



**Codebook**

**HEGESCO**

**Data File**

## File variables

Variables: CASE\_ID Casenumber identification

Value range: 1-9999999

Format: F7.0 - numeric 7 positions, no decimals

---

Variables: COUNTRY Countrycode

Values: 18 Slovenia  
19 Turkey  
20 Lithuania  
21 Poland  
22 Hungary

Format: F2.0 - numeric 2 positions, no decimals

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Variables: VADM Administration code

Value range: 1-ZZZZZZZZZZ

Format: A10 - string 10 characters

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Variables: WF1 Weighting factor preserving original number of cases

Value range: 0.1-99.9

Format: F4.1 - numeric 4 positions, 1 decimal

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Variables: WF2000 Weighting factor setting to 2000 cases per country

Value range: 1-25

Format: F4.1 - numeric 4 positions, 1 decimal

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Variables: SEL2000 Random selection of maximum 2000 cases per country

Values 0 Not selected  
1 Selected

Format: F2.0 - numeric 2 positions, no decimals

---

## A Study programme you graduated from in 2002/2003

**Question: A1 - First part**  
**What was the name of the study programme?**

Variables: A1FOE1 Field of education and training, broad field

Value range: 0-8

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: For value labels see Codebook Classification document.

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Variables: A1FOE2 Field of education and training, narrow field

Value range: 0-86

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: For value labels see Codebook Classification document.

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Variables: A1FOE3 Field of education and training, detailed field

Value range: 0-863

Missing: -9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: For value labels see Codebook Classification document.

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**Question: A1**  
**What was the name of the study programme?**

Variables: A1TYPALL Type of qualification per country

Values: 1801 SI:Bachelors  
1802 SI:Masters, specialization  
1803 SI:Other  
1901 TR:Bachelors  
1902 TR:Master  
1903 TR:Other  
2001 LT:Profesijos bakalauro  
2002 LT:Bakalauro  
2003 LT:Magistro  
2004 LT: Kita  
2101 PL:licencjat  
2102 PL:magister  
2103 PL:inzynier

2201 HU:Bachelors  
2202 HU:Master  
2203 HU:Other

Missing: -9 No answer

Format: F4.0 - numeric 4 positions, no decimals

Remark: Variable is a combination of the countrycode and all country specific values.

---

Variables: A1SUBLEV (N) Sublevel of study programme

Values: 2 ISCED 5A long programme providing direct access to doctorate  
3 ISCED 5A long programme not providing direct access to doctorate

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: A1YOHE (N) Years of higher education in study programme

Value range: 0-99

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: Estimated number of years required to earn degree specified in A1TYPALL. NB: this may differ from individual study duration.

---

**Question: A1 - Third part**  
**What was the name of the institution from which you graduated?**

Variables: A1INSNR Code of institution per country

Value range: 1001-22999

Missing: -9 No answer

Format: F5.0 - numeric 5 positions, no decimals

Remark: Variable is a combination of the countrycode and a country institution number.

---

**Question: A2 - First part**  
**What was the start and end date of this study programme?**

Variables: A2STARTM Start date of study programme: month

Values: 1 January  
2 February  
3 March

4 April  
5 May  
6 June  
7 July  
8 August  
9 September  
10 October  
11 November  
12 December

Missing: -1 Start date (month and year) later than end date  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: A2STARTY Start date of study programme: year

Value range: 1949-2002

Missing: -1 Start date (month and year) later than end date  
-2 Outside allowed value range  
-9 No answer

Format: F4.0 - numeric 4 positions, no decimals

---

Variables: A2ENDM End date of study programme: month

Values: 1 January  
2 February  
3 March  
4 April  
5 May  
6 June  
7 July  
8 August  
9 September  
10 October  
11 November  
12 December

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: A2ENDY End date of study programme: year

Value range: 1969-2007

Missing: -2 Outside allowed value range  
-9 No answer

Format: F4.0 - numeric 4 positions, no decimals

---

**Question: A2 - Second part****What was the start and end date of your preceding bachelors programme?**

Variables: A2STARBM Start date of preceding bachelors programme: month

Values:

|    |           |
|----|-----------|
| 1  | January   |
| 2  | February  |
| 3  | March     |
| 4  | April     |
| 5  | May       |
| 6  | June      |
| 7  | July      |
| 8  | August    |
| 9  | September |
| 10 | October   |
| 11 | November  |
| 12 | December  |

Missing:

|    |   |
|----|---|
| -1 | Start date (month and year) later than end date |
| -3 | Not applicable                                  |
| -8 | Not relevant for some countries                 |
| -9 | No answer                                       |

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: A2STARBY Start date of preceding bachelors programme: year

Value range: 1961-2002

Missing:

|    |   |
|----|---|
| -1 | Start date (month and year) later than end date |
| -2 | Outside allowed value range                     |
| -3 | Not applicable                                  |
| -8 | Not relevant for some countries                 |
| -9 | No answer                                       |

Format: F4.0 - numeric 4 positions, no decimals

---

Variables: A2ENDBM End date of preceding bachelors programme: month

Values:

|    |           |
|----|-----------|
| 1  | January   |
| 2  | February  |
| 3  | March     |
| 4  | April     |
| 5  | May       |
| 6  | June      |
| 7  | July      |
| 8  | August    |
| 9  | September |
| 10 | October   |
| 11 | November  |
| 12 | December  |

Missing:

|    |                |
|----|----------------|
| -3 | Not applicable |
|----|----------------|

-8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: A2ENDBY End date of preceding bachelors programme: year

Value range: 1966-2005

Missing: -2 Outside allowed value range  
-3 Not applicable  
-8 Not relevant for some countries  
-9 No answer

Format: F4.0 - numeric 4 positions, no decimals

---

**Question: A2 - Third part**  
**Did you at any time interrupt this study programme for 4 or more months?**

Variables: A2IRUPT Interrupting the study programme for 4 or more months

Values: 1 Yes  
2 No

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: A2IRUPTM Interrupting the study programme: months

Value range: 4-999

Missing: -1 Not relevant: no interruption of studyprogramme for 4 or more months  
-2 Outside allowed value range  
-8 Not relevant for some countries  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

Variables: A2GSTUDU (N) Gross study duration in months

Value range: 1-999

Missing: -9 Not known

Format: F3.0 - numeric 3 positions, no decimals

Remark: Including (if relevant) preceding bachelor programme.

---

Variables: A2NSTUDU (N) Net study duration in months

Value range: 1-999

Missing: -8 Not relevant for some countries  
-9 Not known

Format: F3.0 - numeric 3 positions, no decimals

Remark: Including (if relevant) preceding bachelor programme. Excluding (if relevant) interruptions for 4 or more months.

---

**Question: A3 - First part**

**What was your average grade when you finished this study programme?**

Variables: A3AVG\_LT Average grade: Lithuania

Values: 1 6  
2 6,5  
3 7  
4 7,5  
5 8  
6 8,5  
7 9 ir aukstesnis

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: A3AVG\_PL Average grade: Poland

Values: 1 3,0  
2 3,5  
3 4,0  
4 4,5  
5 5,0

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: A3AVG\_SI Average grade: Slovenia

Values: 6  
6,5  
7  
7,5  
8  
8,5  
9 ali vec



Missing: -8 Not relevant for some countries  
-9 No answer

Format: F3.1 - numeric 3 positions, 1 decimal

---

Variables: A3AVG\_TR Average grade: Turkey

Value range: 5 - 100

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

Variables: A3AVG\_HU Average grade: Hungary

Value range: 1 - 4

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

**Question: A3 - Second part**

**How do you rate this grade compared to other students that graduated from your study programme?**

Variables: A3RELGRA Grade compared to other students

Values: 1 Much lower than average  
2 -  
3 -  
4 -  
5 Much higher than average  
6 Cannot tell

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: A4**

**How would you describe your situation in the last one to two years of your study?**

Variables: A4STUDNT Situation in the last one to two years of study

Values: 1 Fulltime student  
2 Part-time student

Missing: -8 Not relevant for some countries

-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: A6**

**To what extent did the following descriptions apply to your study programme?**

|            |          |  |
|------------|----------|--|
| Variables: | A6DEMAND | The programme was generally regarded as demanding        |
|            | A6EMPFML | Employers are familiar with the content of the programme |
|            | A6FREEDC | There was freedom in composing your own programme        |
|            | A6BROADF | The programme had a broad focus                          |
|            | A6VOCORI | The programme was vocationally orientated                |
|            | A6ACPRES | The programme was academically prestigious               |

|         |   |                       |
|---------|---|-----------------------|
| Values: | 1 | Not at all            |
|         | 2 | -                     |
|         | 3 | -                     |
|         | 4 | -                     |
|         | 5 | To a very high extent |

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: A7**

**To what extent were the following modes of teaching and learning emphasized in your study programme?**

|            |          |   |
|------------|----------|---|
| Variables: | A7LECTUR | Lectures                                  |
|            | A7GROASG | Group assignments                         |
|            | A7RESPRJ | Participation in research projects        |
|            | A7WORPLC | Internships, work placement               |
|            | A7PRACTI | Facts and practical knowledge             |
|            | A7THEORI | Theories and paradigms                    |
|            | A7TEACHR | Teacher as the main source of information |
|            | A7PROBAL | Project and/or problem-based learning     |
|            | A7WRIASG | Written assignments                       |
|            | A7ORALPR | Oral presentations by students            |
|            | A7MULTCH | Multiple choice exams                     |

|         |   |                       |
|---------|---|-----------------------|
| Values: | 1 | Not at all            |
|         | 2 | -                     |
|         | 3 | -                     |
|         | 4 | -                     |
|         | 5 | To a very high extent |

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: A8**

**Did you take part in one or more work placements/internships as part of your study programme?**

Variables: A8INTERN Participated in work placement/internships

Values: 1 Yes  
2 No

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: A8INTERM Participated in work placement/internships: months

Value range: 0-98

Missing: -1 Not relevant: no work placements/internships  
-2 Outside allowed value range  
-8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: A9**

**To what extent do the following descriptions apply to your study behaviour?**

Variables: A9EXWORK I did extra work above what was required to pass my exams  
A9STRIVE I strived for the highest possible marks

Values: 1 Not at all  
2 -  
3 -  
4 -  
5 To a very high extent

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: A10**

**Altogether, approximately how many hours did you spend on your study?**

Variables: A10STHRS Weekly hours spent on study

Value range: 0-98

Missing: -2 Outside allowed value range  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**B Other educational and related experiences**

**Question: B1****What was your highest qualification before you entered higher education for the first time?**

Variables: B1HIQALL Highest qualification before entering higher education per country

Values: 1801 SI: General secondary education  
1802 SI: Upper secondary and technical education  
1803 SI: Vocational secondary education  
1901 TR: Academic secondary education  
1902 TR: Non academic general secondary education  
1903 TR: Vocational secondary education  
1904 TR: Other  
2001 LT: Vidurinis  
2002 LT: Profesinis vidurinis  
2003 LT: Kita  
2101 PL: liceum ogólnokształcące  
2102 PL: liceum profilowane  
2103 PL: technikum  
2104 PL: szkoła policealna  
2105 PL: inne  
2201 HU: Academic secondary education  
2202 HU: Non academic general secondary education  
2203 HU: Vocational secondary education

Missing: -9 No answer

Format: F4.0 - numeric 4 positions, no decimals

Remark: Variable is a combination of the countrycode and all country specific values.

---

Variables: B1LEVEL (N) Sublevel of highest secondary qualification

Values: 1 General secondary education highest track  
2 General secondary education medium track  
3 Vocational secondary education highest track  
4 Vocational secondary education medium track

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: B1OTHSPE Specification other highest qualification

Format: A100 - string 100 characters

---

**Question: B2****What was your average final examination grade when you finished secondary education?**

Variables: B2GRA\_LT Average final examination grade secondary education: Lithuania

Values: 1 9 arba aukstesnis

2 9 - 8  
3 8 - 7  
4 7 - 6  
5 6 - 5  
6 5 - 4

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: B2GRA\_PL Average final examination grade secondary education: Poland

Values: 1 3,0  
2 3,5  
3 4  
4 4,5  
5 5

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: B2GRA\_SI Average final examination grade secondary education: Slovenia

Values: 2 2  
3 3  
4 4  
5 5

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: B2GRA\_TR Average final examination grade secondary education: Turkey

Values: 2 3  
3 4  
4 5

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: B2GRA\_HU Average final examination grade secondary education: Hungary

Values: 1 2  
2 3

3 4  
4 5

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F4.1 - numeric 4 positions, 1 decimal

---

**Question: B3**  
**Did you acquire any study-related work experience:**

Variables: B3BEFHE Before higher education  
B3DURHE During higher education

Values: 1 Yes  
2 No

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: B3BEFHEM Before higher education: months

Value range: 0-600

Missing: -1 Not relevant: no study related work experience before HE  
-2 Outside allowed value range  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

Variables: B3DURHEM During higher education: months

Value range: 0-600

Missing: -1 Not relevant: no study related work experience during HE  
-2 Outside allowed value range  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

**Question: B4**  
**Did you acquire any non study-related work experience:**

Variables: B4BEFHE Before higher education  
B4DURHE During higher education

Values: 1 Yes  
2 No

Missing: -8 Not relevant for some countries

-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: B4BEFHEM Before higher education: months

Value range: 0-600

Missing: -1 Not relevant: no non-study related work experience before HE  
-2 Outside allowed value range  
-8 Not relevant for some countries  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

Variables: B4DURHEM During higher education: months

Value range: 0-600

Missing: -1 Not relevant: no non-study related work experience during HE  
-2 Outside allowed value range  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

**Question: B5**  
**During your time in higher education, did you hold a position in student or other voluntary organizations?**

Variables: B5VOLUN Position in student or other voluntary organizations

Values: 1 Yes  
2 No

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: B5VOLUNM Position in student or other voluntary organizations: months

Value range: 0-600

Missing: -1 Not relevant: no position in student or voluntary organizations  
-2 Outside allowed value range  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

**Question: B6**

**Have you ever enrolled in any of the following types of study/training programme?**

Variables: B6TRBAMA (additional) Bachelor or master level programmes  
B6THPHD PhD programme  
B6TRPGRA Other post-graduate qualifications  
B6TRNONE No

Values: 0 Not mentioned  
1 Mentioned

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: B7**  
**Name of additional study/training programme**

Variables: B71FOE1 Field of additional education and training programme 1, broad field  
B72FOE1 Field of additional education and training programme 2, broad field

Value range: 0-8

Missing: -3 Not relevant: no additional education  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

Variables: B71FOE2 Field of additional education and training programme 1, narrow field  
B72FOE2 Field of additional education and training programme 2, narrow field

Value range: 0-86

Missing: -3 Not relevant: no additional education  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

Variables: B71FOE3 Field of additional education and training programme 1, detailed field  
B72FOE3 Field of additional education and training programme 2, detailed field

Value range: 0-863

Missing: -3 Not relevant: no additional education  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: For value labels see Codebook Classification document.



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**Question: B7 - Second part****Type of additional study/training programme**

Variables: B7TR1ALL Type of additional study/training programme 1 per country  
B7TR2ALL Type of additional study/training programme 2 per country

Values: 1801 SI: Bachelor  
1802 SI: Master  
1803 SI: PhD  
1805 SI: Other  
1901 TR: Bachelor  
1902 TR: Master  
1903 TR: PhD  
1904 TR: Other postgraduate qualification  
2001 LT: Bachelor  
2002 LT: Master  
2003 LT: PhD  
2004 LT: Other postgraduate qualification  
2005 LT: Other  
2101 PL: Bachelor  
2102 PL: Master  
2103 PL: PhD  
2104 PL: Other postgraduate qualification  
2105 PL: Other  
2201 HU: Bachelor  
2202 HU: Master  
2203 HU: PhD  
2204 HU: Other postgraduate qualification  
2205 HU: Other

Missing: -3 Not relevant: no additional education  
-9 No answer

Format: F4.0 - numeric 4 positions, no decimals

Remark: Variable is a combination of the countrycode and all country specific values.

---

Variables: B7TR1TPO Type of additional study/training programme 1: other  
B7TR2TPO Type of additional study/training programme 2: other

Format: A250 - string 250 characters

---

Variables: B7SUBLV1 (N) Sublevel of additional study or training programme 1  
B7SUBLV2 (N) Sublevel of additional study or training programme 2

Values: 1 ISCED 5A specialist degree (med., dent., vet.) or ISCED 6 level programme  
2 ISCED 5A long programme providing direct access to doctorate  
3 ISCED 5A long programme not providing direct access to doctorate  
4 ISCED 5A short or ISCED 5B programme  
9 Other programme

Missing: -1 Not relevant: qualification not (yet) gained

- 3 Not relevant: no additional education
- 9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: B7HILEVC (N) Highest educational sublevel currently attained

- Values:
- 1 ISCED 5A specialist degree (med., dent., vet.) or ISCED 6 level programme
  - 2 ISCED 5A long programme providing direct access to doctorate
  - 3 ISCED 5A long programme not providing direct access to doctorate

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: B7HILVJ1 (N) Highest educational sublevel attained by start of 1st job

- Values:
- 1 ISCED 5A specialist degree (med., dent., vet.) or ISCED 6 level programme
  - 2 ISCED 5A long programme providing direct access to doctorate
  - 3 ISCED 5A long programme not providing direct access to doctorate

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: B7YOHE1 (N) Years of higher education additional study or training programme 1  
B7YOHE2 (N) Years of higher education additional study or training programme 2

Value range: 1-99

- Missing:
- 1 Not relevant: qualification not (yet) gained
  - 3 Not relevant: no additional education
  - 9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: Estimated number of years required to earn degree specified in B7TR1ALL/B7TR2ALL. NB: this may differ from individual study duration.

---

Variables: B7YOHEC (N) Years of higher education currently attained

Value range: 1-99

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: Estimated number of years required to earn highest degree currently attained (maximum of A1YOHE, B7YOHE1 and B7YOHE2, conditional on qualification currently having been attained). NB: this may differ from individual study duration.

---

Variables: B7YOHEJ1 (N) Years of higher education attained by start of 1st job

Value range: 1-99

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: Estimated num of years required to earn highest degree at time of start first job (max. of A1YOHE, B7YOHE1 and B7YOHE2, conditional on qualification having been attained by start of first job). NB: this may differ from individual study duration.

---

**Question: B7 - Third part**  
**When did you start?**

Variables: B7TR1STM Start additional study/training programme 1: month  
B7TR2STM Start additional study/training programme 2: month

Values: 1 January  
2 February  
3 March  
4 April  
5 May  
6 June  
7 July  
8 August  
9 September  
10 October  
11 November  
12 December

Missing: -3 Not relevant: no additional education  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: B7TR1STY Start additional study/training programme 1: year  
B7TR2STY Start additional study/training programme 2: year

Value range: 1950-2008

Missing: -2 Outside allowed value range  
-3 Not relevant: no additional education  
-9 No answer

Format: F4.0 - numeric 4 positions, no decimals

---

**Question: B7 - Fourth part**  
**Did you gain the qualification?**

Variables: B7TR1QU Qualification additional study/training programme 1

B7TR2QU      Qualification additional study/training programme 2

Values:      1      Yes  
                 2      No, left without qualification  
                 3      No, still enrolled

Missing:      -3      Not relevant: no additional education  
                 -9      No answer

Format:      F2.0 - numeric 2 positions, no decimals

---

Variables:      B7TR1QUM      Qualification additional study/training programme 1: month  
                 B7TR2QUM      Qualification additional study/training programme 2: month

Values:      1      January  
                 2      February  
                 3      March  
                 4      April  
                 5      May  
                 6      June  
                 7      July  
                 8      August  
                 9      September  
                 10      October  
                 11      November  
                 12      December

Missing:      -1      Not relevant: qualification not (yet) gained  
                 -3      Not relevant: no additional education  
                 -9      No answer

Format:      F2.0 - numeric 2 positions, no decimals

---

Variables:      B7TR1QUY      Qualification additional study/training programme 1: year  
                 B7TR2QUY      Qualification additional study/training programme 2: year

Value range: 1950-2008

Missing:      -1      Not relevant: qualification not (yet) gained  
                 -2      Outside allowed value range  
                 -3      Not relevant: no additional education  
                 -9      No answer

Format:      F4.0 - numeric 4 positions, no decimals

---

## **C   Transition from study to work**

**Question:      C1**  
**Have you ever had paid work since graduation in 2002/2003?**

Variables:      C1WORKSG      Paid work since graduation

Values: 1 Yes, I continued the work I already had during study  
2 Yes, I have started to work  
3 No

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: Some graduates who answered "no" to this question apparently did have paid work since graduation, based on answers to subsequent questions.

---

**Question: C2**  
**When did you start being employed after graduation in 2002/2003?**

Variables: C2STARTM Start being employed after graduation 2002/2003: month

Values: 1 January  
2 February  
3 March  
4 April  
5 May  
6 June  
7 July  
8 August  
9 September  
10 October  
11 November  
12 December

Missing: -3 Not relevant: started work during study  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: C2STARTY Start being employed after graduation 2002/2003: year

Value range: 1950-2008

Missing: -2 Outside allowed value range  
-3 Not relevant: started work during study  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F4.0 - numeric 4 positions, no decimals

---

**Question: C3**  
**When did you begin looking for work?**

Variables: C3LOOKWK Begin looking for work

Values: 1 Prior to graduation in 2002/2003  
2 Around the time of graduation  
3 After graduation in 2002/2003  
4 Got work without searching

Missing: -3 Not relevant: started work during study  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: C4**  
**How many months did you search before you obtained this employment?**

Variables: C4BEFGRA Before graduation

Value range: 0-98

Missing: -2 Outside allowed value range  
-3 Not relevant: started work during study  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-6 Not relevant: got work without searching  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

Variables: C4AFTGRA After graduation

Value range: 0-72

Missing: -2 Outside allowed value range  
-3 Not relevant: started work during study  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-6 Not relevant: got work without searching  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: Recode the missing value -6 to zero for calculation of average search durations

---

**Question: C5**  
**How did you find this work?**

Variables: C5FINDWK Way of finding work

Values: 1 Through advertisement in newspaper  
2 Through public employment agency  
3 Through private employment agency  
4 Through internet  
5 Contacted employer on own initiative

- 6    Approached by employer
- 7    Through work placement during higher education
- 8    Through family, friends or acquaintances
- 9    Through help of higher education institution
- 10   Set up my own business
- 11   Other
- 12   Through previous work

Missing:    -4    Not relevant: no paid work since graduation  
               -5    Not relevant: had paid work since graduation but answered 'No' to C1  
               -9    No answer

Format:     F2.0 - numeric 2 positions, no decimals

Remark:     Answer 12 "through previous work" assigned by partial recoding of C5FINDWO

---

Variables:   C5FINDWO     Way of finding work: other

Format:     A100 - string 100 characters

---

## D   First job after graduation

**Question:    D2**  
**What was your occupation or job title at that time? Please describe your main tasks or activities at that time?**

Variables:   D2OCC1            1st job: International Standard Classification of Occupations 1988, major group

Value range: 0-9

Missing:    -4    Not relevant: no paid work since graduation  
               -5    Not relevant: had paid work since graduation but answered 'No' to C1  
               -9    No answer

Format:     F2.0 - numeric 2 positions, no decimals

Remark:     ISCO 88, European Version. For value labels see Codebook Classification document.

---

Variables:   D2OCC2            1st job: International Standard Classification of Occupations 1988, sub-major group

Value range: 1-93

Missing:    -4    Not relevant: no paid work since graduation  
               -5    Not relevant: had paid work since graduation but answered 'No' to C1  
               -9    No answer

Format:     F2.0 - numeric 2 positions, no decimals

Remark:     ISCO 88, European Version. For value labels see Codebook Classification document.

---

Variables: D2OCC3 1st job: International Standard Classification of Occupations 1988, minor group

Value range: 11-933

Missing: -4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: ISCO 88, European Version. For value labels see Codebook Classification document.

---

Variables: D2OCC4 1st job: International Standard Classification of Occupations 1988, unit group

Value range: 110-9330

Missing: -4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F4.0 - numeric 4 positions, no decimals

Remark: ISCO 88, European Version. For value labels see Codebook Classification document.

---

**Question: D5**  
**What type of contract did you have when you started/at the time of graduation?**

Variables: D5CONTR 1st job: Type of contract

Values: 1 Unlimited term (or in probationary period prior to unlimited contract)  
2 Fixed-term or temporary contract for (number of) months  
3 Other

Missing: -3 Not relevant: self-employed  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: D5CONTRM 1st job: Fixed-term contract: months

Value range: 0-98

Missing: -1 Not relevant: no fixed-term contract  
-2 Outside allowed value range  
-3 Not relevant: self-employed  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals



---

Variables: D5CONTRO 1st job: Specification other contract type

Format: A100 - string 100 characters

---

**Question: D6**  
**What was the number of regular/contract hours?**

Variables: D6CTRHRS 1st job: Number of regular/contract hours

Value range: 0-98

Missing: -2 Outside allowed value range  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

**Question: D8**  
**Did this work involve an initial training period?**

Variables: D8TPCOU 1st job: Initial training period: training or courses  
D8TPINF 1st job: Initial training period: informal learning  
D8NONE 1st job: Initial training period: no

Values: 0 Not mentioned  
1 Mentioned

Missing: -4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: D8TPCOUM 1st job: Initial training period, training or courses: number of months

Value range: 0-98

Missing: -1 Not relevant: no training or course  
-2 Outside allowed value range  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

Variables: D8TPINFM 1st job: Initial training period, informal learning: number of months

Value range: 0-98

Missing: -1 Not relevant: no informal learning  
-2 Outside allowed value range  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

**Question: D9**

**What type of education do you feel was most appropriate for this work?**

Variables: D9APTALL 1st job: Type of education most appropriate for your work per country

Values: 1801 SI: PhD  
1802 SI: Other postgraduate education  
1803 SI: Master  
1804 SI: Bachelor  
1805 SI: Lower than higher education  
1901 TR: PhD  
1902 TR: Other postgraduate education  
1903 TR: Master  
1904 TR: Bachelor  
1905 TR: Lower than higher education  
2001 LT: Doktorantūros studijos  
2002 LT: Podiplomines profesines studijos  
2003 LT: Magistrantūros studijos  
2004 LT: Bakalauro studijos  
2005 LT: Zemesnio lygmens nei aukstojo mokslo studijos  
2101 PL: doktorat  
2102 PL: studia podyplomowe  
2103 PL: studia magisterskie  
2104 PL: licencjat, studia inżynierskie  
2105 PL: wykształcenie ośrednie i niżej  
2201 HU: PhD  
2202 HU: Other postgraduate education  
2203 HU: Master  
2204 HU: Bachelor  
2205 HU: Lower than higher education

Missing: -4 Not relevant:no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F4.0 - numeric 4 positions, no decimals

Remark: Variable is a combination of the countrycode and all country specific values.

---

Variables: D9SUBLEV (N) (Sub)level of education most appropriate for 1st job

Values: 1 ISCED 5A specialist degree (med., dent., vet.) or ISCED 6 level programme  
2 ISCED 5A long programme providing direct access to doctorate  
3 ISCED 5A long programme not providing direct access to doctorate  
4 ISCED 5A short or ISCED 5B programme  
5 Programme below tertiary level

Missing: -4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: D9RLEVSP (N) Appropriate (sub)level of education 1st job relative to study programme

Values: 1 Higher level  
2 Same level  
3 Lower level of tertiary education  
4 Below tertiary level

Missing: -4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: D9RLEVS1 (N) Appropriate (sub)level of education 1st job relative to highest sublevel attained by start of 1st job

Values: 1 Higher level  
2 Same level  
3 Lower level of tertiary education  
4 Below tertiary level

Missing: -4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: D9YOHE (N) Years of higher education most appropriate for 1st job

Value range: 0-99

Missing: -4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: Estimated number of years required to earn degree specified in D9APTALL

---

Variables: D9OVERSP (N) Years of overeducation 1st job relative to study programme

Value range: 0-99

Missing: -4 Not relevant: no paid work since graduation

- 5 Not relevant: had paid work since graduation but answered 'No' to C1
- 9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: A1YOHE minus D9YOHE ( 0 if difference is negative). There is no one-to-one relation between formal sublevels of HE and the estimated number of years required, D9OVERSP and D9RLEVSP give slightly different estimates of the number of overeducated graduates.

---

Variables: D9UNDSP (N) Undereducation 1st job relative to studyprogramme

Values: 0 No  
1 Yes

Missing: -4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: 1 if A1YOHE is less than D9YOHE, otherwise 0. There is no one-to-one relation between formal sublevels of HE and the estimated number of years required, D9UNDSP and D9RLEVSP give slightly different estimates of the number of undereducated graduates.

---

Variables: D9OVERS1 (N) Years of overeducation 1st job relative to years of higher education by start of 1st job

Value range: 0-99

Missing: -4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: B7YOHEJ1 min D9YOHE ( 0 if difference is negative). There is no one-to-one relation between formal sublevels of HE and the estimated number of years required, D9OVERS1 and D9RLEVS1 give slightly different estimates of the number of overeducated graduates.

---

Variables: D9UNDS1 (N) Undereducation 1st job relative to highest sublevel attained by start of 1st job

Values: 0 No  
1 Yes

Missing: -4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: 1 if B7YOHEJ1 is less than D9YOHE, otherwise 0. There is no one-to-one relation between formal sublevels of HE and the estimated number of years required, D9UNDS1 and D9RLEVS1 give slightly different estimates of the number of undereducated graduates.

---

**Question: D10****What field of study do you feel was most appropriate for this work?**

Variables: D10APFOS 1st job: Field of study most appropriate for your work

Values: 1 Exclusively own field  
2 Own or a related field  
3 A completely different field  
4 No particular field

Missing: -4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: D13****Are you still in your first employment?**

Variables: D13INFE 1st job: Still in first employment

Values: 1 Yes  
2 No, I left that employment in (month) and (year)

Missing: -4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: D13FENDM 1st job: Left first employment: month

Values: 1 January  
2 February  
3 March  
4 April  
5 May  
6 June  
7 July  
8 August  
9 September  
10 October  
11 November  
12 December

Missing: -1 Still in first employment  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: D13FENDY 1st job: Left first employment: year

Value range: 1999-2008

Missing: -1 Still in first employment  
-2 Outside allowed value range  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F4.0 - numeric 4 positions, no decimals

---

## **E Employment history and current situation**

### **Question: E1**

**How many employers have you had altogether since graduation in 2002/2003?**

Variables: E1NUMEMP Number of employers since graduation

Value range: 0-98

Missing: -2 Outside allowed value range  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

### **Question: E2**

**How long in total have you been employed since graduation in 2002/2003?**

Variables: E2EMPSGM Number of months employed since graduation

Value range: 0-84

Missing: -2 Outside allowed value range  
-4 Not relevant: no paid work since graduation  
-5 Not relevant: had paid work since graduation but answered 'No' to C1  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

### **Question: E3**

**Have you ever been unemployed (that is, not employed and seeking employment) since graduation in 2002/2003?**

Variables: E3UNEMP Unemployed since graduation

Values: 1 Yes, (number of) times, for a total of approximately (number of) months  
2 No

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: E3UNEMPT Unemployed since graduation: number of times

Value range: 0-30

Missing: -1 Not relevant: never unemployed  
-2 Outside allowed value range  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: Recode the missing value -1 to zero for calculation of average number of times unemployed.

---

Variables: E3UNEMPM Unemployed since graduation: number of months

Value range: 0-84

Missing: -1 Not relevant: never unemployed  
-2 Outside allowed value range  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: Recode the missing value -1 to zero for calculation of average unemployment duration.

---

**Question: E4 - First part**  
**In the past 4 weeks, were you engaged in:**

Variables: E4TRAIN Further education or other training related to your professional development

Values: 1 Yes, for approximately (number of) hours per week  
2 No

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: E4TRAINH Further education or other training: hours per week

Value range: 0-168

Missing: -1 Not relevant: no training in past 4 weeks  
-2 Outside allowed value range  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: Recode the missing value -1 to zero for calculation of average training hours.

---

**Question: E4 - Second part**

**In the past 4 weeks, were you engaged in:**

Variables: E4FAMCR Child rearing or family care

Values: 1 Yes, for approximately (number of) hours per week  
2 No

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: E4FAMCRH Child rearing or family care: hours per week

Value range: 0-168

Missing: -1 Not relevant: no family care in past 4 weeks  
-2 Outside allowed value range  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: Recode the missing value -1 to zero for calculation of average hours of child rearing or family care.

---

**Question: E4 - Third part**

**In the past 4 weeks, were you engaged in:**

Variables: E4VOLUN Unpaid/voluntary work

Values: 1 Yes, for approximately (number of) hours per week  
2 No

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: E4VOLUNH Unpaid/voluntary work: hours per week

Value range: 0-168

Missing: -1 Not relevant: no voluntary work in past 4 weeks  
-2 Outside allowed value range  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: Recode the missing value -1 to zero for calculation of average hours of voluntary work.

---



**Question: E5****Have you actively tried to obtain (other) paid work in the past 4 weeks?**

Variables: E5OBTWRK Tried to obtain (other) paid work in the past 4 weeks

Values: 1 Yes  
2 No  
3 No, but I am awaiting the results of earlier job applications

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: E6****How useful do you consider your social network (friends, relatives, colleagues, former teachers etc.) would be if you:**

Variables: E6SNJOB Need information on job opportunities?  
E6SNOBWK Needed help in directly obtaining work?  
E6SNOBUS Needed help in setting up your own business?

Values: 1 Not very useful  
2 -  
3 -  
4 -  
5 Very useful

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: E7****Are you currently in paid employment?**

Variables: E7CUREMP Currently in paid employment

Values: 1 Yes, I have one job  
2 Yes, I have more than one job  
3 No

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: E7EMPSTA (N) Employment status

Values: 1 Employed  
2 Unemployed

Missing: -1 Not in labour force  
-9 Not known

Format: F2.0 - numeric 2 positions, no decimals

Remark: Graduates not currently working and not seeking work are classed as "Not in labour force".

---

Variables: E7LABSTA (N) Labour force status

Values: 1 In labour force  
2 Not in labour force

Missing: -9 Not known

Format: F2.0 - numeric 2 positions, no decimals

Remark: Graduates not currently working and not seeking work are classed as "Not in labour force".

---

## F Current work

**Question: F1**  
**What is your current occupation or job title?**

Variables: F1SAMOC Current occupation or job title same as 1st job

Values: 1 The same as listed above for first job  
2 Other

Missing: -3 Not relevant: currently no paid employment  
-8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: Subjective answer by respondent; it may be that respondents have been assigned the same occupational code for first and current job, despite answering "other" to this question.

---

**Question: F2**  
**Please describe your current main tasks or activities**

Variables: F2SAMTSK Current main tasks or activities same as 1st job

Values: 1 The same as listed above for first job  
2 Other

Missing: -3 Not relevant: currently no paid employment  
-8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: F2OCC1 Current job: International Standard Classification of Occupations 1988, major group

Value range: 0-9

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: ISCO 88, European Version. For value labels see Codebook Classification document.

---

Variables: F2OCC2 Current job: International Standard Classification of Occupations 1988, sub-major group

Value range: 1-93

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: ISCO 88, European Version. For value labels see Codebook Classification document.

---

Variables: F2OCC3 Current job: International Standard Classification of Occupations 1988, minor group

Value range: 11-933

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: ISCO 88, European Version. For value labels see Codebook Classification document.

---

Variables: F2OCC4 Current job: International Standard Classification of Occupations 1988, unit group

Value range: 110-9330

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F4.0 - numeric 4 positions, no decimals

Remark: ISCO 88, European Version. For value labels see Codebook Classification document.

---

**Question: F3**  
**Are you self-employed?**

Variables: F3SELEMP Are you self-employed?

Values: 1 Yes  
2 No

Missing: -3 Not relevant: currently no paid employment

-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: F4**

**Are you mainly dependent on one client or several clients?**

Variables: F4NCLIEN Mainly dependent on one client or several clients?

Values: 1 Mainly one client  
2 Several clients

Missing: -3 Not relevant: currently no paid employment  
-4 Not relevant: not self-employed  
-8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: F5**

**What is your current type of contract?**

Variables: F5CONTR Current type of contract

Values: 1 Unlimited term (or in probationary period prior to unlimited contract)  
2 Fixed-term or temporary contract, for (number of) months  
3 Other

Missing: -3 Not relevant: currently no paid employment  
-4 Not relevant: self-employed  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: F5CONTRM Current fixed-term contract: months

Value range: 0-98

Missing: -1 Not relevant: no fixed-term contract  
-2 Outside allowed value range  
-3 Not relevant: currently no paid employment  
-4 Not relevant: self-employed  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: F5CONTRO Specification other contract type

Format: A100 - string 100 characters

---

**Question: F6****What are your average working hours?**

Variables: F6HRSCTR Regular/contract hours in main employment per week  
F6HRSOVT Paid or unpaid average overtime in main employment per week  
F6HRSOTH Average hours in other paid work per week

Value range: 0-98

Missing: -2 Outside allowed value range  
-3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: F6TOTHRS (N) Total working hours current work

Value range: 0-999

Missing: -2 Outside allowed value range  
-3 Not relevant: currently no paid employment  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

**Question: F7****What are your gross monthly earnings?**

Variables: F7EACTIN (N) Gross monthly earnings: contract hours in main employment (euro)

Value range: 0-999999.99

Missing: -3 Not relevant: currently no paid employment  
-9 Not known

Format: F7.2 - numeric 7 positions, 2 decimals

---

Variables: F7EACTEX (N) Gross monthly earnings truncated: contract hours in main employment (euro)

Value range: 0-999999.99

Missing: -3 Not relevant: currently no paid employment  
-6 Outside upper 2.5% or lower 0.5% boundary  
-9 Not known

Format: F7.2 - numeric 7 positions, 2 decimals

---

**Question: F7****What are your gross monthly earnings?**

Variables: F7EAOVIN (N) Gross monthly earnings: overtime or extras in main employment (euro)

Value range: 0-999999.99

Missing: -3 Not relevant: currently no paid employment  
-9 Not known

Format: F7.2 - numeric 7 positions, 2 decimals

---

Variables: F7EAOVEX (N) Gross monthly earnings truncated: overtime or extras in main employment (euro)

Value range: 0-999999.99

Missing: -3 Not relevant: currently no paid employment  
-6 Outside upper 2.5% or lower 0.5% boundary  
-9 Not known

Format: F7.2 - numeric 7 positions, 2 decimals

---

**Question: F7**  
**What are your gross monthly earnings?**

Variables: F7EAO TIN (N) Gross monthly earnings: other work (euro)

Value range: 0-999999.99

Missing: -3 Not relevant: currently no paid employment  
-9 Not known

Format: F7.2 - numeric 7 positions, 2 decimals

---

Variables: F7EAO TEX (N) Gross monthly earnings truncated: other work (euro)

Value range: 0-999999.99

Missing: -3 Not relevant: currently no paid employment  
-6 Outside upper 2.5% or lower 0.5% boundary  
-9 Not known

Format: F7.2 - numeric 7 positions, 2 decimals

---

**Question: F7**  
**What are your gross monthly earnings?**

Variables: F7INCTIN (N) Gross monthly earnings: total (euro)

Value range: 1-999999.99

Missing: -3 Not relevant: currently no paid employment  
-9 Not known

Format: F7.2 - numeric 7 positions, 2 decimals

---

Variables: F7INCTEX (N) Gross monthly earnings truncated: total (euro)

Value range: 1-99999.99

Missing: -3 Not relevant: currently no paid employment  
-6 Outside upper 2.5% or lower 0.5% boundary  
-9 Not known

Format: F7.2 - numeric 7 positions, 2 decimals

---

Variables: F7EPHRIN (N) Gross earnings current job per (contract-) hour (euro)

Value range: 1-9999.99

Missing: -3 Not relevant: currently no paid employment  
-9 Not known

Format: F6.2 - numeric 6 positions, 2 decimals

---

Variables: F7EPHREX (N) Gross earnings current job per (contract-) hour truncated (euro)

Value range: 1-9999.99

Missing: -3 Not relevant: currently no paid employment  
-6 Outside upper 2.5% or lower 0.5% boundary  
-9 Not known

Format: F6.2 - numeric 6 positions, 2 decimals

---

Variables: F7PPP (N) Purchasing Power Parity rate current job

Value range: 0.001-99.999

Missing: -3 Not relevant: currently no paid employment

Format: F5.3 - numeric 5 positions, 3 decimals

Remark: Income variables F7EACTIN to F7EPHREX can be corrected for country differences in purchasing power by dividing by this variable.

---

**Question: F8**  
**What type of education do you feel is most appropriate for this work?**

Variables: F8APTALL Type of education most appropriate for this work per country

Values: 1801 SI: PhD  
1802 SI: Other postgraduate qualification

1803 SI: Master  
 1804 SI: Bachelor  
 1805 SI: Lower than higher education  
 1901 TR: PhD  
 1902 TR: Other postgraduate qualification  
 1903 TR: Master  
 1904 TR: Bachelor  
 1905 TR: Lower than higher education  
 2001 LT: PhD  
 2002 LT: Other postgraduate qualification  
 2003 LT: Master  
 2004 LT: Bachelor  
 2005 LT: Lower than higher education  
 2101 PL: PhD  
 2102 PL: Other postgraduate qualification  
 2103 PL: Master  
 2104 PL: Bachelor  
 2105 PL: Lower than higher education  
 2201 HU: PhD  
 2202 HU: Other postgraduate education  
 2203 HU: Master  
 2204 HU: Bachelor  
 2205 HU: Lower than higher education

Missing: -3 not relevant: currently no paid employment  
 -9 No answer

Format: F4.0 - numeric 4 positions, no decimals

Remark: Variable is a combination of the countrycode and all country specific values.

Variables: F8SUBLEV (N) (Sub)level of education most appropriate for current job

Values: 1 ISCED 5A specialist degree (med., dent., vet.) or ISCED 6 level programme  
 2 ISCED 5A long programme providing direct access to doctorate  
 3 ISCED 5A long programme not providing direct access to doctorate  
 4 ISCED 5A short or ISCED 5B programme  
 5 Programme below tertiary level

Missing: -3 Not relevant: currently no paid employment  
 -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Variables: F8RLEVSP (N) Appropriate (sub)level of education current job relative to study programme

Values: 1 Higher level  
 2 Same level  
 3 Lower level of tertiary education  
 4 Below tertiary level

Missing: -3 Not relevant: currently no paid employment  
 -9 No answer

Format: F2.0 - numeric 2 positions, no decimals



---

Variables: F8RLEVC (N) Appropriate (sub)level of education current job relative to highest sublevel currently attained

Values: 1 Higher level  
2 Same level  
3 Lower level of tertiary education  
4 Below tertiary level

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: F8YOHE (N) Years of higher education most appropriate for current job

Value range: 0-99

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: Estimated number of years required to earn degree specified in F8APTALL

---

Variables: F8OVERSP (N) Years of overeducation current job relative to study programme

Value range: 0-99

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: A1YOHE minus F8YOHE ( 0 if difference is negative). There is no one-to-one relation between formal sublevels of HE and the estimated number of years required, F8OVERSP and F8RLEVSP give slightly different estimates of the number of overeducated graduates.

---

Variables: F8UNDSP (N) Undereducation current job relative to study programme

Values: 0 No  
1 Yes

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: 1 if A1YOHE is less than F8YOHE, otherwise 0. There is no one-to-one relation between formal sublevels of HE and the estimated number of years required, F8UNDSP and F8RLEVSP give slightly different estimates of the number of undereducated graduates.

---

Variables: F8OVERC (N) Years of overeducation current job relative to current years of higher education

Value range: 0-99

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: B7YOHEJ1 min F8YOHE ( 0 if difference is negative). There is no one-to-one relation between formal sublevels of HE and the estimated number of years required, F8OVERC and F8RLEVC give slightly different estimates of the number of overeducated graduates.

---

Variables: F8UNDC (N) Undereducation current job relative to highest sublevel currently attained

Values: 0 No  
1 Yes

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: 1 if F8YOHE is less than D9YOHE, otherwise 0. There is no one-to-one relation between formal sublevels of HE and the estimated number of years required, F8UNDC and F8RLEVC give slightly different estimates of the number of undereducated graduates.

---

**Question: F9**  
**What field of study for you feel is most appropriate for this work?**

Variables: F9APFOS Field of study most appropriate for this work

Values: 1 Exclusively own field  
2 Own or a related field  
3 A completely different field  
4 No particular field

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: F10**  
**How much time would it take for an average graduate with the relevant educational background to become an expert in this kind of work?**

Variables: F10TIMEX How much time to become an expert in this kind of work

Values: 1 6 months or less  
2 7 to 12 months

- 3 1 to 2 years
- 4 3 to 5 years
- 5 6 to 10 years
- 6 More than 10 years

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: F11**

**To what extent are your knowledge and skills utilized in your current work?**

Variables: F11UTIL To what extent are knowledge and skills utilized in your current work

Values: 1 Not at all  
2 -  
3 -  
4 -  
5 To a very high extent

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: F12**

**To what extent does your current work demand more knowledge and skills than you can actually offer?**

Variables: F12MORE To what extent does your current work demand more knowledge and skills than you can actually offer

Values: 1 Not at all  
2 -  
3 -  
4 -  
5 To a very high extent

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: F13**

**How satisfied are you with your current work?**

Variables: F13SATIS Satisfied with your current work

Values: 1 Very dissatisfied  
2 -  
3 -  
4 -

5      Very satisfied

Missing:    -3      Not relevant: currently no paid employment  
              -9      No answer

Format:     F2.0 - numeric 2 positions, no decimals

---

**Question:    F14**

**Did you follow any work-related course/training in the past 12 months?**

Variables:   F14T12MO      Followed any work-related course/training in the past 12 months

Values:       1      Yes  
                  2      No

Missing:    -3      Not relevant: currently no paid employment  
              -9      No answer

Format:     F2.0 - numeric 2 positions, no decimals

---

**Question:    F15**

**What was the most important reason you had for following this course?**

Variables:   F15TRREA      Most important reason for following this course

Values:       1      To update my knowledge for my present work  
                  2      To enhance my career  
                  3      To prepare myself for working in another field  
                  4      To prepare myself for self-employment  
                  5      Other

Missing:    -3      Not relevant: currently no paid employment  
              -4      Not relevant: no work-related training  
              -9      No answer

Format:     F2.0 - numeric 2 positions, no decimals

---

Variables:   F15TRREO      Most important reason for following this course, other

Format:     A100 - string 100 characters

---

## **G   Work organization**

**Question:    G1**

**When did you start working with your current employer/start your self-employment?**

Variables:   G1CEMPM      Start-date working with current employer/self-employment: month

Values:       1      January

- 2 February
- 3 March
- 4 April
- 5 May
- 6 June
- 7 July
- 8 August
- 9 September
- 10 October
- 11 November
- 12 December

Missing: -3 Not relevant: currently no paid employment  
 -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: G1CEPMY Start-date working with current employer/self-employment: year

Value range: 1950-2008

Missing: -2 Outside allowed value range  
 -3 Not relevant: currently no paid employment  
 -9 No answer

Format: F4.0 - numeric 4 position, no decimals

---

Variables: G1WORKDU (N) Duration current job in months

Value range: 0-999

Missing: -2 Outside allowed value range  
 -3 Not relevant: currently no paid employment  
 -9 No answer

Format: F3.0 - numeric 3 positions, no decimals

---

**Question: G2 - First part**  
**In what economic sector do you work?**

Variables: G2SEC1 International Standard Industrial Classification (revision 3.1), section

Value range: 1-17

Missing: -3 Not relevant: currently no paid employment  
 -8 Not relevant for some countries  
 -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

Variables: G2SEC2 International Standard Industrial Classification (revision 3.1), division

Value range: 1-99

Missing: -3 Not relevant: currently no paid employment  
-8 Not relevant for some countries  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

Variables: G2SEC3 International Standard Industrial Classification (revision 3.1), group

Value range: 10-990

Missing: -3 Not relevant: currently no paid employment  
-8 Not relevant for some countries  
-9 No answer

Format: F4.0 - numeric 4 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

Variables: G2SEC4 International Standard Industrial Classification (revision 3.1), class

Value range: 100-9900

Missing: -3 Not relevant: currently no paid employment  
-8 Not relevant for some countries  
-9 No answer

Format: F5.0 - numeric 5 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

**Question: G3**  
**Do you work in the public or private sector?**

Variables: G3SECPP Public or private sector

Values: 1 Public sector  
2 Private non-profit sector  
3 Private profit sector  
4 Other

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: G3SECPPO Public or private sector, other

Format: A100 - string 100 characters

---

**Question: G4**  
**Where do you work?**

Variables: G4WCTRY Work country

Values: 1 Home country  
2 Other

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: G4REGION Region of employment

Value range: AA1-ZZZZZ

Missing: -1 Foreign country  
-3 Not relevant: currently no paid employment  
-9 No answer

Format: A5 - string 5 characters

Remark: For value labels see Codebook Classification document.

---

Variables: G4COUNTR Country of employment

Value range: 1-269

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

**Question: G5**  
**How strong is the competition in the market in which your organization operates?**

Variables: G5COMPET How strong is the competition in the market in which your organization operates?

Values: 1 Very weak  
2 -  
3 -  
4 -  
5 Very strong

6 Question not applicable

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G6**

**Does your organization compete mainly by price or by quality?**

Variables: G6COMPPQ Does your organization compete mainly by price or by quality?

Values: 1 Mainly price  
2 -  
3 -  
4 -  
5 Mainly quality  
6 Question not applicable

Missing: -3 Not relevant: currently no paid employment  
-8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G7**

**How stable is demand in the market in which your organization operates?**

Variables: G7MSTABL How stable is demand in the market in which your organization operates?

Values: 1 Highly stable  
2 -  
3 -  
4 -  
5 Highly unstable  
6 Question not applicable

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G8**

**What is the scope of operations of your organization?**

Variables: G8SCOPE Scope of operations of your organization

Values: 1 Local  
2 Regional  
3 National  
4 International

Missing: -3 Not relevant: currently no paid employment



- 8 Not relevant for some countries
- 9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G9**

**Which of the following changes have taken place in your organization since you started working there?**

Variables: G9OWNTSK Major change in my own work tasks  
G9REORG Reorganization  
G9MERGER Merger or takeover by another firm  
G9LAYOFF Large-scale layoffs of personnel  
G9RELOCA Relocation to another region

Values: 1 Yes  
2 No

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G10**

**How would you characterize the extent of innovation in your organization or your work, with respect to the following aspects?**

Variables: G10INPRO Product or service  
G10INTEC Technology, tools or instruments  
G10INKNO Knowledge or methods

Values: 1 Very low  
2 -  
3 -  
4 -  
5 Very high

Missing: -3 Not relevant: currently no paid employment  
-8 Not relevant for some countries  
-9 No answer  
-8 Not relevant for some countries

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G11**

**Do you play a role in introducing these innovations in your organisation?**

Variables: G11RLPRO Product or service  
G11RLTEC Technology, tools or instruments  
G11RLKNO Knowledge or methods

Values: 1 Yes  
2 No

3 Not applicable, no innovations

Missing: -3 Not relevant: currently no paid employment  
-8 Not relevant for some countries  
-9 No answer  
-8 Not relevant for some countries

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G12**

**Is your organization normally at the forefront when it comes to adopting innovations, new knowledge or new methods, or is it more a follower?**

Variables: G12FRONT Adopting innovations by organization

Values: 1 Mainly at forefront  
2 -  
3 -  
4 -  
5 Mainly a follower

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G13**

**How are higher positions usually obtained in your organization?**

Variables: G13PSOBT Higher positions obtained in your organization

Values: 1 By internal appointments  
2 -  
3 -  
4 -  
5 By external appointments  
6 Question not applicable

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G14**

**How many people work in your organization and, if applicable, your own location?**

Variables: G14ORGSZ Number of people working in total organization

Values: 1 1-9  
2 10-49  
3 50-99  
4 100-249  
5 250-999

6 1000 or more

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: G14LOCSZ Number of people working in own location

Values: 1 1-9  
2 10-49  
3 50-99  
4 100-249  
5 250-999  
6 1000 or more  
7 Not applicable, only one location

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G15**

**Do your directly or indirectly supervise other members of staff?**

Variables: G15SUPV Do you supervise?

Values: 1 Yes, I supervise (number of) staff members  
2 No

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: G15SUPVN Do you supervise: number of staff members

Value range: 1-9999

Missing: -1 Not relevant: no supervision  
-2 Outside allowed value range  
-3 Not relevant: currently no paid employment  
-9 No answer

Format: F4.0 - numeric 4 position, no decimals

---

**Question: G16**

**To what extent are you responsible for:**

Variables: G16GOALO Setting goals for the organization  
G16GOALW Setting goals for your own work

G16STRAT Deciding work strategies for the organization  
G16OWNJB Deciding how you do your own job

Values: 1 Not at all  
2 -  
3 -  
4 -  
5 To a very high extent

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G17**

**To what extent do the following statements apply to your professional role?**

Variables: G17SOURC Professional colleagues rely on me as an authoritative source of advice  
G17NWDEV I keep my professional colleagues informed about new developments in my field of work  
G17CEXPT I take the initiative in establishing professional contacts with experts outside the organization  
G17ETHIC Taking account of professional ethics is part of my work

Values: 1 Not at all  
2 -  
3 -  
4 -  
5 To a very high extent

Missing: -3 Not relevant: currently no paid employment  
-8 Not relevant for some countries  
-9 No answer  
-8 Not relevant for some countries

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G18**

**To what extent:**

Variables: G18PFOTH Results of your work dependent on the performance of others in the organization?  
G18PFOWN Results of the work of others in the organization dependent on your performance  
G18ASSQO Responsible for assessing the quality of the work of others in the organization

Values: 1 Not at all  
2 -  
3 -  
4 -  
5 To a very high extent  
6 Not applicable, there are no others

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G19**

**To what extent can your individual performance be objectively assessed by others?**

Variables: G19PERFA Can your individual performance be objectively assessed by others

Values: 1 Not at all  
2 -  
3 -  
4 -  
5 To a very high extent  
6 Not applicable, I have no supervisor or colleagues

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G20**

**How closely is your performance monitored by your own supervisor?**

Variables: G20MONIT How closely is your performance monitored by your own supervisor

Values: 1 Not very closely  
2 -  
3 -  
4 -  
5 Very closely  
6 Not applicable, I have no supervisor

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: G21**

**How damaging would it be for the organization if you made major mistakes or omissions in the performance of your work?**

Variables: G21DAMAG Damage for the organization if you made major mistakes

Values: 1 Hardly damaging  
2 -  
3 -  
4 -  
5 Extremely damaging

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

## H Competencies

### Question: H1 - A part

How do you rate your own level of competence?

|            |          |  |
|------------|----------|--|
| Variables: | H1OWNFO  | Mastery of your own field or discipline                      |
|            | H1OTHFO  | Knowledge of other fields or disciplines                     |
|            | H1ANALYO | Analytical thinking  |
|            | H1ACKNOO | Ability to rapidly acquire new knowledge                     |
|            | H1NEGOTO | Ability to negotiate effectively                             |
|            | H1PRESSO | Ability to perform well under pressure                       |
|            | H1ALERTO | Alertness to new opportunities                               |
|            | H1COORDO | Ability to coordinate activities                             |
|            | H1UTIMEO | Ability to use time efficiently                              |
|            | H1WWOTHO | Ability to work productively with others                     |
|            | H1MOBOTO | Ability to mobilize the capacities of others                 |
|            | H1CMEANO | Ability to make your meaning clear to others                 |
|            | H1AUTHOO | Ability to assert your authority                             |
|            | H1COMPUO | Ability to use computers and the internet                    |
|            | H1SOLUTO | Ability to come up with new ideas and solutions              |
|            | H1QUESTO | Willingness to question your own and others' ideas           |
|            | H1PRESEO | Ability to present products, ideas or reports to an audience |
|            | H1WRITEO | Ability to write reports, memos or documents                 |
|            | H1LANGO  | Ability to write and speak in a foreign language             |
|            | H1OTHCO  | Professional knowledge of other countries                    |
|            | H1INTECO | Knowledge of intercultural differences                       |
|            | H1OTHENO | Ability to work with people from other cultural environments |

|         |   |           |
|---------|---|-----------|
| Values: | 1 | Very low  |
|         | 2 | -         |
|         | 3 | -         |
|         | 4 | -         |
|         | 5 | -         |
|         | 6 | -         |
|         | 7 | Very high |

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

### Question: H1 - B part

What is the required level of competence in your current work?

|            |          |  |
|------------|----------|--|
| Variables: | H1OWNFR  | Mastery of your own field or discipline      |
|            | H1OTHFR  | Knowledge of other fields or disciplines     |
|            | H1ANALYR | Analytical thinking                          |
|            | H1ACKNOR | Ability to rapidly acquire new knowledge     |
|            | H1NEGOTR | Ability to negotiate effectively             |
|            | H1PRESSR | Ability to perform well under pressure       |
|            | H1ALERTR | Alertness to new opportunities               |
|            | H1COORDR | Ability to coordinate activities             |
|            | H1UTIMER | Ability to use time efficiently              |
|            | H1WWOTHR | Ability to work productively with others     |
|            | H1MOBOTR | Ability to mobilize the capacities of others |
|            | H1CMEANR | Ability to make your meaning clear to others |
|            | H1AUTHOR | Ability to assert your authority             |

|          |  |
|----------|--|
| H1COMPUR | Ability to use computers and the internet                    |
| H1SOLUTR | Ability to come up with new ideas and solutions              |
| H1QUESTR | Willingness to question your own and others' ideas           |
| H1PRESER | Ability to present products, ideas or reports to an audience |
| H1WRITER | Ability to write reports, memos or documents                 |
| H1FLANGR | Ability to write and speak in a foreign language             |
| H1OTHCR  | Professional knowledge of other countries                    |
| H1INTECR | Knowledge of intercultural differences                       |
| H1OTHENR | Ability to work with people from other cultural environments |

Values: 1 Very low  
2 -  
3 -  
4 -  
5 -  
6 -  
7 Very high

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

## Question: H2

**Name a maximum of 3 competencies from the list above that you regard as strong points, and a maximum of three competencies that you regard as weak points of your study programme**

Variables: H2STRNG1 Strong points, number 1  
H2STRNG2 Strong points, number 2  
H2STRNG3 Strong points, number 3  
H2WEAK1 Weak points, number 1  
H2WEAK2 Weak points, number 2  
H2WEAK3 Weak points, number 3

Values: 1 Mastery of your own field or discipline  
2 Knowledge of other fields or disciplines  
3 Analytical thinking  
4 Ability to rapidly acquire new knowledge  
5 Ability to negotiate effectively  
6 Ability to perform well under pressure  
7 Alertness to new opportunities  
8 Ability to coordinate activities  
9 Ability to use time efficiently  
10 Ability to work productively with others  
11 Ability to mobilize the capacities of others  
12 Ability to make your meaning clear to others  
13 Ability to assert your authority  
14 Ability to use computers and the internet  
15 Ability to come up with new ideas and solutions  
16 Willingness to question your own and others' ideas  
17 Ability to presents products, ideas or reports to an audience  
18 Ability to write reports, memos or documents  
19 Ability to write and speak in a foreign language  
20 Professional knowledge of other countries  
21 Knowledge of intercultural differences  
22 Ability to work with people from other cultural environments

Missing: -9 No answer

Format: F2.0 - numeric 2 postions, no decimals

---

**Question: H2**

**Name a maximum of 3 competencies from the list above that you regard as strong points, and a maximum of three competencies that you regard as weak points of your study programme**

Variables: H2OWNFS (N) Strong point: mastery of your own field or discipline  
H2OTHFS (N) Strong point: knowledge of other fields of disciplines  
H2ANALYS (N) Strong point: analytical thinking  
H2ACKNOS (N) Strong point: ability to rapidly acquire new knowledge  
H2NEGOTS (N) Strong point: ability to negotiate effectively  
H2PRESSSS (N) Strong point: ability to perform well under pressure  
H2ALERTS (N) Strong point: alertness to new opportunities  
H2COORDS (N) Strong point: ability to coordinate activities  
H2UTIMES (N) Strong point: ability to use time efficiently  
H2WWOTHS (N) Strong point: ability to work productively with others  
H2MOBOTS (N) Strong point: ability to mobilize the capacities of others  
H2CMEANS (N) Strong point: ability to make your meaning clear to others  
H2AUTHOS (N) Strong point: ability to assert your authority  
H2COMPUS (N) Strong point: ability to use computers and the internet  
H2SOLUTS (N) Strong point: ability to come up with new ideas and solutions  
H2QUESTS (N) Strong point: willingness to question your own and others' ideas  
H2PRESES (N) Strong point: ability to present products, ideas or reports to an audience  
H2WRITES (N) Strong point: ability to write reports, memos or documents  
H2LANGS (N) Strong point: ability to write and speak in a foreign language  
H2OTHCS (N) Strong point: professional knowledge of other countries  
H2INTECS (N) Strong point: knowledge of intercultural differences  
H2OTHENS (N) Strong point: ability to work with people from other cultural environments

Values: 1 Yes  
2 No

Missing: -9 Not known

Format: F2.0 - numeric 2 positions, no decimals

Remark: Variable assigned value 1 if the relevant competence is mentioned in either H2STRNG1, H2STRNG2 or H2STRNG3, and value 2 if either H2STRNG1, H2STRNG2 or H2STRNG3 has been answered but the relevant competence was not mentioned.

---

**Question: H2**

**Name a maximum of 3 competencies from the list above that you regard as strong points, and a maximum of three competencies that you regard as weak points of your study programme**

Variables: H2OWNFW (N) Weak point: mastery of your own field or discipline  
H2OTHFW (N) Weak point: knowledge of other fields of disciplines  
H2ANALYW (N) Weak point: analytical thinking  
H2ACKNOW (N) Weak point: ability to rapidly acquire new knowledge  
H2NEGOTW (N) Weak point: ability to negotiate effectively  
H2PRESSW (N) Weak point: ability to perform well under pressure  
H2ALERTW (N) Weak point: alertness to new opportunities  
H2COORDW (N) Weak point: ability to coordinate activities  
H2UTIMEW (N) Weak point: ability to use time efficiently



|          |  |
|----------|--|
| H2WWOTHW | (N) Weak point: ability to work productively with others                     |
| H2MOBOTW | (N) Weak point: ability to mobilize the capacities of others                 |
| H2CMEANW | (N) Weak point: ability to make your meaning clear to others                 |
| H2AUTHOW | (N) Weak point: ability to assert your authority                             |
| H2COMPUW | (N) Weak point: ability to use computers and the internet                    |
| H2SOLUTW | (N) Weak point: ability to come up with new ideas and solutions              |
| H2QUESTW | (N) Weak point: willingness to question your own and others' ideas           |
| H2PRESEW | (N) Weak point: ability to present products, ideas or reports to an audience |
| H2WRITEW | (N) Weak point: ability to write reports, memos or documents                 |
| H2LANGW  | (N) Weak point: ability to write and speak in a foreign language             |
| H2OTHWCW | (N) Weak point: professional knowledge of other countries                    |
| H2INTECW | (N) Weak point: knowledge of intercultural differences                       |
| H2OTHENW | (N) Weak point: ability to work with people from other cultural environments |

Values: 1 Yes  
2 No

Missing: -9 Not known

Format: F2.0 - numeric 2 positions, no decimals

Remark: Variable assigned value 1 if the relevant competence is mentioned in either H2WEAK1, H2WEAK2 or H2WEAK3, and value 2 if either H2WEAK1, H2WEAK2 or H2WEAK3 has been answered but the relevant competence was not mentioned.

### Question: H3

**Please provide the following information: how much time in one typical working day you spend on these activities?**

|            |          |  |
|------------|----------|--|
| Variables: | H3INTCOW | Activities: Interacting socially with co-workers at work               |
|            | H3INTCLI | Activities: Interacting socially with clients                          |
|            | H3EXCNEW | Activities: Exchanging news, information, gossip, etc.                 |
|            | H3EXCWRK | Activities: Exchanging work-related knowledge with co-worker           |
|            | H3WRILET | Activities: Writing letters, reports and/or articles                   |
|            | H3WRIKNO | Activities: Writing down knowledge and experiences gained through work |
|            | H3MANACT | Activities: Providing services involving manual actions                |
|            | H3SHAPHO | Activities: Shaping physical objects                                   |
|            | H3RUNMAC | Running machines and devices (excluding office equipment)              |
|            | H3ADVCLI | Advising and/or directing clients                                      |
|            | H3ADVCOV | Advising and/or directing co-workers                                   |
|            | H3CODATD | Collecting and organizing data from databases and/or documents         |
|            | H3CODATI | Collecting and organizing data from internet                           |
|            | H3REAMAN | Reading manuals, instructions and/or technical documents               |
|            | H3LISMEA | Listening and/or taking notes at classes or meetings                   |
|            | H3REALIT | Reading theoretical and/or professional literature                     |

Values: 1 0 hours  
2 1/4  
3 1/2  
4 1  
5 2  
6 3  
7 4+ hours

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

## I Evaluation of study programme

### Question: I1

To what extent has your study programme been a good basis for:

|            |          |                                       |
|------------|----------|---------------------------------------|
| Variables: | I1START  | Starting work                         |
|            | I1LEARN  | Further learning on the job           |
|            | I1PERFRM | Performing your current work tasks    |
|            | I1CAREER | Future career                         |
|            | I1PERSDV | Your personal development             |
|            | I1ENTREP | Development of entrepreneurial skills |

|         |   |                       |
|---------|---|-----------------------|
| Values: | 1 | Not at all            |
|         | 2 | -                     |
|         | 3 | -                     |
|         | 4 | -                     |
|         | 5 | To a very high extent |

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

### Question: I2

Looking back, if you were free to choose again would you choose the same study programme at the same institute of higher education?

|            |          |   |
|------------|----------|---|
| Variables: | I2STCHOI | Would you choose the same study programme at the same institute |
|------------|----------|---|

|         |   |  |
|---------|---|--|
| Values: | 1 | Yes  |
|         | 2 | No, a different study programme at the same institute    |
|         | 3 | No, the same study programme at a different institute    |
|         | 4 | No, a different study programme at a different institute |
|         | 5 | No, I would decide not to study at all                   |

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

## J Values and orientations

### Question: J1 - A part

Please indicate how important the following job characteristics are to you personally

|            |          |                                 |
|------------|----------|---------------------------------|
| Variables: | J1AUTONI | Work autonomy                   |
|            | J1SECURE | Job security                    |
|            | J1LEARNI | Opportunity to learn new things |
|            | J1EARNI1 | High earnings                   |
|            | J1CHALLI | New challenges                  |
|            | J1CAREEI | Good career prospects           |

J1LEISUI Enough time for leisure activities  
J1STATUI Social status  
J1USEFUI Chance of doing something useful for society  
J1FAMILI Good chance to combine work with family tasks

Values: 1 Not at all  
2 -  
3 -  
4 -  
5 Very important

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: J1 - B part**  
**To what extent they actually apply to your current work situation**

Variables: J1AUTONA Work autonomy  
J1SECURA Job security  
J1LEARNA Opportunity to learn new things  
J1EARNIA High earnings  
J1CHALLA New challenges  
J1CAREEA Good career prospects  
J1LEISUA Enough time for leisure activities  
J1STATUA Social status  
J1USEFUA Chance of doing something useful for society  
J1FAMILA Good chance to combine work with family tasks

Values: 1 Not at all  
2 -  
3 -  
4 -  
5 To a very high extent

Missing: -3 Not relevant: currently no paid employment  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

## K About yourself

**Question: K1**  
**Gender**

Variables: K1GENDER Gender

Values: 1 Male  
2 Female

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: K2**  
**Year of birth**

Variables: K2BIRTHY      Year of birth

Value range: 0-81

Missing:    -2    Outside allowed value range  
             -9    No answer

Format:      F2.0 - numeric 2 positions, no decimals

---

**Question: K2**  
**Year of birth**

Variables: K2AGE              (N) Age

Value range: 25-100

Missing:    -9    Not known

Format:      F2.0 - numeric 2 positions, no decimals

---

**Question: K3 - First part**  
**Country of birth of:**

Variables: K3CNTSEH      Yourself

Values:    1    Home country  
             2    Other

Missing:    -8    Not relevant for some countries  
             -9    No answer

Format:      F2.0 - numeric 2 positions, no decimals

---

Variables: K3COUNTY      Country of birth of respondent

Value range: 1-269

Missing:    -8    Not relevant for some countries  
             -9    No answer

Format:      F3.0 - numeric 3 positions, no decimals

Remark:      For value labels see Codebook Classification document.

---

**Question: K3 - Second part**  
**Country of birth of:**

Variables: K3CNTMOH Mother

Values: 1 Home country  
2 Other

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions no decimals

---

Variables: K3COUNTM Country of birth of mother

Value range: 1-269

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

**Question: K3 - Third part**  
**Country of birth of:**

Variables: K3CNTFAH Father

Values: 1 Home country  
2 Other

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: K3COUNTF Country of birth of father

Value range: 1-269

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

**Question: K4**  
**Where did/do you mainly live at age 16?**

Variables: K4CNT16H Country

Values: 1 Home country  
2 Other

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: K4REGI16 Region mainly live at age of 16

Value range: AA1-ZZZZZ

Missing: -1 Foreign country  
-8 Not relevant for some countries  
-9 No answer

Format: A5 - string 5 characters

Remark: For value labels see Codebook Classification document.

---

Variables: K4COUN16 Country mainly live at age of 16

Value range: 1-269

Missing: -9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

**Question:** **K4**  
**Where did/do you mainly live during your study programme?**

Variables: K4CNTSTH Country

Values: 1 Home country  
2 Other

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: K4REGIST Region mainly live at study programme

Value range: AA1-ZZZZZ

Missing: -1 Foreign country  
-8 Not relevant for some countries  
-9 No answer

Format: A5 - string 5 characters

Remark: For value labels see Codebook Classification document.

---

Variables: K4COUNST Country mainly live at study programme

Value range: 1-269

Missing: -9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

**Question: K4**  
**Where did/do you mainly live when starting first employment after graduation in 2002/2003?**

Variables: K4CNTEMH Country

Values: 1 Home country  
2 Other

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: K4REGIEM Region mainly live at start first employment

Value range: AA1-ZZZZZ

Missing: -1 Foreign country  
-8 Not relevant for some countries  
-9 No answer

Format: A5 - string 5 characters

Remark: For value labels see Codebook Classification document.

---

Variables: K4COUNEM Country mainly live at start first employment

Value range: 1-269

Missing: -9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

**Question: K4**  
**Where did/do you mainly live at present?**

Variables: K4CNTPRH Country

Values: 1 Home country  
2 Other

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: K4REGIPR Region mainly live at present

Value range: AA1-ZZZZZ

Missing: -1 Foreign country  
-8 Not relevant for some countries  
-9 No answer

Format: A5 - string 5 characters

Remark: For value labels see Codebook Classification document.

---

Variables: K4COUNPR Country mainly live at present

Value range: 1-269

Missing: -9 No answer

Format: F3.0 - numeric 3 positions, no decimals

Remark: For value labels see Codebook Classification document.

---

**Question: K5**  
**Did you spend any time abroad during higher education for study of work?**

Variables: K5ABROA1 Spending time abroad during higher education: yes, months for study  
K5ABROA2 Spending time abroad during higher education: yes, months for work  
K5ABROA3 Spending time abroad during higher education: no

Values: 0 Not mentioned  
1 Mentioned

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: K5ABSTUM Spending time abroad during higher education: months for study  
K5ABWORM Spending time abroad during higher education: months for work-related reasons

Value range: 0-99

Missing: -1 Not relevant: no study/work abroad



-2 Outside allowed value range  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: K6**

**Have you spent any time abroad since graduation from higher education for study or work?**

Variables: K6ABROA1 Spending time abroad since graduation: yes, months for study  
K6ABROA2 Spending time abroad since graduation: yes, month for work  
K6ABROA3 Spending time abroad since graduation: no

Values: 0 Not mentioned  
1 Mentioned

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: K6ABSTUM Spending time abroad since graduation, months for study  
K6ABWORM Spending time abroad since graduation, months for work-related reasons

Value range: 0-72

Missing: -1 Not relevant: no study/work abroad  
-2 Outside allowed value range  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: K7**

**How did you live during the last year of your study programme?**

Variables: K7LIVE How do you live during the last year of your study programme

Values: 1 Alone  
2 With a partner  
3 With parents  
4 Other  
5 In student accommodation  
6 With other relatives  
7 With friends or acquaintances

Missing: -9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: K7LIVEO How do you live during the last year of your study programme, other

Format: A100 - string 100 characters

---

**Question: K8**  
**How do you live at present?**

Variables: K8LIVE      How do you live at present

Values: 1      Alone  
2      With a partner  
3      With parents  
4      Other  
5      With other relatives  
6      With friends or acquaintances

Missing: -9      No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: K8LIVEO      How do you live at present, other

Format: A100 - string 100 characters

---

**Question: K9**  
**Do you have children?**

Variables: K9CHILDR      Do you have children?

Values: 1      Yes, 1 child  
2      Yes, 2 children  
3      Yes, 3 or more children  
4      No

Missing: -9      No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: K10**  
**What is the age of the oldest and (in case of more than 1) the youngest?**

Variables: K10AGEOL      Age of oldest child  
K10AGEYO      Age of youngest child

Value range: 0-99

Missing: -2      Outside allowed value range  
-3      Not relevant: no children  
-9      No answer

Format: F2.0 - numeric 2 positions, no decimals

Remark: If there is only one child (Question K9 is 1) the age of the oldest is the same as the age of the youngest (K10AGEOL=K10AGEYO).

---

**Question: K11****What is your parent's and, if applicable, partner's highest education?**

Variables: K11EDUFA Father  
K11EDUMO Mother  
K11EDUPA Partner

Values: 1 ISCED 1+2  
2 ISCED 3+4  
3 ISCED 5+6  
4 Not applicable

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

**Question: K12****Date of completion of questionnaire**

Variables: K12DATED Day

Value range: 1-31

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: K12DATEM Month

Values: 1 January  
2 February  
3 March  
4 April  
5 May  
6 June  
7 July  
8 August  
9 September  
10 October  
11 November  
12 December

Missing: -8 Not relevant for some countries  
-9 No answer

Format: F2.0 - numeric 2 positions, no decimals

---

Variables: K12DATEY Year

Value range: 2008-2009

Format: F4.0 - numeric 4 positions, no decimals

---

## Questions at the end of the questionnaire and other administrative variables

**Question:** **Q0**

**Administration: version questionnaire**

Variables: VINPUT          Datacollection

Values:      2      Internet  
              3      Paper  
              9      By telephone

Missing:      -8      Not relevant for some countries

Format:      F2.0 - numeric 2 positions, no decimals