



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

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

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

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

INTYEAR Year Of Interview <yyyy>			
		Freq(w)	%(w)
Valid	2004	1709	100.0

SECTION 2. PERSONAL INFORMATION AND PAID EMPLOYMENT STATUS

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

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

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

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

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

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

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

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

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

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

Table 2 SS2q6 [DV] Number of weeks employed during the last 12 months			
	Number of weeks	Frequency	Valid Percent
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

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

Table 3 SS2q6mnt [DV] Recoded number of weeks employed

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

S2_11 [Currently Working] How many jobs are you currently working at?

		Freq(w)	%(w)
Valid	1 One job	1506	88.4
	2	179	10.5
	3	18	1.1
	4	2	0.1
	Total	1704	100.0
Missing	8 Don't know	4	
	9 Refused	1	
	Total	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	0 Other [specify]	32	1.9
	1 Regular daytime shift or schedule	1144	67.2
	2 Regular evening shift	68	4.0
	3 Regular night shift	47	2.8
	4 Rotating shift	194	11.4
	5 Split shift	33	1.9
	6 On call or casual	39	2.3
	7 Irregular schedule	127	7.5
	8 Regular schedule plus on call	17	1.0
	Total	1702	100.0
Missing	98 Don't know	7	
	99 Refused	0	
	Total	7	
Total		1709	

S2_13_1 How many years in total have you been employed, including full-time or part-time jobs?			
	Years Employed	Freq(w)	%(w)
Valid	0 LT one year	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
	Total	1676	100.0
Missing	98 don't know	32	
	99 refused	1	
	Total	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
	Total	1676	100.0
Missing	System	33	
Total		1709	

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

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

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

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

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

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

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

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?			
		Freq(w)	%(w)
Valid	1 Yes	1078	63.5
	5 No	620	36.5
	Total	1697	100.0
Missing	8 Don't know	9	
	9 Refused	2	
	Total	11	
Total		1709	

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

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

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

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

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

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

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

SECTION 3. TIME USE AND VOLUNTEER MODULE

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

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

Time use: Care for elderly or disabled	N	Min	Max	Mean	SD
SS3q3all [DV] Time use: Care for elderly or disabled, Universe: All respondents	1676	0.0	80	1.87	7.28
SS3q3par [DV] Time use: Care for elderly or disabled, Universe: 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?

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

S3_7_1 What types of organisations did you volunteer for? Political organisation.

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

S3_7_2 What types of organisations did you volunteer for? Cultural, educational or hobby group.

		Freq(w)	%(w)
Valid	0 Not mentioned	673	94.5
	1 Yes	39	5.5
	Total	712	100.0
Missing	System	997	
Total		1709	

S3_7_3 What types of organisations did you volunteer for? Religious organisation.

		Freq(w)	%(w)
Valid	0 Not mentioned	586	82.3
	1 Yes	126	17.7
	Total	712	100.0
Missing	System	997	
Total		1709	

S3_7_4 What types of organisations did you volunteer for? Sports organisation.

		Freq(w)	%(w)
Valid	0 Not mentioned	621	87.3
	1 Yes	91	12.7
	Total	712	100.0
Missing	System	997	
Total		1709	

S3_7_5 What types of organisations did you volunteer for? Service club.

		Freq(w)	%(w)
Valid	0 Not mentioned	687	96.5
	1 Yes	25	3.5
	Total	712	100.0
Missing	System	997	
Total		1709	

S3_7_6 What types of organisations did you volunteer for? School or neighbourhood association.

		Freq(w)	%(w)
Valid	0 Not mentioned	619	87.0
	1 Yes	93	13.0
	Total	712	100.0
Missing	System	997	
Total		1709	

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

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

SECTION 6. ADULT EDUCATION

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

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

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?			
		Freq(w)	%(w)
Valid	1941		0.0
	1944		0.0
	1948		0.0
	...		
	2002		2.8
	2003		3.9
	2004		5.7
	9997 R Volunteers: In school/educational program	36	2.3
	Total	1576	100.0
Missing	9998 Don't know	100	
	9999 Refused	3	
	System	30	
	Total	133	
Total		1709	

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

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?			
		Freq(w)	%(w)
Valid	1 Yes	1023	60.0
	5 No	683	40.0
	Total	1706	100.0
Missing	8 Don't know	3	
Total		1709	

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?

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

S6_4_1 Would this be as a full-time or part-time student?

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

S6_6_1 What type of diploma, degree, certificate or license is this? High school diploma.

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

S6_6_2 What type of diploma, degree, certificate or license is this? Community or private college certificate.

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

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	0 Not mentioned	308	96.5
	1 Yes	11	3.5
	Total	319	100.0
Missing	System	1390	
Total		1709	

S6_6_4 What type of diploma, degree, certificate or license is this? University degree.

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

S6_6_5 What type of diploma, degree, certificate or license is this? Trades certificate or license.

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

S6_6_6 What type of diploma, degree, certificate or license is this? Professional license.

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

S6_6_7 What type of diploma, degree, certificate or license is this? Other [specify].

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

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

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

S6_9C1 What type of courses, workshops, or organised lessons were they? Job entry training.

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

S6_9C2 What type of courses, workshops, or organised lessons were they? Job or career upgrading.

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

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

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

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

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

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

**S6_9C8 What type of courses, workshops, or organised lessons were they?
Human rights, anti-discrimination, anti-racism.**

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

**S6_9C9 What type of courses, workshops, or organised lessons were they?
General interest, hobby, etc.**

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

**S6_9C10 What type of courses, workshops, or organised lessons were they?
Other[specify].**

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

CK_COURS A

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

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

		Freq(w)	%(w)
Valid	1 You personally or your family	285	33.2
	2 Employer	420	49.1
	3 Government agency	35	4.0
	4 Union or professional association	16	1.8
	5 Anyone else	10	1.2
	6 R Volunteers: No direct expenses	9	1.0
	7 R Volunteers: Combination of sources [specify]	82	9.6
	Total	856	100.0
Missing	998 Don't know	166	
	999 Refused	1	
	System	685	
	Total	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	1 Yes	770	45.1
	5 No	934	54.6
	998 Don't know	5	0.3
	Total	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	0 Not chosen	747	97.5
	1 Yes	19	2.5
	Total	766	100.0
Missing	998 Don't know	4	
	System	939	
	Total	943	
Total		1709	

S8_3_2 What were your reasons for not taking it? There are no relevant courses available.

		Freq(w)	%(w)
Valid	0 Not chosen	763	99.1
	1 Yes	7	0.9
	Total	770	100.0
Missing	System	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	0 Not chosen	651	84.5
	1 Yes	120	15.5
	Total	770	100.0
Missing	System	939	
Total		1709	

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

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

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

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

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

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

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

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

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

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

S8_3_15 What were your reasons for not taking it? Other [specify].

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

S8_4 Are you planning to take any FORMAL organised courses in the next few years?

		Freq(w)	%(w)
Valid	1 Yes	779	46.3
	3 Maybe	260	15.5
	5 No	643	38.2
	Total	1682	100.0
Missing	998 Don't know	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	1 Job related	622	62.1
	2 General interest	235	23.5
	3 Other	144	14.4
	Total	1001	100.0
Missing	998 Don't know	38	
	System	669	
	Total	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?

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

S9_2 Keeping your job. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?

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

S9_3 Get a promotion. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?

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

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

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

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

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

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

S12_2 Informal learning of new job tasks?

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

S12_3 Learning about computers?

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

S12_4 Learning about new equipment?

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

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

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

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

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

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

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

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

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

	N	Min	Max	Mean	SD
SS12q12 [DV] Job-related informal learning hours per week, Universe: Participants	1436	0.0	71	5.44	8.46
SS12q12A [DV] Job-related informal learning hours per week, Universe: All respondents	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	1 Very helpful	190	12.8
	3 Fairly helpful	410	27.6
	5 Not helpful	883	59.5
	Total	1483	100.0
Missing	8 Don't know	5	
	System	221	
	Total	226	
Total		1709	

S12_14 To keep your job? Has your informal learning been very helpful, fairly helpful, or not helpful?

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

S12_16 To get a promotion?

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

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

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

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

S13_2 Organisational or managerial skills?

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

S13_3 Budgeting or financial management?

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

S13_4 Teamwork, problem solving, or communications skills?

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

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

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

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

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

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

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

	N	Min	Max	Mean	SD
SS13q10 [DV] Volunteer work related IL: Number of hours per week, Universe: Participants	561	.0	71.0	4.077	6.9311
SS13q10A [DV] Volunteer work related IL: Number of hours per week, Universe: All respondents	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?

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

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

S14_2 What about cooking?

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

S14_3 Parenting and childcare?

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

S14_4 Caring for the elderly?

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

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

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

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

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

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

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

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

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

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

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

	N	Min	Max	Mean	SD
SS14q11 [DV] Household related informal learning hours per week, Universe: Participants	1378	0	71	6.19	9.74
SS14q11A [DV] Household related informal learning hours per week, Universe: All respondents	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?

		Freq(w)	%(w)
Valid	1 Very helpful	354	25.0
	3 Fairly helpful	670	47.2
	5 Not helpful	395	27.8
	Total	1419	100.0
Missing	8 Don't know	19	
	9 Refused	3	
	System	268	
	Total	290	
Total		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
	Total	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
	Total	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
	Total	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
	Total	1705	100.0
Missing	8 Don't know	4	
Total		1709	

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

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

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

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

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

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

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

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?			
		Freq(w)	%(w)
Valid	1 Yes	771	45.3
	5 No	932	54.7
	Total	1703	100.0
Missing	8 Don't know	6	
Total		1709	

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

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

	N	Min	Max	Mean	SD
SS15q14 [DV] General interest related informal learning hours per week, Universe: Participants	1414	.0	71.0	4.966	7.2720
SS15q14A [DV] General interest related informal learning hours per week, Universe: All respondents	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?

		Freq(w)	%(w)
Valid	1 Very helpful	239	16.3
	3 Fairly helpful	670	45.7
	5 Not helpful	558	38.0
	Total	1468	100.0
Missing	8 Don't know	9	
	9 Refused	0	
	System	232	
	Total	241	
Total		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-Profs	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	1 Top manager (plant, branch, division)	54	7.4
	2 Upper level manager	109	14.8
	3 Middle level manager	182	24.6
	4 Lower managerial position	100	13.6
	5 Supervisor	194	26.3
	6 Foreperson	99	13.4
	Total	739	100.0
Missing	8 Don't know	36	
	9 Refused	0	
	System	934	
	Total	970	
Total		1709	

S17_6 How many people are/were employed by the entire organisation you work in?

		Freq(w)	%(w)
Valid	1 1 or 2 employees	23	1.5
	2 3 to 10	150	9.8
	3 11 to 49	271	17.8
	4 50 to 99	123	8.1
	5 100-249	196	12.9
	6 250-499	145	9.5
	7 500-999	113	7.4
	8 1,000 or more employees	505	33.1
	Total	1527	100.0
Missing	98 Don't know	175	
	99 Refused	6	
	Total	181	
Total		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	1 Applied to ad	269	16.5
	2 Recruited	249	15.3
	3 Referred by friends or family	508	31.2
	4 Just applied	601	36.9
	Total	1628	100.0
Missing	8 Don't know	80	
	9 Refused	2	
	Total	81	
Total		1709	

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

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

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

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

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

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

SECTION 17.2. UNION MODULE

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

	5 Equivalent of high school completion	27	1.8
	6 Some community college/cegep	72	4.7
	7 Certificate/diploma community college/cegep	347	22.8
	8 Some university	33	2.2
	9 Completion of undergraduate degree	220	14.4
	10 Some professional studies	2	0.1
	11 Completion of professional degree	27	1.8
	12 Some graduate university	3	0.2
	13 Completion of graduate degree	52	3.4
	Total	1525	100.0
Missing	998 Don't know	182	
	999 Refused	2	
	Total	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	1 Closely related	602	35.4
	2 Somewhat related	443	26.1
	3 Not at all related	654	38.5
	Total	1698	100.0
Missing	8 Don't know	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	1 Very over-qualified	179	10.6
	2 Somewhat over-qualified	368	21.9
	3 Adequately qualified	1051	62.6
	4 Somewhat under-qualified	57	3.4
	5 Very under-qualified	23	1.4
	Total	1678	100.0
Missing	8 Don't know	30	
	9 Refused	1	
	Total	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	1 Much more	436	25.7
	2 More	782	46.1
	3 About the same	433	25.5
	4 Less	39	2.3

	5 Much less	6	0.4
	Total	1695	100.0
Missing	8 Don't know	11	
	9 Refused	2	
	Total	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	1 Few days or less	159	10.9
	2 A week to a month	220	15.1
	3 1 to 3 months	235	16.2
	4 More than 3 months up to 6 months	132	9.1
	5 More than 6 months up to one year	138	9.5
	6 1 to 3 years	256	17.6
	7 More than 3 years	242	16.6
	8 Continual	72	5.0
	Total	1455	100.0
Missing	9 Depends on the person	52	
	98 Don't know	198	
	99 Refused	3	
	Total	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	0 Not chosen	245	14.4
	1 Yes	1452	85.6
	Total	1696	100.0
Missing	98 Don't know	11	
	99 Refused	1	
	Total	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	0 Not chosen	651	38.4
	1 Yes	1046	61.6
	Total	1696	100.0
Missing	System	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	0 Not chosen	180	10.6
	1 Yes	1517	89.4
	Total	1696	100.0
Missing	System	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	0 Not chosen	895	52.8
	1 Yes	801	47.2
	Total	1696	100.0
Missing	System	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	0 Not chosen	1433	84.4
	1 Yes	264	15.6
	Total	1696	100.0
Missing	System	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	0 Not chosen	1276	75.2
	1 Yes	420	24.8
	Total	1696	100.0
Missing	System	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	0 Not chosen	1587	93.5
	1 Yes [specified]	110	6.5
	Total	1696	100.0
Missing	System	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?

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

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

S20_3B1 How much choice do you have in the way you perform the tasks of your job?

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

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?

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

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?

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

S20_5_1 Management regularly encourages workers in your job to acquire more skills and knowledge.

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

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	1 All the time	93	5.5
	2 Most of the time	259	15.2
	3 About half the time	652	38.4
	4 Seldom	572	33.7
	5 Never	121	7.1
	Total	1697	100.0
Missing	98 Don't know	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	1 Yes	225	13.3
	5 No	1465	86.7
	Total	1690	100.0
Missing	98 Don't know	14	
	99 Refused	5	
	Total	19	
Total		1709	

S20_7N11 Was this discrimination based on your: Race?

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

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S20_7N12 Was this discrimination based on your: Ethnic origin?

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

S20_7N38 Is this discrimination based on: Social class?			
		Freq(w)	%(w)
Valid	0 Not chosen	200	73.4
	1 Yes	72	26.6
	Total	272	100.0
Missing	System	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	1 Increased	911	55.0
	3 Stayed the same	693	41.9
	5 Decreased	52	3.1
	Total	1656	100.0
Missing	7 R Volunteers: Did not work 5 years ago	28	
	8 Don't know	23	
	9 Refused	1	
	Total	53	
Total		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	1 Great deal	533	32.5
	3 Moderate amount	588	35.8
	5 A Little	299	18.2
	7 None at all	221	13.5
	Total	1640	100.0
Missing	8 Don't know	40	
	System	28	
	Total	68	
Total		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	0 Not chosen	888	55.1
	1 Yes	724	44.9
	Total	1612	100.0
Missing	7 R Volunteered: Not work at organisation for 5 years	44	
	8 Don't know	24	
	9 Refused	0	
	System	28	
	Total	97	
Total		1709	

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	0 Not chosen	1153	71.5
	1 Yes	459	28.5
	Total	1612	100.0
Missing	System	97	
Total		1709	

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	0 Not chosen	873	54.2
	1 Yes	739	45.8
	Total	1612	100.0
Missing	System	97	
Total		1709	

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	0 Not chosen	1081	67.1
	1 Yes	531	32.9
	Total	1612	100.0
Missing	System	97	
Total		1709	

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	0 Not chosen	882	54.7
	1 Yes	730	45.3
	Total	1612	100.0
Missing	System	97	
Total		1709	

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	0 Not chosen	1337	82.9
	1 Yes [specified]	275	17.1
	Total	1612	100.0
Missing	System	97	
Total		1709	

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	1 Above average	1111	66.7
	3 Average	538	32.3
	5 Below average	16	0.9
	Total	1664	100.0
Missing	8 Don't know	16	
	System	28	
	Total	45	
Total		1709	

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	1 Job is far below	247	15.2
	2 Job is somewhat below	490	30.0
	3 Job matches	700	42.9
	4 Job somewhat exceeds	162	9.9
	5 Job greatly exceeds	33	2.0
	Total	1632	100.0
Missing	8 Don't know	49	
	System	28	
	Total	77	
Total		1709	

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.

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

S22_2 Corporations benefit owners at the expense of workers and consumers.

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

S22_2_1 Workers should have greater decision-making control over their jobs.

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

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

SECTION 23. HEALTH AND DISABILITY

S23_1 In general, would you say your health is excellent, very good, good, fair, or poor?

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

		Freq(w)	%(w)
Valid	1 Yes	488	28.8
	5 No	1207	71.2
	Total	1696	100.0
Missing	8 Don't know	12	
	9 Refused	1	
	Total	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.

		Freq(w)	%(w)
Valid	0 Not chosen	364	75.2
	1 Yes	120	24.8
	Total	484	100.0
Missing	8 Don't know	1	
	9 Refused	4	
	System	1220	
	Total	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	0 Not chosen	433	89.6
	1 Yes	50	10.4
	Total	484	100.0
Missing	System	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	0 Not chosen	461	95.3
	1 Yes	23	4.7
	Total	484	100.0
Missing	System	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	0 Not chosen	236	48.8
	1 Yes	248	51.2
	Total	484	100.0
Missing	System	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	0 Not chosen	396	81.9
	1 Yes	88	18.1
	Total	484	100.0
Missing	System	1225	
Total		1709	

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	0 Not chosen	436	90.1
	1 Yes [specified]	48	9.9
	Total	484	100.0
Missing	System	1225	
Total		1709	

S23_4 Do you consider yourself to be a person with a disability?

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

S23_4_1 Please tell me if the disability is physical, mental, learning or a health disability?

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

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

SECTION 24. DEMOGRAPHICS

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

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

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

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

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

S24_6_1 What is your mother tongue, that is the language you first learned and can still speak?			
		Freq(w)	%(w)
Valid	1 English	1294	76.5
	2 French	73	4.3
	3 Other [specify]	324	19.1
	Total	1691	100.0
Missing	8 Don't know	13	
	9 Refused	5	
	Total	18	
Total		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	1 Married	1024	60.7
	2 Living with partner	146	8.7
	3 Separated	50	2.9
	4 Divorced	77	4.6
	5 Widowed	19	1.1
	6 Never married	368	21.8
	7 Other [specify]	4	0.2
	Total	1689	100.0
Missing	8 Don't know	11	
	9 Refused	9	
	Total	20	
Total		1709	

S25_2 Including yourself, how many people live in this household?

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

S25_3 [2-10 people in household] How many of them are under age six?

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

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

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

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

SECTION 26. SOCIAL CLASS AND INCOME

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

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?			
		Freq(w)	%(w)
Valid	0 Self-employed	141	12.3
	1 Employed full-time	611	53.4
	3 Employed part-time	117	10.2
	5 Not employed at all	276	24.1
	Total	1145	100.0
Missing	8 Don't know	25	
	9 Refused	1	
	System	538	
	Total	564	
Total		1709	

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

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

S26_9 And what about your father? What is the highest level of formal education he obtained?

		Freq(w)	%(w)
Valid	0 R Volunteers: Not know anything about father	5	0.3
	1 Did not go to school	21	1.4
	2 Elementary only	312	21.4
	3 Some high school	248	17.1
	4 Completed high school	379	26.1
	5 High school equivalency	15	1.1
	6 Some community college/cegep	19	1.3
	7 Certificate/diploma community college/cegep	183	12.6
	8 Some university	27	1.8
	9 Completed undergraduate degree	111	7.6
	10 Some professional studies	3	0.2
	11 Completed professional degree	43	3.0
	12 Some graduate university	3	0.2
	13 Completed graduate degree	86	5.9
	Total	1454	100.0
Missing	98 Don't know	242	
	99 Refused	13	
	Total	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	1 <\$20,000	278	18.3
	2 \$20,000-\$29,999	261	17.2
	3 \$30,000-\$39,999	253	16.7
	4 \$40,000-\$49,999	240	15.8
	5 \$50,000-\$59,999	155	10.2
	6 \$60,000-\$69,999	111	7.3
	7 \$70,000-\$79,999	104	6.9

	8 \$80,000-\$89,999	35	2.3
	9 \$90,000-\$99,999	30	2.0
	10 \$100,000 or more	52	3.4
	Total	1519	100.0
Missing	98 Don't know	39	
	99 Refused	151	
	Total	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	1 Much better	220	13.1
	2 Better	545	32.5
	3 About the same	659	39.3
	4 Worse	185	11.0
	5 Much worse	60	3.6
	7 R Volunteers: Does not receive benefits	7	0.4
	Total	1675	100.0
Missing	8 Don't know	27	
	9 Refused	7	
	Total	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	1 Strongly agree	510	30.3
	2 Somewhat agree	670	39.9
	3 Neither	45	2.7
	4 Somewhat disagree	233	13.9
	5 Strongly disagree	222	13.2
	Total	1679	100.0
Missing	8 Don't know	24	
	9 Refused	5	
	Total	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?**

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

S27_2 Could you give me your name and address so we know who to ask for if we call you back?

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

29. APPENDIX

Index of Variables in the EJRM SPSS File

IDNUM	Respondent Identification Number
REPLICAT	Sample Replicate Code
AREACODE	Telephone Area Code
ATTEMPTS	Total Number Of Call Attempts
REFUSALS	Number Of Refusals Before Completion
CONTACTS	Total Times Respondent Contacted
ANSWERS	Number Of Times Telephone Answered
INTIME	Length Of Interview <Minutes>
INTDATE	Date Of Interview <mmddyyy>
INTMONTH	Month Of Interview <mm>
INTDAY	Day Of Interview <dd>
INTYEAR	Year Of Interview <yyyy>
INTNUM	Interviewer's Number <# Of Completions>
NADULTS	Number Of Adults In Household
RGENDER	Respondent's Gender
censex	[DV] Census sex categories
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?
S2_1	In what year were you born?
ageyear	[DV] Ageyear
ageg10yr	[DV] Age 10 year groups
age5yr	[DV] Revised Census age groups
censage2	[DV] Revised Census age groups
censage3	[DV] Revised Census age groups
cnagesx	[DV] Census age-sex groups
S2_6	For how many WEEKS during the last 12 months were you employed?
S2_6M	[S2_6=97] Number of months employed.
SS2q6	[DV] Number of weeks employed during the last 12 months
SS2q6mnt	[DV] Recoded number of weeks employed
S2_11	[Currently Working] How many jobs are you currently working at?
S2_12	[Currently Working] How many hours do you usually work [FOR PAY] in a normal week?
S2_13	Please think of your main job, in answering the following questions. Which of the following best describes the hours you usually work?
S2_13_1	How many years in total have you been employed, including full-time or part-time jobs?

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

SS3q3all	[DV] Time use: Care for elderly or disabled, Universe, all respondents
SS3q3par	[DV] Time use: Care for elderly or disabled, Universe, respondents that provide care
S3_6	In the past year did you do any unpaid volunteer work in any organisation or group?
S3_7_1	What types of organisations did you volunteer for? Political organisation.
S3_7_2	What types of organisations did you volunteer for? Cultural, educational or hobby group.
S3_7_3	What types of organisations did you volunteer for? Religious organisation.
S3_7_4	What types of organisations did you volunteer for? Sports organisation.
S3_7_5	What types of organisations did you volunteer for? Service club.
S3_7_6	What types of organisations did you volunteer for? School or neighbourhood association.
S3_7_7	What types of organisations did you volunteer for? Other groups or organisations [specify].
S3_8HR	On average, how much time per week did you spend in these volunteer activities over the past year?
S3_8MN	On average, how much time per week did you spend in these volunteer activities over the past year?
SS3q8all	[DV] Average number of volunteer work hours, Universe, all respondents
SS3q8par	[DV] Average number of volunteer work hours, Universe, participants in volunteer work
X_S3	X_S3
S6_1	What is the highest level of education you have obtained?
reducatn	Educational Attainment [Revised Census education categories]
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?
S6_2_1	Was your highest level of education obtained in Canada or another country?
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?
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?
S6_4_1	Would this be as a full-time or part-time student?
S6_6_1	What type of diploma, degree, certificate or license is this? High school diploma.
S6_6_2	What type of diploma, degree, certificate or license is this? Community or private college certificate.
S6_6_3	What type of diploma, degree, certificate or license is this? Private arts school, business college or technical school.

S6_6_4	What type of diploma, degree, certificate or license is this? University degree.
S6_6_5	What type of diploma, degree, certificate or license is this? Trades certificate or license.
S6_6_6	What type of diploma, degree, certificate or license is this? Professional license.
S6_6_7	What type of diploma, degree, certificate or license is this? Other [specify].
S6_8A	How many weeks were you enrolled in this course or courses (in the last 12 months)?
SS6q8A	[DV] Length of credit course enrollment (weeks), Participants
SS6q8All	[DV] Length of credit course enrollment (weeks), All respondents
S6_8B	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?
SS6q8B	[DV] Credit courses duration (hours per week), Participants
SS6q8Bal	[DV] Credit courses duration (hours per week), All respondents
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?
S6_9C1	What type of courses, workshops, or organised lessons were they? Job entry training.
S6_9C2	What type of courses, workshops, or organised lessons were they? Job or career upgrading.
S6_9C3	What type of courses, workshops, or organised lessons were they? Occupational health and safety/environmental protection.
S6_9C4	What type of courses, workshops, or organised lessons were they? Computer training.
S6_9C5	What type of courses, workshops, or organised lessons were they? English as a second language.
S6_9C6	What type of courses, workshops, or organised lessons were they? French as a second language.
S6_9C7	What type of courses, workshops, or organised lessons were they? Basic reading, writing and numeric skills.
S6_9C8	What type of courses, workshops, or organised lessons were they? Human rights, anti-discrimination, anti-racism.
S6_9C9	What type of courses, workshops, or organised lessons were they? General interest, hobby, etc.
S6_9C10	What type of courses, workshops, or organised lessons were they? Other[specify].
CK_COURS	CK_COURS
S6_11A	Thinking about this (these) non-credit course(s) you did in the last year, for how many weeks (in total) were you enrolled?
SS6q11A	[DV] Length of non-credit course enrollment (weeks), Participants
SS6q11AI	[DV] Length of non-credit course enrollment (weeks), All respondents

S6_11B	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?
SS6q11B	[DV] Non-credit courses duration (hours per week), Participants
SS6q11BI	[DV] Non-credit courses duration (hours per week), All respondents
S6_12	Who contributed towards the direct expenses for any formal training or course(s)/these courses?
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?
S8_3_1	What were your reasons for not taking it? Do not need any more formal organised courses.
S8_3_2	What were your reasons for not taking it? There are no relevant courses available.
S8_3_3	What were your reasons for not taking it? Courses are at inconvenient times and places.
S8_3_4	What were your reasons for not taking it? Lack of employer support.
S8_3_5	What were your reasons for not taking it? Family responsibilities such as taking care of children or other dependents.
S8_3_6	What were your reasons for not taking it? Do not have affordable child care.
S8_3_7	What were your reasons for not taking it? Poor grades or do not have the qualifications.
S8_3_8	What were your reasons for not taking it? Have a language barrier.
S8_3_9	What were your reasons for not taking it? Do not have the time.
S8_3_10	What were your reasons for not taking it? Health reasons.
S8_3_11	What were your reasons for not taking it? Physical or mental disability, whether long or short term.
S8_3_12	What were your reasons for not taking it? Courses are too expensive or you do not have money for courses.
S8_3_13	What were your reasons for not taking it? Courses and other schooling boring and narrow.
S8_3_14	What were your reasons for not taking it? Schools and other places that offer courses are unfriendly.
S8_3_15	What were your reasons for not taking it? Other [specify].
S8_4	Are you planning to take any FORMAL organised courses in the next few years?
S8_4_1	Why are you planning to take these courses? For job related reasons, general interest or some other reason?
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?
S9_2	Keeping your job. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?

S9_3	Get a promotion. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?
S9_5	Do your job better. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?
S9_6	Find or change jobs. Have the courses you took in the past year been very helpful, fairly helpful, or not helpful?
S10_3	How would you rate your general ability to learn new things: excellent, good, average, somewhat below average, or fairly poor?
S11_3	Are your computer skills much higher, higher, the same, lower, or much lower than the requirements of your (main) job?
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?
S12_2	Informal learning of new job tasks?
S12_3	Learning about computers?
S12_4	Learning about new equipment?
S12_5	Organisational or managerial skills?
S12_6	Budgeting or financial management?
S12_7	Teamwork, problem solving, or communications skills?
S12_8	Learning about employment conditions or workers rights?
S12_9	Politics in the workplace?
S12_10	Language and literacy?
S12_11	Health and safety?
CKS12Q12	CKS12Q12
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?
SS12q12	[DV] Job-related informal learning hours per week, Participants
SS12q12A	[DV] Job-related informal learning hours per week, All respondents
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?
S12_14	To keep your job? Has your informal learning been very helpful, fairly helpful, or not helpful?
S12_16	To get a promotion?
S12_17	To do your job better?
S12_18	To find or to change jobs? Has your informal learning been very helpful, fairly helpful, or not helpful?
X_S12	X_S12
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?
S13_2	Organisational or managerial skills?
S13_3	Budgeting or financial management?
S13_4	Teamwork, problem solving, or communications skills?
S13_5	Interpersonal skills?

S13_6	Health and well being?
S13_7	Learning about new equipment?
S13_8	Language skills?
S13_9	Increased knowledge about social, political or environmental issues?
CKS13Q10	CKS13Q10
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.
SS13q10	[DV] Volunteer work related IL: Number of hours per week, participants
SS13q10A	[DV] Volunteer work related IL: Number of hours per week, All respondents
S13_11	How helpful has your informal learning been in helping you to do volunteer work better?
X_S13	X_S13
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?
S14_2	What about cooking?
S14_3	Parenting and childcare?
S14_4	Caring for the elderly?
S14_5	Intimate relationships?
S14_6	Health and well being?
S14_7	Learning about new equipment or appliances?
S14_8	Renovation, landscaping or gardening skills?
S14_9	Learning about computers?
S14_10	Budgeting or financial management?
S14_10B	Organisation or management skills?
S14_10C	Team work, problem solving or communication skills?
S14_10D	Interpersonal skills?
CKS14Q11	CKS14Q11
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.
SS14q11	[DV] Household related informal learning hours per week, Participants
SS14q11A	[DV] Household related informal learning hours per week, All respondents
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?
X_S14	X_S14

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?
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?
S15_3	And leisure or hobby skills?
S15_4	Social skills and personal development?
S15_5	Health and well being?
S15_6	Finances?
S15_7	Learning about computers?
S15_8	Language skills?
S15_9	Science and technology?
S15_10	Intimate relationships?
S15_11	Religion or spirituality?
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?
S15_13	Have you done any other general interest learning in the last year?
CKS15Q14	CKS15Q14
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.
SS15q14	[DV] General interest related informal learning hours per week, Participants
SS15q14A	[DV] General interest related informal learning hours per week, All respondents
S15_14_1	How helpful was any of this general interest informal learning in helping you to do your job better?
S17_1_CCDO	Canadian Classification and Dictionary of Occupations: 1981
BLISH81R	Occupation:Respondent> Blishen 1981 SES
PINPORR	Respondent> Pineo-Porter 1981 Category
S17_1_NOC	National Occupational Classification: 1992
NOC1992L	National Occupational Classification: 1992
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?
S17_2	What kind of business, industry or service is this?
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?
S17_4	Do you have a managerial or supervisory role at your place of work?

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

jobcredn	[DV] Credential required for job, s19_3
S19_4	In your own experience, what general level of education is really needed to perform the tasks of your job?
jobedreq	[DV] Education to do job, s19_4
attreq5	[DV] Credential required minus Ed attained 5 cat
attuse5	[DV] Ed used on job minus Ed attained
crednism	[DV] Credential minus ed used -Credentialism
S19_5	How closely is your job related to your formal education? Is it closely related, somewhat related, or not at all related?
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?
S19_6_1	How much knowledge about your job do you have compared to the knowledge that adequate performance of your job actually requires?
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?
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.
S19_8_2	Which of the following has been important sources of specific knowledge to do your job: on-the-job training from supervisors.
S19_8_3	Which of the following has been important sources of specific knowledge to do your job: Own independent efforts.
S19_8_4	Which of the following has been important sources of specific knowledge to do your job: Employer-sponsored training program.
S19_8_5	Which of the following has been important sources of specific knowledge to do your job: Union/association education program.
S19_8_6	Which of the following has been important sources of specific knowledge to do your job: Pre-employment training program.
S19_8_7	Which of the following has been important sources of specific knowledge to do your job: Other [specify].
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?
S20_3B	Do you make decisions yourself, make decisions as a member of a group, make decisions subject to approval, or only provide advice?
S20_3B1	How much choice do you have in the way you perform the tasks of your job?
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?
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?
S20_5_1	Management regularly encourages workers in your job to acquire more skills and knowledge.

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?
stress1	[DV] Self-perceived stress
S20_7	In the last year, at work, have you been discriminated against, in any way by anyone you've had contact with?
S20_7N11	Was this discrimination based on your: Race?
S20_7N12	Was this discrimination based on your: Ethnic origin?
S20_7N13	Was this discrimination based on your: Religion?
S20_7N14	Was this discrimination based on your: Age?
S20_7N15	Was this discrimination based on your: Sex?
S20_7N16	Was this discrimination based on your: Sexual orientation?
S20_7N17	Was this discrimination based on your: Disability?
S20_7N18	Was this discrimination based on your: Social class?
S20_7_2	What about OTHER employees at your workplace. Do you feel they are discriminated against?
S20_7N31	Is this discrimination based on: Race?
S20_7N32	Is this discrimination based on: Ethnic origin?
S20_7N33	Is this discrimination based on: Religion?
S20_7N34	Is this discrimination based on: Age?
S20_7N35	Is this discrimination based on: Sex?
S20_7N36	Is this discrimination based on: Sexual orientation?
S20_7N37	Is this discrimination based on: Disability?
S20_7N38	Is this discrimination based on: Social class?
S21_1	In the last five years, has the level of skill required to perform your job increased, stayed about the same or decreased?
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?
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.
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.
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.
S21_3_4	Has your workplace experienced any of the following forms of organisational change in the last five years? Increase in overtime hours.
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.
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].

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?
S21_4_1	Thinking about the stage you are at in your career and your career goals, would you say your your career goals?
X_S21	X_S21
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.
S22_2	Corporations benefit owners at the expense of workers and consumers.
S22_2_1	Workers should have greater decision-making control over their jobs.
S22_2_2	There should be a shorter normal work week with full-time secure jobs for more people.
S23_1	In general, would you say your health is excellent, very good, good, fair, or poor?
health1	[DV] Self-perceived health status
health2	[DV] Self-perceived health status
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?
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.
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.
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.
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.
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.
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].
S23_4	Do you consider yourself to be a person with a disability?
S23_4_1	Please tell me if the disability is physical, mental, learning or a health disability?
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?
S24_1	In what country were you born?
sums24_1	[DV] Birth country

S24_2	[Born outside Canada] In what year did you immigrate to Canada?
VAR00028	[DV]
S24_5A	How would you BEST describe your race or colour: [first mention].
race	[DV]Race: Question S24_5A
S24_5B	How would you BEST describe your race or colour: [second mention].
S24_6	Do you consider yourself to be a member of a visible minority?
VAR00032	[DV]
S24_6_1	What is your mother tongue, that is the language you first learned and can still speak?
S25_1A	Are you currently: married, living with a partner, separated, divorced, widowed or have you never been married?
S25_2	Including yourself, how many people live in this household?
S25_3	[2-10 people in household] How many of them are under age six?
CK_NUM	CK_NUM
S25_4	[2-10 people in household] How many of them are between 6 and 12?
S25_5	[2-10 people in household] How many are 13 to 17 years of age?
S25_6	Including yourself, how many are 18 years of age or older?
S26_2	IF YOU HAD TO CHOOSE one of the following names for your social class, which one would you say you belong to:
sclass1	[DV] Self-perceived social class (6C)
sclass2	[DV] Recoded self-perceived social class (3C)
sclass3	[DV] Recoded self-perceived social class (4C)
sclass4	[DV] Recoded self-perceived social class (2C)
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?
S26_8	What is the highest level of formal education your mother obtained?
mreducat	[DV] Mother-s educational attainment
S26_9	And what about your father? What is the highest level of formal education he obtained?
freducat	[DV] Father-s educational attainment
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?
gpinc1	[DV] Recoded personal income C4
gpinc2	[DV] Recoded personal income C3
S26_18	Compared to a few years ago, are your income and benefits now much better, better, about the same, worse, or much worse?
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.
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?
S27_2	Could you give me your name and address so we know who to ask for if we call you back?
S27FSA	Postal Code <Forward Sortation Area>: s27_2=yes

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