



LABOR AND POPULATION

# The American Working Conditions Survey Data

Codebook and Data Description

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## PREFACE

This codebook describes the content and structure of the American Working Conditions Survey data (AWCS) which was fielded on the RAND American Life Panel (ALP) in 2015. The main purpose of the AWCS is to collect detailed information on a broad range of working conditions in the American workplace. This codebook is for an analysis dataset created from the raw data. Due to the complexity of the survey design (randomized question ordering, complex skip patterns etc.) we are providing an analysis data set that includes recoded variables, data labels, and value labels as well as variable notes. The original raw data can be downloaded from the ALP website - [RAND ALP Data Pages](#) MS436. Note that the sample weights have been revised and are available in the analytic data set mentioned in the next paragraph.

These data are used to conduct analyses presented in our main report “Working Conditions in the United States: Results of the 2015 American Working Conditions Survey.” The data set and codebook, along with the the main report and additional research briefs, are available at <https://www.rand.org/education-and-labor/projects/american-working-conditions.html>.

Due to its sample size, national representativeness and the availability of individual characteristics, the AWCS allows one to study the levels and distributions of a range of working conditions in the population. Thus, we hope that the AWCS will serve as an important complement to standard data sets such as the Current Population Survey (CPS), the National Compensation Survey, and the Employee Benefits Survey.

The AWCS has several other important advantages. First, the survey instrument used by the AWCS was closely harmonized with the [European Working Conditions](#) Survey (EWCS), also fielded in 2015 across a representative sample of workers in 35 countries in Europe. This allows comparison of working conditions in the U.S. with those in a broad array of European countries. Second, to gauge the effect of working conditions on employment, the AWCS not only solicits current working conditions from those employed, but also desired working conditions and self-assessed willingness to work from those who are unemployed and not in the labor force. Third, the AWCS has a planned panel component, so that subsequent employment decisions and working conditions can be directly related to earlier working conditions. Finally, the public nature of the ALP allows researchers to combine the data on working conditions from the AWCS to any other ALP survey.

The American Working Conditions Survey data are being released on an “as is” basis as a public service to the research community. American Working Conditions Survey project staff will not provide advice on analytic or data reduction strategies for these data, except for the advice provided in this codebook, although we welcome feedback if any errors are discovered.

**ALP MS436  
AMERICAN WORKING CONDITIONS SURVEY**

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## SURVEY DESCRIPTION

The American Working Conditions Survey (AWCS) was fielded to RAND American Life Panel (ALP) respondents between 7/14/2015 and 10/14/2015. The ALP is a nationally representative (when weighted) sample of individuals residing in the U.S. who have agreed to participate in regular online surveys. Respondents who do not have a computer at home are provided both a computer and internet access, so that the panel is representative of all individuals in the U.S., not just Internet users. Since its inception in 2006, the ALP has fielded over 400 surveys on a wide variety of topics including health, employment and retirement. All surveys are publicly available (after an embargo period) and can be linked to one another. For more details about the RAND ALP, see <https://alpdata.rand.org>.

The AWCS includes several questions that are harmonized with the concurrently fielded European Working Conditions Survey (EWCS), now in its 6<sup>th</sup> wave of data collection (since it began in 1991). For more about the EWCS, see <http://www.eurofound.europa.eu/european-working-conditions-surveys-ewcs>. The AWCS collected information on several dimensions of working conditions, which were chosen because they are particularly relevant for understanding work sustainability. We also collected general information about the job/firm (number of workers, tenure), work-life balance, managerial support and detailed health information. Additionally, the AWCS includes information on nonworkers—when they last worked, why they left their last job, current job search activities, perceived barriers to finding work and preferences over job attributes. However, in this report we focus on workers only. We received 3,131 responses, representing an 64 percent response rate from our sample frame of all ALP respondents ages 18-71 drawn from a probability-based sample.<sup>1</sup>

After weighting the AWCS compares well with the CPS on the proportion of Americans working for pay and (conditional on working for pay) the proportions self-employed and working part-time (defined as fewer than 35 hours per week) and average hours worked per week. In the AWCS, three-quarters of men and just over two-thirds of women ages 18-71 worked for pay in the third quarter of 2015.

Table 1. Unweighted counts

Working for pay	2,112
Unemployed - not working for pay but looking for work	302
Not working for pay and NOT looking for work	717
Total	3,131

The panel nature of the ALP allows for demographic variables to be collected each quarter and the most up-to-date responses were included in the data download in addition to responses to the questionnaire. The AWCS questionnaire contained two modules: an initial survey for employment status (given to all respondents) as well as job preference questions for those unemployed and out of the labor force, and a set of working conditions questions that were given only to respondents who were currently employed.

### **Generated and Random Order Variables**

A number of variables in this analytic dataset were generated from components. For example all of the unemployment duration and job tenure variables are combined year/month responses (e.g. one year and three months is recoded as 15 months). We also used Autor and Dorn's (2013) code to generate a 1990 Standard Occupation Classification from our current occupation reporting to re-classify workers into their categories. See occ1990dd (pg. 89) and the associated notes.

In keeping with the European Working Conditions Survey, response categories for some variables were randomized. In this analytic data set we have unscrambled the variables and provided a variable label; when appropriate we also provide value labels.

<sup>1</sup> The ALP also includes some respondents drawn from non-probability-based convenience samples (e.g., referrals from current respondents) and respondent-driven samples. Before fielding the AWCS to probability-based respondents, we pilot tested the survey on a small (N=50) sample of non-probability-based respondents.

## **Weights**

We developed survey weights that are specific to the AWCS. The raked sample weights used July 2015 Current Population Survey Outgoing Rotation Group as the target population for developing the weights. We recommend using the weights in all cross tabulations. Users should use “analytic weights” if they are using Stata (e.g. tab q1 [aw=weight])

## DATASET/CODEBOOK DESCRIPTION

### Survey Outline and General Information

This dataset was created from primary data collected using the American Life Panel – some variables such as the year/month variables for unemployment duration and job tenure, the permutation variables for the question ordering for randomized items – were collected from the ALP, but are not included in this dataset. Any variables from the original data can be merged to this dataset by means of the unique individual identifier `prim_key`. This is a STATA dataset and was created using version 15.

The survey modules were fielded to respondents in the following order, where all post-screener modules were asked of employed respondents who agreed to answer additional questions:

#### Survey Modules:

##### I. Screener

##### II. Introduction to Additional Questions

1. Background Work Characteristics
2. Hours/Schedule
3. Control over Hours
4. PTO/Benefits
5. Location
6. Work Life Balance
7. Autonomy
8. Pace
9. Learning on the Job
10. Working with Others
11. Physical Demands
12. Physical Exposure
13. Manager/Management
14. Stress
15. Meaningful Work
16. Health
17. Wage/Annual Salary
18. Wrap Up

In this codebook, follow-up text for skipped questions is suppressed. Variable labels reflect labels used in the dataset, and accordingly may not reflect the full description used in the questionnaire. The questionnaire for MS436 can be downloaded from the [RAND ALP Data Pages](#) website.

Questions recorded here in ALP pre-loaded demographics section are recorded from the MS9002 questionnaire.

### Notes Embedded into the STATA Dataset

Notes about codes for missing values and survey questions of the stubs that do not concern permutations are available in the dataset.

To search a note on missing values codes, type the following in the command bar: `notes search missing`

To search a note on a specific stub, type the following command: `notes search [stubname]`

- For example, “`notes search w11c`” will return the survey question of the `w11c` variables.

The stub’s survey question is also included in each of the variables corresponding to that stub. Typing the following: `note [varname]` will return the survey question of the stub it falls under.

- For example, “`note w11ca`” will return the survey question of the `w11c` variables.

There is a brief note that explains which questions were randomized and how to interpret a variable with the stub *perm*. To see this note, type the following command: `notes search perm`. However, you will need to consult the codebook for more detailed information on how to interpret them.

### Coding for Missing Values

Each question in the survey may have one or more of the following types of missing values:

Value	Value Label
.d	Don't know
.n	Not applicable
.r	Refused
.s	Skipped
.e	Edited/mismatched skip pattern

### Variable Notations for "Select/Check/Choose' All that Apply" Questions

Questions that have the "select/check/choose all" option are q99, w15, w23, w31, n1a. For these variables, 0 (No) was imputed when the respondent was asked the question but did not select any of the options. Each variable under these question stubs end with an "sn" instead of a letter, where n=1, ..., N=number of question options or dimensions.

### Understanding Permutation Variables

Permutations for randomized fills are available in perm[question stub]<sub>n</sub> where n= 1,... ,N = number of dimensions. The following questions were randomized: w11, w11c, n4, q27, q41a, n1a, q49, q50, q51, q45, q46, q61, q57, q24, q23, q58, q61\_4, q52, q77, q65, q70, q71, n3, q69, q69s, and ef9.

Permutation variables are noted with the stub **perm**. These variables contain which question the respondent received in the given order. The general structure is as follows: perm[question stub]<sub>n</sub> = q, where n indicates the order that it was asked, and q indicates the particular question that was asked. The number q will correspond to its alphabetical representation (i.e. 1 = a, 2 = b, ..., 26 = z).

For example, consider a set of values for a particular respondent in the permw11 series:

Variable Name	Value	Question Asked	Order Asked
permw11_1	10	W11j	1st
permw11_2	12	W11l	2nd
permw11_3	7	W11g	3rd
permw11_4	11	W11k	4th
permw11_5	1	W11a	5th
permw11_6	5	W11e	6th
permw11_7	4	W11d	7th
permw11_8	3	W11c	8th
permw11_9	9	W11i	9th
permw11_10	2	W11b	10th
permw11_11	6	W11f	11th
permw11_12	8	W11h	12th

The above shows that permw11\_1 = 10 and permw11\_2 = 12. This means that this respondent was asked w11j first and asked w11l second.

Permutation variables were unscrambled with a corresponding set of variables that included the values of actual responses to ensure that correct answers are specified with the correct questions. Note that respondents who were not asked a given set of questions as it applies to skip patterns may have a missing value noted by a dot-s (.s).

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## ALP TECHNICAL VARIABLES

Variable Name: **prim\_key**  
Variable Label: PRIMARY KEY  
Format: String (Identifier)

*Applies to:* All respondents

*Notes:* This is the respondent's unique ID. It remains constant across survey modules in the ALP and can be used to match respondents across ALP surveys.

Variable Name: **tsstart**  
Variable Label: Date & time R started survey  
Format: Integer – timestamp

*Applies to:* All respondents

Variable Name: **tsend**  
Variable Label: Date & time R completed survey  
Format: Integer – timestamp

*Applies to:* All respondents

Variable Name: **timespent**  
Variable Label: Survey timing  
Format: Integer – timestamp

*Applies to:* All respondents

Variable Name: **timespent\_min**  
Variable Label: Survey timing (in minutes)  
Format: Integer – continuous

*Applies to:* All respondents

Variable Name: **recruitment\_type**  
Variable Label: RECRUITMENT TYPE  
Format: Integer – categorical

Value	Value Label
0	MS Internet
1	MS CATI
3	National Survey Project
6	Mailing Experiment
8	Vulnerable Population
9	RDS
11	ORC

*Applies to:* All respondents

*Notes:* For full explanation of recruitment types see <https://alpdata.rand.org./index.php?page=panelcomposition>

Variable Name: **webtv**  
Variable Label: PROVIDED HARDWARE  
Format: Integer – categorical

Value	Value Label
0	None
1	Web TV
3	Hardware from us Stanford

*Applies to:* All respondents

Variable Name: **cs\_001**  
Variable Label: HOW PLEASANT INTERVIEW  
Format: Integer – categorical  
Survey Question: Could you tell us how interesting or uninteresting you found the questions in this interview?

Value	Value Label
1	Very interesting
2	Interesting
3	Neither interesting nor uninteresting
4	Uninteresting
5	Very uninteresting

*Applies to:* All respondents

Variable Name: **comment**  
Variable Label: Respondent comments  
Format: String

*Applies to:* All respondents

*Notes:* This contains comments that respondents provide at the end of the survey after answering cs\_001.

Variable Name: **randomsamp**

Variable Label: [none]

Format: Integer – categorical

Value	Value Label
0	No
1	Yes

*Applies to:* All respondents

*Notes:* For full explanation of random and non-random sampling types see

<https://alpdata.rand.org./index.php?page=panelcomposition>

Variable Name: **weight**

Variable Label: Raked Sample Weights

Format: Integer – continuous

Range: 0.029579 – 69.26507

*Applies to:* All respondents

*Notes:* For full explanation of recruitment types see <https://alpdata.rand.org./index.php?page=weights>

*Notes:* Raked sample weights generated for the AWCS using July Current Population Survey as target population

## ALP PRE-LOADED DEMOGRAPHICS

Variable Name: **gender**

Variable Label: GENDER

Format: Integer – categorical

Survey Question: What is your gender?

Value	Value Label
1	Male
2	Female

*Applies to:* All respondents

Variable Name: **calcage**

Variable Label: CALCULATED AGE

Format: Integer – continuous

Range: 18 – 71

*Applies to:* All respondents

Variable Name: **birthyear**

Variable Label: BIRTH YEAR

Format: Integer – continuous

Range: 44 – 96, where 44 represents 1944 and 96 represents 1996.

Survey Question: What is your birth date?

*Applies to:* All respondents

Variable Name: **currentlivingsituation**

Variable Label: CURRENT LIVING SITUATION

Format: Integer – categorical

Survey Question: Could you tell us what your current living situation is?

Value	Value Label
1	Married or living with a partner
2	Separated
3	Divorced
4	Widowed
5	Never married

*Applies to:* All respondents

*Notes:* This is the respondents' marital status.

Variable Name: **ethnicity**

Variable Label: ETHNICITY

Format: Integer – categorical

Survey Question: Do you consider yourself primarily white or Caucasian, Black or African American, American Indian, or Asian?

Value	Value Label
1	White/Caucasian
2	Black/African American
3	American Indian or Alaskan Native
4	Asian or Pacific Islander
5	Other

*Applies to:* All respondents

Variable Name: **ethnicity\_pacificislander**

Variable Label: ETHNICITY ASIAN OR PACIFIC ISLANDER

Format: Integer – categorical

Survey Question: Are you Asian or Pacific Islander?

Value	Value Label
1	Asian
2	Pacific Islander

*Applies to:* All respondents

Variable Name: **hispaniclatino**

Variable Label: HISPANIC LATINO

Format: Integer – categorical

Survey Question: Do you consider yourself Hispanic or Latino?

Value	Value Label
0	No
1	Yes

*Applies to:* All respondents

Variable Name: **hispaniclatino\_detail**

Variable Label: HISPANIC LATINO DETAIL

Format: Integer – categorical

Survey Question: Would you say that you are primarily Mexican American, Puerto Rican, Cuban, or something else?

Value	Value Label
1	Mexican American
2	Puerto Rican
3	Cuban
4	Something else

*Applies to:* Respondents who identify as Hispanic or Latino (hispaniclatino = Yes)

Variable Name: **borninus**

Variable Label: BORN IN US

Format: Integer – categorical

Survey Question: Where you born in the United States?

Value	Value Label
0	No
1	Yes

*Applies to:* All respondents

Variable Name: **citizenus**

Variable Label: CITIZEN US

Format: Integer – categorical

Survey Question: Are you a citizen of the United States?

Value	Value Label
0	No
1	Yes

*Applies to:* All respondents

Variable Name: **familyincome**

Variable Label: FAMILY INCOME

Format: Integer – categorical

Survey Question: Which category represents the total combined income of all members of your family (living here) during the past 12 months? This includes money from jobs, net income from business, farm or rent, pensions, dividends, interest, social security payments and any other money income received by members of your family who are 15 years of age or older.

Value	Value Label
1	Less than \$5,000
2	\$5,000 to \$7,499
3	\$7,500 to \$9,999
4	\$10,000 to \$12,499
5	\$12,500 to \$14,999
6	\$15,000 to \$19,999
7	\$20,000 to \$24,999
8	\$25,000 to \$29,999
9	\$30,000 to \$34,999
10	\$35,000 to \$39,999
11	\$40,000 to \$49,999
12	\$50,000 to \$59,999
13	\$60,000 to \$74,999
14	\$75,000 or more

*Applies to:* All respondents

Variable Name: **familyincome\_part2**

Variable Label: HIGHER INCOME FOLLOW UP CATEGORIES

Format: Integer – categorical

Survey Question: You told us that the total combined income of all members of your family (living here) during the preceding 12 months was more than \$75,000. Thinking about the total combined income of your family from all sources, approximately how much did members of your family receive during the previous 12 months?

Value	Value Label
1	\$75,000-\$99,999
2	\$100,000-\$124,999
3	\$125,000-\$199,999
4	\$200,000 or more

*Applies to:* Respondents reporting family income of \$75,000 or more (familyincome = 14)

Variable Name: **higesteducation**

Variable Label: HIGHEST EDUCATION

Format: Integer – categorical

Survey Question: What is the highest level of school you have completed or the highest degree you have received?

Value	Value Label
1	Less than 1st grade
2	1st,2nd,3rd,or 4th grade
3	5th or 6th grade
4	7th or 8th grade
5	9th grade
6	10th grade
7	11th grade
8	12th grade NO DIPLOMA
9	HIGH SCHOOL GRADUATE high school DIPLOMA or the equivalent (For example: GED)
10	Some college but no degree
11	Associate degree in college Occupational/vocational program
12	Associate degree in college Academic program
13	Bachelor's degree (For example: BA,AB,BS)
14	Master's degree (For example: MA,MS,MEng,MEd,MSW,MBA)
15	Professional School Degree (For example: MD,DDS,DVM,LLB,JD)
16	Doctorate degree (For example: PhD,EdD)

*Applies to:* All respondents

Stub Name: **currentjobstatus**

Stub Category: currentjobstatus

Format: Integer – categorical

Stub Question: What is your current employment situation?

Variable Name	Variable Label
currentjobstatus1	Working now
currentjobstatus2	Unemployed and looking for work
currentjobstatus3	Temporarily laid off, on sick or other leave
currentjobstatus4	Disabled
currentjobstatus5	Retired
currentjobstatus6	Homemaker
currentjobstatus7	Other

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* All respondents

Variable Name: **doyouwork**

Variable Label: DO YOU WORK

Format: Integer – categorical

Survey Question: Next are some questions about your current, main job. Do you work for someone else, are you self-employed, or what?

Value	Value Label
1	Work for someone else
2	Self-employed
3	Other

*Applies to:* Respondents who are currently working (currentjobstatus1 = Yes)

Variable Name: **typework**

Variable Label: TYPE WORK

Format: Integer – categorical

Survey Question: Which of the following categories best describes the type of work you [DO/DID]?

Value	Value Label
11	Management Occupations
13	Business and Financial Operations Occupations
15	Computer and Mathematical Occupations
17	Architecture and Engineering Occupations
19	Life, Physical, and Social Science Occupations
21	Community and Social Service Occupations
23	Legal Occupations
25	Education, Training, and Library Occupations

27	Arts, Design, Entertainment, Sports, and Media Occupations
29	Healthcare Practitioners and Technical Occupations
31	Healthcare Support Occupations
33	Protective Service Occupations
35	Food Preparation and Serving Related Occupations
37	Building and Grounds Cleaning and Maintenance Occupations
39	Personal Care and Service Occupations
41	Sales and Related Occupations
43	Office and Administrative Support Occupations
45	Farming, Fishing, and Forestry Occupations
47	Construction and Extraction Occupations
49	Installation, Maintenance, and Repair Occupations
51	Production Occupations
53	Transportation and Material Moving Occupations
55	Military Specific Occupations

*Applies to:* All respondents

*Note:* If never worked for pay item is skipped (.s)

Variable Name: **householdmembers**

Variable Label: HOUSEHOLD MEMBERS

Format: Integer – continuous

Range: 0 – 10

Survey Question: Now we would like to know about other members of your household, if there are any. How many other people live with you [other than your spouse or partner]? (enter 0 for no one else).

*Applies to:* All respondents

Variable Name: **stateborn**

Variable Label: BORN IN STATE

Format: Integer – categorical

Survey Question: In what state were you born?

*Applies to:* Respondents born in the United States (borninus = Yes)

Variable Name: **statereside**

Variable Label: STATE RESIDE

Format: Integer – categorical

Survey Question: Now we would like to know about where you live. In which state do you reside?

*Applies to:* All respondents

Where stateborn and statereside contain the following values:

Value	Value Label
1	ALASKA (AK)
2	ALABAMA (AL)
3	ARIZONA (AZ)
4	ARKANSAS (AR)

5	CALIFORNIA	(CA)
6	COLORADO	(CO)
7	CONNECTICUT	(CT)
8	DELAWARE	(DE)
9	FLORIDA	(FL)
10	GEORGIA	(GA)
11	HAWAII	(HI)
12	IDAHO	(ID)
13	ILLINOIS	(IL)
14	INDIANA	(IN)
15	IOWA	(IA)
16	KANSAS	(KS)
17	KENTUCKY	(KY)
18	LOUISIANA	(LA)
19	MAINE	(ME)
20	MARYLAND	(MD)
21	MASSACHUSETTS	(MA)
22	MICHIGAN	(MI)
23	MINNESOTA	(MN)
24	MISSISSIPPI	(MS)
25	MISSOURI	(MO)
26	MONTANA	(MT)
27	NEBRASKA	(NE)
28	NEVADA	(NV)
29	NEW HAMPSHIRE	(NH)
30	NEW JERSEY	(NJ)
31	NEW MEXICO	(NM)
32	NEW YORK	(NY)
33	NORTH CAROLINA	(NC)
34	NORTH DAKOTA	(ND)
35	OHIO	(OH)
36	OKLAHOMA	(OK)
37	OREGON	(OR)
38	PENNSYLVANIA	(PA)
39	RHODE ISLAND	(RI)
40	SOUTH CAROLINA	(SC)
41	SOUTH DAKOTA	(SD)
42	TENNESSEE	(TN)
43	TEXAS	(TX)
44	UTAH	(UT)
45	VERMONT	(VT)
46	VIRGINIA	(VA)
47	WASHINGTON	(WA)
48	WEST VIRGINIA	(WV)

49	WISCONSIN	(WI)
50	WYOMING	(WY)
51	DISTRICT OF COLUMBIA	(DC)
52	PUERTO RICO	(PR)

*Note:* State codes are not FIPS codes



## SCREENER

Variable Name: **q1**

Variable Label: labstat

Format: Integer – categorical

Survey Question: What is your current employment status?

Value	Value Label
1	Working for pay
2	Unemployed - not working for pay but looking for paid work
3	Not working for pay and NOT looking for paid work

*Applies to:* All respondents

Variable Name: **q1\_ret**

Variable Label: everretire

Format: Integer – categorical

Survey Question: Have you ever retired or partially retired from a job or business?

Value	Value Label
0	No
1	Yes

*Applies to:* All respondents ages 50 and older (calcage >= 50)

Variable Name: **q3\_occupation**

Variable Label: Q3 occupation

Format: String

Survey Question: In which category is your current occupation? Please start typing, and the list below will automatically fill with suggestions.

Please select an option from the list, then NEXT. If you do not see an option in the list below that is correct for you, then please type your full occupation in the text box, then click NEXT without selecting an option.

*Applies to:* Employed respondents (Q1 = Working for pay)

Variable Name: **q3\_occupationcode**

Variable Label: Q3 occupation code

Format: Integer – categorical

Survey Question: Please select an option from the list below.

Value	Value Label
11	Management
13	Business and Financial Operations
15	Computer and Mathematical
17	Architecture and Engineering
19	Life, Physical, and Social Science

21	Community and Social Service
23	Legal Occupations
25	Education, Training, and Library
27	Arts/Design/Entertainment/Sports/Media
29	Healthcare Practitioners and Technical
31	Healthcare Support Occupations
33	Protective Service Occupations
35	Food Preparation and Serving Related
37	Building/Grounds Cleaning & Maintenance
39	Personal Care and Service Occupations
41	Sales and Related Occupations
43	Office and Administrative Support
45	Farming, Fishing, and Forestry
47	Construction and Extraction
49	Installation, Maintenance, and Repair
51	Production Occupations
53	Transportation and Material Moving
55	Military Specific Occupations

*Applies to:* Employed respondents (Q1 = Working for pay)

*Notes:* Standard Occupational Classification (SOC) (2-digit). Although we asked respondents about their 6-digit SOC occupation, due to concerns about the reliability of this measure at a detailed level, we report occupations at the 2-digit SOC level only.

Variable Name: **q6**

Variable Label: selfemp

Format: Integer – categorical

Survey Question: Are you working as an employee or are you self-employed? If you are working as an employee for your own business, please select self-employed.

Value	Value Label
1	An employee
2	Self-employed

*Applies to:* Employed respondents (Q1 = Working for pay)

Variable Name: **q4d**

Variable Label: types of self-employment

Format: Integer – categorical

Survey Question: When you became self-employed, was it mainly through your own personal preference or because you had no other alternatives for work?

Value	Value Label
1	Mainly through own personal preferences
2	No other alternatives for work
3	A combination of both

4	Neither of these reasons
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*Applies to:* Employed respondents who are self-employed (Q6 = Self-employed)

Stub Name: **q99**

Stub Category: categories that apply to main paid job

Format: Integer – categorical

Stub Question: Which of the following categories apply to your main paid job? Please select all that apply.

Variable Name	Variable Label
q99s1	Sole director of own business
q99s2	Partner in business/practice
q99s3	Independent contractor
q99s4	Sub-contractor
q99s5	Freelance work
q99s6	Paid salary/wage from agency
q99s7	Other (please specify answer)

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who are self-employed (Q6 = Self-employed)

Variable Name: **q99\_other**

Variable Label: categories that apply to main paid job other

Format: String

Survey Question: (see q99)

*Applies to:* Employed respondents who are self-employed (Q6 = Self-employed) and answered “Yes” to q99s7.

*Notes:* This variable contains filled in responses of respondents answering q99s7.

Variable Name: **q9\_industry**

Variable Label: Q9 industry

Format: String

Survey Question: What is the main activity of [your company/the company where you work]? Please start typing, and the list below will automatically fill with suggestions.

Please select an option from the list, then NEXT. If you do not see an option in the list below that is correct for you, then please type your full industry in the text box, then click NEXT without selecting an option.

*Applies to:* Employed respondents (Q1 = Working for pay)

Variable Name: **q9\_industrycode**

Variable Label: Q9 industry code

Format: Integer – categorical

Survey Question: Please select an option from the list below.

Value	Value Label
11	Agriculture/Forestry/Fishing/Hunting
21	Mining/Quarrying/Oil/Gas Extraction
22	Utilities
23	Construction
31	Manufacturing
42	Wholesale Trade
44	Retail Trade
48	Transportation and Warehousing
51	Information
52	Finance and Insurance
53	Real Estate and Rental and Leasing
54	Professional, Scientific and Technical
55	Management of Companies and Enterprises
56	Admin/Support/Waste Mgmt/Remediation
61	Educational Services
62	Health Care and Social Assistance
71	Arts, Entertainment, and Recreation
72	Accommodation and Food Services
81	Other Services
92	Public Administration
99	Unclassified

*Applies to:* Employed respondents (Q1 = Working for pay)

*Notes:* These values correspond to the 2-digit North American Industry Classification System (NAICS) codes. Codes 32 – 33 were coded into 31, code 45 was coded into 44, and code 49 was coded into 48. “Other Services” exclude any public administration services. Although we asked respondents about their 6-digit NAICS industry, due to concerns about the reliability of this measure at a detailed level, we report industries at the 2-digit NAICS level only.

Variable Name: **q10**

Variable Label: sector

Format: Integer – categorical

Survey Question: Are you working in the ...?

Value	Value Label
1	private sector (for profit)
2	public sector
3	nonprofit sector

*Applies to:* Employed respondents (Q1 = Working for pay)

Variable Name: **w2\_duration**

Variable Label: Duration of unemployment (years)

Format: Integer – continuous

Possible Range: 0 – 60

Survey Question: How long have you been unemployed?

*Applies to:* Unemployed respondents (Q1 = Unemployed - not working for pay but looking for paid work)

*Notes:* This variable is a combination of w2\_years and w2\_months (neither which are included in the dataset).

Variable Name: **w7\_duration**

Variable Label: Time since working for pay among those out of the LF (years)

Format: Integer – continuous

Possible Range: 0 – 60

Survey Question: How long has it been since you worked for pay?

*Applies to:* Q1 = Not working for pay and NOT looking for paid work

*Notes:* This variable is a combination of w7\_years and w7\_months (neither which are included in the dataset).

Variable Name: **w8**

Variable Label: whynotwork

Format: Integer – categorical

Survey Question: What is the main reason you are not currently working for pay or searching for work at the present time?

Value	Value Label
1	I'm retired
2	I have a health problem or disability that limits my ability to work
3	I couldn't find a job
4	The jobs available to me don't pay enough
5	The jobs available to me aren't flexible enough
6	I want to do other things with my time
7	I volunteer
8	I care for children or other family members

*Applies to:* Respondents not in the labor force (Q1 = Not working for pay and NOT looking for paid work)

Variable Name: **w9**

Variable Label: workposs

Format: Integer – categorical

Survey Question: Is it possible you would return to paid employment or become self-employed in the future if you had the right opportunity?

Value	Value Label
0	No
1	Yes

*Applies to:* Respondents not in the labor force who have not worked for pay for some time (Q1 = Not working for pay and NOT looking for paid work, and w7\_duration > 0)

Stub Name: **w11**

Stub Category: newjobatt

Format: Integer – categorical

Stub Question: In thinking about possible work in the future, how important is it to you that your job...?

Variable Name	Variable Label
w11a	not physically demanding
w11b	control over own schedule
w11c	right number of hours
w11d	control how to do own work
w11e	work at own pace
w11f	not stressful
w11g	opportunities to work w/others
w11h	opportunities to learn new things
w11i	job security
w11j	opportunities for career advancement
w11k	moral/social/personal/spiritual significance
w11l	provide financially

Where each variable contains the following values:

Value	Value Label
1	Not important
2	Somewhat important
3	Important
4	Very important
5	Essential (I would not accept a job that did not have this attribute)

*Applies to:*

- Unemployed respondents (Q1 = Unemployed - not working for pay but looking for paid work)
- Respondents not in the labor force who have not worked for pay for some time but indicated they would return to employment if had the right opportunity (Q1 = Not working for pay and NOT looking for paid work, w7\_duration > 0, and W9 = Yes)
- Employed respondents who agreed to answer additional questions but are looking for another job (Q1 = Working for pay, additional = Yes, and N77 = Yes)

*Notes:* Order of w11a – w11l was randomized.

Stub Name: **permw11**

Stub Category: W11 permutation

Format: Integer – categorical

Range: 1 – 12

Stub Question: In thinking about possible work in the future, how important is it to you that your job...?

Variable Name	Variable Label
permw11_1	W11 permutation item 1
permw11_2	W11 permutation item 2
permw11_3	W11 permutation item 3
permw11_4	W11 permutation item 4
permw11_5	W11 permutation item 5
permw11_6	W11 permutation item 6
permw11_7	W11 permutation item 7
permw11_8	W11 permutation item 8
permw11_9	W11 permutation item 9
permw11_10	W11 permutation item 10
permw11_11	W11 permutation item 11
permw11_12	W11 permutation item 12

Where each variable contains one value between 1 – 12. For example, a respondent with a value of 3 in permw11\_1 means that the respondent was asked w11c first.

*Applies to:* (see w11)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Stub Name: **w11c**

Stub Category: newjobbene

Format: Integer – categorical

Stub Question: In thinking about a future job, how important are the following benefits:

Variable Name	Variable Label
w11ca	paid sick time
w11cb	paid vacation time
w11cc	paid holidays
w11cd	paid family leave
w11ce	health insurance
w11cf	dental insurance
w11cg	pension/retirement benefits
w11ch	life insurance
w11ci	disability insurance

Where each variable contains the following values:

Value	Value Label
1	Not important
2	Somewhat important
3	Important
4	Very important
5	Essential (I would not accept a job that did not have this attribute)

*Applies to:*

- Unemployed respondents (Q1 = Unemployed - not working for pay but looking for paid work)
- Respondents not in the labor force who have not worked for pay for some time but indicated they would return to employment if had the right opportunity (Q1 = Not working for pay and NOT looking for paid work, w7\_duration > 0, and W9 = Yes)
- Employed respondents who agreed to answer additional questions but are looking for another job (Q1 = Working for pay, additional = Yes, and N77 = Yes)

Notes: Order of w11ca – w11ci was randomized.

Stub Name: **permw11c**

Stub Category: W11c permutation

Format: Integer – categorical

Range: 1 – 9

Stub Question: In thinking about a future job, how important are the following benefits:

Variable Name	Variable Label
permw11c_1	W11c permutation item 1
permw11c_2	W11c permutation item 2
permw11c_3	W11c permutation item 3
permw11c_4	W11c permutation item 4
permw11c_5	W11c permutation item 5
permw11c_6	W11c permutation item 6
permw11c_7	W11c permutation item 7
permw11c_8	W11c permutation item 8
permw11c_9	W11c permutation item 9

Where each variable contains one value between 1 – 9. For example, a respondent with a value of 3 in permw11c\_1 means that the respondent was asked w11cc first.

Applies to: (see w11c)

Notes: Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Stub Name: **w15**

Stub Category: barrier

Format: Integer – categorical

Stub Question: Are any of the following barriers to finding a job? (check all that apply)

Variable Name	Variable Label
w15s1	lacks good professional network
w15s2	don't know where/how to look
w15s3	out of date skills
w15s4	potential jobs don't pay enough
w15s5	health issues
w15s6	lacks right kind of experience
w15s7	lacks right education/training
w15s8	difficulty writing & speaking English
w15s9	caregiving responsibilities

w15s10	lacks transportation
w15s11	potential employers: overqualified
w15s12	potential employers: too old
w15s13	no jobs available
w15s14	none of the above

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Unemployed respondents or respondents not in the labor force because they could not find work (Q1 = Unemployed - not working for pay but looking for paid work or W8 = I couldn't find a job)

Variable Name: **w17**

Variable Label: hrssearch

Format: Integer – continuous

Possible Range: 0 – 168

Survey Question: How many hours per week do you usually spend searching for work?

*Applies to:* Unemployed respondents (Q1 = Unemployed - not working for pay but looking for paid work)

Stub Name: **w19**

Stub Category: searchmeth

Format: Integer – categorical

Stub Question: How frequently do you use the following methods when searching for a job?

Variable Name	Variable Label
w19a	Newspaper/Trade publication (either electronic or print)
w19b	Internet-based job search site such as Monster.com™
w19c	Ask friends, relatives and colleagues about jobs
w19d	In-person/Walk-in
w19e	Social media site such as Facebook/LinkedIn
w19f	Other social media such as Twitter
w19g	Job Fairs/Hiring Halls
w19h	One stop centers/Help from government job services
w19i	Headhunter or private career coach

Where each variable contains the following values:

Value	Value Label
1	Multiple times per day
2	Every day
3	Multiple times per week
4	Every week

5	Once or twice per month
6	Every few months
7	Never

*Applies to:* Unemployed respondents (Q1 = Unemployed - not working for pay but looking for paid work)

Variable Name: **w21**

Variable Label: expunemp

Format: Integer – categorical

Survey Question: Have you worked for pay in the past, or are you a first-time job seeker?

Value	Value Label
1	Previously worked for pay
2	First-time job seeker

*Applies to:* Unemployed respondents (Q1 = Unemployed - not working for pay but looking for paid work)

Variable Name: **w23**

Variable Label: sepreason

Format: Integer – categorical

Survey Question: Which of the following best describe how your last job ended? (choose all that apply)

Variable Name	Variable Label
w23s1	quit
w23s2	dismissed/ fired
w23s3	laid-off / downsized
w23s4	firm/plant closure
w23s5	retired
w23s6	became disabled
w23s7	other

*Applies to:* Unemployed respondents who have previously worked for pay, and respondents not in the labor force who have not worked for pay for some time (Q1 = Unemployed - not working for pay but looking for paid work and W21 = Previously worked for pay, or w7\_duration > 0).

Variable Name: **w23\_other**

Variable Label: sepreason other

Format: String

Survey Question: (see w23)

*Applies to:* Unemployed respondents who have previously worked for pay, and respondents not in the labor force who have not worked for pay for some time (Q1 = Unemployed - not working for pay but looking for paid work and W21 = Previously worked for pay, or w7\_duration > 0).

*Notes:* This variable contains filled in responses of respondents answering w23s7.

Variable Name: **w25\_duration**

Variable Label: Previous tenure duration (years)

Format: Integer – continuous

Possible Range: 0 – 60

Survey Question: How long did you work at your last job?

*Applies to:* Unemployed respondents who have previously worked or pay (Q1 = Unemployed - not working for pay but looking for paid work and W21 = Previously worked for pay)

*Notes:* This variable is a combination of w25\_years and w25\_months (neither which are included in the dataset).

Variable Name: **w27\_industry**

Variable Label: W27 industry

Format: String

Survey Question: What was the main activity of the company or organization at which you last worked? Please start typing, and the list below will automatically fill with suggestions.

Please select an option from the list, then NEXT. If you do not see an option in the list below that is correct for you, then please type your full industry in the text box, then click NEXT without selecting an option.

*Applies to:* Unemployed respondents who have previously worked for pay (Q1 = Unemployed - not working for pay but looking for paid work and W21 = Previously worked for pay)

Variable Name: **w27\_industrycode**

Variable Label: W27 industry code

Format: Integer – categorical

Survey Question: Please select an option from the list below.

Value	Value Label
11	Agriculture/Forestry/Fishing/Hunting
21	Mining/Quarrying/Oil/Gas Extraction
22	Utilities
23	Construction
31	Manufacturing
42	Wholesale Trade
44	Retail Trade
48	Transportation and Warehousing
51	Information
52	Finance and Insurance
53	Real Estate and Rental and Leasing
54	Professional, Scientific and Technical
55	Management of Companies and Enterprises
56	Admin/Support/Waste Mgmt/Remediation
61	Educational Services
62	Health Care and Social Assistance

71	Arts, Entertainment, and Recreation
72	Accommodation and Food Services
81	Other Services
92	Public Administration
99	Unclassified

*Applies to:* Unemployed respondents who have previously worked for pay (Q1 = Unemployed - not working for pay but looking for paid work and W21 = Previously worked for pay)

*Notes:* These values correspond to the 2-digit North American Industry Classification System (NAICS) codes. Codes 32 – 33 were coded into 31, code 45 was coded into 44, and code 49 was coded into 48. “Other Services” exclude any public administration services. Although we asked respondents about their 6-digit NAICS industry, due to concerns about the reliability of this measure at a detailed level, we report industries at the 2-digit NAICS level only.

Variable Name: **w29\_occupation**

Variable Label: W29 occupation

Format: String

Survey Question: What was your occupation at your previous employer? Please start typing, and the list below will automatically fill with suggestions.

Please select an option from the list, then NEXT. If you do not see an option in the list below that is correct for you, then please type your full occupation in the text box, then click NEXT without selecting an option.

*Applies to:* Unemployed respondents who have previously worked for pay (Q1 = Unemployed - not working for pay but looking for paid work and W21 = Previously worked for pay)

Variable Name: **w29\_occupationcode**

Variable Label: W29 occupation code

Format: Integer – categorical

Survey Question: Please select an option from the list below.

Value	Value Label
11	Management
13	Business and Financial Operations
15	Computer and Mathematical
17	Architecture and Engineering
19	Life, Physical, and Social Science
21	Community and Social Service
23	Legal Occupations
25	Education, Training, and Library
27	Arts/Design/Entertainment/Sports/Media
29	Healthcare Practitioners and Technical
31	Healthcare Support Occupations
33	Protective Service Occupations
35	Food Preparation and Serving Related
37	Building/Grounds Cleaning & Maintenance
39	Personal Care and Service Occupations

41	Sales and Related Occupations
43	Office and Administrative Support
45	Farming, Fishing, and Forestry
47	Construction and Extraction
49	Installation, Maintenance, and Repair
51	Production Occupations
53	Transportation and Material Moving
55	Military Specific Occupations

*Applies to:* Unemployed respondents who have previously worked for pay (Q1 = Unemployed - not working for pay but looking for paid work and W21 = Previously worked for pay)

*Notes:* Standard Occupational Classification (SOC) (2-digit). Although we asked respondents about their 6-digit SOC occupation, due to concerns about the reliability of this measure at a detailed level, we report occupations at the 2-digit SOC level only.

Stub Name: **w31**

Stub Category: leavreas

Format: Integer – categorical

Stub Question: What factors were most important in choosing to leave your last job? (choose all that apply)

Variable Name	Variable Label
w31s1	not enough pay
w31s2	conflict w/boss or coworkers
w31s3	want to work fewer hours
w31s4	want different work schedule
w31s5	can't control how to do own work
w31s6	too stressful
w31s7	lack opportunities to develop new skills
w31s8	lack promotion opportunities
w31s9	personal health issue
w31s10	family health issue
w31s11	relocated to another area
w31s12	want to do other things w/time
w31s13	spouse retired
w31s14	other

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Unemployed respondents who have previously worked for pay and indicated that they quit or retired from their last job (W23 = Quit or W23 = Retired).

Variable Name: **w31\_other**  
 Variable Label: leavreas other  
 Format: String  
 Survey Question: (see w31)

*Applies to:* Unemployed respondents who have previously worked for pay and indicated that they quit or retired from their last job (W23 = Quit or W23 = Retired).

*Notes:* This variable contains filled in responses of respondents answering w31s14.

Stub Name: **ef11a**

Stub Category: auxiliary earnings

Format: Integer – categorical

Stub Question: Did you earn income from any of the following (please exclude income you earn by taking our surveys) in 2014?

Variable Name	Variable Label
ef11aa	Regular part-time work
ef11ab	Temporary work
ef11ac	Independent contracting or consulting
ef11ad	On-demand services
ef11ae	Internet-based sales of goods
ef11af	Online labor markets
ef11ag	Home-based sales of goods or services
ef11ah	Day labor
ef11ai	Other (please specify answer)

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* All respondents

*Notes:* This question was asked to employed respondents in the wage/annual salary section of the survey.

Variable Name: **ef11ai\_other**

Variable Label: other

Format: String

Survey Question: (see ef11a)

*Applies to:* All respondents

*Notes:* This variable contains filled in responses of respondents answering ef11ai.

Stub Name: **ef11ax\_earnings**

Stub Category: auxiliary earnings

Format: Integer – continuous, in dollars rounded to the nearest one

Survey Question: (see efl1a)

*Applies to:* All respondents

*Notes:* This variable contains the amount of earnings from those responding “Yes” to a category **x**, where **x** represents letters a – i. For instance, efl1aa\_earnings is the amount that the respondent earned from regular part-time work. The variable labels are the same as that in the stub efl1a, but ends with “earnings.”

Variable Name: **ef11b**

Variable Label: housinc

Format: Integer – categorical

Survey Question: Which category represents the total combined income of all members of your HOUSEHOLD during the past 12 months? This includes money from jobs, net income from business, farm or rent, pensions, dividends, interest, social security payments and any other money income received.

Value	Value Label
1	Less than \$5,000
2	5,000 to 7,499
3	7,500 to 9,999
4	10,000 to 12,499
5	12,500 to 14,999
6	15,000 to 19,999
7	20,000 to 24,999
8	25,000 to 29,999
9	30,000 to 34,999
10	35,000 to 39,999
11	40,000 to 49,999
12	50,000 to 59,999
13	60,000 to 74,999
14	75,000 to 99,999
15	100,000 to 149,999
16	150,000 or more

*Applies to:* All respondents

*Notes:* This question was asked to employed respondents in the wage/annual salary section of the survey.

Stub Name: **ef3**

Stub Category: outactivhrs

Format: Integer – continuous

Possible Range: 0 – 168

Survey Question: How many hours per week are you involved in any of the following activities? (If you do not do a particular activity, please indicate 0 hours spent. Please use .5 for 30 minute increments, if appropriate.)

Variable Name	Variable Label
ef3a	Watching television
ef3b	Spending time on your smart phone or personal computer
ef3c	Attending sporting, cultural or other leisure activities outside your home
ef3d	Gardening and repairs
ef3e	Cooking and housework
ef3f	Participating in sports, exercise or recreation
ef3g	Voluntary or charitable activity
ef3h	Political/trade union activity
ef3i	Taking a training or education course
ef3j	Receiving care or treatment from a medical professional
ef3k	Caring for myself for medical reasons
ef3l	Caring for elderly or disabled relatives
ef3m	Caring for or educating your (nondisabled) children or grandchildren

*Applies to:* All respondents

*Notes:* This question was asked to employed respondents in the wrap up section of the survey.

Variable Name: **Is1**

Variable Label: life satisfaction

Format: Integer – categorical, in Likert scale

Possible Range: 1 – 10, where 1 is “very dissatisfied” and 10 is “very satisfied.”

Survey Question: Using a scale of 1 to 10 where 1 means "Very dissatisfied" and 10 means "Very satisfied", how do you feel about your life as a whole right now?

*Applies to:* All respondents

*Notes:* This question was asked to employed respondents in the wrap up section of the survey.

## INTRODUCTION TO ADDITIONAL QUESTIONS

Variable Name: **additional**

Variable Label: additional questions

Format: Integer – categorical

Survey Question: We would now like to ask you some questions about THE WORKING CONDITIONS ON YOUR MAIN JOB. Topics include your working time arrangements, how much autonomy you have at work, opportunities for skill development, work-life balance, earnings and financial security, as well as work and health. You will earn an extra \$10 if you complete this portion of the survey. Would you like to take the rest of the survey?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents (Q1 = Working for pay)

## BACKGROUND WORK CHARACTERISTICS

Variable Name: **q11**

Variable Label: estsize

Format: Integer – categorical

Survey Question: How many people work at your workplace (at the local site)? If you work in multiple locations, please describe the workplace where you do most of your work.

Value	Value Label
1	1 (I work alone)
2	2-5
3	6-10
4	11-24
5	25-49
6	50-99
7	100-249
8	250-499
9	500+

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q11a**

Variable Label: multiloc

Format: Integer – categorical

Survey Question: Does your company or organization have multiple business locations?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q11b**

Variable Label: firmsize

Format: Integer – categorical

Survey Question: Considering all of the locations, how many people in total work for your company or organization?

Value	Value Label
1	1 (I work alone)
2	2-5
3	6-10
4	11-24
5	25-49
6	50-99
7	100-249
8	250-499

*Applies to:* Employed respondents who agreed to answer additional questions and indicated that their company has multiple business locations (Q1 = Working for pay, additional = Yes, and Q1 1a = Yes)

Variable Name: **q12\_duration**

Variable Label: Tenure duration (years)

Format: Integer – continuous

Possible Range: 0 – 60

Survey Question: How long have you been working at this company/organization?

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* This variable is a combination of q12\_years and q12\_months (neither which are included in the dataset).

Variable Name: **n7**

Variable Label: union

Format: Integer – categorical

Survey Question: Are you a member of a labor union or of an employee association similar to a union?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

## HOURS/SCHEDULE

Variable Name: **q18**

Variable Label: usualhrs

Format: Integer – continuous

Possible Range: 0 – 112

Survey Question: How many hours per week do you usually work in your MAIN paid job? By main paid job, we mean the one where you spend the most hours.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* ALP allows values up to 168, but this variable is top-coded at 112.

Variable Name: **q20**

Variable Label: usualdays

Format: Integer – continuous

Possible Range: 0 – 7

Survey Question: How many days per week do you usually work in your MAIN paid job?

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q20\_wks**

Variable Label: usualweeks

Format: Integer – continuous

Possible Range: 0 – 52

Survey Question: How many weeks per year do you usually work in your main paid job? Include paid vacation and sick leave as work.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q21\_emp**

Variable Label: multjob\_emp

Format: Integer – categorical

Survey Question: Do you currently have more than one job, including part time, evening, or weekend work?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions that are employees instead of self-employed (Q1 = Working for pay, additional = Yes, and Q6 = An employee)

Variable Name: **q21\_empnum**

Variable Label: numjobs\_emp

Format: Integer – continuous

Possible Range: 0 – 50

Survey Question: Altogether, how many jobs do you currently have?

*Applies to:* Employed respondents with more than one job who agreed to answer additional questions that are employees instead of self-employed (Q1 = Working for pay, additional = Yes, Q6 = An employee, and Q21\_emp = Yes)

Variable Name: **q21\_se**

Variable Label: multjob\_se

Format: Integer – categorical

Survey Question: Do you currently have more than one job or business, including part time, evening or weekend work?

Value	Value Label
0	No
1	Yes

*Applies to:* Self-employed respondents who agreed to answer additional questions (Q1 = Working for pay, additional = Yes, and Q6 = Self-employed)

Variable Name: **q21\_senum**

Variable Label: numjobs\_se

Format: Integer – continuous

Possible Range: 0 – 50

Survey Question: Altogether, how many jobs or businesses do you currently have?

*Applies to:* Self-employed respondents with more than one job/business who agreed to answer additional questions (Q1 = Working for pay, additional = Yes, Q6 = Self-employed, and Q21\_se = Yes)

Variable Name: **q22**

Variable Label: otherjobhrs

Format: Integer – continuous

Possible Range: 0 – 112

Survey Question: How many hours per week do you usually work in job(s) OTHER than your main paid job?

*Applies to:* Employed respondents with more than one job who agreed to answer additional questions (Q1 = Working for pay, additional = Yes, Q6 = Self-employed, and Q21\_emp = Yes or Q21\_se = Yes)

*Notes:* ALP allows values up to 168, but this variable is top-coded at 112.

Variable Name: **q19**

Variable Label: wanthrs

Format: Integer – continuous

Possible Range: 0 – 168

Survey Question: Provided that you could make a free choice regarding your working hours and taking into account the

need to earn a living: how many hours per week would you prefer to work in TOTAL?

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Stub Name: **q37**

Stub Category: sched

Format: Integer – categorical

Stub Question: Do you work...?

Variable Name	Variable Label
q37a	The same number of hours every day
q37b	The same number of days every week
q37c	The same number of hours every week
q37d	Fixed starting and finishing times
q37e	Shifts

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* This question is about the respondent's MAIN paid job.

Variable Names: **q38**

Variable Label: shiftwork

Format: Integer – categorical

Survey Question: Do you work...?

Value	Value Label
1	Daily split shifts (with a break of at least 4 hours in between)
2	Permanent shifts (day shift, swing shift, graveyard shift)
3	Alternating/rotating shifts

*Applies to:* Employed respondents who agreed to answer additional questions that work shifts (Q1 = Working for pay, additional = Yes, and Q37e = Yes)

*Notes:* This question is about the respondent's MAIN paid job.

## CONTROL OVER HOURS

Variable Name: **q39**

Variable Label: schedset

Format: Integer – categorical

Survey Question: How are your working time arrangements set?

Value	Value Label
1	They are set by the company/organization with no possibility for changes
2	I can choose between several fixed working schedules determined by my company/organization
3	I can adapt my working hours within certain limits
4	My working hours are entirely determined by me

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q40**

Variable Label: schedchange

Format: Integer – categorical

Survey Question: Do changes to your work schedule occur often?

Value	Value Label
1	No
2	Yes, the same day
3	Yes, the day before
4	Yes, several days in advance
5	Yes, several weeks in advance

*Applies to:* Employed respondents who cannot control own hours who agreed to answer additional questions (Q1 = Working for pay, additional = Yes, Q39 = They are set by the company/organization with no possibility for changes or Q39 = I can choose between several fixed working schedules determined by my company/organization)

Variable Name: **sw1**

Variable Label: seasonal work

Format: Integer – categorical

Survey Question: In general, how would you describe your hours on your main job?

Value	Value Label
1	Regular, steady work throughout the year
2	Predictable seasonal work during the year
3	Unpredictable or irregular work (e.g., unpredictable periods without work, layoffs, and/or sporadic hours)

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

## PAID TIME OFF/BENEFITS

Stub Name: **n4**

Stub Category: nonwagebene

Format: Integer – categorical

Stub Question: Which of the following benefits does your employer (or your company if self-employed) offer you?

Variable Name	Variable Label
n4a	paid sick time
n4b	paid vacation time
n4c	paid holidays
n4d	health insurance
n4e	dental insurance
n4f	pension/retirement benefits
n4g	life insurance
n4h	disability insurance
n4i	flexible spending account

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of n4a – n4i was randomized.

Stub Name: **permn4**

Stub Category: N4 permutation

Format: Integer – categorical

Range: 1 – 9

Stub Question: Which of the following benefits does your employer (or your company if self-employed) offer you?

Variable Name	Variable Label
permn4_1	N4 permutation item 1
permn4_2	N4 permutation item 2
permn4_3	N4 permutation item 3
permn4_4	N4 permutation item 4
permn4_5	N4 permutation item 5
permn4_6	N4 permutation item 6
permn4_7	N4 permutation item 7
permn4_8	N4 permutation item 8
permn4_9	N4 permutation item 9

Where each variable contains one value between 1 – 9. For example, a respondent with a value of 3 in permn4\_1 means that the respondent was asked n4c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Variable Name: **n5a**

Variable Label: sickdays

Format: Integer – continuous

Possible Range: 0 – 366

Survey Question: How many days of paid sick time are you given each year?

*Applies to:* Employed respondents who agreed to answer additional questions that receive paid sick time (Q1 = Working for pay, additional = Yes, and N4a = Yes)

Variable Name: **n5a\_dk\_days**

Variable Label: sickdays days

Format: Integer – continuous

Possible Range: 0 – 60

Survey Question: (see n5a). If you are uncertain about the number of sick days please give us your best estimate.

*Applies to:* Employed respondents who agreed to answer additional questions that receive paid sick time but did not initially answer n5a (Q1 = Working for pay, additional = Yes, and N4a = Yes)

*Notes:* These respondents provided their best estimate on number of paid sick days they receive.

Variable Name: **n5b**

Variable Label: vacationdays

Format: Integer – continuous

Possible Range: 0 – 366

Survey Question: How many days of paid vacation time are you given each year?

*Applies to:* Employed respondents who agreed to answer additional questions that receive paid vacation time (Q1 = Working for pay, additional = Yes, and N4b = Yes)

Variable Name: **n5b\_dk\_days**

Variable Label: vacationdays days

Format: Integer – continuous

Possible Range: 0 – 60

Survey Question: (see n5b). If you are uncertain about the number of paid vacation days please give us your best estimate.

*Applies to:* Employed respondents who agreed to answer additional questions that receive paid vacation time but did not initially answer n5a (Q1 = Working for pay, additional = Yes, and N4a = Yes)

*Notes:* These respondents provided their best estimate on number of paid vacation days they receive.

Variable Name: **n6**

Variable Label: vacatake

Format: Integer – categorical

Survey Question: During the past 12 months, did you take a vacation?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **n6\_days**

Variable Label: vacatake days

Format: Integer – continuous

Possible Range: 0 – 366

Survey Question: How many vacation days did you take off from work during the past 12 months?

*Applies to:* Employed respondents who agreed to answer additional questions that took a vacation in the past 12 months (Q1 = Working for pay, additional = Yes, and N6 = Yes)

## LOCATION

Stub Name: **q27**

Stub Category: workloc\_freq

Format: Integer – categorical

Stub Question: During the last 12 months how often have you worked in each of the following locations?

Variable Name	Variable Label
q27a	employer's or own business's premises (office, factory, shop, school, etc.)
q27b	clients' premises
q27c	car or another vehicle (e.g., bus, train, airplane)
q27d	outdoor site (construction site, agricultural field, streets of a city)
q27e	own home
q27f	other (please specify answer)

Where each variable contains the following values:

Value	Value Label
1	Daily
2	Several times a week
3	Several times a month
4	Several times during the year or less often
5	Never

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of q27a – q27e was randomized.

Variable Name: **q27\_other**

Variable Label: other

Format: String

Survey Question: (see q27)

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* This variable contains filled in responses of respondents answering q27f.

Stub Name: **permq27**

Stub Category: Q27 permutation

Format: Integer – categorical

Range: 1 – 5

Stub Question: During the last 12 months how often have you worked in each of the following locations?

Variable Name	Variable Label
permq27_1	Q27 permutation item 1
permq27_2	Q27 permutation item 2
permq27_3	Q27 permutation item 3
permq27_4	Q27 permutation item 4
permq27_5	Q27 permutation item 5

Where each variable contains one value between 1 – 5. For example, a respondent with a value of 3 in permq27\_1 means that the respondent was asked q27c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to “[Permutations](#)” in GENERAL NOTES for more details.

Variable Name: **n8**

Variable Label: telecmute

Format: Integer – categorical

Survey Question: Can you choose where you work during regular business hours?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions that are employees instead of self-employed (Q1 = Working for pay, additional = Yes, and Q6 = An employee)

## WORK LIFE BALANCE

Variable Name: **q31**

Variable Label: traveltime

Format: Integer – continuous

Possible Range: 0 – 1440

Survey Question: In total, how many minutes per day do you usually spend travelling from home to work and back?

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q32**

Variable Label: nights

Format: Integer – continuous

Possible Range: 0 – 31

Survey Question: Normally, how many times a month do you work at night, for at least 2 hours between 10:00 PM and 05:00 AM?

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q36**

Variable Label: 10hrs

Format: Integer – continuous

Possible Range: 0 – 31

Survey Question: And how many times a month do you work more than 10 hours a day?

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q41**

Variable Label: hoursfit

Format: Integer – categorical

Survey Question: In general, do your working hours fit in with your family or social commitments outside work?

Value	Value Label
1	Very well
2	Well
3	Not very well
4	Not at all well

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Stub Name: **q41a**

Stub Category: workspillover

Format: Integer – categorical

Stub Question: Thinking about both your commitments at work and outside of work, please select the response which best describes your situation. How often, in the last 3 months, has it happened that you...?

Variable Name	Variable Label
q41aa	worry about work when not working
q41ab	too tired for activities in private life
q41ac	too tired to do household jobs
q41ad	job prevents time w/family
q41ae	can't concentrate – family duties
q41af	family prevents time at job

Where each variable contains the following values:

Value	Value Label
1	Always
2	Most of the time
3	Sometimes
4	Rarely
5	Never

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)  
*Notes:* Order of q41aa – q41af was randomized.

Stub Name: **permq41a**

Stub Category: Q41a permutation

Format: Integer – categorical

Range: 1 – 6

Stub Question: Thinking about both your commitments at work and outside of work, please select the response which best describes your situation. How often, in the last 3 months, has it happened that you...?

Variable Name	Variable Label
permq41a_1	Q41a permutation item 1
permq41a_2	Q41a permutation item 2
permq41a_3	Q41a permutation item 3
permq41a_4	Q41a permutation item 4
permq41a_5	Q41a permutation item 5
permq41a_6	Q41a permutation item 6

Where each variable contains one value between 1 – 6. For example, a respondent with a value of 3 in permq41a\_1 means that the respondent was asked q41ac first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Variable Name: **n1**

Variable Label: freetime

Format: Integer – categorical

Survey Question: Over the last month, how often have you worked in your free time in order to meet work demands?

Value	Value Label
1	Nearly every day
2	Once or twice a week
3	Once or twice a month
4	I didn't work in my free time last month

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Stub Name: **n1a**

Stub Category: freetime\_task

Format: Integer – categorical

Stub Question: When you work in your free time are you usually...? (check all that apply)

Variable Name	Variable Label
n1as1	checking work-related email
n1as2	conducting work via phone
n1as3	doing work on computer/Internet
n1as4	paperwork or administrative tasks
n1as5	additional trips to the workplace
n1as6	other (please specify answer)

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions and reported working during free time (Q1 = Working for pay, additional = Yes, and N1 = Nearly every day or N1 = Once or twice a week or N1 = Once or twice a month)

*Notes:* Order of n1as1 – n1as5 was randomized.

Variable Name: **n1a\_other**

Variable Label: other

Format: String

Survey Question: (see n1a)

*Applies to:* Employed respondents who agreed to answer additional questions and reported working during free time (Q1 = Working for pay, additional = Yes, and N1 = Nearly every day or N1 = Once or twice a week or N1 = Once or twice a month)

*Notes:* This variable contains filled in responses of respondents answering n1as6.

Stub Name: **permn1a**

Stub Category: N1a permutation

Format: Integer – categorical

Range: 1 – 5

Stub Question: When you work in your free time are you usually...? (check all that apply)

Variable Name	Variable Label
permn1a_1	N1a permutation item 1
permn1a_2	N1a permutation item 2
permn1a_3	N1a permutation item 3
permn1a_4	N1a permutation item 4
permn1a_5	N1a permutation item 5

Where each variable contains one value between 1 – 5. For example, a respondent with a value of 3 in permn1a\_1 means that the respondent was asked n1as3 first.

*Applies to:* Employed respondents who agreed to answer additional questions and reported working during free time (Q1 = Working for pay, additional = Yes, and N1 = Nearly every day or N1 = Once or twice a week or N1 = Once or twice a month)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Variable Name: **q43**

Variable Label: taketime

Format: Integer – categorical

Survey Question: Would you say that for you arranging to take an hour or two off during working hours to take care of personal or family matters is ... ?

Value	Value Label
1	Not difficult at all
2	Not too difficult
3	Somewhat difficult
4	Very difficult

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

## AUTONOMY

Stub Name: **q49**

Stub Category: jobatt\_1

Format: Integer – categorical

Stub Question: Generally, does your main paid job involve...?

Variable Name	Variable Label
q49a	meeting precise quality standards
q49b	assessing for yourself the quality of own work
q49c	solving unforeseen problems on your own
q49d	monotonous tasks
q49e	complex tasks
q49f	learning new things

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of q49a – q49f was randomized.

Stub Name: **permq49**

Stub Category: Q49 permutation

Format: Integer – categorical

Range: 1 – 6

Stub Question: Generally, does your main paid job involve...?

Variable Name	Variable Label
permq49_1	Q49 permutation item 1
permq49_2	Q49 permutation item 2
permq49_3	Q49 permutation item 3
permq49_4	Q49 permutation item 4
permq49_5	Q49 permutation item 5
permq49_6	Q49 permutation item 6

Where each variable contains one value between 1 – 6. For example, a respondent with a value of 3 in permq49\_1 means that the respondent was asked q49c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Variable Name: **q50**

Variable Label: taskautonomy

Format: Integer – categorical

Survey Question: Are you able to choose or change...?

Variable Name	Variable Label
q50a	order of tasks
q50b	methods of work
q50c	speed/ rate of work

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of q50a – q50c was randomized.

Stub Name: **permq50**

Stub Category: Q50 permutation

Format: Integer – categorical

Range: 1 – 3

Stub Question: Are you able to choose or change...?

Variable Name	Variable Label
permq50_1	Q50 permutation item 1
permq50_2	Q50 permutation item 2
permq50_3	Q50 permutation item 3

Where each variable contains one value between 1 – 3. For example, a respondent with a value of 3 in permq50\_1 means that the respondent was asked q50c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Stub Name: **q51**

Stub Category: jobatt\_2

Format: Integer – categorical

Stub Question: For each of the following statements, please select the response which best describes your work (at your MAIN JOB) situation.

Variable Name	Variable Label
q51a	consulted before work objectives are set
q51b	involved in improving work organization/processes
q51c	have say in choice of working partners
q51d	can take breaks when wanted
q51e	influence decisions important for your work
q51f	able to apply your own ideas

Where each variable contains the following values:

Value	Value Label
1	Always
2	Most of the time
3	Sometimes
4	Rarely
5	Never

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)  
*Notes:* Order of q51a – q51f was randomized.

Stub Name: **permq51**

Stub Category: Q51 permutation

Format: Integer – categorical

Range: 1 – 6

Stub Question: For each of the following statements, please select the response which best describes your work (at your MAIN JOB) situation.

Variable Name	Variable Label
permq51_1	Q51 permutation item 1
permq51_2	Q51 permutation item 2
permq51_3	Q51 permutation item 3
permq51_4	Q51 permutation item 4
permq51_5	Q51 permutation item 5
permq51_6	Q51 permutation item 6

Where each variable contains one value between 1 – 6. For example, a respondent with a value of 3 in permq51\_1 means that the respondent was asked q51c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

## PACE OF WORK

Stub Name: **q45**

Stub Category: speed

Format: Integer – categorical

Stub Question: Does your job involve...?

Variable Name	Variable Label
q45a	work at very high speed
q45b	work to tight deadlines

Where each variable contains the following values:

Value	Value Label
1	All of the time
2	Almost all of the time
3	Around 3/4 of the time
4	Around half of the time
5	Around 1/4 of the time
6	Almost never
7	Never

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of q45a – q45b was randomized.

Stub Name: **permq45**

Stub Category: Q45 permutation

Format: Integer – categorical

Range: 1 – 2

Stub Question: Does your job involve...?

Variable Name	Variable Label
permq45_1	Q45 permutation item 1
permq45_2	Q45 permutation item 2

Where each variable contains one value between 1 – 2. For example, a respondent with a value of 2 in permq45\_1 means that the respondent was asked q45bfirst.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Stub Name: **q46**

Stub Category: pacedepends

Format: Integer – categorical

Stub Question: On the whole, is your pace of work dependent, or not, on...?

Variable Name	Variable Label
q46a	work done by colleagues
q46b	direct demands from people

q46c	targets
q46d	automatic speed of machine/product movement
q46e	direct control of boss/client

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of q46a – q46e was randomized.

Stub Name: **permq46**

Stub Category: Q46 permutation

Format: Integer – categorical

Range: 1 – 5

Stub Question: On the whole, is your pace of work dependent, or not, on...?

Variable Name	Variable Label
permq46_1	Q46 permutation item 1
permq46_2	Q46 permutation item 2
permq46_3	Q46 permutation item 3
permq46_4	Q46 permutation item 4
permq46_5	Q46 permutation item 5

Where each variable contains one value between 1 – 5. For example, a respondent with a value of 3 in permq46\_1 means that the respondent was asked q46c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to “[Permutations](#)” in GENERAL NOTES for more details.

Variable Name: **q47**

Variable Label: interrupt

Format: Integer – categorical

Survey Question: How often do you have to interrupt a task you are doing in order to take on an unforeseen task?

Value	Value Label
1	Very often
2	Fairly often
3	Occasionally
4	Never

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q48**

Variable Label: interrupt\_type

Format: Integer – categorical

Survey Question: For your work, are these interruptions...

<b>Value</b>	<b>Value Label</b>
1	Somewhat negative
2	Without consequences
3	Somewhat positive

*Applies to:* Employed respondents who agreed to answer additional questions and are interrupted to do unforeseen tasks (Q1 = Working for pay, additional = Yes, and Q47 = Very often or Q47 = Fairly often or Q47 = Occasionally)

## LEARNING ON THE JOB

Variable Name: **q60**

Variable Label: jobskill

Format: Integer – categorical

Survey Question: Which of the following alternatives would best describe your skills in your own work?

Value	Value Label
1	I need further training to cope well with my duties
2	I am currently acquiring the skills needed (or learning them on the job)
3	My present skills correspond well with my duties
4	I have the skills to cope with more demanding duties

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Stub Name: **q61**

Stub Label: train

Format: Integer – categorical

Stub Question: Over the past 12 months, have you undergone any of the following types of training to improve your skills?

Variable Name	Variable Label
q61a	paid for or provided by your employer/self
q61b	done on your own initiative outside workplace
q61c	done on your own initiative inside workplace
q61d	on-the-job training

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of q61a – q61d was randomized.

Stub Name: **permq61**

Stub Category: Q61 permutation

Format: Integer – categorical

Range: 1 – 4

Stub Question: Over the past 12 months, have you undergone any of the following types of training to improve your skills?

Variable Name	Variable Label
permq61_1	Q61 permutation item 1
permq61_2	Q61 permutation item 2
permq61_3	Q61 permutation item 3
permq61_4	Q61 permutation item 4

Where each variable contains one value between 1 – 4. For example, a respondent with a value of 3 in permq61\_1 means that the respondent was asked q61c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

## WORKING WITH OTHERS

Variable Name: **q56**

Variable Label: team

Format: Integer – categorical

Survey Question: Do you work in a group or team that has common tasks and can plan its work?

Value	Value Label
1	Yes, always in the same one
2	Yes, in more than one team at the same time
3	Yes, in more than one team over the course of a year
4	No, I do not work in such a team or group

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Stub Name: **q57**

Stub Category: team\_tasks

Format: Integer – categorical

Stub Question: For the team in which you work mostly, do the members decide by themselves...?

Variable Name	Variable Label
q57a	division of tasks
q57b	who is head of the team
q57c	timetable of work

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions and report working on teams (Q1 = Working for pay, additional = Yes, and Q56 = Yes, always in the same one or Q56 = Yes, in more than one team at the same time or Q56 = Yes, in more than one team over the course of a year)

*Notes:* Order of q57a – q57c was randomized.

Stub Name: **permq57**

Stub Category: Q57 permutation

Format: Integer – categorical

Range: 1 – 3

Stub Question: For the team in which you work mostly, do the members decide by themselves...?

Variable Name	Variable Label
permq57_1	Q57 permutation item 1
permq57_2	Q57 permutation item 2
permq57_3	Q57 permutation item 3

Where each variable contains one value between 1 – 3. For example, a respondent with a value of 3 in permq57\_1 means that the respondent was asked q57c first.

*Applies to:* Employed respondents who agreed to answer additional questions and report working on teams (Q1 = Working for pay, additional = Yes, and Q56 = Yes, always in the same one or Q56 = Yes, in more than one team at the same time or Q56 = Yes, in more than one team over the course of a year)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Variable Name: **n10**

Variable Label: jobshare

Format: Integer – categorical

Survey Question: Job sharing is a voluntary arrangement in which employees (usually two), with the approval of their employer, share a single full-time job on an ongoing basis. Do you currently share a job?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **n10a**

Variable Label: jobshare voluntarily

Format: Integer – categorical

Survey Question: Do you job share voluntarily or does your employer require you to?

Value	Value Label
1	Voluntary
2	Required

*Applies to:* Employed respondents who agreed to answer additional questions and job share (Q1 = Working for pay, additional = Yes and N10 = Yes)

Variable Name: **n10b**

Variable Label: jobshare like to job share

Format: Integer – categorical

Survey Question: Would you like to job share?

Value	Value Label
0	No
1	Yes
2	Yes, but my employer does not allow job sharing

*Applies to:* Employed respondents who agreed to answer additional questions and do not job share (Q1 = Working for pay, additional = Yes and N10 = No)

## PHYSICAL DEMANDS

Stub Name: **q24**

Stub Category: jobphys

Format: Integer – categorical

Stub Question: Please tell us, using the following scale, does your main paid job involve...?

Variable Name	Variable Label
q24a	tiring/painful positions
q24b	lifting/moving people
q24c	carrying/moving heavy loads
q24d	sitting
q24e	repetitive hand/arm movements
q24f	dealing directly w/customers or service recipients
q24g	working w/portable computing devices
q24h	standing
q24i	working w/computers

Where each variable contains the following values:

Value	Value Label
1	All of the time
2	Almost all of the time
3	Around 3/4 of the time
4	Around half of the time
5	Around 1/4 of the time
6	Almost never
7	Never

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of q24a – q24i was randomized. Naming glitch occurred in questionnaire. Here, q24g is listed as Q24i in the questionnaire; q24h is listed as Q24j in the questionnaire; and q24i is listed as Q24k in the questionnaire.

Stub Name: **permq24**

Stub Category: Q24 permutation

Format: Integer – categorical

Range: 1 – 9

Stub Question: Please tell us, using the following scale, does your main paid job involve...?

Variable Name	Variable Label
permq24_1	Q24 permutation item 1
permq24_2	Q24 permutation item 2
permq24_3	Q24 permutation item 3
permq24_4	Q24 permutation item 4
permq24_5	Q24 permutation item 5
permq24_6	Q24 permutation item 6
permq24_7	Q24 permutation item 7
permq24_8	Q24 permutation item 8
permq24_9	Q24 permutation item 9

Where each variable contains one value between 1 – 9. For example, a respondent with a value of 3 in permq24\_1 means that the respondent was asked q24c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

## PHYSICAL EXPOSURE

Stub Name: **q23**

Stub Category: exposure

Format: Integer – categorical

Stub Question: Please tell us, using the same scale, are you exposed at work (at your MAIN JOB) to...?

Variable Name	Variable Label
q23a	vibrations – hand tools/machinery
q23b	loud noise
q23c	high temperatures
q23d	low temperatures
q23e	breathe smoke/fumes/powder/dust
q23f	breathe vapors
q23g	handling chemical products
q23h	breathe tobacco smoke
q23i	handling infectious materials

Where each variable contains the following values:

Value	Value Label
1	All of the time
2	Almost all of the time
3	Around 3/4 of the time
4	Around half of the time
5	Around 1/4 of the time
6	Almost never
7	Never

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of q23a – q23i was randomized.

Stub Name: **permq23**

Stub Category: Q23 permutation

Format: Integer – categorical

Range: 1 – 9

Stub Question: Please tell us, using the same scale, are you exposed at work (at your MAIN JOB) to...?

Variable Name	Variable Label
permq23_1	Q23 permutation item 1
permq23_2	Q23 permutation item 2
permq23_3	Q23 permutation item 3
permq23_4	Q23 permutation item 4
permq23_5	Q23 permutation item 5
permq23_6	Q23 permutation item 6
permq23_7	Q23 permutation item 7
permq23_8	Q23 permutation item 8
permq23_9	Q23 permutation item 9

Where each variable contains one value between 1 – 9. For example, a respondent with a value of 3 in permq23\_1 means that the respondent was asked q23c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)  
*Notes:* Refer to “[Permutations](#)” in GENERAL NOTES for more details.

Variable Name: **q28**

Variable Label: proteq

Format: Integer – categorical

Survey Question: Does your job ever require that you wear personal protective equipment?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Stub Name: **pc1**

Stub Category: physical conditions

Format: Integer – categorical

Stub Question: Are you bothered by any of the following in the place you spend most of your working time?

Variable Name	Variable Label
pc1a	Background noise
pc1b	Noise from coworkers
pc1c	Crowded workspace
pc1d	Cramped workspace
pc1e	Lack of cleanliness
pc1f	Poor lighting
pc1g	Lack of natural light
pc1h	Too hot or humid
pc1i	Too cold
pc1j	Exposure to weather
pc1k	Unpleasant scents, odors or vapors
pc1l	Poor ventilation or air flow
pc1m	Lack of operable windows
pc1n	Inadequate or uncomfortable furniture
pc1o	Inadequate or outdated equipment
pc1p	Inadequate toilet facilities
pc1q	Inadequate eating or break facilities
pc1r	Unpleasant decor
pc1s	Inadequate parking
pc1t	Unsafe surrounding area
pc1u	Lack of public transportation

Where each variable contains the following values:

<b>Value</b>	<b>Value Label</b>
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

## MANAGER/MANAGEMENT

Variable Name: **q17**

Variable Label: super

Format: Integer – continuous

Survey Question: How many people work under your supervision, for whom pay increases, bonuses, or promotion depend directly on you?

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q59**

Variable Label: bossman

Format: Integer – categorical

Survey Question: Is your immediate boss a man or a woman?

Value	Value Label
1	A man
2	A woman
7	Not applicable

*Applies to:* Employed respondents who agreed to answer additional questions that are employees instead of self-employed (Q1 = Working for pay, additional = Yes, and Q6 = An employee)

Stub Name: **q58**

Stub Category: supatt

Format: Integer – categorical

Stub Question: Do you agree or disagree with the following statements? Your immediate boss...

Variable Name	Variable Label
q58a	trusts you
q58b	respects you
q58c	gives praise/recognition
q58d	gets people to work together
q58e	is helpful
q58f	provides useful feedback
q58g	encourages & supports your development

Where each variable contains the following values:

Value	Value Label
0	Disagree
1	Agree

*Applies to:* Employed respondents who agreed to answer additional questions that are employees instead of self-employed (Q1 = Working for pay, additional = Yes, and Q6 = An employee)

*Notes:* Order of q58a – q58g was randomized.

Stub Name: **permq58**

Stub Category: Q58 permutation

Format: Integer – categorical

Range: 1 – 7

Stub Question: Do you agree or disagree with the following statements? Your immediate boss...

Variable Name	Variable Label
permq58_1	Q58 permutation item 1
permq58_2	Q58 permutation item 2
permq58_3	Q58 permutation item 3
permq58_4	Q58 permutation item 4
permq58_5	Q58 permutation item 5
permq58_6	Q58 permutation item 6
permq58_7	Q58 permutation item 7

Where each variable contains one value between 1 – 7. For example, a respondent with a value of 3 in permq58\_1 means that the respondent was asked q58c first.

*Applies to:* Employed respondents who agreed to answer additional questions that are employees instead of self-employed (Q1 = Working for pay, additional = Yes, and Q6 = An employee)

*Notes:* Refer to “[Permutations](#)” in GENERAL NOTES for more details.

Stub Name: **q61\_4**

Stub Category: compatt\_1

Format: Integer – categorical

Stub Question: The next question is not about your own job but about your workplace. To what extent do you agree or disagree with the following:

Variable Name	Variable Label
q61_4a	employees are appreciated when done a good job
q61_4b	management trusts employees to do work well
q61_4c	conflicts are resolved fairly
q61_4d	work is distributed fairly
q61_4e	there is good cooperation between you & colleagues
q61_4f	generally, employees trust management
q61_4g	you like & respect your colleagues

Where each variable contains the following values:

Value	Value Label
1	Strongly agree
2	Agree
3	Neither agree nor disagree
4	Disagree
5	Strongly disagree

*Applies to:* Employed respondents who agreed to answer additional questions that are employees instead of self-employed (Q1 = Working for pay, additional = Yes, and Q6 = An employee)

*Notes:* Order of q61\_4a – q61\_4g was randomized.

Stub Name: permq61\_4

Stub Category: Q61\_4 permutation

Format: Integer – categorical

Range: 1 – 7

Stub Question: The next question is not about your own job but about your workplace. To what extent do you agree or disagree with the following:

Variable Name	Variable Label
permq61_4_1	Q61_4 permutation item 1
permq61_4_2	Q61_4 permutation item 2
permq61_4_3	Q61_4 permutation item 3
permq61_4_4	Q61_4 permutation item 4
permq61_4_5	Q61_4 permutation item 5
permq61_4_6	Q61_4 permutation item 6
permq61_4_7	Q61_4 permutation item 7

Where each variable contains one value between 1 – 7. For example, a respondent with a value of 3 in permq61\_4\_1 means that the respondent was asked q61\_4c first.

*Applies to:* Employed respondents who agreed to answer additional questions that are employees instead of self-employed (Q1 = Working for pay, additional = Yes, and Q6 = An employee)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

## STRESS

Stub Name: **q52**

Stub Category: jobatt\_3

Format: Integer – categorical

Stub Question: For each of the following statements, please select the response which best describes your work situation.

Variable Name	Variable Label
q52a	enough time to finish work
q52b	know expectations
q52c	motivated to do your best
q52d	treated fairly
q52e	receive contradictory instructions
q52f	experience stress in your work
q52g	required to hide feelings

Where each variable contains the following values:

Value	Value Label
1	Always
2	Most of the time
3	Sometimes
4	Rarely
5	Never

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of q52a – q52g was randomized.

Stub Name: **permq52**

Stub Category: Q52 permutation

Format: Integer – categorical

Range: 1 – 7

Stub Question: For each of the following statements, please select the response which best describes your work situation.

Variable Name	Variable Label
permq52_1	Q52 permutation item 1
permq52_2	Q52 permutation item 2
permq52_3	Q52 permutation item 3
permq52_4	Q52 permutation item 4
permq52_5	Q52 permutation item 5
permq52_6	Q52 permutation item 6
permq52_7	Q52 permutation item 7

Where each variable contains one value between 1 – 7. For example, a respondent with a value of 3 in permq52\_1 means that the respondent was asked q52c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Stub Name: **q77**

Stub Category: workenviron\_3

Format: Integer – categorical

Stub Question: How much do you agree or disagree with the following statements describing some aspects of your job?

Variable Name	Variable Label
q77a	might lose job in next 6 months
q77b	I feel I get paid appropriately
q77c	offers good prospects for career advancement
q77d	I have very good friends at work
q77e	easy to find job of similar salary if lose job

Where each variable contains the following values:

Value	Value Label
1	Strongly agree
2	Agree
3	Neither agree nor disagree
4	Disagree
5	Strongly disagree

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of q77a – q77e was randomized.

Stub Name: **permq77**

Stub Category: Q77 permutation

Format: Integer – categorical

Range: 1 – 5

Stub Question: How much do you agree or disagree with the following statements describing some aspects of your job?

Variable Name	Variable Label
permq77_1	Q77 permutation item 1
permq77_2	Q77 permutation item 2
permq77_3	Q77 permutation item 3
permq77_4	Q77 permutation item 4
permq77_5	Q77 permutation item 5

Where each variable contains one value between 1 – 5. For example, a respondent with a value of 3 in permq77\_1 means that the respondent was asked q77c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Stub Name: **Q65**

Stub Category: discrim

Format: Integer – categorical

Stub Question: Over the past 12 months, have you been treated less favorably at work on the grounds of your...?

Variable Name	Variable Label
q65a	age
q65b	race/ethnicity/color
q65c	nationality
q65d	sex
q65e	religion
q65f	disability
q65g	sexual orientation

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of q65a – q65g was randomized.

Stub Name: **permq65**

Stub Category: Q65 permutation

Format: Integer – categorical

Range: 1 – 7

Stub Question: Over the past 12 months, have you been treated less favorably at work on the grounds of your...?

Variable Name	Variable Label
permq65_1	Q65 permutation item 1
permq65_2	Q65 permutation item 2
permq65_3	Q65 permutation item 3
permq65_4	Q65 permutation item 4
permq65_5	Q65 permutation item 5
permq65_6	Q65 permutation item 6
permq65_7	Q65 permutation item 7

Where each variable contains one value between 1 – 7. For example, a respondent with a value of 3 in permq65\_1 means that the respondent was asked q65c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Stub Name: **q70**

Stub Category: workenviron

Format: Integer – categorical

Stub Question: Over the last month, during the course of your work have you been subjected to...?

Variable Name	Variable Label
q70a	verbal abuse

q70b	unwanted sexual attention
q70c	threats
q70d	humiliating behavior

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)  
*Notes:* Order of q70a – q70d was randomized.

Stub Name: **permq70**

Stub Category: Q70 permutation

Format: Integer – categorical

Range: 1 – 4

Stub Question: Over the last month, during the course of your work have you been subjected to...?

Variable Name	Variable Label
permq70_1	Q70 permutation item 1
permq70_2	Q70 permutation item 2
permq70_3	Q70 permutation item 3
permq70_4	Q70 permutation item 4

Where each variable contains one value between 1 – 4. For example, a respondent with a value of 3 in permq70\_1 means that the respondent was asked q70c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)  
*Notes:* Refer to “[Permutations](#)” in GENERAL NOTES for more details.

Stub Name: **q71**

Stub Category: workenviron\_2

Format: Integer – categorical

Stub Question: And over the past 12 months, during the course of your work have you been subjected to...?

Variable Name	Variable Label
q71a	physical violence
q71b	bullying/harassment
q71c	sexual harassment

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)  
*Notes:* Order of q71a – q71c was randomized.

Stub Name: **permq71**

Stub Category: Q71 permutation

Format: Integer – categorical

Range: 1 – 3

Stub Question: And over the past 12 months, during the course of your work have you been subjected to...?

<b>Variable Name</b>	<b>Variable Label</b>
permq71_1	Q71 permutation item 1
permq71_2	Q71 permutation item 2
permq71_3	Q71 permutation item 3

Where each variable contains one value between 1 – 3. For example, a respondent with a value of 3 in permq71\_1 means that the respondent was asked q71c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

## MEANINGFUL WORK

Stub Name: **n3**

Stub Category: meanwork

Format: Integer – categorical

Stub Question: In general how often does your work provide you with the following?

Variable Name	Variable Label
n3a	opportunities to fully use talents
n3b	make positive impact on community/society
n3c	sense of personal accomplishment
n3d	goals to aspire to
n3e	satisfaction of work well done
n3f	feeling of doing useful work

Where each variable contains the following values:

Value	Value Label
1	Always
2	Most of the time
3	Sometimes
4	Rarely
5	Never
8	Don't know

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of n3a – n3f was randomized.

Stub Name: **permn3**

Stub Category: N3 permutation

Format: Integer – categorical

Range: 1 – 6

Stub Question: In general how often does your work provide you with the following?

Variable Name	Variable Label
permn3_1	N3 permutation item 1
permn3_2	N3 permutation item 2
permn3_3	N3 permutation item 3
permn3_4	N3 permutation item 4
permn3_5	N3 permutation item 5
permn3_6	N3 permutation item 6

Where each variable contains one value between 1 – 6. For example, a respondent with a value of 3 in permn3\_1 means that the respondent was asked n3c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

## HEALTH

Variable Name: **q68**

Variable Label: health

Format: Integer – categorical

Survey Question: How is your health in general? Would you say it is ...

Value	Value Label
1	Poor
2	Fair
3	Good
4	Very good
5	Excellent

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Stub Name: **q69**

Stub Category: health\_type

Format: Integer – categorical

Stub Question: Over the last 12 months, did you suffer from any of the following health problems?

Variable Name	Variable Label
q69a	hearing problems
q69b	vision problems
q69c	skin problems
q69d	backache
q69e	muscle/joint pains – shoulders/neck/upper limbs
q69f	muscle/joint pains - lower limbs
q69g	headaches, eyestrain
q69h	cardiovascular/heart disease
q69i	injury(ies)
q69j	anxiety
q69k	depression
q69l	other psychiatric problems
q69m	overall fatigue
q69n	high blood pressure
q69o	diabetes
q69p	cancer (except skin cancer)
q69q	lung disease
q69r	stroke
q69s	arthritis
q69t	shingles
q69u	osteoporosis

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Notes: Order of q69a – q69u was randomized. Naming glitch occurred in questionnaire. Here, q69k is listed as Q69l in the questionnaire; q69l is listed as Q69m in the questionnaire; and so forth up to where q69u is listed as Q69v in the questionnaire.

Stub Name: **permq69**

Stub Category: Q69 permutation

Format: Integer – categorical

Range: 1 – 21

Stub Question: Which of the following benefits does your employer (or your company if self-employed) offer you?

Variable Name	Variable Label
permq69_1	Q69 permutation item 1
permq69_2	Q69 permutation item 2
permq69_3	Q69 permutation item 3
permq69_4	Q69 permutation item 4
permq69_5	Q69 permutation item 5
permq69_6	Q69 permutation item 6
permq69_7	Q69 permutation item 7
permq69_8	Q69 permutation item 8
permq69_9	Q69 permutation item 9
permq69_10	Q69 permutation item 10
permq69_11	Q69 permutation item 11
permq69_12	Q69 permutation item 12
permq69_13	Q69 permutation item 13
permq69_14	Q69 permutation item 14
permq69_15	Q69 permutation item 15
permq69_16	Q69 permutation item 16
permq69_17	Q69 permutation item 17
permq69_18	Q69 permutation item 18
permq69_19	Q69 permutation item 19
permq69_20	Q69 permutation item 20
permq69_21	Q69 permutation item 21

Where each variable contains one value between 1 – 21. For example, a respondent with a value of 3 in permq69\_1 means that the respondent was asked q69c first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to “[Permutations](#)” in GENERAL NOTES for more details.

Variable Name: **q68\_1**

Variable Label: health\_6mo

Format: Integer – categorical

Survey Question: Do you have any illness or health problem which has lasted, or is expected to last, for 6 months or more?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **n2a**

Variable Label: recd\_accom

Format: Integer – categorical

Survey Question: Have your workplace or work activities been changed to accommodate your illness or health problem?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents experiencing health problems for 6 months or more who agreed to answer additional questions (Q1 = Working for pay, additional = Yes, and Q68 = Yes)

Variable Name: **n2b**

Variable Label: want\_accom

Format: Integer – categorical

Survey Question: Do you think that future changes in your workplace or work activities will be needed to accommodate for your illness or health problem?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents experiencing health problems for 6 months or more who agreed to answer additional questions (Q1 = Working for pay, additional = Yes, and Q68 = Yes)

Variable Name: **q66b**

Variable Label: health\_limit

Format: Integer – categorical

Survey Question: Are your work activities limited because of a health problem which has lasted for more than 6 months?

Value	Value Label
1	Yes, severely limited
2	Yes, somewhat limited
3	Not limited at all

*Applies to:* Employed respondents experiencing health problems for 6 months or more who agreed to answer additional questions (Q1 = Working for pay, additional = Yes, and Q68 = Yes)

Stub Name: **q69s**

Stub Category: sleepprob intro

Format: Integer – categorical

Stub Question: Over the last month, how often did you experience any of the following sleep related problems?

Variable Name	Variable Label
q69sa	difficulty falling asleep
q69sb	wake up repeatedly during sleep
q69sc	wake up feeling exhausted/fatigue

Where each variable contains the following values:

Value	Value Label
1	Every day
2	Multiple times per week
3	Every week
4	Once or twice per month
5	Never

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Order of q69sa – q69sc was randomized.

Stub Name: **permq69s**

Stub Category: Q69s permutation

Format: Integer – categorical

Range: 1 – 3

Stub Question: How much do you agree or disagree with the following statements describing some aspects of your job?

Variable Name	Variable Label
permq69s_1	Q69s permutation item 1
permq69s_2	Q69s permutation item 2
permq69s_3	Q69s permutation item 3

Where each variable contains one value between 1 – 3. For example, a respondent with a value of 3 in permq69s\_1 means that the respondent was asked q69sc first.

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Variable Name: **q72**

Variable Label: sicktime

Format: Integer – continuous

Possible Range: 0 – 366

Survey Question: Over the past 12 months how many days in total were you absent from work for health-related reasons?

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q72a**  
 Variable Label: sickpay  
 Format: Integer – continuous  
 Possible Range: 0 – 366  
 Survey Question: How many of those missed days were you paid for?

*Applies to:* Employed respondents who agreed to answer additional questions and reported being absent from work for health reasons (Q1 = Working for pay, additional = Yes, and Q72 > 0)

Variable Name: **q73**  
 Variable Label: sick\_accident  
 Format: Integer – continuous  
 Possible Range: 0 – 366  
 Survey Question: Of the days you missed, how many days were because of an accident at work?

*Applies to:* Employed respondents who agreed to answer additional questions and reported being absent from work for health reasons (Q1 = Working for pay, additional = Yes, and Q72 > 0)

Variable Name: **q74**  
 Variable Label: sickwork  
 Format: Integer – categorical  
 Survey Question: Over the past 12 months did you work when you were sick?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q75**  
 Variable Label: sick productivity  
 Format: Integer – continuous, in percentages rounded to the nearest ten  
 Possible Range: 0 – 100, where 0 is 0% (“my illness had no effect on my work”) and 100 is 100% (“my illness prevented me from accomplishing anything while working”)  
 Survey Question: Thinking about the last time you worked while sick or ill, how much did your illness affect your work productivity (e.g., the amount or kind of work you were able to do, or whether you worked as carefully as usual)? Rate your reduction in productivity at work due to health problems on the following scale:

Value	Value Label
0	No effect
10	10% less productive
20	20% less productive
30	30% less productive
40	40% less productive

50	50% less productive
60	60% less productive
70	70% less productive
80	80% less productive
90	90% less productive
100	Couldn't accomplish anything

*Applies to:* Employed respondents who agreed to answer additional questions and reported working while sick (Q1 = Working for pay, additional = Yes, and Q74 = Yes)

## WAGE/ANNUAL SALARY

Variable Name: **ef5**

Variable Label: earnshare

Format: Integer – categorical

Survey Question: Are you the person in your household who contributes the most to the household income?

Value	Value Label
0	No
1	Yes
2	We contribute equally

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **ef6**

Variable Label: endsmeet

Format: Integer – categorical

Survey Question: A household may have different sources of income and more than one household member may contribute to it. Thinking of your household's total monthly income, is it enough to cover basic necessary expenses, like housing, food, clothing, and transportation? We cover necessary expenses...

Value	Value Label
1	Very easily
2	Easily
3	Fairly easily
4	With some difficulty
5	With difficulty
6	With great difficulty

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Stub Name: **ef7**

Stub Category: earncomp

Format: Integer – categorical

Survey Question: Thinking about your earnings from your main job, what do they include?

Variable Name	Variable Label
ef7a	A base salary
ef7b	An hourly wage
ef7c	Piece rate or productivity payments
ef7d	Payments based on your individual performance
ef7e	Overtime pay
ef7f	Extra payments compensating for bad or dangerous working conditions
ef7g	Payments based on the performance of your team
ef7h	Payments based on company performance
ef7i	Income from company shares
ef7j	Other job benefits or perks

ef7k	Other (please specify answer)
------	-------------------------------

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions that are employees instead of self-employed (Q1 = Working for pay, additional = Yes, and Q6 = An employee)

Variable Name: **ef7\_other**

Variable Label: earncomp other

Format: String

Survey Question: (see ef7)

*Applies to:* Employed respondents who agreed to answer additional questions that are employees instead of self-employed (Q1 = Working for pay, additional = Yes, and Q6 = An employee)

*Notes:* This variable contains filled in responses of respondents answering ef7k.

Stub Name: **ef9**

Stub Category: earncomp\_2

Format: Integer – categorical

Survey Question: What do your earnings from your main business include?

Variable Name	Variable Label
ef9a	income from self-employment
ef9b	payments based on company performance
ef9c	income from company shares
ef9d	other (please specify answer)

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Self-employed respondents who agreed to answer additional questions (Q1 = Working for pay, additional = Yes, and Q6 = Self-employed)

*Notes:* Order of ef9a – ef9c was randomized.

Variable Name: **ef9\_other**

Variable Label: earncomp\_2 other

Format: String

Survey Question: (see ef9)

*Applies to:* Self-employed respondents who agreed to answer additional questions (Q1 = Working for pay, additional = Yes, and Q6 = Self-employed)

*Notes:* This variable contains filled in responses of respondents answering ef9d.

Stub Name: **permef9**

Stub Category: EF9 permutation

Format: Integer – categorical

Range: 1 – 3

Stub Question: What do your earnings from your main business include?

Variable Name	Variable Label
permef9_1	EF9 permutation item 1
permef9_2	EF9 permutation item 2
permef9_3	EF9 permutation item 3

Where each variable contains one value between 1 – 3. For example, a respondent with a value of 3 in permef9\_1 means that the respondent was asked ef9c first.

*Applies to:* Self-employed respondents who agreed to answer additional questions (Q1 = Working for pay, additional = Yes, and Q6 = Self-employed)

*Notes:* Refer to "[Permutations](#)" in GENERAL NOTES for more details.

Variable Name: **ef10**

Variable Label: earnings

Format: Integer – continuous, in dollars rounded to the nearest one

Survey Question: Thinking about all of your income from your MAIN paid job, how much do you earn EACH YEAR before any taxes or deductions? (Please do not include commas, round to the nearest dollar)

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

## WRAP UP

Variable Name: **q76**

Variable Label: workcond

Format: Integer – categorical

Survey Question: On the whole, how satisfied are you with the working conditions in your main paid job?

Value	Value Label
1	Very satisfied
2	Satisfied
3	Not very satisfied
4	Not at all satisfied

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **n77**

Variable Label: look for different job while working

Format: Integer – categorical

Survey Question: Sometimes people look for a different job even when they are currently working. Are you currently looking for another job?

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **q79\_physically**

Variable Label: dojob60 physically

Format: Integer – categorical

Survey Question: Do you think you will be physically able to do the same job or a similar one when you are [age fill for Q79] years old, that is, when you are [years fill for Q79] years older than now?

[where agefill=calcage+10 and yearfill=10 if calcage<60; agefill=calcage+5 and yearfill=5 otherwise]

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents over age 40 who agreed to answer additional questions (Q1 = Working for pay, additional = Yes, and calcage > 40)

Variable Name: **q79\_mentally**

Variable Label: dojob60 mentally

Format: Integer – categorical

Survey Question: Do you think you will be mentally able to do the same job or a similar one when you are [age fill for Q79] years old, that is, when you are [years fill for Q79] years older than now?

[where agefill=calcage+10 and yearfill=10 if calcage<60; agefill=calcage+5 and yearfill=5 otherwise]

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents over age 40 who agreed to answer additional questions (Q1 = Working for pay, additional = Yes, and calcage > 40)

Variable Name: **n9**

Variable Label: probwk62

Format: Integer – continuous

Possible Range: 0 – 100

Survey Question: Thinking about work in general and not just your present job, what do you think the chances are that you will be working [fill for N9]?

[where fill= “full-time after you reach age 60” if calcage<62; fill= “12 months from now” otherwise]

*Applies to:* Employed respondents who agreed to answer additional questions (Q1 = Working for pay & additional = Yes)

Variable Name: **n9a**

Variable Label: probwk62\_check

Format: Integer – categorical

Survey Question: Do you think it is about equally likely as it is unlikely, or are you just unsure?

Value	Value Label
1	Equally likely
2	Unsure

*Applies to:* Employed respondents who agreed to answer additional questions and replied 50/50 chance of working FT until age [fill for N9] (Q1 = Working for pay, additional = Yes, and N9 = 50)

## ADDED OCCUPATION AND INDUSTRY VARIABLES

Stub Name: occ

Stub Category: occupation variables

Format: Integer – categorical

Variable Name	Variable Label
occ1_managproftech	management/professional/technical/financial sales/public security
occ1_clericretail	administrative support & retail sales
occ1_service	low-skill services
occ1_product	precision production & craft
occ1_operator	machine operators, assemblers & inspectors
occ1_transmechcraft	transportation/construction/mechanics/mining/agricultural
occ2_exec	executive, administrative & managerial
occ2_mgmtrel	management related
occ2_prof	professional specialty
occ2_tech	technicians & related support
occ2_finsales	financial sales & related
occ2_retsales	retail sales
occ2_cleric	administrative support
occ2_firepol	firefighting, police, & correctional institutions
occ2_farmer	farm operators & managers
occ2_otheragr	other agricultural & related
occ2_mechanic	mechanics & repairers
occ2_constr	construction trades
occ2_mining	extractive
occ2_product	precision production
occ2_operator	machine operators, assemblers, & inspectors
occ2_transp	transportation & material moving
occ3_clean	housekeeping, cleaning, laundry
occ3_protect	all protective service
occ3_guard	supervisors of guards; guards
occ3_food	food preparation & service
occ3_shealth	health service (dental asst., health/nursing aides)
occ3_janitor	building & grounds cleaning & maintenance
occ3_beauty	personal appearance
occ3_recreation	recreation & hospitality
occ3_child	child care workers
occ3_othpers	misc. personal care & service

Where each variable contains the following values:

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents (Q1 = Working for pay)

Variable Name: occ1990dd  
Variable Label: SOC codes  
Format: Integer – categorical  
Range: 4 – 999

*Notes:* This occupation code consist of our current occupation group converted to 1990 occupation groupings according to Autor and Dorn (2013). See David Dorn’s website <http://www.ddorn.net/data.htm> see file [A6] 2000 Census *occ* to *occ1990dd*. Autor, David H., and David Dorn. 2013. "The Growth of Low-Skill Service Jobs and the Polarization of the US Labor Market." *American Economic Review*, 103(5): 1553-97.

Variable Name: occ\_group  
Variable Label: Occupation Category  
Format: Integer – categorical

Value	Value Label
1	Manual
2	Routine
3	Abstract

*Applies to:* Employed respondents (Q1 = Working for pay)

*Notes:* These occupations are grouped into categories according to Autor and Dorn (2013). The notation occ1 denotes R belonging in subgroup 1, occ2 denotes belonging in subgroup 2, and occ3 denotes belonging in subgroup 3. Programs made available at David Dorn’s website <http://www.ddorn.net/data.htm> see subfile\_occ1990dd\_occgroups.do in the Autor-Dorn-LowSkillServices-FileArchive.zip. See Autor, David H., and David Dorn. 2013. "The Growth of Low-Skill Service Jobs and the Polarization of the US Labor Market." *American Economic Review*, 103(5): 1553-97. See in particular Appendix D.

Variable Name: occ\_flag  
Variable Label: q3\_occupationcode is guessed  
Format: Integer – categorical

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents (Q1 = Working for pay)

Variable Name: occ\_guess  
Variable Label: q3\_occupationcode is guessed with low certainty  
Format: Integer – categorical

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents (Q1 = Working for pay)

*Notes:* Respondents were asked to give their best guess about their occupation, in some cases incomplete information was provided. The research team provided a best guess in these cases about which occupation the R indicated.

Variable Name: ind\_flag

Variable Label: q9\_industrycode is guessed

Format: Integer – categorical

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents (Q1 = Working for pay)

Variable Name: ind\_guess

Variable Label: q9\_industrycode is guessed with low certainty

Format: Integer – categorical

Value	Value Label
0	No
1	Yes

*Applies to:* Employed respondents (Q1 = Working for pay)

*Notes:* Respondents were asked to give their best guess about their industry, in some cases incomplete information was provided. The research team provided a best guess in these cases about which occupation the R indicated.