

Philippines

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

BLES Integrated Survey 2002/2003

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Metadata Production

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Philippines (2003-2004)

BLES Integrated Survey 2002/2003 (BITS 2002/2003)

Overview	
Type	Enterprise/Establishment Survey [en/oth]
Identification	PHL-BLES-BITS-2003-v1
Version	Production Date: 2010-05-27 v1: Edited data, for public distribution.
Series	BLES Integrated Survey (BITS) is the first undertaking of its kind by the Bureau of Labor and Employment and Statistics (BLES). It is a nationwide survey of non-agricultural establishments that collects key information on labor and employment. Note: Refer to Field Operations Manual, Chapter 1.
Abstract <p>The Bureau of Labor and Employment Statistics conducted the BLES Integrated Survey (BITS) in 2003. The BITS is a nationwide survey of non-agricultural establishments employing 20 or more workers that inquires on the key data elements of four of the Bureau's regular surveys --- Employment, Hours and Earnings Survey (EHES), Industrial Relations at the Workplace Survey (IRWS), Occupational Injuries Survey (OIS) and Labor Cost Survey (LCS).</p> <p>The BITS aims to generate an integrated data set on employment, wages, hours of work, labor relations, occupational injuries and labor cost of employees. It is also a vehicle to collect some of the data that would measure decent work.</p> <p>Note: Refer to Field Operations Manual, Chapter 1</p>	
Kind of Data	Sample survey data [ssd]
Unit of Analysis	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. Note: Refer to Field Operations Manual, Chapter 1.5.1

Scope & Coverage

Scope <p>The BITS covers all establishments in 58 non-agricultural industries with an average total employment of at least 20 persons.</p> <p>Note: Refer to Field Operations Manual, Chapter 1.4</p>	
Topics	LABOUR AND EMPLOYMENT [3], employment [3.1], labour relations/conflict [3.3], working conditions [3.6]
Geographic Coverage <p>National coverage, 17 administrative regions</p>	
Geographic Unit <p>National Capital Region Cordillera Administrative Region Region I - Ilocos Region Region II - Cagayan Valley</p>	

Region III - Central Luzon
 Region IV-A - CALABARZON
 Region IV-B - MIMAROPA
 Region V - Bicol
 Region VI - Western Visayas
 Region VII - Central Visayas
 Region VIII - Eastern Visayas
 Region IX - Zamboanga Peninsula
 Region X - Northern Mindanao
 Region XI - Davao
 Region XII - SOCCSKSARGEN
 Caraga
 ARMM - Autonomous Region of Muslim Mindanao

Universe

Non-agricultural establishments employing 20 persons or more, except Agriculture and Forestry; Fishing; National Postal Activities; Central Banking; Public Administration and Defense and Compulsory Social Security (e.g. DOLE, PNP, SSS, GSIS, HDMF, PhilHealth); Public Education Services; Public Medical, Dental and Other Health Services; Activities of Membership Organizations (e.g. ECOP, TUCP); Extra-Territorial Organizations and Bodies (e.g. ILO, UNDP)

Note: Refer to 2003 BLES Integrated Survey Field Operations Manual, Chapter 1.4

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 outside NCR , Assisted in data collection in regions outside NCR , Department of Labor and Employment

Sampling

Sampling Procedure

Statistical Unit: The establishment is the statistical or enumeration unit. Each unit is classified in 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 2003 BLES Survey Sampling Frame is a list frame of establishments that is a partial update of the 2002 BLES Sampling Frame based on the status of establishments reported in BLES conducted surveys in the National Capital Region in 2002. Reports on closures and retrenchments of establishments submitted to the Regional Offices of the Department of Labor and Employment in 2002 up to February 2003 were also considered in updating the 2002 frame. The 2002 BLES sampling frame was largely culled from the 2000 List of Establishments of the National Statistics Office that was also partially updated based on the establishment status in BLES conducted surveys in 2001. Similarly, previous sampling frames were partial updates of the 1996 List of Establishments of the NSO based on responses to the BLES surveys conducted since 1997.

Stratification Scheme: Establishments in the sampling frame were stratified by 3-digit industry (domain) and by employment size (stratum), i.e. 20-99, 100-199 and 200 and over. However, industries observed to be heterogeneous within their 3-digit classification were further broken down at the 4-digit level. Geographical location was not considered in the stratification to allow for detailed industry groupings.

Sample Size: For 2002/2003 BLES Integrated Survey, the sample size was 6,818.

Note: Refer to Field Operations Manual, Chapter 1.5

Response Rate

For 2002/2003 BITS, the response rate in terms of eligible sampling units is 81.0%.

Note: Refer to Metadata

Weighting

Due to the inadequacy of the frame used, reports of permanent closures, duplicate listing and shifts in industry and employment outside the survey coverage are expected during field operations. Establishments that fall in these categories are not eligible elements of the population and their count is not considered in the estimation. In addition to non-response of establishments because of refusals, strikes or temporary closures, there are establishments whose questionnaires contain inconsistent item responses that are not included in the processing as these have not replied to the verification queries by the time output table generation commences. Such establishments are also considered as non-respondents.

Respondents are post-stratified as to geographic, industry and employment size classifications. Non-respondents are retained in their classifications.

Estimates are obtained by simple expansion, i.e. by multiplying the sample values at the cell level (industry and employment size) by the corresponding blowing-up factor which is the ratio of the eligible population of establishments (retrieved, refused, for verification, temporarily closed, on strike, unaccounted/no response) to the corresponding number of responding establishments. This weighing procedure takes non-response into account.

The estimates are aggregated to the desired levels to arrive at total estimates of the population, e.g. number of minimum wage earners or number of establishments with unions. A population ratio is obtained by dividing total estimate of a variable with the total estimate of another variable, e.g. total labor cost by the number of employees to arrive at average labor cost per employee or total lost workdays of cases resulting to temporary incapacity by corresponding number of cases to derive average days lost.

Note: Refer to Metadata

Data Collection

Data Collection Dates	start 2003 end 2004
Time Period(s)	Part I - General Information: start 2002 Part I - General Information: end 2003-06-30 PART II: EMPLOYMENT: single 2003-06-30 PART III: INDUSTRIAL RELATIONS PRACTICES: single 2003-06-30 PART IV: OCCUPATIONAL INJURIES: single 2002 PART V: LABOR COST OF EMPLOYEES: single 2002
Data Collection Mode	Other [oth], mixed method: self-accomplished, mailed and face-to-face

Data Collection Notes

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. Delivery of questionnaires starts in July of each year and retrieval will commence after all questionnaires have been delivered or within 10 working days from delivery to an establishment or on a date agreed upon by the contact person and the enumerator. The basic data originate from the payroll, accident and other related records of establishments.

Note: Refer to Metadata

Questionnaires

The questionnaire is made up of the following parts:

Part I - General Information - This portion inquires on main economic activity and major products/goods or services of the establishment, average employment and number of employees, normal/regular working hours per day, days actually worked during the year and days not worked but considered paid during the year for majority of employees, establishment characteristics such as ownership (Filipino or with foreign equity), spread of operations (multinational or not), market orientation (domestic or export), unionism and membership, and existence and coverage of collective bargaining agreement/s.

Part II - Employment - This section requires data on total employment and its breakdown into working owners, unpaid workers and employees (managers/executives, supervisors/foremen and rank and file: regular and non-regular workers). It also looks into employment of specific groups of employees, types of jobs contracted out and the number of agency-hired workers.

Part III - Industrial Relations Practices - This part inquires on establishment practices in filling up vacancies; fixing or revising wages and salaries of employees, those given wage and non-wage benefits and those provided training, purpose of training and sources of training funds. It also inquires on coping measures to economic and financial difficulties, and innovation/s introduced and impediment/s encountered in the adoption or implementation of any innovation.

Part IV - Occupational Injuries - This inquires on the incidence of occupational accidents, cases of occupational injuries and lost workdays and hours actually worked by all employed persons.

Part V - Labor Costs - This section requires data on the reference period if other than the calendar year, labor cost by cost component and sub-components, hours actually worked by all employees and the percent share of labor cost to total cost.

Part VI - Certification - this space is provided for the respondent's name and signature, position, date accomplished and telephone/fax numbers and e-mail address of the person responsible for filling out the form and the time spent in answering the questionnaire. It also solicits comments on the BITS data provided and on the results of previous BLES surveys, and suggestions for improvement on the presentation/packaging of the questionnaire.

Part VII - Survey Personnel - This portion is for the particulars of the enumerators and area supervisors at the BLES and DOLE Regional Offices involved in the data collection and review of questionnaire entries.

Results of Recently Conducted BLES Surveys - These are for information of the respondent.

Note: Refer to Questionnaire

Data Collector(s)	Bureau of Labor and Employment Statistics (BLES) , Department of Labor and Employment DOLE Regional Offices (DOLE ROs) , Department of Labor and Employment
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Data Processing & Appraisal

Data Editing

Data would be 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 their field supervisors. The BLES personnel undertake the final review, coding of information based on classifications used, data entry and validation and scrutiny of aggregated results

for coherence. Questionnaires with incomplete or inconsistent entries are returned to the establishments for verification personally or through mail.

Note: Refer to Metadata

Other Processing

Processing involves the following activities:

1. Batch labelling
2. Office editing and coding
3. Status monitoring and printing of Survey Status Report (5th and 20th of the month)
4. Data entry (MS Access)
5. Printing of validation prooflists
6. Data validation (1st and 2nd pass)
7. Re-encoding of data
8. Re-validation and re-encoding
9. Back-up MS Access database
10. Conversion of file from MS Access to SPSS
11. Computation of weights and recoding of some variables
12. Output tables generation
13. Publication tables preparation

Note: Refer to Office Editing and Data Validation Guidelines

Estimates of Sampling Error

Estimates of sampling error on employment are computed.

Other Forms of Data Appraisal

Data estimates would be checked with those from other related surveys or administrative data.

Note: Refer to Metadata

Accessibility

Access Authority	Labor Relations and Statistics Division (Department of Labor and Employment) , www.bles.dole.gov.ph , bles_lrsl@yahoo.com Employment and Manpower Statistics Division (Department of Labor and Employment) , www.bles.dole.gov.ph , bles_emsd@yahoo.com Labor Relations and Statistics Division (Department of Labor and Employment) , www.bles.dole.gov.ph , bles_lssd@yahoo.com
Contact(s)	Parts I and II - Chief LEO, Employment and Manpower Services Division (Bureau of Labor and Employment Statistics) , www.bles.gole.gov.ph , blesemsd@yahoo.com Part III - Chief LEO, Labor Relations Statistics Division (Bureau of Labor and Employment Statistics) , www.bles.gole.gov.ph , bles_lrsl@yahoo.com Parts IV and V - Chief LEO, Labor Standards Statistics Division (Bureau of Labor and Employment Statistics) , www.bles.gole.gov.ph , bles_lssd@yahoo.com

Confidentiality

The BLES and its field personnel shall hold all survey data supplied by the establishments in confidence.

The information obtained from each respondent 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-establishment.

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 user of the data acknowledges that the Bureau of Labor and Employment Statistics bear no responsibility for use of the data or for interpretations or inferences based upon such uses.

Copyright

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Files Description

Dataset contains 5 file(s)

Employment	
# Cases	4351
# Variable(s)	97
<u>File Content</u> The file contains data on total employment and its breakdown into working owners, unpaid workers and employees (managers/executives, supervisors/foremen and rank and file: regular and non-regular workers). It also looks into the employment of specific groups of workers, number of agency-hired workers and the types of jobs contracted out.	
<u>Producer</u> Employment and Manpower Statistics Division, Bureau of Labor and Employment Statistics	
<u>Version</u> v1	
<u>Missing Data</u> Missing data is represented by " . " in numeric cases. Missing data is represented by a space in string cases.	

Industrial Relations 2002	
# Cases	4354
# Variable(s)	157
<u>File Content</u> This file contains data on establishment practices in the provision of training to employees, purpose of training and sources of training funds. It also inquires on coping measures to economic and financial difficulties, and innovation/s introduced and impediment/s encountered in the adoption or implementation of any innovation.	
<u>Producer</u> Labor Relations Statistics Division, Bureau of Labor and Employment Statistics	
<u>Version</u> Version 1.0	
<u>Processing Checks</u> Refer to the Office Editing and Data Validation Guidelines	
<u>Missing Data</u> Missing data is represented by " . " in numeric cases. Missing data is represented by a space in string cases.	

Industrial Relations 2003	
# Cases	4351
# Variable(s)	236
<u>File Content</u> This file contains data on establishment practices in filling up vacancies, fixing or revising wages and salaries of employees and those given wage and non-wage benefits.	

Producer

Labor Relations Statistics Division, Bureau of Labor and Employment Statistics

Version

Version 1.0

Processing Checks

Refer to the Office Editing and Data Validation Guidelines

Missing Data

Missing data is represented by " ." in numeric cases.

Missing data is represented by a space in string cases.

OIS 2002 respondents database**# Cases**

4354

Variable(s)

37

File Content

This file contains all the items in the Part IV of BITS 2002/2003 questionnaire, including derived/recoded variables and weighing coefficients.

Note: See variables for details.

Producer

Labor Standards Statistics Division, Bureau of Labor and Employment Statistics

Version

v1

Processing Checks

Note: Refer to the Data Generation Guidelines.

LCS 2002 respondents database**# Cases**

4265

Variable(s)

54

File Content

This file contains all the items in the Part V of BITS 2002/2003 questionnaire, including derived/recoded variables and weighing coefficients.

Note: See variables for details.

Producer

Labor Standards Statistics Division, Bureau of Labor and Employment Statistics

Version

v1

Processing Checks

Note: Refer to the Office Editing Guidelines.

Missing Data

Missing data is represented by " ." in numeric cases.

Missing data is represented by a space in string cases.

Variables List

Dataset contains 581 variable(s)

File Employment							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	EIN	Establishment Identification Number	discrete	numeric-5.0	4351	0	-
2	p1_batch	Batch Number	discrete	character-12	4351	0	-
3	p1_1a	Major Economic Activity	discrete	character-102	4351	-	-
4	p1_2a	Major products/goods or services	discrete	character-124	4346	-	-
5	psic_03	New 6 digit industry code	discrete	character-6	4351	0	-
6	p2_1	Total employment	continuous	numeric-5.0	4351	0	Total Employment
7	p2_11	Working owners	continuous	numeric-2.0	4351	0	Working owners
8	p2_12	Unpaid workers	continuous	numeric-3.0	4351	0	Unpaid workers
9	p2_13	Employees	continuous	numeric-5.0	4351	0	Employees
10	p2_131	Managers/Executives	continuous	numeric-3.0	4351	0	Managers/Executives
11	p2_132	Supervisors/Foremen	continuous	numeric-4.0	4351	0	Supervisors/Foremen
12	p2_133	Rank and file	continuous	numeric-5.0	4351	0	Rank and file
13	p2_1331	Regular workers	continuous	numeric-5.0	4351	0	Regular workers
14	p2_1332	Non-regular workers	continuous	numeric-4.0	4351	0	Non-regular workers
15	p2_21	Female workers	continuous	numeric-5.0	4351	0	Female workers
16	p2_22	Workers paid the minimum wage	continuous	numeric-4.0	4351	0	Workers paid the minimum wage
17	p2_23	Persons with disabilities	continuous	numeric-2.0	4351	0	Persons with disabilities
18	p2_24	Time-rate workers	continuous	numeric-5.0	4351	0	Time-rate workers
19	p2_241	Full-time workers	continuous	numeric-5.0	4351	0	Full-time workers
20	p2_2411	Hourly	continuous	numeric-4.0	4351	0	Hourly
21	p2_2412	Daily	continuous	numeric-5.0	4351	0	Daily
22	p2_2413	Monthly	continuous	numeric-5.0	4351	0	Monthly
23	p2_242	Part-time workers	continuous	numeric-3.0	4351	0	Part-time workers
24	p2_25	Piece-rate workers	continuous	numeric-4.0	4351	0	Piece-rate workers
25	p2_26	Quota workers	continuous	numeric-3.0	4351	0	Quota workers
26	p2_27	Pakyao or Takay workers	continuous	numeric-3.0	4351	0	"Pakyao" or "Takay" workers
27	p2_28	Task workers	continuous	numeric-3.0	4351	0	Task workers
28	p2_29	Commission workers	continuous	numeric-4.0	4351	0	Commission workers
29	p2_291	Wth basic pay and commission	continuous	numeric-4.0	4351	0	With basic pay and commission
30	p2_292	Purely on commission w/o employer control	continuous	numeric-4.0	4351	0	Purely on commission
31	p2_293	Purely on commission with employer control	continuous	numeric-4.0	4351	0	-
32	p2_210	Non-regular workers	continuous	numeric-4.0	4351	0	Non-regular workers

File Employment							
#	Name	Label	Type	Format	Valid	Invalid	Question
33	p2_2101	Probationary workers	continuous	numeric-4.0	4351	0	Probationary workers
34	p2_2102	Casual workers	continuous	numeric-4.0	4351	0	Casual workers
35	p2_2103	Contractual/Project Based workers	continuous	numeric-4.0	4351	0	Contractual/project based workers
36	p2_2104	Seasonal workers	continuous	numeric-4.0	4351	0	Seasonal workers
37	p2_2105	Apprentices/Learners	continuous	numeric-4.0	4351	0	Paid apprentices learners
38	p2_211	Shift workers	continuous	numeric-5.0	4351	0	Workers who worked on shift
39	p2_2111	Number of shifts	continuous	numeric-2.0	4351	0	Number of shifts
40	p2_stxt1	Day shift	discrete	character-254	2063	-	Indicate time - Day shift
41	p2_stxt2	Afternoon shift	discrete	character-245	1718	-	Indicate time - Afternoon shift
42	p2_stxt3	Night shift	discrete	character-254	1779	-	Indicate Time - Night shift
43	p2_211a	Day shift workers	continuous	numeric-4.0	4351	0	Workers on Day shift
44	p2_211b	Afternoon shift workers	continuous	numeric-4.0	4351	0	Workers on Afternoon shift
45	p2_211c	Night shift workers	continuous	numeric-4.0	4351	0	Workers on Night shift
46	p2_212	Establishment resorting to job contracting	discrete	numeric-1.0	4351	0	Engaged in Subcontracting
47	p2_21301	Security services	discrete	numeric-1.0	4351	0	Security services
48	p2_21302	Janitorial	discrete	numeric-1.0	4351	0	Janitorial
49	p2_21303	General administrative services	discrete	numeric-1.0	4351	0	General administrative services
50	p2_21304	Marketing/Sales	discrete	numeric-1.0	4351	0	Marketing/sales
51	p2_21305	Packaging	discrete	numeric-1.0	4351	0	Packaging
52	p2_21306	Transport Services	discrete	numeric-1.0	4351	0	Transport services
53	p2_21307	Production/assembly	discrete	numeric-1.0	4351	0	Production/assembly
54	p2_21308	Research and development	discrete	numeric-1.0	4351	0	Research and development
55	p2_21309	IT services	discrete	numeric-1.0	4351	0	IT services
56	p2_213rm	Repair and maintenance	discrete	numeric-1.0	4351	0	-
57	p2_213fc	Food and catering	discrete	numeric-1.0	4351	0	-
58	p2_213co	Construction	discrete	numeric-1.0	4351	0	-
59	p2_21310	Others	discrete	numeric-1.0	4351	0	Others
60	p2_21311	Specified	discrete	character-37	39	0	Specify
61	p2_14	Total agency-hired workers	continuous	numeric-4.0	4351	0	Total
62	p2_21401	Security services	continuous	numeric-4.0	4351	0	Security services
63	p2_21402	Janitorial	continuous	numeric-4.0	4351	0	Janitorial
64	p2_21403	General administrative services	continuous	numeric-3.0	4351	0	2.14.4. General administrative
65	p2_21404	Marketing/sales	continuous	numeric-4.0	4351	0	Marketing/Sales
66	p2_21405	Packaging	continuous	numeric-3.0	4351	0	Packaging
67	p2_21406	Transport services	continuous	numeric-3.0	4351	0	Transport services
68	p2_21407	Production assembly	continuous	numeric-4.0	4351	0	Production/Assembly

File Employment							
#	Name	Label	Type	Format	Valid	Invalid	Question
69	p2_21408	Research and development	continuous	numeric-2.0	4351	0	Research and development
70	p2_21409	IT services	continuous	numeric-3.0	4351	0	IT services
71	p2_214rm	Repair and maintenance	continuous	numeric-3.0	4351	0	-
72	p2_214fc	Food and catering	continuous	numeric-3.0	4351	0	-
73	p2_214co	Construction	continuous	numeric-3.0	4351	0	-
74	p2_21410	Others	continuous	numeric-3.0	4351	0	Others
75	status02	status2003	discrete	character-3	4351	0	-
76	geocode	geocode	discrete	character-6	4351	0	-
77	batch	batch	discrete	character-12	4351	0	-
78	ategrp03	employment size	discrete	numeric-4.2	4351	0	-
79	rpsic03	New Industry 2003	discrete	character-4	4351	0	-
80	oldcell	Old industry-ate group	discrete	character-5	4351	0	-
81	newcell	New industry-ate group	discrete	character-5	4351	0	-
82	oldecnt	Old eligible county	continuous	numeric-3.0	4351	0	-
83	ecountpk	Number of eligibles	continuous	numeric-3.0	4351	0	-
84	rcount03	Retrieved 2003	continuous	numeric-3.0	4351	0	-
85	buf2003	Blowing-up factor 2003	continuous	numeric-8.5	4351	0	-
86	buf	Blowing-up factor	continuous	numeric-6.2	4351	0	-
87	rpsic1	Major Industry	discrete	character-1	4351	0	-
88	estabcnt	Establishment count	discrete	numeric-4.2	4351	0	-
89	withshift	With shift workers	discrete	numeric-4.2	4351	0	-
90	js_jobs	Number of jobs contracted out	discrete	numeric-4.2	3161	1190	-
91	js_sj	Security and Janitorial services contracted out	discrete	numeric-4.2	3161	1190	-
92	js_ls_sj	-	discrete	numeric-4.2	3161	1190	-
93	js_wo_sj	With jobs contracted aside from security and janitorial services	discrete	numeric-4.2	3161	1190	-
94	e_agency	establishments with agency-hired workers	discrete	numeric-4.2	4351	0	-
95	agy_wosj	Agency-hired workers except for security and janitorial services	continuous	numeric-7.2	3160	1191	-
96	e_a_wosj	-	discrete	numeric-4.2	4351	0	-
97	engaged	Total number of persons engaged	continuous	numeric-8.2	4351	0	-

File Industrial Relations 2002							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	EIN	Establishment Identification Number	discrete	numeric-5.0	4354	0	-

File Industrial Relations 2002							
#	Name	Label	Type	Format	Valid	Invalid	Question
2	BATCH_NO	Batch Number	discrete	character-15	4354	0	-
3	ENTRY2	Data Entry Flag	discrete	character-1	4354	0	-
4	P3_6BS	Both Sexes	continuous	numeric-5.0	4351	3	How many employees were given job-related training in 2002?
5	P3_6FEM	Female	continuous	numeric-4.0	4351	3	How many employees were given job-related training in 2002?
6	P3_6M	Male	continuous	numeric-5.0	4352	2	How many employees were given job-related training in 2002?
7	P3_7MGRA	ME - Managerial/ Supervisory Training	continuous	numeric-1.0	1788	2566	Which of the following job-related trainings were provided to employees in 2002?
8	P3_7MGRB	ME - Problem-solving or Decision-making	continuous	numeric-1.0	1118	3236	Which of the following job-related trainings were provided to employees in 2002?
9	P3_7MGRC	ME - Strategic Planning	continuous	numeric-1.0	1252	3102	Which of the following job-related trainings were provided to employees in 2002?
10	P3_7MG RD	ME - Business Planning/ Market Forecasting	continuous	numeric-1.0	988	3366	Which of the following job-related trainings were provided to employees in 2002?
11	P3_7MGRE	ME - Financial Management Training	continuous	numeric-1.0	982	3372	Which of the following job-related trainings were provided to employees in 2002?
12	P3_7MGRF	ME - Total Quality Management	continuous	numeric-1.0	1058	3296	Which of the following job-related trainings were provided to employees in 2002?
13	P3_7MGRG	ME - Productivity Improvement	continuous	numeric-1.0	885	3469	Which of the following job-related trainings were provided to employees in 2002?
14	P3_7MGRH	ME - Team-building	continuous	numeric-1.0	1062	3292	Which of the following job-related trainings were provided to employees in 2002?
15	P3_7MGRI	ME - Sales and Marketing Training	continuous	numeric-1.0	697	3657	Which of the following job-related trainings were provided to employees in 2002?
16	P3_7MGRJ	ME - Communication Skills Training	continuous	numeric-1.0	657	3697	Which of the following job-related trainings were provided to employees in 2002?
17	P3_7MGRK	ME - Occupational Health and Safety Training	continuous	numeric-1.0	801	3553	Which of the following job-related trainings were provided to employees in 2002?
18	P3_7MGRL	ME - Computer Programming/SAD	continuous	numeric-1.0	468	3886	Which of the following job-related trainings were provided to employees in 2002?
19	P3_7MGRM	ME - Computer Hardware	continuous	numeric-1.0	255	4099	Which of the following job-related trainings were provided to employees in 2002?
20	P3_7MGRN	ME - Computer Software Application Training	continuous	numeric-1.0	499	3855	Which of the following job-related trainings were provided to employees in 2002?
21	P3_7MGRO	ME - Skills Upgrading Training	continuous	numeric-1.0	498	3856	Which of the following job-related trainings were provided to employees in 2002?

File Industrial Relations 2002							
#	Name	Label	Type	Format	Valid	Invalid	Question
22	P3_7MGRP	ME - Others 1	continuous	numeric-1.0	192	4162	Which of the following job-related trainings were provided to employees in 2002?
23	P3_7MGRQ	ME - Others 2	continuous	numeric-1.0	10	4344	Which of the following job-related trainings were provided to employees in 2002?
24	P3_7MGRR	ME - Others 3	continuous	numeric-1.0	4	4350	Which of the following job-related trainings were provided to employees in 2002?
25	P3_7OTH1	ME - Others specify 1	discrete	character-50	459	0	Which of the following job-related trainings were provided to employees in 2002?
26	P3_7OTH2	ME - Others specify 2	discrete	character-50	34	0	Which of the following job-related trainings were provided to employees in 2002?
27	P3_7OTH3	ME - Others specify 3	discrete	character-50	9	0	Which of the following job-related trainings were provided to employees in 2002?
28	P3_7SFA	SF - Managerial/Supervisory Training	continuous	numeric-1.0	1665	2689	Which of the following job-related trainings were provided to employees in 2002?
29	P3_7SFB	SF - Problem-solving or Decision-making	continuous	numeric-1.0	1030	3324	Which of the following job-related trainings were provided to employees in 2002?
30	P3_7SFC	SF - Strategic Planning	continuous	numeric-1.0	775	3579	Which of the following job-related trainings were provided to employees in 2002?
31	P3_7SFD	SF - Business Planning/Market Forecasting	continuous	numeric-1.0	554	3800	Which of the following job-related trainings were provided to employees in 2002?
32	P3_7SFE	SF - Financial Management Training	continuous	numeric-1.0	552	3802	Which of the following job-related trainings were provided to employees in 2002?
33	P3_7SFF	SF - Total Quality Management	continuous	numeric-1.0	979	3375	Which of the following job-related trainings were provided to employees in 2002?
34	P3_7SFG	SF - Productivity Improvement	continuous	numeric-1.0	1065	3289	Which of the following job-related trainings were provided to employees in 2002?
35	P3_7SFH	SF - Team-building	continuous	numeric-1.0	1227	3127	Which of the following job-related trainings were provided to employees in 2002?
36	P3_7SFI	SF - Sales and Marketing Training	continuous	numeric-1.0	723	3631	Which of the following job-related trainings were provided to employees in 2002?
37	P3_7SFJ	SF - Communication Skills Training	continuous	numeric-1.0	917	3437	Which of the following job-related trainings were provided to employees in 2002?
38	P3_7SFK	SF - Occupational Health and Safety Training	continuous	numeric-1.0	1315	3039	Which of the following job-related trainings were provided to employees in 2002?
39	P3_7SFL	SF - Computer Programming/SAD	continuous	numeric-1.0	739	3615	Which of the following job-related trainings were provided to employees in 2002?

File Industrial Relations 2002							
#	Name	Label	Type	Format	Valid	Invalid	Question
40	P3_7SFM	SF - Computer Hardware	continuous	numeric-1.0	517	3837	Which of the following job-related trainings were provided to employees in 2002?
41	P3_7SFN	SF - Computer Software Application Training	continuous	numeric-1.0	830	3524	Which of the following job-related trainings were provided to employees in 2002?
42	P3_7SFO	SF - Skills Upgrading Training	continuous	numeric-1.0	943	3411	Which of the following job-related trainings were provided to employees in 2002?
43	P3_7SFP	SF - Others 1	continuous	numeric-1.0	277	4077	Which of the following job-related trainings were provided to employees in 2002?
44	P3_7SFQ	SF - Others 2	continuous	numeric-1.0	13	4341	Which of the following job-related trainings were provided to employees in 2002?
45	P3_7SFR	SF - Others 3	continuous	numeric-1.0	4	4350	Which of the following job-related trainings were provided to employees in 2002?
46	P3_7REGA	RRF - Managerial/ Supervisory Training	continuous	numeric-1.0	486	3868	Which of the following job-related trainings were provided to employees in 2002?
47	P3_7REGB	RRF - Problem-solving or Decision-making	continuous	numeric-1.0	417	3937	Which of the following job-related trainings were provided to employees in 2002?
48	P3_7REGC	RRF - Strategic Planning	continuous	numeric-1.0	256	4098	Which of the following job-related trainings were provided to employees in 2002?
49	P3_7REGD	RRF - Business Planning/ Market Forecasting	continuous	numeric-1.0	183	4171	Which of the following job-related trainings were provided to employees in 2002?
50	P3_7REGE	RRF - Financial Management Training	continuous	numeric-1.0	236	4118	Which of the following job-related trainings were provided to employees in 2002?
51	P3_7REGF	RRF - Total Quality Management	continuous	numeric-1.0	631	3723	Which of the following job-related trainings were provided to employees in 2002?
52	P3_7REGG	RRF - Productivity Improvement	continuous	numeric-1.0	908	3446	Which of the following job-related trainings were provided to employees in 2002?
53	P3_7REGH	RRF - Team-building	continuous	numeric-1.0	1139	3215	Which of the following job-related trainings were provided to employees in 2002?
54	P3_7REGI	RRF - Sales and Marketing Training	continuous	numeric-1.0	586	3768	Which of the following job-related trainings were provided to employees in 2002?
55	P3_7REGJ	RRF - Communication Skills Training	continuous	numeric-1.0	966	3388	Which of the following job-related trainings were provided to employees in 2002?
56	P3_7REGK	RRF - Occupational Health and Safety Training	continuous	numeric-1.0	1401	2953	Which of the following job-related trainings were provided to employees in 2002?
57	P3_7REGL	RRF - Computer Programming/SAD	continuous	numeric-1.0	728	3626	Which of the following job-related trainings were provided to employees in 2002?

File Industrial Relations 2002							
#	Name	Label	Type	Format	Valid	Invalid	Question
58	P3_7REGM	RRF - Computer Hardware	continuous	numeric-1.0	593	3761	Which of the following job-related trainings were provided to employees in 2002?
59	P3_7REGN	RRF - Computer Software Application Training	continuous	numeric-1.0	912	3442	Which of the following job-related trainings were provided to employees in 2002?
60	P3_7REGO	RRF - Skills Upgrading Training	continuous	numeric-1.0	1223	3131	Which of the following job-related trainings were provided to employees in 2002?
61	P3_7REGP	RRF - Others 1	continuous	numeric-1.0	349	4005	Which of the following job-related trainings were provided to employees in 2002?
62	P3_7REGQ	RRF - Others 2	continuous	numeric-1.0	15	4339	Which of the following job-related trainings were provided to employees in 2002?
63	P3_7REGR	RRF - Others 3	continuous	numeric-1.0	3	4351	Which of the following job-related trainings were provided to employees in 2002?
64	P3_7NRA	NRRF - Managerial/Supervisory Training	continuous	numeric-1.0	102	4252	Which of the following job-related trainings were provided to employees in 2002?
65	P3_7NRB	NRRF - Problem-solving or Decision-making	continuous	numeric-1.0	92	4262	Which of the following job-related trainings were provided to employees in 2002?
66	P3_7NRC	NRRF - Strategic Planning	continuous	numeric-1.0	66	4288	Which of the following job-related trainings were provided to employees in 2002?
67	P3_7NRD	NRRF - Business Planning/Market Forecasting	continuous	numeric-1.0	30	4324	Which of the following job-related trainings were provided to employees in 2002?
68	P3_7NRE	NRRF - Financial Management Training	continuous	numeric-1.0	26	4328	Which of the following job-related trainings were provided to employees in 2002?
69	P3_7NRF	NRRF - Total Quality Management	continuous	numeric-1.0	208	4146	Which of the following job-related trainings were provided to employees in 2002?
70	P3_7NRG	NRRF - Productivity Improvement	continuous	numeric-1.0	322	4032	Which of the following job-related trainings were provided to employees in 2002?
71	P3_7NRH	NRRF - Team-building	continuous	numeric-1.0	435	3919	Which of the following job-related trainings were provided to employees in 2002?
72	P3_7NRI	NRRF - Sales and Marketing Training	continuous	numeric-1.0	199	4155	Which of the following job-related trainings were provided to employees in 2002?
73	P3_7NRJ	NRRF - Communication Skills Training	continuous	numeric-1.0	344	4010	Which of the following job-related trainings were provided to employees in 2002?
74	P3_7NRK	NRRF - Occupational Health and Safety Training	continuous	numeric-1.0	541	3813	Which of the following job-related trainings were provided to employees in 2002?
75	P3_7NRL	NRRF - Computer Programming/SAD	continuous	numeric-1.0	129	4225	Which of the following job-related trainings were provided to employees in 2002?

File Industrial Relations 2002							
#	Name	Label	Type	Format	Valid	Invalid	Question
76	P3_7NRM	NRRF - Computer Hardware	continuous	numeric-1.0	102	4252	Which of the following job-related trainings were provided to employees in 2002?
77	P3_7NRN	NRRF - Computer Software Application Training	continuous	numeric-1.0	201	4153	Which of the following job-related trainings were provided to employees in 2002?
78	P3_7NRO	NRRF - Skills Upgrading Training	continuous	numeric-1.0	445	3909	Which of the following job-related trainings were provided to employees in 2002?
79	P3_7NRP	NRRF - Others 1	continuous	numeric-1.0	172	4182	Which of the following job-related trainings were provided to employees in 2002?
80	P3_7NRQ	NRRF - Others 2	continuous	numeric-1.0	9	4345	Which of the following job-related trainings were provided to employees in 2002?
81	P3_7NRR	NRRF - Others 3	continuous	numeric-1.0	1	4353	Which of the following job-related trainings were provided to employees in 2002?
82	P3_8A	For newly hired/recruited workers	discrete	numeric-1.0	3261	1093	Were the trainings provided intended ...?
83	P3_8B	To move workers between jobs with the same salary levels	discrete	numeric-1.0	3261	1093	Were the trainings provided intended ...?
84	P3_8C	To improve job performance	discrete	numeric-1.0	3261	1093	Were the trainings provided intended ...?
85	P3_8D	To upgrade/raise salary	discrete	numeric-1.0	3261	1093	Were the trainings provided intended ...?
86	P3_8E	To enhance/upgrade skill/s	discrete	numeric-1.0	3261	1093	Were the trainings provided intended ...?
87	P3_8F	Other training purposes	continuous	numeric-1.0	154	4200	Were the trainings provided intended ...?
88	P3_8OTH1	Other specified trainings1	discrete	character-50	156	0	Were the trainings provided intended ...?
89	P3_8OTH2	Other specified trainings2	discrete	character-50	4	0	Were the trainings provided intended ...?
90	P3_8OTH3	Other specified trainings3	discrete	character-50	0	0	Were the trainings provided intended ...?
91	P3_9A	National government programs	continuous	numeric-1.0	148	4206	What were the sources of funds for the trainings?
92	P3_9B	Local government programs	continuous	numeric-1.0	103	4251	What were the sources of funds for the trainings?
93	P3_9C	Establishment/company fund (in full)	continuous	numeric-1.0	2602	1752	What were the sources of funds for the trainings?
94	P3_9D	Subsidy from establishment/company	continuous	numeric-1.0	549	3805	What were the sources of funds for the trainings?
95	P3_9E	Union funds	continuous	numeric-1.0	85	4269	What were the sources of funds for the trainings?
96	P3_9F	Industry associations	continuous	numeric-1.0	148	4206	What were the sources of funds for the trainings?
97	P3_9G	Equipment vendors	continuous	numeric-1.0	156	4198	What were the sources of funds for the trainings?

File Industrial Relations 2002							
#	Name	Label	Type	Format	Valid	Invalid	Question
98	P3_9H	Other private sector organizations	continuous	numeric-1.0	180	4174	What were the sources of funds for the trainings?
99	P3_9I	Other source of funds	continuous	numeric-1.0	402	3952	What were the sources of funds for the trainings?
100	P3_9SPC1	Others specified source of funds1	discrete	character-50	403	0	What were the sources of funds for the trainings?
101	P3_9SPC2	Others specified source of funds2	discrete	character-50	2	0	What were the sources of funds for the trainings?
102	P3_9SPC3	Others specified source of funds3	discrete	character-50	1	0	What were the sources of funds for the trainings?
103	P3_10A	Freeze hiring for all positions	discrete	numeric-1.0	4351	3	What measures have been implemented to cope with economic and financial difficulties?
104	P3_10B	Freeze hiring for managerial and supervisory positions	discrete	numeric-1.0	4353	1	What measures have been implemented to cope with economic and financial difficulties?
105	P3_10C	Freeze hiring for rank and file positions	discrete	numeric-1.0	4351	3	What measures have been implemented to cope with economic and financial difficulties?
106	P3_10D	Granting small salary increase	discrete	numeric-1.0	4351	3	What measures have been implemented to cope with economic and financial difficulties?
107	P3_10E	Suspension of salary increase	discrete	numeric-1.0	4352	2	What measures have been implemented to cope with economic and financial difficulties?
108	P3_10F	Suspension of some benefits	discrete	numeric-1.0	4353	1	What measures have been implemented to cope with economic and financial difficulties?
109	P3_10G	Layoffs	discrete	numeric-1.0	4353	1	What measures have been implemented to cope with economic and financial difficulties?
110	P3_10H	Reducing work time (days/ hours)	discrete	numeric-1.0	4351	3	What measures have been implemented to cope with economic and financial difficulties?
111	P3_10I	Job rotation	discrete	numeric-1.0	4350	4	What measures have been implemented to cope with economic and financial difficulties?
112	P3_10J	Contracting out some services	discrete	numeric-1.0	4345	9	What measures have been implemented to cope with economic and financial difficulties?
113	P3_10K	Budget cuts in training	discrete	numeric-1.0	4349	5	What measures have been implemented to cope with economic and financial difficulties?
114	P3_10L	Defer expansion plans	discrete	numeric-1.0	4287	67	What measures have been implemented to cope with economic and financial difficulties?
115	P3_10M	Other coping measures	discrete	numeric-1.0	258	4096	What measures have been implemented to cope with economic and financial difficulties?
116	P3_10OT1	Others specified coping mechanism1	discrete	character-50	264	0	What measures have been implemented to cope with economic and financial difficulties?

File Industrial Relations 2002							
#	Name	Label	Type	Format	Valid	Invalid	Question
117	P3_10OT2	Others specified coping mechanism2	discrete	character-50	9	0	What measures have been implemented to cope with economic and financial difficulties?
118	P3_10OT3	Others specified coping mechanism3	discrete	character-50	1	0	What measures have been implemented to cope with economic and financial difficulties?
119	P3_11A	Implementation of Total Quality Management	discrete	numeric-1.0	4351	3	Has this establishment introduced any improvement scheme/s or innovation in 2002?
120	P3_11B	New products or services	discrete	numeric-1.0	4351	3	Has this establishment introduced any improvement scheme/s or innovation in 2002?
121	P3_11C	Improved products or services	discrete	numeric-1.0	4354	0	Has this establishment introduced any improvement scheme/s or innovation in 2002?
122	P3_11D	New processes	discrete	numeric-1.0	4352	2	Has this establishment introduced any improvement scheme/s or innovation in 2002?
123	P3_11E	Improved processes/re-engineering	discrete	numeric-1.0	4347	7	Has this establishment introduced any improvement scheme/s or innovation in 2002?
124	P3_11F	New technology	discrete	numeric-1.0	4352	2	Has this establishment introduced any improvement scheme/s or innovation in 2002?
125	P3_11G	Adoption of flexible working hours	discrete	numeric-1.0	4326	28	Has this establishment introduced any improvement scheme/s or innovation in 2002?
126	P3_11H	Other innovation introduced	discrete	numeric-1.0	61	4293	Has this establishment introduced any improvement scheme/s or innovation in 2002?
127	P3_11OT1	Others specified innovation1	discrete	character-50	60	0	Has this establishment introduced any improvement scheme/s or innovation in 2002?
128	P3_11OT2	Others specified innovation2	discrete	character-50	1	0	Has this establishment introduced any improvement scheme/s or innovation in 2002?
129	P3_11OT3	Others specified innovation3	discrete	character-50	1	0	Has this establishment introduced any improvement scheme/s or innovation in 2002?
130	P3_12A	Internal resistance to change	discrete	numeric-1.0	3211	1143	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
131	P3_12B	Insufficient skilled personnel	discrete	numeric-1.0	3211	1143	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
132	P3_12C	Insufficient financial resources	discrete	numeric-1.0	3214	1140	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
133	P3_12D	Insufficient information on markets	discrete	numeric-1.0	3213	1141	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?

File Industrial Relations 2002							
#	Name	Label	Type	Format	Valid	Invalid	Question
134	P3_12E	Insufficient information on technologies	discrete	numeric-1.0	3211	1143	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
135	P3_12F	Deficiencies in the availability of external technical	discrete	numeric-1.0	3210	1144	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
136	P3_12G	Barriers to cooperation with other firms	discrete	numeric-1.0	3211	1143	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
137	P3_12H	Barriers to cooperation with scientific and educational	discrete	numeric-1.0	3211	1143	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
138	P3_12I	Insufficient information on govt-initiated assistance	discrete	numeric-1.0	3208	1146	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
139	P3_12J	Insufficient government incentives	discrete	numeric-1.0	3209	1145	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
140	P3_12K	Inappropriate government standards and regulations	discrete	numeric-1.0	203	4151	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
141	P3_12L	Other impediment encountered	discrete	numeric-1.0	661	3693	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
142	P312OTHA	Other specified impediment encountered1	discrete	character-50	697	0	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
143	P312OTHB	Other specified impediment encountered2	discrete	character-50	8	0	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
144	EMP	Old Employment	continuous	numeric-5.0	4353	1	-
145	RPSIC	Old Industry	discrete	character-4	4354	0	-
146	ATEGRP	Old Employment Size Group (2002)	discrete	numeric-1.0	4354	0	-
147	PSIC_02	2002 Industry	discrete	character-6	4354	0	-
148	P1_3B	Average Employment 2002	continuous	numeric-5.0	4354	0	Average employment
149	P1_4B	Average Employees 2002	continuous	numeric-5.0	4354	0	Average number of employees
150	P1_8B	Ownership	discrete	numeric-1.0	4354	0	Multinational
151	P1_9B	Multinational	discrete	numeric-1.0	4354	0	Multinational
152	P1_10B	Market	discrete	numeric-1.0	4354	0	Market
153	P1_11B	Union	discrete	numeric-1.0	4354	0	With union

File Industrial Relations 2002							
#	Name	Label	Type	Format	Valid	Invalid	Question
154	P1_123E	Others	discrete	numeric-1.0	1196	3158	With collective bargaining agreements
155	ATEGRP02	New Employment Size Group	discrete	numeric-1.0	4354	0	-
156	RPSIC02	New Industry	discrete	character-4	4354	0	-
157	BUF2002	Blowing-up Factor	continuous	numeric-9.5	4354	0	-

File Industrial Relations 2003							
#	Name	Label	Type	Format	Valid	Invalid	Question
1	EIN	Establishment Identification Number	discrete	numeric-5.0	4351	0	-
2	BATCH_NO	Batch Number	discrete	character-15	4351	0	-
3	ENTRY	Data Entry Flag	continuous	numeric-1.0	4351	0	-
4	P3_A1	Within the estab - Managers	continuous	numeric-1.0	3280	1071	Where do you source applicants for vacancies in the establishment?
5	P3_A2	Within the estab - Professionals	continuous	numeric-1.0	2137	2214	Where do you source applicants for vacancies in the establishment?
6	P3_A3	Within the estab - Supervisors	continuous	numeric-1.0	3213	1138	Where do you source applicants for vacancies in the establishment?
7	P3_A4	Within the estab - Sales/ Services	continuous	numeric-1.0	1600	2751	Where do you source applicants for vacancies in the establishment?
8	P3_A5	Within the estab - Clerical	continuous	numeric-1.0	2279	2072	Where do you source applicants for vacancies in the establishment?
9	P3_A6	Within the estab - Skilled Operatives	continuous	numeric-1.0	1718	2633	Where do you source applicants for vacancies in the establishment?
10	P3_A7	Within the estab - Unskilled	continuous	numeric-1.0	1044	3307	Where do you source applicants for vacancies in the establishment?
11	P3_B1	Within the same enterprise - Managers	continuous	numeric-1.0	1106	3245	Where do you source applicants for vacancies in the establishment?
12	P3_B2	Within the same enterprise - Professionals	continuous	numeric-1.0	1193	3158	Where do you source applicants for vacancies in the establishment?
13	P3_B3	Within the same enterprise - Supervisors	continuous	numeric-1.0	1002	3349	Where do you source applicants for vacancies in the establishment?
14	P3_B4	Within the same enterprise - Sales/Services	continuous	numeric-1.0	854	3497	Where do you source applicants for vacancies in the establishment?
15	P3_B5	Within the same enterprise - Clerical	continuous	numeric-1.0	916	3435	Where do you source applicants for vacancies in the establishment?
16	P3_B6	Within the same enterprise - Skilled Operatives	continuous	numeric-1.0	992	3359	Where do you source applicants for vacancies in the establishment?
17	P3_B7	Within the same enterprise - Unskilled	continuous	numeric-1.0	577	3774	Where do you source applicants for vacancies in the establishment?
18	P3_C1	Outside enterprise - Managers	continuous	numeric-1.0	1805	2546	Where do you source applicants for vacancies in the establishment?
19	P3_C2	Outside enterprise - Professionals	continuous	numeric-1.0	2391	1960	Where do you source applicants for vacancies in the establishment?
20	P3_C3	Outside enterprise - Supervisors	continuous	numeric-1.0	1630	2721	Where do you source applicants for vacancies in the establishment?

File Industrial Relations 2003							
#	Name	Label	Type	Format	Valid	Invalid	Question
21	P3_C4	Outside enterprise - Sales/ Services	continuous	numeric-1.0	1981	2370	Where do you source applicants for vacancies in the establishment?
22	P3_C5	Outside enterprise - Clerical	continuous	numeric-1.0	2794	1557	Where do you source applicants for vacancies in the establishment?
23	P3_C6	Outside enterprise - Skilled Operatives	continuous	numeric-1.0	2274	2077	Where do you source applicants for vacancies in the establishment?
24	P3_C7	Outside enterprise - Unskilled	continuous	numeric-1.0	2151	2200	Where do you source applicants for vacancies in the establishment?
25	P3_2A	Word of mouth	discrete	numeric-1.0	4351	0	How are these vacancies announced?
26	P3_2B	Posting in-house	discrete	numeric-1.0	4351	0	How are these vacancies announced?
27	P3_2C	Posting of vacancies on bulletin boards in school	discrete	numeric-1.0	4351	0	How are these vacancies announced?
28	P3_2D	Advertising through print	discrete	numeric-1.0	4351	0	How are these vacancies announced?
29	P3_2E	Posting of vacancies in the internet	discrete	numeric-1.0	4351	0	How are these vacancies announced?
30	P3_2F	Thru private recruitment agencies/employment services	discrete	numeric-1.0	4351	0	How are these vacancies announced?
31	P3_2G	Thru Public Employment Service Offices (PESOs)/ Phil-JOBNET	discrete	numeric-1.0	4351	0	How are these vacancies announced?
32	P3_2H	Other method of announcing vacancies	discrete	numeric-1.0	347	4004	How are these vacancies announced?
33	P3_2OTH1	Other specified method of announcing vacancies1	discrete	character-50	356	0	How are these vacancies announced?
34	P3_2OTH2	Other specified method of announcing vacancies2	discrete	character-50	7	0	How are these vacancies announced?
35	P3_2OTH3	Other specified method of announcing vacancies3	discrete	character-50	1	0	How are these vacancies announced?
36	P3_AGE1	Age for Managers	discrete	character-1	4172	0	What criteria are used in hiring employees?
37	P3_AGE2	Age for Professional	discrete	character-1	3793	0	What criteria are used in hiring employees?
38	P3_AGE3	Age for Supervisors	discrete	character-1	3958	0	What criteria are used in hiring employees?
39	P3_AGE4	Age for Sales/Services	discrete	character-1	3060	0	What criteria are used in hiring employees?
40	P3_AGE5	Age for Clerical	discrete	character-1	4119	0	What criteria are used in hiring employees?
41	P3_AGE6	Age for Skilled Operatives	discrete	character-1	3509	0	What criteria are used in hiring employees?
42	PE_AGE7	Age for Unskilled	discrete	character-1	2891	0	What criteria are used in hiring employees?
43	P3_SEX1	Sex for Managers	discrete	character-1	4172	0	What criteria are used in hiring employees?
44	P3_SEX2	Sex for Professional	discrete	character-1	3793	0	What criteria are used in hiring employees?

File Industrial Relations 2003							
#	Name	Label	Type	Format	Valid	Invalid	Question
45	P3_SEX3	Sex for Supervisors	discrete	character-1	3957	0	What criteria are used in hiring employees?
46	P3_SEX4	Sex for Sales/Services	discrete	character-1	3060	0	What criteria are used in hiring employees?
47	P3_SEX5	Sex for Clerical	discrete	character-1	4119	0	What criteria are used in hiring employees?
48	P3_SEX6	Sex for Skilled Operatives	discrete	character-1	3509	0	What criteria are used in hiring employees?
49	P3_SEX7	Sex for Unskilled	discrete	character-1	2890	0	What criteria are used in hiring employees?
50	P3STAT1	Civil Status for Managers	discrete	character-1	4172	0	What criteria are used in hiring employees?
51	P3STAT2	Civil Status for Professional	discrete	character-1	3793	0	What criteria are used in hiring employees?
52	P3STAT3	Civil Status for Supervisors	discrete	character-1	3958	0	What criteria are used in hiring employees?
53	P3STAT4	Civil Status for Sales/ Services	discrete	character-1	3060	0	What criteria are used in hiring employees?
54	P3STAT5	Civil Status for Clerical	discrete	character-1	4119	0	What criteria are used in hiring employees?
55	P3STAT6	Civil Status for Skilled Operatives	discrete	character-1	3509	0	What criteria are used in hiring employees?
56	P3STAT7	Civil Status for Unskilled	discrete	character-1	2891	0	What criteria are used in hiring employees?
57	P3EDUC1	Educational Attainment for Managers	discrete	character-1	4172	0	What criteria are used in hiring employees?
58	P3EDUC2	Educational Attainment for Professional	discrete	character-1	3793	0	What criteria are used in hiring employees?
59	P3EDUC3	Educational Attainment for Supervisors	discrete	character-1	3957	0	What criteria are used in hiring employees?
60	P3EDUC4	Educational Attainment for Sales/Services	discrete	character-1	3060	0	What criteria are used in hiring employees?
61	P3EDUC5	Educational Attainment for Clerical	discrete	character-1	4119	0	What criteria are used in hiring employees?
62	P3EDUC6	Educational Attainment for Skilled Operatives	discrete	character-1	3509	0	What criteria are used in hiring employees?
63	P3EDUC7	Educational Attainment for Unskilled	discrete	character-1	2890	0	What criteria are used in hiring employees?
64	P3TRAIN1	Relevant Training for Managers	discrete	character-1	4172	0	What criteria are used in hiring employees?
65	P3TRAIN2	Relevant Training for Professional	discrete	character-1	3793	0	What criteria are used in hiring employees?
66	P3TRAIN3	Relevant Training for Supervisors	discrete	character-1	3957	0	What criteria are used in hiring employees?
67	P3TRAIN4	Relevant Training for Sales/Services	discrete	character-1	3060	0	What criteria are used in hiring employees?
68	P3TRAIN5	Relevant Training for Clerical	discrete	character-1	4119	0	What criteria are used in hiring employees?

File Industrial Relations 2003							
#	Name	Label	Type	Format	Valid	Invalid	Question
69	P3TRAIN6	Relevant Training for Skilled Operatives	discrete	character-1	3509	0	What criteria are used in hiring employees?
70	P3TRAIN7	Relevant Training for Unskilled	discrete	character-1	2891	0	What criteria are used in hiring employees?
71	P3EXP1	Experience for Managers	discrete	character-1	4172	0	What criteria are used in hiring employees?
72	P3EXP2	Experience for Professional	discrete	character-1	3794	0	What criteria are used in hiring employees?
73	P3EXP3	Experience for Supervisors	discrete	character-1	3957	0	What criteria are used in hiring employees?
74	P3EXP4	Experience for Sales/ Services	discrete	character-1	3060	0	What criteria are used in hiring employees?
75	P3EXP5	Experience for Clerical	discrete	character-1	4119	0	What criteria are used in hiring employees?
76	P3EXP6	Experience for Skilled Operatives	discrete	character-1	3509	0	What criteria are used in hiring employees?
77	P3EXP7	Experience for Unskilled	discrete	character-1	2891	0	What criteria are used in hiring employees?
78	P3_MGR2	MGR - Individual agreement bet employer and employee	continuous	numeric-1.0	1570	2781	What methods are used in fixing or revising wages and salaries of employees?
79	P3_MGR3	MGR - Employers decision	continuous	numeric-1.0	3044	1307	What methods are used in fixing or revising wages and salaries of employees?
80	P3_MGR4	MGR - Wage restructuring due to minimum wage	continuous	numeric-1.0	1085	3266	What methods are used in fixing or revising wages and salaries of employees?
81	P3_MGR5	MGR - Wage restructuring arising from wage distortion	continuous	numeric-1.0	762	3589	What methods are used in fixing or revising wages and salaries of employees?
82	P3_MGR6	MGR - Others 1	continuous	numeric-1.0	373	3978	What methods are used in fixing or revising wages and salaries of employees?
83	P3_MGR7	MGR - Others 2	continuous	numeric-1.0	5	4346	What methods are used in fixing or revising wages and salaries of employees?
84	P3_MGR8	MGR - Others 3	continuous	numeric-1.0	1	4350	What methods are used in fixing or revising wages and salaries of employees?
85	P3_4OTH1	MGR - Others specify 1	discrete	character-50	505	0	What methods are used in fixing or revising wages and salaries of employees?
86	P3_4OTH2	MGR - Others specify 2	discrete	character-50	10	0	What methods are used in fixing or revising wages and salaries of employees?
87	P3_4OTH3	MGR - Others specify 3	discrete	character-50	1	0	What methods are used in fixing or revising wages and salaries of employees?
88	P3_SF1	SF - Collective Bargaining Agreement	continuous	numeric-1.0	332	4019	What methods are used in fixing or revising wages and salaries of employees?

File Industrial Relations 2003							
#	Name	Label	Type	Format	Valid	Invalid	Question
89	P3_SF2	SF - Individual agreement bet employer and employee	continuous	numeric-1.0	1134	3217	What methods are used in fixing or revising wages and salaries of employees?
90	P3_SF3	SF - Employers decision	continuous	numeric-1.0	2690	1661	What methods are used in fixing or revising wages and salaries of employees?
91	P3_SF4	SF - Wage restructuring due to minimum wage	continuous	numeric-1.0	1545	2806	What methods are used in fixing or revising wages and salaries of employees?
92	P3_SF5	SF - Wage restructuring arising from wage distortion	continuous	numeric-1.0	1156	3195	What methods are used in fixing or revising wages and salaries of employees?
93	P3_SF6	SF - Others 1	continuous	numeric-1.0	403	3948	What methods are used in fixing or revising wages and salaries of employees?
94	P3_SF7	SF - Others 2	continuous	numeric-1.0	3	4348	What methods are used in fixing or revising wages and salaries of employees?
95	P3_SF8	SF - Others 3	continuous	numeric-1.0	1	4350	What methods are used in fixing or revising wages and salaries of employees?
96	P3_REG1	RRF - Collective Bargaining Agreement	continuous	numeric-1.0	1080	3271	What methods are used in fixing or revising wages and salaries of employees?
97	P3_REG2	RRF - Individual agreement bet employer and employee	continuous	numeric-1.0	812	3539	What methods are used in fixing or revising wages and salaries of employees?
98	P3_REG3	RRF - Employers decision	continuous	numeric-1.0	2189	2162	What methods are used in fixing or revising wages and salaries of employees?
99	P3_REG4	RRF - Wage restructuring due to minimum wage	continuous	numeric-1.0	2799	1552	What methods are used in fixing or revising wages and salaries of employees?
100	P3_REG5	RRF - Wage restructuring arising from wage distortion	continuous	numeric-1.0	1536	2815	What methods are used in fixing or revising wages and salaries of employees?
101	P3_REG6	RRF - Others 1	continuous	numeric-1.0	415	3936	What methods are used in fixing or revising wages and salaries of employees?
102	P3_REG7	RRF - Others 2	continuous	numeric-1.0	5	4346	What methods are used in fixing or revising wages and salaries of employees?
103	P3_REG8	RRF - Others 3	continuous	numeric-1.0	1	4350	What methods are used in fixing or revising wages and salaries of employees?
104	P3_NREG1	NRRF - Collective Bargaining Agreement	continuous	numeric-1.0	139	4212	What methods are used in fixing or revising wages and salaries of employees?
105	P3_NREG2	NRRF - Individual agreement bet employer and employee	continuous	numeric-1.0	492	3859	What methods are used in fixing or revising wages and salaries of employees?
106	P3_NREG3	NRRF - Employers decision	continuous	numeric-1.0	1562	2789	What methods are used in fixing or revising wages and salaries of employees?

File Industrial Relations 2003							
#	Name	Label	Type	Format	Valid	Invalid	Question
107	P3_NREG4	NRRF - Wage restructuring due to minimum wage	continuous	numeric-1.0	2358	1993	What methods are used in fixing or revising wages and salaries of employees?
108	P3_NREG5	NRRF - Wage restructuring arising from wage distortion	continuous	numeric-1.0	919	3432	What methods are used in fixing or revising wages and salaries of employees?
109	P3_NREG6	NRRF - Others 1	continuous	numeric-1.0	272	4079	What methods are used in fixing or revising wages and salaries of employees?
110	P3_NREG7	NRRF - Others 2	continuous	numeric-1.0	1	4350	What methods are used in fixing or revising wages and salaries of employees?
111	P3_NREG8	NRRF - Others 3	continuous	numeric-1.0	0	4351	What methods are used in fixing or revising wages and salaries of employees?
112	P3_511	Vacation Leave	continuous	numeric-5.0	3996	355	How many employees are covered by the following benefits/schemes?
113	P3_512	Sick Leave	continuous	numeric-5.0	4013	338	How many employees are covered by the following benefits/schemes?
114	P3_513	Maternity Leave	continuous	numeric-4.0	3921	430	How many employees are covered by the following benefits/schemes?
115	P3_514	Paternity Leave	continuous	numeric-4.0	3451	900	How many employees are covered by the following benefits/schemes?
116	P3_515	Service Incentive Leave	continuous	numeric-4.0	1199	3152	How many employees are covered by the following benefits/schemes?
117	P3_516	Union Leave	continuous	numeric-4.0	882	3469	How many employees are covered by the following benefits/schemes?
118	P3_517	Emergency Leave	continuous	numeric-5.0	1969	2382	How many employees are covered by the following benefits/schemes?
119	P3_518	Bereavement Leave	continuous	numeric-5.0	1793	2558	How many employees are covered by the following benefits/schemes?
120	P3_519	Other Leave, specify 1	discrete	character-35	0	0	How many employees are covered by the following benefits/schemes?
121	P3_19NO	Other Leave 1	continuous	numeric-1.0	0	4351	How many employees are covered by the following benefits/schemes?
122	P3_520	Other Leave	discrete	character-35	0	0	How many employees are covered by the following benefits/schemes?
123	P3_20NO	Other Leave, specify 2	discrete	character-1	0	0	How many employees are covered by the following benefits/schemes?
124	P3_531	Cost of Living Allowance	continuous	numeric-4.0	2270	2081	How many employees are covered by the following benefits/schemes?
125	P3_532	Transportation Allowance	continuous	numeric-5.0	1573	2778	How many employees are covered by the following benefits/schemes?
126	P3_533	Representation Allowance	continuous	numeric-4.0	1082	3269	How many employees are covered by the following benefits/schemes?
127	P3_534	Housing Allowance	continuous	numeric-4.0	361	3990	How many employees are covered by the following benefits/schemes?
128	P3_535	Incentive Allowance	continuous	numeric-4.0	950	3401	How many employees are covered by the following benefits/schemes?
129	P3_536	Productivity Bonus	continuous	numeric-4.0	503	3848	How many employees are covered by the following benefits/schemes?

File Industrial Relations 2003							
#	Name	Label	Type	Format	Valid	Invalid	Question
130	P3_537	Performance Bonus	continuous	numeric-5.0	747	3604	How many employees are covered by the following benefits/schemes?
131	P3_538	Mid-year Bonus	continuous	numeric-5.0	918	3433	How many employees are covered by the following benefits/schemes?
132	P3_539	Christmas Bonus	continuous	numeric-5.0	1806	2545	How many employees are covered by the following benefits/schemes?
133	P3_540	13th Month Bonus	continuous	numeric-5.0	4256	95	How many employees are covered by the following benefits/schemes?
134	P3_541	14th, 15th Month Pay	continuous	numeric-4.0	460	3891	How many employees are covered by the following benefits/schemes?
135	P3_542	Profit Sharing Bonus	continuous	numeric-4.0	240	4111	How many employees are covered by the following benefits/schemes?
136	P3_543	Other Bonus, specify 1	discrete	character-35	64	0	How many employees are covered by the following benefits/schemes?
137	P3_43NO	Other Bonus 1	continuous	numeric-4.0	64	4287	How many employees are covered by the following benefits/schemes?
138	P3_544	Other Bonus, specify 2	discrete	character-35	0	0	How many employees are covered by the following benefits/schemes?
139	P3_44NO	Other Bonus 2	continuous	numeric-1.0	0	4351	How many employees are covered by the following benefits/schemes?
140	P3_561	Compulsory Social Security	continuous	numeric-5.0	4333	18	How many employees are covered by the following benefits/schemes?
141	P3_562	Pension Plan	continuous	numeric-5.0	406	3945	How many employees are covered by the following benefits/schemes?
142	P3_563	Life Insurance	continuous	numeric-5.0	1299	3052	How many employees are covered by the following benefits/schemes?
143	P3_564	Accident Insurance	continuous	numeric-5.0	1769	2582	How many employees are covered by the following benefits/schemes?
144	P3_565	Medical and Health Insurance	continuous	numeric-5.0	2053	2298	How many employees are covered by the following benefits/schemes?
145	P3_566	Hospitalization Plan	continuous	numeric-5.0	1363	2988	How many employees are covered by the following benefits/schemes?
146	P3_567	Retirement Pay	continuous	numeric-5.0	2239	2112	How many employees are covered by the following benefits/schemes?
147	P3_568	Separation/Termination Pay	continuous	numeric-5.0	2246	2105	How many employees are covered by the following benefits/schemes?
148	P3_569	Other Social Security specify 1	discrete	character-35	0	0	How many employees are covered by the following benefits/schemes?
149	P3_69NO	Other Social Security 1	continuous	numeric-1.0	0	4351	How many employees are covered by the following benefits/schemes?
150	P3_570	Other Social Security specify 2	discrete	character-35	0	0	How many employees are covered by the following benefits/schemes?
151	P3_70NO	Other Social Security 2	continuous	numeric-1.0	0	4351	How many employees are covered by the following benefits/schemes?
152	P3_581	Workers Education	continuous	numeric-5.0	574	3777	How many employees are covered by the following benefits/schemes?
153	P3_582	Family Planning/ Reproductive Health	continuous	numeric-5.0	494	3857	How many employees are covered by the following benefits/schemes?

File Industrial Relations 2003							
#	Name	Label	Type	Format	Valid	Invalid	Question
154	P3_583	Canteen and Other Food Services	continuous	numeric-5.0	1145	3206	How many employees are covered by the following benefits/schemes?
155	P3_584	Cultural and Recreational Services	continuous	numeric-5.0	760	3591	How many employees are covered by the following benefits/schemes?
156	P3_585	Grants to Cooperatives/ Credit Unions	continuous	numeric-5.0	436	3915	How many employees are covered by the following benefits/schemes?
157	P3_586	Bereavement/Burial Aid	continuous	numeric-5.0	1581	2770	How many employees are covered by the following benefits/schemes?
158	P3_587	Health and Safety Equipment N 960 8	continuous	numeric-5.0	1375	2976	How many employees are covered by the following benefits/schemes?
159	P3_588	Transport of Workers to and from Work	continuous	numeric-5.0	785	3566	How many employees are covered by the following benefits/schemes?
160	P3_589	Training on Committee Decorum and Investigation	continuous	numeric-4.0	411	3940	How many employees are covered by the following benefits/schemes?
161	P3_OTHA	Other Benefits specify 1	discrete	character-35	195	0	How many employees are covered by the following benefits/schemes?
162	P3_590	Other Benefits 1	continuous	numeric-4.0	195	4156	How many employees are covered by the following benefits/schemes?
163	P3_OTHB	Other Benefits specify 2	discrete	character-35	0	0	How many employees are covered by the following benefits/schemes?
164	P3_591	Other Benefits 2	continuous	numeric-1.0	0	4351	How many employees are covered by the following benefits/schemes?
165	EMP	Old Employment	continuous	numeric-5.0	4351	0	-
166	RPSIC	Old Industry	discrete	character-4	4351	0	-
167	ATEGRP	Old Employment Size Group	discrete	numeric-1.0	4351	0	-
168	PSIC_03	2003 Industry	discrete	character-6	4351	0	-
169	P1_8A	Ownership	discrete	numeric-1.0	4351	0	Ownership
170	P1_9A	Multinational	discrete	numeric-1.0	4351	0	Multinational
171	P1_10A	Market	discrete	numeric-1.0	4351	0	Market
172	P1_11A	Union	discrete	numeric-1.0	4351	0	With union
173	P1_12A	Total number of unions	continuous	numeric-2.0	1206	3145	Number of unions
174	P1_12B	Total number of supervisory unions	continuous	numeric-1.0	1206	3145	Number of unions
175	P1_12C	Total number of rank and file unions	continuous	numeric-2.0	1206	3145	Number of unions
176	P1_12D	Other unions	continuous	numeric-1.0	1206	3145	Number of unions
177	P1_121A	Total registered unions	continuous	numeric-2.0	1206	3145	Registered
178	P1_121B	Total registered supervisory union	continuous	numeric-1.0	1206	3145	Registered
179	P1_121C	Total registered rank and file	continuous	numeric-2.0	1206	3145	Registered
180	P1_121D	Other registered unions	continuous	numeric-1.0	1206	3145	Registered
181	P1_122A	Total exclusive bargaining agents	continuous	numeric-1.0	1205	3146	Exclusive bargaining agents
182	P1_122B	Total supervisory exclusive bargaining agent	continuous	numeric-1.0	1206	3145	Exclusive bargaining agents

File Industrial Relations 2003							
#	Name	Label	Type	Format	Valid	Invalid	Question
183	P1_122C	Total rank and file exclusive bargaining agent	continuous	numeric-1.0	1206	3145	Exclusive bargaining agents
184	P1_122D	Other exclusive bargaining agent	continuous	numeric-1.0	1206	3145	Exclusive bargaining agents
185	P1_123A	Total CBA	continuous	numeric-1.0	1206	3145	With collective bargaining agreements
186	P1_123B	Total supervisory CBA	continuous	numeric-1.0	1206	3145	With collective bargaining agreements
187	P1_123C	Total rank and file CBA	continuous	numeric-1.0	1206	3145	With collective bargaining agreements
188	P1_123D	Other CBA	continuous	numeric-1.0	1206	3145	With collective bargaining agreements
189	P1_13A	Total union members	continuous	numeric-4.0	1206	3145	Union membership
190	P1_13B	Total supervisory union members	continuous	numeric-4.0	1206	3145	Union membership
191	P1_13C	Total rank and file union members	continuous	numeric-4.0	1206	3145	Union membership
192	P1_13D	Other union members	continuous	numeric-4.0	1206	3145	Union membership
193	P1_131A	Total female union members	continuous	numeric-4.0	1206	3145	Female members
194	P1_131B	Total female supervisory union members	continuous	numeric-4.0	1206	3145	Female members
195	P1_131C	Total female rank and file union members	continuous	numeric-4.0	1206	3145	Female members
196	P1_131D	Other female union members	continuous	numeric-4.0	1206	3145	Female members
197	P1_132A	Total union officers	continuous	numeric-2.0	1206	3145	Union officers
198	P1_132B	Total supervisory union officers	continuous	numeric-2.0	1206	3145	Union officers
199	P1_132C	Total rank and file union officers	continuous	numeric-2.0	1206	3145	Union officers
200	P1_132D	Other union officers	continuous	numeric-2.0	1206	3145	Union officers
201	P1_1321A	Total female officers	continuous	numeric-2.0	1206	3145	Female officers
202	P1_1321B	Total female supervisory officers	continuous	numeric-2.0	1206	3145	Female officers
203	P1_1321C	Total female rank and file officers	continuous	numeric-2.0	1206	3145	Female officers
204	P1_1321D	Other female officers	continuous	numeric-2.0	1206	3145	Female officers
205	P113211A	Total female union presidents	continuous	numeric-1.0	1205	3146	Female presidents
206	P113211B	Total female supervisory union presidents	continuous	numeric-1.0	1206	3145	Female presidents
207	P113211C	Total female rank and file union presidents	continuous	numeric-1.0	1205	3146	Female presidents
208	P113211D	Other female presidents	continuous	numeric-1.0	1206	3145	Female presidents
209	P1_14A	Total workers covered by CBAs	continuous	numeric-5.0	1206	3145	Workers covered by CBAs

File Industrial Relations 2003							
#	Name	Label	Type	Format	Valid	Invalid	Question
210	P1_14B	Total supervisory workers covered by CBAs	continuous	numeric-4.0	1206	3145	Workers covered by CBAs
211	P1_14C	Total rank and file workers covered by CBAs	continuous	numeric-4.0	1206	3145	Workers covered by CBAs
212	P1_14D	Other workers covered by CBAs	continuous	numeric-4.0	1206	3145	Workers covered by CBAs
213	P2_1	Employment	continuous	numeric-5.0	4351	0	Total Employment
214	P2_13	Paid Employees	continuous	numeric-5.0	4351	0	Employees
215	P2_21	Female Workers	continuous	numeric-5.0	4351	0	Female workers
216	ATEGRP03	New Employment Size Group	discrete	numeric-1.0	4351	0	-
217	RPSIC03	New Industry	discrete	character-4	4351	0	-
218	P1_123	Collective Bargaining Agreement	continuous	numeric-1.0	1203	3148	With collective bargaining agreements
219	P1_13AM	Male members - total	continuous	numeric-4.0	1206	3145	Union membership
220	P1_13BM	Male members - supervisory	continuous	numeric-4.0	1206	3145	Union membership
221	P1_13CM	Male members - rank and file	continuous	numeric-4.0	1206	3145	Union membership
222	P1_13DM	Male members - others	continuous	numeric-4.0	1206	3145	Union membership
223	P1_132AM	Male officers - total	continuous	numeric-2.0	1206	3145	Union officers
224	P1_132BM	Male officers - supervisory	continuous	numeric-2.0	1206	3145	Union officers
225	P1_132CM	Male officers - rank and file	continuous	numeric-2.0	1206	3145	Union officers
226	P1_132DM	Male officers - others	continuous	numeric-2.0	1206	3145	Union officers
227	P1_15AM	Male presidents - total	continuous	numeric-2.0	1205	3146	-
228	P1_15BM	Male presidents - supervisory	continuous	numeric-1.0	1206	3145	-
229	P1_15CM	Male presidents - rank and file	continuous	numeric-2.0	1205	3146	-
230	P1_15DM	Male presidents - others	continuous	numeric-1.0	1206	3145	-
231	P1_123BS	Supervisory	continuous	numeric-1.0	145	4206	With collective bargaining agreements
232	P1_123CR	Rank and File	continuous	numeric-1.0	1020	3331	With collective bargaining agreements
233	P1_123DO	Others	continuous	numeric-1.0	136	4215	With collective bargaining agreements
234	P1_121	Registered	continuous	numeric-1.0	1200	3151	Registered
235	P1_122	Exclusive Bargaining Agent	continuous	numeric-1.0	1142	3209	Exclusive bargaining agent
236	BUF2003	Blowing-up Factor	continuous	numeric-9.5	4351	0	-

File OIS 2002 respondents database

#	Name	Label	Type	Format	Valid	Invalid	Question
1	ein	Establishment Identification Number	discrete	numeric-5.0	4354	0	-
2	p4_1	Establishments With/ Without Occupational Accidents	discrete	numeric-1.0	4354	0	Did your establishment experience any occupational accidents during the year?
3	p4_2	Number of Occupational Accidents	continuous	numeric-4.0	4353	1	How many occupational accidents were there?
4	p4_31a	Total Cases	continuous	numeric-4.0	4354	0	How many cases of occupational injuries and workdays were lost?
5	p4_31b	Total Lost Workdays	continuous	numeric-5.0	4354	0	How many cases of occupational injuries and workdays were lost?
6	p4_311	Fatal Cases	continuous	numeric-1.0	4354	0	How many fatal cases of occupational injuries and workdays were lost?
7	p4_312a	Permanent Incapacity Cases	continuous	numeric-2.0	4354	0	How many permanent incapacitycases of occupational injuries and workdays were lost?
8	p4_312b	Lost Workdays of Permanent Incapacity Cases	continuous	numeric-3.0	4354	0	How many permanent incapacity cases of occupational injuries and workdays were lost?
9	p4_313a	Temporary Incapacity Cases	continuous	numeric-3.0	4354	0	How many temporary incapacity cases of occupational injuries and workdays were lost?
10	p4_313b	Lost Workdays of Temporary Incapacity Cases	continuous	numeric-5.0	4353	1	How many temporary incapacity cases of occupational injuries and workdays were lost?
11	p4_314a	Cases Without Lost Workdays	continuous	numeric-4.0	4354	0	How many cases without lost workdays of occupational injuries?
12	p4_4	Hours Actually Worked	continuous	numeric-8.0	4354	0	How many hours were actually worked by all employed persons in your establishment during the year?
13	efatal	Establishments with Fatal Cases	continuous	numeric-1.0	108	4246	-
14	eperm	Establishments with Permanent Incapacity Cases	continuous	numeric-1.0	62	4292	-
15	etemp	Establishments with Temporary Incapacity Cases	continuous	numeric-1.0	1223	3131	-
16	ecwolw	Establishments with Cases w/o Lost Workdays	continuous	numeric-1.0	738	3616	-
17	totewnfc	Total Establishments with Non-fatal Cases	continuous	numeric-1.0	1238	3116	-
18	totewlw	Total Establishments with Cases with Lost Workdays	continuous	numeric-1.0	1275	3079	-
19	p1_3b	Average Employment	continuous	numeric-5.0	4354	0	Average employment
20	p1_4b	Average Number of Employees	continuous	numeric-5.0	4354	0	Average number of employees
21	p1_8b	Ownership	discrete	numeric-1.0	4354	0	-
22	p1_9b	Multinational	discrete	numeric-1.0	4354	0	Multinational
23	p1_10b	Market	discrete	numeric-1.0	4354	0	Market

File OIS 2002 respondents database

#	Name	Label	Type	Format	Valid	Invalid	Question
24	p1_11b	With/Without Union	discrete	numeric-1.0	4352	2	With union
25	p1_123e	With/Without CBA	continuous	numeric-1.0	1196	3158	Exclusive bargaining agents
26	status	Survey Status	discrete	character-3	4354	0	-
27	emp	Original Employment	continuous	numeric-5.0	4354	0	-
28	psic	Old 6 digit Original Industry Code	discrete	character-6	4354	0	-
29	rpsic	Old 3/4 digit Original Industry Code	discrete	character-4	4354	0	-
30	ategrp	Original ATE Group	discrete	numeric-1.0	4354	0	-
31	oldcell	Original PSIC and ATE	discrete	character-5	4354	0	-
32	psic_02	New 6 digit Industry Code	discrete	character-6	4354	0	-
33	rpsic02	New 3/4 digit Industry Code	discrete	character-4	4354	0	-
34	ategrp02	New ATE Group	discrete	numeric-1.0	4354	0	-
35	newcel02	New PSIC and ATE	discrete	character-5	4354	0	-
36	popn2002	Establishment Population 2002	continuous	numeric-10.5	4354	0	-
37	buf2002	Blowing-up Factor	continuous	numeric-9.5	4354	0	-

File LCS 2002 respondents database

#	Name	Label	Type	Format	Valid	Invalid	Question
1	ein	Establishment Identification Number	discrete	numeric-5.0	4265	0	-
2	p5_1a	Reference Year: start	discrete	numeric-2.0	4265	0	Reference Year: start
3	p5_1b	Reference Year: end	discrete	numeric-2.0	4265	0	Reference Year: end
4	p5_211	Pay for normal/regular working time	continuous	numeric-10.0	4265	0	-
5	p5_212	Commissions of employees and their share in	continuous	numeric-9.0	4264	1	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
6	p5_213	Overtime, night shift and premium pay	continuous	numeric-9.0	4265	0	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
7	p5_214	Payments under bonus, productivity,	continuous	numeric-9.0	4263	2	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
8	p5_215	Cost of living allowances and other	continuous	numeric-9.0	4265	0	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for

File LCS 2002 respondentsdatabase							
#	Name	Label	Type	Format	Valid	Invalid	Question
							the whole year of 2002, excluding centavos.
9	p5_22	Remuneration for time not worked	continuous	numeric-9.0	4263	2	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
10	p5_231	Year-end, seasonal and other one-time	continuous	numeric-10.0	4265	0	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
11	p5_232	Profit sharing bonuses	continuous	numeric-10.0	4261	4	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
12	p5_233	Additional payments in respect of vacation,	continuous	numeric-10.0	4265	0	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
13	p5_24	Payments in kind	continuous	numeric-8.0	4265	0	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
14	p5_251	Cost for establishment-owned dwellings	continuous	numeric-9.0	4264	1	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
15	p5_252	Cost for dwellings not owned by	continuous	numeric-9.0	4265	0	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
16	p5_261	Compulsory social security expenditures	continuous	numeric-9.0	4265	0	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
17	p5_262	Collectively agreed, contractual and non-obligatory	continuous	numeric-9.0	4265	0	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.
18	p5_263	Direct payments by employer to employees	continuous	numeric-8.0	4265	0	For this item (Commissions and Share of employees in Service Charges) of labor cost, please

File LCS 2002 respondentsdatabase							
#	Name	Label	Type	Format	Valid	Invalid	Question
							report the corresponding amount for the whole year of 2002, excluding centavos.
19	p5_264	Cost of medical care and health services	continuous	numeric-9.0	4265	0	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
20	p5_265	Retirement and termination/separation pay	continuous	numeric-9.0	4263	2	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
21	p5_27	Cost of training	continuous	numeric-8.0	4263	2	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
22	p5_28	Cost of welfare services	continuous	numeric-9.0	4263	2	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
23	p5_291	Cost of work clothes/ protective gear	continuous	numeric-8.0	4265	0	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
24	p5_292	Transport of workers to and from work	continuous	numeric-9.0	4265	0	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
25	p5_293	Recruitment cost	continuous	numeric-8.0	4265	0	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
26	p5294a	Other labor costs	discrete	numeric-3.0	134	4131	-
27	p5_294a	Amount of other labor costs	continuous	numeric-9.0	4264	1	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
28	p5294b	Other labor costs	discrete	numeric-2.0	23	4242	-
29	p5_294b	Amount of other labor costs	continuous	numeric-8.0	4264	1	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for

File LCS 2002 respondentsdatabase

#	Name	Label	Type	Format	Valid	Invalid	Question
							the whole year of 2002, excluding centavos.
30	p5294c	Other labor costs	discrete	numeric-1.0	4	4261	-
31	p5_294c	Amount of other labor costs	continuous	numeric-7.0	4264	1	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
32	p5_3	Hours actually worked by all employees	continuous	numeric-8.0	4265	0	Hours actually worked by all employees during the year
33	p5_4	Percent share of labor cost to total cost	discrete	numeric-1.0	4265	0	Percent share of labor cost to total cost
34	p5_4a	Specific share of labor cost to total cost	discrete	numeric-5.2	4231	34	Specific share of labor cost to total cost
35	p1_3b	Average employment	continuous	numeric-5.0	4265	0	Average employment
36	p1_4b	Average number of employees	continuous	numeric-5.0	4265	0	Average number of employees
37	p1_8b	Ownership	discrete	numeric-1.0	4265	0	-
38	p1_9b	Multinational	discrete	numeric-1.0	4265	0	-
39	p1_10b	Market	discrete	numeric-1.0	4265	0	-
40	p1_11b	With union	discrete	numeric-1.0	4265	0	-
41	p1_123e	With CBA	discrete	numeric-1.0	1164	3101	-
42	status	Survey status	discrete	numeric-1.0	4265	0	-
43	emp	Original employment	continuous	numeric-5.0	4265	0	-
44	ategrp	Original ATE group	discrete	numeric-1.0	4265	0	-
45	newemp2	New employment	continuous	numeric-5.0	4254	11	-
46	ategrp02	New ATE group	discrete	numeric-1.0	4265	0	-
47	psic	Old 6 digit original industry code	discrete	numeric-3.0	4265	0	-
48	rpsic	Old 3/4 digit original industry code	discrete	numeric-2.0	4265	0	-
49	psic_02	New 6 digit industry code	discrete	numeric-3.0	4265	0	-
50	rpsic02	New 3/4 digit new industry code	discrete	numeric-2.0	4265	0	-
51	oldcell	Original PSIC and ATE	discrete	numeric-3.0	4265	0	-
52	newcel02	New PSIC and ATE	discrete	numeric-3.0	4265	0	-
53	lcs	LCS responding establishments	continuous	numeric-3.0	4265	0	-
54	buf_lcs	Blowing up factor	continuous	numeric-9.5	4265	0	-

Variables Description

Dataset contains 581 variable(s)

File Employment	
#1 EIN: Establishment Identification Number	
Information	[Type= discrete] [Format=numeric] [Range= 3-51127] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	<p>This is a unique and fixed number assigned to each establishment by the BLES for reference purposes.</p> <p>Establishment - 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.</p> <p>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.</p> <p>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 the personnel operate to carry out their activities or from which they are paid.</p>
#2 p1_batch: Batch Number	
Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Frequency table not shown (128 Modalities)	
#3 p1_1a: Major Economic Activity	
Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-]
Definition	Main Economic Activity
#4 p1_2a: Major products/goods or services	
Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4346 /-]
Definition	Major Product, Good/services
#5 psic_03: New 6 digit industry code	
Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	Philippine Standard Industrial Classification
Frequency table not shown (523 Modalities)	
#6 p2_1: Total employment	
Information	[Type= continuous] [Format=numeric] [Range= 16-11364] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=311.785 /-] [StdDev=603.259 /-]
Definition	<p>Employment - persons who worked or received pay from the establishment.</p> <p>Includes working owners with or without regular pay; salaried directors, managers and executives; regular and non-regular workers, e.g., probationary, casual, contractual/project-based, seasonal, paid apprentices/learners; persons on paid vacation, sick, maternity, paternity, service incentive leave and other paid leaves; persons working away from the establishment but paid by and under its control, e.g., bus drivers; workers on strike; unpaid workers without regular pay who work for at least 1/3 of the working time normal to the establishment including apprentices without compensation or student on-the-job trainees</p>

File Employment

#6 p2_1: Total employment

	Excluded are silent or inactive partners; members of the board of directors paid solely for attendance at meetings; workers on indefinite leave; laid off workers for six (6) months or more; persons purely on commission and without employer control; consultants; persons on retainer basis; contract out/agency hired; workers homeworkers
Literal question	Total Employment

#7 p2_11: Working owners

Information	[Type= continuous] [Format=numeric] [Range= 0-45] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=0.683 /-] [StdDev=2.115 /-]
Definition	Working owners - working owners who do not receive regular pay
Literal question	Working owners

#8 p2_12: Unpaid workers

Information	[Type= continuous] [Format=numeric] [Range= 0-200] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=0.359 /-] [StdDev=4.702 /-]
Definition	Apprentices and learners without regular pay and persons without regular pay who work for at least one-third of the working time normal to the establishment
Literal question	Unpaid workers

#9 p2_13: Employees

Information	[Type= continuous] [Format=numeric] [Range= 10-11337] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=310.743 /-] [StdDev=603.151 /-]
Literal question	Employees

#10 p2_131: Managers/Executives

Information	[Type= continuous] [Format=numeric] [Range= 0-929] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=14.002 /-] [StdDev=40.198 /-]
Definition	Workers whose main responsibilities are to determine and formulate policies and plan, direct, control and coordinate the activities of enterprises and organizations, or their internal departments or sections. Working owners receiving regular pay are included.
Literal question	Managers/Executives

#11 p2_132: Supervisors/Foremen

Information	[Type= continuous] [Format=numeric] [Range= 0-4987] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=24.909 /-] [StdDev=99.786 /-]
Definition	Workers whose main responsibilities are to plan, direct, organize and supervise the daily activities of workers in the section or unit concerned with the production of goods or the provision of services, subject to the general directive of managers.
Literal question	Supervisors/Foremen

#12 p2_133: Rank and file

Information	[Type= continuous] [Format=numeric] [Range= 1-11253] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=271.833 /-] [StdDev=532.621 /-]
Definition	Workers who do not fall within the managerial or supervisory classification of employees
Literal question	Rank and file

#13 p2_1331: Regular workers

Information	[Type= continuous] [Format=numeric] [Range= 0-11217] [Missing=*]
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File Employment

#13 p2_1331: Regular workers

Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=185.994 /-] [StdDev=421.304 /-]
Definition	Workers hired to perform activities which are usually necessary or desirable in the usual business or trade of the employer and usually worked on permanent status.
Literal question	Regular workers

#14 p2_1332: Non-regular workers

Information	[Type= continuous] [Format=numeric] [Range= 0-3865] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=85.839 /-] [StdDev=223.427 /-]
Literal question	Non-regular workers

#15 p2_21: Female workers

Information	[Type= continuous] [Format=numeric] [Range= 0-10340] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=133.677 /-] [StdDev=396.837 /-]
Literal question	Female workers

#16 p2_22: Workers paid the minimum wage

Information	[Type= continuous] [Format=numeric] [Range= 0-9116] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=97.591 /-] [StdDev=284.442 /-]
Definition	Workers who are paid the applicable minimum age rates fixed by the Regional Tripartite Wages and Productivity Boards.
Literal question	Workers paid the minimum wage

#17 p2_23: Persons with disabilities

Information	[Type= continuous] [Format=numeric] [Range= 0-43] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=0.163 /-] [StdDev=0.955 /-]
Definition	Workers suffering from restriction or different disabilities, as a result of a mental, physical or sensory impairment, to perform an activity in the manner or within the range considered normal for a human being.
Literal question	Persons with disabilities

#18 p2_24: Time-rate workers

Information	[Type= continuous] [Format=numeric] [Range= 0-11337] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=301.286 /-] [StdDev=598.415 /-]
Definition	Workers paid on the basis of a time unit of work such as an hour, a day or a month.
Literal question	Time-rate workers

#19 p2_241: Full-time workers

Information	[Type= continuous] [Format=numeric] [Range= 0-11337] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=295.338 /-] [StdDev=596.5 /-]
Literal question	Full-time workers

#20 p2_2411: Hourly

Information	[Type= continuous] [Format=numeric] [Range= 0-4778] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=12.184 /-] [StdDev=117.516 /-]
Literal question	Hourly

#21 p2_2412: Daily

Information	[Type= continuous] [Format=numeric] [Range= 0-10714] [Missing=*]
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File Employment

#21 p2_2412: Daily

Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=134.006 /-] [StdDev=403.474 /-]
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Literal question	Daily
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#22 p2_2413: Monthly

Information	[Type= continuous] [Format=numeric] [Range= 0-11233] [Missing=*]
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Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=149.148 /-] [StdDev=373.384 /-]
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Literal question	Monthly
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#23 p2_242: Part-time workers

Information	[Type= continuous] [Format=numeric] [Range= 0-856] [Missing=*]
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Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=5.948 /-] [StdDev=32.018 /-]
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Definition	Workers who work at jobs which provide less than the working time normal to the establishment
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Literal question	Part-time workers
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#24 p2_25: Piece-rate workers

Information	[Type= continuous] [Format=numeric] [Range= 0-1642] [Missing=*]
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Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=6.586 /-] [StdDev=57.973 /-]
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Definition	Workers who are paid on the basis of the number of units produced rather than the time spent in production. Production standard (quota), "pakyao" or "takay", task, commission workers and homeworkers are excluded.
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Literal question	Piece-rate workers
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#25 p2_26: Quota workers

Information	[Type= continuous] [Format=numeric] [Range= 0-338] [Missing=*]
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Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=0.389 /-] [StdDev=9.361 /-]
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Definition	Workers whose performance is measured based on an imposed minimum amount or quantity of production for a given period, usually 8 hours. Piece-rate, "pakyao" or "takay", task, commission workers and homeworkers are excluded.
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Literal question	Quota workers
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#26 p2_27: Pakyao or Takay workers

Information	[Type= continuous] [Format=numeric] [Range= 0-240] [Missing=*]
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Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=0.466 /-] [StdDev=6.636 /-]
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Definition	Workers whose job or work to be performed is in bulk or volumes which are difficult to quantify (commonly practiced in the agricultural industry). Piece-rate, production standard (quota), task, commission workers and homeworkers are excluded.
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Literal question	"Pakyao" or "Takay" workers
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#27 p2_28: Task workers

Information	[Type= continuous] [Format=numeric] [Range= 0-869] [Missing=*]
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Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=0.505 /-] [StdDev=14.571 /-]
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Definition	Workers who are paid for performing specific work irrespective of the time consumed. Piece-rate, production standard (quota), "pakyao" or "takay", commission workers and homeworkers are excluded.
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Literal question	Task workers
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#28 p2_29: Commission workers

Information	[Type= continuous] [Format=numeric] [Range= 0-8631] [Missing=*]
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Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=14.824 /-] [StdDev=179.013 /-]
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File Employment

#28 p2_29: Commission workers

Literal question	Commission workers
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#29 p2_291: Wth basic pay and commission

Information	[Type= continuous] [Format=numeric] [Range= 0-1839] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=6.64 /-] [StdDev=56.554 /-]
Definition	Persons working for the establishment who receive a basic pay plus a certain percentage of money received for a transaction. They are on a regular payroll of the establishment and are included in its total employment.
Literal question	With basic pay and commission

#30 p2_292: Purely on commission w/o employer control

Information	[Type= continuous] [Format=numeric] [Range= 0-8631] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=6.674 /-] [StdDev=167.601 /-]
Literal question	Purely on commission

#31 p2_293: Purely on commission with employer control

Information	[Type= continuous] [Format=numeric] [Range= 0-1322] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=1.511 /-] [StdDev=29.171 /-]

#32 p2_210: Non-regular workers

Information	[Type= continuous] [Format=numeric] [Range= 0-3865] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=85.839 /-] [StdDev=223.427 /-]
Literal question	Non-regular workers

#33 p2_2101: Probationary workers

Information	[Type= continuous] [Format=numeric] [Range= 0-2342] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=14.683 /-] [StdDev=68.86 /-]
Definition	Workers on trial period during which the employer determines their fitness to qualify for regular employment, based on reasonable standards made known to them at the time of engagement.
Literal question	Probationary workers

#34 p2_2102: Casual workers

Information	[Type= continuous] [Format=numeric] [Range= 0-1768] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=20.627 /-] [StdDev=85.183 /-]
Definition	Workers whose employment is not expected to last for more than a short period.
Literal question	Casual workers

#35 p2_2103: Contractual/Project Based workers

Information	[Type= continuous] [Format=numeric] [Range= 0-3851] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=40.33 /-] [StdDev=176.42 /-]
Definition	Workers whose employment has been fixed for a specific project for undertaking, the completion or termination of which has been determined at the time of engagement. Agency-hired workers are excluded.
Literal question	Contractual/project based workers

#36 p2_2104: Seasonal workers

Information	[Type= continuous] [Format=numeric] [Range= 0-1810] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=4.815 /-] [StdDev=47.728 /-]
Definition	Workers whose employment, specifically its timing and duration, is significantly influenced by seasonal factors.

File Employment

#36 p2_2104: Seasonal workers

Literal question	Seasonal workers
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#37 p2_2105: Apprentices/Learners

Information	[Type= continuous] [Format=numeric] [Range= 0-2922] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=5.384 /-] [StdDev=65.823 /-]
Definition	Workers who are covered by written apprenticeship/learnership agreements with individual employers or any of the entities with duly recognized programs. Apprentices/learners without regular pay are excluded.
Literal question	Paid apprentices learners

#38 p2_211: Shift workers

Information	[Type= continuous] [Format=numeric] [Range= 0-11341] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=128.998 /-] [StdDev=449.949 /-]
Definition	Workers who work on work schedules, whether successive or overlapping, within a 12-hour or a 24 hour day of work.
Literal question	Workers who worked on shift

#39 p2_2111: Number of shifts

Information	[Type= continuous] [Format=numeric] [Range= 0-80] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=1.475 /-] [StdDev=2.259 /-]
Literal question	Number of shifts

#40 p2_stxt1: Day shift

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=2063 /-]
Literal question	Indicate time - Day shift

Frequency table not shown (409 Modalities)

#41 p2_stxt2: Afternoon shift

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=1718 /-]
Literal question	Indicate time - Afternoon shift

Frequency table not shown (337 Modalities)

#42 p2_stxt3: Night shift

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=1779 /-]
Literal question	Indicate Time - Night shift

Frequency table not shown (351 Modalities)

#43 p2_211a: Day shift workers

Information	[Type= continuous] [Format=numeric] [Range= 0-5637] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=59.707 /-] [StdDev=225.392 /-]
Literal question	Workers on Day shift

#44 p2_211b: Afternoon shift workers

Information	[Type= continuous] [Format=numeric] [Range= 0-2669] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=30.371 /-] [StdDev=100.149 /-]

File Employment

#44 p2_211b: Afternoon shift workers

Literal question Workers on Afternoon shift

#45 p2_211c: Night shift workers

Information [Type= continuous] [Format=numeric] [Range= 0-5704] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-] [Mean=38.92 /-] [StdDev=176.085 /-]

Literal question Workers on Night shift

#46 p2_212: Establishment resorting to job contracting

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Definition Contracting - an arrangement whereby a principal agrees to put out or farm out with a contractor or subcontractor the performance or completion of a specific job, work or service within a definite or pre-determined period regardless of whether such job is to be performed or completed within or outside the premises of the principal.

Literal question Engaged in Subcontracting

Value	Label	Cases	Percentage
0	Not engaged in contracting	1190	27.4%
1	Engaged in contracting	3161	72.6%

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.

#47 p2_21301: Security services

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Literal question Security services

Value	Label	Cases	Percentage
0		1406	32.3%
1		2945	67.7%

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.

#48 p2_21302: Janitorial

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Literal question Janitorial

Value	Label	Cases	Percentage
0		2849	65.5%
1		1502	34.5%

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.

#49 p2_21303: General administrative services

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Literal question General administrative services

Value	Label	Cases	Percentage
0		3876	89.1%
1		475	10.9%

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.

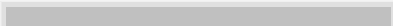

File Employment

#50 p2_21304: Marketing/Sales

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Literal question Marketing/sales

Value	Label	Cases	Percentage
0		4209	 96.7%
1		142	 3.3%

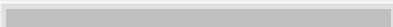

Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#51 p2_21305: Packaging

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Literal question Packaging

Value	Label	Cases	Percentage
0		4258	 97.9%
1		93	 2.1%

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.

#52 p2_21306: Transport Services

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Literal question Transport services

Value	Label	Cases	Percentage
0		4072	 93.6%
1		279	 6.4%

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.

#53 p2_21307: Production/assembly

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Literal question Production/assembly

Value	Label	Cases	Percentage
0		4035	 92.7%
1		316	 7.3%

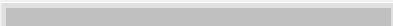
Warning: these figures indicate the number of cases found in the data file. They cannot be interpreted as summary statistics of the population of interest.

#54 p2_21308: Research and development

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Literal question Research and development

Value	Label	Cases	Percentage
0		4324	 99.4%
1		27	 0.6%

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.

File Employment

#55 p2_21309: IT services

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Literal question	IT services

Value	Label	Cases	Percentage
0		4195	96.4%
1		156	3.6%

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.

#56 p2_213rm: Repair and maintenance

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Recoding and Derivation	Derived from Others

Value	Label	Cases	Percentage
0		4284	98.5%
1		67	1.5%

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.

#57 p2_213fc: Food and catering

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Recoding and Derivation	Derived from Others

Value	Label	Cases	Percentage
0		4335	99.6%
1		16	0.4%

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.

#58 p2_213co: Construction

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Recoding and Derivation	Derived from Others

Value	Label	Cases	Percentage
0		4306	99.0%
1		45	1.0%

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.

#59 p2_21310: Others

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Literal question	Others

Value	Label	Cases	Percentage
0		4308	99.0%
1		43	1.0%

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 Employment				
#60 p2_21311: Specified				
Information	[Type= discrete] [Format=character] [Missing=*]			
Statistics [NW/ W]	[Valid=39 /-] [Invalid=0 /-]			
Literal question	Specify			
Value	Label	Cases	Percentage	
CARJOCKEY		1		2.6%
ENTERTAINER:		1		2.6%
HEALTH SVC-DENTAL		1		2.6%
HEALTH SVC-MEDICAL		9		23.1%
HEALTH SVC-MEDICAL;MECH		1		2.6%
INTERPRETER		3		7.7%
LANDSCAPING		1		2.6%
LAUNDRY		1		2.6%
LAUNDRY,CONVALET SVCS.,BGT SVC		1		2.6%
OPERATIONS		3		7.7%
OTHER DEPARMENTS		1		2.6%
PRINTING SERVICES		1		2.6%
RETRIEVAL OF DIARIES		1		2.6%
SPORTS & RECREATION		1		2.6%
STEVEDORING		2		5.1%
STEVEDORING & UTILITIES		1		2.6%
STEVEDORING PILERS		1		2.6%
UNLOADING OF RAW MATERIALS		1		2.6%
VALET,BELLMA		1		2.6%
WAREHOUSING		5		12.8%
WAREHOUSING PROCESSING		1		2.6%
WASTE DISPOSAL		1		2.6%
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.				
#61 p2_14: Total agency-hired workers				
Information	[Type= continuous] [Format=numeric] [Range= 0-9614] [Missing=*]			
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=35.367 /-] [StdDev=221.783 /-]			
Definition	Workers hired through agencies/contractors to perform or complete a job, work or service within the premises of the establishment. They are excluded from the total employment of the establishment.			
Literal question	Total			

File Employment

#62 p2_21401: Security services

Information	[Type= continuous] [Format=numeric] [Range= 0-2432] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=12.092 /-] [StdDev=59.261 /-]
Literal question	Security services

#63 p2_21402: Janitorial

Information	[Type= continuous] [Format=numeric] [Range= 0-1013] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=5.619 /-] [StdDev=25.452 /-]
Literal question	Janitorial

#64 p2_21403: General administrative services

Information	[Type= continuous] [Format=numeric] [Range= 0-865] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=1.545 /-] [StdDev=19.896 /-]
Literal question	2.14.4. General administrative

#65 p2_21404: Marketing/sales

Information	[Type= continuous] [Format=numeric] [Range= 0-9600] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=4.045 /-] [StdDev=148.165 /-]
Literal question	Marketing/Sales

#66 p2_21405: Packaging

Information	[Type= continuous] [Format=numeric] [Range= 0-500] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=0.805 /-] [StdDev=11.043 /-]
Literal question	Packaging

#67 p2_21406: Transport services

Information	[Type= continuous] [Format=numeric] [Range= 0-197] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=0.789 /-] [StdDev=6.984 /-]
Literal question	Transport services

#68 p2_21407: Production assembly

Information	[Type= continuous] [Format=numeric] [Range= 0-4700] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=8.972 /-] [StdDev=109.129 /-]
Literal question	Production/Assembly

#69 p2_21408: Research and development

Information	[Type= continuous] [Format=numeric] [Range= 0-33] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=0.0349 /-] [StdDev=0.741 /-]
Literal question	Research and development

#70 p2_21409: IT services

Information	[Type= continuous] [Format=numeric] [Range= 0-160] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=0.273 /-] [StdDev=3.989 /-]
Literal question	IT services

#71 p2_214rm: Repair and maintenance

Information	[Type= continuous] [Format=numeric] [Range= 0-520] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=0.641 /-] [StdDev=13.155 /-]

File Employment

#71 p2_214rm: Repair and maintenance

Recoding and Derivation Derived from 2.13.11. Others

#72 p2_214fc: Food and catering

Information [Type= continuous] [Format=numeric] [Range= 0-181] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-] [Mean=0.172 /-] [StdDev=4.58 /-]

Recoding and Derivation Derived from 2.13.11. Others

#73 p2_214co: Construction

Information [Type= continuous] [Format=numeric] [Range= 0-278] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-] [Mean=0.128 /-] [StdDev=4.403 /-]

Recoding and Derivation Derived from 2.13.11. Others

#74 p2_21410: Others

Information [Type= continuous] [Format=numeric] [Range= 0-200] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-] [Mean=0.251 /-] [StdDev=4.931 /-]

Literal question Others

#75 status02: status2003

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
CON		25	0.6%
RET		4326	99.4%

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.

#76 geocode: geocode

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Frequency table not shown (382 Modalities)

#77 batch: batch

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Frequency table not shown (131 Modalities)

#78 ategrp03: employment size

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
1	20 - 99	1187	27.3%
2	100 - 199	1339	30.8%
3	200 and over	1825	41.9%

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.

#79 rpsic03: New Industry 2003

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

File Employment

#79 rpsic03: New Industry 2003

Frequency table not shown (58 Modalities)

#80 oldcell: Old industry-ate group

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Frequency table not shown (170 Modalities)

#81 newcell: New industry-ate group

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Frequency table not shown (169 Modalities)

#82 oldecnt: Old eligible county

Information [Type= continuous] [Format=numeric] [Range= 1-225] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-] [Mean=55.189 /-] [StdDev=59.236 /-]

#83 ecountpk: Number of eligibles

Information [Type= continuous] [Format=numeric] [Range= 1-232] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-] [Mean=57.17 /-] [StdDev=60.802 /-]

#84 rcount03: Retrieved 2003

Information [Type= continuous] [Format=numeric] [Range= 1-198] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-] [Mean=46.655 /-] [StdDev=51.4 /-]

#85 buf2003: Blowing-up factor 2003

Information [Type= continuous] [Format=numeric] [Range= 1-60.3125] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-] [Mean=5 /-] [StdDev=9.591 /-]

#86 buf: Blowing-up factor

Information [Type= continuous] [Format=numeric] [Range= 1-117.5] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-] [Mean=5.639 /-] [StdDev=11.383 /-]

#87 rpsic1: Major Industry

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
C	Mining and Quarrying	14	0.3%
D	Manufacturing	1626	37.4%
E	Electricity, Gas and Water Supply	171	3.9%
F	Construction	156	3.6%
G	Wholesale and Retail Trade; Repair of Motor Vehicles	590	13.6%
H	Hotels and Restaurants	194	4.5%
I	Transport, Storage and Communication	294	6.8%
J	Financial Intermediation	141	3.2%
K	Real Estate, Renting and Business Activities	521	12.0%
M	Private Education Services	428	9.8%
N	Health and Social Work except Public Medical, Dental	129	3.0%

File Employment

#87 rpsic1: Major Industry

Value	Label	Cases	Percentage
0	Other Community, Social and Personal Services Activities	87	2.0%

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.

#88 estabcnt: Establishment count

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]		
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
1		4351	100.0%

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.

#89 withshft: With shift workers

Information	[Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]		
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]		
Value	Label	Cases	Percentage
0		2275	52.3%
1		2076	47.7%

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.

#90 js_jobs: Number of jobs contracted out

Information	[Type= discrete] [Format=numeric] [Range= 1-8] [Missing=*]		
Statistics [NW/ W]	[Valid=3161 /-] [Invalid=1190 /-]		
Value	Label	Cases	Percentage
1		1390	44.0%
2		1056	33.4%
3		417	13.2%
4		181	5.7%
5		80	2.5%
6		31	1.0%
7		5	0.2%
8		1	0.0%
Sysmiss		1190	

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.

#91 js_sj: Security and Janitorial services contracted out

Information	[Type= discrete] [Format=numeric] [Range= 0-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3161 /-] [Invalid=1190 /-]		
Value	Label	Cases	Percentage
0		121	3.8%
1		1633	51.7%
2		1407	44.5%
Sysmiss		1190	

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.

#92 js_ls_sj

Information	[Type= discrete] [Format=numeric] [Range= 0-6] [Missing=*]		
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File Employment

#92 **js_ls_sj**

Statistics [NW/ W] [Valid=3161 /-] [Invalid=1190 /-]

Value	Label	Cases	Percentage
0		2059	65.1%
1		734	23.2%
2		229	7.2%
3		97	3.1%
4		35	1.1%
5		6	0.2%
6		1	0.0%
Sysmiss		1190	

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.

#93 **js_wo_sj: With jobs contracted aside from security and janitorial services**

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=3161 /-] [Invalid=1190 /-]

Value	Label	Cases	Percentage
0		2059	65.1%
1		1102	34.9%
Sysmiss		1190	

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.

#94 **e_agency: establishments with agency-hired workers**

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0		1226	28.2%
1		3125	71.8%

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.

#95 **agy_wosj: Agency-hired workers except for security and janitorial services**

Information [Type= continuous] [Format=numeric] [Range= 0-9600] [Missing=*]

Statistics [NW/ W] [Valid=3160 /-] [Invalid=1191 /-] [Mean=24.377 /-] [StdDev=227.799 /-]

#96 **e_a_wosj**

Information [Type= discrete] [Format=numeric] [Range= 0-1] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Value	Label	Cases	Percentage
0		3348	76.9%
1		1003	23.1%

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.

#97 **engaged: Total number of persons engaged**

Information [Type= continuous] [Format=numeric] [Range= 16-16154] [Missing=*]

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-] [Mean=347.153 /-] [StdDev=717.629 /-]

File Industrial Relations 2002

#1 EIN: Establishment Identification Number

Information	[Type= discrete] [Format=numeric] [Range= 3-51127] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]
Definition	The first set of numbers under the name/address of the establishment. This is a unique and fixed number assigned to each establishment.
Universe	Non-agricultural establishments employing 20 persons or more.

#2 BATCH_NO: Batch Number

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]
Definition	It refers to the batch number
Universe	Non-agricultural establishments employing 20 persons or more.

Frequency table not shown (128 Modalities)

#3 ENTRY2: Data Entry Flag

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]
Definition	It refers to the data entry flag
Universe	Non-agricultural establishments employing 20 persons or more.

Value	Label	Cases	Percentage
1		4354	100.0%

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.

#4 P3_6BS: Both Sexes

Information	[Type= continuous] [Format=numeric] [Range= 0-16564] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=3 /-] [Mean=137.279 /-] [StdDev=520.193 /-]
Definition	It refers to the number of male and female employees given job-related trainings in 2002 in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees were given job-related training in 2002?

#5 P3_6FEM: Female

Information	[Type= continuous] [Format=numeric] [Range= 0-9348] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=3 /-] [Mean=64.556 /-] [StdDev=287.616 /-]
Definition	It refers to the number of female employees given job-related trainings in 2002 in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees were given job-related training in 2002?

#6 P3_6M: Male

Information	[Type= continuous] [Format=numeric] [Range= 0-11595] [Missing=*]
Statistics [NW/ W]	[Valid=4352 /-] [Invalid=2 /-] [Mean=72.707 /-] [StdDev=304.88 /-]
Definition	It refers to the number of male employees given job-related trainings in 2002 in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees were given job-related training in 2002?

#7 P3_7MGRA: ME - Managerial/Supervisory Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
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#7 P3_7MGRA: ME - Managerial/Supervisory Training

Statistics [NW/ W]	[Valid=1788 /-] [Invalid=2566 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#8 P3_7MGRB: ME - Problem-solving or Decision-making

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1118 /-] [Invalid=3236 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#9 P3_7MGRC: ME - Strategic Planning

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1252 /-] [Invalid=3102 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#10 P3_7MGRD: ME - Business Planning/Market Forecasting

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=988 /-] [Invalid=3366 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#11 P3_7MGRE: ME - Financial Management Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=982 /-] [Invalid=3372 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#12 P3_7MGRF: ME - Total Quality Management

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1058 /-] [Invalid=3296 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.

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#12 P3_7MGRF: ME - Total Quality Management

Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#13 P3_7MGRG: ME - Productivity Improvement

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=885 /-] [Invalid=3469 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#14 P3_7MGRH: ME - Team-building

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1062 /-] [Invalid=3292 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#15 P3_7MGRI: ME - Sales and Marketing Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=697 /-] [Invalid=3657 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#16 P3_7MGRJ: ME - Communication Skills Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=657 /-] [Invalid=3697 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002v
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#17 P3_7MGRK: ME - Occupational Health and Safety Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=801 /-] [Invalid=3553 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

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#18 P3_7MGRL: ME - Computer Programming/SAD

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=468 /-] [Invalid=3886 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#19 P3_7MGRM: ME - Computer Hardware

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=255 /-] [Invalid=4099 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#20 P3_7MGRN: ME - Computer Software Application Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=499 /-] [Invalid=3855 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#21 P3_7MGRO: ME - Skills Upgrading Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=498 /-] [Invalid=3856 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#22 P3_7MGRP: ME - Others 1

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=192 /-] [Invalid=4162 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#23 P3_7MGRQ: ME - Others 2

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=10 /-] [Invalid=4344 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002

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#23 P3_7MGRQ: ME - Others 2

Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#24 P3_7MGRR: ME - Others 3

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=4 /-] [Invalid=4350 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002v
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#25 P3_7OTH1: ME - Others specify 1

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=459 /-] [Invalid=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

Frequency table not shown (390 Modalities)

#26 P3_7OTH2: ME - Others specify 2

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=34 /-] [Invalid=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

Frequency table not shown (32 Modalities)

#27 P3_7OTH3: ME - Others specify 3

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=9 /-] [Invalid=0 /-]
Definition	It refers to job related trainings provided to managers/executives in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

Value	Label	Cases	Percentage
.		1	11.1%
1		1	11.1%
ISO 9002/14001		1	11.1%

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#27 P3_7OTH3: ME - Others specify 3

Value	Label	Cases	Percentage
LABOR MANAGEMENT		1	11.1%
LEADERSHIP		1	11.1%
MGNT SERIES/ RECRUITMENT HIRING		1	11.1%
PURCHASING/ WAREHOUSING		1	11.1%
SIG. VERIFICATION BANK SECURITY/ FRAUD DETEC.		1	11.1%
TESTING, ULTRA LEVEL 2		1	11.1%

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 P3_7SFA: SF - Managerial/Supervisory Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1665 /-] [Invalid=2689 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#29 P3_7SFB: SF - Problem-solving or Decision-making

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1030 /-] [Invalid=3324 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#30 P3_7SFC: SF - Strategic Planning

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=775 /-] [Invalid=3579 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#31 P3_7SFD: SF - Business Planning/Market Forecasting

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=554 /-] [Invalid=3800 /-] [Mean=1 /-] [StdDev=0 /-]

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#31 P3_7SFD: SF - Business Planning/Market Forecasting

Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#32 P3_7SFE: SF - Financial Management Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=552 /-] [Invalid=3802 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#33 P3_7SFF: SF - Total Quality Management

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=979 /-] [Invalid=3375 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#34 P3_7SFG: SF - Productivity Improvement

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1065 /-] [Invalid=3289 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#35 P3_7SFH: SF - Team-building

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1227 /-] [Invalid=3127 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#36 P3_7SFI: SF - Sales and Marketing Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=723 /-] [Invalid=3631 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?

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#36 P3_7SFI: SF - Sales and Marketing Training

Post-question	(check as applicable)
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#37 P3_7SFJ: SF - Communication Skills Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=917 /-] [Invalid=3437 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#38 P3_7SFK: SF - Occupational Health and Safety Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1315 /-] [Invalid=3039 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#39 P3_7SFL: SF - Computer Programming/SAD

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=739 /-] [Invalid=3615 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#40 P3_7SFM: SF - Computer Hardware

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=517 /-] [Invalid=3837 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#41 P3_7SFN: SF - Computer Software Application Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=830 /-] [Invalid=3524 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#42 P3_7SFO: SF - Skills Upgrading Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
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#42 P3_7SFO: SF - Skills Upgrading Training

Statistics [NW/ W]	[Valid=943 /-] [Invalid=3411 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#43 P3_7SFP: SF - Others 1

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=277 /-] [Invalid=4077 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#44 P3_7SFQ: SF - Others 2

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=13 /-] [Invalid=4341 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#45 P3_7SFR: SF - Others 3

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=4 /-] [Invalid=4350 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to supervisors/foremen in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#46 P3_7REGA: RRF - Managerial/Supervisory Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=486 /-] [Invalid=3868 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#47 P3_7REGB: RRF - Problem-solving or Decision-making

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=417 /-] [Invalid=3937 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.

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#47 P3_7REGB: RRF - Problem-solving or Decision-making

Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#48 P3_7REGC: RRF - Strategic Planning

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=256 /-] [Invalid=4098 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#49 P3_7REGD: RRF - Business Planning/Market Forecasting

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=183 /-] [Invalid=4171 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#50 P3_7REGE: RRF - Financial Management Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=236 /-] [Invalid=4118 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#51 P3_7REGF: RRF - Total Quality Management

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=631 /-] [Invalid=3723 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#52 P3_7REGG: RRF - Productivity Improvement

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=908 /-] [Invalid=3446 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

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#53 P3_7REGH: RRF - Team-building

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1139 /-] [Invalid=3215 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#54 P3_7REGI: RRF - Sales and Marketing Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=586 /-] [Invalid=3768 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#55 P3_7REGJ: RRF - Communication Skills Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=966 /-] [Invalid=3388 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#56 P3_7REGK: RRF - Occupational Health and Safety Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1401 /-] [Invalid=2953 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#57 P3_7REGL: RRF - Computer Programming/SAD

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=728 /-] [Invalid=3626 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#58 P3_7REGM: RRF - Computer Hardware

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=593 /-] [Invalid=3761 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002

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#58 P3_7REGM: RRF - Computer Hardware

Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#59 P3_7REGN: RRF - Computer Software Application Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=912 /-] [Invalid=3442 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#60 P3_7REGO: RRF - Skills Upgrading Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1223 /-] [Invalid=3131 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#61 P3_7REGP: RRF - Others 1

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=349 /-] [Invalid=4005 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#62 P3_7REGQ: RRF - Others 2

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=15 /-] [Invalid=4339 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#63 P3_7REGR: RRF - Others 3

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=3 /-] [Invalid=4351 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

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#64 P3_7NRA: NRRF - Managerial/Supervisory Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=102 /-] [Invalid=4252 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#65 P3_7NRB: NRRF - Problem-solving or Decision-making

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=92 /-] [Invalid=4262 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#66 P3_7NRC: NRRF - Strategic Planning

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=66 /-] [Invalid=4288 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#67 P3_7NRD: NRRF - Business Planning/Market Forecasting

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=30 /-] [Invalid=4324 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#68 P3_7NRE: NRRF - Financial Management Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=26 /-] [Invalid=4328 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#69 P3_7NRF: NRRF - Total Quality Management

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=208 /-] [Invalid=4146 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002

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#69 P3_7NRF: NRRF - Total Quality Management

Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#70 P3_7NRG: NRRF - Productivity Improvement

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=322 /-] [Invalid=4032 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#71 P3_7NRH: NRRF - Team-building

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=435 /-] [Invalid=3919 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#72 P3_7NRI: NRRF - Sales and Marketing Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=199 /-] [Invalid=4155 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#73 P3_7NRJ: NRRF - Communication Skills Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=344 /-] [Invalid=4010 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#74 P3_7NRK: NRRF - Occupational Health and Safety Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=541 /-] [Invalid=3813 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

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#75 P3_7NRL: NRRF - Computer Programming/SAD

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=129 /-] [Invalid=4225 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#76 P3_7NRM: NRRF - Computer Hardware

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=102 /-] [Invalid=4252 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#77 P3_7NRN: NRRF - Computer Software Application Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=201 /-] [Invalid=4153 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#78 P3_7NRO: NRRF - Skills Upgrading Training

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=445 /-] [Invalid=3909 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#79 P3_7NRP: NRRF - Others 1

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=172 /-] [Invalid=4182 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#80 P3_7NRQ: NRRF - Others 2

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=9 /-] [Invalid=4345 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002

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#80 P3_7NRQ: NRRF - Others 2

Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#81 P3_7NRR: NRRF - Others 3

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1 /-] [Invalid=4353 /-] [Mean=1 /-]
Definition	It refers to job related trainings provided to non-regular rank and file employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Which of the following job-related trainings were provided to employees in 2002?
Post-question	(check as applicable)

#82 P3_8A: For newly hired/recruited workers

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3261 /-] [Invalid=1093 /-] [Mean=1.406 /-] [StdDev=0.491 /-]
Definition	It refers to the purpose of training provided to employees in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Were the trainings provided intended ...?
Post-question	(check "Yes" or "No" for each category)

Value	Label	Cases	Percentage
1	Yes	1936	59.4%
2	No	1325	40.6%
Sysmiss		1093	

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.

#83 P3_8B: To move workers between jobs with the same salary levels

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3261 /-] [Invalid=1093 /-] [Mean=1.596 /-] [StdDev=0.491 /-]
Definition	It refers to the purpose of training provided to employees in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Were the trainings provided intended ...?
Post-question	(check "Yes" or "No" for each category)

Value	Label	Cases	Percentage
1	Yes	1316	40.4%
2	No	1945	59.6%
Sysmiss		1093	

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.

#84 P3_8C: To improve job performance

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3261 /-] [Invalid=1093 /-] [Mean=1.087 /-] [StdDev=0.282 /-]
Definition	It refers to the purpose of training provided to employees in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.

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#84 P3_8C: To improve job performance

Literal question Were the trainings provided intended ...?

Post-question (check "Yes" or "No" for each category)

Value	Label	Cases	Percentage
1	Yes	2977	91.3%
2	No	284	8.7%
Sysmiss		1093	

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.

#85 P3_8D: To upgrade/raise salary

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

Statistics [NW/ W] [Valid=3261 /-] [Invalid=1093 /-] [Mean=1.722 /-] [StdDev=0.448 /-]

Definition It refers to the purpose of training provided to employees in the establishment

Universe Non-agricultural establishments employing 20 persons or more.

Literal question Were the trainings provided intended ...?

Post-question (check "Yes" or "No" for each category)

Value	Label	Cases	Percentage
1	Yes	905	27.8%
2	No	2356	72.2%
Sysmiss		1093	

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.

#86 P3_8E: To enhance/upgrade skill/s

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

Statistics [NW/ W] [Valid=3261 /-] [Invalid=1093 /-] [Mean=1.099 /-] [StdDev=0.299 /-]

Definition It refers to the purpose of training provided to employees in the establishment

Universe Non-agricultural establishments employing 20 persons or more.

Literal question Were the trainings provided intended ...?

Post-question (check "Yes" or "No" for each category)

Value	Label	Cases	Percentage
1	Yes	2937	90.1%
2	No	324	9.9%
Sysmiss		1093	

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.

#87 P3_8F: Other training purposes

Information [Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]

Statistics [NW/ W] [Valid=154 /-] [Invalid=4200 /-] [Mean=1 /-] [StdDev=0 /-]

Definition It refers to the purpose of training provided to employees in the establishment

Universe Non-agricultural establishments employing 20 persons or more.

Literal question Were the trainings provided intended ...?

Post-question (check "Yes" or "No" for each category)

Value	Label	Cases	Percentage
1	Yes	154	100.0%

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#87 P3_8F: Other training purposes

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.

#88 P3_8OTH1: Other specified trainings1

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=156 /-] [Invalid=0 /-]
Definition	It refers to the purpose of training provided to employees in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Were the trainings provided intended ...?
Post-question	(check "Yes" or "No" for each category)

Frequency table not shown (150 Modalities)

#89 P3_8OTH2: Other specified trainings2

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4 /-] [Invalid=0 /-]
Definition	It refers to the purpose of training provided to employees in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Were the trainings provided intended ...?
Post-question	(check "Yes" or "No" for each category)

Value	Label	Cases	Percentage
FOREIGN TRAINING		1	25.0%
INTRODUCTION OF POLICIES & PROCEDURES		1	25.0%
OF EMPLOYEES		1	25.0%
TO ESTABLISH MISSION, VISION AND VALUES		1	25.0%

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.

#90 P3_8OTH3: Other specified trainings3

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=0 /-]
Definition	It refers to the purpose of training provided to employees in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Were the trainings provided intended ...?
Post-question	(check "Yes" or "No" for each category)

#91 P3_9A: National government programs

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=148 /-] [Invalid=4206 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to the source of funds for the trainings provided to employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.

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#91 P3_9A: National government programs

Literal question	What were the sources of funds for the trainings?
Post-question	(check as applicable)

#92 P3_9B: Local government programs

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=103 /-] [Invalid=4251 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to the source of funds for the trainings provided to employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What were the sources of funds for the trainings?
Post-question	(check as applicable)

#93 P3_9C: Establishment/company fund (in full)

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2602 /-] [Invalid=1752 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to the source of funds for the trainings provided to employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What were the sources of funds for the trainings?
Post-question	(check as applicable)

#94 P3_9D: Subsidy from establishment/company

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=549 /-] [Invalid=3805 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to the source of funds for the trainings provided to employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What were the sources of funds for the trainings?
Post-question	(check as applicable)

#95 P3_9E: Union funds

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=85 /-] [Invalid=4269 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to the source of funds for the trainings provided to employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What were the sources of funds for the trainings?
Post-question	(check as applicable)

#96 P3_9F: Industry associations

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=148 /-] [Invalid=4206 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to the source of funds for the trainings provided to employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What were the sources of funds for the trainings?
Post-question	(check as applicable)

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#97 P3_9G: Equipment vendors

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=156 /-] [Invalid=4198 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to the source of funds for the trainings provided to employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What were the sources of funds for the trainings?
Post-question	(check as applicable)

#98 P3_9H: Other private sector organizations

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=180 /-] [Invalid=4174 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to the source of funds for the trainings provided to employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What were the sources of funds for the trainings?
Post-question	(check as applicable)

#99 P3_9I: Other source of funds

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=402 /-] [Invalid=3952 /-] [Mean=1 /-] [StdDev=0 /-]
Definition	It refers to the source of funds for the trainings provided to employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What were the sources of funds for the trainings?
Post-question	(check as applicable)

#100 P3_9SPC1: Others specified source of funds1

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=403 /-] [Invalid=0 /-]
Definition	It refers to the source of funds for the trainings provided to employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What were the sources of funds for the trainings?
Post-question	(check as applicable)

Frequency table not shown (191 Modalities)

#101 P3_9SPC2: Others specified source of funds2

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=2 /-] [Invalid=0 /-]
Definition	It refers to the source of funds for the trainings provided to employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What were the sources of funds for the trainings?
Post-question	(check as applicable)

Value	Label	Cases	Percentage
IN-HOUSE		1	50.0%
THOSE WHO ATTENDED		1	50.0%

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#101 P3_9SPC2: Others specified source of funds2

Value	Label	Cases	Percentage
OUT OF SCHOOL SEMINARS			

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 P3_9SPC3: Others specified source of funds3

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=1 /-] [Invalid=0 /-]
Definition	It refers to the source of funds for the trainings provided to employees in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What were the sources of funds for the trainings?
Post-question	(check as applicable)

Value	Label	Cases	Percentage
1		1	100.0%

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.

#103 P3_10A: Freeze hiring for all positions

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=3 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?
Post-question	(check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	2097	48.2%
2	No	2254	51.8%
Sysmiss		3	

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 P3_10B: Freeze hiring for managerial and supervisory positions

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4353 /-] [Invalid=1 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?
Post-question	(check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	1847	42.4%
2	No	2506	57.6%
Sysmiss		1	

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.

#105 P3_10C: Freeze hiring for rank and file positions

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
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#105 P3_10C: Freeze hiring for rank and file positions

Statistics [NW/ W]	[Valid=4351 /-] [Invalid=3 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?
Post-question	(check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	1990	45.7%
2	No	2361	54.3%
Sysmiss		3	

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.

#106 P3_10D: Granting small salary increase

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=3 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?
Post-question	(check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	1433	32.9%
2	No	2918	67.1%
Sysmiss		3	

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 P3_10E: Suspension of salary increase

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4352 /-] [Invalid=2 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?
Post-question	(check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	1189	27.3%
2	No	3163	72.7%
Sysmiss		2	

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 P3_10F: Suspension of some benefits

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4353 /-] [Invalid=1 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?

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#108 P3_10F: Suspension of some benefits

Post-question (check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	701	16.1%
2	No	3652	83.9%
Sysmiss		1	

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.

#109 P3_10G: Layoffs

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

Statistics [NW/ W] [Valid=4353 /-] [Invalid=1 /-]

Definition It refers to the measures implemented by the establishment to cope with economic and financial difficulties

Universe Non-agricultural establishments employing 20 persons or more.

Literal question What measures have been implemented to cope with economic and financial difficulties?

Post-question (check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	1011	23.2%
2	No	3342	76.8%
Sysmiss		1	

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.

#110 P3_10H: Reducing work time (days/hours)

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=3 /-]

Definition It refers to the measures implemented by the establishment to cope with economic and financial difficulties

Universe Non-agricultural establishments employing 20 persons or more.

Literal question What measures have been implemented to cope with economic and financial difficulties?

Post-question (check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	1153	26.5%
2	No	3198	73.5%
Sysmiss		3	

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.

#111 P3_10I: Job rotation

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

Statistics [NW/ W] [Valid=4350 /-] [Invalid=4 /-]

Definition It refers to the measures implemented by the establishment to cope with economic and financial difficulties

Universe Non-agricultural establishments employing 20 persons or more.

Literal question What measures have been implemented to cope with economic and financial difficulties?

Post-question (check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	1495	34.4%
2	No	2855	65.6%

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#111 P3_10I: Job rotation

Value	Label	Cases	Percentage
Sysmiss		4	

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.

#112 P3_10J: Contracting out some services

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4345 /-] [Invalid=9 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?
Post-question	(check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	1063	24.5%
2	No	3282	75.5%
Sysmiss		9	

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 P3_10K: Budget cuts in training

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4349 /-] [Invalid=5 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?
Post-question	(check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	1942	44.7%
2	No	2407	55.3%
Sysmiss		5	

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 P3_10L: Defer expansion plans

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4287 /-] [Invalid=67 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?
Post-question	(check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	1708	39.8%
2	No	2579	60.2%
Sysmiss		67	

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 P3_10M: Other coping measures

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=258 /-] [Invalid=4096 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?
Post-question	(check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1	Yes	258	100.0%
Sysmiss		4096	

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 P3_10OT1: Others specified coping mechanism1

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=264 /-] [Invalid=0 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?
Post-question	(check "Yes" or "No" for each measure implemented)

Frequency table not shown (220 Modalities)

#117 P3_10OT2: Others specified coping mechanism2

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=9 /-] [Invalid=0 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?
Post-question	(check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
& TEAMS TO IMPROVE WORK PROCESS		1	11.1%
ACTIVITIES		1	11.1%
CAPITAL EXPENDITURE:		1	11.1%
ENERGY SAVING PROGRAM, ETC		1	11.1%
IMPROVED INVENTORY PROGRAMS		1	11.1%
LESSER OT WORK		1	11.1%
MANPOWER REDUCTION PROGRAM		1	11.1%

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#117 P3_10OT2: Others specified coping mechanism2

Value	Label	Cases	Percentage
RETIREMENT OF OCCUPANTS		1	11.1%
and general services)		1	11.1%

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 P3_10OT3: Others specified coping mechanism3

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=1 /-] [Invalid=0 /-]
Definition	It refers to the measures implemented by the establishment to cope with economic and financial difficulties
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What measures have been implemented to cope with economic and financial difficulties?
Post-question	(check "Yes" or "No" for each measure implemented)

Value	Label	Cases	Percentage
1		1	100.0%

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 P3_11A: Implementation of Total Quality Management

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=3 /-]
Definition	It refers to improvement scheme/s or innovation introduced by the establishment in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Has this establishment introduced any improvement scheme/s or innovation in 2002?
Post-question	(check "Yes" or "No" for each innovation introduced)

Value	Label	Cases	Percentage
1	Yes	2669	61.3%
2	No	1682	38.7%
Sysmiss		3	

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 P3_11B: New products or services

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=3 /-]
Definition	It refers to improvement scheme/s or innovation introduced by the establishment in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Has this establishment introduced any improvement scheme/s or innovation in 2002?
Post-question	(check "Yes" or "No" for each innovation introduced)

Value	Label	Cases	Percentage
1	Yes	2364	54.3%
2	No	1987	45.7%
Sysmiss		3	

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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#121 P3_11C: Improved products or services

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]
Definition	It refers to improvement scheme/s or innovation introduced by the establishment in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Has this establishment introduced any improvement scheme/s or innovation in 2002?
Post-question	(check "Yes" or "No" for each innovation introduced)

Value	Label	Cases	Percentage
1	Yes	3267	75.0%
2	No	1087	25.0%

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 P3_11D: New processes

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4352 /-] [Invalid=2 /-]
Definition	It refers to improvement scheme/s or innovation introduced by the establishment in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Has this establishment introduced any improvement scheme/s or innovation in 2002?
Post-question	(check "Yes" or "No" for each innovation introduced)

Value	Label	Cases	Percentage
1	Yes	2553	58.7%
2	No	1799	41.3%
Sysmiss		2	

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 P3_11E: Improved processes/re-engineering

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4347 /-] [Invalid=7 /-]
Definition	It refers to improvement scheme/s or innovation introduced by the establishment in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Has this establishment introduced any improvement scheme/s or innovation in 2002?
Post-question	(check "Yes" or "No" for each innovation introduced)

Value	Label	Cases	Percentage
1	Yes	2690	61.9%
2	No	1657	38.1%
Sysmiss		7	

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 P3_11F: New technology

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4352 /-] [Invalid=2 /-]
Definition	It refers to improvement scheme/s or innovation introduced by the establishment in 2002
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Has this establishment introduced any improvement scheme/s or innovation in 2002?

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#124 P3_11F: New technology

Post-question (check "Yes" or "No" for each innovation introduced)

Value	Label	Cases	Percentage
1	Yes	2860	65.7%
2	No	1492	34.3%
Sysmiss		2	

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 P3_11G: Adoption of flexible working hours

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

Statistics [NW/ W] [Valid=4326 /-] [Invalid=28 /-]

Definition It refers to improvement scheme/s or innovation introduced by the establishment in 2002

Universe Non-agricultural establishments employing 20 persons or more.

Literal question Has this establishment introduced any improvement scheme/s or innovation in 2002?

Post-question (check "Yes" or "No" for each innovation introduced)

Value	Label	Cases	Percentage
1	Yes	1921	44.4%
2	No	2405	55.6%
Sysmiss		28	

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 P3_11H: Other innovation introduced

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

Statistics [NW/ W] [Valid=61 /-] [Invalid=4293 /-]

Definition It refers to improvement scheme/s or innovation introduced by the establishment in 2002

Universe Non-agricultural establishments employing 20 persons or more.

Literal question Has this establishment introduced any improvement scheme/s or innovation in 2002?

Post-question (check "Yes" or "No" for each innovation introduced)

Value	Label	Cases	Percentage
1	Yes	61	100.0%
Sysmiss		4293	

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 P3_11OT1: Others specified innovation1

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

Statistics [NW/ W] [Valid=60 /-] [Invalid=0 /-]

Definition It refers to improvement scheme/s or innovation introduced by the establishment in 2002

Universe Non-agricultural establishments employing 20 persons or more.

Literal question Has this establishment introduced any improvement scheme/s or innovation in 2002?

Post-question (check "Yes" or "No" for each innovation introduced)

Frequency table not shown (58 Modalities)

#128 P3_11OT2: Others specified innovation2

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

Statistics [NW/ W] [Valid=1 /-] [Invalid=0 /-]

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#128 P3_11OT2: Others specified innovation2

Definition	It refers to improvement scheme/s or innovation introduced by the establishment in 2002		
Universe	Non-agricultural establishments employing 20 persons or more.		
Literal question	Has this establishment introduced any improvement scheme/s or innovation in 2002?		
Post-question	(check "Yes" or "No" for each innovation introduced)		
Value	Label	Cases	Percentage
DUTIES AND RESPONSIBILITIES & PAY SCALES		1	100.0%

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 P3_11OT3: Others specified innovation3

Information	[Type= discrete] [Format=character] [Missing=*]		
Statistics [NW/ W]	[Valid=1 /-] [Invalid=0 /-]		
Definition	It refers to improvement scheme/s or innovation introduced by the establishment in 2002		
Universe	Non-agricultural establishments employing 20 persons or more.		
Literal question	Has this establishment introduced any improvement scheme/s or innovation in 2002?		
Post-question	(check "Yes" or "No" for each innovation introduced)		
Value	Label	Cases	Percentage
1		1	100.0%

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.

#130 P3_12A: Internal resistance to change

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3211 /-] [Invalid=1143 /-]		
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment		
Universe	Non-agricultural establishments employing 20 persons or more.		
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?		
Post-question	(check "Yes" or "No" for each impediment encountered)		
Value	Label	Cases	Percentage
1	Yes	925	28.8%
2	No	2286	71.2%
Sysmiss		1143	

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 P3_12B: Insufficient skilled personnel

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=3211 /-] [Invalid=1143 /-]		
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment		
Universe	Non-agricultural establishments employing 20 persons or more.		
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?		
Post-question	(check "Yes" or "No" for each impediment encountered)		
Value	Label	Cases	Percentage
1	Yes	679	21.1%

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#131 P3_12B: Insufficient skilled personnel

Value	Label	Cases	Percentage
2	No	2532	78.9%
Sysmiss		1143	

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 P3_12C: Insufficient financial resources

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3214 /-] [Invalid=1140 /-]
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
Post-question	(check "Yes" or "No" for each impediment encountered)

Value	Label	Cases	Percentage
1	Yes	1663	51.7%
2	No	1551	48.3%
Sysmiss		1140	

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 P3_12D: Insufficient information on markets

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3213 /-] [Invalid=1141 /-]
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
Post-question	(check "Yes" or "No" for each impediment encountered)

Value	Label	Cases	Percentage
1	Yes	494	15.4%
2	No	2719	84.6%
Sysmiss		1141	

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 P3_12E: Insufficient information on technologies

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3211 /-] [Invalid=1143 /-]
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
Post-question	(check "Yes" or "No" for each impediment encountered)



Value	Label	Cases	Percentage
1	Yes	558	17.4%
2	No	2653	82.6%
Sysmiss		1143	

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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#135 P3_12F: Deficiencies in the availability of external technical


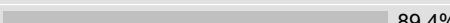
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3210 /-] [Invalid=1144 /-]
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
Post-question	(check "Yes" or "No" for each impediment encountered)

Value	Label	Cases	Percentage
1	Yes	547	 17.0%
2	No	2663	 83.0%
Sysmiss		1144	

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 P3_12G: Barriers to cooperation with other firms


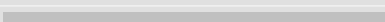
Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3211 /-] [Invalid=1143 /-]
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
Post-question	(check "Yes" or "No" for each impediment encountered)

Value	Label	Cases	Percentage
1	Yes	340	 10.6%
2	No	2871	 89.4%
Sysmiss		1143	

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 P3_12H: Barriers to cooperation with scientific and educational

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3211 /-] [Invalid=1143 /-]
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
Post-question	(check "Yes" or "No" for each impediment encountered)

Value	Label	Cases	Percentage
1	Yes	266	 8.3%
2	No	2945	 91.7%
Sysmiss		1143	

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 P3_12I: Insufficient information on govt-initiated assistance

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3208 /-] [Invalid=1146 /-]
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.

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#138 P3_12I: Insufficient information on govt-initiated assistance

Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
Post-question	(check "Yes" or "No" for each impediment encountered)

Value	Label	Cases	Percentage
1	Yes	425	13.2%
2	No	2783	86.8%
Sysmiss		1146	

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 P3_12J: Insufficient government incentives

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=3209 /-] [Invalid=1145 /-]
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
Post-question	(check "Yes" or "No" for each impediment encountered)

Value	Label	Cases	Percentage
1	Yes	431	13.4%
2	No	2778	86.6%
Sysmiss		1145	

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 P3_12K: Inappropriate government standards and regulations

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=203 /-] [Invalid=4151 /-]
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
Post-question	(check "Yes" or "No" for each impediment encountered)

Value	Label	Cases	Percentage
1	Yes	117	57.6%
2	No	86	42.4%
Sysmiss		4151	

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 P3_12L: Other impediment encountered

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=661 /-] [Invalid=3693 /-]
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
Post-question	(check "Yes" or "No" for each impediment encountered)

Value	Label	Cases	Percentage
1	Yes	661	100.0%

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#141 P3_12L: Other impediment encountered

Value	Label	Cases	Percentage
Sysmiss		3693	

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 P3120THA: Other specified impediment encountered1

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=697 /-] [Invalid=0 /-]
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
Post-question	(check "Yes" or "No" for each impediment encountered)

Frequency table not shown (246 Modalities)

#143 P3120THB: Other specified impediment encountered2

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=8 /-] [Invalid=0 /-]
Definition	It refers to factor/s that impede the adoption or implementation of any innovation in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	For those with "No" replies in item 11, what factor/s impede the adoption or implementation of any innovation?
Post-question	(check "Yes" or "No" for each impediment encountered)

Value	Label	Cases	Percentage
ALLOWED TO OFFSET ESP AFTER TRNG, DEMO ETC		1	12.5%
FLEXIBLE TIME IS NOT APPLICABLE IN OUR INSTITUTION		1	12.5%
FUNCTIONING		1	12.5%
NEW PLANT CONSTRUCTIO		1	12.5%
NOT APPLICABLE		1	12.5%
SHALL BE MORE DIFFICULT		1	12.5%
THE PRODUCTS/ NAP		1	12.5%
WORKING HOURS		1	12.5%

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 EMP: Old Employment

Information	[Type= continuous] [Format=numeric] [Range= 20-13433] [Missing=*]
Statistics [NW/ W]	[Valid=4353 /-] [Invalid=1 /-] [Mean=304.985 /-] [StdDev=531.617 /-]
Definition	It refers to employment

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#144 EMP: Old Employment

Universe Non-agricultural establishments employing 20 persons or more.

#145 RPSIC: Old Industry

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

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Definition The PSIC Code is the 6-alphanumeric code to denote the industrial classification of the establishment. The alpha character refers to the major industry group while the numeric characters refer to the specific industry group. The reference year of the PSIC code used is 1994.

Universe Non-agricultural establishments employing 20 persons or more.

Frequency table not shown (58 Modalities)

#146 ATEGRP: Old Employment Size Group (2002)

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

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Definition The ATE Code is the 1-digit code to denote the employment size or number of workers in the establishment.

Universe Non-agricultural establishments employing 20 persons or more.

Value	Label	Cases	Percentage
1	20-99	645	14.8%
2	100-199	1835	42.1%
3	200 and over	1874	43.0%

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 PSIC_02: 2002 Industry

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

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Definition The PSIC Code is the 6-alphanumeric code to denote the industrial classification of the establishment. The alpha character refers to the major industry group while the numeric characters refer to the specific industry group. The reference year of the PSIC code used is 1994.

Universe Non-agricultural establishments employing 20 persons or more.

Frequency table not shown (524 Modalities)

#148 P1_3B: Average Employment 2002

Information [Type= continuous] [Format=numeric] [Range= 16-12691] [Missing=*]

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-] [Mean=304.807 /-] [StdDev=611.187 /-]

Definition It refers to average employment in 2002

Universe Non-agricultural establishments employing 20 persons or more.

Literal question Average employment

#149 P1_4B: Average Employees 2002

Information [Type= continuous] [Format=numeric] [Range= 10-12691] [Missing=*]

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-] [Mean=303.162 /-] [StdDev=608.278 /-]

Definition It refers to average employees in 2002

Universe Non-agricultural establishments employing 20 persons or more.

Literal question Average number of employees

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#150 P1_8B: Ownership

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]
Definition	It refers to the owners of the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Multinational
Post-question	check only one under each column

Value	Label	Cases	Percentage
1	Wholly Filipino	3305	75.9%
2	With Foreign Equity	648	14.9%
3	Wholly foreign	401	9.2%

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 P1_9B: Multinational

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]
Definition	It refers to a large firm whose head office is in one country and with branches/offices operating overseas.
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Multinational
Post-question	check only one under each column

Value	Label	Cases	Percentage
1	Yes	681	15.6%
2	No	3673	84.4%

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 P1_10B: Market

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]
Definition	It refers to the market of goods/products/services of the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Market
Post-question	check only one under each column

Value	Label	Cases	Percentage
1	Domestic only	3112	71.5%
2	Export only	511	11.7%
3	Both	731	16.8%

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 P1_11B: Union

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]
Definition	It refers to 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.
Universe	Non-agricultural establishments employing 20 persons or more.

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#153 P1_11B: Union

Literal question With union

Value	Label	Cases	Percentage
1	Yes	1196	27.5%
2	No	3158	72.5%

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 P1_123E: Others

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

Statistics [NW/ W] [Valid=1196 /-] [Invalid=3158 /-]

Definition It refers to the number of unions with collective bargaining agreements

Universe Non-agricultural establishments employing 20 persons or more.

Literal question With collective bargaining agreements

Value	Label	Cases	Percentage
1	Yes	1163	97.2%
2	No	33	2.8%
Sysmiss		3158	

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 ATEGRP02: New Employment Size Group

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

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Definition The ATE Code is the 1-digit code to denote the employment size or number of workers in the establishment.

Universe Non-agricultural establishments employing 20 persons or more.

Value	Label	Cases	Percentage
1	20-99	1192	27.4%
2	100-199	1364	31.3%
3	200 and over	1798	41.3%

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 RPSIC02: New Industry

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

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Definition The PSIC Code is the 6-alphanumeric code to denote the industrial classification of the establishment. The alpha character refers to the major industry group while the numeric characters refer to the specific industry group. The reference year of the PSIC code used is 1994.

Universe Non-agricultural establishments employing 20 persons or more.

Frequency table not shown (58 Modalities)

#157 BUF2002: Blowing-up Factor

Information [Type= continuous] [Format=numeric] [Range= 1-117.5] [Missing=*]

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Definition It refers to the ratio of the eligible population of establishments (retrieved, refused, for verification, temporarily closed, on strike, unaccounted/no response) to the corresponding number of responding establishments in the estimating cell. This weighing procedure takes non-response into account.

Universe Non-agricultural establishments employing 20 persons or more.

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#1 EIN: Establishment Identification Number

Information	[Type= discrete] [Format=numeric] [Range= 3-51127] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	The first set of numbers under the name/address of the establishment. This is a unique and fixed number assigned to each establishment.
Universe	Non-agricultural establishments employing 20 persons or more.

#2 BATCH_NO: Batch Number

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	It refers to the batch number
Universe	Non-agricultural establishments employing 20 persons or more.

Frequency table not shown (128 Modalities)

#3 ENTRY: Data Entry Flag

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	It refers to the data entry flag
Universe	Non-agricultural establishments employing 20 persons or more.

#4 P3_A1: Within the estab - Managers

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=3280 /-] [Invalid=1071 /-]
Definition	It refers to the sourcing of managers/executives applicants from within the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#5 P3_A2: Within the estab - Professionals

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2137 /-] [Invalid=2214 /-]
Definition	It refers to the sourcing of professional/technical applicants from within the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#6 P3_A3: Within the estab - Supervisors

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=3213 /-] [Invalid=1138 /-]
Definition	It refers to the sourcing of supervisors/foremen applicants from within the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

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#7 P3_A4: Within the estab - Sales/Services

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1600 /-] [Invalid=2751 /-]
Definition	It refers to the sourcing of sales/services applicants from within the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#8 P3_A5: Within the estab - Clerical

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2279 /-] [Invalid=2072 /-]
Definition	It refers to the sourcing of clerical applicants from within the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#9 P3_A6: Within the estab - Skilled Operatives

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1718 /-] [Invalid=2633 /-]
Definition	It refers to the sourcing of skilled operatives applicants from within the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#10 P3_A7: Within the estab - Unskilled

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1044 /-] [Invalid=3307 /-]
Definition	It refers to the sourcing of unskilled operatives applicants from within the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#11 P3_B1: Within the same enterprise - Managers

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1106 /-] [Invalid=3245 /-]
Definition	It refers to the sourcing of managers/executives applicants from another establishment within the same enterprise
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#12 P3_B2: Within the same enterprise - Professionals

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1193 /-] [Invalid=3158 /-]
Definition	It refers to the sourcing of professional/technical applicants from another establishment within the same enterprise

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#12 P3_B2: Within the same enterprise - Professionals

Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#13 P3_B3: Within the same enterprise - Supervisors

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1002 /-] [Invalid=3349 /-]
Definition	It refers to the sourcing of supervisors/foremen applicants from another establishment within the same enterprise
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#14 P3_B4: Within the same enterprise - Sales/Services

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=854 /-] [Invalid=3497 /-]
Definition	It refers to the sourcing of sales/services applicants from another establishment within the same enterprise
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#15 P3_B5: Within the same enterprise - Clerical

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=916 /-] [Invalid=3435 /-]
Definition	It refers to the sourcing of clerical applicants from another establishment within the same enterprise
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#16 P3_B6: Within the same enterprise - Skilled Operatives

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=992 /-] [Invalid=3359 /-]
Definition	It refers to the sourcing of skilled operatives applicants from another establishment within the same enterprise
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#17 P3_B7: Within the same enterprise - Unskilled

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=577 /-] [Invalid=3774 /-]
Definition	It refers to the sourcing of unskilled operatives applicants from another establishment within the same enterprise
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

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#18 P3_C1: Outside enterprise - Managers

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1805 /-] [Invalid=2546 /-]
Definition	It refers to the sourcing of managers/executives applicants from outside the establishment/enterprise
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#19 P3_C2: Outside enterprise - Professionals

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2391 /-] [Invalid=1960 /-]
Definition	It refers to the sourcing of professional/technical applicants from outside the establishment/enterprise
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#20 P3_C3: Outside enterprise - Supervisors

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1630 /-] [Invalid=2721 /-]
Definition	It refers to the sourcing of supervisors/foremen applicants from outside the establishment/enterprise
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#21 P3_C4: Outside enterprise - Sales/Services

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1981 /-] [Invalid=2370 /-]
Definition	It refers to the sourcing of sales/services applicants from outside the establishment/enterprise
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#22 P3_C5: Outside enterprise - Clerical

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2794 /-] [Invalid=1557 /-]
Definition	It refers to the sourcing of clerical applicants from outside the establishment/enterprise
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#23 P3_C6: Outside enterprise - Skilled Operatives

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2274 /-] [Invalid=2077 /-]
Definition	It refers to the sourcing of skilled operatives applicants from outside the establishment/enterprise

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#23 P3_C6: Outside enterprise - Skilled Operatives

Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#24 P3_C7: Outside enterprise - Unskilled

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2151 /-] [Invalid=2200 /-]
Definition	It refers to the sourcing of unskilled operatives applicants from outside the establishment/enterprise
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Where do you source applicants for vacancies in the establishment?
Post-question	(check as applicable)

#25 P3_2A: Word of mouth

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	It refers to the method of announcing vacancies
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How are these vacancies announced?
Post-question	(check "Yes" or "No" for each method)

Value	Label	Cases	Percentage
1	Yes	3354	77.1%
2	No	997	22.9%

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.

#26 P3_2B: Posting in-house

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	It refers to the method of announcing vacancies
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How are these vacancies announced?
Post-question	(check "Yes" or "No" for each method)

Value	Label	Cases	Percentage
1	Yes	2550	58.6%
2	No	1801	41.4%

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 P3_2C: Posting of vacancies on bulletin boards in school

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	It refers to the method of announcing vacancies
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How are these vacancies announced?
Post-question	(check "Yes" or "No" for each method)

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#27 P3_2C: Posting of vacancies on bulletin boards in school

Value	Label	Cases	Percentage
1	Yes	1601	36.8%
2	No	2750	63.2%

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 P3_2D: Advertising through print

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	It refers to the method of announcing vacancies
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How are these vacancies announced?
Post-question	(check "Yes" or "No" for each method)

Value	Label	Cases	Percentage
1	Yes	2591	59.5%
2	No	1760	40.5%

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 P3_2E: Posting of vacancies in the internet

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	It refers to the method of announcing vacancies
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How are these vacancies announced?
Post-question	(check "Yes" or "No" for each method)

Value	Label	Cases	Percentage
1	Yes	971	22.3%
2	No	3380	77.7%

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 P3_2F: Thru private recruitment agencies/employment services

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	It refers to the method of announcing vacancies
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How are these vacancies announced?
Post-question	(check "Yes" or "No" for each method)

Value	Label	Cases	Percentage
1	Yes	917	21.1%
2	No	3434	78.9%

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 P3_2G: Thru Public Employment Service Offices (PESOs)/Phil-JOBNET

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]

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#31 P3_2G: Thru Public Employment Service Offices (PESOs)/Phil-JOBNET

Definition	It refers to the method of announcing vacancies		
Universe	Non-agricultural establishments employing 20 persons or more.		
Literal question	How are these vacancies announced?		
Post-question	(check "Yes" or "No" for each method)		
Value	Label	Cases	Percentage
1	Yes	990	22.8%
2	No	3361	77.2%

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 P3_2H: Other method of announcing vacancies

Information	[Type= discrete] [Format=numeric] [Range= 1-1] [Missing=*]		
Statistics [NW/ W]	[Valid=347 /-] [Invalid=4004 /-]		
Definition	It refers to the other methods of announcing vacancies		
Universe	Non-agricultural establishments employing 20 persons or more.		
Literal question	How are these vacancies announced?		
Post-question	(check "Yes" or "No" for each method)		
Value	Label	Cases	Percentage
1	Yes	347	100.0%
Sysmiss		4004	

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 P3_2OTH1: Other specified method of announcing vacancies1

Information	[Type= discrete] [Format=character] [Missing=*]		
Statistics [NW/ W]	[Valid=356 /-] [Invalid=0 /-]		
Definition	It refers to the other specified methods of announcing vacancies		
Universe	Non-agricultural establishments employing 20 persons or more.		
Literal question	How are these vacancies announced?		
Post-question	(check "Yes" or "No" for each method)		

Frequency table not shown (277 Modalities)

#34 P3_2OTH2: Other specified method of announcing vacancies2

Information	[Type= discrete] [Format=character] [Missing=*]		
Statistics [NW/ W]	[Valid=7 /-] [Invalid=0 /-]		
Definition	It refers to the other specified methods of announcing vacancies		
Universe	Non-agricultural establishments employing 20 persons or more.		
Literal question	How are these vacancies announced?		
Post-question	(check "Yes" or "No" for each method)		

Value	Label	Cases	Percentage
& CROSS POSTING SCHEMES BEING COORDINATED BY HR DE		1	14.3%

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#34 P3_2OTH2: Other specified method of announcing vacancies2

Value	Label	Cases	Percentage
CAMPUS RECRUITMENT		1	14.3%
N		1	14.3%
PACIFIC REGION SUCH AS JOBSDB.COM		1	14.3%
REFERRALS		2	28.6%
WALK-IN APPLICANTS		1	14.3%

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 P3_2OTH3: Other specified method of announcing vacancies3

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=1 /-] [Invalid=0 /-]
Definition	It refers to the other specified methods of announcing vacancies
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How are these vacancies announced?
Post-question	(check "Yes" or "No" for each method)

Value	Label	Cases	Percentage
N		1	100.0%

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 P3_AGE1: Age for Managers

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4172 /-] [Invalid=0 /-]
Definition	It refers to age being used as criteria in hiring managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	1644	39.4%
W	With Requirement	2528	60.6%

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.

#37 P3_AGE2: Age for Professional

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3793 /-] [Invalid=0 /-]
Definition	It refers to age being used as criteria in hiring professional/technical
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	1330	35.1%

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#37 P3_AGE2: Age for Professional

Value	Label	Cases	Percentage
W	With Requirement	2463	64.9%

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 P3_AGE3: Age for Supervisors

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3958 /-] [Invalid=0 /-]
Definition	It refers to age being used as criteria in hiring supervisors/foremen
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	1315	33.2%
W	With Requirement	2643	66.8%

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 P3_AGE4: Age for Sales/Services

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3060 /-] [Invalid=0 /-]
Definition	It refers to age being used as criteria in hiring sales/services employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	908	29.7%
W	With Requirement	2152	70.3%

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 P3_AGE5: Age for Clerical

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4119 /-] [Invalid=0 /-]
Definition	It refers to age being used as criteria in hiring clerical employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	1122	27.2%
W	With Requirement	2997	72.8%

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 P3_AGE6: Age for Skilled Operatives

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3509 /-] [Invalid=0 /-]
Definition	It refers to age being used as criteria in hiring skilled operatives

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#41 P3_AGE6: Age for Skilled Operatives

Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	1081	30.8%
W	With Requirement	2428	69.2%

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.

#42 PE_AGE7: Age for Unskilled

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=2891 /-] [Invalid=0 /-]
Definition	It refers to age being used as criteria in hiring unskilled operatives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	1060	36.7%
W	With Requirement	1831	63.3%

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 P3_SEX1: Sex for Managers

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4172 /-] [Invalid=0 /-]
Definition	It refers to sex being used as criteria in hiring managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
F	Female	77	1.8%
M	Male	507	12.2%
N	No preference	3588	86.0%

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 P3_SEX2: Sex for Professional

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3793 /-] [Invalid=0 /-]
Definition	It refers to sex being used as criteria in hiring professional/technical
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
F	Female	51	1.3%
M	Male	640	16.9%

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#44 P3_SEX2: Sex for Professional

Value	Label	Cases	Percentage
N	No preference	3102	81.8%

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 P3_SEX3: Sex for Supervisors

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3957 /-] [Invalid=0 /-]
Definition	It refers to sex being used as criteria in hiring supervisors/foremen
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
F	Female	107	2.7%
M	Male	812	20.5%
N	No preference	3038	76.8%

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.

#46 P3_SEX4: Sex for Sales/Services

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3060 /-] [Invalid=0 /-]
Definition	It refers to sex being used as criteria in hiring sales/services employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
F	Female	179	5.8%
M	Male	334	10.9%
N	No preference	2547	83.2%

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.

#47 P3_SEX5: Sex for Clerical

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4119 /-] [Invalid=0 /-]
Definition	It refers to sex being used as criteria in hiring sales/services employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
F	Female	963	23.4%
M	Male	54	1.3%
N	No preference	3102	75.3%

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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#48 P3_SEX6: Sex for Skilled Operatives

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3509 /-] [Invalid=0 /-]
Definition	It refers to sex being used as criteria in hiring skilled operatives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
F	Female	126	3.6%
M	Male	994	28.3%
N	No preference	2389	68.1%

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.

#49 P3_SEX7: Sex for Unskilled

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=2890 /-] [Invalid=0 /-]
Definition	It refers to sex being used as criteria in hiring unskilled operatives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
F	Female	98	3.4%
M	Male	692	23.9%
N	No preference	2100	72.7%

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.

#50 P3STAT1: Civil Status for Managers

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4172 /-] [Invalid=0 /-]
Definition	It refers to civil status being used as criteria in hiring managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
M	Married	140	3.4%
N	No preference	3939	94.4%
S	Single	93	2.2%

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.

#51 P3STAT2: Civil Status for Professional

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3793 /-] [Invalid=0 /-]
Definition	It refers to civil status being used as criteria in hiring professional/technical
Universe	Non-agricultural establishments employing 20 persons or more.

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#51 P3STAT2: Civil Status for Professional

Literal question	What criteria are used in hiring employees?		
Post-question	(enter criteria code corresponding to each occupational category)		
Value	Label	Cases	Percentage
M	Married	83	2.2%
N	No preference	3560	93.9%
S	Single	150	4.0%

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.

#52 P3STAT3: Civil Status for Supervisors

Information	[Type= discrete] [Format=character] [Missing=*]		
Statistics [NW/ W]	[Valid=3958 /-] [Invalid=0 /-]		
Definition	It refers to civil status being used as criteria in hiring supervisors/foremen		
Universe	Non-agricultural establishments employing 20 persons or more.		
Literal question	What criteria are used in hiring employees?		
Post-question	(enter criteria code corresponding to each occupational category)		
Value	Label	Cases	Percentage
M	Married	107	2.7%
N	No preference	3697	93.4%
S	Single	154	3.9%

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.

#53 P3STAT4: Civil Status for Sales/Services

Information	[Type= discrete] [Format=character] [Missing=*]		
Statistics [NW/ W]	[Valid=3060 /-] [Invalid=0 /-]		
Definition	It refers to civil status being used as criteria in hiring sales/services employees		
Universe	Non-agricultural establishments employing 20 persons or more.		
Literal question	What criteria are used in hiring employees?		
Post-question	(enter criteria code corresponding to each occupational category)		
Value	Label	Cases	Percentage
M	Married	44	1.4%
N	No preference	2672	87.3%
S	Single	344	11.2%

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.

#54 P3STAT5: Civil Status for Clerical

Information	[Type= discrete] [Format=character] [Missing=*]		
Statistics [NW/ W]	[Valid=4119 /-] [Invalid=0 /-]		
Definition	It refers to civil status being used as criteria in hiring sales/services employees		
Universe	Non-agricultural establishments employing 20 persons or more.		
Literal question	What criteria are used in hiring employees?		
Post-question	(enter criteria code corresponding to each occupational category)		
Value	Label	Cases	Percentage
M	Married	28	0.7%

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#54 P3STAT5: Civil Status for Clerical

Value	Label	Cases	Percentage
N	No preference	3210	77.9%
S	Single	881	21.4%

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.

#55 P3STAT6: Civil Status for Skilled Operatives

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3509 /-] [Invalid=0 /-]
Definition	It refers to civil status being used as criteria in hiring skilled operatives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
M	Married	79	2.3%
N	No preference	3084	87.9%
S	Single	346	9.9%

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.

#56 P3STAT7: Civil Status for Unskilled

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=2891 /-] [Invalid=0 /-]
Definition	It refers to civil status being used as criteria in hiring unskilled operatives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
M	Married	42	1.5%
N	No preference	2509	86.8%
S	Single	340	11.8%

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.

#57 P3EDUC1: Educational Attainment for Managers

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4172 /-] [Invalid=0 /-]
Definition	It refers to educational attainment being used as criteria in hiring managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	95	2.3%
W	With Requirement	4077	97.7%

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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#58 P3EDUC2: Educational Attainment for Professional

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3793 /-] [Invalid=0 /-]
Definition	It refers to educational attainment being used as criteria in hiring professional/technical
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	89	2.3%
W	With Requirement	3704	97.7%

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.

#59 P3EDUC3: Educational Attainment for Supervisors

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3957 /-] [Invalid=0 /-]
Definition	It refers to educational attainment being used as criteria in hiring supervisors/foremen
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	162	4.1%
W	With Requirement	3795	95.9%

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.

#60 P3EDUC4: Educational Attainment for Sales/Services

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3060 /-] [Invalid=0 /-]
Definition	It refers to educational attainment being used as criteria in hiring sales/services employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	217	7.1%
W	With Requirement	2843	92.9%

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.

#61 P3EDUC5: Educational Attainment for Clerical

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4119 /-] [Invalid=0 /-]
Definition	It refers to educational attainment being used as criteria in hiring clerical employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

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#61 P3EDUC5: Educational Attainment for Clerical

Value	Label	Cases	Percentage
N	No requirement	186	4.5%
W	With Requirement	3933	95.5%

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.

#62 P3EDUC6: Educational Attainment for Skilled Operatives

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3509 /-] [Invalid=0 /-]
Definition	It refers to educational attainment being used as criteria in hiring skilled operatives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	685	19.5%
W	With Requirement	2824	80.5%

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.

#63 P3EDUC7: Educational Attainment for Unskilled

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=2890 /-] [Invalid=0 /-]
Definition	It refers to educational attainment being used as criteria in hiring unskilled operatives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	1259	43.6%
W	With Requirement	1631	56.4%

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.

#64 P3TRAIN1: Relevant Training for Managers

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4172 /-] [Invalid=0 /-]
Definition	It refers to relevant training/trade skills being used as criteria in hiring managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	325	7.8%
W	With Requirement	3847	92.2%

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.

#65 P3TRAIN2: Relevant Training for Professional

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3793 /-] [Invalid=0 /-]

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#65 P3TRAIN2: Relevant Training for Professional

Definition	It refers to relevant training/trade skills being used as criteria in hiring professional/technical
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	299	7.9%
W	With Requirement	3494	92.1%

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.

#66 P3TRAIN3: Relevant Training for Supervisors

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3957 /-] [Invalid=0 /-]
Definition	It refers to relevant training/trade skills being used as criteria in hiring supervisors/foremen
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	375	9.5%
W	With Requirement	3582	90.5%

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.

#67 P3TRAIN4: Relevant Training for Sales/Services

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3060 /-] [Invalid=0 /-]
Definition	It refers to relevant training/trade skills being used as criteria in hiring sales/services employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	668	21.8%
W	With Requirement	2392	78.2%

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.

#68 P3TRAIN5: Relevant Training for Clerical

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4119 /-] [Invalid=0 /-]
Definition	It refers to relevant training/trade skills being used as criteria in hiring clerical employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	1339	32.5%
W	With Requirement	2780	67.5%

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#68 P3TRAIN5: Relevant Training for Clerical

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.

#69 P3TRAIN6: Relevant Training for Skilled Operatives

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3509 /-] [Invalid=0 /-]
Definition	It refers to relevant training/trade skills being used as criteria in hiring skilled operatives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	702	20.0%
W	With Requirement	2807	80.0%

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.

#70 P3TRAIN7: Relevant Training for Unskilled

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=2891 /-] [Invalid=0 /-]
Definition	It refers to relevant training/trade skills being used as criteria in hiring unskilled operatives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	1735	60.0%
W	With Requirement	1156	40.0%

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.

#71 P3EXP1: Experience for Managers

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4172 /-] [Invalid=0 /-]
Definition	It refers to experience being used as criteria in hiring managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	188	4.5%
W	With Requirement	3984	95.5%

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.

#72 P3EXP2: Experience for Professional

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=3794 /-] [Invalid=0 /-]
Definition	It refers to experience being used as criteria in hiring professional/technical
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?

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#72 P3EXP2: Experience for Professional

Post-question (enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	234	6.2%
W	With Requirement	3560	93.8%

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 P3EXP3: Experience for Supervisors

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

Statistics [NW/ W] [Valid=3957 /-] [Invalid=0 /-]

Definition It refers to experience being used as criteria in hiring supervisors/foremen

Universe Non-agricultural establishments employing 20 persons or more.

Literal question What criteria are used in hiring employees?

Post-question (enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	250	6.3%
W	With Requirement	3707	93.7%

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 P3EXP4: Experience for Sales/Services

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

Statistics [NW/ W] [Valid=3060 /-] [Invalid=0 /-]

Definition It refers to experience being used as criteria in hiring sales/services employees

Universe Non-agricultural establishments employing 20 persons or more.

Literal question What criteria are used in hiring employees?

Post-question (enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	669	21.9%
W	With Requirement	2391	78.1%

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 P3EXP5: Experience for Clerical

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

Statistics [NW/ W] [Valid=4119 /-] [Invalid=0 /-]

Definition It refers to experience being used as criteria in hiring clerical employees

Universe Non-agricultural establishments employing 20 persons or more.

Literal question What criteria are used in hiring employees?

Post-question (enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	1510	36.7%
W	With Requirement	2609	63.3%

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.

#76 P3EXP6: Experience for Skilled Operatives

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

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#76 P3EXP6: Experience for Skilled Operatives

Statistics [NW/ W]	[Valid=3509 /-] [Invalid=0 /-]
Definition	It refers to experience being used as criteria in hiring skilled operatives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	657	18.7%
W	With Requirement	2852	81.3%

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.

#77 P3EXP7: Experience for Unskilled

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=2891 /-] [Invalid=0 /-]
Definition	It refers to experience being used as criteria in hiring unskilled operatives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What criteria are used in hiring employees?
Post-question	(enter criteria code corresponding to each occupational category)

Value	Label	Cases	Percentage
N	No requirement	1761	60.9%
W	With Requirement	1130	39.1%

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.

#78 P3_MGR2: MGR - Individual agreement bet employer and employee

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1570 /-] [Invalid=2781 /-]
Definition	It refers to the method in fixing or revising wages of managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#79 P3_MGR3: MGR - Employers decision

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=3044 /-] [Invalid=1307 /-]
Definition	It refers to the method in fixing or revising wages of managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#80 P3_MGR4: MGR - Wage restructuring due to minimum wage

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1085 /-] [Invalid=3266 /-]
Definition	It refers to the method in fixing or revising wages of managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.

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#80 P3_MGR4: MGR - Wage restructuring due to minimum wage

Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#81 P3_MGR5: MGR - Wage restructuring arising from wage distortion

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=762 /-] [Invalid=3589 /-]
Definition	It refers to the method in fixing or revising wages of managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#82 P3_MGR6: MGR - Others 1

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=373 /-] [Invalid=3978 /-]
Definition	It refers to the other methods in fixing or revising wages of managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#83 P3_MGR7: MGR - Others 2

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=5 /-] [Invalid=4346 /-]
Definition	It refers to the other methods in fixing or revising wages of managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#84 P3_MGR8: MGR - Others 3

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1 /-] [Invalid=4350 /-]
Definition	It refers to the other methods in fixing or revising wages of managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#85 P3_4OTH1: MGR - Others specify 1

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=505 /-] [Invalid=0 /-]
Definition	It refers to the other specified methods in fixing or revising wages of managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

Frequency table not shown (319 Modalities)

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#86 P3_4OTH2: MGR - Others specify 2

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=10 /-] [Invalid=0 /-]
Definition	It refers to the other specified methods in fixing or revising wages of managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

Value	Label	Cases	Percentage
(NO EMPLOYEE WITHIN MIN WAGE)		1	10.0%
ACROSS THE BOARD		1	10.0%
BUDGET FOR INCREASE IS EMPLOYERS DISCRETION		1	10.0%
COMPANY AFFORDABILIT		1	10.0%
COMPANY BUDGET		1	10.0%
IF TUITION FEE INCREASE		1	10.0%
MERIT INCREASE		1	10.0%
PERFORMANCE EVALUATION TOOLS		1	10.0%
REGULARIZATION INCREASE		1	10.0%
TUITION FEE INCREASE		1	10.0%

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.

#87 P3_4OTH3: MGR - Others specify 3

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=1 /-] [Invalid=0 /-]
Definition	It refers to the other specified methods in fixing or revising wages of managers/executives
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

Value	Label	Cases	Percentage
POSITION IN RANGE		1	100.0%

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.

#88 P3_SF1: SF - Collective Bargaining Agreement

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
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#88 P3_SF1: SF - Collective Bargaining Agreement

Statistics [NW/ W]	[Valid=332 /-] [Invalid=4019 /-]
Definition	It refers to the method in fixing or revising wages of supervisors/foremen
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#89 P3_SF2: SF - Individual agreement bet employer and employee

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1134 /-] [Invalid=3217 /-]
Definition	It refers to the method in fixing or revising wages of supervisors/foremen
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#90 P3_SF3: SF - Employers decision

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2690 /-] [Invalid=1661 /-]
Definition	It refers to the method in fixing or revising wages of supervisors/foremen
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#91 P3_SF4: SF - Wage restructuring due to minimum wage

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1545 /-] [Invalid=2806 /-]
Definition	It refers to the method in fixing or revising wages of supervisors/foremen
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#92 P3_SF5: SF - Wage restructuring arising from wage distortion

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1156 /-] [Invalid=3195 /-]
Definition	It refers to the method in fixing or revising wages of supervisors/foremen
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#93 P3_SF6: SF - Others 1

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=403 /-] [Invalid=3948 /-]
Definition	It refers to the other methods in fixing or revising wages of supervisors/foremen
Universe	Non-agricultural establishments employing 20 persons or more.

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#93 P3_SF6: SF - Others 1

Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#94 P3_SF7: SF - Others 2

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=3 /-] [Invalid=4348 /-]
Definition	It refers to the other methods in fixing or revising wages of supervisors/foremen
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#95 P3_SF8: SF - Others 3

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1 /-] [Invalid=4350 /-]
Definition	It refers to the other methods in fixing or revising wages of supervisors/foremen
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#96 P3_REG1: RRF - Collective Bargaining Agreement

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1080 /-] [Invalid=3271 /-]
Definition	It refers to the method in fixing or revising wages of regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#97 P3_REG2: RRF - Individual agreement bet employer and employee

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=812 /-] [Invalid=3539 /-]
Definition	It refers to the method in fixing or revising wages of regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#98 P3_REG3: RRF - Employers decision

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2189 /-] [Invalid=2162 /-]
Definition	It refers to the method in fixing or revising wages of regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

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#99 P3_REG4: RRF - Wage restructuring due to minimum wage

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2799 /-] [Invalid=1552 /-]
Definition	It refers to the method in fixing or revising wages of regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#100 P3_REG5: RRF - Wage restructuring arising from wage distortion

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1536 /-] [Invalid=2815 /-]
Definition	It refers to the method in fixing or revising wages of regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#101 P3_REG6: RRF - Others 1

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=415 /-] [Invalid=3936 /-]
Definition	It refers to the other methods in fixing or revising wages of regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#102 P3_REG7: RRF - Others 2

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=5 /-] [Invalid=4346 /-]
Definition	It refers to the other methods in fixing or revising wages of regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#103 P3_REG8: RRF - Others 3

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1 /-] [Invalid=4350 /-]
Definition	It refers to the other methods in fixing or revising wages of regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#104 P3_NREG1: NRRF - Collective Bargaining Agreement

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=139 /-] [Invalid=4212 /-]
Definition	It refers to the method in fixing or revising wages of non-regular rank and file employees

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#104 P3_NREG1: NRRF - Collective Bargaining Agreement

Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#105 P3_NREG2: NRRF - Individual agreement bet employer and employee

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=492 /-] [Invalid=3859 /-]
Definition	It refers to the method in fixing or revising wages of non-regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#106 P3_NREG3: NRRF - Employers decision

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1562 /-] [Invalid=2789 /-]
Definition	It refers to the method in fixing or revising wages of non-regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#107 P3_NREG4: NRRF - Wage restructuring due to minimum wage

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=2358 /-] [Invalid=1993 /-]
Definition	It refers to the method in fixing or revising wages of non-regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#108 P3_NREG5: NRRF - Wage restructuring arising from wage distortion

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=919 /-] [Invalid=3432 /-]
Definition	It refers to the method in fixing or revising wages of non-regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#109 P3_NREG6: NRRF - Others 1

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=272 /-] [Invalid=4079 /-]
Definition	It refers to the other methods in fixing or revising wages of non-regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

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#110 P3_NREG7: NRRF - Others 2

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1 /-] [Invalid=4350 /-]
Definition	It refers to the other methods in fixing or revising wages of non-regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#111 P3_NREG8: NRRF - Others 3

Information	[Type= continuous] [Format=numeric] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4351 /-]
Definition	It refers to the other methods in fixing or revising wages of non-regular rank and file employees
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	What methods are used in fixing or revising wages and salaries of employees?
Post-question	(check as applicable)

#112 P3_511: Vacation Leave

Information	[Type= continuous] [Format=numeric] [Range= 1-11301] [Missing=*]
Statistics [NW/ W]	[Valid=3996 /-] [Invalid=355 /-]
Definition	It refers the number of workers in the establishment covered by leave benefits
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#113 P3_512: Sick Leave

Information	[Type= continuous] [Format=numeric] [Range= 1-11301] [Missing=*]
Statistics [NW/ W]	[Valid=4013 /-] [Invalid=338 /-]
Definition	It refers the number of workers in the establishment covered by leave benefits
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#114 P3_513: Maternity Leave

Information	[Type= continuous] [Format=numeric] [Range= 1-9348] [Missing=*]
Statistics [NW/ W]	[Valid=3921 /-] [Invalid=430 /-]
Definition	It refers the number of workers in the establishment covered by leave benefits
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#115 P3_514: Paternity Leave

Information	[Type= continuous] [Format=numeric] [Range= 1-6355] [Missing=*]
Statistics [NW/ W]	[Valid=3451 /-] [Invalid=900 /-]
Definition	It refers the number of workers in the establishment covered by leave benefits
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

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#116 P3_515: Service Incentive Leave

Information	[Type= continuous] [Format=numeric] [Range= 0-6874] [Missing=*]
Statistics [NW/ W]	[Valid=1199 /-] [Invalid=3152 /-]
Definition	It refers the number of workers in the establishment covered by leave benefits
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#117 P3_516: Union Leave

Information	[Type= continuous] [Format=numeric] [Range= 0-6035] [Missing=*]
Statistics [NW/ W]	[Valid=882 /-] [Invalid=3469 /-]
Definition	It refers the number of workers in the establishment covered by leave benefits
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#118 P3_517: Emergency Leave

Information	[Type= continuous] [Format=numeric] [Range= 0-11233] [Missing=*]
Statistics [NW/ W]	[Valid=1969 /-] [Invalid=2382 /-]
Definition	It refers the number of workers in the establishment covered by leave benefits
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#119 P3_518: Bereavement Leave

Information	[Type= continuous] [Format=numeric] [Range= 0-11233] [Missing=*]
Statistics [NW/ W]	[Valid=1793 /-] [Invalid=2558 /-]
Definition	It refers the number of workers in the establishment covered by leave benefits
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#120 P3_519: Other Leave, specify 1

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=0 /-]
Definition	It refers the number of workers in the establishment covered by other leave benefits
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#121 P3_19NO: Other Leave 1

Information	[Type= continuous] [Format=numeric] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4351 /-]
Definition	It refers the number of workers in the establishment covered by other leave benefits
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#122 P3_520: Other Leave

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=0 /-]

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#122 P3_520: Other Leave

Definition	It refers the number of workers in the establishment covered by other leave benefits
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#123 P3_20NO: Other Leave, specify 2

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=0 /-]
Definition	It refers the number of workers in the establishment covered by other leave benefits
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#124 P3_531: Cost of Living Allowance

Information	[Type= continuous] [Format=numeric] [Range= 0-5796] [Missing=*]
Statistics [NW/ W]	[Valid=2270 /-] [Invalid=2081 /-]
Definition	It refers the number of workers in the establishment covered by allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#125 P3_532: Transportation Allowance

Information	[Type= continuous] [Format=numeric] [Range= 0-10442] [Missing=*]
Statistics [NW/ W]	[Valid=1573 /-] [Invalid=2778 /-]
Definition	It refers the number of workers in the establishment covered by allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#126 P3_533: Representation Allowance

Information	[Type= continuous] [Format=numeric] [Range= 0-1957] [Missing=*]
Statistics [NW/ W]	[Valid=1082 /-] [Invalid=3269 /-]
Definition	It refers the number of workers in the establishment covered by allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#127 P3_534: Housing Allowance

Information	[Type= continuous] [Format=numeric] [Range= 0-2422] [Missing=*]
Statistics [NW/ W]	[Valid=361 /-] [Invalid=3990 /-]
Definition	It refers the number of workers in the establishment covered by allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#128 P3_535: Incentive Allowance

Information	[Type= continuous] [Format=numeric] [Range= 0-2618] [Missing=*]
Statistics [NW/ W]	[Valid=950 /-] [Invalid=3401 /-]
Definition	It refers the number of workers in the establishment covered by allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.

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#128 P3_535: Incentive Allowance

Literal question	How many employees are covered by the following benefits/schemes?
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#129 P3_536: Productivity Bonus

Information	[Type= continuous] [Format=numeric] [Range= 0-4773] [Missing=*]
Statistics [NW/ W]	[Valid=503 /-] [Invalid=3848 /-]
Definition	It refers the number of workers in the establishment covered by allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#130 P3_537: Performance Bonus

Information	[Type= continuous] [Format=numeric] [Range= 0-11233] [Missing=*]
Statistics [NW/ W]	[Valid=747 /-] [Invalid=3604 /-]
Definition	It refers the number of workers in the establishment covered by allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#131 P3_538: Mid-year Bonus

Information	[Type= continuous] [Format=numeric] [Range= 0-11233] [Missing=*]
Statistics [NW/ W]	[Valid=918 /-] [Invalid=3433 /-]
Definition	It refers the number of workers in the establishment covered by allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#132 P3_539: Christmas Bonus

Information	[Type= continuous] [Format=numeric] [Range= 0-11233] [Missing=*]
Statistics [NW/ W]	[Valid=1806 /-] [Invalid=2545 /-]
Definition	It refers the number of workers in the establishment covered by allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#133 P3_540: 13th Month Bonus

Information	[Type= continuous] [Format=numeric] [Range= 1-11337] [Missing=*]
Statistics [NW/ W]	[Valid=4256 /-] [Invalid=95 /-]
Definition	It refers the number of workers in the establishment covered by allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#134 P3_541: 14th, 15th Month Pay

Information	[Type= continuous] [Format=numeric] [Range= 0-6874] [Missing=*]
Statistics [NW/ W]	[Valid=460 /-] [Invalid=3891 /-]
Definition	It refers the number of workers in the establishment covered by allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

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#135 P3_542: Profit Sharing Bonus

Information	[Type= continuous] [Format=numeric] [Range= 0-5459] [Missing=*]
Statistics [NW/ W]	[Valid=240 /-] [Invalid=4111 /-]
Definition	It refers the number of workers in the establishment covered by allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#136 P3_543: Other Bonus, specify 1

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=64 /-] [Invalid=0 /-]
Definition	It refers the number of workers in the establishment covered by other allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

Frequency table not shown (37 Modalities)

#137 P3_43NO: Other Bonus 1

Information	[Type= continuous] [Format=numeric] [Range= 4-6874] [Missing=*]
Statistics [NW/ W]	[Valid=64 /-] [Invalid=4287 /-] [Mean=571.969 /-] [StdDev=1162.37 /-]
Definition	It refers the number of workers in the establishment covered by other allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#138 P3_544: Other Bonus, specify 2

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=0 /-]
Definition	It refers the number of workers in the establishment covered by other allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#139 P3_44NO: Other Bonus 2

Information	[Type= continuous] [Format=numeric] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4351 /-]
Definition	It refers the number of workers in the establishment covered by other allowances, bonuses and gratuities
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#140 P3_561: Compulsory Social Security

Information	[Type= continuous] [Format=numeric] [Range= 1-11337] [Missing=*]
Statistics [NW/ W]	[Valid=4333 /-] [Invalid=18 /-] [Mean=300.792 /-] [StdDev=592.858 /-]
Definition	It refers the number of workers in the establishment covered by social security schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#141 P3_562: Pension Plan

Information	[Type= continuous] [Format=numeric] [Range= 0-11233] [Missing=*]
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#141 P3_562: Pension Plan

Statistics [NW/ W]	[Valid=406 /-] [Invalid=3945 /-] [Mean=240.83 /-] [StdDev=690.343 /-]
Definition	It refers the number of workers in the establishment covered by social security schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#142 P3_563: Life Insurance

Information	[Type= continuous] [Format=numeric] [Range= 0-11233] [Missing=*]
Statistics [NW/ W]	[Valid=1299 /-] [Invalid=3052 /-] [Mean=348.418 /-] [StdDev=746.727 /-]
Definition	It refers the number of workers in the establishment covered by social security schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#143 P3_564: Accident Insurance

Information	[Type= continuous] [Format=numeric] [Range= 0-11233] [Missing=*]
Statistics [NW/ W]	[Valid=1769 /-] [Invalid=2582 /-] [Mean=293.121 /-] [StdDev=645.149 /-]
Definition	It refers the number of workers in the establishment covered by social security schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#144 P3_565: Medical and Health Insurance

Information	[Type= continuous] [Format=numeric] [Range= 1-11301] [Missing=*]
Statistics [NW/ W]	[Valid=2053 /-] [Invalid=2298 /-] [Mean=279.751 /-] [StdDev=637.06 /-]
Definition	It refers the number of workers in the establishment covered by social security schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#145 P3_566: Hospitalization Plan

Information	[Type= continuous] [Format=numeric] [Range= 1-11301] [Missing=*]
Statistics [NW/ W]	[Valid=1363 /-] [Invalid=2988 /-] [Mean=348.652 /-] [StdDev=745.784 /-]
Definition	It refers the number of workers in the establishment covered by social security schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#146 P3_567: Retirement Pay

Information	[Type= continuous] [Format=numeric] [Range= 0-11301] [Missing=*]
Statistics [NW/ W]	[Valid=2239 /-] [Invalid=2112 /-] [Mean=243.835 /-] [StdDev=554.588 /-]
Definition	It refers the number of workers in the establishment covered by social security schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#147 P3_568: Separation/Termination Pay

Information	[Type= continuous] [Format=numeric] [Range= 0-11233] [Missing=*]
Statistics [NW/ W]	[Valid=2246 /-] [Invalid=2105 /-] [Mean=246.297 /-] [StdDev=566.789 /-]
Definition	It refers the number of workers in the establishment covered by social security schemes

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#147 P3_568: Separation/Termination Pay

Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#148 P3_569: Other Social Security specify 1

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=0 /-]
Definition	It refers the number of workers in the establishment covered by other social security schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#149 P3_69NO: Other Social Security 1

Information	[Type= continuous] [Format=numeric] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4351 /-]
Definition	It refers the number of workers in the establishment covered by other social security schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#150 P3_570: Other Social Security specify 2

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=0 /-]
Definition	It refers the number of workers in the establishment covered by other social security schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#151 P3_70NO: Other Social Security 2

Information	[Type= continuous] [Format=numeric] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4351 /-]
Definition	It refers the number of workers in the establishment covered by other social security schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#152 P3_581: Workers Education

Information	[Type= continuous] [Format=numeric] [Range= 0-11233] [Missing=*]
Statistics [NW/ W]	[Valid=574 /-] [Invalid=3777 /-]
Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#153 P3_582: Family Planning/Reproductive Health

Information	[Type= continuous] [Format=numeric] [Range= 0-11301] [Missing=*]
Statistics [NW/ W]	[Valid=494 /-] [Invalid=3857 /-]
Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

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#154 P3_583: Canteen and Other Food Services

Information	[Type= continuous] [Format=numeric] [Range= 0-11301] [Missing=*]
Statistics [NW/ W]	[Valid=1145 /-] [Invalid=3206 /-]
Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#155 P3_584: Cultural and Recreational Services

Information	[Type= continuous] [Format=numeric] [Range= 0-11301] [Missing=*]
Statistics [NW/ W]	[Valid=760 /-] [Invalid=3591 /-]
Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#156 P3_585: Grants to Cooperatives/Credit Unions

Information	[Type= continuous] [Format=numeric] [Range= 0-11301] [Missing=*]
Statistics [NW/ W]	[Valid=436 /-] [Invalid=3915 /-]
Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#157 P3_586: Bereavement/Burial Aid

Information	[Type= continuous] [Format=numeric] [Range= 0-11301] [Missing=*]
Statistics [NW/ W]	[Valid=1581 /-] [Invalid=2770 /-]
Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#158 P3_587: Health and Safety Equipment N 960 8

Information	[Type= continuous] [Format=numeric] [Range= 1-11301] [Missing=*]
Statistics [NW/ W]	[Valid=1375 /-] [Invalid=2976 /-]
Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#159 P3_588: Transport of Workers to and from Work

Information	[Type= continuous] [Format=numeric] [Range= 0-10442] [Missing=*]
Statistics [NW/ W]	[Valid=785 /-] [Invalid=3566 /-]
Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#160 P3_589: Training on Committee Decorum and Investigation

Information	[Type= continuous] [Format=numeric] [Range= 0-6885] [Missing=*]
Statistics [NW/ W]	[Valid=411 /-] [Invalid=3940 /-]

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#160 P3_589: Training on Committee Decorum and Investigation

Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#161 P3_OTHA: Other Benefits specify 1

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=195 /-] [Invalid=0 /-]
Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

Frequency table not shown (121 Modalities)

#162 P3_590: Other Benefits 1

Information	[Type= continuous] [Format=numeric] [Range= 1-6874] [Missing=*]
Statistics [NW/ W]	[Valid=195 /-] [Invalid=4156 /-]
Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#163 P3_OTHB: Other Benefits specify 2

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=0 /-]
Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#164 P3_591: Other Benefits 2

Information	[Type= continuous] [Format=numeric] [Missing=*]
Statistics [NW/ W]	[Valid=0 /-] [Invalid=4351 /-]
Definition	It refers the number of workers in the establishment covered by other benefits/schemes
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	How many employees are covered by the following benefits/schemes?

#165 EMP: Old Employment

Information	[Type= continuous] [Format=numeric] [Range= 20-13433] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=305.283 /-] [StdDev=531.799 /-]
Definition	Old Employment
Universe	Non-agricultural establishments employing 20 persons or more.

#166 RPSIC: Old Industry

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	The PSIC Code is the 6-alphanumeric code to denote the industrial classification of the establishment. The alpha character refers to the major industry group while the numeric characters refer to the specific industry group.

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#166 RPSIC: Old Industry

Universe Non-agricultural establishments employing 20 persons or more.

Frequency table not shown (58 Modalities)

#167 ATEGRP: Old Employment Size Group

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Definition The ATE Code is the 1-digit code to denote the employment size or number of workers in the establishment.

Universe Non-agricultural establishments employing 20 persons or more.

Value	Label	Cases	Percentage
1	20-49	645	14.8%
2	50-99	1833	42.1%
3	100 and over	1873	43.0%

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 PSIC_03: 2003 Industry

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Definition The PSIC Code is the 6-alphanumeric code to denote the industrial classification of the establishment. The alpha character refers to the major industry group while the numeric characters refer to the specific industry group.

Universe Non-agricultural establishments employing 20 persons or more.

Frequency table not shown (523 Modalities)

#169 P1_8A: Ownership

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Definition It refers to the the owner of the establishment

Universe Non-agricultural establishments employing 20 persons or more.

Literal question Ownership

Post-question (check only one under each column)

Value	Label	Cases	Percentage
1	Wholly Filipino	3304	75.9%
2	With Foreign Equity	647	14.9%
3	Wholly foreign	400	9.2%

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 P1_9A: Multinational

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

Statistics [NW/ W] [Valid=4351 /-] [Invalid=0 /-]

Definition It refers to a large firm whose head office is in one country and with branches/offices operating overseas.

Universe Non-agricultural establishments employing 20 persons or more.

Literal question Multinational

Post-question (check only one under each column)

Value	Label	Cases	Percentage
1	Yes	678	15.6%

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#170 P1_9A: Multinational

Value	Label	Cases	Percentage
2	No	3673	84.4%

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 P1_10A: Market

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	It refers to the market of products/goods/services of the establishment.
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Market
Post-question	(check only one under each column)

Value	Label	Cases	Percentage
1	Domestic only	3114	71.6%
2	Export only	507	11.7%
3	Both	730	16.8%

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 P1_11A: Union

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	It refers to 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.
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	With union

Value	Label	Cases	Percentage
1	Yes	1204	27.7%
2	No	3147	72.3%

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 P1_12A: Total number of unions

Information	[Type= continuous] [Format=numeric] [Range= 0-63] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Number of unions

#174 P1_12B: Total number of supervisory unions

Information	[Type= continuous] [Format=numeric] [Range= 0-3] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of supervisory unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Number of unions

#175 P1_12C: Total number of rank and file unions

Information	[Type= continuous] [Format=numeric] [Range= 0-63] [Missing=*]
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File Industrial Relations 2003

#175 P1_12C: Total number of rank and file unions

Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of rank and file unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Number of unions

#176 P1_12D: Other unions

Information	[Type= continuous] [Format=numeric] [Range= 0-3] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of unions, other than supervisory and rank and file unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Number of unions

#177 P1_121A: Total registered unions

Information	[Type= continuous] [Format=numeric] [Range= 0-63] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of registered unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Registered

#178 P1_121B: Total registered supervisory union

Information	[Type= continuous] [Format=numeric] [Range= 0-3] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of registered supervisory unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Registered

#179 P1_121C: Total registered rank and file

Information	[Type= continuous] [Format=numeric] [Range= 0-63] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of registered rank and file unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Registered

#180 P1_121D: Other registered unions

Information	[Type= continuous] [Format=numeric] [Range= 0-3] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of registered unions, other than supervisory and rank and file unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Registered

#181 P1_122A: Total exclusive bargaining agents

Information	[Type= continuous] [Format=numeric] [Range= 0-7] [Missing=*]
Statistics [NW/ W]	[Valid=1205 /-] [Invalid=3146 /-]

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#181 P1_122A: Total exclusive bargaining agents

Definition	It refers to the total number of exclusive bargaining agents in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Exclusive bargaining agents

#182 P1_122B: Total supervisory exclusive bargaining agent

Information	[Type= continuous] [Format=numeric] [Range= 0-3] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of exclusive bargaining agents of supervisory union in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Exclusive bargaining agents

#183 P1_122C: Total rank and file exclusive bargaining agent

Information	[Type= continuous] [Format=numeric] [Range= 0-7] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of exclusive bargaining agents of rank and file union in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Exclusive bargaining agents

#184 P1_122D: Other exclusive bargaining agent

Information	[Type= continuous] [Format=numeric] [Range= 0-3] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of exclusive bargaining agents, other than supervisory and rank and file unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Exclusive bargaining agents

#185 P1_123A: Total CBA

Information	[Type= continuous] [Format=numeric] [Range= 0-7] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of unions with collective bargaining agreement in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	With collective bargaining agreements

#186 P1_123B: Total supervisory CBA

Information	[Type= continuous] [Format=numeric] [Range= 0-3] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of supervisory unions with collective bargaining agreement in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	With collective bargaining agreements

#187 P1_123C: Total rank and file CBA

Information	[Type= continuous] [Format=numeric] [Range= 0-7] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of supervisory unions with collective bargaining agreement in the establishment

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#187 P1_123C: Total rank and file CBA

Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	With collective bargaining agreements

#188 P1_123D: Other CBA

Information	[Type= continuous] [Format=numeric] [Range= 0-3] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of unions, otehr than supervisory and rank and file unions, with collective bargaining agreement in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	With collective bargaining agreements

#189 P1_13A: Total union members

Information	[Type= continuous] [Format=numeric] [Range= 0-9720] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of union members in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union membership

#190 P1_13B: Total supervisory union members

Information	[Type= continuous] [Format=numeric] [Range= 0-3808] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of supervisory union members in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union membership

#191 P1_13C: Total rank and file union members

Information	[Type= continuous] [Format=numeric] [Range= 0-5912] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of rank and file union members in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union membership

#192 P1_13D: Other union members

Information	[Type= continuous] [Format=numeric] [Range= 0-4644] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of union members, other than supervisory and rank and file unions, in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union membership

#193 P1_131A: Total female union members

Information	[Type= continuous] [Format=numeric] [Range= 0-3558] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of female union members in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.

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#193 P1_131A: Total female union members

Literal question	Female members
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#194 P1_131B: Total female supervisory union members

Information	[Type= continuous] [Format=numeric] [Range= 0-1612] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of female supervisory union members in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Female members

#195 P1_131C: Total female rank and file union members

Information	[Type= continuous] [Format=numeric] [Range= 0-3215] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of female rank and file union members in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Female members

#196 P1_131D: Other female union members

Information	[Type= continuous] [Format=numeric] [Range= 0-3558] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of female union members, other than supervisory and rank and file unions, in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Female members

#197 P1_132A: Total union officers

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number union officers in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union officers

#198 P1_132B: Total supervisory union officers

Information	[Type= continuous] [Format=numeric] [Range= 0-39] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of supervisory union officers in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union officers

#199 P1_132C: Total rank and file union officers

Information	[Type= continuous] [Format=numeric] [Range= 0-99] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of rank and file union officers in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union officers

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#200 P1_132D: Other union officers

Information	[Type= continuous] [Format=numeric] [Range= 0-33] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number union officers, other than supervisory and rank and file, in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union officers

#201 P1_1321A: Total female officers

Information	[Type= continuous] [Format=numeric] [Range= 0-72] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of female union officers in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Female officers

#202 P1_1321B: Total female supervisory officers

Information	[Type= continuous] [Format=numeric] [Range= 0-10] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of female union officers in supervisory unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Female officers

#203 P1_1321C: Total female rank and file officers

Information	[Type= continuous] [Format=numeric] [Range= 0-72] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of female union officers in rank and file unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Female officers

#204 P1_1321D: Other female officers

Information	[Type= continuous] [Format=numeric] [Range= 0-11] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of female union officers in unions other than supervisory and rank and file unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Female officers

#205 P113211A: Total female union presidents

Information	[Type= continuous] [Format=numeric] [Range= 0-2] [Missing=*]
Statistics [NW/ W]	[Valid=1205 /-] [Invalid=3146 /-]
Definition	It refers to the total number of female union presidents in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Female presidents

#206 P113211B: Total female supervisory union presidents

Information	[Type= continuous] [Format=numeric] [Range= 0-1] [Missing=*]
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#206 P113211B: Total female supervisory union presidents

Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of female union presidents in supervisory unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Female presidents

#207 P113211C: Total female rank and file union presidents

Information	[Type= continuous] [Format=numeric] [Range= 0-2] [Missing=*]
Statistics [NW/ W]	[Valid=1205 /-] [Invalid=3146 /-]
Definition	It refers to the total number of female union presidents in rank and file unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Female presidents

#208 P113211D: Other female presidents

Information	[Type= continuous] [Format=numeric] [Range= 0-2] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of female union presidents in unions other than supervisory and rank and file unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Female presidents

#209 P1_14A: Total workers covered by CBAs

Information	[Type= continuous] [Format=numeric] [Range= 0-10804] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of workers in the establishment covered by CBA
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Workers covered by CBAs

#210 P1_14B: Total supervisory workers covered by CBAs

Information	[Type= continuous] [Format=numeric] [Range= 0-4987] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of supervisory workers in the establishment covered by CBA
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Workers covered by CBAs

#211 P1_14C: Total rank and file workers covered by CBAs

Information	[Type= continuous] [Format=numeric] [Range= 0-5817] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of rank and file workers in the establishment covered by CBA
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Workers covered by CBAs

#212 P1_14D: Other workers covered by CBAs

Information	[Type= continuous] [Format=numeric] [Range= 0-4644] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]

File Industrial Relations 2003

#212 P1_14D: Other workers covered by CBAs

Definition	It refers to the total number other workers in the establishment covered by CBA
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Workers covered by CBAs

#213 P2_1: Employment

Information	[Type= continuous] [Format=numeric] [Range= 16-11364] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=311.785 /-] [StdDev=603.259 /-]
Definition	It refers to the total number of persons who worked or received pay from the establishment during the survey reference period.
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Total Employment
Post-question	(sum of entries in items 1.1, 1.2 and 1.3)

#214 P2_13: Paid Employees

Information	[Type= continuous] [Format=numeric] [Range= 10-11337] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=310.743 /-] [StdDev=603.151 /-]
Definition	It refers to the total number workers in the establishment who receive regular pay
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Employees

#215 P2_21: Female Workers

Information	[Type= continuous] [Format=numeric] [Range= 0-10340] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=133.677 /-] [StdDev=396.837 /-]
Definition	It refers to the total number of female workers in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Pre-question	Employment of Specific Groups of Employees (as applicable, workers may be reported in several categories)
Literal question	Female workers

#216 ATEGRP03: New Employment Size Group

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	The ATE Code is the 1-digit code to denote the employment size or number of workers in the establishment.
Universe	Non-agricultural establishments employing 20 persons or more.

Value	Label	Cases	Percentage
1	20-99	1187	27.3%
2	100-199	1339	30.8%
3	200 and over	1825	41.9%

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.

#217 RPSIC03: New Industry

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-]
Definition	The PSIC Code is the 6-alphanumeric code to denote the industrial classification of the establishment. The alpha character refers to the major industry group while the numeric characters refer to the specific industry group.
Universe	Non-agricultural establishments employing 20 persons or more.

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#217 RPSIC03: New Industry

Frequency table not shown (58 Modalities)

#218 P1_123: Collective Bargaining Agreement

Information	[Type= continuous] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=1203 /-] [Invalid=3148 /-]
Definition	It refers to the total number of unions with collective bargaining agreement in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	With collective bargaining agreements

Value	Label	Cases	Percentage
1	With CBA	1162	96.6%
2	Without CBA	41	3.4%

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 P1_13AM: Male members - total

Information	[Type= continuous] [Format=numeric] [Range= 0-6295] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of male union members in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union membership

#220 P1_13BM: Male members - supervisory

Information	[Type= continuous] [Format=numeric] [Range= 0-2232] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of male supervisory union members in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union membership

#221 P1_13CM: Male members - rank and file

Information	[Type= continuous] [Format=numeric] [Range= 0-4843] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of male rank and file union members in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union membership

#222 P1_13DM: Male members - others

Information	[Type= continuous] [Format=numeric] [Range= 0-3452] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of male union members in the establishment, other than supervisory and rank and file unions
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union membership

#223 P1_132AM: Male officers - total

Information	[Type= continuous] [Format=numeric] [Range= 0-72] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]

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#223 P1_132AM: Male officers - total

Definition	It refers to the total number of male union officers in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union officers

#224 P1_132BM: Male officers - supervisory

Information	[Type= continuous] [Format=numeric] [Range= 0-39] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of male supervisory union officers in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union officers

#225 P1_132CM: Male officers - rank and file

Information	[Type= continuous] [Format=numeric] [Range= -2-72] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of male rank and file union officers in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union officers

#226 P1_132DM: Male officers - others

Information	[Type= continuous] [Format=numeric] [Range= 0-24] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of male union officers in the establishment, other than supervisory and rank and file unions
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Union officers

#227 P1_15AM: Male presidents - total

Information	[Type= continuous] [Format=numeric] [Range= 0-63] [Missing=*]
Statistics [NW/ W]	[Valid=1205 /-] [Invalid=3146 /-]
Definition	It refers to the total number of male union presidents in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.

#228 P1_15BM: Male presidents - supervisory

Information	[Type= continuous] [Format=numeric] [Range= 0-3] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of male supervisory union presidents in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.

#229 P1_15CM: Male presidents - rank and file

Information	[Type= continuous] [Format=numeric] [Range= 0-63] [Missing=*]
Statistics [NW/ W]	[Valid=1205 /-] [Invalid=3146 /-]
Definition	It refers to the total number of male rank and file union presidents in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.

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#230 P1_15DM: Male presidents - others

Information	[Type= continuous] [Format=numeric] [Range= 0-3] [Missing=*]
Statistics [NW/ W]	[Valid=1206 /-] [Invalid=3145 /-]
Definition	It refers to the total number of male union presidents in the establishment, other than supervisory and rank and file
Universe	Non-agricultural establishments employing 20 persons or more.

#231 P1_123BS: Supervisory

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=145 /-] [Invalid=4206 /-]
Definition	It refers to the total number of supervisory unions with collective bargaining agreements with the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	With collective bargaining agreements

#232 P1_123CR: Rank and File

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1020 /-] [Invalid=3331 /-]
Definition	It refers to the total number of rank and file unions with collective bargaining agreements with the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	With collective bargaining agreements

#233 P1_123DO: Others

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=136 /-] [Invalid=4215 /-]
Definition	It refers to the total number of unions, other than supervisory and rank and file unions, with collective bargaining agreements with the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	With collective bargaining agreements

#234 P1_121: Registered

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1200 /-] [Invalid=3151 /-]
Definition	It refers to the total number of registered unions in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Registered

#235 P1_122: Exclusive Bargaining Agent

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1142 /-] [Invalid=3209 /-]
Definition	It refers to the total number of exclusive bargaining agents in the establishment
Universe	Non-agricultural establishments employing 20 persons or more.
Literal question	Exclusive bargaining agent

#236 BUF2003: Blowing-up Factor

Information	[Type= continuous] [Format=numeric] [Range= 1-117.5] [Missing=*]
Statistics [NW/ W]	[Valid=4351 /-] [Invalid=0 /-] [Mean=5.639 /-] [StdDev=11.383 /-]

File Industrial Relations 2003

#236 BUF2003: Blowing-up Factor

Definition	It refers to the ratio of the eligible population of establishments retrieved, refused, for verification, temporarily closed, on strike, unaccounted/no response) to the corresponding number of responding establishments in the estimating cell. This weighing procedure takes non-response into account.
Universe	Non-agricultural establishments employing 20 persons or more.

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#1 ein: Establishment Identification Number

Information	[Type= discrete] [Format=numeric] [Range= 3-51127] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]
Definition	<p>A unique and fixed number assigned 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.</p> <p>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.</p> <p>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 the personnel operate to carry out their activities or from which they are paid.</p>

#2 p4_1: Establishments With/Without Occupational Accidents

Information		[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]		[Valid=4354 /-] [Invalid=0 /-]		
Literal question		Did your establishment experience any occupational accidents during the year?		
Value	Label	Cases	Percentage	
1	Yes	1512	<div></div>	34.7%
2	No	2842	<div></div>	65.3%

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.

#3 p4_2: Number of Occupational Accidents

Information	[Type= continuous] [Format=numeric] [Range= 0-1734] [Missing=*]
Statistics [NW/ W]	[Valid=4353 / 24457.364] [Invalid=1 / 1.348] [Mean=6.963 / 1.908] [StdDev=40.593 / 19.101]
Literal question	How many occupational accidents were there?

#4 p4_31a: Total Cases

Information	[Type= continuous] [Format=numeric] [Range= 0-1734] [Missing=*]
Statistics [NW/ W]	[Valid=4354 / 24458.712] [Invalid=0 / 0] [Mean=7.594 / 2.361] [StdDev=42.959 / 22.529]
Literal question	How many cases of occupational injuries and workdays were lost?

#5 p4_31b: Total Lost Workdays

Information	[Type= continuous] [Format=numeric] [Range= 0-35135] [Missing=*]
Statistics [NW/ W]	[Valid=4354 / 24458.712] [Invalid=0 / 0] [Mean=35.677 / 13.38] [StdDev=545.969 / 397.512]
Literal question	How many cases of occupational injuries and workdays were lost?

#6 p4_311: Fatal Cases

Information	[Type= continuous] [Format=numeric] [Range= 0-5] [Missing=*]
Statistics [NW/ W]	[Valid=4354 / 24458.712] [Invalid=0 / 0] [Mean=0.034 / 0.0124] [StdDev=0.243 / 0.15]

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#6 p4_311: Fatal Cases

Literal question	How many fatal cases of occupational injuries and workdays were lost?
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#7 p4_312a: Permanent Incapacity Cases

Information	[Type= continuous] [Format=numeric] [Range= 0-98] [Missing=*]
Statistics [NW/ W]	[Valid=4354 / 24458.712] [Invalid=0 / 0] [Mean=0.0611 / 0.0132] [StdDev=1.571 / 0.739]
Literal question	How many permanent incapacitycases of occupational injuries and workdays were lost?

#8 p4_312b: Lost Workdays of Permanent Incapacity Cases

Information	[Type= continuous] [Format=numeric] [Range= 0-720] [Missing=*]
Statistics [NW/ W]	[Valid=4354 / 24458.712] [Invalid=0 / 0] [Mean=1.644 / 0.357] [StdDev=21.45 / 10.169]
Literal question	How many permanent incapacity cases of occupational injuries and workdays were lost?

#9 p4_313a: Temporary Incapacity Cases

Information	[Type= continuous] [Format=numeric] [Range= 0-309] [Missing=*]
Statistics [NW/ W]	[Valid=4354 / 24458.712] [Invalid=0 / 0] [Mean=2.858 / 0.865] [StdDev=13.105 / 6.588]
Literal question	How many temporary incapacity cases of occupational injuries and workdays were lost?

#10 p4_313b: Lost Workdays of Temporary Incapacity Cases

Information	[Type= continuous] [Format=numeric] [Range= 0-35135] [Missing=*]
Statistics [NW/ W]	[Valid=4353 / 24457.49] [Invalid=1 / 1.222] [Mean=34.041 / 13.024] [StdDev=545.182 / 397.244]
Literal question	How many temporary incapacity cases of occupational injuries and workdays were lost?

#11 p4_314a: Cases Without Lost Workdays

Information	[Type= continuous] [Format=numeric] [Range= 0-1725] [Missing=*]
Statistics [NW/ W]	[Valid=4354 / 24458.712] [Invalid=0 / 0] [Mean=4.641 / 1.471] [StdDev=38.248 / 20.13]
Literal question	How many cases without lost workdays of occupational injuries?

#12 p4_4: Hours Actually Worked

Information	[Type= continuous] [Format=numeric] [Range= 5368-32669352] [Missing=*]
Statistics [NW/ W]	[Valid=4354 / 24458.712] [Invalid=0 / 0] [Mean=756832.83 / 254568.218] [StdDev=1537089.605 / 790151.362]
Literal question	How many hours were actually worked by all employed persons in your establishment during the year?

#13 efatal: Establishments with Fatal Cases

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=108 / 208.317] [Invalid=4246 / 24250.395] [Mean=1 / 1] [StdDev=0 / 1.89e-08]
Definition	Recoded variable to count establishments with fatal cases of occupational injury.

#14 eperm: Establishments with Permanent Incapacity Cases

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=62 / 73.125] [Invalid=4292 / 24385.587] [Mean=1 / 1] [StdDev=0 / 1.34e-08]
Definition	Recoded variable to count establishments with permanent incapacity cases of occupational injury.

#15 etemp: Establishments with Temporary Incapacity Cases

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1223 / 3143.974] [Invalid=3131 / 21314.738] [Mean=1 / 1] [StdDev=0 / 2.76e-08]
Definition	Recoded variable to count establishments with temporary incapacity cases of occupational injury
Recoding and Derivation	SPSS syntax: if p5_3totb > 0, etemp = 1

File OIS 2002 respondents database

#16 ecwolw: Establishments with Cases w/o Lost Workdays

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=738 / 1792.007] [Invalid=3616 / 22666.706] [Mean=1 / 1] [StdDev=0 / 2.65e-08]
Definition	Recoded variable to count establishments with cases of occupational injuries without lost workdays.

#17 totewnfc: Total Establishments with Non-fatal Cases

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1238 / 3161.09] [Invalid=3116 / 21297.623] [Mean=1 / 1] [StdDev=0 / 2.42e-08]
Definition	Recoded variable to count establishments with non-fatal cases of occupational injury.

#18 totewlw: Total Establishments with Cases with Lost Workdays

Information	[Type= continuous] [Format=numeric] [Range= 1-1] [Missing=*]
Statistics [NW/ W]	[Valid=1275 / 3204.048] [Invalid=3079 / 21254.665] [Mean=1 / 1] [StdDev=0 / 2.21e-08]
Definition	Recoded variable to count establishments with cases of occupational injury without workdays lost.

#19 p1_3b: Average Employment

Information	[Type= continuous] [Format=numeric] [Range= 16-12691] [Missing=*]
Statistics [NW/ W]	[Valid=4354 / 24458.712] [Invalid=0 / 0] [Mean=304.807 / 104.306] [StdDev=611.187 / 316.111]
Definition	It refers to the average number of persons who worked or received pay from the establishment.
Literal question	Average employment

#20 p1_4b: Average Number of Employees

Information	[Type= continuous] [Format=numeric] [Range= 10-12691] [Missing=*]
Statistics [NW/ W]	[Valid=4354 / 24458.712] [Invalid=0 / 0] [Mean=303.162 / 103.415] [StdDev=608.278 / 314.657]
Definition	It refers to the average number of persons who worked or received pay from the establishment.
Literal question	Average number of employees

#21 p1_8b: Ownership

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]
Definition	It refers to the the owner of the establishment.

Value	Label	Cases	Percentage
1	Wholly Filipino	3305	75.9%
2	With Foreign Equity	648	14.9%
3	Wholly Foreign	401	9.2%

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.

#22 p1_9b: Multinational

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]
Definition	It refers to a large firm whose head office is in one country and with branches/offices operating overseas.
Literal question	Multinational

Value	Label	Cases	Percentage
1	Yes	681	15.6%
2	No	3673	84.4%

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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#23 p1_10b: Market

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]		
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]		
Definition	It refers to the market of products/goods/services of the establishment.		
Literal question	Market		
Value	Label	Cases	Percentage
1	Domestic Only	3112	71.5%
2	Export Only	511	11.7%
3	Both	731	16.8%

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.

#24 p1_11b: With/Without Union

Information	[Type= discrete] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=4352 /-] [Invalid=2 /-]		
Definition	It refers to 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	With union		
Value	Label	Cases	Percentage
1	Yes	1196	27.5%
2	No	3156	72.5%
Sysmiss		2	

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.

#25 p1_123e: With/Without CBA

Information	[Type= continuous] [Format=numeric] [Range= 1-2] [Missing=*]		
Statistics [NW/ W]	[Valid=1196 /-] [Invalid=3158 /-] [Mean=1.028 /-] [StdDev=0.164 /-]		
Definition	It refers to the total number of unions with collective bargaining agreement in the establishment.		
Literal question	Exclusive bargaining agents		

#26 status: Survey Status

Information	[Type= discrete] [Format=character] [Missing=*]		
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]		
Definition	Refers to the status of the questionnaire after field operation.		
Value	Label	Cases	Percentage
CON		25	0.6%
RET		4314	99.1%
TOS		15	0.3%

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 emp: Original Employment

Information	[Type= continuous] [Format=numeric] [Range= 20-13433] [Missing=*]		
Statistics [NW/ W]	[Valid=4354 / 24458.712] [Invalid=0 / 0] [Mean=305.019 / 97.87] [StdDev=531.56 / 277.848]		
Definition	Total number of employees at the time of sampling.		

#28 psic: Old 6 digit Original Industry Code

Information	[Type= discrete] [Format=character] [Missing=*]		
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#28 psic: Old 6 digit Original Industry Code

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Definition Original six digit industry code at the time of sampling.

#29 rpsic: Old 3/4 digit Original Industry Code

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

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Definition Original 3 to 4 digit industry code at the time of sampling.

Frequency table not shown (58 Modalities)

#30 ategrp: Original ATE Group

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

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Definition Average total employment at the time of sampling.

Value	Label	Cases	Percentage
1	20-99	645	14.8%
2	100-199	1835	42.1%
3	200 and over	1874	43.0%

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 oldcell: Original PSIC and ATE

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

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Frequency table not shown (170 Modalities)

#32 psic_02: New 6 digit Industry Code

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

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Definition New 6 digit industry code at during field operation.

Frequency table not shown (524 Modalities)

#33 rpsic02: New 3/4 digit Industry Code

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

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Definition Three to four industry code during field operation.

Frequency table not shown (58 Modalities)

#34 ategrp02: New ATE Group

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

Statistics [NW/ W] [Valid=4354 /-] [Invalid=0 /-]

Definition Average total employment during field operation.

Value	Label	Cases	Percentage
1	20-99	1798	41.3%
2	100-199	1192	27.4%
3	200 and over	1364	31.3%

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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#35 newcel02: New PSIC and ATE

Information	[Type= discrete] [Format=character] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-]
<i>Frequency table not shown (171 Modalities)</i>	

#36 popn2002: Establishment Population 2002

Information	[Type= continuous] [Format=numeric] [Range= 1-2821.3125] [Missing=*]
Statistics [NW/ W]	[Valid=4354 / 24458.712] [Invalid=0 / 0] [Mean=198.409 / 895.985] [StdDev=485.378 / 931.169]

#37 buf2002: Blowing-up Factor

Information	[Type= continuous] [Format=numeric] [Range= 1-117.5] [Missing=*]
Statistics [NW/ W]	[Valid=4354 /-] [Invalid=0 /-] [Mean=5.618 /-] [StdDev=11.331 /-]
Definition	This is the blowing up or inflation factor for each sample value to derive the estimated value.

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#1 ein: Establishment Identification Number

Information	[Type= discrete] [Format=numeric] [Range= 3-51127] [Missing=*]
Statistics [NW/ W]	[Valid=4265 /-] [Invalid=0 /-]
Definition	A unique and fixed number assigned to each establishment by the BLES for reference purposes. 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.

#2 p5_1a: Reference Year: start

Information	[Type= discrete] [Format=numeric] [Range= 1-21] [Missing=*]
Statistics [NW/ W]	[Valid=4265 /-] [Invalid=0 /-]
Literal question	Reference Year: start

Value	Label	Cases	Percentage
1	01/20002	1	0.0%
2	01/2001	1	0.0%
3	01/2002	3829	89.8%
4	01/2003	5	0.1%
5	02/2002	9	0.2%
6	03/2002	5	0.1%
7	04/2001	1	0.0%
8	04/2002	81	1.9%
9	05/2001	3	0.1%
10	05/2002	55	1.3%
11	06/2001	7	0.2%
12	06/2002	150	3.5%
13	07/2001	12	0.3%
14	07/2002	39	0.9%
15	08/2001	4	0.1%

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#2 p5_1a: Reference Year: start

Value	Label	Cases	Percentage
16	08/2002	2	0.0%
17	09/2001	14	0.3%
18	09/2002	3	0.1%
19	10/2001	20	0.5%
20	11/2001	8	0.2%
21	12/2001	16	0.4%

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.

#3 p5_1b: Reference Year: end

Information	[Type= discrete] [Format=numeric] [Range= 1-23] [Missing=*]
Statistics [NW/ W]	[Valid=4265 /-] [Invalid=0 /-]
Literal question	Reference Year: end

Value	Label	Cases	Percentage
1	01/2003	5	0.1%
2	02/2002	1	0.0%
3	02/2003	6	0.1%
4	03/2003	92	2.2%
5	04/2002	5	0.1%
6	04/2003	48	1.1%
7	04/2004	2	0.0%
8	05/2002	11	0.3%
9	05/2003	127	3.0%
10	06/2002	13	0.3%
11	06/2003	41	1.0%
12	07/2002	4	0.1%
13	07/2003	2	0.0%
14	08/2002	16	0.4%
15	09/2002	21	0.5%
16	10/2002	8	0.2%
17	11/2002	10	0.2%
18	12/20002	1	0.0%
19	12/2001	1	0.0%
20	12/2002	3844	90.1%
21	12/2003	5	0.1%
22	12/202	1	0.0%
23	122002	1	0.0%

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.

#4 p5_211: Pay for normal/regular working time

Information	[Type= continuous] [Format=numeric] [Range= 93455-2933358102] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=34846182.226 / 11677668.419] [StdDev=88039359.604 / 47022176.863]
Definition	Cash payments to employees for regular working hours.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar

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#4 p5_211: Pay for normal/regular working time

year, please report for the year where most of the months of 2002 fall.

#5 p5_212: Commissions of employees and their share in

Information	[Type= continuous] [Format=numeric] [Range= 0-451749300] [Missing=*]
Statistics [NW/ W]	[Valid=4264 / 24384.238] [Invalid=1 / 1.412] [Mean=829327.558 / 488090.18] [StdDev=8935129.975 / 6637776.914]
Definition	Those received by employees of the establishment and not those of persons receiving commissions only and who are outside employer control (not employees of the establishment).
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#6 p5_213: Overtime, night shift and premium pay

Information	[Type= continuous] [Format=numeric] [Range= 0-408315761] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=3990041.869 / 1107802.31] [StdDev=17498580.557 / 8693866.454]
Definition	Additional remuneration for work performed beyond eight (8) hours on regular working days, regular holidays, rest days and special days. Night shift pay refers to payment for work performed between 10:00 p.m. to 6:00 a.m. of the next day. Premium pay refers to remuneration for work performed within eight (8) hours on non-working days, such as rest days and special days.
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#7 p5_214: Payments under bonus, productivity,

Information	[Type= continuous] [Format=numeric] [Range= 0-237069952] [Missing=*]
Statistics [NW/ W]	[Valid=4263 / 24383.453] [Invalid=2 / 2.197] [Mean=870762.133 / 280964.464] [StdDev=6969139.541 / 3671182.46]
Definition	Monthly or more frequently granted bonuses under contractual arrangements and relates to work performed or to current output e.g. productivity bonus for piece-rate workers whose outputs exceeded the daily quotas. It should be distinguished from item 3a, which inquires on less frequently granted bonuses and gratuities.
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#8 p5_215: Cost of living allowances and other

Information	[Type= continuous] [Format=numeric] [Range= 0-747572380] [Missing=*]
Statistics [NW/ W]	[Valid=4265 /-] [Invalid=0 /-] [Mean=1449317.787 /-] [StdDev=13662283.855 /-]
Definition	Examples of these are commutable representation and transportation allowances. For purposes of this survey, guaranteed and regularly given house rent/allowances in cash should be excluded in this item.
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

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#8 p5_215: Cost of living allowances and other

year, please report for the year where most of the months of 2002 fall.

#9 p5_22: Remuneration for time not worked

Information	[Type= continuous] [Format=numeric] [Range= 0-883101375] [Missing=*]
Statistics [NW/ W]	[Valid=4263 / 24368.007] [Invalid=2 / 17.643] [Mean=853026.209 / 277124.161] [StdDev=15078205.649 / 8099081.163]
Definition	Payments of employers even when workers were not at work such as paid leaves, regular holidays and in some cases for rest days and special days per collective bargaining agreement.
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#10 p5_231: Year-end, seasonal and other one-time

Information	[Type= continuous] [Format=numeric] [Range= 0-1379042063] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=5165474.446 / 1667939.142] [StdDev=27189208.968 / 14431959.243]
Definition	Examples of these are mid-year bonus, Christmas bonus, 13th month pay (obligatory), 14th, 15th month pay and the like.
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#11 p5_232: Profit sharing bonuses

Information	[Type= continuous] [Format=numeric] [Range= 0-1000000000] [Missing=*]
Statistics [NW/ W]	[Valid=4261 / 24380.477] [Invalid=4 / 5.173] [Mean=439360.587 / 107393.728] [StdDev=15721451.623 / 7352176.448]
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	(If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#12 p5_233: Additional payments in respect of vacation,

Information	[Type= continuous] [Format=numeric] [Range= 0-1578000000] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=724372.884 / 203055.554] [StdDev=25275695.917 / 12901419.035]
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#13 p5_24: Payments in kind

Information	[Type= continuous] [Format=numeric] [Range= 0-68542228] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=139298.913 / 40019.606] [StdDev=1411863.624 / 672814.991]
Definition	Payments in Kind - refer to goods and services, valued at producer's or wholesale prices given to workers as part of their remuneration; these exclude general amenities provided by the employer such as imputed rental value of

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#13 p5_24: Payments in kind

	free/subsidized housing, medical services, canteen and other welfare services and facilities;
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#14 p5_251: Cost for establishment-owned dwellings

Information	[Type= continuous] [Format=numeric] [Range= 0-113810412] [Missing=*]
Statistics [NW/ W]	[Valid=4264 / 24384.45] [Invalid=1 / 1.2] [Mean=238304.902 / 91265.406] [StdDev=2803428.658 / 1474114.544]
Definition	Cost for establishment-owned dwellings - net cost, i.e. maintenance expenditures, fees, property taxes, insurance, interest, depreciation and other costs, less grants-in aid, tax rebates, subsidies, etc. received from government and other institutions in respect of employee housing; capital investment on building, equipment or land made during the year and labor cost of personnel employed by the establishment for maintenance and other work related to establishment-owned houses are excluded.
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#15 p5_252: Cost for dwellings not owned by

Information	[Type= continuous] [Format=numeric] [Range= 0-310659285] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=278062.337 / 93459.388] [StdDev=5885620.746 / 2738741.373]
Definition	The cost referred here should be the cost from the standpoint of the employer and not what it would have cost the employees if they were to spend for their own housing. For the purpose of this survey, guaranteed and regularly given house rent/allowance in cash should be included.
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#16 p5_261: Compulsory social security expenditures

Information	[Type= continuous] [Format=numeric] [Range= 0-223889173] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=2256048.536 / 752732.68] [StdDev=6199587.243 / 3230579.926]
Definition	Employer's Social Security Expenditures - compulsory social security expenditures (GSIS, SSS, PhilHealth, Pag-IBIG); collectively agreed and nonobligatory contributions to private social security schemes and insurance (pension, life, accident, medical and health, hospitalization); direct payments by employer to employees regarded as social security benefits (in respect of absence from work due to sickness, maternity or occupational injury); cost of medical care and health services; retirement and separation/termination pay;
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#17 p5_262: Collectively agreed, contractual and non-obligatory

Information	[Type= continuous] [Format=numeric] [Range= 0-180040012] [Missing=*]
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#17 p5_262: Collectively agreed, contractual and non-obligatory	
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=499936.66 / 158411.426] [StdDev=4157205.284 / 2075496.274]
Definition	These are premiums paid for life, accident, and medical care and health insurance or pension plans of the employees.
Literal question	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.
#18 p5_263: Direct payments by employer to employees	
Information	[Type= continuous] [Format=numeric] [Range= 0-32153355] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=121092.585 / 34515.461] [StdDev=834386.401 / 426750.997]
Definition	These refer to payments in respect of absence from work due to sickness, maternity or employment injury, etc. to compensate for loss of earnings given by employer directly to the employees.
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.
#19 p5_264: Cost of medical care and health services	
Information	[Type= continuous] [Format=numeric] [Range= 0-162180740] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=537297.232 / 185649.411] [StdDev=4054327.153 / 2173686.688]
Definition	The amount referred here represents the actual medical care and health expenses by the employer on behalf of the employees e.g. medicines, hospitalization, exclusive of medical and health insurance. It includes the net cost to the employer of establishment-owned building and equipment used for the medical care and health services of the employees in the form of maintenance expenditures, fees, property taxes, insurance interest, depreciation, etc. but not capital investment on building, equipment or land and labor cost of medical care and health service personnel employed by the establishment.
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.
#20 p5_265: Retirement and termination/separation pay	
Information	[Type= continuous] [Format=numeric] [Range= 0-714543640] [Missing=*]
Statistics [NW/ W]	[Valid=4263 / 24383.65] [Invalid=2 / 2] [Mean=1925602.432 / 657965.199] [StdDev=19855019.992 / 10501285.376]
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.
#21 p5_27: Cost of training	
Information	[Type= continuous] [Format=numeric] [Range= 0-89360050] [Missing=*]

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#21 p5_27: Cost of training

Statistics [NW/ W]	[Valid=4263 / 24383.65] [Invalid=2 / 2] [Mean=426377.63 / 141320.647] [StdDev=2387931.395 / 1173746.317]
Definition	Cost of Training - net cost of fees, salaries and other payments for services of outside instructors, payments made to outside training institutions on behalf of the workers of the establishment and the reimbursement of school fees to workers, it includes net cost, i.e. maintenance expenditures, fees, property taxes, insurance, interest, epreciation and other costs, less grants-in aid, tax rebates, subsidies, etc. received from government and other institutions in respect of establishment-owned building and equipment used for training of employees; it excludes capital investment on building, equipment or land made during the year and labor cost of personnel employed in establishment-owned training facilities;
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#22 p5_28: Cost of welfare services

Information	[Type= continuous] [Format=numeric] [Range= 0-142018200] [Missing=*]
Statistics [NW/ W]	[Valid=4263 / 24383.267] [Invalid=2 / 2.383] [Mean=300910.742 / 154557.879] [StdDev=3558933.794 / 2146908.079]
Definition	Cost of Welfare Services - grants to credit unions and related services for employees, cost of evices such as canteens and other food services, educational, cultural, recreational and related facilities and services; it includes net cost, i.e. maintenance expenditures, fees, property taxes, insurance, interest, depreciation and other costs, less grants-in aid, tax rebates, subsidies, etc. received from government and other institutions in respect of establishment owned building and equipment used for welfare of employees; it excludes capital investment on building, equipment or land made during the year and labor cost of personnel employed in establishment-owned welfare facilities;
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#23 p5_291: Cost of work clothes/protective gear

Information	[Type= continuous] [Format=numeric] [Range= 0-48572417] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=183856.569 / 68841.64] [StdDev=1282094.813 / 705219.567]
Definition	Cost of work clothes/uniform (this is different from ordinary clothing).
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#24 p5_292: Transport of workers to and from work

Information	[Type= continuous] [Format=numeric] [Range= 0-128000000] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=353771.66 / 102222.045] [StdDev=3401247.781 / 1601756.337]
Definition	These are cost of transport of workers to and from work undertaken by employer e.g. shuttle service.
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

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#25 p5_293: Recruitment cost

Information	[Type= continuous] [Format=numeric] [Range= 0-44632458] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=42512.637 / 11222.358] [StdDev=735745.963 / 328371.929]
Definition	Recruitment cost (travel expenses paid for interviews of new recruits, the cost of advertisements, fees paid to public and private employment services in connection with recruitment, the cost of documents, legal fees and similar expenses borne by the employer). Travel expenses included in recruitment cost is different from those reimbursed by salesmen employed by the establishment, which is not regarded as labor cost.
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#26 p5294a: Other labor costs

Information	[Type= discrete] [Format=numeric] [Range= 1-115] [Missing=*]
Statistics [NW/ W]	[Valid=134 /-] [Invalid=4131 /-]
Definition	This are other labor costs not classifiable in previous items.

Frequency table not shown (116 Modalities)

#27 p5_294a: Amount of other labor costs

Information	[Type= continuous] [Format=numeric] [Range= 0-425111577] [Missing=*]
Statistics [NW/ W]	[Valid=4264 / 24384.111] [Invalid=1 / 1.538] [Mean=327377.506 / 82601.207] [StdDev=8009558.201 / 3851768.175]
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#28 p5294b: Other labor costs

Information	[Type= discrete] [Format=numeric] [Range= 1-23] [Missing=*]
Statistics [NW/ W]	[Valid=23 /-] [Invalid=4242 /-]
Definition	This are other labor costs not classifiable in previous items.

Value	Label	Cases	Percentage
1	Acadera	1	4.3%
2	Awards	1	4.3%
3	Bereavement assistance	1	4.3%
4	COMMUNICATIONS,ADVERTISEMENT	1	4.3%
5	EDUCATIONAL ALLOWANCEC	1	4.3%
6	Educational Assistance	1	4.3%
7	Expat Benefits	1	4.3%
8	FACTORY SUPPLIES	1	4.3%
9	Fringe benefits tax	1	4.3%
10	Gifts to employees	1	4.3%
11	Hospitalization Insurance	1	4.3%
12	INCENTIVES	1	4.3%
13	INTERACTION FUND	1	4.3%
14	Maintenance, Insurance	1	4.3%

File LCS 2002 respondentsdatabase

#28 p5294b: Other labor costs

Value	Label	Cases	Percentage
15	Meal Subsidy	1	4.3%
16	OSC RM RAILWAY,EQUIPMENT	1	4.3%
17	Other Company Activities	1	4.3%
18	Other Monetary Assistance	1	4.3%
19	Rice Subsidy	1	4.3%
20	Service Awards	1	4.3%
21	Summer honorarium	1	4.3%
22	Taxes& Licenses	1	4.3%
23	Temporary Staff	1	4.3%
Sysmiss		4242	

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 p5_294b: Amount of other labor costs

Information	[Type= continuous] [Format=numeric] [Range= 0-10271240] [Missing=*]
Statistics [NW/ W]	[Valid=4264 / 24384.057] [Invalid=1 / 1.593] [Mean=6384.69 / 1596.255] [StdDev=193895.843 / 94041.878]
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#30 p5294c: Other labor costs

Information		[Type= discrete] [Format=numeric] [Range= 1-4] [Missing=*]		
Statistics [NW/ W]		[Valid=4 /-] [Invalid=4261 /-]		
Definition		This are other labor costs not classifiable in previous items.		
Value	Label	Cases	Percentage	
1	Burial Aid	1		25.0%
2	Honoraria/Loyalty Ring	1		25.0%
3	LOYALTY AWARD/PERFECT ATTENDANCE AWARD	1		25.0%
4	RENTAL/GAS& OIL/RAW MATERIALS/OTHERS	1		25.0%
Sysmiss		4261		

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 p5_294c: Amount of other labor costs

Information	[Type= continuous] [Format=numeric] [Range= 0-9719383] [Missing=*]
Statistics [NW/ W]	[Valid=4264 /-] [Invalid=1 /-] [Mean=2651.655 /-] [StdDev=149976.49 /-]
Literal question	For this item (Commissions and Share of employees in Service Charges) of labor cost, please report the corresponding amount for the whole year of 2002, excluding centavos.
Interviewer's instructions	If data can not be provided for the calendar year as the establishment uses a fiscal year that does not coincide with the calendar year, please report for the year where most of the months of 2002 fall.

#32 p5_3: Hours actually worked by all employees

Information	[Type= continuous] [Format=numeric] [Range= 5368-32669352] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=747137.17 / 252344.992] [StdDev=1482187.305 / 772711.127]
Definition	Hours Actually Worked - include normal/regular hours of work; overtime; time spent at the place of work such as the preparation of workplace, repairs,

File LCS 2002 respondentsdatabase

#32 p5_3: Hours actually worked by all employees

	<p>maintenance, preparation and cleaning of tools, preparation of receipts, time sheets and reports; time spent at the place of work waiting or standing by for reasons such as lack of supply of work, breakdown of machinery or accident, or</p> <p>time during which no work is done but for which payment is made; time corresponding to lunch/meal breaks of less than one hour and to short rest periods at the workplace including tea and coffee breaks/meriendas; it exclude</p> <p>hours paid for but not worked due to vacation, sick, maternity, paternity, service incentive leave and other paid leaves, rest days, special days and regular holidays, lunch/meal breaks of one hour or more and time spent on travel from home to workplace and vice versa.</p>
Literal question	Hours actually worked by all employees during the year

#33 p5_4: Percent share of labor cost to total cost

Information	[Type= discrete] [Format=numeric] [Range= 0-5] [Missing=*]
Statistics [NW/ W]	[Valid=4265 /-] [Invalid=0 /-]
Literal question	Percent share of labor cost to total cost
Interviewer's instructions	Check only one box.

Value	Label	Cases	Percentage
0		9	0.2%
1		248	5.8%
2		476	11.2%
3		964	22.6%
4		1145	26.8%
5		1423	33.4%

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 p5_4a: Specific share of labor cost to total cost

Information	[Type= discrete] [Format=numeric] [Range= 0-98] [Missing=*]
Statistics [NW/ W]	[Valid=4231 /-] [Invalid=34 /-]
Literal question	Specific share of labor cost to total cost
Interviewer's instructions	If 30% or more is checked, amount should be specified

Frequency table not shown (71 Modalities)

#35 p1_3b: Average employment

Information	[Type= continuous] [Format=numeric] [Range= 16-12691] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=302.173 / 104.191] [StdDev=589.959 / 309.783]
Definition	Employment - refers to persons who worked or received pay from the establishment.
Literal question	Average employment

#36 p1_4b: Average number of employees

Information	[Type= continuous] [Format=numeric] [Range= 10-12691] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=300.617 / 103.324] [StdDev=586.874 / 308.249]
Literal question	Average number of employees

#37 p1_8b: Ownership

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4265 /-] [Invalid=0 /-]

File LCS 2002 respondentsdatabase

#37 p1_8b: Ownership

Interviewer's instructions

Check only one under each column.

Value	Label	Cases	Percentage
1	Wholly Filipino	3250	76.2%
2	With Foreign Equity	627	14.7%
3	Wholly Foreign	388	9.1%

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 p1_9b: Multinational

Information

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

Statistics [NW/ W]

[Valid=4265 /-] [Invalid=0 /-]

Interviewer's instructions

Check only one under each column.

Value	Label	Cases	Percentage
1	Yes	653	15.3%
2	No	3612	84.7%

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 p1_10b: Market

Information

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

Statistics [NW/ W]

[Valid=4265 /-] [Invalid=0 /-]

Definition

It refers to the market of goods/services of the establishment.

Value	Label	Cases	Percentage
1	Domestic Only	3057	71.7%
2	Export Only	504	11.8%
3	Both	704	16.5%

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 p1_11b: With union

Information

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

Statistics [NW/ W]

[Valid=4265 /-] [Invalid=0 /-]

Definition

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.

Value	Label	Cases	Percentage
1	Yes	1164	27.3%
2	No	3101	72.7%

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 p1_123e: With CBA

Information

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

Statistics [NW/ W]

[Valid=1164 /-] [Invalid=3101 /-]

Definition

It refers to total number of unions with collective bargaining agreement.

Value	Label	Cases	Percentage
1	Yes	1132	97.3%
2	No	32	2.7%
Sysmiss		3101	

File LCS 2002 respondentsdatabase

#41 p1_123e: With 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.

#42 status: Survey status

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4265 /-] [Invalid=0 /-]
Definition	Refers to the status of the questionnaire after field operation.

Value	Label	Cases	Percentage
1	CON	24	0.6%
2	RET	4224	99.0%
3	TOS	17	0.4%

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 emp: Original employment

Information	[Type= continuous] [Format=numeric] [Range= 20-13433] [Missing=*]
Statistics [NW/ W]	[Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=304.568 / 97.879] [StdDev=532.795 / 278.834]
Definition	Total number of employees at the time of sampling.

#44 ategrp: Original ATE group

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4265 /-] [Invalid=0 /-]
Definition	Average total employment at the time of sampling.

Value	Label	Cases	Percentage
1	20-99	635	14.9%
2	100-199	1801	42.2%
3	200 and over	1829	42.9%

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 newemp2: New employment

Information	[Type= continuous] [Format=numeric] [Range= 16-12691] [Missing=*]
Statistics [NW/ W]	[Valid=4254 / 24303.955] [Invalid=11 / 81.695] [Mean=302.608 / 104.353] [StdDev=590.638 / 310.274]
Definition	Total number of employees during field operations.

#46 ategrp02: New ATE group

Information	[Type= discrete] [Format=numeric] [Range= 1-3] [Missing=*]
Statistics [NW/ W]	[Valid=4265 /-] [Invalid=0 /-]
Definition	Average total employment during field operation.

Value	Label	Cases	Percentage
1	20-99	1164	27.3%
2	100-199	1339	31.4%
3	200 and over	1762	41.3%

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.

#47 psic: Old 6 digit original industry code

Information	[Type= discrete] [Format=numeric] [Range= 1-545] [Missing=*]
Statistics [NW/ W]	[Valid=4265 /-] [Invalid=0 /-]
Definition	Original six digit industry code at the time of sampling.

File LCS 2002 respondentsdatabase

#47 psic: Old 6 digit original industry code

Frequency table not shown (545 Modalities)

#48 rpsic: Old 3/4 digit original industry code

Information [Type= discrete] [Format=numeric] [Range= 1-58] [Missing=*]

Statistics [NW/ W] [Valid=4265 /-] [Invalid=0 /-]

Definition Original 3 to 4 digit industry code at the time of sampling.

Frequency table not shown (58 Modalities)

#49 psic_02: New 6 digit industry code

Information [Type= discrete] [Format=numeric] [Range= 1-522] [Missing=*]

Statistics [NW/ W] [Valid=4265 /-] [Invalid=0 /-]

Definition New 6 digit industry code during fird operation.

Frequency table not shown (522 Modalities)

#50 rpsic02: New 3/4 digit new industry code

Information [Type= discrete] [Format=numeric] [Range= 1-58] [Missing=*]

Statistics [NW/ W] [Valid=4265 /-] [Invalid=0 /-]

Definition Three to four industry code during fird operation.

Frequency table not shown (58 Modalities)

#51 oldcell: Original PSIC and ATE

Information [Type= discrete] [Format=numeric] [Range= 1-168] [Missing=*]

Statistics [NW/ W] [Valid=4265 /-] [Invalid=0 /-]

Definition Combination of the industry code and average total employment at the time of sampling.

Frequency table not shown (168 Modalities)

#52 newcel02: New PSIC and ATE

Information [Type= discrete] [Format=numeric] [Range= 1-169] [Missing=*]

Statistics [NW/ W] [Valid=4265 /-] [Invalid=0 /-]

Definition Combination of the industry code and average total employment during field operations.

Frequency table not shown (169 Modalities)

#53 lcs: LCS responding establishments

Information [Type= continuous] [Format=numeric] [Range= 1-193] [Missing=*]

Statistics [NW/ W] [Valid=4265 / 24385.65] [Invalid=0 / 0] [Mean=47.33 / 35.041] [StdDev=51.825 / 33.88]

Definition Establishments that respond to Labor Cost queries.

#54 buf_lcs: Blowing up factor

Information [Type= continuous] [Format=numeric] [Range= 1-117.5] [Missing=*]

Statistics [NW/ W] [Valid=4265 /-] [Invalid=0 /-] [Mean=5.718 /-] [StdDev=11.499 /-]

Definition This is the blowing up or inflation factor for each sample value to derive the estimated value.

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Reports and analytical documents

BITS 2002/2003 Documentation, Bureau of Labor and Employment Statistics, June 2010, Philippines [phl], English [eng], "BITS 2003_v2.pdf"

2003 BITS Metadata, Bureau of Labor and Employment Statistics, August 2004, Philippines [phl], English [eng], "External Resources\Post Field\Metadata and Primer\2003 BITS Metadata.PDF"

Labstat Updates on Employment, Bureau of Labor and Employment Statistics, Philippines [phl], English [eng], "External Resources\Post Field\Survey Results\Labstat Updates\Labstat on Employment.zip"

Description

A 7-part series that presents the results of the BITS 2003 on employment.

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Vol. 8 No. 12 SURVEY OF EMPLOYMENT IN NON-AGRICULTURAL ESTABLISHMENTS WITH 20 OR MORE WORKERS: JUNE 2003 (First of a series on Employment)
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 Vol. 9 No. 11 STATISTICS ON AGENCY-HIRED WORKERS IN NON-AGRICULTURAL ESTABLISHMENTS WITH 20 OR MORE WORKERS: 2003 (Fourth of a series on Employment)
 Vol. 9 No. 12 STATISTICS ON ESTABLISHMENTS RESORTING TO CONTRACTING OUT JOBS/SERVICES (Fifth of a series on Employment)
 Vol. 9 No. 13 STATISTICS ON OUTPUT-RATED WORKERS IN NON-AGRICULTURAL ESTABLISHMENTS WITH 20 OR MORE WORKERS: 2003 (Sixth of a series on employment)
 Vol. 9 No. 14 STATISTICS ON COMMISSION WORKERS IN NON-AGRICULTURAL ESTABLISHMENTS WITH 20 OR MORE WORKERS: 2003 (Seventh of a series on employment)

Labstat Updates on Industrial Relations, Bureau of Labor and Employment Statistics, Philippines [phl], English [eng], "External Resources\Post Field\Survey Results\Labstat Updates\Labstat Updates-Industrial Relations.zip"

Description

A 7-part series that presents the results of the BITS 2003 on industrial relations.

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Vol. 8 No. 13 EXTENT OF UNIONISM (First of a series on Labor Relations)
 Vol. 8 No. 14 HIRING PRACTICES IN NON-AGRICULTURAL ESTABLISHMENTS (Second of a series on Labor Relations)
 Vol. 8 No. 16 METHODS USED IN FIXING OR REVISING WAGES AND SALARIES . . . (Third of a series on Labor Relations)
 Vol. 8 No. 22 WELFARE BENEFITS ... TOP TEN (Fourth of a series on Labor Relations)

Labstat Updates on Labor Cost, Bureau of Labor and Employment Statistics, Philippines [phl], English [eng], "External Resources\Post Field\Survey Results\Labstat Updates\Labstat Updates - Labor Cost.zip"

Description

An 8-part series that presents the results of the BITS 2003 on employment.

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Vol. 8 No. 15 LABOR COST IN THE PHILIPPINES (First of a series)
 Vol. 8 No. 23 LABOR COST IN THE PHILIPPINES (Second of an eight-part series)
 Vol. 8 No. 24 LABOR COST IN THE PHILIPPINES (Third of an eight-part series)
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 Vol. 9 No. 8 LABOR COST IN THE PHILIPPINES (Seventh of an eight-part series)
 Vol. 9 No. 9 LABOR COST IN THE PHILIPPINES (Eight of an eight-part series)

Highlights of Results of the 2002/2003 BLES Integrated Survey, Bureau of Labor and Employment Statistics, October 2004, Philippines [phl], English [eng], "External Resources\Post Field\Survey Highlights\2003 BITS SurveyHighlights.pdf"

Description

This document presents the highlights of the results of the 2002/2003 BLES Integrated Survey

Abstract

The 2002/2003 BLES Integrated Survey (BITS) is a one-survey approach that collects data previously gathered through BLES regular surveys such as Employment, Hours and Earnings Survey (EHES), Industrial Relations at the Workplace Survey (IRWS), Occupational Injuries Survey (OIS) and Labor Cost Survey (LCS). This revised survey operation was adopted in view of the need to reduce respondent burden, improve timeliness of information, and maximize the use of limited resources available for the data generation activities in the Department of Labor and Employment (DOLE).

The 2002/2003 BITS is a nationwide survey of non-agricultural establishments with 20 or more workers. It aims to provide an integrated data set on employment, labor relations, labor cost and occupational safety at the workplace. To some extent, the survey also collects some of the data requirements to measure decent work in the Philippines.

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Questionnaires

BLES Integrated Survey 2003 Questionnaire, Bureau of Labor and Employment Statistics, Philippines [phl], English [eng], "External Resources\Pre-Field\Survey Instruments\Questionnaire\2003 BITS Questionnaire.PDF"

Description

This document contains the 2003 BLES Integrated Survey Questionnaire

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 Part II - Employment
 Part III - Industrial Relations Practices
 Part IV - Occupational Injuries
 Part V - Labor Costs
 Part VI - Certification
 Part VII - Survey Personnel

Administrative documents

NSCB Survey Clearance, National Statistical Coordination Board, February 2003, Philippines [phl], English [eng], "External Resources\Pre-Field\Survey Clearance\2003 BITS Statistical Survey Notification Form.pdf"

Guidelines for Validation of Records of Sampling Frame, Bureau of Labor and Employment Statistics, February 2003, Philippines [phl], English [eng], "External Resources\Pre-Field\Survey Instruments\Guidelines\2003 BITS Guidelines for Validation of Records of Sampling Frame.PDF"

Description

This document contains the Guidelines in the Validation of Records for Sampling Frame 2003

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 B. Sampling Frame Validation Prooflist

BLES Integrated Survey 2003 Data Entry Guidelines, Bureau of Labor and Employment Statistics, October 2003, Philippines [phl], English [eng], "External Resources\Pre-Field\Survey Instruments\Guidelines\2003 BITS Data Entry Guidelines.PDF"

Description

This document contains data entry guidelines

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 PART III: Industrial Relations Practices
 PART IV: Occupational Injuries
 PART V: Labor Cost of Employees
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BLES Integrated Survey 2003 Office Editing Guidelines, Bureau of Labor and Employment Statistics, August 2003, Philippines [phl], English [eng], "External Resources\Pre-Field\Survey Instruments\Guidelines\2003 BITS Office Editing Guidelines.PDF"

Description

This document contains Office Editing Guidelines for BITS 2003.

Abstract

Office editing guidelines are useful in reviewing the completeness and consistency of submitted survey data. These guidelines are prepared to help reviewers detect and correct errors in the accomplished questionnaires to ensure processing of correct information.

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BLES Integrated Survey 2003 Field Operations Manual, Bureau of Labor and Employment Statistics, July 2003, Philippines [phl], English [eng], "External Resources\Pre-Field\Survey Instruments\Manual\2003 BITS Field Operations Manual.pdf"

Description

This document contains the field operations manual of BITS 2003.

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 CHAPTER 4 ADMINISTRATIVE CONCERNS
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BLES Integrated Survey 2003 Work and Financial Plan, Bureau of Labor and Employment Statistics, May 2003, Philippines [phl], English [eng], "External Resources\Pre-Field\Work and Financial Plan\2003 BITS Work and Financial Plan.pdf"

Description

This document contains 2003 BLES Integrated Survey Work and Financial Plan

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References

Philippine Standard Geographical Classification, National Statistical Coordination Board, Philippines [phl], English [eng], "External Resources\Field\Classifications\GEOCODE.sav"

Description

The GEO Code is the 9-digit code to denote the geographical location of the establishment. The first and second digits refer to the region, the third and fourth digits to the province, the fifth and sixth digits to the city/municipality and the last three digits to the barangay.

1994 Philippine Standard Industrial Classification, National Statistical Coordination Board, Philippines [phl], English [eng], "External Resources\Field\Classifications\PSIC.pdf"

Description

The Philippine Standard Industrial Classification (PSIC) is a statistical classification of economic activities obtaining in the country.

Abstract

For purposes of international comparability, this industrial classification system is patterned after the United Nations International Standard Industrial Classification (ISIC) with some modifications to suit national situation and requirements.

The PSIC serves as a guide in the classification of establishments according to their economic activity useful for economic analysis.

The 1994 PSIC provides a Summary of Classification Scheme which presents a list of the major division, divisions, and their corresponding number of groups, classes and sub-classes, and a Detailed Classification presenting the hierarchy of categories of industries. The code numbers in the 1994 PSIC are so designated that: the first two digits represent the division, the first two digits and the third digit, taken together, indicate the group, the first three digits and the fourth digit, taken together, indicate the class, and all five digits identify the sub-class of industries.

Philippine Standard Occupational Classification, National Statistical Coordination Board, Philippines [phl], English [eng], "External Resources\Field\Classifications\PSOC.pdf"

Description

The PSOC is a statistical classification of the different occupational groups of the working population, including the military workforce.

Abstract

It serves the needs of statistical operations and activities, such as censuses and surveys, job placement and recruitment services, vocational training and guidance, immigration purposes and related activities.

It also provides a basis for manpower/educational planning and policy decision-making.

For classification purposes, an occupation is defined as the "type of work a person does to earn his living." What a man does for a living defines the occupational classification group where he belongs irrespective of the industry in which he is employed. In the case of a person with dual activity, three criteria may be used to determine the principal activity he is engaged in: time, skill (where applicable) and income.

2003 BITS Primer, Bureau of Labor and Employment Statistics, Philippines [phl], English [eng], "External Resources\Post Field\Metadata and Primer\2003 BITS Primer.PDF"

BITS 2003 Publication Tables on Employment, BITS 2003 Publication Tables on Employment, Philippines [phl], English [eng], "External Resources\Post Field\Publication Tables\BITS 2003 Publication Tables - Employment Profile.pdf"

Description

Publication tables generated on BITS 2003 - Employment

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