

Philippines

**Bureau of Labor and Employment Statistics,
Department of Labor and Employment**

Industrial Relations at the Workplace Survey 1999

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Philippines (1999)

Industrial Relations at the Workplace Survey 1999 (IRWS 1999)

Overview	
Type	Enterprise/Establishment Survey [en/oth]
Identification	PHL-BLES-IRWS-1999-v1
Version	Production Date: 2000-12 v2 - Edited data, for public distribution.
Series	<p>The Industrial Relations at the Workplace Survey, 1999 is the second series of IRWS survey. The first survey was conducted in 1995. The content of 1999 IRWS was modified to include additional items of inquiry such as indicators on coping mechanisms implemented or plan to be implemented relative to the effect of globalization and financial crisis to establishments.</p> <p>Note: Refer to Metadata in Technical Documents</p>
<p>Abstract</p> <p>OBJECTIVE/S OF THE STUDY To determine the prevailing employment, labor-management relations and wage and salary policies and practices in non-agricultural establishments.</p> <p>USES OF DATA The survey aims to provide a benchmark information on employment, labor- management relations and wage and salary practices and policies.</p> <p>MAIN TOPICS COVERED BY THE SURVEY Establishment profile, employment practices, wage practices, situation of labor management relations and coping mechanisms to globalization.</p>	
Kind of Data	Sample survey data [ssd]
Unit of Analysis	Establishments

Scope & Coverage

Scope

The scope of the 1999 IRWS includes :

1. Establishment Profile - main economic activity/principal product, total employment (male/female), ownership (with foreign equity/wholly Filipino), export-oriented, with union and with existing Collective Bargaining Agreement (CBA);
2. Employment Practices - requires data on hiring and retirement and workforce reduction;
3. Wage Practices - requires data on the method of fixing or revising wages and salaries, basis of payment and how are the wages and salaries paid and benefits granted to employees including the basis of granting allowances, bonuses and gratuities and policies in determining the days entitlement for sick and vacation leave benefits;
4. Labor Management Relations - requires data on current labor management situation, policies of communicating with employees and on union organization and grievance handling; and
5. Coping Mechanisms-inquires about the different mechanisms being adopted/implemented by establishments to cope with economic crises.

Topics	employment [3.1], LABOUR AND EMPLOYMENT [3], labour relations/conflict [3.3]
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Geographic Coverage

National coverage

Geographic Unit

National Capital Region

Cordillera Administrative Region

Region I

Region II

Region III

Region IV

Region V

Region VI

Region VII

Region VIII

Region IX

Region X

Region XI

Region XII

Caraga

Autonomous Region in Muslim Mindanao

Province

Manila

Second District

Third District

Fourth District

Ilocos Norte

Ilocos Sur

La Union

Pangasinan

Batanes

Cagayan

Isabela

Nueva Vizcaya

Quirino

Bataan

Bulacan

Nueva Ecija

Pampanga

Tarlac

Zambales

Batangas

Cavite

Laguna

Marinduque

Occidental Mindoro

Oriental Mindoro

Palawan

Quezon

Rizal

Romblon

Aurora

Albay

Camarines Norte

Camarines Sur

Catanduanes

Masbate
 Sorsogon
 Aklan
 Antique
 Capiz
 Iloilo
 Negros Occidental
 Guimaras
 Davao (Davao del Norte)
 Davao del Sur
 Davao Oriental
 South Cotabato
 Sarangani
 Lanao del Norte
 Cotabato (North Cotabato)
 Sultan Kudarat
 Cotabato (Marawi)
 Agusan del Norte
 Agusan del Sur
 Surigao del Norte
 Surigao del Sur
 Abra
 Benguet
 Ifugao
 Kalinga
 Mountain Province
 Apayao
 Lanao del Sur
 Maguindanao
 Sulu
 Tawi - tawi
 Bukidnon
 Camiguin
 Misamis Occidental
 Misamis Oriental
 Basilan
 Zamboanga del Norte
 Zamboanga del Sur
 Eastern Samar
 Leyte
 Northern Samar
 Samar (Western Samar)
 Southern Leyte
 Biliran
 Bohol
 Cebu
 Negros Oriental
 Siquijor .

Universe

Covered non-agricultural establishments employing 20 or more workers except national postal activities, central banking, public administration and defense and compulsory social security, public education services, public medical, dental and other health services, activities of membership organizations, extra territorial organizations and bodies.

Producers & Sponsors	
Primary Investigator(s)	Bureau of Labor and Employment Statistics, Department of Labor and Employment
Funding Agency/ies	Bureau of Labor and Employment Statistics (BLES)
Other Acknowledgment(s)	DOLE Regional Offices except DOLE-National Capital Region , Data collection and field editing outside NCR , Department of Labor and Employment

Sampling

Sampling Procedure

Statistical unit: The statistical unit is the establishment. Each unit is classified to an industry that reflects its main economic activity--the activity that contributes the biggest or major portion of the gross income or revenues of the establishment.

Sampling frame: The sampling frame used for the survey was taken from the modified version of the 1996 List of Establishments of the National Statistics Office. This is regularly updated based on the responses to other surveys of the BLES, establishment reports on retrenchments and closures submitted to the Regional Offices of the Department of Labor and Employment and other establishment lists.

Sampling design: Establishments are stratified by 3-digit industry level (except for industries observed to be heterogeneous within their 3-digit level and therefore requires further breakdown at the 4-digit classification). This level of disaggregation was based on industries/sectors covered by the following:

Industries affected under the General Agreement on Tariffs and Trade (GATT)

Products under the Common Effective Preferential Tariff of the ASEAN Free Trade Agreement (AFTA)

Industries under the Investment Priority Plan of the Board of investment (BOI)

List of export winners of the Department of Trade and Industry (DTI)

Deregulated / liberalized industries

Industries with relatively few players

Establishments in each industry group were classified according to employment size i.e. 20-49, 50-199, and 200 and over. Further if the actual response rate for the survey is at least 80 percent, the sample size for each cell was adjusted to build-in replacement.

Geographical location was not considered in the stratification of industries since the policies and practices of establishments do not vary particularly those with regional branches or offices.

Sample size: For IRWS 1999, the sample size was 7,562, of which 5,820 were found to be eligible sampling units.

Note: Refer to Section F of Manual of Instructions

Response Rate

The response rate was 77.0%

Data Collection

Data Collection Dates	start 1999-07-01 end 1999-11-30
Time Period(s)	start 1998-01-01 end 1999-06-30
Data Collection Mode	Other [oth] mixed method self-accomplished, mailed and face to face
<u>Data Collection Notes</u>	

The survey is conducted in coordination with the Regional Offices of the Department of Labor and Employment. On a project basis, employees are hired to personally deliver and retrieve the questionnaires from the establishments. In some instances, questionnaires are mailed to establishments in less accessible or conflict prone areas, in which case a self-addressed envelope is provided. The establishments may also submit the accomplished questionnaires through fax or e-mail. Delivery of questionnaires starts in July of the reference year and retrieval commences after all questionnaires have been delivered or within 10 working days from delivery or on a date agreed upon by the contact person/respondent and the enumerator.

For the National Capital Region (NCR), questionnaires were personally delivered, followed up and retrieved by interviewers. For areas outside NCR, some questionnaires were delivered/retrieved personally while those meant for respondents in far-flung areas were mailed together with self-addressed stamped envelopes to facilitate the return of accomplished forms to the BLES. Control Lists of Samples were prepared for both enumerators and supervisors for recording and monitoring of delivered and retrieved questionnaires.

Questionnaires

The questionnaire contains the following sections:

Cover page - contains information on purpose of the survey, collection authority, coverage, reference period and due date. It also contains the Establishment Profile that inquires into the main economic activity/principal product, total and female employment, ownership (with foreign equity or wholly Filipino), presence of a union and existence of a collective bargaining agreement in the establishment;

Employment Practices - inquires on hiring and retirement and workforce reduction practices;

Wage Practices - inquires on the method of fixing or revising wages and salaries, basis of wage payment and grant of allowances, benefits granted to employees and policy in determining days entitlement of sick and vacation leaves;

Labor Management Relations - inquires on labor-management communication, union organization and grievance handling; and

Coping Mechanisms - inquiries on coping mechanisms to globalization and measures implemented by establishments to cope with economic crisis (1997 Asian financial crisis in the 1999 IRWS questionnaire).

Survey Results - selected statistical information from the preceding survey round are provided for information of the respondents.

Data Collector(s)

Bureau of Labor and Employment Statistics (for National Capital Region) (BLES) ,
Department of Labor and Employment
DOLE-Regional Offices (for areas outside National Capital Region (DOLE - ROs) ,
Department of Labor and Employment

Supervision

The regional statisticians, economists or personnel designated by the Regional Director supervised the data collectors/enumerators in their respective regions. In provinces/areas where there were relatively many establishments to be covered, area supervisors were hired to assist the regional staff in the supervision of data collection activities. The BLES handled the field operations in the National Capital Region.

Data Processing & Appraisal

Data Editing

Data are manually and electronically processed. Upon collection of accomplished questionnaires, enumerators perform field editing before leaving the establishments to ensure completeness, consistency and reasonableness of entries in accordance with the field operations manual. The forms are again checked for data consistency and completeness by the field supervisors. The BLES personnel undertake the final review, coding of data based on standard geographical/industrial classification, data entry/encoding and validation and scrutiny of aggregated results. Questionnaires with incomplete or inconsistent entries are returned to the establishments for verification personally or through mail.

Note: Please refer to INDUSTRIAL RELATIONS AT THE WORKPLACE SURVEY (IRWS) 1999 (Manual of Instructions)

Other Processing

PC Edit is used for data encoding. The data base is then converted to SPSS data format and validation prooflists are generated to check data entries. After all data have been validated including exclusions based on the rejection list, output tables are generated.

Note: Please refer to INDUSTRIAL RELATIONS AT THE WORKPLACE SURVEY (IRWS) 1999 (Manual of Instructions)

Estimates of Sampling Error

Estimates of the sampling error not computed.

Accessibility

Access Authority	Labor Relations Statistics Division (Bureau of Labor and Employment Statistics) , http://www.bles.dole.gov.ph , bles_lrsd@yahoo.com
Contact(s)	Chief Labor and Employment Officer (Bureau of Labor and Employment Statistics) , http://www.bles.dole.gov.ph , bles_lrsd@yahoo.com

Confidentiality

The BLES and its field personnel shall hold all survey data supplied by the respondents in confidence. The information obtained shall be for statistical purposes only and not for taxation, regulation nor investigation purposes. The data shall be processed with others of the same category and shall be disseminated in summary forms or statistical tables so as not to reveal the identity of any respondent.

Access Conditions

Access authority is granted to designated individuals in the concerned division of the BLES. The designated personnel cannot reproduce, distribute, sell or lend the entire data or parts thereof to any other data user.

Rights & Disclaimer**Disclaimer**

The BLES bears no responsibility for use of the data or for interpretations or inferences made by the data users outside BLES.

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Files Description

Dataset contains 1 file(s)

IRWS1999	
# Cases	4561
# Variable(s)	408
<u>File Content</u> The file contains all the items in the questionnaire including derived/recoded variables and weighting coefficients.	
<u>Producer</u> Labor Relations Statistics Division, Bureau of Labor and Employment Statistics	
<u>Version</u> v1	
<u>Processing Checks</u> Note: Refer to the Status Monitoring and Data Entry Guidelines.	
<u>Notes</u> Some values in variables v10,v12-v16 have no label because they do not have corresponding value labels in the 1992 PSOC	

Variables List

Dataset contains 408 variable(s)

File IRWS1999							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	ein	Establishment Identification Number	discrete	numeric-5.0	4561	0	Establishment Identification Number
2	a4	Total employment/employment size	continuous	numeric-5.0	4561	0	Total employment/employment size
3	a5f	Female employment	continuous	numeric-5.0	4561	0	Female
4	a5m	Male employment	continuous	numeric-4.0	4452	109	Male
5	a5ns	Details not available	continuous	numeric-4.0	109	4452	Details not available
6	a61	Type of ownership	discrete	numeric-1.0	4561	0	Type of ownership
7	a62	Export oriented	discrete	numeric-1.0	4561	0	Export oriented
8	a7	Union	discrete	numeric-1.0	4561	0	Is this establishment with union?
9	a8	CBA	discrete	numeric-1.0	1321	3240	Is there an existing CBA?
10	b11_1	Occupations/skills1	discrete	numeric-4.0	4561	0	Based on past experience, what occupations/skills were difficult to find suitable applicants?
11	majocc	Major occupational group	discrete	numeric-1.0	2062	2499	Based on past experience, what occupations/skills were difficult to find suitable applicants?
12	b11_2	Occupations/skills2	discrete	numeric-4.0	987	3574	-
13	b11_3	Occupations/skills3	discrete	numeric-5.0	382	4179	-
14	b11_4	Occupations/skills4	discrete	numeric-4.0	125	4436	-
15	b11_5	Occupations/skills5	discrete	numeric-4.0	43	4518	-
16	b11_6	Occupations/skills6	discrete	numeric-4.0	20	4541	-
17	b121	Advertise thru newsprints	discrete	numeric-1.0	2362	2199	Which of the following methods are being adopted in hiring and filling up of vacancies?
18	b125	PESOs	discrete	numeric-1.0	516	4045	Which of the following methods are being adopted in hiring and filling up of vacancies?
19	b122	Post on b. Board w/in estab.	discrete	numeric-1.0	2248	2313	Which of the following methods are being adopted in hiring and filling up of vacancies?
20	b123	Promotion internally	discrete	numeric-1.0	2273	2288	Which of the following methods are being adopted in hiring and filling up of vacancies?
21	b124	Private recruitmt agencies	discrete	numeric-1.0	733	3828	Which of the following methods are being adopted in hiring and filling up of vacancies?
22	b126	Referrals / recommendation	discrete	numeric-1.0	2583	1978	Which of the following methods are being adopted in hiring and filling up of vacancies?
23	b127	Word of mouth	discrete	numeric-1.0	2269	2292	Which of the following methods are being adopted in hiring and filling up of vacancies?

File IRWS1999							
#	Name	Label	Type	Format	Valid	Invalid	Question
24	b128	Post b board exclusive schools	discrete	numeric-1.0	979	3582	Which of the following methods are being adopted in hiring and filling up of vacancies?
25	b129	Others, methods in hiring and filling up of vacancies	discrete	numeric-1.0	278	4283	Others
26	b129s1	Specify 1 other method in hiring and filling up of vacancies	discrete	numeric-3.0	270	4291	-
27	b129s2	Specify 2 other method in hiring and filling up of vacancies	discrete	numeric-3.0	6	4555	-
28	b129s3	Specify 3 other method in hiring and filling up of vacancies	discrete	numeric-1.0	0	4561	-
29	b131	Managerial positions minimum age requirement in hiring	continuous	numeric-2.0	3735	826	What is the minimum age requirement in hiring employees in this establishment?
30	b132	Professional, technical workers	continuous	numeric-2.0	3732	829	What is the minimum age requirement in hiring employees in this establishment?
31	b133	Clerical workers minimum age requirement in hiring	continuous	numeric-2.0	4020	541	What is the minimum age requirement in hiring employees in this establishment?
32	b134	Sales workers minimum age requirement in hiring	continuous	numeric-2.0	2248	2313	What is the minimum age requirement in hiring employees in this establishment?
33	b135	Production workers minimum age requirement in hiring	continuous	numeric-2.0	2657	1904	What is the minimum age requirement in hiring employees in this establishment?
34	b141a	Age maximum requirement in retirement for managerial positions	continuous	numeric-2.0	3708	853	What is the maximum age requirement for retirement for managerial positions?
35	b141y	Years of service requirement for managerial positions	continuous	numeric-2.0	2214	2347	What is the maximum service requirement in retirement for managerial positions?
36	b142a	Age maximum requirement in retirement for professional, technical workers	continuous	numeric-2.0	3564	997	What is the maximum age requirement in retirement for professional/ technical workers?
37	b142y	Years of service requirement in retirement for professional, technical workers	continuous	numeric-2.0	2119	2442	What is the maximum service requirement in retirement for professional/ technical workers?
38	b143a	Age maximum requirement in retirement for clerical workers	continuous	numeric-2.0	3588	973	What is the maximum age requirement in retirement for clerical workers?
39	b143y	Years of service requirement in retirement for clerical workers	continuous	numeric-2.0	2147	2414	What is the maximum service requirement in retirement for clerical workers?
40	b144a	Age maximum requirement in retirement for sales workers	continuous	numeric-2.0	2122	2439	What is the maximum age requirement in retirement for sales workers?

File IRWS1999							
#	Name	Label	Type	Format	Valid	Invalid	Question
41	b144y	Years of service requirement in retirement for sales workers	continuous	numeric-2.0	1307	3254	What is the maximum service requirement in retirement for sales workers?
42	b145a	Age maximum requirement in retirement for production workers	continuous	numeric-2.0	2358	2203	What is the maximum age requirement in retirement for production workers?
43	b145y	Years of service requirement in retirement for production workers	continuous	numeric-2.0	1384	3177	What is the maximum service requirement in retirement for production workers?
44	b21	Reduced the size of the workforce	discrete	numeric-1.0	4561	0	Has management intentionally reduced the size of the workforce at any time in 1998?
45	b21no	Number of reduced employees	continuous	numeric-4.0	1270	3291	How many?
46	b221	Natural attrition/freeze hiring	discrete	numeric-1.0	734	3827	Which of the following methods were used to reduce the size of workforce?
47	b222	Redeployment	discrete	numeric-1.0	160	4401	Which of the following methods were used to reduce the size of workforce?
48	b223	Early retirement	discrete	numeric-1.0	313	4248	Which of the following methods were used to reduce the size of workforce?
49	b224	Voluntary resignation	discrete	numeric-1.0	744	3817	Which of the following methods were used to reduce the size of workforce?
50	b225	Layoff/retrenchment	discrete	numeric-1.0	724	3837	Which of the following methods were used to reduce the size of workforce?
51	b226	Dismissal	discrete	numeric-1.0	712	3849	Which of the following methods were used to reduce the size of workforce?
52	b231	Performance	discrete	numeric-1.0	753	3808	What factors were considered in reducing the size of the workforce?
53	b232	Length of service	discrete	numeric-1.0	364	4197	What factors were considered in reducing the size of the workforce?
54	b233	Health	discrete	numeric-1.0	335	4226	What factors were considered in reducing the size of the workforce?
55	b234	Marital status	discrete	numeric-1.0	8	4553	What factors were considered in reducing the size of the workforce?
56	b235	Sex	discrete	numeric-1.0	7	4554	What factors were considered in reducing the size of the workforce?
57	b236	Age considered in workforce reduction	discrete	numeric-1.0	166	4395	What factors were considered in reducing the size of the workforce?
58	b237	Work attitude	discrete	numeric-1.0	621	3940	What factors were considered in reducing the size of the workforce?
59	b238	Educational attainment	discrete	numeric-1.0	63	4498	What factors were considered in reducing the size of the workforce?
60	b241	Lack of mkt/slump in demand	discrete	numeric-1.0	669	3892	What were the reasons in reducing the size of the workforce?
61	b242	Uncompetitive price of products	discrete	numeric-1.0	218	4343	What were the reasons in reducing the size of the workforce?

File IRWS1999							
#	Name	Label	Type	Format	Valid	Invalid	Question
62	b243	Competition from imports	discrete	numeric-1.0	165	4396	What were the reasons in reducing the size of the workforce?
63	b244	High production cost	discrete	numeric-1.0	455	4106	What were the reasons in reducing the size of the workforce?
64	b245	Lack of capital	discrete	numeric-1.0	162	4399	What were the reasons in reducing the size of the workforce?
65	b246	Peso depreciation	discrete	numeric-1.0	439	4122	What were the reasons in reducing the size of the workforce?
66	b247	Financial losses	discrete	numeric-1.0	535	4026	What were the reasons in reducing the size of the workforce?
67	b248	Reorganization	discrete	numeric-1.0	516	4045	What were the reasons in reducing the size of the workforce?
68	b249	Change in mgt./merger	discrete	numeric-1.0	70	4491	What were the reasons in reducing the size of the workforce?
69	b2410	Min. Wage rate increase	discrete	numeric-1.0	163	4398	What were the reasons in reducing the size of the workforce?
70	b2411	Project completion	discrete	numeric-1.0	213	4348	What were the reasons in reducing the size of the workforce?
71	b2412	Others reasons in workforce reduction	discrete	numeric-1.0	36	4525	Others
72	b2412s1	Specify1 reason in workforce reduction	discrete	character-3	-	-	-
73	b2412s2	Specify 2 reason in workforce reduction	discrete	character-1	-	-	-
74	b2412s3	Specify 3 reason in workforce reduction	discrete	character-1	-	-	-
75	b251	Absenteeism	discrete	numeric-1.0	468	4093	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
76	b251n	Absenteeism (number)	continuous	numeric-3.0	447	4114	Also indicate the number of employees terminated opposite absenteeism.
77	b252	Frequent tardiness	discrete	numeric-1.0	207	4354	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
78	b252n	Frequent tardiness (number)	continuous	numeric-2.0	193	4368	Also indicate the number of employees terminated opposite frequent tardiness.
79	b253	Recurring illness	discrete	numeric-1.0	157	4404	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
80	b253n	Recurring illness (number)	continuous	numeric-2.0	148	4413	Also indicate the number of employees terminated opposite recurring illness.
81	b254	Immorality	discrete	numeric-1.0	33	4528	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)

File IRWS1999							
#	Name	Label	Type	Format	Valid	Invalid	Question
82	b254n	Immorality (number)	continuous	numeric-2.0	33	4528	Also indicate the number of employees terminated opposite immorality.
83	b255	Sexual harassment	discrete	numeric-1.0	20	4541	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
84	b255n	Sexual harassment (number)	continuous	numeric-1.0	19	4542	Also indicate the number of employees terminated opposite sexual harassment.
85	b256	Use of drugs	discrete	numeric-1.0	84	4477	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
86	b256n	Use of drugs (number)	continuous	numeric-2.0	81	4480	Also indicate the number of employees terminated opposite use of drugs.
87	b257	Drinking during office hours	discrete	numeric-1.0	99	4462	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
88	b257n	Drinking during office hours (number)	continuous	numeric-2.0	94	4467	Also indicate the number of employees terminated opposite drinking during office hours.
89	b258	Gambling during office hours	discrete	numeric-1.0	52	4509	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
90	b258n	Gambling during office hours (number)	continuous	numeric-2.0	50	4511	Also indicate the number of employees terminated opposite gambling during off. Hrs..
91	b259	Falsification of documents	discrete	numeric-1.0	145	4416	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
92	b259n	Falsification of documents (number)	continuous	numeric-2.0	138	4423	Also indicate the number of employees terminated opposite falsification of documents.
93	b2510	Graft and corruption	discrete	numeric-1.0	53	4508	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
94	b2510n	Graft and corruption (number)	continuous	numeric-2.0	48	4513	Also indicate the number of employees terminated opposite graft and corruption.
95	b2511	Theft/embezzlement	discrete	numeric-1.0	291	4270	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
96	b2511n	Theft/embezzlement (number)	continuous	numeric-2.0	271	4290	Also indicate the number of employees terminated opposite theft/embezzlement.
97	b2512	Others (reasons for dismissal)	discrete	numeric-1.0	101	4460	If dismissal of employees was resorted to, which of the following

File IRWS1999							
#	Name	Label	Type	Format	Valid	Invalid	Question
							were the reasons for such action? (check as many as applicable)
98	b2512n	Others (number)	continuous	numeric-2.0	3	4558	Also indicate the number of employees terminated opposite "Others"
99	b2512s1	Specify 1 (other reason for dismissal)	discrete	character-3	-	-	Specify 1
100	b2512s1n	Number dismissed due to specify 1	continuous	numeric-2.0	96	4465	Also indicate the number of employees terminated opposite other specified reason 1
101	b2512s2	Specify 2 (other reason for dismissal)	discrete	character-3	-	-	Specify 2
102	b2512o2n	Number dismissed due to specify 2	continuous	numeric-1.0	1	4560	Also indicate the number of employees terminated opposite other specified reason 2
103	b2512s3	Specify 3 (other reason for dismissal)	discrete	character-3	-	-	Specify 3
104	b2512o3n	Number dismissed due to specify 3	continuous	numeric-1.0	1	4560	Also indicate the number of employees terminated opposite other specified reason 3
105	psic	Industry	discrete	character-4	-	-	Industry
106	ate	Employment group	discrete	numeric-1.0	4561	0	Employment group
107	psic1	Major industry	discrete	character-1	-	-	Major industry
108	a	alpha emp	discrete	numeric-4.2	1443	3118	-
109	b22	Total Employment	discrete	numeric-1.0	1443	3118	-
110	b23	beta emp	discrete	numeric-1.0	903	3658	-
111	b24	beta size	discrete	numeric-2.0	1191	3370	-
112	c1	Method used in fixing wage	discrete	numeric-10.0	4561	0	What method is used in fixing or revising wage and salaries of majority of the employees?
113	c1s1	Specify 1 other method	discrete	character-3	-	-	Specify 1
114	c1s2	Specify 2 other method	discrete	character-3	-	-	Specify 2
115	c1s3	Specify 3 other method	discrete	character-1	-	-	Specify 3
116	c2	Basis of payment	discrete	numeric-1.0	4561	0	What is the basis of payment for majority of the employees? (check only one)
117	c3	Wages & salaries payment	discrete	numeric-1.0	4561	0	How are the wages and salaries paid for majority of the employees?
118	c4i1	Vacation leave	discrete	numeric-1.0	4063	498	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
119	c4i2	Sick leave	discrete	numeric-1.0	4139	422	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
120	c4i3	Birthday leave	discrete	numeric-1.0	812	3749	Does this establishment grant its employees any of the following? (check as many as applicable and

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#	Name	Label	Type	Format	Valid	Invalid	Question
							the appropriate column how each benefit/grant is provided)
121	c4i4	Maternity leave	discrete	numeric-1.0	3792	769	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
122	c4i5	Paternity leave	discrete	numeric-1.0	3050	1511	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
123	c4i6	Study/scholarship leave	discrete	numeric-1.0	713	3848	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
124	c4i7	Union leave	discrete	numeric-1.0	959	3602	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
125	c4i8	Service incentive leave	discrete	numeric-1.0	997	3564	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
126	c4i9	Paid regular holidays	discrete	numeric-1.0	3967	594	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
127	c4i10	Paid special holidays	discrete	numeric-1.0	3575	986	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
128	c4i11s1	Specify 1 other leave benefit granted	discrete	character-3	-	-	Specify 1
129	c4i11s1c	Others (how specify 1 leave benefit is granted)	discrete	numeric-1.0	335	4226	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
130	c4i11s2	Specify 2 other leave benefit granted	discrete	character-3	-	-	Specify 2
131	c4i11s2c	CBA/Employers/Law (how specify 2 leave benefit is granted)	discrete	numeric-1.0	72	4489	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
132	c4i11s3	Specify 3 other leave benefit granted	discrete	character-3	-	-	Specify 3
133	c4i11s3c	CBA/Employers/Law (how specify 3 leave benefit is granted)	discrete	numeric-1.0	5	4556	Does this establishment grant its employees any of the following? (check as many as applicable and

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#	Name	Label	Type	Format	Valid	Invalid	Question
							the appropriate column how each benefit/grant is provided)
134	c4a1	Cost of leaving allowances	discrete	numeric-1.0	1311	3250	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
135	c4a2	Productivity bonuses	discrete	numeric-1.0	896	3665	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
136	c4a3	Transport allowances	discrete	numeric-1.0	2272	2289	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
137	c4a4	Representation allowances	discrete	numeric-1.0	1672	2889	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
138	c4a5	Incentive pay	discrete	numeric-1.0	1574	2987	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
139	c4a6	Profit sharing bonuses	discrete	numeric-1.0	415	4146	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
140	c4a7	Performance bonus	discrete	numeric-1.0	1011	3550	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
141	c4a8	Mid-year bonus	discrete	numeric-1.0	1010	3551	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
142	c4a9	Christmas bonus	discrete	numeric-1.0	2171	2390	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
143	c4a10	13th month bonus	discrete	numeric-1.0	4297	264	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
144	c4a11	14th, 15th month pay	discrete	numeric-1.0	438	4123	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)

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#	Name	Label	Type	Format	Valid	Invalid	Question
145	c4a12s1	Specif. 1 other allowances, bonuses & gratuities	discrete	character-3	-	-	Specify 1
146	c4a12s1c	Others (how specif. 1 other allowances, bonuses & gratuities are provided)	discrete	numeric-1.0	226	4335	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
147	c4a12s2	Specif. 2 other allowances & gratuities	discrete	character-3	-	-	Specify 2
148	c4a12s2c	CBA/Employers/Law (how specif. 2 other allowances, bonuses & gratuities are provided)	discrete	numeric-1.0	20	4541	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
149	c4a12s3	Specif. 3 other allowances, bonuses & gratuities are granted)	discrete	character-1	-	-	Specify 3
150	c4a12s3c	CBA/Employers/Law (how specifi. 3 other allowances, bonuses & gratuities are provided)	discrete	numeric-1.0	2	4559	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
151	c4s1	Separation/termination pay	discrete	numeric-1.0	2953	1608	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
152	c4s2	Retirement pay	discrete	numeric-1.0	2846	1715	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
153	c4s3	Pension plan	discrete	numeric-1.0	480	4081	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
154	c4s4	Life insurance	discrete	numeric-1.0	1341	3220	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
155	c4s5	Accident & sickness insurance	discrete	numeric-1.0	1850	2711	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
156	c4s6	Medical/dental benefits	discrete	numeric-1.0	2737	1824	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
157	c4s7	Hospitalization plan	discrete	numeric-1.0	1951	2610	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)

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#	Name	Label	Type	Format	Valid	Invalid	Question
158	c4s8	Medicines	discrete	numeric-1.0	2334	2227	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
159	c4s9	Bereavement/burial	discrete	numeric-1.0	2447	2114	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
160	c4s10s1	Specif. 1 other social security schemes	discrete	character-3	-	-	Specify 1
161	c4s10s1c	Others (how specif.i other soc.sec.schemes are granted)	discrete	numeric-1.0	11	4550	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
162	c4s10s2	Specif. 2 other social security schemes are granted	discrete	character-2	-	-	Specify 2
163	c4s10s2c	CBA/Employers/Law how specify 2 other social security scheme 2	discrete	numeric-1.0	0	4561	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
164	c4s10s3	Specif. 3 other social security schemes granted	discrete	character-1	-	-	Specify 3
165	c4s10s3c	CBA/Employers/Law how other social security scheme 3	discrete	numeric-1.0	0	4561	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
166	c4o1	Rice allowances	discrete	numeric-1.0	1071	3490	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
167	c4o2	Meal subsidies/allowances	discrete	numeric-1.0	1943	2618	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
168	c4o3	Uniform/clothing allowances	discrete	numeric-1.0	2800	1761	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
169	c4o4	Free/subsidized housing	discrete	numeric-1.0	492	4069	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
170	c4o5	Light & water allowances	discrete	numeric-1.0	270	4291	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)

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#	Name	Label	Type	Format	Valid	Invalid	Question
171	c4o6	Study grants	discrete	numeric-1.0	467	4094	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
172	c4o7	Educational plan	discrete	numeric-1.0	373	4188	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
173	c4o8	Skills development/training	discrete	numeric-1.0	1904	2657	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
174	c4o9	Recreational facilities	discrete	numeric-1.0	1416	3145	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
175	c4o10	Child care facilities	discrete	numeric-1.0	84	4477	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
176	c4o11	Family planning	discrete	numeric-1.0	511	4050	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
177	c4o12s1	Credit/loan services 1	discrete	character-3	-	-	Credit/loan services
178	c4o12s1c	Credit/loan services	discrete	numeric-1.0	1334	3227	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
179	c4o12s2	Credit/loan services 2	discrete	character-3	-	-	Credit/loan services
180	c4o12s2c	CBA/Employers/Law specify 2 credit/loan	discrete	numeric-1.0	231	4330	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
181	c4o12s3	Credit/loan services 3	discrete	character-3	-	-	Credit/loan services
182	c4o12s3c	CBA/Employers/Law specify 3 credit/loan	discrete	numeric-1.0	73	4488	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
183	c4o13s1	Specify 1 other welfare benefits	discrete	character-3	-	-	Specify 1
184	c4o13s1c	Others how granted 1	discrete	numeric-1.0	190	4371	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)

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#	Name	Label	Type	Format	Valid	Invalid	Question
185	c4o13s2	Specify 2 other welfare benefit	discrete	character-3	-	-	Specify 2
186	c4o13s2c	CBA/Employers/Law how granted 2	discrete	numeric-1.0	21	4540	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
187	c4o13s3	Specif. 3 other welfare benefit	discrete	character-3	-	-	Specify 3
188	c4o13s3c	CBA/Employers/Law how granted 3	discrete	numeric-1.0	4	4557	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
189	c5	Basis of granting allowances, bonuses & gratuities	discrete	numeric-1.0	4561	0	What is the basis of granting allowances, bonuses and gratuities in this establishment?
190	c5s1	Specify 1other basis	discrete	character-3	-	-	Specify 1
191	c5s2	Specify 2 other basis	discrete	character-3	-	-	Specify 2
192	c5s3	Specify 3 other basis	discrete	character-1	-	-	Specify 3
193	c61s	Sick leave benefits	discrete	numeric-1.0	4221	340	If sick and vacation leave benefits are provided to employees, what is the policy being adopted in determining the days entitlement.
194	c61v	Vacation leave benefits	discrete	numeric-1.0	4146	415	If sick and vacation leave benefits are provided to employees, what is the policy being adopted in determining the days entitlement.
195	d11	Rel. Bet. Mngt. & emp.	discrete	numeric-1.0	4561	0	How would you rate the relationship between employees and management in this establishment?
196	d121	Number of grievances	discrete	numeric-1.0	982	3579	What factors were taken into account in making the above rating?
197	d122	Labor turnover	discrete	numeric-1.0	852	3709	What factors were taken into account in making the above rating?
198	d123	No. Of indus. Dispute/ strikes	discrete	numeric-1.0	350	4211	What factors were taken into account in making the above rating?
199	d124	Open comm. Bet. Wrks. & mngt.	discrete	numeric-1.0	3859	702	What factors were taken into account in making the above rating?
200	d125	Employees morale	discrete	numeric-1.0	2213	2348	What factors were taken into account in making the above rating?
201	d126	Transparency of mngt.	discrete	numeric-1.0	2238	2323	What factors were taken into account in making the above rating?
202	d127	Others factors	discrete	numeric-1.0	52	4509	Others
203	d128	Not stated/identified	discrete	numeric-1.0	66	4495	Not stated
204	d127s1	Specif. 1other factors	discrete	character-3	-	-	Specify 1
205	d127s2	Specif. 2 other factors	discrete	character-3	-	-	Specify 2
206	d127s3	Specif. 3 other factors	discrete	character-1	-	-	Specify 3
207	d131	Workplace newsletter	discrete	numeric-1.0	2184	2377	Which, if any, of the following methods does management regularly do to communicate to its

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#	Name	Label	Type	Format	Valid	Invalid	Question
							employees? (check as many as applicable)
208	d132	Meetings bet sr. Mngr & emp.	discrete	numeric-1.0	2972	1589	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
209	d133	Task forces, ad hoc	discrete	numeric-1.0	657	3904	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
210	d134	Meetings bet emp & sup/line mngr	discrete	numeric-1.0	3277	1284	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
211	d135	Daily "walk around" the workplace	discrete	numeric-1.0	2783	1778	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
212	d136	Joint consultative committee meetings	discrete	numeric-1.0	830	3731	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
213	d137	Quality circles	discrete	numeric-1.0	718	3843	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
214	d138	Suggestions schemes	discrete	numeric-1.0	1398	3163	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
215	d139	Employee reps sitting on board	discrete	numeric-1.0	349	4212	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
216	d1310	Regular social function	discrete	numeric-1.0	1295	3266	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
217	d1311	Others, management methods	discrete	numeric-1.0	31	4530	Others
218	d1311s1	Specif. 1 management method	discrete	character-3	-	-	Specify 1
219	d1311s2	Specif. 2 management method	discrete	character-3	-	-	Specify 2
220	d1311s3	Specif. 3 management method	discrete	character-1	-	-	Specify 3

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#	Name	Label	Type	Format	Valid	Invalid	Question
221	d141	Staffing levels	discrete	numeric-1.0	4561	0	Does management consult with employee representatives or union officers on the following:
222	d142	Wage increases, how often	discrete	numeric-1.0	4561	0	Does management consult with employee representatives or union officers on the following:
223	d143	Occupational health	discrete	numeric-1.0	4561	0	Does management consult with employee representatives or union officers on the following:
224	d144	Intro to new tech	discrete	numeric-1.0	4561	0	Does management consult with employee representatives or union officers on the following:
225	d145	Dismissals	discrete	numeric-1.0	4561	0	Does management consult with employee representatives or union officers on the following:
226	d146	Changes in work practices	discrete	numeric-1.0	4561	0	Does management consult with employee representatives or union officers on the following:
227	d147	Change in product/ services	discrete	numeric-1.0	4561	0	Does management consult with employee representatives or union officers on the following:
228	d21t	Total union members	continuous	numeric-4.0	1315	3246	How many union members are there in this establishment? Total _____ Female _____
229	d21m	Male union members	continuous	numeric-4.0	1312	3249	Male
230	d21f	Female union members	continuous	numeric-4.0	1315	3246	How many union members are there in this establishment? Total _____ Female _____
231	d22	Union president male or female	discrete	numeric-1.0	1315	3246	Is the union president Male? Female?
232	d23t	Total CBA coverage	continuous	numeric-4.0	1315	3246	How many are covered by CBA in this establishment? Total _____ Female _____
233	d23m	Male CBA coverage	continuous	numeric-4.0	1312	3249	Male
234	d23f	Female CBA coverage	continuous	numeric-4.0	1315	3246	How many union members are there in this establishment? Total _____ Female _____
235	d241	Access to an off./meeting rm.	discrete	numeric-1.0	1026	3535	Which of the following privileges are provided by management to union officers/members?
236	d242	Access to sec. Assistance	discrete	numeric-1.0	451	4110	Which of the following privileges are provided by management to union officers/members?
237	d243	Access to printing/photo. Fac.	discrete	numeric-1.0	746	3815	Which of the following privileges are provided by management to union officers/members?
238	d244	Access to phone, similar fac.	discrete	numeric-1.0	946	3615	Which of the following privileges are provided by management to union officers/members?

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#	Name	Label	Type	Format	Valid	Invalid	Question
239	d245	Use of bul. Boads	discrete	numeric-1.0	1117	3444	Which of the following privileges are provided by management to union officers/members?
240	d246	Time off from work	discrete	numeric-1.0	1061	3500	Which of the following privileges are provided by management to union officers/members?
241	d247	None of the above privileges	discrete	numeric-1.0	32	4529	Which of the following privileges are provided by management to union officers/members?
242	d25	Discuss employee rel. matters	discrete	numeric-1.0	1322	3239	How often does the union discuss employee relation matters with management?
243	d261	Wage increase issue raised 1	discrete	numeric-1.0	775	3786	What issues were frequently raised by the union with management?
244	d262	Payment of allowances issue raised 2	discrete	numeric-1.0	240	4321	What issues were frequently raised by the union with management?
245	d263	Overtime (hours/pay) issue raised 3	discrete	numeric-1.0	257	4304	What issues were frequently raised by the union with management?
246	d264	Leave benefits issue raised 4	discrete	numeric-1.0	362	4199	What issues were frequently raised by the union with management?
247	d265	Working condition/evrnt	discrete	numeric-1.0	530	4031	What issues were frequently raised by the union with management?
248	d266	Hours of work issue raised 6	discrete	numeric-1.0	217	4344	What issues were frequently raised by the union with management?
249	d267	Occu. Safety & health measures issue raised 7	discrete	numeric-1.0	432	4129	What issues were frequently raised by the union with management?
250	d268	Change in wrkng time arrange.	discrete	numeric-1.0	348	4213	What issues were frequently raised by the union with management?
251	d269	Change in work practice	discrete	numeric-1.0	282	4279	What issues were frequently raised by the union with management?
252	d2610	Management practice	discrete	numeric-1.0	291	4270	What issues were frequently raised by the union with management?
253	d2611	Intro. Of new tech.	discrete	numeric-1.0	146	4415	What issues were frequently raised by the union with management?
254	d2612	Participation in training prog.	discrete	numeric-1.0	217	4344	What issues were frequently raised by the union with management?
255	d2613	Intro. Of career paths of emp.	discrete	numeric-1.0	79	4482	What issues were frequently raised by the union with management?
256	d2614	Change in dis. Stling. Proced.	discrete	numeric-1.0	144	4417	What issues were frequently raised by the union with management?
257	d2615	Dis. Clauses in awards/ cbas	discrete	numeric-1.0	125	4436	What issues were frequently raised by the union with management?
258	d2616	Staff. Levels (hiring/ promotion)	discrete	numeric-1.0	267	4294	What issues were frequently raised by the union with management?
259	d2617	Dismissal/discip. Measures	discrete	numeric-1.0	720	3841	What issues were frequently raised by the union with management?
260	d2618	Regular. Of casual/ contract. Emp.issue raised 18	discrete	numeric-1.0	329	4232	What issues were frequently raised by the union with management?
261	d2619	Individual grievances	discrete	numeric-1.0	646	3915	What issues were frequently raised by the union with management?

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#	Name	Label	Type	Format	Valid	Invalid	Question
262	d2620	Others, issues raised	discrete	numeric-1.0	23	4538	Others
263	d2620s1	Specif. 1 issue raised	discrete	character-3	-	-	Specify 1
264	d2620s2	Specif. 2 issue raised	discrete	character-3	-	-	Specify 2
265	d2620s3	Specif. 3 issue raised	discrete	character-1	-	-	Specify 3
266	d2621	Not stated other issue raised	discrete	numeric-1.0	26	4535	Not stated
267	d271	Individual union member	discrete	numeric-1.0	167	4394	Who from the labor union were directly involved in bargaining negotiations?
268	d272	Union president involved in negotiation	discrete	numeric-1.0	1026	3535	Who from the labor union were directly involved in bargaining negotiations?
269	d273	Comm. Of union delegates	discrete	numeric-1.0	357	4204	Who from the labor union were directly involved in bargaining negotiations?
270	d274	Union officers	discrete	numeric-1.0	1144	3417	Who from the labor union were directly involved in bargaining negotiations?
271	d275	Federation/labor center	discrete	numeric-1.0	437	4124	Who from the labor union were directly involved in bargaining negotiations?
272	d276	All of the above	discrete	numeric-1.0	0	4561	Who from the labor union were directly involved in bargaining negotiations?
273	d277	Others, person involved	discrete	numeric-1.0	17	4544	Others
274	d277s1	Specif. 1 labor union involved	discrete	character-3	-	-	Specify 1
275	d277s2	Specif. 2 labor union involved	discrete	character-1	-	-	Specify 2
276	d277s3	Specif. 3 labor union involved	discrete	character-1	-	-	Specify 3
277	d27comb	Combination	discrete	numeric-1.0	1296	3265	Combination
278	d278	Not stated labor union	discrete	numeric-1.0	26	4535	Not stated
279	d281	Wage increases	discrete	numeric-1.0	1199	3362	Which of the following were the subjects of negotiations?
280	d282	Payment of allowances subject 2	discrete	numeric-1.0	509	4052	Which of the following were the subjects of negotiations?
281	d283	Overtime (hours/pay) subject 3	discrete	numeric-1.0	544	4017	Which of the following were the subjects of negotiations?
282	d284	Leave benefits subject 3	discrete	numeric-1.0	926	3635	Which of the following were the subjects of negotiations?
283	d285	Wrking condition/envrt.	discrete	numeric-1.0	550	4011	Which of the following were the subjects of negotiations?
284	d286	Hours of worksubject 6	discrete	numeric-1.0	444	4117	Which of the following were the subjects of negotiations?
285	d287	Occu. Health & safety measures	discrete	numeric-1.0	556	4005	Which of the following were the subjects of negotiations?
286	d288	Change in wrking time arrange.subject 8	discrete	numeric-1.0	270	4291	Which of the following were the subjects of negotiations?

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#	Name	Label	Type	Format	Valid	Invalid	Question
287	d289	Change in work practices subject 9	discrete	numeric-1.0	227	4334	Which of the following were the subjects of negotiations?
288	d2810	Intro. Of consul. Emp. Particip.	discrete	numeric-1.0	177	4384	Which of the following were the subjects of negotiations?
289	d2811	Management practices subject 11	discrete	numeric-1.0	302	4259	Which of the following were the subjects of negotiations?
290	d2812	Intro. Of new technology subject 12	discrete	numeric-1.0	155	4406	Which of the following were the subjects of negotiations?
291	d2813	Wrkers edu. Prog. & devt.	discrete	numeric-1.0	307	4254	Which of the following were the subjects of negotiations?
292	d2814	Dispute settle. Procedures	discrete	numeric-1.0	486	4075	Which of the following were the subjects of negotiations?
293	d2815	Removal of discri. Clauses	discrete	numeric-1.0	164	4397	Which of the following were the subjects of negotiations?
294	d2816	Staffing levels (hiring/ promotion)subject 16	discrete	numeric-1.0	315	4246	Which of the following were the subjects of negotiations?
295	d2817	Intro. Of new career paths	discrete	numeric-1.0	88	4473	Which of the following were the subjects of negotiations?
296	d2818	Regular. Of casual/ contrac. Emp.	discrete	numeric-1.0	355	4206	Which of the following were the subjects of negotiations?
297	d2819	Dismissal/dicip. Measures	discrete	numeric-1.0	591	3970	Which of the following were the subjects of negotiations?
298	d2820	Organizational structuring subject 20	discrete	numeric-1.0	161	4400	Which of the following were the subjects of negotiations?
299	d2821	Company merger subject 21	discrete	numeric-1.0	68	4493	Which of the following were the subjects of negotiations?
300	d2822	None of the above	discrete	numeric-1.0	9	4552	Which of the following were the subjects of negotiations?
301	d2823	Others, subject of negotiations	discrete	numeric-1.0	24	4537	Others
302	d2823s1	Specif. 1 subject of negotiation	discrete	character-3	-	-	Specify 1
303	d2823s2	Specif. 2 subject of negotiation	discrete	character-3	-	-	Specify 2
304	d2823s3	Specif. 3 subject of negotiation	discrete	character-3	-	-	Specify 3
305	d2824	Not stated subject of negotiation	discrete	numeric-1.0	32	4529	Not stated
306	d29	Outcome of the negotiation	discrete	numeric-2.0	1323	3238	What was the outcome of the negotiation?
307	d31	Machin. For handling grievances	discrete	numeric-1.0	4561	0	Does this establishment have the machinery for handling grievances?
308	d321	Grievance machinery/ committee	discrete	numeric-1.0	1426	3135	What methods are being used in settling grievances?
309	d322	Labor-mngt. Committee	discrete	numeric-1.0	1003	3558	What methods are being used in settling grievances?
310	d323	Conciliation by dole	discrete	numeric-1.0	347	4214	What methods are being used in settling grievances?

File IRWS1999							
#	Name	Label	Type	Format	Valid	Invalid	Question
311	d324	Voluntary arbitration	discrete	numeric-1.0	428	4133	What methods are being used in settling grievances?
312	d325	Compulsory arbitration	discrete	numeric-1.0	64	4497	What methods are being used in settling grievances?
313	d326	Voluntary and compulsory	discrete	numeric-1.0	234	4327	What methods are being used in settling grievances?
314	d33	Industrial action occ. In 1998	discrete	numeric-1.0	4561	0	Was there any industrial action that occurred in this establishment in 1998?
315	d341	Strike	discrete	numeric-1.0	45	4516	Please indicate the type of industrial action that occurred in this establishment in 1998?
316	d342	Sympathetic strike	discrete	numeric-1.0	7	4554	Please indicate the type of industrial action that occurred in this establishment in 1998?
317	d343	Boycott	discrete	numeric-1.0	4	4557	Please indicate the type of industrial action that occurred in this establishment in 1998?
318	d344	Mass leave	discrete	numeric-1.0	8	4553	Please indicate the type of industrial action that occurred in this establishment in 1998?
319	d345	Sitdown strike	discrete	numeric-1.0	8	4553	Please indicate the type of industrial action that occurred in this establishment in 1998?
320	d346	Slowdown	discrete	numeric-1.0	64	4497	Please indicate the type of industrial action that occurred in this establishment in 1998?
321	d347	Overtime ban	discrete	numeric-1.0	20	4541	Please indicate the type of industrial action that occurred in this establishment in 1998?
322	d348	Others, industrial action	discrete	numeric-1.0	6	4555	Others
323	d348s	Specification industrial action	discrete	character-3	-	-	Specification
324	d351	Wage increase issue 1	discrete	numeric-1.0	66	4495	What issues were raised by the workers in their industrial action? Check as many as applicable
325	d352	Payment of allowances issue 2	discrete	numeric-1.0	20	4541	What issues were raised by the workers in their industrial action? Check as many as applicable
326	d353	Overtime (hours/pay) issue 3	discrete	numeric-1.0	27	4534	What issues were raised by the workers in their industrial action? Check as many as applicable
327	d354	Leave benefits issue 4	discrete	numeric-1.0	31	4530	What issues were raised by the workers in their industrial action? Check as many as applicable
328	d355	Working condition/envrt.	discrete	numeric-1.0	27	4534	What issues were raised by the workers in their industrial action? Check as many as applicable
329	d356	Hours of work issue 6	discrete	numeric-1.0	15	4546	What issues were raised by the workers in their industrial action? Check as many as applicable

File IRWS1999							
#	Name	Label	Type	Format	Valid	Invalid	Question
330	d357	Occu. Safety & health measures	discrete	numeric-1.0	14	4547	What issues were raised by the workers in their industrial action? Check as many as applicable
331	d358	Change in wrking time arrange. issue 8	discrete	numeric-1.0	18	4543	What issues were raised by the workers in their industrial action? Check as many as applicable
332	d359	Change in work practices issue 9	discrete	numeric-1.0	12	4549	What issues were raised by the workers in their industrial action? Check as many as applicable
333	d3510	Management practices issue 10	discrete	numeric-1.0	26	4535	What issues were raised by the workers in their industrial action? Check as many as applicable
334	d3511	Intro. Of new technology iossue 11	discrete	numeric-1.0	3	4558	What issues were raised by the workers in their industrial action? Check as many as applicable
335	d3512	Intro. Of/change to dis. Stling proced.	discrete	numeric-1.0	6	4555	What issues were raised by the workers in their industrial action? Check as many as applicable
336	d3513	Discri. Clauses in awards/ cba	discrete	numeric-1.0	11	4550	What issues were raised by the workers in their industrial action? Check as many as applicable
337	d3514	Dismissal/diciplinary action	discrete	numeric-1.0	20	4541	What issues were raised by the workers in their industrial action? Check as many as applicable
338	d3515	Staffing levels (hiring/ promotion) issue 15	discrete	numeric-1.0	9	4552	What issues were raised by the workers in their industrial action? Check as many as applicable
339	d3516	Layoff/downsizing	discrete	numeric-1.0	21	4540	What issues were raised by the workers in their industrial action? Check as many as applicable
340	d3517	Organizational structuring issue 17	discrete	numeric-1.0	10	4551	What issues were raised by the workers in their industrial action? Check as many as applicable
341	d3518	Company merger issue 18	discrete	numeric-1.0	4	4557	What issues were raised by the workers in their industrial action? Check as many as applicable
342	d3519	Shutdown of redun. Unt/ dept.	discrete	numeric-1.0	8	4553	What issues were raised by the workers in their industrial action? Check as many as applicable
343	d3520	Regular. Of casual/ contract. Emp.	discrete	numeric-1.0	12	4549	What issues were raised by the workers in their industrial action? Check as many as applicable
344	d3521	Govt. Policy pronouncement/s	discrete	numeric-1.0	4	4557	What issues were raised by the workers in their industrial action? Check as many as applicable
345	d3522	Others issue raised for action	discrete	numeric-1.0	15	4546	Others
346	d3522s1	Specif.1 issue raised for action	discrete	character-3	-	-	Specify 1
347	d3522s2	Specif. 2 issue raised for action	discrete	character-3	-	-	Specify 2
348	d3522s3	Specif. 3 issue raised for action	discrete	character-3	-	-	Specify 3

File IRWS1999							
#	Name	Label	Type	Format	Valid	Invalid	Question
349	d36	Duration of indus. Action	discrete	numeric-1.0	145	4416	How long did the industrial action last?
350	d37	Effect on output/service	discrete	numeric-1.0	139	4422	During the industrial action, was there any effect on output or service of the establishment?
351	d381	Redirect production/ service	discrete	numeric-1.0	14	4547	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
352	d382	Use of overtime	discrete	numeric-1.0	40	4521	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
353	d383	Temporary increase in staff	discrete	numeric-1.0	19	4542	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
354	d384	Run down of inventories	discrete	numeric-1.0	14	4547	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
355	d385	Use of management labor	discrete	numeric-1.0	28	4533	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
356	d386	Use of contract services	discrete	numeric-1.0	25	4536	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
357	d387	Non-striking emp. Cont. Wking	discrete	numeric-1.0	46	4515	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
358	d388	Others efforts to recover	discrete	numeric-1.0	6	4555	Others
359	d388s1	Specif. 1 efforts to recover	discrete	character-3	-	-	Specify 1
360	d388s2	Specif. 2 efforts to rerecover	discrete	character-3	-	-	Specify 2
361	d388s3	Specif. 3 efforts to recover	discrete	character-1	-	-	Specify 3
362	e1	Developed mechanism/s	discrete	numeric-1.0	4561	0	Has this establishment already developed mechanisms to cope with the possible effects of globalization?
363	e21	Acquisition of appro. Tech	discrete	numeric-1.0	1190	3371	What are the coping mechanisms being adopted in this establishment?
364	e22	Investment in hrd	discrete	numeric-1.0	892	3669	What are the coping mechanisms being adopted in this establishment?
365	e23	Shutdown of redundant unit	discrete	numeric-1.0	280	4281	What are the coping mechanisms being adopted in this establishment?
366	e24	Improve. Of qlty of products	discrete	numeric-1.0	1373	3188	What are the coping mechanisms being adopted in this establishment?
367	e25	Increase in r & d for prod. Devt.	discrete	numeric-1.0	501	4060	What are the coping mechanisms being adopted in this establishment?
368	e26	Streamlining of work practice	discrete	numeric-1.0	914	3647	What are the coping mechanisms being adopted in this establishment?
369	e27	Diversification & expansion	discrete	numeric-1.0	606	3955	What are the coping mechanisms being adopted in this establishment?
370	e28	Employment flexibility mechanism	discrete	numeric-1.0	681	3880	What are the coping mechanisms being adopted in this establishment?

File IRWS1999							
#	Name	Label	Type	Format	Valid	Invalid	Question
371	e28a	Mode of employment flexibility	discrete	numeric-1.0	681	3880	What are the coping mechanisms being adopted in this establishment?
372	e29	Seeking other partners mechanism	discrete	numeric-1.0	271	4290	What are the coping mechanisms being adopted in this establishment?
373	e29a	Type of partner	discrete	numeric-1.0	271	4290	What are the coping mechanisms being adopted in this establishment?
374	e210	Others coping mechanism	discrete	numeric-1.0	17	4544	Others
375	e210s1	Specif 1 coping mechanism	discrete	character-3	-	-	Specify 1
376	e210s2	Specif.2 coping mechanism	discrete	character-1	-	-	Specify 2
377	e210s3	Specif.3 coping mechanism	discrete	character-1	-	-	Specify 3
378	e3	Year adopted the mechanism	discrete	numeric-4.0	1575	2986	In what year did you start adopting the above coping mechanism/s? _____
379	e41	Managerial positions	discrete	numeric-1.0	1458	3103	Has any of the following group of employees been affected by the above changes?
380	e42	Professional, technical workers	discrete	numeric-1.0	1395	3166	Has any of the following group of employees been affected by the above changes?
381	e43	Clerical workers	discrete	numeric-1.0	1397	3164	Has any of the following group of employees been affected by the above changes?
382	e44	Sales workers	discrete	numeric-1.0	931	3630	Has any of the following group of employees been affected by the above changes?
383	e45	Production workers	discrete	numeric-1.0	1121	3440	Has any of the following group of employees been affected by the above changes?
384	e5	Most effect on the establishment	discrete	numeric-2.0	1645	2916	Of those mentioned in Item 2, which one had the most effect on the survival/operations of the establishment?
385	e5s1	Specif.1 contributor	discrete	character-3	-	-	Specify 1
386	e5s2	Specif.2 contributor	discrete	character-1	-	-	Specify 2
387	e5s3	Specif.3 contributor	discrete	character-1	-	-	Specify 3
388	e58	Employment flexibility contributor	discrete	numeric-1.0	119	4442	Employment flexibility
389	e59	Seeking other partners contributor	discrete	numeric-1.0	28	4533	Seeking other partners
390	e61	Freeze hiring for all positions	discrete	numeric-1.0	1849	2712	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
391	e62	Freeze hiring for all manage. Post.	discrete	numeric-1.0	786	3775	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or

File IRWS1999							
#	Name	Label	Type	Format	Valid	Invalid	Question
							plan to implement to cope with the crisis?
392	e63	Freeze hiring for most positions	discrete	numeric-1.0	1443	3118	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
393	e64	Granting smaller salary increases	discrete	numeric-1.0	1174	3387	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
394	e65	Suspension of salary increases	discrete	numeric-1.0	950	3611	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
395	e66	Suspension of some benefits	discrete	numeric-1.0	598	3963	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
396	e67	Layoffs	discrete	numeric-1.0	580	3981	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
397	e68	Reduce work time	discrete	numeric-1.0	1083	3478	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
398	e69	Job rotation	discrete	numeric-1.0	1025	3536	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
399	e610	Contracting out some services	discrete	numeric-1.0	930	3631	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
400	e611	Budget cuts on training	discrete	numeric-1.0	1113	3448	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
401	e612	Defer expansion plans	discrete	numeric-1.0	1294	3267	Philippine establishments are affected by the recent Asian financial crisis. What measures have been

File IRWS1999							
#	Name	Label	Type	Format	Valid	Invalid	Question
							implemented by management or plan to implement to cope with the crisis?
402	e613s1	Specif.1 cope with crisis	discrete	character-3	-	-	Specify 1
403	e613s1c	Others 1	discrete	numeric-1.0	324	4237	Others 1
404	e613s2	Specif.2 cope with crisis	discrete	character-3	-	-	Specify 2
405	e613s2c	Others 2	discrete	numeric-1.0	26	4535	Others 2
406	e613s3	Specif.3 cope with crisis	discrete	character-3	-	-	Specify 3
407	e613s3c	Others 3	discrete	numeric-1.0	5	4556	Others 3
408	buf	Buf	continuous	numeric-8.5	4561	0	-

Variables Description

Dataset contains 408 variable(s)

File IRWS1999	
#1 ein: Establishment Identification Number	
Information	[Type= discrete] [Format=numeric] [Range= 2-32475] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	<p>A unique and fixed number to each establishment by the BLES for reference purposes</p> <p>Establishment is an economic unit engaged in one or predominantly one kind of economic activity under a single ownership or control at a single fixed location, e.g. mine, factory, store, bank restaurant. For multi-unit enterprises with different outlets and subsidiaries or whose activities are located at different locations, each branch, outlet or subsidiary is considered an establishment. For firms engaged in activities which may be physically dispersed such as mining, construction, real estate development, transportation, communication, insurance, etc., the establishment is the base from which personnel operate to carry out their activities or from which they are paid.</p>
Literal question	Establishment Identification Number
Interviewer's instructions	Check for completeness of the name of establishment.
#2 a4: Total employment/employment size	
Information	[Type= continuous] [Format=numeric] [Range= 16-15750] [Missing=*]
Statistics [NW/ W]	[Valid=4561 / 21527] [Invalid=0 / 0] [Mean=197.28 /-] [StdDev=475.018 /-]
Definition	<p>Employment at the time of sampling.</p> <p>Total number of persons who worked or received pay from the establishments at the time of sampling.</p>
Literal question	Total employment/employment size
Interviewer's instructions	Check the accuracy of entry.
#3 a5f: Female employment	
Information	[Type= continuous] [Format=numeric] [Range= 0-14570] [Missing=*]
Statistics [NW/ W]	[Valid=4561 / 21527] [Invalid=0 / 0] [Mean=81.373 /-] [StdDev=330.205 /-]
Definition	Refers to number of female employment in the establishment
Literal question	Female
Interviewer's instructions	Entry should not be more than the reported total employment.
#4 a5m: Male employment	
Information	[Type= continuous] [Format=numeric] [Range= 0-7918] [Missing=*]
Statistics [NW/ W]	[Valid=4452 / 20953.859] [Invalid=109 / 573.141] [Mean=115.976 /-] [StdDev=253.93 /-]
Definition	Refers to number of male employment in the establishment
Literal question	Male
Recoding and Derivation	Variable v4 (Male) was obtained by subtracting v3 (Female) from v2 (Total employment)
#5 a5ns: Details not available	
Information	[Type= continuous] [Format=numeric] [Range= 16-1268] [Missing=*]
Statistics [NW/ W]	[Valid=109 / 573.141] [Invalid=4452 / 20953.859] [Mean=112.917 /-] [StdDev=199.09 /-]
Definition	Employment data not provided by respondent.
Literal question	Details not available

File IRWS1999

#6 a61: Type of ownership

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Literal question	Type of ownership
Interviewer's instructions	Only one check mark (/) is acceptable i.e. either the establishment is with the foreign equity or wholly Filipino

Value	Label	Cases	Percentage
1	With Foreign Equity		
2	Wholly Filipino		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#7 a62: Export oriented

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Refers to market of products/services
Literal question	Export oriented
Interviewer's instructions	Only one check mark (/) is acceptable i.e. either it is engaged in export activities or not.

Value	Label	Cases	Percentage
1	Yes		
2	No		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#8 a7: Union

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Union: any registered group or association of employees that exists in whole or in part for the purpose of collective bargaining or dealing with employers concerning terms and conditions of employment.
Literal question	Is this establishment with union?
Post-question	If answer is Yes > Go to next item If answer is No > Go to Part B
Interviewer's instructions	Check as applicable. If the establishment is not unionized, skip Item A.8 and proceed to Part B.

Value	Label	Cases	Percentage
1	With Union		
2	Without Union		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#9 a8: CBA

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1321 /-] [Invalid=3240 /-]
Definition	Collective Bargaining Agreement (CBA): the negotiated contract between a legitimate labor organization and the employer concerning wages, hours of work, and all other terms and conditions of employment in bargaining unit.
Literal question	Is there an existing CBA?

File IRWS1999

#9 a8: CBA

Interviewer's instructions	Check as applicable.
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Value	Label	Cases	Percentage
1	With CBA		
2	Without CBA		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#10 b11_1: Occupations/skills1

Information	[Type= discrete] [Format=numeric] [Range= 0-9999] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	A 4-digit first occupations/skills specified by respondent as being difficult to find suitable applicants.
Literal question	Based on past experience, what occupations/skills were difficult to find suitable applicants?
Interviewer's instructions	Check accuracy of entries.

Frequency table not shown (285 Modalities)

#11 majocc: Major occupational group

Information	[Type= discrete] [Format=numeric] [Range= 1-9] [Missing=*]
Statistics [NW/ W]	[Valid=2062 /-] [Invalid=2499 /-]
Definition	This refers to the 1-digit PSOC equivalent of the 1st Occupation/Skill
Literal question	Based on past experience, what occupations/skills were difficult to find suitable applicants?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
1	Officials of Gov't. & Special-Interest Organizations		
2	Professionals		
3	Technicians & Associate Professionals		
4	Clerk		
5	Service Workers & Shop & Mkt. Sales Workers		
6	Farmers, Forestry Workers & Fishermen		
7	Trades & Related Workers		
8	Plant & Machine Operators & Assemblers		
9	Laborers & Unskilled Workers		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#12 b11_2: Occupations/skills2

Information	[Type= discrete] [Format=numeric] [Range= 0-9999] [Missing=*]
Statistics [NW/ W]	[Valid=987 /-] [Invalid=3574 /-]
Definition	A 4-digit second occupations/skills specified by respondent as being difficult to find suitable applicants
Interviewer's instructions	Check accuracy of entries.

Frequency table not shown (287 Modalities)

#13 b11_3: Occupations/skills3

Information	[Type= discrete] [Format=numeric] [Range= 0-9999] [Missing=*]
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File IRWS1999

#13 b11_3: Occupations/skills3

Statistics [NW/ W]	[Valid=382 /-] [Invalid=4179 /-]
Definition	A 4-digit third occupations/skills specified by respondent as being difficult to find suitable applicants
Interviewer's instructions	Check accuracy of entries.

Frequency table not shown (285 Modalities)

#14 b11_4: Occupations/skills4

Information	[Type= discrete] [Format=numeric] [Range= 0-9999] [Missing=*]
Statistics [NW/ W]	[Valid=125 /-] [Invalid=4436 /-]
Definition	A 4-digit fourth occupations/skills specified by respondent as being difficult to find suitable applicants
Interviewer's instructions	Check accuracy of entries.

Frequency table not shown (285 Modalities)

#15 b11_5: Occupations/skills5

Information	[Type= discrete] [Format=numeric] [Range= 0-9999] [Missing=*]
Statistics [NW/ W]	[Valid=43 /-] [Invalid=4518 /-]
Definition	A 4-digit fifth occupations/skills specified by respondent as being difficult to find suitable applicants
Interviewer's instructions	Check accuracy of entries.

Frequency table not shown (285 Modalities)

#16 b11_6: Occupations/skills6

Information	[Type= discrete] [Format=numeric] [Range= 0-9999] [Missing=*]
Statistics [NW/ W]	[Valid=20 /-] [Invalid=4541 /-]
Definition	A 4-digit sixth occupations/skills specified by respondent as being difficult to find suitable applicants
Interviewer's instructions	Check accuracy of entries.

Frequency table not shown (285 Modalities)

#17 b121: Advertise thru newspapers

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=2362 /-] [Invalid=2199 /-]
Definition	The first method adopted in hiring and filling up of vacancies as enumerated in the questionnaire
Literal question	Which of the following methods are being adopted in hiring and filling up of vacancies?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#18 b125: PESOs

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=516 /-] [Invalid=4045 /-]
Definition	Public Employment Service Offices
Literal question	Which of the following methods are being adopted in hiring and filling up of vacancies?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

File IRWS1999

#19 b122: Post on b. Board w/in estab.

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=2248 /-] [Invalid=2313 /-]
Definition	Posting vacancies on bulletin boards within the establishment is the second method adopted in hiring and filling up of vacancies as enumerated in the questionnaire.
Literal question	Which of the following methods are being adopted in hiring and filling up of vacancies?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#20 b123: Promotion internally

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=2273 /-] [Invalid=2288 /-]
Definition	The third method adopted in hiring and filling up of vacancies as enumerated in the questionnaire
Literal question	Which of the following methods are being adopted in hiring and filling up of vacancies?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#21 b124: Private recruitmt agencies

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=733 /-] [Invalid=3828 /-]
Definition	The fourth method adopted in hiring and filling up of vacancies as enumerated in the questionnaire
Literal question	Which of the following methods are being adopted in hiring and filling up of vacancies?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#22 b126: Referrals / recommendation

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=2583 /-] [Invalid=1978 /-]
Definition	Referrals/Recommendation from present or previous employers is the sixth method adopted in hiring and filling up of vacancies as enumerated in the questionnaire.
Literal question	Which of the following methods are being adopted in hiring and filling up of vacancies?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#23 b127: Word of mouth

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=2269 /-] [Invalid=2292 /-]
Definition	The seventh method adopted in hiring and filling up of vacancies as enumerated in the questionnaire
Literal question	Which of the following methods are being adopted in hiring and filling up of vacancies?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#24 b128: Post b board exclusive schools

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=979 /-] [Invalid=3582 /-]
Definition	The eighth method adopted in hiring and filling up of vacancies as enumerated in the questionnaire
Literal question	Which of the following methods are being adopted in hiring and filling up of vacancies?

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#24 b128: Post b board exclusive schools

Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).
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#25 b129: Others, methods in hiring and filling up of vacancies

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=278 /-] [Invalid=4283 /-]
Definition	Refers to answers other than those previously enumerated in the questionnaire.
Literal question	Others
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

#26 b129s1: Specify 1 other method in hiring and filling up of vacancies

Information	[Type= discrete] [Format=numeric] [Missing=*]
Statistics [NW/ W]	[Valid=270 /-] [Invalid=4291 /-]
Definition	The first of the "Others" specified by respondents as their method adopted in hiring and filling up of vacancies.
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

Value	Label	Cases	Percentage
1	Through applications on file		
2	Website-employment section (Internet)		
3	Posting on Labor Center boards		
4	Advertise to CSC & govt. offices		
5	Through inter-branch memorandum		
6	Recruitment form stud. doing OJT or SIT		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#27 b129s2: Specify 2 other method in hiring and filling up of vacancies

Information	[Type= discrete] [Format=numeric] [Missing=*]
Statistics [NW/ W]	[Valid=6 /-] [Invalid=4555 /-]
Definition	The second of the "Others" specified by respondents as their method adopted in hiring and filling up of vacancies.
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

Value	Label	Cases	Percentage
1	Through applications on file		
2	Website-employment section (Internet)		
3	Posting on Labor Center boards		
4	Advertise to CSC & govt. offices		
5	Through inter-branch memorandum		
6	Recruitment form stud. doing OJT or SIT		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#28 b129s3: Specify 3 other method in hiring and filling up of vacancies

Information	[Type= discrete] [Format=numeric] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4561 /-]
Definition	The third of the "Others" specified by respondents as their method adopted in hiring and filling up of vacancies.

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#28 b129s3: Specify 3 other method in hiring and filling up of vacancies

Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.
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Value	Label	Cases	Percentage
1	Through applications on file		
2	Website-employment section (Internet)		
3	Posting on Labor Center boards		
4	Advertise to CSC & govt. offices		
5	Through inter-branch memorandum		
6	Recruitment form stud. doing OJT or SIT		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#29 b131: Managerial positions minimum age requirement in hiring

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=3735 /-] [Invalid=826 /-] [Mean=30.075 /-] [StdDev=5.185 /-]
Definition	Managerial positions: Determine policy and are not usually paid for overtime worked. Include production, personnel, sales, finance, marketing managers, etc. Refers to the minimum age requirement in hiring employees for managerial positions
Literal question	What is the minimum age requirement in hiring employees in this establishment?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#30 b132: Professional,technical workers

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=3732 /-] [Invalid=829 /-] [Mean=23.669 /-] [StdDev=3.976 /-]
Definition	Professional, technical workers: Consist of the highly educated and trained workers who carry out functions in scientific, engineering, medical, teaching and other fields. Technicians who work under the supervision of highly qualified professional workers and perform allied functions are also included. Refers to the minimum age requirement in hiring employees as professional, technical workers
Literal question	What is the minimum age requirement in hiring employees in this establishment?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#31 b133: Clerical workers minimum age requirement in hiring

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=4020 /-] [Invalid=541 /-] [Mean=21.039 /-] [StdDev=2.302 /-]
Definition	Clerical Workers: Persons engaged in occupations which are commonly thought of as "office jobs. The great majority are concerned with the setting up and maintenance of records relating to financial transactions, other business and industrial operations, personnel, coorespondence, etc.

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#31 b133: Clerical workers minimum age requirement in hiring

	Refers to the minimum age requirement in hiring employees as clerical workers
Literal question	What is the minimum age requirement in hiring employees in this establishment?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#32 b134: Sales workers minimum age requirement in hiring

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=2248 /-] [Invalid=2313 /-] [Mean=21.684 /-] [StdDev=3.701 /-]
Definition	Sales Workers: Persons engaged in buying and selling goods, properties and services of all kinds including the managers and working proprietors in wholesale and retail trade. Refers to the minimum age requirement in hiring employees as sales workers
Literal question	What is the minimum age requirement in hiring employees in this establishment?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#33 b135: Production workers minimum age requirement in hiring

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=2657 /-] [Invalid=1904 /-] [Mean=19.916 /-] [StdDev=3.047 /-]
Definition	Production Workers: Persons engaged in occupations concerned with the production of goods. Refers to the minimum age requirement in hiring employees as production workers
Literal question	What is the minimum age requirement in hiring employees in this establishment?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#34 b141a: Age maximum requirement in retirement for managerial positions

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=3708 /-] [Invalid=853 /-] [Mean=60.631 /-] [StdDev=4.92 /-]
Definition	This refers to the maximum age requirement in retirement for managerial positions in the establishment.
Literal question	What is the maximum age requirement for retirement for managerial positions?
Interviewer's instructions	Check the accuracy of entries.

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#34 b141a: Age maximum requirement in retirement for managerial positions

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#35 b141y: Years of service requirement for managerial positions

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=2214 /-] [Invalid=2347 /-] [Mean=22.593 /-] [StdDev=7.974 /-]
Definition	This refers to the maximum years of service requirement in retirement for managerial positions in the establishment
Literal question	What is the maximum service requirement in retirement for managerial positions?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#36 b142a: Age maximum requirement in retirement for professional, technical workers

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=3564 /-] [Invalid=997 /-] [Mean=59.666 /-] [StdDev=5.609 /-]
Definition	This refers to the maximum age requirement in retirement for professional/ technical workers in the establishment.
Literal question	What is the maximum age requirement in retirement for professional/ technical workers?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#37 b142y: Years of service requirement in retirement for professional, technical workers

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=2119 /-] [Invalid=2442 /-] [Mean=22.763 /-] [StdDev=8.257 /-]
Definition	This refers to the maximum service requirement in retirement for professional/ technical workers in the establishment
Literal question	What is the maximum service requirement in retirement for professional/ technical workers?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#38 b143a: Age maximum requirement in retirement for clerical workers

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
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#38 b143a: Age maximum requirement in retirement for clerical workers

Statistics [NW/ W]	[Valid=3588 /-] [Invalid=973 /-] [Mean=59.157 /-] [StdDev=6.24 /-]
Definition	This refers to the maximum age requirement in retirement for clerical workers in the establishment.
Literal question	What is the maximum age requirement in retirement for clerical workers?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#39 b143y: Years of service requirement in retirement for clerical workers

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=2147 /-] [Invalid=2414 /-] [Mean=22.717 /-] [StdDev=8.507 /-]
Definition	This refers to the maximum service requirement in retirement for clerical workers in the establishment
Literal question	What is the maximum service requirement in retirement for clerical workers?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#40 b144a: Age maximum requirement in retirement for sales workers

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=2122 /-] [Invalid=2439 /-] [Mean=58.498 /-] [StdDev=6.854 /-]
Definition	This refers to the maximum age requirement in retirement for sales workers in the establishment.
Literal question	What is the maximum age requirement in retirement for sales workers?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#41 b144y: Years of service requirement in retirement for sales workers

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=1307 /-] [Invalid=3254 /-] [Mean=22.126 /-] [StdDev=8.297 /-]
Definition	This refers to the maximum service requirement in retirement for sales workers in the establishment
Literal question	What is the maximum service requirement in retirement for sales workers?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

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#42 b145a: Age maximum requirement in retirement for production workers

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=2358 /-] [Invalid=2203 /-] [Mean=57.775 /-] [StdDev=7.334 /-]
Definition	This refers to the maximum age requirement in retirement for production workers in the establishment.
Literal question	What is the maximum age requirement in retirement for production workers?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#43 b145y: Years of service requirement in retirement for production workers

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*/0/99]
Statistics [NW/ W]	[Valid=1384 /-] [Invalid=3177 /-] [Mean=22.579 /-] [StdDev=8.693 /-]
Definition	This refers to the maximum service requirement in retirement for production workers in the establishment
Literal question	What is the maximum service requirement in retirement for production workers?
Interviewer's instructions	Check the accuracy of entries.

Value	Label	Cases	Percentage
0	No policy		
99	NAP		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#44 b21: Reduced the size of the workforce

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	This refers to whether there is workforce reduction in 1998.
Literal question	Has management intentionally reduced the size of the workforce at any time in 1998?
Post-question	If answer is Yes, ask how many? If answer is No > Go to Part C
Interviewer's instructions	If the entry is "No" in the Item B.2.1, proceed to part C otherwise fill out entry in "how many" and the succeeding items of inquiry.

Value	Label	Cases	Percentage
1	Yes		
2	No		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#45 b21no: Number of reduced employees

Information	[Type= continuous] [Format=numeric] [Range= 1-4036] [Missing=*]
Statistics [NW/ W]	[Valid=1270 /-] [Invalid=3291 /-] [Mean=41.469 /-] [StdDev=165.115 /-]
Definition	This refers to the number of employees reduced by management in 1998.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	How many?
Post-question	If answer is 1> How many?

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#45 b21no: Number of reduced employees	
	If answer is 2> Go to Part C
Interviewer's instructions	Fill out entry in "how many" and the succeeding items of inquiry.
#46 b221: Natural attrition/freeze hiring	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=734 /-] [Invalid=3827 /-]
Definition	Natural attrition: gradual reduction in workplace usually done by not filling up the position once it is vacated.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	Which of the following methods were used to reduce the size of workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).
#47 b222: Redeployment	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=160 /-] [Invalid=4401 /-]
Definition	This refers to transfer of employees to sister company/subsidiary
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	Which of the following methods were used to reduce the size of workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).
#48 b223: Early retirement	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=313 /-] [Invalid=4248 /-]
Definition	This refers to retirement before the employee reached the maximum age or service requirement.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Source	Senior Management Representative
Literal question	Which of the following methods were used to reduce the size of workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).
#49 b224: Voluntary resignation	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=744 /-] [Invalid=3817 /-]
Definition	Voluntary Resignation: involves employees volunteering to resign when management calls for workforce reduction.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	Which of the following methods were used to reduce the size of workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

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#50 b225: Layoff/retrenchment

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=724 /-] [Invalid=3837 /-]
Definition	Layoff: termination of employment initiated by the employer due to economic reasons. It may be permanent or temporary. Permanent: complete and total separation of the worker from the establishment Temporary: layoff of worker for not more than six months. Retrenchment: Refers to layoff due to economic reasons
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	Which of the following methods were used to reduce the size of workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#51 b226: Dismissal

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=712 /-] [Invalid=3849 /-]
Definition	Dismissal: termination from employment initiated by the employer due to misconduct, incompetence of employees, etc.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	Which of the following methods were used to reduce the size of workforce?
Interviewer's instructions	If the answer in Item B.2.2 is dismissal only, proceed directly to Item B.2.5. However, if the dismissal is one of the answers, all the succeeding questions should be answered. In case no check mark appeared opposite dismissal, Items B.2.3 and B.2.4 should be answered only then proceed to Part C.

#52 b231: Performance

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=753 /-] [Invalid=3808 /-]
Definition	This refers to the output of employees in the establishment. Considered as the first factor in reducing the size of workforce.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What factors were considered in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#53 b232: Length of service

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=364 /-] [Invalid=4197 /-]
Definition	Considered as the second factor in reducing the size of workforce.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What factors were considered in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

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#54 b233: Health

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=335 /-] [Invalid=4226 /-]
Definition	Considered as the third factor in reducing the size of workforce.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What factors were considered in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#55 b234: Marital status

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=8 /-] [Invalid=4553 /-]
Definition	Considered as the fourth factor in reducing the size of workforce.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What factors were considered in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#56 b235: Sex

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=7 /-] [Invalid=4554 /-]
Definition	Considered as the fifth factor in reducing the size of workforce.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What factors were considered in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#57 b236: Age considered in workforce reduction

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=166 /-] [Invalid=4395 /-]
Definition	Considered as the sixth factor in reducing the size of workforce.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What factors were considered in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#58 b237: Work attitude

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=621 /-] [Invalid=3940 /-]
Definition	Considered as the seventh factor in reducing the size of workforce.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What factors were considered in reducing the size of the workforce?

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#58 b237: Work attitude

Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).
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#59 b238: Educational attainment

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=63 /-] [Invalid=4498 /-]
Definition	Considered as the eighth factor in reducing the size of workforce.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What factors were considered in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#60 b241: Lack of mkt/slump in demand

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=669 /-] [Invalid=3892 /-]
Definition	This refers to the first reason in reducing the size of the workforce provided in the questionnaire.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What were the reasons in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#61 b242: Uncompetitive price of products

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=218 /-] [Invalid=4343 /-]
Definition	This refers to the second reason in reducing the size of the workforce provided in the questionnaire.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What were the reasons in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#62 b243: Competition from imports

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=165 /-] [Invalid=4396 /-]
Definition	This refers to the third reason in reducing the size of the workforce provided in the questionnaire.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What were the reasons in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#63 b244: High production cost

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=455 /-] [Invalid=4106 /-]
Definition	This refers to the fourth reason in reducing the size of the workforce provided in the questionnaire.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What were the reasons in reducing the size of the workforce?

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#63 b244: High production cost

Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).
#64 b245: Lack of capital	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=162 /-] [Invalid=4399 /-]
Definition	This refers to the fifth reason in reducing the size of the workforce provided in the questionnaire.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What were the reasons in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#65 b246: Peso depreciation

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=439 /-] [Invalid=4122 /-]
Definition	This refers to the sixth reason in reducing the size of the workforce provided in the questionnaire.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What were the reasons in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#66 b247: Financial losses

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=535 /-] [Invalid=4026 /-]
Definition	This refers to the seventh reason in reducing the size of the workforce provided in the questionnaire.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What were the reasons in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#67 b248: Reorganization

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=516 /-] [Invalid=4045 /-]
Definition	This refers to the eighth reason in reducing the size of the workforce provided in the questionnaire. This will also lead to downsizing and redundancy of positions.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What were the reasons in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#68 b249: Change in mgt./merger

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=70 /-] [Invalid=4491 /-]
Definition	This refers to the ninth reason in reducing the size of the workforce provided in the questionnaire.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What were the reasons in reducing the size of the workforce?

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#68 b249: Change in mgt./merger

Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).
#69 b2410: Min. Wage rate increase	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=163 /-] [Invalid=4398 /-]
Definition	Minimum wage rate increase: This refers to the tenth reason in reducing the size of the workforce provided in the questionnaire.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What were the reasons in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#70 b2411: Project completion

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=213 /-] [Invalid=4348 /-]
Definition	This refers to the eleventh reason in reducing the size of the workforce provided in the questionnaire.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	What were the reasons in reducing the size of the workforce?
Interviewer's instructions	Check the accuracy of entries. There are items requiring more than one (1) check mark (/).

#71 b2412: Others reasons in workforce reduction

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=36 /-] [Invalid=4525 /-]
Definition	Refers to answers other than those previously enumerated in the questionnaire.
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Literal question	Others
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

#72 b2412s1: Specify1 reason in workforce reductio

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	The first of the "Others" specified by respondents as their reason in reducing the size of the workforce
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

Value	Label	Cases	Percentage
ABR	Applying other jobs local/abroad		
CCM	Change in Management		
CME	Change in machinery & equipment		
DRV	Drydocking of vessels		
EPP	Employees poor performance		
GOV	Government restrictions		
INS	Implementation of new system		
LOW	Low collection receivables		

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#72 b2412s1: Specify 1 reason in workforce reductio

Value	Label	Cases	Percentage
LRM	Lack of raw materials		
MPS	Change in mfg. agreement w/ principal sponsors		
NER	Non-ecomic reasons		
NST	Not stated		
OTH	Mothballing, retirement of power plants		
RED	Reduced enrollment		
SAE	Sale of vessel		
SBH	Sale of unit		
STP	Stoppage of project		
UDP	Unit down		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#73 b2412s2: Specify 2 reason in workforce reduction

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	The second of the "Others" specified by respondents as their reason in reducing the size of the workforce
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

Value	Label	Cases	Percentage
ABR	Applying other jobs local/abroad		
DRV	Drydocking of vessels		
EPP	Employees poor performance		
GOV	Government restrictions		
INS	Implementation of new system		
LOW	Low collection receivables		
LRM	Lack of raw materials		
MPS	Change in mfg. agreement w/ principal sponsors		
NER	Non-economic reasons		
NST	Not stated		
OTH	Mothballing, retirement of power plants		
RED	Reduced enrollment		
SAE	Sale of vessel		
STP	Stoppage of project		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#74 b2412s3: Specify 3 reason in workforce reduction

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	The third of the "Others" specified by respondents as their reason in reducing the size of the workforce
Universe	Establishments whose management intentionally reduced the size of the workforce at any time in 1998
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

Value	Label	Cases	Percentage
ABR	Applying other jobs local/abroad		
DRV	Drydocking of vessels		

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#74 b2412s3: Specify 3 reason in workforce reduction

Value	Label	Cases	Percentage
EPP	Employees poor performance		
GOV	Government restrictions		
INS	Implementation of new system		
LOW	Low collection receivables		
LRM	Lack of raw materials		
MPS	Change in mfg. agreement w/ principal sponsors		
NER	Non-economic reasons		
NST	Not stated		
OTH	Mothballing, retirement of power plants		
RED	Reduced enrollment		
SAE	Sale of vessel		
STP	Stoppage of project		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#75 b251: Absenteeism

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=468 /-] [Invalid=4093 /-]
Definition	The first reason for dismissal/termination of employee/s
Literal question	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
Interviewer's instructions	If the answer in Item B.2.2 is dismissal only, proceed directly to Item B.2.5.

#76 b251n: Absenteeism (number)

Information	[Type= continuous] [Format=numeric] [Range= 1-300] [Missing=*]
Statistics [NW/ W]	[Valid=447 /-] [Invalid=4114 /-] [Mean=6.141 /-] [StdDev=20.667 /-]
Definition	Refers to the number of employees terminated due to absenteeism
Literal question	Also indicate the number of employees terminated opposite absenteeism.
Interviewer's instructions	Check the accuracy of entries.

#77 b252: Frequent tardiness

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=207 /-] [Invalid=4354 /-]
Definition	The second reason for dismissal/termination of employee/s
Literal question	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
Interviewer's instructions	Check the consistency of entries. There are items requiring more than one (1) check mark (/).

#78 b252n: Frequent tardiness (number)

Information	[Type= continuous] [Format=numeric] [Range= 1-25] [Missing=*]
Statistics [NW/ W]	[Valid=193 /-] [Invalid=4368 /-] [Mean=3.321 /-] [StdDev=4.123 /-]
Definition	Refers to the number of employees terminated due to frequent tardiness
Literal question	Also indicate the number of employees terminated opposite frequent tardiness.

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#78 b252n: Frequent tardiness (number)

Interviewer's instructions	Also indicate the number of employees terminated opposite frequent tardiness. Check the accuracy of entries.
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#79 b253: Recurring illness

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=157 /-] [Invalid=4404 /-]
Definition	The third reason for dismissal/termination of employee/s
Literal question	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
Interviewer's instructions	If the answer in Item B.2.2 is dismissal only, proceed directly to Item B.2.5. Check the consistency of entries. There are items requiring more than one (1) check mark (/).

#80 b253n: Recurring illness (number)

Information	[Type= continuous] [Format=numeric] [Range= 1-50] [Missing=*]
Statistics [NW/ W]	[Valid=148 /-] [Invalid=4413 /-] [Mean=2.986 /-] [StdDev=5.188 /-]
Definition	Refers to the number of employees terminated due to recurring illness
Literal question	Also indicate the number of employees terminated opposite recurring illness.
Interviewer's instructions	Check the accuracy of entries.

#81 b254: Immorality

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=33 /-] [Invalid=4528 /-]
Definition	The fourth reason for dismissal/termination of employee/s
Literal question	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
Interviewer's instructions	If the answer in Item B.2.2 is dismissal only, proceed directly to Item B.2.5. Check the consistency of entries. There are items requiring more than one (1) check mark (/).

#82 b254n: Immorality (number)

Information	[Type= continuous] [Format=numeric] [Range= 1-10] [Missing=*]
Statistics [NW/ W]	[Valid=33 /-] [Invalid=4528 /-] [Mean=1.818 /-] [StdDev=2.172 /-]
Definition	Refers to the number of employees terminated due to immorality
Literal question	Also indicate the number of employees terminated opposite immorality.
Interviewer's instructions	Check the accuracy of entries.

#83 b255: Sexual harassment

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=20 /-] [Invalid=4541 /-]
Definition	The fifth reason for dismissal/termination of employee/s
Literal question	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)

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#83 b255: Sexual harassment

Interviewer's instructions	If the answer in Item B.2.2 is dismissal only, proceed directly to Item B.2.5. Check the consistency of entries. There are items requiring more than one (1) check mark (/).
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#84 b255n: Sexual harassment (number)

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=19 /-] [Invalid=4542 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	Refers to the number of employees terminated due to sexual harassment
Literal question	Also indicate the number of employees terminated opposite sexual harassment.
Interviewer's instructions	Check the accuracy of entries.

#85 b256: Use of drugs

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=84 /-] [Invalid=4477 /-]
Definition	The sixth reason for dismissal/termination of employee/s
Literal question	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
Interviewer's instructions	Check the consistency of entries. There are items requiring more than one (1) check mark (/).

#86 b256n: Use of drugs (number)

Information	[Type= continuous] [Format=numeric] [Range= 1-99] [Missing=*]
Statistics [NW/ W]	[Valid=81 /-] [Invalid=4480 /-] [Mean=2.901 /-] [StdDev=10.898 /-]
Definition	Refers to the number of employees terminated due to use of drugs
Literal question	Also indicate the number of employees terminated opposite use of drugs.
Interviewer's instructions	Check the accuracy of entries.

#87 b257: Drinking during office hours

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=99 /-] [Invalid=4462 /-]
Definition	The seventh reason for dismissal/termination of employee/s
Literal question	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
Interviewer's instructions	Check the consistency of entries. There are items requiring more than one (1) check mark (/).

#88 b257n: Drinking during office hours (number)

Information	[Type= continuous] [Format=numeric] [Range= 1-99] [Missing=*]
Statistics [NW/ W]	[Valid=94 /-] [Invalid=4467 /-] [Mean=3.957 /-] [StdDev=11.242 /-]
Definition	Refers to the number of employees terminated due to drinking during office hours
Literal question	Also indicate the number of employees terminated opposite drinking during office hours.
Interviewer's instructions	Check the accuracy of entries.

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#89 b258: Gambling during office hours

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=52 /-] [Invalid=4509 /-]
Definition	The eighth reason for dismissal/termination of employee/s
Literal question	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
Interviewer's instructions	Check the consistency of entries. There are items requiring more than one (1) check mark (/).

#90 b258n: Gambling during office hours (number)

Information	[Type= continuous] [Format=numeric] [Range= 1-99] [Missing=*]
Statistics [NW/ W]	[Valid=50 /-] [Invalid=4511 /-] [Mean=4.24 /-] [StdDev=13.751 /-]
Definition	Refers to the number of employees terminated due to gambling during office hours
Literal question	Also indicate the number of employees terminated opposite gambling during off. Hrs..
Interviewer's instructions	Check the accuracy of entries.

#91 b259: Falsification of documents

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=145 /-] [Invalid=4416 /-]
Definition	The ninth reason for dismissal/termination of employee/s
Literal question	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
Interviewer's instructions	Check the consistency of entries. There are items requiring more than one (1) check mark (/).

#92 b259n: Falsification of documents (number)

Information	[Type= continuous] [Format=numeric] [Range= 1-99] [Missing=*]
Statistics [NW/ W]	[Valid=138 /-] [Invalid=4423 /-] [Mean=2.674 /-] [StdDev=8.545 /-]
Definition	Refers to the number of employees terminated due to falsification of documents
Literal question	Also indicate the number of employees terminated opposite falsification of documents.
Interviewer's instructions	Check the accuracy of entries.

#93 b2510: Graft and corruption

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=53 /-] [Invalid=4508 /-]
Definition	The tenth reason for dismissal/termination of employee/s
Literal question	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
Interviewer's instructions	Check the consistency of entries. There are items requiring more than one (1) check mark (/).

#94 b2510n: Graft and corruption (number)

Information	[Type= continuous] [Format=numeric] [Range= 1-12] [Missing=*]
Statistics [NW/ W]	[Valid=48 /-] [Invalid=4513 /-] [Mean=2.063 /-] [StdDev=1.918 /-]
Definition	Refers to the number of employees terminated due to graft and corruption

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#94 b2510n: Graft and corruption (number)

Literal question	Also indicate the number of employees terminated opposite graft and corruption.
Interviewer's instructions	Check the accuracy of entries.

#95 b2511: Theft/embezzlement

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=291 /-] [Invalid=4270 /-]
Definition	The eleventh reason for dismissal/termination of employee/s
Literal question	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
Interviewer's instructions	Check the consistency of entries. There are items requiring more than one (1) check mark (/).

#96 b2511n: Theft/embezzlement (number)

Information	[Type= continuous] [Format=numeric] [Range= 1-99] [Missing=*]
Statistics [NW/ W]	[Valid=271 /-] [Invalid=4290 /-] [Mean=3.159 /-] [StdDev=7.036 /-]
Definition	Refers to the number of employees terminated due to theft/embezzlement
Literal question	Also indicate the number of employees terminated opposite theft/embezzlement.
Interviewer's instructions	Check the accuracy of entries.

#97 b2512: Others (reasons for dismissal)

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=101 /-] [Invalid=4460 /-]
Definition	Other reason for dismissal/termination of employee/s
Literal question	If dismissal of employees was resorted to, which of the following were the reasons for such action? (check as many as applicable)
Interviewer's instructions	Check "Others" if there are answers other than those enumerated. Check the consistency of entries. There are items requiring more than one (1) check mark (/).

#98 b2512n: Others (number)

Information	[Type= continuous] [Format=numeric] [Range= 1-10] [Missing=*]
Statistics [NW/ W]	[Valid=3 /-] [Invalid=4558 /-] [Mean=5 /-] [StdDev=4.583 /-]
Definition	Refers to the number of employees terminated due to other reasons
Literal question	Also indicate the number of employees terminated opposite "Others"
Interviewer's instructions	Check the accuracy of entries.

#99 b2512s1: Specify 1 (other reason for dismissal)

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Specified reason 1 for dismissal/termination of employee/s
Literal question	Specify 1
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

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#99 b2512s1: Specify 1 (other reason for dismissal)

Value	Label	Cases	Percentage
FIG	Fighting/instigating fight inside comp. premises		
HVC	Habitual violation of company rules		
INS	Insubordination/disobedience		
NEG	Negligence/gross misconduct		
POP	Poor performance/incompetence/work attitude		
SAB	Sabotage operation		
SLD	Sleeping while on duty		
STB	Violation of standard behavior		
UNU	Unauthorized undertaking		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#100 b2512s1n: Number dismissed due to specify 1

Information	[Type= continuous] [Format=numeric] [Range= 1-60] [Missing=*]
Statistics [NW/ W]	[Valid=96 /-] [Invalid=4465 /-] [Mean=3.677 /-] [StdDev=7.409 /-]
Definition	Refers to the number of employees terminated due to specified reason 1
Literal question	Also indicate the number of employees terminated opposite other specified reason 1
Interviewer's instructions	If a check mark appears on "Others" specify 1 there should be corresponding number of employees terminated

#101 b2512s2: Specify 2 (other reason for dismissal)

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Specified reason 2 for dismissal/termination of employee/s
Literal question	Specify 2
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

Value	Label	Cases	Percentage
FIG	Fighting/instigating fight inside comp. premises		
HVC	Habitual violation of company rules		
INS	Insubordination/disobedience		
NEG	Negligence/gross misconduct		
POP	Poor performance/incompetence/work attitude		
SAB	Sabotage operation		
SLD	Sleeping while on duty		
STB	Violation of standard behavior		
UNU	Unauthorized undertaking		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#102 b2512o2n: Number dismissed due to specify 2

Information	[Type= continuous] [Format=numeric] [Range= 3-3] [Missing=*]
Statistics [NW/ W]	[Valid=1 /-] [Invalid=4560 /-] [Mean=3 /-]
Definition	Refers to the number of employees terminated due to specified reason 2
Literal question	Also indicate the number of employees terminated opposite other specified reason 2
Interviewer's instructions	If a check mark appears on "Others" specify 2 there should be corresponding number of employees terminated

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#103 b2512s3: Specify 3 (other reason for dismissal)

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Specified reason 3 for dismissal/termination of employee/s
Literal question	Specify 3
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

Value	Label	Cases	Percentage
FIG	Fighting/instigating fight inside comp. premises		
HVC	Habitual violation of company rules		
INS	Insubordination/disobedience		
NEG	Negligence/gross misconduct		
POP	Poor performance/incompetence/work attitude		
SAB	Sabotage operation		
SLD	Sleeping while on duty		
STB	Violation of standard behavior		
UNU	Unauthorized undertaking		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#104 b2512o3n: Number dismissed due to specify 3

Information	[Type= continuous] [Format=numeric] [Range= 3-3] [Missing=*]
Statistics [NW/ W]	[Valid=1 /-] [Invalid=4560 /-] [Mean=3 /-]
Definition	Refers to the number of employees terminated due to specified reason 3
Literal question	Also indicate the number of employees terminated opposite other specified reason 3
Interviewer's instructions	If a check mark appears on "Others" specify 3 there should be corresponding number of employees terminated

#105 psic: Industry

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	A 3-digit and selected 4-digit industries of the Philippine Standard Industrial Classification (PSIC)
Literal question	Industry

Frequency table not shown (58 Modalities)

#106 ate: Employment group

Information	[Type= discrete] [Format=numeric] [Range= 3-6] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	one digit code to denote the employment size or the number of workers in the establishment at the time of sampling.
Literal question	Employment group

Value	Label	Cases	Percentage
3	20 - 49		
5	50 - 199		
6	200 & over		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#107 psic1: Major industry

Information	[Type= discrete] [Format=character] [Missing=*]
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#107 **psic1: Major industry**

Definition	Refers to the 1-digit industry code
Literal question	Major industry

Value	Label	Cases	Percentage
C	Mining & Quarrying		
D	Manufacturing		
E	Electricity, Gas & Water		
F	Construction		
G	Wholesale & Retail Trade		
H	Hotels & Restaurants		
I	Transport, Storage & Communications		
J	Financial Intermediation		
K	Real Estates, Renting & Business Act.		
M	Private Education Services		
N	Health & Social Work Except Public		
O	Other Comm., Social & Personal Svc Act.		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#108 **a: alpha emp**

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=1443 /-] [Invalid=3118 /-]

#109 **b22: Total Employment**

Information	[Type= discrete] [Format=numeric] [Range= 1-6] [Missing=*]
Statistics [NW/ W]	[Valid=1443 /-] [Invalid=3118 /-]
Definition	Total Employment: refers to the number of workers in the establishment as of the reference period, which includes working owners, unpaid workers and paid officials and employees. Excluded are workers receiving commission only and without employer's control, managers and directors paid solely for their attendance at Board of Director's meeting, silent or inactive partners and contractor/ agency hired workers.
Universe	B.2 WORKFORCE REDUCTION

#110 **b23: beta emp**

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=903 /-] [Invalid=3658 /-]

#111 **b24: beta size**

Information	[Type= discrete] [Format=numeric] [Range= 1-10] [Missing=*]
Statistics [NW/ W]	[Valid=1191 /-] [Invalid=3370 /-]

#112 **c1: Method used in fixing wage**

Information	[Type= discrete] [Format=numeric] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Refers to the method used in fixing or revising wage and salaries of majority of employees.
Literal question	What method is used in fixing or revising wage and salaries of majority of the employees?
Interviewer's instructions	Check accuracy of entries. This item requires only one check mark (/).

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#112 c1: Method used in fixing wage

Value	Label	Cases	Percentage
1	Collective Bargaining Agreement		
2	Individual Agreement bet employer & employee		
3	Employer's decision		
4	Agreement between employer & union		
5	Wage restructuring (RTWPB)		
6	Others		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#113 c1s1: Specify 1 other method

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified method 1 used in fixing or revising wage and salaries of majority of the employees.
Literal question	Specify 1
Interviewer's instructions	Check accuracy of entries.If there is a check in "Others" specify the method used

Value	Label	Cases	Percentage
BIP	Board Policy		
CBA	Collective Bargaining Agreement		
CCP	NEA salary scale/compensation plans		
CON	Consultation		
CSP	Corporate Salary Plan		
DBM	Department of Budget and Management		
ECA	Employees Compensation Adjustment		
INS	Industry survey		
ITF	Percent of increase in tuition fees		
NST	Not stated		
PER	Annual merit rating		
STA	Structured Adjustment		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#114 c1s2: Specify 2 other method

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified method 2 used in fixing or revising wage and salaries of majority of the employees.
Literal question	Specify 2
Interviewer's instructions	Check accuracy of entries.If there is a check in "Others" specify the method used

Value	Label	Cases	Percentage
CCP	NEA salary scale/compensation plans		
CSP	Corporate Salary Plan		
INS	Industry survey		
ITF	Percent of increase in tuition fees		
NST	Not stated		
PER	Annual merit rating		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

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#115 c1s3: Specify 3 other method

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified method 3 used in fixing or revising wage and salaries of majority of the employees.
Literal question	Specify 3
Interviewer's instructions	Check accuracy of entries.If there is a check in "Others" specify the method used

Value	Label	Cases	Percentage
CCP	NEA salary scale/compensation plans		
CSP	Corporate Salary Plan		
INS	Industry survey		
ITF	Percent of increase in tuition fees		
NST	Not stated		
PER	Annual merit rating		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#116 c2: Basis of payment

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Basis of payment: Refers to the method or means of determining or fixing the basic wage, e.g.,daily, weekly, or semi-monthly monthly or output basis.
Literal question	What is the basis of payment for majority of the employees? (check only one)
Interviewer's instructions	Check accuracy of entries. This item requires only one check mark (/).

Value	Label	Cases	Percentage
1	Daily		
2	Weekly		
3	Semi-monthly		
4	Monthly		
5	Output		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#117 c3: Wages & salaries payment

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Wage & salaries payment: this refers to how are the wages and salaries of workers paid; whether in cash, partly in cash or partly in kind or wholly in kind.
Literal question	How are the wages and salaries paid for majority of the employees?
Interviewer's instructions	Check accuracy of entries. This item requires only one check mark (/).

Value	Label	Cases	Percentage
1	Wholly in cash		
2	Partly in cash and partly in kind		
3	Wholly in kind		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#118 c411: Vacation leave

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
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File IRWS1999

#118 c4I1: Vacation leave

Statistics [NW/ W]	[Valid=4063 /-] [Invalid=498 /-]
Definition	Refers to how vacation leave benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#119 c4I2: Sick leave

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4139 /-] [Invalid=422 /-]
Definition	Refers to how sick leave benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#120 c4I3: Birthday leave

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=812 /-] [Invalid=3749 /-]
Definition	Refers to how birthday leave benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#121 c4I4: Maternity leave

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
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File IRWS1999

#121 c4I4: Maternity leave

Statistics [NW/ W]	[Valid=3792 /-] [Invalid=769 /-]
Definition	Refers to how maternity leave benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#122 c4I5: Paternity leave

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=3050 /-] [Invalid=1511 /-]
Definition	Refers to how paternity leave benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#123 c4I6: Study/scholarship leave

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=713 /-] [Invalid=3848 /-]
Definition	Refers to how Study/scholarship leave benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#124 c4I7: Union leave

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
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File IRWS1999

#124 c4I7: Union leave

Statistics [NW/ W]	[Valid=959 /-] [Invalid=3602 /-]
Definition	Refers to how union leave benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#125 c4I8: Service incentive leave

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=997 /-] [Invalid=3564 /-]
Definition	Refers to how service incentive leave benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#126 c4I9: Paid regular holidays

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=3967 /-] [Invalid=594 /-]
Definition	Refers to how paid regular holidays benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#127 c4I10: Paid special holidays

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
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File IRWS1999

#127 c4l10: Paid special holidays

Statistics [NW/ W]	[Valid=3575 /-] [Invalid=986 /-]
Definition	Refers to how paid special holidays benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#128 c4l11s1: Specify 1 other leave benefit granted

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified leave benefit 1 granted to employees.
Literal question	Specify 1
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

Value	Label	Cases	Percentage
ACL	Accident leave		
ADM	Administrative/official representation		
BEL	Bereavement/funeral leave		
CLC	Commutated leave credits/unused sick leave		
EML	Emergency leave		
PEL	Paid emergency leave		
PTB	Pulmonary tuberculosis leave		
SPL	Special leave		
TRL	Travel leave		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#129 c4l11s1c: Others (how specify 1 leave benefit is granted)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=335 /-] [Invalid=4226 /-]
Definition	Refers to how "others" leave benefit 1 is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

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#130 c4l11s2: Specify 2 other leave benefit granted

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified leave benefit 2 granted to employees.
Literal question	Specify 2
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

Value	Label	Cases	Percentage
ACL	Accident leave		
ADM	Administrative/official representation		
BEL	Bereavement/funeral leave		
CLC	Commutated leave credits/unused sick leave		
PTB	Pulmonary tuberculosis leave		
SLA	Study leave		
SPL	Special leave		
TRL	Travel leave		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#131 c4l11s2c: CBA/Employers/Law (how specify 2 leave benefit is granted)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=72 /-] [Invalid=4489 /-]
Definition	Refers to how each "other" specified leave benefit 2 is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#132 c4l11s3: Specify 3 other leave benefit granted

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified leave benefit 2 granted to employees.
Literal question	Specify 3
Interviewer's instructions	If a check mark appears on "Others", the answer other than those enumerated should be specified.

Value	Label	Cases	Percentage
1	No answer		
ACL	Accident leave		
ADM	Administrative/official representation		
BEL	Bereavement/funeral leave		
CLC	Commutated leave credits/unused sick leave		
JAP	Job application leave		

File IRWS1999

#132 c4l11s3: Specify 3 other leave benefit granted

Value	Label	Cases	Percentage
PTB	Pulmonary tuberculosis leave		
SPL	Special leave		
TRL	Travel leave		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#133 c4l11s3c: CBA/Employers/Law (how specify 3 leave benefit is granted)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=5 /-] [Invalid=4556 /-]
Definition	Refers to how each "other" specified leave benefit 3 is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#134 c4a1: Cost of leaving allowances

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1311 /-] [Invalid=3250 /-]
Definition	Refers to how cost of living allowance is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#135 c4a2: Productivity bonuses

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=896 /-] [Invalid=3665 /-]
Definition	Refers to how productivity bonus is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

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#135 c4a2: Productivity bonuses

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#136 c4a3: Transport allowances

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=2272 /-] [Invalid=2289 /-]
Definition	Refers to how transportation allowance is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#137 c4a4: Representation allowances

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1672 /-] [Invalid=2889 /-]
Definition	Refers to how representation allowance is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#138 c4a5: Incentive pay

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1574 /-] [Invalid=2987 /-]
Definition	Refers to how incentive pay is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

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#138 c4a5: Incentive pay

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#139 c4a6: Profit sharing bonuses

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=415 /-] [Invalid=4146 /-]
Definition	Refers to how profit sharing bonus is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#140 c4a7: Performance bonus

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1011 /-] [Invalid=3550 /-]
Definition	Refers to how performance bonus is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#141 c4a8: Mid-year bonus

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1010 /-] [Invalid=3551 /-]
Definition	Refers to how mid-year bonus is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

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#141 c4a8: Mid-year bonus

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#142 c4a9: Christmas bonus

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=2171 /-] [Invalid=2390 /-]
Definition	Refers to how christmas bonus is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#143 c4a10: 13th month bonus

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4297 /-] [Invalid=264 /-]
Definition	Refers to how 13th month bonus is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#144 c4a11: 14th, 15th month pay

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=438 /-] [Invalid=4123 /-]
Definition	Refers to how 14th, 15th month pay and the like are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

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#144 c4a11: 14th, 15th month pay

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#145 c4a12s1: Specif. 1 other allowances, bonuses & gratuities

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified allowances, bonuses and gratuities 1 granted to employees.
Literal question	Specify 1

Value	Label	Cases	Percentage
ALL	Other allowances		
AME	Amelioration/financial assistance		
ANG	Allowances and Grants		
ATT	Attendance		
BON	Other bonuses		
CAG	Car Allowance/Gasoline		
CLC	Credit Leave Conversion		
COM	Commission		
HON	Honorarium		
HZP	Hazard Pay		
INC	Incentive Allowance		
LOP	Life Plan		
NOT	Not Stated		
NSD			
OLA	Other Living Allowances		
SER	Service Charges		
SVA	Special Vacation Allowance		
SVC	Service Allowance		
TRA	Traveling Allowance		
TRS	Transportation and Service		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#146 c4a12s1c: Others (how specif. 1 other allowances, bonuses & gratuities are provided)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=226 /-] [Invalid=4335 /-]
Definition	Refers to how "others" allowances, bonuses and gratuities 1 are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		

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#146 c4a12s1c: Others (how specif. 1 other allowances, bonuses & gratuities are provided)

Value	Label	Cases	Percentage
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#147 c4a12s2: Specif. 2 other allowances & gratuities

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified allowances, bonuses and gratuities 2 granted to employees.
Literal question	Specify 2

Value	Label	Cases	Percentage
ALL	Other allowances		
AME	Amelioration/financial assistance		
ANG	Allowances and Grants		
BON	Other bonuses		
CAG	Car Allowance/Gasoline		
COM	Commission		
CPL	Cash Productivity Pay		
HOU	Housing		
LOP	Life Plan		
PRO	Profit		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#148 c4a12s2c: CBA/Employers/Law (how specif. 2 other allowances, bonuses & gratuities are provided)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=20 /-] [Invalid=4541 /-]
Definition	Refers to how "others" specified allowances, bonuses and gratuities 2 are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#149 c4a12s3: Specif. 3 other allowances, bonuses & gratuities are granted)

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified allowances, bonuses and gratuities 3 is granted to employees.
Literal question	Specify 3

Value	Label	Cases	Percentage
ALL	Other allowances		
AME	Amelioration/financial assistance		
BON	Other bonuses		

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#149 c4a12s3: Specif. 3 other allowances, bonuses & gratuities are granted)

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#150 c4a12s3c: CBA/Employers/Law (how specifi. 3 other allowances, bonuses & gratuities are provided)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=2 /-] [Invalid=4559 /-]
Definition	Refers to how "others" specified allowances, bonuses and gratuities 3 are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#151 c4s1: Separation/termination pay

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=2953 /-] [Invalid=1608 /-]
Definition	Refers to how separation/termination pay is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#152 c4s2: Retirement pay

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=2846 /-] [Invalid=1715 /-]
Definition	Refers to how retirement pay benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

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#152 c4s2: Retirement pay

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#153 c4s3: Pension plan

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=480 /-] [Invalid=4081 /-]
Definition	Refers to how pension plan benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#154 c4s4: Life insurance

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1341 /-] [Invalid=3220 /-]
Definition	Refers to how life insurance benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#155 c4s5: Accident & sickness insurance

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1850 /-] [Invalid=2711 /-]
Definition	Refers to how accident and sickness insurance plan benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

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#155 c4s5: Accident & sickness insurance

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#156 c4s6: Medical/dental benefits

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=2737 /-] [Invalid=1824 /-]
Definition	Refers to how medical/dental benefits are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#157 c4s7: Hospitalization plan

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1951 /-] [Invalid=2610 /-]
Definition	Refers to how hospitalization plan benefit is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#158 c4s8: Medicines

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=2334 /-] [Invalid=2227 /-]
Definition	Refers to how medicines are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

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#158 c4s8: Medicines

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#159 c4s9: Bereavement/burial

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=2447 /-] [Invalid=2114 /-]
Definition	Refers to how bereavement/burial aid is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#160 c4s10s1: Specif. 1 other social security schemes

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified social security schemes 1 granted to employees.
Literal question	Specify 1

Value	Label	Cases	Percentage
CAG	Cash gift/gift cheques		
DEA	Death		
HOR	Housing Loan		
LOP	Longevity pay/loyalty awards		
PRF	Provident fund		
SSS	Social Security System		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#161 c4s10s1c: Others (how specif.i other soc.sec.schemes are granted)

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=11 /-] [Invalid=4550 /-]
Definition	Refers to how "others" social security schemes 1 are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

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#162 c4s10s2: Specif. 2 other social security schemes are granted

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified social security schemes 2 granted to employees.
Literal question	Specify 2

Value	Label	Cases	Percentage
CAG	Cash gift/gift cheques		
HOR	Housing Loan		
LOP	Longevity pay/loyalty awards		
PRF	Provident fund		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#163 c4s10s2c: CBA/Employers/Law how specify 2 other social security scheme 2

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4561 /-]
Definition	Refers to how "others" specified social security schemes 2 is granted to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#164 c4s10s3: Specif. 3 other social security schemes granted

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified social security schemes 3 granted to employees.
Literal question	Specify 3

Value	Label	Cases	Percentage
CAG	Cash gift/gift cheques		
HOR	Housing Loan		
LOP	Longevity pay/loyalty awards		
PRF	Provident fund		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#165 c4s10s3c: CBA/Employers/Law how other social security scheme 3

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4561 /-]
Definition	Refers to how "others" specified social security schemes 3 is granted to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

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#165 c4s10s3c: CBA/Employers/Law how other social security scheme 3

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#166 c4o1: Rice allowances

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1071 /-] [Invalid=3490 /-]
Definition	Refers to how rice allowance is provided to employees
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#167 c4o2: Meal subsidies/allowances

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1943 /-] [Invalid=2618 /-]
Definition	Refers to how meal subsidies/allowances are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#168 c4o3: Uniform/clothing allowances

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=2800 /-] [Invalid=1761 /-]
Definition	Refers to how uniform/clothing allowances are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

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#168 c4o3: Uniform/clothing allowances

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#169 c4o4: Free/subsidized housing

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=492 /-] [Invalid=4069 /-]
Definition	Refers to how free subsidized housing is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#170 c4o5: Light & water allowances

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=270 /-] [Invalid=4291 /-]
Definition	Refers to how light and water allowances are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#171 c4o6: Study grants

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=467 /-] [Invalid=4094 /-]
Definition	Refers to how study grants are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

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#171 c4o6: Study grants

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#172 c4o7: Educational plan

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=373 /-] [Invalid=4188 /-]
Definition	Refers to how educational plan is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#173 c4o8: Skills development/training

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1904 /-] [Invalid=2657 /-]
Definition	Refers to how skills development/training is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#174 c4o9: Recreational facilities

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1416 /-] [Invalid=3145 /-]
Definition	Refers to how recreational facilities are provided to employees
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

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#174 c4o9: Recreational facilities

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#175 c4o10: Child care facilities

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=84 /-] [Invalid=4477 /-]
Definition	Refers to how child care facilities are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#176 c4o11: Family planning

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=511 /-] [Invalid=4050 /-]
Definition	Refers to how family planning is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#177 c4o12s1: Credit/loan services 1

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to specified credit/loan services 1 provided to employees.
Literal question	Credit/loan services
Interviewer's instructions	See to it that credit/loan services 1 were specified

Value	Label	Cases	Percentage
ALL	Other allowances		
AME	Amelioration/financial assistance		

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#177 c4o12s1: Credit/loan services 1

Value	Label	Cases	Percentage
ANG	Anniversary/wedding gift		
BEL	Bereavement/funeral leave		
CAA	Cash advance		
CAG	Cash gift/gift cheques		
CBL	Cash Benefits		
CLG	Credit Grants		
COO	Cooperatives		
CPC	Credit Plan		
CPL	Car/motor vehicle loan		
HOR	Housing loan		
INT	Interest on loan subsidize		
LOP	Longevity pay/loyalty awards		
MED	Medical Services		
NST	Not stated		
PEL	Personal/emergency loan		
PER	Personal		
PRC	Privilege card		
PRE	Pre-need		
PRF	Provident fund		
SLA	Salary loan		
SPL	Special/emergency leave		
SSS	Social Security Services		
TAL	Travel assistance plan		
TRS	Shuttle bus/service		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#178 c4o12s1c: Credit/loan services

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=1334 /-] [Invalid=3227 /-]
Definition	Refers to how credit/loan services 1 is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#179 c4o12s2: Credit/loan services 2

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to specified credit/loan services 2 provided to employees.

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#179 c4o12s2: Credit/loan services 2

Literal question	Credit/loan services		
Interviewer's instructions	See to it that credit/loan services 2 were specified		
Value	Label	Cases	Percentage
ALL	Other allowances		
AME	Amelioration/financial assistance		
ANG	Anniversary/wedding gift		
BEL	Bereavement/funeral leave		
CAG	Cash gift/gift cheques		
CLG	Credit and loan grants		
CPL	Car/motor vehicle loan		
DEL	Death Emergency Loan		
HOR	Housing loan		
HOS	Hospitalization		
INT	Interest on laon subsidize		
LOP	Longevity pay/loyalty awards		
NST	Not stated		
PEL	Personal/emergency loan		
PRC	Privilege card		
PRF	Provident fund		
SLA	Salary loan		
SPL	Special/emergency leave		
SVC	Service Charge		
TAL	Travel assistance plan		
TRS	Shuttle bus/service		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#180 c4o12s2c: CBA/Employers/Law specify 2 credit/loan

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=231 /-] [Invalid=4330 /-]
Definition	Refers to how credit/loan services 2 is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#181 c4o12s3: Credit/loan services 3

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to specified credit/loan services 3 provided to employees.

File IRWS1999

#181 c4o12s3: Credit/loan services 3

Literal question	Credit/loan services		
Interviewer's instructions	See to it that credit/loan services 3 were specified		
Value	Label	Cases	Percentage
ALL	Other allowances		
AME	Amelioration/financial assistance		
ANG	Anniversary/wedding gift		
BEL	Bereavement/funeral leave		
CAG	Cash gift/gift cheques		
CPL	Car/motor vehicle loan		
HOR	Housing loan		
INT	Interest on laon subsidize		
LOP	Longevity pay/loyalty awards		
NST	Not stated		
PEL	Personal/emergency loan		
PRC	Privilege card		
PRF	Provident fund		
SLA	Salary loan		
SPL	Special/emergency leave		
TAL	Travel assistance plan		
TRS	Shuttle bus/service		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#182 c4o12s3c: CBA/Employers/Law specify 3 credit/loan

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=73 /-] [Invalid=4488 /-]
Definition	Refers to how credit loan services 3 is provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#183 c4o13s1: Specify 1 other welfare benefits

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified welfare benefits 1 granted to employees.
Literal question	Specify 1
Interviewer's instructions	See to it that other welfare benefit 1 were specified

File IRWS1999

#183 c4o13s1: Specify 1other welfare benefits

Value	Label	Cases	Percentage
ALL	Other allowances		
ANG	Anniversary/wedding gift		
CAG	Cash gift/gift cheques		
CDM	Cash-dental/medical		
CHL	Chapel		
CPL	Car/motor vehicle loan		
ESP	Educational and scholarship plan		
FCI	Free cable installation		
GRO	Groceries		
HOR	House rental		
HZP	Hazard pay		
LOP	Longevity pay/loyalty awards		
OFS	Other financial assistance		
OTH	SSS/HDMF contribution		
PEL	Personal/emergency loan		
PRD	Product discount		
PRF	Provident fund		
PRO	Personal amenities		
PUN	Sports uniform		
RLS	Relocation subsidy		
SER	Servide charge/tip		
SFE	Safety equipment		
SOP	Pension plan		
SPL	Study now pay later		
SVC	Service Vehicle		
TDR	Travel reward		
TRS	Shuttle bus/service		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#184 c4o13s1c: Others how granted 1

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=190 /-] [Invalid=4371 /-]
Definition	Refers to how "others" specified welfare benefit 1 are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File IRWS1999

#185 c4o13s2: Specify 2 other welfare benefit

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified welfare benefits 2 granted to employees.
Literal question	Specify 2
Interviewer's instructions	See to it that other welfare benefit 2 were specified

Value	Label	Cases	Percentage
ALL	Other allowances		
ANG	Anniversary/wedding gift		
BEL	Bereavement/funeral leave		
CAA	Credit assistance		
CAG	Cash gift/gift cheques		
CHL	Chapel		
CPL	Car/motor vehicle loan		
FCI	Free cable installation		
GRO	Groceries		
HZP	Hazard pay		
LOP	Longevity pay/loyalty awards		
OTH	SSS/HDMF Contribution		
PEL	Personal/emergency loan		
PRD	Product discount		
PRF	Provident fund		
RLS	Relocation subsidy		
SAW	Social well-being		
SER	Service charge/tip		
SFE	Safety equipment		
TRS	Shuttle bus/service		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#186 c4o13s2c: CBA/Employers/Law how granted 2

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=21 /-] [Invalid=4540 /-]
Definition	Refers to how "others" specified welfare benefit 2 are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#187 c4o13s3: Specif. 3 other welfare benefit

Information	[Type= discrete] [Format=character] [Missing=*]
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File IRWS1999

#187 c4o13s3: Specif. 3 other welfare benefit

Definition	"Others" specified welfare benefits 3 granted to employees.
Literal question	Specify 3
Interviewer's instructions	See to it that other welfare benefit 3 were specified

Value	Label	Cases	Percentage
1	None		
ALL	Other allowances		
ANG	Anniversary/wedding gift		
AU	Allownce for uniform		
CAG	Cash gift/gift cheques		
CHL	Chapel		
COU	Cash Allowance		
CPL	Car/motor vehicle loan		
FCI	Free cable installation		
GRO	Groceries		
HZP	Hazard pay		
LOP	Longevity pay/loyalty awards		
OTH	SSS/HDMF contribution		
PEL	Personal/emergency loan		
PRD	Product discount		
PRF	Provident fund		
RLS	Relocation subsidy		
SER	Service charge/tip		
SFE	Safety equipment		
TRS	Shuttle bus/service		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#188 c4o13s3c: CBA/Employers/Law how granted 3

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4 /-] [Invalid=4557 /-]
Definition	Refers to how "others" specified welfare benefit 3 are provided to employees.
Literal question	Does this establishment grant its employees any of the following? (check as many as applicable and the appropriate column how each benefit/grant is provided)
Interviewer's instructions	Item C.4 may have more than one check mark. See to it that opposite each leave benefit, allowance/bonus, gratuity and social security scheme welfare benefit granted by the establishment, a check mark is provided either under column "Under CBA" or "Employers Decision" whichever is applicable.

Value	Label	Cases	Percentage
1	Under CBA		
2	Employer's Decision		
3	Under the law		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#189 c5: Basis of granting allowances, bonuses & gratuities

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]

File IRWS1999

#189 c5: Basis of granting allowances, bonuses & gratuities

Definition	Refers to the basis of granting allowances, bonuses and gratuities to employees which can be on the basis of salary of employees, percent of net profit, others or not stated
Literal question	What is the basis of granting allowances, bonuses and gratuities in this establishment?
Interviewer's instructions	Check only one

Value	Label	Cases	Percentage
1	Salary of employees		
2	Percent of net profit		
3	Others		
4	Not stated		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#190 c5s1: Specify 1 other basis

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified basis of granting allowances, bonuses and gratuities 1 to employees.
Literal question	Specify 1
Interviewer's instructions	If "Others" is checked. see to it that it is specified

Value	Label	Cases	Percentage
ATT	Attendance		
BIP	Based on industry/comp. practice/guidelines		
CBA	Collective Bargaining Agreements		
CCP	Company profit		
CFP	Company financial performance		
CFR	Cash financial receivables		
EXE	Presidential proclamations/exe. issuances		
GOV	Management prerogative		
JOB	Job level		
LSE	Length of service		
MGT	Management/BOD's/employer decision		
NON	None		
NST	Number of trainings		
PER	Performance		
PRF	Performance factor		
SEC	Service charge/tip		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#191 c5s2: Specify 2 other basis

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified basis of granting allowances, bonuses and gratuities 2 to employees.
Literal question	Specify 2
Interviewer's instructions	If "Others" is checked, see to it that it is specified

Value	Label	Cases	Percentage
ATT	Attendance		

File IRWS1999

#191 c5s2: Specify 2 other basis

Value	Label	Cases	Percentage
BIP	Based on industry/comp. practice/guidelines		
CBA	Collective Bargaining Agreements		
CFP	Company financial performance		
EXE	Presidential proclamations/exe. issuances		
JOB	Job level		
LSE	Length of service		
MGT	Management/BOD's/employer decision		
NON	None		
PER	Performance		
SEC	Service charge/tip		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#192 c5s3: Specify 3 other basis

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	"Others" specified basis of granting allowances, bonuses and gratuities 3 to employees.
Literal question	Specify 3
Interviewer's instructions	If "Others" is checked. see to it that it is specified

Value	Label	Cases	Percentage
ATT	Attendance		
BIP	Based on industry/comp. practice/guidelines		
CBA	Collective Bargaining Agreements		
CFP	Company financial performance		
EXE	Presidential proclamations/exe. issuances		
JOB	Job level		
LSE	Length of service		
MGT	Management/BOD's/employer decision		
NON	None		
PER	Performance		
SEC	Service charge/tip		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#193 c61s: Sick leave benefits

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4221 /-] [Invalid=340 /-]
Definition	Refers to the policy being adopted in determining the days entitlement for sick leave benefits
Literal question	If sick and vacation leave benefits are provided to employees, what is the policy being adopted in determining the days entitlement.
Interviewer's instructions	Check as applicable for each type of leave benefit

Value	Label	Cases	Percentage
1	Fixed number of days		
2	Graduated		
3	Both		

File IRWS1999

#193 c61s: Sick leave benefits

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#194 c61v: Vacation leave benefits

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4146 /-] [Invalid=415 /-]
Definition	Refers to the policy being adopted in determining the days entitlement for vacation leave benefits
Literal question	If sick and vacation leave benefits are provided to employees, what is the policy being adopted in determining the days entitlement.
Interviewer's instructions	Check as applicable for each type of leave benefit

Value	Label	Cases	Percentage
1	Fixed number of days		
2	Graduated		
3	Both		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#195 d11: Rel. Bet. Mngt. & emp.

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Refers to the rate of relationship between employees and management
Literal question	How would you rate the relationship between employees and management in this establishment?
Interviewer's instructions	Check only one

Value	Label	Cases	Percentage
1	Excellent/Outstanding		
2	Very Satisfactory		
3	Satisfactory		
4	Unsatisfactory		
5	Not stated		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#196 d121: Number of grievances

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=982 /-] [Invalid=3579 /-]
Definition	First factor that contributed to the rate given to relationship between employees and managemnet
Literal question	What factors were taken into account in making the above rating?
Interviewer's instructions	Check as many as applicable

#197 d122: Labor turnover

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=852 /-] [Invalid=3709 /-]
Definition	Second factor that contributed to the rate given to relationship between employees and managemnet
Literal question	What factors were taken into account in making the above rating?

File IRWS1999

#197 d122: Labor turnover

Interviewer's instructions	Check as many as applicable
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#198 d123: No. Of indus. Dispute/strikes

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=350 /-] [Invalid=4211 /-]
Definition	Third factor that contributed to the rate given to relationship between employees and managemnet
Literal question	What factors were taken into account in making the above rating?
Interviewer's instructions	Check as many as applicable

#199 d124: Open comm. Bet. Wrks. & mngt.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=3859 /-] [Invalid=702 /-]
Definition	Fourth factor that contributed to the rate given to relationship between employees and managemnet
Literal question	What factors were taken into account in making the above rating?
Interviewer's instructions	Check as many as applicable

#200 d125: Employees morale

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2213 /-] [Invalid=2348 /-]
Definition	Fifth factor that contributed to the rate given to relationship between employees and managemnet
Literal question	What factors were taken into account in making the above rating?
Interviewer's instructions	Check as many as applicable

#201 d126: Transparency of mngt.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2238 /-] [Invalid=2323 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	Sixth factor that contributed to the rate given to relationship between employees and managemnet
Literal question	What factors were taken into account in making the above rating?
Interviewer's instructions	Check as many as applicable

#202 d127: Others factors

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=52 /-] [Invalid=4509 /-]
Definition	Refers to "others" considered as factor that contributed to the rate given to relationship between employees and managemnet
Literal question	Others
Interviewer's instructions	There should be a corresponding specified factor in making the rating

#203 d128: Not stated/identified

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=66 /-] [Invalid=4495 /-]

File IRWS1999

#203 d128: Not stated/identified

Definition	Refers to factor that was not given or identified
Literal question	Not stated

#204 d127s1: Specif. 1 other factors

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to "others" specified 1 considered as factor that contributed to the rate given to relationship between employees and managemnet
Literal question	Specify 1

Value	Label	Cases	Percentage
ATT	Attitude of officers towards employees		
COM	Comparison with other industries		
COO	Spirit of cooperation		
DIS	Disagreement over some issues		
EOS	Employee opinion survey		
ESI	Employee satisfaction index		
FAL	Fair attitude		
FTR	Fair treatment to all employees		
INS	Insubordination		
LMC	Active LMC programs/team approach		
MON	Monetary benefits provided		
NOC	No communication at all		
NST	Not stated		
ORG	Organization restructuring work culture change		
PRE	Productivity and efficiency		
PRM	Weekly prayer meeting		
SEN	Sentiments of workers		
SIN	Sincerity of mgt. to employees needs		
SOC	Regular social function		
SOS	Simplicity of organization structure		
SPA	Improved spiritual awareness in the org.		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#205 d127s2: Specif. 2 other factors

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to "others" specified 2 considered as factor that contributed to the rate given to relationship between employees and managemnet
Literal question	Specify 2

Value	Label	Cases	Percentage
ATT	Attitude of officers towards employees		
COM	Comparison with other industries		
COO	Spirit of cooperation		
DIS	Disagreement over some issues		
EOS	Employee opinion survey		
ESI	Employee satisfaction index		
FTR	Fair treatment to all employees		

File IRWS1999

#205 d127s2: Specif. 2 other factors

Value	Label	Cases	Percentage
INS	Insubordination		
LMC	Active LMC programs/team approach		
MON	Monetary benefits provided		
NOC	No communication at all		
NST	Not stated		
ORG	Organization restructuring work culture change		
PRE	Productivity and efficiency		
PRM	Weekly prayer meeting		
SIN	Sincerity of mgt. to employees needs		
SOC	Regular social function		
SOS	Simplicity of organization structure		
SPA	Improved spiritual awareness in the org.		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#206 d127s3: Specif. 3 other factors

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to "others" specified 3 considered as factor that contributed to the rate given to relationship between employees and managemnet
Literal question	Specify 3

Value	Label	Cases	Percentage
ATT	Attitude of officers towards employees		
COM	Comparison with other industries		
COO	Spirit of cooperation		
DIS	Disagreement over some issues		
EOS	Employee opinion survey		
ESI	Employee satisfaction index		
FTR	Fair treatment to all employees		
INS	Insubordination		
LMC	Active LMC programs/team approach		
MON	Monetary benefits provided		
NOC	No communication at all		
NST	Not stated		
ORG	Organization restructuring work culture change		
PRE	Productivity and efficiency		
PRM	Weekly prayer meeting		
SIN	Sincerity of mgt. to employees needs		
SOC	Regular social function		
SOS	Simplicity of organization structure		
SPA	Improved spiritual awareness in the org.		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#207 d131: Workplace newsletter

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2184 /-] [Invalid=2377 /-]

File IRWS1999

#207 d131: Workplace newsletter

Definition	Refers to method 1 that management regularly do to communicate to its employees
Literal question	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
Interviewer's instructions	Check as many as applicable

#208 d132: Meetings bet sr. Mngr & emp.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2972 /-] [Invalid=1589 /-]
Definition	Refers to method 2 that management regularly do to communicate to its employees
Literal question	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
Interviewer's instructions	Check as many as applicable

#209 d133: Task forces, ad hoc

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=657 /-] [Invalid=3904 /-]
Definition	Refers to method 3 that management regularly do to communicate to its employees
Literal question	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
Interviewer's instructions	Check as many as applicable

#210 d134: Meetings bet emp & sup/line mngr

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=3277 /-] [Invalid=1284 /-]
Definition	Refers to method 4 that management regularly do to communicate to its employees
Literal question	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
Interviewer's instructions	Check as many as applicable

#211 d135: Daily "walk around" the workplace

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2783 /-] [Invalid=1778 /-]
Definition	Refers to method 5 that management regularly do to communicate to its employees
Literal question	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
Interviewer's instructions	Check as many as applicable

#212 d136: Joint consultative committee meetings

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=830 /-] [Invalid=3731 /-]
Definition	Refers to method 6 that management regularly do to communicate to its employees
Literal question	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)

File IRWS1999	
#212 d136: Joint consultative committee meetings	
Interviewer's instructions	Check as many as applicable
#213 d137: Quality circles	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=718 /-] [Invalid=3843 /-]
Definition	Refers to method 7 that management regularly do to communicate to its employees
Literal question	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
Interviewer's instructions	Check as many as applicable
#214 d138: Suggestions schemes	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1398 /-] [Invalid=3163 /-]
Definition	Refers to method 8 that management regularly do to communicate to its employees
Literal question	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
Interviewer's instructions	Check as many as applicable
#215 d139: Employee reps sitting on board	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=349 /-] [Invalid=4212 /-]
Definition	Refers to method 9 that management regularly do to communicate to its employees
Literal question	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
#216 d1310: Regular social function	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1295 /-] [Invalid=3266 /-]
Definition	Refers to method 10 that management regularly do to communicate to its employees
Literal question	Which, if any, of the following methods does management regularly do to communicate to its employees? (check as many as applicable)
Interviewer's instructions	Check as many as applicable
#217 d1311: Others, management methods	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=31 /-] [Invalid=4530 /-]
Definition	Refers to other methods that management regularly do to communicate to its employees.
Literal question	Others
Interviewer's instructions	There should be a corresponding specified method that management do to communicate to its employees
#218 d1311s1: Specif. 1management method	
Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified method 3 that management regularly do to communicate to its employees.

File IRWS1999

#218 d1311s1: Specif. 1management method

Literal question		Specify 1	
Value	Label	Cases	Percentage
CIR	Circular		
DAI	Daily Attendance Information		
EOS	Employees Organization		
ERT	Employee retreat every semester		
HVP	Home visitation program		
IRR	Implementing Rules and Regulations		
LMC	Labor Management Committee		
MOM	Memorandum		
ODP	Open door policy		
RET	Retreat		
SDT	Staff developing training		
SPO	Spokeperson bet. mgt. and employees		
TRN	Training program,team building,spiritual act.		
TRW	Terms of Work		
WMP	Work Measurement Programs		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#219 d1311s2: Specif. 2 management method

Information		[Type= discrete] [Format=character] [Missing=*]	
Definition		Refers to other specified method 2 that management regularly do to communicate to its employees.	
Literal question		Specify 2	
Value	Label	Cases	Percentage
ASS	Associations		
ERT	Employee retreat every semester		
HVP	Home visitation program		
MEC	Management employee cooperative		
ODP	Open door policy		
SDT	Staff developing training		
SPO	Spokeperson bet. mgt. and employees		
TRN	Training program,team building, spiritual act.		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#220 d1311s3: Specif. 3 management method

Information		[Type= discrete] [Format=character] [Missing=*]	
Definition		Refers to other specified method 3 that management regularly do to communicate to its employees.	
Literal question		Specify 3	
Value	Label	Cases	Percentage
ERT	Employee retreat every semester		
HVP	Home visitation program		
ODP	Open door policy		
SDT	Staff developing training		
SPO	Spokeperson bet. mgt. and employees		

File IRWS1999

#220 d1311s3: Specif. 3 management method

Value	Label	Cases	Percentage
TRN	Training program,team building,spiritual act.		
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			

#221 d141: Staffing levels

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Refers to how often does management consult with employee representatives or union officers regarding staffing levels
Literal question	Does management consult with employee representatives or union officers on the following:
Interviewer's instructions	Encircle appropriate code (1-3) for each area of concern

Value	Label	Cases	Percentage
1	Always		
2	Sometimes		
3	Never		
4	Not stated		
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			

#222 d142: Wage increases, how often

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Refers to how often does management consult with employee representatives or union officers regarding wage increases
Literal question	Does management consult with employee representatives or union officers on the following:
Interviewer's instructions	Encircle appropriate code (1-3) for each area of concern

Value	Label	Cases	Percentage
1	Always		
2	Sometimes		
3	Never		
4	Not stated		
<i>Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.</i>			

#223 d143: Occupational health

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Refers to how often does management consult with employee representatives or union officers regarding occupational health and safety
Literal question	Does management consult with employee representatives or union officers on the following:
Interviewer's instructions	Encircle appropriate code (1-3) for each area of concern

Value	Label	Cases	Percentage
1	Always		

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#223 d143: Occupational health

Value	Label	Cases	Percentage
2	Sometimes		
3	Never		
4	Not stated		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#224 d144: Intro to new tech

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Refers to how often does management consult with employee representatives or union officers regarding introduction of new technology
Literal question	Does management consult with employee representatives or union officers on the following:
Interviewer's instructions	Encircle appropriate code (1-3) for each area of concern

Value	Label	Cases	Percentage
1	Always		
2	Sometimes		
3	Never		
4	Not stated		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#225 d145: Dismissals

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Refers to how often does management consult with employee representatives or union officers regarding dismissals and disciplinary action
Literal question	Does management consult with employee representatives or union officers on the following:
Interviewer's instructions	Encircle appropriate code (1-3) for each area of concern

Value	Label	Cases	Percentage
1	Always		
2	Sometimes		
3	Never		
4	Not stated		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#226 d146: Changes in work practices

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Refers to how often does management consult with employee representatives or union officers regarding changes in work practices
Literal question	Does management consult with employee representatives or union officers on the following:
Interviewer's instructions	Encircle appropriate code (1-3) for each area of concern

File IRWS1999

#226 d146: Changes in work practices

Value	Label	Cases	Percentage
1	Always		
2	Sometimes		
3	Never		
4	Not stated		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#227 d147: Change in product/services

Information	[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Refers to how often does management consult with employee representatives or union officers regarding major changes in product/services
Literal question	Does management consult with employee representatives or union officers on the following:
Interviewer's instructions	Encircle appropriate code (1-3) for each area of concern

Value	Label	Cases	Percentage
1	Always		
2	Sometimes		
3	Never		
4	Not stated		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#228 d21t: Total union members

Information	[Type= continuous] [Format=numeric] [Range= 1-6424] [Missing=*]
Statistics [NW/ W]	[Valid=1315 /-] [Invalid=3246 /-] [Mean=199.468 /-] [StdDev=357.774 /-]
Definition	Refers to the total number of union members
Literal question	How many union members are there in this establishment? Total _____ Female _____
Interviewer's instructions	Check accuracy of entry

#229 d21m: Male union members

Information	[Type= continuous] [Format=numeric] [Range= 0-4744] [Missing=*]
Statistics [NW/ W]	[Valid=1312 /-] [Invalid=3249 /-]
Definition	Refers to the total number of male union members
Literal question	Male

#230 d21f: Female union members

Information	[Type= continuous] [Format=numeric] [Range= 0-3415] [Missing=*]
Statistics [NW/ W]	[Valid=1315 / 4238.44] [Invalid=3246 / 17288.561] [Mean=65.997 /-] [StdDev=177.435 /-]
Definition	Refers to the total number of female union members
Literal question	How many union members are there in this establishment? Total _____ Female _____

File IRWS1999

#230 d21f: Female union members

Interviewer's instructions	Check accuracy of entry. It should not be more than the total
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#231 d22: Union president male of female

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1315 / 4238.44] [Invalid=3246 / 17288.561]
Definition	Refers to whether the union president is a male or female
Literal question	Is the union president Male? Female?
Interviewer's instructions	Check accuracy of entry

Value	Label	Cases	Weighted	Percentage (Weighted)
1	Male	1148	3542.3	83.6%
2	Female	167	696.2	16.4%
Sysmiss		3246	17288.6	

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#232 d23t: Total CBA coverage

Information	[Type= continuous] [Format=numeric] [Range= 0-6424] [Missing=*]
Statistics [NW/ W]	[Valid=1315 /-] [Invalid=3246 /-] [Mean=204.065 /-] [StdDev=365.245 /-]
Definition	Refers to the total number of CBA coverage
Literal question	How many are covered by CBA in this establishment? Total _____ Female _____
Interviewer's instructions	Check accuracy of entry

#233 d23m: Male CBA coverage

Information	[Type= continuous] [Format=numeric] [Range= -51-4744] [Missing=*]
Statistics [NW/ W]	[Valid=1312 /-] [Invalid=3249 /-] [Mean=136.137 /-] [StdDev=262.118 /-]
Definition	Refers to the total number of male CBA coverage
Literal question	Male

#234 d23f: Female CBA coverage

Information	[Type= continuous] [Format=numeric] [Range= 0-3415] [Missing=*]
Statistics [NW/ W]	[Valid=1315 /-] [Invalid=3246 /-] [Mean=68.11 /-] [StdDev=180.508 /-]
Definition	Refers to the total number of female CBA coverage
Literal question	How many union members are there in this establishment? Total _____ Female _____
Interviewer's instructions	Check accuracy of entry. It should not be more than the total

#235 d241: Access to an off./meeting rm.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1026 /-] [Invalid=3535 /-]
Definition	Refers to privilege 1 provided by management to union officers/members

File IRWS1999

#235 d241: Access to an off./meeting rm.

Literal question	Which of the following privileges are provided by management to union officers/members?
Interviewer's instructions	Check as many as applicable

#236 d242: Access to sec. Asstance

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=451 /-] [Invalid=4110 /-]
Definition	Refers to privelege 2 provided by management to union officers/members
Literal question	Which of the following privileges are provided by management to union officers/members?
Interviewer's instructions	Check as many as applicable

#237 d243: Access to printing/photo. Fac.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=746 /-] [Invalid=3815 /-]
Definition	Refers to privelege 3 provided by management to union officers/members
Literal question	Which of the following privileges are provided by management to union officers/members?
Interviewer's instructions	Check as many as applicable

#238 d244: Access to phone, similar fac.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=946 /-] [Invalid=3615 /-]
Definition	Refers to privelege 4 provided by management to union officers/members
Literal question	Which of the following privileges are provided by management to union officers/members?
Interviewer's instructions	Check as many as applicable

#239 d245: Use of bul. Boads

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1117 /-] [Invalid=3444 /-]
Definition	Refers to privelege 5 provided by management to union officers/members
Literal question	Which of the following privileges are provided by management to union officers/members?
Interviewer's instructions	Check as many as applicable

#240 d246: Time off from work

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1061 /-] [Invalid=3500 /-]
Definition	Refers to privelege 6 provided by management to union officers/members
Literal question	Which of the following privileges are provided by management to union officers/members?
Interviewer's instructions	Check as many as applicable

#241 d247: None of the above privileges

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
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File IRWS1999

#241 d247: None of the above privileges

Statistics [NW/ W]	[Valid=32 /-] [Invalid=4529 /-]
Definition	Refers to no privilege at all is provided by management to union officers/members
Literal question	Which of the following privileges are provided by management to union officers/members?
Interviewer's instructions	Check as many as applicable

#242 d25: Discuss employee rel. matters

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=1322 /-] [Invalid=3239 /-]
Definition	Refers to how often does the union discuss employee relation matters with management
Literal question	How often does the union discuss employee relation matters with management?
Interviewer's instructions	Check only one

Value	Label	Cases	Percentage
1	Once a week		
2	Once a month		
3	Once in 3 months		
4	Only when an issue arises		
5	Never		
6	Twice a month		
7	Not stated		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#243 d261: Wage increase issue raised 1

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=775 /-] [Invalid=3786 /-]
Definition	Refers to issue 1 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#244 d262: Payment of allowances issue raised 2

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=240 /-] [Invalid=4321 /-]
Definition	Refers to issue 2 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#245 d263: Overtime (hours/pay) issue raised 3

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=257 /-] [Invalid=4304 /-]
Definition	Refers to issue 3 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?

File IRWS1999

#245 d263: Overtime (hours/pay) issue raised 3

Interviewer's instructions	Check as many as applicable
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#246 d264: Leave benefits issue raised 4

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=362 /-] [Invalid=4199 /-]
Definition	Refers to issue 4 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#247 d265: Working condition/evrnt

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=530 /-] [Invalid=4031 /-]
Definition	Refers to issue 5 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#248 d266: Hours of work issue raised 6

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=217 /-] [Invalid=4344 /-]
Definition	Refers to issue 6 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#249 d267: Occu. Safety & health measures issue raised 7

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=432 /-] [Invalid=4129 /-]
Definition	Refers to issue 7 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#250 d268: Change in wrkng time arrange.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=348 /-] [Invalid=4213 /-]
Definition	Refers to issue 8 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#251 d269: Change in work practice

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=282 /-] [Invalid=4279 /-]

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#251 d269: Change in work practice

Definition	Refers to issue 9 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#252 d2610: Management practice

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=291 /-] [Invalid=4270 /-]
Definition	Refers to issue 10 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#253 d2611: Intro. Of new tech.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=146 /-] [Invalid=4415 /-]
Definition	Refers to issue 11 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#254 d2612: Participation in training prog.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=217 /-] [Invalid=4344 /-]
Definition	Refers to issue 12 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#255 d2613: Intro. Of career paths of emp.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=79 /-] [Invalid=4482 /-]
Definition	Refers to issue 13 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#256 d2614: Change in dis. Stling. Proced.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=144 /-] [Invalid=4417 /-]
Definition	Refers to issue 14 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

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#257 d2615: Dis. Clauses in awards/cbas

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=125 /-] [Invalid=4436 /-]
Definition	Refers to issue 15 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#258 d2616: Staff. Levels (hiring/promotion)

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=267 /-] [Invalid=4294 /-]
Definition	Refers to issue 16 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#259 d2617: Dismissal/discip. Measures

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=720 /-] [Invalid=3841 /-]
Definition	Refers to issue 17 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#260 d2618: Regular. Of casual/contract. Emp.issue raised 18

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=329 /-] [Invalid=4232 /-]
Definition	Refers to issue 18 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#261 d2619: Individual grievances

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=646 /-] [Invalid=3915 /-]
Definition	Refers to issue 19 frequently raised by the union with management
Literal question	What issues were frequently raised by the union with management?
Interviewer's instructions	Check as many as applicable

#262 d2620: Others, issues raised

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=23 /-] [Invalid=4538 /-]
Definition	Refers to other issues frequently raised by the union with management
Literal question	Others
Interviewer's instructions	If others is checked, see to it that there is specified issue raised by the union with management

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#263 d2620s1: Specif. 1 issue raised

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified issue 1 frequently raised by the union with management
Literal question	Specify 1

Value	Label	Cases	Percentage
CAN	Canteen service		
COO	Employees Cooperative		
ERB	Early release of benefits/salary		
IDM	Inclusion of dependents in med. benefits		
NST	Not stated		
OTH	Non-implementation/interpretation of CBAs		
POL	Policy matters		
PPM	Participation in policy making		
RBA	Relaxation of benefit by administration		
SPO	Sports activities		
TRS	Shuttle service		
UNI	Uniform		
UNL	Union leave		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#264 d2620s2: Specif. 2 issue raised

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified issue 2 frequently raised by the union with management
Literal question	Specify 2

Value	Label	Cases	Percentage
CAN	Canteen service		
ERB	Early release of benefits/salary		
IDM	Inclusion of dependents in med. benefits		
NST	Not stated		
OTH	Non-implementation/interpretation of CBAs		
POL	Policy matters		
PPM	Participation in policy making		
RBA	Relaxation of benefit by administration		
SPO	Sports activities		
TRS	Shuttle service		
UNI	Uniform		
UNL	Union leave		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#265 d2620s3: Specif. 3 issue raised

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified issue 3 frequently raised by the union with management
Literal question	Specify 3

Value	Label	Cases	Percentage
CAN	Canteen service		

File IRWS1999

#265 d2620s3: Specif. 3 issue raised

Value	Label	Cases	Percentage
ERB	Early release of benefits/salary		
IDM	Inclusion of dependents in med. benefits		
NST	Not stated		
OTH	Non-implementation/interpretation of CBAs		
POL	Policy matters		
PPM	Participation in policy making		
RBA	Relaxation of benefit by administration		
SPO	Sports activities		
TRS	Shuttle service		
UNI	Uniform		
UNL	Union leave		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#266 d2621: Not stated other issue raised

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=26 /-] [Invalid=4535 /-]
Definition	Refers to not identified other issue frequently raised by the union with management
Literal question	Not stated

#267 d271: Individual union member

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=167 /-] [Invalid=4394 /-]
Definition	Refers to person 1 from the labor union who is directly involved in the bargaining negotiations
Literal question	Who from the labor union were directly involved in bargaining negotiations?
Interviewer's instructions	Check as many as applicable

#268 d272: Union president involved in negotiation

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1026 /-] [Invalid=3535 /-]
Definition	Refers to person 2 from the labor union who is directly involved in the bargaining negotiations
Literal question	Who from the labor union were directly involved in bargaining negotiations?
Interviewer's instructions	Check as many as applicable

#269 d273: Comm. Of union delegates

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=357 /-] [Invalid=4204 /-]
Definition	Refers to committee of union delegates who is directly involved in the bargaining negotiations
Literal question	Who from the labor union were directly involved in bargaining negotiations?
Interviewer's instructions	Check as many as applicable

#270 d274: Union officers

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
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File IRWS1999

#270 d274: Union officers

Statistics [NW/ W]	[Valid=1144 /-] [Invalid=3417 /-]
Definition	Refers to union officers who are directly involved in the bargaining negotiations
Literal question	Who from the labor union were directly involved in bargaining negotiations?
Interviewer's instructions	Check as many as applicable

#271 d275: Federation/labor center

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=437 /-] [Invalid=4124 /-]
Definition	Federation: Any labor organization with at least 10 local chapters or affiliates each of which must be a duly recognized collective bargaining agent. It is organized either on the national or regional basis and may engage in any organizational activity, in more than one industry in any area and region or may cut across industries or regions.
Literal question	Who from the labor union were directly involved in bargaining negotiations?
Interviewer's instructions	Check as many as applicable

#272 d276: All of the above

Information	[Type= discrete] [Format=numeric] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4561 /-]
Definition	Refers to the person/s from the labor union who is/are directly involved in the bargaining negotiations
Literal question	Who from the labor union were directly involved in bargaining negotiations?
Interviewer's instructions	Check as many as applicable

#273 d277: Others, person involved

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=17 /-] [Invalid=4544 /-]
Definition	Refers to other person/s from the labor union who is/are directly involved in the bargaining negotiations
Literal question	Others
Interviewer's instructions	If others is checked, see to it that there is specified person/s from the labor union who was/were directly involved in bargaining negotiations

#274 d277s1: Specif. 1 labor union involved

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified person 1 from the labor union who is directly involved in the bargaining negotiations
Literal question	Specify 1

Value	Label	Cases	Percentage
LAW	Union lawyer		
STW	Union stewards		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#275 d277s2: Specif. 2 labor union involved

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified person 2 from the labor union who is directly involved in the bargaining negotiations
Literal question	Specify 2

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#275 d277s2: Specif. 2 labor union involved

Value	Label	Cases	Percentage
LAW	Union lawyers		
STW	Union stewards		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#276 d277s3: Specif. 3 labor union involved

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified person 3 from the labor union who is directly involved in the bargaining negotiations
Literal question	Specify 3

Value	Label	Cases	Percentage
LAW	Union lawyer		
STW	Union stewards		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#277 d27comb: Combination

Information	[Type= discrete] [Format=numeric] [Range= 1-5] [Missing=*]
Statistics [NW/ W]	[Valid=1296 /-] [Invalid=3265 /-]
Definition	Refers to the combination of perso/s from the labor union who is/are directly involved in bargaining negotiations
Literal question	Combination

Value	Label	Cases	Percentage
1	Individual union member & Union president		
2	Union president & Committee of union delegates		
3	Union officers & Individual union member		
4	Union officers & Federation/Labor Center		
5	Union president & Federation/Labor Center		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#278 d278: Not stated labor union

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=26 /-] [Invalid=4535 /-]
Definition	Refers to not identified other person/s from the labor union who is/are directly involved in bargaining negotiations
Literal question	Not stated

#279 d281: Wage increases

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1199 /-] [Invalid=3362 /-]
Definition	Refers to subject 1 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable

#280 d282: Payment of allowances subject 2

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=509 /-] [Invalid=4052 /-]
Definition	Refers to subject 2 of bargaining negotiations

File IRWS1999

#280 d282: Payment of allowances subject 2

Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable

#281 d283: Overtime (hours/pay) subject 3

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=544 /-] [Invalid=4017 /-]
Definition	Refers to subject 3 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable

#282 d284: Leave benefits subject 3

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=926 /-] [Invalid=3635 /-]
Definition	Refers to subject 4 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable

#283 d285: Wrking condition/envrt.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=550 /-] [Invalid=4011 /-]
Definition	Refers to subject 5 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable

#284 d286: Hours of worksubject 6

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=444 /-] [Invalid=4117 /-]
Definition	Refers to subject 6 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable

#285 d287: Occu. Health & safety measures

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=556 /-] [Invalid=4005 /-]
Definition	Refers to subject 7 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?

File IRWS1999	
#285 d287: Occu. Health & safety measures	
Interviewer's instructions	Check as many as applicable
#286 d288: Change in wrking time arrange.subject 8	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=270 /-] [Invalid=4291 /-]
Definition	Refers to subject 8 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable
#287 d289: Change in work practices subject 9	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=227 /-] [Invalid=4334 /-]
Definition	Refers to subject 9 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable
#288 d2810: Intro. Of consul. Emp. Particip.	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=177 /-] [Invalid=4384 /-]
Definition	Refers to subject 10 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable
#289 d2811: Management practices subject 11	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=302 /-] [Invalid=4259 /-]
Definition	Refers to subject 11 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable
#290 d2812: Intro. Of new technology subject 12	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=155 /-] [Invalid=4406 /-]
Definition	Refers to subject 12 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable

File IRWS1999

#291 d2813: Wrkers edu. Prog. & devt.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=307 /-] [Invalid=4254 /-]
Definition	Refers to subject 13 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable

#292 d2814: Dispute settle. Procedures

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=486 /-] [Invalid=4075 /-]
Definition	Refers to subject 14 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable

#293 d2815: Removal of discri. Clauses

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=164 /-] [Invalid=4397 /-]
Definition	Refers to subject 15 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable

#294 d2816: Staffing levels (hiring/promotion)subject 16

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=315 /-] [Invalid=4246 /-]
Definition	Refers to subject 16 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable

#295 d2817: Intro. Of new career paths

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=88 /-] [Invalid=4473 /-]
Definition	Refers to subject 17 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable

#296 d2818: Regular. Of casual/contrac. Emp.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=355 /-] [Invalid=4206 /-]

File IRWS1999	
#296 d2818: Regular. Of casual/contrac. Emp.	
Definition	Refers to subject 18 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable
#297 d2819: Dismissal/dicip. Measures	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=591 /-] [Invalid=3970 /-]
Definition	Refers to subject 19 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable
#298 d2820: Organizational structuring subject 20	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=161 /-] [Invalid=4400 /-]
Definition	Refers to subject 20 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable
#299 d2821: Company merger subject 21	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=68 /-] [Invalid=4493 /-]
Definition	Refers to subject 21 of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable
#300 d2822: None of the above	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=9 /-] [Invalid=4552 /-]
Definition	Refers to not identified subject of bargaining negotiations
Literal question	Which of the following were the subjects of negotiations?
Interviewer's instructions	Check as many as applicable
#301 d2823: Others, subject of negotiations	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=24 /-] [Invalid=4537 /-]
Definition	Refers to other subject of bargaining negotiations
Literal question	Others

File IRWS1999

#302 d2823s1: Specif. 1 subject of negotiation

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified subject 1 of bargaining negotiations
Literal question	Specify 1

Value	Label	Cases	Percentage
BEN	Other benefits		
BON	Bonuses		
FUN	Funeral/death aid		
HAZ	Hazard pay		
HSP	Hospitalization plan		
IDM	Inclusion of dependents in med. benefits		
INS	Insurance		
LOP	Loyalty pay		
MDB	Medical/dental benefits		
NEB	Non-economic benefits		
OTH	Improvement of employees benefits		
RET	Retirement benefits		
RSD	Rice subsidy		
SEC	Securty of tenure		
SEN	Seniority		
SEP	Resignation with separation pay		
SPL	Loans		
UMC	Union membership/coverage		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#303 d2823s2: Specif. 2 subject of negotiation

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified subject 2 of bargaining negotiations
Literal question	Specify 2

Value	Label	Cases	Percentage
BEN	Other benefits		
BON	Bonuses		
FUN	Funeral/death aid		
HAZ	Hazard pay		
HSP	Hospitalization plan		
IDM	Inclusion of dependents in med. benefits		
INS	Insurance		
LOP	Loyalty pay		
MDB	Medical/dental benefits		
NEB	Non-economic benefits		
OTH	Improvement of employees benefits		
RET	Retirement benefits		
RSD	Rice subsidy		
SEC	Securty of tenure		
SEN	Seniority		

File IRWS1999

#303 d2823s2: Specif. 2 subject of negotiation

Value	Label	Cases	Percentage
SEP	Resignation with separation pay		
SPL	Loans		
UMC	Union membership/coverage		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#304 d2823s3: Specif. 3 subject of negotiation

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified subject 3 of bargaining negotiations
Literal question	Specify 3

Value	Label	Cases	Percentage
BEN	Other benefits		
BON	Bonuses		
FUN	Funeral/death aid		
HAZ	Hazard pay		
HSP	Hospitalization plan		
IDM	Inclusion of dependents in med. benefits		
INS	Insurance		
LOP	Loyalty pay		
MDB	Medical/dental benefits		
NEB	Non-economic benefits		
OTH	Improvement of employees benefits		
RET	Retirement benefits		
RSD	Rice subsidy		
SEC	Security of tenure		
SEN	Seniority		
SEP	Resignation with separation pay		
SPL	Loans		
UMC	Union membership/coverage		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#305 d2824: Not stated subject of negotiation

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=32 /-] [Invalid=4529 /-]
Definition	Refers to not given other specified subject of bargaining negotiations
Literal question	Not stated

#306 d29: Outcome of the negotiation

Information	[Type= discrete] [Format=numeric] [Range= 1-10] [Missing=*]
Statistics [NW/ W]	[Valid=1323 /-] [Invalid=3238 /-]
Definition	Refers to the result of the negotiation
Literal question	What was the outcome of the negotiation?
Interviewer's instructions	Check as applicable

File IRWS1999

#306 d29: Outcome of the negotiation

Value	Label	Cases	Percentage
1	Agree. reached in all concerns (1)		
2	Only some concers were incorp. (2)		
3	CBA registered with the DOLE (3)		
4	CBA not registered with the DOLE (4)		
5	Negotiation still in process (5)		
6	Combination of 1 and 3		
7	Combination of 1 and 4		
8	Combination of 2 and 3		
9	Combination of 2 and 4		
10	Not stated		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#307 d31: Machin. For handling grievances

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Refers to the presence of machinery for handling grievances in the establishment
Literal question	Does this establishment have the machinery for handling grievances?
Post-question	If answer is No > Go to item D3.3
Interviewer's instructions	If No, go to Item D.3.3

Value	Label	Cases	Percentage
1	Yes		
2	No		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#308 d321: Grievance machinery/committee

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1426 /-] [Invalid=3135 /-]
Definition	Grievance Machinery/Committee is intended to resolve all issues arising from the implementation and interpretation of CBAs or company personnel policies.
Literal question	What methods are being used in settling grievances?
Interviewer's instructions	Check the method used.

#309 d322: Labor-mngt. Committee

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1003 /-] [Invalid=3558 /-]
Definition	Labor-Management Committee: The operating mechanism of labor-management cooperation program in unorganized establishments.
Literal question	What methods are being used in settling grievances?
Interviewer's instructions	Check the method used.

#310 d323: Conciliation by dole

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
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File IRWS1999

#310 d323: Conciliation by dole

Statistics [NW/ W]	[Valid=347 /-] [Invalid=4214 /-]
Definition	Conciliation: mode of settlement bringing together the two parties in a dispute to come to negotiations and settlement of the dispute. This is usually done by DOLE
Literal question	What methods are being used in settling grievances?
Interviewer's instructions	Check the method used

#311 d324: Voluntary arbitration

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=428 /-] [Invalid=4133 /-]
Definition	Voluntary Arbitration: mode of settling labor-management disputes by which the parties by mutual consent select a competent, trained and impartial person who shall decide on the merits of the cases and whose decision is final, executory and unappealable. The parties may choose from a pool of voluntary arbitrators accredited by the NCMB.
Literal question	What methods are being used in settling grievances?
Interviewer's instructions	Check the method used

#312 d325: Compulsory arbitration

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=64 /-] [Invalid=4497 /-]
Definition	Compulsory arbitration: Mode of settling labor-management disputes as required by law
Literal question	What methods are being used in settling grievances?
Interviewer's instructions	Check the method used

#313 d326: Voluntary and compulsory

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=234 /-] [Invalid=4327 /-]
Definition	Refers to combination of two kinds of arbitration
Literal question	What methods are being used in settling grievances?
Interviewer's instructions	Check the method used

#314 d33: Industrial action occ. In 1998

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Industrial Action: A concerted work stoppage resorted to by workers concerning any controversy or matter relating to terms or conditions of employment or company policies. It is also resorted to by workers in protest or in support of a national issue or pronouncement not arising from conflicts between employers and employees. Refers to the occurrence of industrial action in the establishment in 1998
Literal question	Was there any industrial action that occurred in this establishment in 1998?
Post-question	If answer is No > Go to Part E
Interviewer's instructions	Check industrial action that occurred in 1998

Value	Label	Cases	Percentage
1	Yes		

File IRWS1999

#314 d33: Industrial action occ. In 1998

Value	Label	Cases	Percentage
2	No		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#315 d341: Strike

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=45 /-] [Invalid=4516 /-]
Definition	Strike: any temporary stoppage of work by the concerted action of employees as a result of an individual or labor dispute. Includes actual strikes (with or without notice) filed at the National Conciliation and Mediation Board (NCMB).
Literal question	Please indicate the type of industrial action that occurred in this establishment in 1998?
Interviewer's instructions	Check as applicable

#316 d342: Sympathetic strike

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=7 /-] [Invalid=4554 /-]
Definition	Sympathetic Strike: a form of concerted work stoppage resulting from strong support for a group of workers already on strike but have no particular dispute or difference with their own employer.
Literal question	Please indicate the type of industrial action that occurred in this establishment in 1998?
Interviewer's instructions	Check as applicable

#317 d343: Boycott

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=4 /-] [Invalid=4557 /-]
Definition	Boycott: a form of concerted action by employees and their union to refrain from patronizing the products of their company.
Literal question	Please indicate the type of industrial action that occurred in this establishment in 1998?
Interviewer's instructions	Check as applicable

#318 d344: Mass leave

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=8 /-] [Invalid=4553 /-]
Definition	Mass Leave: a form of concerted work stoppage where the union and the workers avail en masse of their paid leaves under their CBA or by law or where said workers/union go on a massive absence without official leave.
Literal question	Please indicate the type of industrial action that occurred in this establishment in 1998?
Interviewer's instructions	Check as applicable

#319 d345: Sitdown strike

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=8 /-] [Invalid=4553 /-]
Definition	Sitdown: a form of concerted work stoppage where workers refuse to work inside a factory or establishment after punching their time cards.
Literal question	Please indicate the type of industrial action that occurred in this establishment in 1998?

File IRWS1999

#319 d345: Sitdown strike

Interviewer's instructions	Check as applicable
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#320 d346: Slowdown

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=64 /-] [Invalid=4497 /-]
Definition	Slowdown: a deliberate lessening of work effort for a definite purpose and time. In motive, it is similar to a strike and differs from the latter only in the degree of stoppage involved.
Literal question	Please indicate the type of industrial action that occurred in this establishment in 1998?
Interviewer's instructions	Check as applicable

#321 d347: Overtime ban

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=20 /-] [Invalid=4541 /-]
Definition	Overtime Ban: a deliberate refusal of workers and their union to render overtime work in connection with a labor dispute.
Literal question	Please indicate the type of industrial action that occurred in this establishment in 1998?
Interviewer's instructions	Check as applicable

#322 d348: Others, industrial action

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=6 /-] [Invalid=4555 /-]
Definition	Refers to other type of industrial action that occurred in the establishment in 1998
Literal question	Others

#323 d348s: Specification industrial action

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified industrial action that occurred in the establishment in 1998
Literal question	Specification

#324 d351: Wage increase issue 1

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=66 /-] [Invalid=4495 /-]
Definition	Refers to issue 1 raised by the workers in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

#325 d352: Payment of allowances issue 2

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=20 /-] [Invalid=4541 /-]
Definition	Refers to issue 2 raised by the workers in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

File IRWS1999	
#326 d353: Overtime (hours/pay) issue 3	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=27 /-] [Invalid=4534 /-]
Definition	Refers to issue 3 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable
#327 d354: Leave benefits issue 4	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=31 /-] [Invalid=4530 /-]
Definition	Refers to issue 4 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable
#328 d355: Working condition/envrt.	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=27 /-] [Invalid=4534 /-]
Definition	Refers to issue 5 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable
#329 d356: Hours of work issue 6	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=15 /-] [Invalid=4546 /-]
Definition	Refers to issue 6 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable
#330 d357: Occu. Safety & health measures	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=14 /-] [Invalid=4547 /-] [Mean=1 /-]
Definition	Refers to issue 7 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable
#331 d358: Change in wrking time arrange. issue 8	
Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=18 /-] [Invalid=4543 /-]
Definition	Refers to issue 8 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

File IRWS1999

#332 d359: Change in work practices issue 9

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=12 /-] [Invalid=4549 /-]
Definition	Refers to issue 9 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

#333 d3510: Management practices issue 10

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=26 /-] [Invalid=4535 /-]
Definition	Refers to issue 10 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

#334 d3511: Intro. Of new technology iossue 11

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=3 /-] [Invalid=4558 /-]
Definition	Refers to issue 11 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

#335 d3512: Intro. Of/change to dis. Stling proced.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=6 /-] [Invalid=4555 /-]
Definition	Refers to issue 12 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable

#336 d3513: Discri. Clauses in awards/cba

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=11 /-] [Invalid=4550 /-]
Definition	Refers to issue 13 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

#337 d3514: Dismissal/diciplinary action

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=20 /-] [Invalid=4541 /-]
Definition	Refers to issue 14 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

File IRWS1999

#338 d3515: Staffing levels (hiring/promotion) issue 15

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=9 /-] [Invalid=4552 /-]
Definition	Refers to issue 15 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

#339 d3516: Layoff/downsizing

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=21 /-] [Invalid=4540 /-]
Definition	Refers to issue 16 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

#340 d3517: Organizational structuring issue 17

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=10 /-] [Invalid=4551 /-]
Definition	Refers to issue 17 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

#341 d3518: Company merger issue 18

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=4 /-] [Invalid=4557 /-]
Definition	Refers to issue 18 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

#342 d3519: Shutdown of redun. Unt/dept.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=8 /-] [Invalid=4553 /-]
Definition	Refers to issue 19 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

#343 d3520: Regular. Of casual/contract. Emp.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=12 /-] [Invalid=4549 /-]
Definition	Refers to issue 20 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

File IRWS1999

#344 d3521: Govt. Policy pronouncement/s

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=4 /-] [Invalid=4557 /-]
Definition	Refers to issue 21 raised by the workrs in their industrial action
Literal question	What issues were raised by the workers in their industrial action? Check as many as applicable
Interviewer's instructions	Check as many as applicable

#345 d3522: Others issue raised for action

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=15 /-] [Invalid=4546 /-]
Definition	Refers to other issue raised by the workrs in their industrial action
Literal question	Others

#346 d3522s1: Specif.1 issue raised for action

Information	[Type= discrete] [Format=character] [Missing=*]
Literal question	Specify 1

Value	Label	Cases	Percentage
CBA	Collective Bargaining Agreement		
FAU	Free Assistance to unions		
NST	No strike		
POT	Payment of salary on time		
PRB	Performance bonus		
PRI	Profit & Incentive		
RET	Retirement plan		
SSB	SSS/Pag-ibig benefits		
SSL	Sick Leave		
UDW	Unfair daily wage		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#347 d3522s2: Specif. 2 issue raised for action

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified issue 2 raised by the workrs in their industrial action
Literal question	Specify 2

Value	Label	Cases	Percentage
DIS	Dismissal		
POT	Payment of salary on time		
PRB	Performance bonus		
PRP	Payment of retirement		
RET	Retirement plan		
SSB	SSS/Pag-ibig benefits		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#348 d3522s3: Specif. 3 issue raised for action

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified issue 3 raised by the workrs in their industrial action

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#348 d3522s3: Specif. 3 issue raised for action

Literal question	Specify 3		
Value	Label	Cases	Percentage
POT	Payment of salary on time		
PRB	Performance bonus		
RET	Retirement plan		
SSB	SSS/Pag-ibig benefits		
TAX	Taxes		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#349 d36: Duration of indus. Action

Information	[Type= discrete] [Format=numeric] [Range= 1-7] [Missing=*]
Statistics [NW/ W]	[Valid=145 /-] [Invalid=4416 /-]
Definition	Refers to how length of time the industrial action took place
Literal question	How long did the industrial action last?
Interviewer's instructions	Check accuracy of entry

Value	Label	Cases	Percentage
1	Less than one day		
2	One day		
3	Up to 2 days		
4	Up to 5 days		
5	Up to 10 days		
6	10 or more days		
7	On-going		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#350 d37: Effect on output/service

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=139 /-] [Invalid=4422 /-]
Definition	Refers to whether the industrial action had effect on the output or service of the establishment
Literal question	During the industrial action, was there any effect on output or service of the establishment?
Post-question	If answer is No > Go to Part E
Interviewer's instructions	If answer is Yes, proceed to next item. If No, go to Part E

Value	Label	Cases	Percentage
1	Yes		
2	No		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#351 d381: Redirect production/service

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=14 /-] [Invalid=4547 /-]
Definition	Refers to effort 1 made to offset or recover the effect made on the output or service of the establishment
Literal question	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)

File IRWS1999

#351 d381: Redirect production/service

Interviewer's instructions	Item 8 will be answered only by those who answered Yes in Item 7
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#352 d382: Use of overtime

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=40 /-] [Invalid=4521 /-]
Definition	Refers to effort 2 made to offset or recover the effect made on the output or service of the establishment
Literal question	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
Interviewer's instructions	Item 8 will be answered only by those who answered Yes in Item 7

#353 d383: Temporary increase in staff

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=19 /-] [Invalid=4542 /-]
Definition	Refers to effort 3 made to offset or recover the effect made on the output or service of the establishment
Literal question	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
Interviewer's instructions	Item 8 will be answered only by those who answered Yes in Item 7

#354 d384: Run down of inventories

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=14 /-] [Invalid=4547 /-]
Definition	Refers to effort 4 made to offset or recover the effect made on the output or service of the establishment
Literal question	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
Interviewer's instructions	Item 8 will be answered only by those who answered Yes in Item 7

#355 d385: Use of management labor

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=28 /-] [Invalid=4533 /-]
Definition	Refers to effort 5 made to offset or recover the effect made on the output or service of the establishment
Literal question	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
Interviewer's instructions	Item 8 will be answered only by those who answered Yes in Item 7

#356 d386: Use of contract services

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=25 /-] [Invalid=4536 /-]
Definition	Refers to effort 6 made to offset or recover the effect made on the output or service of the establishment
Literal question	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
Interviewer's instructions	Item 8 will be answered only by those who answered Yes in Item 7

File IRWS1999

#357 d387: Non-striking emp. Cont. Wking

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=46 /-] [Invalid=4515 /-]
Definition	Refers to effort 7 made to offset or recover the effect made on the output or service of the establishment
Literal question	If yes, what efforts were made to offset or recover these effects? (check as many as applicable)
Interviewer's instructions	Item 8 will be answered only by those who answered Yes in Item 7

#358 d388: Others efforts to recover

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=6 /-] [Invalid=4555 /-]
Definition	Refers to other efforts made to offset or recover the effect made on the output or service of the establishment
Literal question	Others

#359 d388s1: Specif. 1efforts to recover

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to specified other effort 1 made to offset or recover the effect made on the output or service of the establishment
Literal question	Specify 1

Value	Label	Cases	Percentage
APP	Hire apprentices		
IMP	Importation from Asian affiliates		
REP	Reprogram work schedule		
ROT	Rotation of employees		
RWD	Restructuring of working days		
TSO	Temporarily stopped operation		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#360 d388s2: Specif. 2 efforts to rerecover

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to specified other effort 2 made to offset or recover the effect made on the output or service of the establishment
Literal question	Specify 2

Value	Label	Cases	Percentage
APP	Hire apprentices		
IMP	Importation from Asian affiliates		
REP	Reprogram work schedule		
ROT	Rotation of employees		
RWD	Restructuring of working days		
TSO	Temporarily stopped operation		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#361 d388s3: Specif. 3 efforts to recover

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to specified other effort 3 made to offset or recover the effect made on the output or service of the establishment

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#361 d388s3: Specif. 3 efforts to recover

Literal question	Specify 3		
Value	Label	Cases	Percentage
APP	Hire apprentices		
IMP	Importation from Asian affiliates		
REP	Reprogram work schedule		
ROT	Rotation of employees		
RWD	Restructuring of working days		
TSO	Temporarily stopped operation		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#362 e1: Developed mechanism/s

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-]
Definition	Refers to whether the establishment has developed mechanisms to cope with the possible effects of globalization
Literal question	Has this establishment already developed mechanisms to cope with the possible effects of globalization?
Post-question	If answer is No or Still developing > Go to item E6.
Interviewer's instructions	If answer is Yes, go to next item. If No, or still developing, go to Item E.6

Value	Label	Cases	Percentage
1	Yes		
2	No		
3	Still developing		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#363 e21: Acquisition of appro. Tech

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1190 /-] [Invalid=3371 /-]
Definition	Acquisition of appropriate technology: Refers to coping mechanism 1 being adopted by the establishment
Literal question	What are the coping mechanisms being adopted in this establishment?
Interviewer's instructions	Check as many as applicable

#364 e22: Investment in hrd

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=892 /-] [Invalid=3669 /-]
Definition	Investment in HRD to enhance skill level and adaptability of the workforce: Refers to coping mechanism 2 being adopted by the establishment
Literal question	What are the coping mechanisms being adopted in this establishment?
Interviewer's instructions	Check as many as applicable

#365 e23: Shutdown of redundant unit

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=280 /-] [Invalid=4281 /-]

File IRWS1999

#365 e23: Shutdown of redundant unit

Definition	Refers to coping mechanism 3 being adopted by the establishment
Literal question	What are the coping mechanisms being adopted in this establishment?
Interviewer's instructions	Check as many as applicable

#366 e24: Improve. Of qty of products

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1373 /-] [Invalid=3188 /-]
Definition	Refers to coping mechanism 4 being adopted by the establishment
Literal question	What are the coping mechanisms being adopted in this establishment?
Interviewer's instructions	Check as many as applicable

#367 e25: Increase in r & d for prod. Devt.

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=501 /-] [Invalid=4060 /-]
Definition	Refers to coping mechanism 5 being adopted by the establishment
Literal question	What are the coping mechanisms being adopted in this establishment?
Interviewer's instructions	Check as many as applicable

#368 e26: Streamlining of work practice

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=914 /-] [Invalid=3647 /-]
Definition	Refers to coping mechanism 6 being adopted by the establishment
Literal question	What are the coping mechanisms being adopted in this establishment?
Interviewer's instructions	Check as many as applicable

#369 e27: Diversification & expansion

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=606 /-] [Invalid=3955 /-]
Definition	Refers to coping mechanism 7 being adopted by the establishment
Literal question	What are the coping mechanisms being adopted in this establishment?
Interviewer's instructions	Check as many as applicable

#370 e28: Employment flexibility mechanism

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=681 /-] [Invalid=3880 /-]
Definition	Refers to coping mechanism 8 being adopted by the establishment
Literal question	What are the coping mechanisms being adopted in this establishment?

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#370 e28: Employment flexibility mechanism

Interviewer's instructions	Check as many as applicable
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#371 e28a: Mode of employment flexibility

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=681 /-] [Invalid=3880 /-]
Definition	Refers to type of employment flexibility being adopted by the establishment
Literal question	What are the coping mechanisms being adopted in this establishment?
Interviewer's instructions	Check as many as applicable

Value	Label	Cases	Percentage
1	Hiring of more non-regular workers		
2	Contracting out services		
3	Hiring of more non-regular wkrs & contracting out services		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#372 e29: Seeking other partners mechanism

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=271 /-] [Invalid=4290 /-]
Definition	Refers to coping mechanism 9 being adopted by the establishment
Literal question	What are the coping mechanisms being adopted in this establishment?
Interviewer's instructions	Check as many as applicable

#373 e29a: Type of partner

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=271 /-] [Invalid=4290 /-]
Definition	Refers to kind of partner sought by the establishment as its coping mechanism
Literal question	What are the coping mechanisms being adopted in this establishment?
Interviewer's instructions	Check as many as applicable

Value	Label	Cases	Percentage
1	Foreign		
2	Local		
3	Foreign & Local		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#374 e210: Others coping mechanism

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=17 /-] [Invalid=4544 /-]
Definition	Refers to other coping mechanism being adopted by the establishment
Literal question	Others

File IRWS1999

#375 e210s1: Specif 1 coping mechanism

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified coping mechanism 1 being adopted by the establishment
Literal question	Specify 1

Value	Label	Cases	Percentage
EXF	Expansion of facilities		
FRN	Franchising		
ITM	Implementation of total quality management		
MRG	Merger		
NET	Networking with Gos and NGOs		
OUT	Outsourcing of payroll and payables		
RED	Reduction of working days/forced leave		
REG	Regionalization of process		
SPR	Strong focus on business process review		
SWR	Skeletal workforce rotation		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#376 e210s2: Specif.2 coping mechanism

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified coping mechanism 2 being adopted by the establishment
Literal question	Specify 2

Value	Label	Cases	Percentage
EXF	Expansion of facilities		
FRN	Franchising		
ITM	Implementation of total quality management		
MRG	Merger		
NET	Networking with Gos and NGOs		
OUT	Outsourcing of payroll and payables		
RED	Reduction of working days/forced leave		
REG	Regionalization of process		
SPR	Strong focus on business process review		
SWR	Skeletal workforce rotation		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#377 e210s3: Specif.3 coping mechanism

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified coping mechanism 3 being adopted by the establishment
Literal question	Specify 3

Value	Label	Cases	Percentage
EXF	Expansion of facilities		
FRN	Franchising		
ITM	Implementation of total quality management		
MRG	Merger		
NET	Networking with Gos and NGOs		
OUT	Outsourcing of payroll and payables		

File IRWS1999

#377 e210s3: Specif.3 coping mechanism

Value	Label	Cases	Percentage
RED	Reduction of working days/forced leave		
REG	Regionalization of process		
SPR	Strong focus on business process review		
SWR	Skeletal workforce rotation		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#378 e3: Year adopted the mechanism

Information	[Type= discrete] [Format=numeric] [Range= 1968-9999] [Missing=*/9999]
Statistics [NW/ W]	[Valid=1575 /-] [Invalid=2986 /-]
Definition	Refers to the year the establishment started adopting the coping mechanism
Literal question	In what year did you start adopting the above coping mechanism/s? _____

Value	Label	Cases	Percentage
9999	Not stated		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#379 e41: Managerial positions

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1458 /-] [Invalid=3103 /-]
Definition	Refers to the first group of employees affected by the changes
Literal question	Has any of the following group of employees been affected by the above changes?

Value	Label	Cases	Percentage
1	Yes		
2	No		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#380 e42: Professional, technical workers

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1395 /-] [Invalid=3166 /-]
Definition	Refers to the second group of employees affected by the changes
Literal question	Has any of the following group of employees been affected by the above changes?

Value	Label	Cases	Percentage
1	Yes		
2	No		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#381 e43: Clerical workers

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1397 /-] [Invalid=3164 /-]
Definition	Refers to the third group of employees affected by the changes
Literal question	Has any of the following group of employees been affected by the above changes?

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#381 e43: Clerical workers

Value	Label	Cases	Percentage
1	Yes		
2	No		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#382 e44: Sales workers

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=931 /-] [Invalid=3630 /-]
Definition	Refers to the fourth group of employees affected by the changes
Literal question	Has any of the following group of employees been affected by the above changes?

Value	Label	Cases	Percentage
1	Yes		
2	No		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#383 e45: Production workers

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1121 /-] [Invalid=3440 /-]
Definition	Refers to the fifth group of employees affected by the changes
Literal question	Has any of the following group of employees been affected by the above changes?

Value	Label	Cases	Percentage
1	Yes		
2	No		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#384 e5: Most effect on the establishment

Information	[Type= discrete] [Format=numeric] [Range= 1-99] [Missing=*]
Statistics [NW/ W]	[Valid=1645 /-] [Invalid=2916 /-]
Definition	Refers to the coping mechanism adopted by establishment that contributed the most effect on the survival/ operations of the establishment
Literal question	Of those mentioned in Item 2, which one had the most effect on the survival/operations of the establishment?
Interviewer's instructions	Check only one

Value	Label	Cases	Percentage
1	Acquisition of appropriate technology		
2	Investment in HRD		
3	Shutdown of redundant unit		
4	Improvement of qty. of products/services		
5	Increase in R & D for product devt.		
6	Streamlining of work practices		
7	Diversification and expansion		
8	Employment flexibility		
9	Seeking other partners		

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#384 e5: Most effect on the establishment

Value	Label	Cases	Percentage
10	Others		
99	Not stated		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#385 e5s1: Specif.1 contributor

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified coping mechanism 1 adopted by establishment that contributed the most effect on the survival/operations of the establishment
Literal question	Specify 1

Value	Label	Cases	Percentage
EXF	Expansion of facilities		
FRN	Franchising		
ITM	Implementation of total quality management		
MGR	Merger		
NET	Networking with Gos and NGOs		
OUT	Outsourcing of payroll and payables		
RED	Reduction of working days/forced leave		
REG	Regionalization of process		
SPR	Strong focus on business process review		
SWR	Skeletal workforce rotation		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#386 e5s2: Specif.2 contributor

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specifid coping mechanism 2 adopted by establishment that contributed the most effect on the survival/operations of the establishment
Literal question	Specify 2

Value	Label	Cases	Percentage
EXF	Expansion of facilities		
FRN	Franchising		
ITM	Implementation of total quality management		
MGR	Merger		
NET	Networking with Gos and NGOs		
OUT	Outsourcing of payroll and payables		
RED	Reduction of working days/forced leave		
REG	Regionalization of process		
SPR	Strong focus on business process review		
SWR	Skeletal workforce rotation		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#387 e5s3: Specif.3 contributor

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specifid coping mechanism 3 adopted by establishment that contributed the most effect on the survival/operations of the establishment
Literal question	Specify 3

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#387 e5s3: Specif.3 contributor

Value	Label	Cases	Percentage
EXF	Expansion of facilities		
FRN	Franchising		
ITM	Implementation of total quality management		
MGR	Merger		
NET	Networking with Gos and NGOs		
OUT	Outsourcing of payroll and payables		
RED	Reduction of working days/forced leave		
REG	Regionalization of process		
SPR	Strong focus on business process review		
SWR	Skeletal workforce rotation		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#388 e58: Employment flexibility contributor

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=119 /-] [Invalid=4442 /-]
Definition	Refers to type of employment flexibility adopted by establishment that contributed the most effect on the survival/ operations of the establishment
Literal question	Employment flexibility
Interviewer's instructions	Check only one

Value	Label	Cases	Percentage
1	Hiring of more non-regular workers		
2	Contracting out services		
3	Hiring of more non-regular wkrs & contracting out services		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#389 e59: Seeking other partners contributor

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=28 /-] [Invalid=4533 /-]
Definition	Refers to kind of partner sought by the establishment as its coping mechanism that contributed the most effect on the survival/operations of the establishment
Literal question	Seeking other partners
Interviewer's instructions	Check only one

Value	Label	Cases	Percentage
1	Foreign		
2	Local		
3	Foreign & Local		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#390 e61: Freeze hiring for all positions

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1849 /-] [Invalid=2712 /-]
Definition	Refers to measure 1 implemented or plan to be implemented by establishment to cope with Asian financial crisis

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#390 e61: Freeze hiring for all positions

Literal question	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
Interviewer's instructions	Check as many as applicable

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#391 e62: Freeze hiring for all manage. Post.

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=786 /-] [Invalid=3775 /-]
Definition	Refers to measure 2 implemented or plan to be implemented by establishment to cope with Asian financial crisis
Literal question	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
Interviewer's instructions	Check as many as applicable

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#392 e63: Freeze hiring for most positions

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1443 /-] [Invalid=3118 /-]
Definition	Refers to measure 3 implemented or plan to be implemented by establishment to cope with Asian financial crisis
Literal question	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
Interviewer's instructions	Check as many as applicable

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#393 e64: Granting smaller salary increases

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1174 /-] [Invalid=3387 /-]
Definition	Refers to measure 4 implemented or plan to be implemented by establishment to cope with Asian financial crisis
Literal question	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
Interviewer's instructions	Check as many as applicable

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

File IRWS1999

#393 e64: Granting smaller salary increases

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#394 e65: Suspension of salary increases

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=950 /-] [Invalid=3611 /-]
Definition	Refers to measure 5 implemented or plan to be implemented by establishment to cope with Asian financial crisis
Literal question	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
Interviewer's instructions	Check as many as applicable

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#395 e66: Suspension of some benefits

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=598 /-] [Invalid=3963 /-]
Definition	Refers to measure 6 implemented or plan to be implemented by establishment to cope with Asian financial crisis
Literal question	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
Interviewer's instructions	Check as many as applicable

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#396 e67: Layoffs

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=580 /-] [Invalid=3981 /-]
Definition	Refers to measure 7 implemented or plan to be implemented by establishment to cope with Asian financial crisis
Literal question	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
Interviewer's instructions	Check as many as applicable

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#397 e68: Reduce work time

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1083 /-] [Invalid=3478 /-]
Definition	Refers to measure 8 implemented or plan to be implemented by establishment to cope with Asian financial crisis
Literal question	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?

File IRWS1999

#397 e68: Reduce work time

Interviewer's instructions	Check as many as applicable
----------------------------	-----------------------------

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#398 e69: Job rotation

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1025 /-] [Invalid=3536 /-]
Definition	Refers to measure 9 implemented or plan to be implemented by establishment to cope with Asian financial crisis
Literal question	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
Interviewer's instructions	Check as many as applicable

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#399 e610: Contracting out some services

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=930 /-] [Invalid=3631 /-]
Definition	Refers to measure 10 implemented or plan to be implemented by establishment to cope with Asian financial crisis
Literal question	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
Interviewer's instructions	Check as many as applicable

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#400 e611: Budget cuts on training

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1113 /-] [Invalid=3448 /-]
Definition	Refers to measure 11 implemented or plan to be implemented by establishment to cope with Asian financial crisis
Literal question	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#401 e612: Defer expansion plans

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
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File IRWS1999

#401 e612: Defer expansion plans

Statistics [NW/ W]	[Valid=1294 /-] [Invalid=3267 /-]
Definition	Refers to measure 12 implemented or plan to be implemented by establishment to cope with Asian financial crisis
Literal question	Philippine establishments are affected by the recent Asian financial crisis. What measures have been implemented by management or plan to implement to cope with the crisis?
Interviewer's instructions	Check as many as applicable

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#402 e613s1: Specif.1cope with crisis

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified measure 1 identified by establishment
Literal question	Specify 1
Interviewer's instructions	If "others" is checked there should be specified measure for implementation

Value	Label	Cases	Percentage
AUT	Automation/acquire new equipment		
AVL	Availment of accrued vacation leave		
CAW	Crisis awareness among employees		
COD	Closure of one department		
CSM	Cost monitoring		
EFM	Explore other foreign markets		
FEP	Freeze on capital expenditure purchases		
IPE	Improved production efficiency		
IST	Improved skills training		
LOW	Avoid accepting lower contract rate		
MAX	Maximization of work output		
MCS	Monitor credit standing of customer		
OTH	Selling of machines not being utilized		
RDR	Reorganization		
REA	Reduction of emergency allowance		
RED	Reduce dayoffs		
REG	Regionalize operation		
REL	Reduced loans		
REV	Review of operation of product lines		
RIN	Reduced incentives		
RJP	Ranking and job performance		
SFA	Sourcing from funding agencies		
SHR	Selective hiring		
VCS	Value creation strategies		
VOL	Voluntary resignation		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

File IRWS1999

#403 e613s1c: Others 1

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=324 /-] [Invalid=4237 /-]
Definition	Refers to other measure 1 implemented or plan to be implemented by establishment to cope with Asian financial crisis
Literal question	Others 1

Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#404 e613s2: Specif.2 cope with crisis

Information	[Type= discrete] [Format=character] [Missing=*]
Definition	Refers to other specified measure 2 identified by establishment
Literal question	Specify 2
Interviewer's instructions	If "others" is checked there should be specified measure for implementation

Value	Label	Cases	Percentage
AUT	Automation/acquire new equipment		
AVL	Availment of accrued vacation leave		
CAW	Crisis awareness among employees		
COD	Closure of one department		
CSM	Cost monitoring		
EFM	Explore other foreign markets		
FEP	Freeze on capital expenditure purchases		
IPE	Improved production efficiency		
IST	Improved skills training		
LOW	Avoid accepting lower contract rate		
MAX	Maximization of work output		
MCS	Monitor credit standing of customer		
OTH	Selling of machines not being utilized		
RDR	Reorganization		
REG	Regionalize operation		
REL	Reduced loans		
REV	Review of operation of product lines		
RIN	Reduced incentives		
RJP	Ranking and job performance		
SFA	Sourcing from funding agencies		
SHR	Selective hiring		
VCS	Value creation strategies		
VOL	Voluntary resignation		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#405 e613s2c: Others 2

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=26 /-] [Invalid=4535 /-]

File IRWS1999

#405 e613s2c: Others 2

Definition	Refers to other measure 2 implemented or plan to be implemented by establishment to cope with Asian financial crisis
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Literal question	Others 2
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Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#406 e613s3: Specif.3 cope with crisis

Information	[Type= discrete] [Format=character] [Missing=*]
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Definition	Refers to other specified measure 3 identified by establishment
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Literal question	Specify 3
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Interviewer's instructions	If "others" is checked there should be specified measure for implementation
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Value	Label	Cases	Percentage
AUT	Automation/acquire new equipment		
AVL	Availment of accrued vacation leave		
BEL	Budget cuts on travels		
CAW	Crisis awareness among employees		
COD	Closure of one department		
CSM	Cost monitoring		
EFM	Explore other foreign markets		
FEP	Freeze on capital expenditure purchases		
IPE	Improved production efficiency		
IST	Improved skills training		
LOW	Avoid accepting lower contract rate		
MAX	Maximization of work output		
MCS	Monitor credit standing of customer		
OTH	Selling of machines not being utilized		
RDR	Reorganization		
REG	Regionalize operation		
REL	Reduced loans		
REV	Review of operation of product lines		
RIN	Reduced incentives		
RJP	Ranking and job performance		
SFA	Sourcing from funding agencies		
SHR	Selective hiring		
VCS	Value creation strategies		
VOL	Voluntary resignation		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#407 e613s3c: Others 3

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
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Statistics [NW/ W]	[Valid=5 /-] [Invalid=4556 /-]
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File IRWS1999

#407 e613s3c: Others 3

Definition	Refers to other measure 3 implemented or plan to be implemented by establishment to cope with Asian financial crisis
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Literal question	Others 3
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Value	Label	Cases	Percentage
1	Implemented		
2	Plan to Implement		

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#408 buf: Buf

Information	[Type= continuous] [Format=numeric] [Range= 1-47.56667] [Missing=*]
Statistics [NW/ W]	[Valid=4561 /-] [Invalid=0 /-] [Mean=4.72 /-] [StdDev=6.047 /-]
Definition	Blowing-up or inflation factor for each sample value to derive the estimated value.

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Reports and analytical documents

IRWS 1999 Documentation, Labor Relations Statistics Division (LRSD), Bureau of Labor and Employment Statistics (BLES), May 2010, Philippines [phl], English [eng], "IRWS99 REPORT.pdf"

1999 IRWS Metadata, Labor Relations Statistics Division, Philippines [phl], English [eng], "Docs\Metada\METADATA.pdf"

Highlights of Results 1999 Industrial Relations at the Workplace Survey, First of a Seven-Part Series, Labor Relations Statistics Division (LRSD), December 2000, Philippines [phl], English [eng], "Docs\Survey Results\Labstat 1-7\Labstat Digest Vol. 2 No. 21 IRWS.pdf"

Description

The highlights of results of the survey include:

1.Establishment Profile - The survey covered a total of 21,527 non-agricultural establishments employing 20 or more workers in 1999.Of these, 27.1 percent were engaged in manufacturing and 24.0 percent were in wholesale and retail trade.A mere 19.8 percent of the establishments were with union and 19.0 percent were covered by collective bargaining agreements (CBAs). As to type of ownership, majority or 85.3 percent were Filipino-owned while only 14.7 percent were with foreign capital.

2.Hiring Practices - The top five (5) methods being adopted by the establishments in hiring and filling up of vacancies were: through referrals/recommendations (56.4%); by word of mouth (49.4%);advertising through newsprint/media (46.1%);by promotion internally (44.4%);and by posting vacancies on bulletin boards within the establishment or its vicinity (43.5%).

3.Workforce Reduction - A total of 6,426 (26.9%) establishments reported a reduction in the size of their workforce in 1998.The reasons placed were mostly economic in nature like lack of market/slump in demand (52.7%), financial losses (50.0%), peso depreciation (37.3%)and high production cost(33.2%).

4.Wage Practices - Results of inquiries on the method used in fixing or revising wages posted that almost one-third (32.8%) responded that the employers decide the amount of pay to be given to their employees. A higher percentage (38.9%) based their pay scale on the wage restructuring issuance of the Regional Tripartite Wage and Productivity Board (RTWPB) while some 12.6 percent followed a more democratic approach by using the collective bargaining table in negotiating for wages and salaries. A few (10.6%) still go through a process of individual

bargaining between employees and employers. On the basis of payment for the majority of their workers, results show that the basis of payment for the majority of employees was on a semi-monthly basis accounting for 54.8 percent of the respondents.

5. Welfare Benefits/ Provisions

Hiring and Workforce Reduction Practices in Non-Agricultural Establishments:1999, *Highlights of Results of 1999 Industrial Relations at the Workplace Survey (Second of a Seven-Part Series)*, Labor Relations Statistics Division (LRSD), February 2001, Philippines [phl], English [eng], "Docs\Survey Results\Labstat 1-7\Labstat Updates Vol. 5 No. 2 IRWS.pdf"

Description

A seven-part series that presents the results and analysis of the 1999 Industrial Relations at the Workplace Survey

Abstract

Note: Refer to individual issue.

Subjects

Hiring and Workforce Reduction Practices Wage Fixing Practices and Welfare Benefits Granted Labor-Management Relations Unionism Grievance Handling Coping Mechanism on Globalization and Financial Crisis

Wage-Fixing Practices and Welfare Benefits Granted in Non-Agricultural Establishments:1999, *Highlights of Results of 1999 Industrial Relations at the Workplace Survey (Third of a Seven-Part Series)*, Labor Relations Statistics Division (LRSD), May 2001, Philippines [phl], English [eng], "Docs\Survey Results\Labstat 1-7\Labstat Updates Vol. 5 No. 6 IRWS.pdf"

Labor-Management Relations in Non-Agricultural Establishments, *Highlights of Results of 1999 Industrial Relations at the Workplace Survey (Fourth of a Seven-Part Series)*, Labor Relations Statistics Division (LRSD), May 2001, Philippines [phl], English [eng], "Docs\Survey Results\Labstat 1-7\Labstat Updates Vol.5 No.7 IRWS.pdf"

Unionism in Non-Agricultural Establishments: 1999, *Highlights of Results of 1999 Industrial Relations at the Workplace Survey (Fifth of a Seven-Part Series)*, Labor Relations Statistics Division (LRSD), May 2001, Philippines [phl], English [eng], "Docs\Survey Results\Labstat 1-7\Labstat Updates Vol.5 No.8 IRWS.pdf"

Grievance Handling in Non-Agricultural Establishments, *Highlights of Results of 1999 Industrial Relations at the Workplace Survey*, Labor Relations Statistics Division (LRSD), May 2001, Philippines [phl], English [eng], "Docs\Survey Results\Labstat 1-7\Labstat Updates Vol. 5 No. 9 IRWS.pdf"

How Establishments Cope with Globalization and Financial Crisis?, *Highlights of Results of 1999 Industrial Relations at the Workplace Survey (Seventh of a Seven-Part Series)*, Labor Relations Statistics Division (LRSD), May 2001, Philippines [phl], English [eng], "Docs\Survey Results\Labstat 1-7\Labstat Updates Vol. 5 No.10 IRWS.pdf"

Questionnaires

Industrial Relations at the Workplace Survey 1999, Labor Relations Statistics Division - Bureau of Labor and Employment Statistics (LRSD-BLES), June 1999, Philippines [phl], English [eng], "Docs\Questionnaire\IRWS Survey Form 1999.pdf"

Description

The survey questionnaire is made up of several parts,i.e.

Cover page - contains information on purpose of the survey, collection authority, coverage, reference period and due date. It also contains the Establishment Profile that inquires into the main economic activity/principal product, total and female employment, ownership (with foreign equity or wholly Filipino), presence of a union and existence of a collective bargaining agreement in the establishment.

Employment Practices - inquires on hiring and retirement and workforce reduction practices;

Wage Practices - inquires on the method of fixing or revising wages and salaries, basis of wage payment and grant of allowances, benefits granted to employees and policy in determining days entitlement of sick and vacation leaves;

Labor Management Relations - inquires on labor-management communication, union organization and grievance handling;

Coping Mechanisms - inquires on coping mechanisms to globalization and measures implemented by establishments to cope with economic crisis

(1997 Asian financial crisis in the 1999 IRWS questionnaire); and

Survey Results - selected statistical information from the preceding survey round are provided for information of the respondents.

Abstract

The Industrial Relations at the Workplace Survey (IRWS) is a nationwide survey being conducted by the Bureau of Labor and Employment Statistics (BLES) every three (3) years. It covers around 7,500 non-agricultural establishments employing 20 or more workers. The survey aims to provide benchmark information on employment, labor-management relations and wage salary practices and policies.

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A.2 Location

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A.4 Total Employment A.5 Female Employment

A.6 Ownership

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A.8 Is there an existing CBA?

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B.1 HIRING AND RETIREMENT

B.2 WORKFORCE REDUCTION

PART C - WAGE PRACTICES

C.1 Methods used in fixing or revising wage and salaries of majority of the employees

C.2 Basis of payment for majority of the employees

C.3 How are the wages and salaries paid for majority of the employees

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C.6 Policies adopted in determining the days entitlement for sick and vacation leave benefits

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D.1 LABOR MANAGEMENT COMMUNICATION

D.2 UNION ORGANIZATION

D.3 GRIEVANCE HANDLING

PART E - COPING MECHANISMS

Technical documents

Variable Coding Guide, Labor Relations Statistics Division, Bureau of Labor and Employment Statistics, Philippines [phl], English [eng], "Docs\Manual and Guidelines\coding guide (irws).pdf"

1999 Industrial Relations at the Workplace Survey (IRWS) Manual of Instructions, Bureau of Labor and Employment Statistics (BLES), Labor Relations Statistics Division (LRSD), June 1999, Philippines [phl], English [eng], "Docs\Manual and Guidelines\Manual of Instruction.pdf"

Description

The Manual of Instructions consists of three (3) parts namely:

PART I - Introduction

Part II - General Instructions

Part III - Editing Guidelines

The manual also contains some notes on globalization and appendix which consists of IRWS Forms 1,2 and 3 and the questionnaire itself.

Subjects

Part I - Introduction A. Description and Importance of the Survey B. Collection Authority C. Confidentiality of Information D. Scope and Coverage E. Sampling Design Part II - General Instructions A. The Survey Questionnaire B. Data Gathering C. Personal Delivery and Retrieval of Questionnaires D. Recording and Control E. Checklist of Materials Each Interviewer Should Have Part III - Editing Guidelines A. General Instructions B. Establishment Profile C. Employment Practices D. Wage practices E. Labor-Management Relations F. Coping Mechanisms Notes on Globalization

IRWS Data Dictionary, Bureau of Labor and Employment Statistics (BLES) Labor Relations Statistics Division (LRSD), January 1999, Philippines [phl], English [eng], "Data\IRWS1999_DATADICT.txt"

Administrative documents

NSCB Survey Clearance, National Statistical Coordination Board (NSCB), May 1999, Philippines [phl], English [eng], "Docs\Survey Clearance\survey clearance.pdf"

References

1994 Philippine Standard Industrial Classification, As Amended, National Statistical Coordination Board (NSCB), January 1994, Philippines [phl], English [eng], "Docs\Other References\PSIC.pdf"

Description

GROUP
CLASS
SUB- CLASS
INDUSTRY DESCRIPTION
PSIC 1994
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Abstract

GROUP
CLASS
SUB- CLASS
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 DIVISION 31. Manufacture of Electrical Machinery and Apparatus, n.e.c.
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DIVISION 52. Retail Trade, Except of Motor Vehicles and Motorcycles, Repair of Personal and Household Goods

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Philippine Geographic Code, Philippines [phl], English [eng], "Docs\Other References\GEOCODE.sav"

1999 IRWS Statistical Tables, *Statistical Tables 1-6*, Bureau of Labor and Employment Statistics (BLES) Labor Relations Statistics Division (LRSD), January 1999, Philippines [phl], English [eng], "Docs\Survey Results\1999 IRWS Statistical Tables\Statistical Tables (1 -6).pdf"

Scripts and programs

SPSS Syntaxes, Labor Relations Statistics Division (LRSD), Philippines [phl], English [eng], "Programs \Programs.zip"

Description

These are SPSS syntaxes used in the generation of tables for the 1999 IRWS.