

harmonized codebook + data dictionary
employment standards database

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 Angeles, 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 [Gender and Work Database](#) and [Comparative Perspectives Database](#). The ESD focuses on employment standards, enforcement and violations from a comparative context, harmonizing large and small scale 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 evolution 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

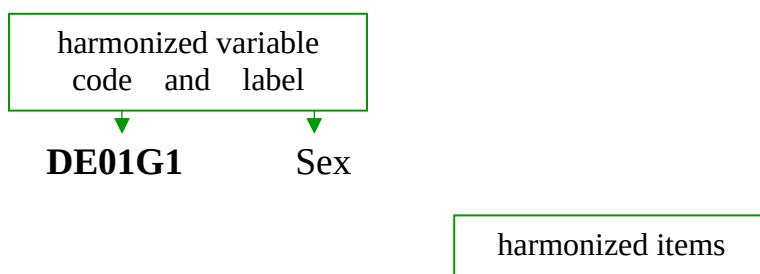
DE: Represents the variable indicator grouping based on the conceptual themes being measured;

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).

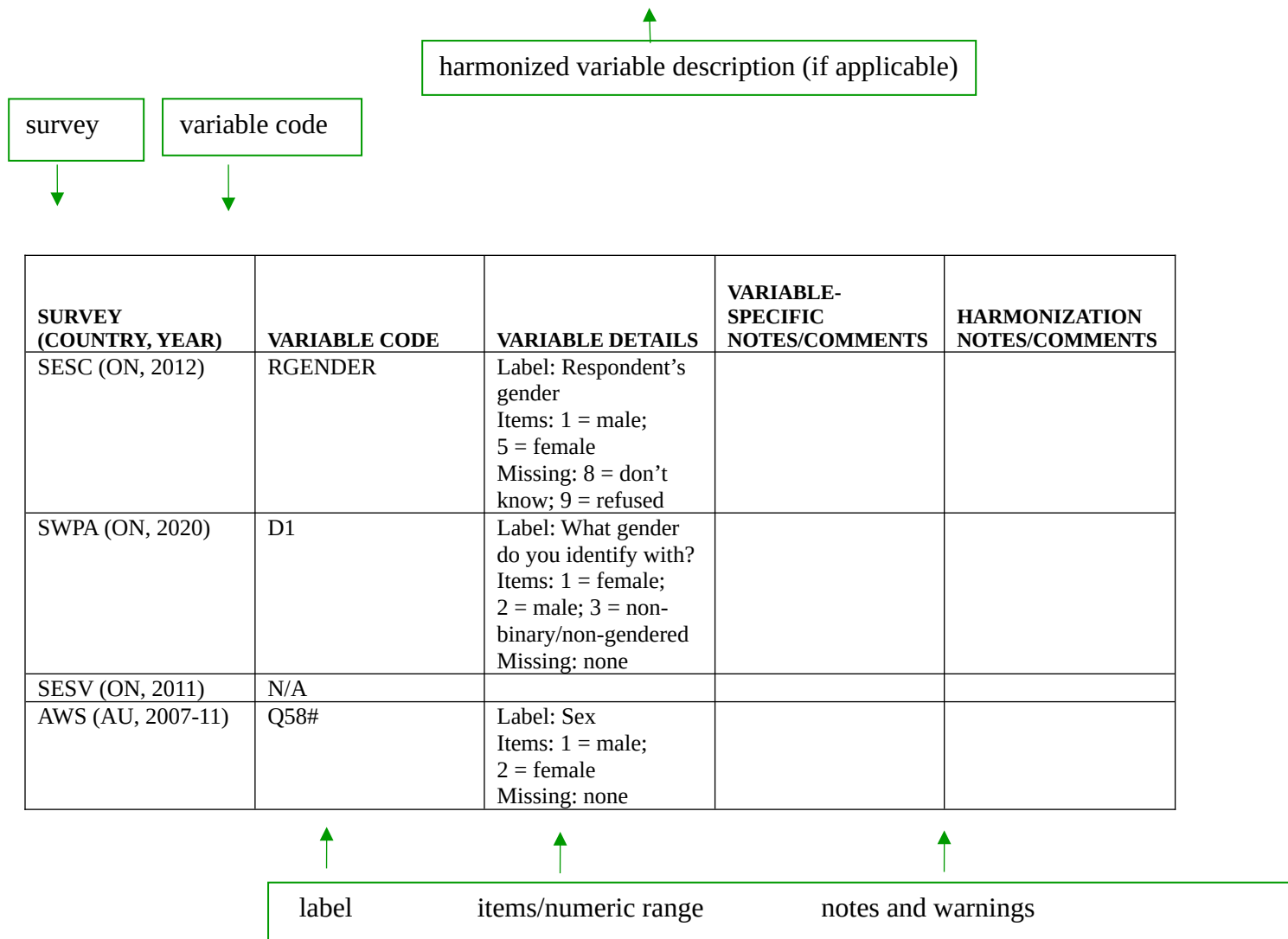
Most harmonized variables are made up of categories, or *items*. To demonstrate, see the example below:

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.



- 1 Male ←
- 2 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.



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, termination 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 respondents 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; socio-demographic 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
<p>SESC (ON, 2012) pilot</p>	<p>Title: Survey of Employment Standards Compliance in Ontario.</p> <p>Conducted by: Institute for Social Research, York University.</p> <p>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.</p> <p>Survey type: Cross-sectional study.</p> <p>Sampling: Random sampling.</p> <p>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.</p> <p>Data collection period: March 2012-August 2012.</p> <p>Time period: Reference year.</p> <p>Geographic coverage: Ontario.</p>
<p>SWPA (ON, 2020) pilot</p>	<p>Title: Survey of Work Problems and Actions</p> <p>Conducted by: Forum Research</p> <p>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.</p> <p>Survey type: Cross-sectional sampling</p> <p>Sampling: Panel survey</p> <p>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.</p> <p>Data collection period: February 2022-April 2022.</p> <p>Time period: Since April 2020 (last two years).</p> <p>Geographic coverage: Ontario.</p>
<p>SESV (ON, 2011) wac</p>	<p>Title: Survey of Employment Standards Violations.</p> <p>Conducted by: Workers' Action Centre and Parkdale Community Legal Service.</p>

	<p>Objective: Document the extent of employment standards' violations of people in precarious work, and the impact of these violations.</p> <p>Survey type: Cross-sectional (one time) study.</p> <p>Sampling: Snowball sampling.</p> <p>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 self-employed) and unemployed.</p> <p>Data collection period: November 2010-March 2011. Time period: Reference year or previous 5 years.</p> <p>Geographic coverage: Ontario.</p> <p>Note: This survey does not contain demographic information.</p>
AWS (AU, 2007-2011)	<p>Title: Australia at Work Survey.</p> <p>Conducted by: Workplace Research Centre, University of Sydney.</p> <p>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 <i>WorkChoices</i> 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.</p> <p>Survey type: Longitudinal study (over 5 years).</p> <p>Sampling: Stratified random sampling.</p> <p>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).</p> <p>Data collection period: March- July (repeated each year until 2011).</p> <p>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).</p> <p>Geographic coverage: Australia.</p> <p>Note: Australia at Work data is a study of the labour force as of 2006.</p>
IAER (UK, 2000)	<p>Title: Individual's Awareness, Knowledge and Exercise of Employment Rights Survey.</p> <p>Conducted by: Institute for Employment Studies and NOP Research Group.</p>

	<p>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.</p> <p>Survey type: Repeated cross-sectional study.</p> <p>Sampling: One stage stratified or systematic random sampling.</p> <p>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.</p> <p>Data collection period: June 2000-July 2000.</p> <p>Time period: Reference year or previous year before the survey (reporting on current employer or last employer).</p> <p>Geographic coverage: United Kingdom.</p>
UWS (GB, 2004)	<p>Title: Unrepresented Worker Survey, 2001-2004.</p> <p>Conducted by: Anna Pollert, Working Lives Research Institute.</p> <p>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.</p> <p>Survey type: Cross-sectional (one time) study.</p> <p>Sampling: One-stage stratified or systematic random sample.</p> <p>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).</p> <p>Data collection period: October 2004-November 2004.</p> <p>Time period: Reference year or previous 3 years (January 2001-November 2004).</p> <p>Geographic coverage: Great Britain.</p>
EAER (GB, 2005)	<p>Title: Employees' Awareness, Knowledge and Exercise of Employment Rights Survey.</p> <p>Conducted by: Institute for Employment Studies and BMRB Social Research.</p> <p>Objective: Assess employees' general awareness of the scope of their employment rights, establish employees' knowledge of specific employment</p>

	<p>rights provisions, discover the main source of information and professional advice about employment rights issues, and where they sought advice and guidance.</p> <p>Survey type: Repeated cross-sectional study.</p> <p>Sampling: Multi-stage stratified random sample.</p> <p>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).</p> <p>Data collection period: June 2005-October 2005.</p> <p>Time period: Reference year or previous 2 years.</p> <p>Geographic coverage: Great Britain.</p>
BLUW (CH, LA, NY, 2008)	<p>Title: Broken Laws, Unprotected Worker’s Survey.</p> <p>Conducted by: Centre for Urban Economic Development; National Employment Law Project; UCLA Institute for Research on Labor and Employment.</p> <p>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.</p> <p>Survey type: Cross-sectional (one-time) study.</p> <p>Sampling: Respondent-driven sampling - sample is representative of the larger population of front-line workers in low-wage industries in the three cities.</p> <p>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.</p> <p>Data collected: January 2008-August 2008.</p> <p>Time period: Reference year.</p> <p>Geographic coverage: Chicago (Cook county), Los Angeles (Los Angeles county), and New York City (five boroughs: Manhattan, Brooklyn, Queens, the Bronx, and Staten Island).</p> <p>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.</p>

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, 2008)	DEM1	Label: Gender Items: 1 = male; 2 = female Missing: none		

DE02G1

AGE GROUP OF WORKER (10 CATEGORIES)

- 1 19 years and under
- 2 20-24 years
- 3 25-29 years
- 4 30-34 years
- 5 35-39 years
- 6 40-44 years
- 7 45-49 years
- 8 50-54 years
- 9 55-59 years
- 10 60 years and over
- 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)	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;		

		<p>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 Time period: 2017-19</p>		
SESV (ON, 2011)	N/A			
AWS (AU, 2007-11)	Q311#	<p>Label: Age in 2007 Range: 15-59 (whole numbers) Missing: 99 = missing</p>	FLAG: ends at age 59	
IAER (UK, 2000)	Q1B	<p>Label: What was your age last birthday? Range: 16-64 (whole numbers) Missing: 98 = missing; 99 = missing Time period: previous year</p>		
UWS (UK, 2004)	Q69	<p>Label: Age Range: 16-71 (whole numbers) Missing: 99998; 99999 = refusal Time period: past three years</p>		
EAER (UK, 2005)	Q71a	<p>Label: Age of respondent Range: 16-64 (whole numbers) Missing: -2 = refused Time period: last two years</p>	FLAG: starts at age 17	
BLUW (CH, LA, NY, 2008)	DEM2	<p>Label: What year were you born? Range: 18-108; enter year (1900-1990) Missing: none</p>	FLAG: starts at age 18	<p>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</p>

				harmonized categories
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DE02G2

AGE GROUP OF WORKER (4 CATEGORIES)

- 1 24 years and under
- 2 25-44 years
- 3 45-59 years
- 4 60 years and over
- 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)	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 Time period: 2017-19		
SESV (ON, 2011)	N/A			
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

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	K12	Label: Country of birth Items: 1 = Canada; 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		CODING: 1 = Not an immigrant; else = Immigrant
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			
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

		<p>Birth</p> <p>Items: 1 = England; 2 = Scotland; 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</p> <p>Missing: 12 = no answer; 14 = not stated; -1 = don't know</p> <p>Time period: last two years</p>		immigrant; else = Immigrant
BLUW (CH, LA, NY, 2008)	DEM2A	<p>Label: In what country were you born</p> <p>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)</p> <p>Missing: none</p>		CODING: 1 = Not an immigrant; 2 = Immigrant

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	<p>Label: Immigration status</p> <p>Items: 1 = no official status; 2 = visitor's</p>		<p>CODING: 8 = National/citizen; else = Not a national/citizen</p>

		<p>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</p>		
SWPA (ON, 2020)	D12	<p>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 visas (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 citizen; 9 = another status Missing: 97 = don't know/refuse; 98 = not applicable; 99 = missing</p>		
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, 2008)	DEM4	<p>Label: Are you a US citizen? Items: 1 = yes; 5 = no Missing: none Sub-population: people born outside of the US (dem2a)</p>		
	DEM2A	<p>Label: In what country were you born Items: 1 = United States; 2 = China; 3 = Dominican</p>		

		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		
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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 the following ethnic groups do you consider you belong to? Items: 1 = white; 2 = Black-African; 3 = Black-Caribbean; 4 = Black-other Black groups; 5 = Indian; 6 = Pakistani; 7 = Bangladeshi;		CODING: 1 = Not a visible minority; else = Visible minority

		8 = Chinese; 9 = mixed race; 10 = other; 11 = don't know; 12 = no answer Missing: 98 = missing; 99 = missing Time period: previous year		
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; 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-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 years		CODING: 1,2,3 = Not a visible minority; else = Visible minority

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 equivalent; 3 = some community		

		<p>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.)</p> <p>Missing: 97 = don't know/refuse; 98 = not applicable; 99 = missing</p> <p>Time period: 2017-19</p>		
SESV (ON, 2011)	N/A			
AWS (AU, 2007-11)	Q296#	<p>Label: Highest education</p> <p>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</p> <p>Missing: 99 = refused</p>		
IAER (UK, 2000)	Q7A01-28	<p>Label: Highest qualification</p> <p>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</p>	NOTE: question asks "what qualifications do you have – starting with the highest"; respondents can select more than one option (multiple answers)	

		<p>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/TEC National 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.;</p> <p>16 = BTEC/BEC/TEC first 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 higher diploma; 21 = RSA ADVANCED DIPLOMA OR ADVANCED CERTIFICATE; 22 = RSA diploma; 23 = other RSA qualifications (including stage I, II</p>		
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		<p>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</p>		
UWS (UK, 2004)	Q71	<p>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</p>		
EAER (UK, 2005)	Q73B	<p>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-</p>		

		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, NY, 2008)	EDUC	Label: What is the highest level of education you have completed in the US or abroad? 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 Widowed
 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)	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			
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, 2008)	DEM17	Label: Are you currently married or living with a partner? Items: 1 = yes; 5 = no Missing: none	NOTE: 'no' includes people who are widowed/ divorced/ separated	CODING: 1 = Married or common-law; 5 = Single
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DE08G1

PRESENCE OF CHILDREN UNDER 16 YEARS OLD IN HOUSEHOLD

- 1 Yes
- 2 No/children 16 and over
- 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)	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	

		children living with you? Items: 1 = yes; 2 = no; 3 = don't know Missing: - 9 = missing Time period: previous year	who are in full-time education living in the household	
	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 children aged 16-18 Range: 1+ (number of children within that range) Missing: 98 = missing		CODING: variable used to filter out people who only have children 16 and older living in the household

		Sub-population: people with dependent children living in the household (q7f) Time period: previous year		
UWS (UK, 2004)	N/A			
EAER (UK, 2005)	Q76A	Label: Whether respondent has any dependent children living with them Range: 0-5 (number of children) Missing: -1 = don't know Time period: last two years	NOTE: captures children under 18 living in the household	
	Q76B_1	Label: Age of each dependent child - first 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_2	Label: Age of each dependent child - second 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_3	Label: Age of each dependent child - third child Range: 0-18 years old (whole numbers; 0 = babies under 1 year) Missing: none Sub-population: people with		CODING: created derived variable to calculate the age of the youngest child in the household

		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: 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_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 (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 (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 terminated from the survey.	CODING: this variable is not based on the survey definition of full-time/part-time, but is defined as per the Ontario definition of full-time employment (30+ hours per week).
SWPA (ON, 2020)	Q137	Label: On average, how many 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, 2011)	HRSWE EK	Label: Weekly number of hours worked Range: 0-109 Missing: 997= varies; 998= no job; 999= missing Time period: within the past 5 years	FLAG: may include all jobs	CODING: this variable is not based on the survey definition of full-time/part-time, but is defined as per the Ontario definition of full-time employment (30+ hours 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 rather than recode them	
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; 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 [Standard Industrial Classification](#) 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 [Australian and New Zealand Standard Industrial Classification \(ANZSIC\)](#) 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

¹ NACE is derived from the French "Nomenclature statistique des Activités économiques dans la Communauté Européenne" (Statistical classification of economic activities in the European Community)

with the update was to reflect:

- 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:

- 3 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.

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 + Information and cultural industries)
106	Finance and real estate (Finance and insurance + Real estate and rental and leasing)
107	Professional (Professional, scientific and technical services)
108	Management and administration (Management of companies and enterprises + 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

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= 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= 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	FLAG: category 2 is not available 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
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,		
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		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 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, 2007-2011)	IND1D1	Label: Industry 1 digit 2007 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= 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 Missing: 9999= unclassifiable	NOTE: variable applies to main job; based on ANSZIC 2006 (1 digit)	
IAER (UK, 2000)	Q6F	Label: What does the	FLAG: categories 8	CODING: 17 = Not

		<p>firm/organisation you work/worked for mainly make or do (at the place where you work)?</p> <p>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</p>	<p>and 9 are not available NOTE: based on SIC 1992 (2-digit)</p>	<p>applicable</p>
UWS (GB, 2004)	Q46_SIC	<p>Label: Sic coding of workplace of screened job Items: SIC 2003 4 digit codes Missing: 99999= unclassified industry Time period: last 3 years</p>	<p>FLAG: category 2 not available NOTE: based on SIC 2003 (4-digit); pertains to screened job</p>	<p>CODING: data file had SIC 2003 4 digit codes; codes were deciphered using SIC 2003 coding structure, than harmonized based on NAICS 2007 structure</p>
EAER (GB, 2005)	SIC92L	<p>Label: SIC 1992 4 digit Items: SIC 1992 4 digit</p>	<p>NOTE: based on SIC 1992 (4 digit); refers to current employer; if not currently an</p>	

		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 [International Standard Classification of Occupations 2008 \(ISCO-08\)](#).

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 objectives 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 data available. 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 in isco-08 as 'set of tasks and duties performed or meant to 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 [National Occupational Classification for Statistics \(NOC-S\)](#) 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 [SOC2000](#).

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:

- 5 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/COMMENTS
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;	

		<p>and personal service workers; 5= clerical and administrative workers; 6= sales workers; 7= machinery operators and drivers; 8= labourers</p> <p>Missing: -1 unclassifiable</p>	<p>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</p> <p>NOTE: based on ANZSCO 2006 (1 digit); main job</p>	
IAER (UK, 2000)	Q6O	<p>Label: In the organisation/firm where you work/worked, what is/was the main job that you do/did?</p> <p>Items: 1= managers and administrators or more senior staff; 2= professional/technical staff (eg professional engineers); 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</p> <p>Missing: --</p> <p>Time period: previous year</p>	<p>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</p> <p>NOTE: based on SOC 90 (2-digits)</p>	
UWS (GB, 2004)	Q47_SOC	<p>Label: SOC coding of workplace of screened job</p> <p>Items: SOC 3-digit code</p> <p>Missing: unclassified</p> <p>Time period: last 3 years</p>	<p>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</p>	<p>CODING: used SOC 2000 to classify UWS numeric categories into NOC-S 2006</p>

			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)	
EAER (GB, 2005)	SOC2000I	Label: SOC 2000 Items: 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: used SOC 2000 to classify EAER categories into NOC-S 2006
BLUW (CH, LA, NY, 2008)	OCC3	Label: Items: long detailed list Missing: -7= na to 2ndary emps; -6= not paid; -5= exempt; -4= missing; -3= na; -2= refused; -1= dk; 8= dk; 9= ref/md	FLAG: category 1 and 9 are n/a NOTE: references main employer; main employer is the business or individual for which respondent worked the most hours 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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(COUNTRY, YEAR)			VARIABLE-SPECIFIC NOTES/COMMENTS	NOTES/COMMENTS
SESC (ON, 2012)	C3A	<p>Label: About how many people are employed at the location where you work?</p> <p>Items: 1= less than 20; 2= 20-49; 3= 50-99; 4= 100-500; 5= over 500</p> <p>Missing: 8= don't know; 9= refused</p>	<p>FLAG: category 3 contains cases that should be in category 4</p> <p>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 over the last month</p>	
SWPA (ON, 2020)	N/A			
SESV (ON, 2011)	N/A			
AWS (AU, 2007-2011)	N/A			
IAER (UK, 2000)	Q6G	<p>Label: How many employees are there in total at the place where you work? (ie the establishment where they are based)</p> <p>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</p> <p>Missing: 98; 99</p> <p>Time period: previous year</p>		<p>FLAG: survey response options do not overlap cleanly with harmonized variable, so items 4 and 5 from this survey are coded as 20-99 employees</p> <p>CODING: 3,9,10 = Don't know</p>
UWS (GB, 2004)	Q48	<p>Label: Number of people who worked at workplace in screened job</p> <p>Range: 1-8400</p> <p>Missing: 99999= don't know</p> <p>Time period: last 3 years</p>	<p>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</p>	
EAER (GB, 2005)	Q65	<p>Label: Number of employees at place where respondent</p>	<p>NOTE: if not currently an employee than relates</p>	<p>CODING: 10, 11 = Don't know</p>

		works/worked Items: 1= 1-9; 2= 10-19; 3= 20-24; 4= 25-49; 5= 50-99; 6= 100-149; 7= 150-249; 8= 250-499; 9= 500+; 10= don't know but less than 50; 11= don't know but 50 or more Missing: 12= not stated Time period: last two 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, 2008)	JB16D	Label: At this worksite, how many other employees work for [main employer]? 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; 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: 0 = Not applicable

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			
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, 2008)	N/A			

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 cross-nationally. 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

*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

*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.

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE-SPECIFIC NOTES/COMMENTS	HARMONIZATION 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
	F3EQUIV	Label: Calculated F3	NOTE: main job or	CODING: created

		equivalent Range: 1.00-15.00 (dollars and cents) Missing: -- Sub-population: people that do not get paid hourly (f1)	lowest paying job if multiple jobs	custom variable that combines F3 and F3EQUIV into a variable called HRLY_WAGE; 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= 8= 3212; 9= 3251; 10= 3253; 11= 4121; 12= 4171; 13= 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	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
	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=	NOTE: based on NOC 2006 4 digit identifier	CODING: numeric codes were deciphered using NOCS 2006 structure, then coded according to harmonized variable

		<p>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= G011; 56= H712; 57= H714; 58= H812; 59= H821; 60= H831; 61= I011; 62= I021; 63= I022; 64= I212; 65= J212; 66= J223</p> <p>Missing: AAAA</p>		
	K2	<p>Label: Student status Items: 1= full-time student; 3= part-time student; 5= not a student Missing: 8= don't know; 9= refused</p>	NOTE: applies to main job or job earned lowest wage – respondents that said 0 were exited from the survey	
	D25	<p>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</p>		CODING: 0 = Not applicable
	AGE	<p>Label: Year of birth Range: 1900-1996 Missing: 9998= don't know; 9999= refused</p>		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	<p>Label: Do you usually receive tips or commissions? Items: 1= yes; 5= no Missing: 8= don't know; 9= refused</p>		
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 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		

		<p>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</p>		
	AGE1 - AGE5	<p>Label: Age Range: 15-59 Missing: 99= refused</p>		
	FOER1 - FOER5	<p>Label: Form of employment – corrected self-description Items: 1= permanent; fixed term contract; 3= casual; 9= self-employed Missing: 99= refused</p>		
	Q781 - Q785	<p>Label: Apprentice Items: 1= yes, apprenticeship; 2= yes, traineeship; 3= no Missing: 9= don't know; 99= refused</p>		
	AGT1 - AGT3	<p>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;</p>		

		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-profit or non-government organisation; 8= a family owned business or farm Missing: 9= don't know; 99= refused		
	STATE-	Label: State or territory Items: 1= NSW; 2= VIC; 3= QLD; 4= SA; 5= WA; 6= NT; 7= TAS; 8= ACT Missing: 9= refused	NOTE: respondents that are employed reported where they work; respondents that are unemployed/not in 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		

		<p>Missing: 99999= refusal</p> <p>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)</p> <p>Time period: last 3 years</p>		
	Q65C	<p>Label: Annual rate of pay in screened job</p> <p>Range: 2200-22100</p> <p>Missing: 99999= refusal</p> <p>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)</p> <p>Time period: last 3 years</p>		<p>FLAG: Coding based on this variable assumes respondents worked 52 weeks in year</p>
	Q56	<p>Label: Hours worked per week while having problems</p> <p>Range: 0-80 (hours)</p> <p>Missing: 99999= don't know</p> <p>Time period: last 3 years</p>	<p>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)</p>	
	Q64	<p>Label: Rate of pay in screened job – time frame selected</p> <p>Items: 1= hourly; 2= weekly; 3= annual; 4= cannot answer in any of these; 5= refused</p> <p>Time period: last 3 years</p>	<p>FLAG: for annual rate – assumes people worked 52 weeks</p> <p>NOTE: used as proxy</p>	<p>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)</p>
	Q69	<p>Label: Age</p> <p>Range: 16-71 (whole numbers)</p>		

		Missing: 99998; 99999= refusal Time period: last 3 years		
EAER (GB, 2005)	N/A			
BLUW (CHI, LA, NY, 2008)	P_HRLY_WAGE	Label: Average hourly wage across R's job (accounting for 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		CODING: created custom variable called HOUR+WAGE
	CITY_1	Label: City code Items: 1= Chicago; 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	NOTE: categories based on city	
	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 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		

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

*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

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

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

		<p>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 Missing: 9999</p>		
	NOC	<p>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; 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</p>	NOTE: based on NOC 2006 4 digit identifier	CODING: numeric codes were deciphered using NOCS 2006 structure, then coded according to harmonized variable

	K2	Label: Student status Items: 1= full-time student; 3= part-time student; 5= not a student Missing: 8= don't know; 9= refused		
	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 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 hourly rate with 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;		

		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-		

		profit or non-government organisation; 8= a family owned business or farm Missing: 9= don't know; 99= refused		
	STATE-	Label: State or Territory Items: 1= NSW; 2= VIC; 3= QLD; 4= SA; 5= WA; 6= NT; 7= TAS; 8= ACT Missing: 99= refused	NOTE: respondents that are employed reported where they work; respondents that are unemployed/not in 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= 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 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= refusal		FLAG: Coding for this variable assumes respondent works 52 weeks a 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 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)	
	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; 5= refused Time period: last 3 years	FLAG: for annual rate – assumes people worked 52 weeks NOTE: used as proxy	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
	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, NY, 2008)	P_HRLY_WAGE	Label: Average hourly wage across R's job (accounting for 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		CODING: created custom variable called hour wage
	CITY_1	Label: City code Items: 1= Chicago; 2= Los Angeles; 3=	NOTE: categories based on city	

		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 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		

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

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE-SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
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SESC (ON, 2012)	NAICS	<p>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</p>	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
	NOC	<p>Label: NACIS 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=</p>	NOTE: based on NOC 2006 4 digit identifier	CODING: numeric codes were deciphered using NOCS 2006 structure, then coded according to harmonized variable

		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= 63= I021; 64= I022; 65= I212; 66= J212; 67= J223 Missing: AAAA		
	K2	Label: Student status Items: 1= full-time student; 3= part-time student; 5= not a student Missing: 8= don't know; 9= refused		
	B13	Label: Is your job 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= casual 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 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	
	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)	(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		

		<p>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</p>		
	AGE1 - AGE5	<p>Label: Age Range: 15-59 Missing: 99= refused</p>		
	FOER1 - FOER5	<p>Label: Form of employment – corrected self-description Items: 1= permanent; fixed term contract; 3= casual; 9= self-employed Missing: 99= refused</p>		
	Q781 - Q785	<p>Label: Apprentice Items: 1= yes, apprenticeship; 2= yes, traineeship; 3= no Missing: 9= don't know; 99= refused</p>		
	AGT1 – AGT3	<p>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</p>		
	Q844 - Q845	<p>Label: Sector self-report</p>		

		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 territory Items: 1= NSW; 2= VIC; 3= QLD; 4= SA; 5= WA; 6= NT; 7= TAS; 8= ACT Missing: 99= refused	NOTE: respondents that are employed reported where they work; respondents that are unemployed/not in 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 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, 2008)			NOTE: coded as 3 – 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 (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= 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= 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
	NOC	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.		
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

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 know		CODING: 9 = Not applicable
	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

		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		(depending on which category dominated)
	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, 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/worries 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)	SOC2000I	Label: SOC2000I 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
	SIC92I	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 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)	coded as Covered
BLUW (CH, LA, NY, 2008)			NOTE: coded as 3 – laws do not apply	

WG03G2 ACCESS TO ANNUAL VACATION LEAVE PAY

- 1 Yes
- 2 No
- 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)	I11	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

		past 5 years		
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, 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? Items: 1= yes; 5= no Missing: -- Sub-population: people whose employer allows vacation days (JB19)	NOTE: variable measures if employer allows respondent to take vacation days, not whether respondent actually 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

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE-SPECIFIC NOTES/COMMENTS	HARMONIZATION 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, NY, 2008)	N/A			

WG05G1 TIPS AND COMMISSIONS (INFLATION ADJUSTED - CANADIAN CURRENCY)

- 1 Inflation adjusted (2015 – Canadian currency)
- 99999997 Don't know/refused
- 99999998 Not applicable
- 99999999 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 g3 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 ofx.com. Inflation adjustment to 2015 was done using [CPI figures from the Bank of Canada](#).

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

1	Inflation adjusted (2015 - Canadian currency)
99999997	Don't know/refused
99999998	Not applicable
99999999	Missing

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

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE-SPECIFIC NOTES/COMMENTS	HARMONIZATION 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:	NOTE: main job or lowest paying job if multiple jobs	CODING: 0 = Missing CODING: created custom variable that combines f3 and F3EQUIV into a variable called

		people that are paid hourly (F1)		HRLY_WAGE
	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 HRLY_WAGE
SWPA (ON, 2020)				
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 those 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
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)
	Q65B	Label: Weekly rate of		

		<p>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</p>		
	Q65C	<p>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</p>		<p>FLAG: Coding based on this variable assumes respondent works 52 weeks in a year</p>
	Q56	<p>Label: Hours worked per week while having problems Range: 0-80 (hours) Missing: 99999= don't know Time period: last 3 years</p>	<p>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)</p>	
	Q64	<p>Label: Rate of pay in screened job - time frame selected Items: 1= hourly; 2= weekly; 3= annual Missing: 4= cannot answer in any of these; 5= refused Time period: last 3 years</p>	<p>FLAG: for the annual rate, its assumed people worked the 52 weeks out of the year NOTE: used as proxy</p>	
EAER (GB, 2005)	N/A			
BLUW (CHI, LA, NY, 2008)	P_HRLY_WAGE	<p>Label: Average hourly wage across R's job</p>		<p>CODING: created custom variable</p>

		(accounting for 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		called HOUR_WAGE
--	--	--	--	------------------

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.

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

		job, on average? Range: 0-60; 61= 61 or more hours; Missing: 98= don't know; 99= refused	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	
SWPA (ON, 2020)	N/A			
SESV (ON, 2011)	N/A			
AWS (AU, 2007-11)	YRLYMN1 - YRLYMN5	Label: Yearly salary in main job Range: 1-9999999 Missing: -1= NIL or negative income; -8= don't know; -9= refused	NOTE: prior to deductions (taxes and other deductions); gross income in main job; includes bonuses, tips, commission	CODING: -1 = Not applicable
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		

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

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 Yes
- 2 No
- 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)	DEDUCT	Label: Deductions Items: 1= yes; 5= no Missing: 8= don't know; 9= refused	NOTE: includes pay deductions for poor performance/not 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/maintaining uniform/safety equipment, room and board	
SWPA (ON, 2020)	N/A			
SESV (ON, 2011)	DEDTYPE	Label: If yes, why was money taken off? Items: open-ended responses Missing: -- Sub-population: people that have had money taken off their		CODING: created custom variables called 'DEDUCTION' where response= 1 yes-deductions, no response= 0, no-deductions

		pay Time period: past 5 years		CODING: a second variable was coded 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
98 Not applicable
99 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE-SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	F8	Label: Pay 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 know; 9= refused		
	F12	Label: Pay		

		deductions: loss or damage to materials or products Items: 1= yes; 5= no Missing: 8= don't know; 9= refused		
	F13	Label: Pay 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 know; 9= refused		
	DEDUCT	Label: Deductions Items: 1= yes; 5= no Missing: 8= don't know; 9= refused		CODING: 5 = Not applicable
	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 was money taken off? Items: open-ended responses Missing: -- Sub-population: people that have had money taken off their pay Time period: past 5 years		CODING: created custom variables called 'DEDUCTION' where response 1= yes-deductions, 0= no response, no-deductions; CODING: a second variable was coded 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)	N/A			

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

- 1 Concerned about job security
- 2 Not concerned about job security
- 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)	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

- 8 Don't know/refused
- 9 Not applicable
- 10 Missing

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE-SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	b12	Label: Is your job permanent, or not? Items: 1= yes, permanent; 5= not a permanent (e.g., seasonal, temporary, casual) Missing: 8= don't know; 9= refused	NOTE: non-permanent could be seasonal, temporary, or casual	
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 work have you been doing over the past 5 years?- permanent Items: 0= not selected; 1= selected Missing: 9= missing Time period: past 5 years	FLAG: respondents can choose 1+ options	CODING:

	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	FLAG: respondents can choose 1+ options	
	Tempagnc	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	
	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	

		Missing: 3= dont know/no answer/refused Time period: previous year	of work or in some other way	
UWS (GB, 2004)	q55aa	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	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
- 2 No/other reasons for unemployment or not 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. 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			

2008)				
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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= 4521; 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-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; 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= G011; 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.	NOTE: based on NOC 2006 4 digit identifier NOTE: includes overtime	CODING: numeric codes were deciphered using NOCS 2006 structure, than coded according to harmonized variable CODING: created custom exemptions variable using baseline information
SWPA (ON, 2020)	q137	Coded manually based on whether the participant was		

		exempt from overtime rules or not.		
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	
	Anzsic17	Label: Industry 1 digit 2007 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= 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	FLAG: category 3 is n/a NOTE: variable applies to main job; based on ANSZIC 2006 (1 digit) NOTE: Does not include overtime	CODING: coded based on awards system – representative chosen for each industry major classification and highest number of hours for legal maximum

		services Missing: 9999= Missing		
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)	
	Q1b	Label: What was your age last birthday? Range: 16-64 (whole numbers) Missing: 98= missing; 99= missing Time period: previous year		
	Q6k	Label: Did you/do 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	NOTE: in reference to current or last job	
	Q6l	Label: How many hours paid overtime each week? Range: 1-50 Missing: 98; 99 Sub-population: people that worked overtime Time period: previous year	NOTE: in reference to current or last job	
	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 ot hours.	FLAG: not enough detail to pull out specific ind/occ exemptions – coded based on age criteria NOTE: in reference to current or last job NOTE: includes overtime	
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	NOTE: in reference to job where had main problem (number of hours worked per week on average in that job – current job, most	

		years	recent job, or job prior to current or most recent)	
Q46_sic	Label: SIC coding of workplace of screened job Items: 4-digit SIC codes 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, than harmonized based on NAICS 2007 structure
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); categories 8 and 9 are not available NOTE: based on SOC 2000 (3-digit)	CODING: used SOC 2000 to classify UWS numeric categories into NOC-S 2006	
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
99999999 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		
	Q6l	Label: How many hours paid overtime each week? Range: 1-50 Missing: 98; 99 Sub-population: people that worked overtime Time period: previous year	NOTE: in reference to current or last job	
	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 ot hours.	NOTE: in reference to current or last job	
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 *INCLUDES OT.	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)	CODING: 0 = Not applicable
EAER (UK, 2005)	WTswork	Label: hours worked per week (in 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 *INCLUDES OT.	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
BLUW (CH, LA, NY,	n/a			

2008)				
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WT03G1 WORKING OVERTIME

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

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

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)	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)
- 4 Does 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)	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 in your job work 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	FLAG: category 3 is n/a	
	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 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		
	otpay	Label: If yes, do you get paid overtime pay? Items: 0= never; 1= rarely; 2= sometimes; 3= often; 4= always Missing: 8= not applicable; 9= missing Sub-population: people respondents that worked overtime Time period: over the past 5 years	NOTE: includes OT pay and time off in lieu of OT pay	CODING: created a dichotomous variable where 0 = No (unpaid OT); else = Yes (paid, time in lieu, combination of pay and time)
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		
	q129#	Label: Overtime Compensation 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	FLAG: category 3 is n/a	

		Missing: 99= refused Sub-population: people that work overtime		
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	NOTE: rounded up to the nearest hour	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) Missing: 98; 99 Sub-population: people that did work regarded as overtime 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
	Q6m	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	NOTE: rounded up to the nearest hour	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	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	

		overtime Time period: last 2 years	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 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)	n/a			

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

		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
	q6m	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		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-digit identifier Items: 1= 1114; 2= 1121; 3= 1122; 4= 2361; 5= 2362; 6= 2382; 7= 3212; 4= 3251; 5= 3253; 6= 4121; 7= 4171; 8= 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=	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

		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= 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= 8122; 57= 8129; 58= 9139 Missing: 9999		
	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; 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	NOTE: based on NOC 2006 4 digit identifier	CODING: numeric codes were deciphered using NOCS 2006 structure, then coded according to harmonized variable
	K2	Label: Student status Items: 1= full-time		

		student; 3= part-time student; 5= not a student Missing: 8= don't know; 9= refused		
	B13	Label: Is your job 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= casual 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 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	
	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)	(coded manually)	Exemptions were coded manually based on the participant's responses to questions about their job characteristics.		
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 MOL special rules tool
AWS (AU, 2007-2011)	Hrly1-5	Label: Calculated hourly rate		CODING: values under 0 are coded as

		Range: 0 – 538.46 (2 decimal places) Missing: -9= refused; -8= don't know		missing; value of 0 is coded as n/a CODING: coverage 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: 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, 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 territory Items: 1= NSW; 2= VIC; 3= QLD; 4= SA; 5= WA; 6= NT;	NOTE: respondents that are employed reported where they work; respondents that are	

		7= TAS; 8= ACT Missing: 99= refused	unemployed/not in 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, 2008)			NOTE: coded as 4 – laws do not apply	

LV01G2

ACCESS TO PUBLIC HOLIDAY LEAVE

- 1 Yes
- 2 No
- 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)	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

		Time period: within the past 5 years		
	workholi	Label: If no, do you 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		CODING: 0= Yes
AWS (AU, 2007-11)	Q126e1 (1-5)	Label: Work arrangements – worked on public holidays Items: 1= always; 2= often; 3= sometimes; 4= never Missing: 99= refused		CODING: 1-3 = Yes; 4= No
IAER (UK, 2000)	n/a			
UWS (UK, 2004)	n/a			
EAER (UK, 2005)	@qexpe6	Label: Experienced problem: holiday entitlement/holiday pay 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	FLAG: respondents can provide multiple responses – measure if respondent had a problem – used as proxy	
	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, 2008)	n/a			

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 , 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= 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
	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

		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		
SWPA (ON, 2020)	(coded manually)	Exemptions were coded manually based on the participant's responses to questions about their job characteristics.		
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 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)				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)	Soc2000l	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		
BLUW (CH, LA, NY, 2008)			NOTE: coded as 4 – laws do not apply	

LV02G2 ACCESS TO ANNUAL VACATION LEAVE

- 1 Yes
- 2 No
- 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)	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	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		
	Q6_4	Label: Taking time	FLAG: these	

		<p>off problems – taking care of family members or relatives Items: 0= no; 1= yes Missing: -- Sub-population: people that have had problems with taking time off Time period: within the last 3 years</p>	<p>variables measure if the respondent had a problem taking time off – they are used as a proxy</p>	
EAER (UK, 2005)	@qexpe3	<p>Label: Experienced problem – taking time off to look after a dependent child or relative in an emergency 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</p>	<p>FLAG: respondents can provide multiple responses – measure if respondent had a problem – used as proxy</p>	
	qexpers	<p>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</p>		
BLUW (CH, LA, NY, 2008)	jb20a	<p>Label: Employer allows sick days Items: 1= yes; 5= no Missing: -7= n/a to secondary emps; -6= not paid; -5= exempt; -4= missing; -3= n/a; -2= refused; -1= don't know; 8= don't know; 9= refused</p>	<p>NOTE: variable measures if employer allows respondent to take sick days, not whether respondent takes them</p>	

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

		<p>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; 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</p>		variable
	C5@nth	<p>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 know; 9= refused</p>		
	C5@yr	<p>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</p>		

	C7@nth	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		
	C7@yr	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 the season or generally work the same hours all year round	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 months do not qualify/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)	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
UWS (UK, 2004)	n/a			

EAER (UK, 2005)	Q67	<p>Label: Number of 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</p>	<p>NOTE: a value of 0 is 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)</p>	<p>CODING: created dummy variable where 1= 1+ tenure years; 0= less than 1 year</p>
BLUW (CH, LA, NY, 2008)	CITY_1	<p>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</p>		
	nemp	<p>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</p>	<p>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</p>	

			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)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE-SPECIFIC NOTES/COMMENTS	HARMONIZATION NOTES/COMMENTS
SESC (ON, 2012)	n/a			
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 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)	I5a	Label: Did you get advice from anyone about what to do about the problem Items: 1= yes; 5= no Missing: 8= don't know; 9= refused Sub-population: people that experienced problems at work	NOTE: in reference to the biggest problem	
SWPA (ON, 2020)	Q12	Label: Have you 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 did you do about the problem: talked to coworker 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	NOTE: in reference to problems in general (options are ES related issues)	CODING: 8 = Not applicable CODING: 0= no ES complaint
	Talkfam	Label: If yes, what	FLAG: respondents	CODING: combined

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

		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	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)	n/a			

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)	I9	Label: Did you do anything else about	NOTE: in reference to biggest problem	

		<p>the problem Items: 1= yes; 5= no Missing: 8= don't know; 9= refused Sub-population: people that had a problem at work</p>		
SWPA (ON, 2020)	Q14	<p>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</p>		
SESV (ON, 2011)	Askboss	<p>Label: If yes, what did you do about the problem: 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</p>	NOTE: in reference to problems at work in general	
	Askco	<p>Label: If yes, what did you do about the problem: went with 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</p>	NOTE: in reference to problems at work in general	
	Molcomp	<p>Label: If yes, what did you do about the problem: filed a 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</p>	NOTE: in reference to problems at work in general	

	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)	n/a			
IAER (UK, 2000)	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 years		
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 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: --		
	Rt9@b	Label: How did you make the complaint: asked a lawyer, union representative, worker center, or other community group to complain to		

		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/participated in an official investigation into a claim Items: 1= yes; 5= no Missing: --		
	Rt9@f	Label: How did you make the complaint: other (specify) Items: 1= yes; 5= no Missing: --	CODING: created custom variable that calculates the number of respondents that took action to remedy their complaint	

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.

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; 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: 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 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
	Ici	Label: Have you - been asked to work too many hours Items: 1= yes; 5= no; 7= r volunteers Missing: 8= don't know; 9= refused	NOTE: been asked to work more than 48 hours a week	
	ifi	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 – 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 – not been getting your sick leave Items: 1= yes; 5= no; 7= r volunteers Missing: 8= don't know; 9= refused		
	J	Label: Have you had any other problems at your job Items: 1= yes (specify); 5= no; r volunteers Missing: 8= don't know; 9= refused	FLAG: respondents can provide multiple responses	CODING: combine variables into custom variable called 'hours'; recode missing in core variables

	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 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_3	Label: Experienced 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 pay problem: not getting premium pay when you worked overtime 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 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		

		selected; 1= selected Missing: none Time period: 2017-19		
	Q1_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		
	Q1_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		
	Q1_14	Label: Experienced 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	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		
	Q1_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		
	Q1_17	Label: Experienced other problem: being		

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

		had problems getting all the wages owed to you when you: overtime with no premium Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years		overall harmonized variable was coded as Yes as long as one of these survey variables indicated a complaint was made. Otherwise, the harmonized variable was coded as No.
	otnopay	Label: Over the past five years, have you had problems getting all the wages owed to you when you: overtime with no pay Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years		CODING: 1 = Yes CODING: The overall harmonized variable was coded as Yes as long as one of these survey variables indicated a complaint was made. Otherwise, the harmonized variable was coded as No.
	wageowed	Label: Over the past five years, have you had problems getting all the wages owed to 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		CODING: 1 = Yes CODING: The overall harmonized variable was coded as Yes as long as one of these survey variables indicated a complaint was made. Otherwise, the harmonized variable was coded as No.
	noterm	Label: Over the past five years, have you had problems getting 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		CODING: 1 = Yes CODING: The overall harmonized variable was coded as Yes as long as one of these survey variables indicated a complaint was made. Otherwise, the harmonized variable was coded as No.
	vacaprob	Label: Over the past five years, have you had problems 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 past 5 years		CODING: 1-4 = Yes CODING: The overall harmonized variable was coded as Yes as long as one of these survey variables indicated a complaint was made. Otherwise, the harmonized variable was coded as No.
	bounced	Label: Over the past		CODING: 1 = Yes

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

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

		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 screened job: taking time-off 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_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 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 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_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	
Prob2_9	Label: Problems in screened job: contract/job description 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_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 requirement) 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		
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 Yes
- 2 No

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

*Includes: owed wages, overtime pay, holiday pay, vacation pay, late 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) Items: 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 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 pay problem: not getting premium pay when you worked overtime 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		

		<p>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</p>		
SESV (ON, 2011)	notpaid	<p>Label: Over the past five years, have you had problems getting all the wages owed to you when you: not paid for hours worked Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years</p>		CODING: combined all listed variables into one filter variable
	befshift	<p>Label: Over the past five years, have you had problems getting 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</p>		CODING: combined all listed variables into one filter variable
	noprem	<p>Label: Over the past five years, have you had problems getting all the wages owed to you when you: overtime with no premium Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years</p>		CODING: combined all listed variables into one filter variable
	otnopay	<p>Label: Over the past five years, have you had problems getting all the wages owed to you when you: overtime with no pay Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years</p>		CODING: combined all listed variables into one filter variable
	wageowed	<p>Label: Over the past five years, have you had problems getting all the wages owed to</p>		CODING: combined all listed variables into one filter variable

		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 five years, have you had problems getting 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		CODING: combined all listed variables into one filter variable
	vacaprob	Label: Over the past five years, have you had problems 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 past 5 years		CODING: combined all listed variables into one filter variable CODING: create dichotomous variable where category 0= No; else= Yes
	bounced	Label: Over the past five years, have you experienced the following – paycheque bounced Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years		CODING: combined all listed variables into one filter variable
	Latepay	Label: Over the past five years, have you experienced any of the following – late pay Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years		CODING: combined all listed variables into one filter variable
	termpay	Label: Over the past five years, have you ever been fired or laid off and not received termination pay or termination notice? Items: 0= not	FLAG: respondents can provide multiple responses NOTE: in reference to all jobs in the past 5 years in Ontario	CODING: combined all listed variables into one filter variable

		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 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 conditions	
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	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	

		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		
	@qxpe9	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 years	FLAG: respondents can provide multiple responses	
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	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 Items: 1= yes; 0= no Missing: --	recent complaint	
	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: --	FLAG: respondents can provide multiple responses NOTE: keeping in mind all jobs during the last 12 months; in reference to most 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.

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

		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 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 days off, work breaks, holiday entitlement, working hours, overtime	

UWS (UK, 2004)	Prob2_6	<p>Label: Problems in screened job: working hours Items: 0= no; 1= yes Missing: -- Time period: within the last 3 years</p>	<p>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</p>	
EAER (UK, 2005)	@qexpe1	<p>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</p>	<p>FLAG: respondents can provide multiple responses</p>	
	@qexpe7	<p>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</p>	<p>FLAG: respondents can provide multiple responses</p>	
	@qexpe8	<p>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</p>	<p>FLAG: respondents can provide multiple responses</p>	

		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 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 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: --	FLAG: respondents can provide multiple responses NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint	

CE03G4

LEAVES COMPLAINT

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

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

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: 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)	n/a			
UWS (UK, 2004)	Prob2_5	Label: Problems in screened job: taking time-off 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)	@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	

		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 paternity leave/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	FLAG: respondents can provide multiple responses	
	@qexpe5	Label: Adoption leave or 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	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@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: --	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	
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CE03G5

DISCRIMINATION COMPLAINT

- 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)	n/a			
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		

		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 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	
	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		
UWS (UK, 2004)	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; 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)	@qexpe13	Label: Whether respondent has experienced any problems in the last five years: being treated unfairly	FLAG: respondents can provide multiple responses	

		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 respondent has experienced any 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	FLAG: respondents can provide multiple responses	
	@qexpe15	Label: Whether respondent has experienced any 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	FLAG: respondents can provide multiple responses	
	@qexpe16	Label: Whether respondent has experienced any problems in the last five years: being treated unfairly because of your religion Items: 0= no; 1= yes	FLAG: respondents can provide multiple responses	

		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 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 experienced problems to do with rights at work in the last 5 years Time period: last 5 years	FLAG: respondents can provide multiple responses	
	@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	
BLUW (CH, LA, NY, 2008)	Rt8@h	Label: Most recent complaint made, what specifically did you complain about: discrimination 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	
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CE03G6

HEALTH AND SAFETY COMPLAINT

- 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)	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

		years in relation to their rights at work Time period: within the last 5 years		
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; 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
- 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		

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

		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			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2c07	Label: Bullying/harassment 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	NOTE: refers to most recent problem	
	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: used as filter variable
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; 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@i	Label: Most recent complaint made, what specifically did you complain about: abuse or harassment by supervisor Items: 1= yes; 0= no Missing: --	NOTE: keeping in mind all jobs during the last 12 months; in reference to most recent complaint	
	Rt8@ii	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	

		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 other problem: other problems Items: 0= not selected; 1= selected Missing: none Time period: 2017-19		
SESV (ON, 2011)	nostub	Label: Over the past five years, have you experienced the following – no pay stub/deduction info 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 all jobs in the past 5 years in Ontario	
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2c10	Label: Other 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	
	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	FLAG: respondents can provide multiple responses NOTE: refers to most recent problem – includes experience of disciplinary or grievance procedures in addition to cases of actual dismissal	CODING: recode missing in core variables
UWS (UK, 2004)	Prob2_9	Label: Problems in screened job:	NOTE: in reference to screened job –	

		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	

		<p>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</p>		
	@qexpe11	<p>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</p>	FLAG: respondents can provide multiple responses	
	@qexpe12	<p>Label: Whether respondent has experienced any problems in the last 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</p>	FLAG: respondents can provide multiple responses	
	@qexpe19	<p>Label: Whether respondent has experienced any problems in the last five years: your employer not</p>	FLAG: respondents can provide multiple responses	

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

			with co-workers, about your working conditions, by going to your employer, supervisor or going to a government agency	
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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
- 99 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.

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		

		<p>about some specific types or problems. Of the problems listed below, which was the biggest problem for you?</p> <p>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</p>		
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		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			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	n/a			
UWS (UK, 2004)	Prob3	Label: Only/pushed hardest problem to focus on the following questions Items: 1= the pay-related problems; 2= the job security 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	FLAG: category 8 not available	CODING: 11= Don't know CODING: 12 = Don't know (impossible to tell what "main complaint" was for these cases)
	mainprob	Label: Summary of most serious problem area Items: 1= asking your employer if you could work more flexible hours; 2= taking	FLAG: categories 5 and 6 are not available	CODING: 6,9 = Pay CODING: 1,7,8 = Hours; CODING: 2,3,4,5=Leaves; CODING: 13,14,15,16,17,18=Di

		<p>parental leave; 3= taking time off to look after a dependent child or relative; 4= maternity or paternity leave/pay; 5= adoption leave or pay; 6= holiday 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 part-time 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</p>		<p>scrimination CODING: 10,11,12,19,20,21,22 =Other CODING: -9= No ES problems CODING: -8= Not Applicable</p>
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		know Sub-population: people that experienced problems at work Time period: last 5 years		
BLUW (CH, LA, NY, 2008)	n/a			

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 been getting – your vacation pay Items: 1= yes; 5= no; 7= r volunteers 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	
	C	Label: Have you – been asked to work too many hours Items: 1= yes; 5= no; 7= r volunteers Missing: 8= don't know; 9= refused	NOTE: been asked to work more than 48 hours a week	
	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 – 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 – not been getting your sick leave Items: 1= yes; 5= no; 7= r volunteers Missing: 8= don't know; 9= refused	FLAG: respondents can provide multiple responses	CODING: combine variables into custom variable called 'pay'; recode missing in core variables
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 five years, have you had problems getting all the wages owed to you when you: not paid for hours worked Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years		NOTE: this survey only asked about employment standards complaints related to pay
	befshift	Label: Over the past five years, have you had problems getting all the wages owed to you when you: work before or after shift not paid Items: 0= not		NOTE: this survey only asked about employment standards complaints related to pay

		selected; 1= selected Missing: 9= missing Time period: within the past 5 years		
	noprem	Label: Over the past five years, have you had problems getting all the wages owed to you when you: overtime with no premium Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years		NOTE: this survey only asked about employment standards complaints related to pay
	otnopay	Label: Over the past five years, have you had problems getting all the wages owed to you when you: overtime with no pay Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years		NOTE: this survey only asked about employment standards complaints related to pay
	wageowed	Label: Over the past five years, have you had problems getting all the wages owed to 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		NOTE: this survey only asked about employment standards complaints related to pay
	noterm	Label: Over the past five years, have you had problems getting 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		NOTE: this survey only asked about employment standards complaints related to pay
	vacaprob	Label: Over the past five years, have you had problems getting your vacation pay Items: 0= never; 1= rarely; 2= sometimes; 3= often; 4= always		CODING: create dichotomous variable where category 0= No; else= Yes NOTE: this survey only asked about employment

		Missing: 8= don't know; 9= missing Time period: within the past 5 years		standards complaints related to pay
	bounced	Label: Over the past five years, have you experienced the following – paycheque bounced Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years		NOTE: this survey only asked about employment standards complaints related to pay
	Latepay	Label: Over the past five years, have you experienced any of the following – late pay Items: 0= not selected; 1= selected Missing: 9= missing Time period: within the past 5 years		NOTE: this survey only asked about employment standards complaints related to pay
	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		NOTE: this survey only asked about employment standards complaints related to pay
	Termpay	Label: Over the past five years, have you ever been fired or laid off and not received termination pay or termination notice? Items: 0= not selected; 1= selected Missing: 7= don't know 9= missing Time period: within the past 5 years	FLAG: respondents can provide multiple responses NOTE: in reference to all jobs in the past 5 years in Ontario	NOTE: this survey only asked about employment standards complaints related to pay
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	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	FLAG: respondents can provide multiple responses NOTE: includes written statement of employment, unlawful deductions from wages, entitlements to national minimum	

		their rights at work; in reference to the most recent problem if more than one Time period: within the last 5 years	wage, disputes regarding pay or benefits, unlawful changes to contracts in respect to pay and other terms and conditions	
	Q2c02	Label: Working time 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 days off, work breaks, holiday entitlement, working hours, overtime	
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	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_5	Label: Problems in screened job: taking time off 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_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 FLAG: 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)	@qexpe6	Label: Whether respondent has experienced any	FLAG: respondents can provide multiple responses	

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

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

		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 or 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	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@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 the most recent complaint	
	Rt8@d	Label: Most recent complaint made, what specifically did you complain about: not paid for overtime Items: 1= yes; 0= no	NOTE: keeping in mind all jobs during the last 12 months; in reference to the most recent complaint	

		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)	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	
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 Items: 1= yes; 5= no Missing: --	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	
--	--	---	--	--

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 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	FLAG: includes variable on harrassment	
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		
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2c07	Label: Bullying/harassment	NOTE: refers to most 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

		<p>experienced problems to do with rights at work in the last 5 years Time period: last 5 years</p>		
	@qexpe14	<p>Label: Whether respondent has experienced any problems in the last 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</p>	FLAG: respondents can provide multiple responses	
	@qexpe15	<p>Label: Whether respondent has experienced any problems in the last 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</p>	FLAG: respondents can provide multiple responses	
	@qexpe16	<p>Label: Whether respondent has experienced any problems in the last 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 last 5 years</p>	FLAG: respondents can provide multiple responses	

		Time period: last 5 years		
	@qexpe17	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 experienced problems to do with rights at work in the last 5 years Time period: last 5 years	FLAG: respondents can provide multiple responses	
	@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 complain about: abuse or harassment by supervisor Items: 1= yes; 0= no Missing: --	the last 12 months; in reference to most recent complaint	
	Rt8@ii	Label: Most recent complaint made, what specifically did you complain about: abuse or harassment by co-worker 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 most 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	

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

		<p>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</p> <p>Time period: within the last 5 years</p>		
	Q2r10	<p>Label: Why did you/your representative decide for no advice/action: the whole process would just take too long</p> <p>Items: 0= no; 1= yes</p> <p>Missing: 98; 99</p> <p>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</p> <p>Time period: within the last 5 years</p>	<p>FLAG: respondents can provide multiple responses</p> <p>NOTE: does not include respondents that experienced problems with health and safety; in reference to most recent problem</p>	
UWS (GB, 2004)	Q13	<p>Label: Did you do anything about any of those concerns or worries in that job</p> <p>Items: 1= yes; 2= no; 3= can't remember</p> <p>Missing: --</p> <p>Time period: within the last 3 years</p>	<p>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</p>	<p>CODING: added as a filter variable</p>
	Q14_4	<p>Label: Why didn't do anything: I didn't think I would be successful</p> <p>Items: 0= no; 1= yes</p>	<p>FLAG: respondents can provide multiple responses</p> <p>NOTE: problems experienced in any</p>	

		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	
	Q14_5	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	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	

		Sub-population: people that had a problem at work		
	@qnota1	Label: Reason respondent didn't take any other steps to try to resolve the problem: didn't think 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 years	NOTE: in reference to most serious/main problem	
	@qnota5	Label: Reason respondent didn't take any other steps to try to resolve the problem: worried about potential costs of legal or other representation 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	
	@qnota10	Label: Reason respondent didn't take any other steps to try to resolve the problem: the whole 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 years	FLAG: category 4 is not available 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, 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	NOTE: reference period – during the 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
- 97 Don't know/refused
- 98 Not applicable

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

SURVEY (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE- SPECIFIC 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 Missing: 8888= skipped: got help/advice selected in Q12 Time period: 2017-19		
	14a_5	Label: Can you tell us		

		<p>why you have not taken any specific actions? I am/was worried about making things worse</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8888= skipped: got help/advice selected in Q12</p> <p>Time period: 2017-19</p>		
	14a_6	<p>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</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8888= skipped: got help/advice selected in Q12</p> <p>Time period: 2017-19</p>		
	Q14a_7	<p>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</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8888= skipped: got help/advice selected in Q12</p> <p>Time period: 2017-19</p>		
	15a_4	<p>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</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked q15</p>		

		Time period: 2017-19		
	15a_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		
	15a_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		
	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 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		
	17A_6	Label: Why did you 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		

		<p>Labour? I have seen other workers get punished for making a formal complaint with the Ministry of Labour</p> <p>Items: 0= not selected; 1= selected</p> <p>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</p> <p>Time period: 2017-19</p>		
	17A_9	<p>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</p> <p>Items: 0= not selected; 1= selected</p> <p>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</p> <p>Time period: 2017-19</p>		
	18E_10	<p>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</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8887=</p>		

		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 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 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 situation Items: 1= yes; 2= no Missing: 98; 99 Sub-population:	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

		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		
	Q2r04	Label: Why did you/your representative decide for no advice/action: not confident that I would be treated fairly 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	
	Q2r06	Label: Why did you/your representative decide for no advice/action: prepared to accept some discrimination as the norm 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	
	Q2r07	Label: Why did you/your representative decide for no advice/action: worried about potential treatment by colleagues 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 most recent problem	

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

		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 anything: no one listened 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_16	Label: Why didn't do anything: felt intimidated 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 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 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: -- Sub-population: people that had a problem at work	NOTE: in reference to most serious/main problem	

	@qnota4	<p>Label: Reason respondent didn't take any other steps to try 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</p>	<p>NOTE: in reference to most serious/main problem</p>	
	@qnota6	<p>Label: Reason respondent didn't take any other steps to try to resolve the problem: prepared to accept some degree of discrimination 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</p>	<p>NOTE: in reference to most serious/main problem</p>	
	@qnota7	<p>Label: Reason respondent didn't take any other steps to try 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</p>	<p>NOTE: in reference to most serious/main problem</p>	
	@qnota11	<p>Label: Reason respondent didn't take any other steps to try to resolve the problem: employer wasn't willing to sort it out Items: 0= no; 1= yes Missing: -- Sub-population: respondents that did</p>	<p>NOTE: in reference to most serious/main problem</p>	

		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, 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	NOTE: reference period – during the past 12 months	

	Rt12@c	Label: What stopped you from complaining: afraid of getting hours or wages cut 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@e	Label: What stopped you from complaining: seen 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	NOTE: reference period – during the past 12 months	
	Rt12@g	Label: What stopped you from complaining: employer made threats to you or your coworkers – if you filed a complaint they would fire you, report you to immigration, etc. 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	

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 (COUNTRY, YEAR)	VARIABLE CODE	VARIABLE DETAILS	VARIABLE-	HARMONIZATION NOTES/COMMENTS
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			SPECIFIC NOTES/COMMENTS	
SESC (ON, 2012)	n/a			
SWPA (ON, 2020)	q12a_5	<p>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</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8888= skipped: got help/advice selected in Q12</p> <p>Time period: 2017-19</p>		
	q12a_6	<p>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 punishedfor trying to get help or advice</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8888= skipped: got help/advice selected in Q12</p> <p>Time period: 2017-19</p>		
	q14a_6	<p>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</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8888= skipped: got help/advice selected in Q12</p> <p>Time period: 2017-19</p>		
	q14a_7	<p>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</p>		

		<p>Items: 0= not selected; 1= selected Missing: 8888= skipped: got help/advice selected in Q12 Time period: 2017-19</p>		
	q15a_5	<p>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</p>		
	q15a_6	<p>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</p>		
	q16a_6	<p>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</p>		

		<p>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</p>		
	q16a_7	<p>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</p>		
	q17A_7	<p>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</p>		

		<p>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</p>		
	q17A_8	<p>Label: Why did you 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 Time period: 2017-19</p>		
	q17A_9	<p>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</p>		

		because problem was/will soon be resolved Time period: 2017-19		
	q18E_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= 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 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	NOTE: does not include respondents 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 the last 5 years	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
	Q2r08	Label: Why did you/your representative decide for no advice/action: afraid it could affect future employment prospects 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	
UWS (GB, 2004)	Q14_7	Label: Why didn't do anything; I was worried I might lose my job 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; category 4 is not available NOTE: problems experienced in any job in the last 3 years	
EAER (GB, 2005)	Qexpers	Label: Whether		

		<p>respondent has experienced any problems in the last 5 years</p> <p>Items: 1= yes; 2= no; 4= not stated</p> <p>Missing: -1= don't know</p> <p>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</p> <p>Time period: last 5 years</p>		
	qothstp	<p>Label: Whether respondent took any other steps to try to resolve the problem</p> <p>Items: 1= yes; 2= no; 3= not stated</p> <p>Missing: --</p> <p>Sub-population: people that had a problem at work</p> <p>Time period: last 5 years</p>	NOTE: in reference to the most serious/main problem	
	@qnota8	<p>Label: Reason respondent didn't take any other steps to try to resolve the problem: would be afraid that it could affect my future employment</p> <p>Items: 0= no; 1= yes</p> <p>Missing: --</p> <p>Sub-population: people that did not take action to resolve problem at work</p> <p>Time period: last 5 years</p>	NOTE: in reference to the most serious/main problem	
BLUW (CH, LA, NY, 2008)	Rt12@a	<p>Label: What stopped you from complaining: afraid of losing your job</p> <p>Items: 1= yes; 0= no</p> <p>Missing: --</p> <p>Sub-population: people that did not take action/make a complaint</p>	NOTE: reference period – during the past 12 months	
	Rt12@d	Label: What stopped	FLAG: used as	

		you from complaining: afraid the company would close down Items: 1= yes; 0= no Missing: -- Sub-population: people that did not take action/make a complaint	proxy; those who filed a complaint are considered as 'taking action' NOTE: reference period – during the past 12 months	
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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	<p>Label: Can you tell us why have not taken any specific actions? I do/did not know what I could do</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8888= skipped: took specific action in Q14</p> <p>Time period: 2017-19</p>		
	q15a_1	<p>Label: Can you tell us why you have not raised the problem with your supervisor/manager, boss, or employer? I don't/didn't think that it was going to solve the problem</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8888= skipped: raised problem with manager in Q15; 8889= skipped: not asked on Q15</p> <p>Time period: 2017-19</p>		
	q16a_2	<p>Label: Why did you not make a formal complaint? I don't/didn't think that making a complaint would solve the problem</p> <p>Items: 0= not selected; 1= selected</p> <p>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</p> <p>8888= skipped: did not raise problem with manager in Q15</p> <p>8889= skipped: did not take action in Q14 (pilot 1 only)</p> <p>Time period: 2017-19</p>		
	q17A_1	Label: I didn't know I		

		<p>could make a complaint with the Ministry of Labour</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8888= skipped: considered making a formal complaint in Q17;</p> <p>8889= skipped: not asked about making formal complaint because problem will/was soon be resolved in Q14A, Q15C or Q16C</p> <p>Time period: 2017-19</p>		
	q17A_2	<p>Label: Why did you 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</p> <p>Items: 0- not selected; 1= selected</p> <p>Missing: 8888= skipped: considered making a formal complaint in Q17;</p> <p>8889= skipped: not asked about making formal complaint because problem will/was soon be resolved in Q14A, Q15C or Q16C</p> <p>Time period: 2017-19</p>		
	q17A_3	<p>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</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8888= skipped: considered making a formal complaint in Q17;</p> <p>8889= skipped: not asked about making</p>		

		<p>formal complaint because problem will/was soon be resolved in Q14A, Q15C or Q16C Time period: 2017-19</p>		
	q18E_1	<p>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</p>		
	q18E_2	<p>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</p>		
	q18E_5	<p>Label: Can you tell us why you did not submit a complaint to</p>		

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

		<p>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, Q15C or Q16C</p>		
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	Q2a	<p>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</p>		CODING: turn q2a into a dichotomous variable
	Q2f	<p>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</p>	<p>NOTE: does not include respondents that experienced problems with health and safety NOTE: in reference to the most recent problem</p>	
	Q2q	<p>Label: Did you take any other steps to try and remedy the</p>	<p>NOTE: does not include respondents that experienced</p>	<p>CODING: recode missing in core variables</p>

		<p>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</p>	<p>problems with health and safety; in reference to their most recent problem</p>	
	Q2r02	<p>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</p>	<p>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</p>	<p>CODING: recode missing in core variables</p>
	Q2r03	<p>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</p>	<p>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</p>	<p>CODING: recode missing in core variables</p>
	Q2r09	<p>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</p>	<p>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</p>	<p>CODING: recode missing in core variables</p>

		<p>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</p> <p>Time period: within the last 5 years</p>		
UWS (GB, 2004)	Q13	<p>Label: Did you do anything about any of those concerns or worries in that job</p> <p>Items: 1= yes; 2= no; 3= can't remember</p> <p>Missing: --</p> <p>Time period: within the last 3 years</p>	<p>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</p>	
	Q14_3	<p>Label: Why didn't do anything: I didn't think I had the legal right to do anything</p> <p>Items: 0= no; 1= yes</p> <p>Missing: --</p> <p>Sub-population: people who did not take action to resolve problem at work</p> <p>Time period: within the last 3 years</p>	<p>FLAG: respondents can provide multiple responses</p> <p>NOTE: problems experienced in any job in the last 3 years</p>	
	Q14_6	<p>Label: Why didn't do anything: I didn't know what to do</p> <p>Items: 0= no; 1= yes</p> <p>Missing: --</p> <p>Sub-population: people who did not take action to resolve problem at work</p> <p>Time period: within the last 3 years</p>	<p>FLAG: respondents can provide multiple responses</p> <p>NOTE: problems experienced in any job in the last 3 years</p>	
	Q14_17	<p>Label: Why didn't do anything: just started job/only there temporarily</p>	<p>FLAG: respondents can provide multiple responses</p> <p>FLAG: category 4 is</p>	

		<p>Items: 0= no; 1= yes</p> <p>Missing: --</p> <p>Sub-population: people who did not take action to resolve problem at work</p> <p>Time period: within the last 3 years</p>	<p>not available</p> <p>NOTE: problems experienced in any job in the last 3 years</p>	
EAER (GB, 2005)	Qexpers	<p>Label: Whether respondent has experienced any problems in the last 5 years</p> <p>Items: 1= yes; 2= no; 4= not stated</p> <p>Missing: -1= don't know</p> <p>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</p> <p>Time period: last 5 years</p>		
	qothstp	<p>Label: Whether respondent took any other steps to try to resolve the problem</p> <p>Items: 1= yes; 2= no; 3= not stated</p> <p>Missing: --</p> <p>Sub-population: people that had a problem at work</p>	<p>NOTE: in reference to the most serious/main problem</p>	
	@qnota2	<p>Label: Reason respondent didn't take any other steps to try to resolve the problem: didn't think it would solve the problem</p> <p>Items: 0= no; 1= yes</p> <p>Missing: --</p> <p>Sub-population: people that did not take action to resolve problem at work</p> <p>Time period: last 5 years</p>	<p>NOTE: in reference to the most serious/main problem</p>	
	@qnota3	<p>Label: Reason respondent didn't take any other steps to try to resolve the problem: no faith in</p>	<p>NOTE: in reference to the most serious/main problem</p>	

		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 respondent didn't take any other steps to try to resolve the 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	NOTE: in reference to the most serious/main problem	
	@qnota16	Label: Reason respondent didn't take any other steps to try to resolve the 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	NOTE: in reference to the 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 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	
	Rt11	Label: During the	NOTE: reference	

		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 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	period – during the past 12 months	
	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 Time period: 2017-19		
	14a_3	Label: Can you tell us 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		

		<p>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</p>		
	15a_7	<p>Label: Can you tell us 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</p>		
	16a_3	<p>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 Q14A; 8888= skipped: did not raise problem in Q15; 8889= skipped: did not take action in Q14 (pilot 1 only) Time period: 2017-19</p>		
	17A_4	<p>Label: Why did you not consider making a formal complaint about the problem</p>		

		<p>with the Ministry of Labour? The problem will be/was resolved soon</p> <p>Items: 0= not selected; 1= selected</p> <p>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</p> <p>Time period: 2017-19</p>		
	17A_10	<p>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</p> <p>Items: 0= not selected; 1= selected</p> <p>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</p> <p>Time period: 2017-19</p>		
	18E_8	<p>Label: Can you tell us why you did not submit a complaint to the Ministry of Labour? The problem will be/was resolved soon</p> <p>Items: 0= not selected; 1= selected</p> <p>Missing: 8888= skipped: considering making a formal complaint in Q17; 8889= skipped: not asked about making a formal complaint because problem</p>		

		was/will soon be resolved Q14A, Q15C, Q16C Time period: 2017-19		
SESV (ON, 2011)	n/a			
AWS (AU, 2007-11)	n/a			
IAER (UK, 2000)	n/a			
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	
	Q14_10	Label: Why didn't do anything: my concerns/worries were resolved without me having 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	FLAG: respondents can provide multiple responses NOTE: problems experienced in any job in 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	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 experienced any		

		<p>problems in the last 5 years</p> <p>Items: 1= yes; 2= no; 4= not stated</p> <p>Missing: -1= don't know</p> <p>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</p> <p>Time period: last 5 years</p>		
	qothstp	<p>Label: Whether respondent took any other steps to try to resolve the problem</p> <p>Items: 1= yes; 2= no; 3= not stated</p> <p>Missing: --</p> <p>Sub-population: people that had a problem at work</p>	NOTE: in reference to the most serious/main problem	
	@qnota14	<p>Label: Reason respondent didn't take any other steps to try to resolve the problem: left the company/looking to leave the company</p> <p>Items: 0= no; 1= yes</p> <p>Missing: --</p> <p>Sub-population: people that did not take action to resolve problem at work</p> <p>Time period: last 5 years</p>	NOTE: in reference to the most serious/main problem	
	@qnota15	<p>Label: Reason respondent didn't take any other steps to try to resolve the problem: I was able to sort it out myself</p> <p>Items: 0= no; 1= yes</p> <p>Missing: --</p> <p>Sub-population: people that did not take action to resolve problem at work</p> <p>Time period: last 5 years</p>	NOTE: in reference to the most serious/main problem	
	@qnota17	<p>Label: Reason respondent didn't take</p>	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
- 97 Don't know/refused
- 98 Not applicable
- 99 Missing

*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)	I9	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 problem at work, and did something else about it other than seeking advice	NOTE: in reference to the biggest problem	
	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 consequences 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)	n/a			
EAER (GB, 2005)	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 attempts made to form a labor union	
Rt10x1@a	Label: Did your employer or supervisor do any of the following as a direct result of this complaint: threaten to 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=)		FLAG: respondents can provide multiple responses NOTE: reference period – during the past 12 months	
Rt10x1@b	Label: Did your employer or supervisor do any of the following as a direct result of this complaint? To call 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)		FLAG: respondents can provide multiple responses NOTE: reference period – during the past 12 months	
Rt10x1@c	Label: Did your employer or supervisor do any of the following as a direct result of this complaint? Threaten		FLAG: respondents can provide multiple responses NOTE: reference period – during the past 12 months	

		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 employer or supervisor do any of the following as a direct result of this complaint? 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=1)	FLAG: respondents can provide multiple responses NOTE: reference period – during the past 12 months	
	Rt10x1@e	Label: did your employer or supervisor do any of the following as a direct result of this complaint? Suspend 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=1)	FLAG: respondents can provide multiple responses NOTE: reference period – during the past 12 months	
	Rt10x2@f	Label: How about any of these? (did your employer or supervisor do any of the following as a	FLAG: respondents can provide multiple responses NOTE: reference period – during the	

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

		complaint (rt9@a=1); (rt9a=1)		
	Rt10x2@i	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 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=1)	FLAG: respondents can provide multiple responses NOTE: reference period – during the past 12 months	
	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 knew they made the complaint (rt9@a=1); (rt9a=1)		
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CE08G1

SATISFIED WITH ACTION/ADVICE TO SOLVE COMPLAINT

- 1 Yes
- 2 No
- 3 Did not take action/seek advice
- 4 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)	I21	Label: Was the problem resolved to your satisfaction Items: 1= yes; 5= no (specify) Missing: 8= don't know; 9= refused Sub-population: people that experienced problems	NOTE: in reference to the biggest problem	
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 personally		CODING: turn q2a into a dichotomous

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

		years in relation to their rights at work Time period: within the last 5 years		
UWS (GB, 2004)	n/a			
EAER (GB, 2005)	Qlkbck	Label: Whether respondent wishes they had handled 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 years	NOTE: in reference to the most serious/main problem	CODING: 1 = No; 2 = Yes
	Qothstp	Label: Whether respondent took any other steps to try to resolve the problem Items: 1= yes; 2= no; Missing: 3= not stated Sub-population: people that had a problem at work Time period: last 5 years	NOTE: in reference to the most serious/main problem	
	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, 2008)	n/a			

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CE09G1

OUTCOME FROM TAKING ACTION

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

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

		<p>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</p>	<p>problems with health and safety in reference to their most recent problem</p>	
	Q2s1	<p>Label: What did you do as a result of your dispute 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 the last 5 years</p>	<p>NOTE: does not include respondents that experienced problems with health and safety; in reference to the most recent problem</p>	
	Q2s2	<p>Label: What did you do as a result of your dispute: other 1 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=</p>	<p>NOTE: does not include respondents that experienced problems with health and safety; in reference to the most recent problem</p>	

		<p>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</p> <p>Missing: 98; 99</p> <p>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</p> <p>Time period: within the last 5 years</p>		
	Q2s3	<p>Label: What did you do as a result of your dispute: others 2</p> <p>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</p> <p>Missing: 98; 99</p> <p>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</p> <p>Time period: within the last 5 years</p>	<p>FLAG: respondents can provide multiple responses</p> <p>NOTE: does not include respondents that experienced problems with health and safety; in reference to the most recent problem</p>	<p>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</p>
UWS (GB, 2004)	n/a			
EAER (GB, 2005)	Qresolv	<p>Label: How problem was resolved</p> <p>Items: 1= my employer took action to address my</p>	<p>NOTE: in reference to the main problem</p>	

		<p>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</p> <p>Missing: -1= don't know; 10= missing; 11= missing</p> <p>Sub-population: people that are working for current employer when the problem/dispute occurred, and did not leave employer as a direct result of the dispute, and the problem is most likely over</p> <p>Time period: last 5 years</p>		
	Qexpers	<p>Label: Whether respondent has experienced any problems in the last 5 years</p> <p>Items: 1= yes; 2= no; 4= not stated</p> <p>Missing: -1= don't know</p> <p>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</p> <p>Time period: last 5 years</p>		
	gothstp	<p>Label: Whether respondent took any</p>	FLAG: category 1 is n/a	

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

WORKS CITED

COUNTRY/YEAR SECTION

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Statistics Canada, 2008. <http://www.statcan.gc.ca/pub/81-004-x/def/4153361-eng.htm>

DEMOGRAPHICS

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3. "Cambridge Handbook of Educational Abbreviations & Terms, 6th edition" by Richard Hickman. 2013.
4. "the application of the isced-97 to the UK's education qualifications" by Schneider 2009.