ start_date_job
▼ start_new_job	▼ stock_plan	▼ subject_last_course_not_paid	▼ subject_scnd_course_not_paid
▼ subz_training_employees	▼ subz_training_yes_no	▼ supervise_yes_no	▼ supplemental_medical_yes_no
▼ taken_paid_parental_leave_yes_no	▼ task_team_workplace_issues	▼ team_circle_concerned_with_quali	▼ technological_device_yes_no
▼ temp_layoff_yes_no	▼ terms_of_employment	▼ third_application_most_used	▼ times_promoted
▼ time_last_course	▼ time_located_same_address	▼ time_scnd_course	▼ total_employee
▼ total_family_income	▼ total_income_other_sources	▼ training_expenditures	▼ training_expenditures_inclusions
▼ training_upgrade_device_yes_no	▼ training_upgrade_tech_yes_no	▼ types_applications_used	▼ unemployed_2_weeks_yes_no
▼ unique_identifiers	▼ upgrade_change_device_yes_no	▼ upgrade_change_tech_yes_no	▼ usd_serv_past_12_months_yes_no
▼ use_computers_yes_no	▼ use_computer_last_er_yes_no	▼ use_of_government_programs	▼ use_other_technology_yes_no
▼ usual_hours_per_week_no_ot	▼ vacant_position_filled	▼ vacant_position_yes_no	▼ vacant_pos_categories
▼ wage	▼ weekly_earnings_job1_2	▼ weekly_work_schedule	▼ weeks_looking_for_work
▼ weeks_per_year_work	▼ where_learned_more	▼ who_paid_course	▼ who_provided_last_course
▼ who_provided_on-the-job_training	▼ who_provided_scnd_course	▼ working_between_6_and_6_yes_no	▼ working_full-time_6_and_6_yes_no
▼ workplace_performance_newsletter	▼ workplace_response_code	▼ workplace_weights	▼ work_6_hours_yes_no
▼ work_at_home_details	▼ work_at_home_employer_provide	▼ work_flexible_hours_yes_no	▼ work_monday_friday_yes_no
▼ work_organization_decisions	▼ work_organization_practices	▼ work_other_employers_yes_no	▼ work_outside_6_to_6_yes_no
▼ work_same_days_week_yes_no	▼ work_same_hours_day_yes_no	▼ work_week_incl_sat_and_sun	▼ wrk_organization_yr_implmntd
▼ years_experience	▼ years_using_computer	▼ year_immigration	

[additional_payment_left](#)

Additional payment when left job or came to an end

[XRC_PAY](#) Additional payment when left job or came to an end

[age_of_children](#)

Details of age of each child

[KID_1](#) Details of age of child 1
[KID_2](#) Details of age of child 2
[KID_3](#) Details of age of child 3
[KID_4](#) Details of age of child 4
[KID_5](#) Details of age of child 5
[KID_6](#) Details of age of child 6
[KID_7](#) Details of age of child 7
[KID_8](#) Details of age of child 8

[amount_of_training](#)

Amount of training

[AMTRAIN](#) Amount of training

[amount_received_left](#)

Amount received when left job

[XAMT_RC](#) Amount received when left job

[amount_training_largest_ocp_grp](#)

Amount of training for largest ocp_grp

[TRN_TIM](#) Amount of training for largest ocp_grp

[arrangement_details](#)

Arrangement

[REDC_ARR](#) Arrangement

[assets_held_foreign_interest](#)

Assets held by foreign interests (%)

[F_ASSETS](#) Assets held by foreign interests (%)

[availability_of_training](#)

Availability of training

[AVTRAIN](#) Availability of training

[avg_paid_hours_per_week_no_ot](#)

Average paid hours per week excluding overtime

[HRS_WK](#) Average paid hours per week excluding overtime

[birth_date](#)

Employee birth date

[BIRTHDAT](#) Employee birth date

[bonus_pay](#)

Earnings from bonus payments

[BON_PAY](#) Earnings from bonus payments

[born_in_canada_yes_no](#)

Born in Canada



[BORN_CND](#) Born in Canada

[change_workplace_performance](#)

Workplace performance change



[PRF33_A](#) Performance: unit production costs
[PRF33_B](#) Performance: productivity
[PRF33_C](#) Performance: sales
[PRF33_D](#) Performance: product quality
[PRF33_E](#) Performance: customer satisfaction
[PRF33_F](#) Performance: profitability

[childcare_yes_no](#)

Childcare



[CHILDCA](#) Childcare

[children_childcare_yes_no](#)

Children in childcare



[KID_CARE](#) Children in childcare

[classrm_job_reltd_traing_prvded](#)

Classroom related training provided



[TRNG1_1](#) No classroom training
[TRNG1_10](#) Group decision-making or problem-solving
[TRNG1_11](#) Team-building, leadership, communication
[TRNG1_12](#) Occupational health and safety, environmental protection
[TRNG1_13](#) Literacy or numeracy
[TRNG1_14](#) Other training
[TRNG1_2](#) Orientation for new employees
[TRNG1_3](#) Managerial/supervisory training
[TRNG1_4](#) Professional training
[TRNG1_5](#) Apprenticeship training
[TRNG1_6](#) Sales and marketing training
[TRNG1_7](#) Computer/hardware
[TRNG1_8](#) Computers/software
[TRNG1_9](#) Other office and non-office equipment

[classroom_training_yes_no](#)

Received classroom training



[CLASSTR](#) Received classroom training

[common-](#)

[law_partner_yes_no](#)

Common-law partner



[COMN_LAW](#) Common-law partner

[compensation_practices](#)

Compensation practices



[GAINS](#) Group incentives systems
[INCEN](#) Individual incentive systems
[MERIT](#) Merit pay and skill-based pay
[PROFT](#) Profit sharing plan
[STCK_PL](#) Employee stock plans

[compensation_practices_category](#)

Compensation practices by categories



[GAINS_AD](#) Productivity/Quality gain-sharing (administrative)
[GAINS_MN](#) Productivity/Quality gain-sharing (Managers)
[GAINS_OT](#) Productivity/Quality gain-sharing (Others)
[GAINS_PR](#) Productivity/Gain-sharing (Professionals)
[GAINS_SL](#) Productivity/Quality gain-sharing (Marketing/Sales)
[GAINS_TC](#) Productivity/Quality gain-sharing (Technical/Trade)
[GAINS_UN](#) Productivity/Quality gain-sharing (Production workers)
[INCEN_AD](#) Individual incentive (Administrative)
[INCEN_MN](#) Individual incentive (Managers)
[INCEN_OT](#) Individual incentive (Others)
[INCEN_PR](#) Individual incentive (Professionals)
[INCEN_SL](#) Individual incentive (Sales)
[INCEN_TC](#) Individual incentive (Technical)
[INCEN_UN](#) Individual incentive (Production workers)
[MERIT_AD](#) Merit pay and skill-based pay (Clerical/Administrative)
[MERIT_MN](#) Merit pay and skill-based pay (Managers)
[MERIT_OT](#) Merit pay and skill-based pay (Others)
[MERIT_PR](#) Merit pay and skill-based pay (Professional)

MERIT_SL	Merit pay and skill-based pay (Marketing/Sales)
MERIT_TC	Merit pay and skill-based pay (Technical/Trade)
MERIT_UN	Merit pay and skill-based pay (Production workers)
PROFT_AD	Profit sharing (Administrative)
PROFT_MN	Profit sharing (Managers)
PROFT_OT	Profit sharing (Others)
PROFT_PR	Profit sharing (Professionals)
PROFT_SL	Profit sharing (Marketing/Sales)
PROFT_TC	Profit sharing (Technical/Trades)
PROFT_UN	Profit sharing (Production workers)
STCK_AD	Employee Stock Plans(Clerical/Administrative)
STCK_MN	Employee Stock Plans(Managers)
STCK_OT	Employee Stock Plans(Other)
STCK_PR	Employee Stock Plans(Professionals)
STCK_SL	Employee Stock Plans(Marketing/Sales)
STCK_TC	Employee Stock Plans(Technical/Trades)
STCK_UN	Employee Stock Plans(Production workers)

[competition](#) 

Competition

CMP_CAN	Competitions with Canadian-owned firms
CMP_LOC	Competitions with locally-owned firms
CMP_NONE	No Competition from other firms
CMP_OTH	Competitions with Other internationally-owned enterprises (other
CMP_USA	Competitions with American-owned firms

[complete_fiscal_year](#) 

Workplace having completed one fiscal year

FISCAL12	Workplace having completed one fiscal year
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[complexity_technology_change](#) 

Complexity of technology

TECH_COM	Complexity of technology
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[compressed_workweek_yes_no](#) 

Compressed workweek

CMPRS_WK	Compressed workweek
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[courses_helped_take](#) 

courses employer helped to take

NO_CRSEM	# courses employer helped to take
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[courses_not_paid_yes_no](#) 

Courses not paid

NPAIDCRS	Courses not paid
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[courses_taken_not_paid](#) 

courses taken not paid

NO_NPCRS	# courses taken not paid
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[course_offered_not_taken_yes_no](#) 

Course offered but not taken

TRAIN_NO	Course offered but not taken
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[covered_by_cba_yes_no](#) 

Covered by CBA

CBA	Covered by CBA
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[current_labour_market_status](#) 

Current labour market status

SAM_ACT	Change of most important activities
SAM_EMPL	Working for the same employer reported last year
SAM_JOB	Change of job title
SAM_LOCN	Working at the same location

[current_term_employment_end](#) 

Current term of employment end

TERM_END	Current term of employment end
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[days_last_course](#) 

Length of first course taken

LEN_CRS1	Length of first course taken
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[days_last_course_not_paid](#) 

# days most recent course		
DAY_1NPD	# days most recent course	
days_off_due_layoffs		▲
Days off due to layoffs		
DAYS_LAY	Days off due to lay-offs	
days_off_due_lockouts		▲
Days off due to lockouts		
DAYS_LCK	Days off due to lockouts	
days_off_due_strikes		▲
Days off due to strikes		
DAYS_STR	Days off due to strikes	
days_other_paid_leave		▲
Days of other paid leave		
PD_OTH	Days of other paid leave	
days_paid_parental_leave		▲
Days of paid maternity/paternity leave		
PD_EDC	Days of paid maternity/paternity leave	
days_paid_sick_leave		▲
Days of paid sick leave		
PD_SKC	Days of paid sick leave	
days_paid_vacation_entitled		▲
Days of paid vacation leave entitled		
VAC_ALLOW	Days of paid vacation leave entitled	
days_paid_vacation_leave		▲
Days of paid vacation leave		
PD_VAC	Days of paid vacation leave	
days_per_week_worked		▲
Days per week worked		
DAYS_WK	Days per week worked	
days_scnd_course		▲
Length of second course taken		
LEN_CRS2	Length of second course taken	
days_scnd_course_not_paid		▲
# days second most recent course		
DAY_2NPD	# days second most recent course	
days_spent_on-the-job_training		▲
Time spent on-the-job training		
JOBTRTIM	Time spent on-the-job training	
days_training_device		▲
Number of days of training technology		
DAY_DEV	Number of days of training technology	
days_training_technology		▲
Number of days of training technology		
DAY_TECH	Number of days of training technology	
days_unpaid_leave		▲
Days of unpaid leave		
UPD_DAYS	Days of unpaid leave	
days_unpaid_leave_yes_no		▲
Taken unpaid leave		
UPD_LEAV	Taken unpaid leave	
day_layoff		▲
Person-days spent temporarily off		

[define_deal_provisions_cba](#)

Agreement define how to deal with the following prov.

CBAG1_1	Technological change: written agreements
CBAG1_2	Technological change: regular discussions
CBAG1_3	Technological change: ad hoc agreements
CBAG1_4	Technological change: no provision
CBAG10_1	Cost of living adjustments: written agreements
CBAG10_2	Cost of living adjustments: regular discussions
CBAG10_3	Cost of living adjustments: ad hoc agreements
CBAG10_4	Cost of living adjustments: no provision
CBAG2_1	Workplace reorganization: written agreements
CBAG2_2	Workplace reorganization: regular discussions
CBAG2_3	Workplace reorganization: ad hoc agreements
CBAG2_4	Workplace reorganization: no provision
CBAG3_1	Employee participation: written agreements
CBAG3_2	Employee participation: regular discussions
CBAG3_3	Employee participation: ad hoc agreements
CBAG3_4	Employee participation: no provision
CBAG4_1	Occupational health and safety: written agreements
CBAG4_2	Occupational health and safety: regular discussions
CBAG4_3	Occupational health and safety: ad hoc agreements
CBAG4_4	Occupational health and safety: no provision
CBAG5_1	Employment equity: written agreements
CBAG5_2	Employment equity: regular discussions
CBAG5_3	Employment equity: ad hoc agreements
CBAG5_4	Employment equity: no provision
CBAG6_1	Pay equity: written agreements
CBAG6_2	Pay equity: regular discussions
CBAG6_3	Pay equity: ad hoc agreements
CBAG6_4	Pay equity: no provision
CBAG7_1	Job security/lay-offs: written agreements
CBAG7_2	Job security/lay-offs: regular discussions
CBAG7_3	Job security/lay-offs: ad hoc agreements
CBAG7_4	Job security/lay-offs: no provision
CBAG8_1	Contracting out: written agreements
CBAG8_2	Contracting out: regular discussions
CBAG8_3	Contracting out: ad hoc agreements
CBAG8_4	Contracting out: no provision
CBAG9_1	Education and training: written agreements
CBAG9_2	Education and training: regular discussions
CBAG9_3	Education and training: ad hoc agreements
CBAG9_4	Education and training: no provision

[dental_plan](#)

Dental plan

DENTAL	Dental plan
PAR_DNT	Participation in a dental plan

[dependent_children_yes_no](#)

Dependent children

DPND_KID	Dependent children
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[descendants_details](#)

Ethnic, cultural and racial backgrounds

ETH_1	Canadian
ETH_10	Inuit (Eskimo)
ETH_11	Japanese
ETH_12	Korean
ETH_13	Latin American
ETH_14	Metis
ETH_15	North American Indian
ETH_16	North African
ETH_17	South East Asian
ETH_18	West Asian
ETH_19	Other, specify
ETH_2	British
ETH_3	French
ETH_4	Any other European groups
ETH_5	Arab
ETH_6	Black
ETH_7	Chinese
ETH_8	East Indian
ETH_9	Filipino

[disability_programs_yes_no](#)

Disability programs switch

DISABLTY	Disability programs switch
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[dispute_mechanisms](#)

Dispute mechanisms

MECGRI_1	Informally addressed by manager/supervisor
MECGRI_2	Management Committee
MECGRI_3	Labour-Man. Committee
MECGRI_4	Outside arbitrator
MECGRI_5	Other, specify

[dispute_past_12_months_yes_no](#) 

Filed a grievance past 12 months

[FIL_GRIE](#) Filed a grievance past 12 months

[duties_at_home_yes_no](#) 

Duties at home

[DUTY_HOM](#) Duties at home

[education_detail](#) 

Details of the additional education

EDC_1	Additional education -- Trade-vocational
EDC_10	Additional education -- Degree in medicine
EDC_11	Additional education -- Ph.D.
EDC_12	Additional education -- Industry certified
EDC_13	Additional education -- Other, specify
EDC_2	Additional education -- Some college
EDC_3	Additional education -- Completed college
EDC_4	Additional education -- Some university
EDC_5	Additional education -- Teacher's college
EDC_6	Additional education -- University below B.Sc.
EDC_7	Additional education -- B.Sc.
EDC_8	Additional education -- University above B.Sc.
EDC_9	Additional education -- M.Sc.
MFS	Major Field of Study

[education_detail_12m](#) 

Details the additional education past 12 months

EDC12_1	Past twelve months -- Trade-vocational
EDC12_10	Past twelve months -- Degree in medicine
EDC12_11	Past twelve months -- Ph.D.
EDC12_12	Past twelve months -- Industry certified
EDC12_13	Past twelve months -- Other, specify
EDC12_2	Past twelve months -- Some college
EDC12_3	Past twelve months -- Completed college
EDC12_4	Past twelve months -- Some university
EDC12_5	Past twelve months -- Teacher's college
EDC12_6	Past twelve months -- University below B.Sc.
EDC12_7	Past twelve months -- B.Sc.
EDC12_8	Past twelve months -- University above B.Sc.
EDC12_9	Past twelve months -- M.Sc.

[effects_implementation_factors](#) 

Effects of the implementation on following factors

EFFECT1	Effect of implementation: profit margin
EFFECT10	Effect of implementation: material requirements
EFFECT11	Effect of implementation: design costs
EFFECT12	Effect of implementation: shares in local market
EFFECT13	Effect of implementation: shares reg./ national market
EFFECT14	Effect of implementation: shares foreign markets
EFFECT15	Effect of implementation: interactions with customers
EFFECT16	Effect of implementation: interactions with suppliers
EFFECT17	Effect of implementation: Environmental regulations
EFFECT18	Effect of implementation: health & safety regulations
EFFECT19	Effect of implementation: other, specify
EFFECT2	Effect of implementation: quality of product/service
EFFECT20	Effect of implementation: other, specify
EFFECT21	Effect of implementation: other, specify
EFFECT3	Effect of implementation: technological capabilities
EFFECT4	Effect of implementation: working conditions
EFFECT5	Effect of implementation: lead times
EFFECT6	Effect of implementation: range of products/services
EFFECT7	Effect of implementation: labour requirements
EFFECT8	Effect of implementation: energy requirements
EFFECT9	Effect of implementation: capital requirements

[effect_on_managers](#) 

Effect on number of managers

[RSLT_MN](#) Effect on number of managers

[effect_on_non_management](#) 

Effect on number of non-management employees

[RSLT_NM](#) Effect on number of non-management employees

[effect_on_skill_requirements](#)

Effect on skill requirements



[RSLT_SK](#) Effect on skill requirements

[ei_supplements](#)

Supplements to EI



[PAR_UI](#) Participation in supplements to EI

[UISPL](#) Supplements to EI

[elder_care_yes_no](#)

Elder care



[ELDER](#) Elder care

[employee_assistance_yes_no](#)

Employee assistance



[ASSIS](#) Employee assistance

[employee_by_category](#)

Number of employees by category



[FULL_TIM](#) Full-time employees

[NON_PERM](#) Total non-permanent employees

[NOW_FULL](#) Permanent Full-time employees

[NOW_OTHR](#) Other employees

[NOW_PART](#) Permanent Part-time employees

[NPERM_FT](#) Non-permanent Full-time employees

[NPERM_PT](#) Non-permanent Part-time employees

[PART_TIM](#) Part-time employees

[PRMANENT](#) Permanent employees

[YR_FULL](#) Full-time permanent employees 1998

[YR_OTHR](#) Other employees 1998

[employee_cba](#)

No of employees by a CBA



[CBA_EMP](#) Non-management employees with CBA

[employee_cba_category](#)

No of employees covered by a CBA by category



[CBA_AD](#) No of Administrative covered by CBA

[CBA_OT](#) No of Other covered by CBA

[CBA_PR](#) No of Professionals covered by CBA

[CBA_SL](#) No of Sales covered by CBA

[CBA_TC](#) No of Technical covered by CBA

[CBA_UN](#) No of Production workers covered by CBA

[employee_covered_by_cba](#)

Employees covered by collective bargaining agreements



[TTL_CBA](#) # employees covered by a collective bargaining agreement

[employee_downsized](#)

Number of employees downsized



[DOWNSIZE](#) Number of employees downsized

[employee_feedback](#)

Employee feedback



[FEED](#) Employee feedback

[employee_flowtype](#)

Employee flowtype



[FLOWTYPE](#) Employee flowtype

[employee_independent_contractor](#)

Number of Independent contractors providing products or services



[CNTR_OUT](#) Contractors outside this workplace

[CNTR_WKP](#) Contractors at this workplace

[employee_left](#)

Total permanently left



[TTL_DSMS](#) Total dismissal for cause

[TTL_LYFF](#) Total lay-offs (no recall)

[TTL_OTHR](#) Total other permanent separation

[TTL_QUIT](#) Total Resignation (no incentives)

[TTL_RDCT](#) Total special workforce reductions

[TTL_RTMT](#) Total retirement (no incentives)

<u>employee_on_or_off_site</u>	Employment on-site or off-site	▲
<u>OFF_HOME</u>	Off-site employees at home	
<u>OFF_OTHR</u>	Off-site employees in other workplace	
<u>TTL_EMP</u>	Total number of employees, March 2001	
<u>TTL_SITE</u>	On-site employees	
<u>employee_rcv_classroom_trng</u>	No of employees who received classroom training	▲
<u>TRN_EMP1</u>	No of employees who received classroom training	
<u>employee_rcv_on_the_job_trng</u>	No of employees who received on-the-job training	▲
<u>TRN_EMP2</u>	No of employees who received on-the-job training	
<u>employee_receive_t4</u>	Number of employees receiving T4 slips	▲
<u>employee_response_code</u>	Employee response code	▲
<u>COM_CODE(EE)</u>	Employee completion code	
<u>FILTCODE(EE)</u>	Employee response code	
<u>employee_suggestion</u>	Employee suggestion	▲
<u>SUGG</u>	Employee suggestion	
<u>employee_use_assistance_yes_no</u>	Used by employee	▲
<u>USE_ASS</u>	Used by employee	
<u>employee_use_childcare_yes_no</u>	Used by employee	▲
<u>USE_CHLD</u>	Used by employee	
<u>employee_use_eder_care_yes_no</u>	Used by employee	▲
<u>USE_ELDR</u>	Used by employee	
<u>employee_use_fitness_yes_no</u>	Used by employee	▲
<u>USE_FIT</u>	Used by employee	
<u>employee_weights</u>	Employee weights	▲
<u>EMP_BSW1-</u>	Bootstap weights employees	
<u>EMP_BSW100</u>		
<u>EMP_FINAL_WT</u>	Final Weight	
<u>employee_work_status_by_category</u>	Employment by category	▲
<u>CVNM_FT</u>	Full-time non-management employees with CBA	
<u>CVNM_PT</u>	Part-time non-management employees with CBA	
<u>FULL_MN</u>	Full-time Management	
<u>NCNM_FT</u>	Non-Management (no CBA) Full-time	
<u>NCNM_PT</u>	Non-Management (no CBA) Part-time	
<u>PART_MN</u>	Part-time Management	
<u>TTL_MGR</u>	Total Management	
<u>TTL_NCNM</u>	Total Non-Management (no cba)	
<u>employer_helping_training_yes_no</u>	Employer helping with training	▲
<u>EMP_HLP</u>	Employer helping with training	
<u>employer_provides_facilities_y_n</u>	Employer provides altered facilities-equip.	▲
<u>EMP_DIS</u>	Employer provides altered facilities-equip.	
<u>employment_status</u>	Current employment status	▲
<u>XEMPSTAT</u>	Current employment status	

employment_status_new_job	Employment status in new job	
XNEWSTAT	Employment status in new job	
end_date_complete_fiscal_year	End date of most recently completed fiscal year	
END_DATE	End date of most recently completed fiscal year	
end_of_prev_job	Determine end of previous job	
XJOB_END	Determine end of previous job	
equipment_paid_by_employer	Equipment paid by employer	
EQUIPAID	Equipment paid by employer	
expenditure_nonwage_benefit	Total expenditure on non-wage benefits	
SAL_EXPN	Total expenditure on non-wage benefits	
expenditure_this_location	Expenditures only for this location	
EXPN_WKP	Expenditures only for this location	
extra_earnings	Extra earnings	
XTRAEARN	Extra earnings	
extra_earnings_details	Types of pay	
TYPAY_1	Extra earnings	
TYPAY_2	Piecework payments	
TYPAY_3	Productivity bonuses	
TYPAY_4	Profit sharing	
TYPAY_5	Overtime pay	
TYPAY_6	Shift differentials	
TYPAY_7	Tips	
TYPAY_8	Commissions	
TYPAY_9	Other bonuses	
extra_earnings_yes_no	Extra earnings	
XTRA	Extra earnings	
factors_earning_promotion	Factors in earning promotion	
PRMTD_1	Experience gained at previous job	
PRMTD_2	Seniority	
PRMTD_3	Test or competitive process	
PRMTD_4	Training or career development programs	
PRMTD_5	Past performance evaluations	
PRMTD_6	None	
factors_impede_implementation	Factors impeding the implementation	
FACTOR1	Lack of financial resources	
FACTOR10	Other	
FACTOR11	None	
FACTOR2	Lack of skilled personnel	
FACTOR3	Lack of information on technologies	
FACTOR4	Lack of information on markets	
FACTOR5	Deficiencies in availability of external tech. serv.	
FACTOR6	Internal resistance to change	
FACTOR7	Barriers to cooperation with other firms	
FACTOR8	Barriers to cooperation with institutions	
FACTOR9	Government standards and regulations	
final_auth_settle_grievance	Final authority to settle grievances	
AUTHGRV	Final authority to settle grievances	
first_application_most_used	First application most used	
APP1	First application most used	

fitness_yes_no		▲
	Fitness	
FITNESS	Fitness	
formal_grievance_system		▲
	Formal grievance system	
FRMLGRV	Formal grievance system	
formal_system_yes_no		▲
	Formal grievance, complaint system	
GRIEV	Formal grievance, complaint system	
formal_training_last_er_yes_no		▲
	Formal training last employer	
PRV_TRN	Formal training last employer	
full_part_categories		▲
	Employees by categories	
FULL_AD	Full-time Administrative	
FULL_MN	Full-time Management	
FULL_OT	Full-time Others	
FULL_PR	Full-time Professionals	
FULL_SL	Full-time Sales	
FULL_TC	Full-time Technical	
FULL_UN	Full-time Production workers	
PART_AD	Part-time Administrative	
PART_MN	Part-time Management	
PART_OT	Part-time Others	
PART_PR	Part-time Professionals	
PART_SL	Part-time Sales	
PART_TC	Part-time Technical	
PART_UN	Part-time Production workers	
gender		▲
	Gender	
GENDER	Gender	
general_working_conditions		▲
	General work conditions of new job	
XWKCON_A	Availability of flexible working arrangements	
XWKCON_B	Usual work hours	
XWKCON_C	Availability of overtime	
XWKCON_D	Availability of job or work sharing arrangements	
XWKCON_E	Availability of personal and family support programs	
goals_of_course		▲
	Goals of the last course	
GOALMC_1	Working towards a trade or vocational certificate or diploma	
GOALMC_2	Working towards a degree or diploma	
GOALMC_3	Working towards a professional designation	
GOALMC_4	Increase literacy or numeracy skill	
GOALMC_5	Other, specify	
graduated_high_school_yes_no		▲
	Graduated from high school	
GRAD_HS	Graduated from high school	
gross_operating_expenditure		▲
	Gross expenditures	
EXPNDTR	Gross expenditures	
gross_operating_revenue		▲
	Gross operating revenue	
REVENUE	Gross operating revenue	
gross_payroll		▲
	Gross payroll	
GRSPAYRL	Total Gross Payroll	
highest_grade_ele. _hs_completed		▲
	Highest grade of ele. or hs completed	
HIG_GRAD	Highest grade of ele. or hs completed	

hiring_new_employee		▲
Hiring by categories		
NWHR_AD	Administrative hired between April 1, 2000 and March 31, 2001	
NWHR_MN	Managers hired between April 1, 2000 and March 31, 2001	
NWHR_OT	Other hired between April 1, 1999 and March 31, 2000	
NWHR_PR	Professionals hired between April 1, 2000 and March 31 2001	
NWHR_SL	Sales hired between April 1, 2000 and March 31, 2001	
NWHR_TC	Technical hired between April 1, 2000 and March 31 2001	
NWHR_UN	Production workers hired between April 1, 2000 and March 31, 20	
hiring_new_empl_yes_no		▲
New hires switch		
NEW_HIRE	New hires	
hours_paid_overtime_per_week		▲
Hours of paid overtime per week		
POVER_WK	Hours of paid overtime per week	
hours_spent_first_device		▲
Time spent on first device		
TIM_DEV1	Time spent on first device	
hours_spent_on_first_application		▲
Time spent on first application		
APP1_TIM	Time spent on first application	
hours_spent_on_sec_application		▲
Time spent on second application		
APP2_TIM	Time spent on second application	
hours_spent_on_technology		▲
Time spent on this technology		
TIM_TECH	Time spent on this technology	
hours_spent_on_thrd_application		▲
Time spent on third application		
APP3_TIM	Time spent on third application	
hours_spent_second_device		▲
Time spent on second device		
TIM_DEV2	Time spent on second device	
hours_spent_third_device		▲
Time spent on third device		
TIM_DEV3	Time spent on third device	
hours_spent_using_computer		▲
Time spent using a computer		
TIM_CPU	Time spent using a computer	
hours_unpaid_ot_per_week		▲
Hours of unpaid overtime per week		
UOVER_WK	Hours of unpaid overtime per week	
hours_worked_at_home		▲
Hours worked at home		
HRS_HOM	Hours worked at home	
hours_work_job1_2		▲
# hours work at job1 and/or job 2		
HRS_JOB1	# hours work at job1	
HRS_JOB2	# hours work at job 2	
hours_work_last_employer		▲
Hours per week for last employer		
PRV_HRS	Hours per week for last employer	
human_resources_responsibility		▲
Responsible for human resources matters		

[HR_RESP](#) Responsible for human resources matters

[impact_on_benefits_yes_no](#) 

Impact on benefits

[IMPC_BEN](#) Impact on benefits

[impact_significant_org_change](#) 

Impact of most significant organizational change

[IMPACT1](#) Impact on profitability
[IMPACT10](#) Impact on absenteeism
[IMPACT11](#) Impact on number of levels in hierarchy
[IMPACT12](#) Impact on quality of products/services
[IMPACT13](#) Impact on time between order and delivery
[IMPACT14](#) Impact on ability to measure performance
[IMPACT2](#) Impact on costs
[IMPACT3](#) Impact on labour-management relationship
[IMPACT4](#) Impact on product/service differentiation
[IMPACT5](#) Impact on productivity
[IMPACT6](#) Impact on labour turnover
[IMPACT7](#) Impact on automation of production processes
[IMPACT8](#) Impact on level of inventories
[IMPACT9](#) Impact on used time for physical plant and equipment

[implementation_cca_tech](#) 

Implementation of computer-controlled/assisted tech.

[CPU_CTRL](#) Implementation of computer-controlled/assisted tech.

[implementation_other_tech](#) 

Implementation of other technologies or machinery

[OTH_TECH](#) Implementation of other technologies or machinery

[implementation_soft_app_hardware](#) 


Implementation of new software application or hardware

[NEW_SOFT](#) Implementation of new software application or hardware

[importance_innovation](#) 

Importance of innovation

[INNOV](#) Importance of innovation

[industry](#) 

NAICS 1997

[DOM_IND](#) WES Industry Aggregation
[NAICS](#) NAICS 1997 (HO only)

[initial_hours_using_computer](#) 

Initial use of computers

[INIT_CPU](#) Initial use of computers

[innovation](#) 

Innovation

[IMPV_PRC](#) Innovation: Improved processes
[IMPV_PRD](#) Innovation: improved products or services
[NEW_PRC](#) Innovation: new processes
[NEW_PRD](#) Innovation: new products or services

[job_opportunities](#) 

Job opportunities of new job

[XJOBOP_A](#) Opportunity for promotions
[XJOBOP_B](#) Access to computers
[XJOBOP_C](#) Access to training and development
[XJOBOP_D](#) Opportunity for career change
[XJOBOP_E](#) Opportunity for employee participation
[XJOBOP_F](#) Access to worker representation
[XJOBOP_G](#) Salary increases
[XJOBOP_H](#) Job security
[XJOBOP_I](#) Bonuses/profit sharing

[job_rotation](#) 

Job rotation

[JROT](#) Job rotation

[labour_situations_cba](#) 

Labour situations

[ACTN](#) Other labour-related actions

LOCKOUTS	Lockouts
RULE	Work-to-rule
SLOW	Work slowdown
STRK	Strikes

[labour_situations_days](#) 

Labour situation duration in days

ACTN_DAY	Other labour-related actions days
LOCK_DAY	Lockouts days
RULE_DAY	Work-to-rule days
SLOW_DAY	Work slowdown days
STRK_DAY	Strikes days

[language_used_home](#) 


Language used at home

LANG_HOM	Language used at home
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[language_used_work](#) 

Language used at work

LANG_WRK	Language used at work
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[last_job_wage](#) 

Last Job Wage

PRV_EARN	Earnings before taxes
PRV_FREQ	Earnings frequency

[layoff_strike_lockout_yes_no](#) 

Off work due to layoff, strike or lockout

OFF_WRK	Off work due to layoff, strike or lockout
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[learn_about_job](#) 

Learn about job opening

LEARN_1	Help wanted ad
LEARN_10	Directly recruited by current employer
LEARN_11	Internet
LEARN_12	Other, specify
LEARN_2	Family or friend
LEARN_3	Union posting
LEARN_4	Canada Employment Centre/other government agency
LEARN_5	On-campus recruitment
LEARN_6	News story
LEARN_7	Job fair
LEARN_8	Recruitment agency (headhunter)
LEARN_9	Personal initiative

[learn_applications_details](#) 


Learn application

AP1LRN_1	Self-learning (manuals, books, on-line tutorials, etc)
AP1LRN_2	Employer-paid formal training
AP1LRN_3	Self-paid formal training
AP1LRN_4	On-the-job training (co-workers, supervisors, resource people)
AP1LRN_5	University or community college courses
AP1LRN_6	Other, specify

[leave_job_or_end](#) 

Leave job or job come came to an end

XLEFTJOB	Leave job or job came to an end
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[level_of_competition](#) 

Level of Competition

LEV_CAN	Level of competition from Canadian-owned firms
LEV_LOC	Level of competition from locally-owned firms
LEV_OTH	Level of competition from other internationally-owned firms
LEV_USA	Level of competition from American-owned firms

[life-disability_insurance](#) 

Life and/or Disability insurance plan

LIFE	Life-Disability insurance
PAR_LIF	Participation in Life-Disability insurance

[limited_activity_yes_no](#) 

Limited activity

DIFF_ANY	Difficulty if any
LIM_ACT	Limited activity

<u>limited_at_home_yes_no</u>		▲
Limited activity at home		
<u>HME_ACT</u>	Limited activity at home	
<u>REDC_HME</u>	Reduce activity at home	
<u>limited_at_work_yes_no</u>		▲
Limited activity at work		
<u>REDC_WK</u>	Reduced workweek arrangement	
<u>WRK_ACT</u>	Limited activity at work	
<u>limited_leisure_activities_yes_n</u>		▲
Limited leisure activities		
<u>LSR_ACT</u>	Limited leisure activities	
<u>REDC_OTH</u>	Reduction in other activities	
<u>location_last_course</u>		▲
Location of last course		
<u>LOC_CRIS1</u>	Location of last course	
<u>location_of_duty_code</u>		▲
Location of duty code		
<u>DUTY_LOC</u>	Location of duty code	
<u>location_scnd_course</u>		▲
Location of second course		
<u>LOC_CRIS2</u>	Location of second course	
<u>long_term_disability_yes_no</u>		▲
Long term disability		
<u>LNG_DIS</u>	Long term disability	
<u>lvl_of_price_rltve_competitors</u>		▲
Level of price compared to competitors		
<u>PRC_LEV</u>	Level of price compared to competitors	
<u>main_activity_between_jobs</u>		▲
Main activity between jobs		
<u>XMAINACT</u>	Main activity between jobs	
<u>main_reason_job_end</u>		▲
Main reason job came to an end		
<u>XRESEND</u>	Main reason job came to an end	
<u>main_reason_left_job</u>		▲
Main reason left job		
<u>XRESLEAV</u>	Main reason left job	
<u>main_reason_work_at_home</u>		▲
Main reason work at home		
<u>MAIN_HOM</u>	Main reason work at home	
<u>main_subjects_on-the-job_trainin</u>		▲
Main subjects of on-the-job training		
<u>SUB_1</u>	Orientation for new employees	
<u>SUB_10</u>	Team building, leadership, communication	
<u>SUB_11</u>	Occupational health and safety, environmental protection	
<u>SUB_12</u>	Literacy or numeracy	
<u>SUB_13</u>	Other, please specify	
<u>SUB_2</u>	Managerial/supervisory training	
<u>SUB_3</u>	Professional training	
<u>SUB_4</u>	Apprenticeship training	
<u>SUB_5</u>	Sales and marketing training	
<u>SUB_6</u>	Computer hardware	
<u>SUB_7</u>	Computer software	
<u>SUB_8</u>	Other office or non-office equipment	
<u>SUB_9</u>	Group decision-making or problem-solving	
<u>main_subject_last_course</u>		▲
Main subject of last course taken		
<u>SUB_CRIS1</u>	Main subject of last course taken	
<u>main_subject_scnd_course</u>		▲

Main subject of the second course taken

[SUB_CRS2](#) Main subject of the second course taken

[Major field study](#)

Major field of study

[MFS](#) Major Field of Study

[marital_status_yes_no](#)

Marital status

[MARITAL](#) Marital status

[market_areas](#)

Market areas

[MRKT_CAN](#) Market areas (rest of Canada)

[MRKT_LOC](#) Market areas (local market)

[MRKT_USA](#) Market areas (U.S.A.)

[MRKT_WLD](#) Market areas (Rest of the world)

[maximum_paid_hours_per_week](#)

Maximum paid hours per week

[HRS_MAX](#) Maximum paid hours per week

[method_paid_ot_hours_ft_category](#)

Method of paid overtime hours for full-time employees

[OVER_AD1](#) Administrative compensation not applicable

[OVER_AD2](#) Administrative compensation: hourly premiums

[OVER_AD3](#) Administrative compensation: at normal rate

[OVER_AD4](#) Administrative compensation: compensatory time off

[OVER_AD5](#) Administrative not compensated

[OVER_MN1](#) Managers compensation not applicable

[OVER_MN2](#) Managers compensation: hourly premiums

[OVER_MN3](#) Managers compensation: at normal rate

[OVER_MN4](#) Managers compensation: compensatory time off

[OVER_MN5](#) Managers not compensated

[OVER_OT1](#) Others compensation not applicable

[OVER_OT2](#) Others compensation: hourly premiums

[OVER_OT3](#) Others compensation: at normal rate

[OVER_OT4](#) Others compensation: compensatory time off

[OVER_OT5](#) Others not compensated

[OVER_PR1](#) Professionals compensation not applicable

[OVER_PR2](#) Professionals compensation: hourly premiums

[OVER_PR3](#) Professionals compensation: at normal rate

[OVER_PR4](#) Professionals compensation: compensatory time off

[OVER_PR5](#) Professionals not compensated

[OVER_SL1](#) Sales compensation not applicable

[OVER_SL2](#) Sales compensation: hourly premiums

[OVER_SL3](#) Sales compensation: at normal rate

[OVER_SL4](#) Sales compensation: compensatory time off

[OVER_SL5](#) Sales not compensated

[OVER_TC1](#) Technical compensation not applicable

[OVER_TC2](#) Technical compensation: hourly premiums

[OVER_TC3](#) Technical compensation: at normal rate

[OVER_TC4](#) Technical compensation: compensatory time off

[OVER_TC5](#) Technical not compensated

[OVER_UN1](#) Production workers compensation not applicable

[OVER_UN2](#) Production workers compensation: hourly premiums

[OVER_UN3](#) Production workers compensation: at normal rate

[OVER_UN4](#) Production workers compensation: compensatory time off

[OVER_UN5](#) Production workers not normally compensated

[minimum_education_for_job](#)

Minimum level of education for job

[MINEDUC](#) Minimum level of education for job

[minimum_paid_hours_per_week](#)

Minimum paid hours per week

[HRS_MIN](#) Minimum paid hours per week

[minority_recruit_program_yes_no](#)

Minority recruitment program

[MNR_RECR](#) Minority recruitment program

[months_per_year_work](#)

Months of the year

[MTH_YEAR](#) Months of the year

[months_unemployed](#)

of months unemployed

[MTH_UNEM](#) # of months unemployed

[months_worked_employer](#)

Number months previously worked for employer

[PREMONTH](#) Number months previously worked for employer

[months_work_last_employer](#)

Months work for last employer

[MTH_LAST](#) Months work for last employer

[most_helpful_method_learning](#)

Most helpful method in learning

[JOBTRHEL](#) Most helpful method in learning

[most_helpful_method_learn_1stapp](#)

Most helpful method for learning 1st app.

[AP1_MOST](#) Most helpful method for learning 1st app.

[most_helpful_method_learn_device](#)

Most helpful method for learning technological device

[LRN_DEV](#) Most helpful method for learning technological device

[most_helpful_method_learn_tech](#)

Most helpful method for learning technology

[LRN_TECH](#) Most helpful method for learning technology

[most_important_org_change](#)

Most important organizational change

[S_CHG](#) Most important organizational change

[most_recent_promotion](#)

Most recent promotion

[PRMTDATE](#) Most recent promotion

[need_altered_facilities_yes_no](#)

Need altered facilities-equip. aids

[AIDS_DIS](#) Need altered facilities-equip. aids

[new_employer_start_date](#)

New employer start date

[XSTRTEMP](#) New employer start date

[new_job_satisfaction](#)

New job satisfaction

[XJOBSAT](#) New job satisfaction

[new_tech_implementation_details](#)

Implementation details of new technology

[CTL_AD1](#) Administrative using MRI

[CTL_AD2](#) Administrative using SMRI

[CTL_CST1](#) Cost of MRI

[CTL_CST2](#) Cost of SMRI

[CTL_DUR1](#) Duration of training for MRI

[CTL_DUR2](#) Duration of training for SMRI

[CTL_MN1](#) Managers using MRI

[CTL_MN2](#) Managers using SMRI

[CTL_OT1](#) Others using MRI

[CTL_OT2](#) Other workers using SMRI

[CTL_PR1](#) Professionals using MRI

[CTL_PR2](#) Professionals using SMRI

[CTL_SL1](#) Sales using MRI

[CTL_SL2](#) Sales using SMRI

[CTL_TC1](#) Technical using MRI

[CTL_TC2](#) Technical using SMRI

[CTL_TRN1](#) No of employees trained for MRI

[CTL_TRN2](#) No of employees trained for SMRI

[CTL_UN1](#) Production workers using MRI

[CTL_UN2](#) Production workers using SMRI

[CTL_USE1](#) No of employees using MRI

[CTL_USE2](#) No of employees using SMRI

[DATE45B1](#) Date of most recent implementation (MRI)

[DATE45B2](#) Date of second most recent implementation

[non-wage benefits yes no](#)

Non-wage benefits provided by employer

[NON WAGE](#) Non-wage benefits provided by employer

[nonwage benefits availability ft](#)

Non-wage benefits to permanent full-time

ALLW_ALL	Severance Allowances available to all
ALLW_AV1	Severance Allowances available to management
ALLW_AV2	Severance Allowances available to non-management non-union
ALLW_AV3	Severance Allowances available to non-management union
ALLW_NA	Severance Allowances not available
ANRE_ALL	Annual reimbursement for an employee available to all
ANRE_AV1	Annual reimbursement available to management
ANRE_AV2	Annual reimbursement available to non-management non-union
ANRE_AV3	Annual reimbursement plan available to non-management union
ANRE_NA	Annual reimbursement not available
BNFC_ALL	Supp. to EI ben. available to all
BNFC_AV1	Supp. to EI ben. available to management
BNFC_AV2	Supp. to EI ben. available to non-management non-union
BNFC_AV3	Supp. to EI ben. available to non-management union
BNFC_NA	Supp. to EI ben. not available
DNTL_ALL	Dental care available to all
DNTL_AV1	Dental care available to management
DNTL_AV2	Dental care available to non-management non-union
DNTL_AV3	Dental care available to non-management union
DNTL_NA	Dental care not available
FLBN_ALL	Flexible benefit plan available to all
FLBN_AV1	Flexible benefit plan available to management
FLBN_AV2	Flexible benefit plan available to non-management non-union
FLBN_AV3	Flexible benefit plan available to non-management union
FLBN_NA	Flexible benefit plan not available
LIFE_ALL	Life insurance available to all
LIFE_AV1	Life insurance available to management
LIFE_AV2	Life insurance available to non-management non-union
LIFE_AV3	Life insurance available to non-management union
LIFE_NA	Life insurance plan not available
MDCL_ALL	Supp. Medical available to all
MDCL_AV1	Supp. Medical available to management
MDCL_AV2	Supp. Medical available to non-management non-union
MDCL_AV3	Supp. Medical available to non-management union
MDCL_NA	Supp. Medical not available
OTHR_ALL	Other available to all
OTHR_AV1	Other available to management
OTHR_AV2	Other available to non-management non-union
OTHR_AV3	Other available to non-management union
OTHR_NA	Other not available
PLAN_ALL	Pension plan available to all
PLAN_AV1	Pension plan available to management
PLAN_AV2	Pension plan available to non-management non-union
PLAN_AV3	Pension plan available to non-management union
PLAN_NA	Pension plan not available
RRSP_ALL	Group RRSP available to all
RRSP_AV1	Group RRSP available to management
RRSP_AV2	Group RRSP available to non-management non-union
RRSP_AV3	Group RRSP available to non-management union
RRSP_NA	Group RRSP not available
STCK_ALL	Stock purchase available to all
STCK_AV1	Stock purchase available to management
STCK_AV2	Stock purchase available to non-management non-union
STCK_AV3	Stock purchase available to non-management union
STCK_NA	Stock purchase not available
WORK_ALL	Workers Compensation available to all
WORK_AV1	Worker's Compensation available to management
WORK_AV2	Worker's Compensation available to non-management non-union
WORK_AV3	Worker's Compensation available to non-management union
WORK_NA	Worker's Compensation not available

[nonwage benefits availability pt](#)

Non-wage benefits to any part-time

BNFC_PT	Supp. to ben. for part-time employees
DNTL_PT	Dental care for part-time employees
LIFE_PT	Life insurance for part-time employees
MDCL_PT	Supp. Medical for part-time employees
OTHR_PT	Other for part-time employees
PLAN_PT	Pension plan for part-time employees
RRSP_PT	Group RRSP for part-time employees
STCK_PT	Stock purchase for part-time employees

[nonwage benefits funded](#)


Non-wage benefits funded to permanent full-time

ALLW_FD	Severance Allowances funding
BNFC_FD	Supp. to UI ben. funding

DNFL_FD	Dental care funding
FLBN_FD	Flexible benefit plan funding
LIFE_FD	Life insurance funding
MDCL_FD	Supp. Medical funding
OTHR_FD	Other funding
PLAN_FD	Pension plan funding
RRSP_FD	Group RRSP funding
STCK_FD	Stock purchase funding
WORK_FD	Worker's Compensation funding

[nonwage_benefits_yes_no](#)  Availability of non-wage benefits

BNFC_SW	Availability of non-wage benefits
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[non_mgmt_employee_cba](#)  Non-management employees covered by a collective agreement

CVFT_AD	Non-management FT Clerical/Administrative covered by CA
CVFT_OT	Non-management FT Others covered by CA
CVFT_PR	Non-management FT Professionals covered by CA
CVFT_SL	Non-management FT Marketing/Sales covered by CA
CVFT_TC	Non-management FT Technical/Trades covered by CA
CVFT_UN	Non-management FT Production workers covered by CA
CVPT_AD	Non-management PT Clerical/Administrative covered by CA
CVPT_OT	Non-management PT Others covered by CA
CVPT_PR	Non-management PT Professionals covered by CA
CVPT_SL	Non-management PT Marketing/Sales covered by CA
CVPT_TC	Non-management PT Technical/Trades covered by CA
CVPT_UN	Non-management PT Production workers covered by CA

[non_mgmt_employee_no_cba](#)  Non-management employees not covered by a CA

NCFT_AD	Non-management FT Clerical/Administrative no CA
NCFT_OT	Non-management FT Other workers no CA
NCFT_PR	Non-management FT Technical/Trades no CA
NCFT_SL	Non-management FT Marketing/Sales no CA
NCFT_TC	Non-management FT Technical/trades no CA
NCFT_UN	Non-management FT Production workers no CA
NCPT_AD	Non-management PT Clerical/Administrative no CA
NCPT_OT	Non-management PT Other workers no CA
NCPT_PR	Non-management PT Professional no CA
NCPT_SL	Non-management PT Marketing/Sales no CA
NCPT_TC	Non-management PT Technical/Trades no CA
NCPT_UN	Non-management PT Production workers no CA

[non_profit_yes_no](#)  Non-profit organization

NON_PRFT	Non-profit organization
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[number_courses_taken](#)  Number of courses taken

COURSES	Number of courses taken
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[number_employees_use_computers](#)  Number of employees using computers

CPU_USER	Number of employees using computers
--------------------------	-------------------------------------

[number_grievances](#)  No of grievances filed in past 12 months

NUMB_GRV	No of grievances filed in past 12 months
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[number_hrs_reduce_work_week](#)  # hours to reduce work week

RED_HRS	# hours to reduce work week
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[number_new_employee](#)  Total new hires in the past 12 months

TTL_NWHR	Total new hires between April 1, 2000 and March 31, 2001
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[number_of_firms_competing](#)  Number of firms competing in most important market

CMP_FRM	Number of firms competing in most important market
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[number_other_employers](#)  # of other employers

NO_OTH	# of other employers
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[number_people_supervised](#)

Number of people supervised



[SUP_PEOP](#) Number of people supervised

[number_shifts_rotation](#)

Shifts in a full rotation



[SHIFTS](#) # Shifts in a full rotation

[number_vacant_position](#)

Number of vacant positions



[TTL_UNFI](#) Number of vacant positions

[objective_significant_org_change](#)

Objective of most significant organizational change



[OBJCHG1](#) Objective: introduce new technology

[OBJCHG10](#) Objective: Increase the pace of innovation

[OBJCHG11](#) Objective: other, specify

[OBJCHG2](#) Objective: reduce costs

[OBJCHG3](#) Objective: respond to an amalgamation or a take-over

[OBJCHG4](#) Objective: increase product differentiation

[OBJCHG5](#) Objective: increase product and service quality

[OBJCHG6](#) Objective: increase hours of operation

[OBJCHG7](#) Objective: reduce inventories

[OBJCHG8](#) Objective: reduce time between orders and deliveries

[OBJCHG9](#) Objective: raise productivity

[off_due_layoff_yes_no](#)

Off due to layoff



[OFF_LAY](#) Off due to lay-off

[off_due_lockout_yes_no](#)

Off due to lockout



[OFF_LCK](#) Off due to lockout

[off_due_strike_yes_no](#)

Off due to strike



[OFF_STR](#) Off due to strike

[on-the-](#)

[job_training_yes_no](#)

Received on-the-job training



[JOBTR](#) Received on-the-job training

[on_the_job_training_provided](#)

On-the-job training provided



[TRNG2_1](#) No on-the-job training

[TRNG2_10](#) Group decision-making or problem-solving

[TRNG2_11](#) Team-building, leadership, communication

[TRNG2_12](#) Occupational health & safety, environmental protection

[TRNG2_13](#) Literacy or numeracy

[TRNG2_14](#) Other training

[TRNG2_2](#) Orientation for new employees

[TRNG2_3](#) Managerial/supervisory training

[TRNG2_4](#) Professional training

[TRNG2_5](#) Apprenticeship training

[TRNG2_6](#) Sales and marketing training

[TRNG2_7](#) Computer/hardware

[TRNG2_8](#) Computer/software

[TRNG2_9](#) Other office and non-office equipment

[organizational_change](#)

Organizational change experienced



[ORGCHG1](#) Greater integration among different functional areas

[ORGCHG10](#) Reduction in the number of managerial levels

[ORGCHG11](#) Greater reliance on job rotation, multi-skilling

[ORGCHG12](#) Implementation of total quality management

[ORGCHG13](#) Greater reliance on external suppliers of prod./serv.

[ORGCHG14](#) Greater inter-firm collaboration in R&D, production

[ORGCHG15](#) Other, specify

[ORGCHG2](#) Increase in degree of centralization

[ORGCHG3](#) Downsizing

[ORGCHG4](#) Decrease in degree of centralization

[ORGCHG5](#) Greater reliance on temporary workers

[ORGCHG6](#) Greater reliance on part-time workers

[ORGCHG7](#) Re-engineering

[ORGCHG8](#) Increase in overtime hours

[ORGCHG9](#) Adoption of flexible working hours

other_paid_jobs_yes_no		▲
Other paid jobs		
OTH_PAID	Other paid jobs	
other_pay		▲
Earnings from other payments		
OTH_PAY	Earnings from other payments	
other_personal_support_yes_no		▲
Other personal support		
OTHSUP	Other personal support	
othr_tech_implementation_detls		▲
Implementation details of other technology		
DATE46B1	Date of most recent implementation (MRI)	
DATE46B2	Date of second most recent implementation (SMRI)	
TEC_AD1	Administrative using MRI	
TEC_AD2	Administrative using SMRI	
TEC_CST1	Cost of MRI	
TEC_CST2	Cost of SMRI	
TEC_DUR1	Duration of training for MRI	
TEC_DUR2	Duration of training for SMRI	
TEC_MN1	Managers using MRI	
TEC_MN2	Managers using SMRI	
TEC_OT1	Others using MRI	
TEC_OT2	Others using SMRI	
TEC_PR1	Professionals using MRI	
TEC_PR2	Professionals using SMRI	
TEC_SL1	Sales using MRI	
TEC_SL2	Sales using SMRI	
TEC_TC1	Technical using MRI	
TEC_TC2	Technical using SMRI	
TEC_TRN1	No of employees trained for MRI	
TEC_TRN2	No of employees trained for SMRI	
TEC_UN1	Production workers using MRI	
TEC_UN2	Production workers using SMRI	
TEC_USE1	No of employees using MRI	
TEC_USE2	No of employees using SMRI	
overall_skill_requirements		▲
Overall skill requirements		
SKILL	Overall skill requirements	
overtime_pay		▲
Earnings from overtime		
OVER_PAY	Earnings from overtime	
overtime_schedule		▲
Overtime schedule		
OVER_SCH	Overtime schedule	
paid_hours_ft_category		▲
Paid hours for full-time employees		
HOURS_AD	Administrative paid hours	
HOURS_MN	Managers paid hours	
HOURS_OT	Other paid hours	
HOURS_PR	Professionals paid hours	
HOURS_SL	Sales paid hours	
HOURS_TC	Technical paid hours	
HOURS_UN	Production workers paid hours	
paid_leave_yes_no		▲
Paid leave		
PD_LEAV	Paid leave	
participated_in_disability		▲
Participated in programs		
PRT_DIS	Participated in programs	
participated_in_programs		▲
Participated in programs		
PRT_MPGM	Participated in programs	
peak_employment		▲
Maximum employment during peak		

[PEAK_EMP](#) Maximum employment during that (these) peaks

[peak_month](#)

Peaks in employment by month

[PEAK1](#) Seasonal Peak- January
[PEAK10](#) Seasonal Peak - October
[PEAK11](#) Seasonal Peak - November
[PEAK12](#) Seasonal Peak - December
[PEAK2](#) Seasonal Peak - February
[PEAK3](#) Seasonal Peak - March
[PEAK4](#) Seasonal Peak - April
[PEAK5](#) Seasonal Peak - May
[PEAK6](#) Seasonal Peak - June
[PEAK7](#) Seasonal Peak - July
[PEAK8](#) Seasonal Peak - August
[PEAK9](#) Seasonal Peak - September

[pension_plan](#)

Pension plan

[PAR_PSN](#) Participation in pension plan
[PENS_N](#) Pension plan

[pension_plan_last_er_yes_no](#)

Pension plan last employer

[PRV_PSN](#) Pension plan last employer

[perc_change_operating_revenue](#)

Change in revenue over past 12 months

[REV_CHNG](#) Change in revenue over past 12 months

[performance_appraised_yes_no](#)

Performance appraised

[PERF_APR](#) Performance appraised

[permanent_employees_category](#)

Permanent employees by annual earnings categories

[EARN20KL](#) Number of employees earning less than \$20,000
[EARN20KP](#) Number of employees earning between \$20,001-40,000
[EARN40KP](#) Number of employees earning between \$40,001 - \$60,000
[EARN60KP](#) Number of employees earning between \$60,001-\$80,000
[EARN80KP](#) Number of employees earning \$80k+

[personal_support_yes_no](#)

Personal support-family services by employer

[SUPPFAM](#) Personal support-family services by employer

[preferred_number_hrs_week](#)

Preferred # hours per week

[PRF_HRS](#) Preferred # hours per week

[pref_number_addt_hours_per_week](#)

Preferred # of additional hours per week

[ADD_HRS](#) Preferred # of additional hours per week

[previous_main_activity_292](#)

Standard occupation code for previous job

[PRV_OCP](#) Standard occupation code for previous job
[PRV_OCP2](#) Standard occupation code for previous job (RDC only)

[previous_main_activity_299](#)

Previous main activity

[PRV_ACT](#) Previous main activity

[prev_work_employer_yes_no](#)

Previously work for current employer

[PREVWORK](#) Previously work for current employer

[promoted_yes_no](#)

Ever promoted

[PRMTD](#) Ever promoted

[provide_supplemental_edc_yes_no](#)

Employer provide supplemental parental benefits

[SUPP_EDC](#) Employer provide supplemental parental benefits

[rate_business_strategy_factors](#)



Rating of business strategy factors

STRGY1	Strategy: undertaking R&D
STRGY10	Strategy: reorganizing the work process
STRGY11	Strategy: enhance labour-management cooperation
STRGY12	Strategy: increase employee's skills
STRGY13	Strategy: increase employee involvement
STRGY14	Strategy: improve coordination with customer/supplier
STRGY15	Strategy: improve measures of performance
STRGY2	Strategy: develop new products/services
STRGY3	Strategy: develop new production/operating techniques
STRGY4	Strategy: expanding in new geographic markets
STRGY5	Strategy: total quality management
STRGY6	Strategy: improve product/service quality
STRGY7	Strategy: reduce labour costs
STRGY8	Strategy: use more part-time, temporary or contract
STRGY9	Strategy: reduce other operating costs

[ratng_labr_mngmt_practices](#)



Rating of labour-management relations

[RAT_RLN](#) Rating of labour-management relations

[rcvd_bonus_yes_no](#)



Received bonus payments

[RC_BONUS](#) Received bonus payments

[rcvd_other_yes_no](#)



Received other payments

[RC_OTH](#) Received other payments

[rcvd_overtime_yes_no](#)



Received overtime payments

[RC_OVPAY](#) Received overtime payments

[rcvd_shift_yes_no](#)



Received shift differentials payments

[RC_SHFT](#) Received shift differentials payments

[rdcd_workweek_arrange_yes_no](#)



Reduced workweek arrangement

[REDC_WK](#) Reduced workweek arrangement

[reasons_left_last_job](#)



Reasons for leaving last job

[RSN_LV](#) Reasons for leaving last job

[reasons_not_taking_course](#)



Reasons for not taking course

[RSNCRS](#) Reasons for not taking course

[reason_prefer_addt_work_week](#)



Reason did not work additional hours

ADD_1	Own illness or disability
ADD_2	Childcare unavailable
ADD_3	Personal or family responsibilities
ADD_4	Going to school
ADD_5	Additional hours not offered by employer
ADD_6	Payment of additional hours not sufficient
ADD_7	Transportation problems
ADD_8	No reason
ADD_9	Other, specify

[reason_prefer_reduce_work_week](#)



Reason prefer to work fewer hours

REDC_1	Family responsibilities
REDC_2	Work-related stress
REDC_3	Other health reasons
REDC_4	More leisure time
REDC_5	Other, specify

[received_other_educ_12m_yes_no](#)



Received additional education past 12 months

[OTH_12M](#)

Received additional education past 12 months

[received_other_educa_yes_no](#)

Received additional education



[OTH_EDUC](#)

Received additional education

[region](#)

Region



[DOM_REG](#) Region (HO only)

[reported_extra_earnings_yes_no](#)

Reported extra earnings



[REP_XTRA](#)

Reported extra earnings

[requirements_when_hired](#)

Requirements when hired



[HIRE_1](#) Skill tests

[HIRE_10](#) Test on general knowledge or literacy skills

[HIRE_11](#) None

[HIRE_2](#) Aptitude or other personality testing

[HIRE_3](#) Security check

[HIRE_4](#) Medical examination

[HIRE_5](#) Drug test

[HIRE_6](#) Tests administered by a recruitment agency

[HIRE_7](#) Other type of testing or screening

[HIRE_8](#) Personal interview

[HIRE_9](#) Test on job related knowledge

[revenue_this_location](#)

Revenue only from this location



[REV_WKP](#)

Revenue only from this location

[rrsp](#)

RRSP



[EMPRRSP](#) Employer contribution to RRSP

[PAR_RRS](#) Participation in group RRSP

[RRSP](#) RRSP

[rtng_prfrmnce_rltv_competitive](#)

Rating workplace performance relative to competitors



[PRF39_A](#) Rating of productivity compared to competitors

[PRF39_B](#) Rating of sales growth compared to competitors

[PRF39_C](#) Rating of profitability compared to competitors

[same_date_new_job](#)

Same date with employer as new job start



[XSAMSTRT](#) Same date with employer as new job start

[same_number_paid_hours_yes_no](#)

Same number of paid hours per week



[SAMPHRWK](#)

Same number of paid hours per week

[same_type_of_business](#)

Same type of business



[XSIMIND](#) Same type of business

[satisfaction_with_job](#)

Satisfaction with job



[SATISJOB](#) Satisfaction with job

[satisfaction_with_money](#)

Satisfaction with money



[SATISMON](#) Satisfaction with money

[sch_rotating_shift_yes_no](#)

Schedule of rotating shift



[ROT_SHFT](#)

Schedule of rotating shift

[seasonal_peak_yes_no](#)

Peak in employment



[PEAK_YES](#) Peak in employment

[second_application_most_used](#)



Second application most used

[APP2](#) Second application most used

[self-](#)

[directed_workgroup](#)

Self-directed workgroup

[SELDIR](#) Self-directed workgroup

[shift_pay](#)

Earnings from shift differentials

[SHFT_PAY](#) Earnings from shift differentials

[situation_improve_yes_no](#)

Grieving improve

[IMP_GRIE](#) Grieving improve

[size](#)

Size

[BLMA](#) Standard Size

[DOM_SIZE](#) Size (HO only)

[soc](#)

SOC 1991

[OCP_GRP](#) WES occupation groups

[SOC](#) SOC 1991 (HO only)

[SOC2](#) SOC 1991 (RDC use only)

[soft_hard_implementation_details](#)

Implementation details for software / hardware

[DATE44B1](#) Date of most recent implementation (MRI)

[DATE44B2](#) Date of second most recent implementation (SMRI)

[SFT_AD1](#) Administrative using MRI

[SFT_AD2](#) Administrative using SMRI

[SFT_CST1](#) Cost of MRI

[SFT_CST2](#) Cost of SMRI

[SFT_DUR1](#) Duration of training for MRI

[SFT_DUR2](#) Duration of training for SMRI

[SFT_MN1](#) Managers using MRI

[SFT_MN2](#) Managers using SMRI

[SFT_OT1](#) Others using MRI

[SFT_OT2](#) Others using SMRI

[SFT_PR1](#) Professionals using MRI

[SFT_PR2](#) Professionals using SMRI

[SFT_SL1](#) Sales using MRI

[SFT_SL2](#) Sales using SMRI

[SFT_TC1](#) Technical using MRI

[SFT_TC2](#) Technical using SMRI

[SFT_TRN1](#) No of employees trained for MRI

[SFT_TRN2](#) No of employees trained for SMRI

[SFT_UN1](#) Production workers using MRI

[SFT_UN2](#) Production workers using SMRI

[SFT_USE1](#) No of employees using MRI

[SFT_USE2](#) No of employees using SMRI

[srce_funding_classroom_trng](#)

Source of funding for classroom training

[TRNFND1](#) Source of funding: federal government programs

[TRNFND10](#) Source of funding: no funding

[TRNFND2](#) Source of funding: provincial government programs

[TRNFND3](#) Source of funding: training trust funds

[TRNFND4](#) Source of funding: union or employee association

[TRNFND5](#) Source of funding: industry organizations

[TRNFND6](#) Source of funding: employees

[TRNFND7](#) Source of funding: equipment vendors

[TRNFND8](#) Source of funding: other private sector organizations

[TRNFND9](#) Source of funding: other outside sources of funding

[start_date_employer](#)

Employer start date

[SRTREMP](#) Employer start date

[start_date_job](#)

Job start date

[STRJOB](#) Job start date

[start_new_job](#)

Start of new job

<u>XSTRJOB</u>	Start of new job	
<u>stock_plan</u>	Stock purchase plan	▲
<u>EMPSTCK</u>	Employer contribution to stock	
<u>STOCK</u>	Stock purchase plan	
<u>subject_last_course_not_paid</u>	Subject most recent course	▲
<u>SU_1NPD</u>	Subject most recent course	
<u>subject_scnd_course_not_paid</u>	Subject of second most recent course	▲
<u>SU_2NPD</u>	Main subject of second course	
<u>subz_training_employees</u>	Number of subsidized employees in training	▲
<u>SBSD_EMP</u>	Number of subsidized employees in training	
<u>subz_training_yes_no</u>	Subsidized for training	▲
<u>SBSD_TNG</u>	Subsidized for training	
<u>supervise_yes_no</u>	Supervise	▲
<u>SUPERVIS</u>	Supervise	
<u>supplemental_medical_yes_no</u>	Supplemental medical insurance plan	▲
<u>MEDIC</u>	Supplemental medical insurance plan	
<u>PAR_MDC</u>	Participation in supplemental medical insurance plan	
<u>taken_paid_parental_leave_yes_no</u>	Taken parental leave	▲
<u>TKN_EDC</u>	Taken parental leave	
<u>task_team_workplace_issues</u>	Task team workplace issues	▲
<u>TASKTEA</u>	Task team workplace issues	
<u>team_circle_concerned_with_quali</u>	Team or circle concerned with quality	▲
<u>CIRCLE</u>	Team or circle concerned with quality	
<u>technological_device_yes_no</u>	Technological device	▲
<u>USE_DEV</u>	Technological device	
<u>temp_layoff_yes_no</u>	Temporary layoffs switch	▲
<u>TMP_LYFF</u>	Temporary lay-offs	
<u>terms_of_employment</u>	Terms of employment	▲
<u>TERM_EMP</u>	Terms of employment	
<u>third_application_most_used</u>	Third application most used	▲
<u>APP3</u>	Third application most used	
<u>times_promoted</u>	Times promoted	▲
<u>NO_PRMTD</u>	Times promoted	
<u>time_last_course</u>	Time of last course	▲
<u>TIM_CRS1</u>	Time of last course	
<u>time_located_same_address</u>	Time located at the same address	▲

<u>SAME_ADR</u>	Time located at the same address	
<u>time_scnd_course</u>	Time of second course	▲
<u>TIM_CRS2</u>	Time of second course	
<u>total_employee</u>	Total number of employees	▲
<u>TTL_EMP</u>	Total number of employees, March 2001	
<u>YR_EMP</u>	Total number of employees, March 2000	
<u>total_family_income</u>	Total family income	▲
<u>FAM_INCM</u>	Total family income	
<u>total_income_other_sources</u>	Total income from other sources	▲
<u>OTH_INCM</u>	Total income from other sources	
<u>training_expenditures</u>	Training expenditures	▲
<u>TRNG_EXP</u>	Training expenditures	
<u>training_expenditures_inclusions</u>	Training expenditures inclusions	▲
<u>EXPCMP1</u>	Trainers' salaries	
<u>EXPCMP2</u>	Trainees' salaries	
<u>EXPCMP3</u>	Contracts to vendors	
<u>EXPCMP4</u>	Direct tuition to schools or training institutions	
<u>EXPCMP5</u>	Training materials	
<u>EXPCMP6</u>	Travel or living costs for trainees and trainers	
<u>EXPCMP7</u>	Overhead or office costs for training	
<u>EXPCMP8</u>	Other training expenses	
<u>EXPCMP9</u>	Other	
<u>training_upgrade_device_yes_no</u>	Training for upgrade technology	▲
<u>TRN_DEV</u>	Training for upgrade technology	
<u>training_upgrade_tech_yes_no</u>	Training for upgrade technology	▲
<u>TRN_TECH</u>	Training for upgrade technology	
<u>types_applications_used</u>	Types of applications used	▲
<u>TYAPP_1</u>	Word processors	
<u>TYAPP_10</u>	Graphics and presentation	
<u>TYAPP_11</u>	Computer-aided design	
<u>TYAPP_12</u>	Computer-aided engineering	
<u>TYAPP_13</u>	Expert systems	
<u>TYAPP_14</u>	Other, specify	
<u>TYAPP_2</u>	Spreadsheets	
<u>TYAPP_3</u>	Databases	
<u>TYAPP_4</u>	Desktop publishing and form design	
<u>TYAPP_5</u>	General management applications	
<u>TYAPP_6</u>	Communications	
<u>TYAPP_7</u>	Programming languages and development tools	
<u>TYAPP_8</u>	Specialized office applications	
<u>TYAPP_9</u>	Data analysis	
<u>unemployed_2</u>	Unemployed for >2 weeks	▲
<u>weeks_yes_no</u>	Unemployed for >2 weeks	
<u>UNEMPL2</u>	Unemployed for >2 weeks	
<u>unique_identifiers</u>	Unique identifiers - primary keys	▲
<u>DOCKET</u>	Docket number (HO & RDC)	
<u>LOCNO</u>	Location number (HO)	
<u>SEQ_NO</u>	Sequence number	
<u>upgrade_change_device_yes_no</u>	Upgrade or change in technology	▲
<u>UPG_DEV</u>	Upgrade or change in technology	

[upgrade_change_tech_yes_no](#)

Upgrade or change in technology



[UPG_TECH](#)

Upgrade or change in technology

[usd_serv_past_12_months_yes_no](#)

Used within the past 12 months



[USE_OTH](#)

Used within the past 12 months

[use_computers_yes_no](#)

Use computers



[USE_CPU](#)

Use computers

[use_computer_last_er_yes_no](#)

Use a computer last employer



[PRV_CPU](#)

Use a computer last employer

[use_of_government_programs](#)

Use of government programs



[Q51_A1](#)

Training subsidies

[Q51_B1](#)

Other training programs

[Q51_C1](#)

Employee exchange

[Q51_D1](#)

R & D tax credits

[Q51_E1](#)

Other accelerated depreciation allowances

[Q51_F1](#)

Property tax relief

[Q51_G1](#)

Payroll tax relief

[Q51_H1](#)

Other tax relief

[Q51_I1](#)

R & D grants

[Q51_J1](#)

Loan guarantees

[Q51_K1](#)

Operating grants

[Q51_L1](#)

Other (grants and loans)

[Q51_M1](#)

Technology transfer or information

[Q51_N1](#)

Market information

[Q51_O1](#)

Labour market information

[Q51_P1](#)

R & D partnerships

[Q51_Q1](#)

Procurement agreements

[Q51_R1](#)

Other 1

[Q51_S1](#)

Other 2

[Q51_T1](#)

Other 3

[use_other_technology_yes_no](#)

Use of other technology



[USE_TECH](#)

Use of other technology

[usual_hours_per_week_no_ot](#)

Usual hours per week



[HRS_USL](#)

Usual hours per week

[vacant_position_filled](#)

Positions staffed by categories



[STAF_AD](#)

How are Administratives' positions staffed

[STAF_MN](#)

How are Managers' positions staffed

[STAF_OT](#)

How are Others' positions staffed

[STAF_PR](#)

How are Professionals' positions staffed

[STAF_SL](#)

How are Sales' positions staffed

[STAF_TC](#)

How are Technical's positions staffed

[STAF_UN](#)

How are Production positions staffed

[vacant_position_yes_no](#)

Vacant positions switch



[UNFI_VAC](#)

Vacant positions

[vacant_pos_categories](#)

Unfilled vacancies (>4 months by categories)



[REAS_AD1](#)

Reason for vacancies (Administrative) Too few applicants

[REAS_AD2](#)

Reason for vacancies (Administrative) Lacked education

[REAS_AD3](#)

Reason for vacancies (Administrative) Lacked experience

[REAS_AD4](#)

Reasons for vacancies (Administrative) Declined offer

[REAS_MN1](#)

Reason for vacancies (Managers) Too few applicants

[REAS_MN2](#)

Reason for vacancies (Managers) Lacked education

[REAS_MN3](#)

Reason for vacancies (Managers) Lacked experience

[REAS_MN4](#)

Reasons for vacancies (Managers) Declined offer

[REAS_OT1](#)

Reason for vacancies (Others) Too few applicants

[REAS_OT2](#)

Reason for vacancies (Others) Lacked education

[REAS_OT3](#)

Reason for vacancies (Others) Lacked experience

[REAS_OT4](#)

Reasons for vacancies (Others) declined offer

[REAS_PR1](#)

Reason for vacancies (Professionals) Too few applicants

[REAS_PR2](#)

Reason for vacancies (Professionals) Lacked education

REAS_PR3	Reason for vacancies (Professionals) Lacked experience
REAS_PR4	Reasons for vacancies (Professionals) Declined offer
REAS_SL1	Reason for vacancies (Sales) Too few applicants
REAS_SL2	Reason for vacancies (Sales) Lacked education
REAS_SL3	Reason for vacancies (Sales) Lacked experience
REAS_SL4	Reasons for vacancies (Sales) Declined offer
REAS_TC1	Reason for vacancies (Technical) Too few applicants
REAS_TC2	Reason for vacancies (Technical) Lacked education
REAS_TC3	Reason for vacancies (Technical) Lacked experience
REAS_TC4	Reasons for vacancies (Technical) Declined offer
REAS_UN1	Reason for vacancies (Production) Too few applicants
REAS_UN2	Reason for vacancies (Production) Too few applicants
REAS_UN3	Reason for vacancies (Production) Lacked experience
REAS_UN4	Reasons for vacancies (Production) Declined offer
UNFI_AD	Unfilled Administrative vacancies (>4 months)
UNFI_MN	Unfilled Manager vacancies (>4 months)
UNFI_OT	Unfilled Other vacancies (>4 months)
UNFI_PR	Unfilled Professional vacancies (>4 months)
UNFI_SL	Unfilled Sales vacancies (>4 months)
UNFI_TC	Unfilled Technical vacancies (>4 months)
UNFI_UN	Unfilled Production vacancies (>4 months)

[wage](#) 

Wage

EMP_SAL	Wage
HR_WAGEB	Converted hourly wage no extra earnings
HR_WAGET	Converted hourly wages
SAL_FREQ	Salary frequency

[weekly_earnings_job1_2](#) 

Weekly earnings job1 and/or job 2

EARN1	Weekly earnings job1
EARN2	Weekly earnings job 2

[weekly_work_schedule](#) 

Weekly work schedule

WRK_SCH	Weekly work schedule
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[weeks_looking_for_work](#) 

weeks looking for work

WK_LOOK	# weeks looking for work
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[weeks_per_year_work](#) 

Weeks per year

WK_YEAR	Weeks per year
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[where_learned_more](#) 

Where learned more

AP1_MORE	Where learned more
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[who_paid_course](#) 

Who paid for course

PAIDMC_1	Employer
PAIDMC_2	Myself (the employee)
PAIDMC_3	Another organization

[who_provided_last_course](#) 

Who provided last course

PVCRS1_1	Last course provided by supervisor
PVCRS1_2	Last course provided by fellow worker
PVCRS1_3	Last course provided by in-house trainer
PVCRS1_4	Last course provided by outside trainer
PVCRS1_5	Lastcourse provided by supplier
PVCRS1_6	Last course provided by other, specify

[who_provided_on-the-job_training](#) 

Who provided training

JOBTRP_1	On-the-job training provided by self learning
JOBTRP_2	On-the-job training provided by supervisor
JOBTRP_3	On-the-job training provided by fellow worker
JOBTRP_4	On-the-job training provided by in-house trainer
JOBTRP_5	On-the-job training provided by outside trainer
JOBTRP_6	On-the-job training provided by equipment supplier
JOBTRP_7	On-the-job training provided by other, specify

[who_provided_scnd_course](#) 

Who provided the second course

PVCRS2_1	2nd course provided by supervisor	
PVCRS2_2	2nd course provided by fellow worker	
PVCRS2_3	2nd course provided by in-house trainer	
PVCRS2_4	2nd course provided by outside trainer	
PVCRS2_5	2nd course provided by supplier	
PVCRS2_6	2nd course provided by other, specify	
working_between_6_and_6_yes_no		▲
Working between 6 and 6		
BET6TO6	Working between 6 and 6	
working_full-time_6_and_6_yes_no		▲
Working full-time between 6 to 6		
WRK_FTIM	Working full-time between 6 to 6	
workplace_performance_newsletter		▲
Workplace performance newsletter		
WRKPERF	Workplace performance newsletter	
workplace_response_code		▲
Workplace response code		
COM_CODE(ER)	Workplace completion code	
FILTCODE(ER)	Workplace response code	
workplace_weights		▲
Workplace weights		
LNK_BSW1-LNK_BSW100	Bootstrap weights for linked analysis of workplace	
WKP_BSW1-WKP_BSW100	Bootstrap weights workplace	
WKP_FINAL_WT	Workplace weight	
WKP_LNK_WT	Linked workplace weight	
work_6_hours_yes_no		▲
Work at least 6 hours		
MIN6HRS	Work at least 6 hours	
work_at_home_details		▲
Schedule home duties		
SCH_HOM	Schedule home duties	
work_at_home_employer_provide		▲
Employer provide equipment detail		
EQUIP_1	Computer hardware/software	
EQUIP_2	Internet access	
EQUIP_3	Modem/fax	
EQUIP_4	Cellular phone, pager, beeper	
EQUIP_5	Other equipment or supplies, specify	
EQUIP_6	Reimbursement of costs	
work_flexible_hours_yes_no		▲
Work flexible hours		
FLEX_HRS	Work flexible hours	
work_monday_friday_yes_no		▲
Work each day Monday to Friday		
MON2FRI	Work each day Monday to Friday	
work_organization_decisions		▲
Who makes decision on work organization activities		
WORG1_1	Daily planning non managers	
WORG1_2	Daily planning work group	
WORG1_3	Daily planning supervisor	
WORG1_4	Daily planning manager/owner	
WORG1_5	Daily planning outside workplace	
WORG10_1	Training non managers	
WORG10_2	Training work group	
WORG10_3	Training work supervisor	
WORG10_4	Training manager/owner	
WORG10_5	Training outside workplace	
WORG11_1	Choice of technology non managers	
WORG11_2	Choice of technology work group	
WORG11_3	Choice of technology supervisor	
WORG11_4	Choice of technology manager/owner	

WORG11_5	Choice of technology outside workplace
WORG12_1	Product/service development non managers
WORG12_2	Product/service development work group
WORG12_3	Product/service development supervisor
WORG12_4	Product/service development manager/owner
WORG12_5	Product/service development outside workplace
WORG2_1	Weekly planning non managers
WORG2_2	Weekly planning work group
WORG2_3	Weekly planning supervisor
WORG2_4	Weekly planning manager/owner
WORG2_5	Weekly planning outside workplace
WORG3_1	Follow up of results non managers
WORG3_2	Follow up of results work group
WORG3_3	Follow up of results supervisor
WORG3_4	Follow up of results manager/owner
WORG3_5	Follow up of results outside workplace
WORG4_1	Customer relations non managers
WORG4_2	Customer relations work group
WORG4_3	Customer relations supervisor
WORG4_4	Customer relations manager/owner
WORG4_5	Customer relations outside workplace
WORG5_1	Quality control non managers
WORG5_2	Quality control work group
WORG5_3	Quality control supervisor
WORG5_4	Quality control manager/owner
WORG5_5	Quality control outside workplace
WORG6_1	Purchase of supplies non managers
WORG6_2	Purchase of supplies work group
WORG6_3	Purchase of supplies supervisor
WORG6_4	Purchase of supplies manager/owner
WORG6_5	Purchase of outside workplace
WORG7_1	Equipment maintenance non managers
WORG7_2	Equipment maintenance work group
WORG7_3	Equipment maintenance supervisor
WORG7_4	Equipment maintenance manager/owner
WORG7_5	Equipment maintenance outside workplace
WORG8_1	Staffing level non managers
WORG8_2	Staffing level work group
WORG8_3	Staffing level supervisor
WORG8_4	Staffing level manager/owner
WORG8_5	Staffing level outside workplace
WORG9_1	Filling vacancies non managers
WORG9_2	Filling vacancies work group
WORG9_3	Filling vacancies supervisor
WORG9_4	Filling vacancies manager/owner
WORG9_5	Filling vacancies outside workplace

[work organization practices](#) 

Work organization practices

WRK_ORG1	Employee suggestions
WRK_ORG2	Flexible job design
WRK_ORG3	Information sharing with employees
WRK_ORG4	Problem solving teams
WRK_ORG5	Joint Labour-Management committees
WRK_ORG6	Self-directed work groups

[work other employers yes no](#) 

Work for other employers

WRK_OTH	Work for other employers
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[work outside 6 to 6 yes no](#) 

Work outside 6 to 6

OUT_6T6	Work outside 6 to 6
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[work same days week yes no](#) 

Work same days of week

SAM_DAYS	Work same days of week
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[work same hours day yes no](#) 

Work same hours of day

SAM_HRS	Work same hours of day
-------------------------	------------------------

[work week](#)

[incl sat and sun](#) 

Work week include Saturday and Sunday

SAT_SUN	Work week include Saturday and Sunday
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[wrk organization yr implmntd](#) 

Year implemented work organization practice

Q18YEAR1	Employee suggestions
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Q18YEAR2	Flexible job design
Q18YEAR3	Information sharing with employees
Q18YEAR4	Problem solving teams
Q18YEAR5	Joint labour-management committees
Q18YEAR6	Self-directed work groups

[years_experience](#) 

of years of experience

[YRS_EXP](#) # of years of experience

[years_using_computer](#) 

of years using a computer

[NO_CPU](#) # of years using a computer

[year_immigration](#) 

Year of immigration


[IMGR_YR](#) Year of immigration

Variables for Theme EMPLOYEE

Employee's exit conditions

XAMT_RC	Amount received when left job
XLEFTJOB	Leave job or job came to an end
XRC_PAY	Additional payment when left job or came to an end
XRESEND	Main reason job came to an end
XRESLEAV	Main reason left job

Variables Descriptions

XAMT_RC - Amount received when left job 

Numeric(10.0)

Format: #####.##

Description

What was the amount received?

New variable in 2000.

Population

All employees who are NOT working for the same employer

XLEFTJOB - Leave job
or job came to an end
Numeric(1.0)



Description

Did you leave this job or did the job come to an end?

New variable in 2000.

Population

All employees who are NOT working for the same employer

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Left job
2	Job came to an end
3	Both

XRC_PAY - Additional
payment when left job or
came to an end
Numeric(1.0)



Description

Did you receive any additional payments when you left job or when the job came to an end?

(For example, severance pay, early retirement payment, signing bonus or any other payments related to you have "left the job" or the "job came to and end".)

New variable in 2000.

Population

All employees who are NOT working for the same employer

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

XRESEND - Main
reason job came to an
end
Numeric(1.0)



Description

What was the main reason why this job came to an end?

New variable in 2000.

Population

All employees whose job came to an end.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Location moved or closed
2	Company went out of business
3	Seasonal nature of work
4	Temporary lay-off/ business slowdown --recall expected (not caused by seasonal conditions)
5	Permanent lay-off --no recall expected
6	Labour dispute
7	Dismissal by employer
8	Temporary job/contract ended
9	Other, specify

XRESLEAV - Main

reason left job

Numeric(1.0)



Description

What was your main reason for leaving this job?

New variable in 2000.

Population

All employees who have left job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Found new job with new company (excluding self-employment)
10	Caring for elder relative(s)
11	Other personal or family responsibilities
12	Other, specify
2	Started business as self-employed or working owner
3	Retirement
4	Attend school
5	Dissatisfied with job
6	Moved to a new residence
7	Own illness or disability
8	Maternity/Paternity leave
9	Caring for own children

Variables for Theme EMPLOYEE

Current labour market status

SAM_ACT	Change of most important activities
SAM_EMPL	Working for the same employer reported last year
SAM_JOB	Change of job title
SAM_LOCN	Working at the same location
XEMPSTAT	Current employment status
XJOB_END	Determine end of previous job
XNEWSTAT	Employment status in new job
XSTRJOB	Start of new job

Variables Descriptions

SAM_ACT - Change of most important activities
Numeric(1.0)



Description

Have your most important activities or duties changed since last year?

New variable in 2000.

Population

All employees who are still working for the same employer and their job title has not changed.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SAM_EMPL - Working for
the same employer
reported last year
Numeric(1.0)



Description

Based on our interview held a year ago, are you still working for the employer you reported last year?

(Must be working for a new employer NOT a new owner. If the workplace is conducting the same type of activity with a new owner, the answer should be yes.)

New variable in 2000.

Population

Tous les
employés

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SAM_JOB - Change of
job title
Numeric(1.0)



Description

Has your job changed since last year?

New variable in 2000.

Population

All employees who are still working for the same employer

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**SAM_LOCN - Working
at the same location**
Numeric(1.0)



Description

Are you still working at the same location as last year?

(You must be the one who changed location. If the company or workplace changed location, the answer should be YES; if you personally changed location, the answer should be NO)

New variable in 2000.

Population

All employees who are still working for the same employer

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

XEMPSTAT - Current

employment status

Numeric(1.0)



Description

What is your employment status:

Are you currently working at a new job, running a business, or looking for work? (Check one of the following conditions)

New variable in 2000.

Population

All employees who are NOT working for the same employer

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Employed at work (including self-employed)
2	Absent from work for more than three months
3	Temporary lay-off
4	Looking for work
5	Future start
6	Not in labour force, able to work
7	Not in labour force, permanently unable to work
8	Other, specify

XJOB_END - Determine end of previous job

Character(8.0)

Format: YYYYMM01

Description

When did you leave your previous job or when did your job come to an end?

(Here we are talking specifically about the job you held based on our interview a year ago)

New variable in 2000.

Population

All employees who are NOT working for the same employer

XNEWSTAT -Employment status in
new job

Numeric(1.0)

Description

In this new job, which best describes your employment status?

New variable in 2000.

Population

All employees who are NOT working for the same employer BUT are employed

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Paid worker
2	Unpaid family worker
3	Volunteer, unpaid
4	Self-employed with paid help
5	Self-employed without paid help

XSTRTJOB - Start of new job

Character(8.0)

Format: YYYYMM01

Description

When did you start working at this particular job?

New variable in 2000.

Population

All employees who are NOT working for the same employer BUT are employed.

Variables for Theme EMPLOYEE

New employer information

XSAMSTRT	Same date with employer as new job start
XSIMIND	Same type of business
XSTRTEMP	New employer start date

Variables Descriptions

XSAMSTRT - Same date with employer as new job start
Numeric(1.0)



Description

Did you start working for this employer on the date answered in Question X3.2?

New variable in 2000.

Population

All employees who are NOT working for the same employer BUT are employed.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

XSIMIND - Same type

of business

Numeric(1.0)

**Description**

Would you say that the main type of business or industry of your new employer is similar to the main type of business of your old employer?

New variable in 2000.

Population

All employees who are NOT working for the same employer BUT are employed.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

XSTRTEMP - New employer start date

Character(8.0)

Format: YYYYMM01

**Description**

When did you start working for this employer?

New variable in 2000.

Population

All employees who are NOT working for the same employer BUT are employed.

Variables for Theme EMPLOYEE

Main activity between the two jobs

[XMAINACT](#)

Main activity between jobs

Variables Descriptions

XMAINACT - Main
activity between jobs
Numeric(1.0)



Description

What was your main activity between the end of your previous job and the time you started your new job?

New variable in 2000.

Population

All employees who are NOT working for the same employer

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Employed by another company
2	Started business as self-employed or working owner
3	Looking for work (unemployed)
4	Attending school
5	Retired
6	Not in labour force, able to work
7	Not in labour force, unable to work
8	Other, specify

Variables for Theme EMPLOYEE

Hours and work arrangements

ADD_1	Own illness or disability
ADD_2	Childcare unavailable
ADD_3	Personal or family responsibilities
ADD_4	Going to school
ADD_5	Additional hours not offered by employer
ADD_6	Payment of additional hours not sufficient
ADD_7	Transportation problems
ADD_8	No reason
ADD_9	Other, specify
ADD_HRS	Preferred # of additional hours per week
BET6TO6	Working between 6 and 6
CMPRS_WK	Compressed workweek
DAYS_LAY	Days off due to lay-offs
DAYS_LCK	Days off due to lockouts
DAYS_STR	Days off due to strikes
DAYS_WK	Days per week worked
DUTY_HOM	Duties at home
DUTY_LOC	Location of duty code
EQUIPAID	Equipment paid by employer
EQUIP_1	Computer hardware/software
EQUIP_2	Internet access
EQUIP_3	Modem/fax
EQUIP_4	Cellular phone, pager, beeper
EQUIP_5	Other equipment or supplies, specify
EQUIP_6	Reimbursement of costs
FLEX_HRS	Work flexible hours
HRS_HOM	Hours worked at home
HRS_MAX	Maximum paid hours per week
HRS_MIN	Minimum paid hours per week
HRS_USL	Usual hours per week
HRS_WK	Average paid hours per week excluding overtime
MAIN_HOM	Main reason work at home

<u>MIN6HRS</u>	Work at least 6 hours
<u>MON2FRI</u>	Work each day Monday to Friday
<u>MTH_YEAR</u>	Months of the year
<u>OFF_LAY</u>	Off due to lay-off
<u>OFF_LCK</u>	Off due to lockout
<u>OFF_STR</u>	Off due to strike
<u>OFF_WRK</u>	Off work due to layoff, strike or lockout
<u>OUT_6T6</u>	Work outside 6 to 6
<u>OVER_SCH</u>	Overtime schedule
<u>PD_EDC</u>	Days of paid maternity/ paternity leave
<u>PD_LEAV</u>	Paid leave
<u>PD_OTH</u>	Days of other paid leave
<u>PD_SKC</u>	Days of paid sick leave
<u>PD_VAC</u>	Days of paid vacation leave
<u>POVER_WK</u>	Hours of paid overtime per week
<u>PRF_HRS</u>	Preferred # hours per week
<u>REDC_1</u>	Family responsibilities
<u>REDC_2</u>	Work-related stress
<u>REDC_3</u>	Other health reasons
<u>REDC_4</u>	More leisure time
<u>REDC_5</u>	Other, specify
<u>REDC_ARR</u>	Arrangement
<u>REDC_WK</u>	Reduced workweek arrangement
<u>RED_HRS</u>	# hours to reduce work week
<u>ROT_SHFT</u>	Schedule of rotating shift
<u>SAMPHRWK</u>	Same number of paid hours per week
<u>SAM_DAYS</u>	Work same days of week
<u>SAM_HRS</u>	Work same hours of day
<u>SAT_SUN</u>	Work week include Saturday and Sunday
<u>SCH_HOM</u>	Schedule home duties
<u>SHIFTS</u>	# Shifts in a full rotation
<u>SUPP_EDC</u>	Employer provide supplemental parental benefits
<u>TERM_EMP</u>	Terms of employment
<u>TERM_END</u>	Current term of employment end
<u>TKN_EDC</u>	Taken parental leave
<u>UOVER_WK</u>	Hours of unpaid overtime per week
<u>UPD_DAYS</u>	Days of unpaid leave
<u>UPD_LEAV</u>	Taken unpaid leave

<u>VAC_ALOW</u>	Days of paid vacation leave entitled
<u>WK_YEAR</u>	Weeks per year
<u>WRK_FTIM</u>	Working full-time between 6 to 6
<u>WRK_SCH</u>	Weekly work schedule

Variables Descriptions

ADD_1 - Own illness or disability
 Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Own illness or disability

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_2 - Childcare

unavailable

Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Childcare unavailable

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_3 - Personal or family responsibilities

Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Other personal or family responsibilities

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_4 - Going to
school
Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Going to school

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_5 - Additional
hours not offered by
employer
Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Additional hours not offered by employer

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_6 - Payment of additional hours not sufficient
 Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Payment of additional hours not sufficient

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_7 - Transportation problems
 Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Transportation problems

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_8 - No reason



Numeric(1.0)

Description

What were the reasons you did not work these additional hours? (Check all that apply)

No reason

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_9 - Other, specify



Numeric(1.0)

Description

What were the reasons you did not work these additional hours? (Check all that apply)


Other, specify

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected


ADD_HRS - Preferred # of additional hours per week 
Numeric(5.0) Format: ###.#

Description

How many additional hours per week would you prefer to work at this job?

Population

All employees who would prefer to work more hours for more pay.

BET6TO6 - Working between 6 and 6 
Numeric(1.0)

Description

Do you usually work between the hours of 6 a.m. and 6 p.m.?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CMPRS_WK -

Compressed workweek

Numeric(1.0)

**Description**

Do you work a compressed workweek?

(This means working longer hours each day to reduce the number of days in a work week)

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DAYS_LAY - Days off due to lay-offs

Numeric(5.0)

Format: ###.#

**Description**

How many working days were you off due to lay-offs?

Population

All employees who were off work due to a lay-off.

DAYS_LCK - Days off due to lockouts 

Numeric(5.0)

Format: ###.#

Description

How many working days were you off due to lockouts?

Population

All employees who were off work due to a lockout.

DAYS_STR - Days off due to strikes 

Numeric(5.0)


Format: ###.#

Description

How many working days were you off due to strikes?

Population

All employees who were off work due to a strike

DAYS_WK - Days per week worked 

Numeric(3.0)

Format: #.#

Description

How many days a week do you usually work?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who do not work the same hours or days.

DUTY_HOM - Duties at
home
Numeric(1.0)



Description

Do you ever carry out the duties of this job at home?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DUTY_LOC - Location
of duty code
Numeric(1.0)



Description

In your usual workweek, are:

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	All of your duties carried out at your workplace?
2	Most of your duties carried out outside of your workplace?
3	Some of your duties carried out outside of your workplace?
4	All of your duties carried out outside of your workplace?

EQUIPAID - Equipment

paid by employer

Numeric(1.0)



Description

Does your employer offer any type of equipment or supplies and/or reimbursement of costs for working at home?

Population

All employees who work at home.

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Yes
2	No equipment or supplies required
3	No

EQUIP_1 - Computer

hardware/software

Numeric(1.0)



Description

For the work done at home, does the employer provide you with any of the following? (Check all that apply)

Computer hardware/software

Population

All employees who work at home and their employer offers any type of equipment or supplies..

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EQUIP_2 - Internet

access

Numeric(1.0)



Description

For the work done at home, does the employer provide you with any of the following? (Check all that apply)

Internet access

Population

All employees who work at home and their employer offers any type of equipment or supplies

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EQUIP_3 - Modem/fax



Numeric(1.0)

Description

For the work done at home, does the employer provide you with any of the following? (Check all that apply)

Modem/fax

Population

All employees who work at home and their employer offers any type of equipment or supplies.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EQUIP_4 - Cellular



phone, pager, beeper

Numeric(1.0)

Description

For the work done at home, does the employer provide you with any of the following? (Check all that apply)

Cellular phone, pager, beeper

Population

All employees who work at home and their employer offers any type of equipment or supplies.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EQUIP_5 - Other
equipment or supplies,
specify
Numeric(1.0)



Description

For the work done at home, does the employer provide you with any of the following? (Check all that apply)

Other equipment or supplies, specify

Population

All employees who work at home and their employer offers any type of equipment or supplies

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EQUIP_6 -

Reimbursement of costs



Numeric(1.0)

Description

For the work done at home, does the employer provide you with any of the following? (Check all that apply)

Reimbursement of costs

Population

All employees who work at home and their employer offers any type of equipment or supplies.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FLEX_HRS - Work

flexible hours



Numeric(1.0)

Description

Do you work flexible hours?


(This means you may work a certain number of core hours, but you can vary your start and stop times as long as you work the equivalent of a full work week)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HRS_HOM - Hours worked at home 

Numeric(5.0)


Format: ###.#

Description

How many hours per week do you usually work at home?

Population

All employees who work at home.

HRS_MAX - Maximum paid hours per week 

Numeric(5.0)


Format: ###.#

Description

Over the past twelve months/since you started this job, not counting overtime, what was the maximum number of paid hours you worked per week at this job?

Population

All employees who do not work the same number of paid hours per week.

HRS_MIN - Minimum paid hours per week 

Numeric(5.0)


Format: ###.#

Description

Over the past twelve months/since you started this job, not counting overtime, what was the minimum number of paid hours you worked per week at this job? (Exclude the hours when you were on paid vacation or paid sick leave)

Population

All employees who do not work the same number of paid hours per week.

HRS_USL - Usual hours per week 

Numeric(5.0)


Format: ###.#

Description

Excluding all overtime, how many paid hours do you usually work per week at this job?

Population

All employees who work the same number of paid hours per week.

HRS_WK - Average paid hours per week excluding overtime 

Numeric(5.0)

Format: ###.#

Description

Not counting overtime, how many paid hours on average do you work per week at this job?

Population

All employees who do not work the same number of paid hours per week.

MAIN_HOM - Main
reason work at home
Numeric(1.0)



Description

What is the main reason you work at home?

Population

All employees who work at home.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Requirements of the job, finish projects, etc.
2	Care for children
3	Care for other family members
4	Other personal or family responsibilities
5	Usual place of work
6	Better conditions of work
7	Save time, money
8	Other, specify

MIN6HRS - Work at
least 6 hours
Numeric(1.0)



Description

Do you work at least 6 hours per day?

New variable in 2000.

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MON2FRI - Work each day Monday to Friday
 Numeric(1.0)



Description

In your usual workweek, do you work each day from Monday to Friday?

New variable in 2000.

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MTH_YEAR - Months of the year
 Numeric(4.0) Format: ##.##



Description

How many months of the year do you usually work at this job?

Population

All employees

OFF_LAY - Off due to

lay-off

Numeric(1.0)

**Description**

Were you off due to a layoffs?

New variable in 2000.

Population

All employees who were off work due to lay-off, strike or lockout.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OFF_LCK - Off due to

lockout

Numeric(1.0)

**Description**

Were you off due to lockouts?

New variable in 2000.

Population

All employees who were off work due to a lay-off, strike or lockout.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OFF_STR - Off due to
strike
Numeric(1.0)



Description

Were you off due to a
strike?

New variable in 2000.

Population

All employees who were off work due to a lay-off,
strike or lockout.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OFF_WRK - Off work
due to layoff, strike or
lockout
Numeric(1.0)



Description

In the past twelve months/since you started this job,
have you been off work due to a lay-off, strike or
lockout?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OUT_6T6 - Work

outside 6 to 6

Numeric(1.0)



Description

Do you work outside the hours of 6AM to 6PM on a regular basis? Disappeared from the survey as of 2000.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_SCH - Overtime

schedule

Numeric(1.0)



Description


How far in advance do you usually know your overtime schedule?

Population

All employees who work overtime hours.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Always known
2	More than one month (more than 31 days)
3	One month (22 to 31 days)
4	3 weeks (15 to 21 days)
5	2 weeks (8 to 14 days)
6	1 to 7 days
7	Less than one day

PD_EDC - Days of paid maternity/paternity leave 

Numeric(5.0)


Format: ###.#

Description

How many days have you taken?

Population

All employees who have taken parental leave in past twelve months.

PD_LEAV - Paid leave 

Numeric(1.0)

Description


In the past [...] months, have you taken any paid leave? Paid leave is leave paid for by employer at your full daily rate. Unpaid leave is not compensated by your employer.

Removed permanently in 2000.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PD_OTH - Days of other paid leave 


Numeric(5.0) Format: ###.#

Description

How many days of other paid leave have you taken (for example education leave, disability leave, bereavement, marriage, jury, duty, union business)?

Population

All employees

PD_SKC - Days of paid sick leave 

Numeric(5.0) Format: ###.#

Description

How many days of paid sick leave have you taken?

Population

All employees

PD_VAC - Days of paid vacation leave



Numeric(5.0)

Format: ###.#

Description

In the past twelve months/since you started this job, how many days of paid vacation leave have you taken?

Population

All employees

POVER_WK - Hours of paid overtime per week



Numeric(5.0)

Format: ###.#

Description

How many hours of paid overtime do you usually work per week?

Population

All employees

PRF_HRS - Preferred #



hours per week

Numeric(1.0)

Description

Given your current rate of pay, would you prefer to work:

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	The same number of hours for the same pay
2	Fewer hours for less pay
3	More hours, for more pay

REDC_1 - Family responsibilities
Numeric(1.0)



Description

Why would you prefer to work fewer hours? (Check all that apply)

Family responsibilities

Population

All employees who would prefer to work fewer hours for less pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REDC_2 - Work-related stress
Numeric(1.0)



Description

Why would you prefer to work fewer hours? (Check all that apply)

Work-related stress

Population

All employees who would prefer to work fewer hours for less pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REDC_3 - Other health reasons
Numeric(1.0)



Description

Why would you prefer to work fewer hours? (Check all that apply)

Other health reasons

Population

All employees who would prefer to work fewer hours for less pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REDC_4 - More leisure

time

Numeric(1.0)



Description

Why would you prefer to work fewer hours? (Check all that apply)

More leisure time

Population

All employees who would prefer to work fewer hours for less pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REDC_5 - Other, specify

Numeric(1.0)



Description

Why would you prefer to work fewer hours? (Check all that apply)

Other, specify

Population

All employees who would prefer to work fewer hours for less pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REDC_ARR -
Arrangement
Numeric(1.0)



Description

Which of the following best describes that arrangement?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who are on a reduced work week.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Job sharing -- you share a full-time job with another employee
2	Work sharing -- you and others are working reduced hours to avoid layoffs
3	Family responsibilities -- childcare/elderly care limit your ability to work full-time
4	Physical problem/injury limits your ability to work full-time
5	Outside activities limit your ability to work full-time
6	Retirement transition schedule
7	Other, specify

**REDC_WK - Reduced
workweek arrangement**
Numeric(1.0)



Description

Are you on a reduced workweek by special arrangement with your employer?

(A special arrangement, is an agreement that was reached with your employer to work fewer hours every week).

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All
employees

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Yes, sometimes
2	Yes, often
3	No
4	Not applicable

RED_HRS - # hours to reduce work week
Numeric(5.0) Format: ###.#



Description

By how many hours would you like to reduce your workweek?

Population

All employees who would prefer to work fewer hours for less pay.

ROT_SHFT - Schedule

of rotating shift

Numeric(1.0)



Description

Are you on a schedule of rotating shifts?

(By rotating shift we mean that according to a known schedule, the hours of day or the days of week change)

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who do not work the same hours or days.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SAMPHRWK - Same

number of paid hours per week

Numeric(1.0)



Description

Do you normally work the same number of paid hours per week at this job excluding all overtime?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SAM_DAYS - Work
same days of week
Numeric(1.0)



Description

Do you usually work the same days of the week?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who do not work regular hours every day.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SAM_HRS - Work same
hours of day
Numeric(1.0)



Description

Do you usually work the same hours of the day?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who do not work regular hours every day.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SAT_SUN - Work week
include Saturday and
Sunday
Numeric(1.0)



Description

Does your usual workweek include Saturdays or Sundays?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who do not work the same hours or days.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes
2	Varies depends on shift
3	No

SCH_HOM - Schedule

home duties

Numeric(1.0)



Description

Is you work at home
mainly:

Population

All employees who work at
home.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Paid and within your normally scheduled work hours?
2	Paid and in addition to your normally scheduled work hours?
3	Unpaid and in addition to your normally scheduled work hours?

SHIFTS - # Shifts in a

full rotation

Numeric(2.0)



Description

How many different shifts do you work in a full
rotation?

Caution: Changes made to the 2000 questionnaire
had an impact on this variable.

Population

All employees who work a schedule of rotating
shifts.

SUPP_EDC - Employer
provide supplemental
parental benefits
Numeric(1.0)



Description

Did your employer provide supplementary maternity/
paternity benefits?

New variable in 2000.

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TERM_EMP - Terms of
employment
Numeric(1.0)



Description

Which of the following best describes your terms of
employment in this job?

Casual or on call employees are persons:


- who may have hours of work that vary substantially
from one week to the next; - who are called to work as
the need arises, not on a pre-arranged schedule

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Regular employee with no contractual or anticipated termination date
2	Seasonal employee: my employment on this job is intermittent according to the season of the year
3	Term employee: my current term of employment will end at a specified date
4	Casual or on-call employee
5	Other, specify


TERM_END - Current term of employment end 
 Character(8.0) Format: YYYYMM01

Description

When will your current term of employment end?

Population

All employees who are term and their employment will end at a specific date.

TKN_EDC - Taken 
 parental leave
 Numeric(1.0)

Description

Have you taken any maternity/paternity leave in the past twelve months/since you started this job?


New variable in 2000.

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected


UOVER_WK - Hours of unpaid overtime per week 
 Numeric(5.0) Format: ###.#

Description

How many hours of unpaid overtime do you usually work per week?

Population

All employees

UPD_DAYS - Days of unpaid leave 
 Numeric(5.0) Format: ###.#

Description

How many days of unpaid leave have you taken?

Population

All employees who have taken unpaid leave.

UPD_LEAV - Taken unpaid leave 
 Numeric(1.0)

Description

In the past twelve months/since you started this job, have you taken any unpaid leave?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

VAC_ALOW - Days of paid vacation leave entitled

Numeric(5.0) Format: ###.#

Description

How many days of paid vacation leave are you entitled to annually?

New variable in 2000.

Population

All
employees

WK_YEAR - Weeks per year

Numeric(4.0) Format: ##.#

Description

How many weeks per year do you usually work at this job? Please include vacation and other paid leave

Population

All
employees

WRK_FTIM - Working

full-time between 6 to 6

Numeric(1.0)



Description

In your usual workweek, do you work each day from Monday to Friday, for at least 6 hours per day between the hours of 6AM and 6 PM? (In other words the traditional full-time workweek?)

Disappeared from the questionnaire as of 2000.

This variable is now created from three new questions (MON2FRI MIN6HRS BET6TO6).

This change can have an impact on this variable.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WRK_SCH - Weekly

work schedule

Numeric(1.0)



Description

How far in advance do you know your weekly hours of work?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who do not work regular hours every day.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Always known
2	More than one month (more than 31 days)
3	One month (22 to 31 days)
4	3 weeks (15 to 21 days)
5	2 weeks (8 to 14 days)
6	1 to 7 days
7	Less than one day

Variables for Theme EMPLOYEE

Promotions and job evaluation

IMPC_BEN	Impact on benefits
NO_PRMTD	Times promoted
PERF_APR	Performance appraised
PRMTD	Ever promoted
PRMTDATE	Most recent promotion
PRMTD_1	Experience gained at previous job
PRMTD_2	Seniority
PRMTD_3	Test or competitive process
PRMTD_4	Training or career development programs
PRMTD_5	Past performance evaluations
PRMTD_6	None

Variables Descriptions

IMPC_BEN - Impact on benefits
Numeric(1.0)



Description

Do the results of your job evaluation directly affect your level of pay or benefits?

Population

All employees whose job performance is evaluated by a standard process.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

NO_PRMTD - Times

promoted
Numeric(2.0)



Description

How many times have you been promoted?

Population

All employees who have been promoted.

PERF_APR -

Performance appraised
Numeric(1.0)



Description

Is your job performance in your current position evaluated by a standard process?

By standard process, we mean:

- Through a written report - A private meeting with your supervisor - A standard report

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRMTD - Ever

promoted
Numeric(1.0)

**Description**

Have you ever been promoted while working for this employer?

(By promotion we mean a change in duties/ responsibilities that lead to both an increase in pay and the complexity or responsibility of the job)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRMTDATE - Most recent promotion

Character(8.0) Format: YYYYMM01

**Description**

When did your most recent promotion occur?

(if you do not remember in which month you received the last promotion, enter "01" as the month)

Population

All employees who have been promoted.

PRMTD_1 - Experience

gained at previous job

Numeric(1.0)



Description

Which of the following factors were important in earning that promotion? (Check all that apply)

Experience gained at previous job

Population

All employees who have been promoted.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRMTD_2 - Seniority

Numeric(1.0)



Description

Which of the following factors were important in earning that promotion? (Check all that apply)

Seniority

Population

All employees who have been promoted.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**PRMTD_3 - Test or
competitive process**
Numeric(1.0)



Description

Which of the following factors were important in earning that promotion? (Check all that apply)

Test or competitive process

Population

All employees who have been promoted.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**PRMTD_4 - Training or
career development
programs**
Numeric(1.0)



Description

Which of the following factors were important in earning that promotion? (Check all that apply)

Training or career development programs

Population

All employees who have been promoted.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRMTD_5 - Past
 performance evaluations
 Numeric(1.0)



Description

Which of the following factors were important in earning that promotion? (Check all that apply)

Past performance evaluations

Population

All employees who have been promoted.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRMTD_6 - None
 Numeric(1.0)



Description

Which of the following factors were important in earning that promotion? (Check all that apply)

None

Population

All employees who have been promoted.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme EMPLOYEE

Employee participation

CIRCLE	Team or circle concerned with quality
FEED	Employee feedback
JROT	Job rotation
SELDIR	Self-directed workgroup
SUGG	Employee suggestion
TASKTEA	Task team workplace issues
WRKPERF	Workplace performance newsletter

Variables Descriptions

CIRCLE - Team or circle concerned with quality
Numeric(1.0)



Description

How frequently do you participate in a team or circle concerned with quality or workflow issues?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently
4	Always

FEED - Employee

feedback

Numeric(1.0)



Description

How frequently are you asked to complete employee surveys?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently

JROT - Job rotation

Numeric(1.0)



Description

How frequently do you participate in a job rotation or cross-training program where you work or are trained on a job with different duties than your regular job?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently

SELDIR - Self-directed

workgroup

Numeric(1.0)



Description

How frequently are you a part of a self-directed work group (or semi-autonomous work group or mini-enterprise group) that has a high level of responsibility for a particular product or service area? In such systems, part of your pay is normally related to group performance.

(Self-directed work groups:

- Are responsible for production of a fixed product or service, and have a high degree of autonomy in how they organize themselves to produce that product or service. - Act almost as "businesses within businesses". - Often have incentives related to productivity, timeliness and quality. - While most have a designated leader, other members also contribute to the organization of the group's activities).

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently
4	Always

SUGG - Employee

suggestion

Numeric(1.0)



Description

How frequently do you participate in an employee suggestion program or regular meetings in which you offer suggestions to your superiors regarding areas of work that may need improvement?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently

TASKTEA - Task team

workplace issues

Numeric(1.0)



Description

How frequently do you participate in a task team or labour-management committee that is concerned with a broad range of workplace issues?

(Task teams and labour-management committees make recommendations to line managers on such issues as safety, quality, scheduling, training and personal development programs)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently
4	Always

**WRKPERF - Workplace
performance newsletter**
Numeric(1.0)



Description

How frequently are you informed (through meetings, newsletters, e-mail or Internet) about overall workplace performance, changes to workplace organization or the implementation of new technology?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently

Variables for Theme EMPLOYEE

Personal family support programs

ASSIS	Employee assistance
CHILDCA	Childcare
ELDER	Elder care
FITNESS	Fitness
OTHSUP	Other personal support
SUPPFAM	Personal support-family services by employer
USE_ASS	Used by employee
USE_CHLD	Used by employee
USE_ELDR	Used by employee
USE_FIT	Used by employee
USE_OTH	Used within the past 12 months

Variables Descriptions

ASSIS - Employee

assistance 

Numeric(1.0)

Description

Does your employer offer employee assistance such as counselling, substance abuse control, financial assistance, legal aid etc.?

Population

All employees that have personal support or family support.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CHILDCA - Childcare



Numeric(1.0)

Description

Does your employer offer help for childcare either through an on-site centre or assistance with external suppliers or informal arrangements?

Population

All employees that have personal support or family support.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ELDER - Elder care



Numeric(1.0)

Description

Does your employer offer help with eldercare services?

Population

All employees whose employers offers personal support or family support.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FITNESS - Fitness



Numeric(1.0)

Description

Does your employer offer fitness and recreation services (on-site or off-site)?

Population

All employees whose employer offers personal support or family support.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHSUP - Other



personal support

Numeric(1.0)

Description

Does your employer offer other personal support or family services?

Population

All employees whose employer offers personal support or family support.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUPPFAM - Personal
support-family services
by employer
Numeric(1.0)



Description

Does your employer offer personal support or family services such as childcare, employee assistance, eldercare, fitness and recreation services or other type of services?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

USE_ASS - Used by
employee
Numeric(1.0)



Description

Did you use these services within the past twelve months?

Population

All employees whose employer offers help such as employee assistance.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

USE_CHLD - Used byemployee
Numeric(1.0)**Description**

Did you use this help within the past twelve months?

Population

All employees whose employer offers help for childcare.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

USE_ELDR - Used byemployee
Numeric(1.0)**Description**

Did you use this help within the past twelve months?

Population

All employees whose employer offers help with eldercare services.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

USE_FIT - Used by

employee

Numeric(1.0)

**Description**

Did you use these services within the past twelve months?

Population

All employees whose employer offers fitness and recreation services.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

USE_OTH - Used within

the past 12 months

Numeric(1.0)

**Description**

Did you use this service within the past twelve months?

Population

All employees whose employer offers other personal support of family services.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme EMPLOYEE

Worker representation and industrial relations

CBA	Covered by CBA
FIL_GRIE	Filed a grievance past 12 months
GRIEV	Formal grievance, complaint system
IMP_GRIE	Grieving improve
MECGRI_1	Informally addressed by manager/supervisor
MECGRI_2	Management Committee
MECGRI_3	Labour-Man. Committee
MECGRI_4	Outside arbitrator
MECGRI_5	Other, specify

Variables Descriptions

CBA - Covered by CBA
Numeric(1.0)



Description

In your current job, are you a member of a union or covered by a collective bargaining agreement?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FIL_GRIE - Filed a
grievance past 12
months
Numeric(1.0)



Description

Have you had a dispute, complaint or grievance in the past 12 months?

Population

All employees who have a dispute, complaint or grievance system in their workplace.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GRIEV - Formal
grievance, complaint
system
Numeric(1.0)



Description

Is there a dispute, complaint, or grievance system in your workplace?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

IMP_GRIE - Grieving

improve

Numeric(1.0)



Description

Has the situation improved?

Population

All employees who had a dispute, complaint or grievance system in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MECGRI_1 - Informally

addressed by manager/
supervisor

Numeric(1.0)



Description

What mechanisms were used to address your dispute, complaint or grievance? (Check all that apply)

Informally addressed by manager/supervisor

Population

All employees who had a dispute, complaint or grievance system in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MECGRI_2 -
Management Committee
Numeric(1.0)



Description

What mechanisms were used to address your dispute, complaint or grievance? (Check all that apply)

Management Committee

Population

All employees who had a dispute, complaint or grievance system in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MECGRI_3 - Labour-
Man. Committee
Numeric(1.0)



Description

What mechanisms were used to address your dispute, complaint or grievance? (Check all that apply)

Labour-Management Committee

Population

All employees who had a dispute, complaint or grievance system in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MECGRI_4 - Outside

arbitrator

Numeric(1.0)



Description

What mechanisms were used to address your dispute, complaint or grievance? (Check all that apply)

Outside arbitrator

Population

All employees who had a dispute, complaint or grievance system in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MECGRI_5 - Other,

specify

Numeric(1.0)



Description

What mechanisms were used to address your dispute, complaint or grievance? (Check all that apply)

Other, specify

Population

All employees who had a dispute, complaint or grievance system in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme EMPLOYEE

Job comparisons

XJOBOP_A	Opportunity for promotions
XJOBOP_B	Access to computers
XJOBOP_C	Access to training and development
XJOBOP_D	Opportunity for career change
XJOBOP_E	Opportunity for employee participation
XJOBOP_F	Access to worker representation
XJOBOP_G	Salary increases
XJOBOP_H	Job security
XJOBOP_I	Bonuses/profit sharing
XJOBSAT	New job satisfaction
XWKCON_A	Availability of flexible working arrangements
XWKCON_B	Usual work hours
XWKCON_C	Availability of overtime
XWKCON_D	Availability of job or work sharing arrangements
XWKCON_E	Availability of personal and family support programs

Variables Descriptions

XJOBOP_A -
Opportunity for promotions
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Opportunity for promotions.

New variable in 2000

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBOP_B - Access to
computers
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Access to computers and other technologies.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBOP_C - Access to
training and development
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Access to training and development.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBOP_D -
Opportunity for career
change
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Opportunity for career change.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBOP_E -

Opportunity for employee participation
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Opportunity for employee participation (participating in decisions regarding the workplace).

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

**XJOBOP_F - Access to
worker representation**
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Access to worker representation (e.g. member of a union, staff and professional association).

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

**XJOBOP_G - Salary
increases**
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Salary increases.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBOP_H - Job

security

Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Job security.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBOP_I - Bonuses/

profit sharing

Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Bonuses/profit sharing.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBSAT - New job

satisfaction

Numeric(1.0)



Description

In comparison to all the aspects of your previous job, is your new job:

New variable in 2000

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better?
2	About the same?
3	Worse?

XWKCON_A - Availability
of flexible working
arrangements
Numeric(1.0)



Description

Please indicate whether you think your working conditions are better, about the same or worse in your new job compared to the previous job you held.

Availability of flexible working arrangements (e.g. compressed work week, flexible hours, work at home, other flexible arrangements)

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XWKCON_B - Usual

work hours

Numeric(1.0)



Description

Please indicate whether you think your working conditions are better, about the same or worse in your new job compared to the previous job you held.

Usual work hours.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XWKCON_C -

Availability of overtime

Numeric(1.0)



Description

Please indicate whether you think your working conditions are better, about the same or worse in your new job compared to the previous job you held.

Availability of overtime.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XWKCON_D - Availability
of job or work sharing
arrangements
Numeric(1.0)



Description

Please indicate whether you think your working conditions are better, about the same or worse in your new job compared to the previous job you held.

Availability of job or work sharing arrangements.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XWKCON_E - Availability
of personal and family
support programs
Numeric(1.0)



Description

Please indicate whether you think your working conditions are better, about the same or worse in your new job compared to the previous job you held.

Availability of personal and family support programs (e.g. childcare, employee assistance, eldercare, other types of services).

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

Variables for Theme EMPLOYEE

Work history

EARN1	Weekly earnings job1
EARN2	Weekly earnings job 2
HRS_JOB1	# hours work at job1
HRS_JOB2	# hours work at job 2
MTH_LAST	Months work for last employer
MTH_UNEM	# of months unemployed
NO_OTH	# of other employers
OTH_PAID	Other paid jobs
PRV_ACT	Previous main activity
PRV_CPU	Use a computer last employer
PRV_EARN	Earnings before taxes
PRV_FREQ	Earnings frequency
PRV_HRS	Hours per week for last employer
PRV_OCP	Standard occupation code for previous job
PRV_OCP2	Standard occupation code for previous job (RDC only)
PRV_PSN	Pension plan last employer
PRV_TRN	Formal training last employer
RSN_LV	Reasons for leaving last job
UNEMPL2	Unemployed for >2 weeks
WK_LOOK	# weeks looking for work
WRK_OTH	Work for other employers
YRS_EXP	# of years of experience

Variables Descriptions

EARN1 - Weekly earnings job1

Numeric(10.0)

Format: #####.#

Description

What are your approximate weekly earnings in job 1?

Population

All employees who currently do paid work for another employer.

EARN2 - Weekly earnings job 2

Numeric(10.0)

Format: #####.#

Description

What are your approximate weekly earnings in job 2

Population

All employees who currently do paid work for another employer.

HRS_JOB1 - # hours work at job1

Numeric(5.0)


Format: ###.#

Description

How many hours a week do you usually work at Job 1

Population

All employees who currently do paid work for another employer.

HRS_JOB2 - # hours work at job 2 

Numeric(5.0)


Format: ###.#

Description

How many hours a week do you usually work at Job 2

Population

All employees who currently do paid work for another employer.

MTH_LAST - Months work for last employer 

Numeric(5.0)


Format: ###.#

Description

How many months did you work for that employer?

Population

New employees who have been working with this employer for less than 5 years.

MTH_UNEM - # of months unemployed 

Numeric(4.0)

Format: ##.#

Description

During the past five years how many months, in total, have you been unemployed (without having necessarily received employment benefits)?

Population

New employees who have been working with this employer for less than 5 years.

NO_OTH - # of other

employers

Numeric(2.0)



Description

How many other employers have you worked for in the past five years, including self-employment?

Population

New employees who have been working with this employer for less than 5 years.

OTH_PAID - Other paid

jobs

Numeric(1.0)



Description

Do you currently do any paid work for another employer?

(This includes self-employed work.)

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRV_ACT - Previous

main activity

Numeric(1.0)

**Description**

Immediately before starting with your present employer, were you:

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Working at another job
2	Looking for work
3	Going to school
4	Working at home, raising family, etc.
5	Recuperating from illness or disability
6	Other, specify

PRV_CPU - Use a

computer last employer

Numeric(1.0)

**Description**

Did you use a computer in that job?

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRV_EARN - Earnings before taxes



Numeric(10.0)

Format: #####.#

Description

What was your usual wage or salary before taxes and other deductions?

Earnings before taxes

Population

New employees who have been working with this employer for less than 5 years.

PRV_FREQ - Earnings



frequency

Numeric(1.0)

Description

What was your usual wage or salary before taxes and other deductions?


Earnings frequency

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Hourly
2	Daily
3	Weekly
4	Every two weeks
5	Twice a month
6	Monthly
7	Yearly
8	Other, specify


PRV_HRS - Hours per week for last employer 
 Numeric(5.0) Format: ###.#

Description

About how many hours did you usually work per week on that job (including overtime)?

Population

New employees who have been working with this employer for less than 5 years.

PRV_OCP - Standard occupation code for previous job 
 Character(4.0)

Description

Standard occupation code for previous job (Head office only) <http://dissemination/english/Subjects/Standard/soc /1991/soc91-menu.htm>

Population

PRV_OCP2 - Standard
occupation code for
previous job (RDC only)
Character(2.0)



Description

Standard occupation code for previous job (Research data centre only) <http://dissemination/english/Subjects/Standard/soc /1991/soc91-menu.htm>

Population

PRV_PSN - Pension
plan last employer
Numeric(1.0)



Description

In that last job you held, did you have an employer-sponsored pension plan?

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRV_TRN - Formal
training last employer
Numeric(1.0)



Description

In the last twelve months on that last job, did you receive any formal training sponsored by your employer?

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RSN_LV - Reasons for
leaving last job
Numeric(1.0)



Description

Thinking about the last job you held before coming to work for your current employer, what was the main reason you left that job?

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Left for better pay, hours or career opportunities at current job
2	Moved, immigrated, spouse relocated
3	Returned to school
4	Quit for any other reason
5	Laid off: plant closure or business failure
6	Laid off: business slowdown, restructuring, other reasons
7	End of contract, seasonal or temporary position
8	Left self-employment (sold business, own business failed, etc)
9	Other, specify

UNEMPL2 -
Unemployed for >2
weeks
Numeric(1.0)



Description

In that period, were you ever without work more than two weeks when you were actively looking for work and not attending school on a full-time basis?

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WK_LOOK - # weeks looking for work

Numeric(5.0)

Format: ###.#

Description

How many weeks were you looking for work?

Population

New employees who have been working with this employer for less than 5 years.

WRK_OTH - Work for other employers

Numeric(1.0)

Description

In the past five years, have you worked for any other employers, including yourself?

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

YRS_EXP - # of years of experience



Numeric(4.0)

Format: ##.#

Description

Considering all jobs you have held, how many years of full-time working experience do you have?

Population

New
Employees


Variables for Theme EMPLOYEE

Family earnings

[FAM_INCM](#)

Total family income

Variables Descriptions

FAM_INCM - Total family income 

Numeric(10.0)

Format: #####.#

Description

Over the past twelve months what were the approximate annual employment earnings of all members of your immediate family (including yourself)?

Population

All
employees

Variables for Theme EMPLOYEE

Family income from sources other than employment

[OTH_INCM](#)

Total income from other sources

Variables Descriptions

OTH_INCM - Total income from other sources 

Numeric(10.0)

Format: #####.#

Description

Over the past twelve months what was your family's approximate annual income from sources other than employment? For example, pensions, investment income and social benefits. Please include your own income from sources other than employment.

Population

All employees

Variables for Theme EMPLOYEE

Ethnocultural characteristics

ETH_1	Canadian
ETH_10	Inuit (Eskimo)
ETH_11	Japanese
ETH_12	Korean
ETH_13	Latin American
ETH_14	Metis
ETH_15	North American Indian
ETH_16	North African
ETH_17	South East Asian
ETH_18	West Asian
ETH_19	Other, specify
ETH_2	British
ETH_3	French
ETH_4	Any other European groups
ETH_5	Arab
ETH_6	Black
ETH_7	Chinese
ETH_8	East Indian
ETH_9	Filipino

Variables Descriptions

ETH_1 - Canadian

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Canadian

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_10 - Inuit (Eskimo)



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Inuit (Eskimo)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_11 - Japanese



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Japanese

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_12 - Korean



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Korean

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_13 - Latin

American
Numeric(1.0)



Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Latin American (from Mexico, Central America or South America)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_14 - Metis



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply).

Metis

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_15 - North



American Indian

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

North American Indian (First Nations, Aboriginal persons, Native Peoples)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_16 - North African



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

North African (from Egypt, Morocco, Algeria, etc.)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_17 - South East



Asian

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

South East Asian (from Burma, Cambodia, Laos, Viet Nam, etc.)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_18 - West Asian

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

West Asian (from Syria, Turkey, Afghanistan, Iran, etc.)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_19 - Other, specify

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Other, specify

Population**Range and codes**

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_2 - British

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

British (from England, Scotland, Ireland, etc.)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_3 - French



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

French

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_4 - Any other



European groups

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Any other European groups

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_5 - Arab

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Arab (from Egypt, Jordan, Lebanon, Iraq, etc.)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_6 - Black



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Black (from Africa, Caribbean, Haiti, U.S.A., Canada, etc)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_7 - Chinese



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Chinese

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_8 - East Indian

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

East Indian (from India, Pakistan, East Africa, etc.)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_9 - Filipino

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Filipino

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme EMPLOYEE

Disabilities or activity limitations

AIDS_DIS	Need altered facilities-equip. aids
DIFF_ANY	Difficulty if any
DISABLTY	Disability programs switch
EMP_DIS	Employer provides altered facilities-equip.
HME_ACT	Limited activity at home
LIM_ACT	Limited activity
LNG_DIS	Long term disability
LSR_ACT	Limited leisure activities
MNR_RECR	Minority recruitment program
PRT_DIS	Participated in programs
PRT_MPGM	Participated in programs
REDC_HME	Reduce activity at home
REDC_OTH	Reduction in other activities
REDC_WRK	Reduction at work or at school
WRK_ACT	Limited activity at work

Variables Descriptions

AIDS_DIS - Need altered facilities-equip. aids
Numeric(1.0)



Description

Do you need altered facilities or equipment aids to help accommodate your condition?

Population

All employees whose employer has a recruitment or career program for employees with disabilities.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DIFF_ANY - Difficulty if
any
Numeric(1.0)



Description

Do you have any difficulty hearing, seeing, communicating, walking, climbing stairs, bending, learning or doing any similar activities?

New variable in 2001

Population

All
employees

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Yes, sometimes
2	Yes, often
3	No

DISABLTY - Disability
programs switch
Numeric(1.0)



Description

Does your employer have any recruitment or career programs for employees with disabilities?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EMP_DIS - Employer provides altered facilities-equip.
Numeric(1.0)



Description

Does your employer provide these altered facilities, equipment or aids to you?

Population

All employees who need altered facilities or equipment aids to help accommodate their conditions.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HME_ACT - Limited activity at home
Numeric(1.0)



Description

Are you limited at home?

Removed permanently in 2001

Population

All employees who are limited in the kind of activity that they can do.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIM_ACT - Limited

activity

Numeric(1.0)



Description

Are you limited in the kind of activity that you can do because of a long-term physical condition, mental condition or health problem?

Removed permanently in 2001

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LNG_DIS - Long term

disability

Numeric(1.0)



Description

Do you have any long-term disabilities or handicaps?

Removed permanently in 2001

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LSR_ACT - Limited

leisure activities

Numeric(1.0)



Description

Are you limited in other activities such as transportation to work or in leisure activities?

Removed permanently in 2001

Population

All employees who are limited in the kind of activity that they can do.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MNR_RECR - Minority

recruitment program

Numeric(1.0)



Description

Does your employer have any recruitment or career programs for minority groups?

Population

All employees who selected any eth_5-eth_19

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRT_DIS - Participated
in programs
Numeric(1.0)



Description

Have you ever participated in these programs?

Population

All employees whose employer has a recruitment or career program for employees with disabilities.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRT_MPGM -
Participated in programs
Numeric(1.0)



Description

Have you ever participated in these programs?

Population

All employees whose employer has a recruitment or career program for minority groups.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REDC_HME - Reduce activity at home
 Numeric(1.0)



Description

Does a physical condition or mental condition or health problem reduce the amount or the kind of activity you can do at home?

New variable in 2001

Population

All employees

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Yes, sometimes
2	Yes, often
3	No

REDC_OTH - Reduction in other activities
 Numeric(1.0)



Description

Does a physical condition or mental condition or health problem reduce the amount or the kind of activity you can do in other activities, for example, transportation or leisure?

New variable in 2001

Population

All
employees

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Yes, sometimes
2	Yes, often
3	No

REDC_WRK -

Reduction at work or at
school



Numeric(0.0)

Description

Does a physical condition or mental condition or health problem reduce the amount or the kind of activity you can do at work or at school?

New variable in 2001

Population

All
employees

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Yes, sometimes
2	Yes, often
3	No
4	Not applicable

WRK_ACT - Limited

activity at work

Numeric(1.0)



Description

Are you limited at work?

Removed permanently in
2001

Population

All employees who are limited in the kind of activity
that they can do.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme WORKPLACE

Collective bargaining

ACTN	Other labour-related actions
ACTN_DAY	Other labour-related actions days
AUTHGRV	Final authority to settle grievances
CBAG10_1	Cost of living adjustments: written agreements
CBAG10_2	Cost of living adjustments: regular discussions
CBAG10_3	Cost of living adjustments: ad hoc agreements
CBAG10_4	Cost of living adjustments: no provision
CBAG1_1	Technological change: written agreements
CBAG1_2	Technological change: regular discussions
CBAG1_3	Technological change: ad hoc agreements
CBAG1_4	Technological change: no provision
CBAG2_1	Workplace reorganization: written agreements
CBAG2_2	Workplace reorganization: regular discussions
CBAG2_3	Workplace reorganization: ad hoc agreements
CBAG2_4	Workplace reorganization: no provision
CBAG3_1	Employee participation: written agreements
CBAG3_2	Employee participation: regular discussions
CBAG3_3	Employee participation: ad hoc agreements
CBAG3_4	Employee participation: no provision
CBAG4_1	Occupational health and safety: written agreements
CBAG4_2	Occupational health and safety: regular discussions
CBAG4_3	Occupational health and safety: ad hoc agreements

<u>CBAG4_4</u>	Occupational health and safety: no provision
<u>CBAG5_1</u>	Employment equity: written agreements
<u>CBAG5_2</u>	Employment equity: regular discussions
<u>CBAG5_3</u>	Employment equity: ad hoc agreements
<u>CBAG5_4</u>	Employment equity: no provision
<u>CBAG6_1</u>	Pay equity: written agreements
<u>CBAG6_2</u>	Pay equity: regular discussions
<u>CBAG6_3</u>	Pay equity: ad hoc agreements
<u>CBAG6_4</u>	Pay equity: no provision
<u>CBAG7_1</u>	Job security/lay-offs: written agreements
<u>CBAG7_2</u>	Job security/lay-offs: regular discussions
<u>CBAG7_3</u>	Job security/lay-offs: ad hoc agreements
<u>CBAG7_4</u>	Job security/lay-offs: no provision
<u>CBAG8_1</u>	Contracting out: written agreements
<u>CBAG8_2</u>	Contracting out: regular discussions
<u>CBAG8_3</u>	Contracting out: ad hoc agreements
<u>CBAG8_4</u>	Contracting out: no provision
<u>CBAG9_1</u>	Education and training: written agreements
<u>CBAG9_2</u>	Education and training: regular discussions
<u>CBAG9_3</u>	Education and training: ad hoc agreements
<u>CBAG9_4</u>	Education and training: no provision
<u>CBA_AD</u>	No of Administrative covered by CBA
<u>CBA_OT</u>	No of Other covered by CBA
<u>CBA_PR</u>	No of Professionals covered by CBA
<u>CBA_SL</u>	No of Sales covered by CBA
<u>CBA_TC</u>	No of Technical covered by CBA
<u>CBA_UN</u>	No of Production workers covered by CBA
<u>FRMLGRV</u>	Formal grievance system
<u>LOCKOUTS</u>	Lockouts

<u>LOCK_DAY</u>	Lockouts days
<u>NUMB_GRV</u>	No of grievances filed in past 12 months
<u>RAT_RLN</u>	Rating of labour-management relations
<u>RULE</u>	Work-to-rule
<u>RULE_DAY</u>	Work-to-rule days
<u>SLOW</u>	Work slowdown
<u>SLOW_DAY</u>	Work slowdown days
<u>STRK</u>	Strikes
<u>STRK_DAY</u>	Strikes days

Variables Descriptions

ACTN - Other labour-related actions
 Numeric(1.0)



Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001?

Other labour-related actions

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ACTN_DAY - Other labour-related actions days

Numeric(5.0)

Format: ###.#

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001? If so, for how many days did it last?

Other labour-related actions

Population

All workplaces.

AUTHGRV - Final authority to settle grievances

Numeric(1.0)

Description

Who has FINAL authority to settle disputes, grievances or complaints?

Not asked in 2000

Population

All workplaces that have a dispute, complaint or grievance system for employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Management
2	Labour-management committee
3	Outside arbitrator

CBAG10_1 - Cost of
living adjustments: written
agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit
define how to deal with the following provisions?
(Check all that apply)

Cost of living adjustments: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees
covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG10_2 - Cost of
living adjustments:
regular discussions
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit
define how to deal with the following provisions?
(Check all that apply)

Cost of living adjustments: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees
covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG10_3 - Cost of
living adjustments: ad
hoc agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit
define how to deal with the following provisions?
(Check all that apply)

Cost of living adjustments: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees
covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG10_4 - Cost of living adjustments: no provision
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Cost of living adjustments: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG1_1 - Technological change: written agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Technological change: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG1_2 -

Technological change:
regular discussions
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Technological change: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG1_3 -

Technological change:
ad hoc agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Technological change: Ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG1_4 -

Technological change:
no provision
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Technological change: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG2_1 - Workplace
reorganization: written
agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Workplace reorganization: written agreement

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG2_2 - Workplace

reorganization: regular

discussions

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Workplace reorganization: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG2_3 - Workplace

reorganization: ad hoc

agreements

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Workplace reorganization: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG2_4 - Workplace

reorganization: no
provision
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Workplace reorganization: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG3_1 - Employee

participation: written
agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Employee participation: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG3_2 - Employee

participation: regular
discussions
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Employee participation: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG3_3 - Employee

participation: ad hoc

agreements

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Employee participation: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG3_4 - Employee participation: no provision
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Employee participation: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG4_1 - Occupational health and safety: written agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Occupation health and safety: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG4_2 - Occupational health and safety: regular discussions
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Occupational health and safety: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG4_3 - Occupational health and safety: ad hoc agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Occupational health and safety: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG4_4 - Occupational health and safety: no provision
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Occupational health and safety: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG5_1 - Employment

equity: written
agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply) Employment equity: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG5_2 - Employment

equity: regular
discussions
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Employment equity: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG5_3 - Employment

equity: ad hoc
agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Employment equity: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG5_4 - Employment

equity: no provision



Numeric(1.0)

Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Employment equity: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG6_1 - Pay equity:

written agreements

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?

(Check all that apply)

Pay equity: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG6_2 - Pay equity:

regular discussions

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?

(Check all that apply)

Pay equity: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG6_3 - Pay equity:

ad hoc agreements

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Pay equity: ad hoc agreement

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG6_4 - Pay equity:

no provision

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Pay equity: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG7_1 - Job security/

lay-offs: written

agreements

Numeric(1.0)

**Description**

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Job security/lay-offs: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG7_2 - Job security/

lay-offs: regular

discussions

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Job security/lay-offs: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG7_3 - Job security/

lay-offs: ad hoc

agreements

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Job security/lay-offs: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG7_4 - Job security/
lay-offs: no provision
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Job security/lay-offs: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG8_1 - Contracting

out: written agreements

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply) Contracting out: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG8_2 - Contracting

out: regular discussions

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply) Contracting out: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG8_3 - Contracting out: ad hoc agreements
 Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
 (Check all that apply) Contracting out: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG8_4 - Contracting out: no provision
 Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
 (Check all that apply) Contracting out: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG9_1 - Education and training: written agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply) Education and training: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG9_2 - Education

and training: regular
discussions
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply) Education and training: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG9_3 - Education

and training: ad hoc
agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply) Education and training: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG9_4 - Education and training: no provision
 Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
 (Check all that apply) Education and training: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBA_AD - No of Administrative covered by CBA
 Numeric(5.0)



Description

1f D1+1f
 D2

Population

All workplaces.

CBA_OT - No of Other
covered by CBA
Numeric(5.0)



Description

1f F1+1f
F2

Population

All
workplaces.

CBA_PR - No of
Professionals covered by
CBA
Numeric(5.0)



Description

1f A1+1f
A2

Population

All
workplaces.

CBA_SL - No of Sales
covered by CBA
Numeric(5.0)



Description

1f C1+1f
C2

Population

All
workplaces.

CBA_TC - No of
Technical covered by
CBA
Numeric(5.0)



Description

1f B1+1f
B2

Population

All
workplaces.

CBA_UN - No of
Production workers
covered by CBA
Numeric(5.0)



Description

1f E1+1f
E2

Population

All
workplaces.

FRMLGRV - Formal
grievance system
Numeric(1.0)



Description

Does this workplace have a dispute, complaint or
grievance system for employees?

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes, formal
2	Informal only
3	No

LOCKOUTS - Lockouts

Numeric(1.0)

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001?

Lockouts

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LOCK_DAY - Lockouts days

Numeric(5.0)

Format: ###.#

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001? If so, for how many days did it last?

Lockouts

Population

All workplaces.

NUMB_GRV - No of
grievances filed in past
12 months
Numeric(3.0)



Description

How many disputes, grievances or complaints were filed between April 1, 2000 and March 31, 2001?

Population

All workplaces that have a dispute, complaint or grievance system for employees.

RAT_RLN - Rating of
labour-management
relations
Numeric(1.0)



Description

How would you rate your labour-management relations?

Population

All workplaces that have a dispute, complaint or grievance system for employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Good
2	Fair
3	Poor

RULE - Work-to-rule



Numeric(1.0)

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001?

Work-to-rule

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RULE_DAY - Work-to-rule days



Numeric(5.0)

Format: ###.#

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001? If so, for how many days did it last?

Work-to-rule

Population

All workplaces.

SLOW - Work

slowdown
Numeric(1.0)

**Description**

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001?

Work slowdown

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SLOW_DAY - Work slowdown days

Numeric(5.0) Format: ###.#

**Description**

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001? If so, for how many days did it last?

Work slowdown

Population

All workplaces.

STRK - Strikes



Numeric(1.0)

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001?

Strikes

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STRK_DAY - Strikes days



Numeric(5.0)

Format: ###.#

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001? If so,, for how many days did it last?

Strikes

Population

All workplaces.

Variables for Theme WORKPLACE

Workplace performance

END_DATE	End date of most recently completed fiscal year
EXPNDTR	Gross expenditures
EXPN_WKP	Expenditures only for this location
FISCAL12	Workplace having completed one fiscal year
F_ASSETS	Assets held by foreign interests (%)
NON_PRFT	Non-profit organization
PRF33_A	Performance: unit production costs
PRF33_B	Performance: productivity
PRF33_C	Performance: sales
PRF33_D	Performance: product quality
PRF33_E	Performance: customer satisfaction
PRF33_F	Performance: profitability
REVENUE	Gross operating revenue
REV_CHNG	Change in revenue over past 12 months
REV_WKP	Revenue only from this location
SAME_ADR	Time located at the same address

Variables Descriptions

END_DATE - End date of most recently completed
fiscal year



Character(8.0)

Format: YYYYMMDD

Description

What was the end date of your most recently completed fiscal year? (or when will your first fiscal year end?)

Not asked in 2000.

Population

All workplaces that are a profit operation.

EXPNDTR - Gross
expenditures



Numeric(10.0)

Description

What were the gross operating expenditures for this location for the most recently completed fiscal year? Please include the payroll and non-wage expenses and the purchase of goods

Population

All workplaces.

EXPN_WKP -
Expenditures only for
this location



Numeric(1.0)

Description

Does this amount represent the expenditure for only this location?

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FISCAL12 - Workplace

having completed one
fiscal year

Numeric(1.0)



Description

Has this workplace completed one fiscal
year?

Not asked in 2000.

Population

All workplaces that have a profit
operation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

F_ASSETS - Assets held by foreign interests (%)

Numeric(5.0)

Format: ###.#



Description

What percentage of the assets of this workplace are
held by foreign interests?

Population

All
workplaces.

NON_PRFT - Non-profit
organization
Numeric(1.0)



Description

At this location, is this workplace a non-profit operation?

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRF33_A -
Performance: unit
production costs
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001 has your unit production cost (including the production of services):

Caution: Changes made to the 2001 questionnaire had an impact on this variable.

Population

All workplaces.

Range and codes

-1	Don't know
-2	Refus
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Increased
2	Remained the same
3	Decreased

PRF33_B -

Performance:

productivity

Numeric(1.0)



Description

How has your workplace performance in each of the following areas changed between April 1, 2000 and March 31, 2001?

Productivity

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Increased
2	Remained the same
3	Decreased

PRF33_C -

Performance: sales

Numeric(1.0)

**Description**

How has your workplace performance in each of the following areas changed between April 1, 2000 and March 31, 2001?

Sales

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Increased
2	Remained the same
3	Decreased

PRF33_D -

Performance: product quality

Numeric(1.0)

**Description**

How has your workplace performance in each of the following areas changed between April 1, 2000 and March 31, 2001?

Product quality

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Increased
2	Remained the same
3	Decreased

PRF33_E -

Performance: customer
satisfaction
Numeric(1.0)



Description

How has your workplace performance in each of the following areas changed between April 1, 2000 and March 31, 2001?

Customer satisfaction

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Increased
2	Remained the same
3	Decreased

PRF33_F -

Performance: profitability



Numeric(1.0)

Description

How has your workplace performance in each of the following areas changed between April 1, 2000 and March 31, 2001?

Profitability

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Increased
2	Remained the same
3	Decreased

REVENUE - Gross

operating revenue



Numeric(10.0)

Description

For this same fiscal year, what was the gross operating revenue from the sale or rental of all products and services for this location?

(If this information is not available for this location, provide the information at whatever available level)

Population

All workplaces that have a profit operation.

REV_CHNG - Change in revenue over past 12 months



Numeric(5.0)

Format: ###.#

Description

Please estimate the percentage change in operating revenue from the previous 12-month period.

Not asked in 2000

The values for this variable have two origins depending on whether a location is new in the sample in 2001 (birth) or was originally selected in 1999 (continuer). For births, REV_CHNG is collected from respondents in question Q29c. For continuer, the value of REV_CHNG is calculated from the reported revenues in years 2000 and 2001.

Population

All workplaces that have a profit operation.

REV_WKP - Revenue only from this location



Numeric(1.0)

Description

Does this amount represent the revenues for only this location?

Population

All workplaces that have a profit operation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SAME_ADR - Time located at the same address



Numeric(4.0)

Format: ##.##

Description

Approximately how long has this workplace been located at this address? Please do not exclude periods of temporary shutdown from your answer.

Population


All workplaces.

Variables for Theme WORKPLACE

Innovation

IMPV_PRC	Innovation: Improved processes
IMPV_PRD	Innovation: improved products or services
INNOV	Importance of innovation
NEW_PRC	Innovation: new processes
NEW_PRD	Innovation: new products or services

Variables Descriptions

IMPV_PRC - Innovation:
Improved processes 
Numeric(1.0)

Description

Between April 1, 2000 and March 31, 2001, has this workplace introduced...

Improved processes

(Improved processes are those whose performance has been significantly enhanced or upgraded.)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

IMPV_PRD - Innovation:
improved products or
services
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, has this workplace introduced...

Improved products or services

(Improved products or services are those whose performance has been significantly enhanced or upgraded.)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INNOV - Importance of
innovation
Numeric(1.0)



Description

Was this innovation:

Population

All workplaces that have introduced an innovation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	A world first
2	A Canadian first
3	A first in the local market
4	None of the above

NEW_PRC - Innovation:

new processes

Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, has this workplace introduced...

New processes

(New processes include the adoption of new methods of goods production or service delivery)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

NEW_PRD - Innovation:
new products or services
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, has this workplace introduced...

New products or services

(New products or services differ significantly in character or intended use from previously produced goods or services)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme WORKPLACE

Use of Government Programs

Q51_A1	Training subsidies
Q51_B1	Other training programs
Q51_C1	Employee exchange
Q51_D1	R & D tax credits
Q51_E1	Other accelerated depreciation allowances
Q51_F1	Property tax relief
Q51_G1	Payroll tax relief
Q51_H1	Other tax relief
Q51_I1	R & D grants
Q51_J1	Loan guarantees
Q51_K1	Operating grants
Q51_L1	Other (grants and loans)
Q51_M1	Technology transfer or information
Q51_N1	Market information
Q51_O1	Labour market information
Q51_P1	R & D partnerships
Q51_Q1	Procurement agreements
Q51_R1	Other 1
Q51_S1	Other 2
Q51_T1	Other 3

Variables Descriptions

Q51_A1 - Training
subsidies
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Training subsidies)
Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_B1 - Other training programs



Numeric(1.0)

Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other training programs) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_C1 - Employee exchange



Numeric(1.0)

Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Employee exchange) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_D1 - R & D tax

credits



Numeric(1.0)

Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (R & D tax credits) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_E1 - Other

accelerated depreciation allowances



Numeric(1.0)

Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other accelerated depreciation allowances) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_F1 - Property tax relief
 Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Property tax relief)
 Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_G1 - Payroll tax relief
 Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Payroll tax relief)
 Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_H1 - Other tax relief
 Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other tax relief)
 Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_I1 - R & D grants
 Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (R & D grants)
 Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_J1 - Loan

guarantees
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Loan guarantees)
Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_K1 - Operating

grants
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Operating grants)
Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_L1 - Other (grants and loans)
 Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other (grants and loans)) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_M1 - Technology transfer or information
 Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Technology transfer or information) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_N1 - Market information
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Market information) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_O1 - Labour market information
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Labour market information) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_P1 - R & D

partnerships
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (R & D partnerships) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_Q1 - Procurement

agreements
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Procurement agreements) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_R1 - Other 1

Numeric(1.0)

Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other 1)
Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_S1 - Other 2

Numeric(1.0)

Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other 2)
Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_T1 - Other 3



Numeric(1.0)

Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other 3)
Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme EMPLOYEE

Job characteristics / Occupation

This category does not currently contain any variables.

Variables for Theme EMPLOYEE

Job characteristics / Dates and duration

MINEDUC	Minimum level of education for job
PREMONTH	Number months previously worked for employer
PREVWORK	Previously work for current employer
SRTREMP	Employer start date
STRJOB	Job start date

Variables Descriptions

MINEDUC - Minimum level of education for job
Numeric(1.0)



Description

What is the minimum level of education required for this job?


Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Elementary school
10	None
2	Some secondary school
3	Secondary school diploma
4	Some postsecondary education
5	Trade certificate
6	College diploma

7	University undergraduate degree
8	University professional accreditation (MD, Law, Architect, Engineer, Education, etc..)
9	University graduate degree

PREMONTH - Number months previously worked for employer 

Numeric(5.0)


Format: ###.#

Description

How many months did you work for them then?

Population

All employees who worked for employer before.

PREWORK -
Previously work for current employer 

Numeric(1.0)

Description

Did you ever work for this employer before?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SRTREMP - Employer start date

Character(8.0)

Format: YYYYMM01

Description

When did you start working for this employer?

Population

All employees

STRTJOB - Job start date

Character(8.0)

Format: YYYYMM01

Description

When did you start working at this particular job?

Population

All employees

Variables for Theme EMPLOYEE

Job characteristics / Hiring

HIRE_1	Skill tests
HIRE_10	Test on general knowledge or literacy skills
HIRE_11	None
HIRE_2	Aptitude or other personality testing
HIRE_3	Security check
HIRE_4	Medical examination
HIRE_5	Drug test
HIRE_6	Tests administered by a recruitment agency
HIRE_7	Other type of testing or screening
HIRE_8	Personal interview
HIRE_9	Test on job related knowledge
LEARN_1	Help wanted ad
LEARN_10	Directly recruited by current employer
LEARN_11	Internet
LEARN_12	Other, specify
LEARN_2	Family or friend
LEARN_3	Union posting
LEARN_4	Canada Employment Centre/ other government agency
LEARN_5	On-campus recruitment
LEARN_6	News story
LEARN_7	Job fair
LEARN_8	Recruitment agency (headhunter)
LEARN_9	Personal initiative

Variables Descriptions

HIRE_1 - Skill tests



Numeric(1.0)

Description

When you were first hired, were you required to take:
(Check all that apply)

Tests for specific skills (for example typing or manual dexterity)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_10 - Test on general knowledge or literacy skills



Numeric(1.0)

Description

When you were first hired, were you required to take:
(Check all that apply)

Test on general knowledge or literacy skills

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_11 - None



Numeric(1.0)

Description

When you were first hired, were you required to take:
(Check all that apply)

None

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_2 - Aptitude or other personality testing



Numeric(1.0)

Description

When you were first hired, were you required to take:
(Check all that apply)

Aptitude or other personality testing

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_3 - Security check
Numeric(1.0)



Description

When you were first hired, were you required to take:
(Check all that apply)

Security check

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_4 - Medical examination
Numeric(1.0)



Description

When you were first hired, were you required to take:
(Check all that apply)

Medical examination

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_5 - Drug test



Numeric(1.0)

Description

When you were first hired, were you required to take:
(Check all that apply)

Drug test

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_6 - Tests

administered by a
recruitment agency



Numeric(1.0)

Description

When you were first hired, were you required to take:
(Check all that apply)

Tests administered by a recruitment agency

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_7 - Other type of testing or screening
Numeric(1.0)



Description

When you were first hired, were you required to take:
(Check all that apply)

Any other type of testing or screening, specify

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_8 - Personal interview
Numeric(1.0)



Description

When you were first hired, were you required to take:
(Check all that apply)

Personal interview

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_9 - Test on job
related knowledge
Numeric(1.0)



Description

When you were first hired, were you required to take:
(Check all that apply)

Test on job-related knowledge

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_1 - Help

wanted ad

Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Help wanted ad

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_10 - Directly

recruited by current

employer

Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Directly recruited by current employer

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_11 - Internet



Numeric(1.0)

Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Internet

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_12 - Other,

specify



Numeric(1.0)

Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Other, specify

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_2 - Family or friend
 Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Family or friend

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_3 - Union posting
 Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Union posting

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_4 - Canada

Employment Centre/other
government agency
Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Canada Employment Centre/other government agency

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_5 - On-campus

recruitment
Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

On-campus recruitment

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_6 - News story



Numeric(1.0)

Description

When you were first hired how did you learn about the job opening? (Check all that apply)

News story

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_7 - Job fair



Numeric(1.0)

Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Job fair

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_8 - Recruitment



agency (headhunter)

Numeric(1.0)

Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Recruitment agency (headhunter)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_9 - Personal

initiative

Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Personal initiative

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme EMPLOYEE

Job characteristics / Supervisory responsibility

SUPERVIS	Supervise
SUP_PEOP	Number of people supervised

Variables Descriptions

SUPERVIS - Supervise 
Numeric(1.0)

Description

Do you supervise the work of other employees on a day-to-day basis?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUP_PEOP - Number of
people supervised
Numeric(4.0)



Description

About how many people do you directly and indirectly supervise on a day-to-day basis?

Population

All employees who supervise.

Variables for Theme EMPLOYEE

Technology use / Computer

AP1LRN_1	Self-learning (manuals, books, on-line tutorials, etc)
AP1LRN_2	Employer-paid formal training
AP1LRN_3	Self-paid formal training
AP1LRN_4	On-the-job training (co-workers, supervisors, resource people)
AP1LRN_5	University or community college courses
AP1LRN_6	Other, specify
AP1_MORE	Where learned more
AP1_MOST	Most helpful method for learning 1st app.
APP1	First application most used
APP1_TIM	Time spent on first application
APP2	Second application most used
APP2_TIM	Time spent on second application
APP3	Third application most used
APP3_TIM	Time spent on third application
INIT_CPU	Initial use of computers
NO_CPU	# of years using a computer
TIM_CPU	Time spent using a computer
TYAPP_1	Word processors
TYAPP_10	Graphics and presentation
TYAPP_11	Computer-aided design
TYAPP_12	Computer-aided engineering
TYAPP_13	Expert systems
TYAPP_14	Other, specify
TYAPP_2	Spreadsheets
TYAPP_3	Databases
TYAPP_4	Desktop publishing and form design
TYAPP_5	General management applications
TYAPP_6	Communications
TYAPP_7	Programming languages and development tools

[TYAPP_8](#)

Specialized office applications

[TYAPP_9](#)

Data analysis

[USE_CPU](#)

Use computers

Variables Descriptions

AP1LRN_1 - Self-learning

(manuals, books, on-line tutorials, etc)



Numeric(1.0)

Description

How did you learn this application? (Check all that apply)

Self-learning (manuals, books, on-line tutorials, etc)

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

AP1LRN_2 - Employer-paid formal training



Numeric(1.0)

Description

How did you learn this application? (Check all that apply)

Employer-paid formal training

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

AP1LRN_3 - Self-paid

formal training



Numeric(1.0)

Description

How did you learn this application? (Check all that apply)

Self-paid formal training

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

AP1LRN_4 - On-the-job
training (co-workers,
supervisors, resource
people)
Numeric(1.0)



Description

How did you learn this application? (Check all that apply)

On-the-job training (co-workers, supervisors, resource people, friends)

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

AP1LRN_5 - University
or community college
courses
Numeric(1.0)



Description

How did you learn this application? (Check all that apply)

University or community college courses

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

AP1LRN_6 - Other, specify
Numeric(1.0)



Description

How did you learn this application? (Check all that apply)

Other, specify

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

AP1_MORE - Where learned more
Numeric(1.0)



Description

Did you learn more:

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	On company time
2	On your own time
3	About equally on company and own time

AP1_MOST - Most helpful method for learning 1st app.
Numeric(1.0)



Description

What method was the most helpful in learning this application?

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Self-learning (manuals, books, on-line tutorials, etc)
2	Employer-paid formal training
3	Self-paid formal training
4	On-the-job training (co-workers, supervisors, resource people, friends)
5	University or community college courses
6	Other, specify

APP1 - First application

most used

Numeric(1.0)



Description

Which of these applications do you use the most, in terms of time? Please enter the corresponding code, as printed to the left of the circle in Question 22 (c).

Population

All employees who use a computer and use more than one application.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Word processors
10	Graphics and presentation
11	Computer-aided design
12	Computer-aided engineering
13	Expert systems
14	Other, specify
2	Spreadsheets
3	Databases
4	Desktop publishing and form design
5	General management applications
6	Communications
7	Programming languages and development tools
8	Specialized office applications
9	Data analysis

APP1_TIM - Time spent on first application

Numeric(4.0)

Format: ##.#

Description

How many hours a week do you normally spend using this application?

Population

All employees who use a computer.

APP2 - Second application most used

Numeric(1.0)

Description

Which of the other application do you use the most, in terms of time?


Population

All employees who use a computer and use more than one application.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Word processors
10	Graphics and presentation
11	Computer-aided design
12	Computer-aided engineering
13	Expert systems
14	Other, specify
2	Spreadsheets
3	Databases
4	Desktop publishing and form design
5	General management applications
6	Communications
7	Programming languages and development tools

8	Specialized office applications
9	Data analysis

APP2_TIM - Time spent on second application 

Numeric(4.0)


Format: ##.#

Description

How many hours a week do you normally spend using this second application?

Population

All employees who use a computer and use more than one application.

APP3 - Third application 

most used

Numeric(1.0)

Description

Which of the other application do you use third most, in terms of time?

Population

All employees who use a computer and use more than one application.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Word processors
10	Graphics and presentation
11	Computer-aided design
12	Computer-aided engineering
13	Expert systems
14	Other, specify
2	Spreadsheets
3	Databases
4	Desktop publishing and form design

5	General management applications
6	Communications
7	Programming languages and development tools
8	Specialized office applications
9	Data analysis

APP3_TIM - Time spent on third application 

Numeric(4.0)


Format: ##.#

Description

How many hours a week do you normally spend using this third application?

Population

All employees who use a computer and use more than one application.

INIT_CPU - Initial use of computers 

Numeric(4.0)


Format: ##.#

Description

When you first started this job, how many hours did you normally spend using a computer?

Population

All employees who use a computer.

NO_CPU - # of years using a computer 

Numeric(4.0)

Format: ##.#

Description

Considering all jobs you have held, how many years have you used a computer in a work environment?

Population

All employees

TIM_CPU - Time spent using a computer



Numeric(4.0)

Format: ##.##

Description

Do you use a computer in your job? Please exclude sales terminal, scanners, machine monitors, etc.. these are covered in another question.

(By a computer we mean a microcomputer, mini-computer, personal computer, mainframe computer or laptop that can be programmed to perform a variety of operations)

Population

All employees who use a computer.

TYAPP_1 - Word



processors

Numeric(1.0)

Description

What types of applications do you use (Check all that apply). Word processors

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TYAPP_10 - Graphics
and presentation**
Numeric(1.0)



Description

What types of applications do you use (Check all that apply)

Graphics and presentation

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TYAPP_11 - Computer-
aided design**
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Computer-aided design

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_12 - Computer-aided engineering
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Computer-aided engineering

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_13 - Expert systems
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Expert systems

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_14 - Other,
specify
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Other, specify

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_2 -
Spreadsheets
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Spreadsheets

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_3 - Databases



Numeric(1.0)

Description

What types of applications do you use (Check all that apply).

Databases

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_4 - Desktop

publishing and form
design



Numeric(1.0)

Description

What types of applications do you use (Check all that apply).

Desktop publishing and form design

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TYAPP_5 - General
management applications**
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

General management applications

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TYAPP_6 -
Communications**
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Communications

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_7 - Programming languages and development tools
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Programming languages and development tools

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_8 - Specialized

office applications

Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Specialized office applications

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_9 - Data

analysis

Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Data analysis

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

USE_CPU - Use

computers

Numeric(1.0)



Description

Do you use a computer in your job? Please exclude sales terminal, scanners, machine monitors, etc.. these are covered in another question.

(By a computer we mean a microcomputer, mini-computer, personal computer, mainframe computer or laptop that can be programmed to perform a variety of operations)

Population

All
employees

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme EMPLOYEE

Technology use / Computer-controlled or computer-assis. Technolog

DAY_TECH	Number of days of training technology
LRN_TECH	Most helpful method for learning technology
TIM_TECH	Time spent on this technology
TRN_TECH	Training for upgrade technology
UPG_TECH	Upgrade or change in technology
USE_TECH	Use of other technology

Variables Descriptions

DAY_TECH - Number of days of training technology 
Numeric(5.0) Format: ###.#

Description

Approximately how many days did you spend on that training? Include only the time actually spent in training sessions.

Population

All employees who use a computer-controlled or computer-assisted technology where there has been an upgrade or change in that technology and training related to that change.

LRN_TECH - Most helpful method for learning technology
Numeric(1.0)



Description

What method was the most helpful in learning to use that technology?

Population

All employees who use a computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	On-the-job training (co-workers, supervisors, resource people, friends)
2	Employer-paid formal training
3	Self-learning (manuals, books, on-line tutorials, etc)
4	Self-paid formal training
5	University or community college courses
6	Other, specify

TIM_TECH - Time spent on this technology
Numeric(4.0) Format: ##.#



Description

How many hours a week do you normally spend using this technology?

Population

All employees who use a computer-controlled or computer-assisted technology.

TRN_TECH - Training
for upgrade technology
Numeric(1.0)



Description

Did you receive any informal or formal training related to that change in technology?

Population

All employees who use a computer-controlled or computer-assisted technology where there has been an upgrade or change in that technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

UPG_TECH - Upgrade
or change in technology
Numeric(1.0)



Description

Has there been an upgrade or change in that technology in the past twelve months?

Population

All employees who use a computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

USE_TECH - Use of
other technology
Numeric(1.0)



Description

Do you use a computer-controlled or computer-assisted technology in the course of your normal duties? For example, industrial robots, retail scanning systems, etc.

Population

All
employees

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme EMPLOYEE

Technology use / Other machine or technical device

DAY_DEV	Number of days of training technology
LRN_DEV	Most helpful method for learning technological device
TIM_DEV1	Time spent on first device
TIM_DEV2	Time spent on second device
TIM_DEV3	Time spent on third device
TRN_DEV	Training for upgrade technology
UPG_DEV	Upgrade or change in technology
USE_DEV	Technological device

Variables Descriptions

DAY_DEV - Number of days of training technology 
 Numeric(4.0) Format: ##.#

Description

Approximately how many days did you spend on that training? Include only the time actually spent in training sessions.

Population

All employees who use any other machine or technological device where there has been an upgrade or change in that technology and training related to that change.

LRN_DEV - Most helpful

method for learning
technological device
Numeric(1.0)

**Description**

Thinking of the machine or technological device you use the most, what has been the most helpful in learning method to use that technology?

Population

All employees who use any other machine or technological device.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	On-the-job training (co-workers, supervisors, resource people, friends)
2	Employer-paid formal training
3	Self-learning (manuals, books, on-line tutorials, etc)
4	Self-paid formal training
5	University or community college courses
6	Other, specify

TIM_DEV1 - Time spent on first device

Numeric(4.0)

Format: ##.#

**Description**

How many hours a week do you spend with the first device or machine you reported in Question 23 (g)?

Population

All employees who use any other machine or technological device.

TIM_DEV2 - Time spent on second device

Numeric(4.0)

Format: ##.#

Description

How many hours a week do you spend with the second device or machine your reported reported in Question 23 (g)?

Population

All employees who use more than one other machine or technological device.

TIM_DEV3 - Time spent on third device

Numeric(4.0)

Format: ##.#

Description

How many hours a week do you spend with the third device or machine your reported reported in Question 23 (g)?

Population

All employees who use more than one other machine or technological device.

**TRN_DEV - Training for
upgrade technology**

Numeric(1.0)

Description

Did you receive any informal or formal training related to that change in technology?

Population

All employees who use any other machine or technological device where there has been an upgrade or change in that technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

UPG_DEV - Upgrade or
change in technology
Numeric(1.0)



Description

Has there been an upgrade or change in that technology in the past twelve months?

Population

All employees who use any other machine or technological device.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

USE_DEV -
Technological device
Numeric(1.0)



Description

Do you use any other machine or technological device for at least one hour a day in the course of your normal duties? This question is meant to be inclusive and would include, for example, cash registers, sales terminals, typewriters, vehicles and industrial machinery.

(Do not include the car that you drive for work unless it requires a special permit)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme EMPLOYEE

Technology use / Change in technological complexity

[TECH_COM](#)

Complexity of technology

Variables Descriptions

TECH_COM -

Complexity of technology

Numeric(1.0)



Description

Since you started this job, has the overall technological complexity:

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Remained about the same
2	Increased
3	Decreased

Variables for Theme EMPLOYEE

Training and development / Job-related training provided or paid by employer

<u>CLASSTR</u>	Received classroom training
<u>COURSES</u>	Number of courses taken
<u>LEN CRS1</u>	Length of first course taken
<u>LEN CRS2</u>	Length of second course taken
<u>LOC CRS1</u>	Location of last course
<u>LOC CRS2</u>	Location of second course
<u>PVCRS1_1</u>	Last course provided by supervisor
<u>PVCRS1_2</u>	Last course provided by fellow worker
<u>PVCRS1_3</u>	Last course provided by in-house trainer
<u>PVCRS1_4</u>	Last course provided by outside trainer
<u>PVCRS1_5</u>	Last course provided by supplier
<u>PVCRS1_6</u>	Last course provided by other, specify
<u>PVCRS2_1</u>	2nd course provided by supervisor
<u>PVCRS2_2</u>	2nd course provided by fellow worker
<u>PVCRS2_3</u>	2nd course provided by in-house trainer
<u>PVCRS2_4</u>	2nd course provided by outside trainer
<u>PVCRS2_5</u>	2nd course provided by supplier
<u>PVCRS2_6</u>	2nd course provided by other, specify
<u>SUB CRS1</u>	Main subject of last course taken
<u>SUB CRS2</u>	Main subject of the second course taken
<u>TIM CRS1</u>	Time of last course
<u>TIM CRS2</u>	Time of second course

CLASSTR - Received
classroom training
Numeric(1.0)



Description

In the past twelve months, have you received any classroom training related to your job?

Classroom training includes:

- All training activities which have a pre-determined format, including a pre-defined objective - Specific content - Progress may be monitored and/or evaluated

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

COURSES - Number of
courses taken
Numeric(2.0)




Description

How many different training courses have you taken in the last twelve months?

Population

All employees who have received classroom training related to their job.

LEN_CRIS1 - Length of first course taken 

Numeric(5.0)


Format: ###.#

Description

How long was the course? Include only the time actually spent in training sessions.

Population

All employees who have received classroom training related to their job.

LEN_CRIS2 - Length of second course taken 

Numeric(5.0)


Format: ###.#

Description

How long was the second course? Include only the time actually spent in training sessions.

Population

All employees who have received more than one classroom training related to their job.

LOC_CRIS1 - Location 

of last course

Numeric(1.0)

Description

Did the training take place at your workplace?

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes, entirely
2	Partly
3	No, always elsewhere

LOC_CRS2 - Location
of second course
Numeric(1.0)



Description

Did the training take place at your workplace?

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes, entirely
2	Partly
3	No, always elsewhere

PVCRS1_1 - Last course
provided by supervisor
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Supervisor

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS1_2 - Last course
provided by fellow worker
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Fellow worker

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS1_3 - Last course
provided by in-house
trainer
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

In-house trainer

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS1_4 - Last course provided by outside trainer
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Outside trainer

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS1_5 - Lastcourse

provided by supplier



Numeric(1.0)

Description

Who provided the training sessions? (Check all that apply)

Supplier

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS1_6 - Last course

provided by other, specify



Numeric(1.0)

Description

Who provided the training sessions? (Check all that apply)

Other, specify

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS2_1 - 2nd course
provided by supervisor
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Supervisor

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS2_2 - 2nd course
provided by fellow worker
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Fellow worker

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS2_3 - 2nd course
provided by in-house
trainer
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

In-house trainer

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS2_4 - 2nd course
provided by outside
trainer
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Outside trainer

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS2_5 - 2nd course
provided by supplier
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Supplier

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS2_6 - 2nd course
provided by other, specify
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Other, specify

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_CRS1 - Main
subject of last course
taken
Numeric(1.0)



Description

What was the main subject of the last course you completed?

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Orientation for new employees
10	Team building, leadership, communication
11	Occupational health and safety, environmental protection
12	Literacy or numeracy
13	Other, specify
2	Managerial/supervisory training
3	Professional training
4	Apprenticeship training
5	Sales and marketing training
6	Computer hardware
7	Computer software
8	Other office or non-office equipment
9	Group decision-making or problem-solving

SUB_CRS2 - Main subject of the second course taken
Numeric(1.0)



Description

What was the main subject of the second course you completed?

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Orientation for new employees
10	Team building, leadership, communication
11	Occupational health and safety, environmental protection
12	Literacy or numeracy
13	Other, specify
2	Managerial/supervisory training
3	Professional training
4	Apprenticeship training
5	Sales and marketing training
6	Computer hardware
7	Computer software
8	Other office or non-office equipment
9	Group decision-making or problem-solving

TIM_CRS1 - Time of

last course

Numeric(1.0)



Description

Did the training take place during your normal working hours?

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes
2	Partly
3	No

TIM_CRS2 - Time of
second course
Numeric(1.0)



Description

Did the training take place during your normal working hours?

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes
2	Partly
3	No

Variables for Theme EMPLOYEE

Training and development / Career-related training sponsored by employer

EMP_HLP	Employer helping with training
GOALMC_1	Working towards a trade or vocational certificate or diploma
GOALMC_2	Working towards a degree or diploma
GOALMC_3	Working towards a professional designation
GOALMC_4	Increase literacy or numeracy skill
GOALMC_5	Other, specify
JOBTR	Received on-the-job training
JOBTRHEL	Most helpful method in learning
JOBTRP_1	On-the-job training provided by self learning
JOBTRP_2	On-the-job training provided by supervisor
JOBTRP_3	On-the-job training provided by fellow worker
JOBTRP_4	On-the-job training provided by in-house trainer
JOBTRP_5	On-the-job training provided by outside trainer
JOBTRP_6	On-the-job training provided by equipment supplier
JOBTRP_7	On-the-job training provided by other, specify
JOBTRTIM	Time spent on-the-job training
NO_CRSEM	# courses employer helped to take
PAIDMC_1	Employer
PAIDMC_2	Myself (the employee)
PAIDMC_3	Another organization
RSNCRS	Reasons for not taking course
SUB_1	Orientation for new employees
SUB_10	Team building, leadership, communication

<u>SUB_11</u>	Occupational health and safety, environmental protection
<u>SUB_12</u>	Literacy or numeracy
<u>SUB_13</u>	Other, please specify
<u>SUB_2</u>	Managerial/supervisory training
<u>SUB_3</u>	Professional training
<u>SUB_4</u>	Apprenticeship training
<u>SUB_5</u>	Sales and marketing training
<u>SUB_6</u>	Computer hardware
<u>SUB_7</u>	Computer software
<u>SUB_8</u>	Other office or non-office equipment
<u>SUB_9</u>	Group decision-making or problem-solving
<u>TRAIN_NO</u>	Course offered but not taken

Variables Descriptions

EMP_HLP - Employer helping with training
Numeric(1.0)



Description

In the past twelve months, has your employer paid for or otherwise helped you to take courses outside of your paid working hours, that were not directly job-related?

(The objective of these courses being for career development, not just interest)

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GOALMC_1 - Working
towards a trade or
vocational certificate or
diploma
Numeric(1.0)



Description

Speaking of the most recent course, what was (were) the goal(s) of that course? (Check all that apply)

Working towards a trade or vocational certificate or diploma

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GOALMC_2 - Working

towards a degree or
diploma
Numeric(1.0)



Description

Speaking of the most recent course, what was (were)
the goal(s) of that course? (Check all that apply)
Working towards a degree or diploma

Caution: Changes made to the 2000 questionnaire
had an impact on this variable.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GOALMC_3 - Working

towards a professional
designation
Numeric(1.0)



Description

Speaking of the most recent course, what was (were)
the goal(s) of that course? (Check all that apply)
Working towards a professional designation

Caution: Changes made to the 2000 questionnaire
had an impact on this variable.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GOALMC_4 - Increase literacy or numeracy skill
Numeric(1.0)



Description

Speaking of the most recent course, what was (were) the goal(s) of that course? (Check all that apply)
Increase literacy or numeracy skill

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GOALMC_5 - Other, specify
Numeric(1.0)



Description

Speaking of the most recent course, what was (were) the goal(s) of that course? (Check all that apply)
Other, specify

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTR - Received on-
the-job training
Numeric(1.0)



Description

In the past twelve months, have you received any informal training related to your job (that is on-the-job training)?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRHEL - Most
helpful method in
learning
Numeric(1.0)



Description

What method was the most helpful in learning?

Removed permanently in 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Self-learning (manuals, books, on-line tutorials, etc)
2	Employer-paid formal training
3	Self-paid formal training
4	On-the-job training (co-workers, supervisors, resource people, friends)
5	University or community college courses
6	Other, specify

JOBTRP_1 - On-the-job training provided by self learning
Numeric(1.0)



Description

Who provided the training? (Check all that apply)

Self-learning (manuals, books, on-line tutorials, etc.)

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRP_2 - On-the-job
training provided by
supervisor
Numeric(1.0)



Description

Who provided the training? (Check all that apply)

Supervisor

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRP_3 - On-the-job
training provided by
fellow worker
Numeric(1.0)



Description

Who provided the training? (Check all that apply)

Fellow worker

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRP_4 - On-the-job training provided by in-house trainer
Numeric(1.0)



Description

Who provided the training? (Check all that apply)

In-house trainer

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRP_5 - On-the-job training provided by outside trainer
Numeric(1.0)



Description

Who provided the training? (Check all that apply)

Outside trainer

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRP_6 - On-the-job training provided by equipment supplier
Numeric(1.0)



Description

Who provided the training? (Check all that apply)

Equipment supplier

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRP_7 - On-the-job

training provided by
other, specify
Numeric(1.0)



Description

Who provided the training? (Check all that apply)

Other, specify

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRTIM - Time spent on-the-job training

Numeric(5.0)

Format: ###.#



Description

In the past twelve months how much time in total was spent for on-the-job training? Include only the time actually spent in training.

Population

All employees who have received on-the-job training.

NO_CRSEM - # courses
employer helped to take
Numeric(2.0)



Description

How many such courses has your employer helped you to take in the past twelve months?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who's employer paid for or otherwise helped them to take courses, outside of their paid working hours.

PAIDMC_1 - Employer
Numeric(1.0)



Description

Who paid for this course? (Check all that apply)

My employer

Population

All employees who's employer paid for or otherwise helped them to take courses, outside of their paid working hours.

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**PAIDMC_2 - Myself (the
employee)**
Numeric(1.0)



Description

Who paid for this course? (Check all that apply)

Myself (the employee)

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who's employer paid for or otherwise helped them to take courses, outside of their paid working hours.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**PAIDMC_3 - Another
organization**
Numeric(1.0)



Description

Who paid for this course? (Check all that apply)

Another organization

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who's employer paid for or otherwise helped them to take courses, outside of their paid working hours.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RSNCRS - Reasons for
not taking course
Numeric(1.0)



Description

What was the main reason you decided not to take that training?

Population

All employees who were offered on-the-job training but did not take.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Too busy with my duties on the job
2	Courses not suitable (I already have the skills, heard bad things about the course etc.)
3	Course too difficult
4	Health reasons
5	Family responsibilities
6	Too old, too late in career
7	Other, specify

SUB_1 - Orientation for
new employees
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Orientation for new employees

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_10 - Team building,
leadership,
communication
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Team building, leadership, communication

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_11 - Occupational health and safety, environmental protection
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Occupational health and safety, environmental protection

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_12 - Literacy or numeracy
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Literacy or numeracy

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_13 - Other, please specify
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Other, specify

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**SUB_2 - Managerial/
supervisory training**
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Managerial/supervisory training

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**SUB_3 - Professional
training**
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Professional training

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_4 - Apprenticeship training
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Apprenticeship training

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_5 - Sales and marketing training
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Sales and marketing training

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_6 - Computer

hardware

Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Computer hardware

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_7 - Computer

software

Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Computer software

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_8 - Other office or
non-office equipment
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Other office or non-office equipment

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_9 - Group decision-
making or problem-
solving
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Group decision-making or problem-solving

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRAIN_NO - Course offered but not taken
Numeric(1.0)



Description

In the past twelve months, was there job-related training offered to you that you decided not to take?

Population

All employees

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme EMPLOYEE

Training and development / Career-related training not sponsored by employer

DAY_1NPD	# days most recent course
DAY_2NPD	# days second most recent course
NO_NPCRS	# courses taken not paid
NPAIDCRS	Courses not paid
SU_1NPD	Subject most recent course
SU_2NPD	Main subject of second course

Variables Descriptions

DAY_1NPD - # days most recent course 

Numeric(5.0) Format: ###.#

Description

How long was the course? Include only the time actually spent in training sessions.

Population

DAY_2NPD - # days second most recent course 

Numeric(5.0) Format: ###.#

Description

How long was the course? Include only the time actually spent in training sessions.

Population

All employees that have taken more than one course that was not sponsored by their employer but was career-related.

NO_NPCRS - # courses

taken not paid

Numeric(2.0)



Description

How many different courses have you taken in the last twelve months?

Population

All employees that have taken courses that were not sponsored by their employer but were career-related.

NPAIDCRS - Courses

not paid

Numeric(1.0)



Description

In the past twelve months, have you taken any courses that were not sponsored by your employer but were career-related?

(Excluding courses taken for personal interest)

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SU_1NPD - Subject
most recent course
Numeric(1.0)



Description

What was the main subject of the last course you completed?

Population

All employees that have taken courses that were not sponsored by their employer but were career-related.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Managerial/supervisory training
10	Occupational health and safety, environmental protection
11	Literacy or numeracy
12	Other, specify
2	Professional training
3	Apprenticeship training
4	Sales and marketing training
5	Computer hardware
6	Computer software
7	Other office or non-office equipment
8	Group decision-making or problem-solving
9	Team building, leadership, communication



Description

What was the main subject of the second most recent course you completed?

Population

All employees that have taken more than one course that was not sponsored by their employer but was career-related.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Managerial/supervisory training
10	Occupational health and safety, environmental protection
11	Literacy or numeracy
12	Other, specify
2	Professional training
3	Apprenticeship training
4	Sales and marketing training
5	Computer hardware
6	Computer software
7	Other office or non-office equipment
8	Group decision-making or problem-solving
9	Team building, leadership, communication

Variables for Theme EMPLOYEE

Training and development / Change in skill requirements and training

AMTRAIN	Amount of training
AVTRAIN	Availability of training
SKILL	Overall skill requirements

Variables Descriptions

AMTRAIN - Amount of training
Numeric(1.0)



Description

Would you say that the amount of training that you take is:

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	about right for the demands of the job?
2	too little for the demands of the job?
3	too much for the demands of the job?
4	Not applicable, no training required

AVTRAIN - Availability of training
Numeric(1.0)



Description

Since you began working for this company, has the amount of training available to employees:

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	increased?
2	remained about the same?
3	decreased?

SKILL - Overall skill requirements
Numeric(1.0)



Description

Since you began working in your current job, have the overall skill requirements of the position:

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	increased?
2	remained about the same?
3	decreased?

Variables for Theme EMPLOYEE

Compensation and satisfaction / Earnings

BON_PAY	Earnings from bonus payments
EMP_SAL	Wage
HR_WAGEB	Converted hourly wage no extra earnings
HR_WAGET	Converted hourly wages
OTH_PAY	Earnings from other payments
OVER_PAY	Earnings from overtime
RC_BONUS	Received bonus payments
RC_OTH	Received other payments
RC_OVPAY	Received overtime payments
RC_SHFT	Received shift differentials payments
REP_XTRA	Reported extra earnings
SAL_FREQ	Salary frequency
SHFT_PAY	Earnings from shift differentials
TYPAY_1	Extra earnings
TYPAY_2	Piecework payments
TYPAY_3	Productivity bonuses
TYPAY_4	Profit sharing
TYPAY_5	Overtime pay
TYPAY_6	Shift differentials
TYPAY_7	Tips
TYPAY_8	Commissions
TYPAY_9	Other bonuses
XTRA	Extra earnings
XTRAEARN	Extra earnings

Variables Descriptions

BON_PAY - Earnings from bonus payments

Numeric(10.0)

Format: #####.#

Description

What were your total earnings from any productivity-related bonuses, profit-sharing or profit-related bonuses for that period?

New variable in 2000.

Population

All employees who received productivity-related bonuses, profit-sharing or profit related bonuses in the past twelve months.

EMP_SAL - Wage

Numeric(10.0)

Format: #####.#

Description

Wage as declared by employee

Population

All employees

HR_WAGEB - Converted hourly wage no extra earnings

Numeric(10.0)

Format: #####.#

Description

Converted hourly wage with extra earnings.

New variable in 2000.

Population

All employees

HR_WAGET - Converted hourly wages 

Numeric(10.0)


Format: #####.##

Description

Converted hourly wage for question
35

Population

All
employees

OTH_PAY - Earnings from other payments 

Numeric(10.0)

Format: #####.##


Description

What were your total earnings from other bonuses for
that period?

New variable in 2000.

Population

All employees who received other bonuses in the past
twelve months.

OVER_PAY - Earnings from overtime 

Numeric(10.0)

Format: #####.##

Description

What were your total earnings from overtime
payments for that period?

New variable in 2000.

Population

All employees who received overtime payments in the
past twelve months.

RC_BONUS - Received

bonus payments

Numeric(1.0)

**Description**

Did you receive any productivity-related bonuses, profit-sharing or profit-related bonuses in the past twelve months/since you started this job?

New variable in 2000.

Population

All employees who earned any commissions, tips, bonuses etc., in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RC_OTH - Received

other payments

Numeric(1.0)

**Description**

Did you receive any other bonuses in the past twelve months/since you started this job?

New variable in 2000.

Population

All employees who earned any commissions, tips, bonuses etc., in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RC_OVPAY - Received
overtime payments
Numeric(1.0)



Description

Did you receive overtime payments in the past twelve months/since you started this job?

New variable in 2000.

Population

All employees who earned any commissions, tips, bonuses etc., in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RC_SHFT - Received
shift differentials
payments
Numeric(1.0)



Description

Did you receive any shift differentials, tips, commissions or piecework payments in the past twelve months/since you started this job?

New variable in 2000.

Population

All employees who earned any commissions, tips, bonuses etc., in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REP_XTRA - Reported
extra earnings
Numeric(1.0)



Description

Were these commissions, tips, bonuses, paid overtime or other types of variable pay included in the wage or salary you just reported?

Population

All employees who earned any commissions, tips, bonuses etc., in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SAL_FREQ - Salary
frequency
Numeric(1.0)



Description

Salary
frequency

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Hourly
2	Daily
3	Weekly
4	Every two weeks
5	Twice a month
6	Monthly
7	Yearly
8	Other, specify

SHFT_PAY - Earnings from shift differentials

Numeric(10.0)

Format: #####.#

Description

What were your total earnings from shift differentials, tips, commissions or piecework payments for that period?

New variable in 2000.

Population

All employees who received shift differentials, tips, commissions or piecework payments in the past twelve months.

TYPAY_1 - Extra

earnings

Numeric(1.0)

Description

Which of the following types of pay did you receive in the past twelve months? Extra earnings.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_2 - Piecework

payments
Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Piecework payments.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_3 - Productivity

bonuses
Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Productivity bonuses.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_4 - Profit

sharing

Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Profit sharing.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_5 - Overtime

pay

Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Overtime pay.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_6 - Shift
differentials
Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Shift differentials.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_7 - Tips
Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Tips.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_8 -
Commissions
Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Commissions.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_9 - Other
bonuses
Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Other bonuses.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

XTRA - Extra earnings



Numeric(1.0)

Description

In the past twelve months or since you started this job, did you earn any commissions, tips, bonuses, paid overtime or any other types of variable pay such as profit sharing, productivity bonuses (gain sharing) or piecework?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

XTRAEARN - Extra earnings



Numeric(10.0)

Format: #####.#

Description

What were your total earnings from commissions, tips, bonuses, paid overtime or variable pay in the past twelve months?

Removed permanently as of 2000

Population

Variables for Theme EMPLOYEE

Compensation and satisfaction / Non-wage benefits

DENTAL	Dental plan
EMPRRSP	Employer contribution to RRSP
EMPSTCK	Employer contribution to stock
LIFE	Life-Disability insurance
MEDIC	Supplemental medical insurance plan
NON_WAGE	Non-wage benefits provided by employer
PAR_DNT	Participation in a dental plan
PAR_LIF	Participation in Life-Disability insurance
PAR_MDC	Participation in supplemental medical insurance plan
PAR_PSN	Participation in pension plan
PAR_RRS	Participation in group RRSP
PAR_UI	Participation in supplements to EI
PENSN	Pension plan
RRSP	RRSP
STOCK	Stock purchase plan
UISPL	Supplements to EI

Variables Descriptions

DENTAL - Dental plan

Numeric(1.0)

Description

Do you participate in a dental plan?

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EMPRRSP - Employer

contribution to RRSP

Numeric(1.0)

Description

Does your employer contribute to this plan?

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan and contributes to the group RRSP.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EMPSTCK - Employer

contribution to stock



Numeric(1.0)

Description

Does your employer contribute to this plan or offer discounts on stock purchases?

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan and contributes to a stock purchase plan or offers discounts.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIFE - Life-Disability

insurance



Numeric(1.0)

Description

In your current job do you participate in a life and/or disability insurance plan?

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MEDIC - Supplemental
medical insurance plan
Numeric(1.0)



Description

Do you participate in a supplemental medical insurance plan?

Examples: Drug co-payment plans, hospital stay co-payment plans, hearing-impaired benefit plan, vision care and other medical benefits not covered by provincial health plans.

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

NON_WAGE - Non-wage
benefits provided by
employer
Numeric(1.0)



Description

Does your employer have any non-wage benefits such as pension plan, life insurance or dental plan?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PAR_DNT -

Participation in a dental plan



Numeric(1.0)

Description

In your company, is this benefit:

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Mandatory
2	Optional
3	Not available

PAR_LIF - Participation in Life-Disability insurance
Numeric(1.0)



Description

In your company, are these benefits:

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Mandatory
2	Optional
3	Not available

PAR_MDC - Participation
in supplemental medical
insurance plan
Numeric(1.0)



Description

In your company, is this
benefit:

Population

All employees whose employer has any non-wage
benefits such as pension plan, life insurance or dental
plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Mandatory
2	Optional
3	Not available

PAR_PSN -
Participation in pension
plan
Numeric(1.0)



Description

In your company, is this benefit:

Caution : Changes made to the 2000 questionnaire
had an impact on this variable

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Mandatory
2	Optional
3	Not available

PAR_RRS -

Participation in group
RRSP
Numeric(1.0)



Description

In your company, is this benefit:

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Mandatory
2	Optional
3	Not available

PAR_UI - Participation
in supplements to EI
Numeric(1.0)



Description

In your company, is this benefit:

Removed permanently as of
2000

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Mandatory
2	Optional
3	Not available

PENSN - Pension plan
Numeric(1.0)



Description

Do you participate in an employer-sponsored pension plan? (This does not include CPP/QPP or group RRSPs)

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP - RRSP



Numeric(1.0)

Description

Do you participate in a group
RRSP

Population

All employees whose employer has any non-wage
benefits such as pension plan, life insurance or dental
plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STOCK - Stock



purchase plan

Numeric(1.0)

Description

In your current job, do you participate in a stock
purchase plan?

Population

All employees whose employer has any non-wage
benefits such as pension plan, life insurance or dental
plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

UISPL - Supplements

to EI

Numeric(1.0)



Description

Does your employer offer supplements to Employment Insurance benefits for maternity/paternity leave or lay-offs?

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme EMPLOYEE

Compensation and satisfaction / Satisfaction

SATISJOB	Satisfaction with job
SATISMON	Satisfaction with money

Variables Descriptions

SATISJOB -
Satisfaction with job
Numeric(1.0)



Description

Considering all aspects of this job, how satisfied are you with the job? Would you say that you are :

Population

All
employees

Range and codes

-1	Don't Know
-2	Refuse
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Very satisfied?
2	Satisfied?
3	Dissatisfied?
4	Very dissatisfied?
5	No opinion?

SATISMON -

Satisfaction with money



Numeric(1.0)

Description

Considering the duties and responsibilities of this job, how satisfied are you with the pay and benefits you receive? Would you say that you are :

Population

All
employees

Range and codes


-1	Don't Know
-2	Refuse
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Very satisfied?
2	Satisfied?
3	Dissatisfied?
4	Very dissatisfied?
5	No opinion?

Variables for Theme EMPLOYEE

Demographics / Year of birth and sex

BIRTHDAT	Employee birth date
GENDER	Gender

Variables Descriptions


BIRTHDAT - Employee birth date 
Character(8.0) Format: YYYYMMDD

Description

In what year were you born?

Population

All employees

GENDER - Gender 
Numeric(1.0)

Description

Gender

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Male
2	Female

Variables for Theme EMPLOYEE

Demographics / Language

LANG_HOM	Language used at home
LANG_WRK	Language used at work

Variables Descriptions

LANG_HOM -

Language used at home

Numeric(1.0)



Description

What language do you most often use at home?

Population

All employees

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	English
2	French
3	Other, specify

LANG_WRK -

Language used at work

Numeric(1.0)



Description

What language do you most often use at work?

Population

All
employees

Range and codes


-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	English
2	French
3	Other, specify

Variables for Theme EMPLOYEE

Demographics / Immigration

BORN_CND	Born in Canada
IMGR_YR	Year of immigration

Variables Descriptions

BORN_CND - Born in Canada 
Numeric(1.0)

Description

Were you born in Canada?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

IMGR_YR - Year of immigration

Character(4.0)

Format: YYYY

Description

In what year did you immigrate to
Canada?

Population

All employees who are
immigrants.

Variables for Theme EMPLOYEE

Demographics / Level of schooling

EDC12_1	Past twelve months -- Trade-vocational
EDC12_10	Past twelve months -- Degree in medicine
EDC12_11	Past twelve months -- Ph.D.
EDC12_12	Past twelve months -- Industry certified
EDC12_13	Past twelve months -- Other, specify
EDC12_2	Past twelve months -- Some college
EDC12_3	Past twelve months -- Completed college
EDC12_4	Past twelve months -- Some university
EDC12_5	Past twelve months -- Teacher's college
EDC12_6	Past twelve months -- University below B.Sc.
EDC12_7	Past twelve months -- B.Sc.
EDC12_8	Past twelve months -- University above B.Sc.
EDC12_9	Past twelve months -- M.Sc.
EDC_1	Additional education -- Trade-vocational
EDC_10	Additional education -- Degree in medicine
EDC_11	Additional education -- Ph.D.
EDC_12	Additional education -- Industry certified
EDC_13	Additional education -- Other, specify
EDC_2	Additional education -- Some college
EDC_3	Additional education -- Completed college
EDC_4	Additional education -- Some university
EDC_5	Additional education -- Teacher's college
EDC_6	Additional education -- University below B.Sc.
EDC_7	Additional education -- B.Sc.

<u>EDC_8</u>	Additional education -- University above B.Sc.
<u>EDC_9</u>	Additional education -- M.Sc.
<u>GRAD_HS</u>	Graduated from high school
<u>HIG_GRAD</u>	Highest grade of ele. or hs completed
<u>MFS</u>	Major Field of Study
<u>OTH_12M</u>	Received additional education past 12 months
<u>OTH_EDUC</u>	Received additional education

Variables Descriptions

EDC12_1 - Past twelve months -- Trade-vocational
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Trade or vocational diploma or certificate.

New variable in 2000 and asked only on even years (2000, 2002 etc.).

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_10 - Past twelve months -- Degree in medicine
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Degree in medicine, dentistry, veterinary medicine, law, optometry or theology (M.D., D.D.S., D.M.D., D.V.M., LL.B., O.D., M.DIV.) or 1-year B.Ed. after another bachelor's degree

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_11 - Past twelve months -- Ph.D.
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Earned doctorate

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_12 - Past twelve months -- Industry certified
Numeric(1.0)

**Description**

What was that education in the past twelve months?

(Check all that apply)

Industry certified training or certification courses

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_13 - Past twelve months -- Other, specify
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Other, specify

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_2 - Past twelve months -- Some college
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Some college, CEGEP, institute of technology or nursing school

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_3 - Past twelve months -- Completed college
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Completed college, CEGEP, institute of technology or nursing school

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_4 - Past twelve months -- Some university
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Some university

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_5 - Past twelve months -- Teacher's college
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Teachers' college

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_6 - Past twelve months -- University below B.Sc.
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

University certificate or diploma below bachelor level

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_7 - Past twelve
months -- B.Sc.
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Bachelor or undergraduate degree or teachers'
college (e.g. B.A., B.Sc., B.A.Sc., 4 years B.Ed.)

New variable in 2000 and asked only on even years
(2000, 2002 etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_8 - Past twelve
months -- University
above B.Sc.
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

University certificate or diploma above bachelor level

New variable in 2000 and asked only on even years
(2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_9 - Past twelve months -- M.Sc.
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Master's degree (M.A., M.Sc., M.Ed., MBA, MPA and equivalent).

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_1 - Additional
education --Trade-
vocational
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Trade or vocational diploma or certificate

Asked only on odd years (1999, 2001
etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_10 - Additional
education -- Degree in
medicine
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Degree in medicine, dentistry, veterinary medicine,
law, optometry or theology (M.D., D.D.S., D.M.D., D.V.
M., LL.B., O.D., M.DIV.) or 1-year B.Ed. after another
bachelor's degree

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_11 - Additional education -- Ph.D.
Numeric(1.0)

**Description**

What was that education?

(Check all that apply)

Earned doctorate

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_12 - Additional
education -- Industry
certified
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Industry certified training or certification
courses

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_13 - Additional
education -- Other,
specify
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Other, specify

Asked only on odd years (1999, 2001
etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_2 - Additional education -- Some college
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Some college, CEGEP, institute of technology or nursing school

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_3 - Additional
education -- Completed
college
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Completed college, CEGEP, institute of technology or
nursing school

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_4 - Additional
education -- Some
university
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Some university

Asked only on odd years (1999, 2001
etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_5 - Additional education -- Teacher's college
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Teachers' college

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_6 - Additional
education -- University
below B.Sc.
Numeric(1.0)



Description

What was that education?

(Check all that apply)

University certificate or diploma below bachelor level

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_7 - Additional
education -- B.Sc.
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Bachelor or undergraduate degree or teachers' college (e.g. B.A., B.Sc., B.A.Sc., 4 years B.Ed.)

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_8 - Additional
education -- University
above B.Sc.
Numeric(1.0)



Description

What was that education?

(Check all that apply)

University certificate or diploma above bachelor
level

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_9 - Additional
education -- M.Sc.
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Master's degree (M.A., M.Sc., M.Ed., MBA, MPA and
equivalent)

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GRAD_HS - Graduated
from high school
Numeric(1.0)



Description

Did you graduate from high school (secondary
school)?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIG_GRAD - Highest grade of ele. or hs completed
Numeric(2.0)



Description

What is the highest grade of elementary or high school (secondary school) that you have completed?

Please report the highest grade, not the year when it was completed.

Population

All employees

MFS - Major Field of Study
Numeric(5.0)



Description

What was the major field of study or training of your highest degree, certificate or diploma (excluding secondary or high school certificates)?

New variable in 2001

Postcoded from the text given in this question

CAUTION: Control for Trade or college/university since there are MFS codes for each.

TRADEVOC and CCSIS Program. txt (Trade) USIS Program Codes.txt (College/university)

Population

All employees who have received other education than high school.

OTH_12M - Received additional education past 12 months
Numeric(1.0)



Description

Have you received any additional education in the past twelve months?

Asked on even years (2000, 2002 etc..)

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTH_EDUC - Received additional education
Numeric(1.0)



Description

Have you received any other education?

Asked on odd years (1999, 2001 etc.)

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme EMPLOYEE

Demographics / Marital status

COMN_LAW	Common-law partner
MARITAL	Marital status

Variables Descriptions

COMN_LAW -
Common-law partner
Numeric(1.0)



Description

Are you currently living with a common-law partner?

Population

All employees who are not legally married (and not separated)

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MARITAL - Marital

status

Numeric(1.0)



Description

What is your current legal marital status?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Legally married (and not separated)
2	Legally married and seperated
3	Divorced
4	Widowed
5	Single (never married)

Variables for Theme EMPLOYEE

Demographics / Dependent children

DPND_KID	Dependent children
KID_1	Details of age of child 1
KID_2	Details of age of child 2
KID_3	Details of age of child 3
KID_4	Details of age of child 4
KID_5	Details of age of child 5
KID_6	Details of age of child 6
KID_7	Details of age of child 7
KID_8	Details of age of child 8
KID_CARE	Children in childcare

Variables Descriptions

DPND_KID -

Dependent children
Numeric(1.0)



Description

Do you have any dependent children?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

KID_1 - Details of age

of child 1

Numeric(2.0)

**Description**

Please indicate their ages, starting with the youngest.
If any children are less than one year old, record age as "1".

Child 1.

Population

All employees that have dependent children.

KID_2 - Details of age

of child 2

Numeric(2.0)

**Description**

Please indicate their ages, starting with the youngest.
If any children are less than one year old, record age as "1".

Child 2.

Population

All employees that have dependent children.

KID_3 - Details of age

of child 3

Numeric(2.0)

**Description**

Please indicate their ages, starting with the youngest.
If any children are less than one year old, record age as "1".

Child 3

Population

All employees that have dependent children.

KID_4 - Details of age
of child 4
Numeric(2.0)



Description

Please indicate their ages, starting with the youngest. If any children are less than one year old, record age as "1".

Child 4

Population

All employees that have dependent children.

KID_5 - Details of age
of child 5
Numeric(2.0)



Description

Please indicate their ages, starting with the youngest. If any children are less than one year old, record age as "1".

Child 5

Population

All employees that have dependent children.

KID_6 - Details of age

of child 6

Numeric(2.0)

**Description**

Please indicate their ages, starting with the youngest.

If any children are less than one years old, record age as "1".

Child 6

Population

All employees that have dependent children.

KID_7 - Details of age

of child 7

Numeric(2.0)

**Description**

Please indicate their ages, starting with the youngest.

If any children are less than one year old, record age as "1".

Child 7

Population

All employees that have dependent children.

KID_8 - Details of age

of child 8

Numeric(2.0)

**Description**

Please indicate their ages, starting with the youngest.

If any children are less than one years old, record age as "1".

Child 8.

Population

All employees that have dependent children.

KID_CARE - Children in
childcare
Numeric(1.0)



Description

Are any children in childcare (in the care of someone other than you or another legal guardian)? Please do not include regular school hours.

Population

All employees that have dependent children.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme **SAMPLE CONTROL**

Identifiers / Industry

DOM_IND	WES Industry Aggregation
NAICS	NAICS 1997 (HO only)

Variables Descriptions

DOM_IND - WES
Industry Aggregation
Numeric(2.0)



Description

WES Industry
Aggregation

Population

Range and codes

0	Out of Scope
1	Forestry, mining, oil, and gas extraction
10	Finance and insurance
11	Real estate, rental and leasing operations
12	Business services
13	Education and health services
14	Information and cultural industries
2	Labour intensive tertiary manufacturing
3	Primary product manufacturing
4	Secondary product manufacturing
5	Capital intensive tertiary manufacturing
6	Construction
7	Transportation, warehousing, wholesale

8	Communication and other utilities
9	Retail trade and consumer services

NAICS - NAICS 1997

(HO only)

Character(6.0)



Description

North American Industry Classification System 1997
(Head office only) <http://dissemination/english/Subjects/Standard/index.htm>

Population

Variables for Theme SAMPLE CONTROL

Identifiers / Region

[DOM_REG](#)

Region (HO only)

Variables Descriptions

DOM_REG - Region

(HO only)

Character(2.0)



Description

Region (Head office only)

Population

Range and codes

0R	Out of Scope
1R	Atlantic
2R	Québec
3R	Ontario
5R	Alberta
6R	British Columbia
7R	Manitoba
8R	Saskatchewan

Variables for Theme SAMPLE CONTROL

Identifiers / Size

BLMA	Standard Size
DOM_SIZE	Size (HO only)
IPNIPIND	IPNIPIND

Variables Descriptions

BLMA - Standard Size 
Numeric(1.0)


Description

Standard Size based on BLMA definition

Population

Range and codes

1	1-19 employees
2	20-99 employees
3	100-499 employees
4	500 employees or more

DOM_SIZE - Size (HO only) 
Numeric(1.0)

Description

Size (Head office only)

Population

Range and codes

1	Large
2	Medium
3	Small

IPNIPIND - IPNIPIND



Character(1.0)

Description

Multi identifier

HO - available on the response file RDC - available on the employer file

Population

All workplaces

Range and codes

0	NIP - Non integrated portion (small) - Administrative Updates only; No profiling
1	MULTIP - Small or large - more than 1 location
2	SIP - Large businesses, one location

Variables for Theme **SAMPLE CONTROL**

Identifiers / Employee flowtype

FLOWTYPE

Employee flowtype

Variables Descriptions

FLOWTYPE -

Employee flowtype

Numeric(1.0)



Description

Employee
flowtype

Population

Range and codes

-1	Don't know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	New sample
2	The employee is still working for the same employer but has a different job title or different duties
3	The employee is still working for the same employer with the same job title and main duties
4	The employee has a different employer
5	The employee has left his employer and does not have a new employer (includes self-employed)

Variables for Theme **SAMPLE CONTROL**

Identifiers / Occupation

OCP_GRP	WES occupation groups
SOC	SOC 1991 (HO only)
SOC2	SOC 1991 (RDC use only)

Variables Descriptions

OCP_GRP - WES 
occupation groups
Numeric(2.0)

Description

WES occupation groups. Mapped from SOC91 4 digit to 2 digit based on skills and education.

Population

Range and codes

- | | |
|---|---|
| 1 | Managers |
| 2 | Professionals |
| 3 | Technical/Trades |
| 4 | Marketing/Sales |
| 5 | Clerical/Administrative |
| 6 | Production workers with no trade/certification, operation and maintenance |

**SOC - SOC 1991 (HO
only)**



Character(4.0)

Description

Standard Occupational Classification (Head office only) <http://dissemination/english/Subjects/Standard/soc/1991/soc91-menu.htm>

Population

All
employees

**SOC2 - SOC 1991
(RDC use only)**



Character(2.0)

Description

Standard Occupational Classification (Research Data Centre use only) <http://dissemination/english/Subjects/Standard/soc/1991/soc91-menu.htm>

Population


All
employees

Variables for Theme SAMPLE CONTROL

Identifiers / Primary keys - unique identifier

DOCKET	Docket number (HO & RDC)
LOCNO	Location number (HO)
SEQ_NO	Sequence number

Variables Descriptions

DOCKET - Docket number (HO & RDC) 
Numeric(8.0) Format: #####


Description

The location number (HO)

Unique identifier and primary
key

Population

All
workplaces

LOCNO - Location number (HO) 
Text(10.0) Format: S#####

Description

The location number (HO)

Unique identifier and primary
key

Population

All
workplaces

SEQ_NO - Sequence

number

Numeric(8.0)



Description

Employee sequence
number

Population

All
employees

Variables for Theme SAMPLE CONTROL

Weights / Workplace weight

LNK_BSW1-LNK_BSW100	Bootstrap weights for linked analysis of workplace
WKP_BSW1-WKP_BSW100	Bootstrap weights workplace
WKP_FINAL_WT	Workplace weight
WKP_LNK_WT	Linked workplace weight

Variables Descriptions

LNK_BSW1-LNK_BSW100 - Bootstrap weights for linked analysis of workplace
Numeric(8.0)



Description

Bootstrap weights for linked analysis of workplace

Population

WKP_BSW1-WKP_BSW100 - Bootstrap weights workplace
Numeric(8.0)



Description

Bootstrap weights workplace

Read the Guide to the analysis of the Workplace and Employees survey 71-221-GIE at www.statcan.ca.

Population

All
workplaces

WKP_FINAL_WT -

Workplace weight
Numeric(8.0)



Description

Workplace weight

Read the Guide to the analysis of the Workplace and
Employees survey 71-221-GIE at www.statcan.ca.

Population

All
workplaces

WKP_LNK_WT - Linked

workplace weight
Numeric(8.0)



Description

Linked workplace weight when employee
characteristics are merged with workplace data.

Read the Guide to the analysis of the Workplace and
Employees survey 71-221-GIE at www.statcan.ca.

Population

All
workplaces.

Variables for Theme SAMPLE CONTROL

Weights / Employee weight

[EMP_BSW1-EMP_BSW100](#) Bootstap weights employees
[EMP_FINAL_WT](#) Final Weight

Variables Descriptions

**EMP_BSW1-
EMP_BSW100 -**
Bootstap weights
employees
Numeric(8.0)



Description

Bootstap weights employees

Read the Guide to the analysis of the Workplace and Employees survey 71-221-GIE at www.statcan.ca.

Population

All
employees

EMP_FINAL_WT -
Final Weight
Numeric(8.0)



Description

Final weight

Read the Guide to the analysis of the Workplace and Employees survey 71-221-GIE at www.statcan.ca.

Population

Variables for Theme SAMPLE CONTROL

Response codes / Workplace response code

COM_CODE(ER)	Workplace completion code
FILTCODE(ER)	Workplace response code

Variables Descriptions

COM_CODE(ER) -

Workplace completion
code
Numeric(2.0)



Description

Workplace completion
code

Population

Range and codes

10	Complete
11	Combined
20	Partial
30	Seasonal Operation
31	Temporarily Inactive
33	Out of Scope - No Employees
40	Refusal
41	Data for 1999 was imputed using 2000 data.
51	Unable to Contact
53	Data not available within survey timeframe
60	Out of Business
61	Unable to Locate
70	Void (Duplicate)
73	Receivership

FILTCODE(ER) -

Workplace response
code

Numeric(1.0)

**Description**

Workplace response
code

Population**Range and codes**

1	Complete
2	Partially complete
3	Non response

Variables for Theme SAMPLE CONTROL

Response codes / Employee response code

COM_CODE(E)	Employee completion code
FILTCODE(E)	Employee response code

Variables Descriptions

COM_CODE(E) -

Employee completion
code
Numeric(2.0)



Description

Employee completion
code

Population

Range and codes

10	Complete
20	Partially completed
40	Refusal
51	Unable to contact or locate
53	Absent for duration of survey
55	Own illness
56	Illness in family
57	Deceased
58	Language barrier
59	Unusual or special circumstances

FILTCODE(EE) -
Employee response code
Numeric(1.0)



Description

Employee response
code

Population

Range and codes

1	Complete
2	Partially complete
3	Non response

Variables for Theme WORKPLACE


Workforce characteristics and job organization / Employment size and job organization

CBA_EMP	Non-management employees with CBA
CNTR_OUT	Contractors outside this workplace
CNTR_WKP	Contractors at this workplace
CVFT_AD	Non-management FT Clerical/ Administrative covered by CA
CVFT_OT	Non-management FT Others covered by CA
CVFT_PR	Non-management FT Professionals covered by CA
CVFT_SL	Non-management FT Marketing/Sales covered by CA
CVFT_TC	Non-management FT Technical/Trades covered by CA
CVFT_UN	Non-management FT Production workers covered by CA
CVNM_FT	Full-time non-management employees with CBA
CVNM_PT	Part-time non-management employees with CBA
CVPT_AD	Non-management PT Clerical/ Administrative covered by CA
CVPT_OT	Non-management PT Others covered by CA
CVPT_PR	Non-management PT Professionals covered by CA
CVPT_SL	Non-management PT Marketing/Sales covered by CA
CVPT_TC	Non-management PT Technical/Trades covered by CA
CVPT_UN	Non-management PT Production workers covered by CA
FULL_AD	Full-time Administrative
FULL_MN	Full-time Management

<u>FULL_OT</u>	Full-time Others
<u>FULL_PR</u>	Full-time Professionals
<u>FULL_SL</u>	Full-time Sales
<u>FULL_TC</u>	Full-time Technical
<u>FULL_TIM</u>	Full-time employees
<u>FULL_UN</u>	Full-time Production workers
<u>NCFT_AD</u>	Non-management FT Clerical/ Administrative no CA
<u>NCFT_OT</u>	Non-management FT Other workers no CA
<u>NCFT_PR</u>	Non-management FT Technical/Trades no CA
<u>NCFT_SL</u>	Non-management FT Marketing/Sales no CA
<u>NCFT_TC</u>	Non-management FT Technical/trades no CA
<u>NCFT_UN</u>	Non-management FT Production workers no CA
<u>NCNM_FT</u>	Non-Management (no CBA) Full-time
<u>NCNM_PT</u>	Non-Management (no CBA) Part-time
<u>NCPT_AD</u>	Non-management PT Clerical/ Administrative no CA
<u>NCPT_OT</u>	Non-management PT Other workers no CA
<u>NCPT_PR</u>	Non-management PT Professional no CA
<u>NCPT_SL</u>	Non-management PT Marketing/Sales no CA
<u>NCPT_TC</u>	Non-management PT Technical/Trades no CA
<u>NCPT_UN</u>	Non-management PT Production workers no CA
<u>NON_PERM</u>	Total non-permanent employees
<u>NOW_FULL</u>	Permanent Full-time employees
<u>NOW_OTHR</u>	Other employees
<u>NOW_PART</u>	Permanent Part-time employees
<u>NPERM_FT</u>	Non-permanent Full-time employees
<u>NPERM_PT</u>	Non-permanent Part-time employees
<u>OFF_HOME</u>	Off-site employees at home
<u>OFF_OTHR</u>	Off-site employees in other workplace
<u>PART_AD</u>	Part-time Administrative
<u>PART_MN</u>	Part-time Management
<u>PART_OT</u>	Part-time Others

<u>PART_PR</u>	Part-time Professionals
<u>PART_SL</u>	Part-time Sales
<u>PART_TC</u>	Part-time Technical
<u>PART_TIM</u>	Part-time employees
<u>PART_UN</u>	Part-time Production workers
<u>PRMANENT</u>	Permanent employees
<u>TTL4A_AB</u>	Full-time + Part-time employees
<u>TTL4A_DE</u>	Permanent + Other non permanent employees
<u>TTL_CBA</u>	# employees covered by a collective bargaining agreement
<u>TTL_CVNM</u>	Non-management employees with CBA
<u>TTL_EMP</u>	Total number of employees, March 2001
<u>TTL_MGR</u>	Total Management
<u>TTL_NCNM</u>	Total Non-Management (no cba)
<u>TTL_SITE</u>	On-site employees
<u>YR_EMP</u>	Total number of employees, March 2000
<u>YR_FULL</u>	Full-time permanent employees 1998
<u>YR_OTHR</u>	Other employees 1998

Variables Descriptions

CBA_EMP - Non-management employees with CBA
 Numeric(5.0) 

Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-Management (with collective bargaining agreement)

NOTE: This variable was replaced by TTL_CVNM and no longer appears in the files.

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

CNTR_OUT -

Contractors outside this
workplace
Numeric(5.0)



Description

During the month of March 2001 how many independent contractors provided products or services to your location? Please include contract workers working at home. (See Employee Category Definitions at the end of the questionnaire).

These contract workers should not have been reported in the previous Question 1(a) to Question 1 (g).

Outside this workplace

Caution: Changes made to the 2001 questionnaire had an impact on this variable.

Population

All
workplaces.

CNTR_WKP -

Contractors at this
workplace
Numeric(5.0)



Description

During the month of March 2001 how many independent contractors provided products or services to your location? Please include contract workers working at home. (See Employee Category Definitions at the end of the questionnaire).

These contract workers should not have been reported in the previous Question 1(a) to Question 1 (g).

At this workplace

Caution: Changes made to the 2001 questionnaire had an impact on this variable.

Population

All workplaces.

CVFT_AD - Non-management FT Clerical/Administrative covered by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Clerical/Administrative covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVFT_OT - Non-
management FT Others
covered by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Others covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVFT_PR - Non-
management FT
Professionals covered by
CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Professionals covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVFT_SL - Non-management FT Marketing/Sales covered by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Marketing/Sales covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVFT_TC - Non-management FT Technical/Trades covered by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Technical/Trades covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVFT_UN - Non-
management FT
Production workers
covered by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Production workers covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVNM_FT - Full-time non-
management employees
with CBA
Numeric(0.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Full-time non-management (with collective bargaining agreement)

New variable in 2001.

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

CVNM_PT - Part-time
non-management
employees with CBA
Numeric(0.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Part-time non-management (with collective bargaining agreement)

New variable in 2001.

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

CVPT_AD - Non-
management PT Clerical/
Administrative covered by
CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Clerical/Administrative covered by CA

New variable in 2001

Population

employees covered by a collective agreement

CVPT_OT - Non-
management PT Others
covered by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Others covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVPT_PR - Non-
management PT
Professionals covered by
CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Professionals covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVPT_SL - Non-
management PT
Marketing/Sales covered
by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Marketing/Sales covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVPT_TC - Non-
management PT
Technical/Trades covered
by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Technical/Trades covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVPT_UN - Non-
management PT
Production workers
covered by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Production workers covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

FULL_AD - Full-time
Administrative
Numeric(5.0)



Description

1e D1+1f
D1

Population

All
workplaces.

FULL_MN - Full-time

Management

Numeric(5.0)

**Description**

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Full-time Management

Population

All
workplaces.

FULL_OT - Full-time

Others

Numeric(5.0)

**Description**

1e F1+1f
F1

Population

All
workplaces.

FULL_PR - Full-time

Professionals

Numeric(5.0)

**Description**

1e A1+1f
A1

Population

All
workplaces.

FULL_SL - Full-time

Sales

Numeric(5.0)



Description

1e C1+1f

C1

Population

All
workplaces.

FULL_TC - Full-time

Technical

Numeric(5.0)



Description

1e B1+1f

B1

Population

All
workplaces.

FULL_TIM - Full-time

employees

Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Full-time employees: working 30 or more hours per week.

Population

All
workplaces.

FULL_UN - Full-time

Production workers

Numeric(5.0)



Description

1e F1+1f

F1

Population

All
workplaces.

**NCFT_AD - Non-
management FT Clerical/
Administrative no CA**

Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Clerical/Administrative no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCFT_OT - Non-
management FT Other
workers no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Other workers no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCFT_PR - Non-
management FT
Technical/Trades no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Technical/Trades no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCFT_SL - Non-
management FT
Marketing/Sales no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Marketing/Sales no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCFT_TC - Non-
management FT
Technical/trades no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Technical/Trades no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCFT_UN - Non-
management FT
Production workers no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Production workers no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCNM_FT - Non-
Management (no CBA)
Full-time
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-Management (no CBA) Full-time

New variable in 2001.

Population

All
workplaces.

NCNM_PT - Non-
Management (no CBA)
Part-time
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-Management (no CBA) Part-time

New variable in 2001.

Population

All
workplaces.

NCPT_AD - Non-
management PT Clerical/
Administrative no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Clerical/Administrative no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCPT_OT - Non-
management PT Other
workers no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Other workers no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCPT_PR - Non-
management PT
Professional no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Professional no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCPT_SL - Non-
management PT
Marketing/Sales no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Marketing/Sales no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCPT_TC - Non-
management PT
Technical/Trades no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Technical/Trades no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCPT_UN - Non-
management PT
Production workers no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Production workers no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NON_PERM - Total non-
permanent employees
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Total Non-permanent employees

Population

All
workplaces.

NOW_FULL -
Permanent Full-time
employees
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Permanent Full-time employees

Population

All
workplaces

NOW_OTHR - Other
employees
Numeric(5.0)



Description

At this location, please estimate how many employees were in the following categories? All other employees, contractors or agents managed at or attached to this workplace last pay period in March 2000.

In 2001 this variable was eliminated and the question was disaggregated to obtain more accurate information.

A comparable variable can be derived by aggregating (now_part, non_perm, cntr_wkp, cntr_out).

Population

NOW_PART -

Permanent Part-time
employees
Numeric(5.0)

**Description**

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Permanent Part-time employees

New variable in 2001.

Population

All
workplaces

**NPERM_FT - Non-
permanent Full-time
employees**
Numeric(5.0)

**Description**

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Non-permanent Full-time employees

Population

All
workplaces

NPERM_PT - Non-
permanent Part-time
employees
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Non-permanent Part-time employees

New variable in 2001.

Population

All
workplaces.

OFF_HOME - Off-site
employees at home
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1 (a)), how many were On-site or Off-site employees?

At Home (Off-site employees)

Caution: Changes made to the 2001 questionnaire had an impact on this variable.

Population

All
workplaces.

OFF_OTHR - Off-site
employees in other
workplace
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1 (a)), how many were On-site or Off-site employees?

At another workplace (Off-site employees)

Caution : Changes made to the 2001 questionnaire had an impact on this variable

Population

All
workplaces.

PART_AD - Part-time
Administrative
Numeric(5.0)



Description

1e D2+1f
D2

Population

All
workplaces.

PART_MN - Part-time

Management

Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Part-time Management

Population

All
workplaces.

PART_OT - Part-time

Others

Numeric(5.0)



Description

1e F2+1f
F2

Population

All
workplaces.

PART_PR - Part-time

Professionals

Numeric(5.0)



Description

1e A2+1f
A2

Population

All
workplaces.

PART_SL - Part-time

Sales

Numeric(5.0)



Description

1e C2+1f

C2

Population

All
workplaces.

PART_TC - Part-time

Technical

Numeric(5.0)



Description

1e B2+1f

B2

Population

All
workplaces.

PART_TIM - Part-time

employees

Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Part-time employees: working less than 30 hours per week.

Population

All
workplaces.

PART_UN - Part-time

Production workers

Numeric(5.0)

**Description**

1e E2+1f

E2

PopulationAll
workplaces.**PRMANENT -**

Permanent employees

Numeric(5.0)

**Description**

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Total permanent employees

PopulationAll
workplaces**TTL4A_AB - Full-time +**

Part-time employees

Numeric(5.0)

**Description**

In the last pay period of March 2000, please estimate how many employees receiving T4 slips at this location were in the following categories: Total full-time and part-time

Population

TTL4A_DE - Permanent
+ Other non permanent
employees
Numeric(5.0)



Description

In the last pay period of March 2000, please estimate how many employees receiving T4 slips at this location were in the following categories: Total permanent and other non permanent

Population

TTL_CBA - # employees
covered by a collective
bargaining agreement
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many employees were covered by collective bargaining agreements at this location?

Population

All
workplaces.

TTL_CVNM - Non-
management employees
with CBA
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-Management (with collective bargaining agreement)

NOTE: This variable replaces CBA_EMP and has been renamed for 1999 and 2000.

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

TTL_EMP - Total
number of employees,
March 2001
Numeric(5.0)

**Description**

In the last pay periods of March 2001 and March 2000, how many employees receiving a T4 Slip were employed at this location? (See Employee Category Definitions at the end of the questionnaire)

March 2001

Population

All
workplaces.

TTL_MGR - Total
Management
Numeric(5.0)

**Description**

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Total Management

New variable in 2001

Population

All
workplaces.

TTL_NCNM - Total Non-
Management (no cba)
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Total Non-Management (no cba)

New variable in 2001

Population

All
workplaces.

TTL_SITE - On-site
employees
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1 (a)), how many were On-site or Off-site employees?

On-site employees

New variable in 2001

Population

All
workplaces.

YR_EMP - Total number
of employees, March
2000
Numeric(5.0)



Description

In the last pay periods of March 2001 and March 2000, how many employees receiving a T4 Slip were employed at this location? (See Employee Category Definitions at the end of the questionnaire)

March 2001

The values for this variable have two origins depending on whether a location is new in the sample in 2001 (birth) or was originally selected in 1999 (continuer). For births, YR_EMP is collected from respondents in question Q1a_B. For continuer, the value of YR_EMP comes from the previous year's TTL_EMP variable.

Population

All
workplaces.

YR_FULL - Full-time
permanent employees
1998
Numeric(5.0)



Description

At this location, please estimate how many employees were in the following categories? Full-time, permanent employees last pay period in March 1, 1998.
Disappeared from the survey as of 2000

Population

YR_OTHR - Other
employees 1998
Numeric(5.0)



Description

At this location, please estimate how many employees were in the following categories? All other employees, contractors or agents managed at or attached to this workplace last pay period in March 1998.
Disappeared from the survey as of 2000


Population

Variables for Theme WORKPLACE

Workforce characteristics and job organization / Seasonal peaks

PEAK1	Seasonal Peak- January
PEAK10	Seasonal Peak - October
PEAK11	Seasonal Peak - November
PEAK12	Seasonal Peak - December
PEAK2	Seasonal Peak - February
PEAK3	Seasonal Peak - March
PEAK4	Seasonal Peak - April
PEAK5	Seasonal Peak - May
PEAK6	Seasonal Peak - June
PEAK7	Seasonal Peak - July
PEAK8	Seasonal Peak - August
PEAK9	Seasonal Peak - September
PEAK_EMP	Maximum employment during that (these) peaks
PEAK_YES	Peak in employment

Variables Descriptions

PEAK1 - Seasonal
Peak- January 
Numeric(1.0)

Description

During which months do they occur?

January

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK10 - Seasonal

Peak - October

Numeric(1.0)



Description

During which months do they occur?

October

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK11 - Seasonal

Peak - November

Numeric(1.0)



Description

During which months do they occur?

November

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK12 - Seasonal

Peak - December

Numeric(1.0)



Description

During which months do they occur?

December

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK2 - Seasonal

Peak - February

Numeric(1.0)



Description

During which months do they occur?

February

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK3 - Seasonal

Peak - March

Numeric(1.0)



Description

During which months do they occur?

March

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK4 - Seasonal

Peak - April

Numeric(1.0)



Description

During which months do they occur?

April

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK5 - Seasonal

Peak - May

Numeric(1.0)



Description

During which months do they occur?

May

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK6 - Seasonal

Peak - June

Numeric(1.0)



Description

During which months do they occur?

June

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK7 - Seasonal

Peak - July

Numeric(1.0)



Description

During which months do they occur?

July

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK8 - Seasonal

Peak - August

Numeric(1.0)



Description

During which months do they occur?

August

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK9 - Seasonal

Peak - September

Numeric(1.0)



Description

During which months do they occur?

September

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK_EMP - Maximum employment during that (these) peaks
 Numeric(5.0)



Description

What is the maximum employment during that (these) peak(s)?

Population

All workplaces that have seasonal peaks in employment

PEAK_YES - Peak in employment
 Numeric(1.0)



Description

Do you have seasonal peaks in employment?

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme WORKPLACE

Workforce characteristics and job organization / Hiring

NEW_HIRE	New hires
NWHR_AD	Administrative hired between April 1, 2000 and March 31, 2001
NWHR_MN	Managers hired between April 1, 2000 and March 31, 2001
NWHR_OT	Other hired between April 1, 1999 and March 31, 2000
NWHR_PR	Professionals hired between April 1, 2000 and March 31 2001
NWHR_SL	Sales hired between April 1, 2000 and March 31, 2001
NWHR_TC	Technical hired between April 1, 2000 and March 31 2001
NWHR_UN	Production workers hired between April 1, 2000 and March 31, 20
TTL_NWHR	Total new hires between April 1, 2000 and March 31, 2001

Variables Descriptions

NEW_HIRE - New hires

Numeric(1.0)

Description

Were there any new employees hired between April 1st 2000 and March 31, 2001? (Please exclude the filling of positions through recalls from layoffs or the ending of labour disputes)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

NWHR_AD -

Administrative hired
between April 1, 2000 and
March 31, 2001
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces that hired new employees.

NWHR_MN - Managers
hired between April 1,
2000 and March 31, 2001
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces that hired new employees.

NWHR_OT - Other hired
between April 1,1999 and
March 31, 2000
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Other, specify

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces that hired new employees.

NWHR_PR -
Professionals hired
between April 1, 2000 and
March 31 2001
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces that hired new employees.

NWHR_SL - Sales hired
between April 1, 2000 and
March 31, 2001
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces that hired new employees.

NWHR_TC - Technical
hired between April 1,
2000 and March 31 2001
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Technical/Trades

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces that hired new employees.

NWHR_UN - Production
workers hired between
April 1, 2000 and March
31, 20
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

TTL_NWHR - Total new
hires between April 1,
2000 and March 31, 2001
Numeric(5.0)



Description

How many new employees did you hire between April 1, 2000 and March 31 2001?

Population

All workplaces that hired new employees.

Variables for Theme WORKPLACE

Workforce characteristics and job organization / Vacancies

REAS_AD1	Reason for vacancies (Administrative) Too few applicants
REAS_AD2	Reason for vacancies (Administrative) Lacked education
REAS_AD3	Reason for vacancies (Administrative) Lacked experience
REAS_AD4	Reasons for vacancies (Administrative) Declined offer
REAS_MN1	Reason for vacancies (Managers) Too few applicants
REAS_MN2	Reason for vacancies (Managers) Lacked education
REAS_MN3	Reason for vacancies (Managers) Lacked experience
REAS_MN4	Reasons for vacancies (Managers) Declined offer
REAS_OT1	Reason for vacancies (Others) Too few applicants
REAS_OT2	Reason for vacancies (Others) Lacked education
REAS_OT3	Reason for vacancies (Others) lacked experience
REAS_OT4	Reasons for vacancies (Others) declined offer
REAS_PR1	Reason for vacancies (Professionals) Too few applicants
REAS_PR2	Reason for vacancies (Professionals) Lacked education
REAS_PR3	Reason for vacancies (Professionals) Lacked experience
REAS_PR4	Reasons for vacancies (Professionals) Declined offer

<u>REAS_SL1</u>	Reason for vacancies (Sales) Too few applicants
<u>REAS_SL2</u>	Reason for vacancies (Sales) Lacked education
<u>REAS_SL3</u>	Reason for vacancies (Sales) Lacked experience
<u>REAS_SL4</u>	Reasons for vacancies (Sales) Declined offer
<u>REAS_TC1</u>	Reason for vacancies (Technical) Too few applicants
<u>REAS_TC2</u>	Reason for vacancies (Technical) Lacked education
<u>REAS_TC3</u>	Reason for vacancies (Technical) Lacked experience
<u>REAS_TC4</u>	Reasons for vacancies (Technical) Declined offer
<u>REAS_UN1</u>	Reason for vacancies (Production) Too few applicants
<u>REAS_UN2</u>	Reason for vacancies (Production) Too few applicants
<u>REAS_UN3</u>	Reason for vacancies (Production) Lacked experience
<u>REAS_UN4</u>	Reasons for vacancies (Production) Declined offer
<u>STAF_AD</u>	How are Administratives' positions staffed
<u>STAF_MN</u>	How are Managers' positions staffed
<u>STAF_OT</u>	How are Others' positions staffed
<u>STAF_PR</u>	How are Professionals' positions staffed
<u>STAF_SL</u>	How are Sales' positions staffed
<u>STAF_TC</u>	How are Technical's positions staffed
<u>STAF_UN</u>	How are Production positions staffed
<u>TTL_UNFI</u>	Number of vacant positions
<u>UNFI_AD</u>	Unfilled Administrative vacancies (>4 months)
<u>UNFI_MN</u>	Unfilled Manager vacancies (>4 months)
<u>UNFI_OT</u>	Unfilled Other vacancies (>4 months)
<u>UNFI_PR</u>	Unfilled Professional vacancies (>4 months)

<u>UNFI_SL</u>	Unfilled Sales vacancies (>4 months)
<u>UNFI_TC</u>	Unfilled Technical vacancies (>4 months)
<u>UNFI_UN</u>	Unfilled Production vacancies (>4 months)
<u>UNFI_VAC</u>	Vacant positions

Variables Descriptions

REAS_AD1 - Reason for vacancies (Administrative)
Too few applicants
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_AD2 - Reason for
vacancies (Administrative)
Lacked education
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked educational requirements

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_AD3 - Reason for
vacancies (Administrative)
Lacked experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_AD4 - Reasons for vacancies (Administrative)
Declined offer
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_MN1 - Reason for vacancies (Managers)

Too few applicants

Numeric(1.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_MN2 - Reason for
vacancies (Managers)
Lacked education
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked educational requirements

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_MN3 - Reason for
vacancies (Managers)
Lacked experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_MN4 - Reasons
for vacancies (Managers)
Declined offer
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_OT1 - Reason for vacancies (Others) Too few applicants
Numeric(1.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Other

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_OT2 - Reason for
vacancies (Others)
Lacked education
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked educational requirements

Other

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_OT3 - Reason for
vacancies (Others) lacked
experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Other

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_OT4 - Reasons
for vacancies (Others)
declined offer
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Other

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_PR1 - Reason for vacancies (Professionals)

Too few applicants

Numeric(1.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_PR2 - Reason for
vacancies (Professionals)
Lacked education
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked educational requirements

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_PR3 - Reason for
vacancies (Professionals)
Lacked experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_PR4 - Reasons for vacancies (Professionals)
Declined offer
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_SL1 - Reason for vacancies (Sales) Too few applicants
Numeric(1.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_SL2 - Reason for
vacancies (Sales) Lacked
education
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked educational requirements

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_SL3 - Reason for
vacancies (Sales) Lacked
experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_SL4 - Reasons for vacancies (Sales)
Declined offer
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_TC1 - Reason for vacancies (Technical)

Too few applicants

Numeric(1.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Technical/Trades

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_TC2 - Reason for
vacancies (Technical)
Lacked education
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked education requirements

Technical/Trades

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_TC3 - Reason for
vacancies (Technical)
Lacked experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Technical/Trades

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_TC4 - Reasons for vacancies (Technical)
Declined offer
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Technical/Trades

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_UN1 - Reason for vacancies (Production)

Too few applicants
Numeric(1.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_UN2 - Reason for
vacancies (Production)
Too few applicants
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked educational requirements

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_UN3 - Reason for
vacancies (Production)
Lacked experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_UN4 - Reasons
for vacancies
(Production) Declined
offer
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STAF_AD - How are
Administratives' positions
staffed
Numeric(1.0)

**Description**

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

STAF_MN - How are
Managers' positions
staffed
Numeric(1.0)



Description

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

STAF_OT - How are
Others' positions staffed
Numeric(1.0)



Description

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Other, specify

(See Employee Category Definitions at the end of the questionnaire)

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

STAF_PR - How are
Professionals' positions
staffed
Numeric(1.0)

**Description**

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

STAF_SL - How are
Sales' positions staffed
Numeric(1.0)



Description

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

STAF_TC - How are
Technical's positions
staffed
Numeric(1.0)



Description

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Technical/Trades

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

STAF_UN - How are
Production positions
staffed
Numeric(1.0)



Description

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

TTL_UNFI - Number of vacant positions
Numeric(5.0)



Description

In total, how many vacant positions are currently unfilled at this location?

Population

All workplaces with current vacant positions that they are currently trying to fill.

UNFI_AD - Unfilled
Administrative vacancies
(>4 months)
Numeric(5.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_MN - Unfilled
Manager vacancies (>4
months)
Numeric(5.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_OT - Unfilled

Other vacancies (>4
months)

Numeric(5.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Other, specify

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_PR - Unfilled

Professional vacancies
(>4 months)

Numeric(5.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_SL - Unfilled Sales

vacancies (>4 months)

Numeric(5.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_TC - Unfilled

Technical vacancies (>4 months)

Numeric(5.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Technical/Trade

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_UN - Unfilled
Production vacancies (>4
months)
Numeric(5.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_VAC - Vacant
positions
Numeric(1.0)



Description

At this location, are there any vacant positions that you are currently trying to fill?

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme WORKPLACE

Workforce characteristics and job organization / Separations

DAY_LYFF	Person-days spent temporarily off
TMP_LYFF	Temporary lay-offs
TTL_DSMS	Total dismissal for cause
TTL_LYFF	Total lay-offs (no recall)
TTL_OTHR	Total other permanent separation
TTL_QUIT	Total Resignation (no incentives)
TTL_RDCT	Total special workforce reductions
TTL_RTMT	Total retirement (no incentives)

Variables Descriptions

DAY_LYFF - Person-days spent temporarily off
Numeric(5.0)



Description

Please estimate the number of person-days that employees spent on temporary lay-off (number of employees affected multiplied by the number of days on lay-off) between April 1st 2000 and March 31st 2001.

Population

All workplaces which had temporary lay-offs.

TMP_LYFF -

Temporary lay-offs

Numeric(5.0)

**Description**

Were there any temporary layoffs between April 1, 2000 and March 31, 2001 at this location? (By temporary lay-offs we mean that all laid-off employees are expected to be recalled).

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TTL_DSMS - Total dismissal for cause

Numeric(5.0)

**Description**

Please estimate by reason the number of employees who have permanently left this location between April 1, 2000 and March 31, 2001.

Dismissal for cause

Population

All workplaces.

TTL_LYFF - Total lay-offs (no recall)
Numeric(5.0)



Description

Please estimate by reason the number of employees who have permanently left this location between April 1, 2000 and March 31, 2001.

Lay-offs (No recall expected)

Involuntary layoffs with enhanced severance packages should be included with "lay-offs (no recall expected)". Voluntary lay-offs with enhanced severance packages are considered to be Special workforce reductions.

Population

All workplaces.

TTL_OTHR - Total other permanent separation
Numeric(5.0)



Description

Please estimate by reason the number of employees who have permanently left this location between April 1, 2000 and March 31, 2001.

Other permanent separation, specify

New variable in 2001

Population

All workplaces.

TTL_QUIT - Total

Resignation (no
incentives)

Numeric(5.0)

**Description**

Please estimate by reason the number of employees who have permanently left this location between April 1, 2000 and March 31, 2001.

Resignations (No special incentives)

Population

All
workplaces.

TTL_RDCT - Total

special workforce
reductions

Numeric(5.0)

**Description**

Please estimate by reason the number of employees who have permanently left this location between April 1, 2000 and March 31, 2001.

Special workforce reductions

Special workforce reductions include resignations and early retirements induced through special financial incentives (i.e. where employees voluntarily leave.)

Population

All
workplaces.

TTL_RTMT - Total
retirement (no incentives)
Numeric(5.0)



Description

Please estimate by reason the number of employees who have permanently left this location between April 1, 2000 and March 31, 2001.

Retirement (No special incentives)

Population

All
workplaces.

Variables for Theme WORKPLACE

Compensation / Compensation practices

<u>GAINS</u>	Group incentives systems
<u>GAINS_AD</u>	Productivity/Quality gain-sharing (administrative)
<u>GAINS_MN</u>	Productivity/Quality gain-sharing (Managers)
<u>GAINS_OT</u>	Productivity/Quality gain-sharing (Others)
<u>GAINS_PR</u>	Productivity/Gain-sharing (Professionals)
<u>GAINS_SL</u>	Productivity/Quality gain-sharing (Marketing/Sales)
<u>GAINS_TC</u>	Productivity/Quality gain-sharing (Technical/Trade)
<u>GAINS_UN</u>	Productivity/Quality gain-sharing (Production workers)
<u>INCEN</u>	Individual incentive systems
<u>INCEN_AD</u>	Individual incentive (Administrative)
<u>INCEN_MN</u>	Individual incentive (Managers)
<u>INCEN_OT</u>	Individual incentive (Others)
<u>INCEN_PR</u>	Individual incentive (Professionals)
<u>INCEN_SL</u>	Individual incentive (Sales)
<u>INCEN_TC</u>	Individual incentive (Technical)
<u>INCEN_UN</u>	Individual incentive (Production workers)
<u>MERIT</u>	Merit pay and skill-based pay
<u>MERIT_AD</u>	Merit pay and skill-based pay (Clerical/Administrative)
<u>MERIT_MN</u>	Merit pay and skill-based pay (Managers)
<u>MERIT_OT</u>	Merit pay and skill-based pay (Others)
<u>MERIT_PR</u>	Merit pay and skill-based pay (Professional)
<u>MERIT_SL</u>	Merit pay and skill-based pay (Marketing/Sales)
<u>MERIT_TC</u>	Merit pay and skill-based pay (Technical/Trade)
<u>MERIT_UN</u>	Merit pay and skill-based pay (Production workers)
<u>PROFT</u>	Profit sharing plan

<u>PROFT_AD</u>	Profit sharing (Administrative)
<u>PROFT_MN</u>	Profit sharing (Managers)
<u>PROFT_OT</u>	Profit sharing (Others)
<u>PROFT_PR</u>	Profit sharing (Professionals)
<u>PROFT_SL</u>	Profit sharing (Marketing/ Sales)
<u>PROFT_TC</u>	Profit sharing (Technical/ Trades)
<u>PROFT_UN</u>	Profit sharing (Production workers)
<u>STCK_AD</u>	Employee Stock Plans (Clerical/Administrative)
<u>STCK_MN</u>	Employee Stock Plans (Managers)
<u>STCK_OT</u>	Employee Stock Plans(Other)
<u>STCK_PL</u>	Employee stock plans
<u>STCK_PR</u>	Employee Stock Plans (Professionals)
<u>STCK_SL</u>	Employee Stock Plans (Marketing/Sales)
<u>STCK_TC</u>	Employee Stock Plans (Technical/Trades)
<u>STCK_UN</u>	Employee Stock Plans (Production workers)

Variables Descriptions

GAINS - Group
incentives systems
Numeric(1.0)



Description

Does your compensation system include the following incentives? B. Group incentives systems

«Group incentives systems» such as productivity/ quality gain-sharing are systems that reward individuals on the basis of group output or performance. Commonly, these benefits can be in form of money payments in the primary industries.

Not asked in 2000.

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_AD - Productivity/
Quality gain-sharing
(administrative)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Productivity/quality gain sharing and other group incentive (Clerical/administrative)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_MN - Productivity/

Quality gain-sharing

(Managers)

Numeric(1.0)

**Description**

To which group of employees are these incentives affected? Productivity/quality gain sharing and other group incentive (Managers)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_OT - Productivity/

Quality gain-sharing

(Others)

Numeric(1.0)

**Description**

To which group of employees are these incentives offered? Productivity/quality gain sharing. (Other)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_PR - Productivity/

Gain-sharing
(Professionals)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Productivity/quality gain sharing and other group incentive (Professionals)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_SL - Productivity/

Quality gain-sharing
(Marketing/Sales)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Productivity/quality gain sharing and other group incentive (Marketing/Sales)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_TC - Productivity/

Quality gain-sharing

(Technical/Trade)

Numeric(1.0)



Description

To which group of employees are these incentives offered? Productivity/quality gain sharing and other group incentive (Technical/Trades)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_UN - Productivity/

Quality gain-sharing
(Production workers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Productivity/quality gain sharing and other group incentive (Production workers with no trade/certification)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN - Individual

incentive systems
Numeric(1.0)



Description

Does your compensation system include the following incentives? A. Individual incentive systems.

«Individual incentive systems» such as bonuses, piece rate, and commissions are systems that reward individuals on the basis of individual output or performance.

Not asked in 2000.

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_AD - Individual
incentive (Administrative)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Individual incentive systems (Clerical/ Administrative)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_MN - Individual
incentive (Managers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Individual incentive systems (Managers)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_OT - Individual
incentive (Others)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Individual incentive systems (Others)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_PR - Individual
incentive (Professionals)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Individual incentive systems (Professionals)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_SL - Individual
incentive (Sales)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Individual incentive systems (Marketing/Sales)

Not asked in 2000.

Population

All workplaces that have at least one incentive

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_TC - Individual
incentive (Technical)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Individual incentive systems (Technical/ Trades).

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_UN - Individual
incentive (Production
workers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Individual incentive systems (Production workers with no trade/certification)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT - Merit pay and skill-based pay

Numeric(1.0)



Description

Does your compensation system include the following incentives? D. Merit pay and skilled based pay.

«Merit pay or skill-based pay» is a reward or honour given for superior qualities, great abilities or expertness that comes from training, practice etc.

Not asked in 2000.

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_AD - Merit pay
and skill-based pay
(Clerical/Administrative)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Clerical/Administrative).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_MN - Merit pay
and skill-based pay
(Managers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Managers).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_OT - Merit pay
and skill-based pay
(Others)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Other).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_PR - Merit pay
and skill-based pay
(Professional)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Professionals).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_SL - Merit pay
and skill-based pay
(Marketing/Sales)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Marketing/Sales).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_TC - Merit pay
and skill-based pay
(Technical/Trade)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Technical/ Trades).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_UN - Merit pay
and skill-based pay
(Production workers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Production workers).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT - Profit sharing
plan
Numeric(1.0)



Description

Does your compensation system include the following incentives? C. Profit sharing plan

«Profit-sharing plan» is any plan by which employees receive a share of the profits from the workplace.

Not asked in 2000.

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_AD - Profit
sharing (Administrative)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Profit sharing plan (Clerical/Administrative).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_MN - Profit sharing (Managers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Profit sharing plan (Managers).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_OT - Profit

sharing (Others)

Numeric(1.0)

**Description**

To which group of employees are these incentives offered? Profit sharing plan (Other).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_PR - Profit

sharing (Professionals)

Numeric(1.0)

**Description**

To which group of employees are these incentives offered? Profit sharing plan ((Professionals).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_SL - Profit sharing (Marketing/Sales)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Profit sharing plan (Marketing/Sales).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_TC - Profit sharing (Technical/Trades)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Profit sharing plan (Technical/Trades).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_UN - Profit sharing (Production workers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Profit sharing plan (Production Workers)

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_AD - Employee Stock Plans(Clerical/Administrative)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Employee Stock Plans (Clerical/Administrative).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_MN - Employee
Stock Plans(Managers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Employee Stock Plans (Managers).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_OT - Employee

Stock Plans(Other)

Numeric(1.0)



Description

To which group of employees are these incentives offered? Employee Stock Plans (Other).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_PL - Employee

stock plans

Numeric(1.0)



Description

Does your compensation system include the following incentives? E. Employee stock plans

«Employee stock plans» are employee stock purchase plans, ownership plans or stock options

New variable in 2001.

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_PR - Employee

Stock Plans
(Professionals)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Employee Stock Plans (Managers).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_SL - Employee

Stock Plans(Marketing/
Sales)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Employee Stock Plans (Marketing/Sales).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_TC - Employee
Stock Plans(Technical/
Trades)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Employee Stock Plans (Technical/Trades).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_UN - Employee
Stock Plans(Production
workers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Employee Stock Plans (Production worker).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme WORKPLACE

Compensation / Total payroll and earnings

EARN20KL	Number of employees earning less than \$20,000
EARN20KP	Number of employees earning between \$20,001-40,000
EARN40KP	Number of employees earning between \$40,001 - \$60,000
EARN60KP	Number of employees earning between \$60,001-\$80,000
EARN80KP	Number of employees earning \$80k+
GRSPAYRL	Total Gross Payroll
SAL_EXPN	Total expenditure on non-wage benefits

Variables Descriptions

EARN20KL - Number of employees earning less than \$20,000
Numeric(5.0)



Description

Please estimate the number of permanent full-time and part-time employees in each of the following annual earnings categories. \$20,000 and below

Not asked in 2000

Population

All workplaces.

EARN20KP - Number of employees earning between \$20,001-40,000
Numeric(5.0)



Description

Please estimate the number of permanent full-time and part-time employees in each of the following annual earnings categories:

\$20,001 - \$40,000

Not asked in 2000

Population

All workplaces.

EARN40KP - Number of employees earning between \$40,001 - \$60,000
Numeric(5.0)



Description

Please estimate the number of permanent full-time and part-time employees in each of the following annual earnings categories. \$40,001 - \$60,000

Not asked in 2000

Population

All workplaces.

EARN60KP - Number of employees earning between \$60,001-\$80,000
Numeric(5.0)



Description

Please estimate the number of permanent full-time and part-time employees in each of the following annual earnings categories:

\$60,001 - \$80,000

Not asked in 2000

Population

All workplaces.

EARN80KP - Number of employees earning \$80k+
Numeric(5.0)



Description

Please estimate the number of permanent full-time and part-time employees in each of the following annual earnings categories:

\$80,001 and above

Not asked in 2000

Population

All workplaces.

GRSPAYRL - Total

Gross Payroll

Numeric(10.0)



Description

What was the total gross payroll for all employees at this location between April 1, 2000 and March 31, 2001? (If the information is not available for the specified period, report the total gross payroll for the most recently completed fiscal year.)

Gross payroll is the total remuneration paid to employees before deductions. The amount should be equivalent to the sum of the monthly taxable employment income reported in box 14 of the T4 slip and on the Canada Customs and Revenue Agency (formerly Revenue Canada) "Remittance Form for Current Source Deductions"

Population

All workplaces.

SAL_EXPN - Total

expenditure on non-wage
benefits

Numeric(10.0)



Description

What was the total expenditure on non-wage benefits at this location between April 1, 2000 and March 31, 2001?

(If the information is not available for the specified period, give the total gross payroll for the calendar year or your most recent fiscal year).

Please exclude statutory payments such as CPP/QPP, EI, and health taxes.

Caution: Changes made to the 2001 questionnaire had an impact on this variable.

Population

All workplaces that have non-wage benefits available to the full-time or part-time employees.

Variables for Theme WORKPLACE

Compensation / Non-wage benefits

ALLW_ALL	Severance Allowances available to all
ALLW_AV1	Severance Allowances available to management
ALLW_AV2	Severance Allowances available to non-management non-union
ALLW_AV3	Severance Allowances available to non-management union
ALLW_FD	Severance Allowances funding
ALLW_NA	Severance Allowances not available
ALLW_PT	Severance Allowances for part-time employees
ANRE_ALL	Annual reimbursement for an employee available to all
ANRE_AV1	Annual reimbursement available to management
ANRE_AV2	Annual reimbursement available to non-management non-union
ANRE_AV3	Annual reimbursement plan available to non-management union
ANRE_NA	Annual reimbursement not available
ANRE_PT	Annual reimbursement for part-time employees
BNFC_ALL	Supp. to EI ben. available to all
BNFC_AV1	Supp. to EI ben. available to management
BNFC_AV2	Supp. to EI ben. available to non-management non-union
BNFC_AV3	Supp. to EI ben. available to non-management union
BNFC_FD	Supp. to UI ben. funding
BNFC_NA	Supp. to EI ben. not available
BNFC_PT	Supp. to ben. for part-time employees
BNFC_SW	Availability of non-wage benefits

<u>DNTL_ALL</u>	Dental care available to all
<u>DNTL_AV1</u>	Dental care available to management
<u>DNTL_AV2</u>	Dental care available to non-management non-union
<u>DNTL_AV3</u>	Dental care available to non-management union
<u>DNTL_FD</u>	Dental care funding
<u>DNTL_NA</u>	Dental care not available
<u>DNTL_PT</u>	Dental care for part-time employees
<u>FLBN_ALL</u>	Flexible benefit plan available to all
<u>FLBN_AV1</u>	Flexible benefit plan available to management
<u>FLBN_AV2</u>	Flexible benefit plan available to non-management non-union
<u>FLBN_AV3</u>	Flexible benefit plan available to non-management union
<u>FLBN_FD</u>	Flexible benefit plan funding
<u>FLBN_NA</u>	Flexible benefit plan not available
<u>FLBN_PT</u>	Flexible benefit plan for part-time employees
<u>LIFE_ALL</u>	Life insurance available to all
<u>LIFE_AV1</u>	Life insurance available to management
<u>LIFE_AV2</u>	Life insurance available to non-management non-union
<u>LIFE_AV3</u>	Life insurance available to non-management union
<u>LIFE_FD</u>	Life insurance funding
<u>LIFE_NA</u>	Life insurance plan not available
<u>LIFE_PT</u>	Life insurance for part-time employees
<u>MDCL_ALL</u>	Supp. Medical available to all
<u>MDCL_AV1</u>	Supp. Medical available to management
<u>MDCL_AV2</u>	Supp. Medical available to non-management non-union
<u>MDCL_AV3</u>	Supp. Medical available to non-management union
<u>MDCL_FD</u>	Supp. Medical funding
<u>MDCL_NA</u>	Supp. Medical not available
<u>MDCL_PT</u>	Supp. Medical for part-time employees
<u>OTHR_ALL</u>	Other available to all
<u>OTHR_AV1</u>	Other available to management

<u>OTHR_AV2</u>	Other available to non-management non-union
<u>OTHR_AV3</u>	Other available to non-management union
<u>OTHR_FD</u>	Other funding
<u>OTHR_NA</u>	Other not available
<u>OTHR_PT</u>	Other for part-time employees
<u>PLAN_ALL</u>	Pension plan available to all
<u>PLAN_AV1</u>	Pension plan available to management
<u>PLAN_AV2</u>	Pension plan available to non-management non-union
<u>PLAN_AV3</u>	Pension plan available to non-management union
<u>PLAN_FD</u>	Pension plan funding
<u>PLAN_NA</u>	Pension plan not available
<u>PLAN_PT</u>	Pension plan for part-time employees
<u>RRSP_ALL</u>	Group RRSP available to all
<u>RRSP_AV1</u>	Group RRSP available to management
<u>RRSP_AV2</u>	Group RRSP available to non-management non-union
<u>RRSP_AV3</u>	Group RRSP available to non-management union
<u>RRSP_FD</u>	Group RRSP funding
<u>RRSP_NA</u>	Group RRSP not available
<u>RRSP_PT</u>	Group RRSP for part-time employees
<u>STCK_ALL</u>	Stock purchase available to all
<u>STCK_AV1</u>	Stock purchase available to management
<u>STCK_AV2</u>	Stock purchase available to non-management non-union
<u>STCK_AV3</u>	Stock purchase available to non-management union
<u>STCK_FD</u>	Stock purchase funding
<u>STCK_NA</u>	Stock purchase not available
<u>STCK_PT</u>	Stock purchase for part-time employees
<u>WORK_ALL</u>	Workers Compensation available to all
<u>WORK_AV1</u>	Worker's Compensation available to management
<u>WORK_AV2</u>	Worker's Compensation available to non-management non-union

<u>WORK_AV3</u>	Worker's Compensation available to non-management union
<u>WORK_FD</u>	Worker's Compensation funding
<u>WORK_NA</u>	Worker's Compensation not available
<u>WORK_PT</u>	Worker's Compensation for part-time employees

Variables Descriptions

ALLW_ALL - Severance

Allowances available to all

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to all

Severance Allowances

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ALLW_AV1 - Severance

Allowances available to management



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to management

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ALLW_AV2 - Severance

Allowances available to non-management non-union



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Flexible benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ALLW_AV3 - Severance

Allowances available to
non-management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, union

Severance Allowances

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ALLW_FD - Severance

Allowances funding
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Severance Allowances

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

ALLW_NA - Severance

Allowances not available

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Severance Allowances

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ALLW_PT - Severance

Allowances for part-time employees

Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Severance Allowances

New variable in 2001

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ANRE_ALL - Annual reimbursement for an employee available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to all

Annual reimbursement for an employee opting out of the flexible plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ANRE_AV1 - Annual
reimbursement available
to management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to management

Annual reimbursement for an employee opting out of the flexible plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ANRE_AV2 - Annual
reimbursement available
to non-management non-
union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Annual reimbursement for an employee opting out of the flexible plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ANRE_AV3 - Annual
reimbursement plan
available to non-
management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, union

Annual reimbursement for an employee opting out of the flexible plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ANRE_NA - Annual
reimbursement not
available
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Annual reimbursement for an employee opting out of the flexible plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ANRE_PT - Annual
reimbursement for part-
time employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Annual reimbursement for an employee opting out of the flexible plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

BNFC_ALL - Supp. to EI
ben. available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Supplements to Employment Insurance Benefits (e.g. for maternity or lay-off)

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

BNFC_AV1 - Supp. to EI
ben. available to
management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Supplements to Employment Insurance Benefits (e.g. for maternity or lay-off)

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

BNFC_AV2 - Supp. to EI
ben. available to non-
management non-union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Supplements to Employment Insurance Benefits (e.g. for maternity or lay-off)

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

BNFC_AV3 - Supp. to EI
ben. available to non-
management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Supplements to Employment Insurance Benefits (e.g. for maternity or lay-off)

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

BNFC_FD - Supp. to UI

ben. funding

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Supplements to Employment Insurance Benefits (e.g. for maternity or lay-off)

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

BNFC_NA - Supp. to EI

ben. not available



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Supplements to Employment Insurance Benefits (e.g. for maternity or lay-off)

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

BNFC_PT - Supp. to

ben. for part-time employees



Numeric(1.0)

Description

Are the following non-wage benefits available to any part-time employees at this location?

Supplements to employment benefits (e.g. for maternity or layoff)

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

BNFC_SW - Availability
of non-wage benefits
Numeric(1.0)



Description

Are non-wage benefits, such as Health related benefits (e.g. dental care, life insurance), Pay related benefits (e.g. severance, supplements to E.I. or related expenses) or Pension related benefits (e.g. pension plans, groups RRSPs), available to the full time or part time employees?

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DNTL_ALL - Dental
care available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Dental care

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DNTL_AV1 - Dental care available to management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Dental care

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DNTL_AV2 - Dental care
available to non-
management non-union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Dental care

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DNTL_AV3 - Dental care
available to non-
management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Dental care

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DNTL_FD - Dental care
 funding
 Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Dental care

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

DNTL_NA - Dental care

not available

Numeric(1.0)

**Description**

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Dental care

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DNTL_PT - Dental care

for part-time employees

Numeric(1.0)

**Description**

Are the following non-wage benefits available to any part-time employees at this location?

Dental care

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FLBN_ALL - Flexible
benefit plan available to
all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to all

Flexibile benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

FLBN_AV1 - Flexible
benefit plan available to
management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to management

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

FLBN_AV2 - Flexible benefit plan available to non-management non-union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Flexible benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

FLBN_AV3 - Flexible benefit plan available to non-management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, union

Flexible benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

FLBN_FD - Flexible

benefit plan funding

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Flexible benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

FLBN_NA - Flexible

benefit plan not available

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Flexible benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

FLBN_PT - Flexible benefit plan for part-time employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Flexible benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIFE_ALL - Life
insurance available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Life insurance

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIFE_AV1 - Life
insurance available to
management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Life and/or disability insurance

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIFE_AV2 - Life

insurance available to non-
management non-union



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Life and/or disability insurance

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIFE_AV3 - Life insurance available to non-management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Life and/or disability insurance

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIFE_FD - Life insurance funding
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Life and/or disability insurance

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

LIFE_NA - Life

insurance plan not available



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Life and/or disability insurance

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIFE_PT - Life insurance
for part-time employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Life and/or disability insurance

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MDCL_ALL - Supp.
Medical available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Supplemental Medical

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MDCL_AV1 - Supp.

Medical available to management



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Supplemental Medical

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MDCL_AV2 - Supp.

Medical available to non-management non-union



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Supplemental Medical

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MDCL_AV3 - Supp.

Medical available to non-management union



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Supplemental Medical

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MDCL_FD - Supp.

Medical funding

Numeric(1.0)

**Description**

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Supplemental medical

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

MDCL_NA - Supp.

Medical not available

Numeric(1.0)

**Description**

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Supplemental Medical

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MDCL_PT - Supp.

Medical for part-time employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Supplemental Medical

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHR_ALL - Other

available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Other

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHR_AV1 - Other
available to management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Other

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHR_AV2 - Other
available to non-
management non-union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Other

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHR_AV3 - Other
available to non-
management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Other

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHR_FD - Other
 funding
 Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Other

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

OTHR_NA - Other not available
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Other

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHR_PT - Other for part-time employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Other, specify

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PLAN_ALL - Pension

plan available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to all

Pension plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PLAN_AV1 - Pension

plan available to management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to management

Pension plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PLAN_AV2 - Pension
plan available to non-
management non-union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Pension plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PLAN_AV3 - Pension
 plan available to non-
 management union
 Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Pension plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PLAN_FD - Pension
 plan funding
 Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Pension plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

PLAN_NA - Pension

plan not available

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Pension plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PLAN_PT - Pension plan
for part-time employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Pension plan

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP_ALL - Group
RRSP available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Group RRSP

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP_AV1 - Group

RRSP available to management



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Group RRSP

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP_AV2 - Group

RRSP available to non-management non-union



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Group RRSP

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP_AV3 - Group

RRSP available to non-management union

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Group RRSP

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP_FD - Group

RRSP funding

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Group RRSP

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

RRSP_NA - Group

RRSP not available

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Group RRSP

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP_PT - Group
RRSP for part-time
employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Group RRSP

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_ALL - Stock
purchase available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Stock purchase or Other Savings Plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_AV1 - Stock purchase available to management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Stock purchase or Other Savings Plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_AV2 - Stock
purchase available to non-
management non-union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Stock purchase or Other Savings Plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_AV3 - Stock
purchase available to non-
management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Stock purchase or Other Savings Plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_FD - Stock
purchase funding
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Stock purchase or Other Savings Plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

STCK_NA - Stock
purchase not available
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Not available Stock purchase

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_PT - Stock
purchase for part-time
employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Stock purchase or other savings plan

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORK_ALL - Workers
Compensation available
to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to all

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORK_AV1 - Worker's
Compensation available
to management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to management

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORK_AV2 - Worker's
Compensation available to
non-management non-
union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**WORK_AV3 - Worker's
Compensation available to
non-management union**
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, union

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**WORK_FD - Worker's
Compensation funding**
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

WORK_NA - Worker's

Compensation not available



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Worker's Compensation

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORK_PT - Worker's
Compensation for part-
time employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme WORKPLACE

Compensation / Hours of work

HOURS_AD	Administrative paid hours
HOURS_MN	Managers paid hours
HOURS_OT	Other paid hours
HOURS_PR	Professionals paid hours
HOURS_SL	Sales paid hours
HOURS_TC	Technical paid hours
HOURS_UN	Production workers paid hours
OVER_AD1	Administrative compensation not applicable
OVER_AD2	Administrative compensation: hourly premiums
OVER_AD3	Administrative compensation: at normal rate
OVER_AD4	Administrative compensation: compensatory time off
OVER_AD5	Administrative not compensated
OVER_MN1	Managers compensation not applicable
OVER_MN2	Managers compensation: hourly premiums
OVER_MN3	Managers compensation: at normal rate
OVER_MN4	Managers compensation: compensatory time off
OVER_MN5	Managers not compensated
OVER_OT1	Others compensation not applicable
OVER_OT2	Others compensation: hourly premiums
OVER_OT3	Others compensation: at normal rate
OVER_OT4	Others compensation: compensatory time off
OVER_OT5	Others not compensated
OVER_PR1	Professionals compensation not applicable
OVER_PR2	Professionals compensation: hourly premiums
OVER_PR3	Professionals compensation: at normal rate

<u>OVER_PR4</u>	Professionals compensation: compensatory time off
<u>OVER_PR5</u>	Professionals not compensated
<u>OVER_SL1</u>	Sales compensation not applicable
<u>OVER_SL2</u>	Sales compensation: hourly premiums
<u>OVER_SL3</u>	Sales compensation: at normal rate
<u>OVER_SL4</u>	Sales compensation: compensatory time off
<u>OVER_SL5</u>	Sales not compensated
<u>OVER_TC1</u>	Technical compensation not applicable
<u>OVER_TC2</u>	Technical compensation: hourly premiums
<u>OVER_TC3</u>	Technical compensation: at normal rate
<u>OVER_TC4</u>	Technical compensation: compensatory time off
<u>OVER_TC5</u>	Technical not compensated
<u>OVER_UN1</u>	Production workers compensation not applicable
<u>OVER_UN2</u>	Production workers compensation: hourly premiums
<u>OVER_UN3</u>	Production workers compensation: at normal rate
<u>OVER_UN4</u>	Production workers compensation: compensatory time off
<u>OVER_UN5</u>	Production workers not normally compensated

Variables Descriptions

HOURS_AD - Administrative paid hours



Numeric(5.0)

Format: ###.#

Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Clerical/Administrative

Not asked in 2000

Population

All workplaces with full-time employees.

HOURS_MN - Managers paid hours



Numeric(5.0)

Format: ###.#

Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Managers

Not asked in 2000.

Population

All workplaces with full-time employees.

HOURS_OT - Other paid hours



Numeric(5.0)

Format: ###.#

Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Other

Not asked in 2000

Population

All workplaces with full-time employees.

HOURS_PR - Professionals paid hours



Numeric(5.0)

Format: ###.#

Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Professionals

Not asked in 2000.

Population

All workplaces with full-time employees.

HOURS_SL - Sales paid hours

Numeric(5.0)

Format: ###.#

Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Marketing/Sales

Not asked in 2000

Population

All workplaces with full-time employees.

HOURS_TC - Technical paid hours

Numeric(5.0)

Format: ###.#

Description


Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Technical/Trades

Not asked in 2000

Population

All workplaces with full-time employees.

HOURS_UN - Production workers paid hours 

Numeric(5.0)

Format: ###.#

Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)


Production workers with no trade, certification

Not asked in 2000

Population

All workplaces with full-time employees.

OVER_AD1 -

Administrative
compensation not
applicable 

Numeric(1.0)

Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Clerical/
Administrative

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_AD2 -

Administrative
 compensation: hourly
 premiums
 Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums -- Clerical/administrative

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_AD3 -
Administrative
compensation: at normal
rate
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Clerical/Administrative

Not asked in 2000

Population

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_AD4 -
Administrative
compensation:
compensatory time off
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Clerical/Administrative

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_AD5 -

Administrative not compensated

Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Clerical/Administrative

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_MN1 - Managers

compensation not
applicable
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply)
(See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Managers

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_MN2 - Managers

compensation: hourly
premiums
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply)
(See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums -- Managers

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_MN3 - Managers
compensation: at normal
rate
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Managers

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_MN4 - Managers

compensation:

compensatory time off

Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Managers

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_MN5 - Managers

not compensated

Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Managers

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_OT1 - Others

compensation not applicable



Numeric(1.0)

Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Other

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_OT2 - Others

compensation: hourly

premiums

Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums -- Other

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_OT3 - Otherscompensation: at normal
rate

Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Other

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_OT4 - Others

compensation:
compensatory time off
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Other

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_OT5 - Others not compensated
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply)
(See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Other

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_PR1 - Professionals compensation not applicable
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply)
(See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Professionals

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_PR2 -

Professionals
compensation: hourly
premiums
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums -- Professionals

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_PR3 -
Professionals
compensation: at normal
rate
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Professionals

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_PR4 -
Professionals
compensation:
compensatory time off
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Professionals

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_PR5 -

Professionals not compensated
Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply)
(See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Professionals

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_SL1 - Sales

compensation not
applicable
Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Marketing/
Sales

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_SL2 - Sales

compensation: hourly
premiums
Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums -- Marketing/Sales

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_SL3 - Sales
compensation: at normal
rate
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Marketing/Sales

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_SL4 - Sales

compensation:
compensatory time off
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Marketing/Sales

Not asked in 2000

Population

All workplaces with full-time employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_SL5 - Sales not

compensated
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Marketing/Sales

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_TC1 - Technical

compensation not
applicable

Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Technical/
Trades

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_TC2 - Technical

compensation: hourly

premiums

Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums --Technical/Trades

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_TC3 - Technicalcompensation: at normal
rate

Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Technical/Trades

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_TC4 - Technical compensation:
compensatory time off
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Technical/Trades

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_TC5 - Technical

not compensated



Numeric(1.0)

Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Technical/Trades

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_UN1 - Production

workers compensation



not applicable

Numeric(1.0)

Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Production workers with no trade/certification

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_UN2 - Production

workers compensation:
hourly premiums
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums -- Production workers with no trade/certification

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_UN3 - Production

workers compensation: at
normal rate
Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Production workers with no trade/certification

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_UN4 - Production

workers compensation:
compensatory time off
Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Production workers with no trade/certification

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_UN5 - Production workers not normally compensated
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Production workers with no trade/certification

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme WORKPLACE

Training / Classroom training

EXPCMP1	Trainers' salaries
EXPCMP2	Trainees' salaries
EXPCMP3	Contracts to vendors
EXPCMP4	Direct tuition to schools or training institutions
EXPCMP5	Training materials
EXPCMP6	Travel or living costs for trainees and trainers
EXPCMP7	Overhead or office costs for training
EXPCMP8	Other training expenses
EXPCMP9	Other
SBSD_EMP	Number of subsidized employees in training
SBSD_TNG	Subsidized for training
TRNFND1	Source of funding: federal government programs
TRNFND10	Source of funding: no funding
TRNFND2	Source of funding: provincial government programs
TRNFND3	Source of funding: training trust funds
TRNFND4	Source of funding: union or employee association
TRNFND5	Source of funding: industry organizations
TRNFND6	Source of funding: employees
TRNFND7	Source of funding: equipment vendors
TRNFND8	Source of funding: other private sector organizations
TRNFND9	Source of funding: other outside sources of funding
TRNG1_1	No classroom training
TRNG1_10	Group decision-making or problem-solving
TRNG1_11	Team-building, leadership, communication
TRNG1_12	Occupational health and safety, environmental protection
TRNG1_13	Literacy or numeracy

TRNG1_14	Other training
TRNG1_2	Orientation for new employees
TRNG1_3	Managerial/supervisory training
TRNG1_4	Professional training
TRNG1_5	Apprenticeship training
TRNG1_6	Sales and marketing training
TRNG1_7	Computer/hardware
TRNG1_8	Computers/software
TRNG1_9	Other office and non-office equipment
TRNG_EXP	Training expenditures
TRN_EMP1	No of employees who received classroom training
TRN_TIM	Amount of training for largest ocp_grp

Variables Descriptions

EXPCMP1 - Trainers'

salaries

Numeric(1.0)



Description

Which of the following are included in that estimate?

Trainers' salaries

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP2 - Trainees'

salaries

Numeric(1.0)



Description

Which of the following are included in that estimate?

Trainees' salaries

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP3 - Contracts

to vendors

Numeric(1.0)



Description

Which of the following are included in that estimate?

Contracts to vendors

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP4 - Direct tuition
to schools or training
institutions
Numeric(1.0)



Description

Which of the following are included in that estimate?

Direct tuition to schools or training institutions

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP5 - Training
materials
Numeric(1.0)



Description

Which of the following are included in that estimate?

Training materials

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP6 - Travel or living costs for trainees and trainers
Numeric(1.0)



Description

Which of the following are included in that estimate?

Travel or living costs for trainees and trainers

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP7 - Overhead or office costs for training
Numeric(1.0)



Description

Which of the following are included in that estimate?

Overhead or office costs for training

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP8 - Other

training expenses

Numeric(1.0)



Description

Which of the following are included in that estimate?

Other training expenses

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP9 - Other

Numeric(1.0)



Description

Which of the following are included in that estimate?

Other, specify

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SBSD_EMP - Number of subsidized employees in training
Numeric(5.0)



Description

Between April 1st 1999 and March 31st 2000, how many employees has this workplace subsidized, reimbursed or assisted?

Population

SBSD_TNG - Subsidized for training
Numeric(1.0)



Description

Does this workplace subsidize, assist or reimburse employees for training or courses taken outside their paid working hours?

(This question is meant to be inclusive. Besides direct subsidies (i.e. helping with tuition or fees) assistance could include: helping with registration, arranging travel, arranging discounts or offering salary incentives to training)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND1 - Source of
funding: federal
government programs
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Federal government programs

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND10 - Source of
funding: no funding
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

None

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND2 - Source of funding: provincial government programs
Numeric(1.0)

**Description**

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Provincial government programs

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND3 - Source of
funding: training trust
funds
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Training trust funds

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND4 - Source of
funding: union or
employee association
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Union or employee association funding

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND5 - Source of
funding: industry
organizations
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Industry organizations

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND6 - Source of
funding: employees
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Employees

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND7 - Source of
funding: equipment
vendors
Numeric(1.0)

**Description**

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Equipment vendors

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND8 - Source of
funding: other private
sector organizations
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Other private sector organizations

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND9 - Source of
funding: other outside
sources of funding
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Other outside sources of funding

Population

All workplaces that pay for or provide classroom job-related training.

**TRNG1_1 - No
classroom training**
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: no classroom training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TRNG1_10 - Group
decision-making or
problem-solving**
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Group decision-making or problem-solving

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_11 - Team-
building, leadership,
communication
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Team-building, leadership, communication

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_12 -
Occupational health and
safety, environmental
protection
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Occupational health & safety, environmental protection

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_13 - Literacy or numeracy
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Literacy or numeracy

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_14 - Other training
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Other training, specify

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_2 - Orientation

for new employees

Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Orientation for new employees

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_3 - Managerial/

supervisory training

Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Managerial/supervisory training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_4 -

Professional training
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Professional training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_5 -

Apprenticeship training
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Apprenticeship training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_6 - Sales and
marketing training
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Sales and Marketing training

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_7 - Computer/
hardware
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Computers/ hardware

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_8 - Computers/ software Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Computers/software

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_9 - Other office and non-office equipment Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Other office and non-office equipment

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG_EXP - Training expenditures
Numeric(10.0)



Description

Please estimate this workplace's total training expenditures between April 1 2000 and March 31 2001.

Population

All workplaces that pay for or provide classroom job-related training.

TRN_EMP1 - No of employees who received classroom training
Numeric(5.0)



Description

Please estimate the number of employees who received classroom training between April 1, 2000 and March 31, 2001. (Include full-time, part-time, permanent and temporary employees)

Population

All workplaces that pay for or provide classroom job-related training.

TRN_TIM - Amount of
training for largest
ocp_grp
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did the amount of training time for the category of employees with the largest number of employees...

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Increase
2	Remain about the same
3	Decrease

Variables for Theme WORKPLACE

Training / On-the-job training

TRNG2_1	No on-the-job training
TRNG2_10	Group decision-making or problem-solving
TRNG2_11	Team-building, leadership, communication
TRNG2_12	Occupational health & safety, environmental protection
TRNG2_13	Literacy or numeracy
TRNG2_14	Other training
TRNG2_2	Orientation for new employees
TRNG2_3	Managerial/supervisory training
TRNG2_4	Professional training
TRNG2_5	Apprenticeship training
TRNG2_6	Sales and marketing training
TRNG2_7	Computer/hardware
TRNG2_8	Computer/software
TRNG2_9	Other office and non-office equipment
TRN_EMP2	No of employees who received on-the-job training

Variables Descriptions

TRNG2_1 - No on-the-job training 
 Numeric(1.0)

Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

No on-the-job training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_10 - Group decision-making or problem-solving
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Group decision-making or problem-solving

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_11 - Team-
building, leadership,
communication
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Team-building, leadership, communication

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_12 -
Occupational health &
safety, environmental
protection
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Occupational health & safety, environmental protection

Population

All workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_13 - Literacy or numeracy
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Literacy or numeracy

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_14 - Other training
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Other training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_2 - Orientation
for new employees
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Orientation for new employees

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TRNG2_3 - Managerial/
supervisory training**
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Managerial/supervisory training

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TRNG2_4 -
Professional training**
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Professional training

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_5 -

Apprenticeship training
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Apprenticeship training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_6 - Sales and
marketing training
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Sales and marketing training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TRNG2_7 - Computer/
hardware**
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Computer/hardware

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TRNG2_8 - Computer/
software**
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Computer/software

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TRNG2_9 - Other office
and non-office equipment**
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Other office and non-office equipment

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRN_EMP2 - No of
employees who received
on-the-job training
Numeric(5.0)



Description

Please estimate the number of employees who received on-the-job training between April 1 2000 and March 31 2001. (Include full-time, part-time, permanent and temporary employees).

Population

All
workplaces.

Variables for Theme WORKPLACE

Human resources practices / Work organization

Q18YEAR1	Employee suggestions
Q18YEAR2	Flexible job design
Q18YEAR3	Information sharing with employees
Q18YEAR4	Problem solving teams
Q18YEAR5	Joint labour-management committees
Q18YEAR6	Self-directed work groups
WORG10_1	Training non managers
WORG10_2	Training work group
WORG10_3	Training work supervisor
WORG10_4	Training manager/owner
WORG10_5	Training outside workplace
WORG11_1	Choice of technology non managers
WORG11_2	Choice of technology work group
WORG11_3	Choice of technology supervisor
WORG11_4	Choice of technology manager/owner
WORG11_5	Choice of technology outside workplace
WORG12_1	Product/service development non managers
WORG12_2	Product/service development work group
WORG12_3	Product/service development supervisor
WORG12_4	Product/service development manager/owner
WORG12_5	Product/service development outside workplace
WORG1_1	Daily planning non managers
WORG1_2	Daily planning work group
WORG1_3	Daily planning supervisor
WORG1_4	Daily planning manager/owner
WORG1_5	Daily planning outside workplace

<u>WORG2_1</u>	Weekly planning non managers
<u>WORG2_2</u>	Weekly planning work group
<u>WORG2_3</u>	Weekly planning supervisor
<u>WORG2_4</u>	Weekly planning manager/owner
<u>WORG2_5</u>	Weekly planning outside workplace
<u>WORG3_1</u>	Follow up of results non managers
<u>WORG3_2</u>	Follow up of results work group
<u>WORG3_3</u>	Follow up of results supervisor
<u>WORG3_4</u>	Follow up of results manager/owner
<u>WORG3_5</u>	Follow up of results outside workplace
<u>WORG4_1</u>	Customer relations non managers
<u>WORG4_2</u>	Customer relations work group
<u>WORG4_3</u>	Customer relations supervisor
<u>WORG4_4</u>	Customer relations manager/owner
<u>WORG4_5</u>	Customer relations outside workplace
<u>WORG5_1</u>	Quality control non managers
<u>WORG5_2</u>	Quality control work group
<u>WORG5_3</u>	Quality control supervisor
<u>WORG5_4</u>	Quality control manager/owner
<u>WORG5_5</u>	Quality control outside workplace
<u>WORG6_1</u>	Purchase of supplies non managers
<u>WORG6_2</u>	Purchase of supplies work group
<u>WORG6_3</u>	Purchase of supplies supervisor
<u>WORG6_4</u>	Purchase of supplies manager/owner
<u>WORG6_5</u>	Purchase of outside workplace
<u>WORG7_1</u>	Equipment maintenance non managers
<u>WORG7_2</u>	Equipment maintenance work group
<u>WORG7_3</u>	Equipment maintenance supervisor

<u>WORG7_4</u>	Equipment maintenance manager/owner
<u>WORG7_5</u>	Equipment maintenance outside workplace
<u>WORG8_1</u>	Staffing level non managers
<u>WORG8_2</u>	Staffing level work group
<u>WORG8_3</u>	Staffing level supervisor
<u>WORG8_4</u>	Staffing level manager/owner
<u>WORG8_5</u>	Staffing level outside workplace
<u>WORG9_1</u>	Filling vacancies non managers
<u>WORG9_2</u>	Filling vacancies work group
<u>WORG9_3</u>	Filling vacancies supervisor
<u>WORG9_4</u>	Filling vacancies manager/owner
<u>WORG9_5</u>	Filling vacancies outside workplace
<u>WRK_ORG1</u>	Employee suggestions
<u>WRK_ORG2</u>	Flexible job design
<u>WRK_ORG3</u>	Information sharing with employees
<u>WRK_ORG4</u>	Problem solving teams
<u>WRK_ORG5</u>	Joint Labour-Management committees
<u>WRK_ORG6</u>	Self-directed work groups

Variables Descriptions

Q18YEAR1 - Employee suggestions 

Numeric(4.0)

Format: YYYY

Description

For non-managerial employees, what year were the following practices implemented on a formal basis in your workplace?

Employee's suggestion program

(Includes employee survey feedback)

Not asked in 2000.

Population

All workplaces that have more than 10 employees.

Q18YEAR2 - Flexible job design



Numeric(4.0)

Format: YYYY

Description

For non-managerial employees, what year were the following practices implemented on a formal basis in your workplace?

Flexible job design

(Includes job rotation, job enrichment/redesign (broadened job definitions), job enrichment (increased skills, variety or autonomy of work))

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Q18YEAR3 - Information sharing with employees



Numeric(4.0)

Format: YYYY

Description

For non-managerial employees, what year were the following practices implemented on a formal basis in your workplace?

Information sharing with employees

(For example, with respect to firm's performance, colleagues' wages technological or organizational changes, etc. This implied that employees have some feedback on policies)

Not asked in 2000.

Population

All workplaces that have more than 10 employees.

Q18YEAR4 - Problem solving teams

Numeric(4.0)

Format: YYYY

Description

For non-managerial employees, what year were the following practices implemented on a formal basis in your workplace?

Problem solving teams

(Responsibilities of teams are limited to specific areas such as quality or work flow (i.e. narrower range of responsibilities than Self-directed work groups)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Q18YEAR5 - Joint labour-management committees

Numeric(4.0)

Format: YYYY

Description

For non-managerial employees, what year were the following practices implemented on a formal basis in your workplace?

Joint labour-management committees

(Include non-legislated joint labour-management committees and task teams that generally cover a broad range of issues, yet tend to be consultative in nature)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Q18YEAR6 - Self-directed work groups

Numeric(4.0)

Format: YYYY

Description

For non-managerial employees, what year were the following practices implemented on a formal basis in your workplace?

Self-directed work groups

(Semi-autonomous work groups or mini-enterprise work groups that have a high level of responsibility for a wide range of decisions/issues)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

WOR10_1 - Training

non managers

Numeric(1.0)

Description

Who normally makes decisions with respect to the following activities?

Training -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG10_2 - Training

work group

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Training -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG10_3 - Training

work supervisor

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Training -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG10_4 - Training
manager/owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Training -- Senior Manager/business owner

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG10_5 - Training
outside workplace
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Training -- Individual or group outside workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG11_1 - Choice of
technology non managers
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the
following activities?

Choice of production technology --Non-managerial
employee

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG11_2 - Choice of
technology work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Choice of production technology -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG11_3 - Choice of
technology supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Choice of production technology -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG11_4 - Choice of
technology manager/
owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Choice of production technology -- Senior Manager/
business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG11_5 - Choice of
technology outside
workplace
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Choice of production technology -- Individual or group outside workplace

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG12_1 - Product/
service development non
managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Product/service development -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG12_2 - Product/
service development
work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Product/service development -- Work group

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORGI2_3 - Product/
service development
supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Product/service development -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORGI2_4 - Product/
service development
manager/owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Product/service development -- Senior Manager/
business owner

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR12_5 - Product/
service development
outside workplace
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Product/service development -- Individual or group outside workplace

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG1_1 - Daily
planning non managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Daily planning of individual work -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG1_2 - Daily
planning work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Daily planning of individual work -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG1_3 - Daily
 planning supervisor
 Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Daily planning of individual work -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG1_4 - Daily
 planning manager/owner
 Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Daily planning of individual work --Senior Manager/
 business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG1_5 - Daily
planning outside
workplace
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the following activities?

Daily planning of individual work -- Individual or group outside workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG2_1 - Weekly
planning non managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Weekly planning of individual work -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG2_2 - Weekly
planning work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Weekly planning of individual work -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR2_3 - Weekly
planning supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Weekly planning of individual work -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR2_4 - Weekly
planning manager/owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Weekly planning of individual work -- Senior Manager/
business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG2_5 - Weekly

planning outside
workplace



Numeric(1.0)

Description

Who normally makes decisions with respect to the following activities?

Weekly planning of individual work -- Individual or group outside workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR3_1 - Follow up of
results non managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Follow-up of results -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR3_2 - Follow up
of results work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Follow-up of results --Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR3_3 - Follow up
of results supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Follow-up of results --Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR3_4 - Follow up of
results manager/owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Follow-up of results -- Senior Manager/business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG3_5 - Follow up of
results outside workplace
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the
following activities?

Follow-up of results -- Individual or group outside
workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG4_1 - Customer relations non managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Customer relations -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG4_2 - Customer relations work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Customer relations -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR4_3 - Customer relations supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Customer relations -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR4_4 - Customer relations manager/owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Customer relations --Senior Manager/business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR64_5 - Customer
relations outside
workplace
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the
following activities?

Customer relations -- Individual or group outside
workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORGE5_1 - Quality
control non managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Quality control -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORGE5_2 - Quality
control work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Quality control -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORGE5_3 - Quality

control supervisor

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Quality control -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORGE5_4 - Quality

control manager/owner

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Quality control -- Senior Manager/business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG5_5 - Quality
control outside workplace
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the
following activities?

Quality control -- Individual or group outside
workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR6_1 - Purchase of
supplies non managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Purchase of necessary supplies -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR6_2 - Purchase of
supplies work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Purchase of necessary supplies -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR66_3 - Purchase of
supplies supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Purchase of necessary supplies -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR66_4 - Purchase of
supplies manager/owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Purchase of necessary supplies -- Senior Manager/
business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG6_5 - Purchase
of outside workplace
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the
following activities?

Purchase of necessary supplies -- Individual or group
outside workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG7_1 - Equipment
maintenance non
managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Maintenance of machinery and equipment --Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG7_2 - Equipment
maintenance work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Maintenance of machinery and equipment -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR7_3 - Equipment
maintenance supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Maintenance of machinery and equipment -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR7_4 - Equipment
maintenance manager/
owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Maintenance of machinery and equipment -- Senior Manager/business owner

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG7_5 - Equipment maintenance outside workplace
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Maintenance of machinery and equipment -- Individual or group outside workplace

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG8_1 - Staffing

level non managers

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Setting staffing levels --Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG8_2 - Staffing

level work group

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Setting staffing levels -- Work group

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG8_3 - Staffing

level supervisor

Numeric(1.0)

**Description**

Who normally makes decisions with respect to the following activities?

Setting staffing levels -- Work supervisor

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG8_4 - Staffing

level manager/owner

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Setting staffing levels -- Senior Manager/business owner

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG8_5 - Staffing

level outside workplace

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Setting staffing levels -- Individual or group outside workplace

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG9_1 - Filling vacancies non managers
 Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Filling vacancies -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG9_2 - Filling vacancies work group
 Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Filling vacancies --Work group

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR9_3 - Filling
vacancies supervisor
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the following activities?

Filling vacancies -- Work supervisor

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR9_4 - Filling
vacancies manager/
owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Filling vacancies -- Senior Manager/business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR9_5 - Filling
vacancies outside
workplace
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Filling vacancies --Individual or group outside
workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WRK_ORG1 -

Employee suggestions



Numeric(1.0)

Description

For non-managerial employees, which of the following practices exist on a formal basis in your workplace?

Employee's suggestion program

(Includes employee survey feedback)

Not asked in 2000.

Population

All workplaces that have more than 10 employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WRK_ORG2 - Flexible

job design

Numeric(1.0)



Description

For non-managerial employees, which of the following practices exist on a formal basis in your workplace?

Flexible job design

(Includes job rotation, job enrichment/redesign (broadened job definitions), job enrichment (increased skills, variety or autonomy of work))

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WRK_ORG3 -

Information sharing with employees

Numeric(1.0)



Description

For non-managerial employees, which of the following practices exist on a formal basis in your workplace?

Information sharing with employees

(For example, with respect to firm's performance, colleagues' wages technological or organizational changes, etc. This implied that employees have some feedback on policies)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WRK_ORG4 - Problem

solving teams

Numeric(1.0)

**Description**

For non-managerial employees, which of the following practices exist on a formal basis in your workplace?

Problem solving teams

(Responsibilities of teams are limited to specific areas such as quality or work flow (i.e. narrower range of responsibilities than Self-directed work groups)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**WRK_ORG5 - Joint
Labour-Management
committees**
Numeric(1.0)



Description

For non-managerial employees, which of the following practices exist on a formal basis in your workplace?

Joint labour-management committees

(Include non-legislated joint labour-management committees and task teams that generally cover a broad range of issues, yet tend to be consultative in nature)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**WRK_ORG6 - Self-
directed work groups**
Numeric(1.0)



Description

For non-managerial employees, which of the following practices exist on a formal basis in your workplace?

Self-directed work groups

(Semi-autonomous work groups or mini-enterprise work groups that have a high level of responsibility for a wide range of decisions/issues)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Theme WORKPLACE

Human resources practices / Organizational change

DOWNSIZE	Number of employees downsized
IMPACT1	Impact on profitability
IMPACT10	Impact on absenteeism
IMPACT11	Impact on number of levels in hierarchy
IMPACT12	Impact on quality of products/ services
IMPACT13	Impact on time between order and delivery
IMPACT14	Impact on ability to measure performance
IMPACT2	Impact on costs
IMPACT3	Impact on labour-management relationship
IMPACT4	Impact on product/service differentiation
IMPACT5	Impact on productivity
IMPACT6	Impact on labour turnover
IMPACT7	Impact on automation of production processes
IMPACT8	Impact on level of inventories
IMPACT9	Impact on used time for physical plant and equipment
OBJCHG1	Objective: introduce new technology
OBJCHG10	Objective: Increase the pace of innovation
OBJCHG11	Objective: other, specify
OBJCHG2	Objective: reduce costs
OBJCHG3	Objective: respond to an amalgamation or a take-over
OBJCHG4	Objective: increase product differentiation
OBJCHG5	Objective: increase product and service quality
OBJCHG6	Objective: increase hours of operation
OBJCHG7	Objective: reduce inventories
OBJCHG8	Objective: reduce time between orders and deliveries

<u>OBJCHG9</u>	Objective: raise productivity
<u>ORGCHG1</u>	Greater integration among different functional areas
<u>ORGCHG10</u>	Reduction in the number of managerial levels
<u>ORGCHG11</u>	Greater reliance on job rotation, multi-skilling
<u>ORGCHG12</u>	Implementation of total quality management
<u>ORGCHG13</u>	Greater reliance on external suppliers of prod./serv.
<u>ORGCHG14</u>	Greater inter-firm collaboration in R&D, production
<u>ORGCHG15</u>	Other, specify
<u>ORGCHG2</u>	Increase in degree of centralization
<u>ORGCHG3</u>	Downsizing
<u>ORGCHG4</u>	Decrease in degree of centralization
<u>ORGCHG5</u>	Greater reliance on temporary workers
<u>ORGCHG6</u>	Greater reliance on part-time workers
<u>ORGCHG7</u>	Re-engineering
<u>ORGCHG8</u>	Increase in overtime hours
<u>ORGCHG9</u>	Adoption of flexible working hours
<u>S_CHG</u>	Most important organizational change

Variables Descriptions

DOWNSIZE - Number of employees downsized
 Numeric(5.0)



Description

If you answered "Downsizing", by how many employees did you reduce your workforce?

Population

All workplaces that have experienced an organizational change.

IMPACT1 - Impact on
profitability
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Profitability

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT10 - Impact on
absenteeism
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Absenteeism

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT11 - Impact on
number of levels in
hierarchy
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Number of levels in hierarchy

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT12 - Impact on
quality of products/
services
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Quality of products/services

Population

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT13 - Impact on
time between order and
delivery
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Time between order and delivery

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT14 - Impact on ability to measure performance
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Ability to measure performance

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT2 - Impact on

costs

Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Costs

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT3 - Impact on

labour-management

relationship

Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Labour-management relationship

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT4 - Impact on
product/service
differentiation
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Product/service differentiation

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT5 - Impact on
productivity
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Productivity

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT6 - Impact on
labour turnover
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Labour turnover

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT7 - Impact on
automation of production
processes
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Automation of production processes

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT8 - Impact on
level of inventories
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Level of inventories

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT9 - Impact on
used time for physical
plant and equipment
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Used time for physical plant and equipment

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

OBJCHG1 - Objective:
introduce new technology
Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To introduce new technology

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG10 - Objective:

Increase the pace of
innovation
Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To increase the pace of innovation

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG11 - Objective:

other, specify
Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

Other, specify

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG2 - Objective:

reduce costs
Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To reduce costs

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG3 - Objective:

respond to an
amalgamation or a take-
over
Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To respond to an amalgamation or a take-over

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG4 - Objective:

increase product
differentiation
Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To increase product differentiation

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG5 - Objective:

increase product and
service quality
Numeric(1.0)

**Description**

What were the objectives of this most significant
organizational change? (Check all that apply)

To increase product and service quality

Population

All workplaces that have experienced an
organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG6 - Objective:

increase hours of
operation
Numeric(1.0)

**Description**

What were the objectives of this most significant
organizational change? (Check all that apply)

To increase hours of operation

Population

All workplaces that have experienced an
organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG7 - Objective:

reduce inventories

Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To reduce inventories

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG8 - Objective:

reduce time between orders and deliveries

Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To reduce time between orders and deliveries

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG9 - Objective:

raise productivity

Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To raise productivity

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG1 - Greater
integration among
different functional areas
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Greater integration among different functional areas

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG10 - Reduction in the number of managerial levels
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Reduction in the number of managerial levels

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG11 - Greater
reliance on job rotation,
multi-skilling
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Greater reliance on job rotation, multi-skilling

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG12 -

Implementation of total
quality management
Numeric(1.0)

**Description**

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Implementation of total quality management

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**ORGCHG13 - Greater
reliance on external
suppliers of prod./serv.**
Numeric(1.0)

**Description**

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Greater reliance on external suppliers of products/
services (outsourcing)

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG14 - Greater
inter-firm collaboration in
R&D, production
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Greater inter-firm collaboration in R&D, production or marketing

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG15 - Other,

specify
Numeric(1.0)

**Description**

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Other, specify

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG2 - Increase in

degree of centralization
Numeric(1.0)

**Description**

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Increase in the degree of centralization

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG3 -

Downsizing
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Downsizing (reducing the number of employees on payroll to reduce expenses; it is part of a reorganization in the workplace and not simply a response to a drop in demand)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG4 - Decrease
in degree of centralization
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Decrease in the degree of centralization

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG5 - Greater
reliance on temporary
workers
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Greater reliance on temporary workers

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG6 - Greater reliance on part-time workers
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Greater reliance on part-time workers

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG7 - Re-engineering
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Re-engineering (redesigning processes to improve performance and cost)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG8 - Increase in overtime hours
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Increase in overtime hours

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG9 - Adoption of flexible working hours
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Adoption of flexible working hours

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

S_CHG - Most important
organizational change
Numeric(1.0)



Description

Which organizational change affected the greatest number of employees between April 1, 2000 and March 31, 2001? (Check one answer only)

NOTE: FOR THIS VARIABLE, THE 1999 and 2000 CODESET ARE IN A DIFFERENT ORDER, FOLLOW THE ORDER OF THE QUESTIONNAIRE.

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Downsizing (reducing number of employees on payrolls to reduce expenses)
10	Reduction in the number of managerial levels (Delaying)
11	Greater reliance on job rotation, multi-skilling
12	Implementation of total quality management
13	Greater reliance on external suppliers of products/services (outsourcing)
14	Greater inter-firm collaboration in R&D, production or marketing
15	Other
2	Re-engineering (focusing on the redesign of business processes to improve performance and cost)
3	Greater integration among different functional areas

- 4 Increase in the degree of centralization with elimination of decentralized sub-offices
- 5 Decrease in the degree of centralization
- 6 Greater reliance on temporary workers
- 7 Greater reliance on part-time workers
- 8 Increase in overtime hours
- 9 Adoption of flexible working hours

Variables for Theme WORKPLACE

Business strategy / General business strategy

STRTRY1	Strategy: undertaking R&D
STRTRY10	Strategy: reorganizing the work process
STRTRY11	Strategy: enhance labour-management cooperation
STRTRY12	Strategy: increase employee's skills
STRTRY13	Strategy: increase employee involvement
STRTRY14	Strategy: improve coordination with customer/supplier
STRTRY15	Strategy: improve measures of performance
STRTRY2	Strategy: develop new products/services
STRTRY3	Strategy: develop new production/operating techniques
STRTRY4	Strategy: expanding in new geographic markets
STRTRY5	Strategy: total quality management
STRTRY6	Strategy: improve product/service quality
STRTRY7	Strategy: reduce labour costs
STRTRY8	Strategy: use more part-time, temporary or contract
STRTRY9	Strategy: reduce other operating costs

Variables Descriptions

STRTGY1 - Strategy:

undertaking R&D

Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Undertaking research and development

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY10 - Strategy:

reorganizing the work

process

Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Reorganizing the work process

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY11 - Strategy:
enhance labour-
management cooperation
Numeric(1.0)



Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Enhancing labour-management cooperation

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY12 - Strategy:

increase employee's
skills

Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy.

Increasing employee' skills

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY13 - Strategy:

increase employee
involvement

Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Increasing employee involvement/ participation

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY14 - Strategy:
improve coordination with
customer/supplier
Numeric(1.0)



Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Improving co-ordination with customers and suppliers

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY15 - Strategy:

improve measures of
performance
Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Improving measures of performance

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY2 - Strategy:

develop new products/
services
Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Developing new products/services

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY3 - Strategy:
develop new production/
operating techniques
Numeric(1.0)



Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Developing new production/ operating techniques

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY4 - Strategy:

expanding in new
geographic markets
Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Expanding into new geographic markets

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY5 - Strategy:

total quality management
Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy.

Total quality management

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY6 - Strategy:
improve product/service
quality
Numeric(1.0)



Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Improving product/service quality

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY7 - Strategy:

reduce labour costs



Numeric(1.0)

Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Reducing labour costs

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY8 - Strategy: usemore part-time, temporary
or contract

Numeric(1.0)

Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy.

Using more part-time, temporary or contract workers

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY9 - Strategy:
reduce other operating
costs
Numeric(1.0)



Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Reducing other operating costs

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

Variables for Theme WORKPLACE

Business strategy / Competition

CMP_CAN	Competitions with Canadian-owned firms
CMP_FRM	Number of firms competing in most important market
CMP_LOC	Competitions with locally-owned firms
CMP_NONE	No Competition from other firms
CMP_OTH	Competitions with Other internationally-owned enterprises (other
CMP_USA	Competitions with American-owned firms
LEV_CAN	Level of competition from Canadian-owned firms
LEV_LOC	Level of competition from locally-owned firms
LEV_OTH	Level of competition from other internationally-owned firms
LEV_USA	Level of competition from American-owned firms
MRKT_CAN	Market areas (rest of Canada)
MRKT_LOC	Market areas (local market)
MRKT_USA	Market areas (U.S.A.)
MRKT_WLD	Market areas (Rest of the world)
PRC_LEV	Level of price compared to competitors
PRF39_A	Rating of productivity compared to competitors
PRF39_B	Rating of sales growth compared to competitors
PRF39_C	Rating of profitability compared to competitors

Variables Descriptions

CMP_CAN -
Competitions with
Canadian-owned firms
Numeric(1.0)



Description

Do you directly compete with locally, Canadian or internationally-owned firms? (Check all that apply).

Yes, Canadian-owned enterprises

Not asked in 2000

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CMP_FRM - Number of
firms competing in most
important market
Numeric(1.0)



Description

Please indicate how many firms (whether based in Canada or not) offer products/services directly competing with yours in your most important market. Your most important market is represented by the highest percentage in Question 35.

Products directly competing refers to products/ services, whether brand name or generic, that compete directly with yours in the same market. In other words, products/services which compete with yours to satisfy the same needs of the same customers.

Not asked in 2000

Population

All workplaces that have competition.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	0
2	1 to 5
3	6 to 20
4	Over 20

CMP_LOC -

Competitions with locally-owned firms



Numeric(1.0)

Description

Do you directly compete with locally, Canadian or internationally-owned firms? (Check all that apply).

Yes, locally-owned firms

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CMP_NONE - No
Competition from other
firms
Numeric(1.0)



Description

Do you directly compete with locally, Canadian or internationally –owned firms? (Check all that apply).

No

Not asked in 2000

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CMP_OTH - Competitions
with Other internationally-
owned enterprises (other
Numeric(1.0)



Description

Do you directly compete with locally, Canadian or internationally-owned firms? (Check all that apply).

Yes, other internationally-owned enterprises (other than american).

Not asked in 2000

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CMP_USA -
 Competitions with
 American-owned firms
 Numeric(1.0)



Description

Do you directly compete with locally, Canadian or internationally -owned firms? (Check all that apply).

Yes, American-owned enterprises

Not asked in 2000

Population

All
 workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEV_CAN - Level of
 competition from
 Canadian-owned firms
 Numeric(1.0)



Description

To what extent do these firms offer significant competition to your business?

Significant competition refers to a situation where other firms market products/services similar to yours which could be purchased by your customers

Canadian-owned

Not asked in 2000

Population

All workplaces that have competition.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial
7	Don't Know

LEV_LOC - Level of competition from locally-owned firms
Numeric(1.0)



Description

To what extent do these firms offer significant competition to your business?

Significant competition refers to a situation where other firms market products/services similar to yours which could be purchased by your customers

Locally-owned

Not asked in 2000

Population

All workplaces that have competition.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial
7	Don't Know

LEV_OTH - Level of competition from other internationally-owned firms
Numeric(1.0)



Description

To what extent do these firms offer significant competition to your business?

Significant competition refers to a situation where other firms market products/services similar to yours which could be purchased by your customers

Other internationally-owned

Not asked in 2000

Population

All workplaces that have competition.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial
7	Don't Know

LEV_USA - Level of competition from American-owned firms
Numeric(1.0)



Description

To what extent do these firms offer significant competition to your business?

Significant competition refers to a situation where other firms market products/services similar to yours which could be purchased by your customers

American-owned firms

Not asked in 2000

Population

All workplaces that have competition.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial
7	Don't Know

MRKT_CAN - Market areas (rest of Canada)



Numeric(3.0)

Format: ##.#

Description

Between April 1, 2000 and March 31, 2001, what percentage of your total sales from all products and services were in each of the following market areas:

Rest of Canada

Population

All workplaces.

MRKT_LOC - Market areas (local market)

Numeric(3.0)

Format: ##.#

Description

Between April 1, 2000 and March 31, 2001, what percentage of your total sales from all products and services were in each of the following market areas:

local market (same municipality or county)

Population

All
workplaces.

MRKT_USA - Market areas (U.S.A.)

Numeric(3.0)

Format: ##.#

Description

Between April 1, 2000 and March 31, 2001, what percentage of your total sales from all products and services were in each of the following market areas:

U.S.A.

Population

All
workplaces.

MRKT_WLD - Market areas (Rest of the world)

Numeric(3.0)

Format: ##.#

Description

Between April 1, 2000 and March 31, 2001, what percentage of your total sales from all products and services were in each of the following market areas:

Rest of the world

Population

All
workplaces.

PRC_LEV - Level of
price compared to
competitors
Numeric(1.0)



Description

Please indicate the general price level of your products/services relative to the price level of your main competitors in your most important market.

Not asked in 2000

Population

All workplaces that have competition with at least one firm.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Higher
2	About the same
3	Lower

PRF39_A - Rating of
productivity compared to
competitors
Numeric(1.0)



Description

Compared to your main competitors, how would you rate your workplace's performance between April 1, 1999 and March 31st 2000 in each of the following areas? Productivity

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Much worse
2	Worse
3	About the same
4	Better
5	Much better
6	Don't know

PRF39_B - Rating of sales growth compared to competitors
 Numeric(1.0)



Description

Compared to your main competitors, how would you rate your workplace's performance between April 1, 1999 and March 31st 2000 in each of the following areas? sales growth

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Much worse
2	Worse
3	About the same
4	Better
5	Much better
6	Don't know

PRF39_C - Rating of
profitability compared to
competitors
Numeric(1.0)



Description

Compared to your main competitors, how would you rate your workplace's performance between April 1, 1999 and March 31st 2000 in each of the following areas? Profitability

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Much worse
2	Worse
3	About the same
4	Better
5	Much better
6	Don't know

Variables for Theme WORKPLACE

Technology use / Computer

CPU_USER	Number of employees using computers
EFFECT1	Effect of implementation: profit margin
EFFECT10	Effect of implementation: material requirements
EFFECT11	Effect of implementation: design costs
EFFECT12	Effect of implementation: shares in local market
EFFECT13	Effect of implementation: shares reg./ national market
EFFECT14	Effect of implementation: shares foreign markets
EFFECT15	Effect of implementation: interactions with customers
EFFECT16	Effect of implementation: interactions with suppliers
EFFECT17	Effect of implementation: Environmental regulations
EFFECT18	Effect of implementation: health & safety regulations
EFFECT19	Effect of implementation: other, specify
EFFECT2	Effect of implementation: quality of product/service
EFFECT20	Effect of implementation: other, specify
EFFECT21	Effect of implementation: other, specify
EFFECT3	Effect of implementation: technological capabilities
EFFECT4	Effect of implementation: working conditions
EFFECT5	Effect of implementation: lead times
EFFECT6	Effect of implementation: range of products/services
EFFECT7	Effect of implementation: labour requirements
EFFECT8	Effect of implementation: energy requirements
EFFECT9	Effect of implementation: capital requirements

<u>FACTOR1</u>	Lack of financial resources
<u>FACTOR10</u>	Other
<u>FACTOR11</u>	None
<u>FACTOR2</u>	Lack of skilled personnel
<u>FACTOR3</u>	Lack of information on technologies
<u>FACTOR4</u>	Lack of information on markets
<u>FACTOR5</u>	Deficiencies in availability of external tech. serv.
<u>FACTOR6</u>	Internal resistance to change
<u>FACTOR7</u>	Barriers to cooperation with other firms
<u>FACTOR8</u>	Barriers to cooperation with institutions
<u>FACTOR9</u>	Government standards and regulations
<u>RSLT_MN</u>	Effect on number of managers
<u>RSLT_NM</u>	Effect on number of non-management employees
<u>RSLT_SK</u>	Effect on skill requirements

Variables Descriptions

CPU_USER - Number of employees using computers
Numeric(5.0)



Description

At this location, how many employees currently use computers as part of their normal working duties?

(By computers we mean a microcomputer, personal computer, minicomputer, mainframe computer or laptop that can be programmed to perform a variety of operations.

Population

All workplaces.

EFFECT1 - Effect of
implementation: profit
margin
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Profit margin

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT10 - Effect of
implementation: material
requirements
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Material requirements

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT11 - Effect of implementation: design costs
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Design costs

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT12 - Effect of implementation: shares in local market
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Shares in local market (municipality or county)

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT13 - Effect of implementation: shares reg./ national market
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Shares in regional or national markets

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT14 - Effect of implementation: shares foreign markets
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Shares in foreign markets

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT15 - Effect of implementation: interactions with customers
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Interactions with customers

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT16 - Effect of implementation: interactions with suppliers
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Interactions with suppliers

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT17 - Effect of implementation:
Environmental regulations
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Environmental regulations

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT18 - Effect of implementation: health & safety regulations
 Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Health and safety regulations

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT19 - Effect of implementation: other, specify
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Other, specify

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT2 - Effect of implementation: quality of product/service
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects has this implementation had on the following factors?

Quality of products or services

Population

All workplaces that had a technology implementation

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT20 - Effect of implementation: other, specify
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Other, specify

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT21 - Effect of implementation: other, specify
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Other, specify

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT3 - Effect of implementation: technological capabilities
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Technological capabilities

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT4 - Effect of implementation: working conditions
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Working conditions

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT5 - Effect of implementation: lead times
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Lead times

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT6 - Effect of implementation: range of products/services
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Range of products or services

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT7 - Effect of implementation: labour requirements
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Labour requirements

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT8 - Effect of
implementation: energy
requirements
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Energy requirements

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT9 - Effect of
implementation: capital
requirements
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Capital requirements

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

FACTOR1 - Lack of financial resources
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Lack of financial resources

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR10 - Other



Numeric(1.0)

Description

Which of the following factors impede the implementation of new technology in your workplace?

Other, specify

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR11 - None



Numeric(1.0)

Description

Which of the following factors impede the implementation of new technology in your workplace?

None

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR2 - Lack of skilled personnel
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Lack of skilled personnel

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR3 - Lack of information on technologies
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Lack of information on technologies

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR4 - Lack of information on markets
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Lack of information on markets

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR5 - Deficiencies in availability of external tech. serv.
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Deficiencies in the availability of external technical services

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR6 - Internal resistance to change
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Internal resistance to change

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR7 - Barriers to cooperation with other firms
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Barriers to cooperation with other firms

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR8 - Barriers to cooperation with institutions
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Barriers to cooperation with scientific and education institutions

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR9 - Government standards and regulations
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Government standards and regulations

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RSLT_MN - Effect on number of managers
Numeric(1.0)



Description

As a result of the implementation of this technology, has the number of managers in this workplace...

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	increased?
2	remained about the same?
3	decreased?

RSLT_NM - Effect on
number of non-
management employees
Numeric(1.0)



Description

As a result of the implementation of this technology,
has the number of non-management employees in
this workplace...

Population

All workplaces that had a technology
implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	increased?
2	remained about the same?
3	decreased?

RSLT_SK - Effect on
skill requirements
Numeric(1.0)



Description

As a result of the implementation of this technology,
have the skill requirements of employees...

Population

All workplaces that had a technology
implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	increased?
2	remained about the same?
3	decreased?

Variables for Theme WORKPLACE

Technology use / New software and/or hardware

<u>DATE44B1</u>	Date of most recent implementation (MRI)
<u>DATE44B2</u>	Date of second most recent implementation (SMRI)
<u>NEW_SOFT</u>	Implementation of new software application or hardware
<u>SFT_AD1</u>	Administrative using MRI
<u>SFT_AD2</u>	Administrative using SMRI
<u>SFT_CST1</u>	Cost of MRI
<u>SFT_CST2</u>	Cost of SMRI
<u>SFT_DUR1</u>	Duration of training for MRI
<u>SFT_DUR2</u>	Duration of training for SMRI
<u>SFT_MN1</u>	Managers using MRI
<u>SFT_MN2</u>	Managers using SMRI
<u>SFT_OT1</u>	Others using MRI
<u>SFT_OT2</u>	Others using SMRI
<u>SFT_PR1</u>	Professionals using MRI
<u>SFT_PR2</u>	Professionals using SMRI
<u>SFT_SL1</u>	Sales using MRI
<u>SFT_SL2</u>	Sales using SMRI
<u>SFT_TC1</u>	Technical using MRI
<u>SFT_TC2</u>	Technical using SMRI
<u>SFT_TRN1</u>	No of employees trained for MRI
<u>SFT_TRN2</u>	No of employees trained for SMRI
<u>SFT_UN1</u>	Production workers using MRI
<u>SFT_UN2</u>	Production workers using SMRI
<u>SFT_USE1</u>	No of employees using MRI
<u>SFT_USE2</u>	No of employees using SMRI

DATE44B1 - Date of most recent implementation (MRI)



Character(6.0)

Format: YYYYMM

Description

When was the most recent implementation (mri) of new software or hardware?

Population

All workplaces that have employees using computers as part of their normal working duties.

DATE44B2 - Date of second most recent implementation (SMRI)



Character(6.0)

Format: YYYYMM

Description

When was the next recent implementation of new software or hardware (nmri)?

Population

All workplaces that have employees using computers as part of their normal working duties.

**NEW_SOFT -
Implementation of new
software application or
hardware**



Numeric(1.0)

Description

Between April 1, 2000 and March 31, 2001, has your workplace implemented a major new software application and/or hardware installation?

Here we are speaking of hardware installations or entirely new applications rather than upgrades. In either case, the implementations would affect at least half of the users in the workplace or a department within the workplace.

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_AD1 -

Administrative using MRI



Numeric(1.0)

Description

Which of the following groups use this software or hardware?

Clerical/Administrative

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_AD2 -
Administrative using
SMRI
Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Clerical/Administrative

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_CST1 - Cost of
MRI
Numeric(10.0)



Description

What was the approximate cost of implementing this new software or hardware to this workplace?

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_CST2 - Cost of

SMRI

Numeric(10.0)

**Description**

What was the approximate cost of implementing this new software or hardware to this workplace?

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_DUR1 - Duration of training for MRI

Numeric(5.0)

Format: #####.#

**Description**

What was the usual duration of the training?

Include only the formal training period; do not include the apprenticeship period in adapting to this technological change.

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_DUR2 - Duration of training for SMRI

Numeric(5.0)

Format: #####.#

**Description**

What was the usual duration of the training?

Include only the formal training period; do not include the apprenticeship period in adapting to this technological change.

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_MN1 - Managers

using MRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Managers

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_MN2 - Managers

using SMRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Managers

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_OT1 - Others
using MRI
Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Other

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_OT2 - Others

using SMRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Other

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_PR1 -

Professionals using MRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Professionals

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_PR2 -

Professionals using
SMRI
Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Professionals

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_SL1 - Sales using
MRI
Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Marketing/Sales

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_SL2 - Sales using
SMRI
Numeric(1.0)

**Description**

Which of the following groups use this software or hardware?

Marketing/Sales

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_TC1 - Technical

using MRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Technical/Trades

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_TC2 - Technical

using SMRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Technical/Trades

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_TRN1 - No of
employees trained for
MRI
Numeric(5.0)



Description

How many employees received training directly related to this software or hardware?

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_TRN2 - No of
employees trained for
SMRI
Numeric(5.0)



Description

How many employees received training directly related to this software or hardware?

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_UN1 - Production

workers using MRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Production workers with no trade/certification

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_UN2 - Production

workers using SMRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Production workers with no trade/certification

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_USE1 - No of
employees using MRI
Numeric(5.0)



Description

How many employees use this new software or hardware?

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_USE2 - No of
employees using SMRI
Numeric(5.0)



Description

How many employees use this new software or hardware?

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Variables for Theme WORKPLACE

Technology use / Computer-control. or computer-assis. Technology

CPU_CTRL	Implementation of computer-controlled/assisted tech.
CTL_AD1	Administrative using MRI
CTL_AD2	Administrative using SMRI
CTL_CST1	Cost of MRI
CTL_CST2	Cost of SMRI
CTL_DUR1	Duration of training for MRI
CTL_DUR2	Duration of training for SMRI
CTL_MN1	Managers using MRI
CTL_MN2	Managers using SMRI
CTL_OT1	Others using MRI
CTL_OT2	Other workers using SMRI
CTL_PR1	Professionals using MRI
CTL_PR2	Professionals using SMRI
CTL_SL1	Sales using MRI
CTL_SL2	Sales using SMRI
CTL_TC1	Technical using MRI
CTL_TC2	Technical using SMRI
CTL_TRN1	No of employees trained for MRI
CTL_TRN2	No of employees trained for SMRI
CTL_UN1	Production workers using MRI
CTL_UN2	Production workers using SMRI
CTL_USE1	No of employees using MRI
CTL_USE2	No of employees using SMRI
DATE45B1	Date of most recent implementation (MRI)
DATE45B2	Date of second most recent implementation

Variables Descriptions

CPU_CTRL -

Implementation of
computer-controlled/
assisted tech.
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, has your workplace implemented a computer-controlled or computer-assisted technology?

(For example, retail scanning technologies, manufacturing robots, optical, laser, audio, photographic technologies, hydraulic or other mechanical technologies)

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_AD1 -

Administrative using MRI
Numeric(1.0)



Description

Which of the following groups use this new technology?

Clerical/Administrative

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_AD2 -

Administrative using

SMRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Clerical/Administrative

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_CST1 - Cost of

MRI

Numeric(10.0)

**Description**

What was the approximate cost of implementing this technology in this workplace?

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

CTL_CST2 - Cost of

SMRI

Numeric(10.0)

**Description**

What was the approximate cost of implementing this technology to this workplace)?

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

CTL_DUR1 - Duration of

training for MRI

Numeric(5.0)

**Description**

What was the usual duration of the training?

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

CTL_DUR2 - Duration of
training for SMRI
Numeric(5.0)



Description

What was the usual duration of the
training?

(Next most recent implementation)

Population

All workplaces that have implemented computer-
controlled or computer-assisted technology.

CTL_MN1 - Managers
using MRI
Numeric(1.0)



Description

Which of the following groups use this new
technology?

Managers

(Most recent implementation)

Population

All workplaces that have implemented computer-
controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_MN2 - Managers

using SMRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Managers

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_OT1 - Others

using MRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Other

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**CTL_OT2 - Other
workers using SMRI**
Numeric(1.0)



Description

Which of the following groups use this new technology?

Other

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**CTL_PR1 -
Professionals using MRI**
Numeric(1.0)



Description

Which of the following groups use this new technology?

Professionals

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_PR2 -

Professionals using

SMRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Professionals

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_SL1 - Sales using

MRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Marketing/Sales

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_SL2 - Sales using

SMRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Marketing/Sales

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_TC1 - Technical
using MRI
Numeric(1.0)



Description

Which of the following groups use this new technology (mri)? Technical/Trades

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_TC2 - Technical
using SMRI
Numeric(1.0)



Description

Which of the following groups use this new technology (nmri)? Technical/Trades

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_TRN1 - No of
employees trained for
MRI
Numeric(5.0)



Description

How many employees received training directly related to this new technology?

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

CTL_TRN2 - No of
employees trained for
SMRI
Numeric(5.0)



Description

How many employees received training directly related to this new technology?

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

CTL_UN1 - Production

workers using MRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Production workers with no trade/certification

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_UN2 - Production

workers using SMRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Production workers with no trade/certification

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_USE1 - No of
employees using MRI
Numeric(5.0)



Description

How many employees use this
technology?

(Most recent implementation)

Population

All workplaces that have implemented computer-
controlled or computer-assisted technology.

CTL_USE2 - No of
employees using SMRI
Numeric(5.0)



Description

How many employees use this
technology?

(Next most recent implementation)

Population

All workplaces that have implemented computer-
controlled or computer-assisted technology.

DATE45B1 - Date of most recent implementation (MRI)



Character(6.0)

Format: YYYYMM

Description

When was the most recent implementation of this technology?

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

DATE45B2 - Date of second most recent implementation



Character(6.0)

Format: YYYYMM

Description

When was the next most recent implementation of this technology?

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Variables for Theme WORKPLACE

Technology use / Other technologies or machinery

DATE46B1	Date of most recent implementation (MRI)
DATE46B2	Date of second most recent implementation (SMRI)
OTH_TECH	Implementation of other technologies or machinery
TEC_AD1	Administrative using MRI
TEC_AD2	Administrative using SMRI
TEC_CST1	Cost of MRI
TEC_CST2	Cost of SMRI
TEC_DUR1	Duration of training for MRI
TEC_DUR2	Duration of training for SMRI
TEC_MN1	Managers using MRI
TEC_MN2	Managers using SMRI
TEC_OT1	Others using MRI
TEC_OT2	Others using SMRI
TEC_PR1	Professionals using MRI
TEC_PR2	Professionals using SMRI
TEC_SL1	Sales using MRI
TEC_SL2	Sales using SMRI
TEC_TC1	Technical using MRI
TEC_TC2	Technical using SMRI
TEC_TRN1	No of employees trained for MRI
TEC_TRN2	No of employees trained for SMRI
TEC_UN1	Production workers using MRI
TEC_UN2	Production workers using SMRI
TEC_USE1	No of employees using MRI
TEC_USE2	No of employees using SMRI

Variables Descriptions

DATE46B1 - Date of most recent implementation (MRI)



Character(6.0)

Format: YYYYMM

Description

When were the most recent implementations?

Population

All workplaces that have had any major implementation of other technologies or machinery.

DATE46B2 - Date of second most recent implementation (SMRI)



Character(6.0)

Format: YYYYMM

Description

When were the next most recent implementations?

Population

All workplaces that have had any major implementation of other technologies or machinery

OTH_TECH - Implementation of other technologies or machinery



Numeric(1.0)

Description

Between April 1, 2000 and March 31, 2001, has your workplace had any major implementations of other technologies or machinery?

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_AD1 -

Administrative using MRI
Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Clerical/Administrative

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_AD2 -

Administrative using SMRI
Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Clerical/Administrative

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_CST1 - Cost of

MRI

Numeric(10.0)

**Description**

What was the approximate cost of implementing this technology or machinery to this workplace?

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_CST2 - Cost of

SMRI

Numeric(10.0)

**Description**

What was the approximate cost of implementing this technology or machinery to this workplace?

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_DUR1 - Duration
of training for MRI
Numeric(5.0)



Description

What was the usual duration of the training?

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_DUR2 - Duration
of training for SMRI
Numeric(5.0)



Description

What was the usual duration of the training?

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_MN1 - Managers
using MRI
Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Managers

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_MN2 - Managers
using SMRI
Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Managers

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_OT1 - Others

using MRI

Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Other

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_OT2 - Others

using SMRI

Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Other

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_PR1 -
 Professionals using MRI
 Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Professionals

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_PR2 -
 Professionals using SMRI
 Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Professionals

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_SL1 - Sales using
MRI
Numeric(1.0)

**Description**

Which of the following groups use this other technology or machinery?

Marketing/Sales

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_SL2 - Sales using SMRI



Numeric(1.0)

Description

Which of the following groups use this other technology or machinery?

Marketing/Sales

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_TC1 - Technical using MRI



Numeric(1.0)

Description

Which of the following groups use this other technology or machinery?

Technical/Trades

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_TC2 - Technical
using SMRI
Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Technical/Trades

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_TRN1 - No of
employees trained for
MRI
Numeric(5.0)



Description

How many employees received training directly related to this technology or machinery?

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_TRN2 - No of employees trained for SMRI



Numeric(5.0)

Description

How many employees received training directly related to this technology or machinery?

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_UN1 - Production workers using MRI



Numeric(1.0)

Description

Which of the following groups use this other technology or machinery?

Production workers with no trade/certification

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_UN2 - Production

workers using SMRI

Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Production workers with no trade/certification

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_USE1 - No of

employees using MRI

Numeric(5.0)



Description

How many employees use this technology or machinery?

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_USE2 - No of
employees using SMRI
Numeric(5.0)



Description

How many employees use this technology or machinery?

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Variables for Theme WORKPLACE

Human resources practices

[HR_RESP](#)

Responsible for human resources matters

Variables Descriptions

HR_RESP - Responsible for human resources matters
Numeric(1.0)



Description

Which statement best describes the responsibility for human resource matters at this location?

Not asked in 2000.

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	There is a separate human resources unit in this workplace employing more than one person
2	One full-time person in this workplace is responsible for human resources matters

- 3 Human resources matters
comprise part of one
person's job in this
workplace, such as owner
or manager
- 4 Human resources matters
for this workplace are the
responsibility of a person
or unit in another workplace
- 5 Human resources matters
are handled as they arise
in this workplace (i.e. are
not assigned to one
person in particular)
- 6 Some other arrangement,
specify

Variables for Entity additional_payment_left

[XRC_PAY](#)

Additional payment when left job or came to an end

Variables Descriptions

XRC_PAY - Additional payment when left job or came to an end
Numeric(1.0)



Description

Did you receive any additional payments when you left job or when the job came to an end?

(For example, severance pay, early retirement payment, signing bonus or any other payments related to you have "left the job" or the "job came to and end".)

New variable in 2000.

Population

All employees who are NOT working for the same employer

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity age_of_children

KID_1	Details of age of child 1
KID_2	Details of age of child 2
KID_3	Details of age of child 3
KID_4	Details of age of child 4
KID_5	Details of age of child 5
KID_6	Details of age of child 6
KID_7	Details of age of child 7
KID_8	Details of age of child 8

Variables Descriptions

KID_1 - Details of age
of child 1
Numeric(2.0)



Description

Please indicate their ages, starting with the youngest.
If any children are less than one year old, record age
as "1".

Child 1.

Population

All employees that have dependent
children.

KID_2 - Details of age
of child 2
Numeric(2.0)



Description

Please indicate their ages, starting with the youngest.
If any children are less than one year old, record age
as "1".

Child 2.

Population

All employees that have dependent
children.

KID_3 - Details of age
of child 3
Numeric(2.0)



Description

Please indicate their ages, starting with the youngest.
If any children are less than one year old, record age
as "1".

Child 3

Population

All employees that have dependent
children.

KID_4 - Details of age
of child 4
Numeric(2.0)



Description

Please indicate their ages, starting with the youngest.
If any children are less than one year old, record age
as "1".

Child 4

Population

All employees that have dependent children.

KID_5 - Details of age
of child 5
Numeric(2.0)



Description

Please indicate their ages, starting with the youngest.
If any children are less than one year old, record age as "1".

Child 5

Population

All employees that have dependent children.

KID_6 - Details of age
of child 6
Numeric(2.0)



Description

Please indicate their ages, starting with the youngest.
If any children are less than one years old, record age as "1".

Child 6

Population

All employees that have dependent children.

KID_7 - Details of age

of child 7

Numeric(2.0)

**Description**

Please indicate their ages, starting with the youngest.

If any children are less than one year old, record age as "1".

Child 7

Population

All employees that have dependent children.

KID_8 - Details of age

of child 8

Numeric(2.0)

**Description**

Please indicate their ages, starting with the youngest.

If any children are less than one years old, record age as "1".

Child 8.

Population

All employees that have dependent children.

Variables for Entity amount_of_training

[AMTRAIN](#)

Amount of training

Variables Descriptions

AMTRAIN - Amount of training
Numeric(1.0)



Description

Would you say that the amount of training that you take is:

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	about right for the demands of the job?
2	too little for the demands of the job?
3	too much for the demands of the job?
4	Not applicable, no training required

Variables for Entity amount_received_left

[XAMT_RC](#)

Amount received when left
job

Variables Descriptions

XAMT_RC - Amount received when left job 

Numeric(10.0)

Format: #####.##

Description

What was the amount
received?

New variable in 2000.

Population

All employees who are NOT working for the same
employer

Variables for Entity amount_training_largest_ocp_grp

[TRN_TIM](#)

Amount of training for largest
ocp_grp

Variables Descriptions

TRN_TIM - Amount of
training for largest
ocp_grp
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did the amount of training time for the category of employees with the largest number of employees...

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Increase
2	Remain about the same
3	Decrease

Variables for Entity arrangement_details

[REDC_ARR](#)

Arrangement

Variables Descriptions

REDC_ARR -

Arrangement

Numeric(1.0)



Description

Which of the following best describes that arrangement?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who are on a reduced work week.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Job sharing -- you share a full-time job with another employee
2	Work sharing -- you and others are working reduced hours to avoid layoffs
3	Family responsibilities -- childcare/elderly care limit your ability to work full-time
4	Physical problem/injury limits your ability to work full-time


- 5 Outside activities limit your ability to work full-time
- 6 Retirement transition schedule
- 7 Other, specify

Variables for Entity assets_held_foreign_interest

[F_ASSETS](#)

Assets held by foreign
interests (%)

Variables Descriptions

F_ASSETS - Assets held by foreign interests (%) 

Numeric(5.0)

Format: ###.##

Description

What percentage of the assets of this workplace are held by foreign interests?

Population

All workplaces.

Variables for Entity availability_of_training

[AVTRAIN](#)

Availability of training

Variables Descriptions

AVTRAIN - Availability
of training
Numeric(1.0)



Description

Since you began working for this company, has the amount of training available to employees:

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	increased?
2	remained about the same?
3	decreased?

Variables for Entity

avg_paid_hours_per_week_no_ot

[HRS_WK](#)

Average paid hours per week
excluding overtime

Variables Descriptions

HRS_WK - Average paid hours per week excluding
overtime



Numeric(5.0)

Format: ###.#

Description

Not counting overtime, how many paid hours on
average do you work per week at this job?

Population

All employees who do not work the same number of
paid hours per week.

Variables for Entity birth_date

[BIRTHDAT](#)

Employee birth date

Variables Descriptions

BIRTHDAT - Employee birth date



Character(8.0)

Format: YYYYMMDD

Description

In what year were you
born?

Population

All
employees

Variables for Entity bonus_pay

[BON_PAY](#)

Earnings from bonus payments

Variables Descriptions

BON_PAY - Earnings from bonus payments 

Numeric(10.0)

Format: #####.#

Description

What were your total earnings from any productivity-related bonuses, profit-sharing or profit-related bonuses for that period?

New variable in 2000.

Population

All employees who received productivity-related bonuses, profit-sharing or profit related bonuses in the past twelve months.

Variables for Entity born_in_canada_yes_no

BORN_CND

Born in Canada

Variables Descriptions

BORN_CND - Born in

Canada

Numeric(1.0)



Description

Were you born in
Canada?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity change_workplace_performance

PRF33_A	Performance: unit production costs
PRF33_B	Performance: productivity
PRF33_C	Performance: sales
PRF33_D	Performance: product quality
PRF33_E	Performance: customer satisfaction
PRF33_F	Performance: profitability

Variables Descriptions

PRF33_A -

Performance: unit
production costs
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001 has your unit production cost (including the production of services):

Caution: Changes made to the 2001 questionnaire had an impact on this variable.

Population

All
workplaces.

Range and codes

-1	Don't know
-2	Refus
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Increased
2	Remained the same
3	Decreased

PRF33_B -

Performance:
productivity
Numeric(1.0)

**Description**

How has your workplace performance in each of the following areas changed between April 1, 2000 and March 31, 2001?

Productivity

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Increased
2	Remained the same
3	Decreased

PRF33_C -

Performance: sales
Numeric(1.0)

**Description**

How has your workplace performance in each of the following areas changed between April 1, 2000 and March 31, 2001?

Sales

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Increased
2	Remained the same
3	Decreased

PRF33_D -

Performance: product
quality
Numeric(1.0)



Description

How has your workplace performance in each of the following areas changed between April 1, 2000 and March 31, 2001?

Product quality

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Increased
2	Remained the same
3	Decreased

PRF33_E -

Performance: customer
satisfaction
Numeric(1.0)

**Description**

How has your workplace performance in each of the following areas changed between April 1, 2000 and March 31, 2001?

Customer satisfaction

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Increased
2	Remained the same
3	Decreased

PRF33_F -

Performance: profitability
Numeric(1.0)

**Description**

How has your workplace performance in each of the following areas changed between April 1, 2000 and March 31, 2001?

Profitability

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Increased
2	Remained the same
3	Decreased

Variables for Entity childcare_yes_no

[CHILDCA](#)

Childcare

Variables Descriptions

CHILDCA - Childcare



Numeric(1.0)

Description

Does your employer offer help for childcare either through an on-site centre or assistance with external suppliers or informal arrangements?

Population

All employees that have personal support or family support.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity children_childcare_yes_no

[KID_CARE](#)

Children in childcare

Variables Descriptions

KID_CARE - Children in
childcare
Numeric(1.0)



Description

Are any children in childcare (in the care of someone other than you or another legal guardian)? Please do not include regular school hours.

Population

All employees that have dependent children.


Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity classrm_job_reltd_traing_prvded

TRNG1_1	No classroom training
TRNG1_10	Group decision-making or problem-solving
TRNG1_11	Team-building, leadership, communication
TRNG1_12	Occupational health and safety, environmental protection
TRNG1_13	Literacy or numeracy
TRNG1_14	Other training
TRNG1_2	Orientation for new employees
TRNG1_3	Managerial/supervisory training
TRNG1_4	Professional training
TRNG1_5	Apprenticeship training
TRNG1_6	Sales and marketing training
TRNG1_7	Computer/hardware
TRNG1_8	Computers/software
TRNG1_9	Other office and non-office equipment

Variables Descriptions

TRNG1_1 - No classroom training 
Numeric(1.0)

Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: no classroom training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_10 - Group
decision-making or
problem-solving
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Group decision-making or problem-solving

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_11 - Team-
building, leadership,
communication
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Team-building, leadership, communication

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_12 -
Occupational health and
safety, environmental
protection
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Occupational health & safety, environmental protection

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_13 - Literacy or

numeracy

Numeric(1.0)

**Description**

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Literacy or numeracy

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_14 - Other

training

Numeric(1.0)

**Description**

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Other training, specify

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_2 - Orientation

for new employees

Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Orientation for new employees

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_3 - Managerial/

supervisory training

Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Managerial/supervisory training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_4 -
Professional training
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Professional training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG1_5 -
Apprenticeship training
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Apprenticeship training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TRNG1_6 - Sales and
marketing training**
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Sales and Marketing training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TRNG1_7 - Computer/
hardware**
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Computers/hardware

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TRNG1_8 - Computers/
software**
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Computers/software

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TRNG1_9 - Other office
and non-office equipment**
Numeric(1.0)



Description

Between April 1st 2000 and March 31st 2001, did this workplace pay for or provide any of the following types of classroom job-related training: Other office and non-office equipment

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity classroom_training_yes_no

[CLASSTR](#)

Received classroom training

Variables Descriptions

CLASSTR - Received
classroom training
Numeric(1.0)



Description

In the past twelve months, have you received any classroom training related to your job?

Classroom training includes:

- All training activities which have a pre-determined format, including a pre-defined objective - Specific content - Progress may be monitored and/or evaluated

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity common-law_partner_yes_no

[COMN_LAW](#)

Common-law partner

Variables Descriptions

COMN_LAW -

Common-law partner

Numeric(1.0)



Description

Are you currently living with a common-law partner?

Population

All employees who are not legally married (and not separated)

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity compensation_practices

GAINS	Group incentives systems
INCEN	Individual incentive systems
MERIT	Merit pay and skill-based pay
PROFT	Profit sharing plan
STCK_PL	Employee stock plans

Variables Descriptions

GAINS - Group incentives systems
Numeric(1.0)



Description

Does your compensation system include the following incentives? B. Group incentives systems

«Group incentives systems» such as productivity/ quality gain-sharing are systems that reward individuals on the basis of group output or performance. Commonly, these benefits can be in form of money payments in the primary industries.

Not asked in 2000.

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN - Individual

incentive systems

Numeric(1.0)



Description

Does your compensation system include the following incentives? A. Individual incentive systems.

«Individual incentive systems» such as bonuses, piece rate, and commissions are systems that reward individuals on the basis of individual output or performance.

Not asked in 2000.

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT - Merit pay and

skill-based pay

Numeric(1.0)



Description

Does your compensation system include the following incentives? D. Merit pay and skilled based pay.

«Merit pay or skill-based pay» is a reward or honour given for superior qualities, great abilities or expertness that comes from training, practice etc.

Not asked in 2000.

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT - Profit sharing

plan

Numeric(1.0)



Description

Does your compensation system include the following incentives? C. Profit sharing plan

«Profit-sharing plan» is any plan by which employees receive a share of the profits from the workplace.

Not asked in 2000.

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_PL - Employee

stock plans

Numeric(1.0)



Description

Does your compensation system include the following incentives? E. Employee stock plans

«Employee stock plans» are employee stock purchase plans, ownership plans or stock options

New variable in 2001.

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity compensation_practices_category

GAINS_AD	Productivity/Quality gain-sharing (administrative)
GAINS_MN	Productivity/Quality gain-sharing (Managers)
GAINS_OT	Productivity/Quality gain-sharing (Others)
GAINS_PR	Productivity/Gain-sharing (Professionals)
GAINS_SL	Productivity/Quality gain-sharing (Marketing/Sales)
GAINS_TC	Productivity/Quality gain-sharing (Technical/Trade)
GAINS_UN	Productivity/Quality gain-sharing (Production workers)
INCEN_AD	Individual incentive (Administrative)
INCEN_MN	Individual incentive (Managers)
INCEN_OT	Individual incentive (Others)
INCEN_PR	Individual incentive (Professionals)
INCEN_SL	Individual incentive (Sales)
INCEN_TC	Individual incentive (Technical)
INCEN_UN	Individual incentive (Production workers)
MERIT_AD	Merit pay and skill-based pay (Clerical/Administrative)
MERIT_MN	Merit pay and skill-based pay (Managers)
MERIT_OT	Merit pay and skill-based pay (Others)
MERIT_PR	Merit pay and skill-based pay (Professional)
MERIT_SL	Merit pay and skill-based pay (Marketing/Sales)
MERIT_TC	Merit pay and skill-based pay (Technical/Trade)
MERIT_UN	Merit pay and skill-based pay (Production workers)
PROFT_AD	Profit sharing (Administrative)
PROFT_MN	Profit sharing (Managers)
PROFT_OT	Profit sharing (Others)
PROFT_PR	Profit sharing (Professionals)

<u>PROFT_SL</u>	Profit sharing (Marketing/Sales)
<u>PROFT_TC</u>	Profit sharing (Technical/Trades)
<u>PROFT_UN</u>	Profit sharing (Production workers)
<u>STCK_AD</u>	Employee Stock Plans (Clerical/Administrative)
<u>STCK_MN</u>	Employee Stock Plans (Managers)
<u>STCK_OT</u>	Employee Stock Plans(Other)
<u>STCK_PR</u>	Employee Stock Plans (Professionals)
<u>STCK_SL</u>	Employee Stock Plans (Marketing/Sales)
<u>STCK_TC</u>	Employee Stock Plans (Technical/Trades)
<u>STCK_UN</u>	Employee Stock Plans (Production workers)

Variables Descriptions

GAINS_AD - Productivity/
Quality gain-sharing
(administrative)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Productivity/quality gain sharing and other group incentive (Clerical/administrative)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_MN - Productivity/
Quality gain-sharing
(Managers)
Numeric(1.0)



Description

To which group of employees are these incentives affected? Productivity/quality gain sharing and other group incentive (Managers)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_OT - Productivity/
Quality gain-sharing
(Others)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Productivity/quality gain sharing. (Other)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_PR - Productivity/
Gain-sharing
(Professionals)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Productivity/quality gain sharing and other group incentive (Professionals)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_SL - Productivity/

Quality gain-sharing

(Marketing/Sales)

Numeric(1.0)



Description

To which group of employees are these incentives offered? Productivity/quality gain sharing and other group incentive (Marketing/Sales)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_TC - Productivity/

Quality gain-sharing

(Technical/Trade)

Numeric(1.0)



Description

To which group of employees are these incentives offered? Productivity/quality gain sharing and other group incentive (Technical/Trades)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GAINS_UN - Productivity/

Quality gain-sharing
(Production workers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Productivity/quality gain sharing and other group incentive (Production workers with no trade/certification)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_AD - Individual
incentive (Administrative)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Individual incentive systems (Clerical/Administrative)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_MN - Individual
incentive (Managers)
Numeric(1.0)

**Description**

To which group of employees are these incentives offered? Individual incentive systems (Managers)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_OT - Individual

incentive (Others)

Numeric(1.0)

**Description**

To which group of employees are these incentives offered? Individual incentive systems (Others)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_PR - Individual

incentive (Professionals)

Numeric(1.0)

**Description**

To which group of employees are these incentives offered? Individual incentive systems (Professionals)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_SL - Individual
incentive (Sales)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Individual incentive systems (Marketing/Sales)

Not asked in 2000.

Population

All workplaces that have at least one incentive

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_TC - Individual
incentive (Technical)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Individual incentive systems (Technical/Trades).

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

INCEN_UN - Individual
incentive (Production
workers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Individual incentive systems (Production workers with no trade/certification)

Not asked in 2000.

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_AD - Merit pay
and skill-based pay
(Clerical/Administrative)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Clerical/Administrative).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_MN - Merit pay
and skill-based pay
(Managers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Managers).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_OT - Merit pay
and skill-based pay
(Others)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Other).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_PR - Merit pay
and skill-based pay
(Professional)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Professionals).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_SL - Merit pay
and skill-based pay
(Marketing/Sales)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Marketing/Sales).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_TC - Merit pay
and skill-based pay
(Technical/Trade)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Technical/Trades).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MERIT_UN - Merit pay
and skill-based pay
(Production workers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Merit pay and skilled based pay (Production workers).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_AD - Profit sharing (Administrative)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Profit sharing plan (Clerical/Administrative).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_MN - Profit sharing (Managers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Profit sharing plan (Managers).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_OT - Profit sharing (Others)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Profit sharing plan (Other).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_PR - Profit sharing (Professionals)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Profit sharing plan ((Professionals).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_SL - Profit sharing (Marketing/Sales)
 Numeric(1.0)



Description

To which group of employees are these incentives offered? Profit sharing plan (Marketing/Sales).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_TC - Profit sharing (Technical/ Trades)
 Numeric(1.0)



Description

To which group of employees are these incentives offered? Profit sharing plan (Technical/Trades).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PROFT_UN - Profit

sharing (Production
workers)

Numeric(1.0)



Description

To which group of employees are these incentives offered? Profit sharing plan (Production Workers)

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_AD - Employee

Stock Plans(Clerical/
Administrative)

Numeric(1.0)



Description

To which group of employees are these incentives offered? Employee Stock Plans (Clerical/ Administrative).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_MN - Employee

Stock Plans(Managers)

Numeric(1.0)

**Description**

To which group of employees are these incentives offered? Employee Stock Plans (Managers).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_OT - Employee

Stock Plans(Other)

Numeric(1.0)

**Description**

To which group of employees are these incentives offered? Employee Stock Plans (Other).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_PR - Employee

Stock Plans

(Professionals)

Numeric(1.0)

**Description**

To which group of employees are these incentives offered? Employee Stock Plans (Managers).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**STCK_SL - Employee
Stock Plans(Marketing/
Sales)**
Numeric(1.0)



Description

To which group of employees are these incentives offered? Employee Stock Plans (Marketing/Sales).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**STCK_TC - Employee
Stock Plans(Technical/
Trades)**
Numeric(1.0)



Description

To which group of employees are these incentives offered? Employee Stock Plans (Technical/Trades).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_UN - Employee
Stock Plans(Production
workers)
Numeric(1.0)



Description

To which group of employees are these incentives offered? Employee Stock Plans (Production worker).

Not asked in 2000

Population

All workplaces that have at least one incentive.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity competition

CMP_CAN	Competitions with Canadian-owned firms
CMP_LOC	Competitions with locally-owned firms
CMP_NONE	No Competition from other firms
CMP_OTH	Competitions with Other internationally-owned enterprises (other
CMP_USA	Competitions with American-owned firms

Variables Descriptions

CMP_CAN -
Competitions with
Canadian-owned firms
Numeric(1.0)



Description

Do you directly compete with locally, Canadian or internationally-owned firms? (Check all that apply).

Yes, Canadian-owned enterprises

Not asked in 2000

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CMP_LOC -
Competitions with locally-
owned firms
Numeric(1.0)



Description

Do you directly compete with locally, Canadian or internationally-owned firms? (Check all that apply).

Yes, locally-owned firms

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CMP_NONE - No
Competition from other
firms
Numeric(1.0)



Description

Do you directly compete with locally, Canadian or internationally –owned firms? (Check all that apply).

No

Not asked in 2000

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CMP_OTH - Competitions
with Other internationally-
owned enterprises (other
Numeric(1.0)



Description

Do you directly compete with locally, Canadian or internationally-owned firms? (Check all that apply).

Yes, other internationally-owned enterprises (other than american).

Not asked in 2000

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CMP_USA -
Competitions with
American-owned firms
Numeric(1.0)



Description

Do you directly compete with locally, Canadian or internationally -owned firms? (Check all that apply).

Yes, American-owned enterprises

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity complete_fiscal_year

[FISCAL12](#)

Workplace having completed one fiscal year

Variables Descriptions

FISCAL12 - Workplace having completed one fiscal year
Numeric(1.0)



Description

Has this workplace completed one fiscal year?

Not asked in 2000.

Population

All workplaces that have a profit operation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity complexity_technology_change

[TECH_COM](#)

Complexity of technology

Variables Descriptions

TECH_COM -

Complexity of technology

Numeric(1.0)



Description

Since you started this job, has the overall technological complexity:

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Remained about the same
2	Increased
3	Decreased

Variables for Entity compressed_workweek_yes_no

[CMPRS_WK](#)

Compressed workweek

Variables Descriptions

CMPRS_WK -

Compressed workweek

Numeric(1.0)



Description

Do you work a compressed workweek?

(This means working longer hours each day to reduce the number of days in a work week)

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity courses_helped_take

[NO_CRSEM](#)

courses employer helped to take

Variables Descriptions

NO_CRSEM - # courses employer helped to take
Numeric(2.0)



Description

How many such courses has your employer helped you to take in the past twelve months?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who's employer paid for or otherwise helped them to take courses, outside of their paid working hours.

Variables for Entity courses_not_paid_yes_no

[NPAIDCRS](#)

Courses not paid

Variables Descriptions

NPAIDCRS - Courses

not paid

Numeric(1.0)



Description

In the past twelve months, have you taken any courses that were not sponsored by your employer but were career-related?

(Excluding courses taken for personal interest)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity courses_taken_not_paid

[NO_NPCRS](#)

courses taken not paid

Variables Descriptions

NO_NPCRS - # courses

taken not paid

Numeric(2.0)



Description

How many different courses have you taken in the last twelve months?

Population

All employees that have taken courses that were not sponsored by their employer but were career-related.

Variables for Entity `course_offered_not_taken_yes_no`

[TRAIN_NO](#)

Course offered but not taken

Variables Descriptions

TRAIN_NO - Course offered but not taken
Numeric(1.0)



Description

In the past twelve months, was there job-related training offered to you that you decided not to take?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity covered_by_cba_yes_no

[CBA](#)

Covered by CBA

Variables Descriptions

CBA - Covered by CBA



Numeric(1.0)

Description

In your current job, are you a member of a union or covered by a collective bargaining agreement?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity current_labour_market_status

SAM_ACT	Change of most important activities
SAM_EMPL	Working for the same employer reported last year
SAM_JOB	Change of job title
SAM_LOCN	Working at the same location

Variables Descriptions

SAM_ACT - Change of most important activities
Numeric(1.0)



Description

Have your most important activities or duties changed since last year?

New variable in 2000.

Population

All employees who are still working for the same employer and their job title has not changed.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SAM_EMPL - Working for
the same employer
reported last year
Numeric(1.0)



Description

Based on our interview held a year ago, are you still working for the employer you reported last year?

(Must be working for a new employer NOT a new owner. If the workplace is conducting the same type of activity with a new owner, the answer should be yes.)

New variable in 2000.

Population

Tous les
employés

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SAM_JOB - Change of
job title
Numeric(1.0)



Description

Has your job changed since last year?

New variable in 2000.

Population

All employees who are still working for the same employer

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SAM_LOCN - Working
at the same location
Numeric(1.0)



Description

Are you still working at the same location as last year?

(You must be the one who changed location. If the company or workplace changed location, the answer should be YES; if you personally changed location, the answer should be NO)

New variable in 2000.

Population

All employees who are still working for the same employer

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity current_term_employment_end

[TERM_END](#)

Current term of employment
end

Variables Descriptions

TERM_END - Current term of employment end 

Character(8.0)

Format: YYYYMM01

Description

When will your current term of employment
end?

Population


All employees who are term and their employment will
end at a specific date.

Variables for Entity days_last_course

[LEN_CRIS1](#)

Length of first course taken

Variables Descriptions

LEN_CRIS1 - Length of first course taken 

Numeric(5.0)

Format: ###.#

Description

How long was the course? Include only the time actually spent in training sessions.

Population

All employees who have received classroom training related to their job.

Variables for Entity days_last_course_not_paid

[DAY_1NPD](#)

days most recent course

Variables Descriptions

DAY_1NPD - # days most recent course

Numeric(5.0)

Format: ###.##



Description

How long was the course? Include only the time actually spent in training sessions.

Population

Variables for Entity days_off_due_layoffs

[DAYS_LAY](#)

Days off due to lay-offs

Variables Descriptions

DAYS_LAY - Days off due to lay-offs



Numeric(5.0)

Format: ###.#

Description

How many working days were you off due to lay-offs?

Population

All employees who were off work due to a lay-off.

Variables for Entity days_off_due_lockouts

[DAYS_LCK](#)

Days off due to lockouts

Variables Descriptions

DAYS_LCK - Days off due to lockouts



Numeric(5.0)

Format: ###.#

Description

How many working days were you off due to lockouts?

Population

All employees who were off work due to a lockout.

Variables for Entity days_off_due_strikes

[DAYS_STR](#)

Days off due to strikes

Variables Descriptions

DAYS_STR - Days off due to strikes 

Numeric(5.0)

Format: ###.#

Description

How many working days were you off due to strikes?


Population

All employees who were off work due to a strike

Variables for Entity days_other_paid_leave

[PD_OTH](#) Days of other paid leave

Variables Descriptions

PD_OTH - Days of other paid leave 
Numeric(5.0) Format: ###.#

Description

How many days of other paid leave have you taken (for example education leave, disability leave, bereavement, marriage, jury, duty, union business)?

Population


All employees

Variables for Entity days_paid_parental_leave

[PD_EDC](#)

Days of paid maternity/
paternity leave

Variables Descriptions

PD_EDC - Days of paid maternity/paternity leave 

Numeric(5.0)

Format: ###.#

Description

How many days have you
taken?

Population


All employees who have taken parental leave in past
twelve months.

Variables for Entity days_paid_sick_leave

[PD_SKC](#)

Days of paid sick leave

Variables Descriptions

PD_SKC - Days of paid sick leave 

Numeric(5.0)

Format: ###.#

Description

How many days of paid sick leave have you taken?

Population

All
employees

Variables for Entity days_paid_vacation_entitled

[VAC_ALOW](#)

Days of paid vacation leave
entitled

Variables Descriptions

VAC_ALOW - Days of paid vacation leave entitled 

Numeric(5.0)

Format: ###.#

Description

How many days of paid vacation leave are you
entitled to annually?

New variable in 2000.

Population


All
employees

Variables for Entity days_paid_vacation_leave

[PD_VAC](#)

Days of paid vacation leave

Variables Descriptions

PD_VAC - Days of paid vacation leave 

Numeric(5.0)

Format: ###.#

Description

In the past twelve months/since you started this job, how many days of paid vacation leave have you taken?

Population

All employees

Variables for Entity days_per_week_worked

[DAYS_WK](#)

Days per week worked

Variables Descriptions

DAYS_WK - Days per week worked



Numeric(3.0)

Format: #.#

Description

How many days a week do you usually work?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who do not work the same hours or days.

Variables for Entity days_scnd_course

[LEN_CRS2](#)

Length of second course
taken

Variables Descriptions

LEN_CRS2 - Length of second course taken



Numeric(5.0)

Format: ###.#

Description

How long was the second course? Include only the time actually spent in training sessions.

Population

All employees who have received more than one classroom training related to their job.

Variables for Entity days_scnd_course_not_paid

[DAY_2NPD](#)

days second most recent
course

Variables Descriptions

DAY_2NPD - # days second most recent course 

Numeric(5.0)

Format: ###.#

Description

How long was the course? Include only the time actually spent in training sessions.

Population

All employees that have taken more than one course that was not sponsored by their employer but was career-related.

Variables for Entity days_spent_on-the-job_training

[JOBTRTIM](#)

Time spent on-the-job training

Variables Descriptions

JOBTRTIM - Time spent on-the-job training



Numeric(5.0)

Format: ###.#

Description

In the past twelve months how much time in total was spent for on-the-job training? Include only the time actually spent in training.

Population


All employees who have received on-the-job training.

Variables for Entity days_training_device

[DAY_DEV](#)

Number of days of training
technology

Variables Descriptions

DAY_DEV - Number of days of training technology 

Numeric(4.0)

Format: ##.#

Description

Approximately how many days did you spend on that training? Include only the time actually spent in training sessions.

Population


All employees who use any other machine or technological device where there has been an upgrade or change in that technology and training related to that change.

Variables for Entity days_training_technology

[DAY_TECH](#)

Number of days of training
technology

Variables Descriptions

DAY_TECH - Number of days of training technology 
Numeric(5.0) Format: ###.#

Description

Approximately how many days did you spend on that training? Include only the time actually spent in training sessions.

Population


All employees who use a computer-controlled or computer-assisted technology where there has been an upgrade or change in that technology and training related to that change.

Variables for Entity days_unpaid_leave

[UPD_DAYS](#)

Days of unpaid leave

Variables Descriptions

UPD_DAYS - Days of unpaid leave 

Numeric(5.0)

Format: ###.#

Description

How many days of unpaid leave have you taken?

Population

All employees who have taken unpaid leave.

Variables for Entity days_unpaid_leave_yes_no

[UPD_LEAV](#)

Taken unpaid leave

Variables Descriptions

UPD_LEAV - Taken
unpaid leave
Numeric(1.0)



Description

In the past twelve months/since you started this job,
have you taken any unpaid leave?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity day_layoff

[DAY_LYFF](#)

Person-days spent temporarily off

Variables Descriptions

DAY_LYFF - Person-days spent temporarily off
Numeric(5.0)



Description

Please estimate the number of person-days that employees spent on temporary lay-off (number of employees affected multiplied by the number of days on lay-off) between April 1st 2000 and March 31st 2001.

Population

All workplaces which had temporary lay-offs.

Variables for Entity define_deal_provisions_cba

CBAG10_1	Cost of living adjustments: written agreements
CBAG10_2	Cost of living adjustments: regular discussions
CBAG10_3	Cost of living adjustments: ad hoc agreements
CBAG10_4	Cost of living adjustments: no provision
CBAG1_1	Technological change: written agreements
CBAG1_2	Technological change: regular discussions
CBAG1_3	Technological change: ad hoc agreements
CBAG1_4	Technological change: no provision
CBAG2_1	Workplace reorganization: written agreements
CBAG2_2	Workplace reorganization: regular discussions
CBAG2_3	Workplace reorganization: ad hoc agreements
CBAG2_4	Workplace reorganization: no provision
CBAG3_1	Employee participation: written agreements
CBAG3_2	Employee participation: regular discussions
CBAG3_3	Employee participation: ad hoc agreements
CBAG3_4	Employee participation: no provision
CBAG4_1	Occupational health and safety: written agreements
CBAG4_2	Occupational health and safety: regular discussions
CBAG4_3	Occupational health and safety: ad hoc agreements
CBAG4_4	Occupational health and safety: no provision
CBAG5_1	Employment equity: written agreements
CBAG5_2	Employment equity: regular discussions
CBAG5_3	Employment equity: ad hoc agreements

<u>CBAG5_4</u>	Employment equity: no provision
<u>CBAG6_1</u>	Pay equity: written agreements
<u>CBAG6_2</u>	Pay equity: regular discussions
<u>CBAG6_3</u>	Pay equity: ad hoc agreements
<u>CBAG6_4</u>	Pay equity: no provision
<u>CBAG7_1</u>	Job security/lay-offs: written agreements
<u>CBAG7_2</u>	Job security/lay-offs: regular discussions
<u>CBAG7_3</u>	Job security/lay-offs: ad hoc agreements
<u>CBAG7_4</u>	Job security/lay-offs: no provision
<u>CBAG8_1</u>	Contracting out: written agreements
<u>CBAG8_2</u>	Contracting out: regular discussions
<u>CBAG8_3</u>	Contracting out: ad hoc agreements
<u>CBAG8_4</u>	Contracting out: no provision
<u>CBAG9_1</u>	Education and training: written agreements
<u>CBAG9_2</u>	Education and training: regular discussions
<u>CBAG9_3</u>	Education and training: ad hoc agreements
<u>CBAG9_4</u>	Education and training: no provision

Variables Descriptions

CBAG10_1 - Cost of living adjustments: written agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Cost of living adjustments: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG10_2 - Cost of living adjustments: regular discussions
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Cost of living adjustments: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG10_3 - Cost of living adjustments: ad hoc agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Cost of living adjustments: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG10_4 - Cost of
living adjustments: no
provision
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit
define how to deal with the following provisions?
(Check all that apply)

Cost of living adjustments: no provision

Not asked in 2000

Population

All workplaces that have non-management employees
covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG1_1 -
Technological change:
written agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit
define how to deal with the following provisions?
(Check all that apply)

Technological change: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees
covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG1_2 -

Technological change:
regular discussions
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Technological change: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG1_3 -

Technological change:
ad hoc agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Technological change: Ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG1_4 -

Technological change:
no provision
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Technological change: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG2_1 - Workplace
reorganization: written
agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Workplace reorganization: written agreement

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG2_2 - Workplace

reorganization: regular

discussions

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Workplace reorganization: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG2_3 - Workplace

reorganization: ad hoc

agreements

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Workplace reorganization: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG2_4 - Workplace

reorganization: no

provision

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Workplace reorganization: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG3_1 - Employee

participation: written

agreements

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Employee participation: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG3_2 - Employee

participation: regular

discussions

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Employee participation: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG3_3 - Employee participation: ad hoc agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Employee participation: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG3_4 - Employee participation: no provision
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Employee participation: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG4_1 - Occupational health and safety: written agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Occupation health and safety: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG4_2 - Occupational health and safety: regular discussions
 Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Occupational health and safety: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG4_3 - Occupational health and safety: ad hoc agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Occupational health and safety: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG4_4 - Occupational health and safety: no provision
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply).

Occupational health and safety: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG5_1 - Employment

equity: written
agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply) Employment equity: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG5_2 - Employment

equity: regular
discussions
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Employment equity: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG5_3 - Employment

equity: ad hoc
agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply).

Employment equity: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG5_4 - Employment

equity: no provision



Numeric(1.0)

Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Employment equity: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG6_1 - Pay equity:

written agreements

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?

(Check all that apply)

Pay equity: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG6_2 - Pay equity:

regular discussions

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?

(Check all that apply)

Pay equity: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG6_3 - Pay equity:

ad hoc agreements



Numeric(1.0)

Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Pay equity: ad hoc agreement

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG6_4 - Pay equity:

no provision



Numeric(1.0)

Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Pay equity: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG7_1 - Job security/

lay-offs: written

agreements

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Job security/lay-offs: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG7_2 - Job security/

lay-offs: regular

discussions

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Job security/lay-offs: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG7_3 - Job security/

lay-offs: ad hoc

agreements

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Job security/lay-offs: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG7_4 - Job security/
lay-offs: no provision
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply)

Job security/lay-offs: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG8_1 - Contracting

out: written agreements

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply) Contracting out: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG8_2 - Contracting

out: regular discussions

Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply) Contracting out: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG8_3 - Contracting out: ad hoc agreements
 Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
 (Check all that apply) Contracting out: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG8_4 - Contracting out: no provision
 Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
 (Check all that apply) Contracting out: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG9_1 - Education
and training: written
agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply) Education and training: written agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG9_2 - Education

and training: regular
discussions
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply) Education and training: regular discussions

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG9_3 - Education

and training: ad hoc
agreements
Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions?
(Check all that apply) Education and training: ad hoc agreements

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CBAG9_4 - Education and training: no provision
 Numeric(1.0)



Description

Does the agreement with the largest bargaining unit define how to deal with the following provisions? (Check all that apply) Education and training: no provision

Not asked in 2000

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity dental_plan

DENTAL	Dental plan
PAR_DNT	Participation in a dental plan

Variables Descriptions

DENTAL - Dental plan 
Numeric(1.0)

Description


Do you participate in a dental plan?

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PAR_DNT - 
Participation in a dental plan
Numeric(1.0)

Description

In your company, is this benefit:

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Mandatory
2	Optional
3	Not available

Variables for Entity dependent_children_yes_no

[DPND_KID](#)

Dependent children

Variables Descriptions

DPND_KID -

Dependent children

Numeric(1.0)



Description

Do you have any dependent children?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity descendants_details

ETH_1	Canadian
ETH_10	Inuit (Eskimo)
ETH_11	Japanese
ETH_12	Korean
ETH_13	Latin American
ETH_14	Metis
ETH_15	North American Indian
ETH_16	North African
ETH_17	South East Asian
ETH_18	West Asian
ETH_19	Other, specify
ETH_2	British
ETH_3	French
ETH_4	Any other European groups
ETH_5	Arab
ETH_6	Black
ETH_7	Chinese
ETH_8	East Indian
ETH_9	Filipino

Variables Descriptions

ETH_1 - Canadian

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Canadian

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_10 - Inuit (Eskimo)



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Inuit (Eskimo)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_11 - Japanese



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Japanese

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_12 - Korean

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Korean

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_13 - Latin

American

Numeric(1.0)



Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Latin American (from Mexico, Central America or South America)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_14 - Metis

Numeric(1.0)



Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply).

Metis

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_15 - North
 American Indian
 Numeric(1.0)



Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

North American Indian (First Nations, Aboriginal persons, Native Peoples)

Population

All
 employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_16 - North African



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

North African (from Egypt, Morocco, Algeria, etc.)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_17 - South East



Asian

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

South East Asian (from Burma, Cambodia, Laos, Viet Nam, etc.)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_18 - West Asian



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

West Asian (from Syria, Turkey, Afghanistan, Iran, etc.)

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_19 - Other, specify



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Other, specify

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_2 - British



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

British (from England, Scotland, Ireland, etc.)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_3 - French



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

French

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_4 - Any other



European groups

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Any other European groups

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_5 - Arab



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Arab (from Egypt, Jordan, Lebanon, Iraq, etc.)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_6 - Black



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Black (from Africa, Caribbean, Haiti, U.S.A., Canada, etc)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_7 - Chinese

Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Chinese

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_8 - East Indian



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

East Indian (from India, Pakistan, East Africa, etc.)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ETH_9 - Filipino



Numeric(1.0)

Description

Canadians come from many ethnic, cultural and racial backgrounds. From which groups did your parents or grandparents descend?

(Check all that apply)

Filipino

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity disability_programs_yes_no

DISABLY

Disability programs switch

Variables Descriptions

DISABLY - Disability
programs switch
Numeric(1.0)



Description

Does your employer have any recruitment or career programs for employees with disabilities?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity dispute_mechanisms

MECGRI_1	Informally addressed by manager/supervisor
MECGRI_2	Management Committee
MECGRI_3	Labour-Man. Committee
MECGRI_4	Outside arbitrator
MECGRI_5	Other, specify

Variables Descriptions

MECGRI_1 - Informally addressed by manager/supervisor
Numeric(1.0)



Description

What mechanisms were used to address your dispute, complaint or grievance? (Check all that apply)

Informally addressed by manager/supervisor

Population

All employees who had a dispute, complaint or grievance system in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MECGRI_2 -
Management Committee
Numeric(1.0)



Description

What mechanisms were used to address your dispute, complaint or grievance? (Check all that apply)

Management Committee

Population

All employees who had a dispute, complaint or grievance system in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MECGRI_3 - Labour-
Man. Committee
Numeric(1.0)



Description

What mechanisms were used to address your dispute, complaint or grievance? (Check all that apply)

Labour-Management Committee

Population

All employees who had a dispute, complaint or grievance system in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MECGRI_4 - Outside

arbitrator

Numeric(1.0)



Description

What mechanisms were used to address your dispute, complaint or grievance? (Check all that apply)

Outside arbitrator

Population

All employees who had a dispute, complaint or grievance system in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MECGRI_5 - Other,

specify

Numeric(1.0)



Description

What mechanisms were used to address your dispute, complaint or grievance? (Check all that apply)

Other, specify

Population

All employees who had a dispute, complaint or grievance system in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity

dispute_past_12_months_yes_no

[FIL_GRIE](#)

Filed a grievance past 12 months

Variables Descriptions

FIL_GRIE - Filed a grievance past 12 months
Numeric(1.0)



Description

Have you had a dispute, complaint or grievance in the past 12 months?

Population

All employees who have a dispute, complaint or grievance system in their workplace.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity duties_at_home_yes_no

[DUTY_HOM](#)

Duties at home

Variables Descriptions

DUTY_HOM - Duties at

home

Numeric(1.0)



Description

Do you ever carry out the duties of this job at home?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity education_detail

EDC_1	Additional education --Trade-vocational
EDC_10	Additional education -- Degree in medicine
EDC_11	Additional education -- Ph.D.
EDC_12	Additional education -- Industry certified
EDC_13	Additional education -- Other, specify
EDC_2	Additional education -- Some college
EDC_3	Additional education -- Completed college
EDC_4	Additional education -- Some university
EDC_5	Additional education -- Teacher's college
EDC_6	Additional education -- University below B.Sc.
EDC_7	Additional education -- B.Sc.
EDC_8	Additional education -- University above B.Sc.
EDC_9	Additional education -- M.Sc.
MFS	Major Field of Study

Variables Descriptions

EDC_1 - Additional education --Trade-vocational
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Trade or vocational diploma or certificate

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_10 - Additional education -- Degree in medicine
Numeric(1.0)

**Description**

What was that education?

(Check all that apply)

Degree in medicine, dentistry, veterinary medicine, law, optometry or theology (M.D., D.D.S., D.M.D., D.V. M., LL.B., O.D., M.DIV.) or 1-year B.Ed. after another bachelor's degree

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**EDC_11 - Additional
education -- Ph.D.
Numeric(1.0)**



Description

What was that education?

(Check all that apply)

Earned doctorate

Asked only on odd years (1999, 2001
etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**EDC_12 - Additional
education -- Industry
certified
Numeric(1.0)**



Description

What was that education?

(Check all that apply)

Industry certified training or certification
courses

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_13 - Additional
education -- Other,
specify
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Other, specify

Asked only on odd years (1999, 2001
etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_2 - Additional
education -- Some
college
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Some college, CEGEP, institute of technology or
nursing school

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_3 - Additional
education -- Completed
college
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Completed college, CEGEP, institute of technology or
nursing school

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_4 - Additional education -- Some university
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Some university

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_5 - Additional
education -- Teacher's
college
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Teachers' college

Asked only on odd years (1999, 2001
etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_6 - Additional
education -- University
below B.Sc.
Numeric(1.0)



Description

What was that education?

(Check all that apply)

University certificate or diploma below bachelor
level

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_7 - Additional education -- B.Sc.
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Bachelor or undergraduate degree or teachers' college (e.g. B.A., B.Sc., B.A.Sc., 4 years B.Ed.)

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_8 - Additional
education -- University
above B.Sc.
Numeric(1.0)



Description

What was that education?

(Check all that apply)

University certificate or diploma above bachelor
level

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC_9 - Additional
education -- M.Sc.
Numeric(1.0)



Description

What was that education?

(Check all that apply)

Master's degree (M.A., M.Sc., M.Ed., MBA, MPA and
equivalent)

Asked only on odd years (1999, 2001 etc.)

Population

All employees who have received other
education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MFS - Major Field of Study
Numeric(5.0)



Description

What was the major field of study or training of your highest degree, certificate or diploma (excluding secondary or high school certificates)?

New variable in 2001

Postcoded from the text given in this question

CAUTION: Control for Trade or college/university since there are MFS codes for each.

TRADEVOC and CCSIS Program.txt (Trade) USIS Program Codes.txt (College/university)

Population

All employees who have received other education than high school.

Variables for Entity education_detail_12m

EDC12_1	Past twelve months -- Trade-vocational
EDC12_10	Past twelve months -- Degree in medicine
EDC12_11	Past twelve months -- Ph.D.
EDC12_12	Past twelve months -- Industry certified
EDC12_13	Past twelve months -- Other, specify
EDC12_2	Past twelve months -- Some college
EDC12_3	Past twelve months -- Completed college
EDC12_4	Past twelve months -- Some university
EDC12_5	Past twelve months -- Teacher's college
EDC12_6	Past twelve months -- University below B.Sc.
EDC12_7	Past twelve months -- B.Sc.
EDC12_8	Past twelve months -- University above B.Sc.
EDC12_9	Past twelve months -- M.Sc.

Variables Descriptions

EDC12_1 - Past twelve months -- Trade-vocational
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Trade or vocational diploma or certificate.

New variable in 2000 and asked only on even years (2000, 2002 etc.).

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_10 - Past twelve months -- Degree in medicine
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Degree in medicine, dentistry, veterinary medicine, law, optometry or theology (M.D., D.D.S., D.M.D., D.V.M., LL.B., O.D., M.DIV.) or 1-year B.Ed. after another bachelor's degree

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_11 - Past twelve months -- Ph.D.
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Earned doctorate

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_12 - Past twelve months -- Industry certified
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Industry certified training or certification courses

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_13 - Past twelve months -- Other, specify
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Other, specify

New variable in 2000 and asked only on even years
(2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_2 - Past twelve months -- Some college
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Some college, CEGEP, institute of technology or nursing school

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_3 - Past twelve months -- Completed college
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Completed college, CEGEP, institute of technology or nursing school

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_4 - Past twelve months -- Some university
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Some university

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_5 - Past twelve months -- Teacher's college
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Teachers' college

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_6 - Past twelve months -- University below B.Sc.
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

University certificate or diploma below bachelor level

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_7 - Past twelve months -- B.Sc.
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Bachelor or undergraduate degree or teachers' college (e.g. B.A., B.Sc., B.A.Sc., 4 years B.Ed.)

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_8 - Past twelve months -- University above B.Sc.
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

University certificate or diploma above bachelor level

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EDC12_9 - Past twelve months -- M.Sc.
Numeric(1.0)



Description

What was that education in the past twelve months?

(Check all that apply)

Master's degree (M.A., M.Sc., M.Ed., MBA, MPA and equivalent).

New variable in 2000 and asked only on even years (2000, 2002 etc.)

Population

All employees who have received other education.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity effects_implementation_factors

EFFECT1	Effect of implementation: profit margin
EFFECT10	Effect of implementation: material requirements
EFFECT11	Effect of implementation: design costs
EFFECT12	Effect of implementation: shares in local market
EFFECT13	Effect of implementation: shares reg./ national market
EFFECT14	Effect of implementation: shares foreign markets
EFFECT15	Effect of implementation: interactions with customers
EFFECT16	Effect of implementation: interactions with suppliers
EFFECT17	Effect of implementation: Environmental regulations
EFFECT18	Effect of implementation: health & safety regulations
EFFECT19	Effect of implementation: other, specify
EFFECT2	Effect of implementation: quality of product/service
EFFECT20	Effect of implementation: other, specify
EFFECT21	Effect of implementation: other, specify
EFFECT3	Effect of implementation: technological capabilities
EFFECT4	Effect of implementation: working conditions
EFFECT5	Effect of implementation: lead times
EFFECT6	Effect of implementation: range of products/services
EFFECT7	Effect of implementation: labour requirements
EFFECT8	Effect of implementation: energy requirements
EFFECT9	Effect of implementation: capital requirements

Variables Descriptions

EFFECT1 - Effect of implementation: profit margin
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Profit margin

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT10 - Effect of implementation: material requirements
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Material requirements

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT11 - Effect of implementation: design costs
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Design costs

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT12 - Effect of implementation: shares in local market
 Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Shares in local market (municipality or county)

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT13 - Effect of
implementation: shares
reg./ national market
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Shares in regional or national markets

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT14 - Effect of
implementation: shares
foreign markets
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Shares in foreign markets

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT15 - Effect of implementation: interactions with customers
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Interactions with customers

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT16 - Effect of implementation: interactions with suppliers
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Interactions with suppliers

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT17 - Effect of
implementation:
Environmental regulations
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Environmental regulations

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT18 - Effect of
implementation: health &
safety regulations
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Health and safety regulations

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT19 - Effect of implementation: other, specify
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Other, specify

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT2 - Effect of
implementation: quality of
product/service
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects has this implementation had on the following factors?

Quality of products or services

Population

All workplaces that had a technology implementation

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT20 - Effect of
implementation: other,
specify
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Other, specify

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT21 - Effect of implementation: other, specify
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Other, specify

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT3 - Effect of
implementation:
technological capabilities
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Technological capabilities

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT4 - Effect of
implementation: working
conditions
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Working conditions

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT5 - Effect of implementation: lead times
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Lead times

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT6 - Effect of
implementation: range of
products/services
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Range of products or services

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT7 - Effect of
implementation: labour
requirements
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Labour requirements

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT8 - Effect of implementation: energy requirements
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Energy requirements

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

EFFECT9 - Effect of
implementation: capital
requirements
Numeric(1.0)



Description

Thinking now of the implementation of the new technology with the largest approximate cost, what effects have this implementation had on the following factors?

Capital requirements

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Positive effect
3	No effect (a new technology was implemented but it had no effect)
4	Negative effect

Variables for Entity effect_on_managers

[RSLT_MN](#)

Effect on number of managers

Variables Descriptions

RSLT_MN - Effect on number of managers
Numeric(1.0)



Description

As a result of the implementation of this technology, has the number of managers in this workplace...

Population

All workplaces that had a technology implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	increased?
2	remained about the same?
3	decreased?

Variables for Entity effect_on_non_management

[RSLT_NM](#)

Effect on number of non-
management employees

Variables Descriptions

RSLT_NM - Effect on
number of non-
management employees
Numeric(1.0)



Description

As a result of the implementation of this technology,
has the number of non-management employees in
this workplace...

Population

All workplaces that had a technology
implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	increased?
2	remained about the same?
3	decreased?

Variables for Entity effect_on_skill_requirements

[RSLT_SK](#)

Effect on skill requirements

Variables Descriptions

RSLT_SK - Effect on
skill requirements
Numeric(1.0)



Description

As a result of the implementation of this technology,
have the skill requirements of employees...

Population

All workplaces that had a technology
implementation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	increased?
2	remained about the same?
3	decreased?

Variables for Entity ei_supplements

[PAR_UI](#)

Participation in supplements to EI

[UISPL](#)

Supplements to EI

Variables Descriptions

PAR_UI - Participation in supplements to EI
Numeric(1.0)



Description

In your company, is this benefit:

Removed permanently as of 2000

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Mandatory
2	Optional
3	Not available

UISPL - Supplements

to EI

Numeric(1.0)



Description

Does your employer offer supplements to Employment Insurance benefits for maternity/paternity leave or lay-offs?

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity elder_care_yes_no

[ELDER](#)

Elder care

Variables Descriptions

ELDER - Elder care



Numeric(1.0)

Description

Does your employer offer help with eldercare services?

Population

All employees whose employers offers personal support or family support.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity employee_assistance_yes_no

[ASSIS](#)

Employee assistance

Variables Descriptions

ASSIS - Employee
assistance
Numeric(1.0)



Description

Does your employer offer employee assistance such as counselling, substance abuse control, financial assistance, legal aid etc.?

Population

All employees that have personal support or family support.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity employee_by_category

FULL_TIM	Full-time employees
NON_PERM	Total non-permanent employees
NOW_FULL	Permanent Full-time employees
NOW_OTHR	Other employees
NOW_PART	Permanent Part-time employees
NPERM_FT	Non-permanent Full-time employees
NPERM_PT	Non-permanent Part-time employees
PART_TIM	Part-time employees
PRMANENT	Permanent employees
YR_FULL	Full-time permanent employees 1998
YR_OTHR	Other employees 1998

Variables Descriptions

FULL_TIM - Full-time employees
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Full-time employees: working 30 or more hours per week.

Population

All workplaces.

NON_PERM - Total non-
permanent employees
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Total Non-permanent employees

Population

All
workplaces.

NOW_FULL -
Permanent Full-time
employees
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Permanent Full-time employees

Population

All
workplaces

NOW_OTHR - Other

employees

Numeric(5.0)

**Description**

At this location, please estimate how many employees were in the following categories? All other employees, contractors or agents managed at or attached to this workplace last pay period in March 2000.

In 2001 this variable was eliminated and the question was disaggregated to obtain more accurate information.

A comparable variable can be derived by aggregating (now_part, non_perm, cntr_wkp, cntr_out).

Population**NOW_PART -**

Permanent Part-time

employees

Numeric(5.0)

**Description**

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Permanent Part-time employees

New variable in 2001.

Population

All
workplaces

NPERM_FT - Non-
permanent Full-time
employees
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Non-permanent Full-time employees

Population

All
workplaces

NPERM_PT - Non-
permanent Part-time
employees
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Non-permanent Part-time employees

New variable in 2001.

Population

All
workplaces.

PART_TIM - Part-time

employees

Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Part-time employees: working less than 30 hours per week.

Population

All workplaces.

PRMANENT -

Permanent employees

Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories?

Total permanent employees

Population

All workplaces

YR_FULL - Full-time
permanent employees
1998
Numeric(5.0)



Description

At this location, please estimate how many employees were in the following categories? Full-time, permanent employees last pay period in March 1, 1998.
Disappeared from the survey as of 2000

Population

YR_OTHR - Other
employees 1998
Numeric(5.0)



Description

At this location, please estimate how many employees were in the following categories? All other employees, contractors or agents managed at or attached to this workplace last pay period in March 1998.
Disappeared from the survey as of 2000

Population

Variables for Entity employee_cba

[CBA_EMP](#)

Non-management employees
with CBA

Variables Descriptions

CBA_EMP - Non-
management employees
with CBA
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-Management (with collective bargaining agreement)

NOTE: This variable was replaced by TTL_CVNM and no longer appears in the files.

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

Variables for Entity employee_cba_category

CBA_AD	No of Administrative covered by CBA
CBA_OT	No of Other covered by CBA
CBA_PR	No of Professionals covered by CBA
CBA_SL	No of Sales covered by CBA
CBA_TC	No of Technical covered by CBA
CBA_UN	No of Production workers covered by CBA

Variables Descriptions

CBA_AD - No of Administrative covered by CBA
Numeric(5.0)



Description

1f D1+1f
D2

Population

All workplaces.

CBA_OT - No of Other covered by CBA
Numeric(5.0)



Description

1f F1+1f
F2

Population

All workplaces.

CBA_PR - No of
Professionals covered by
CBA
Numeric(5.0)



Description

1f A1+1f
A2

Population

All
workplaces.

CBA_SL - No of Sales
covered by CBA
Numeric(5.0)



Description

1f C1+1f
C2

Population

All
workplaces.

CBA_TC - No of
Technical covered by
CBA
Numeric(5.0)



Description

1f B1+1f
B2

Population

All
workplaces.

CBA_UN - No of
Production workers
covered by CBA
Numeric(5.0)



Description

1f E1+1f
E2

Population

All
workplaces.

Variables for Entity employee_covered_by_cba

[TTL_CBA](#)

employees covered by a collective bargaining agreement

Variables Descriptions

TTL_CBA - # employees covered by a collective bargaining agreement
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many employees were covered by collective bargaining agreements at this location?

Population

All workplaces.

Variables for Entity employee_downsized

DOWNSIZE

Number of employees
downsized

Variables Descriptions

DOWNSIZE - Number of
employees downsized
Numeric(5.0)



Description

If you answered "Downsizing", by how many employees did you reduce your workforce?

Population

All workplaces that have experienced an organizational change.

Variables for Entity employee_feedback

[FEED](#)

Employee feedback

Variables Descriptions

FEED - Employee

feedback

Numeric(1.0)



Description

How frequently are you asked to complete employee surveys?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently

Variables for Entity employee_flowtype

FLOWTYPE

Employee flowtype

Variables Descriptions

FLOWTYPE -

Employee flowtype
Numeric(1.0)



Description

Employee
flowtype

Population

Range and codes

-1	Don't know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	New sample
2	The employee is still working for the same employer but has a different job title or different duties
3	The employee is still working for the same employer with the same job title and main duties
4	The employee has a different employer
5	The employee has left his employer and does not have a new employer (includes self-employed)

Variables for Entity employee_independent_contractor

[CNTR_OUT](#)Contractors outside this
workplace[CNTR_WKP](#)

Contractors at this workplace

Variables Descriptions

CNTR_OUT -

Contractors outside this
workplace
Numeric(5.0)



Description

During the month of March 2001 how many independent contractors provided products or services to your location? Please include contract workers working at home. (See Employee Category Definitions at the end of the questionnaire).

These contract workers should not have been reported in the previous Question 1(a) to Question 1(g).

Outside this workplace

Caution: Changes made to the 2001 questionnaire had an impact on this variable.

Population

All
workplaces.

CNTR_WKP -

Contractors at this
workplace
Numeric(5.0)

**Description**

During the month of March 2001 how many independent contractors provided products or services to your location? Please include contract workers working at home. (See Employee Category Definitions at the end of the questionnaire).

These contract workers should not have been reported in the previous Question 1(a) to Question 1 (g).

At this workplace

Caution: Changes made to the 2001 questionnaire had an impact on this variable.

Population

All
workplaces.

Variables for Entity employee_left

TTL_DSMS	Total dismissal for cause
TTL_LYFF	Total lay-offs (no recall)
TTL_OTHR	Total other permanent separation
TTL_QUIT	Total Resignation (no incentives)
TTL_RDCT	Total special workforce reductions
TTL_RTMT	Total retirement (no incentives)

Variables Descriptions

TTL_DSMS - Total dismissal for cause
Numeric(5.0)



Description

Please estimate by reason the number of employees who have permanently left this location between April 1, 2000 and March 31, 2001.

Dismissal for cause

Population

All workplaces.

TTL_LYFF - Total lay-offs (no recall)
Numeric(5.0)



Description

Please estimate by reason the number of employees who have permanently left this location between April 1, 2000 and March 31, 2001.

Lay-offs (No recall expected)

Involuntary layoffs with enhanced severance packages should be included with "lay-offs (no recall expected)". Voluntary lay-offs with enhanced severance packages are considered to be Special workforce reductions.

Population

All workplaces.

TTL_OTHR - Total other permanent separation
Numeric(5.0)



Description

Please estimate by reason the number of employees who have permanently left this location between April 1, 2000 and March 31, 2001.

Other permanent separation, specify

New variable in 2001

Population

All workplaces.

TTL_QUIT - Total

Resignation (no
incentives)
Numeric(5.0)

**Description**

Please estimate by reason the number of employees who have permanently left this location between April 1, 2000 and March 31, 2001.

Resignations (No special incentives)

Population

All
workplaces.

TTL_RDCT - Total

special workforce
reductions
Numeric(5.0)

**Description**

Please estimate by reason the number of employees who have permanently left this location between April 1, 2000 and March 31, 2001.

Special workforce reductions

Special workforce reductions include resignations and early retirements induced through special financial incentives (i.e. where employees voluntarily leave.)

Population

All
workplaces.

TTL_RTMT - Total
retirement (no incentives)
Numeric(5.0)



Description

Please estimate by reason the number of employees who have permanently left this location between April 1, 2000 and March 31, 2001.

Retirement (No special incentives)


Population

All
workplaces.

Variables for Entity employee_on_or_off_site

OFF_HOME	Off-site employees at home
OFF_OTHR	Off-site employees in other workplace
TTL_EMP	Total number of employees, March 2001
TTL_SITE	On-site employees

Variables Descriptions

OFF_HOME - Off-site employees at home 
Numeric(5.0)

Description

Of the total employment in March 2001 (as reported in Question 1 (a)), how many were On-site or Off-site employees?

At Home (Off-site employees)

Caution: Changes made to the 2001 questionnaire had an impact on this variable.

Population

All workplaces.

OFF_OTHR - Off-site
employees in other
workplace
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1 (a)), how many were On-site or Off-site employees?

At another workplace (Off-site employees)

Caution : Changes made to the 2001 questionnaire had an impact on this variable

Population

All
workplaces.

TTL_EMP - Total
number of employees,
March 2001
Numeric(5.0)



Description

In the last pay periods of March 2001 and March 2000, how many employees receiving a T4 Slip were employed at this location? (See Employee Category Definitions at the end of the questionnaire)

March 2001

Population

All
workplaces.

TTL_SITE - On-site

employees

Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1 (a)), how many were On-site or Off-site employees?

On-site employees

New variable in 2001

Population

All workplaces.

Variables for Entity employee_rcv_classroom_trng

[TRN_EMP1](#)

No of employees who
received classroom training

Variables Descriptions

TRN_EMP1 - No of
employees who received
classroom training
Numeric(5.0)



Description

Please estimate the number of employees who received classroom training between April 1, 2000 and March 31, 2001. (Include full-time, part-time, permanent and temporary employees)

Population

All workplaces that pay for or provide classroom job-related training.

Variables for Entity employee_rcv_on_the_job_trng

[TRN_EMP2](#)

No of employees who
received on-the-job training

Variables Descriptions

TRN_EMP2 - No of
employees who received
on-the-job training
Numeric(5.0)



Description

Please estimate the number of employees who received on-the-job training between April 1 2000 and March 31 2001. (Include full-time, part-time, permanent and temporary employees).

Population

All
workplaces.

Variables for Entity `employee_receive_t4`

This category does not currently contain any variables.

Variables for Entity employee_response_code

COM_CODE(E)	Employee completion code
FILTCODE(E)	Employee response code

Variables Descriptions

COM_CODE(E) -
Employee completion
code
Numeric(2.0)



Description

Employee completion
code

Population

Range and codes

10	Complete
20	Partially completed
40	Refusal
51	Unable to contact or locate
53	Absent for duration of survey
55	Own illness
56	Illness in family
57	Deceased
58	Language barrier
59	Unusual or special circumstances

FILTCODE(EE) -
Employee response code
Numeric(1.0)



Description

Employee response
code

Population

Range and codes

1	Complete
2	Partially complete
3	Non response

Variables for Entity employee_suggestion

SUGG

Employee suggestion

Variables Descriptions

SUGG - Employee

suggestion

Numeric(1.0)



Description

How frequently do you participate in an employee suggestion program or regular meetings in which you offer suggestions to your superiors regarding areas of work that may need improvement?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently

Variables for Entity

employee_use_assistance_yes_no

[USE_ASS](#)

Used by employee

Variables Descriptions

USE_ASS - Used by
employee
Numeric(1.0)



Description

Did you use these services within the past twelve months?

Population

All employees whose employer offers help such as employee assistance.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity employee_use_childcare_yes_no

[USE_CHLD](#)

Used by employee

Variables Descriptions

USE_CHLD - Used by
employee
Numeric(1.0)



Description

Did you use this help within the past twelve months?

Population

All employees whose employer offers help for childcare.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity employee_use_eder_care_yes_no

[USE_ELDR](#)

Used by employee

Variables Descriptions

USE_ELDR - Used by
employee
Numeric(1.0)



Description

Did you use this help within the past twelve months?

Population

All employees whose employer offers help with eldercare services.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity employee_use_fitness_yes_no

[USE_FIT](#)

Used by employee

Variables Descriptions

USE_FIT - Used by
employee
Numeric(1.0)



Description

Did you use these services within the past twelve months?

Population

All employees whose employer offers fitness and recreation services.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity employee_weights

[EMP_BSW1-EMP_BSW100](#) Bootsap weights employees

[EMP_FINAL_WT](#) Final Weight

Variables Descriptions

EMP_BSW1- EMP_BSW100 -

Bootstap weights
employees
Numeric(8.0)



Description

Bootstap weights employees

Read the Guide to the analysis of the Workplace and
Employees survey 71-221-GIE at www.statcan.ca.

Population

All
employees

EMP_FINAL_WT -

Final Weight
Numeric(8.0)



Description

Final weight

Read the Guide to the analysis of the Workplace and
Employees survey 71-221-GIE at www.statcan.ca.

Population

Variables for Entity employee_work_status_by_category

CVNM_FT	Full-time non-management employees with CBA
CVNM_PT	Part-time non-management employees with CBA
FULL_MN	Full-time Management
NCNM_FT	Non-Management (no CBA) Full-time
NCNM_PT	Non-Management (no CBA) Part-time
PART_MN	Part-time Management
TTL_MGR	Total Management
TTL_NCNM	Total Non-Management (no cba)

Variables Descriptions

CVNM_FT - Full-time non-management employees with CBA
Numeric(0.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Full-time non-management (with collective bargaining agreement)

New variable in 2001.

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

CVNM_PT - Part-time
non-management
employees with CBA
Numeric(0.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Part-time non-management (with collective bargaining agreement)

New variable in 2001.

Population

All workplaces that have non-management employees covered by a collective bargaining agreement.

FULL_MN - Full-time
Management
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Full-time Management

Population

All
workplaces.

NCNM_FT - Non-
Management (no CBA)
Full-time
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-Management (no CBA) Full-time

New variable in 2001.

Population

All
workplaces.

NCNM_PT - Non-
Management (no CBA)
Part-time
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-Management (no CBA) Part-time

New variable in 2001.

Population

All
workplaces.

PART_MN - Part-time

Management

Numeric(5.0)

**Description**

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Part-time Management

Population

All
workplaces.

TTL_MGR - Total

Management

Numeric(5.0)

**Description**

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Total Management

New variable in 2001

Population

All
workplaces.

TTL_NCNM - Total Non-
Management (no cba)
Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Total Non-Management (no cba)

New variable in 2001

Population

All
workplaces.

Variables for Entity employer_helping_training_yes_no

[EMP_HLP](#)

Employer helping with training

Variables Descriptions

EMP_HLP - Employer helping with training
Numeric(1.0)



Description

In the past twelve months, has your employer paid for or otherwise helped you to take courses outside of your paid working hours, that were not directly job-related?

(The objective of these courses being for career development, not just interest)

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity employer_provides_facilities_y_n

[EMP_DIS](#)

Employer provides altered facilities-equip.

Variables Descriptions

EMP_DIS - Employer provides altered facilities-equip.
Numeric(1.0)



Description

Does your employer provide these altered facilities, equipment or aids to you?

Population

All employees who need altered facilities or equipment aids to help accommodate their conditions.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity employment_status

XEMPSTAT

Current employment status

Variables Descriptions

XEMPSTAT - Current

employment status

Numeric(1.0)

**Description**

What is your employment status:

Are you currently working at a new job, running a business, or looking for work? (Check one of the following conditions)

New variable in 2000.

Population

All employees who are NOT working for the same employer

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Employed at work (including self-employed)
2	Absent from work for more than three months
3	Temporary lay-off
4	Looking for work
5	Future start
6	Not in labour force, able to work
7	Not in labour force, permanently unable to work
8	Other, specify

Variables for Entity employment_status_new_job

[XNEWSTAT](#)Employment status in new
job

Variables Descriptions

XNEWSTAT -

Employment status in
new job

Numeric(1.0)



Description

In this new job, which best describes your
employment status?

New variable in 2000.

Population

All employees who are NOT working for the same
employer BUT are employed

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Paid worker
2	Unpaid family worker
3	Volunteer, unpaid
4	Self-employed with paid help
5	Self-employed without paid help


Variables for Entity

end_date_complete_fiscal_year

[END_DATE](#)

End date of most recently completed fiscal year

Variables Descriptions

END_DATE - End date of most recently completed fiscal year 

Character(8.0)

Format: YYYYMMDD

Description

What was the end date of your most recently completed fiscal year? (or when will your first fiscal year end?)

Not asked in 2000.

Population

All workplaces that are a profit operation.

Variables for Entity end_of_prev_job

[XJOB_END](#)

Determine end of previous job

Variables Descriptions

XJOB_END - Determine end of previous job
Character(8.0) Format: YYYYMM01



Description

When did you leave your previous job or when did your job come to an end?

(Here we are talking specifically about the job you held based on our interview a year ago)

New variable in 2000.

Population

All employees who are NOT working for the same employer

Variables for Entity equipment_paid_by_employer

[EQUIPAID](#)

Equipment paid by employer

Variables Descriptions

EQUIPAID - Equipment
paid by employer
Numeric(1.0)



Description

Does your employer offer any type of equipment or supplies and/or reimbursement of costs for working at home?

Population

All employees who work at home.

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Yes
2	No equipment or supplies required
3	No

Variables for Entity expenditure_nonwage_benefit

[SAL_EXPN](#)

Total expenditure on non-
wage benefits

Variables Descriptions

SAL_EXPN - Total
expenditure on non-wage
benefits
Numeric(10.0)



Description

What was the total expenditure on non-wage benefits at this location between April 1, 2000 and March 31, 2001?

(If the information is not available for the specified period, give the total gross payroll for the calendar year or your most recent fiscal year).

Please exclude statutory payments such as CPP/QPP, EI, and health taxes.

Caution: Changes made to the 2001 questionnaire had an impact on this variable.

Population

All workplaces that have non-wage benefits available to the full-time or part-time employees.

Variables for Entity expenditure_this_location

[EXPN_WKP](#)

Expenditures only for this location

Variables Descriptions

EXPN_WKP -

Expenditures only for this location
Numeric(1.0)



Description

Does this amount represent the expenditure for only this location?

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity extra_earnings

[XTRAEARN](#)

Extra earnings

Variables Descriptions

XTRAEARN - Extra earnings



Numeric(10.0)

Format: #####.#

Description

What were your total earnings from commissions, tips, bonuses, paid overtime or variable pay in the past twelve months?

Removed permanently as of 2000

Population

Variables for Entity extra_earnings_details

TYPAY_1	Extra earnings
TYPAY_2	Piecework payments
TYPAY_3	Productivity bonuses
TYPAY_4	Profit sharing
TYPAY_5	Overtime pay
TYPAY_6	Shift differentials
TYPAY_7	Tips
TYPAY_8	Commissions
TYPAY_9	Other bonuses

Variables Descriptions

TYPAY_1 - Extra earnings
Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Extra earnings.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_2 - Piecework

payments

Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Piecework payments.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_3 - Productivity

bonuses

Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Productivity bonuses.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_4 - Profit

sharing

Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Profit sharing.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_5 - Overtime

pay

Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Overtime pay.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_6 - Shift

differentials

Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Shift differentials.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_7 - Tips

Numeric(1.0)



Description

Which of the following types of pay did you receive in the past twelve months? Tips.

Removed permanently as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_8 -

Commissions

Numeric(1.0)

**Description**

Which of the following types of pay did you receive in the past twelve months? Commissions.

Removed permanently as of 2000

Population**Range and codes**

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYPAY_9 - Other

bonuses

Numeric(1.0)

**Description**

Which of the following types of pay did you receive in the past twelve months? Other bonuses.

Removed permanently as of 2000

Population**Range and codes**

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity extra_earnings_yes_no

[XTRA](#)

Extra earnings

Variables Descriptions

XTRA - Extra earnings



Numeric(1.0)

Description

In the past twelve months or since you started this job, did you earn any commissions, tips, bonuses, paid overtime or any other types of variable pay such as profit sharing, productivity bonuses (gain sharing) or piecework?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity factors_earning_promotion

PRMTD_1	Experience gained at previous job
PRMTD_2	Seniority
PRMTD_3	Test or competitive process
PRMTD_4	Training or career development programs
PRMTD_5	Past performance evaluations
PRMTD_6	None

Variables Descriptions

PRMTD_1 - Experience
gained at previous job
Numeric(1.0)



Description

Which of the following factors were important in earning that promotion? (Check all that apply)

Experience gained at previous job

Population

All employees who have been promoted.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRMTD_2 - Seniority



Numeric(1.0)

Description

Which of the following factors were important in earning that promotion? (Check all that apply)

Seniority

Population

All employees who have been promoted.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRMTD_3 - Test or competitive process



Numeric(1.0)

Description

Which of the following factors were important in earning that promotion? (Check all that apply)

Test or competitive process

Population

All employees who have been promoted.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**PRMTD_4 - Training or
career development
programs**
Numeric(1.0)



Description

Which of the following factors were important in earning that promotion? (Check all that apply)

Training or career development programs

Population

All employees who have been promoted.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**PRMTD_5 - Past
performance evaluations**
Numeric(1.0)



Description

Which of the following factors were important in earning that promotion? (Check all that apply)

Past performance evaluations

Population

All employees who have been promoted.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PRMTD_6 - None



Numeric(1.0)

Description

Which of the following factors were important in earning that promotion? (Check all that apply)

None

Population

All employees who have been promoted.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity factors_impede_implementation

FACTOR1	Lack of financial resources
FACTOR10	Other
FACTOR11	None
FACTOR2	Lack of skilled personnel
FACTOR3	Lack of information on technologies
FACTOR4	Lack of information on markets
FACTOR5	Deficiencies in availability of external tech. serv.
FACTOR6	Internal resistance to change
FACTOR7	Barriers to cooperation with other firms
FACTOR8	Barriers to cooperation with institutions
FACTOR9	Government standards and regulations

Variables Descriptions

FACTOR1 - Lack of financial resources
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Lack of financial resources

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR10 - Other



Numeric(1.0)

Description

Which of the following factors impede the implementation of new technology in your workplace?

Other, specify

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR11 - None



Numeric(1.0)

Description

Which of the following factors impede the implementation of new technology in your workplace?

None

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR2 - Lack of skilled personnel
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Lack of skilled personnel

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR3 - Lack of information on technologies
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Lack of information on technologies

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR4 - Lack of information on markets Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Lack of information on markets

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR5 - Deficiencies in availability of external tech. serv. Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Deficiencies in the availability of external technical services

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR6 - Internal
resistance to change
Numeric(1.0)

**Description**

Which of the following factors impede the
implementation of new technology in your workplace?

Internal resistance to change

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR7 - Barriers to cooperation with other firms
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Barriers to cooperation with other firms

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR8 - Barriers to cooperation with institutions
Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Barriers to cooperation with scientific and education institutions

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FACTOR9 - Government standards and regulations
 Numeric(1.0)



Description

Which of the following factors impede the implementation of new technology in your workplace?

Government standards and regulations

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity final_auth_settle_grievance

[AUTHGRV](#)

Final authority to settle
grievances

Variables Descriptions

AUTHGRV - Final
authority to settle
grievances
Numeric(1.0)



Description

Who has FINAL authority to settle disputes,
grievances or complaints?

Not asked in 2000

Population

All workplaces that have a dispute, complaint or
grievance system for employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Management
2	Labour-management committee
3	Outside arbitrator

Variables for Entity first_application_most_used

[APP1](#)

First application most used

Variables Descriptions

APP1 - First application

most used

Numeric(1.0)



Description

Which of these applications do you use the most, in terms of time? Please enter the corresponding code, as printed to the left of the circle in Question 22 (c).

Population

All employees who use a computer and use more than one application.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Word processors
10	Graphics and presentation
11	Computer-aided design
12	Computer-aided engineering
13	Expert systems
14	Other, specify
2	Spreadsheets
3	Databases
4	Desktop publishing and form design
5	General management applications
6	Communications
7	Programming languages and development tools

8

Specialized office
applications

9

Data analysis

Variables for Entity fitness_yes_no

FITNESS

Fitness

Variables Descriptions

FITNESS - Fitness



Numeric(1.0)

Description

Does your employer offer fitness and recreation services (on-site or off-site)?

Population

All employees whose employer offers personal support or family support.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity formal_grievance_system

[FRMLGRV](#)

Formal grievance system

Variables Descriptions

FRMLGRV - Formal
grievance system
Numeric(1.0)



Description

Does this workplace have a dispute, complaint or grievance system for employees?

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes, formal
2	Informal only
3	No

Variables for Entity formal_system_yes_no

[GRIEV](#)

Formal grievance, complaint system

Variables Descriptions

GRIEV - Formal grievance, complaint system
Numeric(1.0)



Description

Is there a dispute, complaint, or grievance system in your workplace?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity formal_training_last_er_yes_no

[PRV_TRN](#)

Formal training last employer

Variables Descriptions

PRV_TRN - Formal
training last employer
Numeric(1.0)



Description

In the last twelve months on that last job, did you receive any formal training sponsored by your employer?

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity full_part_categories

FULL_AD	Full-time Administrative
FULL_MN	Full-time Management
FULL_OT	Full-time Others
FULL_PR	Full-time Professionals
FULL_SL	Full-time Sales
FULL_TC	Full-time Technical
FULL_UN	Full-time Production workers
PART_AD	Part-time Administrative
PART_MN	Part-time Management
PART_OT	Part-time Others
PART_PR	Part-time Professionals
PART_SL	Part-time Sales
PART_TC	Part-time Technical
PART_UN	Part-time Production workers

Variables Descriptions

FULL_AD - Full-time
Administrative
Numeric(5.0)



Description

1e D1+1f
D1

Population

All
workplaces.

FULL_MN - Full-time

Management

Numeric(5.0)

**Description**

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Full-time Management

Population

All
workplaces.

FULL_OT - Full-time

Others

Numeric(5.0)

**Description**

1e F1+1f
F1

Population

All
workplaces.

FULL_PR - Full-time

Professionals

Numeric(5.0)

**Description**

1e A1+1f
A1

Population

All
workplaces.

FULL_SL - Full-time

Sales

Numeric(5.0)



Description

1e C1+1f

C1

Population

All
workplaces.

FULL_TC - Full-time

Technical

Numeric(5.0)



Description

1e B1+1f

B1

Population

All
workplaces.

FULL_UN - Full-time

Production workers

Numeric(5.0)



Description

1e F1+1f

F1

Population

All
workplaces.

PART_AD - Part-time

Administrative

Numeric(5.0)



Description

1e D2+1f

D2

Population

All

workplaces.

PART_MN - Part-time

Management

Numeric(5.0)



Description

Of the total employment in March 2001 (as reported in Question 1(a)), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Part-time Management

Population

All

workplaces.

PART_OT - Part-time

Others

Numeric(5.0)



Description

1e F2+1f

F2

Population

All

workplaces.

PART_PR - Part-time

Professionals

Numeric(5.0)



Description

1e A2+1f

A2

Population

All

workplaces.

PART_SL - Part-time

Sales

Numeric(5.0)



Description

1e C2+1f

C2

Population

All

workplaces.

PART_TC - Part-time

Technical

Numeric(5.0)



Description

1e B2+1f

B2

Population

All

workplaces.

PART_UN - Part-time
Production workers
Numeric(5.0)



Description

1e E2+1f
E2

Population

All
workplaces.

Variables for Entity gender

[GENDER](#)

Gender

Variables Descriptions

GENDER - Gender



Numeric(1.0)

Description

Gender

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Male
2	Female

Variables for Entity general_working conditions

XWKCON_A	Availability of flexible working arrangements
XWKCON_B	Usual work hours
XWKCON_C	Availability of overtime
XWKCON_D	Availability of job or work sharing arrangements
XWKCON_E	Availability of personal and family support programs

Variables Descriptions

XWKCON_A - Availability of flexible working arrangements
Numeric(1.0)



Description

Please indicate whether you think your working conditions are better, about the same or worse in your new job compared to the previous job you held.

Availability of flexible working arrangements (e.g. compressed work week, flexible hours, work at home, other flexible arrangements)

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XWKCON_B - Usual

work hours

Numeric(1.0)



Description

Please indicate whether you think your working conditions are better, about the same or worse in your new job compared to the previous job you held.

Usual work hours.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XWKCON_C -

Availability of overtime

Numeric(1.0)



Description

Please indicate whether you think your working conditions are better, about the same or worse in your new job compared to the previous job you held.

Availability of overtime.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XWKCON_D - Availability

of job or work sharing

arrangements

Numeric(1.0)



Description

Please indicate whether you think your working conditions are better, about the same or worse in your new job compared to the previous job you held.

Availability of job or work sharing arrangements.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XWKCON_E - Availability
of personal and family
support programs
Numeric(1.0)



Description

Please indicate whether you think your working conditions are better, about the same or worse in your new job compared to the previous job you held.

Availability of personal and family support programs (e.g. childcare, employee assistance, eldercare, other types of services).

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

Variables for Entity goals_of_course

GOALMC_1	Working towards a trade or vocational certificate or diploma
GOALMC_2	Working towards a degree or diploma
GOALMC_3	Working towards a professional designation
GOALMC_4	Increase literacy or numeracy skill
GOALMC_5	Other, specify

Variables Descriptions

GOALMC_1 - Working towards a trade or vocational certificate or diploma
Numeric(1.0)



Description

Speaking of the most recent course, what was (were) the goal(s) of that course? (Check all that apply)

Working towards a trade or vocational certificate or diploma

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GOALMC_2 - Working

towards a degree or
diploma

Numeric(1.0)



Description

Speaking of the most recent course, what was (were)
the goal(s) of that course? (Check all that apply)
Working towards a degree or diploma

Caution: Changes made to the 2000 questionnaire
had an impact on this variable.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GOALMC_3 - Working

towards a professional
designation

Numeric(1.0)



Description

Speaking of the most recent course, what was (were)
the goal(s) of that course? (Check all that apply)
Working towards a professional designation

Caution: Changes made to the 2000 questionnaire
had an impact on this variable.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GOALMC_4 - Increase literacy or numeracy skill
 Numeric(1.0)



Description

Speaking of the most recent course, what was (were) the goal(s) of that course? (Check all that apply)
 Increase literacy or numeracy skill

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

GOALMC_5 - Other, specify
 Numeric(1.0)



Description

Speaking of the most recent course, what was (were) the goal(s) of that course? (Check all that apply)
 Other, specify

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity graduated_high_school_yes_no

[GRAD_HS](#)

Graduated from high school

Variables Descriptions

GRAD_HS - Graduated
from high school
Numeric(1.0)



Description

Did you graduate from high school (secondary school)?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity

gross_operating_expenditure

[EXPNDTR](#)

Gross expenditures

Variables Descriptions

EXPNDTR - Gross
expenditures
Numeric(10.0)



Description

What were the gross operating expenditures for this location for the most recently completed fiscal year? Please include the payroll and non-wage expenses and the purchase of goods

Population

All workplaces.

Variables for Entity gross_operating_revenue

[REVENUE](#)

Gross operating revenue

Variables Descriptions

REVENUE - Gross
operating revenue
Numeric(10.0)



Description

For this same fiscal year, what was the gross operating revenue from the sale or rental of all products and services for this location?

(If this information is not available for this location, provide the information at whatever available level)

Population

All workplaces that have a profit operation.

Variables for Entity gross_payroll

[GRSPAYRL](#)

Total Gross Payroll

Variables Descriptions

GRSPAYRL - Total

Gross Payroll

Numeric(10.0)



Description

What was the total gross payroll for all employees at this location between April 1, 2000 and March 31, 2001? (If the information is not available for the specified period, report the total gross payroll for the most recently completed fiscal year.)

Gross payroll is the total remuneration paid to employees before deductions. The amount should be equivalent to the sum of the monthly taxable employment income reported in box 14 of the T4 slip and on the Canada Customs and Revenue Agency (formerly Revenue Canada) "Remittance Form for Current Source Deductions"

Population

All workplaces.

Variables for Entity highest_grade_ele. _hs_completed

HIG_GRAD

Highest grade of ele. or hs
completed

Variables Descriptions

HIG_GRAD - Highest
grade of ele. or hs
completed
Numeric(2.0)



Description

What is the highest grade of elementary or high school (secondary school) that you have completed?

Please report the highest grade, not the year when it was completed.

Population

All
employees

Variables for Entity hiring_new_employee

NWHR_AD	Administrative hired between April 1, 2000 and March 31, 2001
NWHR_MN	Managers hired between April 1, 2000 and March 31, 2001
NWHR_OT	Other hired between April 1, 1999 and March 31, 2000
NWHR_PR	Professionals hired between April 1, 2000 and March 31 2001
NWHR_SL	Sales hired between April 1, 2000 and March 31, 2001
NWHR_TC	Technical hired between April 1, 2000 and March 31 2001
NWHR_UN	Production workers hired between April 1, 2000 and March 31, 20

Variables Descriptions

NWHR_AD -
 Administrative hired
 between April 1, 2000 and
 March 31, 2001
 Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces that hired new employees.

NWHR_MN - Managers
hired between April 1,
2000 and March 31, 2001
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces that hired new employees.

NWHR_OT - Other hired
between April 1, 1999 and
March 31, 2000
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Other, specify

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces that hired new employees.

NWHR_PR -
Professionals hired
between April 1, 2000 and
March 31 2001
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces that hired new employees.

NWHR_SL - Sales hired
between April 1, 2000 and
March 31, 2001
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces that hired new employees.

NWHR_TC - Technical
hired between April 1,
2000 and March 31 2001
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Technical/Trades

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces that hired new employees.

NWHR_UN - Production
workers hired between
April 1, 2000 and March
31, 20
Numeric(5.0)



Description

How many new employees did you hire in each of the following categories between April 1 2000 and March 31 2001?

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

Variables for Entity hiring_new_empl_yes_no

[NEW_HIRE](#)

New hires

Variables Descriptions

NEW_HIRE - New hires



Numeric(1.0)

Description

Were there any new employees hired between April 1st 2000 and March 31, 2001? (Please exclude the filling of positions through recalls from layoffs or the ending of labour disputes)

Population

All workplaces.

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity hours_paid_overtime_per_week

[POVER_WK](#)

Hours of paid overtime per week

Variables Descriptions

POVER_WK - Hours of paid overtime per week 

Numeric(5.0)

Format: ###.#

Description

How many hours of paid overtime do you usually work per week?

Population

All employees

Variables for Entity hours_spent_first device

[TIM_DEV1](#)

Time spent on first device

Variables Descriptions

TIM_DEV1 - Time spent on first device



Numeric(4.0)

Format: ##.##

Description

How many hours a week do you spend with the first device or machine your reported in Question 23 (g)?

Population


All employees who use any other machine or technological device.

Variables for Entity hours_spent_on_first_application

[APP1_TIM](#)

Time spent on first application

Variables Descriptions

APP1_TIM - Time spent on first application 

Numeric(4.0)

Format: ##.##

Description

How many hours a week do you normally spend using this application?

Population


All employees who use a computer.

Variables for Entity hours_spent_on_sec_application

[APP2_TIM](#)

Time spent on second
application

Variables Descriptions

APP2_TIM - Time spent on second application 

Numeric(4.0)

Format: ##.##

Description

How many hours a week do you normally spend using this second application?

Population

All employees who use a computer and use more than one application.

Variables for Entity hours_spent_on_technology

[TIM_TECH](#)

Time spent on this
technology

Variables Descriptions

TIM_TECH - Time spent on this technology 

Numeric(4.0)

Format: ##.##

Description

How many hours a week do you normally spend using
this technology?

Population

All employees who use a computer-controlled or
computer-assisted technology.

Variables for Entity hours_spent_on_thrd_application

[APP3_TIM](#)

Time spent on third
application

Variables Descriptions

APP3_TIM - Time spent on third application



Numeric(4.0)

Format: ##.##

Description

How many hours a week do you normally spend using this third application?

Population

All employees who use a computer and use more than one application.

Variables for Entity hours_spent_second device

[TIM_DEV2](#)

Time spent on second device

Variables Descriptions

TIM_DEV2 - Time spent on second device



Numeric(4.0)

Format: ##.##

Description

How many hours a week do you spend with the second device or machine your reported reported in Question 23 (g)?

Population

All employees who use more than one other machine or technological device.

Variables for Entity hours_spent_third device

[TIM_DEV3](#)

Time spent on third device

Variables Descriptions

TIM_DEV3 - Time spent on third device



Numeric(4.0)

Format: ##.#

Description

How many hours a week do you spend with the third device or machine you reported reported in Question 23 (g)?

Population


All employees who use more than one other machine or technological device.

Variables for Entity hours_spent_using_computer

[TIM_CPU](#)

Time spent using a computer

Variables Descriptions

TIM_CPU - Time spent using a computer 

Numeric(4.0)

Format: ##.##

Description

Do you use a computer in your job? Please exclude sales terminal, scanners, machine monitors, etc.. these are covered in another question.

(By a computer we mean a microcomputer, mini-computer, personal computer, mainframe computer or laptop that can be programmed to perform a variety of operations)

Population


All employees who use a computer.

Variables for Entity hours_unpaid_ot_per_week

[UOVER_WK](#)

Hours of unpaid overtime per week

Variables Descriptions

UOVER_WK - Hours of unpaid overtime per week 

Numeric(5.0)

Format: ###.#

Description

How many hours of unpaid overtime do you usually work per week?

Population

All employees

Variables for Entity hours_worked_at_home

[HRS_HOM](#)

Hours worked at home

Variables Descriptions

HRS_HOM - Hours worked at home 

Numeric(5.0)

Format: ###.#

Description

How many hours per week do you usually work at home?

Population

All employees who work at home.

Variables for Entity hours_work_job1_2


[HRS_JOB1](#)

hours work at job1

[HRS_JOB2](#)

hours work at job 2

Variables Descriptions

HRS_JOB1 - # hours work at job1 

Numeric(5.0)


Format: ###.#

Description

How many hours a week do you usually work at Job
1

Population

All employees who currently do paid work for another
employer.

HRS_JOB2 - # hours work at job 2 

Numeric(5.0)

Format: ###.#

Description

How many hours a week do you usually work at Job
2

Population


All employees who currently do paid work for another
employer.

Variables for Entity hours_work_last_employer

[PRV_HRS](#)

Hours per week for last employer

Variables Descriptions

PRV_HRS - Hours per week for last employer 

Numeric(5.0)

Format: ###.#

Description

About how many hours did you usually work per week on that job (including overtime)?

Population

New employees who have been working with this employer for less than 5 years.

Variables for Entity human_resources_responsibility

[HR_RESP](#)Responsible for human
resources matters

Variables Descriptions

HR_RESP - Responsible
for human resources
matters
Numeric(1.0)



Description

Which statement best describes the responsibility for human resource matters at this location?

Not asked in 2000.

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	There is a separate human resources unit in this workplace employing more than one person
2	One full-time person in this workplace is responsible for human resources matters
3	Human resources matters comprise part of one person's job in this workplace, such as owner or manager

- 4 Human resources matters for this workplace are the responsibility of a person or unit in another workplace
- 5 Human resources matters are handled as they arise in this workplace (i.e. are not assigned to one person in particular)
- 6 Some other arrangement, specify

Variables for Entity impact_on_benefits_yes_no

[IMPC_BEN](#)

Impact on benefits

Variables Descriptions

IMPC_BEN - Impact on
benefits
Numeric(1.0)



Description

Do the results of your job evaluation directly affect your level of pay or benefits?

Population

All employees whose job performance is evaluated by a standard process.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity impact_significant_org_change

IMPACT1	Impact on profitability
IMPACT10	Impact on absenteeism
IMPACT11	Impact on number of levels in hierarchy
IMPACT12	Impact on quality of products/ services
IMPACT13	Impact on time between order and delivery
IMPACT14	Impact on ability to measure performance
IMPACT2	Impact on costs
IMPACT3	Impact on labour-management relationship
IMPACT4	Impact on product/service differentiation
IMPACT5	Impact on productivity
IMPACT6	Impact on labour turnover
IMPACT7	Impact on automation of production processes
IMPACT8	Impact on level of inventories
IMPACT9	Impact on used time for physical plant and equipment

Variables Descriptions

IMPACT1 - Impact on profitability
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Profitability

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT10 - Impact on
absenteeism
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Absenteeism

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT11 - Impact on
number of levels in
hierarchy
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Number of levels in hierarchy

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT12 - Impact on
quality of products/
services
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Quality of products/services

Population

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT13 - Impact on time between order and delivery
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Time between order and delivery

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT14 - Impact on
ability to measure
performance
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Ability to measure performance

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT2 - Impact on
costs
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Costs

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT3 - Impact on
labour-management
relationship
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Labour-management relationship

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT4 - Impact on
product/service
differentiation
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Product/service differentiation

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT5 - Impact on
productivity
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Productivity

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT6 - Impact on
labour turnover
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Labour turnover

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT7 - Impact on
automation of production
processes
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Automation of production processes

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT8 - Impact on
level of inventories
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Level of inventories

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

IMPACT9 - Impact on
used time for physical
plant and equipment
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, what was the impact of the most significant organizational change for your location?

Used time for physical plant and equipment

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Increase
3	No effect (an organizational change was tried but it didn't work)
4	Decrease

Variables for Entity implementation_cca_tech

[CPU_CTRL](#)

Implementation of computer-controlled/assisted tech.

Variables Descriptions

CPU_CTRL -

Implementation of computer-controlled/assisted tech.

Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, has your workplace implemented a computer-controlled or computer-assisted technology?

(For example, retail scanning technologies, manufacturing robots, optical, laser, audio, photographic technologies, hydraulic or other mechanical technologies)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity implementation_other_tech

[OTH_TECH](#)

Implementation of other technologies or machinery

Variables Descriptions

OTH_TECH -

Implementation of other technologies or machinery
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, has your workplace had any major implementations of other technologies or machinery?

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity implementation_soft_app_hardware

[NEW_SOFT](#)

Implementation of new software application or hardware

Variables Descriptions

NEW_SOFT -

Implementation of new software application or hardware

Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, has your workplace implemented a major new software application and/or hardware installation?

Here we are speaking of hardware installations or entirely new applications rather than upgrades. In either case, the implementations would affect at least half of the users in the workplace or a department within the workplace.

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity importance_innovation

[INNOV](#)

Importance of innovation

Variables Descriptions

INNOV - Importance of innovation
Numeric(1.0)



Description

Was this innovation:

Population

All workplaces that have introduced an innovation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	A world first
2	A Canadian first
3	A first in the local market
4	None of the above

Variables for Entity industry

[DOM_IND](#)

WES Industry Aggregation

[NAICS](#)

NAICS 1997 (HO only)

Variables Descriptions

DOM_IND - WES

Industry Aggregation

Numeric(2.0)



Description

WES Industry
Aggregation

Population

Range and codes

0	Out of Scope
1	Forestry, mining, oil, and gas extraction
10	Finance and insurance
11	Real estate, rental and leasing operations
12	Business services
13	Education and health services
14	Information and cultural industries
2	Labour intensive tertiary manufacturing
3	Primary product manufacturing
4	Secondary product manufacturing
5	Capital intensive tertiary manufacturing
6	Construction
7	Transportation, warehousing, wholesale
8	Communication and other utilities

NAICS - NAICS 1997

(HO only)

Character(6.0)

**Description**

North American Industry Classification System 1997
(Head office only) [http://dissemination/english/
Subjects/Standard/index.htm](http://dissemination/english/Subjects/Standard/index.htm)

Population

Variables for Entity initial_hours_using_computer

[INIT_CPU](#)

Initial use of computers

Variables Descriptions

INIT_CPU - Initial use of computers



Numeric(4.0)

Format: ##.#

Description

When you first started this job, how many hours did you normally spend using a computer?

Population

All employees who use a computer.

Variables for Entity innovation

IMPV_PRC	Innovation: Improved processes
IMPV_PRD	Innovation: improved products or services
NEW_PRC	Innovation: new processes
NEW_PRD	Innovation: new products or services

Variables Descriptions

IMPV_PRC - Innovation:
Improved processes
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, has this workplace introduced...

Improved processes

(Improved processes are those whose performance has been significantly enhanced or upgraded.)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

IMPV_PRD - Innovation:

improved products or
services

Numeric(1.0)

**Description**

Between April 1, 2000 and March 31, 2001, has this
workplace introduced...

Improved products or services

(Improved products or services are those whose
performance has been significantly enhanced or
upgraded.)

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

NEW_PRC - Innovation:

new processes

Numeric(1.0)

**Description**

Between April 1, 2000 and March 31, 2001, has this
workplace introduced...

New processes

(New processes include the adoption of new methods
of goods production or service delivery)

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

NEW_PRD - Innovation:
new products or services
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, has this workplace introduced...

New products or services

(New products or services differ significantly in character or intended use from previously produced goods or services)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity job_opportunities

XJOBOP_A	Opportunity for promotions
XJOBOP_B	Access to computers
XJOBOP_C	Access to training and development
XJOBOP_D	Opportunity for career change
XJOBOP_E	Opportunity for employee participation
XJOBOP_F	Access to worker representation
XJOBOP_G	Salary increases
XJOBOP_H	Job security
XJOBOP_I	Bonuses/profit sharing

Variables Descriptions

XJOBOP_A -
Opportunity for promotions
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Opportunity for promotions.

New variable in 2000

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBOP_B - Access to
computers
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Access to computers and other technologies.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBOP_C - Access to
training and development
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Access to training and development.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBOP_D -
Opportunity for career
change
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Opportunity for career change.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBOP_E -

Opportunity for employee participation
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Opportunity for employee participation (participating in decisions regarding the workplace).

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

**XJOBOP_F - Access to
worker representation**
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Access to worker representation (e.g. member of a union, staff and professional association).

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

**XJOBOP_G - Salary
increases**
Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Salary increases.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBOP_H - Job

security

Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Job security.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

XJOBOP_I - Bonuses/

profit sharing

Numeric(1.0)



Description

Please indicate whether you think your job opportunities are better, about the same or worse in your new job compared to the previous job you held.

Bonuses/profit sharing.

New variable in 2000.

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better
2	About the same
3	Worse
4	No opinion
5	Not Applicable

Variables for Entity job_rotation

[JROT](#)

Job rotation

Variables Descriptions

JROT - Job rotation



Numeric(1.0)

Description

How frequently do you participate in a job rotation or cross-training program where you work or are trained on a job with different duties than your regular job?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently

Variables for Entity labour_situations_cba

ACTN	Other labour-related actions
LOCKOUTS	Lockouts
RULE	Work-to-rule
SLOW	Work slowdown
STRK	Strikes

Variables Descriptions

ACTN - Other labour-related actions
Numeric(1.0)



Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001?

Other labour-related actions

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LOCKOUTS - Lockouts



Numeric(1.0)

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001?

Lockouts

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RULE - Work-to-rule



Numeric(1.0)

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001?

Work-to-rule

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SLOW - Work

slowdown

Numeric(1.0)

**Description**

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001?

Work slowdown

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STRK - Strikes

Numeric(1.0)

**Description**

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001?

Strikes

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity labour_situations_days

ACTN_DAY	Other labour-related actions days
LOCK_DAY	Lockouts days
RULE_DAY	Work-to-rule days
SLOW_DAY	Work slowdown days
STRK_DAY	Strikes days

Variables Descriptions

ACTN_DAY - Other labour-related actions days

Numeric(5.0)

Format: ###.#

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001? If so, for how many days did it last?

Other labour-related actions

Population

All workplaces.

LOCK_DAY - Lockouts days

Numeric(5.0)

Format: ###.#

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001? If so, for how many days did it last?

Lockouts

Population

All workplaces.

RULE_DAY - Work-to-rule days

Numeric(5.0)

Format: ###.#

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001? If so, for how many days did it last?

Work-to-rule

Population

All workplaces.

SLOW_DAY - Work slowdown days

Numeric(5.0)

Format: ###.#

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001? If so, for how many days did it last?

Work slowdown

Population

All workplaces.

STRK_DAY - Strikes days

Numeric(5.0)

Format: ###.#

Description

Did any of the following situations occur at this location between April 1, 2000 and March 31, 2001? If so,, for how many days did it last?

Strikes

Population

All
workplaces.

Variables for Entity language_used_home

[LANG_HOM](#)

Language used at home

Variables Descriptions

LANG_HOM -

Language used at home

Numeric(1.0)



Description

What language do you most often use at home?

Population

All employees

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	English
2	French
3	Other, specify

Variables for Entity language_used_work

[LANG_WRK](#)

Language used at work

Variables Descriptions

LANG_WRK -

Language used at work

Numeric(1.0)



Description

What language do you most often use at work?

Population

All employees


Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	English
2	French
3	Other, specify

Variables for Entity last_job_wage

PRV_EARN	Earnings before taxes
PRV_FREQ	Earnings frequency

Variables Descriptions

PRV_EARN - Earnings before taxes 
Numeric(10.0) Format: #####.#


Description

What was your usual wage or salary before taxes and other deductions?

Earnings before taxes

Population

New employees who have been working with this employer for less than 5 years.

PRV_FREQ - Earnings frequency 
Numeric(1.0)

Description

What was your usual wage or salary before taxes and other deductions?

Earnings frequency

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Hourly
2	Daily
3	Weekly
4	Every two weeks
5	Twice a month
6	Monthly
7	Yearly
8	Other, specify

Variables for Entity layoff_strike_lockout_yes_no

[OFF_WRK](#)

Off work due to layoff, strike
or lockout

Variables Descriptions

OFF_WRK - Off work
due to layoff, strike or
lockout
Numeric(1.0)



Description

In the past twelve months/since you started this job,
have you been off work due to a lay-off, strike or
lockout?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity learn_about_job

LEARN_1	Help wanted ad
LEARN_10	Directly recruited by current employer
LEARN_11	Internet
LEARN_12	Other, specify
LEARN_2	Family or friend
LEARN_3	Union posting
LEARN_4	Canada Employment Centre/ other government agency
LEARN_5	On-campus recruitment
LEARN_6	News story
LEARN_7	Job fair
LEARN_8	Recruitment agency (headhunter)
LEARN_9	Personal initiative

Variables Descriptions

LEARN_1 - Help
wanted ad
Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Help wanted ad

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_10 - Directly
recruited by current
employer
Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Directly recruited by current employer

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_11 - Internet
Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Internet

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_12 - Other,
specify
Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Other, specify

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_2 - Family or
friend
Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Family or friend

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_3 - Union

posting
Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Union posting

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_4 - Canada

Employment Centre/other
government agency
Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Canada Employment Centre/other government
agency

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_5 - On-campus

recruitment

Numeric(1.0)

**Description**

When you were first hired how did you learn about the
job opening? (Check all that apply)

On-campus recruitment

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_6 - News story



Numeric(1.0)

Description

When you were first hired how did you learn about the job opening? (Check all that apply)

News story

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_7 - Job fair



Numeric(1.0)

Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Job fair

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_8 - Recruitment

agency (headhunter)

Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Recruitment agency (headhunter)

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LEARN_9 - Personal

initiative

Numeric(1.0)



Description

When you were first hired how did you learn about the job opening? (Check all that apply)

Personal initiative

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity learn_applications_details

AP1LRN_1	Self-learning (manuals, books, on-line tutorials, etc)
AP1LRN_2	Employer-paid formal training
AP1LRN_3	Self-paid formal training
AP1LRN_4	On-the-job training (co-workers, supervisors, resource people)
AP1LRN_5	University or community college courses
AP1LRN_6	Other, specify

Variables Descriptions

AP1LRN_1 - Self-learning
 (manuals, books, on-line tutorials, etc)
 Numeric(1.0)



Description

How did you learn this application? (Check all that apply)

Self-learning (manuals, books, on-line tutorials, etc)

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

AP1LRN_2 - Employer-paid formal training
Numeric(1.0)



Description

How did you learn this application? (Check all that apply)

Employer-paid formal training

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

AP1LRN_3 - Self-paid formal training
Numeric(1.0)



Description

How did you learn this application? (Check all that apply)

Self-paid formal training

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

AP1LRN_4 - On-the-job
training (co-workers,
supervisors, resource
people)
Numeric(1.0)



Description

How did you learn this application? (Check all that apply)

On-the-job training (co-workers, supervisors, resource people, friends)

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

AP1LRN_5 - University
or community college
courses
Numeric(1.0)



Description

How did you learn this application? (Check all that apply)

University or community college courses

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

AP1LRN_6 - Other,
specify
Numeric(1.0)



Description

How did you learn this application? (Check all that apply)

Other, specify

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity leave_job_or_end

[XLEFTJOB](#)

Leave job or job came to an end

Variables Descriptions

XLEFTJOB - Leave job or job came to an end
Numeric(1.0)



Description

Did you leave this job or did the job come to an end?

New variable in 2000.

Population

All employees who are NOT working for the same employer

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Left job
2	Job came to an end
3	Both

Variables for Entity level_of_competition

LEV_CAN	Level of competition from Canadian-owned firms
LEV_LOC	Level of competition from locally-owned firms
LEV_OTH	Level of competition from other internationally-owned firms
LEV_USA	Level of competition from American-owned firms

Variables Descriptions

LEV_CAN - Level of competition from Canadian-owned firms
Numeric(1.0)



Description

To what extent do these firms offer significant competition to your business?

Significant competition refers to a situation where other firms market products/services similar to yours which could be purchased by your customers

Canadian-owned

Not asked in 2000

Population

All workplaces that have competition.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial
7	Don't Know

LEV_LOC - Level of
competition from locally-
owned firms
Numeric(1.0)



Description

To what extent do these firms offer significant competition to your business?

Significant competition refers to a situation where other firms market products/services similar to yours which could be purchased by your customers

Locally-owned

Not asked in 2000

Population

All workplaces that have competition.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial
7	Don't Know

LEV_OTH - Level of competition from other internationally-owned firms
 Numeric(1.0)



Description

To what extent do these firms offer significant competition to your business?

Significant competition refers to a situation where other firms market products/services similar to yours which could be purchased by your customers

Other internationally-owned

Not asked in 2000

Population

All workplaces that have competition.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial
7	Don't Know

LEV_USA - Level of
competition from
American-owned firms
Numeric(1.0)



Description

To what extent do these firms offer significant competition to your business?

Significant competition refers to a situation where other firms market products/services similar to yours which could be purchased by your customers

American-owned firms

Not asked in 2000

Population

All workplaces that have competition.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial
7	Don't Know

Variables for Entity life-disability_insurance

LIFE	Life-Disability insurance
PAR_LIF	Participation in Life-Disability insurance

Variables Descriptions

LIFE - Life-Disability insurance
Numeric(1.0)



Description

In your current job do you participate in a life and/or disability insurance plan?

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PAR_LIF - Participation
in Life-Disability
insurance
Numeric(1.0)



Description

In your company, are these
benefits:

Population

All employees whose employer has any non-wage
benefits such as pension plan, life insurance or dental
plan.

Range and codes

- | | |
|----|---------------------|
| -1 | Don't Know |
| -2 | Refusal |
| -3 | Not Applicable |
| -4 | Not Asked |
| -6 | Removed permanently |
| 1 | Mandatory |
| 2 | Optional |
| 3 | Not available |

Variables for Entity limited_activity_yes_no

[DIFF_ANY](#)

Difficulty if any

[LIM_ACT](#)

Limited activity

Variables Descriptions

DIFF_ANY - Difficulty if

any

Numeric(1.0)



Description

Do you have any difficulty hearing, seeing, communicating, walking, climbing stairs, bending, learning or doing any similar activities?

New variable in 2001

Population

All
employees

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Yes, sometimes
2	Yes, often
3	No

LIM_ACT - Limited

activity

Numeric(1.0)



Description

Are you limited in the kind of activity that you can do because of a long-term physical condition, mental condition or health problem?

Removed permanently in 2001

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity limited_at_home_yes_no

[HME_ACT](#)

Limited activity at home

[REDC_HME](#)

Reduce activity at home

Variables Descriptions

HME_ACT - Limited activity at home
Numeric(1.0)



Description

Are you limited at home?

Removed permanently in 2001

Population

All employees who are limited in the kind of activity that they can do.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REDC_HME - Reduce

activity at home

Numeric(1.0)



Description

Does a physical condition or mental condition or health problem reduce the amount or the kind of activity you can do at home?

New variable in 2001

Population

All
employees

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Yes, sometimes
2	Yes, often
3	No

Variables for Entity limited_at_work_yes_no

[REDC_WK](#)

Reduced workweek arrangement

[WRK_ACT](#)

Limited activity at work

Variables Descriptions

REDC_WK - Reduced workweek arrangement
Numeric(1.0)



Description

Are you on a reduced workweek by special arrangement with your employer?

(A special arrangement, is an agreement that was reached with your employer to work fewer hours every week).

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Yes, sometimes
2	Yes, often
3	No
4	Not applicable

WRK_ACT - Limited

activity at work

Numeric(1.0)



Description

Are you limited at work?

Removed permanently in
2001

Population

All employees who are limited in the kind of activity
that they can do.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity limited_leisure_activities_yes_n

LSR_ACT	Limited leisure activities
REDC_OTH	Reduction in other activities

Variables Descriptions

LSR_ACT - Limited
leisure activities
Numeric(1.0)



Description

Are you limited in other activities such as transportation to work or in leisure activities?

Removed permanently in 2001

Population

All employees who are limited in the kind of activity that they can do.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REDC_OTH - Reduction

in other activities



Numeric(1.0)

Description

Does a physical condition or mental condition or health problem reduce the amount or the kind of activity you can do in other activities, for example, transportation or leisure?

New variable in 2001

Population

All
employees

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Yes, sometimes
2	Yes, often
3	No

Variables for Entity location_last_course

[LOC_CRS1](#)

Location of last course

Variables Descriptions

LOC_CRS1 - Location
of last course
Numeric(1.0)



Description

Did the training take place at your workplace?

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes, entirely
2	Partly
3	No, always elsewhere

Variables for Entity location_of_duty_code

[DUTY_LOC](#)

Location of duty code

Variables Descriptions

DUTY_LOC - Location
of duty code
Numeric(1.0)



Description

In your usual workweek, are:

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	All of your duties carried out at your workplace?
2	Most of your duties carried out outside of your workplace?
3	Some of your duties carried out outside of your workplace?
4	All of your duties carried out outside of your workplace?

Variables for Entity location_scnd_course

[LOC_CRS2](#)

Location of second course

Variables Descriptions

LOC_CRS2 - Location
of second course
Numeric(1.0)



Description

Did the training take place at your workplace?

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes, entirely
2	Partly
3	No, always elsewhere

Variables for Entity long_term_disability_yes_no

[LNG_DIS](#)

Long term disability

Variables Descriptions

LNG_DIS - Long term
disability
Numeric(1.0)



Description

Do you have any long-term disabilities or handicaps?

Removed permanently in 2001

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity

lvl_of_price_rlve_competitors

[PRC_LEV](#)

Level of price compared to competitors

Variables Descriptions

PRC_LEV - Level of price compared to competitors
Numeric(1.0)



Description

Please indicate the general price level of your products/services relative to the price level of your main competitors in your most important market.

Not asked in 2000

Population

All workplaces that have competition with at least one firm.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Higher
2	About the same
3	Lower

Variables for Entity main_activity_between_jobs

[XMAINACT](#)

Main activity between jobs

Variables Descriptions

XMAINACT - Main
activity between jobs
Numeric(1.0)



Description

What was your main activity between the end of your previous job and the time you started your new job?

New variable in 2000.

Population

All employees who are NOT working for the same employer

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Employed by another company
2	Started business as self-employed or working owner
3	Looking for work (unemployed)
4	Attending school
5	Retired
6	Not in labour force, able to work
7	Not in labour force, unable to work
8	Other, specify

Variables for Entity main_reason_job_end

XRESEND

Main reason job came to an end

Variables Descriptions

XRESEND - Main reason job came to an end
Numeric(1.0)



Description

What was the main reason why this job came to an end?

New variable in 2000.

Population

All employees whose job came to an end.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Location moved or closed
2	Company went out of business
3	Seasonal nature of work
4	Temporary lay-off/ business slowdown --recall expected (not caused by seasonal conditions)
5	Permanent lay-off --no recall expected
6	Labour dispute
7	Dismissal by employer
8	Temporary job/contract ended

Variables for Entity main_reason_left_job

[XRESLEAV](#)

Main reason left job

Variables Descriptions

XRESLEAV - Main

reason left job

Numeric(1.0)



Description

What was your main reason for leaving this job?

New variable in 2000.

Population

All employees who have left job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Found new job with new company (excluding self-employment)
10	Caring for elder relative(s)
11	Other personal or family responsibilities
12	Other, specify
2	Started business as self-employed or working owner
3	Retirement
4	Attend school
5	Dissatisfied with job
6	Moved to a new residence
7	Own illness or disability
8	Maternity/Paternity leave
9	Caring for own children

Variables for Entity main_reason_work_at_home

[MAIN_HOM](#)

Main reason work at home

Variables Descriptions

MAIN_HOM - Main
reason work at home
Numeric(1.0)



Description

What is the main reason you work at home?

Population

All employees who work at home.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Requirements of the job, finish projects, etc.
2	Care for children
3	Care for other family members
4	Other personal or family responsibilities
5	Usual place of work
6	Better conditions of work
7	Save time, money
8	Other, specify

Variables for Entity main_subjects_on-the-job_trainin

SUB_1	Orientation for new employees
SUB_10	Team building, leadership, communication
SUB_11	Occupational health and safety, environmental protection
SUB_12	Literacy or numeracy
SUB_13	Other, please specify
SUB_2	Managerial/supervisory training
SUB_3	Professional training
SUB_4	Apprenticeship training
SUB_5	Sales and marketing training
SUB_6	Computer hardware
SUB_7	Computer software
SUB_8	Other office or non-office equipment
SUB_9	Group decision-making or problem-solving

Variables Descriptions

SUB_1 - Orientation for new employees
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Orientation for new employees

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_10 - Team building,
leadership,
communication
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Team building, leadership, communication

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_11 - Occupational
health and safety,
environmental protection
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Occupational health and safety, environmental protection

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_12 - Literacy or numeracy
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Literacy or numeracy

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_13 - Other, please

specify
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Other, specify

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**SUB_2 - Managerial/
supervisory training**

Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Managerial/supervisory training

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_3 - Professional

training

Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Professional training

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_4 - Apprenticeship

training

Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Apprenticeship training

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_5 - Sales and marketing training
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Sales and marketing training

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_6 - Computer hardware
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Computer hardware

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_7 - Computer software
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Computer software

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_8 - Other office or non-office equipment
Numeric(1.0)



Description

What were the main subjects of the on-the-job training? (check all that apply)

Other office or non-office equipment

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SUB_9 - Group decision-making or problem-solving



Numeric(1.0)

Description

What were the main subjects of the on-the-job training? (check all that apply)

Group decision-making or problem-solving

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity main_subject_last_course

[SUB_CRS1](#)Main subject of last course
taken

Variables Descriptions

SUB_CRS1 - Main
subject of last course
taken
Numeric(1.0)



Description

What was the main subject of the last course you completed?

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Orientation for new employees
10	Team building, leadership, communication
11	Occupational health and safety, environmental protection
12	Literacy or numeracy
13	Other, specify
2	Managerial/supervisory training
3	Professional training
4	Apprenticeship training
5	Sales and marketing training
6	Computer hardware
7	Computer software

8

Other office or non-office
equipment

9

Group decision-making or
problem-solving

Variables for Entity main_subject_scnd_course

SUB_CRS2

Main subject of the second course taken

Variables Descriptions

SUB_CRS2 - Main subject of the second course taken
Numeric(1.0)



Description

What was the main subject of the second course you completed?

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Orientation for new employees
10	Team building, leadership, communication
11	Occupational health and safety, environmental protection
12	Literacy or numeracy
13	Other, specify
2	Managerial/supervisory training
3	Professional training
4	Apprenticeship training
5	Sales and marketing training

- 6 Computer hardware
- 7 Computer software
- 8 Other office or non-office
equipment
- 9 Group decision-making or
problem-solving

Variables for Entity Major_field_study

[MFS](#)

Major Field of Study

Variables Descriptions

MFS - Major Field of
Study
Numeric(5.0)



Description

What was the major field of study or training of your highest degree, certificate or diploma (excluding secondary or high school certificates)?

New variable in 2001

Postcoded from the text given in this question

CAUTION: Control for Trade or college/university since there are MFS codes for each.

TRADEVOC and CCSIS Program.txt (Trade) USIS Program Codes.txt (College/university)

Population

All employees who have received other education than high school.

Variables for Entity marital_status_yes_no

MARITAL

Marital status

Variables Descriptions

MARITAL - Marital

status

Numeric(1.0)



Description

What is your current legal marital status?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Legally married (and not separated)
2	Legally married and seperated
3	Divorced
4	Widowed
5	Single (never married)

Variables for Entity market_areas

MRKT_CAN	Market areas (rest of Canada)
MRKT_LOC	Market areas (local market)
MRKT_USA	Market areas (U.S.A.)
MRKT_WLD	Market areas (Rest of the world)

Variables Descriptions

MRKT_CAN - Market areas (rest of Canada)

Numeric(3.0)

Format: ##.#

Description

Between April 1, 2000 and March 31, 2001, what percentage of your total sales from all products and services were in each of the following market areas:

Rest of Canada

Population

All workplaces.

MRKT_LOC - Market areas (local market)

Numeric(3.0)

Format: ##.#

Description

Between April 1, 2000 and March 31, 2001, what percentage of your total sales from all products and services were in each of the following market areas:

local market (same municipality or county)

Population

All workplaces.

MRKT_USA - Market areas (U.S.A.) 

Numeric(3.0)

Format: ##.#


Description

Between April 1, 2000 and March 31, 2001, what percentage of your total sales from all products and services were in each of the following market areas:

U.S.A.

Population

All workplaces.

MRKT_WLD - Market areas (Rest of the world) 

Numeric(3.0)

Format: ##.#

Description

Between April 1, 2000 and March 31, 2001, what percentage of your total sales from all products and services were in each of the following market areas:

Rest of the world

Population

All workplaces.

Variables for Entity maximum_paid_hours_per_week

[HRS_MAX](#)

Maximum paid hours per week

Variables Descriptions

HRS_MAX - Maximum paid hours per week



Numeric(5.0)

Format: ###.#

Description

Over the past twelve months/since you started this job, not counting overtime, what was the maximum number of paid hours you worked per week at this job?

Population

All employees who do not work the same number of paid hours per week.

Variables for Entity method_paid_ot_hours_ft_category

OVER_AD1	Administrative compensation not applicable
OVER_AD2	Administrative compensation: hourly premiums
OVER_AD3	Administrative compensation: at normal rate
OVER_AD4	Administrative compensation: compensatory time off
OVER_AD5	Administrative not compensated
OVER_MN1	Managers compensation not applicable
OVER_MN2	Managers compensation: hourly premiums
OVER_MN3	Managers compensation: at normal rate
OVER_MN4	Managers compensation: compensatory time off
OVER_MN5	Managers not compensated
OVER_OT1	Others compensation not applicable
OVER_OT2	Others compensation: hourly premiums
OVER_OT3	Others compensation: at normal rate
OVER_OT4	Others compensation: compensatory time off
OVER_OT5	Others not compensated
OVER_PR1	Professionals compensation not applicable
OVER_PR2	Professionals compensation: hourly premiums
OVER_PR3	Professionals compensation: at normal rate
OVER_PR4	Professionals compensation: compensatory time off
OVER_PR5	Professionals not compensated
OVER_SL1	Sales compensation not applicable
OVER_SL2	Sales compensation: hourly premiums
OVER_SL3	Sales compensation: at normal rate
OVER_SL4	Sales compensation: compensatory time off

<u>OVER_SL5</u>	Sales not compensated
<u>OVER_TC1</u>	Technical compensation not applicable
<u>OVER_TC2</u>	Technical compensation: hourly premiums
<u>OVER_TC3</u>	Technical compensation: at normal rate
<u>OVER_TC4</u>	Technical compensation: compensatory time off
<u>OVER_TC5</u>	Technical not compensated
<u>OVER_UN1</u>	Production workers compensation not applicable
<u>OVER_UN2</u>	Production workers compensation: hourly premiums
<u>OVER_UN3</u>	Production workers compensation: at normal rate
<u>OVER_UN4</u>	Production workers compensation: compensatory time off
<u>OVER_UN5</u>	Production workers not normally compensated

Variables Descriptions

OVER_AD1 -
 Administrative compensation not applicable
 Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Clerical/ Administrative

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_AD2 -

Administrative
compensation: hourly
premiums
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums -- Clerical/administrative

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_AD3 -

Administrative
compensation: at normal
rate
Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Clerical/Administrative

Not asked in 2000

Population

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_AD4 -

Administrative
compensation:
compensatory time off
Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Clerical/Administrative

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_AD5 -

Administrative not compensated

Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Clerical/Administrative

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_MN1 - Managers

compensation not
applicable



Numeric(1.0)

Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Managers

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_MN2 - Managers

compensation: hourly
premiums



Numeric(1.0)

Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums -- Managers

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_MN3 - Managers
compensation: at normal
rate
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Managers

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_MN4 - Managers

compensation:

compensatory time off

Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Managers

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_MN5 - Managers

not compensated

Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Managers

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_OT1 - Others

compensation not applicable



Numeric(1.0)

Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Other

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_OT2 - Others

compensation: hourly

premiums

Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply)
(See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums -- Other

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_OT3 - Otherscompensation: at normal
rate

Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply)
(See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Other

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_OT4 - Others

compensation:
compensatory time off
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Other

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_OT5 - Others not compensated
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Other

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_PR1 - Professionals compensation not applicable
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Professionals

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_PR2 -

Professionals
compensation: hourly
premiums
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums -- Professionals

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_PR3 -
Professionals
compensation: at normal
rate
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Professionals

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_PR4 -
Professionals
compensation:
compensatory time off
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Professionals

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_PR5 -

Professionals not compensated
Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Professionals

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_SL1 - Sales

compensation not
applicable
Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Marketing/Sales

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_SL2 - Sales

compensation: hourly
premiums
Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums -- Marketing/Sales

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_SL3 - Sales
compensation: at normal
rate
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Marketing/Sales

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_SL4 - Sales

compensation:
compensatory time off
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Marketing/Sales

Not asked in 2000

Population

All workplaces with full-time employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_SL5 - Sales not

compensated
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Marketing/Sales

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_TC1 - Technical

compensation not
applicable

Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Technical/
Trades

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_TC2 - Technical

compensation: hourly

premiums

Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums --Technical/Trades

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_TC3 - Technical

compensation: at normal

rate

Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Technical/Trades

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_TC4 - Technical compensation:
compensatory time off
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Technical/Trades

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_TC5 - Technical

not compensated



Numeric(1.0)

Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Technical/Trades

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_UN1 - Production

workers compensation



not applicable

Numeric(1.0)

Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not applicable (no overtime worked) -- Production workers with no trade/certification

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_UN2 - Production

workers compensation:

hourly premiums

Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Hourly overtime premiums -- Production workers with no trade/certification

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_UN3 - Production

workers compensation: at
normal rate
Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

At normal rate -- Production workers with no trade/certification

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_UN4 - Production

workers compensation:
compensatory time off
Numeric(1.0)

**Description**

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Compensatory time off -- Production workers with no trade/certification

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OVER_UN5 - Production workers not normally compensated
Numeric(1.0)



Description

How is overtime work compensated for full-time employees in each category? (Check all that apply) (See Employee Category Definitions at the end of the questionnaire)

Not compensated -- Production workers with no trade/certification

Not asked in 2000

Population

All workplaces with full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity minimum_education_for_job

MINEDUCMinimum level of education
for job

Variables Descriptions

MINEDUC - Minimum
level of education for job
Numeric(1.0)



Description

What is the minimum level of education required for
this job?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Elementary school
10	None
2	Some secondary school
3	Secondary school diploma
4	Some postsecondary education
5	Trade certificate
6	College diploma
7	University undergraduate degree
8	University professional accreditation (MD, Law, Architect, Engineer, Education, etc..)
9	University graduate degree

Variables for Entity minimum_paid_hours_per_week

HRS_MIN

Minimum paid hours per week

Variables Descriptions

HRS_MIN - Minimum paid hours per week



Numeric(5.0)

Format: ###.#

Description

Over the past twelve months/since you started this job, not counting overtime, what was the minimum number of paid hours you worked per week at this job? (Exclude the hours when you were on paid vacation or paid sick leave)

Population

All employees who do not work the same number of paid hours per week.

Variables for Entity

minority_recruit_program_yes_no

[MNR_RECR](#)

Minority recruitment program

Variables Descriptions

MNR_RECR - Minority
recruitment program
Numeric(1.0)



Description

Does your employer have any recruitment or career programs for minority groups?

Population

All employees who selected any eth_5-eth_19

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity months_per_year_work

[MTH_YEAR](#)

Months of the year

Variables Descriptions

MTH_YEAR - Months of the year



Numeric(4.0)

Format: ##.#

Description

How many months of the year do you usually work at this job?

Population

All
employees

Variables for Entity months_unemployed

[MTH_UNEM](#)

of months unemployed

Variables Descriptions

MTH_UNEM - # of months unemployed



Numeric(4.0)

Format: ##.##

Description

During the past five years how many months, in total, have you been unemployed (without having necessarily received employment benefits)?

Population


New employees who have been working with this employer for less than 5 years.

Variables for Entity months_worked_employer

PREMONTH

Number months previously worked for employer

Variables Descriptions

PREMONTH - Number months previously worked for employer 

Numeric(5.0)

Format: ###.#

Description

How many months did you work for them then?

Population


All employees who worked for employer before.

Variables for Entity months_work_last_employer

[MTH_LAST](#)

Months work for last
employer

Variables Descriptions

MTH_LAST - Months work for last employer 

Numeric(5.0)

Format: ###.#

Description

How many months did you work for that
employer?

Population

New employees who have been working with this
employer for less than 5 years.

Variables for Entity

most_helpful_method_learning

[JOBTRHEL](#)

Most helpful method in learning

Variables Descriptions

JOBTRHEL - Most helpful method in learning
Numeric(1.0)



Description

What method was the most helpful in learning?

Removed permanently in 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Self-learning (manuals, books, on-line tutorials, etc)
2	Employer-paid formal training
3	Self-paid formal training
4	On-the-job training (co-workers, supervisors, resource people, friends)
5	University or community college courses
6	Other, specify

Variables for Entity

most_helpful_method_learn_1stapp

AP1_MOST

Most helpful method for learning 1st app.

Variables Descriptions

AP1_MOST - Most helpful method for learning 1st app.
Numeric(1.0)



Description

What method was the most helpful in learning this application?

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Self-learning (manuals, books, on-line tutorials, etc)
2	Employer-paid formal training
3	Self-paid formal training
4	On-the-job training (co-workers, supervisors, resource people, friends)
5	University or community college courses
6	Other, specify

Variables for Entity

most_helpful_method_learn_device

[LRN_DEV](#)

Most helpful method for learning technological device

Variables Descriptions

LRN_DEV - Most helpful method for learning technological device
Numeric(1.0)



Description

Thinking of the machine or technological device you use the most, what has been the most helpful in learning method to use that technology?

Population

All employees who use any other machine or technological device.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	On-the-job training (co-workers, supervisors, resource people, friends)
2	Employer-paid formal training
3	Self-learning (manuals, books, on-line tutorials, etc)
4	Self-paid formal training
5	University or community college courses
6	Other, specify

Variables for Entity most_helpful_method_learn_tech

[LRN_TECH](#)

Most helpful method for
learning technology

Variables Descriptions

LRN_TECH - Most
helpful method for
learning technology
Numeric(1.0)



Description

What method was the most helpful in learning to use that technology?

Population

All employees who use a computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	On-the-job training (co-workers, supervisors, resource people, friends)
2	Employer-paid formal training
3	Self-learning (manuals, books, on-line tutorials, etc)
4	Self-paid formal training
5	University or community college courses
6	Other, specify

Variables for Entity most_important_org_change

[S_CHG](#)

Most important organizational change

Variables Descriptions

S_CHG - Most important organizational change
Numeric(1.0)



Description

Which organizational change affected the greatest number of employees between April 1, 2000 and March 31, 2001? (Check one answer only)

NOTE: FOR THIS VARIABLE, THE 1999 and 2000 CODESET ARE IN A DIFFERENT ORDER, FOLLOW THE ORDER OF THE QUESTIONNAIRE.

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Downsizing (reducing number of employees on payrolls to reduce expenses)
10	Reduction in the number of managerial levels (Delaying)
11	Greater reliance on job rotation, multi-skilling
12	Implementation of total quality management


13	Greater reliance on external suppliers of products/services (outsourcing)
14	Greater inter-firm collaboration in R&D, production or marketing
15	Other
2	Re-engineering (focusing on the redesign of business processes to improve performance and cost)
3	Greater integration among different functional areas
4	Increase in the degree of centralization with elimination of decentralized sub-offices
5	Decrease in the degree of centralization
6	Greater reliance on temporary workers
7	Greater reliance on part-time workers
8	Increase in overtime hours
9	Adoption of flexible working hours

Variables for Entity most_recent_promotion

[PRMTDATE](#)

Most recent promotion

Variables Descriptions

PRMTDATE - Most recent promotion 

Character(8.0)

Format: YYYYMM01

Description

When did your most recent promotion occur?

(if you do not remember in which month you received the last promotion, enter "01" as the month)

Population

All employees who have been promoted.

Variables for Entity need_altered_facilities_yes_no

[AIDS_DIS](#)

Need altered facilities-equip.
aids

Variables Descriptions

AIDS_DIS - Need
altered facilities-equip.
aids
Numeric(1.0)



Description

Do you need altered facilities or equipment aids to help accommodate your condition?

Population

All employees whose employer has a recruitment or career program for employees with disabilities.

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity new_employer_start_date

[XSTRTEMP](#)

New employer start date

Variables Descriptions

XSTRTEMP - New employer start date 

Character(8.0)

Format: YYYYMM01

Description

When did you start working for this employer?

New variable in 2000.

Population

All employees who are NOT working for the same employer BUT are employed.

Variables for Entity new_job_satisfaction

[XJOBSAT](#)

New job satisfaction

Variables Descriptions

XJOBSAT - New job

satisfaction

Numeric(1.0)



Description

In comparison to all the aspects of your previous job, is your new job:

New variable in 2000

Population

All employees with the same employer but different job title or different duties or employees with a different employer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Better?
2	About the same?
3	Worse?

Variables for Entity new_tech_implementation_details

CTL_AD1	Administrative using MRI
CTL_AD2	Administrative using SMRI
CTL_CST1	Cost of MRI
CTL_CST2	Cost of SMRI
CTL_DUR1	Duration of training for MRI
CTL_DUR2	Duration of training for SMRI
CTL_MN1	Managers using MRI
CTL_MN2	Managers using SMRI
CTL_OT1	Others using MRI
CTL_OT2	Other workers using SMRI
CTL_PR1	Professionals using MRI
CTL_PR2	Professionals using SMRI
CTL_SL1	Sales using MRI
CTL_SL2	Sales using SMRI
CTL_TC1	Technical using MRI
CTL_TC2	Technical using SMRI
CTL_TRN1	No of employees trained for MRI
CTL_TRN2	No of employees trained for SMRI
CTL_UN1	Production workers using MRI
CTL_UN2	Production workers using SMRI
CTL_USE1	No of employees using MRI
CTL_USE2	No of employees using SMRI
DATE45B1	Date of most recent implementation (MRI)
DATE45B2	Date of second most recent implementation

Variables Descriptions

CTL_AD1 -

Administrative using MRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Clerical/Administrative

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_AD2 -

Administrative using

SMRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Clerical/Administrative

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**CTL_CST1 - Cost of
MRI**
Numeric(10.0)



Description

What was the approximate cost of implementing this technology in this workplace?

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

**CTL_CST2 - Cost of
SMRI**
Numeric(10.0)



Description

What was the approximate cost of implementing this technology to this workplace)?

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

CTL_DUR1 - Duration of
training for MRI
Numeric(5.0)



Description

What was the usual duration of the training?

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

CTL_DUR2 - Duration of
training for SMRI
Numeric(5.0)



Description

What was the usual duration of the training?

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

CTL_MN1 - Managers
using MRI
Numeric(1.0)



Description

Which of the following groups use this new technology?

Managers

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_MN2 - Managers

using SMRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Managers

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_OT1 - Others

using MRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Other

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_OT2 - Other
workers using SMRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Other

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_PR1 -
 Professionals using MRI
 Numeric(1.0)



Description

Which of the following groups use this new technology?

Professionals

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_PR2 -
 Professionals using SMRI
 Numeric(1.0)



Description

Which of the following groups use this new technology?

Professionals

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_SL1 - Sales using
MRI
Numeric(1.0)

**Description**

Which of the following groups use this new technology?

Marketing/Sales

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_SL2 - Sales using

SMRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Marketing/Sales

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_TC1 - Technical

using MRI

Numeric(1.0)



Description

Which of the following groups use this new technology (mri)? Technical/Trades

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_TC2 - Technical

using SMRI

Numeric(1.0)



Description

Which of the following groups use this new technology (nmri)? Technical/Trades

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_TRN1 - No of

employees trained for

MRI

Numeric(5.0)



Description

How many employees received training directly related to this new technology?

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

CTL_TRN2 - No of
employees trained for
SMRI
Numeric(5.0)



Description

How many employees received training directly related to this new technology?

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

CTL_UN1 - Production
workers using MRI
Numeric(1.0)



Description

Which of the following groups use this new technology?

Production workers with no trade/certification

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_UN2 - Production

workers using SMRI

Numeric(1.0)



Description

Which of the following groups use this new technology?

Production workers with no trade/certification

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

CTL_USE1 - No of employees using MRI

Numeric(5.0)



Description

How many employees use this technology?

(Most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

CTL_USE2 - No of employees using SMRI
Numeric(5.0)



Description

How many employees use this technology?

(Next most recent implementation)

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

DATE45B1 - Date of most recent implementation (MRI)

Character(6.0)

Format: YYYYMM



Description

When was the most recent implementation of this technology?

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

DATE45B2 - Date of second most recent implementation

Character(6.0)

Format: YYYYMM



Description

When was the next most recent implementation of this technology?

Population

All workplaces that have implemented computer-controlled or computer-assisted technology.

Variables for Entity non-wage_benefits_yes_no

NON_WAGE

Non-wage benefits provided
by employer

Variables Descriptions

NON_WAGE - Non-wage
benefits provided by
employer
Numeric(1.0)



Description

Does your employer have any non-wage benefits
such as pension plan, life insurance or dental plan?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity nonwage_benefits_availability_ft

ALLW_ALL	Severance Allowances available to all
ALLW_AV1	Severance Allowances available to management
ALLW_AV2	Severance Allowances available to non-management non-union
ALLW_AV3	Severance Allowances available to non-management union
ALLW_NA	Severance Allowances not available
ANRE_ALL	Annual reimbursement for an employee available to all
ANRE_AV1	Annual reimbursement available to management
ANRE_AV2	Annual reimbursement available to non-management non-union
ANRE_AV3	Annual reimbursement plan available to non-management union
ANRE_NA	Annual reimbursement not available
BNFC_ALL	Supp. to EI ben. available to all
BNFC_AV1	Supp. to EI ben. available to management
BNFC_AV2	Supp. to EI ben. available to non-management non-union
BNFC_AV3	Supp. to EI ben. available to non-management union
BNFC_NA	Supp. to EI ben. not available
DNTL_ALL	Dental care available to all
DNTL_AV1	Dental care available to management
DNTL_AV2	Dental care available to non-management non-union
DNTL_AV3	Dental care available to non-management union
DNTL_NA	Dental care not available
FLBN_ALL	Flexible benefit plan available to all
FLBN_AV1	Flexible benefit plan available to management

<u>FLBN_AV2</u>	Flexible benefit plan available to non-management non-union
<u>FLBN_AV3</u>	Flexible benefit plan available to non-management union
<u>FLBN_NA</u>	Flexible benefit plan not available
<u>LIFE_ALL</u>	Life insurance available to all
<u>LIFE_AV1</u>	Life insurance available to management
<u>LIFE_AV2</u>	Life insurance available to non-management non-union
<u>LIFE_AV3</u>	Life insurance available to non-management union
<u>LIFE_NA</u>	Life insurance plan not available
<u>MDCL_ALL</u>	Supp. Medical available to all
<u>MDCL_AV1</u>	Supp. Medical available to management
<u>MDCL_AV2</u>	Supp. Medical available to non-management non-union
<u>MDCL_AV3</u>	Supp. Medical available to non-management union
<u>MDCL_NA</u>	Supp. Medical not available
<u>OTHR_ALL</u>	Other available to all
<u>OTHR_AV1</u>	Other available to management
<u>OTHR_AV2</u>	Other available to non-management non-union
<u>OTHR_AV3</u>	Other available to non-management union
<u>OTHR_NA</u>	Other not available
<u>PLAN_ALL</u>	Pension plan available to all
<u>PLAN_AV1</u>	Pension plan available to management
<u>PLAN_AV2</u>	Pension plan available to non-management non-union
<u>PLAN_AV3</u>	Pension plan available to non-management union
<u>PLAN_NA</u>	Pension plan not available
<u>RRSP_ALL</u>	Group RRSP available to all
<u>RRSP_AV1</u>	Group RRSP available to management
<u>RRSP_AV2</u>	Group RRSP available to non-management non-union
<u>RRSP_AV3</u>	Group RRSP available to non-management union
<u>RRSP_NA</u>	Group RRSP not available
<u>STCK_ALL</u>	Stock purchase available to all

<u>STCK_AV1</u>	Stock purchase available to management
<u>STCK_AV2</u>	Stock purchase available to non-management non-union
<u>STCK_AV3</u>	Stock purchase available to non-management union
<u>STCK_NA</u>	Stock purchase not available
<u>WORK_ALL</u>	Workers Compensation available to all
<u>WORK_AV1</u>	Worker's Compensation available to management
<u>WORK_AV2</u>	Worker's Compensation available to non-management non-union
<u>WORK_AV3</u>	Worker's Compensation available to non-management union
<u>WORK_NA</u>	Worker's Compensation not available

Variables Descriptions

ALLW_ALL - Severance

Allowances available to all



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to all

Severance Allowances

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ALLW_AV1 - Severance

Allowances available to management

Numeric(1.0)

**Description**

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to management

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ALLW_AV2 - Severance

Allowances available to non-management non-union

Numeric(1.0)

**Description**

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Flexible benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ALLW_AV3 - Severance

Allowances available to
non-management union
Numeric(1.0)

**Description**

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, union

Severance Allowances

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ALLW_NA - Severance

Allowances not available
Numeric(1.0)

**Description**

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Severance Allowances

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ANRE_ALL - Annual
reimbursement for an
employee available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to all

Annual reimbursement for an employee opting out of the flexible plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ANRE_AV1 - Annual
reimbursement available
to management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to management

Annual reimbursement for an employee opting out of the flexible plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ANRE_AV2 - Annual
reimbursement available
to non-management non-
union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Annual reimbursement for an employee opting out of the flexible plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ANRE_AV3 - Annual
reimbursement plan
available to non-
management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, union

Annual reimbursement for an employee opting out of the flexible plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

ANRE_NA - Annual
reimbursement not
available
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Annual reimbursement for an employee opting out of the flexible plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

BNFC_ALL - Supp. to EI
ben. available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Supplements to Employment Insurance Benefits (e.g. for maternity or lay-off)

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

BNFC_AV1 - Supp. to EI

ben. available to
management



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Supplements to Employment Insurance Benefits (e.g. for maternity or lay-off)

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

BNFC_AV2 - Supp. to EI

ben. available to non-
management non-union



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Supplements to Employment Insurance Benefits (e.g. for maternity or lay-off)

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

BNFC_AV3 - Supp. to EI
ben. available to non-
management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Supplements to Employment Insurance Benefits (e.g. for maternity or lay-off)

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

BNFC_NA - Supp. to EI
 ben. not available
 Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Supplements to Employment Insurance Benefits (e.g. for maternity or lay-off)

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DNTL_ALL - Dental
care available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Dental care

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DNTL_AV1 - Dental care
available to management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Dental care

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DNTL_AV2 - Dental care
 available to non-
 management non-union
 Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Dental care

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DNTL_AV3 - Dental care

available to non-
management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Dental care

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DNTL_NA - Dental care

not available
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Dental care

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

FLBN_ALL - Flexible
benefit plan available to
all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to all

Flexibile benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

FLBN_AV1 - Flexible
benefit plan available to
management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to management

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

FLBN_AV2 - Flexible benefit plan available to non-management non-union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Flexible benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

FLBN_AV3 - Flexible benefit plan available to non-management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, union

Flexible benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

FLBN_NA - Flexible
benefit plan not available
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Flexible benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

LIFE_ALL - Life
insurance available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Life insurance

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIFE_AV1 - Life insurance available to management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Life and/or disability insurance

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIFE_AV2 - Life insurance available to non-management non-union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Life and/or disability insurance

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIFE_AV3 - Life insurance available to non-management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Life and/or disability insurance

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIFE_NA - Life
insurance plan not
available
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Life and/or disability insurance

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MDCL_ALL - Supp.
Medical available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Supplemental Medical

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MDCL_AV1 - Supp.

Medical available to management



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Supplemental Medical

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MDCL_AV2 - Supp.

Medical available to non-management non-union



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Supplemental Medical

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MDCL_AV3 - Supp.

Medical available to non-management union



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Supplemental Medical

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MDCL_NA - Supp.
Medical not available
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Supplemental Medical

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHR_ALL - Other
available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Other

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHR_AV1 - Other
available to management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Other

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHR_AV2 - Other
available to non-
management non-union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Other

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHR_AV3 - Other

available to non-
management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Other

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHR_NA - Other not

available

Numeric(1.0)

**Description**

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Other

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PLAN_ALL - Pension

plan available to all

Numeric(1.0)

**Description**

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to all

Pension plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PLAN_AV1 - Pension

plan available to
management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to management

Pension plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PLAN_AV2 - Pension
plan available to non-
management non-union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Pension plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PLAN_AV3 - Pension
plan available to non-
management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Pension plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PLAN_NA - Pension

plan not available



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Pension plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP_ALL - Group

RRSP available to all



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Group RRSP

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP_AV1 - Group

RRSP available to management
Numeric(1.0)

**Description**

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Group RRSP

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP_AV2 - Group
RRSP available to non-
management non-union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Group RRSP

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP_AV3 - Group
RRSP available to non-
management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Group RRSP

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP_NA - Group
RRSP not available
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Group RRSP

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_ALL - Stock
purchase available to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to all

Stock purchase or Other Savings Plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_AV1 - Stock
purchase available to
management
Numeric(1.0)

**Description**

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to management

Stock purchase or Other Savings Plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_AV2 - Stock
purchase available to non-
management non-union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Stock purchase or Other Savings Plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_AV3 - Stock
purchase available to non-
management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Available to non-management, union

Stock purchase or Other Savings Plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_NA - Stock

purchase not available
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location Not available Stock purchase

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORK_ALL - Workers

Compensation available
to all
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to all

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORK_AV1 - Worker's
Compensation available
to management
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to management

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORK_AV2 - Worker's
Compensation available to
non-management non-
union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, non-union

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORK_AV3 - Worker's
Compensation available to
non-management union
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Available to non-management, union

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORK_NA - Worker's
Compensation not
available
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location

Not available

Worker's Compensation

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity nonwage_benefits_availability_pt

BNFC_PT	Supp. to ben. for part-time employees
DNTL_PT	Dental care for part-time employees
LIFE_PT	Life insurance for part-time employees
MDCL_PT	Supp. Medical for part-time employees
OTHR_PT	Other for part-time employees
PLAN_PT	Pension plan for part-time employees
RRSP_PT	Group RRSP for part-time employees
STCK_PT	Stock purchase for part-time employees

Variables Descriptions

BNFC_PT - Supp. to
ben. for part-time
employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Supplements to employment benefits (e.g. for maternity or layoff)

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

DNTL_PT - Dental care
for part-time employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Dental care

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

LIFE_PT - Life insurance
for part-time employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Life and/or disability insurance

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

MDCL_PT - Supp.

Medical for part-time employees

Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Supplemental Medical

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OTHR_PT - Other for part-time employees

Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Other, specify

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PLAN_PT - Pension plan
for part-time employees
Numeric(1.0)



Description

Are the following non-wage benefits available to any part-time employees at this location?

Pension plan

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

RRSP_PT - Group

RRSP for part-time
employees
Numeric(1.0)

**Description**

Are the following non-wage benefits available to any part-time employees at this location?

Group RRSP

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STCK_PT - Stock

purchase for part-time
employees
Numeric(1.0)

**Description**

Are the following non-wage benefits available to any part-time employees at this location?

Stock purchase or other savings plan

Population

All workplaces that have non-wage benefits available to part-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity nonwage_benefits_funded

ALLW_FD	Severance Allowances funding
BNFC_FD	Supp. to UI ben. funding
DNTL_FD	Dental care funding
FLBN_FD	Flexible benefit plan funding
LIFE_FD	Life insurance funding
MDCL_FD	Supp. Medical funding
OTHR_FD	Other funding
PLAN_FD	Pension plan funding
RRSP_FD	Group RRSP funding
STCK_FD	Stock purchase funding
WORK_FD	Worker's Compensation funding

Variables Descriptions

ALLW_FD - Severance

Allowances funding 

Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Severance Allowances

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

BNFC_FD - Supp. to UI

ben. funding

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Supplements to Employment Insurance Benefits (e.g. for maternity or lay-off)

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

DNTL_FD - Dental care

funding

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Dental care

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

FLBN_FD - Flexible

benefit plan funding

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Flexible benefit plan

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

LIFE_FD - Life
insurance funding
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Life and/or disability insurance

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

MDCL_FD - Supp.

Medical funding



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Supplemental medical

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

OTHR_FD - Other

funding



Numeric(1.0)

Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Other

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

PLAN_FD - Pension

plan funding

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Pension plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

RRSP_FD - Group

RRSP funding

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Group RRSP

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

STCK_FD - Stock

purchase funding

Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Stock purchase or Other Savings Plan

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

WORK_FD - Worker's
Compensation funding
Numeric(1.0)



Description

Please indicate which of the following non-wage benefits are available to permanent full-time employees at this location and how the benefits are funded?

Worker's Compensation

New variable in 2001

Population

All workplaces that have non-wage benefits available to full-time employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not Applicable
2	Employer only
3	Employee only
4	Employee and Employer

Variables for Entity nonwage_benefits_yes_no

[BNFC_SW](#)Availability of non-wage
benefits

Variables Descriptions

BNFC_SW - Availability
of non-wage benefits
Numeric(1.0)



Description

Are non-wage benefits, such as Health related benefits (e.g. dental care, life insurance), Pay related benefits (e.g. severance, supplements to E.I. or related expenses) or Pension related benefits (e.g. pension plans, groups RRSPs), available to the full time or part time employees?

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity non_mgmt_employee_cba

CVFT_AD	Non-management FT Clerical/ Administrative covered by CA
CVFT_OT	Non-management FT Others covered by CA
CVFT_PR	Non-management FT Professionals covered by CA
CVFT_SL	Non-management FT Marketing/Sales covered by CA
CVFT_TC	Non-management FT Technical/Trades covered by CA
CVFT_UN	Non-management FT Production workers covered by CA
CVPT_AD	Non-management PT Clerical/ Administrative covered by CA
CVPT_OT	Non-management PT Others covered by CA
CVPT_PR	Non-management PT Professionals covered by CA
CVPT_SL	Non-management PT Marketing/Sales covered by CA
CVPT_TC	Non-management PT Technical/Trades covered by CA
CVPT_UN	Non-management PT Production workers covered by CA

Variables Descriptions

CVFT_AD - Non-
management FT Clerical/
Administrative covered by
CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Clerical/Administrative covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVFT_OT - Non-
management FT Others
covered by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Others covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVFT_PR - Non-
management FT
Professionals covered by
CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Professionals covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVFT_SL - Non-
management FT
Marketing/Sales covered
by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Marketing/Sales covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVFT_TC - Non-management FT
Technical/Trades covered
by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Technical/Trades covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVFT_UN - Non-management FT
Production workers
covered by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Production workers covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVPT_AD - Non-
management PT Clerical/
Administrative covered by
CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Clerical/Administrative covered by CA

New variable in 2001

Population

employees covered by a collective agreement

CVPT_OT - Non-
management PT Others
covered by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Others covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVPT_PR - Non-
management PT
Professionals covered by
CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Professionals covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVPT_SL - Non-
management PT
Marketing/Sales covered
by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Marketing/Sales covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVPT_TC - Non-
management PT
Technical/Trades covered
by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Technical/Trades covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

CVPT_UN - Non-
management PT
Production workers
covered by CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Production workers covered by CA

New variable in 2001

Population

All workplaces that have non-management employees covered by a collective agreement

Variables for Entity non_mgmt_employee_no_cba

NCFT_AD	Non-management FT Clerical/ Administrative no CA
NCFT_OT	Non-management FT Other workers no CA
NCFT_PR	Non-management FT Technical/Trades no CA
NCFT_SL	Non-management FT Marketing/Sales no CA
NCFT_TC	Non-management FT Technical/trades no CA
NCFT_UN	Non-management FT Production workers no CA
NCPT_AD	Non-management PT Clerical/ Administrative no CA
NCPT_OT	Non-management PT Other workers no CA
NCPT_PR	Non-management PT Professional no CA
NCPT_SL	Non-management PT Marketing/Sales no CA
NCPT_TC	Non-management PT Technical/Trades no CA
NCPT_UN	Non-management PT Production workers no CA

Variables Descriptions

NCFT_AD - Non-
management FT Clerical/
Administrative no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Clerical/Administrative no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCFT_OT - Non-management FT Other workers no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Other workers no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCFT_PR - Non-
management FT
Technical/Trades no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Technical/Trades no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCFT_SL - Non-
management FT
Marketing/Sales no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Marketing/Sales no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCFT_TC - Non-
management FT
Technical/trades no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Technical/Trades no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCFT_UN - Non-
management FT
Production workers no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management FT Production workers no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCPT_AD - Non-
management PT Clerical/
Administrative no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Clerical/Administrative no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCPT_OT - Non-
management PT Other
workers no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Other workers no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCPT_PR - Non-
management PT
Professional no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Professional no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCPT_SL - Non-
management PT
Marketing/Sales no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Marketing/Sales no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCPT_TC - Non-
management PT
Technical/Trades no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Technical/Trades no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

NCPT_UN - Non-
management PT
Production workers no CA
Numeric(5.0)



Description

Of the total of NON-MANAGEMENT EMPLOYEES NOT COVERED BY A COLLECTIVE AGREEMENT reported in Question 1 (d), how many were in the following categories? (See Employee Category Definitions at the end of the questionnaire).

Non-management PT Production workers no CA

New variable in 2001

Population

All workplaces that have non-management employees not covered by a collective agreement

Variables for Entity non_profit_yes_no

[NON_PRFT](#)

Non-profit organization

Variables Descriptions

NON_PRFT - Non-profit organization
Numeric(1.0)



Description

At this location, is this workplace a non-profit operation?

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity number_courses_taken

[COURSES](#)

Number of courses taken

Variables Descriptions

COURSES - Number of
courses taken
Numeric(2.0)



Description

How many different training courses have you taken in the last twelve months?

Population

All employees who have received classroom training related to their job.

Variables for Entity number_employees_use_computers

[CPU_USER](#)

Number of employees using computers

Variables Descriptions

CPU_USER - Number of employees using computers
Numeric(5.0)



Description

At this location, how many employees currently use computers as part of their normal working duties?

(By computers we mean a microcomputer, personal computer, minicomputer, mainframe computer or laptop that can be programmed to perform a variety of operations.

Population

All workplaces.

Variables for Entity number_grievances

[NUMB_GRV](#)

No of grievances filed in past
12 months

Variables Descriptions

NUMB_GRV - No of
grievances filed in past
12 months
Numeric(3.0)



Description

How many disputes, grievances or complaints were
filed between April 1, 2000 and March 31, 2001?

Population

All workplaces that have a dispute, complaint or
grievance system for employees.

Variables for Entity number_hrs_reduce_work_week

[RED_HRS](#)

hours to reduce work week

Variables Descriptions

RED_HRS - # hours to reduce work week



Numeric(5.0)

Format: ###.#

Description

By how many hours would you like to reduce your workweek?

Population

All employees who would prefer to work fewer hours for less pay.

Variables for Entity number_new_employee

[TTL_NWHR](#)

Total new hires between April 1, 2000 and March 31, 2001

Variables Descriptions

TTL_NWHR - Total new hires between April 1, 2000 and March 31, 2001
Numeric(5.0)



Description

How many new employees did you hire between April 1, 2000 and March 31 2001?

Population

All workplaces that hired new employees.

Variables for Entity

number_of_firms_competing

[CMP_FRM](#)

Number of firms competing in most important market

Variables Descriptions

CMP_FRM - Number of firms competing in most important market
Numeric(1.0)



Description

Please indicate how many firms (whether based in Canada or not) offer products/services directly competing with yours in your most important market. Your most important market is represented by the highest percentage in Question 35.

Products directly competing refers to products/services, whether brand name or generic, that compete directly with yours in the same market. In other words, products/services which compete with yours to satisfy the same needs of the same customers.

Not asked in 2000

Population

All workplaces that have competition.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	0
2	1 to 5
3	6 to 20
4	Over 20

Variables for Entity number_other_employers

[NO_OTH](#)

of other employers

Variables Descriptions

NO_OTH - # of other
employers
Numeric(2.0)



Description

How many other employers have you worked for in the past five years, including self-employment?

Population

New employees who have been working with this employer for less than 5 years.

Variables for Entity number_people_supervised

[SUP_PEOP](#)

Number of people supervised

Variables Descriptions

SUP_PEOP - Number of
people supervised
Numeric(4.0)



Description

About how many people do you directly and indirectly supervise on a day-to-day basis?

Population

All employees who supervise.

Variables for Entity number_shifts_rotation

[SHIFTS](#)

Shifts in a full rotation

Variables Descriptions

SHIFTS - # Shifts in a
full rotation
Numeric(2.0)



Description

How many different shifts do you work in a full rotation?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who work a schedule of rotating shifts.

Variables for Entity number_vacant_position

[TTL_UNFI](#)

Number of vacant positions

Variables Descriptions

TTL_UNFI - Number of
vacant positions
Numeric(5.0)



Description

In total, how many vacant positions are currently unfilled at this location?

Population

All workplaces with current vacant positions that they are currently trying to fill.

Variables for Entity objective_significant_org_change

OBJCHG1	Objective: introduce new technology
OBJCHG10	Objective: Increase the pace of innovation
OBJCHG11	Objective: other, specify
OBJCHG2	Objective: reduce costs
OBJCHG3	Objective: respond to an amalgamation or a take-over
OBJCHG4	Objective: increase product differentiation
OBJCHG5	Objective: increase product and service quality
OBJCHG6	Objective: increase hours of operation
OBJCHG7	Objective: reduce inventories
OBJCHG8	Objective: reduce time between orders and deliveries
OBJCHG9	Objective: raise productivity

Variables Descriptions

OBJCHG1 - Objective:
introduce new technology
Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To introduce new technology

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG10 - Objective:

Increase the pace of
innovation
Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To increase the pace of innovation

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG11 - Objective:

other, specify
Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

Other, specify

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG2 - Objective:

reduce costs

Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To reduce costs

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG3 - Objective:

respond to an
amalgamation or a take-
over

Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To respond to an amalgamation or a take-over

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG4 - Objective:

increase product
differentiation
Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To increase product differentiation

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG5 - Objective:

increase product and
service quality

Numeric(1.0)

**Description**

What were the objectives of this most significant organizational change? (Check all that apply)

To increase product and service quality

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG6 - Objective:

increase hours of
operation

Numeric(1.0)

**Description**

What were the objectives of this most significant organizational change? (Check all that apply)

To increase hours of operation

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG7 - Objective:

reduce inventories
Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To reduce inventories

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG8 - Objective:

reduce time between
orders and deliveries
Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To reduce time between orders and deliveries

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

OBJCHG9 - Objective:

raise productivity

Numeric(1.0)



Description

What were the objectives of this most significant organizational change? (Check all that apply)

To raise productivity

Population

All workplaces that have experienced an organizational change.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity off_due_layoff_yes_no

[OFF_LAY](#)

Off due to lay-off

Variables Descriptions

OFF_LAY - Off due to
lay-off
Numeric(1.0)



Description

Were you off due to a
layoffs?

New variable in 2000.

Population

All employees who were off work due to lay-off, strike
or lockout.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity off_due_lockout_yes_no

[OFF_LCK](#)

Off due to lockout

Variables Descriptions

OFF_LCK - Off due to
lockout
Numeric(1.0)



Description

Were you off due to
lockouts?

New variable in 2000.

Population

All employees who were off work due to a lay-off,
strike or lockout.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity off_due_strike_yes_no

[OFF_STR](#)

Off due to strike

Variables Descriptions

OFF_STR - Off due to
strike
Numeric(1.0)



Description

Were you off due to a
strike?

New variable in 2000.

Population

All employees who were off work due to a lay-off,
strike or lockout.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity on-the-job_training_yes_no

[JOBTR](#)

Received on-the-job training

Variables Descriptions

JOBTR - Received on-the-job training
Numeric(1.0)



Description

In the past twelve months, have you received any informal training related to your job (that is on-the-job training)?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity on_the_job_training_provided

TRNG2_1	No on-the-job training
TRNG2_10	Group decision-making or problem-solving
TRNG2_11	Team-building, leadership, communication
TRNG2_12	Occupational health & safety, environmental protection
TRNG2_13	Literacy or numeracy
TRNG2_14	Other training
TRNG2_2	Orientation for new employees
TRNG2_3	Managerial/supervisory training
TRNG2_4	Professional training
TRNG2_5	Apprenticeship training
TRNG2_6	Sales and marketing training
TRNG2_7	Computer/hardware
TRNG2_8	Computer/software
TRNG2_9	Other office and non-office equipment

Variables Descriptions

TRNG2_1 - No on-the-job training
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

No on-the-job training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_10 - Group
decision-making or
problem-solving
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Group decision-making or problem-solving

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_11 - Team-
building, leadership,
communication
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Team-building, leadership, communication

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_12 -

Occupational health &
safety, environmental
protection
Numeric(1.0)

**Description**

Between April 1 2000 and March 31 2001, did this
workplace pay for or provide any of the following
types of on-the-job training? (Check all that apply)

Occupational health & safety, environmental
protection

Population

All
workplaces

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_13 - Literacy or

numeracy

Numeric(1.0)

**Description**

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Literacy or numeracy

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_14 - Other

training

Numeric(1.0)

**Description**

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Other training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_2 - Orientation

for new employees

Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Orientation for new employees

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_3 - Managerial/

supervisory training

Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Managerial/supervisory training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_4 -
Professional training
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Professional training

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_5 -
Apprenticeship training
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Apprenticeship training

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_6 - Sales and
marketing training
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Sales and marketing training

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_7 - Computer/
hardware
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Computer/hardware

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_8 - Computer/
software
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Computer/software

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNG2_9 - Other office and non-office equipment
Numeric(1.0)



Description

Between April 1 2000 and March 31 2001, did this workplace pay for or provide any of the following types of on-the-job training? (Check all that apply)

Other office and non-office equipment

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity organizational_change

ORGCHG1	Greater integration among different functional areas
ORGCHG10	Reduction in the number of managerial levels
ORGCHG11	Greater reliance on job rotation, multi-skilling
ORGCHG12	Implementation of total quality management
ORGCHG13	Greater reliance on external suppliers of prod./serv.
ORGCHG14	Greater inter-firm collaboration in R&D, production
ORGCHG15	Other, specify
ORGCHG2	Increase in degree of centralization
ORGCHG3	Downsizing
ORGCHG4	Decrease in degree of centralization
ORGCHG5	Greater reliance on temporary workers
ORGCHG6	Greater reliance on part-time workers
ORGCHG7	Re-engineering
ORGCHG8	Increase in overtime hours
ORGCHG9	Adoption of flexible working hours

Variables Descriptions

ORGCHG1 - Greater integration among different functional areas
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Greater integration among different functional areas

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG10 - Reduction in the number of managerial levels
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Reduction in the number of managerial levels

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG11 - Greater
reliance on job rotation,
multi-skilling
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Greater reliance on job rotation, multi-skilling

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG12 -

Implementation of total
quality management
Numeric(1.0)

**Description**

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Implementation of total quality management

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**ORGCHG13 - Greater
reliance on external
suppliers of prod./serv.**
Numeric(1.0)

**Description**

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Greater reliance on external suppliers of products/
services (outsourcing)

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG14 - Greater
inter-firm collaboration in
R&D, production
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Greater inter-firm collaboration in R&D, production or marketing

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG15 - Other,

specify
Numeric(1.0)

**Description**

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Other, specify

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG2 - Increase in

degree of centralization

Numeric(1.0)

**Description**

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Increase in the degree of centralization

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG3 -

Downsizing
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Downsizing (reducing the number of employees on payroll to reduce expenses; it is part of a reorganization in the workplace and not simply a response to a drop in demand)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG4 - Decrease
in degree of centralization
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Decrease in the degree of centralization

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG5 - Greater
reliance on temporary
workers
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Greater reliance on temporary workers

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG6 - Greater reliance on part-time workers
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Greater reliance on part-time workers

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG7 - Re-engineering
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Re-engineering (redesigning processes to improve performance and cost)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG8 - Increase in overtime hours
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Increase in overtime hours

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ORGCHG9 - Adoption of flexible working hours
Numeric(1.0)



Description

Has your workplace experienced any of the following forms of organization change between April 1, 2000 and March 31, 2001?

(Organizational change refers to a change in the way in which work is organized within your workplace or between your workplace and others)

Adoption of flexible working hours

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity other_paid_jobs_yes_no

[OTH_PAID](#)

Other paid jobs

Variables Descriptions

OTH_PAID - Other paid

jobs

Numeric(1.0)



Description

Do you currently do any paid work for another employer?

(This includes self-employed work.)

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity other_pay

[OTH_PAY](#)

Earnings from other payments

Variables Descriptions

OTH_PAY - Earnings from other payments 

Numeric(10.0)

Format: #####.#

Description

What were your total earnings from other bonuses for that period?

New variable in 2000.

Population

All employees who received other bonuses in the past twelve months.

Variables for Entity other_personal_support_yes_no

[OTHSUP](#)

Other personal support

Variables Descriptions

OTHSUP - Other
personal support
Numeric(1.0)



Description

Does your employer offer other personal support or family services?

Population

All employees whose employer offers personal support or family support.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity othr_tech_implementation_detls

DATE46B1	Date of most recent implementation (MRI)
DATE46B2	Date of second most recent implementation (SMRI)
TEC_AD1	Administrative using MRI
TEC_AD2	Administrative using SMRI
TEC_CST1	Cost of MRI
TEC_CST2	Cost of SMRI
TEC_DUR1	Duration of training for MRI
TEC_DUR2	Duration of training for SMRI
TEC_MN1	Managers using MRI
TEC_MN2	Managers using SMRI
TEC_OT1	Others using MRI
TEC_OT2	Others using SMRI
TEC_PR1	Professionals using MRI
TEC_PR2	Professionals using SMRI
TEC_SL1	Sales using MRI
TEC_SL2	Sales using SMRI
TEC_TC1	Technical using MRI
TEC_TC2	Technical using SMRI
TEC_TRN1	No of employees trained for MRI
TEC_TRN2	No of employees trained for SMRI
TEC_UN1	Production workers using MRI
TEC_UN2	Production workers using SMRI
TEC_USE1	No of employees using MRI
TEC_USE2	No of employees using SMRI

Variables Descriptions

DATE46B1 - Date of most recent implementation (MRI)



Character(6.0)

Format: YYYYMM

Description

When were the most recent implementations?

Population

All workplaces that have had any major implementation of other technologies or machinery.

DATE46B2 - Date of second most recent implementation (SMRI)



Character(6.0)

Format: YYYYMM

Description

When were the next most recent implementations?

Population

All workplaces that have had any major implementation of other technologies or machinery

TEC_AD1 - Administrative using MRI



Numeric(1.0)

Description

Which of the following groups use this other technology or machinery?

Clerical/Administrative

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_AD2 -

Administrative using
SMRI
Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Clerical/Administrative

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_CST1 - Cost of

MRI
Numeric(10.0)



Description

What was the approximate cost of implementing this technology or machinery to this workplace?

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_CST2 - Cost of

SMRI

Numeric(10.0)



Description

What was the approximate cost of implementing this technology or machinery to this workplace?

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_DUR1 - Duration

of training for MRI

Numeric(5.0)



Description

What was the usual duration of the training?

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_DUR2 - Duration
of training for SMRI
Numeric(5.0)



Description

What was the usual duration of the training?

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_MN1 - Managers
using MRI
Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Managers

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_MN2 - Managers

using SMRI

Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Managers

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_OT1 - Others

using MRI

Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Other

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_OT2 - Others

using SMRI

Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Other

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_PR1 -

Professionals using MRI

Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Professionals

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_PR2 -

Professionals using

SMRI

Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Professionals

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_SL1 - Sales using

MRI

Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Marketing/Sales

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_SL2 - Sales using

SMRI

Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Marketing/Sales

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_TC1 - Technical
using MRI
Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Technical/Trades

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_TC2 - Technical
using SMRI
Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Technical/Trades

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_TRN1 - No of employees trained for MRI
Numeric(5.0)



Description

How many employees received training directly related to this technology or machinery?

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_TRN2 - No of employees trained for SMRI
Numeric(5.0)



Description

How many employees received training directly related to this technology or machinery?

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_UN1 - Production

workers using MRI

Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Production workers with no trade/certification

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_UN2 - Production

workers using SMRI

Numeric(1.0)



Description

Which of the following groups use this other technology or machinery?

Production workers with no trade/certification

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TEC_USE1 - No of
employees using MRI
Numeric(5.0)



Description

How many employees use this technology or machinery?

(Most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

TEC_USE2 - No of
employees using SMRI
Numeric(5.0)



Description

How many employees use this technology or machinery?

(Next most recent implementation)

Population

All workplaces that have had any major implementation of other technologies or machinery.

Variables for Entity overall_skill_requirements

SKILL

Overall skill requirements

Variables Descriptions

SKILL - Overall skill requirements
Numeric(1.0)



Description

Since you began working in your current job, have the overall skill requirements of the position:

Population

All employees

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	increased?
2	remained about the same?
3	decreased?

Variables for Entity overtime_pay

[OVER_PAY](#)

Earnings from overtime

Variables Descriptions

OVER_PAY - Earnings from overtime 

Numeric(10.0)

Format: #####.#

Description

What were your total earnings from overtime payments for that period?

New variable in 2000.

Population

All employees who received overtime payments in the past twelve months.

Variables for Entity overtime_schedule

[OVER_SCH](#)

Overtime schedule

Variables Descriptions

OVER_SCH - Overtime

schedule

Numeric(1.0)



Description

How far in advance do you usually know your overtime schedule?

Population

All employees who work overtime hours.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Always known
2	More than one month (more than 31 days)
3	One month (22 to 31 days)
4	3 weeks (15 to 21 days)
5	2 weeks (8 to 14 days)
6	1 to 7 days
7	Less than one day

Variables for Entity paid_hours_ft_category

HOURS_AD	Administrative paid hours
HOURS_MN	Managers paid hours
HOURS_OT	Other paid hours
HOURS_PR	Professionals paid hours
HOURS_SL	Sales paid hours
HOURS_TC	Technical paid hours
HOURS_UN	Production workers paid hours

Variables Descriptions

HOURS_AD - Administrative paid hours

Numeric(5.0)

Format: ###.#

Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Clerical/Administrative

Not asked in 2000

Population

All workplaces with full-time employees.

HOURS_MN - Managers paid hours



Numeric(5.0)

Format: ###.#

Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Managers

Not asked in 2000.

Population

All workplaces with full-time employees.

HOURS_OT - Other paid hours



Numeric(5.0)

Format: ###.#

Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Other

Not asked in 2000

Population

All workplaces with full-time employees.

HOURS_PR - Professionals paid hours



Numeric(5.0)

Format: ###.#

Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Professionals

Not asked in 2000.

Population

All workplaces with full-time employees.

HOURS_SL - Sales paid hours



Numeric(5.0)

Format: ###.#

Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Marketing/Sales

Not asked in 2000

Population

All workplaces with full-time employees.

HOURS_TC - Technical paid hours
Numeric(5.0) Format: ###.#



Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Technical/Trades

Not asked in 2000

Population

All workplaces with full-time employees.

HOURS_UN - Production workers paid hours
Numeric(5.0) Format: ###.#



Description

Excluding all overtime, how many paid hours do full-time employees in each category work in a normal week? (See Employee Category Definitions at the end of the questionnaire)

Production workers with no trade, certification

Not asked in 2000

Population

All workplaces with full-time employees.

Variables for Entity paid_leave_yes_no

[PD_LEAV](#)

Paid leave

Variables Descriptions

PD_LEAV - Paid leave



Numeric(1.0)

Description

In the past [...] months, have you taken any paid leave? Paid leave is leave paid for by employer at your full daily rate. Unpaid leave is not compensated by your employer.

Removed permanently in 2000.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity participated_in_disability

[PRT_DIS](#)

Participated in programs

Variables Descriptions

PRT_DIS - Participated

in programs

Numeric(1.0)



Description

Have you ever participated in these programs?

Population

All employees whose employer has a recruitment or career program for employees with disabilities.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity participated_in_programs

[PRT_MPGM](#)

Participated in programs

Variables Descriptions

PRT_MPGM -

Participated in programs

Numeric(1.0)



Description

Have you ever participated in these programs?

Population

All employees whose employer has a recruitment or career program for minority groups.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity peak_employment

[PEAK_EMP](#)

Maximum employment during that (these) peaks

Variables Descriptions

PEAK_EMP - Maximum employment during that (these) peaks
Numeric(5.0)



Description

What is the maximum employment during that (these) peak(s)?

Population

All workplaces that have seasonal peaks in employment

Variables for Entity peak_month

PEAK1	Seasonal Peak- January
PEAK10	Seasonal Peak - October
PEAK11	Seasonal Peak - November
PEAK12	Seasonal Peak - December
PEAK2	Seasonal Peak - February
PEAK3	Seasonal Peak - March
PEAK4	Seasonal Peak - April
PEAK5	Seasonal Peak - May
PEAK6	Seasonal Peak - June
PEAK7	Seasonal Peak - July
PEAK8	Seasonal Peak - August
PEAK9	Seasonal Peak - September

Variables Descriptions

PEAK1 - Seasonal
Peak- January
Numeric(1.0)



Description

During which months do they occur?

January

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK10 - Seasonal

Peak - October

Numeric(1.0)



Description

During which months do they occur?

October

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK11 - Seasonal

Peak - November

Numeric(1.0)



Description

During which months do they occur?

November

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK12 - Seasonal

Peak - December

Numeric(1.0)



Description

During which months do they occur?

December

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK2 - Seasonal

Peak - February

Numeric(1.0)



Description

During which months do they occur?

February

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK3 - Seasonal

Peak - March

Numeric(1.0)



Description

During which months do they occur?

March

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK4 - Seasonal

Peak - April

Numeric(1.0)



Description

During which months do they occur?

April

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK5 - Seasonal

Peak - May

Numeric(1.0)



Description

During which months do they occur?

May

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK6 - Seasonal

Peak - June

Numeric(1.0)



Description

During which months do they occur?

June

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK7 - Seasonal

Peak - July

Numeric(1.0)



Description

During which months do they occur?

July

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK8 - Seasonal

Peak - August

Numeric(1.0)



Description

During which months do they occur?

August

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PEAK9 - Seasonal
Peak - September
Numeric(1.0)



Description

During which months do they occur?

September

Population

All workplaces that have seasonal peaks in employment.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity pension_plan

[PAR_PSN](#)

Participation in pension plan

[PENSN](#)

Pension plan

Variables Descriptions

PAR_PSN -

Participation in pension plan



Numeric(1.0)

Description

In your company, is this benefit:

Caution : Changes made to the 2000 questionnaire had an impact on this variable

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Mandatory
2	Optional
3	Not available

PENSN - Pension plan



Numeric(1.0)

Description

Do you participate in an employer-sponsored pension plan? (This does not include CPP/QPP or group RRSPs)

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity pension_plan_last_er_yes_no

[PRV_PSN](#)

Pension plan last employer

Variables Descriptions

PRV_PSN - Pension
plan last employer
Numeric(1.0)



Description

In that last job you held, did you have an employer-sponsored pension plan?

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity

perc_change_operating_revenue

[REV_CHNG](#)Change in revenue over past
12 months

Variables Descriptions

REV_CHNG - Change in revenue over past 12
months

Numeric(5.0)

Format: ###.#

Description

Please estimate the percentage change in operating revenue from the previous 12-month period.

Not asked in 2000

The values for this variable have two origins depending on whether a location is new in the sample in 2001 (birth) or was originally selected in 1999 (continuer). For births, REV_CHNG is collected from respondents in question Q29c. For continuer, the value of REV_CHNG is calculated from the reported revenues in years 2000 and 2001.

Population

All workplaces that have a profit operation.

Variables for Entity performance_appraised_yes_no

[PERF_APR](#)

Performance appraised

Variables Descriptions

PERF_APR -

Performance appraised

Numeric(1.0)



Description

Is your job performance in your current position evaluated by a standard process?

By standard process, we mean:

- Through a written report - A private meeting with your supervisor - A standard report

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity permanent_employees_category

EARN20KL	Number of employees earning less than \$20,000
EARN20KP	Number of employees earning between \$20,001-40,000
EARN40KP	Number of employees earning between \$40,001 - \$60,000
EARN60KP	Number of employees earning between \$60,001-\$80,000
EARN80KP	Number of employees earning \$80k+

Variables Descriptions

EARN20KL - Number of employees earning less than \$20,000
Numeric(5.0)



Description

Please estimate the number of permanent full-time and part-time employees in each of the following annual earnings categories. \$20,000 and below

Not asked in 2000

Population

All workplaces.

EARN20KP - Number of employees earning between \$20,001-40,000
Numeric(5.0)



Description

Please estimate the number of permanent full-time and part-time employees in each of the following annual earnings categories:

\$20,001 - \$40,000

Not asked in 2000

Population

All workplaces.

EARN40KP - Number of employees earning between \$40,001 - \$60,000
Numeric(5.0)



Description

Please estimate the number of permanent full-time and part-time employees in each of the following annual earnings categories. \$40,001 - \$60,000

Not asked in 2000

Population

All workplaces.

EARN60KP - Number of employees earning between \$60,001-\$80,000
Numeric(5.0)



Description

Please estimate the number of permanent full-time and part-time employees in each of the following annual earnings categories:

\$60,001 - \$80,000

Not asked in 2000

Population

All workplaces.

EARN80KP - Number of employees earning \$80k+
Numeric(5.0)



Description

Please estimate the number of permanent full-time and part-time employees in each of the following annual earnings categories:

\$80,001 and above

Not asked in 2000

Population

All workplaces.

Variables for Entity personal_support_yes_no

SUPPFAM

Personal support-family services by employer

Variables Descriptions

SUPPFAM - Personal support-family services by employer
Numeric(1.0)



Description

Does your employer offer personal support or family services such as childcare, employee assistance, eldercare, fitness and recreation services or other type of services?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity preferred_number_hrs_week

[PRF_HRS](#)

Preferred # hours per week

Variables Descriptions

PRF_HRS - Preferred #

hours per week

Numeric(1.0)



Description

Given your current rate of pay, would you prefer to work:

Population

All
employees

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	The same number of hours for the same pay
2	Fewer hours for less pay
3	More hours, for more pay

Variables for Entity `pref_number_addt_hours` per week

[ADD_HRS](#)

Preferred # of additional
hours per week

Variables Descriptions

ADD_HRS - Preferred # of additional hours per week 
Numeric(5.0) Format: ###.#

Description

How many additional hours per week would you prefer to work at this job?

Population

All employees who would prefer to work more hours for more pay.

Variables for Entity previous_main_activity_292

[PRV_OCP](#)

Standard occupation code for previous job

[PRV_OCP2](#)

Standard occupation code for previous job (RDC only)

Variables Descriptions

PRV_OCP - Standard occupation code for previous job
Character(4.0)



Description

Standard occupation code for previous job (Head office only) <http://dissemination/english/Subjects/Standard/soc /1991/soc91-menu.htm>

Population

PRV_OCP2 - Standard occupation code for previous job (RDC only)
Character(2.0)



Description

Standard occupation code for previous job (Research data centre only) <http://dissemination/english/Subjects/Standard/soc /1991/soc91-menu.htm>

Population

Variables for Entity previous_main_activity_299

[PRV_ACT](#)

Previous main activity

Variables Descriptions

PRV_ACT - Previous
main activity
Numeric(1.0)



Description

Immediately before starting with your present employer, were you:

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Working at another job
2	Looking for work
3	Going to school
4	Working at home, raising family, etc.
5	Recuperating from illness or disability
6	Other, specify

Variables for Entity

prev_work_employer_yes_no

[PREVWORK](#)

Previously work for current employer

Variables Descriptions

PREVWORK -

Previously work for current employer
Numeric(1.0)



Description

Did you ever work for this employer before?

Population

All employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity promoted_yes_no

[PRMTD](#)

Ever promoted

Variables Descriptions

PRMTD - Ever

promoted
Numeric(1.0)



Description

Have you ever been promoted while working for this employer?

(By promotion we mean a change in duties/ responsibilities that lead to both an increase in pay and the complexity or responsibility of the job)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity provide_supplemental edc_yes_no

[SUPP_EDC](#)

Employer provide
supplemental parental
benefits

Variables Descriptions

SUPP_EDC - Employer
provide supplemental
parental benefits
Numeric(1.0)



Description

Did your employer provide supplementary maternity/
paternity benefits?

New variable in 2000.

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity rate_business_strategy_factors

STRTGY1	Strategy: undertaking R&D
STRTGY10	Strategy: reorganizing the work process
STRTGY11	Strategy: enhance labour-management cooperation
STRTGY12	Strategy: increase employee's skills
STRTGY13	Strategy: increase employee involvement
STRTGY14	Strategy: improve coordination with customer/supplier
STRTGY15	Strategy: improve measures of performance
STRTGY2	Strategy: develop new products/services
STRTGY3	Strategy: develop new production/operating techniques
STRTGY4	Strategy: expanding in new geographic markets
STRTGY5	Strategy: total quality management
STRTGY6	Strategy: improve product/service quality
STRTGY7	Strategy: reduce labour costs
STRTGY8	Strategy: use more part-time, temporary or contract
STRTGY9	Strategy: reduce other operating costs

Variables Descriptions

STRTGY1 - Strategy:

undertaking R&D

Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Undertaking research and development

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY10 - Strategy:

reorganizing the work

process

Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Reorganizing the work process

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY11 - Strategy:
enhance labour-
management cooperation
Numeric(1.0)



Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Enhancing labour-management cooperation

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY12 - Strategy:

increase employee's
skills



Numeric(1.0)

Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy.

Increasing employee' skills

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY13 - Strategy:

increase employee
involvement



Numeric(1.0)

Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Increasing employee involvement/ participation

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY14 - Strategy:
improve coordination with
customer/supplier
Numeric(1.0)



Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Improving co-ordination with customers and suppliers

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY15 - Strategy:

improve measures of
performance
Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Improving measures of performance

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY2 - Strategy:

develop new products/
services
Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Developing new products/services

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY3 - Strategy:
develop new production/
operating techniques
Numeric(1.0)



Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Developing new production/ operating techniques

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY4 - Strategy:

expanding in new
geographic markets
Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Expanding into new geographic markets

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY5 - Strategy:

total quality management
Numeric(1.0)

**Description**

Please rate the following factors with respect to their relative importance in your workplace's general business strategy.

Total quality management

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY6 - Strategy:
improve product/service
quality
Numeric(1.0)



Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Improving product/service quality

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY7 - Strategy:

reduce labour costs



Numeric(1.0)

Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Reducing labour costs

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY8 - Strategy: usemore part-time, temporary
or contract

Numeric(1.0)

Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy.

Using more part-time, temporary or contract workers

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

STRTGY9 - Strategy:
reduce other operating
costs
Numeric(1.0)



Description

Please rate the following factors with respect to their relative importance in your workplace's general business strategy. Reducing other operating costs

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Not applicable
2	Not important
3	Slightly Important
4	Important
5	Very important
6	Crucial

Variables for Entity ratng_labr_mngment_practices

[RAT_RLN](#)

Rating of labour-
management relations

Variables Descriptions

RAT_RLN - Rating of
labour-management
relations
Numeric(1.0)



Description

How would you rate your labour-management relations?

Population

All workplaces that have a dispute, complaint or grievance system for employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Good
2	Fair
3	Poor

Variables for Entity rcvd_bonus_yes_no

RC_BONUS

Received bonus payments

Variables Descriptions

RC_BONUS - Received

bonus payments

Numeric(1.0)



Description

Did you receive any productivity-related bonuses, profit-sharing or profit-related bonuses in the past twelve months/since you started this job?

New variable in 2000.

Population

All employees who earned any commissions, tips, bonuses etc., in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity rcvd_other_yes_no

[RC_OTH](#)

Received other payments

Variables Descriptions

RC_OTH - Received

other payments

Numeric(1.0)



Description

Did you receive any other bonuses in the past twelve months/since you started this job?

New variable in 2000.

Population

All employees who earned any commissions, tips, bonuses etc., in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity rcvd_overtime_yes_no

[RC_OVPAY](#)

Received overtime payments

Variables Descriptions

RC_OVPAY - Received overtime payments
Numeric(1.0)



Description

Did you receive overtime payments in the past twelve months/since you started this job?

New variable in 2000.

Population

All employees who earned any commissions, tips, bonuses etc., in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity rcvd_shift_yes_no

[RC_SHFT](#)

Received shift differentials
payments

Variables Descriptions

RC_SHFT - Received
shift differentials
payments
Numeric(1.0)



Description

Did you receive any shift differentials, tips, commissions or piecework payments in the past twelve months/since you started this job?

New variable in 2000.

Population

All employees who earned any commissions, tips, bonuses etc., in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity

rdcd_workweek_arrange_yes_no

[REDC_WK](#)

Reduced workweek
arrangement

Variables Descriptions

REDC_WK - Reduced
workweek arrangement
Numeric(1.0)



Description

Are you on a reduced workweek by special arrangement with your employer?

(A special arrangement, is an agreement that was reached with your employer to work fewer hours every week).

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All
employees

Range and codes

-1	Don't know
-2	Refusal
-3	Not applicable
-4	Not asked
-6	Removed permanently
1	Yes, sometimes
2	Yes, often
3	No
4	Not applicable

Variables for Entity reasons_left_last_job

[RSN_LV](#)

Reasons for leaving last job

Variables Descriptions

RSN_LV - Reasons for
leaving last job
Numeric(1.0)



Description

Thinking about the last job you held before coming to work for your current employer, what was the main reason you left that job?

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Left for better pay, hours or career opportunities at current job
2	Moved, immigrated, spouse relocated
3	Returned to school
4	Quit for any other reason
5	Laid off: plant closure or business failure
6	Laid off: business slowdown, restructuring, other reasons
7	End of contract, seasonal or temporary position
8	Left self-employment (sold business, own business failed, etc)
9	Other, specify

Variables for Entity reasons_not_taking_course

[RSNCRS](#)

Reasons for not taking
course

Variables Descriptions

RSNCRS - Reasons for
not taking course
Numeric(1.0)



Description

What was the main reason you decided not to take that training?

Population

All employees who were offered on-the-job training but did not take.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Too busy with my duties on the job
2	Courses not suitable (I already have the skills, heard bad things about the course etc.)
3	Course too difficult
4	Health reasons
5	Family responsibilities
6	Too old, too late in career
7	Other, specify

Variables for Entity reason_prefer_addt_work_week

ADD_1	Own illness or disability
ADD_2	Childcare unavailable
ADD_3	Personal or family responsibilities
ADD_4	Going to school
ADD_5	Additional hours not offered by employer
ADD_6	Payment of additional hours not sufficient
ADD_7	Transportation problems
ADD_8	No reason
ADD_9	Other, specify

Variables Descriptions

ADD_1 - Own illness or disability
Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Own illness or disability

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_2 - Childcare

unavailable

Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Childcare unavailable

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_3 - Personal or family responsibilities

Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Other personal or family responsibilities

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_4 - Going to school
Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Going to school

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_5 - Additional hours not offered by employer
Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Additional hours not offered by employer

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_6 - Payment of additional hours not sufficient
Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Payment of additional hours not sufficient

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_7 - Transportation problems
Numeric(1.0)



Description

What were the reasons you did not work these additional hours? (Check all that apply)

Transportation problems

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_8 - No reason



Numeric(1.0)

Description

What were the reasons you did not work these additional hours? (Check all that apply)

No reason

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

ADD_9 - Other, specify



Numeric(1.0)

Description

What were the reasons you did not work these additional hours? (Check all that apply)

Other, specify

Population

All employees who would prefer to work more hours for more pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity reason_prefer_reduce_work_week

REDC_1	Family responsibilities
REDC_2	Work-related stress
REDC_3	Other health reasons
REDC_4	More leisure time
REDC_5	Other, specify

Variables Descriptions

REDC_1 - Family responsibilities
Numeric(1.0)



Description

Why would you prefer to work fewer hours? (Check all that apply)

Family responsibilities

Population

All employees who would prefer to work fewer hours for less pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REDC_2 - Work-related

stress

Numeric(1.0)



Description

Why would you prefer to work fewer hours? (Check all that apply)

Work-related stress

Population

All employees who would prefer to work fewer hours for less pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REDC_3 - Other health

reasons

Numeric(1.0)



Description

Why would you prefer to work fewer hours? (Check all that apply)

Other health reasons

Population

All employees who would prefer to work fewer hours for less pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REDC_4 - More leisure

time

Numeric(1.0)



Description

Why would you prefer to work fewer hours? (Check all that apply)

More leisure time

Population

All employees who would prefer to work fewer hours for less pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REDC_5 - Other,

specify

Numeric(1.0)



Description

Why would you prefer to work fewer hours? (Check all that apply)

Other, specify

Population

All employees who would prefer to work fewer hours for less pay.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity received_other_educ_12m_yes_no

[OTH_12M](#)

Received additional
education past 12 months

Variables Descriptions

OTH_12M - Received
additional education past
12 months
Numeric(1.0)



Description

Have you received any additional education in the
past twelve months?

Asked on even years (2000, 2002 etc..)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity received_other_educ_a_yes_no

[OTH_EDUC](#)

Received additional
education

Variables Descriptions

OTH_EDUC - Received
additional education
Numeric(1.0)



Description

Have you received any other
education?

Asked on odd years (1999, 2001 etc.)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity region

[DOM_REG](#)

Region (HO only)

Variables Descriptions

DOM_REG - Region

(HO only)

Character(2.0)



Description

Region (Head office only)

Population

Range and codes

0R	Out of Scope
1R	Atlantic
2R	Québec
3R	Ontario
5R	Alberta
6R	British Columbia
7R	Manitoba
8R	Saskatchewan

Variables for Entity reported_extra_earnings_yes_no

[REP_XTRA](#)

Reported extra earnings

Variables Descriptions

REP_XTRA - Reported
extra earnings
Numeric(1.0)



Description

Were these commissions, tips, bonuses, paid overtime or other types of variable pay included in the wage or salary you just reported?

Population

All employees who earned any commissions, tips, bonuses etc., in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity requirements_when_hired

HIRE_1	Skill tests
HIRE_10	Test on general knowledge or literacy skills
HIRE_11	None
HIRE_2	Aptitude or other personality testing
HIRE_3	Security check
HIRE_4	Medical examination
HIRE_5	Drug test
HIRE_6	Tests administered by a recruitment agency
HIRE_7	Other type of testing or screening
HIRE_8	Personal interview
HIRE_9	Test on job related knowledge

Variables Descriptions

HIRE_1 - Skill tests

Numeric(1.0)

Description

When you were first hired, were you required to take:
(Check all that apply)

Tests for specific skills (for example typing or manual dexterity)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_10 - Test on
general knowledge or
literacy skills
Numeric(1.0)



Description

When you were first hired, were you required to take:
(Check all that apply)

Test on general knowledge or literacy skills

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_11 - None
Numeric(1.0)



Description

When you were first hired, were you required to take:
(Check all that apply)

None

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_2 - Aptitude or
other personality testing
Numeric(1.0)



Description

When you were first hired, were you required to take:
(Check all that apply)

Aptitude or other personality testing

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_3 - Security
check
Numeric(1.0)



Description

When you were first hired, were you required to take:
(Check all that apply)

Security check

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_4 - Medical examination
Numeric(1.0)

**Description**

When you were first hired, were you required to take:
(Check all that apply)

Medical examination

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_5 - Drug test
Numeric(1.0)

**Description**

When you were first hired, were you required to take:
(Check all that apply)

Drug test

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_6 - Tests

administered by a
recruitment agency



Numeric(1.0)

Description

When you were first hired, were you required to take:
(Check all that apply)

Tests administered by a recruitment agency

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_7 - Other type of
testing or screening



Numeric(1.0)

Description

When you were first hired, were you required to take:
(Check all that apply)

Any other type of testing or screening, specify

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

HIRE_8 - Personal
interview
Numeric(1.0)



Description

When you were first hired, were you required to take:
(Check all that apply)

Personal interview

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**HIRE_9 - Test on job
related knowledge**
Numeric(1.0)



Description

When you were first hired, were you required to take:
(Check all that apply)

Test on job-related knowledge

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity revenue_this_location

[REV_WKP](#)

Revenue only from this location

Variables Descriptions

REV_WKP - Revenue only from this location
Numeric(1.0)



Description

Does this amount represent the revenues for only this location?

Population

All workplaces that have a profit operation.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity rrsp

EMPRRSP	Employer contribution to RRSP
PAR_RRS	Participation in group RRSP
RRSP	RRSP

Variables Descriptions

EMPRRSP - Employer contribution to RRSP
Numeric(1.0)



Description

Does your employer contribute to this plan?

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan and contributes to the group RRSP.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PAR_RRS -

Participation in group

RRSP

Numeric(1.0)



Description

In your company, is this benefit:

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Mandatory
2	Optional
3	Not available

RRSP - RRSP

Numeric(1.0)



Description

Do you participate in a group RRSP

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity rtng_prfrmnce_rltv_competitive

[PRF39_A](#)Rating of productivity
compared to competitors[PRF39_B](#)Rating of sales growth
compared to competitors[PRF39_C](#)Rating of profitability
compared to competitors

Variables Descriptions

PRF39_A - Rating of
productivity compared to
competitors
Numeric(1.0)



Description

Compared to your main competitors, how would you rate your workplace's performance between April 1, 1999 and March 31st 2000 in each of the following areas? Productivity

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Much worse
2	Worse
3	About the same
4	Better
5	Much better
6	Don't know

PRF39_B - Rating of
sales growth compared to
competitors
Numeric(1.0)



Description

Compared to your main competitors, how would you rate your workplace's performance between April 1, 1999 and March 31st 2000 in each of the following areas? sales growth

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Much worse
2	Worse
3	About the same
4	Better
5	Much better
6	Don't know

PRF39_C - Rating of
profitability compared to
competitors
Numeric(1.0)



Description

Compared to your main competitors, how would you rate your workplace's performance between April 1, 1999 and March 31st 2000 in each of the following areas? Profitability

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Much worse
2	Worse
3	About the same
4	Better
5	Much better
6	Don't know

Variables for Entity same_date_new_job

[XSAMSTRT](#)

Same date with employer as new job start

Variables Descriptions

XSAMSTRT - Same date with employer as new job start
Numeric(1.0)



Description

Did you start working for this employer on the date answered in Question X3.2?

New variable in 2000.

Population

All employees who are NOT working for the same employer BUT are employed.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity same_number_paid_hours_yes_no

[SAMPHRWK](#)

Same number of paid hours
per week

Variables Descriptions

SAMPHRWK - Same
number of paid hours per
week
Numeric(1.0)



Description

Do you normally work the same number of paid hours
per week at this job excluding all overtime?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity same_type_of_business

[XSIMIND](#)

Same type of business

Variables Descriptions

XSIMIND - Same type
of business
Numeric(1.0)



Description

Would you say that the main type of business or industry of your new employer is similar to the main type of business of your old employer?

New variable in 2000.

Population

All employees who are NOT working for the same employer BUT are employed.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity satisfaction_with_job

SATISJOB

Satisfaction with job

Variables Descriptions

SATISJOB -

Satisfaction with job

Numeric(1.0)



Description

Considering all aspects of this job, how satisfied are you with the job? Would you say that you are :

Population

All
employees

Range and codes

-1	Don't Know
-2	Refuse
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Very satisfied?
2	Satisfied?
3	Dissatisfied?
4	Very dissatisfied?
5	No opinion?

Variables for Entity satisfaction_with_money

[SATISMON](#)

Satisfaction with money

Variables Descriptions

SATISMON -

Satisfaction with money



Numeric(1.0)

Description

Considering the duties and responsibilities of this job, how satisfied are you with the pay and benefits you receive? Would you say that you are :

Population

All
employees

Range and codes

-1	Don't Know
-2	Refuse
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Very satisfied?
2	Satisfied?
3	Dissatisfied?
4	Very dissatisfied?
5	No opinion?

Variables for Entity sch_rotating_shift_yes_no

[ROT_SHFT](#)

Schedule of rotating shift

Variables Descriptions

ROT_SHFT - Schedule

of rotating shift

Numeric(1.0)



Description

Are you on a schedule of rotating shifts?

(By rotating shift we mean that according to a known schedule, the hours of day or the days of week change)

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who do not work the same hours or days.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity seasonal_peak_yes_no

[PEAK_YES](#)

Peak in employment

Variables Descriptions

PEAK_YES - Peak in
employment
Numeric(1.0)



Description

Do you have seasonal peaks in
employment?

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity second_application_most_used

[APP2](#)

Second application most used

Variables Descriptions

APP2 - Second application most used
Numeric(1.0)



Description

Which of the other application do you use the most, in terms of time?

Population

All employees who use a computer and use more than one application.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Word processors
10	Graphics and presentation
11	Computer-aided design
12	Computer-aided engineering
13	Expert systems
14	Other, specify
2	Spreadsheets
3	Databases
4	Desktop publishing and form design
5	General management applications
6	Communications
7	Programming languages and development tools

8

Specialized office
applications

9

Data analysis

Variables for Entity self-directed_workgroup

[SELDIR](#)

Self-directed workgroup

Variables Descriptions

SELDIR - Self-directed
workgroup
Numeric(1.0)



Description

How frequently are you a part of a self-directed work group (or semi-autonomous work group or mini-enterprise group) that has a high level of responsibility for a particular product or service area? In such systems, part of your pay is normally related to group performance.

(Self-directed work groups:

- Are responsible for production of a fixed product or service, and have a high degree of autonomy in how they organize themselves to produce that product or service. - Act almost as "businesses within businesses". - Often have incentives related to productivity, timeliness and quality. - While most have a designated leader, other members also contribute to the organization of the group's activities).

Population

All
employees

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently
4	Always

Variables for Entity shift_pay

[SHFT_PAY](#)

Earnings from shift
differentials

Variables Descriptions

SHFT_PAY - Earnings from shift differentials 

Numeric(10.0)

Format: #####.#

Description

What were your total earnings from shift differentials, tips, commissions or piecework payments for that period?

New variable in 2000.

Population

All employees who received shift differentials, tips, commissions or piecework payments in the past twelve months.

Variables for Entity situation_improve_yes_no

[IMP_GRIE](#)

Grieving improve

Variables Descriptions

IMP_GRIE - Grieving

improve

Numeric(1.0)



Description

Has the situation improved?

Population

All employees who had a dispute, complaint or grievance system in the past twelve months.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity size

BLMA	Standard Size
DOM_SIZE	Size (HO only)

Variables Descriptions

BLMA - Standard Size 
Numeric(1.0)

Description

Standard Size based on BLMA definition

Population

Range and codes

1	1-19 employees
2	20-99 employees
3	100-499 employees
4	500 employees or more

DOM_SIZE - Size (HO only) 
Numeric(1.0)

Description

Size (Head office only)

Population


Range and codes

1	Large
2	Medium
3	Small

Variables for Entity soc

OCP_GRP	WES occupation groups
SOC	SOC 1991 (HO only)
SOC2	SOC 1991 (RDC use only)

Variables Descriptions

OCP_GRP - WES 
occupation groups
Numeric(2.0)


Description

WES occupation groups. Mapped from SOC91 4 digit to 2 digit based on skills and education.

Population

Range and codes

1	Managers
2	Professionals
3	Technical/Trades
4	Marketing/Sales
5	Clerical/Administrative
6	Production workers with no trade/certification, operation and maintenance

SOC - SOC 1991 (HO only) 
Character(4.0)

Description

Standard Occupational Classification (Head office only) <http://dissemination/english/Subjects/Standard/soc/1991/soc91-menu.htm>

Population

All
employees

SOC2 - SOC 1991

(RDC use only)

Character(2.0)



Description

Standard Occupational Classification (Research Data
Centre use only) [http://dissemination/english/Subjects/
Standard/soc /1991/soc91-menu.htm](http://dissemination/english/Subjects/Standard/soc /1991/soc91-menu.htm)

Population

All
employees

Variables for Entity soft_hard_implementation_details

DATE44B1	Date of most recent implementation (MRI)
DATE44B2	Date of second most recent implementation (SMRI)
SFT_AD1	Administrative using MRI
SFT_AD2	Administrative using SMRI
SFT_CST1	Cost of MRI
SFT_CST2	Cost of SMRI
SFT_DUR1	Duration of training for MRI
SFT_DUR2	Duration of training for SMRI
SFT_MN1	Managers using MRI
SFT_MN2	Managers using SMRI
SFT_OT1	Others using MRI
SFT_OT2	Others using SMRI
SFT_PR1	Professionals using MRI
SFT_PR2	Professionals using SMRI
SFT_SL1	Sales using MRI
SFT_SL2	Sales using SMRI
SFT_TC1	Technical using MRI
SFT_TC2	Technical using SMRI
SFT_TRN1	No of employees trained for MRI
SFT_TRN2	No of employees trained for SMRI
SFT_UN1	Production workers using MRI
SFT_UN2	Production workers using SMRI
SFT_USE1	No of employees using MRI
SFT_USE2	No of employees using SMRI

Variables Descriptions

DATE44B1 - Date of most recent implementation (MRI)



Character(6.0)

Format: YYYYMM

Description

When was the most recent implementation (mri) of new software or hardware?

Population

All workplaces that have employees using computers as part of their normal working duties.

DATE44B2 - Date of second most recent implementation (SMRI)



Character(6.0)

Format: YYYYMM

Description

When was the next recent implementation of new software or hardware (nmri)?

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_AD1 - Administrative using MRI



Numeric(1.0)

Description

Which of the following groups use this software or hardware?

Clerical/Administrative

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_AD2 -

Administrative using
SMRI
Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Clerical/Administrative

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_CST1 - Cost of

MRI
Numeric(10.0)



Description

What was the approximate cost of implementing this new software or hardware to this workplace?

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_CST2 - Cost of

SMRI

Numeric(10.0)



Description

What was the approximate cost of implementing this new software or hardware to this workplace?

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_DUR1 - Duration of training for MRI

Numeric(5.0)

Format: ####.#



Description

What was the usual duration of the training?

Include only the formal training period; do not include the apprenticeship period in adapting to this technological change.

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_DUR2 - Duration of training for SMRI



Numeric(5.0)

Format: ####.#

Description

What was the usual duration of the training?

Include only the formal training period; do not include the apprenticeship period in adapting to this technological change.

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_MN1 - Managers using MRI



Numeric(1.0)

Description

Which of the following groups use this software or hardware?

Managers

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_MN2 - Managers

using SMRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Managers

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_OT1 - Others

using MRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Other

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_OT2 - Others
 using SMRI
 Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Other

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_PR1 -
 Professionals using MRI
 Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Professionals

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_PR2 -

Professionals using

SMRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Professionals

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_SL1 - Sales using

MRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Marketing/Sales

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_SL2 - Sales using

SMRI

Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Marketing/Sales

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_TC1 - Technical
 using MRI
 Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Technical/Trades

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_TC2 - Technical
 using SMRI
 Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Technical/Trades

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_TRN1 - No of employees trained for MRI
Numeric(5.0)

**Description**

How many employees received training directly related to this software or hardware?

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_TRN2 - No of employees trained for SMRI
Numeric(5.0)

**Description**

How many employees received training directly related to this software or hardware?

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

**SFT_UN1 - Production
workers using MRI**
Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Production workers with no trade/certification

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**SFT_UN2 - Production
workers using SMRI**
Numeric(1.0)



Description

Which of the following groups use this software or hardware?

Production workers with no trade/certification

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

SFT_USE1 - No of
employees using MRI
Numeric(5.0)



Description

How many employees use this new software or hardware?

(Most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

SFT_USE2 - No of
employees using SMRI
Numeric(5.0)



Description

How many employees use this new software or hardware?

(Next most recent implementation)

Population

All workplaces that have employees using computers as part of their normal working duties.

Variables for Entity srce_funding_classroom_trng

TRNFND1	Source of funding: federal government programs
TRNFND10	Source of funding: no funding
TRNFND2	Source of funding: provincial government programs
TRNFND3	Source of funding: training trust funds
TRNFND4	Source of funding: union or employee association
TRNFND5	Source of funding: industry organizations
TRNFND6	Source of funding: employees
TRNFND7	Source of funding: equipment vendors
TRNFND8	Source of funding: other private sector organizations
TRNFND9	Source of funding: other outside sources of funding

Variables Descriptions

TRNFND1 - Source of funding: federal government programs
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Federal government programs

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND10 - Source of
funding: no funding
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

None

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND2 - Source of
funding: provincial
government programs
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Provincial government programs

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND3 - Source of
funding: training trust
funds
Numeric(1.0)

**Description**

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Training trust funds

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND4 - Source of
funding: union or
employee association
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Union or employee association funding

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND5 - Source of
funding: industry
organizations
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Industry organizations

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND6 - Source of
funding: employees
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Employees

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND7 - Source of
funding: equipment
vendors
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Equipment vendors

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND8 - Source of funding: other private sector organizations
Numeric(1.0)

**Description**

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Other private sector organizations

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TRNFND9 - Source of
funding: other outside
sources of funding
Numeric(1.0)



Description

Between April 1, 2000 and March 31, 2001, was the classroom training of the employees at this location funded by one of the following sources? (Check all that apply)

Other outside sources of funding

Population

All workplaces that pay for or provide classroom job-related training.

Variables for Entity start_date_employer

[SRTREMP](#)

Employer start date

Variables Descriptions

SRTREMP - Employer start date



Character(8.0)

Format: YYYYMM01

Description

When did you start working for this employer?

Population

All employees

Variables for Entity start_date_job

[STRTJOB](#)

Job start date

Variables Descriptions

STRTJOB - Job start date



Character(8.0)

Format: YYYYMM01

Description

When did you start working at this particular job?

Population

All employees

Variables for Entity start_new_job

[XSTRTJOB](#)

Start of new job

Variables Descriptions

XSTRTJOB - Start of new job



Character(8.0)

Format: YYYYMM01

Description

When did you start working at this particular job?

New variable in 2000.

Population

All employees who are NOT working for the same employer BUT are employed.

Variables for Entity stock_plan

[EMPSTCK](#)

Employer contribution to stock

[STOCK](#)

Stock purchase plan

Variables Descriptions

EMPSTCK - Employer contribution to stock
Numeric(1.0)



Description

Does your employer contribute to this plan or offer discounts on stock purchases?

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan and contributes to a stock purchase plan or offers discounts.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

STOCK - Stock

purchase plan

Numeric(1.0)

**Description**

In your current job, do you participate in a stock purchase plan?

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity subject_last_course_not_paid

[SU_1NPD](#)

Subject most recent course

Variables Descriptions

SU_1NPD - Subject
most recent course
Numeric(1.0)



Description

What was the main subject of the last course you completed?

Population

All employees that have taken courses that were not sponsored by their employer but were career-related.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Managerial/supervisory training
10	Occupational health and safety, environmental protection
11	Literacy or numeracy
12	Other, specify
2	Professional training
3	Apprenticeship training
4	Sales and marketing training
5	Computer hardware
6	Computer software
7	Other office or non-office equipment
8	Group decision-making or problem-solving

Variables for Entity subject_scnd_course_not_paid

[SU_2NPD](#)

Main subject of second course

Variables Descriptions

SU_2NPD - Main

subject of second course

Numeric(1.0)



Description

What was the main subject of the second most recent course you completed?

Population

All employees that have taken more than one course that was not sponsored by their employer but was career-related.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Managerial/supervisory training
10	Occupational health and safety, environmental protection
11	Literacy or numeracy
12	Other, specify
2	Professional training
3	Apprenticeship training
4	Sales and marketing training
5	Computer hardware
6	Computer software
7	Other office or non-office equipment

8

Group decision-making or
problem-solving

9

Team building, leadership,
communication

Variables for Entity subz_training_employees

[SBSD_EMP](#)

Number of subsidized employees in training

Variables Descriptions

SBSD_EMP - Number of subsidized employees in training
Numeric(5.0)



Description

Between April 1st 1999 and March 31st 2000, how many employees has this workplace subsidized, reimbursed or assisted?

Population

Variables for Entity subz_training_yes_no

[SBSD_TNG](#)

Subsidized for training

Variables Descriptions

SBSD_TNG -

Subsidized for training

Numeric(1.0)



Description

Does this workplace subsidize, assist or reimburse employees for training or courses taken outside their paid working hours?

(This question is meant to be inclusive. Besides direct subsidies (i.e. helping with tuition or fees) assistance could include: helping with registration, arranging travel, arranging discounts or offering salary incentives to training)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity supervise_yes_no

[SUPERVIS](#)

Supervise

Variables Descriptions

SUPERVIS - Supervise



Numeric(1.0)

Description

Do you supervise the work of other employees on a day-to-day basis?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity supplemental_medical_yes_no

[MEDIC](#)

Supplemental medical insurance plan

[PAR_MDC](#)

Participation in supplemental medical insurance plan

Variables Descriptions

MEDIC - Supplemental medical insurance plan
Numeric(1.0)



Description

Do you participate in a supplemental medical insurance plan?

Examples: Drug co-payment plans, hospital stay co-payment plans, hearing-impaired benefit plan, vision care and other medical benefits not covered by provincial health plans.

Population

All employees whose employer has any non-wage benefits such as pension plan, life insurance or dental plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PAR_MDC - Participation
in supplemental medical
insurance plan
Numeric(1.0)



Description

In your company, is this
benefit:

Population

All employees whose employer has any non-wage
benefits such as pension plan, life insurance or dental
plan.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Mandatory
2	Optional
3	Not available

Variables for Entity taken_paid_parental_leave_yes_no

[TKN_EDC](#)

Taken parental leave

Variables Descriptions

TKN_EDC - Taken
parental leave
Numeric(1.0)



Description

Have you taken any maternity/paternity leave in the past twelve months/since you started this job?

New variable in 2000.

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity task_team_workplace_issues

[TASKTEA](#)

Task team workplace issues

Variables Descriptions

TASKTEA - Task team
workplace issues
Numeric(1.0)



Description

How frequently do you participate in a task team or labour-management committee that is concerned with a broad range of workplace issues?

(Task teams and labour-management committees make recommendations to line managers on such issues as safety, quality, scheduling, training and personal development programs)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently
4	Always

Variables for Entity team_circle_concerned_with_quali

CIRCLE

Team or circle concerned
with quality

Variables Descriptions

CIRCLE - Team or circle
concerned with quality
Numeric(1.0)



Description

How frequently do you participate in a team or circle
concerned with quality or workflow issues?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently
4	Always

Variables for Entity technological_device_yes_no

[USE_DEV](#)

Technological device

Variables Descriptions

USE_DEV -

Technological device



Numeric(1.0)

Description

Do you use any other machine or technological device for at least one hour a day in the course of your normal duties? This question is meant to be inclusive and would include, for example, cash registers, sales terminals, typewriters, vehicles and industrial machinery.

(Do not include the car that you drive for work unless it requires a special permit)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity temp_layoff_yes_no

[TMP_LYFF](#)

Temporary lay-offs

Variables Descriptions

TMP_LYFF -

Temporary lay-offs

Numeric(5.0)



Description

Were there any temporary layoffs between April 1, 2000 and March 31, 2001 at this location? (By temporary lay-offs we mean that all laid-off employees are expected to be recalled).

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity terms_of_employment

[TERM_EMP](#)

Terms of employment

Variables Descriptions

TERM_EMP - Terms of
employment
Numeric(1.0)



Description

Which of the following best describes your terms of employment in this job?

Casual or on call employees are persons:

- who may have hours of work that vary substantially from one week to the next; - who are called to work as the need arises, not on a pre-prearranged schedule

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Regular employee with no contractual or anticipated termination date
2	Seasonal employee: my employment on this job is intermittent according to the season of the year
3	Term employee: my current term of employment will end at a specified date

4
5

Casual or on-call employee
Other, specify

Variables for Entity third_application_most_used

[APP3](#)

Third application most used

Variables Descriptions

APP3 - Third application
most used
Numeric(1.0)



Description

Which of the other application do you use third most, in terms of time?

Population

All employees who use a computer and use more than one application.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Word processors
10	Graphics and presentation
11	Computer-aided design
12	Computer-aided engineering
13	Expert systems
14	Other, specify
2	Spreadsheets
3	Databases
4	Desktop publishing and form design
5	General management applications
6	Communications
7	Programming languages and development tools

8

Specialized office
applications

9

Data analysis

Variables for Entity times_promoted

[NO_PRMTD](#)

Times promoted

Variables Descriptions

NO_PRMTD - Times

promoted
Numeric(2.0)



Description

How many times have you been promoted?

Population

All employees who have been promoted.

Variables for Entity time_last_course

[TIM_CRS1](#)

Time of last course

Variables Descriptions

TIM_CRS1 - Time of

last course

Numeric(1.0)



Description

Did the training take place during your normal working hours?

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes
2	Partly
3	No

Variables for Entity time_located_same_address

[SAME_ADR](#)

Time located at the same address

Variables Descriptions

SAME_ADR - Time located at the same address 

Numeric(4.0)

Format: ##.##

Description

Approximately how long has this workplace been located at this address? Please do not exclude periods of temporary shutdown from your answer.

Population

All workplaces.

Variables for Entity time_scnd_course

[TIM_CRS2](#)

Time of second course

Variables Descriptions

TIM_CRS2 - Time of
second course
Numeric(1.0)



Description

Did the training take place during your normal working hours?

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes
2	Partly
3	No

Variables for Entity total_employee

[TTL_EMP](#)

Total number of employees,
March 2001

[YR_EMP](#)

Total number of employees,
March 2000

Variables Descriptions

TTL_EMP - Total
number of employees,
March 2001
Numeric(5.0)



Description

In the last pay periods of March 2001 and March 2000, how many employees receiving a T4 Slip were employed at this location? (See Employee Category Definitions at the end of the questionnaire)

March 2001

Population

All
workplaces.

YR_EMP - Total number
of employees, March
2000
Numeric(5.0)



Description

In the last pay periods of March 2001 and March 2000, how many employees receiving a T4 Slip were employed at this location? (See Employee Category Definitions at the end of the questionnaire)

March 2001

The values for this variable have two origins depending on whether a location is new in the sample in 2001 (birth) or was originally selected in 1999 (continuer). For births, YR_EMP is collected from respondents in question Q1a_B. For continuer, the value of YR_EMP comes from the previous year's TTL_EMP variable.

Population


All
workplaces.

Variables for Entity total_family_income

[FAM_INCM](#)

Total family income

Variables Descriptions

FAM_INCM - Total family income 

Numeric(10.0)

Format: #####.#

Description

Over the past twelve months what were the approximate annual employment earnings of all members of your immediate family (including yourself)?

Population

All employees

Variables for Entity total_income_other_sources

[OTH_INCM](#)

Total income from other
sources

Variables Descriptions

OTH_INCM - Total income from other sources 

Numeric(10.0)

Format: #####.#

Description

Over the past twelve months what was your family's approximate annual income from sources other than employment? For example, pensions, investment income and social benefits. Please include your own income from sources other than employment.

Population

All
employees

Variables for Entity training_expenditures

[TRNG_EXP](#)

Training expenditures

Variables Descriptions

TRNG_EXP - Training
expenditures
Numeric(10.0)



Description

Please estimate this workplace's total training expenditures between April 1 2000 and March 31 2001.

Population

All workplaces that pay for or provide classroom job-related training.

Variables for Entity training_expenditures_inclusions

EXPCMP1	Trainers' salaries
EXPCMP2	Trainees' salaries
EXPCMP3	Contracts to vendors
EXPCMP4	Direct tuition to schools or training institutions
EXPCMP5	Training materials
EXPCMP6	Travel or living costs for trainees and trainers
EXPCMP7	Overhead or office costs for training
EXPCMP8	Other training expenses
EXPCMP9	Other

Variables Descriptions

EXPCMP1 - Trainers' salaries
Numeric(1.0)



Description

Which of the following are included in that estimate?

Trainers' salaries

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP2 - Trainees'

salaries

Numeric(1.0)



Description

Which of the following are included in that estimate?

Trainees' salaries

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP3 - Contracts

to vendors

Numeric(1.0)



Description

Which of the following are included in that estimate?

Contracts to vendors

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**EXPCMP4 - Direct tuition
to schools or training
institutions**
Numeric(1.0)



Description

Which of the following are included in that estimate?

Direct tuition to schools or training institutions

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**EXPCMP5 - Training
materials**
Numeric(1.0)



Description

Which of the following are included in that estimate?

Training materials

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP6 - Travel or living costs for trainees and trainers
Numeric(1.0)



Description

Which of the following are included in that estimate?

Travel or living costs for trainees and trainers

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP7 - Overhead or office costs for training
Numeric(1.0)



Description

Which of the following are included in that estimate?

Overhead or office costs for training

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP8 - Other

training expenses

Numeric(1.0)



Description

Which of the following are included in that estimate?

Other training expenses

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EXPCMP9 - Other

Numeric(1.0)



Description

Which of the following are included in that estimate?

Other, specify

Population

All workplaces that pay for or provide classroom job-related training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity training_upgrade_device_yes_no

[TRN_DEV](#)

Training for upgrade
technology

Variables Descriptions

TRN_DEV - Training for
upgrade technology
Numeric(1.0)



Description

Did you receive any informal or formal training related to that change in technology?

Population

All employees who use any other machine or technological device where there has been an upgrade or change in that technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity training_upgrade_tech_yes_no

[TRN_TECH](#)

Training for upgrade
technology

Variables Descriptions

TRN_TECH - Training
for upgrade technology
Numeric(1.0)



Description

Did you receive any informal or formal training related to that change in technology?

Population

All employees who use a computer-controlled or computer-assisted technology where there has been an upgrade or change in that technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity types_applications_used

TYAPP_1	Word processors
TYAPP_10	Graphics and presentation
TYAPP_11	Computer-aided design
TYAPP_12	Computer-aided engineering
TYAPP_13	Expert systems
TYAPP_14	Other, specify
TYAPP_2	Spreadsheets
TYAPP_3	Databases
TYAPP_4	Desktop publishing and form design
TYAPP_5	General management applications
TYAPP_6	Communications
TYAPP_7	Programming languages and development tools
TYAPP_8	Specialized office applications
TYAPP_9	Data analysis

Variables Descriptions

TYAPP_1 - Word processors
Numeric(1.0)



Description

What types of applications do you use (Check all that apply). Word processors

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TYAPP_10 - Graphics
and presentation**
Numeric(1.0)



Description

What types of applications do you use (Check all that apply)

Graphics and presentation

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**TYAPP_11 - Computer-
aided design**
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Computer-aided design

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_12 - Computer-aided engineering
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Computer-aided engineering

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_13 - Expert systems
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Expert systems

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_14 - Other,
specify
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Other, specify

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_2 -
Spreadsheets
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Spreadsheets

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_3 - Databases

Numeric(1.0)

Description

What types of applications do you use (Check all that apply).

Databases

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_4 - Desktop

publishing and form design

Numeric(1.0)

Description

What types of applications do you use (Check all that apply).

Desktop publishing and form design

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_5 - General management applications
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

General management applications

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_6 -
Communications
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Communications

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_7 - Programming
languages and
development tools
Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Programming languages and development tools

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_8 - Specialized office applications
 Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Specialized office applications

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

TYAPP_9 - Data analysis
 Numeric(1.0)



Description

What types of applications do you use (Check all that apply).

Data analysis

Population

All employees who use a computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity unemployed_2 weeks_yes_no

[UNEMPL2](#)

Unemployed for >2 weeks

Variables Descriptions

UNEMPL2 -

Unemployed for >2 weeks

Numeric(1.0)



Description

In that period, were you ever without work more than two weeks when you were actively looking for work and not attending school on a full-time basis?

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity unique_identifiers

DOCKET	Docket number (HO & RDC)
LOCNO	Location number (HO)
SEQ_NO	Sequence number

Variables Descriptions

DOCKET - Docket number (HO & RDC)

Numeric(8.0) Format: #####

Description

The location number (HO)

Unique identifier and primary
key

Population

All
workplaces

LOCNO - Location number (HO)

Text(10.0) Format: S#####

Description

The location number (HO)

Unique identifier and primary
key

Population

All
workplaces

SEQ_NO - Sequence

number

Numeric(8.0)



Description

Employee sequence
number

Population

All
employees

Variables for Entity upgrade_change_device_yes_no

[UPG_DEV](#)

Upgrade or change in
technology

Variables Descriptions

UPG_DEV - Upgrade or
change in technology
Numeric(1.0)



Description

Has there been an upgrade or change in that
technology in the past twelve months?

Population

All employees who use any other machine or
technological device.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity upgrade_change_tech_yes_no

[UPG_TECH](#)

Upgrade or change in
technology

Variables Descriptions

UPG_TECH - Upgrade
or change in technology
Numeric(1.0)



Description

Has there been an upgrade or change in that
technology in the past twelve months?

Population

All employees who use a computer-controlled or
computer-assisted technology.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity

usd_serv_past_12_months_yes_no

[USE_OTH](#)

Used within the past 12 months

Variables Descriptions

USE_OTH - Used within the past 12 months
Numeric(1.0)



Description

Did you use this service within the past twelve months?

Population

All employees whose employer offers other personal support of family services.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity use_computers_yes_no

[USE_CPU](#)

Use computers

Variables Descriptions

USE_CPU - Use

computers

Numeric(1.0)



Description

Do you use a computer in your job? Please exclude sales terminal, scanners, machine monitors, etc.. these are covered in another question.

(By a computer we mean a microcomputer, mini-computer, personal computer, mainframe computer or laptop that can be programmed to perform a variety of operations)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity use_computer_last_er_yes_no

[PRV_CPU](#)

Use a computer last employer

Variables Descriptions

PRV_CPU - Use a computer last employer
Numeric(1.0)



Description

Did you use a computer in that job?

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity use_of_government_programs

Q51_A1	Training subsidies
Q51_B1	Other training programs
Q51_C1	Employee exchange
Q51_D1	R & D tax credits
Q51_E1	Other accelerated depreciation allowances
Q51_F1	Property tax relief
Q51_G1	Payroll tax relief
Q51_H1	Other tax relief
Q51_I1	R & D grants
Q51_J1	Loan guarantees
Q51_K1	Operating grants
Q51_L1	Other (grants and loans)
Q51_M1	Technology transfer or information
Q51_N1	Market information
Q51_O1	Labour market information
Q51_P1	R & D partnerships
Q51_Q1	Procurement agreements
Q51_R1	Other 1
Q51_S1	Other 2
Q51_T1	Other 3

Variables Descriptions

Q51_A1 - Training
subsidies
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Training subsidies)
Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_B1 - Other training programs
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other training programs) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_C1 - Employee exchange
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Employee exchange) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_D1 - R & D tax

credits

Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (R & D tax credits) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_E1 - Other

accelerated depreciation allowances

Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other accelerated depreciation allowances) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_F1 - Property tax relief
 Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Property tax relief)
 Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_G1 - Payroll tax relief
 Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Payroll tax relief)
 Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_H1 - Other tax relief
 Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other tax relief)
 Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_I1 - R & D grants
 Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (R & D grants)
 Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_J1 - Loan

guarantees

Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Loan guarantees)
Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_K1 - Operating

grants

Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Operating grants)
Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_L1 - Other (grants and loans)
 Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other (grants and loans)) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_M1 - Technology transfer or information
 Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Technology transfer or information) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_N1 - Market information
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Market information) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_O1 - Labour market information
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Labour market information) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_P1 - R & D

partnerships
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (R & D partnerships) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_Q1 - Procurement

agreements
Numeric(1.0)



Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Procurement agreements) Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_R1 - Other 1



Numeric(1.0)

Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other 1)
Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_S1 - Other 2



Numeric(1.0)

Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other 2)
Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Q51_T1 - Other 3



Numeric(1.0)

Description

Between April 1, 1998 and March 31st 1999, has this workplace participated in any of the following types of government sponsored programs: (Other 3)
Disappeared from the survey as of 2000

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity use_other_technology_yes_no

[USE_TECH](#)

Use of other technology

Variables Descriptions

USE_TECH - Use of
other technology
Numeric(1.0)



Description

Do you use a computer-controlled or computer-assisted technology in the course of your normal duties? For example, industrial robots, retail scanning systems, etc.

Population

All
employees

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity usual_hours_per_week_no_ot

[HRS_USL](#)

Usual hours per week

Variables Descriptions

HRS_USL - Usual hours per week 

Numeric(5.0)

Format: ###.#

Description

Excluding all overtime, how many paid hours do you usually work per week at this job?

Population

All employees who work the same number of paid hours per week.

Variables for Entity vacant_position_filled

STAF_AD	How are Administratives' positions staffed
STAF_MN	How are Managers' positions staffed
STAF_OT	How are Others' positions staffed
STAF_PR	How are Professionals' positions staffed
STAF_SL	How are Sales' positions staffed
STAF_TC	How are Technical's positions staffed
STAF_UN	How are Production positions staffed

Variables Descriptions

STAF_AD - How are Administratives' positions staffed
Numeric(1.0)



Description

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

STAF_MN - How are
Managers' positions
staffed
Numeric(1.0)



Description

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

**STAF_OT - How are
Others' positions staffed**
Numeric(1.0)



Description

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Other, specify

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

**STAF_PR - How are
Professionals' positions
staffed**
Numeric(1.0)



Description

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

STAF_SL - How are Sales' positions staffed
Numeric(1.0)



Description

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

STAF_TC - How are
Technical's positions
staffed
Numeric(1.0)



Description

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Technical/Trades

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

STAF_UN - How are
Production positions
staffed
Numeric(1.0)



Description

How are vacant positions usually staffed? For all applicable categories, check only the most frequently used method.

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	From within the workplace
2	From another workplace within same legal company or business enterprise
3	From outside the company

Variables for Entity vacant_position_yes_no

[UNFI_VAC](#)

Vacant positions

Variables Descriptions

UNFI_VAC - Vacant

positions

Numeric(1.0)



Description

At this location, are there any vacant positions that you are currently trying to fill?

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity vacant_pos_categories

REAS_AD1	Reason for vacancies (Administrative) Too few applicants
REAS_AD2	Reason for vacancies (Administrative) Lacked education
REAS_AD3	Reason for vacancies (Administrative) Lacked experience
REAS_AD4	Reasons for vacancies (Administrative) Declined offer
REAS_MN1	Reason for vacancies (Managers) Too few applicants
REAS_MN2	Reason for vacancies (Managers) Lacked education
REAS_MN3	Reason for vacancies (Managers) Lacked experience
REAS_MN4	Reasons for vacancies (Managers) Declined offer
REAS_OT1	Reason for vacancies (Others) Too few applicants
REAS_OT2	Reason for vacancies (Others) Lacked education
REAS_OT3	Reason for vacancies (Others) lacked experience
REAS_OT4	Reasons for vacancies (Others) declined offer
REAS_PR1	Reason for vacancies (Professionals) Too few applicants
REAS_PR2	Reason for vacancies (Professionals) Lacked education
REAS_PR3	Reason for vacancies (Professionals) Lacked experience
REAS_PR4	Reasons for vacancies (Professionals) Declined offer
REAS_SL1	Reason for vacancies (Sales) Too few applicants
REAS_SL2	Reason for vacancies (Sales) Lacked education

<u>REAS_SL3</u>	Reason for vacancies (Sales) Lacked experience
<u>REAS_SL4</u>	Reasons for vacancies (Sales) Declined offer
<u>REAS_TC1</u>	Reason for vacancies (Technical) Too few applicants
<u>REAS_TC2</u>	Reason for vacancies (Technical) Lacked education
<u>REAS_TC3</u>	Reason for vacancies (Technical) Lacked experience
<u>REAS_TC4</u>	Reasons for vacancies (Technical) Declined offer
<u>REAS_UN1</u>	Reason for vacancies (Production) Too few applicants
<u>REAS_UN2</u>	Reason for vacancies (Production) Too few applicants
<u>REAS_UN3</u>	Reason for vacancies (Production) Lacked experience
<u>REAS_UN4</u>	Reasons for vacancies (Production) Declined offer
<u>UNFI_AD</u>	Unfilled Administrative vacancies (>4 months)
<u>UNFI_MN</u>	Unfilled Manager vacancies (>4 months)
<u>UNFI_OT</u>	Unfilled Other vacancies (>4 months)
<u>UNFI_PR</u>	Unfilled Professional vacancies (>4 months)
<u>UNFI_SL</u>	Unfilled Sales vacancies (>4 months)
<u>UNFI_TC</u>	Unfilled Technical vacancies (>4 months)
<u>UNFI_UN</u>	Unfilled Production vacancies (>4 months)

Variables Descriptions

REAS_AD1 - Reason for
vacancies (Administrative)
Too few applicants
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_AD2 - Reason for
vacancies (Administrative)
Lacked education
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked educational requirements

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_AD3 - Reason for vacancies (Administrative)
Lacked experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_AD4 - Reasons for vacancies (Administrative)

Declined offer

Numeric(1.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_MN1 - Reason for
vacancies (Managers)
Too few applicants
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_MN2 - Reason for
vacancies (Managers)
Lacked education
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked educational requirements

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_MN3 - Reason for vacancies (Managers)
Lacked experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_MN4 - Reasons
for vacancies (Managers)
Declined offer
Numeric(1.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_OT1 - Reason for
vacancies (Others) Too
few applicants
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Other

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_OT2 - Reason for
vacancies (Others)
Lacked education
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked educational requirements

Other

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_OT3 - Reason for vacancies (Others) lacked experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Other

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_OT4 - Reasons
for vacancies (Others)
declined offer
Numeric(1.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Other

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_PR1 - Reason for
vacancies (Professionals)
Too few applicants
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_PR2 - Reason for
vacancies (Professionals)
Lacked education
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked educational requirements

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_PR3 - Reason for vacancies (Professionals)
Lacked experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_PR4 - Reasons for vacancies (Professionals)

Declined offer
Numeric(1.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_SL1 - Reason for
vacancies (Sales) Too
few applicants
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_SL2 - Reason for
vacancies (Sales) Lacked
education
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked educational requirements

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_SL3 - Reason for vacancies (Sales) Lacked experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_SL4 - Reasons for vacancies (Sales)

Declined offer
Numeric(1.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_TC1 - Reason for
vacancies (Technical)
Too few applicants
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Technical/Trades

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_TC2 - Reason for
vacancies (Technical)
Lacked education
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked education requirements

Technical/Trades

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_TC3 - Reason for vacancies (Technical)
Lacked experience
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Technical/Trades

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_TC4 - Reasons for vacancies (Technical)

Declined offer
Numeric(1.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Technical/Trades

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_UN1 - Reason for
vacancies (Production)
Too few applicants
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Too few applicants

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_UN2 - Reason for
vacancies (Production)
Too few applicants
Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked educational requirements

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_UN3 - Reason for vacancies (Production)

Lacked experience

Numeric(1.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants lacked job experience

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

REAS_UN4 - Reasons

for vacancies
(Production) Declined
offer



Numeric(1.0)

Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories? For each group with vacant positions of four months or longer, identify the reason(s) for the vacancies.

Most applicants declined job offer

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

UNFI_AD - Unfilled
Administrative vacancies
(>4 months)
Numeric(5.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Clerical/Administrative

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_MN - Unfilled
Manager vacancies (>4
months)
Numeric(5.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Managers

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_OT - Unfilled

Other vacancies (>4 months)

Numeric(5.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Other, specify

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_PR - Unfilled

Professional vacancies (>4 months)

Numeric(5.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Professionals

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_SL - Unfilled Sales

vacancies (>4 months)

Numeric(5.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Marketing/Sales

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_TC - Unfilled

Technical vacancies (>4 months)

Numeric(5.0)

**Description**

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Technical/Trade

(See Employee Category Definitions at the end of the questionnaire)

Population

All workplaces with vacant positions currently unfilled.

UNFI_UN - Unfilled
Production vacancies (>4
months)
Numeric(5.0)



Description

Of those unfilled positions reported in Question 4(c), how many have remained vacant for four months or longer in the following categories?

Production workers with no trade/certification

(See Employee Category Definitions at the end of the questionnaire)


Population

All workplaces with vacant positions currently unfilled.

Variables for Entity wage

EMP_SAL	Wage
HR_WAGEB	Converted hourly wage no extra earnings
HR_WAGET	Converted hourly wages
SAL_FREQ	Salary frequency

Variables Descriptions


EMP_SAL - Wage 
Numeric(10.0) Format: #####.#

Description

Wage as declared by employee

Population

All employees

HR_WAGEB - Converted hourly wage no extra earnings 
Numeric(10.0) Format: #####.#

Description

Converted hourly wage with extra earnings.

New variable in 2000.

Population

All employees

HR_WAGET - Converted hourly wages

Numeric(10.0)

Format: #####.##

DescriptionConverted hourly wage for question
35**Population**All
employees**SAL_FREQ - Salary**

frequency

Numeric(1.0)


DescriptionSalary
frequency**Population**All
employees**Range and codes**

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Hourly
2	Daily
3	Weekly
4	Every two weeks
5	Twice a month
6	Monthly
7	Yearly
8	Other, specify

Variables for Entity weekly_earnings_job1_2

EARN1	Weekly earnings job1
EARN2	Weekly earnings job 2

Variables Descriptions


EARN1 - Weekly earnings job1 
Numeric(10.0) Format: #####.#

Description

What are your approximate weekly earnings in job 1?

Population

All employees who currently do paid work for another employer.

EARN2 - Weekly earnings job 2 
Numeric(10.0) Format: #####.#

Description

What are your approximate weekly earnings in job 2

Population

All employees who currently do paid work for another employer.

Variables for Entity weekly_work_schedule

[WRK_SCH](#)

Weekly work schedule

Variables Descriptions

WRK_SCH - Weekly

work schedule

Numeric(1.0)



Description

How far in advance do you know your weekly hours of work?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who do not work regular hours every day.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Always known
2	More than one month (more than 31 days)
3	One month (22 to 31 days)
4	3 weeks (15 to 21 days)
5	2 weeks (8 to 14 days)
6	1 to 7 days
7	Less than one day

Variables for Entity weeks_looking_for_work

[WK_LOOK](#)

weeks looking for work

Variables Descriptions

WK_LOOK - # weeks looking for work 

Numeric(5.0)

Format: ###.#

Description

How many weeks were you looking for work?

Population

New employees who have been working with this employer for less than 5 years.

Variables for Entity weeks_per_year_work

[WK_YEAR](#)

Weeks per year

Variables Descriptions

WK_YEAR - Weeks per year



Numeric(4.0)

Format: ##.#

Description

How many weeks per year do you usually work at this job? Please include vacation and other paid leave

Population

All
employees

Variables for Entity where_learned_more

[AP1_MORE](#)

Where learned more

Variables Descriptions

AP1_MORE - Where

learned more

Numeric(1.0)



Description

Did you learn
more:

Population

All employees who use a
computer.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	On company time
2	On your own time
3	About equally on company and own time

Variables for Entity who_paid_course

PAIDMC_1	Employer
PAIDMC_2	Myself (the employee)
PAIDMC_3	Another organization

Variables Descriptions

PAIDMC_1 - Employer

Numeric(1.0)

Description

Who paid for this course? (Check all that apply)

My employer

Population

All employees who's employer paid for or otherwise helped them to take courses, outside of their paid working hours.

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PAIDMC_2 - Myself (the
employee)
Numeric(1.0)



Description

Who paid for this course? (Check all that apply)

Myself (the employee)

Caution: Changes made to the 2000 questionnaire
had an impact on this variable.

Population

All employees who's employer paid for or otherwise
helped them to take courses, outside of their paid
working hours.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PAIDMC_3 - Another
organization
Numeric(1.0)



Description

Who paid for this course? (Check all that apply)

Another organization

Caution: Changes made to the 2000 questionnaire
had an impact on this variable.

Population

All employees who's employer paid for or otherwise
helped them to take courses, outside of their paid
working hours.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity who_provided_last_course

PVCRS1_1	Last course provided by supervisor
PVCRS1_2	Last course provided by fellow worker
PVCRS1_3	Last course provided by in-house trainer
PVCRS1_4	Last course provided by outside trainer
PVCRS1_5	Last course provided by supplier
PVCRS1_6	Last course provided by other, specify

Variables Descriptions

PVCRS1_1 - Last course provided by supervisor
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Supervisor

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS1_2 - Last course
provided by fellow worker
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Fellow worker

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS1_3 - Last course
provided by in-house
trainer
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

In-house trainer

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS1_4 - Last course provided by outside trainer



Numeric(1.0)

Description

Who provided the training sessions? (Check all that apply)

Outside trainer

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS1_5 - Lastcourse provided by supplier



Numeric(1.0)

Description

Who provided the training sessions? (Check all that apply)

Supplier

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS1_6 - Last course

provided by other, specify

Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Other, specify

Population

All employees who have received classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity who_provided_on-the-job training

JOBTRP_1	On-the-job training provided by self learning
JOBTRP_2	On-the-job training provided by supervisor
JOBTRP_3	On-the-job training provided by fellow worker
JOBTRP_4	On-the-job training provided by in-house trainer
JOBTRP_5	On-the-job training provided by outside trainer
JOBTRP_6	On-the-job training provided by equipment supplier
JOBTRP_7	On-the-job training provided by other, specify

Variables Descriptions

JOBTRP_1 - On-the-job training provided by self learning
Numeric(1.0)



Description

Who provided the training? (Check all that apply)

Self-learning (manuals, books, on-line tutorials, etc.)

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRP_2 - On-the-job training provided by supervisor
Numeric(1.0)



Description

Who provided the training? (Check all that apply)

Supervisor

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRP_3 - On-the-job training provided by fellow worker
Numeric(1.0)



Description

Who provided the training? (Check all that apply)

Fellow worker

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRP_4 - On-the-job training provided by in-house trainer
Numeric(1.0)



Description

Who provided the training? (Check all that apply)

In-house trainer

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRP_5 - On-the-job

training provided by
outside trainer

Numeric(1.0)



Description

Who provided the training? (Check all that apply)

Outside trainer

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRP_6 - On-the-job

training provided by
equipment supplier

Numeric(1.0)



Description

Who provided the training? (Check all that apply)

Equipment supplier

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

JOBTRP_7 - On-the-job
training provided by
other, specify
Numeric(1.0)



Description

Who provided the training? (Check all that apply)

Other, specify

Population

All employees who have received on-the-job training.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity who_provided_scnd_course

PVCRS2_1	2nd course provided by supervisor
PVCRS2_2	2nd course provided by fellow worker
PVCRS2_3	2nd course provided by in-house trainer
PVCRS2_4	2nd course provided by outside trainer
PVCRS2_5	2nd course provided by supplier
PVCRS2_6	2nd course provided by other, specify

Variables Descriptions

PVCRS2_1 - 2nd course provided by supervisor
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Supervisor

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS2_2 - 2nd course
provided by fellow worker
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Fellow worker

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS2_3 - 2nd course
provided by in-house
trainer
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

In-house trainer

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS2_4 - 2nd course
provided by outside
trainer
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Outside trainer

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS2_5 - 2nd course
provided by supplier
Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Supplier

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

PVCRS2_6 - 2nd course

provided by other, specify

Numeric(1.0)



Description

Who provided the training sessions? (Check all that apply)

Other, specify

Population

All employees who have received more than one classroom training related to their job.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity working_between_6_and_6_yes_no

[BET6TO6](#)

Working between 6 and 6

Variables Descriptions

BET6TO6 - Working
between 6 and 6
Numeric(1.0)



Description

Do you usually work between the hours of 6 a.m. and 6 p.m.?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity working_full-time_6_and_6_yes_no

[WRK_FTIM](#)

Working full-time between 6 to 6

Variables Descriptions

WRK_FTIM - Working full-time between 6 to 6
Numeric(1.0)



Description

In your usual workweek, do you work each day from Monday to Friday, for at least 6 hours per day between the hours of 6AM and 6 PM? (In other words the traditional full-time workweek?)

Disappeared from the questionnaire as of 2000.

This variable is now created from three new questions (MON2FRI MIN6HRS BET6TO6).

This change can have an impact on this variable.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity workplace_performance_newsletter

[WRKPERF](#)

Workplace performance
newsletter

Variables Descriptions

WRKPERF - Workplace
performance newsletter
Numeric(1.0)



Description

How frequently are you informed (through meetings, newsletters, e-mail or Internet) about overall workplace performance, changes to workplace organization or the implementation of new technology?

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
1	Never
2	Occasionally
3	Frequently

Variables for Entity workplace_response_code

COM_CODE(ER)	Workplace completion code
FILTCODE(ER)	Workplace response code

Variables Descriptions

COM_CODE(ER) -

Workplace completion
code

Numeric(2.0)



Description

Workplace completion
code

Population

Range and codes

10	Complete
11	Combined
20	Partial
30	Seasonal Operation
31	Temporarily Inactive
33	Out of Scope - No Employees
40	Refusal
41	Data for 1999 was imputed using 2000 data.
51	Unable to Contact
53	Data not available within survey timeframe
60	Out of Business
61	Unable to Locate
70	Void (Duplicate)
73	Receivership

FILTCODE(ER) -

Workplace response
code

Numeric(1.0)

**Description**

Workplace response
code

Population**Range and codes**

1	Complete
2	Partially complete
3	Non response

Variables for Entity workplace_weights

LNK_BSW1-LNK_BSW100	Bootstrap weights for linked analysis of workplace
WKP_BSW1-WKP_BSW100	Bootstrap weights workplace
WKP_FINAL_WT	Workplace weight
WKP_LNK_WT	Linked workplace weight

Variables Descriptions

**LNK_BSW1-
LNK_BSW100** - Bootstrap weights for linked analysis of workplace
Numeric(8.0)



Description

Bootstrap weights for linked analysis of workplace

Population

**WKP_BSW1-
WKP_BSW100** - Bootstrap weights workplace
Numeric(8.0)



Description

Bootstrap weights workplace

Read the Guide to the analysis of the Workplace and Employees survey 71-221-GIE at www.statcan.ca.

Population

All workplaces

WKP_FINAL_WT -

Workplace weight

Numeric(8.0)

**Description**

Workplace weight

Read the Guide to the analysis of the Workplace and Employees survey 71-221-GIE at www.statcan.ca.

Population

All
workplaces

WKP_LNK_WT - Linked

workplace weight

Numeric(8.0)

**Description**

Linked workplace weight when employee characteristics are merged with workplace data.

Read the Guide to the analysis of the Workplace and Employees survey 71-221-GIE at www.statcan.ca.

Population

All
workplaces.

Variables for Entity work_6_hours_yes_no

[MIN6HRS](#)

Work at least 6 hours

Variables Descriptions

MIN6HRS - Work at
least 6 hours
Numeric(1.0)



Description

Do you work at least 6 hours per
day?

New variable in 2000.

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity work_at_home_details

[SCH_HOM](#)

Schedule home duties

Variables Descriptions

SCH_HOM - Schedule

home duties

Numeric(1.0)



Description

Is you work at home
mainly:

Population

All employees who work at
home.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Paid and within your normally scheduled work hours?
2	Paid and in addition to your normally scheduled work hours?
3	Unpaid and in addition to your normally scheduled work hours?

Variables for Entity work_at_home_employer_provide

EQUIP_1	Computer hardware/software
EQUIP_2	Internet access
EQUIP_3	Modem/fax
EQUIP_4	Cellular phone, pager, beeper
EQUIP_5	Other equipment or supplies, specify
EQUIP_6	Reimbursement of costs

Variables Descriptions

EQUIP_1 - Computer hardware/software
Numeric(1.0)



Description

For the work done at home, does the employer provide you with any of the following? (Check all that apply)

Computer hardware/software

Population

All employees who work at home and their employer offers any type of equipment or supplies..

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EQUIP_2 - Internet

access

Numeric(1.0)



Description

For the work done at home, does the employer provide you with any of the following? (Check all that apply)

Internet access

Population

All employees who work at home and their employer offers any type of equipment or supplies

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EQUIP_3 - Modem/fax

Numeric(1.0)



Description

For the work done at home, does the employer provide you with any of the following? (Check all that apply)

Modem/fax

Population

All employees who work at home and their employer offers any type of equipment or supplies.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EQUIP_4 - Cellular
 phone, pager, beeper
 Numeric(1.0)



Description

For the work done at home, does the employer provide you with any of the following? (Check all that apply)

Cellular phone, pager, beeper

Population

All employees who work at home and their employer offers any type of equipment or supplies.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EQUIP_5 - Other
 equipment or supplies,
 specify
 Numeric(1.0)



Description

For the work done at home, does the employer provide you with any of the following? (Check all that apply)

Other equipment or supplies, specify

Population

All employees who work at home and their employer offers any type of equipment or supplies

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

EQUIP_6 -

Reimbursement of costs



Numeric(1.0)

Description

For the work done at home, does the employer provide you with any of the following? (Check all that apply)

Reimbursement of costs

Population

All employees who work at home and their employer offers any type of equipment or supplies.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity work_flexible_hours_yes_no

[FLEX_HRS](#)

Work flexible hours

Variables Descriptions

FLEX_HRS - Work

flexible hours

Numeric(1.0)



Description

Do you work flexible hours?

(This means you may work a certain number of core hours, but you can vary your start and stop times as long as you work the equivalent of a full work week)

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity work_monday_friday_yes_no

[MON2FRI](#)

Work each day Monday to
Friday

Variables Descriptions

MON2FRI - Work each
day Monday to Friday
Numeric(1.0)



Description

In your usual workweek, do you work each day from
Monday to Friday?

New variable in 2000.

Population

All
employees

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity work_organization_decisions

WORG10_1	Training non managers
WORG10_2	Training work group
WORG10_3	Training work supervisor
WORG10_4	Training manager/owner
WORG10_5	Training outside workplace
WORG11_1	Choice of technology non managers
WORG11_2	Choice of technology work group
WORG11_3	Choice of technology supervisor
WORG11_4	Choice of technology manager/owner
WORG11_5	Choice of technology outside workplace
WORG12_1	Product/service development non managers
WORG12_2	Product/service development work group
WORG12_3	Product/service development supervisor
WORG12_4	Product/service development manager/owner
WORG12_5	Product/service development outside workplace
WORG1_1	Daily planning non managers
WORG1_2	Daily planning work group
WORG1_3	Daily planning supervisor
WORG1_4	Daily planning manager/owner
WORG1_5	Daily planning outside workplace
WORG2_1	Weekly planning non managers
WORG2_2	Weekly planning work group
WORG2_3	Weekly planning supervisor
WORG2_4	Weekly planning manager/owner
WORG2_5	Weekly planning outside workplace
WORG3_1	Follow up of results non managers
WORG3_2	Follow up of results work group

<u>WORG3_3</u>	Follow up of results supervisor
<u>WORG3_4</u>	Follow up of results manager/owner
<u>WORG3_5</u>	Follow up of results outside workplace
<u>WORG4_1</u>	Customer relations non managers
<u>WORG4_2</u>	Customer relations work group
<u>WORG4_3</u>	Customer relations supervisor
<u>WORG4_4</u>	Customer relations manager/owner
<u>WORG4_5</u>	Customer relations outside workplace
<u>WORG5_1</u>	Quality control non managers
<u>WORG5_2</u>	Quality control work group
<u>WORG5_3</u>	Quality control supervisor
<u>WORG5_4</u>	Quality control manager/owner
<u>WORG5_5</u>	Quality control outside workplace
<u>WORG6_1</u>	Purchase of supplies non managers
<u>WORG6_2</u>	Purchase of supplies work group
<u>WORG6_3</u>	Purchase of supplies supervisor
<u>WORG6_4</u>	Purchase of supplies manager/owner
<u>WORG6_5</u>	Purchase of outside workplace
<u>WORG7_1</u>	Equipment maintenance non managers
<u>WORG7_2</u>	Equipment maintenance work group
<u>WORG7_3</u>	Equipment maintenance supervisor
<u>WORG7_4</u>	Equipment maintenance manager/owner
<u>WORG7_5</u>	Equipment maintenance outside workplace
<u>WORG8_1</u>	Staffing level non managers
<u>WORG8_2</u>	Staffing level work group
<u>WORG8_3</u>	Staffing level supervisor
<u>WORG8_4</u>	Staffing level manager/owner
<u>WORG8_5</u>	Staffing level outside workplace
<u>WORG9_1</u>	Filling vacancies non managers
<u>WORG9_2</u>	Filling vacancies work group

WORG9_3	Filling vacancies supervisor
WORG9_4	Filling vacancies manager/ owner
WORG9_5	Filling vacancies outside workplace

Variables Descriptions

WORG10_1 - Training

non managers

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Training -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG10_2 - Training

work group

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Training -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG10_3 - Training

work supervisor

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Training -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG10_4 - Training
manager/owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Training -- Senior Manager/business owner

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG10_5 - Training
outside workplace
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Training -- Individual or group outside workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG11_1 - Choice of
technology non managers
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the
following activities?

Choice of production technology --Non-managerial
employee

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG11_2 - Choice of
technology work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Choice of production technology -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG11_3 - Choice of
technology supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Choice of production technology -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG11_4 - Choice of
technology manager/
owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Choice of production technology -- Senior Manager/
business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG11_5 - Choice of
technology outside
workplace
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Choice of production technology -- Individual or group outside workplace

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG12_1 - Product/
service development non
managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Product/service development -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG12_2 - Product/
service development
work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Product/service development -- Work group

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORGI2_3 - Product/
service development
supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Product/service development -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORGI2_4 - Product/
service development
manager/owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Product/service development -- Senior Manager/
business owner

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORGI2_5 - Product/
service development
outside workplace
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Product/service development -- Individual or group outside workplace

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG1_1 - Daily
planning non managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Daily planning of individual work -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG1_2 - Daily
planning work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Daily planning of individual work -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG1_3 - Daily
 planning supervisor
 Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Daily planning of individual work -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG1_4 - Daily
 planning manager/owner
 Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Daily planning of individual work --Senior Manager/
 business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG1_5 - Daily
planning outside
workplace
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the following activities?

Daily planning of individual work -- Individual or group outside workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG2_1 - Weekly
planning non managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Weekly planning of individual work -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG2_2 - Weekly
planning work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Weekly planning of individual work -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG2_3 - Weekly
planning supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Weekly planning of individual work -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG2_4 - Weekly
planning manager/owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Weekly planning of individual work -- Senior Manager/
business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG2_5 - Weekly
planning outside
workplace
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the following activities?

Weekly planning of individual work -- Individual or group outside workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR3_1 - Follow up of
results non managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Follow-up of results -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR3_2 - Follow up
of results work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Follow-up of results --Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR3_3 - Follow up
of results supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Follow-up of results --Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR3_4 - Follow up of
results manager/owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Follow-up of results -- Senior Manager/business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR3_5 - Follow up of
results outside workplace
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the
following activities?

Follow-up of results -- Individual or group outside
workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG4_1 - Customer relations non managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Customer relations -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG4_2 - Customer relations work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Customer relations -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORQ4_3 - Customer relations supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Customer relations -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORQ4_4 - Customer relations manager/owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Customer relations --Senior Manager/business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG4_5 - Customer
relations outside
workplace
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the
following activities?

Customer relations -- Individual or group outside
workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORGE5_1 - Quality
control non managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Quality control -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORGE5_2 - Quality
control work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Quality control -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG5_3 - Quality

control supervisor

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Quality control -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG5_4 - Quality

control manager/owner

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Quality control -- Senior Manager/business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG5_5 - Quality
control outside workplace
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the
following activities?

Quality control -- Individual or group outside
workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR6_1 - Purchase of
supplies non managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Purchase of necessary supplies -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR6_2 - Purchase of
supplies work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Purchase of necessary supplies -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR66_3 - Purchase of supplies supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Purchase of necessary supplies -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR66_4 - Purchase of supplies manager/owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Purchase of necessary supplies -- Senior Manager/ business owner

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG6_5 - Purchase
of outside workplace
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the
following activities?

Purchase of necessary supplies -- Individual or group
outside workplace

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG7_1 - Equipment
maintenance non
managers
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Maintenance of machinery and equipment --Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG7_2 - Equipment
maintenance work group
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Maintenance of machinery and equipment -- Work group

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG7_3 - Equipment
maintenance supervisor
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Maintenance of machinery and equipment -- Work supervisor

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG7_4 - Equipment
maintenance manager/
owner
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Maintenance of machinery and equipment -- Senior Manager/business owner

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG7_5 - Equipment maintenance outside workplace
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Maintenance of machinery and equipment -- Individual or group outside workplace

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG8_1 - Staffing

level non managers

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Setting staffing levels --Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG8_2 - Staffing

level work group

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Setting staffing levels -- Work group

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG8_3 - Staffing

level supervisor

Numeric(1.0)

**Description**

Who normally makes decisions with respect to the following activities?

Setting staffing levels -- Work supervisor

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG8_4 - Staffing

level manager/owner

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Setting staffing levels -- Senior Manager/business owner

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WORG8_5 - Staffing

level outside workplace

Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Setting staffing levels -- Individual or group outside workplace

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**WORG9_1 - Filling
vacancies non managers**
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Filling vacancies -- Non-managerial employee

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**WORG9_2 - Filling
vacancies work group**
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Filling vacancies --Work group

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WOR9_3 - Filling
vacancies supervisor
Numeric(1.0)

**Description**

Who normally makes decisions with respect to the following activities?

Filling vacancies -- Work supervisor

Not asked in 2000

Population

All
workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**WORG9_4 - Filling
vacancies manager/
owner**
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Filling vacancies -- Senior Manager/business owner

Not asked in 2000

Population

All workplaces.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

**WORG9_5 - Filling
vacancies outside
workplace**
Numeric(1.0)



Description

Who normally makes decisions with respect to the following activities?

Filling vacancies --Individual or group outside workplace

Not asked in 2000

Population

All workplaces.

Range and codes


-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity work_organization_practices

WRK_ORG1	Employee suggestions
WRK_ORG2	Flexible job design
WRK_ORG3	Information sharing with employees
WRK_ORG4	Problem solving teams
WRK_ORG5	Joint Labour-Management committees
WRK_ORG6	Self-directed work groups

Variables Descriptions

WRK_ORG1 -

Employee suggestions 
Numeric(1.0)

Description

For non-managerial employees, which of the following practices exist on a formal basis in your workplace?

Employee's suggestion program

(Includes employee survey feedback)

Not asked in 2000.

Population

All workplaces that have more than 10 employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WRK_ORG2 - Flexible

job design
Numeric(1.0)



Description

For non-managerial employees, which of the following practices exist on a formal basis in your workplace?

Flexible job design

(Includes job rotation, job enrichment/redesign (broadened job definitions), job enrichment (increased skills, variety or autonomy of work))

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WRK_ORG3 -

Information sharing with
employees
Numeric(1.0)



Description

For non-managerial employees, which of the following practices exist on a formal basis in your workplace?

Information sharing with employees

(For example, with respect to firm's performance, colleagues' wages technological or organizational changes, etc. This implied that employees have some feedback on policies)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WRK_ORG4 - Problem

solving teams

Numeric(1.0)



Description

For non-managerial employees, which of the following practices exist on a formal basis in your workplace?

Problem solving teams

(Responsibilities of teams are limited to specific areas such as quality or work flow (i.e. narrower range of responsibilities than Self-directed work groups)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WRK_ORG5 - Joint
Labour-Management
committees
Numeric(1.0)



Description

For non-managerial employees, which of the following practices exist on a formal basis in your workplace?

Joint labour-management committees

(Include non-legislated joint labour-management committees and task teams that generally cover a broad range of issues, yet tend to be consultative in nature)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

WRK_ORG6 - Self-
directed work groups
Numeric(1.0)



Description

For non-managerial employees, which of the following practices exist on a formal basis in your workplace?

Self-directed work groups

(Semi-autonomous work groups or mini-enterprise work groups that have a high level of responsibility for a wide range of decisions/issues)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity work_other_employers_yes_no

[WRK_OTH](#)

Work for other employers

Variables Descriptions

WRK_OTH - Work for
other employers
Numeric(1.0)



Description

In the past five years, have you worked for any other employers, including yourself?

Population

New employees who have been working with this employer for less than 5 years.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity work_outside_6_to_6_yes_no

[OUT_6T6](#)

Work outside 6 to 6

Variables Descriptions

OUT_6T6 - Work
outside 6 to 6
Numeric(1.0)



Description

Do you work outside the hours of 6AM to 6PM on a regular basis? Disappeared from the survey as of 2000.

Population

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity

work_same_days_week_yes_no

[SAM_DAYS](#)

Work same days of week

Variables Descriptions

SAM_DAYS - Work
same days of week
Numeric(1.0)



Description

Do you usually work the same days of the week?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who do not work regular hours every day.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity work_same_hours_day_yes_no

[SAM_HRS](#)

Work same hours of day

Variables Descriptions

SAM_HRS - Work same

hours of day

Numeric(1.0)



Description

Do you usually work the same hours of the day?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who do not work regular hours every day.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes - Selected
3	No - Not Selected

Variables for Entity work_week_incl_sat_and_sun

SAT SUN

Work week include Saturday and Sunday

Variables Descriptions

SAT_SUN - Work week include Saturday and Sunday
Numeric(1.0)



Description

Does your usual workweek include Saturdays or Sundays?

Caution: Changes made to the 2000 questionnaire had an impact on this variable.

Population

All employees who do not work the same hours or days.

Range and codes

-1	Don't Know
-2	Refusal
-3	Not Applicable
-4	Not Asked
-6	Removed permanently
1	Yes
2	Varies depends on shift
3	No

Variables for Entity wrk_organization_yr_implmtd

Q18YEAR1	Employee suggestions
Q18YEAR2	Flexible job design
Q18YEAR3	Information sharing with employees
Q18YEAR4	Problem solving teams
Q18YEAR5	Joint labour-management committees
Q18YEAR6	Self-directed work groups

Variables Descriptions

Q18YEAR1 - Employee suggestions

Numeric(4.0)

Format: YYYY

Description

For non-managerial employees, what year were the following practices implemented on a formal basis in your workplace?

Employee's suggestion program

(Includes employee survey feedback)

Not asked in 2000.

Population

All workplaces that have more than 10 employees.

Q18YEAR2 - Flexible job design



Numeric(4.0)

Format: YYYY

Description

For non-managerial employees, what year were the following practices implemented on a formal basis in your workplace?

Flexible job design

(Includes job rotation, job enrichment/redesign (broadened job definitions), job enrichment (increased skills, variety or autonomy of work))

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Q18YEAR3 - Information sharing with employees



Numeric(4.0)

Format: YYYY

Description

For non-managerial employees, what year were the following practices implemented on a formal basis in your workplace?

Information sharing with employees

(For example, with respect to firm's performance, colleagues' wages technological or organizational changes, etc. This implied that employees have some feedback on policies)

Not asked in 2000.

Population

All workplaces that have more than 10 employees.

Q18YEAR4 - Problem solving teams



Numeric(4.0)

Format: YYYY

Description

For non-managerial employees, what year were the following practices implemented on a formal basis in your workplace?

Problem solving teams

(Responsibilities of teams are limited to specific areas such as quality or work flow (i.e. narrower range of responsibilities than Self-directed work groups)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Q18YEAR5 - Joint labour-management committees



Numeric(4.0)

Format: YYYY

Description

For non-managerial employees, what year were the following practices implemented on a formal basis in your workplace?

Joint labour-management committees

(Include non-legislated joint labour-management committees and task teams that generally cover a broad range of issues, yet tend to be consultative in nature)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Q18YEAR6 - Self-directed work groups



Numeric(4.0)

Format: YYYY

Description

For non-managerial employees, what year were the following practices implemented on a formal basis in your workplace?

Self-directed work groups

(Semi-autonomous work groups or mini-enterprise work groups that have a high level of responsibility for a wide range of decisions/issues)

Not asked in 2000

Population

All workplaces that have more than 10 employees.

Variables for Entity years_experience

[YRS_EXP](#)

of years of experience

Variables Descriptions

YRS_EXP - # of years of experience



Numeric(4.0)

Format: ##.##

Description

Considering all jobs you have held, how many years of full-time working experience do you have?

Population

New
Employees

Variables for Entity years_using_computer

[NO_CPU](#)

of years using a computer

Variables Descriptions

NO_CPU - # of years using a computer



Numeric(4.0)

Format: ##.#

Description

Considering all jobs you have held, how many years have you used a computer in a work environment?

Population

All
employees

Variables for Entity year_immigration

[IMGR_YR](#)

Year of immigration

Variables Descriptions

IMGR_YR - Year of immigration



Character(4.0)

Format: YYYY

Description

In what year did you immigrate to Canada?

Population

All employees who are immigrants.