harmonized codebook + data dictionary employment standards database



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INTRODUCTION

The *Harmonized Codebook* + *Data Dictionary* is a reference document developed for the comparison of cross-national statistical data in the *Employment Standards Database* (ESD). This resource provides users with comprehensive information on the harmonization process of bringing together international data while detailing original source surveys and indicators.

The ESD is an online research tool focused on employment standards, enforcement and violations from a comparative context, harmonizing large and small scale survey from Canada, Australia, the US and the UK. The ESD uses data from eight small scale surveys focused on the study of employment standards providing background information for the social profile of work, labour, and employment. The database includes information from the following surveys:

- Survey of Employment Standards Compliance (SESC-pilot), Ontario, Canada, 2012
- Survey of Work Problems and Actions (SWPA-pilot), Ontario, Canada, 2019
- Survey of Employment Standards Violations (SESV-WAC), Ontario, Canada, 2011
- Australia at Work Survey (AWS), Australia, 2007
- Individual Awareness, Knowledge and Exercise of Employment Rights Survey (IAER), United Kingdom, 2000
- Unorganized Worker Survey (UWS), United Kingdom, 2004
- Employees' Awareness, Knowledge and Exercise of Employment Rights Survey (EAER), United Kingdom, 2005
- Broken Laws, Unprotected Worker's Survey (BLUW), Chicago, Los Anagles, New York City, USA, 2008

Users are encouraged to familiarize themselves with the harmonized variables of the database by reviewing this document prior to gaining access to the statistical tables of the database.

ABOUT THE ESD

The Employment Standards Database is an online research tool based on the <u>Gender and Work Database</u> and <u>Comparative Perspectives Database</u>. The ESD focuses on employment standards, enforcement and violations from a comparative context, harmonizing large and small scare survey microdata from Canada, Australia, the US and the UK. In addition to the harmonized data, the database includes interactive modules, library resources and multidimensional tables.

In creating the ESD, the development team aims to improve how researchers, policy-makers, workers, employers, and the public understand employment standards (ES), especially their enforcement, and their impacts on labour market insecurity by devising new approaches to their conceptualization and measurement in comparative context.

Employment standards (ES) are legislated standards that set minimum terms and conditions of employment in areas such as wages, working time, vacations and leaves, termination and severance. ES generally apply to most workers in a labour market but are often the only source of workplace protection for workers in non-unionized jobs. A growing body of studies from academics, government policymakers, and community organizations document the connections between weak ES and conditions of precarious employment in Canada and other highly industrialized countries (Bernstein 2006; Fudge and Vosko 2001; Langille 2002; Thomas 2009). These connections manifest themselves in two key ways: first, legislated standards are often set at levels that establish a very low floor in a labour market; and, second, they are often very poorly enforced, meaning that many violations of laws go either unreported or unresolved.

While in the Canadian context some efforts have been undertaken in recent years to expand the scope of ES legislation to address labour market insecurity (e.g., on Canada at a federal level, Federal Labour Standards Review Commission 2006; at a provincial level, in Ontario, Ontario 2009; in Quebec, Bernier et al 2003), enforcement of ES legislation remains deficient. Across the highly industrialized countries of North America and Western Europe, for example, deregulation of ES in the late twentieth century through inadequate funding, economic restructuring, exemptions from specific standards for particular groups of workers, occupations and industries, and the shift from proactive enforcement measures to individualized claims resolution, has placed the onus for enforcement on workers, and now relies heavily on employer voluntary compliance. In light of these developments, scholars increasingly identify enforcement as a weak link in workplace regulation and suggest that further

research is needed to better understand the enforcement gap and develop effective strategies for ES re-regulation that include alternative models of enforcement.

Despite the growing number of studies documenting these conditions, there is little comparative data available that allow scholars to situate nationally-specific ES enforcement problems in Canada within a wider international context. This initiative will address this shortcoming by creating an Employment Standards Database (ESD) that allows for the comparison of ES and ES enforcement beginning with documenting conditions in jurisdictions characterized by similar socioeconomic, political and legal systems and conditions: Canada, the United States, the United Kingdom, and Australia.

PRINCIPLES OF HARMONIZATION

Built on the insights of scholarly literature from several disciplines that explore the phenomenon of precarious employment, through multiple methods (qualitative, quantitative, archival, and policy research, etc.), the ESD follows five core principles to help guide the process of data harmonization.

- **1. Practicality**: Do the data exist? Can they be compared? This principle reflects issues surrounding whether certain questions are asked by a given survey or set of surveys, how they are asked, missing (and available) data for particular years and/or places, and the categories derived from a given question or set of questions by those who design and conduct surveys.
- **2. Comparability, but not at any price**: This principle reflects the aim to compare likes with likes by considering the meanings of categories in context. The ESD aims to reflect the important nuances and differences in the cross-national and regional comparisons its tables facilitate.
- **3. Meaningful classifications**: Many surveys appear to provide information on the same topics. However, it can be difficult or impossible to compare such information in a meaningful way across multiple nation states and/or at different scales. Some classification systems differ across the contexts under consideration such that different social meanings are attached to the same or similar credentials in different places and some forms of educational attainment do not exist in certain places. As a result, in some instances, it may be misleading to attempt comparison.
- **4. Maintaining the smallest level of granularity**: When the goal is comparison, researchers are confronted with the inevitable trade-off between comparability and finely-grained analysis. To address this trade-off, every ESD table aims at the smallest level granularity by maximizing the level of detail provided in the tables.
- **5. Pointing to silences/invisibilities in the data**: Drawing on feminist political economy, the ESD attempts to expose the ways in the law on the books differs from how the law is experienced on the ground, including in the context of working off-the-clock and migrant labour. These and other elements of invisibility are represented in the database in several tables that include empty cells, a product of gendered and racialized politics of how work is and is not counted.

NOTE ON HARMONIZATION

Data harmonization begins as conceptual work, figuring out what the harmonization process should look like, and then moving forward with what is technically possible. The process entails an intellectual and technical system of reshaping and integrating original source data, into comprehensive and inclusive variables for cross-national research. Working with a team of module developers, technical advisors, and international experts, theoretical concepts of precarious employment and labour market insecurity are developed into statistically measurable concepts. At a technical level, variable codes, labels, and categories are standardized according to a harmonized coding scheme, developed by our ESD team. Data are then disseminated into pre-constructed statistical tables to facilitate cross-national comparative research.

Examples of other studies utilizing data harmonization procedures include: the Generations and Gender Programme, the Luxembourg Income Study and the Cross-National Equivalency File.

The technical procedures for harmonizing data generally include writing and editing syntax code and utilizing data publishing software. Across each survey, original source variables are collectively reviewed for comparability and consistency. Variables that prove to be relevant are extracted and processed using R programming language. Working with a harmonized coding scheme, developed by the research team, original source variables are standardized into harmonized variables and then combined into a harmonized database.

Using Beyond 20/20, a data visualization software, harmonized data are extracted and disseminated into multidimensional statistical tables for authorized public use. Students and researchers conducting academic and non-commercial research may apply for access to our statistical database.

Data harmonization offers great opportunities for comparative research and interactive learning; however, it is a challenging process.

Overcoming the challenges of data harmonization

Some of the prominent challenges we faced were: data comparability, meaningful classifications and technical procedures.

Being aware of the international differences in definitions is an important component for creating comparable data. For example, the definition of full-time employment differs per country depending on the number of hours worked per week. This could vary

between 30-35 hours a week or more. In addition, each survey presents a different method for measuring full-time/part-time employment. To solve this problem we created 3 versions of the full-time/part time variable: one based on the survey definition, another based on working over 30 hours per week and the last version based on working over 35 hours per week.

The most challenging variables to harmonize were industry and occupation due to the different classification systems being used by each survey. With the constant evolvement of these classification systems and inconsistency in the level of detail, these variables were very challenging to harmonize in a meaningful way. Some countries provided detailed occupational data, whereas other countries provided relatively less data or none at all. To solve this problem, we collectively decided to develop a harmonized variable based on the International Standard Classification of Occupations 2008, and harmonized our source data according to this classification system.

HARMONIZED CODEBOOK STRUCTURE

The primary focus of the codebook is to catalogue the list of harmonized variables created by our research team. Each harmonized variable contains a variable code, label, categorical items and information on the original variables. Variables are grouped thematically based on broad questions and concepts.

The indicator groupings are:

DE: Demographics and social location

JC: Job characteristics

WG: Wages and wage compensation

WT: Working time

CE: Complaints and enforcement

LV: Leaves, vacation, and holidays

JU: Termination and severance

GE: Geography and time

Each harmonized variable code appears in the following six-unit format:

DE01G1

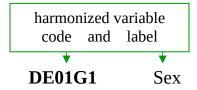
DE: Represents the variable indicator grouping based on the conceptual themes being measured;

01: Represents the individual variable number, measuring a distinct concept;

G1: Represents the individual grouping number for a given variable. Often this indicates differences in how items are divided or combined based on the original harmonization of the variable; a given variable could have several different grouping variations. In other cases, it could indicate different aspects of a given concept (for example, different types of complaints).

Most harmonized variables are made up of categories, or *items*. To demonstrate, see the example below:

The following diagram demonstrates how each harmonized variable is organized in the harmonized codebook. This includes the harmonized variable code and label, its categories or numeric range (if available), a brief description of the harmonized variable (if applicable), and information on the original variables used by each survey.



harmonized items

1 Male2 Female

This harmonized variable is constructed based on the most widely used dichotomous categorization of sex as a demographic characteristic. This variable does not capture variations of sex, gender or sexual orientation.



SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	RGENDER	Label: Respondent's gender Items: 1 = male; 5 = female Missing: 8 = don't know; 9 = refused		
SWPA (ON, 2020)	D1	Label: What gender do you identify with? Items: 1 = female; 2 = male; 3 = non-binary/non-gendered Missing: none		
SESV (ON, 2011)	N/A			
AWS (AU, 2007-11)	Q58#	Label: Sex Items: 1 = male; 2 = female Missing: none		
	↑	↑	4	
	label	items/numeric range	notes and v	varnings

In some cases, additional information is provided to inform users of specific details regarding a harmonized variable. These additional markers of information are provided in two columns: "Variable-Specific Notes/Comments" contains notes on the variable in the context of the survey itself. "Harmonization Notes/Comments" contains notes on the variable in the context of the ESD as a whole.

These notes are divided into three types:

NOTE: This marker provides users with additional explanatory information and details of the original variable usually found in the user manual, user guide and/or survey codebook.

CODING: This marker provides users with specific details on how certain harmonized variables have been coded and/or manipulated.

FLAG : This marker cautions users where harmonized categories are not available, and/or the data may yield unreliable results.

SURVEY DESCRIPTION: OVERVIEW

SURVEY OF EMPLOYMENT STANDARDS COMPLIANCE (SESC-PILOT), ON, 2012

Conducted by: Institute for Social Research, York University.

This survey was developed by a team of academic and community researchers in the context of a larger research project on ES enforcement and regulation. The survey was conducted by a large, academic telephone survey organization, and collected data from 229 respondents from March-August 2012. The survey targeted non-unionized employees who were earning low wages (less than \$16/hr), because this group is most likely to experience ES violations and does not have other forms of protection available to them. This group comprises 30% of the Ontario labour force, and 15% of the province's overall population (Statistics Canada, 2012).

SURVEY OF WORK PROBLEMS AND ACTIONS (SWPA), ON, 2021

Conducted by: Forum Research.

This survey was developed by a team of academic and community researchers as a follow up to the pilot Survey of Employment Standards Compliance. In the context of the COVID-19 pandemic, the survey was altered substantially in order to ask about both employment standards *and *about workplace health and safety since April 2020. The survey targeted non-unionized employees who were earning low wages (\$18/hr or less). The survey was designed to collect information about workplace problems related to pay, scheduling, COVID-19 health and safety, and other health and safety, as well as the actions that workers' took in an effort to resolve those problems.

SURVEY OF EMPLOYMENT STANDARDS VIOLATIONS (SESC-WAC), ON, 2011

Conducted by: Workers' Action Centre and Parkdale Community Legal Service.

This survey was conducted in 2011 and targeted employees in low-wage and precarious work environments. The objective of the research is to document the extent of employment standards' violations experienced by these workers, and how they are impacted as a result. The 520 participants include recent immigrants, racialized workers and women who are denied legal rights like minimum wage and overtime pay. Detailed data is available for violations such as unpaid wages, overtime violations, vacation pay, terminiation pay, public holidays and pay stub violations. The research then focuses on the economic and mental impact of these violations on those effected, followed by suggestions of means to improve the protection of workers in these environments.

AUSTRALIA AT WORK SURVEY (AWS), AU, 2007

Conducted by: Workplace Research Centre, University of Sydney.

This report focuses on the challenges that have arisen in consequence of the labor transformation in Australia, including skill shortages, declining birth rates, the aging workforce, wage inequality and work-life imbalances. The impact of these changes will be assessed through data gathered from a five year study of 8,343 Australian workers, and from a survey concerned with working conditions held in March 2006 and 2007. This period marks a transition of labor policy due to the implementation of WorkChoices to the federal industrial relations laws. This report therefore focuses on the changes in working life and labor contracts since the implementation of WorkChoices. This data should serve as a vital source in policy development and debate in an economic context of high employment rates, a booming economy and skill shortages.

INDIVIDUAL'S AWARENESS, KNOWLEDGE AND EXERCISE OF EMPLOYMENT RIGHTS SURVEY (IAER), UK, 2000

Conducted by: Institute for Employment Studies and NOP Research Group.

This report focuses on the awareness and knowledge of employment rights, and the exercise thereof. The data presented in this report is the result of a nationally representative telephone survey of 1000 economically active people from the ages of 16-64 for males and the ages of 16-59 for females. This study was conducted in the context of recent reforms to employment law, such as changes to parental leave and dependant care, a National Minimum Wage, Working Time Regulations and disability discrimination. Respondants were also asked about any problem work experiences that may have amounted to an infringement of their employment rights, and what actions they had taken as a result. In addition, they were given hypothetical situations that consisted of a breach of employment rights and asked to describe how they believed they would act (or if they would act at all) had this been their personal situation. A next set of questions were concerned specifically with new employment rights: if the respondants believed these rights were currently available to them, and (if eligible) they had utilized them.

UNREPRESENTED WORKER SURVEY (UWS), UK, 2004

Conducted by: Anna Pollert, Working Lives Research Institute.

The purpose of this report is to demonstrate how non-unionized workers -- which makes up approximately 70% of workers in the UK -- deal with problems at work. The data presented was collected through a telephone survey conducted from October to November 2004 (6 weeks), that was focused on a sample of 500 non-unionized workers who were currently employed, or had been at some time in the past three years, earned at or below the median wage in their region and experienced a problem at work.

EMPLOYEES' AWARENESS, KNOWLEDGE AND EXERCISE OF EMPLOYMENT RIGHTS SURVEY (EAER), UK, 2005

Conducted by: Institute for Employment Studies and BMRB Social Research.

This study was conducted in 2005 with 4 main objectives: (1) to assess employees' awareness of their employment rights both independently and comparatively with the 2000 survey; (2) to establish employees' knowledge of specific employment rights provisions like minimum wage, holiday entitlement, maternity leave and anti-discrimination law; (3) to discover the main sources of information and professional advice about employment rights issues, where employees sought guidance and what actions they took if they experienced a problem at work; (4) to identify the personal and employment characteristics that influence employees' level of awareness, knowledge and preparedness to seek advice and take action to enforce their individual employment rights. This survey also contains a particular focus on the subject of on-call work in Great Britain through a distinction of residential and non-residential on-call workers. The questionnaire covered: awareness of employment rights; knowledge of specific employment rights; experience of problems at work; likelihood of future problems at work; future sources of information about rights at work; employer and job details; sociodemographic characteristics.

Broken Laws, Unprotected Worker's Survey (BLUW), USA, 2008

Conducted by: Centre for Urban Economic Development; National Employment Law Project; UCLA Institute for Research on Labor and Employment.

This report focuses on how many basic protections (like minimum wage, overtime pay, meal breaks, etc) are failing a significant number of American workers. This is a widespread problem that has a profound impact on workers and therefore demands urgent attention. The findings presented in this report are a result of a landmark survey conducted in 2008 of 4,387 workers in low-wage industries in Chicago, Los Angeles and New York City. The respondents included vulnerable workers such as unauthorized immigrants and those paid in cash. The report discusses three main findings: (1) workplace violations are severe and widespread in low-wage labor markets, (2) job and employer characteristics are key to understanding workplace violations, and (3) all workers are at risk of workplace violations.

SURVEY DETAILS: POPULATION AND REFERENCE PERIOD

SURVEY (COUNTRY, YEAR)	SAMPLE DETAILS
SESC (ON, 2012)	Title: Survey of Employment Standards Compliance in Ontario.
pilot	
	Conducted by : Institute for Social Research, York University.
	Objective: Assess the experience of employment standard violations of workers
	in Ontario, and to capture other employer practices that are hidden, and weaken
	minimum standards.
	Survey type: Cross-sectional study.
	Sampling: Random sampling.
	Universe: Non-unionized, current employees earning low wages (less than \$16/hr) - people working for pay, making under \$16 per hour, and currently employed or employed within the last 4 weeks prior to the survey (people working in current job for at least 1 month). Excludes the self-employed, unemployed or independent contractors. Misclassified self-employed workers are treated as employees.
	Data collection period: March 2012-August 2012.
	Time period: Reference year.
	Geographic coverage: Ontario.
SWPA (ON, 2020) pilot	Title: Survey of Work Problems and Actions
	Conducted by: Forum Research
	Objective: Determine the incidence of workplace problems related to employment standards and to health and safety, and understand how workers in different social and industrial locations differentially respond to those problems.
	Survey type: Cross-sectional sampling
	Sampling: Panel survey
	Universe: Non-unionized, employees earning low wages (\$18/hr or less) who experienced a problem related to pay, scheduling, COVID-19 health and safety or other health and safety while working at a job in Ontario. Excludes the self-employed, unemployed or independent contractors. Misclassified self-employed workers are treated as employees.
	Data collection period: February 2022-April 2022.
	Time period: Since April 2020 (last two years).
	Geographic coverage: Ontario.
SESV (ON, 2011)	Title: Survey of Employment Standards Violations.
wac	
	Conducted by: Workers' Action Centre and Parkdale Community Legal Service.

Objective: Document the extent of employment standards' violations of people in precarious work, and the impact of these violations. **Survey type**: Cross-sectional (one time) study. Sampling: Snowball sampling. Universe: Recent immigrants, racialized workers, people with non-regularized immigration status, temporary foreign workers and live-in caregivers. Participants must be low-wage workers, and have worked in Ontario over the last five years. The survey includes the employed (employees and selfemployed) and unemployed. **Data collection period**: November 2010-March 2011. **Time period**: Reference year or previous 5 years. Geographic coverage: Ontario. **Note:** This survey does not contain demographic information. AWS (AU, 2007-2011) Title: Australia at Work Survey. **Conducted by:** Workplace Research Centre, University of Sydney. **Objective:** Study how different aspects of working life change over time and how labour contracts, forms of employment, earnings, working time, arrangement and attitudes are interlinked. Underpinning many work life changes has been the recasting of the legal arrangements governing relations at work – such as the evolution of the labour contract. On March 27, 2006 the WorkChoices legislation came into force, and embodies a new approach to governing relations at work. This survey aims to measure if this legislation has changed the working lives of Australians. **Survey type**: Longitudinal study (over 5 years). **Sampling:** Stratified random sampling. **Universe**: Includes the employed or those actively looking for work in the last 4 weeks (active in the labour force, living in Australia in March 2006 including, employees, self-employed and unemployed), 16-58 years of age, with the intention of remaining attached to the labour force over the next three years. Excludes individuals who joined the labour force after March 2006 (students, parents not working, people who took an extended break from work like illness, sabbatical, etc., and respondents planning to retire or leave the country the following year for the next two years). **Data collection period**: March-July (repeated each year until 2011). **Time period**: Reference year and previous year (respondents are asked about their current working conditions at the time of survey and asked to report on prior working conditions). **Geographic coverage**: Australia. **Note**: Australia at Work data is a study of the labour force as of 2006. IAER (UK, 2000) Title: Individual's Awareness, Knowledge and Exercise of Employment Rights Survey. **Conducted by:** Institute for Employment Studies and NOP Research Group.

Objective: Assess individuals' awareness of employment rights and entitlements, ascertain individuals' level of knowledge about their employment rights, establish where people turn to for information and advice, and determine how people exercise their rights. **Survey type**: Repeated cross-sectional study. Sampling: One stage stratified or systematic random sampling. **Universe:** Economically active respondents at the time of the survey or during the year before the survey (employees, unemployed but actively looking for work or working less than one year prior to the survey, those self-employed that worked as employees the previous year were included). Employees working in paid business in UK, including those on special government training/employment, and those employed but not working because on temporary sick leave. If self-employed or laid off, the respondent must have been an employee less than one year ago. If unemployed and seeking work, the respondent must have been actively seeking work over the past 4 weeks or did paid work in the last 7 days. If doing unpaid work, full time student or looking after the home/family, the respondent must have done paid work in the last 7 days. **Data collection period**: June 2000-July 2000. **Time period**: Reference year or previous year before the survey (reporting on current employer or last employer). Geographic coverage: United Kingdom. UWS (GB, 2004) Title: Unrepresented Worker Survey, 2001-2004. **Conducted by:** Anna Pollert, Working Lives Research Institute. **Objective:** Assess the experience of non-unionized workers earning median wage or below, who had experienced a job-related problem within the previous three years. **Survey type**: Cross-sectional (one time) study. **Sampling:** One-stage stratified or systematic random sample. **Universe**: Non-unionized workers earning less than or equal to median pay, who had experienced an employment-related problem during 2001-2004 (employee at the time of the survey or within the past 3 years, experienced employment-related difficulties during the last 3 years, earning low wages, and not covered by a trade union at the time). **Data collection period**: October 2004-November 2004. **Time period**: Reference year or previous 3 years (January 2001-November 2004). **Geographic coverage**: Great Britain. EAER (GB, 2005) **Title:** Employees' Awareness, Knowledge and Exercise of Employment Rights Survey. **Conducted by:** Institute for Employment Studies and BMRB Social Research. **Objective**: Assess employees' general awareness of the scope of their employment rights, establish employees' knowledge of specific employment

rights provisions, discover the main source of information and professional advice about employment rights issues, and where they sought advice and guidance.

Survey type: Repeated cross-sectional study.

Sampling: Multi-stage stratified random sample.

Universe: Current employees or respondents that have been employees in the previous two years. Those on maternity/paternity leave, off sick, on holiday but still employed are coded as employees (considering their activity before the leave/sick/holiday).

Data collection period: June 2005-October 2005.

Time period: Reference year or previous 2 years.

Geographic coverage: Great Britain.

Title: Broken Laws, Unprotected Worker's Survey.

Conducted by: Centre for Urban Economic Development; National Employment Law Project; UCLA Institute for Research on Labor and Employment.

Objective: Obtain accurate and statistically representative estimates of the prevalence of workplace violations of workers in low-wage industries in the three largest U.S. cities - Chicago, Los Angeles, and New York City. Aim is to reach vulnerable workers who are often missed in standard surveys, such as unauthorized immigrants and those paid in cash.

Survey type: Cross-sectional (one-time) study.

Sampling: Respondent-driven sampling - sample is representative of the larger population of front-line workers in low-wage industries in the three cities.

Universe: Age 18 or older, current employee located in one of the three cities, front-line worker (i.e. not manager, professional, or technical worker), and working in low-wage industry as their primary job; must have worked at least 8 or more hours the week of the survey or the previous week. Must have worked 8+ hours the previous week.

Data collected: January 2008-August 2008.

Time period: Reference year.

Geographic coverage: Chicago (Cook county), Los Angeles (Los Angeles county), and New York City (five boroughs: Manhattan, Brooklyn, Queens, the Bronx, and Staten Island).

Note: All findings are adjusted to be representative of front-line workers (i.e. excluding managers, professional or technical workers) in low-wage industries in the three cities - a population of about 1.64 million workers, or 15 percent of the combined workforce of Chicago, Los Angeles and New York City.

BLUW (CH, LA, NY, 2008)

INDICATORS OF DEMOGRAPHICS AND SOCIAL LOCATION (DE)

Demographic variables such as, age, sex/gender, marital status, citizenship and education, help to facilitate the study of how people's intersecting social locations shape their work experiences. Workers in different social locations are not only unevenly distributed across different forms of employment but also cross- and sub-nationally.

SEX/GENDER AND AGE

DE01G1 SEX/GENDER

- 1 Male
- 2 Female
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

As shown in the table below, some surveys refer to "sex" while others refer to "gender". As no survey made a distinction between sex and gender, we refer to this variable as "sex/gender".

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	RGENDER	Label: Respondent's gender Items: 1 = male; 5 = female Missing: 8 = don't know; 9 = refused		
SWPA (ON, 2020)	D1	Label: What gender do you identify with? Items: 1 = female; 2 = male; 3 = non-binary/non-gendered Missing: none		
SESV (ON, 2011)	N/A			
AWS (AU, 2007-11)	Q58#	Label: Sex Items: 1 = male; 2 = female Missing: none		
IAER (UK, 2000)	Q1A	Label: Gender Items: 1 = male; 2 = female Missing: 98 = missing; 99 = missing Time period: previous year		
UWS (UK, 2004)	Q68	Label: Gender Items: 1 = male; 2 = female Missing: none Time period: past		

		three years	
EAER (UK, 2005)	Q72	Label: Sex of	
		respondent	
		Items: 1 = male;	
		2 = female	
		Missing: 1 = don't	
		know; 4 = not stated	
		Time period: last two	
		years	
BLUW (CH, LA, NY,	DEM1	Label: Gender	
2008)		Items: 1 = male;	
		2 = female	
		Missing: none	

DE02G1

AGE GROUP OF WORKER (10 CATEGORIES)

- 1 19 years and under
- 20-24 years 2
- 3 25-29 years
- 30-34 years 4
- 5 35-39 years
- 40-44 years 6
- 45-49 years 7
- 50-54 years 8
- 9
- 55-59 years 60 years and over 10
- Don't know/refused 97
- Not applicable 98
- 99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	AGE	Label: Year of birth Range: 1900-1996 Missing: 9998 = don't know; 9999 = refused		CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized categories
SWPA (ON, 2020)	D3	Label: Are you: Items: 1 = between 16 and 19 years of age; 2 = between 20 and 24 years of age; 3 = between 25 and 29 years of age; 4 = between 30 and 34 years of age;		

		5 = between 35 and		
		39 years of age;		
		6 = between 40 and		
		44 years of age;		
		7 = between 45 and		
		49 years of age;		
		8 = between 50 and		
		54 years of age;		
		9 = between 55 and		
		59 years of age;		
		10 = between 60 and		
		64 years of age;		
		11 = between 65 and		
		69 years of age;		
		12 = 70 years of age		
		or older		
		Missing: 97 = don't		
		know/refuse; 98 = not		
		applicable;		
		99 = missing		
CECY (ON 2011)	77/4	Time period: 2017-19		
SESV (ON, 2011)	N/A	T 1 1 A	ELAC 1	
AWS (AU, 2007-11)	Q311#	Label: Age in 2007	FLAG: ends at age 59	
		Range: 15-59 (whole		
		numbers)		
		Missing:		
14 ED (1111 2000)	CAR	99 = missing		
IAER (UK, 2000)	Q1B	Label: What was your		
		age last birthday?		
		Range: 16-64 (whole		
		numbers)		
		Missing:		
		98 = missing;		
		99 = missing		
		Time period: previous		
TIME (TIL 2004)	OCO	year		
UWS (UK, 2004)	Q69	Label: Age		
		Range: 16-71 (whole numbers)		
		Missing: 99998; 99999 = refusal		
		Time period: past three years		
EAER (UK, 2005)	Q71a	Label: Age of	FI AC: etarte at ago	
EAER (UK, 2005)	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	respondent	FLAG: starts at age	
		Range: 16-64 (whole	1/	
		numbers)		
		Missing: -2 = refused		
		Time period: last two		
		years		
BLUW (CH, LA, NY,	DEM2	Label: What year	FLAG: starts at age	CODING: two step
2008)	DUME	were you born?	18	process – 1. compute
2000)		Range: 18-108; enter	10	age (subtract year of
		year (1900-1990)		birth by 2012 to
		Missing: none		obtain respondents
		1711001116, 110110		age at the time of the
				survey); 2. assign
				computed age into
	I	I	l	compared age into

		harmonized
		categories

DE02G2

AGE GROUP OF WORKER (4 CATEGORIES)

- 24 years and under 25-44 years 45-59 years 60 years and over Don't know/refused Not applicable

- Missing

SURVEY (COUNTRY, YEAR) SESC (ON, 2012)	VARIABLE CODE AGE	VARIABLE DETAILS Label: Year of birth Range: 1900-1996 Missing: 9998 = don't	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS CODING: two step process – 1. compute age (subtract year of
		know; 9999 = refused		birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized categories
SWPA (ON, 2020)	D3	Label: Are you: Items: 1 = between 16 and 19 years of age; 2 = between 20 and 24 years of age; 3 = between 25 and 29 years of age; 4 = between 30 and 34 years of age; 5 = between 35 and 39 years of age; 6 = between 40 and 44 years of age; 7 = between 45 and 49 years of age; 8 = between 50 and 54 years of age; 9 = between 50 and 54 years of age; 10 = between 60 and 64 years of age; 11 = between 65 and 69 years of age; 12 = 70 years of age or older Missing: 97 = don't know/refuse; 98 = not applicable;		

		99 = missing		
		Time period: 2017-19		
SESV (ON, 2011)	N/A	Time period: 2017-15		
AWS (AU, 2007-11)	Q311#	Label: Age in 2007 Range: 15-59 (whole numbers) Missing: 99 = missing	FLAG: ends at age 59	
IAER (UK, 2000)	Q1B	Label: What was your age last birthday? Range: 16-64 (whole numbers) Missing: 98 = missing; 99 = missing Time period: previous year		
UWS (UK, 2004)	Q69	Label: Age Range: 16-71 (whole numbers) Missing: 99998; 99999 = refusal Time period: past three years		
EAER (UK, 2005)	Q71a	Label: Age of respondent Range: 16-64 (whole numbers) Missing: -2 = refused Time period: last two years	FLAG: starts at age 17	
BLUW (CH, LA, NY, 2008)	DEM2	Label: What year were you born? Range: 18-108; enter year (1900-1990) Missing: none	FLAG: starts at age 18	CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized categories

IMMIGRATION, CITIZENSHIP AND VISIBLE MINORITY STATUS

Citizenship and immigration status are key to the organization of the labour market in some contexts, but are not always measured, or measured in the same way. The following two variables aim to harmonize how each survey measures some form of immigration status and/or citizenship.

DE03G1 IMMIGRATION STATUS TO CURRENT COUNTRY

- 1 Immigrant
- 2 Not an immigrant
- 97 Don't know/refused
- 97 Not applicable

98 Missing

			VARIABLE-	
SURVEY	VADIABLE CODE	VADIADI E DETAIL C	SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
(COUNTRY, YEAR) SESC (ON, 2012)	VARIABLE CODE K12	Label: Country of	NOTES/COMMENTS	NOTES/COMMENTS CODING: 1 = Not an
5L5C (011, 2012)	KIZ	birth		immigrant;
		Items: 1 = Canada;		else = Immigrant
		2 = United States;		
		3 = China, Hong		
		Kong, Taiwan;		
		4 = France;		
		5 = Germany;		
		6 = India; 7 = Italy;		
		8 = Netherlands		
		(Holland);		
		9 = Poland;		
		10 = Portugal; 13 = England,		
		Scotland, Ireland,		
		Wales, UK, Great		
		Britain; 28 = Jamaica;		
		38 = Pakistan;		
		39 = Philippines		
		(Filippines); 0 = other		
		Missing: 98 = don't		
		know; 99 = refused		
SWPA (ON, 2020)	D11	Label: Please choose		
		the country or region		
		in which you were		
		born:		
		Items: 1 = Canada;		
		2 = US; 3 = China,		
		Hong Kong, or Taiwan; 4 = India;		
		5 = Phillippines;		
		6 = Jamaica; 7 = Sri		
		Lanka; 8 = Africa;		
		9 = Latin America		
		and the Caribbean;		
		10 = Western Europe;		
		11 = Eastern Europe;		
		12 = Other Europe;		
		13 = Middle East;		
		14 = Other Asia;		
		15 = Australia or		
		New Zealand		
		Missing: 97 = don't know/refuse; 98 = not		
		applicable;		
		99 = missing		
		Time period: 2017-19		
SESV (ON, 2011)	N/A	. p. 30. 202. 20		
AWS (AU, 2007-11)	N/A			
IAER (UK, 2000)	N/A			
UWS (UK, 2004)	N/A			
EAER (UK, 2005)	Q714	Label: Country of		CODING: 1 = Not an

		Birth	immigrant;
		Items: 1 = England;	else = Immigrant
		2 = Scotland;	cise illiningiunt
		3 = Wales;	
		4 = Northern Ireland;	
		5 = Republic of	
		Ireland; 6 = other	
		European country;	
		7 = African country;	
		8 = Asian country; 9 = Australia/New	
		Zealand; 10 = North	
		American country;	
		11 = Other answers	
		Missing: 12 = no	
		answer; 14 = not	
		stated; -1 = don't	
		know	
		Time period: last two	
		years	
BLUW (CH, LA, NY,	DEM2A	Label: In what	CODING: 1 = Not an
2008)		country were you	immigrant;
		born	2 = Immigrant
		Items: 1 = United	
		States; 2 = China;	
		3 = Dominican	
		Republic; 4 = El	
		Salvador;	
		5 = Guatemala;	
		6 = Guyana;	
		7 = India;	
		8 = Jamaica;	
		9 = Korea;	
		10 = Mexico;	
		11 = Philippines;	
		12 = Poland;	
		13 = Other (specify)	
		Missing: none	

DE04G1 CITIZENSHIP STATUS WITHIN CURRENT COUNTRY

1 National/citizen

2 Not a national/citizen

97 Don't know/refused

98 Not applicable

99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	K13	Label: Immigration		CODING:
		status		8 = National/citizen;
		Items: 1 = no official		else = Not a
		status; 2 = visitor's		national/citizen

		visa; 3 = student visa;	
		4 = temporary work	
		visa; 5 = refugee;	
		6 = humanitarian and	
		compassionate	
		grounds; 7 = landed	
		immigrant/permanent	
		resident;	
		8 = Canadian citizen;	
		0 = something else	
		(specify)	
		Missing: 98 = don't	
		know; 99 = refused	
		Sub-population:	
		people born outside	
		of Canada	
GLIDA (ONL DODO)	D40		
SWPA (ON, 2020)	D12	Label: What is your	
		current immigration	
		status in Canada?	
		Items: 1 = no official	
		status; 2 = visitor's	
		visa; 3 = student's	
		visa; 4 = temporary	
		work vias (including	
		live-in caregivers,	
		temporary foreign	
		workers and seasonal	
		agricultural workers);	
		5 = refugee;	
		6 = humanitarian and	
		compassionate	
		grounds; 7 = landed	
		immigrant/permanent	
		resident; 8 = canadian	
		citized; 9 = another	
		status	
		Missing: 97 = don't	
		know/refuse; 98 = not	
		applicable;	
		99 = missing	
SESV (ON, 2011)	N/A		
AWS (AU, 2007-11)	N/A		
IAER (UK, 2000)	N/A		
UWS (UK, 2004)	N/A		
EAER (UK, 2005)	N/A		
BLUW (CH, LA, NY,	DEM4	Label: Are you a US	
2008)		citizen?	
/		Items: 1 = yes; 5 = no	
		Missing: none	
		Sub-population:	
		people born outside	
		of the US (dem2a)	
	DEM2A	Label: In what	
		country were you	
		born	
		Items: 1 = United	
		States; 2 = China;	
		3 = Dominican	
		2 - Dominican	

Republic; 4 = El	
Salvador;	
5 = Guatemala;	
6 = Guyana;	
7 = India;	
8 = Jamaica;	
9 = Korea;	
10 = Mexico;	
11 = Philippines;	
12 = Poland;	
13 = other (specify)	
Missing: none	

DE05G1 VISIBLE MINORITY STATUS

1 Visible minority
2 Not a visible minority
97 Don't know/refused
98 Not applicable
99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	K11	Label: Do you		
		consider yourself to be a member of a		
		visible minority?		
		Items: 1 = yes;		
		5 = no; 8 = don't		
		know; 9 = refused		
		Missing: none		
SWPA (ON, 2020)	D9	Label: Do you		
		identify yourself as a		
		visible minority?		
		Items: 1 = yes; 2 = no		
		Missing: 97 = don't		
		know/refuse; 98 = not		
		applicable;		
		99 = missing		
SESV (ON, 2011)	N/A			
AWS (AU, 2007-11)	N/A			
IAER (UK, 2000)	Q7K	Label: To which of		CODING: 1 = Not a
		the following ethnic		visible minority;
		groups do you		else = Visible
		consider you belong		minority
		to?		
		Items: 1 = white; 2 = Black-African;		
		3 = Black-Caribbean;		
		4 = Black-other Black		
		groups; 5 = Indian;		
		6 = Pakistani;		
		7 = Bangladeshi;		

8 = Chinese; 9 = mixed race; 10 = other; 11 = don't know; 12 = no answer Missing; 98 = missing; 99 = missing; Time period; previous year Label: Ethnic origin lients: 1 = white; 2 = mixed; 3 = A sain or Asian British; 4 = Black or Black British; 2 = white-three years EAER (UK, 2005) Q712 Label: Ethnicity; 1 = Since of the (specify) Missing; 99999 = don't know Time period; past three years Label: Ethnicity; 1 = white-British; 2 = white-British; 2 = white-three years Label: Ethnicity; 1 = white-British; 2 = white-three white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Black African; 6 = mixed-white and Black African; 6 = mixed-white and British-Indian; 9 = Asian or Asian British-Indian; 9 = Asian or Asian British-Indian; 9 = Asian or Asian British-Caribbean; 11 = Asian or Asian British-Caribbean; 12 = Black or Black British-Angladeshi; 11 = Asian or Asian British-other Asian background; 15 = Chinese; 16 = other answers Missing; -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: list two years				
10 = other; 11 = don't know; 12 = no answer Missing; 98 = missing; 99 = missing; 17 = no answer Missing; 189 = missing; 189 = missing; 189 = missing; 180			8 = Chinese;	
Individual Ind			9 = mixed race;	
Missing: 98 = missing; 99 = missing Time period: previous year Label: Edmic origin Rems: 1 = white; 2 = mixed; 3 = Asian or Asian British; 4 = Black or Black British; 5 = Chinese; 6 = other (specify) Missing: 99989 = refusal; 99999 = don't know Time period: past three years Label: Edmicity Rems: 1 = white British; 2 = white- British; 3 = white- Black African; 5 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed- other mixed background; 8 = Asian or Asian British-Dakistant; 10 = Asian or Asian British-Dakistant; 11 = Asian or Asian British-Darber Asian background; 12 = Black or Black British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-Other Black background; 15 = Chinese; 16 = other answers Missing; -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time periotic previous year CODING: CODING: 1.2, 3 = Not a visible minority else = Visible minority else = Visible minority else = Visible minority 1.3, 4 = Black or Black British-Darber Black British-D			10 = other; 11 = don't	
UWS (UK, 2004) Q72 Label: Ethnic origin Items: 1 = white; 2 = mixed; 3 = Asian or Asian British; 4 = Black or Black British; 5 = Chinese; 6 = other (Specify) Missing; 99998 = refusal; 999998 = refusal; 999998 = refusal; 99998 = refusal; 999998 = refusal; 99999998 = refusal; 999998 = refusal; 99999998 = refusal; 999998 = refusal; 99998 = refusal; 999998 =			know; 12 = no answer	
UWS (UK, 2004) Q72 Label: Ethnic origin Items: 1 = white; 2 = mixed; 3 = Asian or Asian British; 4 = Black or Black British; 5 = Chinese; 6 = other (Specify) Missing; 99998 = refusal; 999998 = refusal; 999998 = refusal; 99998 = refusal; 999998 = refusal; 99999998 = refusal; 999998 = refusal; 99999998 = refusal; 999998 = refusal; 99998 = refusal; 999998 =			Missing:	
UWS (UK, 2004) Q72 Label: Ethnic origin Items: 1 = white; 2 = mixed; 3 = Asian or Asian British; 4 = Black or Black British; 99999 = refusal; 99999 = refusal; 99999 = refusal; 99999 = don't know Time period; past three years EAER (UK, 2005) Q712 Label: Ethnicity Items: 1 = white- minority; else = Visible minority;				
Time period: previous year UWS (UK, 2004) Q72 Label: Ethnic origin Items: 1 = white; 2 = mixed; 3 = Asian or Asian British; 4 = Black to Pilack British; 5 = Chinese; 6 = other (specify) Missing; 99999 = refusal; 99999 = refusal; 99999 = don't know Time period; past three years EAER (UK, 2005) Q712 Label: Ethnicity Items: 1 = white-British; 2 = white-British; 2 = white-British; 2 = white-British; 2 = white-White background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black Acribbean; 6 = mixed-white and Black Arican; 6 = mixed-white and Asian; 7 = mixed-other mixed background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-Indian; 12 = Black or Black British-Other Asian background; 12 = Black or Black British-African; 14 = Black or Black British-African; 15 = Chinese; 16 = other answers Missing: 1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
UWS (UK, 2004) Comparison of Asian British-Baing and Black African; 1 = Asian or Asian British-Baing and British-Bain			_	
Label: Ethnic origin Items: 1 = white: 2 = mixed; 3 = Asian or Asian British; 4 = Black or Black British; 5 = Chinese; 6 = other (specify) Missing; 99998 = refusal; 99999 = don't know Time period; past three years EAER (UK, 2005) Q712 Label: Ethnicity Items: 1 = white- British; 2 = white- Irish; 3 = White-other white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed- other mixed background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Dakistani; 10 = Asian or Asian British-Dakistani; 11 = Asian or Asian British-Dakistani; 11 = Asian or Asian British-Other Asian background; 12 = Black or Black British-African; 14 = Black or Black British-African; 14 = Black or Black British-Other Black british-African; 14 = Black or Black British-Other Black brit				
Items: 1 = white; 2 = mixed; 3 = Asian or Asian British; 4 = Black or Black British; 5 = Chinese; 6 = other (specify) Missing; 99998 = refusal; 99999 = don't know Time period; past three years Label: Ethincity Items: 1 = white- British; 2 = white- British; 2 = white- British; 3 = White-other white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed- other mixed other mixed background; 8 = Asian or Asian British-Bangladeshi; 11 = Black or Black British-Caribbean; 12 = Black or Black British-Caribbean; 13 = Black or Black British-Caribbean; 13 = Black or Black British-Other Palca British-Other Palca British-Other Black British-Banglack British-Ban	UWS (UK. 2004)	072		
2 = mixed; 3 = Asian or Asian british; 4 = Black or Black British; 5 = Chinese; 6 = other (specify) Missing; 9998 = refusal; 99999 = don't know Time period; past three years EAER (UK, 2005) Q712 Label: Ethnicity Items: 1 = white-British; 2 = white-Irish; 3 = White-other white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black Africa; 6 = mixed-white and Asian; 7 = mixed other mixed background; 8 = Asian or Asian British-Pakistani; 10 = Asian or Asian British-Pakistani; 11 = Asian or Asian British-Dehorer Asian British-Dehorer Asian British-other Asian background; 12 = Black or Black-British-Other Black British-Other Black British-O				
or Asian British; 4 = Black or Black British; 5 = Chinese; 6 = other (specify) Missing; 99998 = refusal; 99999 = don't know Time period: past three years Label: Ethnicity Items: 1 = white- British; 2 = white- British; 3 = White-other white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed- other mixed other mixed background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-Other Asian background; 12 = Black or Black British-Other Asian background; 12 = Black or Black British-African; 14 = Black or Black British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-Other Alsian background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
4 = Black or Black British; 5 = Chinese; 6 = other (specify) Missing; 99998 = refusal; 99999 = don't know Time period: past three years EAER (UK, 2005) Q712 Label: Ethnicity Items: 1 = white- British; 2 = white- Irish; 3 = White-other white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed- other mixed background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-Caribbean; 12 = Black or Black British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-Other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
British; 5 = Chinese; 6 = other (specify) Missing; 99998 = refusal; 99999 = don't know Time period: past three years lthree years lthree years lthree years lthree years lthree white- British; 2 = white- British; 2 = white- British; 3 = White-other white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed- other mixed background; 8 = Asian or Asian British-Indian; 10 = Asian or Asian British-Pakistani; 11 = Asian or Asian British-Dangladeshi; 11 = Asian or Asian British-Caribbean; 12 = Black or Black British-Caribbean; 13 = Black or Black British-Caribbean; 14 = Black or Black British-African; 14 = Black or Black British-Other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
CODING: Suppose Supp				
Missing: 99998 = refusal; 99999 = don't know Time period; past three years EAER (UK, 2005) Q712 Label: Ethnicity Items: 1 = white- British: 2 = white- Irish: 3 = White-other white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed- other mixed background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Pakistani; 10 = Asian or Asian British-Pakistani; 11 = Asian or Asian British-Oaribbean; 11 = Asian or Asian British-Oaribbean; 12 = Black or Black- British-Caribbean; 13 = Black or Black British-Oaribbean; 13 = Black or Black British-Oaribbean; 15 = Chinese; 16 = other answers Missing: 1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
99998 = refusal; 99999 = don't know Time period; past three years Label: Ethnicity Items: 1 = white- British: 2 = white- British: 3 = White-other white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed- other mixed background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Bakistani; 10 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-Barish-Bangladeshi; 11 = Asian or Asian British-Garibbean; 13 = Black or Black British-Other Black Britis				
EAER (UK, 2005) Q712 Label: Ethnicity Items: 1 = white-British: 2 = white-Irish: 3 = White-other white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed-other mixed background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-Other Asian background; 12 = Black or Black-British-Caribbean; 13 = Black or Black-British-Other Black background; 15 = Chinese; 16 = other answers Missing: 1 = no answer; 19 = refusal; 20 = not stated Time period: last two				
EAER (UK, 2005) Q712 Label: Ethnicity Items: 1 = white- British; 2 = white- British; 3 = White-other white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed- other mixed background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-Oaribbean; 12 = Black or Black British-Caribbean; 13 = Black or Black British-Oaribbean; 13 = Black or Black British-Oaribbean; 14 = Black or Black British-Oaribbean; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two			,	
EAER (UK, 2005) Q712 Label: Ethnicity Items; 1 = white- British; 2 = white- British; 2 = white- Irish; 3 = White-other white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed- other mixed background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Bakistani; 10 = Asian or Asian British-Bakistani; 11 = Asian or Asian British-Other Asian background; 12 = Black or Black- British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-Other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
EAER (UK, 2005) Q712 Label: Ethnicity Items: 1 = white-British; 2 = white-Irish; 3 = White-other white background; 4 = mixed-white and Black Caribbean; 5 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed-other mixed background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Pakistani; 10 = Asian or Asian British-Pakistani; 11 = Asian or Asian British-Other Asian background; 12 = Black or Black British-Caribbean; 13 = Black or Black British-Other Black background; 15 = Chinese; 16 = other answers Missing: 1 = don'r know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
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5 = mixed-white and Black African; 6 = mixed-white and Asian; 7 = mixed- other mixed background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Pakistani; 10 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-Other Asian background; 12 = Black or Black- British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-Other Black Britis				
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6 = mixed-white and Asian; 7 = mixed- other mixed background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Pakistani; 10 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-Other Asian background; 12 = Black or Black British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-other Black British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
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background; 8 = Asian or Asian British-Indian; 9 = Asian or Asian British-Pakistani; 10 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-other Asian background; 12 = Black or Black- British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-other Black British-other Black British-other Black British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
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British-Indian; 9 = Asian or Asian British-Pakistani; 10 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-other Asian British-other Asian background; 12 = Black or Black- British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-other Black British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
9 = Asian or Asian British-Pakistani; 10 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-other Asian background; 12 = Black or Black- British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
British-Pakistani; 10 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-other Asian background; 12 = Black or Black- British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
10 = Asian or Asian British-Bangladeshi; 11 = Asian or Asian British-other Asian background; 12 = Black or Black- British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
British-Bangladeshi; 11 = Asian or Asian British-other Asian background; 12 = Black or Black- British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
11 = Asian or Asian British-other Asian background; 12 = Black or Black- British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
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British-Caribbean; 13 = Black or Black British-African; 14 = Black or Black British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
13 = Black or Black British-African; 14 = Black or Black British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
British-African; 14 = Black or Black British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
14 = Black or Black British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
British-other Black background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
background; 15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
15 = Chinese; 16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
16 = other answers Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
Missing: -1 = don't know; 18 = no answer; 19 = refusal; 20 = not stated Time period: last two				
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answer; 19 = refusal; 20 = not stated Time period: last two				
20 = not stated Time period: last two				
Time period: last two				
			_	

BLUW (CH, LA, NY, 2008)	DEM7@A	Label: Which of the following best describes your race or ethnicity – Latino/Latina or Hispanic Items: 1 = yes; 5 = no Missing: none	NOTE: respondents can select more than one option (multiple answers)	CODING: 1 (for any of DEM7@A-F) = Visible minority; 2 (for all of DEM7@A-F) = Not a visible minority
	DEM7@B	Label: Which of the following best describes your race or ethnicity – Black or African-American Items: 1 = yes; 5 = no Missing: none	NOTE: respondents can select more than one option (multiple answers)	CODING: 1 (for any of DEM7@A-F) = Visible minority; 2 (for all of DEM7@A-F) = Not a visible minority
	DEM7@C	Label: Which of the following best describes your race or ethnicity – Asian or Pacific Islander Items: 1 = yes; 5 = no Missing: none	NOTE: respondents can select more than one option (multiple answers)	CODING: 1 (for any of DEM7@A-F) = Visible minority; 2 (for all of DEM7@A-F) = Not a visible minority
	DEM7@D	Label: Which of the following best describes your race or ethnicity – white Items: 1 = yes; 5 = no Missing: none	NOTE: respondents can select more than one option (multiple answers)	CODING: 1 (for any of DEM7@A-F) = Visible minority; 2 (for all of DEM7@A-F) = Not a visible minority
	DEM7@E	Label: Which of the following best describes your race or ethnicity – American Indian, Native Hawaiian, or Alaska native Items: 1 = yes; 5 = no Missing: none	NOTE: respondents can select more than one option (multiple answers)	CODING: 1 (for any of DEM7@A-F) = Visible minority; 2 (for all of DEM7@A-F) = Not a visible minority
	DEM7@F	Label: Which of the following best describes your race or ethnicity – other race Items: 1 = yes; 5 = no Missing: none	NOTE: respondents can select more than one option (multiple answers)	CODING: 1 (for any of DEM7@A-F) = Visible minority; 2 (for all of DEM7@A-F) = Not a visible minority

EDUCATION

Differences in educational systems across contexts make it challenging to compare how education across nations. The ESD translates national measures of respondents' highest level of educational attainment into a typology that links educational systems across Canada, the US, Australia, and the UK. The GESD uses the *International Standard Classification of Education (ISCED)* 1997, designed by UNESCO, as a model to inform and harmonize variables measuring education.

The following documents were consulted to facilitate the harmonization process:

- Organisation for Economic Co-operation and Development. (1999). *Classifying educational programmes: manual for ISCED-97 implementation in OECD countries*. Paris: OECD.
- Hickman, R. (2013). *Cambridge handbook of educational abbreviations & terms, 6th edition.* Cambridge: Cambridge Faculty of Education.
- Schneider, S. L. (2008). The application of the ISCED-97 to the UK's educational qualifications. *The International Standard Classification of Education (ISCED-97)*. *An evaluation of content and criterion validity for*, 15, 281-300.

DE06G1 HIGHEST LEVEL OF EDUCATION ATTAINED

- 1 ISCED 0-2 (pre-primary, primary and lower secondary)
- 2 ISCED 3-4 (upper secondary and above, but not tertiary)
- 3 ISCED 5-6 (tertiary education)
- 4 Other
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	K3	Label: Education		
		Items: 1 = less than		
		high school;		
		2 = completed high		
		school; 3 = some		
		community college or		
		technical school;		
		4 = completed		
		community; 5 = some		
		university;		
		6 = completed		
		bachelor's degree (arts,		
		science, Eng, etc.);		
		7 = completed Master's		
		degree (MA, MSc,		
		MLS, MSW, MBA,		
		etc.); 8 = post graduate		
		training (PhD,		
		"doctorate");		
		9 = professional degree		
		(law, medicine,		
		dentistry)		
		Missing: 98 = don't		
		know; 99 = refused		
SWPA (ON, 2020)	D4	Label: What is the		
		highest level of		
		education you have		
		completed?		
		Items: 1 = less than		
		high school;		
		2 = completed high		
		school or equvalent;		
		3 = some community		

	1	1		
		college or technical school; 4 = completed community college or technical/trade school; 5 = some university; 6 = completed bachelor's degree (arts, science, eng, etc.); 7 = completed master's degree (MA MSc, MLS, MSW, MBA, etc.); 8 = post-graduate		
		training (PhD, doctorate); 9 = professional degree (law, medicine, dentistry etc.) Missing: 97 = don't know/refuse; 98 = not applicable; 99 = missing		
		Time period: 2017-19		
SESV (ON, 2011)	N/A	1c period. 2017 13		
AWS (AU, 2007-11)	Q296#	Label: Highest education Items: 1 = year 10 or below; 2 = year 11; 3 = year 12; 4 = diploma or certificate; 5 = trade qualification; 6 = degree; 7 = post- graduate degree Missing: 99 = refused		
IAER (UK, 2000)	Q7A01-28	Label: Highest qualification Items: 1 = higher degree (masters or doctorate)NVQ or SVQ level 5; 2 = first (bachelors) degree NVQ or SVQ level 4; 3 = other degree level qualification including graduate membership of a professional institute of PGCE; 4 = diploma in higher education; 5 = teaching qualification (excluding PGCE); 6 = nursing or other medical qualification; 7 = other higher education qualifications below degree level; 8 = >1 A level, advanced GNVQ/GSVQ, >2 SCE	NOTE: question asks "what qualifications do you have — starting with the highest"; respondents can select more than one option (multiple answers)	

Highers, >3 AS levels NVQ or SVQ level 3; 9 = one A level 1 or 2 Scottish Highers 2 or 3 AS-levels Intermediate GNVQ/GSVQ NVQ or SVQ level 2; 10 = 5 or more GCSE grades A* to C 5 or more O-levels 5 or more CSEs at grade 1 5 or more SCE Standard/Ordinary grades 1-3; 11 = one AS level, <5 GCSE grades A* to C, <5 O-levels, <5 CSEs at grae 1, <5 SCE St; 12 = certificate of sixth year studies (CSYS) Scottish Certificate of Sixth Year Studies; 13 = HNC/HND Higher level of BTEC/TEC Higher I. Of SCOTEC/SCOTVEC/S COTBEC; 14 = BTEC/BEC/TECNational certificate SCOTBEC/SCOTEC/S COVEC Nat. Cert. ONC/OND; 15 = btec/bec/tec First Diploma or General Dipl. SCOTBEC/SCOTEC/S COTVEC first dipl. Or gen dipl.; 16 = BTEC/BEC/TECfirst general certificate SCOTBEC/SCOTEC/S COTVEC first gen. Certificate or modules towards; 17 = city and guilds advanced craft; 18 = city and guilds craft; 19 = other city and guilds qualifications; 20 = RSA higherdiploma; 21 = RSAADVANCED DIPLOMA OR **ADVANCED** CERTIFICATE; 22 = RSA diploma;23 = other RSAqualifications (including stage I, II

		and III); 24 = recognised trade apprenticeship (completed); 25 = YT certificate; 26 = any other professional/vocational qualification/foreign qualifications; 27 = no qualifications; 28 = don't know Missing: 98; 99 Time period: previous year	
UWS (UK, 2004)	Q71	Label: Highest qualification Items: 1 = NVQ level 1 or equivalent; 2 = O level/GCSE or NVQ level 2 or equivalent; 3 = A-level or NVQ level 3 or equivalent; 4 = degree or NVQ level 4 or equivalent; 5 = masters degree or postgraduate or other level 5 qualification; 6 = no qualification; 7 = other professional qualification; 8 = other qualification level unspecified; 9 = other Missing: 99999 = don't know Time period: past three years	
EAER (UK, 2005)	Q73B	Label: Highest Qualification that respondent has Items: 1 = higher degree/post graduate qualifications; 2 = first degree (including B. Ed) postgraduate diplomas/certificate; 3 = diplomas in higher education/other H. E. qualifications, HNC/; 4 = A/AS levels/SCE Higher/Scottish Certificate 6th Year Studies; 5 = trade apprenticeships; 6 = O Level/GCSE grades A- C/SCE Standard/Ordinary grades 1-3, CS; 7 = O level/GCSE grades D-	

		CICCE	
		G/SCE	
		Standard/Ordinary	
		below grade 3;	
		8 = Other qualifications	
		(including overseas)	
		Missing: 10 = not	
		stated; -1 = don't know	
		Time period: last two	
		years	
BLUW (CH, LA,	EDUC	Label: What is the	
NY, 2008)		highest level of	
111, 2000)		education you have	
		completed in the US or	
		aborad?	
		Items: 0 = less than 1 st	
		grade or no formal	
		schooling; 1 = nursery	
		school to 4 th grade;	
		2 = 5 th or 6 th grade;	
		$3 = 7^{th}$ or 8^{th} grade;	
		$4 = 9^{th}$ grade; $5 = 10^{th}$	
		grade; 6 = 11 th grade;	
		$7 = 12^{th}$ grade – no	
		diploma; 8 = high	
		school graduate – HS	
		diploma or GED	
		equivalent; 9 = one or	
		more years of college,	
		no degree;	
		10 = associate degree	
		(AA, AS);	
		11 = bachelor's degree	
		(BA, AB, BS);	
		12 = master's degree	
		(MA, MS, MBA,	
		MSW);	
		13 = Professional	
		degree (MD, DDS,	
		LLB, JD);	
		14 = doctorate degree	
		(PhD, EdD)	
		Missing: none	

MARITAL STATUS

Marital status, particularly being *married*, is measured differently across national contexts. Both Canada (i.e., SLID), and Australia (i.e., HILDA) include categories, *common-law* and *de facto*, which is distinct from being legally married. The inclusion of these categories in their respective surveys shows its legal significance in their nations. The harmonized variable marital status combines the options *married* and *common-law* into one category and *divorced* and *separated* into another category.

DE07G1 MARITAL STATUS

- 1 Single
- 2 Married or common-law
- 3 Divorced or legally separated

4 97 Widowed

Don't know/refused Not applicable Missing

98

99

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	N/A	VIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIIII	NOTES/COMMENTS	TOTES/COMMENTS
SWPA (ON, 2020)	N/A			
SESV (ON, 2011)	N/A			
AWS (AU, 2007-11)	Q297#	Label: Marital status Items: 1 = married; 2 = living with someone in a relationship but not legally married; 3 = in a relationship but not living with them; 4 = single – not in a relationship Missing: 99 = refused	NOTE: 'single' includes people who are widowed/ divorced / separated	CODING: 3 = Married or common-law
IAER (UK, 2000)	Q7E	Label: What is your current marital status? Items: 1 = single (never married) and living alone; 2 = single and living with parent(s), friend, or sibling; 3 = married or living with another adult as a couple; 4 = separated or divorced; 5 = widowed Missing: 98 = missing; 99 = missing Time period: previous year		
UWS (UK, 2004)	N/A	yeur		
EAER (UK, 2005)	Q75A	Label: Marital status Items: 1 = single/never been married; 2 = married and living with your partner; 3 = married and separated from your partner; 4 = divorced; 5 = widowed Missing: 6 = not stated Time period: last two years		

BLUW (CH, LA, NY,	DEM17	Label: Are you	NOTE: 'no' includes	CODING:
2008)		currently married or	people who are	1 = Married or
		living with a partner?	widowed/ divorced/	common-law;
		Items: $1 = yes$; $5 = no$	separated	5 = Single
		Missing: none	_	_

DE08G1

PRESENCE OF CHILDREN UNDER 16 YEARS OLD IN HOUSEHOLD

1 Yes

No/children 16 and over 2

97 Don't know/refused

Not applicable Missing 98

99

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENT S	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	K5	Label: Number of kids living in household/ economic family Range: 0 (no children/no children under 16); 1-14 (enter number of children under 16) Missing: 98 = don't know; 99 = refused Sub-population: employees with 1+ person living in the household	NOTE: captures children under 16 living in the household	
SWPA (ON, 2020)	D6	Label: And how many children under the age of 16 live in your household? Range: 1-8 Missing: 98 = not applicable; 99 = missing Time period: 2017-19		
SESV (ON, 2011)	N/A			
AWS (AU, 2007-11)	KIDS07	Label: Children under 16 present in household Items: 1 = yes; 2 = no Missing: 99 = refused		
IAER (UK, 2000)	Q7F	Label: Do you have any dependent	NOTE: captures children under 18	

			I
	children living with	who are in full-time	
	you?	education living in	
	Items: 1 = yes;	the household	
	2 = no; 3 = don't		
	know		
	Missing: -		
	9 = missing		
	Time period:		
0.00	previous year		
Q7G_1	Label: Number of		
	children aged 0-4		
	Range: 1+ (number		
	of children within		
	that range)		
	Missing:		
	98 = missing		
	Sub-population:		
	people with		
	dependent children		
	living in the		
	household (q7f)		
	Time period:		
	previous year		
Q7G_2	Label: Number of		
	children aged 5-11		
	Range: 1+ (number		
	of children within		
	that range)		
	Missing:		
	98 = missing		
	Sub-population:		
	people with		
	dependent children		
	living in the		
	household (q7f)		
	Time period:		
	previous year		
Q7G_3	Label: Number of		
	children aged 12-15		
	Range: 1+ (number		
	of children within		
	that range)		
	Missing:		
	98 = missing		
	Sub-population:		
	people with		
	dependent children		
	living in the		
	household (q7f)		
	Time period:		
	previous year		
Q7G_4	Label: Number of		CODING: variable used
	children aged 16-18		to filter out people who
	Range: 1+ (number		only have children 16
	of children within		and older living in the
	that range)		household
	Missing:		
	98 = missing		
1	33 1111001116	1	

				,
		Sub-population:		
		people with		
		dependent children		
		living in the		
		household (q7f)		
		Time period:		
THAC (THE BOOK)	DT/A	previous year		
UWS (UK, 2004)	N/A	7 1 1 7 7 1	NOTE	
EAER (UK, 2005)	Q76A	Label: Whether	NOTE: captures	
		respondent has any	children under 18	
		dependent children	living in the household	
		living with them Range: 0-5 (number	nousenoiu	
		of children)		
		Missing: -1 = don't		
		know		
		Time period: last two		
		years		
	Q76B_1	Label: Age of each		CODING: created
	\ \cdot \sigma = \	dependent child -		derived variable to
		first child		calculate the age of the
		Range: 0-18 years		youngest child in the
		old (whole numbers;		household
		0 = babies under 1		
		year)		
		Missing: none		
		Sub-population:		
		people with		
		dependent children		
		living in the		
		household (76a)		
		Time period: last two		
	Q76B_2	years Label: Age of each		CODING: created
	Q/0B_2	dependent child -		derived variable to
		second child		calculate the age of the
		Range: 0-18 years		youngest child in the
		old (whole numbers;		household
		0 = babies under 1		nousenoru
		year)		
		Missing: none		
		Sub-population:		
		people with		
		dependent children		
		living in the		
		household (76a)		
		Time period: last two		
		years		
	Q76B_3	Label: Age of each		CODING: created
		dependent child -		derived variable to
		third child		calculate the age of the
		Range: 0-18 years		youngest child in the household
		old (whole numbers; 0 = babies under 1		nousenoid
		year)		
		Missing: none		
		Sub-population:		
		people with		
	1	people with	I	

			1	
		dependent children living in the household (76a) Time period: last two years		
	Q76B_4	Label: Age of each dependent child - fourth child Range: 0-18 years old (whole numbers; 0 = babies under 1 year) Missing: none Sub-population:		CODING: created derived variable to calculate the age of the youngest child in the household
		people with dependent children living in the household (76a) Time period: last two years		
	Q76B_5	Label: Age of each dependent child - fifth child Range: 0-18 years old (whole numbers; 0 = babies under 1 year) Missing: none Sub-population: people with dependent children living in the household (76a) Time period: last two years		CODING: created derived variable to calculate the age of the youngest child in the household
	Q76B_6	Label: Age of each dependent child - sixth child Range: 0-18 years old (whole numbers; 0 = babies under 1 year) Missing: none Sub-population: people with dependent children living in the household (76a) Time period: last two years		CODING: created derived variable to calculate the age of the youngest child in the household
BLUW (CH, LA, NY, 2008)	DEM17A	Label: How many children do you have under the age of 18? Range: 0 = none; 1-20; 21 = more than 20 children (specify) Missing: none	FLAG: does not specify if the child lives in the household NOTE: captures children under 18	

INDICATORS OF JOB CHARACTERISTICS (JC)

Job characteristics – such as full- or part-time employment, work schedule, company/firm size and unionization – provide information about the level of security that workers have in their employment. Additional information about workers' industrial and occupational location, as well as whether they are employed in the public or private sector, provide context for their work experiences.

FULL-TIME AND PART-TIME EMPLOYMENT

The distinction between full- and part-time employment is drawn differently across countries. How laws and policies define full- and part-time employment, and therefore how supranational statistical surveys distinguish between them, varies between countries. Additionally, the way that data are collected about the full-/part-time status of respondents varies between surveys. The distinction between part-time and full-time is based on the number of hours an individual works per week.

JC01G1 FULL-TIME / PART-TIME EMPLOYMENT (SURVEY DEFINITION)

- 1 Full-time
- 2 Part-time
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY	VARIAB			
(COUNTRY,	LE	MARIARI E RETAIL C	VARIABLE-SPECIFIC	HARMONIZATION
SESC (ON,	D25	VARIABLE DETAILS Label: How many hours a week	NOTES/COMMENTS NOTE: applies to main	NOTES/COMMENTS CODING: this variable is
2012)	D23	have you worked at this job, on	job or job earned lowest	not based on the survey
2012)		average?	wage. Respondents that	definition of
		Range: 0-60 (hours worked a	said 0 were terminated	full-time/part-time, but is
		week); 61=61 or more hours	from the survey.	defined as per the Ontario
		Missing: 98= don't know; 99=		definition of full-time
		refused		employment (30+ hours
				per week).
SWPA (ON,	Q137	Label: On average, how many		
2020)		hours do you work each week at		
		this job?		
		Items: 1= full time; 2= part-time Missing: 97= don't know/refuse;		
		98= not applicable; 99= missing		
		Time period: 2017-19		
SESV (ON,	HRSWE	Label: Weekly number of hours	FLAG: may include all	CODING: this variable is
2011)	EK	worked	jobs	not based on the survey
		Range: 0-109		definition of
		Missing: 997= varies; 998= no job;		full-time/part-time, but is
		999= missing		defined as per the Ontario
		Time period: within the past 5		definition of full-time
		years		employment (30+ hours
AVAIC (ATT	DTETO7	Labelt Employed on a full time an	EL ACt does not include	per week)
AWS (AU,	PTFT07	Label: Employed on a full-time or	FLAG: does not include	

2007-2011)		part-time basis Items: 1= part-time; 2= full-time Missing: 9= don't know; 99= refused	self-employed NOTE: if multiple job holder – looks at main job; full-time is a minimum of 35 hours per week, however, where respondents indicated they were working full- time and then went on to say their paid hours in their main job was 30 hours, we gave them the benefit of the doubt and left them as full-time	
IAER (UK, 2000)	Q6J	Label: In your current/last job, how many hours per week do you usually work? Range: 1-84 Missing: 98; 99 Time period: previous year	rather than recode them NOTE: in reference to current or last job; excluding meal breaks and overtime (i.e. contracted hours-round up to nearest hour)	CODING: this variable is not based on the survey definition of full-time/part-time, but is defined as per the UK definition of full-time employment (35+ hours per week)
UWS (GB, 2004)	S3	Label: Full-time or part time in job with concerns? Items: 1= full-time; 2= part-time Missing: 99998= refused; 99999= don't know Time period: last 3 years	NOTE: in reference to the one job over last three years where respondent had their main concern/difficulty	
EAER (GB, 2005)	Q610	Label: Whether respondent works/worked full-time or part-time Items: 1= full-time, that is 30 hours or more per week; 2= part-time, that is less than 30 hours per week; 3= or does it/did it depend on the availability of the work; 5= not stated Missing: Time period: last 2 years	NOTE: if not currently an employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	
BLUW (CH, LA, NY, 2008)	JB17	Label: For [main employer], do you usually work 35 hours or more per week? Items: 1= yes; 5= no; 7= volunteers (varies too much) Missing: -7= na to 2ndary emps; -6= not paid; -5= exempt; -4= missing; -3= na; -2= refused; -1= dk; 99= refused/md; 8= dk; 9= refused/md	NOTE: full-time means 35 hours per week; reference period is within the last 12 months – did respondent usually work full-time or part-time; not asking about last year or a year ago, only the last 12 months	

INDUSTRY

The classification and categorization of industry or main economic activity varies cross-nationally; where possible, the GESD includes derived industrial categories where similar categories pre-exist. In the cases where exact/close matches do not exist, efforts are made to create comparable variables.

NAICS 2007

The North American Industry Classification System (NAICS) is an industry classification system developed by the statistical agencies of Canada, Mexico and the United States. Created against the background of the North American Free Trade Agreement, it is designed to provide common definitions of the industrial structure of the three countries and a common statistical framework to facilitate the analysis of the three economies. NAICS is based on supply side or production oriented principles, to ensure that industrial data, classified to NAICS, is suitable for the analysis of production related issues such as industrial performance. NAICS is a comprehensive system encompassing all economic activities. It has a hierarchical structure. At the highest level, it divides the economy into 20 sectors. At lower levels, it further distinguishes the different economic activities in which businesses are engaged. NAICS is designed for the compilation of production statistics and, therefore, for the classification of data relating to establishments (and locations). It takes into account the specialization of activities generally found at the level of the producing units of businesses. The criteria used to group establishments into industries in NAICS are similarity of input structures, labour skills or production processes used. NAICS is the agreed upon common framework for the production of comparable statistics by the statistical agencies of the three countries, Canada, Mexico and the United States. Its hierarchical structure is composed of sectors (two-digit code), subsectors (three-digit code), industry groups (four-digit code), and industries (five-digit code). NAICS has been correlated to the International Standard Industrial Classification (ISIC) from the United Nations and to the General Industrial Classification of Economic Activities with the European Communities (NACE).

Industry

SIC 1992 and 2003 (uk)

A <u>Standard Industrial Classification</u> was first introduced into the UK in 1948 for use in classifying business establishments and other statistical units by the type of economic activity in which they are engaged. The classification provides a framework for the collection, tabulation, presentation and analysis of data about economic activities. Its use promotes uniformity of data collected by various government departments and agencies. In addition it can be used for administrative purposes and by many non-government bodies as a convenient way of classifying industrial activities into a common structure.

ANZSIC 2006 (au)

The <u>Australian and New Zealand Standard Industrial Classification (ANZSIC)</u> has been developed for use in the compilation and analysis of industry statistics in Australia and New Zealand. The Australian Bureau of Statistics and Statistics New Zealand jointly developed this classification to improve the comparability of industry statistics between the two countries and with the rest of the world. This 2006 edition of the ANZSIC replaces the 1993 edition, which was the first version produced. Prior to then, Australia and New Zealand developed separate standard industry classifications.

ANZSIC 2006 reflects the outcomes of a substantial review of the classification, which included extensive consultation with users of the classification, such as government agencies responsible for policy formulation and administration, and non-government analysts of industry structure and performance.

The purpose of the review was to ensure that the classification remained current and relevant, reflecting the changes that have occurred in the structure and composition of industry since the previous edition and recognising changing user requirements for data classified to industry. The conceptual framework underpinning the ANZSIC has been more rigorously and consistently applied in this edition. The publication includes detailed explanations of the classification principles and the treatments of certain types of activities. International comparability has been enhanced by aligning the classification, as far as possible, with the upcoming revision of the International Standard Industrial Classification of All Economic Activities (ISIC) (Revision 4).

CENSUS 2002 (us)

Industry data describe the kind of business conducted by a person's employing organization. These data are derived from a combination of write-in and check box questions which are clerically coded by Census Bureau staff. These written responses to the industry questions are coded using the industry classification system developed for Census 2000 and modified in 2002, 2007, and again in 2012. This system consists of 269 categories for employed people, including military, classified into 20 sectors. Industry data describe the work activity and occupational experience of the American labor force. Data are used to formulate policy and programs for employment, career development and training, and to measure compliance with antidiscrimination policies. Mandated reports for Congress on the labor force rely on the analysis of these characteristics. Further, the Bureau of Economic Analysis uses this information, in conjunction with other data, to develop its state per capita income estimates used in the allocation formulas or for eligibility criteria in many federal programs such as Medicaid, and plans to use the county-level information to develop its county and state per capita income estimates. Information about industry is also important for creating jobs as companies use these data to decide where to locate new plants, stores, or offices. Agencies use these data to plan job training programs. Federal agencies use these data in litigation where employment discrimination is alleged. Locally, data are used to estimate the demand for staff in healthcare occupations and their geographic distribution based on these data.

Nace rev 1 and rev 1.1 (eu)

NACE is the acronym¹ used to designate the various statistical classifications of economic activities developed since 1970 by the European Union; it is designed to categorise data relating to "statistical units", in this case a unit of activity, for example an individual plant or group of plants constituting an economic entity such as an enterprise. It provides the basis for preparing a large range of statistics (output, inputs to the production process, capital formation and financial transactions) of such units.

A working group made up of Eurostat and representatives of the Member States developed a revised version of NACE 1970, NACE Rev. 1. Starting from the structure of ISIC Rev.3, sufficient detail was added to reflect the more important activities of the Member States that were inadequately represented in ISIC. Special features of national classifications were introduced in this process.

NACE Rev. 1.1 is a minor update with no significant restructuring of the NACE Rev. 1. The aim

NACE is derived from the French " $\underline{\mathbf{N}}$ omenclature statistique des $\underline{\mathbf{A}}$ ctivités économiques dans la $\underline{\mathbf{C}}$ ommunauté $\underline{\mathbf{E}}$ uropéenne" (Statistical classification of economic activities in the European Community)

with the update was to reflect:

3

100

- 7 New activities which did not exist when NACE Rev. 1 was developed.
- 2) Activities which had manifestly grown in importance since NACE Rev. 1 was developed, either due to technological change or in economic reality.
- 3) Correction of errors in the original NACE Rev. 1, if these errors were known at the time, and not errors due to a change in philosophy.

NACE Rev. 1.1 contains very few additional items, and apart from a few changes to titles and changes due to the expiry of the ECSC Treaty in July 2002, the main changes are:

A breakdown of NACE 29.40 (manufacture of machine tools) into three classes, portable hand held, metalworking and other; A breakdown of NACE 40.10 (production and distribution of electricity) into three new classes, one for manufacture, one for transmission and one for distribution and trade.; A breakdown of NACE 40.20 (manufacture of gas; distribution of gaseous fuels through mains) into one class for manufacture and one for distribution and trade.; A breakdown into two new classes each of wholesale classes NACE 51.64 (wholesale of office machinery and equipment) and NACE 51.65 (wholesale of machinery for use in industry, trade and navigation).; A new class for call centre activities.; A new class for publishing of software.; A breakdown of NACE 90.00 (sewage and refuse disposal, sanitation and similar activities) into three classes for collection and treatment of sewage, collection and treatment of other waste and for sanitation, remediation and similar activities.

Drimany (Agriculture forestry fishing and hunting

JC02G1

INDUSTRY (NAICS 2007)

100	Primary (Agriculture, forestry, fishing, and hunting, +
mining, oil,	gas extraction)
101	Utilities
102	Construction
103	Manufacturing
104	Trades (Wholesale + retail trade)
105	Information and warehousing (Transportation and
warehousing	g + Information
and cultural in	dustries)
106	Finance and real estate (Finance and insurance + Real estate
and rental a	nd
leasing)	
107	Professional (Professional, scientific and technical services)
108	Management and administration (Management of companies
and enterpri	ses +
Admin. And	support, waste management and remediation services)
109	Education

- 110 Health (Healthcare and social assistance)111 Food and accommodations
- 112 Services (Arts, entertainment, and recreation + Other services + Public administration)
- 98 Don't know/refused
- 99 Not applicable
- 100 Missing

			VARIABLE-	
SURVEY	VADIABLE CODE	VADIADI E DETAIL C	SPECIFIC NOTES (COMMENTES	HARMONIZATION
(COUNTRY, YEAR) SESC (ON, 2012)	NAICS	VARIABLE DETAILS Label: NAICS 2007	NOTES/COMMENTS FLAG: category 2 is	NOTES/COMMENTS CODING: data file
0100 (011, 2012)	THIGS	4-digit identifier	not available	had NAICS 4 digit
		Items: 1= 1114; 2=	NOTE: based on	codes; codes were
		1121; 3= 1122; 4=	NAICS 2007	deciphered using
		2361; 5= 2362; 6=		NAICS 2007 coding
		2382; 7= 3212; 8=		structure, than
		3251; 9= 3253; 10=		harmonized based on
		4121; 11= 4171; 12=		harmonized variable
		4412; 13= 4413; 14=		
		4441; 15=4442; 16=		
		4451; 17= 4461; 18=		
		19= 4481; 20= 4482;		
		21= 4511; 22= 4521;		
		23= 4529; 24= 4531;		
		25= 4532; 26= 4533;		
		27= 4841; 28= 4854;		
		29= 5171; 30= 5221;		
		31= 5223; 32= 5241;		
		33= 5242; 34= 5312;		
		35= 5313; 36= 5321;		
		37= 5322; 38= 5411;		
		39= 5412; 40= 5416;		
		41= 5418; 42= 5613;		
		43= 5614; 44= 5616;		
		45= 5617; 46= 5621;		
		47= 6111; 48= 6113; 49= 6213; 50= 6216;		
		51= 6241; 52= 6244;		
		53= 7111; 54= 7113;		
		55= 7139; 56= 7211;		
		57= 7221; 58= 7222;		
		59= 8111; 60= 8121;		
		61= 8122; 62= 8129;		
		63= 9139		
		Missing: 9999		
SWPA (ON, 2020)	Q146	Label: Which of the		
		following best		
		describes the main		
		type of business or		
		industry of the		
		company that you		
		work for?		
		Items: 1= retail trade		
		(selling goods or		
		services to the		

public); 2= food services (including restaurants, cafés, and catering) & nbsp; 3= accommodation or travel/tourism services; 4= business support services (including security, customer service, technical support, cleaning and building maintenance); 5= health or social service agency; 6= personal/household care, automotive repair, or laundry/alteration services; 7= manufacturing; 8= transportation or warehousing; 9= construction; 10= wholesale trade; 11= financial services of insurance; 12= real estate (including sales, rentals and leasing); 13= professional, scientific or technical services; 14= education; 15= publishing/recording, broadcasting, telecommunications or data/information services; 16= entertainment, performing arts, sports or recreation; 17= agriculture, forestry, fishing or hunting; 18= mining or oil/gas extraction; 19= utilities, including electricity, gas and water/sewage; 20= management of companies or enterprises; 21= federal, provincial or municipal government; 22= another type of business or industry,

		1 1	T	1
		please specify:		
		Missing: none		
	Q146O	Label: Another type		
		of business or		
		industry, please		
		specify:		
		Items: write-in text		
		Missing: 97= don't		
		know/refuse; 98= not		
		applicable; 99=		
		missing		
		Time period: 2017-19		
SESV (ON, 2011)	JOBTYPE	Label: What type of	FLAG: category 2 is	CODING: open-
525 ((311, 2011)	JOBITE	job do you have?	not available	ended responses
		Items: open-ended	not available	coded based on
		_		NAICS 2007, then
		responses		
		Missing:		coded according to
		Time period: within		harmonized variable
AT. TO (ATT 0007	WID (D)	the past 5 years	NOTE	
AWS (AU, 2007-	IND1D1	Label: Industry 1	NOTE: variable	
2011)		digit 2007	applies to main job;	
		Items: 1= agriculture,	based on ANSZIC	
		forestry and fishing;	2006 (1 digit)	
		2= mining; 3=		
		manufacturing; 4=		
		electricity, gas, water		
		and waste services;		
		5= construction; 6=		
		wholesale trade; 7=		
		retail trade; 8=		
		accomodation and		
		food services; 9=		
		transport, postal and		
		warehousing; 10=		
		information, media		
		and		
		telecommunications;		
		11= finance and		
		insurance services;		
		12= rental, hiring and		
		real estate services;		
		13= professional,		
		scientific and		
		technical services;		
		14= administrative		
		and support services;		
		15= public		
		administration and		
		safety; 16= education		
		and training; 17=		
		health care and social		
		assistance; 18= arts		
		and recreation		
		services; 19= other		
		services, 19– other		
		Missing: 9999=		
LAED (LIIZ 2000)	OCE	unclassifiable	FI A C C	CODING 47 N
IAER (UK, 2000)	Q6F	Label: What does the	FLAG: categories 8	CODING: 17 = Not

11WS (CR. 2004)	O46 SIC	firm/organisation you work/worked for mainly make or do (at the place where you work)? Items: 1= agriculture, hunting and forestry; 2= fishing; 3= mining and quarrying; 4= manufacturing; 5= electricity, gas and water supply; 6= construction; 7= wholesale and retail trade/repair of motor vehicles and household; 8= hotels and restaurants; 9= transport, storage and communication; 10= financial intermediation (banks, building societies, insurance); 11= real estate, renting (includes renting machinery and equipment); 12= public administration and defence (incl. fire service, law, etc.); 13= education; 14= health and social work; 15= other community, social and personal service activities; 16= private households with employed persons (domestic services); 17= other; 18= don't know; 19= no answer Missing: 98; 99 Time period: previous year	and 9 are not available NOTE: based on SIC 1992 (2-digit)	CODING: data file
UWS (GB, 2004)	Q46_SIC	year Label: Sic coding of workplace of screened job	FLAG: category 2 not available NOTE: based on SIC	CODING: data file had SIC 2003 4 digit codes; codes were
		Items: SIC 2003 4 digit codes Missing: 99999= unclassified industry Time period: last 3 years	2003 (4-digit); pertains to screened job	deciphered using SIC 2003 coding structure, than harmonized based on NAICS 2007 structure
EAER (GB, 2005)	SIC92L	Label: SIC 1992 4 digit Items: SIC 1992 4 digit	NOTE: based on SIC 1992 (4 digit); refers to current employer; if not currently an	

		Missing: -1= don't know Time period: last 2 years	employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	
BLUW (CH, LA, NY, 2008)	IND3	Label: 2000 Census industry code (3 digit) Items: long detailed list Missing: -7= na to secondary emps; -6= not paid; -5=exempt; -4=missing; -3=na; -2= refused; -1=dk; 8= dk; 9= ref/md Time period: previous week of work	FLAG: categories 1, 2, and 8 are n/a	

OCCUPATION

The categorization and classification of occupation varies cross nationally and can be a challenging process. The harmonized occupation variable is based on the <u>International Standard Classification of Occupations 2008 (ISCO-08)</u>.

ISCO-08 provides a system for classifying and aggregating occupational information obtained by means of statistical census and surveys and administrative records. Isco is a 4 level hierarchy structure classification that allows all jobs in the world to be classified. The main obtjectives of the ISCO is to Produce internationally comparable occupational data for both statistical and administrative purposes. Isco-08 aims to satisfy this demand by providing: a contemporary and relevant basis for the international reporting, comparison and ex-change of statistical and administrative information about occupations; and be a useful model for the development of national and regional classifications of occupations; and a system that can be used directly in countries that have not developed their own national classification. The system seeks to facilitate international communication about occupations by providing statisticians with a framework to make internationally comparable occupational dataavailable. The system is not intended to replace national any existing national classification of occupations, however countries whose occupational classifications are aligned to isco-08 in concept and structure will find it easier to develop the procedures to make their occupational statistics internationally comparable. Framework used to design and construct isco-08 is based on two concepts: concept of job and concept of skill. Job is defined as inisco-08 as 'set of tasksand duties performed or meanto be performed, by one person, including for an employer or in self-employment'. Occupation refers to the kind of work performed in a job. Skill is defined as the ability to out the tasks and duties of a given job. Two dimensions of skill are used to arrange occupations into groups: skill level (4 levels) and skill specialization. Skill level linked with education

Occupation

NOC-S 2006 (ca)

The <u>National Occupational Classification for Statistics (NOC-S)</u> is based on the National Occupational Classification (NOC) which was developed and is maintained by Human Resources and Social Development Canada (HRSDC). It is designed to classify occupational information from statistical surveys and for related purposes. It provides a systematic classification structure to identify and categorize the entire range of occupational activity in Canada.

The basic principle of classification of the NOC-S is that of kind of work performed. Occupations are, therefore, identified and grouped primarily in terms of the work usually performed, this being determined by the tasks, duties, and responsibilities of the occupation. Factors such as the materials processed or used, the industrial processes used, the equipment used, the degree of responsibility and complexity of work, the products made and services provided, have been taken as indicators of the work performed when combining jobs into occupations and occupations into groups.

At the lower levels of aggregation of occupations, termed "unit groups" and "minor groups", this focus on grouping by similarity of work performed has resulted in unit groups and minor groups that are also homogeneous by skill level. At the second highest level of aggregation, termed "Major Groups", broad fields of work are sometimes represented, rather than specific types of work performed. At the highest level of aggregation of occupations, termed "Broad Occupational Categories", very broad fields of work are represented rather than specific types of work performed. Such broad groupings, by their very nature, reflect skill types rather than skill levels.

SOC 1990 and 2000 (uk)

The Standard Occupational Classification was first published in 1990 to replace both the classification of occupations 1980 (CO80) and the classification of occupations and dictionary of occupational titles (CODOT). SOC90 has been revised and updated to produce <u>SOC2000</u>.

The two main concepts of the classification remain unchanged: kind of work performed (job) and the competent performance of the tasks and duties (skill)

There were 2 main sources of pressure to revise SOC90: (1) the need to improve alignment with the international standard classification of occupations and (2) the classification issues revealed by the research to develop the National Statistics socio-economic classification.

The main features of the revision include:

a tighter definition of managerial occupations, a thorough overhaul of computing and related occupations, the introduction of specific occupations associated with the environment and conservation, changes linked to the upgrading of skills but the deskilling of manufacturing processes, the recognition of the development of customer service occupations and the emergence of remote service provision through the operation of call centres

ANZSCO 2006 (au)

The Australian and New Zealand Standard Classification of Occupations (ANZSCO) is the product of a development program undertaken jointly by a project team from the Australian Bureau of Statistics (ABS), Statistics New Zealand (Statistics NZ) and the Australian Government Department of Education, Employment and Workplace Relations for use in the collection, publication and analysis of occupation statistics. ANZSCO is intended to provide an integrated framework for storing, organising and reporting occupation-related information in both statistical and client-oriented applications, such as matching job seekers to job vacancies and providing career information. ANZSCO has been used in ABS and Statistics NZ censuses and surveys where occupation data are collected from 2006. ANZSCO has also been progressively introduced into administrative data collections. (ANZSCO replaces the Australian Standard Classification of Occupations (ASCO) Second Edition and the New Zealand Standard Classification of Occupations (NZSCO) 1999 used in Australia and New Zealand, respectively. ANZSCO provides a basis for the standardised collection, analysis and dissemination of occupation data for Australia and New Zealand. The use of ANZSCO has resulted in improved comparability of occupation statistics produced by the two countries.)

ISCO-88(COM) (eu)

The International Standard Classification of Occupations (ISCO-88) is an international classification managed by the International Labour Organisation (ILO). It provides a system for classifying and aggregating occupational information obtained by means of population censuses and other statistical surveys, as well as from administrative records. The framework necessary for designing and constructing ISCO-88 has been based on two main concepts: the concept of the kind of work performed or job, and the concept of skill. Job - defined as a set of tasks and duties executed, or meant to be executed, by one person - is the statistical unit classified by ISCO-88. A set of jobs whose main tasks and duties are characterized by a high degree of similarity constitutes an occupation. Persons are classified by occupation through their relationship to a past, present or future job. Skill - defined as the ability to carry out the tasks and duties of a given job - has, for the purposes of ISCO-88 the two following dimensions: (a) Skill level - which is a function of the complexity and range of the tasks and duties involved; and (b) Skill specialization - defined by the field of knowledge required, the tools and machinery used, the materials worked on or with, as well as the kinds of goods and services produced.

CENSUS 2002 (us)

These questions describe the work activity and occupational experience of the American labor force. Occupation describes the kind of work the person does on the job. These data are derived from responses to write-in questions that are clerically coded by Census Bureau staff. The coding system consists of 539 specific occupational categories for employed people, including military, arranged into 23 major occupational groups. Data are used to formulate policy and programs for employment, career development and training, and to measure compliance with antidiscrimination policies. Mandated reports for Congress on the labor force rely on the analysis of these characteristics. Further, the Bureau of Economic Analysis uses this information, in conjunction with other data, to develop its state per capita income estimates used in the allocation formulas or for eligibility criteria in many federal programs such as Medicaid, and plans to use the county-level information to develop its county and state per capita income estimates. Information about occupation is also important for creating jobs as companies use these data to decide where to locate new plants, stores, or offices. Agencies use these

data to plan job training programs. Federal agencies use these data in litigation where employment discrimination is alleged. Locally, data are used to estimate the demand for staff in healthcare occupations and their geographic distribution based on these data.

JC03G1 OCCUPATION (NOC-S 2006)

1	Management
2	Business (Business, finance, and administration)
3	Natural science (Natural and applied sciences and related)
4	Health
5	Social science, education, and government (social science, education,
	government service and religion)
6	Art and culture (art, culture, recreation, and sport)
7	Sales and service
8	Trades (trades, transport, and equipment operators and related)
9	Primary industry
10	Manufacturing and processing (processing, manufacturing, and utilities)
97	Don't know/refused
98	Not applicable
99	Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE-SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENT S
SESC (ON, 2012)	NOC	Label: NAICS 2007 4-digit identifier Items: NAICS 2007 4-digit identifier Missing: AAAA	FLAG: category 2 is not available NOTE: based on NOC 2006 4 digit identifier	CODING: numeric codes were deciphered using NOCS 2006 structure, then coded according to harmonized variable
SWPA (ON, 2020)	Q148, Q148_1- Q170_1	Label: NOC-S 2006 Items: NOC-S 2006 four-character codes Time period: 2017-19		CODING: The set of questions used to determine NOC-S 2006 were collapsed into one variable and fit onto the groups for this dimension.
SESV (ON, 2011)	JOBTYPE	Label: What type of job do you have? Items: open-ended responses Missing: Time period: within the past 5 years		CODING: open- ended responses provided in data file; responses coded based on NOC-S 2006, then coded according to harmonized variable
AWS (AU, 2007- 2011)	OCC4D1	Label: Occupation 1 digit 2007 Items: 1= managers; 2= professionals; 3= technicians and trades workers; 4= community	FLAG: AWS variable categories do not match correctly with NOC-S 2006 classification system; a subsequent detailed variable is not available;	

		and personal service workers; 5= clerical and administrative workers; 6= sales workers; 7= machinery operators and drivers; 8= labourers Missing: -1 unclassifiable	categories 4,5,6 and 9 are not available; category 3 contains cases that should be in education, health, trades/transport,arts/culture/rec., sales/service and primary industry; category 8 contains cases that should be in primary industry and manufacturing; category 9 contains cases that should be in sales/service, trades/transport and primary industry NOTE: based on ANZSCO 2006 (1 digit); main job	
IAER (UK, 2000)	Q6O	Label: In the organisation/firm where you work/worked, what is/was the main job that you do/did? Items: 1= managers and administrators or more senior staff; 2= professional/technical staff (eg professional egineers); 3= associate professional/technical staff (eg scientific technician); 4= clerical/secretarial staff; 5= craft and other skilled manual workers (eg skilled construction); 6= personal and protective service staff (eg catering staff, hair); 7= sales staff; 8= plant and machine operatives; 9= other unskilled jobs (eg labouring jobs); 10= other; 11= don't know/no answer/refused Missing: Time period: previous year	FLAG: IAER variable categories do not match correctly with NOC-S classification system; a subsequent detailed variable is not available; categories 4,5,6, and 9 are not available; category 3 contains cases that should be in business/administration, education/government, health, and arts/culture/rec; category 8 contains cases that should be sales/service and primary industry; category 10 contains cases for trades/transport NOTE: based on SOC 90 (2-digits)	
UWS (GB, 2004)	Q47_SOC	Label: SOC coding of workplace of screened job Items: SOC 3-digit code Missing: unclassified Time period: last 3 years	FLAG: numeric categories highlighted in yellow are categories that could not be matched to the SOC 2000 structure (they are placed in the missing category); categories highlighted in pink are categories where at the 4 digit level, there were some categories that	CODING: used SOC 2000 to classify UWS numeric categories into NOC-S 2006

EAER (GB,	SOC20001	Label: SOC 2000	could have gone into more appropriate categories when harmonizing to the NOC-S 2006, however since 3 digits are only available the categories were harmonized into the most relevant NOC-S 2006 category (depending on which category dominated); categories 8 and 9 are not available NOTE: based on SOC 2000 (3-digit)	CODING: used
2005)		Items:	2000 (4 digit); refers to	SOC 2000 to
		Missing:	current employer; if not	classify EAER
		Time period: last two	currently an employee than	categories into
		years	relates to organization	NOC-S 2006
			where last worked as an employee; if more than one	
			job than relates to main	
			activity (job which	
			accounts for greatest	
			number of hours)	
BLUW (CH, LA,	OCC3	Label:	FLAG: category 1 and 9	
NY, 2008)		Items: long detailed list	are n/a	
		Missing: -7= na to	NOTE: references main	
		2ndary emps; -6= not	employer; main employer	
		paid; -5= exempt; -4=	is the business or	
		missing; -3= na; -2=	individual for which	
		refused; -1= dk; 8= dk; 9= ref/md	respondent worked the most hours last week	
		y- rel/ma	most nours last week	

ESTABLISHMENT AND FIRM SIZE

Indicators for regulatory protection refer to those related to policy context and its influence on workers' standard of living. These include establishment size (number of workers at a specific location of work) and firm size (total number of workers at all locations of an employer), which together help gauge the policy context for employment standards and their enforcement since the size of a workplace influences both of these.

JC04G1 ESTABLISHMENT SIZE (WORKPLACE)

99	1-19 employees
100	20-99 employees
101	100-499 employees
102	500 or more employees
3	Don't know/refused
4	Not applicable
5	Missing

SURVEY	VARIABLE CODE	VARIABLE DETAILS		HARMONIZATION
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			VARIABLE- SPECIFIC	
		 		NOTES/COMMENTS
SESC (ON, 2012)	C3A	Label: About how many people are employed at the location where you work? Items: 1= less than 20; 2= 20-49; 3= 50-99; 4= 100-500; 5= over 500 Missing: 8= don't know; 9= refused	NOTES/COMMENTS FLAG: category 3 contains cases that should be in category 4 NOTE: if respondent states employer has multiple locations, respondent must indicate the number of employees at the same place where they work/ work most often; if respondent is self employed or an independent contractor, they are asked about the place they work most often	NOTES/COMMENTS
			over the last month	
SWPA (ON, 2020)	N/A		over the fast month	
SESV (ON, 2011)	N/A N/A			
AWS (AU, 2007-	N/A			
2011)	11/11			
IAER (UK, 2000)	Q6G	Label: How many employees are there in total at the place where you work? (ie the establishment where they are based) Items: 1= 1-5; 2= 6-14; 3= don't know but under 15; 4= 15-49; 5= 50-199; 6= 200-499; 7= 500-1,999; 8= 2,000+; 9= don't know but 15 or more; 10= don't know even in broad terms Missing: 98; 99 Time period: previous year	NOTE	response options do not overlap cleanly with harmonized variable, so items 4 and 5 from this survey are coded as 20-99 employees CODING: 3,9,10 = Don't know
UWS (GB, 2004)	Q48	Label: Number of people who worked at workplace in screened job Range: 1-8400 Missing: 99999= don't know Time period: last 3 years	NOTE: number of people respondent worked with at place of work not how many people work for their employer overall; in reference to job where respondent had main problem	
EAER (GB, 2005)	Q65	Label: Number of employees at place where respondent	NOTE: if not currently an employee than relates	CODING: 10, 11 = Don't know

	I			
		works/worked	to organization where	
		Items: 1= 1-9; 2= 10-	last worked as an	
		19; 3= 20-24; 4= 25-	employee; if more	
		49; 5= 50-99; 6= 100-	than one job than	
		149; 7= 150-249; 8=	relates to main	
		250-499; 9= 500+;	activity (job which	
		10= don't know but	accounts for greatest	
		less than 50; 11=	number of hours)	
		don't know but 50 or		
		more		
		Missing: 12= not		
		stated		
		Time period: last two		
		<u> </u>		
BLUW (CH, LA, NY,	JB16D	years Label: At this	NOTE: references	CODING: 0 = Not
	JD10D			applicable
2008)		worksite, how many	main employer; main	аррисавіе
		other employees work	employer is the	
		for [main employer]?	business or individual	
		Items: 0= no other	for which respondent	
		employees; 1= 1-4	worked the most	
		employees; 2= 5-9;	hours last week	
		3= 10-19; 4= 20-49;		
		5= 50-99; 6= 100-		
		249; 7= 250-499; 8=		
		500 or more		
		Missing: -7= na to		
		2ndary emps; -6= not		
		paid; -5= exempt; -4=		
		missing; -3= na; -2=		
		refused; -1= dk; 99=		
		refused/md		
		Sub-population:		
		people that work in		
		one location		

UNIONS

Labour and trade unions are formed based on the organization of workers for the purpose of advancing certain interests with respect to wages, benefits, and working conditions.

JC05G1 UNION AT PLACE OF WORK AND RECOGNIZED FOR BARGAINING

- 3 Yes, union at place of work and is recognized for bargaining
- 2 Yes, union at place of work but is not recognized for bargaining
- 3 No union at place of work
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	N/A			
SWPA (ON, 2020)	N/A			

SESV (ON, 2011)	N/A			
AWS (AU, 2007-11)	N/A			
IAER (UK, 2000)	Q6Q	Label: Is there a trade union branch or group of union members in your workplace? Items: 1= yes; 2= no; 3= don't know/not stated Missing: 98; 99 Time period: previous year		
	Q6S	Label: Is this union/association recognised by your employer for pay bargaining purposes Items: 1= yes; 2= no; 3= don't know Missing: 98; 99 Sub-population: people that have a union branch or group of union members at work place and a member of trade union or staff association Time period: previous year		
UWS (GB, 2004)	N/A	Jean		
EAER (GB, 2005)	Q637	Label: Whether union is/was recognised by employer for pay bargaining purposes Items: 1= yes; 2= no; 4= not stated Missing: -1= don't know Sub-population: people that are members of a union at workplace or at another workplace Time period: last two years	NOTE: if not currently an employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	
	Q637B	Label: Whether staff association is/was recognised by employer for pay bargaining purposes Items: 1= yes; 2= no; 4= not stated Missing: -1= don't know Sub-population: people that are members of a staff	NOTE: if not currently an employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	CODING: combined q637 and q637b into custom variable

		association at	
		workplace or at	
		another workplace	
		Time period: last two	
		years	
BLUW (CH, LA, NY,	N/A		
2008)			

INDICATORS OF WAGES (WG)

This module provides information about all forms of remuneration, including wages/salaries and tips and commissions, as well as entitlements to public holiday pay and vacation pay and pay deductions. Wages are remuneration paid by an employer to an employee; and may come in the form of a fixed task-based amount, an hourly rate, or be based on the quantity of work done; in contrast, salaried work is based on working for a fixed time-period.

MINIMUM WAGE

Laws and public policy define minimum wage as the lowest wage rate an employer can pay an employee. Eligibility for obtaining the minimum wage can vary in its definition and criteria crossnationally. The following harmonized variables aim to measure the perception and awareness of minimum wage, and if people are actually receiving the minimum wage payment. The minimum wage cutoff for each survey is based on the jurisdiction and year of the survey.

WG01G1 MINIMUM WAGE (BASIC)

- 4 Covered earn min. wage
- 5 Covered does not earn min. wage
- 6 Special rules
- 7 Exempt
- 5 Laws do not apply
- 97 Don't know/ refused
- 98 Not applicable
- 99 Missing

*FOOTNOTE: the minimum wage for Australia is an underestimation because we are choosing the lowest, adult minimum wage. variable is a calculated variable where we want to see what the national rate is of pay or the jurisdictional rate of pay for that job, jurisdiction, industry, etc. Create this variable relevant to the date, country/province/state, and industry.

For AU – create a standard day/standard weekday wage. See what the industry variable looks like for AU data. Can create an average in this industry, depending on what's the most common.

			VARIABLE-	HARMONIZATION
SURVEY			SPECIFIC	NOTES/COMMENTS
(COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	NOTES/COMMENTS	
SESC (ON, 2012)	F3	Label: What is your	NOTE: main job or	CODING: 0 = Not
		hourly rate of pay?	lowest paying job if	applicable
		Range: 0.00-20.00	multiple jobs	
		(dollars and cents)		
		Missing: 98.00= don't		
		know; 99.00= refused		
		Sub-population:		
		people that are paid		
		hourly (f1)		
	F3EQUIV	Label: Calculated F3	NOTE: main job or	CODING: created

^{*}Purpose of this variable is to see if the person earns the minimum wage

^{*}Use hourly wage as a proxy to calculate if respondents makes the minimum wage at the time of the survey

		equivalent	lowest paying job if	custom variable that
		Range: 1.00-15.00	multiple jobs	combines F3 and
		(dollars and cents)		F3EQUIV into a
		Missing:		variable called
		Sub-population:		HRLY_WAGE;
		people that do not get		created custom
		paid hourly (f1)		exemptions variable
				called WGEXEMPT
	NAICS	Label: NAICS 2007	NOTE: based on	CODING: data file
		4-digit identifier	NAICS 2007	had; NAICS 4 digit
		Items: 1= 1114; 2=		codes – codes were
		1121; 3= 1122; 4=		deciphered using
		2361; 5= 2362; 6=		NAICS 2007 coding
		2382; 7= 8= 3212; 9=		structure, than
		3251; 10= 3253; 11=		harmonized based on
		4121; 12= 4171; 13=		harmonized variable
		4412; 14= 15= 4413;		
		16= 4441; 17= 4442;		
		18= 4451; 19= 4461;		
		20= 4481; 21= 4482;		
		22= 4511; 23= 4521;		
		24= 4529; 25= 4531;		
		26= 4532; 27= 4533;		
		28= 4841; 29= 4854;		
		30= 5171; 31= 5221;		
		32= 5223; 33= 5241;		
		34= 5242; 35= 5312;		
		36= 5313; 37= 5321;		
		38= 5322; 39= 5411;		
		40= 5412; 41= 5416;		
		42= 5418; 43= 5613;		
		44= 5614; 45= 5616;		
		46= 5617; 47= 5621;		
		48= 6111; 49= 6113;		
		50= 6213; 51= 6216;		
		52= 6241; 53= 6244;		
		54= 7111; 55= 7113;		
		56= 7139; 57= 7211;		
		58= 7221; 59= 7222;		
		60= 8111; 61= 8121;		
		62= 8122; 63= 8129;		
		64= 9139		
		Missing: 9999		
	NOC	Label: NAICS 2007	NOTE: based on	CODING: numeric
		4-digit identifier	NOC 2006 4 digit	codes were
		Items: 1= B514; 2=	identifier	deciphered using
		B522; 3= B531; 4=		NOCS 2006 structure,
		G311; 5= H413; 6=		then coded according
		A211; 7= A371; 8=		to harmonized
		B511; 9= B514; 10=		variable
		B522; 11= B531; 12=		
		B532; 13= B533; 14=		
		B534; 15= B542; 16=		
		B553; 17= B563; 18=		
		B571; 19= B574; 20=		
		C012; 21= C111; 22=		
I				
		C151; 23= C182; 24= D112; 25= D235; 26=		

		D313; 27= E033; 28=		
		E211; 29= E213; 30=		
		E217; 31= F034; 32=		
		F125; 33= F152; 34=		
		F154; 35= G011; 36=		
		G012; 37= G111; 38=		
		G211; 39= G311; 40=		
		G411; 41= G412; 42=		
		G511; 43= G513; 44=		
		G631; 45= G731; 46=		
		G811; 47= G911; 48=		
		G931; 49= G932; 50=		
		G933; 51= G942; 52=		
		G961; 53= G972; 54=		
		G973; 55= GO11;		
		56= H712; 57= H714;		
		58= H812; 59= H821;		
		60= H831; 61= I011;		
		62= I021; 63= I022;		
		64= I212; 65= J212;		
		66= J223		
		Missing: AAAA		
	K2	Label: Student status	NOTE: applies to	
	-	Items: 1= full-time	main job or job	
		student; 3= part-time	earned lowest wage –	
		student; 5= not a	respondents that said	
		student	0 were exited from	
		Missing: 8= don't	the survey	
			the survey	
· ·		I KIIOW 9- TEHISEO		
	D25	know; 9= refused		CODING: 0 = Not
	D25	Label: How many		CODING: 0 = Not
	D25	Label: How many hours a week have		CODING: 0 = Not applicable
	D25	Label: How many hours a week have you worked at this		
	D25	Label: How many hours a week have you worked at this job, on average?		
	D25	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours		
	D25	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61=		
	D25	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours		
	D25	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't		
		Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused		applicable
	D25	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth		applicable CODING: two step
		Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996		applicable CODING: two step process – 1. compute
		Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't		applicable CODING: two step process – 1. compute age (subtract year of
		Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996		applicable CODING: two step process – 1. compute age (subtract year of birth by 2012 to
		Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't		CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents
		Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't		CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the
		Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't		CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign
		Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't		CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into
		Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't		applicable CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized
	AGE	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused		CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into
		Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused		applicable CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized
	AGE	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused Label: Do you usually receive tips or		applicable CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized
	AGE	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused		applicable CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized
	AGE	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused Label: Do you usually receive tips or commissions? Items: 1= yes; 5= no		applicable CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized
	AGE	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused Label: Do you usually receive tips or commissions? Items: 1= yes; 5= no Missing: 8= don't		applicable CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized
SWDA (ON 2020)	AGE F2	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused Label: Do you usually receive tips or commissions? Items: 1= yes; 5= no Missing: 8= don't know; 9= refused		applicable CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized
SWPA (ON, 2020)	AGE	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused Label: Do you usually receive tips or commissions? Items: 1= yes; 5= no Missing: 8= don't know; 9= refused Exemptions were		applicable CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized
SWPA (ON, 2020)	AGE F2	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused Label: Do you usually receive tips or commissions? Items: 1= yes; 5= no Missing: 8= don't know; 9= refused Exemptions were coded manually based		applicable CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized
SWPA (ON, 2020)	AGE F2	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused Label: Do you usually receive tips or commissions? Items: 1= yes; 5= no Missing: 8= don't know; 9= refused Exemptions were		applicable CODING: two step process – 1. compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized

		questions about their		
		job characteristics.		
SESV (ON, 2011)	PAYRATE	Label: Hourly rate of pay Items: 1= under \$10.25; 2= \$10.25; 3= \$10.26-\$12.50; 4= \$12.51-18.50; 5= \$18.51-22.50; 6= over \$22.50 Missing: 9= missing Sub-population: people that are currently working or if unemployed it looks at last job Time period: past 5 years	NOTE: main job or job spent most time in	CODING: calculating the mid-point - take item #3: 10.26-12.50; subtract one from another and divide by two (12.50-10.26/2); whatever this figure is (1.12), add it to 10.26 – this will be the mid-point of the item 3; for item 6 - 'over 22.50', whatever figure was obtained for item 5, just add this to 22.50 - this will be our top coding; this process must be done for each item for this variable, for the SESV
	JOBTYPE	Label: What type of job do you have? Items: open-ended responses Missing: Time period: within the past 5 years	FLAG: category 2 is not available	CODING: open- ended responses coded based on NAICS 2007, then coded according to harmonized variable
AWS (AU, 2007-11)	HRLY1 - HRLY5	Label: Calculated hourly rate Range: 0 – 538.46 (2 decimal places) Missing: -9= refused; -8= don't know		CODING: <0 = Missing; 0 = Not applicable CODING: Combined the industry, age, form of employment, etc. variables to determine what the minimum wage was for each respondent, then compared this to hourly rate here
	IND1D1 - IND1D5	Label: Industry ANZSIC 1 digit Items: 1= agriculture, forestry and fishing; 2= mining; 3= manufacturing; 4= electricity, gas, water and waste services; 5= construction; 6= wholesale trade; 7= retail trade; 8= accomodation and food services; 9= transport, postal and warehousing; 10= information, media and		

	telecommunications;	
	11= financial and	
	insurance services;	
	12= rental, hiring and	
	real estate services;	
	13= professional,	
	scientific and	
	technical services;	
	14= administrative	
	and support services;	
	15= public	
	administration and	
	safety; 16= education	
	and training; 17=	
	health care and social	
	assistance; 18= arts	
	and recreation	
	services; 19= other	
	services	
	Missing: -9= missing;	
	9999= unclassifiable	
AGE1 - AGE5		
AGE1 - AGE5	Label: Age	
	Range: 15-59	
FOED4 FOED5	Missing: 99= refused	
FOER1 - FOER5	Label: Form of	
	employment –	
	corrected self-	
	description	
	Items: 1= permanent;	
	fixed term contract;	
	3= casual; 9= self-	
	employed	
	Missing: 99= refused	
Q781 - Q785	Label: Apprentice	
	Items: 1= yes,	
	apprenticeship; 2=	
	yes, traineeship; 3=	
	no	
	Missing: 9= don't	
	know; 99= refused	
AGT1 - AGT3	Label: Self reported	
	agreement type	
	Items: 1= award only;	
	2= over-award; 3=	
	collective agreement	
	with a union; 4=	
	collective agreement	
	without a union; 5=	
	collective agreement	
	(union not known);	
	6= AWA (Australia	
	Workplace	
	Agreement); 7=	
	individual contract;	
	8= industry or multi	
	employer agreement;	
	9= employer	
	greenfield agreement;	
<u> </u>	greenneid agreenient;	

		T		
		10= other; 11= no		
		agreement		
		Missing: -1= missing;		
		12= don't know; 99=		
		refused		
	Q844 - Q845	Label: Sector self-		
	Q044 Q043			
		report		
		Items: 1= a private		
		sector business; 2=		
		federal government;		
		3= state government;		
		4= local government		
		(includes shire		
		councils); 5= federal,		
		state, or local		
		government – not		
		sure which; 6= a		
		government owned		
		business or		
		enterprise; 7= not-for-		
		profit or non-		
		government		
		organisation; 8= a		
		family owned		
		business or farm		
		Missing: 9= don't		
		know; 99= refused		
	STATE-	Label: State or	NOTE: respondents	
		territory	that are employed	
		Items: 1= NSW; 2=	reported where they	
		VIC; 3= QLD; 4=	work; respondents	
		SA; 5= WA; 6= NT;	that are	
		7= TAS; 8= ACT	1	
			unemployed/not in	
		Missing: 9= refused	labour force report	
			where they live	
IAER (UK, 2000)	N/A			
UWS (GB, 2004)	Q65A	Label: Hourly rate of		
		pay screened job		
		Range: 1.97-10.97		
		Missing: 99999=		
		refusal; 99998.00=		
		missing		
		Sub-population:		
		people discussing		
		their job where they		
		had a problem and at		
		time when they had		
		the problem, what		
		their rate of pay was		
		before tax; these		
		respondents preferred		
		to give an hourly rate		
		(Q64)		
		Time period: last 3		
		years		
	Q65B	Label: Weekly rate of		
		pay in screened job		
		Range: 50-360		

I	l	T	
	Missing: 99999=		
	refusal		
	Sub-population:		
	people discussing		
	their job where they		
	had a problem and at		
	time when they had		
	the problem, what		
	their rate of pay was		
	before tax; these		
	respondents preferred		
	to give a weekly rate		
	(Q64)		
	Time period: last 3		
OCEC	years		ELAC: Coding bood
Q65C	Label: Annual rate of		FLAG: Coding based
	pay in screened job		on this variable
	Range: 2200-22100		assumes respondents
	Missing: 99999=		worked 52 weeks in
	refusal		year
	Sub-population:		
	people discussing		
	their job where they		
	had a problem and at		
	time when they had		
	the problem, what		
	their rate of pay was		
	before tax; these		
	respondents preferred		
	to give an annual rate		
	(Q64)		
	Time period: last 3		
	years		
Q56	Label: Hours worked	NOTE: in reference	
	per week while	to job where had	
	having problems	main problem	
	Range: 0-80 (hours)	(number of hours	
	Missing: 99999=	worked per week on	
	don't know	average in that job –	
	Time period: last 3	current job, most	
	years	recent job, or job	
		prior to current or	
		most recent)	
Q64	Label: Rate of pay in	FLAG: for annual	CODING: custom
\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	screened job – time	rate – assumes people	coding, created
			custom variable
			CUSIONI VALIADIE
	frame selected	worked 52 weeks	
	Items: 1= hourly; 2=	NOTE: used as proxy	called
	Items: 1= hourly; 2= weekly; 3= annual;		called 'HRLY_WAGE';
	Items: 1= hourly; 2= weekly; 3= annual; 4= cannot answer in		called 'HRLY_WAGE'; those that gave
	Items: 1= hourly; 2= weekly; 3= annual; 4= cannot answer in any of these; 5=		called 'HRLY_WAGE'; those that gave weekly wage (divided
	Items: 1= hourly; 2= weekly; 3= annual; 4= cannot answer in any of these; 5= refused		called 'HRLY_WAGE'; those that gave weekly wage (divided by weekly hours);
	Items: 1= hourly; 2= weekly; 3= annual; 4= cannot answer in any of these; 5=		called 'HRLY_WAGE'; those that gave weekly wage (divided by weekly hours); those that gave annual
	Items: 1= hourly; 2= weekly; 3= annual; 4= cannot answer in any of these; 5= refused		called 'HRLY_WAGE'; those that gave weekly wage (divided by weekly hours);
	Items: 1= hourly; 2= weekly; 3= annual; 4= cannot answer in any of these; 5= refused Time period: last 3		called 'HRLY_WAGE'; those that gave weekly wage (divided by weekly hours); those that gave annual
	Items: 1= hourly; 2= weekly; 3= annual; 4= cannot answer in any of these; 5= refused Time period: last 3		called 'HRLY_WAGE'; those that gave weekly wage (divided by weekly hours); those that gave annual wage (divided by weekly hours, and
O69	Items: 1= hourly; 2= weekly; 3= annual; 4= cannot answer in any of these; 5= refused Time period: last 3 years		called 'HRLY_WAGE'; those that gave weekly wage (divided by weekly hours); those that gave annual wage (divided by
Q69	Items: 1= hourly; 2= weekly; 3= annual; 4= cannot answer in any of these; 5= refused Time period: last 3 years Label: Age		called 'HRLY_WAGE'; those that gave weekly wage (divided by weekly hours); those that gave annual wage (divided by weekly hours, and
Q69	Items: 1= hourly; 2= weekly; 3= annual; 4= cannot answer in any of these; 5= refused Time period: last 3 years		called 'HRLY_WAGE'; those that gave weekly wage (divided by weekly hours); those that gave annual wage (divided by weekly hours, and

		Missing: 99998;		
		99999= refusal		
		Time period: last 3		
		years		
EAER (GB, 2005)	N/A			
BLUW (CHI, LA,	P_HRLY_WAGE	Label: Average hourly		CODING: created
NY, 2008)		wage across R's job		custom variable
		(accounting for		called HOUR+WAGE
		differential hours)		
		Range: \$0-\$154		
		Missing: -1= don't		
		know; -2= refused; -		
		3= n/a; -4= missing; -		
		5= exempt; -6= not		
		paid; -7= n/a to		
		secondary		
		employment		
	CITY_1	Label: City code	NOTE: categories	
		Items: 1= Chicago;	based on city	
		2= Los Angeles; 3=		
		New York		
		Missing: -1= don't		
		know; -2= refused; -		
		3= n/a; -4= missing; -		
		5= exempt; -6= not		
		paid; -7= n/a to		
		secondary		
		employment		
	IND3	Label: 2000 census		
		industry code (3 digit)		
		Items: long list		
		Missing: -1= don't		
		know; -2= refused; -		
		3= n/a; -4= missing; -		
		5= exempt; -6= not		
		paid; -7= n/a to		
		secondary		
		employment		
	OCC3	Label: 2000 census		
		occupation code (3		
		digit)		
		Items: long list		
		Missing: -1= don't		
		know; -2= refused; -		
		3= n/a; -4= missing; -		
		5= exempt; -6= not		
		paid; -7= n/a to		
		secondary employment		
	P_TIPS	Label: R receives tips		
	1_1113	Items: 1= yes; 0= no		
		Missing: -1= don't		
		know; -2= refused; -		
		3= n/a; -4= missing; -		
		5= exempt; -6= not		
		paid; -7= n/a to		
		secondary		
		employment		
	1	- improjiment	1	1

WG01G2 MINIMUM WAGE (DETAILED)

- 1 Covered earn above minimum wage
- 2 Covered earn exactly Minimum wage
- 3 Covered earn below minimum wage
- 4 Special rules
- 5 Exempt
- 6 Laws do not apply
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

*Footnote: the minimum wage for Australia is an underestimation because we are choosing the lowest,

adult minimum wage

CHIPN/EW/			VARIABLE-	HARMONIZATION
SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	SPECIFIC NOTES/COMMENTS	NOTES/COMMENTS
SESC (ON, 2012)	F3	Label: What is your hourly rate of pay? Range: 0.00-20.00 (dollars and cents) Missing: 98.00= don't know; 99.00= refused Sub-population: people that are paid hourly (F1)	NOTE: main job or lowest paying job if multiple jobs	CODING: 0 = Not applicable CODING: created custom variable that combines F3 and F3EQUIV into a variable called HRLYWAGE; created custom exemptions variable called WGEXEMPT
	f3EQUIV	Label: Calculated f3 equivalent Range: 1.00-15.00 (dollars and cents) Missing: Sub-population: people that do not get paid hourly (f1)	NOTE: main job or lowest paying job if multiple jobs	CODING: created custom variable that combines F3 and F3EQUIV into a variable called HRLYWAGE; created custom exemptions variable called WGEXEMPT
	NAICS	Label: NAICS 2007 4-digit identifier Items: 1= 1114; 2= 1121; 3= 1122; 4= 2361; 5= 2362; 6= 2382; 7= 3212; 8= 3251; 9= 3253; 10= 4121; 11= 4171; 12= 4412; 13= 4413; 14= 4441; 15= 4442; 16= 4451; 17= 4461; 18= 4481; 19= 4482; 20= 4511; 21= 4521; 22= 4529; 23= 4531; 24=	NOTE: based on NAICS 2007	CODING: data file had NAICS 4 digit codes; codes were deciphered using NAICS 2007 coding structure, then harmonized based on harmonized variable

^{*}Purpose of this variable is to see if the person makes the minimum wage

^{*}Use hourly wage as a proxy to calculate if respondents makes the minimum wage at the time of the survey

	4532; 25= 4533; 26=		
	4841; 27= 4854; 28=		
	5171; 29= 5221; 30=		
	5223; 31= 5241; 32=		
	5242; 33= 5312; 34=		
	5313; 35= 5321; 36=		
	5322; 37= 5411; 38=		
	5412; 39= 5416; 40=		
	5418; 41= 5613; 42=		
	5614; 43= 5616; 44=		
	5617; 45= 5621; 46=		
	6111; 47= 6113; 48=		
	6213; 49= 6216; 50=		
	6241; 51= 6244; 52=		
	7111; 53= 7113; 54=		
	7139; 55= 7211; 56=		
	7221; 57= 7222; 58=		
	8111; 59= 8121; 60=		
	8122; 61= 8129; 63=		
	9139		
NOC	Missing: 9999	NOTE 1	CODING
NOC	Label: NAICS 2007	NOTE: based on	CODING: numeric
	4-digit identifier	NOC 2006 4 digit	codes were
	Items: 1= B514; 2=	identifier	deciphered using
	B522; 3= B531; 4=		NOCS 2006 structure,
	G311; 5= H413; 6=		then coded according
	A211; 7= A371; 8=		to harmonized
	B511; 9= B514; 10=		variable
	B522; 11= B531; 12=		
	B532; 13= B533; 14=		
	B534; 15= B542; 16=		
	B553; 17= B563; 18=		
	B571; 19= B574; 20=		
	C012; 21= C111; 22=		
	C151; 23= C182; 24=		
	D112; 25= D235; 26=		
	D313; 27= E033; 28=		
	E211; 29= E213; 30=		
	E217; 31= F034; 32=		
	F125; 33= F152; 34=		
	F154; 35= G011; 36=		
	G012; 37= G111; 38=		
	G211; 39= G311; 40=		
	G411; 41= G412; 42=		
	G511; 43= G513; 44=		
	G631; 45= G731; 46=		
	G811; 47= G911; 48=		
	G931; 49= G932; 50=		
	G933; 51= G942; 52=		
	G961; 53= 54= G972;		
	55= G973; 56=		
	GO11; 57= H712;		
	58= H714; 59= H812;		
	60= H821; 61= H831;		
	62= I011; 63= I021;		
	64= I022; 65= I212;		
	66= J212; 67= J223		
	Missing: AAAA		

			1	
	K2	Label: Student status Items: 1= full-time student; 3= part-time student; 5= not a student Missing: 8= don't know; 9= refused	No.	
	D25	Label: How many hours a week have you worked at this job, on average? Range: 0-60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99= refused	NOTE: applies to main job or job earned lowest wage; respondents that said 0 were exited from the survey	CODING: 0 = Not applicable
	AGE	Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused		CODING: two step process – 1. Compute age (subtract year of birth by 2012 to obtain respondents age at the time of the survey); 2. assign computed age into harmonized categories
	F2	Label: Do you usually receive tips or commissions? Items: 1= yes; 5= no Missing: 8= don't know; 9= refused		
SWPA (ON, 2020)	(coded manually)	Exemptions were coded manually based on the participant's responses to questions about their job characteristics.		
SESV (ON, 2011)	PAYRATE	Label: Hourly rate of pay Items: 1= under \$10.25; 2= \$10.25; 3= \$10.26-\$12.50; 4= \$12.51-18.50; 5= \$18.51-22.50; 6= over \$22.50 Missing: 9= missing Sub-population: people that are currently working or if unemployed it looks at last job Time period: past 5 years	NOTE: main job or job spent most time in	CODING: calculating the mid-point - take item #3: 10.26-12.50; subtract one from another and divide by two (12.50-10.26/2) – whatever this figure is (1.12), add it to 10.26 – this will be the midpoint of the item 3; for item 6 - 'over 22.50', whatever figure was obtained for item 5, just add this to 22.50 - this will be our top coding; this process must be done for each item for this variable, for the SESV

	IODEN/DE	T 1 1 TATE	FLAC	CODING
	JOBTYPE	Label: What type of job do you have?	FLAG: category 2 is not available	CODING: open- ended responses
		Items: open-ended	not available	coded based on
		responses		NAICS 2007, then
		Missing:		coded according to
		Time period: within		harmonized variable
		the past 5 years		narmombea variabre
AWS (AU, 2007-11)	HRLY1 - HRLY5	Label: Calculated		CODING: <0 =
, , , , , , , , , , , , , , , , , , ,		hourly rate		Missing; 0 = Not
		Range: 0 –538.46 (2		applicable;
		decimal places)		CODING: Combined
		Missing: -9= refused;		hourly rate with
		-8= don't know		industry, age, etc. to
				determine whether
				individual
				respondent's wage
				was above the
				minimum wage based on their
				demographic/job
				characteristics
	IND1D1 - IND1D5	Label: Industry		
		ANZSIC 1 digit		
		Items: 1= agriculture,		
		forestry and fishing;		
		2= mining; 3=		
		manufacturing; 4=		
		electricity, gas, water		
		and waste services; 5= construction; 6=		
		wholesale trade; 7=		
		retail trade; 8=		
		accomodation and		
		food services; 9=		
		transport, postal and		
		warehousing; 10=		
		information, media		
		and		
		telecommunications;		
		11= financial and		
		insurance services; 12= rental, hiring and		
		real estate services;		
		13= professional,		
		scientific and		
		technical services;		
		14= administrative		
		and support services;		
		15= public		
		administration and		
		safety; 16= education		
		and training; 17= health care and social		
		assistance; 18= arts		
		and recreation		
		services; 19= other		
		services		
		Missing: -9= missing;		

	0000	
ACE1 ACE5	9999= unclassifiable	
AGE1 - AGE5	Label: Age	
	Range: 15-59	
	Missing: 99= refused	
FOER1 - FOER5	Label: Form of	
	employment –	
	corrected self-	
	description	
	Items: 1= permanent;	
	fixed term contract;	
	3= casual; 9= self-	
	employed	
	Missing: 99= refused	
Q781 - Q785	Label: Apprentice	
	Items: 1= yes,	
	apprenticeship; 2=	
	yes, traineeship; 3=	
	no	
	Missing: 9= don't	
	know; 99= refused	
AGT1 - AGT3	Label: Self reported	
	agreement type	
	Items: 1= award only;	
	2= over-award; 3=	
	collective agreement	
	with a union; 4=	
	collective agreement	
	without a union; 5=	
	collective agreement	
	(union not known);	
	6= AWA (Australia	
	Workplace	
	Agreement); 7=	
	individual contract;	
	8= industry or multi	
	employer agreement;	
	9= employer	
	greenfield agreement;	
	10= other; 11= no	
	agreement	
	Missing: -1= missing;	
	12= don't know; 99=	
	refused	
Q844 Q845	Label: Sector self-	
	report	
	Items: 1= a private	
	sector business; 2=	
	federal government;	
	3= state government;	
	4= local government	
	(includes shire	
	councils); 5= federal,	
	state, or local	
	government – not	
	sure which; 6= a	
	government owned	
	business or	
	enterprise; 7= not-for-	

government organisation; 8= a family owned business or farm Missing: 9= don't know; 99= refused STATE- Label: State or Territory lemis: 1= NSW; 2= VIC; 3= QLD; 4= SA; 5= WAR, 6= NT; 7= TAS; 8= ACT wissing: 99= refused work; respondents that are employed report work; respondents that of the problem and at time when they had the problem, what their rate of pay was before tax; these respondents preferred to give an hourly rate (Q64) Time period: last 3 years Q65C Label: Weekly rate of pay was before tax; these respondents preferred to give a weekly rate of pay in screened job Range: 53-860 Missing: 99999- refusal sub-population: people discussing their job where they had a problem and at time when they had the problem, what their rate of pay was before tax; these respondents preferred to give a weekly rate of pay in screened job Range: 50-860 Missing: 99999- refusal Sub-population: people discussing their job where they had a problem and at time when they had the problem, what their rate of pay was before tax; these respondents preferred to give a weekly rate (Q64) Time period: last 3 years Q65C Label: Annual rate of pay was before tax; these respondents preferred to give a weekly rate (Q64) Time period: last 3 years Q65C Label: Annual rate of pay was before tax; these respondents preferred to give a weekly rate (Q64) Time period: last 3 years Q65C Label: Annual rate of pay was before tax; these respondents preferred to give a weekly rate (Q64) Time period: last 3 years Q65C Label: Annual rate of pay was before tax; these respondents preferred to give a weekly rate (Q64) Time period: last 3 years					
organisation; 8= n family owned business or farm Missing: 9= don't know; 99= refused Label: State or Territory Items: 1= NSW; 2= VIC; 3= QLD; 4= SA; 5= WA; 6= NT; 7= TAS; 8= ACT Missing: 99= refused IAER (UK, 2000) IVA UWS (GB, 2004) Q6SA Label: Hourly rate of pay screened job Range: 1:97-10.97 Missing: 99999= refusel; 99999= refusel; 99999= refusel; 99999= refusel; 99999- refusel Q6SB Q6SB Label: Weekly rate of pay in screened job Range: 50-360 Missing: 99999- refusel Sub-population: people discussing their job where they had a problem and at time when they had their rate of pay was before tax; these respondents preferred to give a mounty rate (Q64) Time period: last 3 years Q65B Label: Weekly rate of pay in screened job Range: 50-360 Missing: 99999- refusel Sub-population: people discussing their job where they had a problem and at time when they had the problem, what their rate of pay was before tax; these respondents preferred to give a weekly rate (Q64) Time period: last 3 years Q65C Label: Annual rate of pay in screened job Range: 2200-22100 Missing: 99999- weeks a years respondent works 52			profit or non-		
STATE			government		
STATE- Label: State or Territory Items: 1= NSW; 2= VIC; 3= QLD; 4= SA; 5= WA; 6= IN; 7= TAS; 8= ACT Missing: 99= refused			organisation; 8= a		
business or farm Missing; 99 = foun't know; 99 = refused I Label: State or Territory Irem: 1 = NSW; 2 = VIC; 3 = QLD; 4 = SA; 5 = WA; 6 = NT; 7 = 'TAS; B = ACT Missing; 99 = refused IAER (UK, 2000) N/A Label: Hourly rate of pay screened job Range: 1.97-10.97 Missing; 99999 = refusal; 9999 = refusal; 99999 = refusal; 9999 = refusal;			0		
STATE- Label: State or Territory Irons: In NSW; 2= VIC; 3= QLD; 4= SA; 5= WAK, 6= NT; 7= TAS; 8= ACT Missing; 99= refused where they work; respondents that are unphyed to the transport of the t					
STATE- Label: State or Territory Items: 1= NSW; 2= VIC; 3= QLD; 4= SA; 5= WA, 6= NT; 7= TAS; B= ACT Missing: 99= refused IAER (UK, 2000) IWS (GB, 2004) VA UWS (GB, 2004) Robert					
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		Sub-population:		
		people discussing		
		their job where they		
		had a problem and at		
		time when they had		
		the problem, what		
		their rate of pay was		
		before tax; these		
		respondents preferred		
		to give an annual rate		
		(Q64)		
		Time period: last 3		
		years		
	Q56	Label: Hours worked	NOTE: in reference	
	Q30	per week while	to job where had	
		having problems	main problem	
		Range: 0-80 (hours)	(number of hours	
		Missing: 99999=	worked per week on	
		don't know	average in that job –	
		Time period: last 3	current job, most	
		years	recent job, or job	
			prior to current or	
			most recent)	
	Q64	Label: Rate of pay in	FLAG: for annual	CODING: custom
		screened job – time	rate – assumes people	coding, created
		frame selected	worked 52 weeks	custom variable
		Items: 1= hourly; 2=	NOTE: used as proxy	called
		weekly; 3= annual;	1 3	'HRLY_WAGE';
		4= cannot answer in		those that gave
		any of these; 5=		weekly wage (divided
		refused		by weekly hours);
		Time period: last 3		those that gave annual
		years		wage (divided by
		years		weekly hours, and
	000	Tabal. Aga		divided by 52
	Q69	Label: Age		
		Range: 16-71 (whole		
		numbers)		
		Missing: 99998;		
		99999= refusal		
		Time period: last 3		
		years		
EAER (GB, 2005)	N/A			
BLUW (CHI, LA,	P_HRLY_WAGE	Label: Average hourly		CODING: created
NY, 2008)		wage across R's job		custom variable
		(accounting for		called hour wage
		differential hours)		
		Range: \$0-\$154		
		Missing: -1= don't		
		know; -2= refused; -		
		3= n/a; -4= missing; -		
		5= exempt; -6= not		
		paid; -7= n/a to		
		secondary		
		employment		
	CITY_1	Label: City code	NOTE: categories	
		Items: 1= Chicago;	based on city	
		2= Los Angeles; 3=		

	New York	
	Missing: -1= don't	
	know; -2= refused; -	
	3= n/a; -4= missing; -	
	5= exempt; -6= not	
	paid; -7= n/a to	
	secondary	
	employment	
IND3	Label: 2000 census	
	industry code (3 digit)	
	Items: long list	
	Missing: -1= don't	
	know; -2= refused; -	
	3= n/a; -4= missing; -	
	5= exempt; -6= not	
	paid; -7= n/a to	
	secondary	
	employment	
OCC3	Label: 2000 census	
	occupation code (3	
	digit)	
	Items: long list	
	Missing: -1= don't	
	know; -2= refused; -	
	3= n/a; -4= missing; -	
	5= exempt; -6= not	
	paid; -7= n/a to	
	secondary	
	employment	
P_TIPS	Label: R receives tips	
1_1110	Items: 1= yes; 0= no	
	Missing: -1= don't	
	know; -2= refused; -	
	3= n/a; -4= missing; -	
	5= exempt; -6= not	
	paid; -7= n/a to	
	secondary	
	employment	
	empioyment	

PUBLIC HOLIDAY AND ANNUAL VACATION LEAVE PAY

WG02G1 ENTITLED TO PUBLIC HOLIDAY PAY

- 1 Covered
- 2 Special rules
- 3 Exempt
- 4 Laws do not apply/governed by employment contract
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

			VARIABLE-	HARMONIZATION
SURVEY			SPECIFIC	NOTES/COMMENTS
(COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	NOTES/COMMENTS	

			1	
SESC (ON, 2012)	NAICS	Label: NAICS 2007	NOTE: based on	CODING: data file
		4-digit identifier	NAICS 2007	had NAICS 4 digit
		Items: 1= 1114; 2=		codes; codes were
		1121; 3= 1122; 4=		deciphered using
		2361; 5= 2362; 6=		NAICS 2007 coding
		2382; 7= 3212; 8=		structure, than
		3251; 9= 3253; 10=		harmonized based on
		4121; 11= 4171; 12=		harmonized variable
		4412; 13= 4413; 14=		
		4441; 15= 4442; 16=		
		4451; 17= 4461; 18=		
		4481; 19= 4482; 20=		
		4511; 21= 4521; 22=		
		4529; 23= 4531; 24=		
		4532; 25= 4533; 26=		
		4841; 27= 4854; 28=		
		5171; 29= 5221; 30=		
		5223; 31= 5241; 32=		
		5242; 33= 5312; 34=		
		5313; 35= 5321; 36=		
		5322; 37= 5411; 38=		
		5412; 39= 5416; 40=		
		5418; 41= 5613; 42=		
		5614; 43= 5616; 44=		
		5617; 45= 5621; 46=		
		6111; 47= 6113; 48=		
		6213; 49= 6216; 50=		
		6241; 51= 6244; 52=		
		7111; 53= 7113; 54=		
		7139; 55= 7211; 56=		
		7221; 57= 7222; 58=		
		8111; 59= 8121; 60=		
		8122; 61= 8129; 62=		
		9139		
	NOC	Missing: 9999	NOTE, based on	CODING
	NOC	Label: NACIS 2007	NOTE: based on	CODING: numeric
		4-digit identifier	NOC 2006 4 digit	codes were
		Items: 1= B514; 2=	identifier	deciphered using
		B522; 3= B531; 4=		NOCS 2006 structure,
		G311; 5= H413; 6=		then coded according
		A211; 7= A371; 8=		to harmonized
		B511; 9= B514; 10=		variable
		B522; 11= B531; 12=		
		B532; 13= B533; 14=		
		B534; 15= B542; 16=		
		B553; 17= B563; 18=		
		B571; 19= B574; 20=		
		C012; 21= C111; 22=		
		C151; 23= C182; 24=		
		D112; 25= D235; 26=		
		D313; 27= E033; 28=		
		E211; 29= E213; 30=		
		E217; 31= F034; 32=		
		F125; 33= F152; 34=		
		F154; 35= G011; 36=		
		G012; 37= G111; 38=		
		G211; 39= G311; 40=		
		1		
		G411; 41= G412; 42=		

G511; 43= G312; 44= G631; 47= G311; 48= G931; 49= G332; 50= G933; 51= G342; 52= G961; 53= G372; 54= G973; 55= G011: 56= H712; 57= H714; 58= H812; 59= H821; 60= H831; 61= 1011; 62= G3= 1021; 64= 1022; 65= 1212; 66= J212; 67= J223 Missing: AAAA K2 Label: Student status Items: 1= full-time student; 5= not a student Missing: 8= don't know; 9= refused B13 Label: 1s your job seasonal, temporay, casual, done through a temp agency or not permanent in some other way? Items: 1= seasonal job: 2= temporary or contract job (non- seasonal); 3= causal job: 4= work done through a temporary help agency; 0= not permanent in some other way, specify Missing: 8= don't know; 9= refused D25 Label: How many hours a week have you worked a this job, on average? Range: O60 (hours worked a week); 61= 61 or more hours Missing: 98= don't know; 99=refused AGE Label: Year of birth Range: 1900-1996 Missing: 9999= refused CODING: two step process — 1. Compute age (subtract year of birth by 2012 to obtain respondents					
GB11, 47 = G311; 48 G931; 49 = G332; 50 G931; 51 = G342; 52 G961; 53 = G972; 54 G973; 55 = G011; 56 = H712; 57 = H714; 58 = H812; 59 = H821; 60 = H831; 61 = I011; 62 = 63 = 1021; 64 1022; 65 = 1212; 66 J212; 67 = J223 Missing; AAAA K2			G511; 43= G513; 44=		
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AGE Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused CODING: two step process – 1. compute age (subtract year of birth by 2012 to					
Range: 1900-1996 process – 1. compute Missing: 9998= don't age (subtract year of birth by 2012 to		ACE			CODING
Missing: 9998= don't age (subtract year of know; 9999= refused birth by 2012 to		AGE			
know; 9999= refused birth by 2012 to					
obtain respondents			кпоw; 9999= retused		
age at the time of the					
survey); 2. assign					
computed age into					
harmonized					

			categories
SWPA (ON, 2020)	(coded manually)	Exemptions were coded manually based on the participant's responses to questions about their job characteristics.	CODING: Industry and occupation coded manually based on open-ended responses, then determined whether covered by ESA provisions based on this information.
SESV (ON, 2011)	JOBTYPE	Label: What type of job do you have? Items: open-ended responses Missing: Time period: within the past 5 years	
AWS (AU, 2007- 2011)	HRLY1 – HRLY5	Label: Calculated hourly rate Range: 0 – 538.46 (2 decimal places) Missing: -9= refused; -8= don't know	CODING: <0 = Missing; 0 = Not applicable CODING: Combined hourly rate with industry, age, etc. to determine whether individual respondent was eligible for holiday pay CODING: Coverage is based on NES criteria; some respondents may have coverage under a state system, not captured here
	IND1D1 - IND1D5	Label: Industry ANZSIC 1 digit Items: 1= agriculture, forestry and fishing; 2= mining; 3= manufacturing; 4= electricity, gas, water and waste services; 5= construction; 6= wholesale trade; 7= retail trade; 8= accomodation and food services; 9= transport, postal and warehousing; 10= information, media and telecommunications; 11= financial and insurance services; 12= rental, hiring and real estate services; 13= professional, scientific and	

		technical services;	
		14= administrative	
		and support services;	
		15= public	
		administration and	
		safety; 16= education	
		and training; 17=	
		health care and social	
		assistance; 18= arts	
		and recreation	
		services; 19= other	
		services	
		Missing: -9= missing;	
		9999= unclassifiable	
	AGE1 - AGE5	Label: Age	
	1021 11020	Range: 15-59	
		Missing: 99= refused	
	FOER1 - FOER5	Label: Form of	
	CLICI I OLICO	employment –	
		corrected self-	
		description	
		Items: 1= permanent;	
		fixed term contract;	
		3= casual; 9= self-	
		employed	
_	2501 0505	Missing: 99= refused	
	Q781 - Q785	Label: Apprentice	
		Items: 1= yes,	
		apprenticeship; 2=	
		yes, traineeship; 3=	
		no	
		Missing: 9= don't	
_		know; 99= refused	
	AGT1 – AGT3	Label: Self reported	
		agreement type	
		Items: 1= award only;	
		2= over-award; 3=	
		collective agreement	
		with a union; 4=	
		collective agreement	
		without a union; 5=	
		collective agreement	
		(union not known);	
		6= AWA (Australia	
		Workplace	
		Agreement); 7=	
		individual contract;	
		8= industry or multi	
		employer agreement;	
		9= employer	
		greenfield agreement;	
		10= other; 11= no	
		agreement	
		Missing: -1= missing;	
		12= don't know; 99=	
		refused	
	Q844 - Q845	Label: Sector self-	
	-	report	
		-F	

	ı	1	T	
		Items: 1= a private sector business; 2= federal government; 3= state government; 4= local government (includes shire councils); 5= federal, state, or local government – not sure which; 6= a		
		government owned business or		
		enterprise; 7= not-for- profit or non-		
		government organisation; 8= a		
		family owned		
		business or farm Missing: 9= don't		
	CITATION .	know; 99= refused	Nome	
	STATE-	Label: State or territory	NOTE: respondents that are employed	
		Items: 1= NSW; 2=	reported where they	
		VIC; 3= QLD; 4=	work; respondents	
		SA; 5= WA; 6= NT; 7= TAS; 8= ACT	that are unemployed/not in	
		Missing: 99= refused	labour force report	
			where they live	
			NOTE: coded as 3 - laws do not apply for	
			2007-2009	
			NOTE: harmonized	
			category 2 is not available	
IAER (UK, 2000)			NOTE: coded as 3 –	
			governed by	
LIMIS (LIK 2004)			employment contract	
UWS (UK, 2004)			NOTE: coded as 3 – governed by	
			employment contract	
EAER (UK, 2005)			NOTE: coded as 3 –	
			governed by employment contract	
BLUW (CH, LA, NY,			NOTE: coded as 3 –	
2008)			laws do not apply	

WG03G1 ENTITLED TO ANNUAL VACATION LEAVE PAY

- 1 Covered
- 2 Special rules
- 3 Exempt
- 4 Laws do not apply/governed by employment contract
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY			VARIABLE- SPECIFIC	HARMONIZATION NOTES/COMMENTS
	VARIABLE CODE	VARIABLE DETAILS		TO TES, COMMENTS
SURVEY (COUNTRY, YEAR) SESC (ON, 2012)	VARIABLE CODE NAICS	VARIABLE DETAILS Label: NAICS 2007 4-digit identifier Items: 1= 1114; 2= 1121; 3= 1122; 4= 2361; 5= 2362; 6= 2382; 7= 3212; 8= 3251; 9= 3253; 10= 4121; 11= 4171; 12= 4412; 13= 4413; 14= 4441; 15= 4442; 16= 4451; 17= 4461; 18= 4481; 19= 4482; 20= 4511; 21= 4521; 22= 4529; 23= 4531; 24= 4532; 25= 4533; 26= 4841; 27= 4854; 28= 5171; 29= 5221; 30= 5223; 31= 5241; 32= 5242; 33= 5312; 34= 5313; 35= 5321; 35= 5322; 37= 5411; 38= 5412; 39= 5416; 40= 5418; 41= 5613; 42= 5614; 43= 5616; 44= 5617; 45= 5621; 46= 6111; 47= 6113; 48= 6213; 49= 6216; 50= 6241; 51= 6244; 52= 7111; 53= 7113; 54= 7139; 55= 7211; 56=	SPECIFIC NOTES/COMMENTS NOTE: based on NAICS 2007	NOTES/COMMENTS CODING: data file had NAICS 4 digit codes; codes were deciphered using NAICS 2007 coding structure, then harmonized based on harmonized variable
	NOC	7221; 57= 7222; 58= 8111; 59= 8121; 60= 8122; 61= 8129; 62= 9139 Missing: 9999 Label: NAICS 2007 4- digit identifier Items: List of NAICS 4-digit codes Missing: AAAA	NOTE: based on NOC 2006 4 digit identifier	CODING: numeric codes were deciphered using NOCS 2006 structure, then coded according to harmonized variable
SWPA (ON, 2020)	(coded manually)	Exemptions were coded manually based on the participant's responses to questions about their job characteristics.		Announce variable
SESV (ON, 2011)	JOBTYPE	Label: What type of job do you have? Items: open-ended responses Missing: Time period: within the past 5 years		CODING: open- ended responses coded based on Ministry of Labour special rules tool

ATITO (ATT OCCUPIE)	ECED4 FORT	1 1 1 5 2	I	CODDIC
AWS (AU, 2007-11)	FOER1 – FOER5	Label: Form of employment-corrected self-description Items: 1= permanent; 2= fixed term contract; 3= casual; 9= self-employed Missing: 4= don't		CODING: 9 = Not applicable
		know		
	Q751 – Q755	Label: Employer Items: 1= for an employer; 2= in your own business (includes self- employed or contractors); 9= unsure Missing:	NOTE: refers to main job; looking at current status	CODING: created dummy variable where 1= employee, all else= not employee
IAER (UK, 2000)				FLAG: coded as 1 – all employees and workers, as it was not possible to pull out specific occupational exemptions
UWS (UK, 2004)	Q47_SOC	Label: SOC coding of workplace of screened job Items: 1= 112; 2= 113; 3= 115; 4= 116; 5= 118; 6= 12; 7= 122; 8= 123; 9= 211; 10= 212; 11= 213; 12= 231; 13= 232; 14= 243; 15= 245; 16= 311; 17= 313; 18= 321; 19= 323; 20= 331; 21= 342; 22= 343; 23= 352; 24= 353; 25= 354; 26= 355; 27= 356; 28= 411; 29= 412; 30= 543; 31= 414; 32= 415; 33= 421; 34= 511; 35= 521; 36= 522; 37= 523; 38= 524; 39= 531; 40= 532; 41= 534; 42= 542; 43= 543; 44= 549; 45= 611; 46= 612; 47= 613; 48= 621; 49= 622; 50= 623; 51= 625; 52= 629; 53= 654; 54= 711; 55= 712; 56= 721; 57= 811; 58= 812; 59= 813; 60= 814; 61= 821; 62=	NOTE: based on SOC 2000 (3-digit)	CODING: used SOC 2000 to classify UWS numeric categories into NOC-S 2006 FLAG: Numeric categories 534, 625, 654 and 832 are categories that could not be matched to the SOC 2000 structure (they are placed in the missing category) (depending on which category dominated) FLAG: Numeric categories 354, 356, 411, 611, 612, 712, 721, 812, 823, and 923 are categories where at the 4 digit level, there were some categories that could have gone into more appropriate categories when harmonizing to the NOC-S 2006. However, since only 3 digits are available, the categories were harmonized into the most relevant NOC-S 2006 category

	Q46_SIC	822; 63= 823; 64= 911; 65= 912; 66= 913; 67= 914; 68= 921; 69= 922; 70= 923; 71= 924; 72= 925 Missing: unclassified Time period: last 3 years Label: SIC coding of workplace of screened job Items: long list Missing: 99999= unclassified industry Time period: last 3 years	NOTE: based on SIC 2003 (4-digit); pertains to screened job	(depending on which category dominated) CODING: data file had SIC 2003 4 digit codes; codes were deciphered using SIC 2003 coding structure, than harmonized based on NAICS 2007 structure
	Q66	Label: Current employment status Items: 1=employed; 2=working for yourself; 3=unemployed; 4= retired Missing: 99998=refused Sub-population: people (includes respondents who in their most recent job (if not employed at the moment) or in a job prior to their current or most recent job had difficulties/concerns/w orries over the last three years) Time period: last 3 years	NOTE: survey includes respondents working for an employer or in past 3 years and had a problem, concern or difficulty with that job NOTE: coded as 1 – all employees and workers	
EAER (UK, 2005)	SOC20001	Label: SOC2000l Items: long detailed list Missing: Time period: last two years	NOTE: based on SOC 2000 (4 digit); refers to current employer; if not currently an employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	CODING: all respondents where data for SOC and SIC was available were coded as Covered
	SIC92l	Label: Sic 1992 4 digit Items: long list Missing: -1= don't know	NOTE: based on SIC 1992 (4 digit); refers to current employer; if not currently an	CODING: all respondents where data for SOC and SIC was available were

	Time period: last 2	employee than relates	coded as Covered
	years	to organization where	
		last worked as an	
		employee; if more	
		than one job than	
		relates to main	
		activity (job which	
		accounts for greatest	
		number of hours)	
BLUW (CH, LA, NY,		NOTE: coded as 3 –	
2008)		laws do not apply	

WG03G2 Access to Annual Vacation Leave Pay

Yes 1

2 No

97 Don't know/refused

Not applicable Missing 98

99

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENT S	HARMONIZATION NOTES/COMMENT S
SESC (ON, 2012)	III	Label: Have you not been getting – your vacation pay Items: 1= yes; 5= no; 7= respondent volunteers that they are not entitled to this Missing: 8= don't know; 9= refused	NOTE: not asking about pay for statutory holidays; often vacation pay is added at the rate of 4% of earnings every pay check, or employees are given the equivalent of two weeks paid holiday	
SWPA (ON, 2020)	Q1_3	Label: In the past two years, have you experienced one or more of the following problems in relation to your pay at a job in Ontario? Not getting paid vacation pay Items: 1= selected; 0= not selected Time period: 2017-19	NOTE: not asking about pay for statutory holidays; often vacation pay is added at the rate of 4% of earnings every pay check, or employees are given the equivalent of two weeks paid holiday	
SESV (ON, 2011)	VACAPROB	Label: Over the past 5 years, have you ever had trouble getting your vacation pay? Items: 0= never; 1= rarely; 2= sometimes; 3= often; 4= always Missing: 8= don't know; 9= missing Time period: within the		CODING: 0-1 = Yes; 2-4 = No

AWS (AU, 2007-11)	N/A	past 5 years		
IAER (UK, 2000)	N/A			
	· ·			
UWS (UK, 2004)	N/A			
EAER (UK, 2005)	N/A			
BLUW (CH, LA, NY, 2008)	JB19	Label: Does this employer allow you to take vacation days, whether paid or unpaid? (yes/ no) Items: 1= yes; 5= no Missing:	NOTE: variable measures if employer allows respondent to take vacation days, not whether respondent actually takes them	
	JB20	Label: Are any of these vacation days paid?	NOTE: variable measures if employer	
		Items: 1= yes; 5= no	allows respondent to	
		Missing:	take vacation days,	
		Sub-population: people	not whether	
		whose employer allows	respondent actually	
		vacation days (JB19)	takes them	

TIPS AND COMMISSIONS

Tips and commissions may be considered as part of one's wages. The following harmonized variables measure if respondents earn tips and commissions and if so, how much they earn.

WG04G1 EARN TIPS AND COMMISSIONS

1 Yes

2 No

97 Don't know/refused

98 Not applicable

99 Missing

*Does respondent earn tips/commission

1			VARIABLE-	HARMONIZATION
SURVEY			SPECIFIC	NOTES/COMMENTS
(COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	NOTES/COMMENTS	
SESC (ON, 2012)	F2	Label: Do you usually		
		receive tips or		
		commissions?		
		Items: 1= yes; 5= no		
		Missing: 8= don't		
		know; 9= refused		
SWPA (ON, 2020)	N/A			
SESV (ON, 2011)	N/A			
AWS (AU, 2007-11)	N/A			
IAER (UK, 2000)	N/A			
UWS (GB, 2004)	N/A			
EAER (GB, 2005)	N/A			
BLUW (CHI, LA,	N/A			
NY, 2008)				

WG05G1 CURRENCY)

TIPS AND COMMISSIONS (INFLATION ADJUSTED - CANADIAN

1 Inflation adjusted (2015 – Canadian currency) 99999997 Don't know/refused

9999998 Not applicable

9999999 Missing

*How much is earned in tips and commission. Raw number of currencies, adjusted to current dollars in the national currency – then adjusted into Canadian dollars. Value obtained for previous version q3 but in current Canadian dollars

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	F7A	Label: Approximately how much do you earn per (fill timetip), on average, in tips and commission?	NOTE: used CPI to adjust for inflation; base year is 2002	CODING: 0 = Missing; 9997 = Not applicable; 999998 = Not applicable

		Range: \$0-9995.00 (rate including decimals); 9996= more than \$9,995 per tip/commission; 9997= amount of tip (commission) varies by job Missing: 999998.00= don't know; 999999.00= refused Sub-population: people earning tips and commission (F2)	
SWPA (ON, 2020)	N/A		
SESV (ON, 2011)	N/A		
AWS (AU, 2007-11)	N/A		
IAER (UK, 2000)	N/A		
UWS (GB, 2004)	N/A		
EAER (GB, 2005)	N/A		
BLUW (CHI, LA, NY, 2008)	N/A		

HOURLY RATES OF PAY AND WAGE/SALARIES

Rate of pay and wages broadly refers the different ways of measuring how people are paid, mainly through hourly rate of pay, wages and salaries before deductions.

Conversion to Canadian dollars in year of survey was done using yearly average exchange rates from <u>ofx.com</u>. Inflation adjustment to 2015 was done using <u>CPI figures from the Bank of Canada</u>.

WG06G1 HOURLY RATE OF PAY IN MAIN JOB (INFLATION ADJUSTED – CANADIAN CURRENCY)

1 Inflation adjusted (2015 - Canadian currency) 99999997 Don't know/refused 99999999 Not applicable 99999999 Missing

^{*} Raw number of currency, adjusted to current dollars (2015) in the national currency – then adjusted into Canadian dollars

SURVEY			VARIABLE- SPECIFIC	HARMONIZATION NOTES/COMMENTS
(COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	NOTES/COMMENTS	
SESC (ON, 2012)	F3	Label: What is your	NOTE: main job or	CODING: 0 =
		hourly rate of pay?	lowest paying job if	Missing
		Range: 0.00-20.00	multiple jobs	CODING: created
		(dollars and cents)		custom variable that
		Missing: 98.00= don't		combines f3 and
		know; 99.00= refused		F3EQUIV into a
		Sub-population:		variable called

		people that are paid		HRLY_WAGE
CLUTA (ON 2020)	F3EQUIV	hourly (F1) Label: Calculated f3 equivalent Range: 1.00-15.00 (dollars and cents) Missing: Sub-population: people that do not get paid hourly (F1)	NOTE: main job or lowest paying job if multiple jobs	CODING: created custom variable that combines f3 and F3EQUIV into a variable called HRLY_WAGE
SWPA (ON, 2020) SESV (ON, 2011)	PAYRATE	Label: Hourly rate of	NOTE: main job or	CODING: calculating
SESV (OIV, 2011)	PAIRALE	label: Flourly rate of pay Items: 1= under \$10.25; 2= \$10.25; 3= \$10.26-\$12.50; 4= \$12.51-18.50; 5= \$18.51-22.50; 6= over \$22.50 Missing: 9= missing Sub-population: people those that are currently working or if unemployed it looks at last job Time period: past 5 years	job spent most time in	the mid-point - take item #3: 10.26-12.50; subtract one from another and divide by two (12.50-10.26/2) – whatever this figure is (1.12), add it to 10.26 – this will be the midpoint of the item 3; for item 6 - 'over 22.50', whatever figure was obtained for item 5, just add this to 22.50 - this will be our top coding; this process must be done for each item for this variable, for the SESV
AWS (AU, 2007-11)	HRLY1 - HRLY5	Label: Calculated hourly rate Range: 0 –538.46 (2 decimal places) Missing: -9= refused; -8= don't know		CODING: <0 = Missing; 0 = Not applicable
IAER (UK, 2000)	N/A			
UWS (GB, 2004)	Q65A	Label: Hourly rate of pay screened job Range: 1.97-10.97 Missing: 99999= refusal; 99998.00= missing Sub-population: people discussing their job where they had a problem and at time when they had the problem, what their rate of pay was before tax; these respondents preferred to give an hourly rate (Q64) Time period: last 3 years		CODING: custom coding, created custom variable called 'HRLY_WAGE'; those that gave weekly wage (divided by weekly hours); those that gave annual wage (divided by weekly hours, and divided by 52)

		1		
		pay in screened job		
		Range: 50-360		
		Missing: 99999= refusal		
		Sub-population:		
		people discussing		
		their job where they		
		had a problem and at		
		time when they had		
		the problem, what		
		their rate of pay was		
		before tax; these		
		respondents preferred		
		to give a weekly rate		
		(Q64)		
		Time period: last 3		
		years		
	Q65C	Label: Annual rate of		FLAG: Coding based
		pay in screened job		on this variable
		Range: 2200-22100		assumes respondent
		Missing: 99999=		works 52 weeks in a
		refusal Sub-population:		year
		people discussing		
		their job where they		
		had a problem and at		
		time when they had		
		the problem, what		
		their rate of pay was		
		before tax; these		
		respondents preferred		
		to give an annual rate		
		(Q64)		
		Time period: last 3		
		years		
	Q56	Label: Hours worked	NOTE: in reference	
		per week while	to job where had	
		having problems	main problem	
		Range: 0-80 (hours)	(number of hours	
		Missing: 99999=	worked per week on	
		don't know Time period: last 3	average in that job – current job, most	
		years	recent job, or job	
		Jeans	prior to current or	
			most recent)	
	Q64	Label: Rate of pay in	FLAG: for the annual	
		screened job - time	rate, its assumed	
		frame selected	people worked the 52	
		Items: 1= hourly; 2=	weeks out of the year	
		weekly; 3= annual	NOTE: used as proxy	
		Missing: 4= cannot		
		answer in any of		
		these; 5= refused		
		Time period: last 3		
DARD (CD CCC)	77/4	years		
EAER (GB, 2005)	N/A	7 1 1 4		CODING
BLUW (CHI, LA, NY, 2008)	P_HRLY_WAGE	Label: Average hourly		CODING: created
	I .	wage across R's job	1	custom variable

(accounting for	called HOUR_WAGE
differential hours)	
Range: \$0-\$154	
Missing: -1= don't	
know; -2= refused; -	
3= n/a; -4= missing; -	
5= exempt; -6= not	
paid; -7= n/a to	
secondary	
employment	

WG07G1 GROSS WAGE AND SALARY IN MAIN JOB (INFLATION ADJUSTED – CANADIAN CURRENCY)

1 Inflation adjusted (2015 – Canadian currency)

99999997 Don't know/refused 99999998 Not applicable 99999999 Missing

*Before deductions. Raw number of currency, adjusted to current dollars (2014) in the national currency – then adjusted into Canadian dollars.

currency – tricir adj			VARIABLE-	HARMONIZATION
SURVEY			SPECIFIC	NOTES/COMMENTS
(COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	NOTES/COMMENTS	
SESC (ON, 2012)	F5A	Label: And what is		CODING: created
		your [time wage]		proxy variable for
		wage or salary, before		wage & salary, where
		taxes and other		hourly rate of pay
		deductions		multiplied by number
		Range: \$0-999997		of hours worked per
		(salary in dollars)		week on average,
		Missing: 999998=		multiplied by 52
		don't know; 999999=		CODING
		refused		
		Sub-population:		
		people that do not		
		receive an hourly		
		wage (includes		
		yearly, monthly, semi-		
		monthly, bi-weekly,		
		weekly, daily rate)		
		(F1)		
	F3	Label: What is your	NOTE: main job or	CODING: 0 =
		hourly rate of pay?	lowest paying job if	Missing
		Range: 0.00-20.00	multiple jobs	
		(dollars and cents)		
		Missing: 98.00= don't		
		know; 99.00= refused		
		Sub-population:		
		people that are paid		
		hourly (F1)		
	D25	Label: How many	FLAG: proxy	
		hours a week have	variable	
		you worked at this	FLAG: assumes	

SWPA (ON, 2020) SESV (ON, 2011) AWS (AU, 2007-11)	N/A N/A YRLYMN1 - YRLYMN5	job, on average? Range: 0-60; 61= 61 or more hours; Missing: 98= don't know; 99= refused Label: Yearly salary in main job	respondents worked full year/52 weeks NOTE: applies to main job, assignment or job earned lowest wage; respondents that said 0 were exited from the survey NOTE: prior to deductions (taxes and	CODING: -1 = Not applicable
		Range: 1-9999999 Missing: -1= NIL or negative income; -8= don't know; -9= refused	other deductions); gross income in main job; includes bonuses, tips, commission	opp
IAER (UK, 2000)	Q7N	Label: What was your gross pay the last time you were paid? Range: 6.00-65000.00 Missing: 98= missing; 99= missing Time period: previous year	NOTE: includes those that gave an answer as hourly, weekly, monthly or annually	CODING: used CPI to adjust for inflation; base year is 2000
UWS (GB, 2004)	Q65A	Label: Hourly rate of pay screened job Range: 1.97-10.97 Missing: 99999= refusal; 99998.00= missing Sub-population: people discussing their job where they had a problem and at time when they had the problem, what their rate of pay was before tax; these respondents preferred to give an hourly rate (Q64) Time period: last 3 years		
	Q65B	Label: Weekly rate of pay in screened job Range: 50-360 Missing: 99999= refusal Sub-population: people discussing their job where they had a problem and at time when they had the problem, what their rate of pay was before tax; these		

	T		1	Ţ
	0050	respondents preferred to give a weekly rate (Q64) Time period: last 3 years	NOTE: 1	
	Q65C	Label: Annual rate of pay in screened job Range: 2200-22100 Missing: 99999= refusal Sub-population: people discussing their job where they had a problem and at time when they had the problem, what their rate of pay was before tax; these respondents preferred to give an annual rate (Q64) Time period: last 3 years	NOTE: in reference to job where had main problem (number of hours worked per week on average in that job – current job, most recent job, or job prior to current or most recent)	
	Q56	Label: Hours worked per week while having problems Range: 0-80 (hours) Missing: 99999= don't know Time period: last 3 years		
	Q64	Label: Rate of pay in screened job – time frame selected Items: 1= hourly; 2= weekly; 3= annual; 4= cannot answer in any of these; Missing: 5= refused Time period: last 3 years	FLAG: proxy variable FLAG: assumes respondents worked full year/52 weeks	CODING: custom coding, created custom variable called 'WAGE_SAL'; those that gave weekly wage (multiplied by 52); those that gave hourly wage (multiplied by weekly hours, and multiplied by 52)
EAER (GB, 2005)	Q630	Label: Respondent's gross pay for current/last job Items: 1= 'H-under 2,500'; 2= 'J-2,500-4,999'; 3= 'F-5,000-9,999'; 4= 'B-10,000-14,999'; 5= 'L-15,000-19,999'; 6= 'C-20,000-24,999'; 7= 'G-25,000-29,999'; 8= 'A-30,000-34,999'; 9= 'I-35,000-39,999'; 10= 'D-40,000-44,999'; 11= 'K-	NOTE: reported before deductions for tax, national insurance, etc.; annual gross income	coding: calculating the mid-point - take each item, subtract one end of the item to the other, then divide by two (4999-2500/2) – whatever this figure is add it to the lowest figure for the item (2500+1249.5) – this will be the mid-point of the item 2; for the final item figure obtained for the second last item; add the final item - this

		45,000-49,999'; 12=	will be our top
		'M-50,000-79,999';	coding; this process is
		13= 'E-80,000 or	done for each item of
		more'	the variable
		Missing: -1= don't	
		know; -2= refused;	
		16= not stated	
		Time period: last two	
		years	
BLUW (CHI, LA,	N/A	-	
NY, 2008)			

DEDUCTIONS

The theme of deductions aims to analyze the experience and awareness of different deductions from one's wages or pay; mainly in the form of state deductions and employer deductions.

WG08G1 EMPLOYER DEDUCTIONS

- 1 Yes2 No
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY			VARIABLE- SPECIFIC	HARMONIZATION NOTES/COMMENTS
(COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	NOTES/COMMENTS	
SESC (ON, 2012)	DEDUCT	Label: Deductions	NOTE: includes pay	
		Items: 1= yes; 5= no	deductions for poor	
		Missing: 8= don't	performance/not	
		know; 9= refused	meeting goals,	
			placement/job finding	
			fee, missing cash/till	
			not being balanced,	
			customers/clients	
			who did not pay,	
			loss/damage to	
			materials/products,	
			cost of	
			purchasing/maintaini	
			ng uniform/safety	
			equipment, room and	
			board	
SWPA (ON, 2020)	N/A			
SESV (ON, 2011)	DEDTYPE	Label: If yes, why		CODING: created
		was money taken off?		custom variables
		Items: open-ended		called
		responses		'DEDUCTION'
		Missing:		where response= 1
		Sub-population:		yes-deductions, no
		people that have had		response= 0, no-
		money taken off their		deductions

		pay	CODING: a second
		Time period: past 5	variable was coded
		years	called
			'DEDUC_TYPE'
			where 1= state
			deductions, 2=
			employer deductions,
			3= other
AWS (AU, 2007-11)	N/A		
IAER (UK, 2000)	N/A		
UWS (GB, 2004)	N/A		
EAER (GB, 2005)	N/A		
BLUW (CHI, LA,			
NY, 2008)			

WG08G2

EXPERIENCED ILLEGAL EMPLOYER DEDUCTIONS

1 Yes

2 No

97 Don't know/refused

Not applicable Missing 98

99

SURVEY			VARIABLE- SPECIFIC	HARMONIZATION NOTES/COMMENTS
(COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	NOTES/COMMENTS	NOTES/COMMENTS
SESC (ON, 2012)	F8	Label: Pay	1,0125,001,11,121,15	
		deductions: poor		
		performance or not		
		meeting goals		
		Items: 1= yes; 5= no		
		Missing: 8= don't		
		know; 9= refused		
	F9	Label: Pay		
		deductions:		
		placement or job		
		finding fee		
		Items: 1= yes; 5= no		
		Missing: 8= don't		
		know; 9= refused		
	F10	Label: Pay		
		deductions: missing		
		cash or the till not		
		being balanced		
		Items: 1= yes; 5= no		
		Missing: 8= don't		
		know; 9= refused		
	F11	Label: Pay		
		deductions: for		
		customers or clients		
		who did not pay		
		Items: 1= yes; 5= no		
		Missing: 8= don't		
	E12	know; 9= refused		
	F12	Label: Pay	1	

		deductions: loss or	
		damage to materials	
		or products	
		Items: 1= yes; 5= no	
		Missing: 8= don't	
		know; 9= refused	
	F13	Label: Pay	
	113	deductions: cost of	
		purchasing or	
		maintaining your	
		uniform or safety	
		equipment	
		Items: 1= yes; 5= no	
		Missing: 8= don't	
		know; 9= refused	
	F14	Label: Pay	
		deductions: room and	
		board	
		Items: 1= yes; 5= no	
		Missing: 8= don't	
	PERMICE	know; 9= refused	600000 5 10
	DEDUCT	Label: Deductions	CODING: 5 = Not
		Items: 1= yes; 5= no	applicable
		Missing: 8= don't	
		know; 9= refused	
	F17	Label: is the	
		agreement in writing	
		or is it verbal	
		Items: 1= written	
		agreement; 2= verbal	
		agreement; 3= both;	
		0= some other way	
		Missing: 8= don't	
		know; 9= refused	
		Sub-population:	
		people who	
		experienced pay	
		deductions and	
		agreed to the	
		deductions when	
		started the job/or at	
		any point during the	
		employment	
SWPA (ON, 2020)	N/A		
SESV (ON, 2011)	DEDTYPE	Label: If yes, why	CODING: created
010 (011, 2011)	וויייייי	was money taken off?	custom variables
			called
		Items: open-ended	
		responses	'DEDUCTION'
		Missing:	where response 1=
		Sub-population:	yes-deductions, 0= no
		people that have had	response, no-
		money taken off their	deductions;
		pay	CODING: a second
		Time period: past 5	variable was coded
		years	called
			'DEDUC_TYPE'
			where 1= state
			deductions, 2=
L	1		ueuuciioiis, 2-

			employer deductions, 3= other
AWS (AU, 2007-11)	N/A		
IAER (UK, 2000)	N/A		
UWS (GB, 2004)	N/A		
EAER (GB, 2005)	N/A		
BLUW (CHI, LA,	N/A		
NY, 2008)			

JOB UNCERTAINTY (JU)

Several indicators of worker's level of certainty in their continuing employment are provided in this module, including those related to job tenure and experiences of dismissal. Employment is also characterized as either permanent or temporary, recognizing that the definition of temporary employment varies across countries and can have different cultural and political meanings. In the ESD, temporary employment is equivalent to fixed-term, contract, and seasonal work.

JU01G1 JOB SECURITY

Concerned about job security
Not concerned about job security
Don't know/refused
Not applicable
Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	n/a			
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	q282#a	Label: There's a good chance I will lose my job or be retrenched within the next 12 months Items: 1= strongly agree; 2= agree; 3= neither; 4= disagree; 5= strongly disagree; Missing: 9= can't choose; 99= refused	NOTE: in reference to current main job	CODING: 1-2 = Concerned about job security; else = Not concerned about job security
IAER (UK, 2000)	n/a			
UWS (UK, 2004)	s2_2	Label: Problems in screened job: job security Items: 0= no; 1= yes Missing: Time period: within the last 3 years	NOTE: fear of unfair dismissal or being forced to quit NOTE: difficulty, concern or problem of respondent in any job had in the past three years	
EAER (UK, 2005)	n/a			
BLUW (CH, LA, NY, 2008)	n/a			

JU02G1 PERMANENT/TEMPORARY EMPLOYMENT

- 4 Permanent
- 5 Temporary

- Don't know/refused Not applicable Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	b12	Label: Is your job	NOTE: non-	
		permanent, or not?	permanent could be	
		Items: 1= yes,	seasonal, temporary,	
		permanent; 5= not a	or casual	
		permanent (e.g.,		
		seasonal, temporary,		
		casual)		
		Missing: 8= don't		
		know; 9= refused		
SWPA (ON, 2020)	q139_1	Label: And is this job		
		ongoing?		
		Items: 0= not		
		selected; 1= selected		
		Missing: none		
		Time period: 2017-19		
	q139_2	Label: And is this		
		job? Seasonal		
		Items: 0= not		
		selected; 1= selected		
		Missing: none		
		Time period: 2017-19		
	q139_3	Label: And is this job		
		temporary or contract		
		(non-seasonal)?		
		Items: 0= not		
		selected; 1= selected		
		Missing: none		
		Time period: 2017-19		
	q139_4	Label: And is this job		
		casual or on-call?		
		Items: 0= not		
		selected; 1= selected		
		Missing: none		
		Time period: 2017-19		
	q139_5	Label: And is this job		
		not permanent in		
		some other way		
		Items: 0= not		
		selected; 1= selected		
		Missing: none		
		Time period: 2017-19		
SESV (ON, 2011)	Permwork	Label: What type of	FLAG: respondents	CODING:
		work have you been	can choose 1+	
		doing over the past 5	options	
		years?- permanent		
		Items: 0= not		
		selected; 1= selected		
		Missing: 9= missing		
		Time period: past 5		
		years		

	Tempwork	Label: What type of work have you been doing over the past 5 years?- temporary contract Items: 0= not selected; 1= selected Missing: 9= missing Time period: past 5 years Label: What type of work have you been doing over the past 5 years?- temp agency Items: 0= not selected; 1= selected Missing: 9= missing Time period: past 5 years	FLAG: respondents can choose 1+ options FLAG: respondents can choose 1+ options	
	Oncall	Label: What type of work have you been doing over the past 5 years?- casual or oncall Items: 0= not selected; 1= selected Missing: 9= missing Time period: past 5 years	FLAG: respondents can choose 1+ options	
	contract	Label: What type of work have you been doing over the past 5 years?- independent contractor Items: 0= not selected; 1= selected Missing: 9= missing Time period: past 5 years	FLAG: respondents can select more than one option and it refers to a period over the past 5 years; respondents could have selected full- time or part-time work variables that were not included in the harmonized coding of this variable	
AWS (AU, 2007-11)	foer1	Label: Form of employment – corrected 2007 recoded Items: 1= permanent; 2= fixed term contract; 3= casual; 4= don't know; 9= self-employed Missing:		CODING: 9 = Missing
IAER (UK, 2000)	q6a	Label: Is/was your job? Items: 1= a permanent job; 2= not permanent in some way;	NOTE: non- permanent includes – seasonal, contract or work done under a fixed task; agency temping; casual type	

UWS (GB, 2004)	q55aa	Missing: 3= dont know/no answer/refused Time period: previous year Label: Whether permanent worker while having problems Items: 1= yes; 2= no; 3= other (specify) Missing: 99999= don't know Time period: last 3 years	of work or in some other way NOTE: temporary workers includes fixed period contract, agency temping, casual/seasonal worker, other	CODING: 3 = Missing
EAER (GB, 2005)	q611	Label: Whether respondent's current/last job is/was permanent or not Items: 1=a permanent job; 2= or is/was there some way in which it is/was not permanent Missing: -1= don't know; 4= not stated Time period: last two years	NOTE: if not currently an employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	CODING: 4 = Missing
BLUW (CH, LA, NY, 2008)	jb16	Label: R was hired on short term basis Items: 1= yes; 5= no Missing: -7= na to 2ndary emps; -6= not paid; -5= exempt; -4= missing; -3= na; -2= refused; -1= dk; 8= dk; 9= ref/md	NOTE: short-term means job was for a limited amount of time or until project is completed – short-term project has a clear end date; relates to current employer; if not currently an employee, then relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	

JU03G1 DISMISSED

- 1 Yes
- No/other reasons for unemployment or not at work Don't know/refused 2
- 97
- Not applicable Missing 98
- 99

**FLAG: the population for this variable might be different – core variables might include those still employed but who experienced dismissal/being fired. Definition – being fired, discharged, or made

redundant would qualify as being dismissed.

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	n/a			
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	noterm	Label: Over the past five years, have you had problems getting all the wages owed to you when: fired with no termination pay Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years	FLAG: respondents can provide multiple responses NOTE: in reference to problems experienced in any job over the past 5 years regarding wages	
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	n/a			
UWS (UK, 2004)	q3_3	Label: Job security problems. Were these concerns about the following: Actually being dismissed or sacked Items: 0= no; 1= yes Missing: Sub-population: people that expressed concern over job security Time period: last 3 years		
EAER (UK, 2005)	qhowlft	Label: How respondent left their employer Items: 1= i resigned/left of my own accord; 2= i was made redundant; 3= i was dismissed; 4= waited until end of contract/contract ran out; 5= other answers Missing: 7= no answer; 8= not stated; -1= don't know Sub-population: people who left their employer as a direct result of the most serious problem/dispute	FLAG: for comparability, variable looks at most serious problem NOTE: current or in last five years	
BLUW (CH, LA, NY,	n/a			

2000)	I .		
1 20081	l .	1	
1 2000)	I .		

JU04G2 UNFAIRLY DISMISSED

- 1 Yes
- 2 No
- 3 No problems at work
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

*FLAG: the population for this variable might be different – core variables might include those still employed but who experienced dismissal/being fired.

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	n/a			
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	n/a			
AWS (AU, 2007- 2011)	n/a			
IAER (UK, 2000)	q2c04	Label: Unfair dismissal Items: 0= no; 1= yes Missing: 98; 99 Sub-population: people that have personally experienced problems at work over the last 5 years in relation to rights at work Time period: within the last 5 years	NOTE: refers to most recent problem — includes experience of disciplinary or grievance procedures in addition to cases of actual dismissal	
UWS (UK, 2004)	n/a			
EAER (UK, 2005)	@qexpe21	Label: Whether respondent has experienced any problems in the last five years: being unfairly dismissed Items: 0= no; 1= yes Missing: Sub-population: people who experienced problems to do with rights at work in the last 5 years Time period: last 5 years		
BLUW (CH, LA, NY, 2008)	n/a			

WORKING TIME (WT)

Aspects specific to the number of hours worked in main/all jobs, overtime hours and rate of pay, and rest and meal breaks.

WT01G1 USUAL NUMBER OF HOURS WORKED PER WEEK IN MAIN JOB (LEGAL MAXIMUM)

- 1 Over legal maximum
- 2 Legal maximum or below
- 3 Exempted
- 4 Laws do not apply
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

Description of legal maximum number of hours is to work per week for each country.

*Footnote: category 3 "exempted" does not accurately represent all the exceptions (see baseline excel appendix for complete information). This category is dependent on the detail and availability of data/information in the surveys.

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	d25	Label: How many hours a week have you worked at this job, on average? Range: 0-60; 61 = 61 or more hours; Missing: 98= don't know; 99= refused	NOTE: applies to main job, assignment or job earned lowest wage – respondents that said 0 were exited from the survey	CODING: 0 coded as n/a
	Naics	Label: Naics 2007 4-digit identifier Items: 1= 1114; 2= 1121; 3= 1122; 4= 2361; 5= 2362; 6= 2382; 7= 3212; 8= 3251; 9= 3253; 10= 4121; 11= 4171; 12= 4412; 13= 4413; 14= 4441; 15= 4442; 16= 4451; 17= 4461; 18= 4481; 19= 4482; 20= 4511; 21= 4529; 22= 4531; 23= 4532; 24= 4533; 25= 4841; 26= 4854; 27= 5171; 28= 5221; 29= 5223; 30= 5241; 31= 5242; 32= 5312; 33=	NOTE: based on NAICS 2007	CODING: data file had NAICS 4 digit codes; codes were deciphered using NAICS 2007 coding structure, than harmonized based on harmonized variable

		5313; 34= 5321; 35=		
		5322; 36= 5411; 37=		
		5412; 38= 5416; 39= 5418; 40= 5613; 41=		
		5614; 42= 5616; 43=		
		5617; 44= 5621; 45=		
		6111; 46= 6113; 47=		
		6213; 48= 6216; 49=		
		6241; 50= 6244; 51=		
		7111; 52= 7113; 53=		
		7139; 54= 7211; 55=		
		7221; 56= 7222; 57=		
		8111; 58= 8121; 59=		
		8122; 60= 8129; 61=		
		9139		
		Missing: 9999		
	noc	Label: Naics 2007 4-	NOTE: based on	CODING: numeric
		digit identifier	NOC 2006 4 digit	codes were
		Items: 1= B514; 2=	identifier	deciphered using
		B522; 3= B531; 4=	NOTE: includes	NOCS 2006 structure,
		G311; 5= H413; 6=	overtime	than coded according
		A211; 7= A371; 8= B511; 9= B514; 10=		to harmonized variable
		B522; 11= B531; 12=		CODING: created
		B532; 13= B533; 14=		custom exemptions
		B532; 15 B533; 14 B534; 15= B542; 16=		variable using
		B553; 17= B563; 18=		baseline information
		B571; 19= B574; 20=		
		C012; 21= C111; 22=		
		C151; 23= C182; 24=		
		D112; 25= D235; 26=		
		D313; 27= E033; 28=		
		E211; 29= E213; 30=		
		E217; 31= F034; 32=		
		F125; 33= F152; 34=		
		F154; 35= G011; 36=		
		G012; 37= G111; 38=		
		G211; 39= G311; 40=		
		G411; 41= G412; 42=		
		G511; 43= G513; 44= G631; 45= G731; 46=		
		G811; 47= G911; 48=		
		G931; 49= G932; 50=		
		G933; 51= G942; 52=		
		G961; 53= G972; 54=		
		G973; 55= GO11;		
		56= H712; 57= H714;		
		58= H812; 59= H821;		
		60= H831; 61= I011;		
		62= I021; 63= I022;		
		64= I212; 65= J212;		
		66= J223		
		Missing: AAAA		
		*INCLUDES OT.		
SWPA (ON, 2020)	q137	Coded manually		
	1	based on whether the		
		participant was		

		avamnt from		
		exempt from overtime rules or not.		
CECV (ON 2011)	7/2	overunie rules of not.		
SESV (ON, 2011)	n/a multi07	Labal, Multiple inh		
AWS (AU, 2007-11)	muiu0/	Label: Multiple job holders 2007		
		Items: 0= single job;		
		1= multiple jobs		
	-110#	Missing:	NOTE: 'll	
	q118#	Label: Usual hours	NOTE: includes	
		total	overtime and extra	
		Range: 1.00-999.0	hours; excludes meal	
		Missing:	breaks and time taken	
		Sub-population:	to travel to work;	
		people with 1 or more	excludes unpaid	
		than 1 job	housework; in	
	400 // 17	* 1 1 ** 11	reference to all jobs	
	q120#all	Label: Usual hours	NOTE: includes	
		main all	overtime and extra	
		Range: 1-148	hours; excludes meal	
		Missing: 999=	breaks; in reference	
		refused	to main job	
		Sub-population:		
		people with 1+ jobs		207772
	Anzsic17	Label: Industry 1	FLAG: category 3 is	CODING: coded
		digit 2007	n/a	based on awards
		Items: 1= agriculture,	NOTE: variable	system –
		forestry and fishing;	applies to main job;	representative chosen
		2= mining; 3=	based on ANSZIC	for each industry
		manufacturing; 4=	2006 (1 digit)	major classification
		electricity, gas, water	NOTE: Does not	and highest number
		and waste services;	include overtime	of hours for legal
		5= construction; 6=		maximum
		wholesale trade; 7=		
		retail trade; 8=		
		accomodation and		
		food services; 9=		
		transport, postal and		
		warehousing; 10=		
		information, media		
		and		
		telecommunications;		
		11= finance and		
		insurance services;		
		12= rental, hiring and		
		real estate services;		
		13= professional,		
		scientific and		
		technical services;		
		14= administrative		
		and support services;		
		15= public		
		administration and		
		safety; 16= education		
		and training; 17=		
		health care and social		
		assistance; 18= arts		
		and recreation		
		services; 19= other		
	•			

	T	I•	1	
		services		
		Missing: 9999=		
		Missing		
IAER (UK, 2000)	Q6j	Label: In your	NOTE: in reference	
		current/last job, how	to current or last job;	
		many hours per week	excludes meal breaks	
		do you usually work?	and overtime (i.e	
		Range: 1-84	contracted hours-	
		Missing: 98; 99	round up to nearest	
		Time period: previous	hour)	
		year	,	
	Q1b	Label: What was your		
		age last birthday?		
		Range: 16-64 (whole		
		numbers)		
		Missing: 98=		
		missing; 99= missing		
		Time period: previous		
		year Label: Did you/do	NOTE: in reference	
	OCI			
	Q6k	you ever do work	to current or last job	
		which you would		
		regard/regarded as		
		paid or unpaid		
		overtime?		
		Items: 1= yes; 2= no;		
		Missing: 98; 99		
		Time period: previous		
		year		
	Q6l	Label: How many	NOTE: in reference	
		hours paid overtime	to current or last job	
		each week?		
		Range: 1-50		
		Missing: 98; 99		
		Sub-population:		
		people that worked		
		overtime		
		Time period: previous		
		year		
	Q6m	Label: How many	FLAG: not enough	
		hours unpaid	detail to pull out	
		overtime each week?	specific ind/occ	
		Range: 1-50	exemptions – coded	
		Missing: 98; 99	based on age criteria	
		Time period: previous	NOTE: in reference	
		year	to current or last job	
		J Cui	NOTE: includes	
		*INCLUDES OT –	overtime	
		cal culated custom	Overtime	
		variable to include ot		
TIME (THE 2004)	OEG	hours.	NOTE: in voference	
UWS (UK, 2004)	Q56	Label: hours worked	NOTE: in reference	
		per week while	to job where had	
		having problems	main problem	
		Range: 0-80 (hours)	(number of hours	
		Missing: 99999=	worked per week on	
		don't know	average in that job –	
		Time period: last 3	current job, most	

		years	recent job, or job	
			prior to current or	
			most recent)	
		Label: SIC coding of	NOTE: based on SIC	CODING: data file
	Q46_sic	workplace of	2003 (4-digit);	had SIC 2003 4 digit
		screened job	pertains to screened	codes – codes were
		Items: 4-digit SIC	job	deciphered using SIC
		codes		2003 coding
		Missing: 99999=		structure, than
		unclassified industry		harmonized based on
		Time period: last 3		NAICS 2007
		years		structure
	Q47_soc	Label: SOC coding of	FLAG: numeric	CODING: used SOC
		workplace of	categories highlighted	2000 to classify UWS
		screened job	in yellow are	numeric categories
		Items: 1= 112; 2=	categories that could	into NOC-S 2006
		113; 3= 115; 4= 116;	not be matched to the	
		5= 118; 6= 12; 7=	SOC 2000 structure	
		122; 8= 123; 9= 211;	(they are placed in	
		10= 212; 11= 213;	the missing	
		12= 231; 13= 232;	category); categories	
		14= 243; 15= 245;	highlighted in pink	
		16= 311; 17= 313;	are categories where	
		18= 321; 19= 323;	at the 4 digit level,	
		20= 331; 21= 342;	there were some	
		22= 343; 23= 352;	categories that could	
		24= 353; 25= 354;	have gone into more	
		26= 355; 27= 356;	appropriate categories	
		28= 411; 29= 412;	when harmonizing to	
		30= 543; 31= 414;	the NOC-S 2006,	
		32= 415; 33= 421;	however since 3	
		34= 511; 35= 521;	digits are only	
		36= 522; 37= 523;	available the	
		38= 524; 39= 531;	categories were	
		40= 532; 41= 534;	harmonized into the	
		42= 542; 43= 543;	most relevant NOC-S	
		44= 549; 45= 611;	2006 category	
		46= 612; 47= 613;	(depending on which	
		48= 621; 49= 622; 50= 623; 51= 625;	category dominated); categories 8 and 9 are	
		50- 625; 51- 625; 52= 629; 53= 654;	not available	
		54= 711; 55= 712;	NOTE: based on	
		56= 721; 57= 811;	SOC 2000 (3-digit)	
		58= 812; 59= 813;	556 2000 (5-digit)	
		60= 814; 61= 821;		
		62= 822; 63= 823;		
		64= 911; 65= 912;		
		66= 913; 67= 914;		
		68= 921; 69= 922;		
		70= 923; 71= 924;		
		72= 925		
		Missing: unclassified		
		Time period: last 3		
		years		
	Q69	Label: Age		
		Range: 16-71 (whole		
		numbers)		
		Missing: 99998;		
•	•		•	•

		99999= refusal		
		Time period: last tWTee years		
EAER (UK, 2005)	WTswork	Label: hours worked per week (current or most recent job) Range: .00-125.00 (2 decimal places) Missing: -3= don't know; -9= don't know Time period: last 2 years	NOTE: derived from q615 q616 q617 and q618 (minimum hours if don't knows given); if not currently employee, then relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours); includes paid and unpaid overtime usually worked per week	CODING: 0 = Not applicable
	Q71a	Label: Age of respondent Range: 16-64 (whole numbers) Missing: -2= refused Time period: last two years		
	Sic92l	Label: Sic 1992 4 digit Items: SIC 1992 codes Missing: -1= don't know Time period: last 2 years	NOTE: based on SIC 1992 (4 digit) – refers to current employer; if not currently an employee then relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	CODING: created custom exemptions variable using baseline information
BLUW (CH, LA, NY, 2008)	n/a		,	

WT02G1 USUAL NUMBER OF HOURS WORKED PER WEEK IN MAIN JOB (AVERAGE)

1 Count

2 Average

99999997 Don't know/refused 99999998 Not applicable

9999999 Missing

Description of legal maximum number of hours is to work per week for each country.

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	d25	Label: How many hours a week have you worked at this job, on average? Range: 0-60; 61= 61 or more hours Missing: 98= don't know; 99= refused	NOTE: applies to main job, assignment or job earned lowest wage – respondents that said 0 were exited from the survey	CODING: 0 = Not applicable
SWPA (ON, 2020)	Q137	Label: What are the highest and lowest number of hours that you are scheduled to work each week? (exclude weeks where you zero hours) Items: number wheel from 1- 100 hours from week to week Missing: 9999= missing Time period: 2017-19		
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	multi07	Label: Multiple job holders 2007 Items: 0= single job; 1= multiple jobs Missing:		
	q118#	Label: Usual hours total Range:1.00-999.0 Missing: Sub-population: people with 1 or more than 1 job	NOTE: includes overtime and extra hours; excludes meal breaks and time taken to travel to work; excludes unpaid housework; in reference to all jobs	
	q120#all	Label: Usual hours main all Range: 1-148 Missing: 999= refused Sub-population: people with 1+ jobs	NOTE: includes overtime and extra hours; excludes meal breaks; in reference to main job	
IAER (UK, 2000)	Q6j	Label: In your current/last job, how many hours per week do you usually work? Range: 1-84 Missing: 98; 99 Time period: previous year	NOTE: in reference to current or last job; excludes meal breaks and overtime (i.e contracted hours- round up to nearest hour)	
	Q6k	Label: Did you/do you ever do work which you would regard/regarded as	NOTE: in reference to current or last job	

paid or unpaid overtime? Items: 1- yes; 2- no; Missing: 98; 99 Time period: previous year Q81 Label: How many hours paid overtime each week? Range: 1-50 Missing: 98; 99 Sub-population: people that worked overtime time period: previous year Q6m Label: How many hours unpaid overtime each week? Range: 1-50 Missing: 98; 99 Time period: previous year *INCLUDES OT calculated custom variable to include or hours. Missing: 99999-don't know Missing: 99999-don't know Time period: last 3 years EAER (UK, 2005) WTswork Label: hours worked per week (in current or last job) CODING: 0 = Not applicable main problem (inpute or hours) worked per week on applicable main problem (inpute or hours) worked per week on current job) Range: 0.0-125.00 (2 decimal places) Missing: 3-3 don't know with labels hours worked per week (in current or most recent job) Range: 0.0-125.00 (2 decimal places) Missing: 3-3 don't know; 9-3 don't know; 9-4 don't				1	
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know; -9= don't know organization where Time period: last 2 years employee; if more than one job than *INCLUDES OT. relates to main activity (job which accounts for greatest number of hours); includes paid and unpaid overtime usually worked per week					
know Time period: last 2 years years employee; if more than one job than relates to main activity (job which accounts for greatest number of hours); includes paid and unpaid overtime usually worked per week					
Time period: last 2 years last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours); includes paid and unpaid overtime usually worked per week			know; -9= don't	l .	
years employee; if more than one job than *INCLUDES OT. relates to main activity (job which accounts for greatest number of hours); includes paid and unpaid overtime usually worked per week			know		
years employee; if more than one job than *INCLUDES OT. relates to main activity (job which accounts for greatest number of hours); includes paid and unpaid overtime usually worked per week			Time period: last 2	l .	
*INCLUDES OT. relates to main activity (job which accounts for greatest number of hours); includes paid and unpaid overtime usually worked per week			years	employee; if more	
*INCLUDES OT. relates to main activity (job which accounts for greatest number of hours); includes paid and unpaid overtime usually worked per week				than one job than	
accounts for greatest number of hours); includes paid and unpaid overtime usually worked per week			*INCLUDES OT.	relates to main	
accounts for greatest number of hours); includes paid and unpaid overtime usually worked per week				activity (job which	
number of hours); includes paid and unpaid overtime usually worked per week					
includes paid and unpaid overtime usually worked per week					
unpaid overtime usually worked per week					
usually worked per week					
week					

2008)		

WT03G1 WORKING OVERTIME

- Yes
- 1 2 No
- 97 Don't know/refused
- 98 Not applicable
- Missing 99

In UK - Overtime is taken to mean any work which is over the basis working hours included in an employment contract.

SURVEY	VARIAB			
(COUNTRY, YEAR)	LE CODE	VARIABLE DETAILS	VARIABLE-SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	n/a			
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	Overtime	Label: Over the past five years have you ever worked more than 44 hours in a week at your job? Items: 0= no; 1= yes Missing: 7= don't know; 9= missing Time period: over the past 5 years		
AWS (AU, 2007-11)	q126#f	Label: Work arrangements — worked extra hours or overtime (i.e. above your ordinary/regular hours) Items: 1= always; 2= sometimes; 3= never Missing: 99= refused Time period: in the last year		
IAER (UK, 2000)	q6k	Label: Do/did you ever do work which you would regard /regarded as paid or unpaid overtime? Items: 1= yes; 2= no Missing: 98; 99 Time period: previous year		
UWS (UK, 2004)	Q56	Label: hours worked per week while having problems Range: 0-80 (hours) Missing: 99999= don't know Time period: last 3 years	NOTE: in reference to job where had main problem (number of hours worked per week on average in that job – current job, most recent job, or job prior to current or most recent)	
	q57	Label: Why worked more than 48 hours per week Items: 1= you choose to work more than 48 hours per week; 2= your employer forces you to work more than 48 hours per week; 3= your employer expects/encourages you to work more than 48 hours; 4= requirements of job type/to be able to keep up with workload; 5= i am	NOTE: The legal limit for hours worked in a week is 48 hours in the UK.	

		contracted/it is contracted work; 6= other Missing: 99999= don't know Sub-population: people that work 48+ hours on average per week at the job where they are having/had a problem Time period: last 3 years		
EAER (UK, 2005)	Q614	Label: Whether respondent does/did any work as paid or unpaid overtime Items: 1= yes; 2= no Missing: 3 = not stated (coded as Missing) Time period: last 2 years	NOTE: excludes on-call work; refers to current employer; if not currently an employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	
BLUW (CH, LA, NY, 2008)	???			

WT04G1 OVERTIME COMPENSATION

- 11 Yes (paid, time in lieu, combination of pay and time)
- 12 No (unpaid OT)
 13 Combination (paid and unpaid OT)
 Does not work overtime
- 4
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	g1	Label: Is it possible to		
		work overtime hours		
		in your job?		
		Items: 1= yes; 5= no		
		Missing: 8= don't		
		know; 9= refused		
	g2	Label: When people	FLAG: category 3 is	
		in your job work	n/a	
		overtime are they		
		paid extra?		
		Items: 1= yes; 5= no		
		Missing: 8= don't		
		know; 9= refused		
		Sub-population:		
		people in jobs where		
		its possible to work		
		overtime		
	g4	Label: When people		
		in your job work		

		overtime can they get		
		extra time off?		
		Items: 1= yes; 5= no		
		Missing: 8= don't		
		know; 9= refused		
		Sub-population:		
		people in jobs where		
		its possible to work		
		overtime		
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	Overtime	Label: Over the past		
525 ((511, 2011)	Overtime	five years have you		
		ever worked more		
		than 44 hours in a		
		week at your job?		
		Items: 0= no; 1= yes		
		Missing: 7= don't		
		know; 9= missing		
		Time period: over the		
		past 5 years		
	2472		NOTE: in also dea OT	CODING: amounted a
	otpay	Label: If yes, do you	NOTE: includes OT	CODING: created a
		get paid overtime	pay and time off in	dichotomous variable
		pay?	lieu of OT pay	where $0 = No$ (unpaid
		Items: 0= never; 1=		OT); else = Yes (paid,
		rarely; 2= sometimes;		time in lieu,
		3= often; 4= always		combination of pay
		Missing: 8= not		and time)
				and time)
		applicable; 9=		
		missing		
		Sub-population:		
		people respondents		
		that worked overtime		
		Time period: over the		
		past 5 years		
AWS (AU, 2007-11)	Q126#F	Label: Work		
1100 (110, 2007 11)	Q120//1	arrangements –		
		worked extra hours or		
		1		
		overtime (i.e. above		
		your ordinary/regular		
		hours)		
		Items: 1= always; 2=		
		sometimes; 3= never		
		Missing: 99= refused		
		Time period: in the		
		last year		
	-120#		EL AC. sataras 2:	
	q129#	Label: Overtime	FLAG: category 3 is	
		Compensation	n/a	
		Items: 1= yes, they		
		are paid; 3= yes, time		
		off (in lieu); 4= yes,		
		combination of paid		
		and extra time off; 5=		
		yes, they are paid as		
		part of my salary		
		package/contract; 6=		
		yes, other; 9= no,		
		none of these/not		
		compensated		
	•	· •	•	1

		Missing: 99= refused		
		Sub-population:		
		people that work overtime		
IAER (UK, 2000)	Q6k	Label: Do/did you	NOTE: rounded up to	CODING: 9
17 IER (CR, 2000)	Qon	ever do work which	the nearest hour	respondents stated in
		you would		Q6k that they did not
		regard/regarded as		do OT but provided a
		paid or unpaid		value in Q6l and/or
		overtime?		Q6m. These cases
		Items: 1= yes; 2= no		were coded as
		Missing: 98; 99		Missing
		Time period: previous year		
	Q6l	Label: How many		CODING: 9
	Qoi	hours paid overtime		respondents stated in
		each week?		Q6k that they did not
		Range: 1-50 (hours)		do OT but provided a
		Missing: 98; 99		value in Q6l and/or
		Sub-population:		Q6m. These cases
		people that did work		were coded as
		regarded as overtime		Missing
		Time period: previous year		
	Q6m	Label: How many	NOTE: rounded up to	CODING: 9
	Qom	hours unpaid	the nearest hour	respondents stated in
		overtime each week		Q6k that they did not
		Range: 1-50		do OT but provided a
		Missing: 98; 99		value in Q6l and/or
		Sub-population:		Q6m. These cases
		people that did work		were coded as
		regarded as overtime Time period: previous		Missing
		year		
UWS (UK, 2004)	n/a	Jear		
EAER (UK, 2005)	Q614	Label: Whether	NOTE: excludes on-	
		respondent does/did	call work – refers to	
		any work as paid or	current employer; if	
		unpaid overtime	not currently an	
		Items: 1= yes; 2= no;	employee than relates	
		3= not stated Missing:	to organization where last worked as an	
		Time period: last 2	employee; if more	
		years	than one job than	
			relates to main	
			activity (job which	
			accounts for greatest	
	0017	T -1, -1, NT 1 C	number of hours)	
	Q617	Label: Number of	NOTE: excludes on- call work – refers to	
		hours paid overtime worked per week in	call work – refers to current employer; if	
		current or most recent	not currently an	
		job	employee than relates	
		Range: (.00-41.00)	to organization where	
		Missing: -1= don't	last worked as an	
		know	employee; if more	
		Sub-population:	than one job than	
		people that worked	relates to main	

		overtime	activity (job which	
		Time period: last 2	accounts for greatest	
		years	number of hours)	
	Q618	Label: Number of	NOTE: excludes on-	
		hours unpaid	call work – refers to	
		overtime worked per	current employer; if	
		week in current or	not currently an	
		most recent job	employee than relates	
		Range: (.00-45.00)	to organization where	
		Missing: -1= don't	last worked as an	
		know	employee; if more	
		Sub-population:	than one job than	
		people that worked	relates to main	
		overtime	activity (job which	
		Time period: last 2	accounts for greatest	
		years	number of hours)	
BLUW (CH, LA, NY,	n/a		,	
2008)				

WT05G1 Number of overtime hours worked per week (paid and unpaid)

- 1 1-4 hours
- 2 5-9 hours
- 3 10-14 hours
- 4 15-19 hours
- 5 20+ hours
- 6 Did not work overtime
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	n/a			
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	q6k	Label: Do/did you ever do work which you would regard/regarded as paid or unpaid overtime? Items: 1= yes; 2= no Missing: 98; 99 Time period: previous year		CODING: 9 respondents stated in Q6k that they did not do OT but provided a value in Q6l and/or Q6m. These cases were coded as Missing
	q6l	Label: How many hours paid overtime each week? Range: 1-50 (hours)		CODING: 9 respondents stated in Q6k that they did not do OT but provided a

	q6m	Missing: 98; 99 Sub-population: people that did work regarded as overtime Time period: previous year Label: How many hours unpaid overtime each week Range: 1-50 Missing: 98; 99 Sub-population: people that did work regarded as overtime Time period: previous year		value in Q6l and/or Q6m. These cases were coded as Missing CODING: custom variable created where paid and unpaid OT hours are combined CODING: 9 respondents stated in Q6k that they did not do OT but provided a value in Q6l and/or Q6m. These cases were coded as Missing
UWS (UK, 2004)	n/a			
EAER (UK, 2005)	Q614	Label: Whether respondent does/did any work as paid or unpaid overtime Items: 1= yes; 2= no; 3= not stated Missing: Time period: last 2 years	NOTE: excludes on- call work – refers to current employer; if not currently an employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	
	Q617	Label: Number of hours paid overtime worked per week in current or most recent job Range: (.00-41.00) Missing: -1= don't know Sub-population: people that worked overtime Time period: last 2 years	NOTE: excludes on- call work – refers to current employer; if not currently an employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	
	Q618	Label: Number of hours unpaid overtime worked per week in current or most recent job Range: (.00-45.00) Missing: -1 = don't know Sub-population: people that worked overtime Time period: last 2	NOTE: excludes on- call work – refers to current employer; if not currently an employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest	CODING: created custom variable called that combines paid and unpaid overtime hours

		years	number of hours)	
BLUW (CH, LA, NY, 2008)	n/a			

INDICATORS OF LEAVES, VACATION AND HOLIDAYS (LV)

The focus of this module is entitlement and access to time away from paid work, as established by the law. This includes public holidays (also called statutory holidays, national holidays or bank holidays), annual vacation leave (also called annual leave, paid holiday, or paid vacation), and other employer provided leaves, including maternity/paternity leave.

Working Definitions:

- 1 Public Holidays (e.g. Christmas, New Year's) also known as statutory holidays, national holiday, and bank holidays are defined as holidays established by law and typically a non-working day.
- 2 Annual Vacation leave also known as statutory leave, vacation leave, annual leave, paid holiday, paid annual leave, paid holiday leave, and paid vacation. In the UK, this can be referred to as 'paid holiday' or 'statutory leave' or 'annual leave'. In Australia, this can be referred to as 'paid leave' or 'paid annual leave' or "paid holiday leave". Defined as paid time off work granted by employers to employees.
 - **3** Employer-provided leave and pay anything in addition to statutory entitlements and/or in lieu of public holidays and annual vacation.

LV01G1 ENTITLED TO PUBLIC HOLIDAY LEAVE

- 1 Covered
- 2 Special rules
- 3 Exempt
- 4 Laws do not apply
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	NAICS	Label: Naics 2007 4-	NOTE: based on	CODING: data file
		digit identifier	NAICS 2007	had NAICS 4 digit
		Items: 1= 1114; 2=		codes – codes were
		1121; 3= 1122; 4=		deciphered using
		2361; 5= 2362; 6=		NAICS 2007 coding
		2382; 7= 3212; 4=		structure, then
		3251; 5= 3253; 6=		harmonized based on
		4121; 7= 4171; 8=		harmonized variable
		4412; 9= 4413; 10=		
		4441; 11= 4442; 12=		
		4451; 13= 4461; 14=		
		4481; 15= 4482; 16=		
		4511; 17= 4521; 18=		
		4529; 19= 4531; 20=		
		4532; 21= 4533; 22=		
		4841; 23= 4854; 24=		

	5171; 25= 5221; 26=		
	5223; 27= 5241; 28=		
	5242; 29= 5312; 30=		
	5313; 31= 5321; 32=		
	5322; 33= 5411; 34=		
	5412; 35= 5416; 36=		
	5418; 37= 5613; 38=		
	1		
	5614; 39= 5616; 40=		
	5617; 41= 5621; 42=		
	6111; 43= 6113; 44=		
	6213; 45= 6216; 46=		
	6241; 47= 6244; 48=		
	7111; 49= 7113; 50=		
	7139; 51= 7211; 52=		
	7221; 53= 7222; 54=		
	8111; 55= 8121; 56=		
	1		
	8122; 57= 8129; 58=		
	9139		
	Missing: 9999	_	
Noc	Label: Naics 2007 4-	NOTE: based on	CODING: numeric
	digit identifier	NOC 2006 4 digit	codes were
	Items: 1= B514; 2=	identifier	deciphered using
	B522; 3= B531; 4=		NOCS 2006 structure,
	G311; 5= H413; 6=		then coded according
	A211; 7= A371; 8=		to harmonized
	B511; 9= B514; 10=		variable
	B522; 11= B531; 12=		variable
	B532; 13= B533; 14=		
	B534; 15= B542; 16=		
	B553; 17= B563; 18=		
	B571; 19= B574; 20=		
	C012; 21= C111; 22=		
	C151; 23= C182; 24=		
	D112; 25= D235; 26=		
	D313; 27= E033; 28=		
	E211; 29= E213; 30=		
	E217; 31= F034; 32=		
	F125; 33= F152; 34=		
	F154; 35= G011; 36=		
	G012; 37= G111; 38=		
	G211; 39= G311; 40=		
	G411; 41= G412; 42=		
	G511; 43= G513; 44=		
	G631; 45= G731; 46=		
	G811; 47= G911; 48=		
	G931; 49= G932; 50=		
	G933; 51= G942; 52=		
	G961; 53= G972; 54=		
	G973; 55= GO11;		
	I to the second		
	56= H712; 57= H714;		
	58= H812; 59= H821;		
	60= H831; 61= I011;		
	62= I021; 63= I022;		
	64= I212; 65= J212;		
	66= J223		
	Missing: AAAA		
K2	Label: Student status		
NZ	Laber Studen Sining		
NZ	Items: 1= full-time		

	I	T	T	T
		student; 3= part-time student; 5= not a student		
		Missing: 8= don't		
		know; 9= refused		
	B13	Label: Is your job		
	Dis	seasonal, temporary,		
		casual, done through		
		a temp agency or not		
		permanent in some		
		other way?		
		Items: 1= seasonal		
		job; 2= temporary or		
		contract job (non-		
		seasonal); 3= causal		
		job; 4= work done		
		through a temporary		
		help agency; 0= not		
		permanent in some		
		other way, specify		
		Missing: 8= don't		
		know; 9= refused		
		Sub-population: temporary workers		
	D25	Label: How many	NOTE: applies to	
	D23	hours a week have	main job or job	
		you worked at this	earned lowest wage;	
		job, on average?	respondents that said	
		Range: 0-60 (hours	0 were exited from	
		worked a week); 61=	the survey	
		61 or more hours		
		Missing: 98= don't		
		know; 99= refused		
	age	Label: Year of birth		CODING: two step
		Range: 1900-1996		process – 1. compute
		Missing: 9998= don't		age (subtract year of
		know; 9999= refused		birth by 2012 to
				obtain respondents
				age at the time of the
				survey); 2. assign
				computed age into
				harmonized
SWPA (ON, 2020)	(coded manually)	Exemptions were		categories
5 W111 (O1V, 2020)	(coucu manually)	coded manually based		
		on the participant's		
		responses to		
		questions about their		
		job characteristics.		
SESV (ON, 2011)	jobtype	Label: What type of		CODING: open-
		job do you have?		ended responses
		Items: open-ended		coded based on MOL
		responses		special rules tool
		Missing:		
		Time period: within		
		the past 5 years		
AWS (AU, 2007-	Hrly1-5	Label: Calculated		CODING: values
2011)	1	hourly rate	i	under 0 are coded as

	Т	D . 0 FDC 10 (5	
		Range: 0 – 538.46 (2	missing; value of 0 is
		decimal places)	coded as n/a
		Missing: -9= refused;	CODING: coverage
		-8= don't know	is based on NES
			criteria; some
			respondents may have
			coverage under a state
			system, not captured
			here
	Ind1d1-5	Label: Industry	
		ANZSIC 1 digit	
		Items: 1= agriculture,	
		forestry and fishing;	
		2= mining; 3=	
		manufacturing; 4=	
		electricity, gas, water	
		and waste services;	
		5= construction; 6=	
		wholesale trade; 7=	
		retail trade; 8=	
		accomodation and	
		food services; 9=	
		transport, postal and	
		warehousing; 10=	
		information, media	
		and	
		telecommunications;	
		11= financial and	
		insurance services;	
		12= rental, hiring and	
		real estate services;	
		13= professional,	
		scientific and	
		technical services;	
		14= administrative	
		and support services;	
		15= public	
		administration and	
		safety; 16= education	
		and training; 17=	
		health care and social	
		assistance; 18= arts	
		and recreation	
		services; 19= other	
		services	
		Missing: -9= missing;	
		9999= unclassifiable	
	Age1-5	Label: Age	
		Range: 15-59	
		Missing: 99= refused	
	Foer1-5	Label: Form of	
		employment –	
		corrected self-	
		description	
		Items: 1= permanent;	
		fixed term contract;	
		3= casual; 9= self-	
		employed	

		Missing, 00- refused		
	OF01 F	Missing: 99= refused		
	Q781-5	Label: Apprentice		
		Items: 1= yes,		
		apprenticeship; 2=		
		yes, traineeship; 3=		
		no		
		Missing: 9= don't		
		know; 99= refused		
	Agt1-3	Label: Self reported		
		agreement type		
		Items: 1= award only;		
		2= over-award; 3=		
		collective agreement		
		with a union; 4=		
		collective agreement		
		without a union; 5=		
		collective agreement		
		(union not known);		
		6= AWA (Australia		
		Workplace		
		Agreement); 7=		
		individual contract;		
		8= industry or multi		
		employer agreement;		
		9= employer		
		greenfield agreement;		
		10= other; 11= no		
		agreement		
		Missing: -1= missing;		
		12= don't know; 99=		
		refused		
	Q84-5	Label: Sector self-		
		report		
		Items: 1= a private		
		sector business; 2=		
		federal government;		
		3= state government;		
		4= local government		
		(includes shire		
		councils); 5= federal,		
			l .	
1		state, or iocai		
		state, or local		
		government – not		
		government – not sure which; 6= a		
		government – not sure which; 6= a government owned		
		government – not sure which; 6= a government owned business or		
		government – not sure which; 6= a government owned business or enterprise; 7= not-for-		
		government – not sure which; 6= a government owned business or enterprise; 7= not-for- profit or non-		
		government – not sure which; 6= a government owned business or enterprise; 7= not-for- profit or non- government		
		government – not sure which; 6= a government owned business or enterprise; 7= not-for- profit or non- government organisation; 8= a		
		government – not sure which; 6= a government owned business or enterprise; 7= not-for- profit or non- government organisation; 8= a family owned		
		government – not sure which; 6= a government owned business or enterprise; 7= not-for- profit or non- government organisation; 8= a family owned business or farm		
		government – not sure which; 6= a government owned business or enterprise; 7= not-for- profit or non- government organisation; 8= a family owned business or farm Missing: 9= don't		
		government – not sure which; 6= a government owned business or enterprise; 7= not-for- profit or non- government organisation; 8= a family owned business or farm Missing: 9= don't know; 99= refused		
	State-	government – not sure which; 6= a government owned business or enterprise; 7= not-for- profit or non- government organisation; 8= a family owned business or farm Missing: 9= don't	NOTE: respondents	
	State-	government – not sure which; 6= a government owned business or enterprise; 7= not-for- profit or non- government organisation; 8= a family owned business or farm Missing: 9= don't know; 99= refused	NOTE: respondents that are employed	
	State-	government – not sure which; 6= a government owned business or enterprise; 7= not-for- profit or non- government organisation; 8= a family owned business or farm Missing: 9= don't know; 99= refused Label: State or		
	State-	government – not sure which; 6= a government owned business or enterprise; 7= not-for- profit or non- government organisation; 8= a family owned business or farm Missing: 9= don't know; 99= refused Label: State or territory	that are employed	
	State-	government – not sure which; 6= a government owned business or enterprise; 7= not-for- profit or non- government organisation; 8= a family owned business or farm Missing: 9= don't know; 99= refused Label: State or territory Items: 1= NSW; 2=	that are employed reported where they	

	7= TAS; 8= ACT	unemployed/not in	
	Missing: 99= refused	labour force report	
	_	where they live	
		NOTE: coded as 3 -	
		laws do not apply for	
		2007-2009	
		NOTE: harmonized	
		category 2 is not	
		available	
IAER (UK, 2000)		NOTE: coded as 4 –	
		governed by	
		employment contract	
UWS (UK, 2004)		NOTE: coded as 4 –	
		governed by	
		employment contract	
EAER (UK, 2005)		NOTE: coded as 4 –	
		governed by	
		employment contract	
BLUW (CH, LA, NY,		NOTE: coded as 4 –	
2008)		laws do not apply	

LV01G2 Access to Public Holiday Leave

1 Yes

2 No

Don't know/refused 97

Not applicable Missing 98

99

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	H1a	Label: Were you asked to work on [fill holiday] Items: 1= yes; 5= no (includes place of employment was closed for this holiday); 6= respondent sets own hours; 7= respondent began working after [fill holiday] Missing: 8= don't know; 9= refused	NOTE: holiday includes – Canada Day (July 1), Victoria Day, Good Friday, Christmas Day, Family Day	CODING: respondents who set own hours, are self- employed, or paid a flat fee coded as n/a
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	Holidays	Label: Over the past 5 years, have you had public holidays off with pay? Items: 0= no; 1= yes Missing: 2= don't know		CODING: 1= Yes

	I	m: . 1 1 1 1	T .	I
		Time period: within		
		the past 5 years		CODING: 0- Vee
	workholi	Label: If no, do you		CODING: 0= Yes
		work public holidays?		
		Items: 0= no;1= yes		
		Missing: 8= not		
		applicable; 9=		
		missing		
		Sub-population:		
		people that have not		
		had public holidays		
		off with pay		
		Time period: within		
		the past 5 years		
AWS (AU, 2007-11)	Q126e1 (1-5)	Label: Work		CODING: 1-3 = Yes;
		arrangements –		4= No
		worked on public		
		holidays		
		Items: 1= always; 2=		
		often; 3= sometimes;		
		4= never		
		Missing: 99= refused		
IAER (UK, 2000)	n/a			
UWS (UK, 2004)	n/a			
EAER (UK, 2005)	@qexpe6	Label: Experienced	FLAG: respondents	
		problem: holiday	can provide multiple	
		entitlement/holiday	responses – measure	
		pay	if respondent had a	
		Items: 0= no; 1= yes	problem – used as	
		Missing:	proxy	
		Sub-population:		
		people who		
		experienced problems		
		to do with rights at		
		work in the last 5		
		years		
		Time period: last 5		
		years		
	qexpers	Label: Whether		
	- *	respondent has		
		experienced any		
		problems in the last		
		five years		
		Items: 1= yes; 2= no		
		Missing:		
		Sub-population:		
		people who		
		personally have had a		
		problem with their		
		rights at work in the		
		last 5 years, either in		
		their current job or in		
		any previous job they		
		had during that time		
		Time period: last 5		
		years		
BLUW (CH, LA, NY,	n/a			
2008)				
2000)	l .			

LV02G1 ENTITLED TO ANNUAL VACATION LEAVE

- 1 Covered
- 2 Special rules
- 3 Exempt
- 4 Laws do not apply/governed by employment contract
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY				
(COUNTRY	VARIABLE		VARIABLE-SPECIFIC	HARMONIZATION
, YEAR)	CODE	VARIABLE DETAILS	NOTES/COMMENTS	NOTES/COMMENTS
SESC (ON, 2012)	NAICS	VARIABLE DETAILS Label: Naics 2007 4-digit identifier Items: 1= 1114; 2= 1121; 3= 1122; 4= 2361; 5= 2362; 6= 2382; 7= 3212; 8= 3251; 9= 3253; 10= 4121; 11= 4171; 12= 4412; 13= 4413; 14= 4441; 15= 4442; 16= 4451; 17= 4461; 18= 4481; 19= 4482; 20= 4511; 21= 4521; 22= 4529; 23= 4531; 24= 4532; 25= 4533; 26= 4841; 27= 4854; 28= 5171; 29= 5221; 30= 5223; 31= 5241; 32= 5242; 33= 5312; 34= 5313; 35= 5321; 36= 5322; 37= 5411; 38= 5412; 39= 5416; 40= 5418; 41= 5613; 42= 5614; 43= 5616; 44= 5617; 45= 5621; 46= 6111; 47= 6113; 48= 6213; 49= 6216; 50= 6241; 51= 6244; 52= 7111; 53= 7113; 54= 7139; 55= 7211; 56= 7221; 57= 7222; 58= 8111; 59= 8121; 60= 8122; 61= 8129; 62= 9139 Missing; 9999	NOTES/COMMENTS NOTE: based on NAICS 2007	NOTES/COMMENTS CODING: data file had NAICS 4 digit codes — codes were deciphered using NAICS 2007 coding structure, then harmonized based on harmonized variable
	Noc	Label: Naics 2007 4-digit identifier Items: 1= B514; 2= B522; 3= B531; 4= G311; 5= H413; 6= A211; 7= A371; 8= B511; 9= B514; 10= B522; 11= B531; 12= B532; 13= B533; 14= B534; 15= B542; 16= B553; 17= B563; 18= B571; 19= B574; 20= C012; 21= C111; 22= C151; 23= C182; 24= D112; 25= D235; 26= D313; 27= E033; 28= E211; 29= E213; 30= E217; 31= F034; 32= F125; 33= F152; 34= F154; 35= G011; 36= G012; 37= G111; 38= G211; 39= G311; 40= G411; 41= G412; 42= G511; 44= G513; 45= G631; 46= G731; 47= G811; 48= G911; 49=	NOTE: based on NOC 2006 4 digit identifier	CODING: numeric codes were deciphered using NOCS 2006 structure, then coded according to harmonized variable

			1	
SWPA (ON, 2020) SESV (ON, 2011)	(coded manually)	G931; 50= G932; 51= G933; 52= G942; 53= G961; 54= G972; 55= G973; 56= GO11; 57= H712; 58= H714; 59= H812; 60= H821; 61= H831; 62= I011; 63= I021; 64= I022; 65= I212; 66= J212; 67= J223 Missing: AAAA Exemptions were coded manually based on the participant's responses to questions about their job characteristics. Label: What type of job do you have?		CODING: open-ended responses coded based
2011)		Items: open-ended responses Missing: Time period: within the past 5 years		on MOL special rules tool
AWS (AU, 2007-11)	Foer1-5	Label: Form of employment- corrected self-description Items: 1= permanent; 2= fixed term contract; 3= casual; 9= self- employed Missing: 4= don't know	NOTE: refers to main job; looking at current status	CODING: created dummy variable where 1= Covered, 9= Not applicable, else= Not employee
	q751-5	Label: Employer Items: 1= for an employer; 2= in your own business (includes self- employed or contractors); 9= unsure Missing:		
IAER (UK, 2000)		, and the second		CODING: all respondents coded as covered
UWS (UK, 2004)	Q47_soc	Label: SOC coding of workplace of screened job Items: 1= 112; 2= 113; 3= 115; 4= 116; 5= 118; 6= 12; 7= 122; 8= 123; 9= 211; 10= 212; 11= 213; 12= 231; 13= 232; 14= 243; 15= 245; 16= 311; 17= 313; 18= 321; 19= 323; 20= 331; 21= 342; 22= 343; 23= 352; 24= 353; 25= 354; 26= 355; 27= 356; 28= 411; 29= 412; 30= 543; 31= 414; 32= 415; 33= 421; 34= 511; 35= 521; 36= 522; 37= 523; 38= 524; 39= 531; 40= 532; 41= 534; 42= 542; 43= 543; 44= 549; 45= 611; 46= 612; 47= 613; 48= 621; 49= 622; 50= 623; 51= 625; 52= 629; 53= 654; 54= 711; 55= 712; 56= 721; 57= 811; 58= 812; 59= 813; 60= 814; 61= 821; 62= 822; 63= 823; 64= 911; 65= 912; 66= 913; 67= 914; 68= 921; 69= 922; 70= 923; 71= 924; 72= 925 Missing: unclassified Time period: last 3 years	FLAG: numeric categories highlighted in yellow are categories that could not be matched to the SOC 2000 structure (they are placed in the missing category); categories highlighted in pink are categories where at the 4 digit level, there were some categories that could have gone into more appropriate categories when harmonizing to the NOC-S 2006, however since 3 digits are only available the categories were harmonized into the most relevant NOC-S 2006 category (depending on which category dominated) NOTE: based on SOC	CODING: used SOC 2000 to classify UWS numeric categories into NOC-S 2006

			2000 (3-digit)	
	Q46_sic	Label: SIC coding of workplace of screened job Items: long list Missing: 99999= unclassified industry Time period: last 3 years	NOTE: based on SIC 2003 (4-digit); pertains to screened job	CODING: data file had SIC 2003 4 digit codes – codes were deciphered using SIC 2003 coding structure, then harmonized based on NAICS 2007 structure
	Q66	Label: Current employment status Items: 1= employed; 2= working for yourself; 3= unemployed; 4= retired Missing: 99998= refused Sub-population: people (includes respondents who in their most recent job (if not employed at the moment) in a job prior to their current or most recent job had difficulties/concerns/worries over the last 3 years) Time period: last 3 years	NOTE: survey includes respondents working for an employer or in past 3 years and had a problem, concern or difficulty with that job NOTE: coded as 1 – all employees and workers	
EAER (UK, 2005)	Soc20001	Label: Items: long list Missing: Time period: last 2 years	NOTE: based on SOC 2000 (4 digit); refers to current employer; if not currently an employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	
	Sic92l	Label: Sic 1992 4 digit Items: long list Missing values: -1= don't know Time period: last 2 years	NOTE: based on SIC 1992 (4 digit); refers to current employer; if not currently an employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	
	qact	Label: Respondent's current activity Items: 1= working as an employee; 2= self-employed; 3= working solely as an employer; 4= in full-time education; 5= looking after the home or family; 6= permanently retired from work; 7= unemployed and seeking work; 8= waiting to take up paid work		

	already obtained; 9= on a		
	government work training scheme;		
	10= doing unpaid work for a		
	business that you own, or that a		
	relative owns; 11= permanently		
	sick or disabled; 12= temporarily		
	unable to work because of short		
	term illness; 13= other; 15= no		
	answer		
	Missing: -1= don't know		
	Time period: last two years		
DITTI	Time period: last two years	NOTE 1 1	
BLUW		NOTE: coded as 4 –	
(CH, LA,		laws do not apply	
NY, 2008)			
111, 2000)			

LV02G2 Access to Annual Vacation Leave

- 1 Yes
- 2 No
- Don't know/refused Not applicable Missing 97
- 98
- 99

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	I1d	Label: Have you – not been getting your entitled vacation Items: 1= yes; 5= no Missing: 8= don't know; 9= refused		
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	n/a			
AWS (AU, 2007- 2011)	Q104b (1-54)	Label: Paid annual/holiday leave Items: 1= yes; 2= no; Missing: 9= don't know; 99= refused		
IAER (UK, 2000)	n/a			
UWS (UK, 2004)	n/a			
EAER (UK, 2005)	n/a			
BLUW (CH, LA, NY, 2008)	jb19	Label: Employer allows vacation days Items: 1= yes; 5= no Missing: -7= na to second employment; -6= not paid; -5= exempt; -4= missing; -3= n/a; -2= refused; -1= don't know; 8= don't know; 9= refused	NOTE: variable measures if employer allows respondent to take vacation days, not whether respondent takes them; paid or unpaid days	

LV03G1 Access to Personal Leave

- 1 Yes
- 2 No
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

*This variable is interested in measuring statutory sick days. This variable includes for sick days/leave for self, family responsibilities, and/or taking care of dependants – interested in time off for own sick days and when taking care of dependents.

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	I1e	Label: Have you – not been getting your sick leave Items: 1= yes; 5= no Missing: 8= don't know; 9= refused		
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	sickdays	Label: What benefits are provided in your job? – paid sick days Items: 0= not selected; 1= selected Missing: Time period: within the past 5 years		
AWS (AU, 2007-11)	Q1381g	Label: Paid personal or careers leave Items: 1= yes; 2= no; 3= doesn't apply Missing: 9= don't know; 99= refused		
IAER (UK, 2000)	q5f	Label: Does your employer offer time off for dependents Items: 1= yes; 2= no Missing: 3= don't know; 98; 99 Time period: previous year	NOTE: time off for emergencies, for example to meet caring responsibilities	
UWS (UK, 2004)	Q6_2 Q6_4	Label: Taking time off problems - sickness Items: 0= no; 1= yes Missing: Sub-population: people that have had problems with taking time off Time period: within the last 3 years Label: Taking time	FLAG: these	

	T			
		off problems – taking	variables measure if	
		care of family	the respondent had a	
		members or relatives	problem taking time	
		Items: 0= no; 1= yes	off – they are used as	
		Missing:	a proxy	
		Sub-population:		
		people that have had		
		problems with taking		
		time off		
		Time period: within		
EAED (IIII 2005)	0 2	the last 3 years	TI AC	
EAER (UK, 2005)	@qexpe3	Label: Experienced	FLAG: respondents	
		problem – taking time	can provide multiple	
		off to look after a	responses – measure	
		dependent child or	if respondent had a	
		relative in an	problem – used as	
		emergency	proxy	
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people who		
		experienced problems		
		to do with rights at		
		work in the last 5		
		years		
		Time period: last 5		
		years		
	qexpers	Label: Whether		
		respondent has		
		experienced any		
		problems in the last		
		five years		
		Items: 1= yes; 2= no		
		Missing:		
		Sub-population:		
		people that personally		
		have had a problem		
		with their rights at		
		work in the last 5		
		years, either in their		
		current job or in any		
		previous job they had		
		during that time		
		Time period: last 5		
DITIM/CILLA MIN	;b20a	years	NOTE: variable	
BLUW (CH, LA, NY,	jb20a	Label: Employer		
2008)		allows sick days	measures if employer	
		Items: 1= yes; 5= no	allows respondent to	
		Missing: -7= n/a to	take sick days, not	
		secondary emps; -6=	whether respondent	
		not paid; -5= exempt;	takes them	
		-4= missing; -3= n/a;		
		-2= refused; -1= don't		
		know; 8= don't know;		
		9= refused		

LV04G1 QUALIFIED FOR PARENTAL LEAVE

Includes maternity leave, paternity leave, and parental leave.

- 1 Covered
- 2 Not covered (i.e exempted, special rules, covered under state system, etc.)
- 3 Laws do not apply/governed by employment contract
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	NAICS	Label: Naics 2007 4- digit identifier Items: 1= 1114; 2= 1121; 3= 1122; 4= 2361; 5=parental 2362; 6= 2382; 7= 3212; 8= 3251; 9= 3253; 10= 4121; 11= 4171; 12= 4412; 13= 4413; 14= 4441; 15= 4442; 16= 4451; 17= 4461; 18= 4481; 19= 4482; 20= 4511; 21= 4521; 22= 4529; 23= 4531; 24= 4532; 25= 4533; 26= 4841; 27= 4854; 28= 5171; 29= 5221; 30= 5223; 31= 5241; 32= 5242; 33= 5312; 34= 5313; 35= 5321; 36= 5322; 37= 5411; 38= 5412; 39= 5416; 40= 5418; 41= 5613; 42= 5614; 43= 5616; 44= 5617; 45= 5621; 46= 6111; 47= 6113; 48= 6213; 49= 6216; 50= 6241; 51= 6244; 52= 7111; 53= 7113; 54= 7139; 55= 7211; 56= 7221; 57= 7222; 58= 8111; 59= 8121; 60= 8122; 61= 8129; 62= 9139 Missing: 9999	NOTE: based on NAICS 2007	CODING: data file had NAICS 4 digit codes – codes were deciphered using NAICS 2007 coding structure, then harmonized based on harmonized variable
	C4	Label: Naics 2007 4- digit identifier Items: 1= B514; 2= B522; 3= B531; 4= G311; 5= H413; 6= A211; 7= A371; 8=	NOTE: based on NOC 2006 4 digit identifier	CODING: numeric codes were deciphered using NOCS 2006 structure then coded according to harmonized

	DE11. 0- DE14. 10-	wariable
	B511; 9= B514; 10= B522; 11= B531; 12=	variable
	B532; 13= B533; 14=	
	B532, 15- B533, 14- B534; 15= B542; 16=	
	B553; 17= B563; 18=	
	B571; 19= B574; 20=	
	C012; 21= C111; 22=	
	C151; 23= C182; 24=	
	D112; 25= D235; 26=	
	D313; 27= E033; 28=	
	E211; 29= E213; 30=	
	E217; 31= F034; 32=	
	F125; 33= F152; 34=	
	F154; 35= G011; 36=	
	G012; 37= G111; 38=	
	G211; 39= G311; 40=	
	G411; 41= G412; 42=	
	G511; 43= G513; 44=	
	G631; 45= G731; 46=	
	G811; 47= G911; 48=	
	G931; 49= G932; 50=	
	G933; 51= G942; 52=	
	G961; 53= G972; 54=	
	G973; 55= GO11;	
	56= H712; 57= H714;	
	58= H812; 59= H821;	
	60= H831; 61= I011;	
	62= I021; 63= I022;	
	64= I212; 65= J212;	
	66= J223	
	Missing: AAAA	
C5@mth	Label: Which	
	statement best reflects	
	your work	
	Items: 1= hours	
	change depending on	
	the season; 2= only	
	work this job some	
	seasons of the year,	
	and get laid off the	
	rest; 3= generally	
	work the same hours	
	all year round	
	Missing: 8= don't	
CF.O	know; 9= refused	
C5@yr	Label: When did you	
	start working in this	
	job this season -	
	month	
	Range: 0, 1-12	
	Missing: 9998= don't	
	know; 9999= refused	
	Sub-population:	
	people who only	
	work the job some seasons of the year,	
	and get laid off the	
	rest	

	I		I	I
	C7@mth	Label: When did you start working in this job this season - year Range: 0, 2009-2012 Missing: 9998= don't know; 9999= refused Sub-population: pe Parental ople who only work the job some seasons of the year, and get laid off the rest Label: When did you start working in this job - month Range: 0, 1900-2012 Missing: 9998= don't know; 9999= refused Sub-population: people whose hours change depending on	FLAG: custom variable calculates 12 weeks not 13 weeks as per entitlement requirements; off by 1 week	CODING: created custom month variable to calculate the number of months employees employed in the year of surveys have been working; those working less than or equal to 3
		the season or generally work the same hours all year round		months do not quality/entitled to parental leave
SWPA (ON, 2020)	(coded manually)	Exemptions were coded manually based on the participant's responses to questions about their job characteristics.		
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	Q751 (1-5)-	Label: Employer Items: 1= for an employer; 2= in your own business (includes self- employed or contractors; 9= unsure Missing:	NOTE: refers to main job; looking at current status	CODING: created dummy variable where 1= employee, else= not employee
	TENURE1 (1-5)	Label: Tenure with current employer Range: 0-45 (years) Missing:	NOTE: includes self- employed and employees; 'when did you start working for [in your own business/your current employer]	CODING: created dummy variable where 1= 1+ tenure years; 0= less than 1 year
IAER (UK, 2000) UWS (UK, 2004)	q6i1	Label: How long have you worked for your current employer? Range: 0-40 (years or months where available) Missing: 98; 99 Time period: previous year	NOTE: refers to current employer or last employer	CODING: created dummy variable where 1= 1+ tenure years; 0= less than 1 year
5 .75 (513, 2007)	1 22 2		I.	

EAER (UK, 2005)	Q67	Label: Number of	NOTE: a value of 0 is	CODING: created
		years respondent (has) worked for current/last employer Range: 0-48 (years) Missing: Sub-population: current employee or where last worked as employee (in past 2 years) Time period: last two years	meaningful (less than 1 year) – excludes time spent temping at organisation before being directly employed by current employer; refers to current employer; if not currently an employee than relates to organization where last worked as an employee; if more than one job than relates to main activity (job which accounts for greatest number of hours)	dummy variable where 1= 1+ tenure years; 0= less than 1 year
BLUW (CH, LA, NY, 2008)	CITY_1	Label: City code Items: 1= Chicago; 2= Los Angeles; 3= New York Missing: -7= n/a to secondary emps; -6= not paid; -5= exempt; -4= missing; -3= na; - 2= refused; -1= don't know		
	nemp	Label: Last week, how many different employers did you work for? (employer - person or company who pays you) Range: 1-10; 1= one employer Missing: 97= varies, not sure; -7= na to 2ndary emps; -6= not paid; -5= exempt; -4= missing; -3= n/a; -2= refused; -1= d/k; 99= refused	NOTE: respondents are included in the survey only if they worked 8+ hours previous week or this week; the worker may be paid by an agency to take care of two of her clients, but for the third client she is paid directly by the family; in this case the worker has 2 employers (the agency that pays her to take care of two clients and the family who pays her directly); if a worker says "I get paid by my customers" or "I get paid by my clients" the key is to communicate that we will be calling these clients/customers "employers" for the purpose of the survey; survey	

		includes current employees	
Jb16d	Label: Number of employees at job site Items: 0= no other employees; 1= 1-4 employees; 2= 5-9; 3= 10-19; 4= 20-49; 5= 50-99; 6= 100-249; 7= 250-499; 8= 500 or more Missing: 7= na to 2ndary emps; -6= not paid; -5= exempt; -4= missing; -3= na; -2= refused; -1= dk; 98= don't know; 99= refused/md Sub-population: people that work in one location	NOTE: references main employer; main employer is the business or individual for which respondent worked the most hours last week	CODING: created dummy variable called 'estab'; 1= over 50 employees in establishment; 0= under 50 employees
Jb11_yr	Label: started working for main employer: year Missing: -7= n/a to secondary emps; -6= not paid; -5= exempt; -4= missing; -3= na; -2= refused; -1= don't know; 9998= don't know; 9999= refused	FLAG: cannot include certain baseline criteria: 1. working 1,250 hours during previous year; 2. location of employer within 75-mile radius NOTE: New York – laws do not apply NOTE: coded as 3-laws do not apply	CODING: calculate tenure years for jb11_yr where 1=over one year with main employer; 0= under 1 year with main employer

LV04G2 Access to Parental Leave

Includes maternity leave, paternity leave, and parental leave.

- 1 Yes
- 2 No
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY (COUNTRY, YEAR) SESC (ON, 2012)	VARIABLE CODE n/a	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SWPA (ON, 2020)	(coded manually)	Exemptions were coded manually based on the participant's responses to questions about their job characteristics.		

SESV (ON, 2011)	n/a		
AWS (AU, 2007-11)	n/a		
IAER (UK, 2000)	q5a	Label: Does your employer offer parental leave? Items: 1 = yes; 2 = no Missing: 3; 98; 99 Time period: reference year or within the last 5 years	
	q5k	Label: Does your employer offer paternity leave to fathers? Items: 1 = yes; 2 = no Missing: 3; 98; 99 Time period: reference year or within the last 5 years	
UWS (UK, 2004)	n/a		
EAER (UK, 2005)	n/a		
BLUW (CH, LA, NY, 2008)	n/a		

COMPLAINTS AND ENFORCEMENT (CE)

This module captures workers' experiences with violations of labour standards, health and safety standards, and human rights codes. It includes information about workers' sources of advice, the actions that they take when they experience a violation – including filing formal complaints – and the outcomes of those actions. It also considers workers' reasons for not taking action when a violation is experienced.

CE01G1 SOUGHT ADVICE REGARDING COMPLAINT

- 1 Yes2 No
- 3 No complaint
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	I5a	Label: Did you get	NOTE: in reference	
		advice from anyone	to the biggest	
		about what to do	problem	
		about the problem		
		Items: 1= yes; 5= no		
		Missing: 8= don't		
		know; 9= refused Sub-population:		
		people that		
		experienced problems		
		at work		
SWPA (ON, 2020)	Q12	Label: Have you		
5 (111 (011, 2020)	Q12	gotten help or advice		
		from anyone about to		
		deal with this		
		problem?		
		Items: 1= yes; 2= no		
		Missing: 00= missing		
		Time period: 2017-19		
SESV (ON, 2011)	Talkco	Label: If yes, what	NOTE: in reference	CODING: 8 = Not
		did you do about the	to problems in	applicable
		problem: talked to	general (options are	CODING: 0= no ES
		coworker	ES related issues)	complaint
		Items: 0= no; 1= yes		
		Missing: 8= not		
		applicable; 9=		
		missing		
		Sub-population:		
		people that have had problems at work		
		Time period: within		
		the past 5 years		
	Talkfam	Label: If yes, what	FLAG: respondents	CODING: combined

AWS (AU, 2007-11)	n/a	did you do about the problem: talked to family and friends Items: 0= no; 1= yes Missing: 8= not applicable; 9= missing Sub-population: people that have had problems at work Time period: within the past 5 years	can provide multiple responses NOTE: in reference to problems in general (options are es related issues)	variables to create a proxy for 'seeking' advice; recode missing in core variables
IAER (UK, 2000)	Q2a	Label: Have you personally experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years	CODING: turn q2a into a dichotomous variable called 'prob'	
	Q2f	Label: Did you seek help or advice from anyone regarding the situation Items: 1= yes; 2= no; 3= don't know Missing: 98; 99 Sub-population: employees that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years	NOTE: does not include respondents that experienced problems with health and safety – in reference to the most recent problem	
UWS (UK, 2004) EAER (UK, 2005)	Q18 Qadvice	Label: Did you seek advice or discuss what to do with any person or organisation Items: 1= yes; 2= no; 99999= don't know Missing: Time period: within the last 3 years Label: Whether	FLAG: category 3 is not available NOTE: problems experienced in any job in the last 3 years	

respondent tried to get advice or information in relation to their problem Items: 1= yes; 2= no; Missing: -1= don't know, 4= not stated Sub-population: people who experienced problems at work Time period: last 5 years qexpers Qexpers Label: Whether respondent has experienced any problems in the last five years Items: 1= yes; 2= no Missing: Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: the last 5 years BLUW (CH, LA, NY, 2008)				
information in relation to their problem Items: 1= yes; 2= no; Missing: -1= don't know, 4= not stated Sub-population: people who experienced problems at work Time period: last 5 years Qexpers				
relation to their problem Items: 1= yes; 2= no; Missing: -1= don't know, 4= not stated Sub-population: people who experienced problems at work Time period: last 5 years qexpers Label: Whether respondent has experienced any problems in the last five years Items: 1= yes; 2= no Missing: Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: the last 5 years BLUW (CH, LA, NY, N/a				
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Sub-population: people who experienced problems at work Time period: last 5 years qexpers Label: Whether respondent has experienced any problems in the last five years Items: 1= yes; 2= no Missing: Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: the last 5 years BLUW (CH, LA, NY, n/a			Missing: -1= don't	
people who experienced problems at work Time period: last 5 years qexpers Label: Whether respondent has experienced any problems in the last five years Items: 1= yes; 2= no Missing: Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: the last 5 years BLUW (CH, LA, NY, n/a			know, 4= not stated	
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experienced problems at work Time period: last 5 years qexpers Label: Whether respondent has experienced any problems in the last five years Items: 1= yes; 2= no Missing: Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: the last 5 years BLUW (CH, LA, NY, n/a				
at work Time period: last 5 years qexpers Label: Whether respondent has experienced any problems in the last five years Items: 1= yes; 2= no Missing: Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: the last 5 years BLUW (CH, LA, NY, n/a				
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problems in the last five years Items: 1= yes; 2= no Missing: Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: the last 5 years BLUW (CH, LA, NY, n/a				
five years Items: 1= yes; 2= no Missing: Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: the last 5 years BLUW (CH, LA, NY, n/a				
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years, either in their current job or in any previous job they had during that time Time period: the last 5 years BLUW (CH, LA, NY, n/a				
current job or in any previous job they had during that time Time period: the last 5 years BLUW (CH, LA, NY, n/a			l l	
previous job they had during that time Time period: the last 5 years BLUW (CH, LA, NY, n/a				
during that time Time period: the last 5 years BLUW (CH, LA, NY, n/a				
Time period: the last 5 years BLUW (CH, LA, NY, n/a				
BLUW (CH, LA, NY, n/a 5 years				
BLUW (CH, LA, NY, n/a			Time period: the last	
			5 years	
2008)		n/a		
	2008)			

CE02G1 FURTHER ACTION TO SOLVE COMPLAINT

- 1 Yes
- 2 No
- 3 No complaint
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

Note that this variable refers to action beyond seeking advice; those who sought advice but did not take further action are thus coded as "No".

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	19	Label: Did you do anything else about	NOTE: in reference to biggest problem	

	T	1.1	I	
		the problem		
		Items: 1= yes; 5= no		
		Missing: 8= don't		
		know; 9= refused		
		Sub-population:		
		people that had a		
		problem at work		
SWPA (ON, 2020)	Q14	Label: Have you		
	,	taken any specific		
		actions to try to solve		
		the problem?		
		Items: 1= yes; 2= no		
		Missing: 00= missing		
		Time period: 2017-19		
SESTI (ON 2011)	Askboss		NOTE: in reference	
SESV (ON, 2011)	ASKUUSS	Label: If yes, what		
		did you do about the	to problems at work	
		problem: asked boss	in general	
		to pay		
		Items: 0= no; 1= yes		
		Missing: 8= not		
		applicable; 9=		
		missing		
		Sub-population:		
		people that have had		
		problems at work		
		Time period: within		
		the past 5 years		
	Askco	Label: If yes, what	NOTE: in reference	
	ASKCO	did you do about the	to problems at work	
			_	
		problem: went with	in general	
		coworkers, asked		
		boss to pay		
		Items: 0= no; 1= yes		
		Missing: 8= not		
		applicable; 9=		
		missing		
		Sub-population:		
		people that have had		
		problems at work		
		Time period: within		
		the past 5 years		
		Label: If yes, what	NOTE: in reference	
	Molcomp	did you do about the	to problems at work	
	Wioicomp	problem: filed a	in general	
		1 *	in general	
		complaint at Ministry		
		of Labour		
		Items: 0= no; 1= yes		
		Missing: 8= not		
		applicable; 9=		
		missing		
		Sub-population:		
		people that have had		
		problems at work		
		Time period: within		
		the past 5 years		
	I	uic past 5 years	1	

	Court	Label: If yes, what did you do about the problem: went to small claims court Items: 0= no; 1= yes Missing: 8= not applicable; 9= missing Sub-population: people that have had problems at work Time period: within the past 5 years	FLAG: respondents can provide multiple responses NOTE: in reference to problems at work in general	CODING: combined variables to create a proxy for taking action; recode missing in core variables
AWS (AU, 2007-11) IAER (UK, 2000)	n/a Q2q	Label: Did you take any other steps to try and remedy the situation Items: 1= yes; 2= no Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years	NOTE: does not include respondents that experienced problems with health and safety; in reference to their most recent problem	CODING: recode missing in core variables
UWS (UK, 2004)	Q13	Label: Did you do anything about any of those concerns or worries in that job Items: 1= yes; 2= no; 3= can't remember Missing: Time period: within the last 3 years Sub-population:	FLAG: category 3 is not available NOTE: problems experienced in any job in the last 3 years; 'doing something' is defined as any action to sort out the problem, from trying to do something with colleagues or friends, seeking advice, or support on what to do, or making a formal complaint, or applying to an employment tribunal; merely resigning from job is not counted as doing something; merely talking to friends is not counted as doing something	
EAER (UK, 2005)	Qothstp	Label: Whether respondent took any other steps to try to resolve the problem	NOTE: in reference to the most serious/main problem	

		Items: 1= yes; 2= no; Missing: 3= not stated Sub-population:		
		people that had a problem at work		
		Time period: last 5 years		
	qexpers	Label: Whether respondent has experienced any problems in the last 5 years Items: 1= yes; 2= no; 4= not stated Missing: -1= don't know Sub-population: people that personally have had a problem to do with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: last 5		
BLUW (CH, LA, NY, 2008)	Rt6	years Label: During the last 12 months, did you make a complaint? Items: 1= yes; 5= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to the most recent complaint; in reference to complaints by the respondent or with co-workers, about working conditions, by going to their employer, supervisor or going to a government agency – does not include attempts made to form a labor union	
	Rt9@a	Label: How did you make the complaint: discussed the problem with supervisor or employer Items: 1= yes; 5= no Missing:	Torin a lagor amon	
	Rt9@b	Label: How did you make the complaint: asked a lawyer, union representative, worker center, or other community group to complain to		

	I -	T	
	employer on your behalf		
	Items: 1= yes; 5= no		
	Missing:		
Rt9@c	Label: How did you		
	make the complaint:		
	filed a complaint with		
	an agency, like the		
	department of labor		
	or OSHA		
	Items: 1= yes; 5= no		
	Missing:		
Rt9@d	Label: How did you		
	make the complaint:		
	testified at a		
	hearing/particpated in		
	an official		
	investigation into a		
	claim		
	Items: 1= yes; 5= no		
	Missing:		
Rt9@f	Label: How did you	CODING: created	
	make the complaint:	custom variable that	
	other (specify)	calculates the number	
	Items: 1= yes; 5= no	of respondents that	
	Missing:	took action to remedy	
	J.	their complaint	
	I		I

CE03G1 COMPLAINT

1 Yes

2 No

97 Don't know/refused

98 Not applicable

99 Missing

*Includes: owed wages, overtime pay, holiday pay, vacation pay, late pay, etc.

Includes, o wearings	puj, non	vacation pa		
SURVEY			VARIABLE- SPECIFIC	HARMONIZATION
(COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	NOTES/COMMENTS	NOTES/COMMENTS
SESC (ON, 2012)	I1b	Label: Have you not		
		been paid – money		
		that was owed to you		
		Items: 1= yes; 5= no;		
		7= r volunteers		
		Missing: 7=not		
		applicable		
		(volunteers); 8= don't		
		know; 9= refused		
	I1g	Label: Have you not		
		been paid – for		
		overtime you worked		
		Items: 1= yes; 5= no;		
		7= r volunteers		

		Missing, O. don't		
		Missing: 8= don't		
	I1h	know; 9= refused		
	1111	Label: Have you – been paid less than		
		minimum wage		
		Items: 1= yes; 5= no;		
		7= r volunteers		
		Missing: 8= don't		
	T4.	know; 9= refused	TI AC	CODING
	I1i	Label: Have you not	FLAG: respondents	CODING: combine
		been getting – your	can provide multiple	variables into custom
		vacation pay	responses	variable called 'pay';
		Items: 1= yes; 5= no;	NOTE: not asking	recode missing in
		7= r volunteers	about pay for	core variables
		Missing: 8= don't	statutory holidays;	
		know; 9= refused	often vacation pay is	
			added at the rate of	
			4% of earnings every	
			pay check, or	
			employees are given	
			the equivalent of two	
			weeks paid holiday	
	Ici	Label: Have you -	NOTE: been asked to	
		been asked to work	work more than 48	
		too many hours	hours a week	
		Items: 1= yes; 5= no;		
		7= r volunteers		
		Missing: 8= don't		
		know; 9= refused		
	ifi	Label: Have you –		
		not been getting		
		breaks		
		Items: 1= yes; 5= no;		
		7= r volunteers		
		Missing: 8= don't		
	D	know; 9= refused		
	D	Label: Have you –		
		not been getting your		
		entitled vacation		
		Items: 1= yes; 5= no; 7= r volunteers		
		Missing: 8= don't		
		know; 9= refused		
	E	Label: Have you –		
	ப	not been getting your		
		sick leave		
		Items: 1= yes; 5= no;		
		7= r volunteers		
		Missing: 8= don't		
		know; 9= refused		
		Label: Have you had	FLAG: respondents	CODING: combine
	J	any other problems at	can provide multiple	variables into custom
		your job	responses	variable called
		Items: 1= yes	r	'hours'; recode
		(specify); 5= no; r		missing in core
		volunteers		variables
		Missing: 8= don't		
		know; 9= refused		
L	.	,	1	·

C15 Label: Have you been subjected to psychological harassment, that is, repeated verbal harassment or actions that affected your dignity or personal integrity Items: 1= yes; 5= no Missing; 8= don't know; 9= refused SWPA (ON, 2020) Q1_1 Label: Experienced pay problem: not getting paid late) Items: 1= yes; 2= no Missing; 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_2 Label: Experienced pay problem: not getting paid full amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_2 Label: Experienced pay problem: not getting paid full amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_3 Label: Experienced
psychological harassment, that is, repeated verbal harassment or actions that affected your dignity or personal integrity Items: 1= yes; 5= no Missing: 8= don't know: 9= refused SWPA (ON, 2020) Q1_1 Label: Experienced pay problem: not getting paid on time (being paid late) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_2 Label: Experienced pay problem: not getting paid full amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 [Value of the control of the
harassment, that is, repeated verbal harassment or actions that affected your dignity or personal integrity Items: 1= yes; 5= no Missing: 8= don't know; 9= refused SWPA (ON, 2020) Q1_1 Label: Experienced pay problem: not getting paid on time (being paid late) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_2 Label: Experienced pay problem: not getting paid full amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_2 Label: Experienced pay problem: not getting paid full amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19
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repeated verbal harassment or actions that affected your dignity or personal integrity Items: 1= yes; 5= no Missing: 8= don't know; 9= refused SWPA (ON, 2020) Q1_1 Label: Experienced pay problem: not getting paid on time (being paid late) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_2 Label: Experienced pay problem: not getting paid full amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Temperod: 2017-19 Q1_2 Label: Experienced pay problem: not getting paid full amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19
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that affected your dignity or personal integrity Items: 1= yes; 5= no Missing: 8= don't know; 9= refused SWPA (ON, 2020) Q1_1 Label: Experienced pay problem: not getting paid on time (being paid late) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_2 Label: Experienced pay problem: not getting paid full amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not getting paid full amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19
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integrity Items: 1= yes; 5= no Missing: 8= don't know; 9= refused SWPA (ON, 2020) Q1_1 Label: Experienced pay problem: not getting paid on time (being paid late) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_2 Label: Experienced pay problem: not getting paid full amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19
Items: 1= yes; 5= no Missing; 8= don't know; 9= refused Label: Experienced pay problem: not getting paid on time (being paid late) Items: 1= yes; 2= no Missing; 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_2 Label: Experienced pay problem: not getting paid full amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19
Missing: 8= don't know; 9= refused SWPA (ON, 2020) Q1_1 Label: Experienced pay problem: not getting paid on time (being paid late)
SWPA (ON, 2020) Q1_1 Label: Experienced pay problem: not getting paid on time (being paid late) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_2 Label: Experienced pay problem: not getting paid full amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19
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amount you were owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19
owed (being short pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19
pay) Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19
Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19
Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19
know/refused; 98= not applicable; 99= missing Time period: 2017-19
not applicable; 99= missing Time period: 2017-19
missing Time period: 2017-19
missing Time period: 2017-19
Time period: 2017-19
pay problem: not
getting paid vacation
pay
Items: 1= yes; 2= no
Missing: 97= don't
know/refused; 98=
not applicable; 99=
missing
Time period: 2017-19
Q1_4 Label: Experienced
pay problem: not
getting public holiday
pay when you did not
work on a public
holiday
Items: 1= yes; 2= no
Missing: 97= don't
know/refused; 98=
not applicable; 99=
missing
Time period: 2017-19
Q1_5 Label: Experienced
pay problem: not

	getting premium pay	
	when you worked on	
	a public holiday	
	Items: 1= yes; 2= no	
	Missing: 97= don't	
	know/refused; 98=	
	not applicable; 99=	
	missing	
	Time period: 2017-19	
Q1_6	Label: Experienced	
4 1_0	pay problem: not	
	getting premium pay	
	when you worked	
	overtime	
	I	
	Items: 1= yes; 2= no	
	Missing: 97= don't	
	know/refused; 98=	
	not applicable; 99=	
	missing	
	Time period: 2017-19	
Q1_7	Label: Experienced	
	pay problem: not	
	getting paid for extra	
	hours that you	
	worked beyond your	
	regular hours	
	Items: 1= yes; 2= no	
	Missing: 97= don't	
	know/refused; 98=	
	not applicable; 99=	
	missing	
	Time period: 2017-19	
Q1_9	Label: Experienced	
	hours/schedule	
	problem: being forced	
	to work on public	
	holidays	
	Items: 0= not	
	selected; 1= selected	
	Missing: none	
	Time period: 2017-19	
Q1_10	Label: Experienced	
A1 ⁻¹⁰	hours/schedule	
	problem: being	
	scheduled to work for	
	fewer hours than you	
	wanted	
	Items: 0= not	
	selected; 1= selected	
	Missing: none	
	Time period: 2017-19	
Q1_11	Label: Experienced	
	hours/schedule	
	problem: being	
	scheduled to work	
	more hours than you	
	wanted	
	Items: 0= not	
	items: 0= not	

		I	I
	selected; 1= selected		
	Missing: none		
	Time period: 2017-19		
Q1_12			
	hours/schedule		
	problem: having your		
	schedule changed at		
	the last minute,		
	without you		
	requesting it		
	Items: 0= not		
	selected; 1= selected		
	Missing: none		
	Time period: 2017-19		
Q1_13			
	hours/schedule		
	problem: receiving		
	your schedule at the		
	last minute		
	Items: 0= not		
	selected; 1= selected		
	*		
	Missing: none		
01.1	Time period: 2017-19		
Q1_14			
	hours/schedule		
	problem: having your		
	schedule change		
	drastically from week		
	to week, without you		
	requesting it		
	Items: 0= not		
	selected; 1= selected		
	Missing: none		
	Time period: 2017-19		
Q1_15			
	hours/schedule		
	problem: having the		
	number of hours that		
	you work change		
	drastically from week		
	to week without you		
	requesting it		
	Items: 0= not		
	selected; 1= selected		
	Missing: none		
	Time period: 2017-19		
Q1_16			
-	hours/schedule		
	problem: being		
	expected to work		
	before your scheduled		
	shift		
	Items: 0= not		
	selected; 1= selected		
	Missing: none		
	Time period: 2017-19		
Q1_17			
	other problem: being		
	other problem, being	1	<u> </u>

	1		T
		expected to work	
		after your scheduled	
		shift	
		Items: 0= not	
		selected; 1= selected	
		Missing: none	
		Time period: 2017-19	
	Q1_19	Label: Experienced	
		pay problem: not	
		getting paid	
		termination pay	
		and/or severance pay	
		Items: 0= not	
		selected; 1= selected	
		Missing: none	
		Time period: 2017-19	
	Q1_20	Label: Experienced	
	Q1_20	other problem:	
		harassment,	
		discrimination or	
		abuse	
		Items: 0= not	
		selected; 1= selected	
		Missing: none	
	04.24	Time period: 2017-19	
	Q1_21	Label: Experienced	
		other problem: other	
		problems	
		Items: 0= not	
		selected; 1= selected	
		Missing: none	
		Time period: 2017-19	
SESV (ON, 2011)	notpaid	Label: Over the past	CODING: 1 = Yes
		five years, have you	CODING: The
		had problems getting	overall harmonized
		all the wages owed to	variable was coded as
		you when you: not	Yes as long as one of
		paid for hours worked	these survey variables
		Items: 0= not	indicated a complaint
		selected; 1= selected	was made. Otherwise,
		Missing: 9= missing	the harmonized
		Time period: within	variable was coded as
		the past 5 years	No.
	befshift	Label: Over the past	CODING: 1 = Yes
		five years, have you	CODING: The
		had problems getting	overall harmonized
		all the wages owed to	variable was coded as
		you when you: work	Yes as long as one of
		before or after shift	these survey variables
		not paid	indicated a complaint
		Items: 0= not	was made. Otherwise,
		selected; 1= selected	the harmonized
		Missing: 9= missing	variable was coded as
		Time period: within	No.
		the past 5 years	110.
	noprem	Label: Over the past	CODING: 1 = Yes
	портеш	five years, have you	CODING: The
		live years, have you	CODING: THE

	T	had muchlama garrier	
		had problems getting	overall harmonized
		all the wages owed to	variable was coded as
		you when you:	Yes as long as one of
		overtime with no	these survey variables
		premium	indicated a complaint
		Items: 0= not	was made. Otherwise,
		selected; 1= selected	the harmonized
		Missing: 9= missing	variable was coded as
		Time period: within	No.
		the past 5 years	
Of	tnopay	Label: Over the past	CODING: 1 = Yes
		five years, have you	CODING: The
		had problems getting	overall harmonized
		all the wages owed to	variable was coded as
		you when you:	Yes as long as one of
		overtime with no pay	these survey variables
		Items: 0= not	indicated a complaint
		selected; 1= selected	was made. Otherwise,
		Missing: 9= missing	the harmonized
		Time period: within	variable was coded as
		the past 5 years	No.
	vageowed	Label: Over the past	CODING: 1 = Yes
W	ageowed	five years, have you	CODING: 1 – Yes CODING: The
			overall harmonized
		had problems getting	
		all the wages owed to	variable was coded as
		you when you: wages	Yes as long as one of
		owing not paid when	these survey variables
		left job	indicated a complaint
		Items: 0= not	was made. Otherwise,
		selected; 1= selected	the harmonized
		Missing: 9= missing	variable was coded as
		Time period: within	No.
		the past 5 years	
no	oterm	Label: Over the past	CODING: $1 = Yes$
		five years, have you	CODING: The
		had problems getting	overall harmonized
		all the wages owed to	variable was coded as
		you when you: fired	Yes as long as one of
		with no termination	these survey variables
		pay	indicated a complaint
		Items: 0= not	was made. Otherwise,
		selected; 1= selected	the harmonized
		Missing: 9= missing	variable was coded as
		Time period: within	No.
		the past 5 years	1.0.
V.	acaprob	Label: Over the past	CODING: 1-4 = Yes
"	асартоо	five years, have you	CODING: The
		had problems getting	overall harmonized
		your vacation pay	variable was coded as
		Items: 0= never; 1=	
			Yes as long as one of
		rarely; 2= sometimes;	these survey variables
		3= often; 4= always	indicated a complaint
		Missing: 8= don't	was made. Otherwise,
		know; 9= missing	the harmonized
		Time period: within	variable was coded as
		the past 5 years	No.
· · · · · · · · · · · · · · · · · · ·		the past 5 years	110.
	ounced	Label: Over the past	CODING: 1 = Yes

	T		T = = = = = =
		five years, have you	CODING: The
		experienced the	overall harmonized
		following –	variable was coded as
		paycheque bounced	Yes as long as one of
		Items: 0= not	these survey variables
		selected; 1= selected	indicated a complaint
		Missing: 9= missing	was made. Otherwise,
		Time period: within	the harmonized
		the past 5 years	variable was coded as
			No.
	Latepay	Label: Over the past	CODING: 1 = Yes
		five years, have you	CODING: The
		experienced any of	overall harmonized
		the following – late	variable was coded as
		pay	Yes as long as one of
		Items: 0= not	these survey variables
		selected; 1= selected	indicated a complaint
		Missing: 9= missing	was made. Otherwise,
		Time period: within	the harmonized
		the past 5 years	variable was coded as
			No.
	Overtime	Label: Over the past	CODING: 1 = Yes
		five years, have you	CODING: The
		ever worked more	overall harmonized
		than 44 hours in a	variable was coded as
		week at your job?	Yes as long as one of
		Items: 0= not	these survey variables
		selected; 1= selected	indicated a complaint
		Missing: 7= don't	was made. Otherwise,
		know; 9= missing	the harmonized
		Time period: within	variable was coded as
		the past 5 years	No.
	Tormpay	Label: Over the past	CODING: 1 = Yes
	Termpay	five years, have you	CODING: 1 – Yes CODING: The
		ever been fired or laid	overall harmonized
		off and not received	variable was coded as
		termination pay or	
		termination pay or termination notice?	Yes as long as one of these survey variables
		Items: 0= not	indicated a complaint
		selected; 1= selected	was made. Otherwise,
		Missing: 7= don't	the harmonized
		know 9= missing	variable was coded as
		Time period: within	No.
		the past 5 years	110.
	nostub	Label: Over the past	CODING: 1 = Yes
	เบรเนบ	five years, have you	CODING: T = Yes CODING: The
		experienced the	overall harmonized
		following – no pay	variable was coded as
		stub/deduction info	Yes as long as one of
		Items: 0= not	these survey variables
		selected; 1= selected	
			indicated a complaint
		Missing: 9= missing	was made. Otherwise, the harmonized
		Time period: within	variable was coded as
	1	the past 5 years	
		I I	l No
AWS (ATT 2007 11)	n/2		No.
AWS (AU, 2007-11) IAER (UK, 2000)	n/a Q2a	Label: Have you	No.

		1	T	
UWS (UK, 2004)	Prob2_1	personally experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years Label: Problems in	FLAG: respondents	
		screened job: pay related Items: 0= no; 1= yes Missing: Time period within the last 3 years	can provide multiple responses NOTE: in reference to screened job — respondent told to think about the one job over the last 3 years where they had their main concern/difficulty	
	Prob2_2	Label: Problems in screened job: job security Items: 0= no; 1= yes Missing: Time period: within the last 3 years	FLAG: respondents can provide multiple responses NOTE: in reference to screened job — respondent told to think about the one job over the last 3 years where they had their main concern/difficulty	
	Prob2_3	Label: Problems in screened job: opportunities Items: 0= no; 1= yes Missing: Time period: within the last 3 years	FLAG: respondents can provide multiple responses NOTE: in reference to screened job — respondent told to think about the one job over the last 3 years where they had their main concern/difficulty	
	Prob2_4	Label: Problems in screened job: discrimination Items: 0= no; 1= yes Missing: Time period: within	FLAG: respondents can provide multiple responses NOTE: in reference to screened job – respondent told to	

		I I
	the last 3 years	think about the one
		job over the last 3
		years where they had
		their main
		concern/difficulty
Prob2_5	Label: Problems in	FLAG: respondents
	screened job: taking	can provide multiple
	time-off	responses
	Items: 0= no; 1= yes	NOTE: in reference
	Missing:	to screened job –
	Time period: within	respondent told to
	the last 3 years	think about the one
		job over the last 3
		years where they had
		their main
		concern/difficulty
Prob2_6	Label: Problems in	FLAG: respondents
	screened job: working	can provide multiple
	hours	responses
	Items: 0= no; 1= yes	NOTE: in reference
	Missing:	to screened job –
	Time period: within	respondent told to
	the last 3 years	think about the one
		job over the last 3
		years where they had
		their main
		concern/difficulty
Prob2_7	Label: Problems in	FLAG: respondents
	screened job:	can provide multiple
	workload	responses
	Items: 0= no; 1= yes	NOTE: in reference
	Missing:	to screened job –
	Time period: within	respondent told to
	the last 3 years	think about the one
		job over the last 3
		years where they had
		their main
Dwoh? 0	I abalı Drahlama in	concern/difficulty
Prob2_8	Label: Problems in	FLAG: respondents
	screened job: health	can provide multiple
	and safety Items: 0= no; 1= yes	responses NOTE: in reference
	Missing:	to screened job –
	Time period: within	respondent told to
	the last 3 years	think about the one
	are tube o years	job over the last 3
		years where they had
		their main
		concern/difficulty
	Label: Problems in	FLAG: respondents
	screened job:	can provide multiple
	contract/job	responses
	description	NOTE: in reference
Prob2_9	Items: 0= no; 1= yes	to screened job –
	Missing:	respondent told to
	Time period: within	think about the one
	the last 3 years	job over the last 3
		years where they had

			their main concern/difficulty	
	Prob2_10	Label: Problems in screened job: work relations Items: 0= no; 1= yes Missing: Time period: within the last 3 years	FLAG: respondents can provide multiple responses FLAG: category 2 will be n/a – all respondents would have had a complaint (screening requirmeent) NOTE: in reference to screened job – respondent told to think about the one job over the last 3 years where they had their main concern/difficulty	
EAER (UK, 2005)	qexpers	Label: Whether respondent has experienced any problems in the last five years Items: 1= yes; 2= no Missing: Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: last 5 years	Concern/unitcuity	
BLUW (CH, LA, NY, 2008)	Rt6	Label: During the last 12 months, did you make a complaint Items: 1= yes; 5= no Missing:	NOTE: does not include attempts made to form a labour union — complaints made either by yourself or with co-workers, about your working conditions, by going to your employer, supervisor or going to a government agency	

CE03G2 PAY COMPLAINT

1 2 Yes No

- 3
- No complaint Don't know/refused Not applicable 97
- 98
- 99 Missing

*Includes: owed wages, overtime pay, holiday pay, vacation pay, late pay, etc.

Theraces, owen wage		iday pay, vacation pay	y, race pay, etc.	
SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	I1b	Label: Have you not been paid – money that was owed to you Items: 1= yes; 5= no; Missing: 7= not applicable (volunteers); 8= don't know; 9= refused		CODING: combine variables into custom variable called 'pay'; recode missing in core variables
	I1g	Label: Have you not been paid – for overtime you worked Items: 1= yes; 5= no; 7= r volunteers Missing: 8= don't know; 9= refused		CODING: combine variables into custom variable called 'pay'; recode missing in core variables
	I1h	Label: Have you – been paid less than minimum wage Items: 1= yes; 5= no; 7= r volunteers Missing: 8= don't know; 9= refused		CODING: combine variables into custom variable called 'pay'; recode missing in core variables
	I1i	Label: Have you not been getting – your vacation pay Items: 1= yes; 5= no; 7= r volunteers Missing: 8= don't know; 9= refused	FLAG: respondents can provide multiple responses NOTE: not asking about pay for statutory holidays – often vacation pay is added at the rate of 4% of earnings every pay check, or employees are given the equivalent of two weeks paid holiday	CODING: combine variables into custom variable called 'pay'; recode missing in core variables
SWPA (ON, 2020)	Q1_1	Label: Experienced pay problem: not getting paid on time or being paid late Items: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19		
	Q1_2	Label: Experienced pay problem: not		

getting paid full amount you were owed (being short pay) ltems: 1= yes; 2= no Missing: 97= don't know/retused: 98= not applicable; 99= missing Time period: 2017-19 Q1_3 Label: Experienced pay problem: not getting paid vacation pay ltems: 1= yes; 2= no Missing: 97= don't know/retused: 98= not applicable; 99= missing Time period: 2017-19 Q1_4 Label: Experienced pay problem: not getting public holiday pay when you did not work on a public holiday ltems: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_5 Label: Experienced pay problem: not getting premium pay when you worked on a public holiday ltems: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Label: Experienced pay problem: not getting premium pay when you worked on a public holiday ltems: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Label: Experienced pay problem: not getting premium pay when you worked overtime ltems: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing				
owed (being short pay) ltems: 1= yes; 2= no Missing: 97= don't know/refused: 98= not applicable; 99= missing Time period: 2017-19 Q1_3 Label: Experienced pay problem: not getting paid vacation pay ltems: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_4 Label: Experienced pay problem: not getting public holiday pay when you did not work on a public holiday pay when you did not work on a public holiday ltems: 1= yes; 2= no Missing: 97= don't know/refused: 98= not applicable: 99= missing Time period: 2017-19 Q1_5 Label: Experienced pay problem: not getting public gold pay problem: not getting publicable: 99= missing Time period: 2017-19 Q1_5 Label: Experienced pay problem: not getting premium pay when you worked on a public holiday ltems: 1= yes; 2= no Missing: 97= don't know/refused: 98= not applicable; 99= missing Time period: 2017-19 Q1_6 Q1_6 Label: Experienced pay problem: not getting premium pay when you worked overtime ltems: 1= yes; 2= no Missing: 97= don't know/refused: 98= not applicable; 99= missing Time period: 2017-19				
leans: 1 - yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_3 Label: Experienced pay problem: not getting paid vacation pay leans: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_4 Label: Experienced pay problem: not getting public holiday pay when you did not work on a public holiday leans: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_5 Label: Experienced pay problem: not getting premium pay when you worked on a public holiday leans: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_6 Label: Experienced pay problem: not getting premium pay when you worked on a public holiday leans: 1= yes; 2= no Missing: 297= don't know/refused; 98= not applicable; 99= missing Time period: 2017-19 Q1_6 Label: Experienced pay problem: not getting premium pay when you worked overtime leans: 1= yes; 2= no Missing: 97= don't know/refused; 98= not applicable; 99= missing				
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Time period: 2017-19				
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pay problem: not				
getting paid for extra				
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	combined
five years, have you all listed v	ariables
	lter variable
all the wages owed to	iter variable
you when you: not	
paid for hours worked	
Items: 0= not	
selected; 1= selected	
Missing: 9= missing	
Time period: within	
the past 5 years	
	combined
five years, have you all listed v	ariables
had problems getting into one fi	lter variable
all the wages owed to	
you when you: work	
before or after shift	
not paid	
Items: 0= not	
selected; 1= selected	
Missing: 9= missing	
Time period: within	
the past 5 years	
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you when you:	
overtime with no	
premium	
Items: 0= not	
selected; 1= selected	
Missing: 9= missing	
Time period: within	
the past 5 years	
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five years, have you all listed v	
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all the wages owed to	
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overtime with no pay	
Items: 0= not	
selected; 1= selected	
Missing: 9= missing	
Time period: within	
the past 5 years	
	combined
five years, have you all listed y	
	lter variable
all the wages owed to	

		T	1
	you when you: wages		
	owing not paid when		
	left job		
	Items: 0= not		
	selected; 1= selected		
	Missing: 9= missing		
	Time period: within		
	the past 5 years		
noterm	Label: Over the past		CODING: combined
	five years, have you		all listed variables
	had problems getting		into one filter variable
	all the wages owed to		
	you when you: fired		
	with no termination		
	pay		
	Items: 0= not		
	selected; 1= selected		
	Missing: 9= missing		
	Time period: within		
	the past 5 years		
vacaprob	Label: Over the past		CODING: combined
	five years, have you		all listed variables
	had problems getting		into one filter variable
	your vacation pay		CODING: create
	Items: 0= never; 1=		dichotomous variable
	rarely; 2= sometimes;		where category 0=
	3= often; 4= always		No; else= Yes
	Missing: 8= don't		110, 6156 165
	know; 9= missing		
	Time period: within		
	the past 5 years		
bounced	Label: Over the past		CODING: combined
bounced	five years, have you		all listed variables
	experienced the		into one filter variable
	following –		into one inter variable
	paycheque bounced		
	Items: 0= not		
	selected; 1= selected		
	Missing: 9= missing		
	Time period: within		
Latorari	the past 5 years	+	CODING: combined
Latepay	Label: Over the past		CODING: combined all listed variables
	five years, have you		into one filter variable
	experienced any of		into one miter variable
	the following – late		
	pay		
	Items: 0= not		
	selected; 1= selected		
	Missing: 9= missing		
	Time period: within		
	the past 5 years	EL A.C.	CODING
termpay	Label: Over the past	FLAG: respondents	CODING: combined
	five years, have you	can provide multiple	all listed variables
	ever been fired or laid	responses	into one filter variable
		NOTE: in reference	1
	off and not received		
	termination pay or	to all jobs in the past	
	l .		

		selected; 1= selected Missing: 7= don't know 9= missing Time period: within the past 5 years		
AWS (AU, 2007-11) IAER (UK, 2000)	n/a Q2c03	Label: Pay and written particulars Items: 0= no; 1= yes Missing: 98; 99 Sub-population: people that have personally experienced problems at work over the last 5 years in relation to their rights at work; in reference to the most recent problem if more than one Time period: within the last 5 years	FLAG: respondents can provide multiple responses NOTE: includes written statement of employment, unlawful deductions from wages, entitlements to national minimum wage, disputes regarding pay or benefits, unlawful changes to contracts in respect to pay and other terms and	
UWS (UK, 2004)	Prob2_1	Label: Problems in screened job: pay related Items: 0= no; 1= yes Missing: Time period: within the last 3 years	conditions FLAG: respondents can provide multiple responses; category 3 is n/a NOTE: in reference to screened job — respondent told to think about the one job over the last 3 years where they had their main concern/difficulty	
EAER (UK, 2005)	qexpers	Label: Whether respondent has experienced any problems in the last five years Items: 1= yes; 2= no Missing: Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: last 5 years		
	@qexpe6	Label: Whether respondent has experienced any problems in the last five years: holiday	FLAG: respondents can provide multiple responses	

	@qexpe9	entitlement/holiday pay Items: 0= no; 1= yes Missing: Sub-population: people experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether respondent has experienced any problems in the last five years: problems to do with pay Items: 0= no; 1= yes Missing: Sub-population: people experienced problems to do with rights at work in the last 5 years Time period: last 5	FLAG: respondents can provide multiple responses	
BLUW (CH, LA, NY, 2008)	Rt6	years Label: During the last 12 months, did you make a complaint? Items: 1= yes; 5= no Missing:	NOTE: does not include attempts made to form a labour union — complaints made either by yourself or with co-workers, about your working conditions, by going to your employer, supervisor or going to a government agency	CODING: used as a filter variable
	Rt8@a	Label: Most recent complaint made, what specifically did you complain about: paid below the minimum wage Items: 1= yes; 0= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint	
	Rt8@b	Label: Most recent complaint made, what specifically did you complain about: not paid for all hours worked Items: 1= yes; 0= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint	
	Rt8@d	Label: Most recent complaint made, what specifically did you complain about: not	NOTE: keeping in mind all jobs during the last 12 months; in reference to most	

	paid for overtime	recent complaint	
	Items: 1= yes; 0= no	*	
	Missing:		
Rt8@e	Label: Most recent	NOTE: keeping in	
	complaint made, what	mind all jobs during	
	specifically did you	the last 12 months; in	
	complain about: not	reference to most	
	paid on time	recent complaint	
	Items: 1= yes; 0= no	_	
	Missing:		
Rt8@f	Label: Most recent	NOTE: keeping in	
_	complaint made, what	mind all jobs during	
	specifically did you	the last 12 months; in	
	complain about:	reference to most	
	improper deductions	recent complaint	
	from paycheck	1	
	Items: 1= yes; 0= no		
	Missing:		
Rt8@l	Label: Most recent	FLAG: respondents	
	complaint made, what	can provide multiple	
	specifically did you	responses	
	complain about:	NOTE: keeping in	
	needed a raise/pay is	mind all jobs during	
	too low	the last 12 months; in	
	Items: 1= yes; 0= no	reference to most	
	Missing:	recent complaint	
	1,11001116,	recent complaint	

CE03G3 HOURS COMPLAINT

- 1 Yes
- 2 No
- 3 No complaint
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

*includes: being asked to work extra hours, not getting your entitled breaks, etc.

	to worm entra moure	3 33		
SURVEY			VARIABLE- SPECIFIC	HARMONIZATION
(COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	NOTES/COMMENTS	NOTES/COMMENTS
SESC (ON, 2012)	I1c	Label: Have you -	NOTE: been asked to	
		been asked to work	work more than 48	
		too many hours	hours a week	
		Items: 1= yes; 5= no;		
		Missing: 7= not		
		applicable		
		(volunteers); 8= don't		
		know; 9= refused		
	I1f	Label: Have you –	FLAG: respondents	CODING: combine
		not been getting	can provide multiple	variables into custom
		breaks	responses	variable called
		Items: 1= yes; 5= no;		'hours'; recode
		7= r volunteers		missing in core
		Missing: 8= don't		variables

		know; 9= refused	
SWPA (ON, 2020)	1_9	Label: Experienced	
	_	hours/schedule	
		problem: being forced	
		to work on public	
		holidays	
		Items: 0= not	
		selected; 1= selected	
		Missing: none	
		Time period: 2017-19	
	1_10	Label: Experienced	
		hours/schedule	
		problem: being	
		scheduled to work for	
		fewer hours than you	
		wanted	
		Items: 0= not	
		selected; 1= selected	
		Missing: none	
		Time period: 2017-19	
	1_11	Label: Experienced	
		hours/schedule	
		problem: being	
		scheduled to work	
		more hours than you	
		wanted	
		Items: 0= not	
		selected; 1= selected	
		Missing: none	
		Time period: 2017-19	
	1_12	Label: Experienced	
		hours/schedule	
		problem: having your	
		schedule changed at	
		the last minute,	
		without you	
		requesting it	
		Items: 0= not	
		selected; 1= selected	
		Missing: none	
		Time period: 2017-19	
	1_13	Label: Experienced	
		hours/schedule	
		problem: receiving	
		your schedule at the	
		last minute	
		Items: 0= not	
		selected; 1= selected	
		Missing: none	
		Time period: 2017-19	
	1_14	Label: Experienced	
		hours/schedule	
		problem: having your	
		schedule change	
		drastically from week	
		to week, without you	
		requesting it	
		Items: 0= not	

	I	I	I	I
		selected; 1= selected		
		Missing: none		
		Time period: 2017-19		
	1_15	Label: Experienced		
		hours/schedule		
		problem: having the		
		number of hours that		
		you work change		
		drastically from week		
		to week without you		
		requesting it		
		Items: 0= not		
		selected; 1= selected		
		Missing: none		
		Time period: 2017-19		
	1_16	Label: Experienced		
		hours/schedule		
		problem: being		
		expected to work		
		before your scheduled		
		shift		
		Items: 0= not		
		selected; 1= selected		
		Missing: none		
		Time period: 2017-19		
	1_17	Label: Experienced		
		other problem: being		
		expected to work		
		after your scheduled		
		shift		
		Items: 0= not		
		selected; 1= selected		
		Missing: none		
		Time period: 2017-19		
SESV (ON, 2011)	overtime	Label: Over the past		
		five years, have you		
		ever worked more		
		than 44 hours in a		
		week at your job?		
		Items: 0= not		
		selected; 1= selected		
		Missing: 7= don't		
		know; 9= missing		
		Time period: within		
		the past 5 years		
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2c02	Label: Working time	FLAG: respondents	
	-	Items: 0= no; 1= yes	can provide multiple	
		Missing: 98; 99	responses	
		Sub-population:	NOTE: in reference	
		people that have	to most recent	
		personally	problem – includes	
		experienced problems	days off, work	
		at work over the last 5	breaks, holiday	
		years in relation to	entitlement, working	
		rights at work	hours, overtime	
		Time period: within	,	
		the last 5 years		
L	1	Lie last 5 years	I	I.

UWS (UK, 2004)	Prob2_6	Label: Problems in screened job: working hours Items: 0= no; 1= yes Missing: Time period: within the last 3 years	FLAG: respondents can provide multiple responses; category 3 is n/a NOTE: in reference to screened job — respondent told to think about the one job over the last 3 years where they had their main concern/difficulty	
EAER (UK, 2005)	@qexpe1	Label: Whether respondent has experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people experienced problems to do with rights at work in the last 5 years Time period: last 5 years	FLAG: respondents can provide multiple responses	
	@qexpe7	Label: Whether respondent has experienced any problems in the last five years: taking rest breaks at work Items: 0= no; 1= yes Missing: Sub-population: people experienced problems to do with rights at work in the last 5 years Time period: last 5 years	FLAG: respondents can provide multiple responses	
	@qexpe8	Label: Whether respondent has experienced any problems in the last five years: the number of hours or days you were required to work Items: 0= no; 1= yes Missing: Sub-population: people experienced problems to do with rights at work in the	FLAG: respondents can provide multiple responses	

	lact 5 years		
	last 5 years		
	Time period: last 5		
	years		
qexpers	Label: Whether		
	respondent has		
	experienced any		
	problems in the last		
	five years		
	Items: 1= yes; 2= no		
	Missing:		
	Sub-population:		
	people that personally		
	have had a problem		
	with their rights at		
	work in the last 5		
	years, either in their		
	current job or in any		
	previous job they had		
	during that time		
	Time period: last 5		
	years		
Rt8@c	Label: Most recent	NOTE: keeping in	
Klowc			
	complaint made, what	mind all jobs during	
	specifically did you	the last 12 months; in	
	complain about:	reference to most	
	forced to work off the	recent complaint	
	clock		
	Items: 1= yes; 0= no		
- a a a	Missing:		
Rt8@k	Label: Most recent	NOTE: keeping in	
	complaint made, what	mind all jobs during	
	specifically did you	the last 12 months; in	
	complain about: bad	reference to most	
	schedule/shift	recent complaint	
	Items: 1= yes; 0= no		
	Missing:		
Rt8@j	Label: Most recent	FLAG: respondents	
- - -	complaint made, what	can provide multiple	
	specifically did you	responses	
	complain about: no	NOTE: keeping in	
	breaks, or not enough	mind all jobs during	
	breaks	the last 12 months; in	
	Items: 1= yes; 0= no	reference to most	
	Missing:	recent complaint	
	1,11001112.	recent complaint	

CE03G4 LEAVES COMPLAINT

- Yes 1
- 2 No
- 3
- No complaint
 Don't know/refused
 Not applicable
 Missing 97
- 98
- 99

*Includes: vacation leave, parental leave, sick leave, etc.

Thereaces, vacation is	Pave, parentai ieave,			
SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	IId	Label: Have you – not been getting your entitled vacation Items: 1= yes; 5= no Missing: 7= not applicable; 8= don't know; 9= refused		
	I1e	Label: Have you – not been getting your sick leave Items: 1= yes; 5= no Missing: 7= not applicable; 8= don't know; 9= refused	FLAG: respondents can provide multiple responses	CODING: combine variables into custom variable called 'leaves'; recode missing in core variables
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000) UWS (UK, 2004)	n/a Prob2_5	Label: Problems in screened job: taking time-off Items: 0= no; 1= yes	FLAG: respondents can provide multiple responses; category 3 is n/a	
		Missing: Time period: within the last 3 years	NOTE: in reference to screened job – respondent told to think about the one job over the last 3 years where they had their main concern/difficulty	
EAER (UK, 2005)	@qexpe2	Label: Taking parental leave — taking a set amount of unpaid time off work to spend with your children Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years	FLAG: respondents can provide multiple responses	
	@qexpe3	Label: Taking time off to look after a dependent child or relative in an emergency Items: 0= no; 1= yes Missing:	FLAG: respondents can provide multiple responses	

	T	T = -	I	T
		Sub-population:		
		people that		
		experienced problems		
		to do with rights at		
		work in the last 5		
		years		
		Time period: last 5		
		years		
	@qexpe4	Label: Maternity or	FLAG: respondents	
		paternity leave/pay	can provide multiple	
		Items: 0= no; 1= yes	responses	
		Missing:		
		Sub-population:		
		people that		
		experienced problems		
		to do with rights at		
		work in the last 5		
		years Time period: last 5		
		Time period: last 5		
		years	EL A C	
	@qexpe5	Label: Adoption leave	FLAG: respondents	
		or pay	can provide multiple	
		Items: 0= no; 1= yes	responses	
		Missing:		
		Sub-population:		
		people that		
		experienced problems		
		to do with rights at		
		work in the last 5		
		years		
		Time period: last 5		
		years		
	qexpers	Label: Whether		
	1 1 1 1	respondent has		
		experienced any		
		problems in the last		
		five years		
		Items: 1= yes; 2= no		
		Missing:		
		Sub-population:		
		people that personally		
		have had a problem		
		with their rights at		
		work in the last 5		
		years, either in their		
		current job or in any		
		previous job they had		
		during that time		
		Time period: last 5		
		years		
BLUW (CH, LA, NY,	Rt8@m	Label: Most recent	NOTE: keeping in	
2008)		complaint made, what	mind all jobs during	
		specifically did you	the last 12 months; in	
		complain about: lack	reference to most	
		of health insurance or	recent complaint	
		paid sick days	_	
		Items: 1= yes; 0= no		
		Missing:		
	l .	O•	I.	I

Rt6	Label: During the last	FLAG: respondents	
	12 months, did you	can provide multiple	
	make a complaint?	responses	
	Items: 1= yes; 5= no	NOTE: does not	
	Missing:	include attempts	
	_	made to form a	
		labour union –	
		complaints made	
		either by yourself or	
		with co-workers,	
		about your working	
		conditions, by going	
		to your employer,	
		supervisor or going to	
		a government agency	

CE03G5 **DISCRIMINATION COMPLAINT**

- 1 Yes
- 2 No
- 3
- No complaint
 Don't know/refused 97
- Not applicable Missing 98
- 99

SURVEY (COUNTRY, YEAR) SESC (ON, 2012)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
5255 (511, 2012)	11/4			
SWPA (ON, 2020)	q1_20	Label: Experienced other problem: harassment, discrimination, or abuse Items: 0= not selected; 1= selected Missing: none Time period: 2017-19		
	q131_3	Label: Which of the following do you experience in your job: discrimination related to you race, ethnicity, gender identity, sexual orientation, immigration status, age or another personal characteristics Items: 0= not selected; 1= selected Missing: 8888= skipped: discrimination related		

		I	T	T
		to your race,		
		ethnicity, gender		
		identity not selected		
		in Q4; 9999 =		
		missing		
		Time period: 2017-19		
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2c05	Label: Discrimination	FLAG: respondents	
	Q 333	Items: 0= no; 1= yes	can provide multiple	
		Missing: 98; 99	responses	
		Sub-population:	NOTE: in reference	
		people that have	to most recent	
		personally	problem – includes –	
		experienced problems	on grounds of sex,	
		at work over the last 5	marital status, race,	
		years in relation to	disability, etc. at	
		rights at work	recruitment or since	
		Time period: within	recruitment of since	
		the last 5 years		
	Q2a	Label: Have you		
	ب ده	personally		
		experienced any		
		problems at work		
		over the last 5 years		
		in relation to your		
		rights at work?		
		Items: 1= yes, once;		
		2= yes, more than		
		once; 3= no; 4= don't		
		know		
		Missing: 98; 99		
		Sub-population:		
		people that have		
		experienced problems		
		at work over the last 5		
		years in relation to		
		their rights at work		
		Time period: within		
LIMIC (LIIZ 2004)	Drob? 4	the last 5 years	EL A Carron au Janeta	
UWS (UK, 2004)	Prob2_4	Label: Problems in	FLAG: respondents	
		screened job:	can provide multiple	
		discrimination	responses; category 3	
		Items: 0= no; 1= yes	is n/a	
		Missing:	NOTE: in reference	
		Time period: within	to screened job –	
		the last 3 years	respondent told to	
			think about the one	
			job over the last 3	
			years where they had	
			their main	
		x 1 1 x 7 2	concern/difficulty	
EAER (UK, 2005)	@qexpe13	Label: Whether	FLAG: respondents	
		respondent has	can provide multiple	
		experienced any	responses	
		problems in the last		
		five years: being		
		treated unfairly		

				I
		because of your		
		gender		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people who experienced problems		
		to do with rights at		
		work in the last 5		
		years		
		Time period: last 5		
		years		
	@qexpe14	Label: Whether	FLAG: respondents	
		respondent has	can provide multiple	
		experienced any	responses	
		problems in the last		
		five years: being		
		treated unfairly		
		against because of		
		your sexual		
		orientation Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people who		
		experienced problems		
		to do with rights at		
		work in the last 5		
		years		
		Time period: last 5		
		years		
	@qexpe15	Label: Whether	FLAG: respondents	
		respondent has	can provide multiple	
		experienced any	responses	
		problems in the last		
		five years: being treated unfairly		
		against because of		
		your race		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people who		
		experienced problems		
		to do with rights at		
		work in the last 5		
		years		
		Time period: last 5		
		years	77.40	
	@qexpe16	Label: Whether	FLAG: respondents	
		respondent has	can provide multiple	
		experienced any	responses	
		problems in the last		
		five years: being treated unfairly		
		because of your		
		religion		
		Items: 0= no; 1= yes		
1		110, 1 yes	İ.	l .

		Missing		
		Missing:		
		Sub-population:		
		people that		
		experienced problems		
		to do with rights at		
		work in the last 5		
		years		
		Time period: last 5		
		years		
	@qexpe17	Label: Whether	FLAG: respondents	
		respondent has	can provide multiple	
		experienced any	responses	
		problems in the last	1	
		five years: being		
		treated unfairly		
		against because of		
		your age		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people experienced		
		problems to do with		
		rights at work in the		
		last 5 years		
		Time period: last 5		
		years		
	@qexpe18	Label: Whether	FLAG: respondents	
		respondent has	can provide multiple	
		experienced any	responses	
		problems in the last		
		five years: being		
		treated unfairly		
		against because of a		
		disability		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people that		
		experienced problems		
		to do with rights at		
		work in the last 5		
		years Time period: last 5		
		_		
DITIM/CHIA MV	DtQ@h	years Label: Most recent	NOTE: keeping in	
BLUW (CH, LA, NY,	Rt8@h		NOTE: keeping in	
2008)		complaint made, what	mind all jobs during	
		specifically did you	the last 12 months; in	
		complain about:	reference to most	
		discrimination	recent complaint	
		Items: 1= yes; 0= no		
	D.C	Missing:	ET A C	
	Rt6	Label: During the last	FLAG: respondents	
		12 months, did you	can provide multiple	
		make a complaint,	responses	
		Items: 1= yes; 5= no	NOTE: does not	
		Missing:	include attempts	
			made to form a	
			labour union –	
L	I .	1	-	1

complaints made	
either by yourself or	
with co-workers,	
about your working	
conditions, by going	
to your employer,	
supervisor or going to	
a government agency	

CE03G6 HEALTH AND SAFETY COMPLAINT

- Yes 1
- 2 No
- 3
- No complaint Don't know/refused 97
- Not applicable 98
- 99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	n/a			
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2c06	Label: Health and Safety Items: 0= no; 1= yes Missing: 98; 99 Sub-population: people that have personally experienced problems at work over the last 5 years in relation to rights at work Time period: within the last 5 years	FLAG: respondents can provide multiple responses NOTE: refers to most recent problem — includes unsafe physical or psychological working conditions	
	Q2a	Label: Have you personally experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5		CODING: used as filter variable

UWS (UK, 2004)	Prob2_8	years in relation to their rights at work Time period: within the last 5 years Label: Problems in screened job: health	FLAG: respondents can provide multiple	
		and safety Items: 0= no; 1= yes Missing: Time period: within the last 3 years	responses; category 3 is n/a NOTE: in reference to screened job — respondent told to think about the one job over the last 3 years where they had their main concern/difficulty	
EAER (UK, 2005)	n/a			
BLUW (CH, LA, NY, 2008)	Rt8@g	Label: Most recent complaint made, what specifically did you complain about: dangerous working conditions Items: 1= yes; 0= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint	
	Rt6	Label: During the last 12 months, did you make a complaint Items: 1= yes; 5= no Missing:	FLAG: respondents can provide multiple responses NOTE: does not include attempts made to form a labour union — complaints made either by yourself or with co-workers, about your working conditions, by going to your employer, supervisor or going to a government agency	

CE03G7 HARASSMENT AND BULLYING COMPLAINT

- 1 Yes
- 2 No
- 3
- No complaint Don't know/refused 97
- Not applicable Missing 98
- 99

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	C15	Label: Have you been		

	T	1 1 . 1 .	I
		subjected to	
		psychological	
		harassment, that is,	
		repeated verbal	
		harassment or actions	
		that affected your	
		dignity or personal	
		integrity	
		Items: 1= yes; 5= no	
		Missing: 8= don't	
		know; 9= refused	
SWPA (ON, 2020)	q1_20	Label: Experienced	
3 (111 (31), 2020)	4===0	other problem:	
		harassment,	
		discrimination, or	
		abuse	
		Items: 0= not	
		selected; 1= selected	
		Missing: none	
		Time period: 2017-19	
	q131_1	Label: Which of the	
		following do you	
		experience in your	
		job? Verbal	
		harassment, such as	
		demeaning comments	
		or excessive criticism	
		Items: 0= not	
		selected; 1= selected	
		Missing: 8888=	
		skipped: verbal	
		harassment, such as	
		demeaning comments	
		or excessive criticism	
		not selected in Q4;	
		9999= missing	
	404.0	Time period: 2017-19	
	q131_2	Label: Which of the	
		following do you	
		experience in your	
		job? Psychological	
		abuse or intimidation,	
		such as bullying	
		Items: 0= not	
		selected; 1= selected	
		Missing: 8888=	
		skipped:	
		psychological abuse	
		or intimidation not	
		selected in Q4; 9999=	
		missing	
		Time period: 2017-19	
	q131_4	Label: Which of the	
	d ₁₂₁	following do you	
		experience in your	
		job? Sexual	
		harassment or assault,	
		such unwanted	

		touching, intimate		
		contact, or comments		
		Items: 0= not		
		selected; 1= selected		
		Missing: 8888=		
		skipped: sexual		
		harassment or assault,		
		such unwanted		
		touching, intimate		
		contact, or comments		
		not selected in Q4;		
		9999= missing		
		Time period: 2017-19		
SESV (ON, 2011)	n/a	11111c period: 2017-13		
AWS (AU, 2007-11)	n/a			
		Tabal.	NOTE: refere to recet	
IAER (UK, 2000)	Q2c07	Label:	NOTE: refers to most	
		Bullying/harassment	recent problem	
		in the workplace		
		Items: 0= no; 1= yes		
		Missing: 98; 99		
		Sub-population:		
		people that have		
		personally		
		experienced problems		
		at work over the last 5		
		years in relation to		
		rights at work		
		Time period: within		
		the last 5 years		
	Q2a	Label: Have you		CODING: used as
	QZu			
				filtor wariable
		personally		filter variable
		experienced any		filter variable
		experienced any problems at work		filter variable
		experienced any problems at work over the last 5 years		filter variable
		experienced any problems at work		filter variable
		experienced any problems at work over the last 5 years in relation to your		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work?		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once;		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population:		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population:		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work		filter variable
		experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within		filter variable
	D. 12. 10	experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years		filter variable
UWS (UK, 2004)	Prob2_10	experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years Label: Problems in	FLAG: respondents	filter variable
UWS (UK, 2004)	Prob2_10	experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years Label: Problems in screened job: work	can provide multiple	filter variable
UWS (UK, 2004)	Prob2_10	experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years Label: Problems in screened job: work relations	can provide multiple responses; category 3	filter variable
UWS (UK, 2004)	Prob2_10	experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years Label: Problems in screened job: work	can provide multiple	filter variable
UWS (UK, 2004)	Prob2_10	experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years Label: Problems in screened job: work relations Items: 0= no; 1= yes	can provide multiple responses; category 3	filter variable
UWS (UK, 2004)	Prob2_10	experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years Label: Problems in screened job: work relations Items: 0= no; 1= yes Missing:	can provide multiple responses; category 3 is n/a NOTE: in reference	filter variable
UWS (UK, 2004)	Prob2_10	experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years Label: Problems in screened job: work relations Items: 0= no; 1= yes Missing: Time period: within	can provide multiple responses; category 3 is n/a NOTE: in reference to screened job –	filter variable
UWS (UK, 2004)	Prob2_10	experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years Label: Problems in screened job: work relations Items: 0= no; 1= yes Missing:	can provide multiple responses; category 3 is n/a NOTE: in reference to screened job – respondent told to	filter variable
UWS (UK, 2004)	Prob2_10	experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years Label: Problems in screened job: work relations Items: 0= no; 1= yes Missing: Time period: within	can provide multiple responses; category 3 is n/a NOTE: in reference to screened job –	filter variable

EAER (UK, 2005) BLUW (CH, LA, NY, 2008)	n/a Rt8@i	Label: Most recent complaint made, what specifically did you complain about: abuse or harassment by supervisor Items: 1= yes; 0= no	years where they had their main concern/difficulty NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint	
	Rt8@ii	Missing: Label: Most recent complaint made, what specifically did you complain about: abuse or harassment by co-worker Items: 1= yes; 0= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint	
	Rt6	Label: During the last 12 months, did you make a complaint, Items: 1= yes; 5= no Missing:	FLAG: respondents can provide multiple responses NOTE: does not include attempts made to form a labour union — complaints made either by yourself or with co-workers, about your working conditions, by going to your employer, supervisor or going to a government agency	

CE03G8 OTHER COMPLAINTS

- 1 Yes
- 2 No
- 3 No complaints
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

*Includes other ES problems only, not other general problems at work.

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	I1j	Label: Have you had any other problems at your job Items: 1= yes (specify); 5= no;	FLAG: respondents can provide multiple responses	

		36: - 7	I	I
		Missing: 7= not		
		applicable		
		(volunteers); 8= don't		
		know; 9= refused		
SWPA (ON, 2020)	Q1_19	Label: Experienced		
		pay problem: not		
		getting paid		
		termination pay		
		and/or severance pay		
		Items: 0= not		
		selected; 1= selected		
		Missing: none		
		Time period: 2017-19		
	q1_21	Label: Experienced		
	41_21	other problem: other		
		problems		
		Items: 0= not		
		selected; 1= selected		
		1		
		Missing: none		
CECLI (ONL DO44)	. 1	Time period: 2017-19	TI A C	
SESV (ON, 2011)	nostub	Label: Over the past	FLAG: respondents	
		five years, have you	can provide multiple	
		experienced the	responses	
		following – no pay	NOTE: in reference	
		stub/deduction info	to all jobs in the past	
		Items: 0= not	5 years in Ontario	
		selected; 1= selected		
		Missing: 9= missing		
		Time period: within		
		the past 5 years		
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2c10	Label: Other	NOTE: refers to most	
(,)	(2323	Items: 0= no; 1= yes	recent problem	
		Missing: 98; 99	Francisco Programme	
		Sub-population:		
		people that have		
		personally		
		experienced problems		
		at work over the last 5		
		years in relation to		
		1 2		
		rights at work		
		Time period: within		
	02.04	the last 5 years	TI A C	CODING
	Q2c04	Label: Unfair	FLAG: respondents	CODING: recode
		dismissal	can provide multiple	missing in core
		Items: 0= no; 1= yes	responses	variables
		Missing: 98; 99	NOTE: refers to most	
		Sub-population:	recent problem –	
		people that have	includes experience	
		personally	of disciplinary or	
		experienced problems	grievance procedures	
		at work over the last 5	in addition to cases of	
		years in relation to	actual dismissal	
		rights at work		
		Time period: within		
		the last 5 years		
LIWS (LIK 2004)	Prob2 9	Lahel Problems in	NOTE: in reference	
UWS (UK, 2004)	Prob2_9	Label: Problems in screened job:	NOTE: in reference to screened job –	

	T	T -	I
		contract/job description Items: 0= no; 1= yes Missing: Time period: within the last 3 years	respondent told to think about the one job over the last 3 years where they had their main concern/difficulty
	Prob2_2	Label: Problems in screened job: job security Items: 0= no; 1= yes Missing: Time period: within the last 3 years	NOTE: in reference to screened job — respondent told to think about the one job over the last 3 years where they had their main concern/difficulty
	Prob2_3	Label: Problems in screened job: opportunities Items: 0= no; 1= yes Missing: Time period: within the last 3 years	NOTE: in reference to screened job — respondent told to think about the one job over the last 3 years where they had their main concern/difficulty
	Prob2_7	Label: Problems in screened job: workload Items: 0= no; 1= yes Missing: Time period: within the last 3 years	FLAG: respondents can provide multiple responses; category 3 is n/a NOTE: in reference to screened job — respondent told to think about the one job over the last 3 years where they had their main concern/difficulty
EAER (UK, 2005)	@qexpe5	Label: Whether respondent has experienced any problems in the last five years: your rights as an agency worker/temp Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years	FLAG: respondents can provide multiple responses
	@qexpe10	Label: Whether respondent has experienced any problems in the last five years: your right as a part-time worker	FLAG: respondents can provide multiple responses

			I
@qexpe11	Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether respondent has experienced any problems in the last five years: receiving a contract or written statement of the terms and conditions of your job Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether respondent has experienced any problems in the last five years: your employer not following a set procedure when	FLAG: respondents can provide multiple responses FLAG: respondents can provide multiple responses	
@qexpe19	five years: your employer not following a set procedure when dealing with a complaint against you or a problem with your performance at work Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether	FLAG: respondents	
	respondent has experienced any problems in the last five years: your employer not	can provide multiple responses	

		following a set		
		procedure when		
		dealing with a		
		grievance or other		
		work related		
		problems		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people that		
		experienced problems		
		to do with rights at		
		work in the last 5		
		years		
		Time period: last 5		
		_		
		years		
		Label: Whether		
		respondent has		
	@qexpe20	experienced any		
		problems in the last		
		five years		
		Items: 1= yes; 2= no		
		Missing:		
		Sub-population:		
		people that personally		
		have had a problem		
		with their rights at		
		work in the last 5		
		years, either in their		
		current job or in any		
		previous job they had		
		during that time		
		Time period: last 5		
		years		
BLUW (CH, LA, NY,	Rt8@n	Label: Most recent	NOTE: keeping in	
2008)		complaint made, what	mind all jobs during	
		specifically did you	the last 12 months; in	
		complain about:	reference to the most	
		increased worklaods	recent complaint	
		– made me/us work	- Jeens complaint	
		more		
		Items: 1= yes; 0= no		
	7.00	Missing:	NOTE 1	
	Rt8@o	Label: Most recent	NOTE: keeping in	
		complaint made, what	mind all jobs during	
		specifically did you	the last 12 months; in	
		complain about: other	reference to the most	
		Items: 1= yes; 0= no	recent complaint	
		Missing:	F	
	Rt6	Label: During the last	FLAG: respondents	
	1110			
		12 months, did you	can provide multiple	
		make a complaint	responses	
		Items: 1= yes; 5= no	NOTE: does not	
		Missing:	include attempts	
			made to form a	
			labour union –	
			complaints made	
			either by yourself or	
	l .	L	cruici by yourself of	I .

with co-workers, about your working
conditions, by going to your employer,
supervisor or going to a government agency

CE04G1 MAIN COMPLAINT

1	Pay
2	Hours
3	Leaves
4	Discrimination
5	Health and safety
6	Harassment
7	Other
8	No complaints
97	Don't know/refused
98	Not applicable

Missing

*This variable is looking at the biggest problem the respondent dealt with or the biggest problem being focused on in the survey; not necessarily what was the most recent problem or if the respondent simply

experienced this problem.

99

experiencea this prob	ieiii.			
SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	I2_new	Label: Of the problems you have had, which one would you say is the single biggest problem Items: 1= money being owed to you; 2= being asked to work too many hours; 3= not getting your entitled vacation; 4= not getting your sick leave; 5= not getting breaks; 6= not being paid overtime; 7= being paid less than minimum wage; 8= not getting vacation pay; 0= other Missing: 98= don't know; 99= refused Sub-population: people that experienced more than one problem	FLAG: category 4, 5 and 6 are not available	CODING: 1,6,7,8= Pay CODING: 2, 5= Hours CODING: 3, 4= Leaves
SWPA (ON, 2020)	Q4	Label: We're interested in knowing		

about some specific types or problems. Of the problems listed below, which was the biggest problem for you? Items: 1= not getting paid in full amount were owed (being short pay); 2= not getting paid vacation pay; 3= not getting public holiday pay when you did not work on a public holiday; 4= not getting premium pay when you worked overtime; 5= not getting paid for the extra hours that you work beyond your regular hours; 6= not being paid termination pay and/or severance pay; 7= not getting paid on time (being paid late); 8= being forced to work on public holidays; 9= not getting premium pay when you worked on a public holiday; 10= harassment, discrimination, or abuse; 11= being expected to work before your scheduled shift; 12= being expected to work after your scheduled shift; 13= being scheduled to work fewer hours than you wanted; 14= being scheduled to work more hours than you wanted; 15= having your schedule changed at the last minute, without you requesting it; 16= receiving your schedule at the last minute; 17= having your schedule change drastically from week

	I		T	1
		to week, without you		
		requesting it; 18=		
		having the number of		
		hours that you work		
		change drastically		
		from week to week,		
		without you		
		requesting it		
		Missing: none		
		Time period: 2017-19		
SESV (ON, 2011)	n/a	11111c period: 2017-15		
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	n/a			
UWS (UK, 2004)	Prob3	Label: Only/pushed	FLAG: category 8 not	CODING: 11= Don't
0 W 3 (OK, 2004)	11005	hardest problem to	available	know
		focus on the	available	CODING: 12 = Don't
		following questions		know (impossible to
		Items: 1= the pay-		tell what "main
		related problems; 2=		complaint" was for
		the job security		these cases)
		issues; 3= the		
		opportunities		
		problems; 4= the		
		discrimination; 5= the		
		problems with taking		
		time off; 6= the		
		problems with		
		working hours; 7= the		
		workload problems;		
		8= the problems with		
		health and safety; 9=		
		the problems with		
		contract or job		
		description; 10= the		
		work relations		
		problems; 11= these		
		problems (where		
		pushed hardest to		
		solve multiple		
		problems); 12= the		
		problems (where		
		multi-problems but		
		did not try to solve		
		any)		
		Missing:		
		Sub-population:		
		people that		
		experienced problems		
		at work		
		Time period: within		
		the last 3 years		
	mainprob		EI AC: antorganica F	CODINC, CO - Por
	mainprob	Label: Summary of	FLAG: catergories 5	CODING: 6,9 = Pay
		most serious problem	and 6 are not	CODING: 1,7,8 =
		area	available	Hours;
		Items: 1= asking your		CODING:
		employer if you could		2,3,4,5=Leaves;
		work more flexible		CODING:
		hours; 2= taking		13,14,15,16,17,18=Di
	•		•	

parental leave; 3= scrimination CODING: taking time off to look after a dependent 10,11,12,19,20,21,22 child or relative; 4= =Other maternity or paternity CODING: -9= No ES leave/pay; 5= problems adoption leave or pay; CODING: -8= Not 6= holiday Applicable entitlement/holiday pay; 7= taking rest breaks at work; 8= the number of hours or days you were required to work; 9= problems to do with pay; 10= your rights as an agency worker/temp; 11= your rights as a parttime worker; 12= receiving a contract or written statement; 13= being treated unfairly because of your gender; 14= being treated unfairly because of your sexual orientation; 15= being treated unfairly because of your race; 16= being treated unfairly because of your religion; 17= being treated unfairly against because of your age; 18= being treated unfairly because of a disability; 19= your employer not following a set procedure when dealing with a complaint against you; 20= your employer not following a set procedure when dealing with a grievance; 21= being unfairly dismissed; 22= other: other type of problem Missing: -9= no problems experienced; -8= not stated; -1= don't

		know Sub-population: people that experienced problems at work Time period: last 5 years	
DI IIM (CH I A NV	n/a	years	
BLUW (CH, LA, NY, 2008)	II/d		

CE07G1 EMPLOYMENT STANDARDS ACT COMPLAINT

- 1 Yes
- 2 No
- 3 No complaint
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

The Ontario Employment Standards Act complaints include: owed wages, overtime pay, holiday pay, vacation pay, late pay, etc. Not all surveys asked about all of the violations applicable to the Employment Standards Act, so some surveys will not have complete data.

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	I1b	Label: Have you not		
		been paid – money		
		that was owed to you		
		Items: 1= yes; 5= no;		
		Missing: 7= not		
		applicable		
		(volunteers); 8= don't		
		know; 9= refused		
	I1g	Label: Have you not		
		been paid – for		
		overtime you worked		
		Items: 1= yes; 5= no;		
		7= r volunteers		
		Missing: 8= don't		
		know; 9= refused		
	I1h	Label: Have you –		
		been paid less than		
		minimum wage		
		Items: 1= yes; 5= no;		
		7= r volunteers		
		Missing: 8= don't		
		know; 9= refused		
	I1i	Label: Have you not	NOTE: not asking	
		been getting – your	about pay for	
		vacation pay	statutory holidays –	
		Items: 1= yes; 5= no;	often vacation pay is	
		7= r volunteers	added at the rate of	
		Missing: 8= don't	4% of earnings every	
		know; 9= refused	pay check, or	

		1		I
			employees are given	
			the equivalent of two	
			weeks paid holiday	
	C	Label: Have you –	NOTE: been asked to	
		been asked to work	work more than 48	
		too many hours	hours a week	
		Items: 1= yes; 5= no;		
		7= r volunteers		
		Missing: 8= don't		
		know; 9= refused		
	F	Label: Have you –		
		not been getting		
		breaks		
		Items: 1= yes; 5= no;		
		7= r volunteers		
		Missing: 8= don't		
		know; 9= refused		
	D	Label: Have you –		
	ע	not been getting your		
		entitled vacation		
		Items: 1= yes; 5= no;		
		7= r volunteers		
		Missing: 8= don't		
		know; 9= refused		
	V	Label: Have you –	FLAG: respondents	CODING: combine
		not been getting your	can provide multiple	variables into custom
		sick leave	responses	variable called 'pay';
		Items: 1= yes; 5= no;		recode missing in
		7= r volunteers		core variables
		Missing: 8= don't		
		know; 9= refused		
SWPA (ON, 2020)	q1_grp1_count	Label: Number of		
		group 1 problems		
		experienced (clear ES		
		violations)		
		Items: 1= ES		
		violations; 0= others		
		Missing: none		
		Time period: 2017-19		
SESV (ON, 2011)	notpaid	Label: Over the past		NOTE: this survey
	•	five years, have you		only asked about
		had problems getting		employment
		all the wages owed to		standards complaints
		you when you: not		related to pay
		paid for hours worked		F- J
		Items: 0= not		
		selected; 1= selected		
		Missing: 9= missing		
		Time period: within		
		the past 5 years		
	befshift	Label: Over the past		NOTE: this survey
	ocionit.	five years, have you		only asked about
		had problems getting		employment
		all the wages owed to		standards complaints
		you when you: work		related to pay
		before or after shift		retated to pay
		not paid Items: 0= not		
		items. 0- mot		

			T
		selected; 1= selected	
		Missing: 9= missing	
		Time period: within	
		the past 5 years	
	noprem	Label: Over the past	NOTE: this survey
		five years, have you	only asked about
		had problems getting	employment
		all the wages owed to	standards complaints
		you when you:	related to pay
		overtime with no	
		premium	
		Items: 0= not	
		selected; 1= selected	
		Missing: 9= missing	
		Time period: within	
		the past 5 years	
-	otnopay	Label: Over the past	NOTE: this survey
	otnopay		
		five years, have you	only asked about
		had problems getting	employment
		all the wages owed to	standards complaints
		you when you:	related to pay
		overtime with no pay	
		Items: 0= not	
		selected; 1= selected	
		Missing: 9= missing	
		Time period: within	
		the past 5 years	
	wageowed	Label: Over the past	NOTE: this survey
		five years, have you	only asked about
		had problems getting	employment
		all the wages owed to	standards complaints
		you when you: wages	related to pay
		owing not paid when	
		left job	
		Items: 0= not	
		selected; 1= selected	
		Missing: 9= missing	
		Time period: within	
		the past 5 years	
	notorm		NOTE, this surress
	noterm	Label: Over the past	NOTE: this survey
		five years, have you	only asked about
		had problems getting	employment
		all the wages owed to	standards complaints
		you when you: fired	related to pay
		with no termination	
		pay	
		Items: 0= not	
		selected; 1= selected	
		Missing: 9= missing	
		Time period: within	
		the past 5 years	
Γ	vacaprob	Label: Over the past	CODING: create
	•	five years, have you	dichotomous variable
		had problems getting	where category 0=
		your vacation pay	No; else= Yes
		Items: 0= never; 1=	NOTE: this survey
		rarely; 2= sometimes;	only asked about
		3= often; 4= always	employment
i l		J- Oricii, 4- arways	Ciripioyini c iit

	I	36:	T	
		Missing: 8= don't		standards complaints
		know; 9= missing		related to pay
		Time period: within		
	1 1	the past 5 years		NOTE 11
	bounced	Label: Over the past		NOTE: this survey
		five years, have you		only asked about
		experienced the		employment
		following –		standards complaints
		paycheque bounced		related to pay
		Items: 0= not		
		selected; 1= selected		
		Missing: 9= missing		
		Time period: within		
		the past 5 years		
	Latepay	Label: Over the past		NOTE: this survey
		five years, have you		only asked about
		experienced any of		employment
		the following – late		standards complaints
		pay		related to pay
		Items: 0= not		
		selected; 1= selected		
		Missing: 9= missing		
		Time period: within		
		the past 5 years		
	Overtime	Label: Over the past		NOTE: this survey
		five years, have you		only asked about
		ever worked more		employment
		than 44 hours in a		standards complaints
		week at your job?		related to pay
		Items: 0= not		
		selected; 1= selected		
		Missing: 7= don't		
		know; 9= missing		
		Time period: within		
		the past 5 years		
	Termpay	Label: Over the past	FLAG: respondents	NOTE: this survey
		five years, have you	can provide multiple	only asked about
		ever been fired or laid	responses	employment
		off and not received	NOTE: in reference	standards complaints
		termination pay or	to all jobs in the past	related to pay
		termination notice?	5 years in Ontario	
		Items: 0= not		
		selected; 1= selected		
		Missing: 7= don't		
		know 9= missing		
		Time period: within		
		the past 5 years		
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2c03	Label: Pay and	FLAG: respondents	
		written particulars	can provide multiple	
		Items: 0= no; 1= yes	responses	
		Missing: 98; 99	NOTE: includes	
		Sub-population:	written statement of	
		people that have	employment,	
		personally	unlawful deductions	
		experienced problems	from wages,	
		at work over the last 5	entitlements to	
		years in relation to	national minimum	
	1	1 J care in relation to		I .

		thoir rights ata-l	wage disputes	
		their rights at work; in reference to the	wage, disputes regarding pay or	
		most recent problem	benefits, unlawful	
		if more than one	changes to contracts	
		Time period: within	in respect to pay and	
		the last 5 years	other terms and	
			conditions	
	Q2c02	Label: Working time	FLAG: respondents	
		Items: 0= no; 1= yes	can provide multiple	
		Missing: 98; 99	responses	
		Sub-population:	NOTE: in reference	
		people that have	to most recent	
		personally	problem; includes	
		experienced problems	days off, work	
		at work over the last 5	breaks, holiday entitlement, working	
		years in relation to rights at work	hours, overtime	
		Time period: within	nours, overtime	
		the last 5 years		
UWS (UK, 2004)	Prob2_1	Label: Problems in	FLAG: respondents	
		screened job pay	can provide multiple	
		related	responses	
		Items: 0= no; 1= yes	NOTE: in reference	
		Missing:	to screened job –	
		Time period: within	respondent told to think about the one	
		the last 3 years	job over the last 3	
			years where they had	
			their main	
			concern/difficulty	
	Prob2_5	Label: Problems in	FLAG: respondents	
		screened job: taking	can provide multiple	
		time off	responses	
		Items: 0= no; 1= yes Missing:	NOTE: in reference	
		Time period: within	to screened job – respondent told to	
		the last 3 years	think about the one	
		Lie lust o years	job over the last 3	
			years where they had	
			their main	
			concern/difficulty	
	Prob2_6	Label: Problems in	FLAG: respondents	
		screened job: working	can provide multiple	
		hours Items: 0= no; 1= yes	responses FLAG: category 3 is	
		Missing:	n/a	
		Time period: within	NOTE: in reference	
		the last 3 years	to screened job –	
			respondent told to	
			think about the one	
			job over the last 3	
			years where they had	
			their main concern/difficulty	
EAER (UK, 2005)	@qexpe6	Label: Whether	FLAG: respondents	
(311, 2000)	© 1	respondent has	can provide multiple	
		experienced any	responses	
		· · · · · · · · · · · · · · · · · · ·		

		I	
	problems in the last		
	five years: holiday		
	entitlement/holiday		
	pay		
	Items: 0= no; 1= yes		
	Missing:		
	Sub-population:		
	people that		
	experienced problems		
	to do with rights at		
	work in the last 5		
	years		
	Time period: last 5		
	years		
@qexpe9	Label: Whether	FLAG: respondents	
ш чехрез	respondent has	can provide multiple	
	experienced any	responses	
	problems in the last		
	five years: problems		
	to do with pay		
	Items: 0= no; 1= yes		
	Missing:		
	Sub-population:		
	people that		
	experienced problems		
	to do with rights at		
	work in the last 5		
	years		
	Time period: last 5		
	years		
@qexpe1	Label: Whether	FLAG: respondents	
	respondent has		
	respondent has	can provide multiple	
	experienced any		
	experienced any problems in the last	can provide multiple	
	experienced any problems in the last five years: asking	can provide multiple	
	experienced any problems in the last five years: asking employer if you could	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible hours	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible hours	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population:	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5	can provide multiple	
	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years	can provide multiple responses	
@qexpe7	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether	can provide multiple responses FLAG: respondents	
@qexpe7	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years	can provide multiple responses	
@qexpe7	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether respondent has	responses FLAG: respondents can provide multiple	
@qexpe7	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether respondent has experienced any	can provide multiple responses FLAG: respondents	
@qexpe7	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether respondent has experienced any problems in the last	responses FLAG: respondents can provide multiple	
@qexpe7	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether respondent has experienced any problems in the last five years: taking rest	responses FLAG: respondents can provide multiple	
@qexpe7	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether respondent has experienced any problems in the last five years: taking rest breaks at work	responses FLAG: respondents can provide multiple	
@qexpe7	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether respondent has experienced any problems in the last five years: taking rest breaks at work Items: 0= no; 1= yes	responses FLAG: respondents can provide multiple	
@qexpe7	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether respondent has experienced any problems in the last five years: taking rest breaks at work Items: 0= no; 1= yes Missing:	responses FLAG: respondents can provide multiple	
@qexpe7	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether respondent has experienced any problems in the last five years: taking rest breaks at work Items: 0= no; 1= yes Missing: Sub-population:	responses FLAG: respondents can provide multiple	
@qexpe7	experienced any problems in the last five years: asking employer if you could work more flexible hours Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years Label: Whether respondent has experienced any problems in the last five years: taking rest breaks at work Items: 0= no; 1= yes Missing:	responses FLAG: respondents can provide multiple	

		experienced problems		
		to do with rights at		
		work in the last 5		
		years		
		Time period: last 5		
		years		
	@qexpe8	Label: Whether	FLAG: respondents	
		respondent has	can provide multiple	
		experienced any	responses	
		problems in the last	_	
		five years: the		
		number of hours or		
		days you were		
		required to work		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people that		
		experienced problems		
		to do with rights at		
		work in the last 5		
		years		
		Time period: last 5		
		years		
	@qexpe2	Label: Taking	FLAG: respondents	
	@ 4 F	parental leave –	can provide multiple	
		taking a set amount of	responses	
		unpaid time off work	responses	
		to spend with your		
		children		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people experienced		
		problems to do with		
		rights at work in the		
		last 5 years		
		Time period: last 5		
		years		
	@qexpe3	Label: Taking time	FLAG: respondents	
	- * *	off to look after a	can provide multiple	
		dependent child or	responses	
		relative in an	F	
		emergency		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people that		
		experienced problems		
		to do with rights at		
		work in the last 5		
		years		
		Time period: last 5		
		years		
	@qexpe4	Label: Maternity or	FLAG: respondents	
		paternity leave/pay	can provide multiple	
		Items: 0= no; 1= yes	responses	
		Missing:		
l l				

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		Sub-population:		
		people experienced		
		problems to do with		
		rights at work in the		
		last 5 years		
		Time period: last 5		
		years		
	@qexpe5	Label: Adoption leave	FLAG: respondents	
	@qexpes			
		or pay	can provide multiple	
		Items: 0= no; 1= yes	responses	
		Missing:		
		Sub-population:		
		people experienced		
		problems to do with		
		rights at work in the		
		last 5 years		
		Time period: last 5		
		_		
	GOVIDANG	years		
	qexpers	Label: Whether		
		respondent has		
		experienced any		
		problems in the last		
		five years		
		Items: 1= yes; 2= no		
		Missing:		
		Sub-population:		
		people that personally		
		have had a problem		
		with their rights at		
		work in the last 5		
		years, either in their		
		current job or in any		
		previous job they had		
		during that time		
		Time period: last 5		
		years		
BLUW (CH, LA, NY,	Rt8@a	Label: Most recent	NOTE: keeping in	
2008)		complaint made, what	mind all jobs during	
		specifically did you	the last 12 months; in	
		complain about: paid	reference to most	
		below the minimum		
			recent complaint	
		wage		
		Items: 1= yes; 0= no		
		Missing:		
	Rt8@b	Label: Most recent	NOTE: keeping in	
		complaint made, what	mind all jobs during	
		specifically did you	the last 12 months; in	
		complain about: not	reference to the most	
		paid for all hours	recent complaint	
		worked	F	
		Items: 1= yes; 0= no		
		-		
	D+0 G d	Missing:	NOTE, bearing a tr	
	Rt8@d	Label: Most recent	NOTE: keeping in	
		complaint made, what	mind all jobs during	
		specifically did you	the last 12 months; in	
		complain about: not	reference to the most	
		paid for overtime	recent complaint	
		Items: 1= yes; 0= no		
	•	. , , , , , , , , , , , , , , , , , , ,		

	Missing:		
Rt8@e	Label: Most recent complaint made, what specifically did you complain about: not paid on time Items: 1= yes; 0= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint	
Rt8@f	Label: Most recent complaint made, what specifically did you complain about: improper deductions from paycheck Items: 1= yes; 0= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint	
Rt8@l	Label: Most recent complaint made, what specifically did you complain about: needed a raise/pay is too low Items: 1= yes; 0= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint	
Rt8@c	Label: Most recent complaint made, what specifically did you complain about: forced to work off the clock Items: 1= yes; 0= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to the most recent complaint	
Rt8@k	Label: Most recent complaint made, what specifically did you complain about: bad schedule/shift Items: 1= yes; 0= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint	
Rt8@j	Label: Most recent complaint made, what specifically did you complain about: no breaks, or not enough breaks Items: 1= yes; 0= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to the most recent complaint	
Rt8@m	Label: Most recent complaint made, what specifically did you complain about: lack of health insurance or paid sick days Items: 1= yes; 0= no Missing:	FLAG: respondents can provide multiple responses NOTE: keeping in mind all jobs during the last 12 months; in reference to the most recent complaint	

CE07G2 HEALTH AND SAFETY ACT COMPLAINT

Health and Safety Act complaints include: dangerous working conditions, inadequate personal protective equipment, etc. Not all surveys asked about all applicable violations, so some surveys will not have complete data.

- 1 Yes
- 2 No
- 3 No complaint
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY (COUNTRY, YEAR) SESC (ON, 2012)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
	n/a n/a			
SWPA (ON, 2020)				
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a	T 1 1 TT 1-1 1	TI AC	
IAER (UK, 2000)	Q2c06	Label: Health and Safety Items: 0= no; 1= yes Missing: 98; 99 Sub-population: people that have personally experienced problems at work over the last 5 years in relation to rights at work Time period: within the last 5 years	FLAG: respondents can provide multiple responses NOTE: refers to most recent problem — includes unsafe physical or psychological working conditions	
UWS (UK, 2004)	Prob2_8	Label: Problems in screened job: health and safety Items: 0= no; 1= yes Missing: Time period: within the last 3 years	FLAG: respondents can provide multiple responses NOTE: in reference to screened job — respondent told to think about the one job over the last 3 years where they had their main concern/difficulty	
EAER (UK, 2005)	n/a			
BLUW (CH, LA, NY, 2008)	Rt8@g	Label: Most recent complaint made, what specifically did you complain about: dangerous working conditions Items: 1= yes; 0= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint	
	Rt6	Label: During the last 12 months, did you	FLAG: respondents can provide multiple	

make a complaint	responses	
Items: 1= yes; 5= no	NOTE: does not	
Missing:	include attempts	
	made to form a	
	labour union –	
	complaints made	
	either by yourself or	
	with co-workers,	
	about your working	
	conditions, by going	
	to your employer,	
	supervisor or going to	
	a government agency	

CE07G3 HUMAN RIGHTS CODE COMPLAINT

Human Rights Code complaints include: harassment, discrimination, abuse, etc. Not all surveys asked about all applicable violations, so some surveys will not have complete data.

- 1 Yes
- 2 No
- 3 No complaint
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	C15	Label: Have you been	FLAG: includes	
		subjected to	variable on	
		psychological	harrassment	
		harassment, that is, repeated verbal		
		harassment or actions		
		that affected your		
		dignity or personal		
		integrity		
		Items: 1= yes; 5= no		
		Missing: 8= don't		
		know; 9= refused		
SWPA (ON, 2020)	Q1_20	Label: Experienced		
		other problem:		
		harassment,		
		discrimination or		
		abuse		
		Items: 0= not		
		selected; 1= selected		
		Missing: none		
CECV (ON 2011)	/-	Time period: 2017-19		
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a	T -ll.	NOTE: (
IAER (UK, 2000)	Q2c07	Label:	NOTE: refers to most	
		Bullying/harassment	recent problem	

		in the workplace Items: 0= no; 1= yes Missing: 98; 99 Sub-population: people that have personally experienced problems at work over the last 5 years in relation to rights at work Time period: within the last 5 years		
	Q2c05	Label: Discrimination Items: 0= no; 1= yes Missing: 98; 99 Sub-population: people that have personally experienced problems at work over the last 5 years in relation to rights at work Time period: within the last 5 years	FLAG: respondents can provide multiple responses NOTE: in reference to most recent problem; includes — on grounds of sex, marital status, race, disability, etc. at recruitment or since	
UWS (UK, 2004)	Prob2_10	Label: Problems in screened job: work relations Items: 0= no; 1= yes Missing: Time period: within the last 3 years	FLAG: respondents can provide multiple responses NOTE: in reference to screened job – respondent told to think about the one job over the last 3 years where they had their main concern/difficulty	
	Prob2_4	Label: Problems in screened job: discrimination Items: 0= no; 1= yes Missing: Time period: within the last 3 years	FLAG: respondents can provide multiple responses NOTE: in reference to screened job — respondent told to think about the one job over the last 3 years where they had their main concern/difficulty	
EAER (UK, 2005)	@qexpe13	Label: Whether respondent has experienced any problems in the last five years: being treated unfairly because of your gender Items: 0= no; 1= yes Missing: Sub-population: people that	FLAG: respondents can provide multiple responses	FLAG: includes discrimination only

		<u> </u>	<u> </u>
	experienced problems		
	to do with rights at		
	work in the last 5		
	years		
	Time period: last 5		
	years		
@qexpe14	Label: Whether	FLAG: respondents	
	respondent has	can provide multiple	
	experienced any	responses	
	problems in the last	F	
	five years: being		
	treated unfairly		
	against because of		
	your sexual		
	orientation		
	Items: 0= no; 1= yes		
	Missing:		
	Sub-population:		
	people that		
	experienced problems		
	to do with rights at		
	work in the last 5		
	years		
	Time period: last 5		
	years		
@qexpe15	Label: Whether	FLAG: respondents	
@ qenpers	respondent has	can provide multiple	
	experienced any	responses	
	problems in the last	responses	
	five years: being		
	treated unfairly		
	against because of		
	your race		
	Items: 0= no; 1= yes		
	Missing:		
	Sub-population:		
	people that		
	experienced problems		
	to do with rights at		
	work in the last 5		
	years		
	Time period: last 5		
	years		
@qexpe16	Label: Whether	FLAG: respondents	
@ devbero	respondent has	can provide multiple	
	experienced any	responses	
	problems in the last	responses	
	five years: being		
	treated unfairly		
	because of your		
	religion		
	Items: 0= no; 1= yes		
	Missing:		
	Sub-population:		
	people experienced		
	problems to do with		
	rights at work in the		
	Highla at work in the		
	last 5 years		

		Time period: last 5		
		_		
	@qexpe17	years Label: Whether respondent has experienced any problems in the last five years: being treated unfairly against because of your age Items: 0= no; 1= yes Missing: Sub-population: people who	FLAG: respondents can provide multiple responses	
		experienced problems to do with rights at work in the last 5 years Time period: last 5 years		
	@qexpe18	Label: Whether respondent has experienced any problems in the last five years: being treated unfairly against because of a disability Items: 0= no; 1= yes Missing: Sub-population: people that experienced problems to do with rights at work in the last 5 years Time period: last 5 years	FLAG: respondents can provide multiple responses	
	qexpers	Label: Whether respondent has experienced any problems in the last five years Items: 1= yes; 2= no Missing: Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: last 5 years		
BLUW (CH, LA, NY, 2008)	Rt8@i	Label: Most recent complaint made, what	NOTE: keeping in mind all jobs during	

	specifically did you	the last 12 months; in	
	complain about:	reference to most	
	abuse or harassment	recent complaint	
	by supervisor		
	Items: 1= yes; 0= no		
	Missing:		
Rt8@ii	Label: Most recent	FLAG: respondents	
	complaint made, what	can provide multiple	
	specifically did you	responses	
	complain about:	NOTE: keeping in	
	abuse or harassment	mind all jobs during	
	by co-worker	the last 12 months; in	
	Items: 1= yes; 0= no	reference to most	
	Missing:	recent complaint	

CE06G1 REASONS FOR NOT TAKING ACTION TO SOLVE COMPLAINT - COST

- 1 Yes
- 2 No
- 3 Took action
- 4 No complaints
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

*Includes financial, personal, time, worthiness??

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	n/a			
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2a	Label: Have you personally experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years		CODING: turn q2a into a dichotomous variable
	Q2f	Label: Did you seek	NOTE: does not	

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	help or advice from anyone regarding the situation Items: 1= yes; 2= no; 3= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years	include respondents that experienced problems with health and safety NOTE: in reference to the most recent problem	
Q2q	Label: Did you take any other steps to try and remedy the situation Items: 1= yes; 2= no Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years	NOTE: does not include respondents that experienced problems with health and safety; in reference to their most recent problem	CODING: recode missing in core variables
Q2r01	Label: Why did you/your representative decide for no advice/action: didn't think it was worth the hassle/aggrevation Items: 0= no; 1= yes Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work, and did not take action to remedy the situation Time period: within the last 5 years	FLAG: respondents can provide multiple responses NOTE: does not include respondents that experienced problems with health and safety; in reference to most recent problem	
Q2r05	Label: Why did you/your representative decide for no advice/action: worries about potential costs of legal/other representation Items: 0= no; 1= yes Missing: 98; 99	FLAG: respondents can provide multiple responses NOTE: does not include respondents that experienced problems with health and safety; in reference to most recent problem	

	Q2r10	Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work, and did not take action to remedy the situation Time period: within the last 5 years Label: Why did you/your representative decide for no advice/action: the whole process would just take too long Items: 0= no; 1= yes Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to	FLAG: respondents can provide multiple responses NOTE: does not include respondents that experienced problems with health and safety; in reference to most recent problem	
		their rights at work,		
		and did not take action to remedy the		
		situation Time period: within		
TH-12 (CD 2004)	042	the last 5 years	NOTE	COPPIC 11 1
UWS (GB, 2004)	Q13	Label: Did you do anything about any of those concerns or worries in that job Items: 1= yes; 2= no; 3= can't remember Missing: Time period: within the last 3 years	NOTE: problems experienced in any job in the last 3 years; 'doing something' is defined as any action to sort out the problem, from trying to do something with colleagues or friends, seeking advice, or support on what to do, or making a formal complaint, or applying to an employment tribunal; merely resigning from job is not counted as doing something; merely talking to friends is not counted as doing something	CODING: added as a filter variable
	Q14_4	Label: Why didn't do anything: I didn't	FLAG: respondents can provide multiple	
		think I would be successful	responses NOTE: problems	
		Items: 0= no; 1= yes	experienced in any	

	Q14_5	Missing: Sub-population: people who did not take action to resolve problem at work Time period: within the last 3 years Label: Why didn't do anything: I thought legal action would cost too much money Items: 0= no; 1= yes Missing: Sub-population: people who did not take action to resolve problem at work Time period: within the last 3 years	job in the last 3 years FLAG: respondents can provide multiple responses NOTE: problems experienced in any job in the last 3 years	
	Q14_9	Label: Why didn't do anything: I thought it would take too much time or energy Items: 0= no; 1= yes Missing: Sub-population: people who did not take action to resolve problem at work Time period: within the last 3 years	FLAG: respondents can provide multiple responses NOTE: problems experienced in any job in the last 3 years	
EAER (GB, 2005)	Qexpers	Label: Whether respondent has experienced any problems in the last 5 years Items: 1= yes; 2= no; 4= not stated Missing: -1= don't know Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: last 5 years		
	qothstp	Label: Whether respondent took any other steps to try to resolve the problem Items: 1= yes; 2= no; 3= not stated Missing:	NOTE: in reference to most serious/main problem	

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		Sub-population:		
		people that had a		
		problem at work		
	@qnota1	Label: Reason	NOTE: in reference	
		respondent didn't take	to most serious/main	
		any other steps to try	problem	
		to resolve the	Processia	
		problem: didn't think		
		1 -		
		it was worth the		
		hassle/aggrevation		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people that did not		
		take action to resolve		
		problem at work		
		Time period: last 5		
		_		
	@gnota [years	NOTE: in reference	
	@qnota5	Label: Reason		
		respondent didn't take	to most serious/main	
		any other steps to try	problem	
		to resolve the		
		problem: worried		
		about potential costs		
		of legal or other		
		representation		
		Items: 0= no; 1= yes		
		1		
		Missing:		
		Sub-population:		
		people that did not		
		take action to resolve		
		problem at work		
		Time period: last 5		
		years		
	@qnota10	Label: Reason	FLAG: category 4 is	
	1	respondent didn't take	not available	
		any other steps to try	NOTE: in reference	
		to resolve the		
		1	to most serious/main	
		problem: the whole	problem	
		process would just		
		take too long		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people that did not		
		take action to resolve		
		problem at work		
		Time period: last 5		
DITIM/OUT 7 A STEE	D.C	years	NOTE 1 · ·	
BLUW (CH, LA, NY,	Rt6	Label: During the last	NOTE: keeping in	
2008)		12 months, did you	mind all jobs during	
		make a complaint?	the last 12 months; in	
		Items: 1= yes; 5= no	reference to most	
		Missing:	recent complaint; in	
			reference to	
			complaints by the	
	t contract the contract to the		p 0, uic	İ
			respondent or with	
			respondent or with co-workers, about	

			1	
	Rt11	Label: During the past 12 months, were	working conditions, by going to their employer, supervisor or going to a government agency; does not include attempts made to form a labor union NOTE: reference period – during the	
		there times when you did not complain, even though you had a problem at your job with dangerous working conditions, discrimination, not being paid the minimum wage or not being paid overtime? Again I'm only talking about the jobs you've held here in [city] Items: 1= yes; 5= no Missing: Sub-population: people that made a complaint	past 12 months	
	Rt12@h	Label: What stopped you from complaining: didn't think it would make a difference (tried in the past but didn't get anywhere) Items: 1= yes; 0= no Missing: Sub-population: people that did not take action/make a complaint Time period: last 12 months	FLAG: used as proxy – those who filed a complaint are considered as 'taking action'	
CPS (IL, CA, NY, 2008)	n/a			

CE06G2 REASONS FOR NOT TAKING ACTION TO SOLVE COMPLAINT - TREATMENT

- 1 Yes
- 2 No
- 3 Took action
- 4
- No complaints Don't know/refused 97
- 98 Not applicable

99 Missing

*Includes anticipation of unfair treatment by workers/employer, acceptance of unfair treatment

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SURVEY			VARIABLE- SPECIFIC	HADMONIZATION
(COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	n/a			
SWPA (ON, 2020)	12a_5	Label: Can you tell us		
, ,		why you have not		
		gotten from anyone		
		about how to deal		
		with this problem? I		
		am/was worried about		
		being punished by my		
		boss for getting help		
		or advice		
		Items: 0= not		
		selected; 1= selected Missing: 8888=		
		skipped: got		
		help/advice selected		
		in Q12		
		Time period: 2017-19		
	12a_6	Label: Can you tell us		
		why you have not		
		gotten advice from		
		anyone about how to		
		deal with this		
		problem? I have/had		
		seen other workers		
		get punished for		
		trying to get help or		
		advice		
		Items: 0= not		
		selected; 1= selected Missing: 8888=		
		skipped: got		
		help/advice selected		
		in Q12		
		Time period: 2017-19		
	12a_7	Label: Can you tell us		
	_	why you have not		
		gotten from anyone		
		about how to deal		
		with this problem?		
		Everyone is/was		
		experiencing this		
		problem – it's the		
		way it is		
		Items: 0= not selected; 1= selected		
		1		
		Missing: 8888= skipped: got		
		help/advice selected		
		in Q12		
		Time period: 2017-19		
	14a_5	Label: Can you tell us		

	why you have not		
	taken any specific		
	actions? I am/was		
	worried about making		
	things worse		
	Items: 0= not		
	selected; 1= selected		
	Missing: 8888=		
	skipped: got		
	help/advice selected		
	in Q12		
	Time period: 2017-19		
14a_6	Label: Can you tell us		
114_0	why you have not		
	taken any specific		
	actions? I am/was		
	worried about being		
	punished for taking		
	steps to solve the		
	problem		
	Items: 0= not		
	selected; 1= selected		
	Missing: 8888=		
	skipped: got		
	help/advice selected		
	in Q12		
	Time period: 2017-19		
Q14a_7	Label: Can you tell us		
	why you have not		
	taken any specific		
	actions? I have/had		
	seen other workers		
	get punished for		
	trying to solve the		
	problem		
	Items: 0= not		
	selected; 1= selected		
	Missing: 8888=		
	skipped: got		
	help/advice selected		
	in Q12		
150 4	Time period: 2017-19		
15a_4	Label: Can you tell us		
	why you have not		
	raised the problem		
	with your		
	supervisor/manager,		
	boss, or employer? I		
	am/was worried about		
	making things worse		
	Items: 0= not		
	selected; 1= selected		
	Missing: 8888=		
	skipped: raised		
	problen with manager		
	in Q15; 8889=		
	skipped: not asked		
	q15		
	1 4+2	<u> </u>	<u> </u>

Time period: 2017-19 Label: Can you tell us why you have not raised the problem with your supervisor/manager, boss, or employer? I am/was worried about being punished for speaking with them Items: 0= not selected; 1= selected Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 Label: Can you tell us why you have not raised the problem with your	
why you have not raised the problem with your supervisor/manager, boss, or employer? I am/was worried about being punished for speaking with them Items: 0= not selected; 1= selected Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
raised the problem with your supervisor/manager, boss, or employer? I am/was worried about being punished for speaking with them Items: 0= not selected; 1= selected Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
with your supervisor/manager, boss, or employer? I am/was worried about being punished for speaking with them Items: 0= not selected; 1= selected Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
supervisor/manager, boss, or employer? I am/was worried about being punished for speaking with them Items: 0= not selected; 1= selected Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
boss, or employer? I am/was worried about being punished for speaking with them Items: 0= not selected; 1= selected Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
am/was worried about being punished for speaking with them Items: 0= not selected; 1= selected Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
being punished for speaking with them Items: 0= not selected; 1= selected Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
speaking with them Items: 0= not selected; 1= selected Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
Items: 0= not selected; 1= selected Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
selected; 1= selected Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
skipped: raised problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
problem with manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
manager in Q15; 8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
8889= skipped: not asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
asked Q15 Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
Time period: 2017-19 15a_6 Label: Can you tell us why you have not raised the problem	
Label: Can you tell us why you have not raised the problem	
why you have not raised the problem	
raised the problem	
supervisor/manager,	
boss, or employer? I	
have/had seen other	
workers get punished	
for speaking with	
them about a problem	
Items: 0= not	
selected; 1= selected	
Missing: 8888=	
skipped: raised	
problem with	
manager in Q15;	
8889= skipped: not	
asked Q15	
Time period: 2017-19	
16a_5 Label: Why did you	
not make a formal	
complaint? I am/was	
worried about making	
things worse	
Items: 0= not	
selected; 1= selected	
Missing: 8885=	
skipped: made a	
formal complaint in	
Q16; 8886= skipped:	
problem was resolved	
after speaking with	
manager in Q15C;	
8887= skipped:	
problem will be	
resolved soon in	
Q14a; 8888= skipped:	
did not raise problem	
with manager Q15;	

	8889= skipped: did		
	not take action in Q14		
	(pilot 1 only)		
	Time period: 2017-19		
16a_6	Label: Why did you		
	not make a formal		
	complaint? I am/was		
	worried about being		
	punished for making		
	a formal complaint		
	with my		
	supervisor/manager,		
	boss, or employer		
	Items: 0= not		
	selected; 1= selected		
	Missing: 8885=		
	skipped: made a		
	formal complaint in		
	Q16;		
	8886= skipped:		
	problem was resolved		
	after speaking with		
	manager in Q15C;		
	8887= skipped:		
	problem will be		
	resolved soon in		
	Q14a;		
	8888= skipped: did		
	not raise problem		
	with manager Q15;		
	8889= skipped: did		
	not take action in Q14		
	(pilot 1 only)		
	Time period: 2017-19		
16a_7	Label: Why did you		
10a_/	not make a formal		
	complaint? I have/had		
	seen other workers		
	get punished for		
	making a formal		
	complaint with my		
	supervisor/manager,		
	boss or employer		
	Items: 0= not		
	selected; 1= selected		
	Missing: 8885=		
	skipped: made a		
	formal complaint in		
	Q16;		
	8886= skipped:		
	problem was resolved		
	after speaking with		
	manager in Q15C;		
	8887= skipped:		
	problem will be		
	resolved soon in		
	Q14a;		
	8888= skipped: did		
	oooo skippeu, uiu	l	<u> </u>

		not raise problem		
		with manager Q15;		
		8889= skipped: did		
		not take action in Q14		
		(pilot 1 only)		
		Time period: 2017-19		
	17A_6	Label: Why did you		
	1/A_0			
		not consider making a		
		formal complaint		
		about the problem		
		with the Ministry of		
		Labour? I am/was		
		worried about making		
		things worse		
		Items: 0 = not		
		selected; 1= selected		
		Missing: 8888=		
		skipped: considered		
		making a formal		
		complaint in Q17;		
		8889= skipped: not		
		asked about making a		
		formal complaint		
		because problem		
		was/will soon be		
		resolved in Q14A		
		Q15C or Q16C		
		Time period: 2017-19		
	17A_7	Label: Why did you		
	_	not consider making a		
		formal complaint		
		about the problem		
		with the Ministry of		
		Labour? I am/was		
		worried about being		
		punished for making		
		a formal complaint		
		with the Ministry of		
		Labour		
		Items: 0= not		
		selected; 1= selected		
		Missing: 8888=		
		skipped: considered		
		making a formal		
		complaint in Q17;		
		8889= skipped: not		
		asked about making a		
		formal complaint		
		because problem		
		was/will soon be		
		resolved in Q14A		
		Q15C or Q16C		
		Time period: 2017-19		
	17A_8	Label: Why did you		
		not consider making a		
		formal complaint		
		about the problem		
		with the Ministry of		
		J	i	

	T 1 0 T 1
	Labour? I have seen
	other workers get
	punished for making
	a formal complaint
	with the Ministry of
	Labour
	Items: 0= not
	selected; 1= selected
	Missing: 8888=
	skipped: considered
	making a formal
	complaint in Q17;
	8889= skipped: not
	asked about making a
	formal complaint
	because problem
	was/will soon be
	resolved in Q14A
	Q15C or Q16C
	Time period: 2017-19
174.0	
17A_9	Label: Why did you
	not consider making a
	formal complaint
	about the problem
	with the Ministry of
	Labour? I have/had
	seen other workers
	have a bad experience
	when making a
	formal complaint
	with
	Items: 0= not
	selected; 1= selected
	Missing: 8888=
	skipped: considered
	making a formal
	complaint in Q17;
	8889= skipped: not
	asked about making a
	formal complaint
	because problem
	was/will soon be
	resolved
	Time period: 2017-19
18E_10	Label: Can you tell us
	why you did not
	submit a complaint to
	the Ministry of
	Labour? I am/was
	worried about that my
	employer would
	retaliate or make
	things worse for me if
	I submitted a
	complaint
	Items: 0= not
	selected; 1= selected
	Missing: 8887=

		alrianadi ade -		
		skipped: made a		
		formal complaint in		
		Q18; 8888= skipped:		
		did not consider		
		making a formal		
		complaint in Q17;		
		8889= skipped: not		
		asked about making a		
		formal complaint		
		because problem		
		was/will soon be		
		resolved in Q14A,		
		Q15C or Q16C		
		Time period: 2017-19		
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2a	Label: Have you		
IAER (OR, 2000)	Q2a			
		personally		
		experienced any		
		problems at work		
		over the last 5 years		
		in relation to your		
		rights at work?		
		Items: 1= yes, once;		
		2= yes, more than		
		once; 3= no; 4= don't		
		know		
		Missing: 98; 99		
		Sub-population:		
		people that have		
		experienced problems		
		at work over the last 5		
		years in relation to		
		their rights at work		
		Time period: within		
		the last 5 years		
	Q2f	Label: Did you seek	NOTE: does not	
	QZI	help or advice from	include respondents	
		anyone regarding the	that experienced	
		situation	problems with health	
		l .		
		Items: 1= yes; 2= no;	and safety	
		3= don't know	NOTE: in reference	
		Missing: 98; 99	to the most recent	
		Sub-population:	problem	
		people that have		
		experienced problems		
		at work over the last 5		
		years in relation to		
		their rights at work		
		Time period: within		
		the last 5 years		
	Q2q	Label: Did you take	NOTE: does not	CODING: recode
	=	any other steps to try	include respondents	missing in core
		and remedy the	that experienced	variables
		situation	problems with health	
		Items: 1= yes; 2= no	and safety; in	
		Missing: 98; 99	reference to their	
		Sub-population:	most recent problem	
	1	- Sao population.	inost recent problem	

		1 ,1 .1		
		people that have		
		experienced problems		
		at work over the last 5		
		years in relation to		
		their rights at work		
		Time period: within		
	02-04	the last 5 years	EL A.C	
	Q2r04	Label: Why did	FLAG: respondents	
		you/your	can provide multiple	
		representative decide	responses	
		for no advice/action:	NOTE: does not	
		not confident that I	include respondents	
		would be treated	that experienced	
		fairly	problems with health	
		Items: 0= no; 1= yes	and safety; in	
		Missing: 98; 99	reference to most	
		Sub-population:	recent problem	
		people that have		
		experienced problems		
		at work over the last 5		
		years in relation to		
		their rights at work,		
		and did not take		
		action to remedy the		
		situation		
		Time period: within		
	O3*06	the last 5 years	EI AC, maanan danta	
	Q2r06	Label: Why did	FLAG: respondents	
		you/your representative decide	can provide multiple	
		for no advice/action:	responses NOTE: does not	
			include respondents	
		prepared to accept some discrimination	that experienced	
		as the norm	problems with health	
		Items: 0= no; 1= yes	and safety; in	
		Missing: 98; 99	reference to most	
		Sub-population:	recent problem	
		people that have	recent problem	
		experienced problems		
		at work over the last 5		
		years in relation to		
		their rights at work,		
		and did not take		
		action to remedy the		
		situation		
		Time period: within		
		the last 5 years		
	Q2r07	Label: Why did	FLAG: respondents	
	٧	you/your	can provide multiple	
		representative decide	responses	
		for no advice/action:	NOTE: does not	
		worried about	include respondents	
		potential treatment by	that experienced	
		colleagues	problems with health	
		Items: 0= no; 1= yes	and safety; in	
		Missing: 98; 99	reference to most	
		Sub-population:	recent problem	
1			- Jeen Problem	
		people that have		

	T		I	
		experienced problems		
		at work over the last 5		
		years in relation to		
		their rights at work,		
		and did not take		
		action to remedy the		
		situation		
		Time period: within		
		the last 5 years		
UWS (GB, 2004)	Q14_1	Label: Why didn't do	FLAG: respondents	
		anything: others at	can provide multiple	
		work had the same	responses	
		problem, and that	FLAG: respondents	
		made me decide to	can provide multiple	
		put up with it	responses	
		Items: 0= no; 1= yes	NOTE: problems	
		Missing:	experienced in any	
		Sub-population:	job in the last 3 years	
		people who did not		
		take action to resolve		
		problem at work		
		Time period: within		
		the last 3 years		
	Q14_2	Label: Why didn't do	NOTE: problems	
	. –	anything: others at	experienced in any	
		work had the same	job in the last 3 years	
		problem, so I didn't		
		feel I was being		
		singled-out		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people who did not		
		take action to resolve		
		problem at work		
		Time period: within		
		the last 3 years		
	Q14_8	Label: Why didn't do	FLAG: respondents	
	Q1-1_0	anything: I was	can provide multiple	
		worried that my	responses	
		employer would take	NOTE: problems	
		action against me	experienced in any	
		Items: 0= no; 1= yes	job in the last 3 years	
		Missing:	Joo in the fast 5 years	
		Sub-population:		
		people who did not		
		take action to resolve		
		problem at work		
		Time period: within		
	014 14	the last 3 years	EL AC, rooman danta	
	Q14_14	Label: Why didn't do	FLAG: respondents	
		anything: I didn't	can provide multiple	
		want to create	responses	
		tensions/miss out on	NOTE: problems	
		things/be blacklisted	experienced in any	
		Items: 0= no; 1= yes	job in the last 3 years	
		Missing:		
		Sub-population:		

	T	1 . 1: 1: 1: 1:	T	T
		people who did not		
		take action to resolve		
		problem at work		
		Time period: within		
		the last 3 years		
	Q14_15	Label: Why didn't do	FLAG: respondents	
		anything: no one	can provide multiple	
		listened	responses	
		Items: 0= no; 1= yes	NOTE: problems	
		Missing:	experienced in any	
		Sub-population:	job in the last 3 years	
		people who did not		
		take action to resolve		
		problem at work		
		Time period: within		
		the last 3 years		
	Q14_16	Label: Why didn't do	FLAG: respondents	
	41.110	anything: felt	can provide multiple	
		intimidated	responses	
		Items: 0= no; 1= yes	FLAG: category 4 is	
		Missing:	not available	
		Sub-population:	NOTE: problems	
		people who did not	1 *	
		1 * *	experienced in any	
		take action to resolve	job in the last 3 years	
		problem at work		
		Time period: within		
EAED (CD 2005)	Oovenous	the last 3 years Label: Whether		
EAER (GB, 2005)	Qexpers			
		respondent has		
		experienced any		
		problems in the last 5		
		years		
		Items: 1= yes; 2= no;		
		4= not stated Missing: -1= don't		
		know		
		Sub-population:		
		1 * *		
		people that personally have had a problem		
		with their rights at		
		with their rights at work in the last 5		
		years, either in their		
		current job or in any		
		previous job they had		
		during that time		
		Time period: last 5		
	antheta	years Label: Whether	NOTE: in reference	
	qothstp			
		respondent took any	to most serious/main	
		other steps to try to	problem	
		resolve the problem		
		Items: 1= yes; 2= no;		
		3= not stated		
		Missing:		
		Sub-population:		
		people that had a problem at work		
i .		I problem of records	i .	į.

(Agnota 4	Labelt Danser	NOTE: in veferor se
@qnota4	Label: Reason	NOTE: in reference
	respondent didn't take	to most serious/main
	any other steps to try	problem
	to resolve the	
	problem: not	
	confident that I would	
	be treated fairly	
	Items: 0= no; 1= yes	
	Missing:	
	Sub-population:	
	people that did not	
	take action to resolve	
	problem at work	
	Time period: last 5	
	years	
@qnota6	Label: Reason	NOTE: in reference
(a) quotao	respondent didn't take	to most serious/main
	any other steps to try	problem
	to resolve the	Proofein
	problem: prepared to	
	accept some degree of	
	descrimination as the	
	norm	
	Items: 0= no; 1= yes	
	Missing:	
	Sub-population:	
	people that did not	
	take action to resolve	
	problem at work	
	Time period: last 5	
	years	
@qnota7	Label: Reason	NOTE: in reference
	respondent didn't take	to most serious/main
	any other steps to try	problem
	to resolve the	
	problem: worried	
	about potential	
	treatment by other	
	colleagues	
	Items: 0= no; 1= yes	
	Missing:	
	Sub-population:	
	people that did not	
	take action to resolve	
	problem at work	
	Time period: last 5	
	years	
@qnota11	Label: Reason	NOTE: in reference
Q 4	respondent didn't take	to most serious/main
	any other steps to try	problem
	to resolve the	Proofein
	problem: employer	
	wasn't willing to sort	
	it out	
	It out Items: 0= no; 1= yes	
	Missing:	
	Sub-population:	
	respondents that did	

	I	T -	I	
		not take action to resolve problem at work		
		Time period: last 5 years		
	@qnota13	Label: Reason respondent didn't take any other steps to try to resolve the problem: prepared to accept it as the norm/part of the job Items: 0= no; 1= yes Missing: Sub-population: people that did not take action to resolve problem at work Time period: last 5 years	NOTE: in reference to most serious/main problem	
BLUW (CH, LA, NY, 2008)	Rt6	Label: During the last 12 months, did you make a complaint? Items: 1= yes; 5= no Missing:	NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint; in reference to complaints by the respondent or with co-workers, about working conditions, by going to their employer, supervisor or going to a government agency; does not include attempts made to form a labor union	
	Rt11	Label: During the past 12 months, were there times when you did not complain, even though you had a problem at your job with dangerous working conditions, discriminantion, not being paid the minimum wage or not being paid overtime? Again I'm only talking about the jobs you've held here in [city] Items: 1= yes; 5= no Missing: Sub-population: people that made a complaint	NOTE: reference period – during the past 12 months	

Rt1	12@c	Label: What stopped	NOTE: reference	
	_	you from	period – during the	
		complaining: afraid	past 12 months	
		of getting hours or		
		wages cut		
		Items: 1= yes; 0= no		
		Missing:		
		Sub-population:		
		people that did not		
		take action/make a		
		complaint		
Rt1	12@e	Label: What stopped	NOTE: reference	
		you from	period – during the	
		complaining: seen	past 12 months	
		other co-workers		
		disciplined (fired,		
		threatened or treated		
		badly) for speaking		
		up		
		Items: 1= yes; 0= no		
		Missing:		
		Sub-population:		
		people that did not		
		take action/make a		
		complaint		
Rt1	12@g	Label: What stopped	FLAG: used as proxy,	
		you from	those who filed	
		complaining:	complaint are	
		employer made	considered as 'taking	
		threats to you or your	action'	
		coworkers – if you	NOTE: reference	
		filed a complaint they	period – during the	
		would fire you, report	past 12 months	
		you to immigration,		
		etc.		
		Items: 1= yes; 0= no		
		Missing:		
		Sub-population:		
		people that did not		
		take action/make a		
		complaint		

CE06G3 REASONS FOR NOT TAKING ACTION TO SOLVE COMPLAINT - FEAR OF JOB LOSS

- 1 Yes
- 2 No
- 3 Took action
- 4 No complaints
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

*Includes fear of losing job, affect future employment

SURVEY	VARIABLE CODE	VARIABLE DETAILS		HARMONIZATION
(COUNTRY, YEAR)			VARIABLE-	NOTES/COMMENTS

	n/a		NOTES/COMMENTS	
	q12a_5	Label: Can you tell us why you have not		
		gotten from anyone about how to deal		
		with this problem? I		
		am/was worried about		
		being punished by my		
		boss for getting help		
		or advice		
		Items: 0= not		
		selected; 1= selected		
		Missing: 8888=		
		skipped: got		
		help/advice selected		
		in Q12 Time period: 2017-19		
	q12a_6	Label: Can you tell us		
4	412u_0	why you have not		
		gotten advice from		
		anyone about how to		
		deal with this		
		problem? I have/had		
		seen other workers		
		get punishedfor trying		
		to get help or advice Items: 0= not		
		selected; 1= selected		
		Missing: 8888=		
		skipped: got		
		help/advice selected		
		in Q12		
	14 6	Time period: 2017-19		
q	q14a_6	Label: Can you tell us why you have not		
		taken any specific		
		actions? I am/was		
		worried about being		
		punished for taking		
		steps to solve the		
		problem		
		Items: 0= not		
		selected; 1= selected Missing: 8888=		
		skipped: got		
		help/advice selected		
		in Q12		
		Time period: 2017-19		
q	q14a_7	Label: Can you tell us		
		why you have not		
		taken any specific		
		actions? I have/had seen other workers		
		get punished for		
		trying to solve the		
		problem		

	ı		
		Items: 0= not	
		selected; 1= selected	
		Missing: 8888=	
		skipped: got	
		help/advice selected	
		in Q12	
		Time period: 2017-19	
	q15a_5	Label: Can you tell us	
		why you have not	
		raised the problem	
		with your	
		supervisor/manager,	
		boss, or employer? I	
		am/was worried about	
		being punished for	
		speaking with them	
		Items: 0= not	
		selected; 1= selected	
		Missing: 8888=	
		skipped: raised	
		problem with	
		manager in Q15;	
		8889= skipped: not	
		asked Q15	
		Time period: 2017-19	
	q15a_6	Label: Can you tell us	
		why you have not	
		raised the problem	
		with your	
		supervisor/manager,	
		boss, or employer? I	
		have/had seen other	
		workers get punished	
		for speaking with	
		them about a problem	
		Items: 0= not	
		selected; 1= selected	
		Missing: 8888=	
		skipped: raised	
		problem with	
		manager in Q15;	
		8889= skipped: not	
		asked Q15	
		Time period: 2017-19	
 	q16a_6	Label: Why did you	
	410 α _0	not make a formal	
		complaint? I am/was	
		worried about being	
		punished for making	
		a formal complaint	
		with my	
		supervisor/manager,	
		boss, or employer	
		Items: 0= not	
		selected; 1= selected	
		Missing: 8885=	
		skipped: made a	
		formal complaint in	
	I		•

	Q16;
	8886= skipped:
	problem was resolved
	after speaking with
	manager in Q15C;
	8887= skipped:
	problem will be
	resolved soon in
	Q14a;
	8888= skipped: did
	not raise problem
	with manager Q15;
	8889= skipped: did
	not take action in Q14
	(pilot 1 only)
	Time period: 2017-19
q16a_7	Label: Why did you
	not make a formal
	complaint? I have/had
	seen other workers
	get punished for
	making a formal
	complaint with my
	supervisor/manager,
	boss or employer
	Items: 0= not
	selected; 1= selected
	Missing: 8885=
	skipped: made a
	formal complaint in
	Q16;
	8886= skipped:
	problem was resolved
	after speaking with
	manager in Q15C;
	8887= skipped:
	problem will be
	resolved soon in
	Q14a;
	8888= skipped: did
	not raise problem
	with manager Q15;
	8889= skipped: did
	not take action in Q14
	(pilot 1 only)
	Time period: 2017-19
q17A_7	Label: Why did you
1	not consider making a
	formal complaint
	about the problem
	with the Ministry of
	Labour? I am/was
	worried about being
	punished for making
	a formal complaint
	with the Ministry of
	Labour
	Items: 0= not
· · · · · · · · · · · · · · · · · · ·	<u>-</u>

	selected; 1= selected		
	Missing: 8888=		
	skipped: considered		
	making a formal		
	complaint in Q17;		
	8889= skipped: not		
	asked about making a		
	formal complaint		
	because problem		
	was/will soon be		
	resolved in Q14A		
	Q15C or Q16C		
	Time period: 2017-19		
q17.			
417.			
	not consider making a		
	formal complaint		
	about the problem		
	with the Ministry of		
	Labour? I have seen		
	other workers get		
	punished for making		
	a formal complaint		
	with the Ministry of		
	Labour		
	Items: 0= not		
	selected; 1= selected		
	Missing: 8888=		
	skipped: considered		
	making a formal		
	complaint in Q17;		
	8889= skipped: not		
	asked about making a		
	formal complaint		
	because problem		
	was/will soon be		
	resolved in Q14A		
	Q15C or Q16C		
-17	Time period: 2017-19		
q17.			
	not consider making a		
	formal complaint		
	about the problem		
	with the Ministry of		
	Labour? I have/had		
	seen other workers		
	have a bad experience		
	when making a		
	formal complaint		
	with		
	Items: 0= not		
	selected; 1= selected		
	Missing: 8888=		
	skipped: considered		
	making a formal		
	complaint in Q17;		
	8889= skipped: not		
	asked about making a		
	formal complaint		
	Tormar Complaint	L	l .

		because problem		
		was/will soon be		
		resolved		
		Time period: 2017-19		
	q18E_10	Label: Can you tell us		
	q10E_10	why you did not		
		1 5 5		
		submit a complaint to		
		the Ministry of		
		Labour? I am/was		
		worried about that my		
		employer would		
		retaliate or make		
		things worse for me if		
		I submitted a		
		complaint		
		Items: 0= not		
		selected; 1= selected		
		Missing: 8887=		
		skipped: made a		
		formal complaint in		
		Q18; 8888= skipped:		
		did not consider		
		making a formal		
		complaint in Q17;		
		8889= skipped: not		
		asked about making a		
		formal complaint		
		because problem		
		was/will soon be		
		resolved in Q14A,		
		Q15C or Q16C		
		Time period: 2017-19		
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2a	Label: Have you		CODING: turn q2a
171EK (OK, 2000)	QZu			into a dichotomous
		personally		
		experienced any		variable
		problems at work		
		over the last 5 years		
		in relation to your		
		rights at work?		
		Items: 1= yes, once;		
		2= yes, more than		
		1 -		
		once; 3= no; 4= don't		
		know		
		Missing: 98; 99		
		Sub-population:		
		people that have		
		experienced problems		
		at work over the last 5		
		years in relation to		
		their rights at work		
		Time period: within		
		the last 5 years		
	Q2f	Label: Did you seek	NOTE: does not	
i e		help or advice from	include respondents	
		I licip of daylee from		
		anyone regarding the situation	that experienced problems with health	

Items: 1= yes; 2= no; 3= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within	
Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work	
Sub-population: problem people that have experienced problems at work over the last 5 years in relation to their rights at work	
people that have experienced problems at work over the last 5 years in relation to their rights at work	
experienced problems at work over the last 5 years in relation to their rights at work	
at work over the last 5 years in relation to their rights at work	
years in relation to their rights at work	
their rights at work	
Time period: within	
I IIIIC PETIOU, WILLIIII	
the last 5 years	
Q2q Label: Did you take NOTE: does not CODING: 1	recode
any other steps to try include respondents missing in o	
and remedy the that experienced variables	
situation problems with health	
Items: 1= yes; 2= no and safety; in	
Sub-population: most recent problem	
people that have	
experienced problems	
at work over the last 5	
years in relation to	
their rights at work	
Time period: within	
the last 5 years	
Q2r08 Label: Why did FLAG: respondents	
you/your can provide multiple	
representative decide responses	
for no advice/action: NOTE: does not	
afraid it could affect include respondents	
future employment that experienced	
prospects problems with health	
Items: 0= no; 1= yes and safety; in	
Missing: 98; 99 reference to the most	
Sub-population: recent problem	
people that have	
experienced problems	
at work over the last 5	
years in relation to	
their rights at work,	
and did not take	
action to remedy the	
situation	
Time period: within	
the last 5 years	
UWS (GB, 2004) Q14_7 Label: Why didn't do FLAG: respondents	
anything: I was can provide multiple	
worried I might lose responses; category 4	
my job is not available	
Items: 0= no; 1= yes NOTE: problems	
Missing: experienced in any	
Sub-population: job in the last 3 years	
people who did not	
take action to resolve	
problem at work	
Time period: within	
the last 3 years	
EAER (GB, 2005) Qexpers Label: Whether	

		, ,	<u> </u>	
		respondent has		
		experienced any		
		problems in the last 5		
		years		
		Items: 1= yes; 2= no;		
		4= not stated		
		Missing: -1= don't		
		know		
		Sub-population:		
		people that personally		
		have had a problem		
		with their rights at		
		work in the last 5		
		years, either in their		
		current job or in any		
		previous job they had		
		during that time		
		Time period: last 5		
		years		
	qothstp	Label: Whether	NOTE: in reference	
	domorh	respondent took any	to the most	
		other steps to try to	serious/main problem	
		resolve the problem	scrious/main problem	
		Items: 1= yes; 2= no;		
		3= not stated		
		Missing:		
		Sub-population: people that had a		
		problem at work		
		Time period: last 5		
-	@gnoto0	years Label: Reason	NOTE: in reference	
	@qnota8		to the most	
		respondent didn't take		
		any other steps to try to resolve the	serious/main problem	
		problem: would be		
		afraid that it could		
		affect my future		
		employment		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people that did not		
		take action to resolve		
		problem at work		
		Time period: last 5		
DI IIM/CII I A NIX/	D+12(-)-	years	NOTE, f	
BLUW (CH, LA, NY,	Rt12@a	Label: What stopped	NOTE: reference	
2008)		you from	period – during the	
		complaining: afraid	past 12 months	
		of losing your job		
1			I.	1
		Items: 1= yes; 0= no		
		Missing:		
		Missing: Sub-population:		
		Missing: Sub-population: people that did not		
		Missing: Sub-population: people that did not take action/make a		
	Rt12@d	Missing: Sub-population: people that did not	FLAG: used as	

	you from complaining: afraid the company would	proxy; those who filed a complaint are considered as 'taking	
	close down Items: 1= yes; 0= no	action' NOTE: reference	
	Missing: Sub-population:	period – during the past 12 months	
	people that did not take action/make a	•	
	complaint		

CE06G4 REASONS FOR NOT TAKING ACTION TO SOLVE COMPLAINT - UNCERTAINTY

- 1 Yes
- 2 No
- 3 Took action
- 4 No complaint
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

*Includes lack of confidence in the system, uncertain what to do

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	n/a			
SWPA (ON, 2020)	q12a_1	Label: I do not/did not know anyone who I thought could help me Items: 0= not selected; 1= selected Missing: 8888= skipped: got help/advice selected Q12 Time period: 2017-19		
	q12a_4	Label: Can you tell us why you have not gotten help or advice from anyone about how to deal with this problem? I do/did not feel I could solve the problem so I decided not to try Items: 0= not selected; 1= selected Missing: 8888= skipped: got help/advice selected Q12 Time period: 2017-19		

q14a_1 Label: Can you tell us why have not taken any specific actions? I doddid not know what I could do Items: 0 = not selected; != selected Missing; 8888- skipped: took specific action in Q14 Time period: 2017-19 q15a_1 Label: Can you tell us why you have not raised the problem with your supervisor/manager, booss, or employer? I don't/didn't think that it was going to solve the problem Items: 0 = not selected; != selected Missing; 8888- skipped: raised problem with manager in Q15; 8889- skipped: not asked on Q15 Time period: 2017-19 q16a_2 Label: Why did you not make a formal complaint? I don't/didn't think that manager in Q16; 8866- skipped: not selected; != selected Missing; 8865- skipped: made a formal complaint would solve the problem Items: 0 = not selected; != selected Missing; 8865- skipped: made a formal complaint in Q16; 8866- skipped: problem was resolved after speaking with manager in Q15C; 8887- skipped: problem was resolved after speaking with manager in Q15C; 8887- skipped: problem was resolved after speaking with manager in Q15C; 8887- skipped: problem with manager in Q15C; 8887- skipped: problem with manager in Q15C; 8887- skipped: did not raise problem with manager in Q15 1889- skipped: did not raise problem with manager in Q15 1889- skipped: did not raise problem with manager in Q15 1889- skipped: did not take action in Q14 (pliot 1 only) Time period: 2017-19	 		
any specific actions? I doddid not know what I could do Items: 0= not selected; 1= selected Missing: 8886— skipped: took specific action in Q14 Time period: 2017-19 q15a_1	q14a_1	Label: Can you tell us	
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with manager in Q15 8889= skipped: did not take action in Q14 (pilot 1 only) Time period: 2017-19			
8889= skipped: did not take action in Q14 (pilot 1 only) Time period: 2017-19			
not take action in Q14 (pilot 1 only) Time period: 2017-19			
(pilot 1 only) Time period: 2017-19			
Time period: 2017-19			
1 474 4 7 1 7 1 7 1 7 1			
q1/A_1 Label: I didn't know l	q17A_1	Label: I didn't know I	

	T	11 1	
		could make a	
		complaint with the	
		Ministry of Labour	
		Items: 0= not	
		selected; 1= selected	
		Missing: 8888=	
		skipped: considered	
		making a formal	
		complaint in Q17;	
		8889= skipped: not	
		asked about making	
		formal complaint	
		because problem	
		will/was soon be	
		resolved in Q14A,	
		Q15C or Q16C	
		Time period: 2017-19	
	17A_2	Label: Why did you	
9	1=:- 	not consider making a	
		formal complaint	
		about the problem	
		with the Ministry of	
		Labour? I don't/didn't	
		think making a	
		complaint with the	
		Ministry of Labour	
		will/would solve the	
		problem	
		Items: 0- not selected;	
		1= selected	
		Missing: 8888=	
		skipped: considered	
		making a formal	
		complaint in Q17;	
		8889= skipped: not	
		asked about making	
		formal complaint	
		because problem	
		will/was soon be	
		resolved in Q14A,	
		Q15C or Q16C	
		Time period: 2017-19	
q	17A_3	Label: Why did you	
		not consider making a	
		formal complaint	
		about the problem	
		with the Ministry of	
		Labour? I don't/didn't	
		think my problem	
		is/was serious enough	
		Items: 0= not	
		selected; 1= selected	
		Missing: 8888=	
		skipped: considered	
		making a formal	
		complaint in Q17;	
		8889= skipped: not	
		asked about making	
		askeu about making	

T		
	formal complaint	
	because problem	
	will/was soon be	
	resolved in Q14A,	
	Q15C or Q16C	
	Time period: 2017-19	
q18E_1	Label: Can you tell us	
	why you did not	
	submit a complaint to	
	the Ministry of	
	Labour? I did not	
	know where to go to	
	make a complaint	
	Items: 0= not	
	selected; 1= selected	
	Missing: 8887=	
	skipped: made a	
	formal complaint in	
	Q18	
	8888= skipped: did	
	not consider making a	
	formal complaint in	
	Q17	
	8889= skipped: not	
	asked about making a	
	formal complaint	
	because problem	
	was/will soon be	
	resolved in Q14A,	
	Q15C or Q16C	
	Time period: 2017-19	
q18E_2	Label: Can you tell us	
	why you did not	
	submit a complaint to	
	the Ministry of	
	Labour? I have/had	
	trouble with the form	
	Items: 0= not	
	selected; 1= selected	
	Missing: 8887=	
	skipped: made a	
	formal complaint in	
	Q18	
	8888= skipped: did	
	not consider making a	
	formal complaint in	
	Q17	
	8889= skipped: not	
	asked about making a	
	formal complaint	
	because problem	
	was/will soon be	
	resolved in Q14A,	
	Q15C or Q16C	
	Time period: 2017-19	
q18E_5	Label: Can you tell us	
q _{10E} _3	why you did not	
	submit a complaint to	

	the Ministry of	
	Labour? I contacted	
	the Ministry of	
	Labour and found	
	their information	
	confusing	
	Items: 0= not	
	selected; 1= selected	
	Missing: 8887=	
	skipped: made a	
	formal complaint in	
	Q18;	
	8888= skipped: did	
	not consider making a	
	formal complaint in	
	Q17;	
	8889= skipped: not	
	asked about making a	
	formal complaint	
	because problem	
	was/will soon be	
	resolved in Q14A,	
	Q15C or Q16C	
	Time period: 2017-19	
q18E_6,	Label: Can you tell us	
q10E_0,		
	why you did not	
	submit a complaint to	
	the Ministry of	
	Labour? I don't/didn't	
	think making a	
	complaint with the	
	Ministry of Labour	
	will help	
	Items: 0= not	
	selected; 1= selected	
	Missing: 8887=	
	skipped: made a	
	formal complaint in	
	Q18	
	8888= skipped: did	
	not consider making a	
	formal complaint in	
	Q17	
	8889= skipped: not	
	asked about making a	
	formal complaint	
	because problem	
	was/will soon be	
	resolved in Q14A,	
	Q15C or Q16C	
	Time period: 2017-19	
q18E_7	Label: Can you tell us	
4102	why you did not	
	submit a complaint to	
	the Ministry of	
	Labour? Making a	
	complaint	
	isn't/wasn't worth the	

	I	T	I	<u> </u>
		time and effort		
		Items: 0= not		
		selected; 1= selected		
		Missing: 8887=		
		skipped: made a		
		formal complaint in		
		Q18		
		8888= skipped: did		
		not consider making a		
		formal complaint in		
		Q17		
		8889= skipped: not		
		asked about making a		
		formal complaint		
		because problem		
		was/will soon be		
		resolved in Q14A,		
		_		
CECV (ON 2011)	-/-	Q15C or Q16C		
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a	T -11. TT		CODING
IAER (UK, 2000)	Q2a	Label: Have you		CODING: turn q2a
		personally		into a dichotomous
		experienced any		variable
		problems at work		
		over the last 5 years		
		in relation to your		
		rights at work?		
		Items: 1= yes, once;		
		2= yes, more than		
		once; 3= no; 4= don't		
		know		
		Missing: 98; 99		
		Sub-population:		
		people that have		
		experienced problems		
		at work over the last 5		
		years in relation to		
		their rights at work		
		Time period: within		
		the last 5 years		
	Q2f	Label: Did you seek	NOTE: does not	
	٧٤١	help or advice from	include respondents	
		anyone regarding the	that experienced	
		situation	problems with health	
		Items: 1= yes; 2= no;	and safety	
		3= don't know	NOTE: in reference	
		Missing: 98; 99	to the most recent	
		Sub-population:	problem	
		people that have		
		experienced problems		
		at work over the last 5		
		years in relation to		
		their rights at work		
		Time period: within		
		the last 5 years		
	Q2q	Label: Did you take	NOTE: does not	CODING: recode
		any other steps to try	include respondents	missing in core
		and remedy the	that experienced	variables
	•		· •	

	situation Items: 1= yes; 2= no Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years	problems with health and safety; in reference to their most recent problem	
Q2r02	Label: Why did you/your representative decide for no advice/action: didn't think it would solve the problem Items: 0= no; 1= yes Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work, and did not take action to remedy the situation Time period: within the last 5 years	FLAG: respondents can provide multiple responses NOTE: does not include respondents that experienced problems with health and safety; in reference to the most recent problem	CODING: recode missing in core variables
Q2r03	Label: Why did you/your representative decide for no advice/action: no faith in the system Items: 0= no; 1= yes Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work, and did not take action to remedy the situation Time period: within the last 5 years	FLAG: respondents can provide multiple responses NOTE: does not include respondents that experienced problems with health and safety; in reference to the most recent problem	CODING: recode missing in core variables
Q2r09	Label: Why did you/your representative decide for no advice/action: didn't know where to go/how to go about it Items: 0= no; 1= yes Missing: 98; 99 Sub-population: people that have	FLAG: respondents can provide multiple responses NOTE: does not include respondents that experienced problems with health and safety; in reference to the most recent problem	CODING: recode missing in core variables

UWS (GB, 2004)	Q13	experienced problems at work over the last 5 years in relation to their rights at work, and did not take action to remedy the situation Time period: within the last 5 years Label: Did you do anything about any of those concerns or worries in that job Items: 1= yes; 2= no; 3= can't remember Missing: Time period: within the last 3 years	NOTE: problems experienced in any job in the last 3 years; 'doing something' is defined as any action to sort out the problem, from trying to do something with colleagues or friends, seeking advice, or support on what to do, or making a formal complaint, or applying to an employment tribunal; merely resigning from job is not counted as doing something; merely talking to friends is not counted as doing	
	Q14_3	Label: Why didn't do anything: I didn't think I had the legal right to do anything Items: 0= no; 1= yes Missing: Sub-population: people who did not take action to resolve problem at work Time period: within the last 3 years	something FLAG: respondents can provide multiple responses NOTE: problems experienced in any job in the last 3 years	
	Q14_6	Label: Why didn't do anything: I didn't know what to do Items: 0= no; 1= yes Missing: Sub-population: people who did not take action to resolve problem at work Time period: within the last 3 years	FLAG: respondents can provide multiple responses NOTE: problems experienced in any job in the last 3 years	
	Q14_17	Label: Why didn't do anything: just started job/only there temporarily	FLAG: respondents can provide multiple responses FLAG: category 4 is	

	I			
		Items: 0= no; 1= yes	not available	
		Missing:	NOTE: problems	
		Sub-population:	experienced in any	
		people who did not	job in the last 3 years	
		take action to resolve	,	
		problem at work		
		1 *		
		Time period: within		
		the last 3 years		
EAER (GB, 2005)	Qexpers	Label: Whether		
		respondent has		
		experienced any		
		problems in the last 5		
		years		
		Items: 1= yes; 2= no;		
		4= not stated		
		Missing: -1= don't		
		know		
		Sub-population:		
		people that personally		
		have had a problem		
		with their rights at		
		work in the last 5		
		years, either in their		
		current job or in any		
		previous job they had		
		during that time		
		Time period: last 5		
		vears		
	qothstp	Label: Whether	NOTE: in reference	
	qottistp		to the most	
		respondent took any	1	
		other steps to try to	serious/main problem	
		resolve the problem		
		Items: 1= yes; 2= no;		
		3= not stated		
		Missing:		
		Sub-population:		
		people that had a		
	0 3	problem at work	NOTE: C	
	@qnota2	Label: Reason	NOTE: in reference	
		respondent didn't take	to the most	
		any other steps to try	serious/main problem	
		to resolve the		
		problem: didn't think		
		it would solve the		
		problem		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people that did not		
		take action to resolve		
		problem at work		
		Time period: last 5		
		_		
	0 . 0	years	NOTE	
	@qnota3	Label: Reason	NOTE: in reference	
		respondent didn't take	to the most	
		any other steps to try	serious/main problem	
		to resolve the		
		problem: no faith in		
	1	F	i l	

	I	Ι,	T	I
		the system		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people that did not		
		take action to resolve		
		problem at work		
		Time period: last 5		
		years		
	@qnota9	Label: Reason	NOTE: in reference	
		respondent didn't take	to the most	
		any other steps to try	serious/main problem	
		to resolve the	Serious, main prostem	
		problem: didn't know		
		where to go/how to		
		go about it		
		Items: 0= no; 1= yes		
		Missing:		
		Sub-population:		
		people that did not		
		take action to resolve		
		problem at work		
		Time period: last 5		
		years		
	@qnota16	Label: Reason	NOTE: in reference	
		respondent didn't take	to the most	
		any other steps to try	serious/main problem	
		to resolve the	P C C C C C C C C C C C C C C C C C C C	
		problem: problem is		
		ongoing/too early to		
		say if action is needed		
		Items: 0= no; 1= yes		
		_		
		Missing:		
		Sub-population:		
		respondents that did		
		not take action to		
		resolve problem at		
		work		
		Time period: last 5		
		years		
BLUW (CH, LA, NY,	Rt6	Label: During the last	NOTE: keeping in	
2008)		12 months, did you	mind all jobs during	
		make a complaint?	the last 12 months; in	
		Items: 1= yes; 5= no	reference to the most	
		Missing:	recent complaint; in	
			reference to	
			complaints by the	
			respondent or with	
			co-workers, about	
			working conditions,	
			by going to their	
			employer, supervisor	
			or going to a	
			government agency;	
			does not include	
			attempts made to	
			form a labor union	
	Rt11	Label: During the	NOTE: reference	
i .				I .

	past 12 months, were there times when you did not complain, even though you had a problem at your job with dangerous working conditions, discrimination, not being paid the minimum wage or not	period – during the past 12 months	
	being paid overtime? Again I'm only talking about the jobs you've held here in [city] Items: 1= yes; 5= no Missing: Sub-population: people that made a complaint		
Rt12@b	Label: What stopped you from complaining: afraid to say anything because of immigration status Items: 1= yes; 0= no Missing: Sub-population: people that did not take action/make a complaint	NOTE: reference period – during the past 12 months	
Rt12@f	Label: What stopped you from complaining: did not know who to talk to or where to take the complaint Items: 1= yes; 0= no Missing: Sub-population: people that did not take action/make a complaint	FLAG: used as proxy; those who filed complaint are considered as 'taking action' NOTE: reference period – during the past 12 months	

CE06G5 REASONS FOR NOT TAKING ACTION TO SOLVE COMPLAINT - RESOLUTION/RESIGNATION

- 1 Yes
- 2 No
- 3 Took action
- 4 No complaints
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

*Includes resignation, left job, issue/problem was resolved, personal behavioural changes, deciding to do nothing, etc.

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	n/a			
SWPA (ON, 2020)	12a_2	Label: Can you tell us		
	_	why you have not		
		gotten advice from		
		anyone about how to		
		deal with this		
		problem? I		
		think/thought that the		
		problem was		
		temporary or		
		will/would resolve		
		itself		
		Items: 0= not		
		selected; 1= selected		
		Missing: 8888=		
		skipped: got		
		help/advice selected		
		in Q12		
	14a_3	Time period: 2017-19 Label: Can you tell us		
	14a_5	why you have not		
		taken any specific		
		actions? The problem		
		will be/was soon		
		resolved by itself		
		Items: 0= not		
		selected; 1= selected		
		Missing: 8888=		
		skipped: took specific		
		action in Q14		
		Time period: 2017-19		
	14a_8	Label: Can you tell us		
		why you have not		
		taken any specific		
		actions? Everyone		
		is/was experiencing		
		this problem – it's just the way it is		
		Items: 0= not		
		selected; 1= selected		
		Missing: 8888=		
		skipped: took specific		
		action in Q14		
		Time period: 2017-19		
	15a_2	Label: Can you tell us		
		why you have not		
		raised the problem		
		with your		
		supervisor/manager,		
		boss or employer?		
		The problem will		

	be/was soon resolved	
	Items: 0= not	
	selected; 1= selected	
	Missing: 8888=	
	skipped: raised	
	problem with	
	manager in Q15;	
	8889= skipped: not	
	asked Q15	
	Time period: 2017-19	
15a_7	Label: Can you tell us	
154_/	why you have not	
	raised the problem	
	with your	
	supervisor/manager,	
	boss or employer?	
	Everyone is/was	
	experiencing this	
	problem – it's the	
	way it is	
	Items: 0= not	
	selected; 1= selected	
	Missing: 8888=	
	skipped: raised	
	problem with	
	manager in Q15	
	8889= skipped: not	
	asked Q15	
	Time period: 2017-19	
16a_3	Label: Why did you	
	not make a formal	
	complaint? The	
	problem will be/was	
	soon resolved	
	Items: 0= not	
	selected; 1= selected	
	Missing: 8885=	
	skipped: made a	
	formal complaint in	
	Q16;	
	8886= skipped:	
	problem was resolved	
	after speaking with	
	manager in Q15C;	
	8887= skipped:	
	problem will be	
	resolved soon in	
1	l a	
	Q14A;	
	8888= skipped: did	
	8888= skipped: did not raise problem in	
	8888= skipped: did not raise problem in Q15; 8889= skipped:	
	8888= skipped: did not raise problem in Q15; 8889= skipped: did not take action in	
	8888= skipped: did not raise problem in Q15; 8889= skipped:	
	8888= skipped: did not raise problem in Q15; 8889= skipped: did not take action in	
17A 4	8888= skipped: did not raise problem in Q15; 8889= skipped: did not take action in Q14 (pilot 1 only) Time period: 2017-19	
17A_4	8888= skipped: did not raise problem in Q15; 8889= skipped: did not take action in Q14 (pilot 1 only) Time period: 2017-19 Label: Why did you	
17A_4	8888= skipped: did not raise problem in Q15; 8889= skipped: did not take action in Q14 (pilot 1 only) Time period: 2017-19 Label: Why did you not consider making a	
17A_4	8888= skipped: did not raise problem in Q15; 8889= skipped: did not take action in Q14 (pilot 1 only) Time period: 2017-19 Label: Why did you	

	with the Ministry of	
	Labour? The problem	
	will be/was resolved	
	soon	
	Items: 0= not	
	selected; 1= selected	
	Missing: 8888=	
	skipped: considering	
	making a formal	
	complaint in Q17;	
	8889= skipped: not	
	asked about making a	
	formal complaint	
	because problem	
	was/will soon be	
	resolved Q14A,	
	Q15C, Q16C	
174 10	Time period: 2017-19	
17A_10	Label: Why did you	
	not consider making a	
	formal complaint	
	about the problem	
	with the Ministry of	
	Labour? Everyone	
	is/was experiencing	
	this problem – it's	
	just the way it is	
	Items: 0= not	
	selected; 1= selected	
	Missing: 8888=	
	skipped: considering	
	making a formal	
	complaint in Q17;	
	8889= skipped: not	
	asked about making a	
	formal complaint	
	because problem	
	was/will soon be	
	resolved Q14A,	
	Q15C, Q16C	
	Time period: 2017-19	
18E_8	Label: Can you tell us	
	why you did not	
	submit a compaint to	
	the Ministry of	
	Labour? The problem	
	will be/was resolved	
	soon	
	Items: 0= not	
	selected; 1= selected	
	Missing: 8888=	
	skipped: considering	
	making a formal	
	complaint in Q17;	
	8889= skipped: not	
	asked about making a	
	formal complaint	
	because problem	

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the last 3 years Q14_13 Label: Why didn't do anything: I left/I decided to leave/it was easier to leave Items: 0= no; 1= yes Missing: Sub-population: people who did not take action to resolve problem at work Time period: within the last 3 years EAER (GB, 2005) Qexpers Label: Why didn't do anything: I left/I can provide multiple respondents FLAG: respondents can provide multiple responses FLAG: category 4 is not available NOTE: problems experienced in any job in the last 3 years EAER (GB, 2005) Qexpers Label: Whether respondent has			problem at work		
the last 3 years Q14_13 Label: Why didn't do anything: I left/I decided to leave/it was easier to leave Items: 0= no; 1= yes Missing: Sub-population: people who did not take action to resolve problem at work Time period: within the last 3 years EAER (GB, 2005) Qexpers Label: Why didn't do anything: I left/I can provide multiple respondents FLAG: respondents can provide multiple responses FLAG: category 4 is not available NOTE: problems experienced in any job in the last 3 years EAER (GB, 2005) Qexpers Label: Whether respondent has					
Comparison of the last 3 years Comparison of the last 3 years			the last 3 years		
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decided to leave/it was easier to leave Items: 0= no; 1= yes NOTE: problems Sub-population: people who did not take action to resolve problem at work Time period: within the last 3 years EAER (GB, 2005) Qexpers decided to leave/it responses FLAG: category 4 is not available NOTE: problems experienced in any job in the last 3 years EAER (GB, 2005) Qexpers Label: Whether respondent has		-			
was easier to leave Items: 0= no; 1= yes Missing: Sub-population: people who did not take action to resolve problem at work Time period: within the last 3 years EAER (GB, 2005) Qexpers EAER (GB, 2005) Qexpers FLAG: category 4 is not available NOTE: problems experienced in any job in the last 3 years EAER (GB, 2005) Label: Whether respondent has					
Items: 0= no; 1= yes Missing: Sub-population: people who did not take action to resolve problem at work Time period: within the last 3 years EAER (GB, 2005) Qexpers Label: Whether respondent has					
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Sub-population: experienced in any job in the last 3 years take action to resolve problem at work Time period: within the last 3 years EAER (GB, 2005) Qexpers Label: Whether respondent has			1		
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EAER (GB, 2005) Qexpers Label: Whether respondent has					
EAER (GB, 2005) Qexpers Label: Whether respondent has					
EAER (GB, 2005) Qexpers Label: Whether respondent has					
respondent has	EAED (CD CCCE)				
	EAER (GB, 2005)	Qexpers			
experienced any					
			experienced any		

qothstp	problems in the last 5 years Items: 1= yes; 2= no; 4= not stated Missing: -1= don't know Sub-population: people that personally have had a problem with their rights at work in the last 5 years, either in their current job or in any previous job they had during that time Time period: last 5 years Label: Whether respondent took any other steps to try to	NOTE: in reference to the most serious/main problem	
@qnota14	resolve the problem Items: 1= yes; 2= no; 3= not stated Missing: Sub-population: people that had a problem at work Label: Reason	NOTE: in reference	
G quotas i	respondent didn't take any other steps to try to resolve the problem: left the company/looking to leave the company Items: 0= no; 1= yes Missing: Sub-population: people that did not take action to resolve problem at work Time period: last 5 years	to the most serious/main problem	
@qnota15	Label: Reason respondent didn't take any other steps to try to resolve the problem: I was able to sort it out myself Items: 0= no; 1= yes Missing: Sub-population: people that did not take action to resolve problem at work Time period: last 5 years	NOTE: in reference to the most serious/main problem	
@qnota17	Label: Reason respondent didn't take	NOTE: in reference to the most	

		any other steps to try to resolve the problem: problem was sorted out by union/staff association Items: 0= no; 1= yes Missing: Sub-population: people that did not take action to resolve problem at work Time period: last 5 years	serious/main problem	
	@qnota18	Label: Reason respondent didn't take any other steps to try to resolve the problem: didn't want to Items: 0= no; 1= yes Missing: Sub-population: people that did not take action to resolve problem at work Time period: last 5 years	NOTE: in reference to the most serious/main problem	
	@qnota19	Label: Reason respondent didn't take any other steps to try to resolve the problem: I had done all I could Items: 0= no; 1= yes Missing: Sub-population: people that did not take action to resolve problem at work Time period: last 5 years	NOTE: in reference to the most serious/main problem	
BLUW (CH, LA, NY, 2008)	n/a			

CE07G1 EXPERIENCED RETALIATION AS A RESULT OF TAKING ACTION

- 1 Yes
- 2 No
- 3 Did not take action
- 4
- No complaint
 Don't know/refused 97
- Not applicable 98
- Missing 99

*This variable is getting at retaliation for taking action to solve or address ES problems/complaints at work

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	19	Label: Did you do anything else about the problem Items: 1= yes; 5= no Missing: 8= don't know; 9= refused Sub-population: people that had a	NOTE: in reference to the biggest problem	
		problem at work, and did something else about it other than seeking advice		
	I19	Label: Did you experience any additional problems or consequences at work as a result of trying to solve the problem Items: 1= yes; 5= no Missing: 8= don't know; 9= refused Sub-population: people that reported the biggest problem at work, and who did something else about it their problem other than seeking advice	NOTE: in reference to the biggest problem	
SWPA (ON, 2020)	Q20	Label: Did you experience any additional problems or negative consequenses at work as a result of trying to solve the problem? Items: 1= yes; 2= no; 3= I don't know Missing: 8888= skipped: took no action/did not talk to supervisor Time period: 2017-19		
SESV (ON, 2011)	n/a	-		
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	n/a			
UWS (GB, 2004) EAER (GB, 2005)	n/a n/a			
BLUW (CH, LA, NY, 2008)	Rt6	Label: During the last 12 months, did you make a complaint? Items: 1= yes; 5= no	NOTE: keeping in mind all jobs during the last 12 months; in reference to the most	

Missing: recent complaint; in reference to complaints by the respondent or with co-workers, about working conditions, by going to their employer, supervisor or going to a government agency; does not include	
complaints by the respondent or with co-workers, about working conditions, by going to their employer, supervisor or going to a government agency;	
respondent or with co-workers, about working conditions, by going to their employer, supervisor or going to a government agency;	
co-workers, about working conditions, by going to their employer, supervisor or going to a government agency;	
co-workers, about working conditions, by going to their employer, supervisor or going to a government agency;	
working conditions, by going to their employer, supervisor or going to a government agency;	
by going to their employer, supervisor or going to a government agency;	
employer, supervisor or going to a government agency;	
or going to a government agency;	
government agency;	
attempts made to	
form a labor union	
Rt10x1@a Label: Did your FLAG: respondents	
employer or can provide multiple	
supervisor do any of responses	
the following as a NOTE: reference	
direct result of this period – during the	
complaint: threaten to past 12 months	
fire you or your co-	
workers	
Items: 1= yes; 5= no	
Missing:	
Sub-population:	
people with	
complaints and	
discussed the problem	
with surpervisor or	
employer and/or	
supervisor/employer	
knew they made the	
complaint (rt9@a=1);	
(rt9a=)	
Rt10x1@b Label: Did your FLAG: respondents	
employer or can provide multiple	
supervisor do any of responses	
the following as a NOTE: reference	
direct result of this period – during the	
police or immigration	
Items: 1= yes; 5= no	
Missing:	
Sub-population:	
people with	
complaints and	
discussed the problem	
with surpervisor or	
employer and/or	
supervisor/employer	
knew they made the	
complaint (rt9@a=1);	
(rt9a=1)	
Rt10x1@c Label: Did your FLAG: respondents	
employer or can provide multiple	
supervisor do any of responses	
the following as a NOTE: reference	
direct result of this period – during the complaint? Threaten past 12 months	

		-	I	I
		to close or move the		
		company		
		Items: 1= yes; 5= no		
		Missing: Sub-population:		
		people with		
		complaints and		
		discussed the problem		
		with surpervisor or		
		employer and/or		
		supervisor/employer knew they made the		
		complaint (rt9@a=1);		
		(rt9a=1)		
	Rt10x1@d	Label: Did your	FLAG: respondents	
	Ktioxi@u	employer or	can provide multiple	
		supervisor do any of	responses	
		the following as a	NOTE: reference	
		direct result of this	period – during the	
		complaint? Fire you	past 12 months	
		or your co-workers	Puot 12 montilo	
		Items: 1= yes; 5= no		
		Missing:		
		Sub-population:		
		people with		
		complaints and		
		discussed the problem		
		with surpervisor or		
		employer and/or		
		supervisor/employer		
		knew they made the		
		complaint		
		(rt9@a=1); (rt9a=1)		
	Rt10x1@e	Label: did your	FLAG: respondents	
		employer or	can provide multiple	
		supervisor do any of	responses	
		the following as a	NOTE: reference	
		direct result of this	period – during the	
		complaint? Suspend	past 12 months	
		you or your co-		
		workers		
		Items: 1= yes; 5= no		
		Missing:		
		Sub-population:		
		people with		
		complaints and		
		discussed the problem		
		with surpervisor or		
		employer and/or		
		supervisor/employer		
		knew they made the		
		complaint		
	D:40.000	(rt9@a=1); (rt9a=1)	ET A C	
	Rt10x2@f	Label: How about any	FLAG: respondents	
		of these? (did your	can provide multiple	
		employer or	responses	
		supervisor do any of	NOTE: reference	
1		the following as a	period – during the	

	direct result of this	past 12 months	
	complaint): cut your		
	or your co-workers'		
	hours, or change your		
	schedule		
	Items: 1= yes; 5= no		
	Missing:		
	<u> </u>		
	Sub-population:		
	people with		
	complaints and		
	discussed the problem		
	with surpervisor or		
	employer and/or		
	supervisor/employer		
	knew they made the		
	complaint		
	(rt9@a=1); (rt9a=1)		
D+10+2@~		EL ACt recognition de la contra	
Rt10x2@g	Label: How about any	FLAG: respondents	
	of these? (did your	can provide multiple	
	employer or	responses	
	supervisor do any of	NOTE: reference	
	the following as a	period – during the	
	direct result of this	past 12 months	
	complaint): cut your		
	or your co-workers'		
	pay		
	Items: 1= yes; 5= no		
	Missing:		
	<u> </u>		
	Sub-population:		
	people with		
	complaints and		
	discussed the problem		
	with surpervisor or		
	employer and/or		
	supervisor/employer		
	knew they made the		
	complaint		
	(rt9@a=1); (rt9a=1)		
D+10v2@h	Label: How about any	FLAG: respondents	
Rt10x2@h			
	of these? (did your	can provide multiple	
	employer or	responses	
	supervisor do any of	NOTE: reference	
	the following as a	period – during the	
	direct result of this	past 12 months	
	complaint): give you		
	or your co-workers'		
	worse work		
	assignments		
	Items: 1= yes; 5= no		
	Missing:		
	Sub-population:		
	people with		
	complaints and		
	discussed the problem		
	with surpervisor or		
	employer and/or	1	
	supervisor/employer		

1		I	
	complaint (rt9@a=1); (rt9a=1)		
Rt10x2@i	(rt9a=1) Label: How about any of these? (did your employer or supervisor do any of the following as a direct result of this complaint): harass or abuse you or your coworkers Items: 1= yes; 5= no Missing: Sub-population: people with complaints and discussed the problem with surpervisor or employer and/or supervisor/employer knew they made the	FLAG: respondents can provide multiple responses NOTE: reference period – during the past 12 months	
	complaint (rt9@a=1); (rt9a=1)		
Rt10x2@j	Label: How about any of these? (did your employer or supervisor do any of the following as a direct result of this complaint): employer ignore you and did nothing Items: 1= yes; 5= no Missing: Sub-population: people with complaints and discussed the problem with surpervisor or employer and/or supervisor/employer knew they made the complaint (rt9@a=1); (rt9a=1)	FLAG: respondents can provide multiple responses NOTE: reference period – during the past 12 months	
Rt10x2@k	Label: How about any of these? (did your employer or supervisor do any of the following as a direct result of this complaint): employer do anything else that hasn't been mentioned Items: 1= yes; 5= no Missing: Sub-population: employees with	FLAG: respondents can provide multiple responses NOTE: reference period – during the past 12 months	

	complaints and	
	discussed the problem	
	with supervisor or	
	employer and/or	
	supervisor/employer	
	1 1 1 1	
	knew they made the	
	complaint	
	(rt9@a=1); (rt9a=1)	

CE08G1 SATISFIED WITH ACTION/ADVICE TO SOLVE COMPLAINT

- Yes 1
- 2 No
- 3 Did not take action/seek advice
- 4
- No complaint Don't know/refused 97
- 98 Not applicable
- 99 Missing

			VARIABLE-	
SURVEY			SPECIFIC	HARMONIZATION
(COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	NOTES/COMMENTS	NOTES/COMMENTS
SESC (ON, 2012)	I21	Label: Was the	NOTE: in reference	
		problem resolved to	to the biggest	
		your satisfaction	problem	
		Items: 1= yes; 5= no		
		(specify)		
		Missing: 8= don't		
		know; 9= refused		
		Sub-population:		
		people that		
CIATRA (ONI 2020)	021	experienced problems		
SWPA (ON, 2020)	Q21	Label: All in all, how satisfied or		
		dissatisfied are you		
		with how the problem		
		is being/was		
		resolved?		
		Items: 1= very		
		satisfied; 2=		
		somewhat satisfied;		
		3= somewhat		
		dissatisfied; 4= very		
		dissatisfied		
		Missing: 8888=		
		skipped: the problem		
		was not resolved;		
		9999= missing		
		programming error Time period: 2017-19		
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2a	Label: Have you		CODING: turn q2a
		personally		into a dichotomous

	experienced any		variable
	problems at work		
	over the last 5 years		
	in relation to your		
	rights at work?		
	Items: 1= yes, once;		
	2= yes, more than		
	once; 3= no; 4= don't		
	know		
	Missing: 98; 99		
	Sub-population:		
	people that have		
	experienced problems		
	at work over the last 5		
	years in relation to		
	their rights at work		
	Time period: within		
	the last 5 years		
Q2u	Label: If you were in	NOTE: does not	CODING: recode
~-~	the same position	include respondents	missing in core
	again, would you take	that experienced	variables
	the same steps?	problems with health	variabics
	. *	and safety; in	
	Items: 1= yes; 2= no;		
	3= don't know	reference to the most	
	Missing: 98; 99	recent problem	
	Sub-population:		
	people that have		
	experienced problems		
	at work over the last 5		
	years in relation to		
	their rights at work,		
	and took action to		
	remedy the situation		
Q2q	Label: Did you take	NOTE: does not	
Q2q	any other steps to try	include respondents	
	and remedy the	that experienced	
	situation	problems with health	
	Items: 1= yes; 2= no	and safety; in	
	Missing: 98; 99	reference to their	
	Sub-population:	most recent problem	
	people that have		
	experienced problems		
	at work over the last 5		
	years in relation to		
	their rights at work		
	Time period: within		
	the last 5 years		
Q2f	Label: Did you seek	NOTE: does not	
Y 21			
	help or advice from	include respondents	
	anyone regarding the	that experienced	
	situation	problems with health	
	Items: 1= yes; 2= no;	and safety	
	3= don't know	NOTE: in reference	
	Missing: 98; 99	to the most recent	
	Sub-population:	problem	
	people that have		
	experienced problems		
	at work over the last 5		
	, ,, ,		

	T.	T		
		years in relation to		
		their rights at work		
		Time period: within		
		the last 5 years		
UWS (GB, 2004)	n/a			
EAER (GB, 2005)	Qlkback	Label: Whether	NOTE: in reference	CODING: 1 = No; 2
		respondent wishes	to the most	= Yes
		they had handled	serious/main problem	
		anything differently		
		Items: 1= yes; 2= no;		
		Missing: -1= don't		
		know, 4= not stated		
		Sub-population:		
		people that		
		experienced problems		
		at work		
		Time period: last 5		
	Qothstp	years Label: Whether	NOTE: in reference	
	Quiisip	respondent took any	to the most	
		other steps to try to	serious/main problem	
		resolve the problem	Serious/main problem	
		Items: 1= yes; 2= no;		
		Missing: 3= not stated		
		Sub-population:		
		people that had a		
		problem at work		
		Time period: last 5		
		years		
	qexpers	Label: Whether		
		respondent has		
		experienced any		
		problems in the last 5		
		years		
		Items: 1= yes; 2= no;		
		4= not stated		
		Missing: -1= don't		
		know		
		Sub-population:		
		people that personally		
		have had a problem to		
		do with their rights at work in the last 5		
		years, either in their		
		current job or in any		
		previous job they had		
		during that time		
		Time period: last 5		
		years		
BLUW (CH, LA, NY,	n/a			
2008)				
e				

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CE09G1 **O**UTCOME FROM TAKING ACTION

- 1
- Fired (dismissed, made redundant, lost job)
 Workplace retaliation (threats, cut hours, cut pay, etc.) 2

- Resignation (looking for other work, job change) Resolution (compromise, problem solved) 3
- 4
- Other 5
- 6 Did not take action
- 7 No complaints
- Don't know/refused Not applicable 97
- 98
- 99 Missing

*Includes dismissed, lost job, made redundant

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	n/a			
SWPA (ON, 2020)	n/a			
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a			
AWS (AU, 2007-11) IAER (UK, 2000)	Q2a	Label: Have you personally experienced any problems at work over the last 5 years in relation to your rights at work? Items: 1= yes, once; 2= yes, more than once; 3= no; 4= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years		CODING: turn q2a into a dichotomous variable
	Q2f	Label: Did you seek help or advice from anyone regarding the situation Items: 1= yes; 2= no; 3= don't know Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work Time period: within the last 5 years	NOTE: does not include respondents that experienced problems with health and safety NOTE: in reference to the most recent problem	
	Q2q	Label: Did you take any other steps to try and remedy the	NOTE: does not include respondents that experienced	CODING: recode missing in core variables

T			
	situation	problems with health	
	Items: 1= yes; 2= no	and safetyl in	
	Missing: 98; 99	reference to their	
	Sub-population:	most recent problem	
	people that have		
	experienced problems		
	at work over the last 5		
	years in relation to		
	their rights at work		
	Time period: within		
	the last 5 years		
Q2s1	Label: What did you	NOTE: does not	
	do as a result of your	include respondents	
	dispute	that experienced	
	Items: 1= made a	problems with health	
	tribunal application;	and safety; in	
	2= employer agreed	reference to the most	
	with my position and	recent problem	
	made the necessary		
	adjustment; 3= I lost		
	my job, was made		
	redundant, was		
	dismissed; 4= I		
	moved jobs within the		
	firm/organisation; 5=		
	someone else		
	resigned/was		
	dismissed; 6= I found		
	another job/left the		
	organisation; 7= I am		
	looking for another		
	job in order to leave		
	the organisation		
	Missing: 98; 99		
	Sub-population:		
	people that have		
	experienced problems		
	at work over the last 5		
	years in relation to		
	their rights at work,		
	and took action to		
	remedy the situation		
	Time period: within		
	the last 5 years		
Q2s2	Label: What did you	NOTE: does not	
	do as a result of your	include respondents	
	dispute: other 1	that experienced	
	Items: 1= made a	problems with health	
	tribunal application;	and safety; in	
	2= employer agreed	reference to the most	
	with my position and	recent problem	
	made the necessary		
	adjustment; 3= I lost		
	my job, was made		
	redundant, was		
	dismissed; 4= I		
	moved jobs within the firm/organisation; 5=		

		comoono olco		
	Q2s3	someone else resigned/was dismissed; 6= I found another job/left the organisation; 7= I am looking for another job in order to leave the organisation Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work, and took action to remedy the situation Time period: within the last 5 years Label: What did you do as a result of your dispute: others 2 Items: 1= made a tribunal application; 2= employer agreed with my position and made the necessary adjustment; 3= I lost my job, was made redundant, was dismissed; 4= I moved jobs within the firm/organisation; 5= someone else resigned/was dismissed; 6= I found another job/left the organisation; 7= I am looking for another job in order to leave the organisation Missing: 98; 99 Sub-population: people that have experienced problems at work over the last 5 years in relation to their rights at work, and took action to remedy the situation Time period: within	FLAG: respondents can provide multiple responses NOTE: does not include respondents that experienced problems with health and safety; in reference to the most recent problem	CODING: three step process – step 1-recode missing for core variables; step 2-combine variables into a single variable called 'outcome'; step 3 - code CE16G1
		the last 5 years		
UWS (GB, 2004)	n/a	·		
EAER (GB, 2005)	Qresolv	Label: How problem was resolved Items: 1= my employer took action to address my	NOTE: in reference to the main problem	

I	1 11 / 11	T	I
	problem/complaint;		
	2= I took action to		
	address my		
	employers		
	problem/complaint;		
	3= my employer and I		
	came to a		
	compromise; 4= I		
	moved jobs within the		
	organisation; 5=		
	nothing/just went on		
	as before/forgot about		
	it; 6= someone else		
	resigned/was		
	dismissed; 7= I		
	left/resigned/changed		
	jobs; 8= other		
	answers; 10= no		
	answer; 11= not		
	stated		
	Missing: -1= don't		
	know; 10= missing;		
	11= missing		
	Sub-population:		
	people that are		
	working for current		
	employer when the		
	problem/dispute		
	occured, and did not		
	leave employer as a		
	direct result of the		
	dispute, and the		
	problem is most		
	likely over		
	Time period: last 5		
	years		
Qexpers	Label: Whether		
	respondent has		
	experienced any		
	problems in the last 5		
	years		
	Items: 1= yes; 2= no;		
	4= not stated		
	Missing: -1= don't		
	know		
	Sub-population:		
	people that personally		
	have had a problem		
	with their rights at		
	work in the last 5		
	years, either in their		
	current job or in any		
	previous job they had		
	during that time		
	Time period: last 5		
	years		
qothstp	Label: Whether	FLAG: category 1 is	
	respondent took any	n/a	

		other steps to try to	NOTE: in reference	
		resolve the problem	to the most	
		Items: 1= yes; 2= no;	serious/main problem	
		3= not stated		
		Missing:		
		Sub-population:		
		people that had a		
		problem at work		
BLUW (CH, LA, NY,	n/a			
2008)				

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