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# EJRM CODEBOOK

## Education-Job Requirements Matching Survey

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**Centre for the Study of Education and Work**

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**Ontario Institute for Studies in Education of the University of Toronto**

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**ADMINISTRATIVE INFORMATION**

<b>AREACODE Telephone Area Code</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>416</b>	257	15.0
	<b>519</b>	405	23.7
	<b>613</b>	253	14.8
	<b>705</b>	210	12.3
	<b>807</b>	34	2.0
	<b>905</b>	550	32.2
	<b>Total</b>	1709	100.0

<b>NADULTS Number Of Adults In Household</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1</b>	166	9.7
	<b>2</b>	926	54.2
	<b>3</b>	338	19.8
	<b>4</b>	221	12.9
	<b>5</b>	51	3.0
	<b>6</b>	3	0.2
	<b>7</b>	5	0.3
	<b>Total</b>	1709	100.0

<b>INTMONTH Month Of Interview &lt;mm&gt;</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>3 March</b>	65	3.8
	<b>4 April</b>	157	9.2
	<b>5 May</b>	196	11.5
	<b>6 June</b>	261	15.3
	<b>7 July</b>	240	14.1
	<b>8 August</b>	593	34.7
	<b>9 September</b>	197	11.5
	<b>Total</b>	1709	100.0

<b>INTYEAR Year Of Interview &lt;yyyy&gt;</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>2004</b>	1709	100.0

**SECTION 2. PERSONAL INFORMATION AND PAID EMPLOYMENT STATUS**

<b>RGENDER Respondent's Gender</b>		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Male</b>	897	52.5
	<b>5 Female</b>	812	47.5
	<b>Total</b>	1709	100.0

<b>censex Census sex categories</b>		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Female</b>	812	47.5
	<b>2 Male</b>	897	52.5
	<b>Total</b>	1709	100.0

<b>S2_1 In what year were you born?</b>		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1926</b>	1	0.0
	<b>1928</b>	1	0.0
	...		
	<b>1985</b>	25	1.5
	<b>1986</b>	9	0.5
	<b>Total</b>	1679	100.0
Missing	<b>9998 Don't know</b>	7	
	<b>9999 Refused</b>	23	
	<b>Total</b>	30	
Total		1709	

<b>ageyear Respondent age</b>		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>18</b>	9	0.5
	<b>19</b>	25	1.5
	...		
	<b>76</b>	1	0.0
	<b>78</b>	1	0.0
	<b>Total</b>	1679	100.0
Missing	<b>System</b>	30	
Total		1709	

<b>censage2 Revised Census Age Groups</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 18-24</b>	174	10.3
	<b>2 25-29</b>	172	10.2
	<b>3 30-34</b>	209	12.4
	<b>4 35-39</b>	197	11.7
	<b>5 40-44</b>	305	18.2
	<b>6 45-54</b>	410	24.4
	<b>7 55-65</b>	197	11.7
	<b>8 65+</b>	16	0.9
	<b>Total</b>	1679	100.0
Missing	<b>System</b>	30	
<b>Total</b>		1709	

<b>censage3 Revised Census Age Groups</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 18-24</b>	174	10.3
	<b>2 25-29</b>	172	10.2
	<b>3 30-34</b>	209	12.4
	<b>4 35-44</b>	502	29.9
	<b>5 45-54</b>	410	24.4
	<b>6 55+</b>	212	12.6
	<b>Total</b>	1679	100.0
Missing	<b>System</b>	30	
<b>Total</b>		1709	

<b>age5yr Revised Census age groups</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 18-19</b>	33	2.0
	<b>2 20-24</b>	140	8.4
	<b>3 25-29</b>	172	10.2
	<b>4 30-34</b>	209	12.4
	<b>5 35-39</b>	197	11.7
	<b>6 40-44</b>	305	18.2
	<b>7 45-54</b>	410	24.4
	<b>8 55+</b>	212	12.6
	<b>Total</b>	1679	100.0
Missing	<b>System</b>	30	
<b>Total</b>		1709	

<b>cnagesx Census age-sex groups</b>		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>2 F 25-29</b>	80	5.1
	<b>3 F 30-34</b>	101	6.4
	<b>4 F 35-39</b>	90	5.7
	<b>5 F 40-44</b>	149	9.4
	<b>6 F 45-54</b>	195	12.3
	<b>7 F 55+</b>	87	5.5
	<b>8 M 18-24</b>	80	5.0
	<b>9 M 25-29</b>	92	5.8
	<b>10 M 30-34</b>	108	6.8
	<b>11 M 35-39</b>	107	6.7
	<b>12 M 40-44</b>	156	9.8
	<b>13 M 45-54</b>	216	13.6
	<b>14 M 55+</b>	126	7.9
	<b>Total</b>	1585	100.0
Missing	<b>System</b>	124	
Total		1709	

**S2\_2 Which of the following best describes your current employment status: are you self-employed; working for pay; temporarily absent from work; unemployed, retired, not in the labour force, going to school, caring for family, or on disability?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>2 Working for pay</b>	1586	92.8
	<b>3 Temporarily absent from work</b>	52	3.1
	<b>11 R Volunteers: Working for pay &amp; self-employed</b>	20	1.1
	<b>12 R Volunteers: Student &amp; working for pay</b>	40	2.4
	<b>13 R Volunteers: Caring for family &amp; working for pay</b>	3	0.2
	<b>14 R Volunteers: Retired &amp; working for pay</b>	7	0.4
	<b>Total</b>	1709	100.0

**SS2\_2 [DV] Which of the following best describes your current employment status: are you self-employed; working for pay; temporarily absent from work; unemployed, retired, not in the labour force, going to school, caring for family, or on disability?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Working for pay</b>	1656	96.9
	<b>2 Temporarily absent from work</b>	52	3.1
	<b>Total</b>	1709	100.0

<b>Table 2 SS2q6 [DV] Number of weeks employed during the last 12 months</b>			
	<b>Number of weeks</b>	<b>Frequency</b>	<b>Valid Percent</b>
Valid	1	5	0.3
	2	9	0.5
	3	7	0.4
	4	2	0.1
	5	1	0.0
	6	10	0.6
	7	1	0.0
	8	22	1.3
	9	4	0.2
	10	10	0.6
	11	1	0.1
	12	26	1.6
	13	5	0.3
	14	7	0.4
	15	8	0.5
	16	12	0.7
	17	10	0.6
	18	3	0.2
	19	1	0.1
	20	7	0.4
	21	6	0.3
	23	1	0.0
	24	5	0.3
	25	3	0.2
	26	21	1.3
	28	1	0.0
	29	2	0.1
	30	19	1.2
	32	4	0.3
	34	16	1.0
	35	5	0.3
	36	8	0.5
	37	1	0.1
	38	4	0.2
	39	14	0.8
	40	31	1.9
	41	1	0.0
	42	9	0.5
	43	20	1.2
	44	6	0.4
	45	5	0.3
	46	10	0.6
	47	11	0.7
	48	24	1.4

	<b>49</b>	8	0.5
	<b>50</b>	34	2.1
	<b>51</b>	6	0.4
	<b>52</b>	1229	74.3
	<b>Total</b>	1654	100.0
Missing	<b>System</b>	55	
Total		1709	

**Table 3 SS2q6mnt [DV] Recoded number of weeks employed**

		Frequency	Valid Percent
Valid	<b>1 1-13 weeks</b>	101	6.1
	<b>2 14-26 weeks</b>	85	5.1
	<b>3 27-39 weeks</b>	74	4.5
	<b>4 40-52 weeks</b>	1395	84.3
	<b>Total</b>	1654	100
Missing	<b>System</b>	55	
Total		1709	

**S2\_11 [Currently Working] How many jobs are you currently working at?**

		Freq(w)	%(w)
Valid	<b>1 One job</b>	1506	88.4
	<b>2</b>	179	10.5
	<b>3</b>	18	1.1
	<b>4</b>	2	0.1
	<b>Total</b>	1704	100.0
Missing	<b>8 Don't know</b>	4	
	<b>9 Refused</b>	1	
	<b>Total</b>	5	
Total		1709	

**S2\_13 Please think of your main job, in answering the following questions. Which of the following best describes the hours you usually work?**

		Freq(w)	%(w)
Valid	<b>0 Other [specify]</b>	32	1.9
	<b>1 Regular daytime shift or schedule</b>	1144	67.2
	<b>2 Regular evening shift</b>	68	4.0
	<b>3 Regular night shift</b>	47	2.8
	<b>4 Rotating shift</b>	194	11.4
	<b>5 Split shift</b>	33	1.9
	<b>6 On call or casual</b>	39	2.3
	<b>7 Irregular schedule</b>	127	7.5
	<b>8 Regular schedule plus on call</b>	17	1.0
	<b>Total</b>	1702	100.0
Missing	<b>98 Don't know</b>	7	
	<b>99 Refused</b>	0	
	<b>Total</b>	7	
Total		1709	



<b>S2_13_1 How many years in total have you been employed, including full-time or part-time jobs?</b>			
	<b>Years Employed</b>	<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 LT one year</b>	8	0.5
	1	16	1.0
	2	29	1.7
	3	36	2.1
	4	52	3.1
	5	68	4.1
	6	40	2.4
	7	32	1.9
	8	50	3.0
	9	19	1.1
	10	75	4.5
	11	26	1.6
	12	42	2.5
	13	30	1.8
	14	42	2.5
	15	94	5.6
	16	48	2.9
	17	36	2.2
	18	36	2.2
	19	20	1.2
	20	116	6.9
	21	22	1.3
	22	63	3.7
	23	31	1.9
	24	33	2.0
	25	97	5.8
	26	26	1.6
	27	25	1.5
	28	28	1.7
	29	15	0.9
	30	123	7.4
	31	24	1.4
	32	38	2.3
	33	16	1.0
	34	19	1.1
	35	55	3.3
	36	18	1.1
	37	12	0.7
	38	22	1.3
	39	13	0.8
	40	41	2.5
	41	5	0.3
	42	8	0.5
	43	3	0.2

	44	3	0.2
	45	7	0.4
	46	2	0.1
	47	0	0.0
	49	2	0.1
	50	5	0.3
	55	1	0.0
	56	0	0.0
	64	1	0.0
	<b>Total</b>	1676	100.0
Missing	<b>98 don't know</b>	32	
	<b>99 refused</b>	1	
	<b>Total</b>	33	
Total		1709	

**totaljs [DV] Job Sonority: Total number of years in full-time or part-time employment, S2\_13\_1**

	Years Employed	Freq(w)	%(w)
Valid	.00 LT 1yr	8	0.5
	1.00 1-4	134	8.0
	2.00 5-9	210	12.5
	3.00 10-14	215	12.8
	4.00 15-19	234	14.0
	5.00 20-24	266	15.9
	6.00 25-29	191	11.4
	7.00 30-34	220	13.2
	8.00 35-39	120	7.2
	9.00 40+yr	77	4.6
	<b>Total</b>	1676	100.0
Missing	<b>System</b>	33	
Total		1709	

Hours of Work	N	Min	Maxi	Mean	SD
<b>S2_12 [Currently Working] How many hours do you usually work [FOR PAY] in a normal week?</b>	1659	2	97	<b>39.61</b>	10.96

Years Employed	N	Min	Maxi	Mean	SD
<b>S2_13_1 How many years in total have you been employed, including full-time or part-time jobs?</b>	1676	0	64	<b>19.87</b>	11.14
<b>S2_15 For how many years have you been employed by the organisation where you now work?</b>	1692	0	45	<b>9.04</b>	9.11
<b>S2_16 And for how many years have you been employed at the job you hold now?</b>	1696	0	48	<b>7.68</b>	8.42

<b>S2_17 How satisfied are you with your job?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Very satisfied</b>	707	41.7
	<b>2 Somewhat satisfied</b>	758	44.8
	<b>3 Neither</b>	100	5.9
	<b>4 Somewhat dissatisfied</b>	91	5.4
	<b>5 Very dissatisfied</b>	37	2.2
	<b>Total</b>	1694	100.0
Missing	<b>8 Don't know</b>	10	
	<b>9 Refused</b>	4	
	<b>Total</b>	15	
<b>Total</b>		1709	

<b>S2_18 Is your job permanent, that is, it has no specified end date, is it temporary, or is it seasonal?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Permanent</b>	1501	88.5
	<b>3 Temporary</b>	113	6.7
	<b>5 Seasonal</b>	83	4.9
	<b>Total</b>	1697	100.0
Missing	<b>8 Don't know</b>	11	
	<b>9 Refused</b>	1	
	<b>Total</b>	12	
<b>Total</b>		1709	

<b>S2_19 [Temporary/Seasonal Job-holders Only] Are you working on a temporary/seasonal basis by your own choice?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	113	57.8
	<b>5 No</b>	83	42.2
	<b>Total</b>	196	100.0
Missing	<b>System</b>	1513	
<b>Total</b>		1709	

<b>S2_20 Given the choice, would you like to work more, less, or the same number of hours as you now work?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 More</b>	242	14.2
	<b>2 Less</b>	547	32.2
	<b>3 Same</b>	911	53.6
	<b>Total</b>	1700	100.0
Missing	<b>8 Don't know</b>	5	
	<b>9 Refused</b>	4	
	<b>Total</b>	8	
<b>Total</b>		1709	

<b>S2_21 How likely is it that you will lose your job in the next year?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Very likely</b>	72	4.3
	<b>2 Somewhat likely</b>	149	9.0
	<b>3 Somewhat unlikely</b>	294	17.6
	<b>4 Very unlikely</b>	1149	69.0
	<b>Total</b>	1664	100.0
Missing	<b>8 Don't know</b>	42	
	<b>9 Refused</b>	3	
	<b>Total</b>	44	
<b>Total</b>		1709	

<b>S2_25 In the last five years, ... Did you get your first job, get a promotion, move to a new job, become unemployed, move from p-t to f-t or vice versa, or take time off for maternity/parental leave?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	1078	63.5
	<b>5 No</b>	620	36.5
	<b>Total</b>	1697	100.0
Missing	<b>8 Don't know</b>	9	
	<b>9 Refused</b>	2	
	<b>Total</b>	11	
<b>Total</b>		1709	

<b>S2_25B1 What happened? Got first job.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	972	90.2
	<b>1 Yes</b>	106	9.8
	<b>Total</b>	1078	100.0
Missing	<b>System</b>	631	
<b>Total</b>		1709	

<b>S2_25B2 What happened? Got promotion or new job in same organisation.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	665	61.7
	<b>1 Yes</b>	413	38.3
	<b>Total</b>	1078	100.0
Missing	<b>System</b>	631	
<b>Total</b>		1709	

<b>S2_25B3 What happened? Moved to new job in new organisation for you.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	596	55.3
	<b>1 Yes</b>	482	44.7
	<b>Total</b>	1078	100.0
Missing	<b>System</b>	631	
Total		1709	

<b>S2_25B4 What happened? Became unemployed.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	910	84.4
	<b>1 Yes</b>	168	15.6
	<b>Total</b>	1078	100.0
Missing	<b>System</b>	631	
Total		1709	

<b>S2_25B5 What happened? Moved from part-time to full-time or reverse.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	858	79.6
	<b>1 Yes</b>	220	20.4
	<b>Total</b>	1078	100.0
Missing	<b>System</b>	631	
Total		1709	

<b>S2_25B6 What happened? Took maternity or parental leave.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	958	88.8
	<b>1 Yes</b>	120	11.2
	<b>Total</b>	1078	100.0
Missing	<b>System</b>	631	
Total		1709	

<b>S2_25B7 What happened? Something else [specify].</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	1010	93.7
	<b>1 Yes [specify]</b>	68	6.3
	<b>Total</b>	1078	100.0
Missing	<b>System</b>	631	
Total		1709	

**SECTION 3. TIME USE AND VOLUNTEER MODULE**

<b>Time use: Unpaid housework</b>	<b>N</b>	<b>Min</b>	<b>Max</b>	<b>Mean</b>	<b>SD</b>
SS3q1all [DV] Time use: Unpaid housework, <b>Universe:</b> All respondents	1616	0.0	95	14.65	11.68
SS3q1par [DV] Time use: Unpaid housework, <b>Universe:</b> Participants in housework	1583	0.0	95	14.95	11.61

<b>Time use: Unpaid child care</b>	<b>N</b>	<b>Min</b>	<b>Max</b>	<b>Mean</b>	<b>SD</b>
SS3q2all [DV] Time use: Unpaid child care, <b>Universe:</b> All respondents	1632	0.0	91	12.97	21.23
SS3q2par [DV] Time use: Unpaid child care, <b>Universe:</b> Respondents with children	878	0.0	91	24.10	23.85

<b>Time use: Care for elderly or disabled</b>	<b>N</b>	<b>Min</b>	<b>Max</b>	<b>Mean</b>	<b>SD</b>
SS3q3all [DV] Time use: Care for elderly or disabled, <b>Universe:</b> All respondents	1676	0.0	80	1.87	7.28
SS3q3par [DV] Time use: Care for elderly or disabled, <b>Universe:</b> Respondents that provide care	483	0.0	80	6.49	12.41

**S3\_6 In the past year did you do any unpaid volunteer work in any organisation or group?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	712	41.7
	<b>5 No</b>	996	58.3
	<b>Total</b>	1708	100.0
Missing	<b>8 Don't know</b>	1	
Total		1709	

**S3\_7\_1 What types of organisations did you volunteer for? Political organisation.**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	685	96.6
	<b>1 Yes</b>	24	3.4
	<b>Total</b>	709	100.0
Missing	<b>9 Refused</b>	3	
	<b>System</b>	997	
	<b>Total</b>	1000	
Total		1709	

<b>S3_7_2 What types of organisations did you volunteer for? Cultural, educational or hobby group.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	673	94.5
	<b>1 Yes</b>	39	5.5
	<b>Total</b>	712	100.0
Missing	<b>System</b>	997	
Total		1709	

<b>S3_7_3 What types of organisations did you volunteer for? Religious organisation.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	586	82.3
	<b>1 Yes</b>	126	17.7
	<b>Total</b>	712	100.0
Missing	<b>System</b>	997	
Total		1709	

<b>S3_7_4 What types of organisations did you volunteer for? Sports organisation.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	621	87.3
	<b>1 Yes</b>	91	12.7
	<b>Total</b>	712	100.0
Missing	<b>System</b>	997	
Total		1709	

<b>S3_7_5 What types of organisations did you volunteer for? Service club.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	687	96.5
	<b>1 Yes</b>	25	3.5
	<b>Total</b>	712	100.0
Missing	<b>System</b>	997	
Total		1709	

<b>S3_7_6 What types of organisations did you volunteer for? School or neighbourhood association.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	619	87.0
	<b>1 Yes</b>	93	13.0
	<b>Total</b>	712	100.0
Missing	<b>System</b>	997	
Total		1709	

<b>S3_7_7 What types of organisations did you volunteer for? Other groups or organisations [specify].</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	329	46.2
	<b>1 Yes [specified]</b>	383	53.8
	<b>Total</b>	712	100.0
Missing	<b>System</b>	997	
Total		1709	

<b>Average number of volunteer hours</b>	<b>N</b>	<b>Min</b>	<b>Max</b>	<b>Mean</b>	<b>SD</b>
SS3q8all [DV] Average number of volunteer hours, <b>Universe:</b> All respondents	1641	0.0	90	2.96	8.64
SS3q8par [DV] Average number of volunteer hours, <b>Universe:</b> Participants in volunteer work	644	0.0	90	7.55	12.48



**SECTION 6. ADULT EDUCATION**

<b>S6_1 What is the highest level of education you have obtained?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 No school</b>	11	0.7
	<b>2 Elementary</b>	35	2.1
	<b>3 Some high school</b>	229	13.6
	<b>4 Completed high school</b>	250	14.8
	<b>5 High school equivalency</b>	11	0.7
	<b>6 Some community college/cegep</b>	105	6.2
	<b>7 Certificate/diploma community college/cegep</b>	561	33.2
	<b>8 Some university</b>	97	5.7
	<b>9 Completed undergraduate degree</b>	284	16.8
	<b>10 Some professional studies</b>	9	0.6
	<b>11 Completed professional degree</b>	24	1.4
	<b>12 Some graduate university</b>	8	0.5
	<b>13 Completed graduate degree</b>	64	3.8
	<b>Total</b>	1690	100.0
Missing	<b>98 Don't know</b>	18	
	<b>99 Refused</b>	1	
	<b>Total</b>	19	
<b>Total</b>		1709	

**Variable:** censedu3

**Label:** Highest educational attainment

**Instruction:** -

**Note:** Revision is performed due to small number of respondents with elementary education

**Universe:** All respondents

**censedu3 Revised Census Education Categories**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Elem Some secondary</b>	276	16.3
	<b>2 Complete secondary</b>	261	15.4
	<b>3 Some College Univ</b>	202	12.0
	<b>4 Complete college</b>	561	33.2
	<b>5 Univ bachelors</b>	302	17.9
	<b>6 Univ grad or prof degree</b>	88	5.2
	<b>Total</b>	1690	100.0
Missing	<b>System</b>	19	
<b>Total</b>		1709	

<b>S6_2 [S6_1=2-13] What was the last year you were in this educational program?/In what year did you complete this educational program?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1941</b>		0.0
	<b>1944</b>		0.0
	<b>1948</b>		0.0
	...		
	<b>2002</b>		2.8
	<b>2003</b>		3.9
	<b>2004</b>		5.7
	<b>9997 R Volunteers: In school/educational program</b>	36	2.3
	<b>Total</b>	1576	100.0
Missing	<b>9998 Don't know</b>	100	
	<b>9999 Refused</b>	3	
	<b>System</b>	30	
	<b>Total</b>	133	
<b>Total</b>		1709	

<b>S6_2_1 Was your highest level of education obtained in Canada or another country?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Canada</b>	1498	89.5
	<b>5 Other country [specify]</b>	175	10.5
	<b>Total</b>	1673	100.0
Missing	<b>8 Don't know</b>	5	
	<b>System</b>	30	
	<b>Total</b>	35	
<b>Total</b>		1709	

<b>S6_3 At any time during the past year did you receive ANY FORMAL training or education including courses, private lessons, correspondence courses.....recreation courses, or any other training or education no matter how long or short?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	1023	60.0
	<b>5 No</b>	683	40.0
	<b>Total</b>	1706	100.0
Missing	<b>8 Don't know</b>	3	
<b>Total</b>		1709	

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**S6\_4 Are you currently, or have you been during the past year, registered as a student in a program earning a credit towards a diploma, degree, certificate or license?**


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		Freq(w)	%(w)
Valid	<b>1 Yes</b>	319	31.3
	<b>5 No</b>	702	68.7
	<b>Total</b>	1021	100.0
Missing	<b>8 Don't know</b>	2	
	<b>System</b>	685	
	<b>Total</b>	688	
Total		1709	

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**S6\_4\_1 Would this be as a full-time or part-time student?**


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		Freq(w)	%(w)
Valid	<b>1 Full-time</b>	114	36.1
	<b>5 Part-time</b>	202	63.9
	<b>Total</b>	316	100.0
Missing	<b>8 Don't know</b>	4	
	<b>System</b>	1389	
	<b>Total</b>	1393	
Total		1709	

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**S6\_6\_1 What type of diploma, degree, certificate or license is this? High school diploma.**


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		Freq(w)	%(w)
Valid	<b>0 Not mentioned</b>	313	98.1
	<b>1 Yes</b>	6	1.9
	<b>Total</b>	319	100.0
Missing	<b>8 Don't know</b>	1	
	<b>System</b>	1389	
	<b>Total</b>	1390	
Total		1709	

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**S6\_6\_2 What type of diploma, degree, certificate or license is this? Community or private college certificate.**


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		Freq(w)	%(w)
Valid	<b>0 Not mentioned</b>	282	88.4
	<b>1 Yes</b>	37	11.6
	<b>Total</b>	319	100.0
Missing	<b>System</b>	1390	
Total		1709	

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**S6\_6\_3 What type of diploma, degree, certificate or license is this? Private arts school, business college or technical school.**

		Freq(w)	%(w)
Valid	<b>0 Not mentioned</b>	308	96.5
	<b>1 Yes</b>	11	3.5
	<b>Total</b>	319	100.0
Missing	<b>System</b>	1390	
Total		1709	

**S6\_6\_4 What type of diploma, degree, certificate or license is this? University degree.**

		Freq(w)	%(w)
Valid	<b>0 Not mentioned</b>	244	76.6
	<b>1 Yes</b>	75	23.4
	<b>Total</b>	319	100.0
Missing	<b>System</b>	1390	
Total		1709	

**S6\_6\_5 What type of diploma, degree, certificate or license is this? Trades certificate or license.**

		Freq(w)	%(w)
Valid	<b>0 Not mentioned</b>	299	93.9
	<b>1 Yes</b>	20	6.1
	<b>Total</b>	319	100.0
Missing	<b>System</b>	1390	
Total		1709	

**S6\_6\_6 What type of diploma, degree, certificate or license is this? Professional license.**

		Freq(w)	%(w)
Valid	<b>0 Not mentioned</b>	295	92.4
	<b>1 Yes</b>	24	7.6
	<b>Total</b>	319	100.0
Missing	<b>System</b>	1390	
Total		1709	

**S6\_6\_7 What type of diploma, degree, certificate or license is this? Other [specify].**

		Freq(w)	%(w)
Valid	<b>0 Not mentioned</b>	178	56.0
	<b>1 Yes [specified]</b>	140	44.0
	<b>Total</b>	319	100.0
Missing	<b>System</b>	1390	
Total		1709	

	<b>N</b>	<b>Min</b>	<b>Max</b>	<b>Mean</b>	<b>SD</b>
<b>SS6q8A [DV] Length of credit course enrollment (weeks), Participants</b>	298	0.0	52	18.77	15.52
<b>SS6q8All [DV] Length of credit course enrollment (weeks), All respondents</b>	1709	0.0	52	3.27	9.62
<b>SS6q8B [DV] Credit courses duration (hours per week), Participants</b>	303	0.0	71	21.71	19.45
<b>SS6q8Bal [DV] Credit courses duration (hours per week), All respondents</b>	1709	0.0	71	3.85	11.65

**S6\_9A Other than formal courses towards a diploma, degree, certificate or license, have you taken any other formal courses, workshops or organised lessons in the last year, no matter how long or short, or who offered it, on any subject?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	552	54.0
	<b>5 No</b>	471	46.0
	<b>Total</b>	1023	100.0
Missing	<b>8 Don't know</b>	1	
	<b>System</b>	685	
	<b>Total</b>	686	
Total		1709	

**S6\_9C1 What type of courses, workshops, or organised lessons were they? Job entry training.**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	526	95.6
	<b>1 Yes</b>	24	4.4
	<b>Total</b>	551	100.0
Missing	<b>8 Don't know</b>	1	
	<b>System</b>	1157	
	<b>Total</b>	1158	
Total		1709	

**S6\_9C2 What type of courses, workshops, or organised lessons were they? Job or career upgrading.**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	381	69.0
	<b>1 Yes</b>	171	31.0
	<b>Total</b>	552	100.0
Missing	<b>System</b>	1157	
	<b>Total</b>	1709	

<b>S6_9C3 What type of courses, workshops, or organised lessons were they? Occupational health and safety/environmental protection.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	495	89.7
	<b>1 Yes</b>	57	10.3
	<b>Total</b>	552	100.0
Missing	<b>System</b>	1157	
Total		1709	

<b>S6_9C4 What type of courses, workshops, or organised lessons were they? Computer training.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	497	90.1
	<b>1 Yes</b>	55	9.9
	<b>Total</b>	552	100.0
Missing	<b>System</b>	1157	
Total		1709	

<b>S6_9C5 What type of courses, workshops, or organised lessons were they? English as a second language.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	551	99.8
	<b>1 Yes</b>	1	0.2
	<b>Total</b>	552	100.0
Missing	<b>System</b>	1157	
Total		1709	

<b>S6_9C6 What type of courses, workshops, or organised lessons were they? French as a second language.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	547	99.2
	<b>1 Yes</b>	5	0.8
	<b>Total</b>	552	100.0
Missing	<b>System</b>	1157	
Total		1709	

<b>S6_9C7 What type of courses, workshops, or organised lessons were they? Basic reading, writing and numeric skills.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	550	99.7
	<b>1 Yes</b>	2	0.3
	<b>Total</b>	552	100.0
Missing	<b>System</b>	1157	
Total		1709	

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**S6\_9C8 What type of courses, workshops, or organised lessons were they?  
Human rights, anti-discrimination, anti-racism.**


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		Freq(w)	%(w)
Valid	<b>0 Not mentioned</b>	548	99.3
	<b>1 Yes</b>	4	0.7
	<b>Total</b>	552	100.0
Missing	<b>System</b>	1157	
Total		1709	

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**S6\_9C9 What type of courses, workshops, or organised lessons were they?  
General interest, hobby, etc.**


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		Freq(w)	%(w)
Valid	<b>0 Not mentioned</b>	493	89.4
	<b>1 Yes</b>	59	10.6
	<b>Total</b>	552	100.0
Missing	<b>System</b>	1157	
Total		1709	

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**S6\_9C10 What type of courses, workshops, or organised lessons were they?  
Other[specify].**


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		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	274	49.7
	<b>1 Yes [specified]</b>	278	50.3
	<b>Total</b>	552	100.0
Missing	<b>System</b>	1157	
Total		1709	

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**CK\_COURS A**


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		Freq(w)	%(w)
Valid	<b>0</b>	12	2.2
	<b>1</b>	449	81.1
	<b>2</b>	76	13.7
	<b>3</b>	12	2.2
	<b>4</b>	5	0.8
	<b>Total</b>	554	100.0
Missing	<b>System</b>	1155	
Total		1709	

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	<b>N</b>	<b>Min</b>	<b>Max</b>	<b>Mean</b>	<b>SD</b>
<b>SS6q11A [DV] Length of non-credit course enrollment (weeks), Participants</b>	511	0.0	52	4.55	7.98
<b>SS6q11AI [DV] Length of non-credit course enrollment (weeks), All respondents</b>	1709	0.0	52	1.36	4.83
<b>SS6q11B [DV] Non-credit courses duration (hours per week), Participants</b>	519	0.0	71	16.24	17.23
<b>SS6q11BI [DV] Non-credit courses duration (hours per week), All respondents</b>	1709	0.0	71	4.94	12.08

**S6\_12 Who contributed towards the direct expenses for any formal training or course(s)/these courses?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 You personally or your family</b>	285	33.2
	<b>2 Employer</b>	420	49.1
	<b>3 Government agency</b>	35	4.0
	<b>4 Union or professional association</b>	16	1.8
	<b>5 Anyone else</b>	10	1.2
	<b>6 R Volunteers: No direct expenses</b>	9	1.0
	<b>7 R Volunteers: Combination of sources [specify]</b>	82	9.6
	<b>Total</b>	856	100.0
Missing	<b>998 Don't know</b>	166	
	<b>999 Refused</b>	1	
	<b>System</b>	685	
	<b>Total</b>	853	
Total		1709	



**SECTION 8. BARRIERS TO ADULT EDUCATION**

**S8\_1 During the past year were there any FORMAL training or education programs, or courses that you WANTED TO TAKE for any reason including for your career or job, hobby, recreation, or personal interest and so on, BUT DID NOT?**

		Freq(w)	%(w)
Valid	<b>1 Yes</b>	770	45.1
	<b>5 No</b>	934	54.6
	<b>998 Don't know</b>	5	0.3
	<b>Total</b>	1709	100.0

**S8\_3\_1 What were your reasons for not taking it? Do not need any more formal organised courses.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	747	97.5
	<b>1 Yes</b>	19	2.5
	<b>Total</b>	766	100.0
Missing	<b>998 Don't know</b>	4	
	<b>System</b>	939	
	<b>Total</b>	943	
Total		1709	

**S8\_3\_2 What were your reasons for not taking it? There are no relevant courses available.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	763	99.1
	<b>1 Yes</b>	7	0.9
	<b>Total</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

**S8\_3\_3 What were your reasons for not taking it? Courses are at inconvenient times and places.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	651	84.5
	<b>1 Yes</b>	120	15.5
	<b>Total</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

<b>S8_3_4 What were your reasons for not taking it? Lack of employer support.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	731	94.9
	<b>1 Yes</b>	40	5.1
	<b>Total</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

<b>S8_3_5 What were your reasons for not taking it? Family responsibilities such as taking care of children or other dependents.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	683	88.7
	<b>1 Yes</b>	87	11.3
	<b>Total</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

<b>S8_3_6 What were your reasons for not taking it? Do not have affordable child care.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	757	98.3
	<b>1 Yes</b>	13	1.7
	<b>Total</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

<b>S8_3_7 What were your reasons for not taking it? Poor grades or do not have the qualifications.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	753	97.7
	<b>1 Yes</b>	17	2.3
	<b>Total</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

<b>S8_3_8 What were your reasons for not taking it? Have a language barrier.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	763	99.1
	<b>1 Yes</b>	7	0.9
	<b>Total</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

<b>S8_3_9 What were your reasons for not taking it? Do not have the time.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	319	41.4
	<b>1 Yes</b>	451	58.6
	<b>Total</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

<b>S8_3_10 What were your reasons for not taking it? Health reasons.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	768	99.7
	<b>1 Yes</b>	2	0.3
	<b>Total</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

<b>S8_3_11 What were your reasons for not taking it? Physical or mental disability, whether long or short term.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	765	99.4
	<b>1 Yes</b>	5	0.6
	<b>Total</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

<b>S8_3_12 What were your reasons for not taking it? Courses are too expensive or you do not have money for courses.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	545	70.8
	<b>1 Yes</b>	225	29.2
	<b>Total</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

<b>S8_3_13 What were your reasons for not taking it? Courses and other schooling boring and narrow.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

**S8\_3\_14 What were your reasons for not taking it? Schools and other places that offer courses are unfriendly.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

**S8\_3\_15 What were your reasons for not taking it? Other [specify].**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	650	84.3
	<b>1 Yes [specified]</b>	121	15.7
	<b>Total</b>	770	100.0
Missing	<b>System</b>	939	
Total		1709	

**S8\_4 Are you planning to take any FORMAL organised courses in the next few years?**

		Freq(w)	%(w)
Valid	<b>1 Yes</b>	779	46.3
	<b>3 Maybe</b>	260	15.5
	<b>5 No</b>	643	38.2
	<b>Total</b>	1682	100.0
Missing	<b>998 Don't know</b>	27	
Total		1709	

**S8\_4\_1 Why are you planning to take these courses? For job related reasons, general interest or some other reason?**

		Freq(w)	%(w)
Valid	<b>1 Job related</b>	622	62.1
	<b>2 General interest</b>	235	23.5
	<b>3 Other</b>	144	14.4
	<b>Total</b>	1001	100.0
Missing	<b>998 Don't know</b>	38	
	<b>System</b>	669	
	<b>Total</b>	708	
Total		1709	

**SECTION 9. HELPFULNESS OF FORMAL EDUCATION**

**S9\_1 [All who took any recent education courses or programs] Have the courses you took in the past year been very helpful, fairly helpful or not helpful in increasing your income?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Very helpful</b>	172	17.3
	<b>3 Fairly helpful</b>	221	22.2
	<b>5 Not helpful</b>	600	60.5
	<b>Total</b>	993	100.0
Missing	<b>7 R Volunteers: Took no courses</b>	25	
	<b>998 Don't know</b>	6	
	<b>System</b>	685	
	<b>Total</b>	716	
<b>Total</b>		1709	

**S9\_2 Keeping your job. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Very helpful</b>	281	28.6
	<b>3 Fairly helpful</b>	287	29.2
	<b>5 Not helpful</b>	416	42.3
	<b>Total</b>	983	100.0
Missing	<b>7 R Volunteers: Took no courses</b>	2	
	<b>998 Don't know</b>	12	
	<b>999 Refused</b>	1	
	<b>System</b>	710	
<b>Total</b>		725	
<b>Total</b>		1709	

**S9\_3 Get a promotion. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Very helpful</b>	147	15.2
	<b>3 Fairly helpful</b>	171	17.7
	<b>5 Not helpful</b>	650	67.1
	<b>Total</b>	968	100.0
Missing	<b>7 R Volunteers: Took no courses</b>	0	
	<b>998 Don't know</b>	24	
	<b>999 Refused</b>	4	
	<b>System</b>	712	
<b>Total</b>		741	
<b>Total</b>		1709	

<b>S9_5 Do your job better. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Very helpful</b>	433	43.7
	<b>3 Fairly helpful</b>	363	36.6
	<b>5 Not helpful</b>	195	19.7
	<b>Total</b>	991	100.0
Missing	<b>998 Don't know</b>	6	
	<b>System</b>	712	
	<b>Total</b>	718	
<b>Total</b>		1709	

<b>S9_6 Find or change jobs. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Very helpful</b>	207	21.6
	<b>3 Fairly helpful</b>	161	16.8
	<b>5 Not helpful</b>	590	61.6
	<b>Total</b>	958	100.0
Missing	<b>7 R Volunteers: Took no courses</b>	2	
	<b>998 Don't know</b>	35	
	<b>999 Refused</b>	2	
	<b>System</b>	712	
	<b>Total</b>	751	
<b>Total</b>		1709	

**SECTION 10. LEARNING SKILLS****S10\_3 How would you rate your general ability to learn new things: excellent, good, average, somewhat below average, or fairly poor?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Excellent</b>	609	36.0
	<b>2 Good</b>	749	44.2
	<b>3 Average</b>	318	18.8
	<b>4 Somewhat below average</b>	9	0.5
	<b>5 Fairly poor</b>	9	0.5
	<b>Total</b>	1694	100.0
Missing	<b>998 Don't know</b>	15	
Total		1709	

**S11\_3 Are your computer skills much higher, higher, the same, lower, or much lower than the requirements of your (main) job?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Much higher</b>	250	16.9
	<b>2 Higher</b>	611	41.1
	<b>3 Same</b>	441	29.7
	<b>4 Lower</b>	139	9.4
	<b>5 Much lower</b>	44	2.9
	<b>Total</b>	1486	100.0
Missing	<b>7 Computer skills not required for job</b>	188	
	<b>998 Don't know</b>	35	
	<b>Total</b>	223	
Total		1709	

**SECTION 12. EMPLOYMENT RELATED INFORMAL LEARNING**

**S12\_1 Now, please think about any INFORMAL learning activities OUTSIDE OF COURSES that have some connection with your PAID EMPLOYMENT. Have you done any informal learning to keep up with new general knowledge in your occupation during the last year?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	909	53.6
	<b>5 No</b>	788	46.4
	<b>Total</b>	1697	100.0
Missing	<b>998 Don't know</b>	11	
Total		1709	

**S12\_2 Informal learning of new job tasks?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	855	50.4
	<b>5 No</b>	841	49.6
	<b>Total</b>	1696	100.0
Missing	<b>998 Don't know</b>	13	
Total		1709	

**S12\_3 Learning about computers?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	809	47.5
	<b>5 No</b>	893	52.5
	<b>Total</b>	1702	100.0
Missing	<b>998 Don't know</b>	6	
Total		1709	

**S12\_4 Learning about new equipment?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	826	48.5
	<b>5 No</b>	878	51.5
	<b>Total</b>	1704	100.0
Missing	<b>998 Don't know</b>	5	
Total		1709	



<b>S12_5 Organisational or managerial skills?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	688	40.4
	<b>5 No</b>	1015	59.6
	<b>Total</b>	1703	100.0
Missing	<b>998 Don't know</b>	6	
<b>Total</b>		1709	

<b>S12_6 Budgeting or financial management?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	461	27.0
	<b>5 No</b>	1244	73.0
	<b>Total</b>	1704	100.0
Missing	<b>998 Don't know</b>	4	
<b>Total</b>		1709	

<b>S12_7 Teamwork, problem solving, or communications skills?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	919	53.8
	<b>5 No</b>	787	46.2
	<b>Total</b>	1706	100.0
Missing	<b>998 Don't know</b>	3	
<b>Total</b>		1709	

<b>S12_8 Learning about employment conditions or workers rights?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	713	41.9
	<b>5 No</b>	990	58.1
	<b>Total</b>	1703	100.0
Missing	<b>998 Don't know</b>	6	
<b>Total</b>		1709	

<b>S12_9 Politics in the workplace?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	502	29.5
	<b>5 No</b>	1200	70.5
	<b>Total</b>	1703	100.0
Missing	<b>998 Don't know</b>	5	
	<b>999 Refused</b>	1	
	<b>Total</b>	6	
<b>Total</b>		1709	

<b>S12_10 Language and literacy?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	381	22.3
	<b>5 No</b>	1324	77.7
	<b>Total</b>	1705	100.0
Missing	<b>998 Don't know</b>	4	
<b>Total</b>		1709	

<b>S12_11 Health and safety?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	1034	60.5
	<b>5 No</b>	674	39.5
	<b>Total</b>	1707	100.0
Missing	<b>998 Don't know</b>	2	
<b>Total</b>		1709	

<b>CKS12Q12 Number of Work related Topics Learned</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0</b>	221	12.9
	<b>1</b>	124	7.2
	<b>2</b>	115	6.7
	<b>3</b>	156	9.1
	<b>4</b>	174	10.2
	<b>5</b>	193	11.3
	<b>6</b>	172	10.1
	<b>7</b>	195	11.4
	<b>8</b>	145	8.5
	<b>9</b>	109	6.4
	<b>10</b>	79	4.6
	<b>11</b>	26	1.5
<b>Total</b>		1709	100.0

**S12\_12 Thinking about all the informal learning you have been doing in the last year year that is related to your employment; about how many hours did this amount to IN A TYPICAL WEEK?**

	<b>N</b>	<b>Min</b>	<b>Max</b>	<b>Mean</b>	<b>SD</b>
<b>SS12q12 [DV] Job-related informal learning hours per week, Universe: Participants</b>	1436	0.0	71	5.44	8.46
<b>SS12q12A [DV] Job-related informal learning hours per week, Universe: All respondents</b>	1709	0.0	71	4.57	8.01

**Table 113 S12\_13 For each of the following please tell me if your informal learning has been very helpful, fairly helpful, or not helpful? First, in helping you to increase your income?**

		Freq(w)	%(w)
Valid	<b>1 Very helpful</b>	190	12.8
	<b>3 Fairly helpful</b>	410	27.6
	<b>5 Not helpful</b>	883	59.5
	<b>Total</b>	1483	100.0
Missing	<b>8 Don't know</b>	5	
	<b>System</b>	221	
	<b>Total</b>	226	
<b>Total</b>		1709	

**S12\_14 To keep your job? Has your informal learning been very helpful, fairly helpful, or not helpful?**

		Freq(w)	%(w)
Valid	<b>1 Very helpful</b>	384	26.1
	<b>3 Fairly helpful</b>	545	37.1
	<b>5 Not helpful</b>	541	36.8
	<b>Total</b>	1470	100.0
Missing	<b>8 Don't know</b>	16	
	<b>9 Refused</b>	2	
	<b>System</b>	221	
	<b>Total</b>	239	
<b>Total</b>		1709	

**S12\_16 To get a promotion?**

		Freq(w)	%(w)
Valid	<b>1 Very helpful</b>	190	13.1
	<b>3 Fairly helpful</b>	329	22.7
	<b>5 Not helpful</b>	932	64.2
	<b>Total</b>	1451	100.0
Missing	<b>8 Don't know</b>	34	
	<b>9 Refused</b>	2	
	<b>System</b>	221	
	<b>Total</b>	257	
<b>Total</b>		1709	

<b>S12_17 To do your job better?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Very helpful</b>	660	44.9
	<b>3 Fairly helpful</b>	636	43.3
	<b>5 Not helpful</b>	174	11.8
	<b>Total</b>	1470	100.0
Missing	<b>8 Don't know</b>	18	
	<b>System</b>	221	
	<b>Total</b>	239	
<b>Total</b>		1709	

<b>S12_18 To find or to change jobs? Has your informal learning been very helpful, fairly helpful, or not helpful?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Very helpful</b>	251	17.5
	<b>3 Fairly helpful</b>	309	21.6
	<b>5 Not helpful</b>	871	60.9
	<b>Total</b>	1430	100.0
Missing	<b>8 Don't know</b>	55	
	<b>9 Refused</b>	2	
	<b>System</b>	221	
<b>Total</b>		278	
<b>Total</b>		1709	

**SECTION 13. VOLUNTEER RELATED INFORMAL LEARNING**

**S13\_1 Did you learn anything by yourself or with others about any of the following related to your volunteer activities in the last year? First, learning about computers?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	157	22.3
	<b>5 No</b>	548	77.7
	<b>Total</b>	705	100.0
Missing	<b>0 R says not do any volunteer last year</b>	4	
	<b>8 Don't know</b>	3	
	<b>System</b>	997	
	<b>Total</b>	1004	
<b>Total</b>		1709	

**S13\_2 Organisational or managerial skills?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	260	36.9
	<b>5 No</b>	445	63.1
	<b>Total</b>	705	100.0
Missing	<b>8 Don't know</b>	3	
	<b>System</b>	1001	
	<b>Total</b>	1004	
<b>Total</b>		1709	

**S13\_3 Budgeting or financial management?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	164	23.3
	<b>5 No</b>	541	76.7
	<b>Total</b>	705	100.0
Missing	<b>8 Don't know</b>	2	
	<b>System</b>	1001	
	<b>Total</b>	1004	
<b>Total</b>		1709	

**S13\_4 Teamwork, problem solving, or communications skills?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	437	61.9
	<b>5 No</b>	269	38.1
	<b>Total</b>	706	100.0
Missing	<b>8 Don't know</b>	1	
	<b>System</b>	1001	
	<b>Total</b>	1003	
<b>Total</b>		1709	

<b>S13_5 Interpersonal skills?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	444	64.0
	<b>5 No</b>	250	36.0
	<b>Total</b>	694	100.0
Missing	<b>8 Don't know</b>	13	
	<b>System</b>	1001	
	<b>Total</b>	1015	
<b>Total</b>		1709	

<b>S13_6 Health and well being?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	370	52.4
	<b>5 No</b>	336	47.6
	<b>Total</b>	706	100.0
Missing	<b>8 Don't know</b>	2	
	<b>System</b>	1001	
	<b>Total</b>	1003	
<b>Total</b>		1709	

<b>S13_7 Learning about new equipment?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	193	27.5
	<b>5 No</b>	510	72.5
	<b>Total</b>	703	100.0
Missing	<b>8 Don't know</b>	4	
	<b>System</b>	1001	
	<b>Total</b>	1005	
<b>Total</b>		1709	

<b>S13_8 Language skills?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	172	24.5
	<b>5 No</b>	530	75.5
	<b>Total</b>	702	100.0
Missing	<b>8 Don't know</b>	5	
	<b>System</b>	1001	
	<b>Total</b>	1007	
<b>Total</b>		1709	

<b>S13_9 Increased knowledge about social, political or environmental issues?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	342	48.4
	<b>5 No</b>	364	51.6
	<b>Total</b>	707	100.0
Missing	<b>8 Don't know</b>	1	
	<b>System</b>	1001	
	<b>Total</b>	1002	
<b>Total</b>		1709	

<b>CKS13Q10 Number of Volunteer Work Related Learning Topics</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0</b>	119	16.8
	<b>1</b>	68	9.6
	<b>2</b>	67	9.5
	<b>3</b>	85	11.9
	<b>4</b>	98	13.9
	<b>5</b>	106	15.0
	<b>6</b>	61	8.7
	<b>7</b>	52	7.4
	<b>8</b>	35	4.9
	<b>9</b>	17	2.3
	<b>Total</b>	708	100.0
Missing	<b>System</b>	1001	
	<b>Total</b>	1709	

**S13\_10 Thinking about all the informal learning you did in the last year that is related to all your volunteer activities, about how many hours did this amount to IN A TYPICAL WEEK? Just give us your best guess.**

	<b>N</b>	<b>Min</b>	<b>Max</b>	<b>Mean</b>	<b>SD</b>
<b>SS13q10 [DV] Volunteer work related IL: Number of hours per week, Universe: Participants</b>	561	.0	71.0	4.077	6.9311
<b>SS13q10A [DV] Volunteer work related IL: Number of hours per week, Universe: All respondents</b>	1709	.0	71.0	1.339	4.4072

**S13\_11 How helpful has your informal learning been in helping you to do volunteer work better?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Very helpful</b>	222	37.8
	<b>3 Fairly helpful</b>	297	50.6
	<b>5 Not helpful</b>	68	11.6
	<b>Total</b>	588	100.0
Missing	<b>8 Don't know</b>	1	
	<b>System</b>	1120	
	<b>Total</b>	1121	
<b>Total</b>		1709	

**SECTION 14. HOUSEHOLD- RELATED INFORMAL LEARNING**

**S14\_1 Think of any informal learning you have done on your own or with others in relation to household related work in the last year. First, is there anything you learned about home repair and maintenance in the last year?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	829	48.7
	<b>5 No</b>	874	51.3
	<b>Total</b>	1703	100.0
Missing	<b>8 Don't know</b>	6	
Total		1709	

**S14\_2 What about cooking?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	735	43.1
	<b>5 No</b>	972	56.9
	<b>Total</b>	1707	100.0
Missing	<b>8 Don't know</b>	2	
Total		1709	

**S14\_3 Parenting and childcare?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	635	37.2
	<b>5 No</b>	1072	62.8
	<b>Total</b>	1708	100.0
Missing	<b>8 Don't know</b>	1	
Total		1709	

**S14\_4 Caring for the elderly?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	376	22.0
	<b>5 No</b>	1328	78.0
	<b>Total</b>	1704	100.0
Missing	<b>8 Don't know</b>	5	
Total		1709	



<b>S14_5 Intimate relationships?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	544	32.0
	<b>5 No</b>	1158	68.0
	<b>Total</b>	1702	100.0
Missing	<b>8 Don't know</b>	5	
	<b>9 Refused</b>	2	
	<b>Total</b>	7	
<b>Total</b>		1709	

<b>S14_6 Health and well being?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	1001	58.9
	<b>5 No</b>	699	41.1
	<b>Total</b>	1700	100.0
Missing	<b>8 Don't know</b>	9	
<b>Total</b>		1709	

<b>S14_7 Learning about new equipment or appliances?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	755	44.4
	<b>5 No</b>	945	55.6
	<b>Total</b>	1700	100.0
Missing	<b>8 Don't know</b>	9	
<b>Total</b>		1709	

<b>S14_8 Renovation, landscaping or gardening skills?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	904	53.0
	<b>5 No</b>	803	47.0
	<b>Total</b>	1707	100.0
Missing	<b>8 Don't know</b>	1	
<b>Total</b>		1709	

<b>S14_9 Learning about computers?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	731	42.8
	<b>5 No</b>	976	57.2
	<b>Total</b>	1707	100.0
Missing	<b>8 Don't know</b>	1	
<b>Total</b>		1709	

<b>S14_10 Budgeting or financial management?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	657	38.6
	<b>5 No</b>	1046	61.4
	<b>Total</b>	1704	100.0
Missing	<b>8 Don't know</b>	5	
Total		1709	

<b>S14_10B Organisation or management skills?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	520	30.6
	<b>5 No</b>	1181	69.4
	<b>Total</b>	1701	100.0
Missing	<b>8 Don't know</b>	8	
Total		1709	

<b>S14_10C Team work, problem solving or communication skills?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	737	43.3
	<b>5 No</b>	966	56.7
	<b>Total</b>	1703	100.0
Missing	<b>8 Don't know</b>	6	
Total		1709	

<b>S14_10D Interpersonal skills?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	790	47.1
	<b>5 No</b>	887	52.9
	<b>Total</b>	1678	100.0
Missing	<b>8 Don't know</b>	31	
Total		1709	

<b>CKS14Q11 Number of Household-related Learning Topics</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0</b>	268	15.7
	<b>1</b>	112	6.6
	<b>2</b>	131	7.7
	<b>3</b>	136	7.9
	<b>4</b>	113	6.6
	<b>5</b>	123	7.2
	<b>6</b>	139	8.1
	<b>7</b>	123	7.2
	<b>8</b>	117	6.9
	<b>9</b>	109	6.4
	<b>10</b>	122	7.1
	<b>11</b>	103	6.0
	<b>12</b>	59	3.4
	<b>13</b>	54	3.1
	<b>Total</b>	1709	100.0

**S14\_11 Thinking about all the informal learning you did in the last year that is related to your household related work, how many hours did this amount to IN A TYPICAL WEEK? Just give us your best guess.**

	<b>N</b>	<b>Min</b>	<b>Max</b>	<b>Mean</b>	<b>SD</b>
<b>SS14q11 [DV] Household related informal learning hours per week, Universe: Participants</b>	1378	0	71	6.19	9.74
<b>SS14q11A [DV] Household related informal learning hours per week, Universe: All respondents</b>	1709	0	71	4.99	9.08

**S14\_13 Has your informal learning (around household related work) been very helpful, fairly helpful, or not helpful in helping you do your job better?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Very helpful</b>	354	25.0
	<b>3 Fairly helpful</b>	670	47.2
	<b>5 Not helpful</b>	395	27.8
	<b>Total</b>	1419	100.0
Missing	<b>8 Don't know</b>	19	
	<b>9 Refused</b>	3	
	<b>System</b>	268	
	<b>Total</b>	290	
<b>Total</b>		1709	

**SECTION 15. GENERAL, NON-WORK RELATED INFORMAL LEARNING**

**S15\_1 Here is a list of things that people learn outside of formal classes. These are not directly related to employment, household work, or volunteer activities but related to your general interests. First, what about sports or recreation?**

		Freq(w)	%(w)
Valid	1 Yes	790	46.4
	5 No	912	53.6
	<b>Total</b>	1702	100.0
Missing	8 Don't know	7	
Total		1709	

**S15\_2 What about cultural traditions or customs? Did you learn anything about this by yourself or with others outside of a formal class in the last year?**

		Freq(w)	%(w)
Valid	1 Yes	719	42.2
	5 No	986	57.8
	<b>Total</b>	1706	100.0
Missing	8 Don't know	3	
Total		1709	

**S15\_3 And leisure or hobby skills?**

		Freq(w)	%(w)
Valid	1 Yes	892	52.5
	5 No	806	47.5
	<b>Total</b>	1698	100.0
Missing	8 Don't know	11	
Total		1709	

**S15\_4 Social skills and personal development?**

		Freq(w)	%(w)
Valid	1 Yes	832	48.8
	5 No	873	51.2
	<b>Total</b>	1705	100.0
Missing	8 Don't know	4	
Total		1709	

<b>S15_5 Health and well being?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	1049	61.5
	<b>5 No</b>	657	38.5
	<b>Total</b>	1706	100.0
Missing	<b>8 Don't know</b>	3	
Total		1709	

<b>S15_6 Finances?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	730	42.8
	<b>5 No</b>	976	57.2
	<b>Total</b>	1706	100.0
Missing	<b>8 Don't know</b>	3	
Total		1709	

<b>S15_7 Learning about computers?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	691	40.4
	<b>5 No</b>	1017	59.6
	<b>Total</b>	1708	100.0
Missing	<b>8 Don't know</b>	0	
Total		1709	

<b>S15_8 Language skills?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	449	26.4
	<b>5 No</b>	1254	73.6
	<b>Total</b>	1703	100.0
Missing	<b>8 Don't know</b>	6	
Total		1709	

<b>S15_9 Science and technology?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	533	31.2
	<b>5 No</b>	1175	68.8
	<b>Total</b>	1708	100.0
Missing	<b>8 Don't know</b>	1	
Total		1709	

<b>S15_10 Intimate relationships?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	584	34.3
	<b>5 No</b>	1120	65.7
	<b>Total</b>	1704	100.0
Missing	<b>8 Don't know</b>	4	
	<b>9 Refused</b>	1	
	<b>Total</b>	5	
<b>Total</b>		1709	

<b>S15_11 Religion or spirituality?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	627	36.9
	<b>5 No</b>	1073	63.1
	<b>Total</b>	1701	100.0
Missing	<b>8 Don't know</b>	7	
	<b>9 Refused</b>	1	
	<b>Total</b>	8	
<b>Total</b>		1709	

<b>S15_12 Social, political or environmental issues? Did you learn anything about this by yourself or with others outside of a formal class in the last year?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	771	45.3
	<b>5 No</b>	932	54.7
	<b>Total</b>	1703	100.0
Missing	<b>8 Don't know</b>	6	
<b>Total</b>		1709	

<b>S15_13 Have you done any other general interest learning in the last year?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	353	20.9
	<b>5 No</b>	1339	79.1
	<b>Total</b>	1692	100.0
Missing	<b>8 Don't know</b>	17	
<b>Total</b>		1709	

<b>CKS15Q14 Number of General Interests-related learning Topics</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0</b>	232	13.6
	<b>1</b>	105	6.1
	<b>2</b>	154	9.0
	<b>3</b>	125	7.3
	<b>4</b>	127	7.4
	<b>5</b>	166	9.7
	<b>6</b>	165	9.6
	<b>7</b>	141	8.3
	<b>8</b>	124	7.2
	<b>9</b>	95	5.6
	<b>10</b>	92	5.4
	<b>11</b>	78	4.6
	<b>12</b>	78	4.6
	<b>13</b>	27	1.6
	<b>Total</b>	1709	100.0

**S15\_14 Thinking about all the informal general interest learning you did in the last year that was NOT related to employment, volunteering or housework, about how many hours did this amount to IN A TYPICAL WEEK? Just give us your best guess.**

	<b>N</b>	<b>Min</b>	<b>Max</b>	<b>Mean</b>	<b>SD</b>
<b>SS15q14 [DV] General interest related informal learning hours per week, Universe: Participants</b>	1414	.0	71.0	4.966	7.2720
<b>SS15q14A [DV] General interest related informal learning hours per week, Universe: All respondents</b>	1709	.0	71.0	4.109	6.8755

**S15\_14\_1 How helpful was any of this general interest informal learning in helping you to do your job better?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Very helpful</b>	239	16.3
	<b>3 Fairly helpful</b>	670	45.7
	<b>5 Not helpful</b>	558	38.0
	<b>Total</b>	1468	100.0
Missing	<b>8 Don't know</b>	9	
	<b>9 Refused</b>	0	
	<b>System</b>	232	
	<b>Total</b>	241	
<b>Total</b>		1709	

## SECTION 17. OCCUPATIONAL CLASSIFICATION

CCDO Code omitted from Public Dataset

**Table 1 S17\_1\_CCDO Canadian Classification and Dictionary of Occupations: 1981**

	CCDO	Frequency	Valid Percent
	...		
Total		1709	

Blishen Scores omitted from Public Dataset

**Table 2 BLISH81R Occupation:Respondent> Blishen 1981 SES**

	BLISH81R	Frequency	Valid Percent
	...		
Total		1709	

**Table 3 PINPORR Respondent> Pineo-Porter 1981 Category**

		Frequency	Valid Percent
Valid	1 Self-Emp Profs	6	0.38
	2 Employed Profs	171	10.01
	3 Hi-Level Managers	75	4.39
	4 Semi-Profes	199	11.63
	5 Technicians	62	3.63
	6 Mid-Managers	159	9.29
	7 Supervisors	114	6.65
	8 Foremen/women	40	2.31
	9 Sk.Clerical+Sales	81	4.75
	10 Skilled Crafts	156	9.13
	11 Farmers	2	0.11
	12 Semi-Sk.Cl.+Sales	174	10.17
	13 Semi-Skilled Manual	137	8.03
	14 Unsk.Cler.+Sales	139	8.13
	15 Unskilled Manual	156	9.10
	16 Farm Labourers	14	0.82
	19 don't know	1	0.04
	20 Not Codeable,NA	24	1.43
Total		1709	100.00

NOC Codes omitted from Public Dataset

**Table 4 S17\_1\_NOC National Occupational Classification: 1992**

	NOC 1992	Frequency	Valid Percent
Total		1709	



**Table 5 S17\_1\_1 Some jobs involve a lot of creativity while other jobs mainly follow established rules and routines. Would you say your job involves a great deal of creativity, a fair amount, very little creativity, or none at all?**

		Frequency	Valid Percent
Valid	1 Great deal	430	25.37
	2 Fair amount	638	37.67
	3 Very little	441	26.05
	4 Not at all	185	10.91
	Total	1694	100.00
Missing	8 don't know	10	
	9 refused	5	
	Total	15	
Total		1709	

**S17\_2 What kind of business, industry or service is this?**

		Freq(w)	%(w)
Valid	1 Response given	1666	100.0
Missing	8 Don't know	33	
	9 Refused	10	
	Total	43	
Total		1709	

**S17\_3 Do you work for a private company, non-profit organisation, in the public sector, for example for a hospital or school, for a government owned company, or for a federal, provincial, or municipal ministry or agency?**

		Freq(w)	%(w)
Valid	1 Private company	1014	65.3
	2 Non-profit organisation	84	5.4
	3 Public sector	246	15.8
	4 Government owned company	59	3.8
	5 Federal, provincial or municipal ministry/agency	149	9.6
	Total	1552	100.0
Missing	8 Don't know	152	
	9 Refused	5	
	Total	157	
Total		1709	

**S17\_4 Do you have a managerial or supervisory role at your place of work?**

		Freq(w)	%(w)
Valid	1 Yes	775	45.7
	5 No	921	54.3
	Total	1696	100.0
Missing	8 Don't know	10	
	9 Refused	3	
	Total	13	
Total		1709	

**S17\_5 Which of the following best describes the supervisory role you have at your place of work? Would you say you are ...**

		Freq(w)	%(w)
Valid	<b>1 Top manager (plant, branch, division)</b>	54	7.4
	<b>2 Upper level manager</b>	109	14.8
	<b>3 Middle level manager</b>	182	24.6
	<b>4 Lower managerial position</b>	100	13.6
	<b>5 Supervisor</b>	194	26.3
	<b>6 Foreperson</b>	99	13.4
	<b>Total</b>	739	100.0
Missing	<b>8 Don't know</b>	36	
	<b>9 Refused</b>	0	
	<b>System</b>	934	
	<b>Total</b>	970	
<b>Total</b>		1709	

**S17\_6 How many people are/were employed by the entire organisation you work in?**

		Freq(w)	%(w)
Valid	<b>1 1 or 2 employees</b>	23	1.5
	<b>2 3 to 10</b>	150	9.8
	<b>3 11 to 49</b>	271	17.8
	<b>4 50 to 99</b>	123	8.1
	<b>5 100-249</b>	196	12.9
	<b>6 250-499</b>	145	9.5
	<b>7 500-999</b>	113	7.4
	<b>8 1,000 or more employees</b>	505	33.1
	<b>Total</b>	1527	100.0
Missing	<b>98 Don't know</b>	175	
	<b>99 Refused</b>	6	
	<b>Total</b>	181	
<b>Total</b>		1709	

**S17\_6\_1 How did you originally get a job in this organisation? Did you apply to an ad, were you recruited, referred by friends or family, or did you just apply?**

		Freq(w)	%(w)
Valid	<b>1 Applied to ad</b>	269	16.5
	<b>2 Recruited</b>	249	15.3
	<b>3 Referred by friends or family</b>	508	31.2
	<b>4 Just applied</b>	601	36.9
	<b>Total</b>	1628	100.0
Missing	<b>8 Don't know</b>	80	
	<b>9 Refused</b>	2	
	<b>Total</b>	81	
<b>Total</b>		1709	

<b>S17_6_2A What are your future career plans? Staying in your current job.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	1114	66.3
	<b>1 Yes</b>	565	33.7
	<b>Total</b>	1680	100.0
Missing	<b>8 Don't know</b>	28	
	<b>9 Refused</b>	2	
	<b>Total</b>	29	
<b>Total</b>		1709	

  

<b>S17_6_2B What are your future career plans? Promotion.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	1457	85.3
	<b>1 Yes</b>	252	14.7
	<b>Total</b>	1709	100.0

  

<b>S17_6_2C What are your future career plans? Getting a job elsewhere.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	1334	78.0
	<b>1 Yes</b>	375	22.0
	<b>Total</b>	1709	100.0

  

<b>S17_6_2D What are your future career plans? Not sure.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	1321	77.3
	<b>1 Yes</b>	388	22.7
	<b>Total</b>	1709	100.0

  

<b>S17_6_2E What are your future career plans? Retiring.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	1433	86.5
	<b>1 Yes</b>	224	13.5
	<b>Total</b>	1657	100.0
Missing	<b>System</b>	52	
<b>Total</b>		1709	

  

<b>S17_6_3 Have you actively sought another job recently?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	311	18.4
	<b>5 No</b>	1383	81.6
	<b>Total</b>	1694	100.0
Missing	<b>8 Don't know</b>	15	
<b>Total</b>		1709	

**SECTION 17.2. UNION MODULE**

<b>S17_6_4 Is there a worker's union at your workplace?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	689	40.7
	<b>5 No</b>	1005	59.3
	<b>Total</b>	1694	100.0
Missing	<b>8 Don't know</b>	15	
Total		1709	

<b>S17_9 Do you belong to it?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	546	79.7
	<b>5 No</b>	139	20.3
	<b>Total</b>	686	100.0
Missing	<b>8 Don't know</b>	3	
	<b>System</b>	1020	
	<b>Total</b>	1023	
Total		1709	

<b>S17_10 Do you currently belong to another/an organisation that represents the members of your occupation?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	314	19.3
	<b>5 No</b>	1317	80.7
	<b>9 Refused</b>	1	0.1
	<b>Total</b>	1632	100.0
Missing	<b>8 Don't know</b>	74	
	<b>System</b>	3	
	<b>Total</b>	77	
Total		1709	

<b>S18_1 Which of the following BEST describes your involvement in your union or association:</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Not involved</b>	371	51.6
	<b>2 Attend meetings</b>	218	30.3
	<b>3 Active on issues or committees</b>	47	6.5
	<b>4 Have held appointed position</b>	47	6.5
	<b>5 Have run for elected position</b>	37	5.1
	<b>Total</b>	719	100.0
Missing	<b>8 Don't know</b>	29	
	<b>System</b>	961	
	<b>Total</b>	990	
Total		1709	

<b>S18_1_1 Have you ever attended a union (association)-sponsored course or workshop?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	230	30.8
	<b>5 No</b>	517	69.2
	<b>Total</b>	747	100.0
Missing	<b>8 Don't know</b>	1	
	<b>9 Refused</b>	0	
	<b>System</b>	961	
	<b>Total</b>	962	
<b>Total</b>		1709	

<b>S18_1_2A What courses(s) or workshop(s) did you attend? Equity issues, anti-discrimination.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	204	94.4
	<b>1 Yes</b>	12	5.6
	<b>Total</b>	217	100.0
Missing	<b>8 Don't know</b>	13	
	<b>9 Refused</b>	1	
	<b>System</b>	1478	
	<b>Total</b>	1492	
<b>Total</b>		1709	

<b>S18_1_2B What courses(s) or workshop(s) did you attend? Health and safety.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	148	68.5
	<b>1 Yes</b>	68	31.5
	<b>Total</b>	217	100.0
Missing	<b>System</b>	1492	
<b>Total</b>		1709	

<b>S18_1_2C What courses(s) or workshop(s) did you attend? Apprenticeships.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	216	99.8
	<b>1 Yes</b>	0	0.2
	<b>Total</b>	217	100.0
Missing	<b>System</b>	1492	
<b>Total</b>		1709	

<b>S18_1_2D What courses(s) or workshop(s) did you attend? Computer training.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	207	95.7
	<b>1 Yes</b>	9	4.3
	<b>Total</b>	217	100.0
Missing	<b>System</b>	1492	
Total		1709	

<b>S18_1_2E What courses(s) or workshop(s) did you attend? Reading and learning skills.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	213	98.5
	<b>1 Yes</b>	3	1.5
	<b>Total</b>	217	100.0
Missing	<b>System</b>	1492	
Total		1709	

<b>S18_1_2F What courses(s) or workshop(s) did you attend? Other skills upgrading.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	202	93.3
	<b>1 Yes</b>	15	6.7
	<b>Total</b>	217	100.0
Missing	<b>System</b>	1492	
Total		1709	

<b>S18_1_2G What courses(s) or workshop(s) did you attend? Economic and political education.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	211	97.4
	<b>1 Yes</b>	6	2.6
	<b>Total</b>	217	100.0
Missing	<b>System</b>	1492	
Total		1709	

<b>S18_1_2H What courses(s) or workshop(s) did you attend? Steward training.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	198	91.5
	<b>1 Yes</b>	18	8.5
	<b>Total</b>	217	100.0
Missing	<b>System</b>	1492	
Total		1709	

<b>S18_1_2I What courses(s) or workshop(s) did you attend? Other [specify].</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not mentioned</b>	75	34.6
	<b>1 Yes [specified]</b>	142	65.4
	<b>Total</b>	217	100.0
Missing	<b>System</b>	1492	
Total		1709	

<b>S18_1_3 Have you become more active in your union as a result of taking the course(s) or workshop(s)?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	60	28.2
	<b>5 No</b>	152	71.8
	<b>Total</b>	211	100.0
Missing	<b>8 Don't know</b>	5	
	<b>System</b>	1492	
	<b>Total</b>	1498	
Total		1709	

<b>S19_1 In your job are you specifically required to have any certification or a license?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	729	42.9
	<b>5 No</b>	970	57.1
	<b>Total</b>	1699	100.0
Missing	<b>8 Don't know</b>	10	
Total		1709	

**SECTION 19. LEARNING AND WORK RELATIONS****S19\_2\_1 Beyond formal schooling, how long did it take for you to learn how to perform your job adequately?**

		Freq(w)	%(w)
Valid	1 Few days or less	65	9.9
	2 A week to a month	85	12.8
	3 1 to 3 months	100	15.1
	4 More than 3 months up to 6 months	56	8.5
	5 More than 6 months up to 1 year	63	9.6
	6 1 to 3 years	146	22.1
	7 More than 3 years	146	22.0
	Total	662	100.0
Missing	8 Depends on the person	8	
	998 Don't know	1037	
	999 Refused	2	
	Total	1047	
Total		1709	

**S19\_3 What general education is required for new applicants or for people who want to do the type of job you do?**

		Freq(w)	%(w)
Valid	1 No special education requirements	200	13.5
	2 Elementary school only	8	0.5
	3 Some high school	104	7.0
	4 Completion of high school	384	25.9
	5 Equivalent of high school completion	21	1.4
	6 Some community college/cegep	50	3.4
	7 Certificate/diploma community college/cegep	338	22.8
	8 Some university	18	1.2
	9 Completion of undergraduate degree	255	17.3
	10 Some professional studies	1	0.0
	11 Completion of professional degree	38	2.6
	12 Some graduate university	5	0.4
	13 Completion of graduate degree	58	3.9
Total		1480	100.0
Missing	998 Don't know	229	
Total		1709	

**S19\_4 In your own experience, what general level of education is really needed to perform the tasks of your job?**

		Freq(w)	%(w)
Valid	1 No special education requirements	105	6.9
	2 Elementary school only	30	2.0
	3 Some high school	167	10.9
	4 Completion of high school	439	28.8



	<b>5 Equivalent of high school completion</b>	27	1.8
	<b>6 Some community college/cegep</b>	72	4.7
	<b>7 Certificate/diploma community college/cegep</b>	347	22.8
	<b>8 Some university</b>	33	2.2
	<b>9 Completion of undergraduate degree</b>	220	14.4
	<b>10 Some professional studies</b>	2	0.1
	<b>11 Completion of professional degree</b>	27	1.8
	<b>12 Some graduate university</b>	3	0.2
	<b>13 Completion of graduate degree</b>	52	3.4
	<b>Total</b>	1525	100.0
Missing	<b>998 Don't know</b>	182	
	<b>999 Refused</b>	2	
	<b>Total</b>	184	
Total		1709	

**S19\_5 How closely is your job related to your formal education? Is it closely related, somewhat related, or not at all related?**

		Freq(w)	%(w)
Valid	<b>1 Closely related</b>	602	35.4
	<b>2 Somewhat related</b>	443	26.1
	<b>3 Not at all related</b>	654	38.5
	<b>Total</b>	1698	100.0
Missing	<b>8 Don't know</b>	10	
Total		1709	

**S19\_6 In terms of your schooling, do you feel you are very overqualified, somewhat overqualified, adequately qualified, somewhat underqualified or very underqualified for your current job?**

		Freq(w)	%(w)
Valid	<b>1 Very over-qualified</b>	179	10.6
	<b>2 Somewhat over-qualified</b>	368	21.9
	<b>3 Adequately qualified</b>	1051	62.6
	<b>4 Somewhat under-qualified</b>	57	3.4
	<b>5 Very under-qualified</b>	23	1.4
	<b>Total</b>	1678	100.0
Missing	<b>8 Don't know</b>	30	
	<b>9 Refused</b>	1	
	<b>Total</b>	31	
Total		1709	

**S19\_6\_1 How much knowledge about your job do you have compared to the knowledge that adequate performance of your job actually requires?**

		Freq(w)	%(w)
Valid	<b>1 Much more</b>	436	25.7
	<b>2 More</b>	782	46.1
	<b>3 About the same</b>	433	25.5
	<b>4 Less</b>	39	2.3

	<b>5 Much less</b>	6	0.4
	<b>Total</b>	1695	100.0
Missing	<b>8 Don't know</b>	11	
	<b>9 Refused</b>	2	
	<b>Total</b>	14	
Total		1709	

**S19\_7 Beyond formal schooling, how much on-the-job training, apprenticeship training or job experience is now normally required for people to perform your type of job?**

		Freq(w)	%(w)
Valid	<b>1 Few days or less</b>	159	10.9
	<b>2 A week to a month</b>	220	15.1
	<b>3 1 to 3 months</b>	235	16.2
	<b>4 More than 3 months up to 6 months</b>	132	9.1
	<b>5 More than 6 months up to one year</b>	138	9.5
	<b>6 1 to 3 years</b>	256	17.6
	<b>7 More than 3 years</b>	242	16.6
	<b>8 Continual</b>	72	5.0
	<b>Total</b>	1455	100.0
Missing	<b>9 Depends on the person</b>	52	
	<b>98 Don't know</b>	198	
	<b>99 Refused</b>	3	
	<b>Total</b>	254	
Total		1709	

**S19\_8\_1 Which of the following has been important sources of specific knowledge to do your job: on-the-job training from co-workers.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	245	14.4
	<b>1 Yes</b>	1452	85.6
	<b>Total</b>	1696	100.0
Missing	<b>98 Don't know</b>	11	
	<b>99 Refused</b>	1	
	<b>Total</b>	12	
Total		1709	

**S19\_8\_2 Which of the following has been important sources of specific knowledge to do your job: on-the-job training from supervisors.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	651	38.4
	<b>1 Yes</b>	1046	61.6
	<b>Total</b>	1696	100.0
Missing	<b>System</b>	12	
Total		1709	

**S19\_8\_3 Which of the following has been important sources of specific knowledge to do your job: Own independent efforts.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	180	10.6
	<b>1 Yes</b>	1517	89.4
	<b>Total</b>	1696	100.0
Missing	<b>System</b>	12	
Total		1709	

**S19\_8\_4 Which of the following has been important sources of specific knowledge to do your job: Employer-sponsored training program.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	895	52.8
	<b>1 Yes</b>	801	47.2
	<b>Total</b>	1696	100.0
Missing	<b>System</b>	12	
Total		1709	

**S19\_8\_5 Which of the following has been important sources of specific knowledge to do your job: Union/association education program.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	1433	84.4
	<b>1 Yes</b>	264	15.6
	<b>Total</b>	1696	100.0
Missing	<b>System</b>	12	
Total		1709	

**S19\_8\_6 Which of the following has been important sources of specific knowledge to do your job: Pre-employment training program.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	1276	75.2
	<b>1 Yes</b>	420	24.8
	<b>Total</b>	1696	100.0
Missing	<b>System</b>	12	
Total		1709	

**S19\_8\_7 Which of the following has been important sources of specific knowledge to do your job: Other [specify].**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	1587	93.5
	<b>1 Yes [specified]</b>	110	6.5
	<b>Total</b>	1696	100.0
Missing	<b>System</b>	12	
Total		1709	

**SECTION 20. LABOUR PROCESS ISSUES**

**S20\_3A policy-making at your main workplace; making decisions about such things as the products or services delivered, total number of people employed, budgets, ... Do you participate in making these kinds of decisions, or even provide advice about them?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	826	49.1
	<b>5 No</b>	855	50.9
	<b>Total</b>	1681	100.0
Missing	<b>98 Don't know</b>	22	
	<b>99 Refused</b>	6	
	<b>Total</b>	28	
<b>Total</b>		1709	

**20\_3B Do you make decisions yourself, make decisions as a member of a group, make decisions subject to approval, or only provide advice?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Make decisions yourself</b>	188	25.0
	<b>2 Make decisions as member of group</b>	274	36.4
	<b>3 Make decisions subject to approval</b>	128	17.1
	<b>4 Only provide advice</b>	162	21.6
	<b>Total</b>	753	100.0
Missing	<b>98 Don't know</b>	73	
	<b>System</b>	883	
	<b>Total</b>	956	
<b>Total</b>		1709	

**S20\_3B1 How much choice do you have in the way you perform the tasks of your job?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 A great deal</b>	600	35.5
	<b>2 Fair amount</b>	683	40.4
	<b>3 A little</b>	298	17.6
	<b>4 No choice</b>	111	6.5
	<b>Total</b>	1693	100.0
Missing	<b>98 Don't know</b>	15	
	<b>99 Refused</b>	1	
	<b>Total</b>	16	
<b>Total</b>		1709	

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**S20\_3B2 When a project is completed in your workplace, how much input do non-managerial employees have on what worked, what didn't and lessons for the future?**

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		Freq(w)	%(w)
Valid	<b>1 Great deal</b>	335	20.1
	<b>2 Fair amount</b>	668	40.1
	<b>3 A little</b>	500	30.0
	<b>4 None at all</b>	163	9.8
	<b>Total</b>	1666	100.0
Missing	<b>98 Don't know</b>	37	
	<b>99 Refused</b>	6	
	<b>Total</b>	43	
<b>Total</b>		1709	

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**S20\_5 Please tell me if you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree with the following: Your job often requires you to learn new skills?**

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		Freq(w)	%(w)
Valid	<b>1 Strongly agree</b>	680	40.2
	<b>2 Somewhat agree</b>	623	36.8
	<b>3 Neither</b>	45	2.7
	<b>4 Somewhat disagree</b>	238	14.1
	<b>5 Strongly disagree</b>	107	6.3
	<b>Total</b>	1694	100.0
Missing	<b>98 Don't know</b>	14	
	<b>99 Refused</b>	1	
	<b>Total</b>	15	
<b>Total</b>		1709	

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**S20\_5\_1 Management regularly encourages workers in your job to acquire more skills and knowledge.**

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		Freq(w)	%(w)
Valid	<b>1 Strongly agree</b>	494	29.3
	<b>2 Somewhat agree</b>	678	40.2
	<b>3 Neither</b>	169	10.0
	<b>4 Somewhat disagree</b>	221	13.1
	<b>5 Strongly disagree</b>	123	7.3
	<b>Total</b>	1685	100.0
Missing	<b>98 Don't know</b>	22	
	<b>99 Refused</b>	1	
	<b>Total</b>	24	
<b>Total</b>		1709	

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**S20\_6 How often do you find your job stressful: would you say all of the time, most of the time, about half the time, seldom or never?**

		Freq(w)	%(w)
Valid	<b>1 All the time</b>	93	5.5
	<b>2 Most of the time</b>	259	15.2
	<b>3 About half the time</b>	652	38.4
	<b>4 Seldom</b>	572	33.7
	<b>5 Never</b>	121	7.1
	<b>Total</b>	1697	100.0
Missing	<b>98 Don't know</b>	12	
Total		1709	

**S20\_7 In the last year, at work, have you been discriminated against, in any way by anyone you've had contact with?**

		Freq(w)	%(w)
Valid	<b>1 Yes</b>	225	13.3
	<b>5 No</b>	1465	86.7
	<b>Total</b>	1690	100.0
Missing	<b>98 Don't know</b>	14	
	<b>99 Refused</b>	5	
	<b>Total</b>	19	
Total		1709	

**S20\_7N11 Was this discrimination based on your: Race?**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	162	80.5
	<b>1 Yes</b>	39	19.5
	<b>Total</b>	201	100.0
Missing	<b>8 Don't know</b>	24	
	<b>System</b>	1484	
	<b>Total</b>	1508	
Total		1709	

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**S20\_7N12 Was this discrimination based on your: Ethnic origin?**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	179	89.2
	<b>1 Yes</b>	22	10.8
	<b>Total</b>	201	100.0
Missing	<b>System</b>	1508	
Total		1709	

<b>S20_7N13 Was this discrimination based on your: Religion?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	185	92.4
	<b>1 Yes</b>	15	7.6
	<b>Total</b>	201	100.0
Missing	<b>System</b>	1508	
Total		1709	

<b>S20_7N14 Was this discrimination based on your: Age?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	161	80.4
	<b>1 Yes</b>	39	19.6
	<b>Total</b>	201	100.0
Missing	<b>System</b>	1508	
Total		1709	

<b>S20_7N15 Was this discrimination based on your: Sex?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	142	70.9
	<b>1 Yes</b>	58	29.1
	<b>Total</b>	201	100.0
Missing	<b>System</b>	1508	
Total		1709	

<b>S20_7N16 Was this discrimination based on your: Sexual orientation?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	188	93.5
	<b>1 Yes</b>	13	6.5
	<b>Total</b>	201	100.0
Missing	<b>System</b>	1508	
Total		1709	

<b>S20_7N17 Was this discrimination based on your: Disability?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	192	95.7
	<b>1 Yes</b>	9	4.3
	<b>Total</b>	201	100.0
Missing	<b>System</b>	1508	
Total		1709	

<b>S20_7N18 Was this discrimination based on your: Social class?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	165	82.3
	<b>1 Yes</b>	35	17.7
	<b>Total</b>	201	100.0
Missing	<b>System</b>	1508	
Total		1709	

<b>S20_7_2 What about OTHER employees at your workplace. Do you feel they are discriminated against?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	304	18.3
	<b>5 No</b>	1359	81.7
	<b>Total</b>	1664	100.0
Missing	<b>8 Don't know</b>	40	
	<b>9 Refused</b>	6	
	<b>Total</b>	45	
Total		1709	

<b>S20_7N31 Is this discrimination based on: Race?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	178	65.5
	<b>1 Yes</b>	94	34.5
	<b>Total</b>	272	100.0
Missing	<b>8 Don't know</b>	28	
	<b>9 Refused</b>	1	
	<b>System</b>	1407	
	<b>Total</b>	1437	
Total		1709	

<b>S20_7N32 Is this discrimination based on: Ethnic origin?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	207	76.2
	<b>1 Yes</b>	65	23.8
	<b>Total</b>	272	100.0
Missing	<b>System</b>	1437	
Total		1709	



<b>S20_7N33 Is this discrimination based on: Religion?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	235	86.3
	<b>1 Yes</b>	37	13.7
	<b>Total</b>	272	100.0
Missing	<b>System</b>	1437	
<b>Total</b>		1709	

<b>S20_7N34 Is this discrimination based on: Age?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	197	72.4
	<b>1 Yes</b>	75	27.6
	<b>Total</b>	272	100.0
Missing	<b>System</b>	1437	
<b>Total</b>		1709	

<b>S20_7N35 Is this discrimination based on: Sex?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	182	67.0
	<b>1 Yes</b>	90	33.0
	<b>Total</b>	272	100.0
Missing	<b>System</b>	1437	
<b>Total</b>		1709	

<b>S20_7N36 Is this discrimination based on: Sexual orientation?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	235	86.5
	<b>1 Yes</b>	37	13.5
	<b>Total</b>	272	100.0
Missing	<b>System</b>	1437	
<b>Total</b>		1709	

<b>S20_7N37 Is this discrimination based on: Disability?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	235	86.5
	<b>1 Yes</b>	37	13.5
	<b>Total</b>	272	100.0
Missing	<b>System</b>	1437	
<b>Total</b>		1709	

<b>S20_7N38 Is this discrimination based on: Social class?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	200	73.4
	<b>1 Yes</b>	72	26.6
	<b>Total</b>	272	100.0
Missing	<b>System</b>	1437	
Total		1709	

**SECTION 21. JOB CHANGES IN LAST 5 YEARS**

**S21\_1 In the last five years, has the level of skill required to perform your job increased, stayed about the same or decreased?**

		Freq(w)	%(w)
Valid	<b>1 Increased</b>	911	55.0
	<b>3 Stayed the same</b>	693	41.9
	<b>5 Decreased</b>	52	3.1
	<b>Total</b>	1656	100.0
Missing	<b>7 R Volunteers: Did not work 5 years ago</b>	28	
	<b>8 Don't know</b>	23	
	<b>9 Refused</b>	1	
	<b>Total</b>	53	
<b>Total</b>		1709	

**S21\_2 In the last five years, to what extent have the work techniques and equipment (e.g., computers and software programs) you use on a regular basis in your job changed?**

		Freq(w)	%(w)
Valid	<b>1 Great deal</b>	533	32.5
	<b>3 Moderate amount</b>	588	35.8
	<b>5 A Little</b>	299	18.2
	<b>7 None at all</b>	221	13.5
	<b>Total</b>	1640	100.0
Missing	<b>8 Don't know</b>	40	
	<b>System</b>	28	
	<b>Total</b>	68	
<b>Total</b>		1709	

**S21\_3\_1 Has your workplace experienced any of the following forms of organisational change in the last five years? Reduction in the number of employees.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	888	55.1
	<b>1 Yes</b>	724	44.9
	<b>Total</b>	1612	100.0
Missing	<b>7 R Volunteered: Not work at organisation for 5 years</b>	44	
	<b>8 Don't know</b>	24	
	<b>9 Refused</b>	0	
	<b>System</b>	28	
	<b>Total</b>	97	
<b>Total</b>		1709	

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**S21\_3\_2 Has your workplace experienced any of the following forms of organisational change in the last five years? Reduction in the number of managers/supervisors.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	1153	71.5
	<b>1 Yes</b>	459	28.5
	<b>Total</b>	1612	100.0
Missing	<b>System</b>	97	
Total		1709	

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**S21\_3\_3 Has your workplace experienced any of the following forms of organisational change in the last five years? Greater reliance on part-time or temporary workers.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	873	54.2
	<b>1 Yes</b>	739	45.8
	<b>Total</b>	1612	100.0
Missing	<b>System</b>	97	
Total		1709	

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**S21\_3\_4 Has your workplace experienced any of the following forms of organisational change in the last five years? Increase in overtime hours.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	1081	67.1
	<b>1 Yes</b>	531	32.9
	<b>Total</b>	1612	100.0
Missing	<b>System</b>	97	
Total		1709	

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**S21\_3\_5 Has your workplace experienced any of the following forms of organisational change in the last five years? Greater reliance on job rotation and/or multi-skilling.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	882	54.7
	<b>1 Yes</b>	730	45.3
	<b>Total</b>	1612	100.0
Missing	<b>System</b>	97	
Total		1709	

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**S21\_3\_6 Has your workplace experienced any of the following forms of organisational change in the last five years? Any other organisational change [specify].**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	1337	82.9
	<b>1 Yes [specified]</b>	275	17.1
	<b>Total</b>	1612	100.0
Missing	<b>System</b>	97	
Total		1709	

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**S21\_4 Compared to others in the same type of job, how well do you think you do your current job: above average, average or below average?**

		Freq(w)	%(w)
Valid	<b>1 Above average</b>	1111	66.7
	<b>3 Average</b>	538	32.3
	<b>5 Below average</b>	16	0.9
	<b>Total</b>	1664	100.0
Missing	<b>8 Don't know</b>	16	
	<b>System</b>	28	
	<b>Total</b>	45	
Total		1709	

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**S21\_4\_1 Thinking about the stage you are at in your career and your career goals, would you say your ..... your career goals?**

		Freq(w)	%(w)
Valid	<b>1 Job is far below</b>	247	15.2
	<b>2 Job is somewhat below</b>	490	30.0
	<b>3 Job matches</b>	700	42.9
	<b>4 Job somewhat exceeds</b>	162	9.9
	<b>5 Job greatly exceeds</b>	33	2.0
	<b>Total</b>	1632	100.0
Missing	<b>8 Don't know</b>	49	
	<b>System</b>	28	
	<b>Total</b>	77	
Total		1709	

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**SECTION 22. ATTITUDES ABOUT ECONOMIC POLICIES**

**S22\_1 Please tell me if you agree or disagree with the following general statements about the economy and employment relations. During a strike, management should be prohibited by law from hiring workers to take the place of strikers.**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Strongly agree</b>	574	35.6
	<b>2 Somewhat agree</b>	344	21.3
	<b>3 Neither</b>	205	12.7
	<b>4 Somewhat disagree</b>	241	15.0
	<b>5 Strongly disagree</b>	250	15.5
	<b>Total</b>	1614	100.0
Missing	<b>8 Don't know</b>	76	
	<b>9 Refused</b>	20	
	<b>Total</b>	95	
<b>Total</b>	1709		

**S22\_2 Corporations benefit owners at the expense of workers and consumers.**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Strongly agree</b>	321	20.2
	<b>2 Somewhat agree</b>	558	35.2
	<b>3 Neither</b>	294	18.5
	<b>4 Somewhat disagree</b>	227	14.3
	<b>5 Strongly disagree</b>	188	11.8
	<b>Total</b>	1587	100.0
Missing	<b>8 Don't know</b>	106	
	<b>9 Refused</b>	16	
	<b>Total</b>	122	
<b>Total</b>	1709		

**S22\_2\_1 Workers should have greater decision-making control over their jobs.**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Strongly agree</b>	597	35.8
	<b>2 Somewhat agree</b>	731	43.8
	<b>3 Neither</b>	129	7.7
	<b>4 Somewhat disagree</b>	154	9.3
	<b>5 Strongly disagree</b>	56	3.4
	<b>Total</b>	1668	100.0
Missing	<b>8 Don't know</b>	35	
	<b>9 Refused</b>	6	
	<b>Total</b>	41	
<b>Total</b>	1709		

<b>S22_2_2 There should be a shorter normal work week with full-time secure jobs for more people.</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Strongly agree</b>	669	40.3
	<b>2 Somewhat agree</b>	463	28.0
	<b>3 Neither</b>	130	7.8
	<b>4 Somewhat disagree</b>	231	14.0
	<b>5 Strongly disagree</b>	165	9.9
	<b>Total</b>	1657	100.0
Missing	<b>8 Don't know</b>	47	
	<b>9 Refused</b>	4	
	<b>Total</b>	51	
<b>Total</b>		1709	

**SECTION 23. HEALTH AND DISABILITY**

**S23\_1 In general, would you say your health is excellent, very good, good, fair, or poor?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Excellent</b>	483	28.4
	<b>2 Very good</b>	569	33.5
	<b>3 Good</b>	506	29.8
	<b>4 Fair</b>	114	6.7
	<b>5 Poor</b>	26	1.5
	<b>Total</b>	1698	100.0
Missing	<b>8 Don't know</b>	11	
Total		1709	

**S23\_2 In the last five years, have there been any significant personal health changes in your life, such as major illness, major injury, serious disability, or health improvement?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	488	28.8
	<b>5 No</b>	1207	71.2
	<b>Total</b>	1696	100.0
Missing	<b>8 Don't know</b>	12	
	<b>9 Refused</b>	1	
	<b>Total</b>	13	
Total		1709	

**S23\_2\_1A Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement? Major illness.**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Not chosen</b>	364	75.2
	<b>1 Yes</b>	120	24.8
	<b>Total</b>	484	100.0
Missing	<b>8 Don't know</b>	1	
	<b>9 Refused</b>	4	
	<b>System</b>	1220	
	<b>Total</b>	1225	
Total		1709	



**S23\_2\_1B Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement? Major workplace-related injury.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	433	89.6
	<b>1 Yes</b>	50	10.4
	<b>Total</b>	484	100.0
Missing	<b>System</b>	1225	
Total		1709	

**S23\_2\_1C Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement? Serious disability.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	461	95.3
	<b>1 Yes</b>	23	4.7
	<b>Total</b>	484	100.0
Missing	<b>System</b>	1225	
Total		1709	

**S23\_2\_1D Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement? Close family member illness.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	236	48.8
	<b>1 Yes</b>	248	51.2
	<b>Total</b>	484	100.0
Missing	<b>System</b>	1225	
Total		1709	

**S23\_2\_1E Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement? Health improvement.**

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	396	81.9
	<b>1 Yes</b>	88	18.1
	<b>Total</b>	484	100.0
Missing	<b>System</b>	1225	
Total		1709	

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**S23\_2\_1F Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement? Other [specify].**


---

		Freq(w)	%(w)
Valid	<b>0 Not chosen</b>	436	90.1
	<b>1 Yes [specified]</b>	48	9.9
	<b>Total</b>	484	100.0
Missing	<b>System</b>	1225	
Total		1709	

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**S23\_4 Do you consider yourself to be a person with a disability?**


---

		Freq(w)	%(w)
Valid	<b>1 Yes</b>	60	3.5
	<b>5 No</b>	1632	96.5
	<b>Total</b>	1692	100.0
Missing	<b>8 Don't know</b>	16	
	<b>9 Refused</b>	1	
	<b>Total</b>	17	
Total		1709	

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**S23\_4\_1 Please tell me if the disability is physical, mental, learning or a health disability?**


---

		Freq(w)	%(w)
Valid	<b>1 Physical</b>	42	71.3
	<b>2 Mental</b>	6	10.1
	<b>3 Learning</b>	5	8.3
	<b>4 Health</b>	4	6.2
	<b>5 Combination/More than one [specify]</b>	2	4.0
	<b>Total</b>	59	100.0
Missing	<b>8 Don't know</b>	1	
	<b>System</b>	1649	
	<b>Total</b>	1650	
Total		1709	

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**S23\_5 To what extent does a long-term physical condition, mental condition, learning or health problem reduce the amount or the kind of activity you can do?**


---

		Freq(w)	%(w)
Valid	<b>1 A great deal</b>	288	17.6
	<b>2 Quite a lot</b>	125	7.7
	<b>3 A fair amount</b>	316	19.3
	<b>4 A little</b>	240	14.7
	<b>5 Not at all</b>	664	40.7
	<b>Total</b>	1633	100.0
Missing	<b>8 Don't know</b>	72	
	<b>9 Refused</b>	4	
	<b>Total</b>	76	
Total		1709	

---

**SECTION 24. DEMOGRAPHICS**

<b>S24_1 In what country were you born?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Canada</b>	1305	77.2
	<b>8 China</b>	17	1.0
	<b>13 England</b>	23	1.4
	<b>16 France</b>	2	0.1
	<b>18 Germany</b>	9	0.5
	<b>20 Guyana</b>	8	0.4
	<b>25 Italy</b>	23	1.3
	<b>26 India</b>	25	1.5
	<b>28 Jamaica</b>	13	0.8
	<b>38 Pakistan</b>	4	0.2
	<b>39 Philippines</b>	16	1.0
	<b>40 Poland</b>	14	0.8
	<b>43 Scotland</b>	14	0.8
	<b>49 Sri Lanka</b>	17	1.0
	<b>57 USA</b>	19	1.1
	<b>97 Other [specify]</b>	181	10.7
	<b>Total</b>	1689	100.0
Missing	<b>98 Don't know</b>	11	
	<b>99 Refused</b>	9	
	<b>Total</b>	19	
<b>Total</b>		1709	

<b>S24_2 [Born outside Canada] In what year did you immigrate to Canada?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1947</b>		0.4
	<b>1948</b>		0.1
	<b>1950</b>		0.3
	<b>...</b>		
	<b>2001</b>		4.3
	<b>2002</b>		1.6
	<b>2003</b>		0.8
	<b>Total</b>		100.0
Missing	<b>9998 Don't know</b>	20	
	<b>9999 Refused</b>	8	
	<b>System</b>	1305	
	<b>Total</b>	1333	
<b>Total</b>		1709	

<b>S24_5A How would you BEST describe your race or colour: [first mention].</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 White</b>	1426	85.1
	<b>2 Chinese</b>	30	1.8
	<b>3 South Asian</b>	47	2.8
	<b>4 Black</b>	39	2.4
	<b>5 Aboriginal</b>	10	0.6
	<b>6 Arab/West Asian</b>	17	1.0
	<b>7 Filipino</b>	19	1.1
	<b>8 South East Asian</b>	22	1.3
	<b>9 Latin American</b>	18	1.1
	<b>10 Japanese</b>	1	0.0
	<b>11 Korean</b>	7	0.4
	<b>97 Other [specify]</b>	40	2.4
	<b>Total</b>	1676	100.0
Missing	<b>98 Don't know</b>	14	
	<b>99 Refused</b>	19	
	<b>Total</b>	33	
<b>Total</b>		1709	

<b>S24_5B How would you BEST describe your race or colour: [second mention].</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 No 2nd mention</b>	1618	96.7
	<b>1 White</b>	42	2.5
	<b>3 South Asian</b>	2	0.1
	<b>4 Black</b>	2	0.1
	<b>5 Aboriginal</b>	3	0.2
	<b>7 Filipino</b>	2	0.1
	<b>8 South East Asian</b>	0	0.0
	<b>97 Other [specify]</b>	2	0.1
		<b>Total</b>	1673
Missing	<b>98 Don't know</b>	3	
	<b>System</b>	33	
	<b>Total</b>	36	
<b>Total</b>		1709	

<b>S24_6 Do you consider yourself to be a member of a visible minority?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	358	22.0
	<b>5 No</b>	1272	78.0
	<b>Total</b>	1629	100.0
Missing	<b>8 Don't know</b>	63	
	<b>9 Refused</b>	17	
	<b>Total</b>	80	
<b>Total</b>		1709	

<b>S24_6_1 What is your mother tongue, that is the language you first learned and can still speak?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 English</b>	1294	76.5
	<b>2 French</b>	73	4.3
	<b>3 Other [specify]</b>	324	19.1
	<b>Total</b>	1691	100.0
Missing	<b>8 Don't know</b>	13	
	<b>9 Refused</b>	5	
	<b>Total</b>	18	
<b>Total</b>		1709	

**SECTION 25. HOUSEHOLD/FAMILY STATUS****S25\_1A Are you currently: married, living with a partner, separated, divorced, widowed or have you never been married?**

		Freq(w)	%(w)
Valid	<b>1 Married</b>	1024	60.7
	<b>2 Living with partner</b>	146	8.7
	<b>3 Separated</b>	50	2.9
	<b>4 Divorced</b>	77	4.6
	<b>5 Widowed</b>	19	1.1
	<b>6 Never married</b>	368	21.8
	<b>7 Other [specify]</b>	4	0.2
	<b>Total</b>	1689	100.0
Missing	<b>8 Don't know</b>	11	
	<b>9 Refused</b>	9	
	<b>Total</b>	20	
<b>Total</b>	1709		

**S25\_2 Including yourself, how many people live in this household?**

		Freq(w)	%(w)
Valid	<b>1 One person (R lives alone)</b>	108	6.4
	<b>2</b>	426	25.3
	<b>3</b>	360	21.4
	<b>4</b>	495	29.4
	<b>5</b>	192	11.4
	<b>6</b>	55	3.3
	<b>7</b>	23	1.4
	<b>8</b>	9	0.6
	<b>9</b>	4	0.2
	<b>10 Ten or more people</b>	8	0.5
	<b>Total</b>	1683	100.0
Missing	<b>98 Don't know</b>	11	
	<b>99 Refused</b>	15	
	<b>Total</b>	26	
<b>Total</b>	1709		

**S25\_3 [2-10 people in household] How many of them are under age six?**

		Freq(w)	%(w)
Valid	<b>0 None</b>	931	73.5
	<b>1</b>	228	18.0
	<b>2</b>	90	7.1
	<b>3</b>	17	1.3
	<b>4</b>	1	0.0
	<b>Total</b>	1266	100.0
Missing	<b>System</b>	443	
<b>Total</b>		1709	

<b>S25_4 [2-10 people in household] How many of them are between 6 and 12?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 None</b>	719	64.7
	<b>1</b>	235	21.1
	<b>2</b>	129	11.6
	<b>3</b>	27	2.4
	<b>4</b>	2	0.2
	<b>Total</b>	1112	100.0
Missing	<b>System</b>	597	
Total		1709	

<b>S25_5 [2-10 people in household] How many are 13 to 17 years of age?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 None</b>	557	61.5
	<b>1</b>	222	24.5
	<b>2</b>	100	11.1
	<b>3</b>	15	1.7
	<b>4</b>	7	0.8
	<b>5</b>	4	0.4
	<b>Total</b>	905	100.0
Missing	<b>System</b>	804	
Total		1709	

<b>S25_6 Including yourself, how many are 18 years of age or older?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1</b>	5	0.8
	<b>2</b>	152	21.1
	<b>3</b>	306	42.5
	<b>4</b>	201	27.9
	<b>5</b>	44	6.1
	<b>6</b>	8	1.1
	<b>7 Seven or more</b>	4	0.5
	<b>Total</b>	721	100.0
Missing	<b>System</b>	988	
Total		1709	

**SECTION 26. SOCIAL CLASS AND INCOME**

<b>S26_2 IF YOU HAD TO CHOOSE one of the following names for your social class, which one would you say you belong to:</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Upper class</b>	20	1.2
	<b>2 Upper middle class</b>	503	30.6
	<b>3 Lower middle class</b>	303	18.4
	<b>4 Working class</b>	491	29.9
	<b>5 Lower class</b>	36	2.2
	<b>7 R Volunteers: "Middle" class</b>	290	17.6
	<b>Total</b>	1643	100.0
Missing	<b>6 R Volunt.: Not think of self as part of class</b>	7	
	<b>8 Don't know</b>	42	
	<b>9 Refused</b>	17	
	<b>Total</b>	66	
<b>Total</b>		1709	

<b>S26_7 Is your spouse or partner currently self employed, employed full-time or employed part-time in a job for pay or not employed at all?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 Self-employed</b>	141	12.3
	<b>1 Employed full-time</b>	611	53.4
	<b>3 Employed part-time</b>	117	10.2
	<b>5 Not employed at all</b>	276	24.1
	<b>Total</b>	1145	100.0
Missing	<b>8 Don't know</b>	25	
	<b>9 Refused</b>	1	
	<b>System</b>	538	
	<b>Total</b>	564	
<b>Total</b>		1709	

<b>S26_8 What is the highest level of formal education your mother obtained?</b>			
		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>0 R Volunteers: Not know anything about mother</b>	2	0.2
	<b>1 Did not go to school</b>	29	2.1
	<b>2 Elementary only</b>	258	18.3
	<b>3 Some high school</b>	176	12.5
	<b>4 Completed high school</b>	485	34.4
	<b>5 High school equivalency</b>	22	1.6
	<b>6 Some community college/cegep</b>	36	2.6
	<b>7 Certificate/diploma community college/cegep</b>	216	15.3
	<b>8 Some university</b>	20	1.5



	<b>9 Completed undergraduate degree</b>	98	6.9
	<b>10 Some professional studies</b>	1	0.1
	<b>11 Completed professional degree</b>	16	1.1
	<b>12 Some graduate university</b>	2	0.1
	<b>13 Completed graduate degree</b>	47	3.3
	<b>Total</b>	1408	100.0
Missing	<b>98 Don't know</b>	289	
	<b>99 Refused</b>	11	
	<b>Total</b>	300	
Total		1709	

**S26\_9 And what about your father? What is the highest level of formal education he obtained?**

		Freq(w)	%(w)
Valid	<b>0 R Volunteers: Not know anything about father</b>	5	0.3
	<b>1 Did not go to school</b>	21	1.4
	<b>2 Elementary only</b>	312	21.4
	<b>3 Some high school</b>	248	17.1
	<b>4 Completed high school</b>	379	26.1
	<b>5 High school equivalency</b>	15	1.1
	<b>6 Some community college/cegep</b>	19	1.3
	<b>7 Certificate/diploma community college/cegep</b>	183	12.6
	<b>8 Some university</b>	27	1.8
	<b>9 Completed undergraduate degree</b>	111	7.6
	<b>10 Some professional studies</b>	3	0.2
	<b>11 Completed professional degree</b>	43	3.0
	<b>12 Some graduate university</b>	3	0.2
	<b>13 Completed graduate degree</b>	86	5.9
	<b>Total</b>	1454	100.0
Missing	<b>98 Don't know</b>	242	
	<b>99 Refused</b>	13	
	<b>Total</b>	255	
Total		1709	

**S26\_17 Could you please tell me how much income YOU PERSONALLY RECEIVED, from your employment only, for the year ending December 31, 2003, before taxes and other deductions?**

		Freq(w)	%(w)
Valid	<b>1 &lt;\$20,000</b>	278	18.3
	<b>2 \$20,000-\$29,999</b>	261	17.2
	<b>3 \$30,000-\$39,999</b>	253	16.7
	<b>4 \$40,000-\$49,999</b>	240	15.8
	<b>5 \$50,000-\$59,999</b>	155	10.2
	<b>6 \$60,000-\$69,999</b>	111	7.3
	<b>7 \$70,000-\$79,999</b>	104	6.9

	<b>8 \$80,000-\$89,999</b>	35	2.3
	<b>9 \$90,000-\$99,999</b>	30	2.0
	<b>10 \$100,000 or more</b>	52	3.4
	<b>Total</b>	1519	100.0
Missing	<b>98 Don't know</b>	39	
	<b>99 Refused</b>	151	
	<b>Total</b>	190	
Total		1709	

**S26\_18 Compared to a few years ago, are your income and benefits now much better, better, about the same, worse, or much worse?**

		Freq(w)	%(w)
Valid	<b>1 Much better</b>	220	13.1
	<b>2 Better</b>	545	32.5
	<b>3 About the same</b>	659	39.3
	<b>4 Worse</b>	185	11.0
	<b>5 Much worse</b>	60	3.6
	<b>7 R Volunteers: Does not receive benefits</b>	7	0.4
	<b>Total</b>	1675	100.0
Missing	<b>8 Don't know</b>	27	
	<b>9 Refused</b>	7	
	<b>Total</b>	34	
Total		1709	

**S26\_18\_1 Do you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree the following statement: I receive a fair wage/salary for the job I do.**

		Freq(w)	%(w)
Valid	<b>1 Strongly agree</b>	510	30.3
	<b>2 Somewhat agree</b>	670	39.9
	<b>3 Neither</b>	45	2.7
	<b>4 Somewhat disagree</b>	233	13.9
	<b>5 Strongly disagree</b>	222	13.2
	<b>Total</b>	1679	100.0
Missing	<b>8 Don't know</b>	24	
	<b>9 Refused</b>	5	
	<b>Total</b>	29	
Total		1709	

**SECTION 27. FOLLOW-UP INFORMATION****S27\_1 Would you be willing to talk to us a bit more at another time about some of the issues we asked about in this survey?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes</b>	1073	64.2
	<b>5 No</b>	598	35.8
	<b>Total</b>	1671	100.0
Missing	<b>8 Don't know</b>	32	
	<b>9 Refused</b>	6	
	<b>Total</b>	38	
<b>Total</b>		1709	

**S27\_2 Could you give me your name and address so we know who to ask for if we call you back?**

		<b>Freq(w)</b>	<b>%(w)</b>
Valid	<b>1 Yes, provides name &amp; address</b>	989	92.2
	<b>5 No, declines</b>	84	7.8
	<b>Total</b>	1073	100.0
Missing	<b>System</b>	636	
<b>Total</b>		1709	

## 29. APPENDIX

### Index of Variables in the EJRM SPSS File

<b>IDNUM</b>	Respondent Identification Number
<b>REPLICAT</b>	Sample Replicate Code
<b>AREACODE</b>	Telephone Area Code
<b>ATTEMPTS</b>	Total Number Of Call Attempts
<b>REFUSALS</b>	Number Of Refusals Before Completion
<b>CONTACTS</b>	Total Times Respondent Contacted
<b>ANSWERS</b>	Number Of Times Telephone Answered
<b>INTIME</b>	Length Of Interview <Minutes>
<b>INTDATE</b>	Date Of Interview <mmddyyy>
<b>INTMONTH</b>	Month Of Interview <mm>
<b>INTDAY</b>	Day Of Interview <dd>
<b>INTYEAR</b>	Year Of Interview <yyyy>
<b>INTNUM</b>	Interviewer's Number <# Of Completions>
<b>NADULTS</b>	Number Of Adults In Household
<b>RGENDER</b>	Respondent's Gender
<b>censex</b>	[DV] Census sex categories
<b>S2_2</b>	Which of the following best describes your current employment status: are you self-employed; working for pay; temporarily absent from work; unemployed, retired, not in the labour force, going to school, caring for family, or on disability?
<b>S2_1</b>	In what year were you born?
<b>ageyear</b>	[DV] Ageyear
<b>ageg10yr</b>	[DV] Age 10 year groups
<b>age5yr</b>	[DV] Revised Census age groups
<b>censage2</b>	[DV] Revised Census age groups
<b>censage3</b>	[DV] Revised Census age groups
<b>cnagesx</b>	[DV] Census age-sex groups
<b>S2_6</b>	For how many WEEKS during the last 12 months were you employed?
<b>S2_6M</b>	[S2_6=97] Number of months employed.
<b>SS2q6</b>	[DV] Number of weeks employed during the last 12 months
<b>SS2q6mnt</b>	[DV] Recoded number of weeks employed
<b>S2_11</b>	[Currently Working] How many jobs are you currently working at?
<b>S2_12</b>	[Currently Working] How many hours do you usually work [FOR PAY] in a normal week?
<b>S2_13</b>	Please think of your main job, in answering the following questions. Which of the following best describes the hours you usually work?
<b>S2_13_1</b>	How many years in total have you been employed, including full-time or part-time jobs?

<b>totaljs</b>	[DV] Job Seniority: Total number of years in full-time or part-time employment, S2_13_1
<b>S2_15</b>	For how many years have you been employed by the organisation where you now work?
<b>S2_16</b>	And for how many years have you been employed at the job you hold now?
<b>S2_17</b>	How satisfied are you with your job?
<b>S2_18</b>	Is your job permanent, that is, it has no specified end date, is it temporary, or is it seasonal?
<b>S2_19</b>	[Temporary/Seasonal Job-holders Only] Are you working on a temporary/seasonal basis by your own choice?
<b>S2_20</b>	Given the choice, would you like to work more, less, or the same number of hours as you now work?
<b>SS2q20</b>	[DV] Given the choice, would you like to work more, less, or the same number of hours as you now work?
<b>S2_21</b>	How likely is it that you will lose your job in the next year?
<b>S2_25</b>	In the last five years, ... Did you get your first job, get a promotion, move to a new job, become unemployed, move from p-t to f-t or vice versa, or take time off for maternity/parental leave?
<b>S2_25B1</b>	What happened? Got first job.
<b>S2_25B2</b>	What happened? Got promotion or new job in same organisation.
<b>S2_25B3</b>	What happened? Moved to new job in new organisation for you.
<b>S2_25B4</b>	What happened? Became unemployed.
<b>S2_25B5</b>	What happened? Moved from part-time to full-time or reverse.
<b>S2_25B6</b>	What happened? Took maternity or parental leave.
<b>S2_25B7</b>	What happened? Something else [specify].
<b>X_S2</b>	X_S2
<b>ST_S3</b>	ST_S3
<b>S3_1HR</b>	In a TYPICAL week, how much time do you spend doing UNPAID housework activities including cooking, cleaning, shopping, home budgeting, yard work or home maintenance?
<b>S3_1MN</b>	In a TYPICAL week, how much time do you spend doing UNPAID housework activities including cooking, cleaning, shopping, home budgeting, yard work or home maintenance?
<b>SS3q1all</b>	[DV] Time use: Unpaid housework, Universe: All respondents
<b>SS3q1par</b>	[DV] Time use: Unpaid housework, Universe: Participants in housework
<b>S3_2HR</b>	In a typical week, how much time do you spend looking after children WITHOUT pay?
<b>S3_2MN</b>	In a typical week, how much time do you spend looking after children WITHOUT pay?
<b>SS3q2all</b>	[DV] Time use: Unpaid child care, Universe, all respondents
<b>SS3q2par</b>	[DV] Time use: Unpaid child care, Universe, respondents with children
<b>S3_3HR</b>	How much time do you spend caring for an elderly or disabled family member?
<b>S3_3MN</b>	How much time do you spend caring for an elderly or disabled family member?

<b>SS3q3all</b>	[DV] Time use: Care for elderly or disabled, Universe, all respondents
<b>SS3q3par</b>	[DV] Time use: Care for elderly or disabled, Universe, respondents that provide care
<b>S3_6</b>	In the past year did you do any unpaid volunteer work in any organisation or group?
<b>S3_7_1</b>	What types of organisations did you volunteer for? Political organisation.
<b>S3_7_2</b>	What types of organisations did you volunteer for? Cultural, educational or hobby group.
<b>S3_7_3</b>	What types of organisations did you volunteer for? Religious organisation.
<b>S3_7_4</b>	What types of organisations did you volunteer for? Sports organisation.
<b>S3_7_5</b>	What types of organisations did you volunteer for? Service club.
<b>S3_7_6</b>	What types of organisations did you volunteer for? School or neighbourhood association.
<b>S3_7_7</b>	What types of organisations did you volunteer for? Other groups or organisations [specify].
<b>S3_8HR</b>	On average, how much time per week did you spend in these volunteer activities over the past year?
<b>S3_8MN</b>	On average, how much time per week did you spend in these volunteer activities over the past year?
<b>SS3q8all</b>	[DV] Average number of volunteer work hours, Universe, all respondents
<b>SS3q8par</b>	[DV] Average number of volunteer work hours, Universe, participants in volunteer work
<b>X_S3</b>	X_S3
<b>S6_1</b>	What is the highest level of education you have obtained?
<b>reducatn</b>	Educational Attainment [Revised Census education categories]
<b>S6_2</b>	[S6_1=2-13] What was the last year you were in this educational program?/In what year did you complete this educational program?
<b>S6_2_1</b>	Was your highest level of education obtained in Canada or another country?
<b>S6_3</b>	At any time during the past year did you receive ANY FORMAL training or education including courses, private lessons, correspondence courses.....recreation courses, or any other training or education no matter how long or short?
<b>S6_4</b>	Are you currently, or have you been during the past year, registered as a student in a program earning a credit towards a diploma, degree, certificate or license?
<b>S6_4_1</b>	Would this be as a full-time or part-time student?
<b>S6_6_1</b>	What type of diploma, degree, certificate or license is this? High school diploma.
<b>S6_6_2</b>	What type of diploma, degree, certificate or license is this? Community or private college certificate.
<b>S6_6_3</b>	What type of diploma, degree, certificate or license is this? Private arts school, business college or technical school.

<b>S6_6_4</b>	What type of diploma, degree, certificate or license is this? University degree.
<b>S6_6_5</b>	What type of diploma, degree, certificate or license is this? Trades certificate or license.
<b>S6_6_6</b>	What type of diploma, degree, certificate or license is this? Professional license.
<b>S6_6_7</b>	What type of diploma, degree, certificate or license is this? Other [specify].
<b>S6_8A</b>	How many weeks were you enrolled in this course or courses (in the last 12 months)?
<b>SS6q8A</b>	[DV] Length of credit course enrollment (weeks), Participants
<b>SS6q8All</b>	[DV] Length of credit course enrollment (weeks), All respondents
<b>S6_8B</b>	Thinking about the formal credit courses you did in the last year, about how many hours did this amount to IN A TYPICAL WEEK, counting time in class, and doing homework and course assignments?
<b>SS6q8B</b>	[DV] Credit courses duration (hours per week), Participants
<b>SS6q8Bal</b>	[DV] Credit courses duration (hours per week), All respondents
<b>S6_9A</b>	Other than formal courses towards a diploma, degree, certificate or license, have you taken any other formal courses, workshops or organised lessons in the last year, no matter how long or short, or who offered it, on any subject?
<b>S6_9C1</b>	What type of courses, workshops, or organised lessons were they? Job entry training.
<b>S6_9C2</b>	What type of courses, workshops, or organised lessons were they? Job or career upgrading.
<b>S6_9C3</b>	What type of courses, workshops, or organised lessons were they? Occupational health and safety/environmental protection.
<b>S6_9C4</b>	What type of courses, workshops, or organised lessons were they? Computer training.
<b>S6_9C5</b>	What type of courses, workshops, or organised lessons were they? English as a second language.
<b>S6_9C6</b>	What type of courses, workshops, or organised lessons were they? French as a second language.
<b>S6_9C7</b>	What type of courses, workshops, or organised lessons were they? Basic reading, writing and numeric skills.
<b>S6_9C8</b>	What type of courses, workshops, or organised lessons were they? Human rights, anti-discrimination, anti-racism.
<b>S6_9C9</b>	What type of courses, workshops, or organised lessons were they? General interest, hobby, etc.
<b>S6_9C10</b>	What type of courses, workshops, or organised lessons were they? Other[specify].
<b>CK_COURS</b>	CK_COURS
<b>S6_11A</b>	Thinking about this (these) non-credit course(s) you did in the last year, for how many weeks (in total) were you enrolled?
<b>SS6q11A</b>	[DV] Length of non-credit course enrollment (weeks), Participants
<b>SS6q11AI</b>	[DV] Length of non-credit course enrollment (weeks), All respondents

<b>S6_11B</b>	Thinking about this (these) non-credit course(s) you did in the last year, about how many hours did this amount to IN A TYPICAL WEEK, counting time in class, and doing homework and course assignments?
<b>SS6q11B</b>	[DV] Non-credit courses duration (hours per week), Participants
<b>SS6q11BI</b>	[DV] Non-credit courses duration (hours per week), All respondents
<b>S6_12</b>	Who contributed towards the direct expenses for any formal training or course(s)/these courses?
<b>S8_1</b>	During the past year were there any FORMAL training or education programs, or courses that you WANTED TO TAKE for any reason including for your career or job, hobby, recreation, or personal interest and so on, BUT DID NOT?
<b>S8_3_1</b>	What were your reasons for not taking it? Do not need any more formal organised courses.
<b>S8_3_2</b>	What were your reasons for not taking it? There are no relevant courses available.
<b>S8_3_3</b>	What were your reasons for not taking it? Courses are at inconvenient times and places.
<b>S8_3_4</b>	What were your reasons for not taking it? Lack of employer support.
<b>S8_3_5</b>	What were your reasons for not taking it? Family responsibilities such as taking care of children or other dependents.
<b>S8_3_6</b>	What were your reasons for not taking it? Do not have affordable child care.
<b>S8_3_7</b>	What were your reasons for not taking it? Poor grades or do not have the qualifications.
<b>S8_3_8</b>	What were your reasons for not taking it? Have a language barrier.
<b>S8_3_9</b>	What were your reasons for not taking it? Do not have the time.
<b>S8_3_10</b>	What were your reasons for not taking it? Health reasons.
<b>S8_3_11</b>	What were your reasons for not taking it? Physical or mental disability, whether long or short term.
<b>S8_3_12</b>	What were your reasons for not taking it? Courses are too expensive or you do not have money for courses.
<b>S8_3_13</b>	What were your reasons for not taking it? Courses and other schooling boring and narrow.
<b>S8_3_14</b>	What were your reasons for not taking it? Schools and other places that offer courses are unfriendly.
<b>S8_3_15</b>	What were your reasons for not taking it? Other [specify].
<b>S8_4</b>	Are you planning to take any FORMAL organised courses in the next few years?
<b>S8_4_1</b>	Why are you planning to take these courses? For job related reasons, general interest or some other reason?
<b>S9_1</b>	[All who took any recent education courses or programs] Have the courses you took in the past year been very helpful, fairly helpful or not helpful in increasing your income?
<b>S9_2</b>	Keeping your job. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?



<b>S9_3</b>	Get a promotion. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?
<b>S9_5</b>	Do your job better. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?
<b>S9_6</b>	Find or change jobs. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?
<b>S10_3</b>	How would you rate your general ability to learn new things: excellent, good, average, somewhat below average, or fairly poor?
<b>S11_3</b>	Are your computer skills much higher, higher, the same, lower, or much lower than the requirements of your (main) job?
<b>S12_1</b>	Now, please think about any INFORMAL learning activities OUTSIDE OF COURSES that have some connection with your PAID EMPLOYMENT. Have you done any informal learning to keep up with new general knowledge in your occupation during the last year?
<b>S12_2</b>	Informal learning of new job tasks?
<b>S12_3</b>	Learning about computers?
<b>S12_4</b>	Learning about new equipment?
<b>S12_5</b>	Organisational or managerial skills?
<b>S12_6</b>	Budgeting or financial management?
<b>S12_7</b>	Teamwork, problem solving, or communications skills?
<b>S12_8</b>	Learning about employment conditions or workers rights?
<b>S12_9</b>	Politics in the workplace?
<b>S12_10</b>	Language and literacy?
<b>S12_11</b>	Health and safety?
<b>CKS12Q12</b>	CKS12Q12
<b>S12_12</b>	Thinking about all the informal learning you have been doing in the last year year that is related to your employment; about how many hours did this amount to IN A TYPICAL WEEK?
<b>SS12q12</b>	[DV] Job-related informal learning hours per week, Participants
<b>SS12q12A</b>	[DV] Job-related informal learning hours per week, All respondents
<b>S12_13</b>	For each of the following please tell me if your informal learning has been very helpful, fairly helpful, or not helpful? First, in helping you to increase your income?
<b>S12_14</b>	To keep your job? Has your informal learning been very helpful, fairly helpful, or not helpful?
<b>S12_16</b>	To get a promotion?
<b>S12_17</b>	To do your job better?
<b>S12_18</b>	To find or to change jobs? Has your informal learning been very helpful, fairly helpful, or not helpful?
<b>X_S12</b>	X_S12
<b>S13_1</b>	Did you learn anything by yourself or with others about any of the following related to your volunteer activities in the last year? First, learning about computers?
<b>S13_2</b>	Organisational or managerial skills?
<b>S13_3</b>	Budgeting or financial management?
<b>S13_4</b>	Teamwork, problem solving, or communications skills?
<b>S13_5</b>	Interpersonal skills?

<b>S13_6</b>	Health and well being?
<b>S13_7</b>	Learning about new equipment?
<b>S13_8</b>	Language skills?
<b>S13_9</b>	Increased knowledge about social, political or environmental issues?
<b>CKS13Q10</b>	CKS13Q10
<b>S13_10</b>	Thinking about all the informal learning you did in the last year that is related to all your volunteer activities, about how many hours did this amount to IN A TYPICAL WEEK? Just give us your best guess.
<b>SS13q10</b>	[DV] Volunteer work related IL: Number of hours per week, participants
<b>SS13q10A</b>	[DV] Volunteer work related IL: Number of hours per week, All respondents
<b>S13_11</b>	How helpful has your informal learning been in helping you to do volunteer work better?
<b>X_S13</b>	X_S13
<b>S14_1</b>	Think of any informal learning you have done on your own or with others in relation to household related work in the last year. First, is there anything you learned about home repair and maintenance in the last year?
<b>S14_2</b>	What about cooking?
<b>S14_3</b>	Parenting and childcare?
<b>S14_4</b>	Caring for the elderly?
<b>S14_5</b>	Intimate relationships?
<b>S14_6</b>	Health and well being?
<b>S14_7</b>	Learning about new equipment or appliances?
<b>S14_8</b>	Renovation, landscaping or gardening skills?
<b>S14_9</b>	Learning about computers?
<b>S14_10</b>	Budgeting or financial management?
<b>S14_10B</b>	Organisation or management skills?
<b>S14_10C</b>	Team work, problem solving or communication skills?
<b>S14_10D</b>	Interpersonal skills?
<b>CKS14Q11</b>	CKS14Q11
<b>S14_11</b>	Thinking about all the informal learning you did in the last year that is related to your household related work, how many hours did this amount to IN A TYPICAL WEEK? Just give us your best guess.
<b>SS14q11</b>	[DV] Household related informal learning hours per week, Participants
<b>SS14q11A</b>	[DV] Household related informal learning hours per week, All respondents
<b>S14_13</b>	Has your informal learning (around household related work) been very helpful, fairly helpful, or not helpful in helping you do your job better?
<b>X_S14</b>	X_S14

<b>S15_1</b>	Here is a list of things that people learn outside of formal classes. These are not directly related to employment, household work, or volunteer activities but related to your general interests. First, what about sports or recreation?
<b>S15_2</b>	What about cultural traditions or customs? Did you learn anything about this by yourself or with others outside of a formal class in the last year?
<b>S15_3</b>	And leisure or hobby skills?
<b>S15_4</b>	Social skills and personal development?
<b>S15_5</b>	Health and well being?
<b>S15_6</b>	Finances?
<b>S15_7</b>	Learning about computers?
<b>S15_8</b>	Language skills?
<b>S15_9</b>	Science and technology?
<b>S15_10</b>	Intimate relationships?
<b>S15_11</b>	Religion or spirituality?
<b>S15_12</b>	Social, political or environmental issues? Did you learn anything about this by yourself or with others outside of a formal class in the last year?
<b>S15_13</b>	Have you done any other general interest learning in the last year?
<b>CKS15Q14</b>	CKS15Q14
<b>S15_14</b>	Thinking about all the informal general interest learning you did in the last year that was NOT related to employment, volunteering or housework, about how many hours did this amount to IN A TYPICAL WEEK? Just give us your best guess.
<b>SS15q14</b>	[DV] General interest related informal learning hours per week, Participants
<b>SS15q14A</b>	[DV] General interest related informal learning hours per week, All respondents
<b>S15_14_1</b>	How helpful was any of this general interest informal learning in helping you to do your job better?
<b>S17_1_CCDO</b>	Canadian Classification and Dictionary of Occupations: 1981
<b>BLISH81R</b>	Occupation:Respondent> Blishen 1981 SES
<b>PINPORR</b>	Respondent> Pineo-Porter 1981 Category
<b>S17_1_NOC</b>	National Occupational Classification: 1992
<b>NOC1992L</b>	National Occupational Classification: 1992
<b>S17_1_1</b>	Some jobs involve a lot of creativity while other jobs mainly follow established rules and routines. Would you say your job involves a great deal of creativity, a fair amount, very little creativity, or none at all?
<b>S17_2</b>	What kind of business, industry or service is this?
<b>S17_3</b>	Do you work for a private company, non-profit organisation, in the public sector, for example for a hospital or school, for a government owned company, or for a federal, provincial, or municipal ministry or agency?
<b>S17_4</b>	Do you have a managerial or supervisory role at your place of work?

<b>S17_5</b>	Which of the following best describes the supervisory role you have at your place of work? Would you say you are ...
<b>S17_6</b>	How many people are/were employed by the entire organisation you work in?
<b>S17_6_1</b>	How did you originally get a job in this organisation? Did you apply to an ad, were you recruited, referred by friends or family, or did you just apply?
<b>S17_6_2A</b>	What are your future career plans? Staying in your current job.
<b>S17_6_2B</b>	What are your future career plans? Promotion.
<b>S17_6_2C</b>	What are your future career plans? Getting a job elsewhere.
<b>S17_6_2D</b>	What are your future career plans? Not sure.
<b>S17_6_2E</b>	What are your future career plans? Retiring.
<b>S17_6_3</b>	Have you actively sought another job recently?
<b>S17_6_4</b>	Is there a worker's union at your workplace?
<b>S17_9</b>	Do you belong to it?
<b>S17_10</b>	Do you currently belong to another/an organisation that represents the members of your occupation?
<b>S18_1</b>	Which of the following BEST describes your involvement in your union or association:
<b>S18_1_1</b>	Have you ever attended a union (association)-sponsored course or workshop?
<b>S18_1_2A</b>	What courses(s) or workshop(s) did you attend? Equity issues, anti-discrimination.
<b>S18_1_2B</b>	What courses(s) or workshop(s) did you attend? Health and safety.
<b>S18_1_2C</b>	What courses(s) or workshop(s) did you attend? Apprenticeships.
<b>S18_1_2D</b>	What courses(s) or workshop(s) did you attend? Computer training.
<b>S18_1_2E</b>	What courses(s) or workshop(s) did you attend? Reading and learning skills.
<b>S18_1_2F</b>	What courses(s) or workshop(s) did you attend? Other skills upgrading.
<b>S18_1_2G</b>	What courses(s) or workshop(s) did you attend? Economic and political education.
<b>S18_1_2H</b>	What courses(s) or workshop(s) did you attend? Steward training.
<b>S18_1_2I</b>	What courses(s) or workshop(s) did you attend? Other [specify].
<b>S18_1_3</b>	Have you become more active in your union as a result of taking the course(s) or workshop(s)?
<b>S19_1</b>	In your job are you specifically required to have any certification or a license?
<b>S19_2YR</b>	About how long did it take you to get this license or certification?
<b>S19_2MN</b>	About how long did it take you to get this license or certification?
<b>S19_2HR</b>	About how long did it take you to get this license or certification?
<b>edattain</b>	[DV] Highest level credentials, s6_1
<b>S19_2_1</b>	Beyond formal schooling, how long did it take for you to learn how to perform your job adequately?
<b>S19_3</b>	What general education is required for new applicants or for people who want to do the type of job you do?

<b>jobcredn</b>	[DV] Credential required for job, s19_3
<b>S19_4</b>	In your own experience, what general level of education is really needed to perform the tasks of your job?
<b>jobedreq</b>	[DV] Education to do job, s19_4
<b>attreq5</b>	[DV] Credential required minus Ed attained 5 cat
<b>attuse5</b>	[DV] Ed used on job minus Ed attained
<b>crednism</b>	[DV] Credential minus ed used -Credentialism
<b>S19_5</b>	How closely is your job related to your formal education? Is it closely related, somewhat related, or not at all related?
<b>S19_6</b>	In terms of your schooling, do you feel you are very overqualified, somewhat overqualified, adequately qualified, somewhat underqualified or very underqualified for your current job?
<b>S19_6_1</b>	How much knowledge about your job do you have compared to the knowledge that adequate performance of your job actually requires?
<b>S19_7</b>	Beyond formal schooling, how much on-the-job training, apprenticeship training or job experience is now normally required for people to perform your type of job?
<b>S19_8_1</b>	Which of the following has been important sources of specific knowledge to do your job: on-the-job training from co-workers.
<b>S19_8_2</b>	Which of the following has been important sources of specific knowledge to do your job: on-the-job training from supervisors.
<b>S19_8_3</b>	Which of the following has been important sources of specific knowledge to do your job: Own independent efforts.
<b>S19_8_4</b>	Which of the following has been important sources of specific knowledge to do your job: Employer-sponsored training program.
<b>S19_8_5</b>	Which of the following has been important sources of specific knowledge to do your job: Union/association education program.
<b>S19_8_6</b>	Which of the following has been important sources of specific knowledge to do your job: Pre-employment training program.
<b>S19_8_7</b>	Which of the following has been important sources of specific knowledge to do your job: Other [specify].
<b>S20_3A</b>	policy-making at your main workplace; making decisions about such things as the products or services delivered, total number of people employed, budgets, ... Do you participate in making these kinds of decisions, or even provide advice about them?
<b>S20_3B</b>	Do you make decisions yourself, make decisions as a member of a group, make decisions subject to approval, or only provide advice?
<b>S20_3B1</b>	How much choice do you have in the way you perform the tasks of your job?
<b>S20_3B2</b>	When a project is completed in your workplace, how much input do non-managerial employees have on what worked, what didn't and lessons for the future?
<b>S20_5</b>	Please tell me if you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree with the following: Your job often requires you to learn new skills?
<b>S20_5_1</b>	Management regularly encourages workers in your job to acquire more skills and knowledge.

<b>S20_6</b>	How often do you find your job stressful: would you say all of the time, most of the time, about half the time, seldom or never?
<b>stress1</b>	[DV] Self-perceived stress
<b>S20_7</b>	In the last year, at work, have you been discriminated against, in any way by anyone you've had contact with?
<b>S20_7N11</b>	Was this discrimination based on your: Race?
<b>S20_7N12</b>	Was this discrimination based on your: Ethnic origin?
<b>S20_7N13</b>	Was this discrimination based on your: Religion?
<b>S20_7N14</b>	Was this discrimination based on your: Age?
<b>S20_7N15</b>	Was this discrimination based on your: Sex?
<b>S20_7N16</b>	Was this discrimination based on your: Sexual orientation?
<b>S20_7N17</b>	Was this discrimination based on your: Disability?
<b>S20_7N18</b>	Was this discrimination based on your: Social class?
<b>S20_7_2</b>	What about OTHER employees at your workplace. Do you feel they are discriminated against?
<b>S20_7N31</b>	Is this discrimination based on: Race?
<b>S20_7N32</b>	Is this discrimination based on: Ethnic origin?
<b>S20_7N33</b>	Is this discrimination based on: Religion?
<b>S20_7N34</b>	Is this discrimination based on: Age?
<b>S20_7N35</b>	Is this discrimination based on: Sex?
<b>S20_7N36</b>	Is this discrimination based on: Sexual orientation?
<b>S20_7N37</b>	Is this discrimination based on: Disability?
<b>S20_7N38</b>	Is this discrimination based on: Social class?
<b>S21_1</b>	In the last five years, has the level of skill required to perform your job increased, stayed about the same or decreased?
<b>S21_2</b>	In the last five years, to what extent have the work techniques and equipment (e.g., computers and software programs) you use on a regular basis in your job changed?
<b>S21_3_1</b>	Has your workplace experienced any of the following forms of organisational change in the last five years? Reduction in the number of employees.
<b>S21_3_2</b>	Has your workplace experienced any of the following forms of organisational change in the last five years? Reduction in the number of managers/supervisors.
<b>S21_3_3</b>	Has your workplace experienced any of the following forms of organisational change in the last five years? Greater reliance on part-time or temporary workers.
<b>S21_3_4</b>	Has your workplace experienced any of the following forms of organisational change in the last five years? Increase in overtime hours.
<b>S21_3_5</b>	Has your workplace experienced any of the following forms of organisational change in the last five years? Greater reliance on job rotation and/or multi-skilling.
<b>S21_3_6</b>	Has your workplace experienced any of the following forms of organisational change in the last five years? Any other organisational change [specify].

<b>S21_4</b>	Compared to others in the same type of job, how well do you think you do your current job: above average, average or below average?
<b>S21_4_1</b>	Thinking about the stage you are at in your career and your career goals, would you say your ..... your career goals?
<b>X_S21</b>	X_S21
<b>S22_1</b>	Please tell me if you agree or disagree with the following general statements about the economy and employment relations. During a strike, management should be prohibited by law from hiring workers to take the place of strikers.
<b>S22_2</b>	Corporations benefit owners at the expense of workers and consumers.
<b>S22_2_1</b>	Workers should have greater decision-making control over their jobs.
<b>S22_2_2</b>	There should be a shorter normal work week with full-time secure jobs for more people.
<b>S23_1</b>	In general, would you say your health is excellent, very good, good, fair, or poor?
<b>health1</b>	[DV] Self-perceived health status
<b>health2</b>	[DV] Self-perceived health status
<b>S23_2</b>	In the last five years, have there been any significant personal health changes in your life, such as major illness, major injury, serious disability, or health improvement?
<b>S23_2_1A</b>	Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement? Major illness.
<b>S23_2_1B</b>	Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement? Major workplace-related injury.
<b>S23_2_1C</b>	Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement? Serious disability.
<b>S23_2_1D</b>	Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement? Close family member illness.
<b>S23_2_1E</b>	Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement? Health improvement.
<b>S23_2_1F</b>	Please tell me was it major illness, major workplace-related injury, serious disability, close family member illness that affected you, or health improvement? Other [specify].
<b>S23_4</b>	Do you consider yourself to be a person with a disability?
<b>S23_4_1</b>	Please tell me if the disability is physical, mental, learning or a health disability?
<b>S23_5</b>	To what extent does a long-term physical condition, mental condition, learning or health problem reduce the amount or the kind of activity you can do?
<b>S24_1</b>	In what country were you born?
<b>sums24_1</b>	[DV] Birth country

<b>S24_2</b>	[Born outside Canada] In what year did you immigrate to Canada?
<b>VAR00028</b>	[DV]
<b>S24_5A</b>	How would you BEST describe your race or colour: [first mention].
<b>race</b>	[DV]Race: Question S24_5A
<b>S24_5B</b>	How would you BEST describe your race or colour: [second mention].
<b>S24_6</b>	Do you consider yourself to be a member of a visible minority?
<b>VAR00032</b>	[DV]
<b>S24_6_1</b>	What is your mother tongue, that is the language you first learned and can still speak?
<b>S25_1A</b>	Are you currently: married, living with a partner, separated, divorced, widowed or have you never been married?
<b>S25_2</b>	Including yourself, how many people live in this household?
<b>S25_3</b>	[2-10 people in household] How many of them are under age six?
<b>CK_NUM</b>	CK_NUM
<b>S25_4</b>	[2-10 people in household] How many of them are between 6 and 12?
<b>S25_5</b>	[2-10 people in household] How many are 13 to 17 years of age?
<b>S25_6</b>	Including yourself, how many are 18 years of age or older?
<b>S26_2</b>	IF YOU HAD TO CHOOSE one of the following names for your social class, which one would you say you belong to:
<b>sclass1</b>	[DV] Self-perceived social class (6C)
<b>sclass2</b>	[DV] Recoded self-perceived social class (3C)
<b>sclass3</b>	[DV] Recoded self-perceived social class (4C)
<b>sclass4</b>	[DV] Recoded self-perceived social class (2C)
<b>S26_7</b>	Is your spouse or partner currently self employed, employed full-time or employed part-time in a job for pay or not employed at all?
<b>S26_8</b>	What is the highest level of formal education your mother obtained?
<b>mreducat</b>	[DV] Mother-s educational attainment
<b>S26_9</b>	And what about your father? What is the highest level of formal education he obtained?
<b>freducat</b>	[DV] Father-s educational attainment
<b>S26_17</b>	Could you please tell me how much income YOU PERSONALLY RECEIVED, from your employment only, for the year ending December 31, 2003, before taxes and other deductions?
<b>gpinc1</b>	[DV] Recoded personal income C4
<b>gpinc2</b>	[DV] Recoded personal income C3
<b>S26_18</b>	Compared to a few years ago, are your income and benefits now much better, better, about the same, worse, or much worse?
<b>S26_18_1</b>	Do you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree the following statement: I receive a fair wage/salary for the job I do.
<b>S27_1</b>	Would you be willing to talk to us a bit more at another time about some of the issues we asked about in this survey?
<b>S27_2</b>	Could you give me your name and address so we know who to ask for if we call you back?
<b>S27FSA</b>	Postal Code <Forward Sortation Area>: s27_2=yes



<b>OTHFSA</b>	Postal Code <Forward Sortation Area>: others
<b>n4adult</b>	Capped # of adults in household
<b>adlt4wt</b>	Capped Weighting for # of adults in household
<b>wt2001</b>	Capped # adults age sex ed