

# Codebook WageIndicator Salary Check 2016

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**About WageIndicator Foundation - [www.wageindicator.org](http://www.wageindicator.org) - [office@wageindicator.org](mailto:office@wageindicator.org)**

WageIndicator started in 2001 to contribute to a more transparent labour market for workers and employers by publishing easily accessible information on a website. It collects, compares and shares labour market information through online and face-to-face surveys and desk research. It publishes the collected information on national websites, thereby serving as an online library for wage information, Labour Law, and career advice, both for workers/employees and employers. The WageIndicator websites and related communication activities reach out to millions of people on a monthly basis.

The WageIndicator concept is owned by the independent, non-profit WageIndicator Foundation, established in 2003. Its Supervisory Board is chaired by the University of Amsterdam/Amsterdam Institute of Advanced labour Studies and includes a representative from the Dutch Confederation of Trade Unions (FNV) and three independent members. The Foundation is assisted by world renowned universities, trade unions and employers' organisations. It currently operates national websites in 89 countries. Its staff consists of some 100 specialists around the world. The Foundation has offices in Amsterdam (HQ), Ahmedabad, Bratislava, Buenos Aires, Cape Town, Dar es Salaam, and Islamabad.

**About University of Amsterdam/Amsterdam Institute for Labor Studies - [www.uva-aias.net](http://www.uva-aias.net)**

The University of Amsterdam is a 350-years old research university. Its Amsterdam Institute for Advanced Labor Studies (AIAS-HSI) is an interdisciplinary research institute focusing on labor issues, particularly industrial relations, organization of work, working conditions, wage setting, labor-market inequalities, employment and labor market governance. AIAS maintains a large portfolio of internationally funded research projects and international data bases and data collections. Since 2003, AIAS chairs the Supervisory Board of the Wage Indicator Foundation. Kea Tijdens is a Research Coordinator at AIAS. She is the scientific coordinator of the WageIndicator web-survey on work and wages. For publications based on the WageIndicator data collections, see <https://wageindicator.org/Wageindicatorfoundation/publications>.

**About Central European Labour Studies Institute (CELSI) - [www.celsi.sk](http://www.celsi.sk) - [info@celsi.sk](mailto:info@celsi.sk)**

CELSI is an independent non-profit research institute based in Bratislava, Slovakia. It fosters multidisciplinary research about the functioning of labour markets and institutions, work and organisations, business and society, and ethnicity and migration in the economic, social, and political life of modern societies. Supported by its network of Research Fellows and Affiliates and a new Discussion Paper series, CELSI aims to make a contribution to cutting-edge international scientific discourse. Hosting the Bratislava WageIndicator Office, CELSI has developed expertise in data management and services. Tomáš Kabina, previously working for CELSI, is data and survey manager of the WageIndicator web survey.

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# 1 Introduction

This document contains the variable and value information of the 2016 dataset of the WageIndicator<sup>1</sup> Salary Check<sup>2</sup>, a web tool for web visitors of WageIndicator to check their wages against peers, for the version delivered to the IZA data archive<sup>3</sup>. The value labels of the two long-list variables in the Check are not included in this document, but the label sets are separately available from the IZA data archive. This applies to the variables measuring the national educational categories and the regional categories. The IZA Salary Check dataset comprises all data collected in the Salary Check, apart from the variable concerning the detailed job title. The job title is recoded into the ISCO-08 occupational classification at 4-digit level. This variable is included in the dataset.

The Salary Check data can be merged with the Salary Survey data, because the variable names and value labels are identical. The Salary Check data has approx. 2.5 times more observations than the Salary Survey, but it has only one fifth of the variables, and it is collected by inviting visitors to the web tool, not to the survey. The most reliable wage data can be found by using a filter REASON\_SAL = 1, thereby selecting only those visitors who have checked their own earnings, not those who checked for another person or who were looking for a job.

## 2 Variables, observations and min/max values

	N	Minimum	Maximum
CASENUM Case Identification Number	455911	1	455911
stored Survey end time - not local time YYYYMMDDHHMMSS	455911	20160101001515	20161231235707
created Survey start time - not local time YYYYMMDDHHMMSS	455911	20150908164500	20161231235707
Version Survey Version code	455911	1601.01	1601.01
wageinclbonu Salary check minisurvey - Received bonuses in last wage	455005	0	1
SURVEYY Year of survey	455911	2016	2016
SURVEMM Month of survey	455911	201601	201612
SURVEQY Quarter of the survey	455911	201601	201610
SURVEDM Day of the month	455911	1	31
SURVEDW Week day of the survey	455911	1	7
SURVEWW Week of survey	455911	1	52
SURVEDY Year day of the survey	455911	1	366
SURVEHH Hour and minute of start survey (local GMT Standard Time) HH.MMSS	455911	0.00	23.60
COUNTRY Country of survey	452869	24	894
COUNTRYW Country of work	452869	24	894
CONST Current employment status	455792	140	950
CONSTRO Current employment status - used for routing	455792	1	9
WAGECUR National currency	452854	32	990
TENUXPE Years of service	455871	0	50
GENDER Gender	455819	0	1
CONTR7 Has permanent employment contract	455240	0	1
hrscontr Working hours per week according to contract	455553	0	56
depmale Co-workers in similar positions are mostly men	455217	0	1
FIRMMNE Employed in multinational company	455213	0	1
FIRMPRI Public or private sector	455237	1	9
SUPVDICH Has supervisory position	455760	0	1
jobpromo Has been promoted in current firm	405858	0	1
HRSSTAND National standard working hours per week	452729	35	48
HRSWAG1 Calculated weekly hours for hourly wage calculation	455886	1	80
WAGEFACT Gross/net ratio	437058	1.03	1.64
PPP Index (USA=1.00)	452869	0.41	9430.79
WAGEMIN Calculated minimum valid hourly wage in nat. currency	452869	0.41	9430.79
WAGEMAX Calculated maximum valid hourly wage in nat. currency	452869	162.80	3772314.80
WAGEMAXYR Calculated maximum valid year wage in nat. currency	452869	338630.66	7846414784.00
frpens61 Schemes in past 12 months: Pension schemes	454857	0	1
frxpe61 Schemes in past 12 months: Arrangements regarding expenses	454823	0	1
frmedi61 Schemes in past 12 months: Health insurance arrangements	454757	0	1

<sup>1</sup> [www.wageindicator.org](http://www.wageindicator.org)

<sup>2</sup> <https://wageindicator.org/salary/Salarycheckers>

<sup>3</sup> [idsc.iza.org/?page=27&id=59](http://idsc.iza.org/?page=27&id=59)

	N	Minimum	Maximum
waother Amount: other allowances, in nat. currency, not cleaned, not controlled for pay period	455792	0.00000E+00	1.00000E+17
waovrtm Amount: Overtime bonus in last wage, in nat. currency, not cleaned, not controlled for pay period	411620	0.00000E+00	1.00000E+17
waperson Amount: personal allowance, in nat. currency, not cleaned, not controlled for pay period	305068	0	#####
washfts Amount: shift unsocial hours / weekend allowance, in nat. currency, not cleaned,	330835	0.00000E+00	2.54452E+17
wahollid Amount: holiday allowance, in nat. currency, not cleaned, not controlled for pay period	435011	0.00	#####
waprofit Amount: profit sharing, in nat. currency, not cleaned, not controlled for pay period	283629	0	#####
waperform Amount: performance allowance, in nat. currency, not cleaned, not controlled for pay period	286442	0	#####
WASUM Sum of benefits in last wage, in nat. currency, not cleaned, not controlled for pay period	49775	1.00	3003035000.00
WAGEPER3 Wage period latest wage	455911	1	1
wageboth Knows gross and net wage	440174	2	2
WAGEGR0 Gross wage in nat. currency, not cleaned, not controlled for pay period and hour	440174	1.00000E+00	9.00000E+18
WAGENE0 Net wage in nat. currency, not cleaned, not controlled for pay period	437058	6.78571E-01	6.00356E+18
WAGEGR1 Gross wage in nat. currency, cleaned, not controlled for pay period and hours	440102	1.00000E+00	9.00000E+18
WAGENE1 Net wage in nat. currency, cleaned, not controlled for pay period	437058	6.78571E-01	6.00356E+18
WAGEGRHR Gross HOURLY wage in nat. currency	440088	2.88684E-03	2.30947E+17
WAGENEHR Net HOURLY wage in nat. currency	437058	2.17527E-03	1.54056E+17
WAGEGRBEL Gross wage below 1 US dollar per hour	440175	0	1
WAGENEBEL Net wage below 1 US dollar per hour	437058	0	1
WAGEGRABO Gross wage above 400 US dollar per hour	440175	0	1
WAGENEABO Net wage above 400 US dollar per hour	437058	0	1
WAGEHRPP Wage per hour (gross), controlled for PPP	428785	1.00	399.72
EDUCAT1 Highest level of education, current level for students	455823	24001	894011
EDUCAT1_long Highest level of education, current level for students + ISCED	455510	2400100	89401100
EDUCALMH Education level in 3 groups	455519	1	3
EDUISCED ISCED 1997 education level	455510	0.00	60.00
REGIOM1 Region home address - aggregate geo info	455517	240100000	8941000000
firmsize Firm size workplace	455165	0	12
ISCO0804 ISCO 2008 digit-4	455875	110	9629
ISCO0803 ISCO 2008 digit-3	455875	11	962
ISCO0802 ISCO 2008 digit-2	455875	1	96
ISCO0801 ISCO 2008 digit-1	455875	0	9
ISCO08lv ISCO 2008 skill levels 1 - 4	455875	1	4
ISCOISEI ISEI International Socio-Economic Index of occupational status for ISCO-08	455875	10	89
sector1_091 Main business activity - Step 1 of 2 - NACE2004	455911	-9200	-54
NACE2001 NACE-rev20 industries 1 digit	174016	1	19
NACE2000 NACE-rev20 industries four groups	174016	1	4
REASON_SAL Reason using Salary check	454260	1	5

### 3 Missing values

-999	Missing (Mapping not available)
-99	User missing
-91	Paper survey - Missing / not filled / incorrect
-55	Checkbox not checked
-54	Not asked (Not in country / Release)
-53	Not asked (Random item)
-12	Not asked (Contst routing)
-11	Not asked (Skipped)
-9	Missing (Drop out)
-8	Missing (Not applicable)
-7	Missing (Don't know)
-6	Not asked (Random item)
-5	Not asked (release = ... / country-specific)
-4	Not asked (No part 2)
-3	Out of range
-2	Missing (Reason unknown)
-1	Not asked (skipped)

### 4 The value labels

Variable	Value	Label
wageinclbonu		Salary check minisurvey - Received bonuses in last wage
	0	No
	1	Yes
SURVEYY		Year of survey
SURVEMM		Month of survey
SURVEQY		Quarter of the survey
SURVEDM		Day of the month
SURVEDW		Week day of the survey
	1	Sunday
	2	Monday
	3	Tuesday
	4	Wednesday
	5	Thursday
	6	Friday
	7	Saturday
SURVEWW		Week of survey
SURVEDY		Year day of the survey
SURVEHH		Hour and minute of start survey (local GMT Standard Time) HH.MMSS
COUNTRY		Country of survey
COUNTRYW		Country of work
	4	Afghanistan
	8	Albania
	10	Antarctica
	12	Algeria
	16	Samoa, U.S.
	20	Andorra
	24	Angola
	28	Antigua and Barbuda
	31	Azerbaijan
	32	Argentina
	36	Australia
	40	Austria
	44	Bahamas

Variable	Value	Label
	48	Bahrain
	50	Bangladesh
	51	Armenia
	52	Barbados
	56	Belgium
	60	Bermuda
	64	Bhutan
	68	Bolivia
	70	Bosnia and Herzegovina
	72	Botswana
	76	Brazil
	84	Belize
	90	Solomon Islands
	92	Virgin Islands, British
	96	Brunei
	100	Bulgaria
	104	Myanmar
	108	Burundi
	112	Belarus
	116	Cambodia
	120	Cameroon
	124	Canada
	132	Cape Verde
	136	Cayman Islands
	140	Central African Republic
	144	Sri Lanka
	148	Chad
	152	Chile
	156	China
	158	Taiwan
	162	Christmas Island
	170	Colombia
	174	Comoros
	175	Mayotte
	178	Congo, Rep.
	180	Congo, Dem. Rep.
	184	Cook Islands
	188	Costa Rica
	191	Croatia
	192	Cuba
	196	Cyprus
	203	Czech Republic
	204	Benin
	208	Denmark
	212	Dominica
	214	Dominican Republic
	218	Ecuador
	222	El Salvador
	226	Equatorial Guinea
	231	Ethiopia
	232	Eritrea
	233	Estonia
	234	Faeroe Islands
	238	Falkland Islands
	242	Fiji
	246	Finland
	248	Aland Islands
	250	France
	254	French Guiana
	258	Polynesia
	262	Djibouti
	266	Gabon

Variable	Value	Label
	268	Georgia
	270	Gambia
	275	Palestinian Territories
	276	Germany
	288	Ghana
	292	Gibraltar
	296	Kiribati
	300	Greece
	304	Greenland
	308	Grenada
	312	Guadeloupe
	316	Guam
	320	Guatemala
	324	Guinea
	328	Guyana
	332	Haiti
	336	Vatican City State
	340	Honduras
	344	Hong Kong
	348	Hungary
	352	Iceland
	356	India
	360	Indonesia
	364	Iran
	368	Iraq
	372	Ireland
	376	Israel
	380	Italy
	384	Cote d'Ivoire
	388	Jamaica
	392	Japan
	398	Kazakhstan
	400	Jordan
	404	Kenya
	408	Korea, Dem. Rep.
	410	Korea, Rep.
	414	Kuwait
	417	Kyrgyzstan
	418	Laos
	422	Lebanon
	426	Lesotho
	428	Latvia
	430	Liberia
	434	Libya
	438	Liechtenstein
	440	Lithuania
	442	Luxembourg
	446	Macao, China
	450	Madagascar
	454	Malawi
	458	Malaysia
	462	Maldives
	466	Mali
	470	Malta
	474	Martinique
	478	Mauritania
	480	Mauritius
	484	Mexico
	492	Monaco
	496	Mongolia
	498	Moldova
	499	Montenegro

Variable	Value	Label
	500	Montserrat
	504	Morocco
	508	Mozambique
	512	Oman
	516	Namibia
	520	Nauru
	524	Nepal
	528	Netherlands
	530	Antilles, Netherlands
	531	Curacao > 201207
	533	Aruba
	540	New Caledonia
	548	Vanuatu
	554	New Zealand
	558	Nicaragua
	562	Niger
	566	Nigeria
	570	Niue
	574	Norfolk Island
	578	Norway
	580	Northern Mariana Islands
	583	Micronesia
	584	Marshall Islands
	585	Palau
	586	Pakistan
	591	Panama
	598	Papua New Guinea
	600	Paraguay
	604	Peru
	608	Philippines
	612	Pitcairn
	616	Poland
	620	Portugal
	624	Guinea-Bissau
	626	Timor-Leste
	630	Puerto Rico
	634	Qatar
	638	Reunion
	642	Romania
	643	Russian Federation
	646	Rwanda
	654	St. Helena
	659	St. Kitts and Nevis
	660	Anguilla
	662	St. Lucia
	666	St. Pierre and Miquelon
	670	St. Vincent and the Grenadines
	674	San Marino
	678	Sao Tome and Principe
	682	Saudi Arabia
	686	Senegal
	688	Serbia
	690	Seychelles
	694	Sierra Leone
	702	Singapore
	703	Slovakia
	704	Vietnam
	705	Slovenia
	706	Somalia
	710	South Africa
	716	Zimbabwe
	724	Spain



Variable	Value	Label
	728	South Sudan
	729	Sudan
	732	Western Sahara
	740	Surinam
	748	Swaziland
	752	Sweden
	756	Switzerland
	760	Syrian Arab Republic
	762	Tajikistan
	764	Thailand
	768	Togo
	776	Tonga
	780	Trinidad and Tobago
	784	United Arab Emirates
	788	Tunisia
	792	Turkey
	795	Turkmenistan
	796	Turks and Caicos Islands
	798	Tuvalu
	800	Uganda
	804	Ukraine
	807	Macedonia
	818	Egypt
	826	United Kingdom
	830	Channel Islands
	833	Isle of Man
	834	Tanzania
	840	United States
	850	Virgin Islands (U.S.)
	854	Burkina Faso
	858	Uruguay
	860	Uzbekistan
	862	Venezuela
	876	Wallis and Futuna Islands
	882	Samoa
	887	Yemen
	891	Serbia
	894	Zambia
	989	TUR Turkish Republic of Northern Cyprus
	998	I dont know
	999	Other
CONTST		Current employment status
	1	Never had a job
	103	Paid family worker / working for family business
	116	Retired
	130	In a job creation scheme
	131	In military or comparable services
	140	Employee
	141	Civil servant
	142	BRA Salaried employee on the books (with signed work card)
	143	BRA Salaried employee off the books (without signed work card)
	144	IND Employee / worker (full time)
	145	IND Employee / worker (part time)
	146	Employee on permanent contract
	147	Employee on fixed-term contract
	151	BRA School pupil, student in full-time education
	152	BRA Self-employed, own-account worker, freelance
	153	BRA Family worker / working for family business
	154	BRA Unemployed / looking for a job
	155	BRA Apprentice, trainee
	156	BRA Sickness benefit / incapacity for work
	157	BRA Other

Variable	Value	Label
	201	Self-employed with personnel
	202	Self-employed, own-account worker, freelance
	204	POL Free from task
	205	POL Contract by results
	306	Working without pay (family business or farm)
	307	Unpaid voluntary worker
	308	Housework
	400	Unemployed
	410	Looking for a job / unemployed
	515	Sickness benefit / incapacity for work
	620	School pupil
	720	Student in full-time education
	825	Apprentice
	916	Retired
	950	Other
CONTSTRO		Current employment status - used for routing
	0	(0) never had a job
	1	(100) employee
	2	(200) selfemployed
	3	(300) work without pay
	4	(400) unemployed
	5	(500) disabled
	6	(600) school pupil
	7	(700) student
	8	(800) apprentice
	9	(900) other
WAGECUR		National currency
	8	ALL Albanian lek
	12	DZD Algerian dinar
	32	ARS Argentine peso
	36	AUD Australian dollar
	44	BSD Bahamian dollar
	48	BHD Bahraini dinar
	50	BDT Bangladeshi taka
	51	AMD Armenian dram
	52	BBD Barbadian dollar
	60	BMD Bermudian dollar
	64	BTN Bhutanese ngultrum
	68	BOB Bolivian boliviano
	72	BWP Botswana pula
	84	BZD Belize dollar
	90	SBD Solomon Islands dollar
	104	MMK Myanma kyat
	108	BIF Burundian franc
	116	KHR Cambodian riel
	124	CAD Canadian dollar
	132	CVE Cape Verdean escudo
	136	KYD Cayman Islands dollar
	144	LKR Sri Lankan rupee
	156	CNY Chinese yuan
	170	COP Colombian peso
	174	KMF Comorian franc
	188	CRC Costa Rican colon
	191	HRK Croatian kuna
	203	CZK Czech koruna
	208	DKK Danish krone
	214	DOP Dominican peso
	230	ETB Ethiopian birr
	232	ERN Eritrean nakfa
	233	EEK Estonian kroon
	238	FKP Falkland Islands pound
	242	FJD Fijian dollar

Variable	Value	Label
	262	DJF Djiboutian franc
	270	GMD Gambian dalasi
	292	GIP Gibraltar pound
	320	GTQ Guatemalan quetzal
	324	GNF Guinean franc
	328	GYD Guyanese dollar
	332	HTG Haitian gourde
	340	HNL Honduran lempira
	344	HKD Hong Kong dollar
	348	HUF Hungarian forint
	352	ISK Icelandic krona
	356	INR Indian rupee
	360	IDR Indonesian rupiah
	364	IRR Iranian rial
	368	IQD Iraqi dinar
	376	ILS Israeli new sheqel
	388	JMD Jamaican dollar
	392	JPY Japanese yen
	398	KZT Kazakhstani tenge
	400	JOD Jordanian dinar
	404	KES Kenyan shilling
	408	KPW North Korean won
	410	KRW South Korean won
	414	KWD Kuwaiti dinar
	417	KGS Kyrgyzstani som
	418	LAK Lao kip
	422	LBP Lebanese pound
	426	LSL Lesotho loti
	428	LVN Latvian lats
	430	LRD Liberian dollar
	434	LYD Libyan dinar
	440	LTL Lithuanian litas
	446	MOP Macanese pataca
	454	MWK Malawian kwacha
	458	MYR Malaysian ringgit
	462	MVR Maldivian rufiyaa
	478	MRO Mauritanian ouguiya
	480	MUR Mauritian rupee
	484	MXN Mexican peso
	496	MNT Mongolian togrog
	498	MDL Moldovan leu
	504	MAD Moroccan dirham
	512	OMR Omani rial
	516	NAD Namibian dollar
	524	NPR Nepalese rupee
	532	ANG Netherlands Antillean guilder
	533	AWG Aruban florin
	548	VUV Vanuatu vatu
	554	NZD New Zealand dollar
	558	NIO Nicaraguan cordoba
	566	NGN Nigerian naira
	578	NOK Norwegian krone
	586	PKR Pakistani rupee
	590	PAB Panamanian balboa
	598	PGK Papua New Guinean kina
	600	PYG Paraguayan guarani
	604	PEN Peruvian nuevo sol
	608	PHP Philippine peso
	634	QAR Qatari riyal
	643	RUB Russian ruble
	646	RWF Rwandan franc
	654	SHP Saint Helena pound

Variable	Value	Label
	682	SAR Saudi riyal
	690	SCR Seychellois rupee
	694	SLL Sierra Leonean leone
	702	SGD Singapore dollar
	704	VND Vietnamese dong
	706	SOS Somali shilling
	710	ZAR South African rand
	716	ZWD Zimbabwean dollar
	728	SSP South Sudanese Pound
	748	SZL Swazi lilangeni
	752	SEK Swedish krona
	756	CHF Swiss franc
	760	SYR Syrian pound
	764	THB Thai baht
	776	TOP Tongan paanga
	780	TTD Trinidad and Tobago dollar
	784	AED United Arab Emirates dirham
	788	TND Tunisian dinar
	800	UGX Ugandan shilling
	807	MKD Macedonian denar
	818	EGP Egyptian pound
	826	GBP British pound[C]
	834	TZS Tanzanian shilling
	840	USD United States dollar
	858	UYU Uruguayan peso
	860	UZS Uzbekistani som
	882	WST Samoan tala
	886	YER Yemeni rial
	894	ZMK Zambian kwacha
	901	TWD New Taiwan dollar
	931	CUC Cuban convertible peso
	932	ZWL Zimbabwe dollar
	934	TMT Turkmenistani manat
	936	GHS Ghanaian cedi
	937	VEF Venezuelan bolivar
	938	SDG Sudanese pound
	941	RSD Serbian dinar
	943	MZN Mozambican metical
	944	AZN Azerbaijani manat
	946	RON Romanian leu
	949	TRY Turkish lira
	950	XAF Central African CFA franc
	951	XCD East Caribbean dollar
	952	XOF West African CFA franc
	953	XPF CFP franc
	968	SRD Surinamese dollar
	969	MGA Malagasy ariary
	971	AFN Afghan afghani
	972	TJS Tajikistani somoni
	973	AOA Angolan kwanza
	974	BYR Belarusian ruble
	975	BGN Bulgarian lev
	976	CDF Congolese franc
	977	BAM Bosnia and Herzegovina convertible mark
	978	EUR Euro
	980	UAH Ukrainian hryvnia
	981	GEL Georgian lari
	985	PLN Polish zloty
	986	BRL Brazilian real
	990	CLP Chilean peso
	9999	Other
TENUXPE		Years of service

Variable	Value	Label
GENDER		Gender
	0	Male
	1	Female
CONTR7		Has permanent employment contract
	0	No
	1	Yes
hrscontr		Working hours per week according to contract
depmale		Co-workers in similar positions are mostly men
	0	No
	1	Yes
FIRMMNE		Employed in multinational company
	0	No
	1	Yes
FIRMPRI		Public or private sector
	1	In the private sector
	2	In the public sector
	3	In the not-for-profit sector
	5	CHN/KOR/IND In the government sector
	6	CHN/KOR In a government funded organisation, government subsidized organisation,
	7	In a co-operative organisation
	8	In a family business
	9	MINISURVEY: Other than private or public sector
	99	Other
SUPVDICH		Has supervisory position
	0	No
	1	Yes
jobpromo		Has been promoted in current firm
	0	No
	1	Yes
HRSSTAND		National standard working hours per week
HRSWAG1		Calculated weekly hours for hourly wage calculation
WAGEFACT		Gross/net ratio
PPP		Index (USA=1.00)
WAGEMIN		Calculated minimum valid hourly wage in nat. currency
WAGEMAX		Calculated maximum valid hourly wage in nat. currency
WAGEMAXYR		Calculated maximum valid year wage in nat. currency
frpens61		Schemes in past 12 months: Pension schemes
	0	No
	1	Yes
frexpe61		Schemes in past 12 months: Arrangements regarding expences
	0	No
	1	Yes
frmedi61		Schemes in past 12 months: Health insurance arrangements
	0	No
	1	Yes
waother		Amount: other allowances, in nat. currency, not cleaned, not controlled for pay
waovrtm		Amount: Overtime bonus in last wage, in nat. currency, not cleaned, not controll
waperson		Amount: personal allowance, in nat. currency, not cleaned, not controlled for pa
washifts		Amount: shift unsocial hours / weekend allowance, in nat. currency, not cleaned,
wahollid		Amount: holiday allowance, in nat. currency, not cleaned, not controlled for pay
waprofit		Amount: profit sharing, in nat. currency, not cleaned, not controlled for pay pe
waperfom		Amount: performance allowance, in nat. currency, not cleaned, not controlled for
WASUM		Sum of benefits in last wage, in nat. currency, not cleaned, not controlled for
WAGEPER3		Wage period latest wage
	1	1 calendar month
	2	4 weeks
	3	2 weeks
	4	1 week
	5	1 day
	6	1 hour
	7	1 year
	10	2 calendar months

Variable	Value	Label
	11	3 calendar months
	12	4 calendar months
wageboth		Knows gross and net wage
	1	Yes, my gross and my net wage
	2	Only my gross wage
	3	Only my net wage
WAGEGR0		Gross wage in nat. currency, not cleaned, not controlled for pay period and hour
WAGENE0		Net wage in nat. currency, not cleaned, not controlled for pay period
WAGEGR1		Gross wage in nat. currency, not controlled for pay period and hours
WAGENE1		Net wage in nat. currency, not controlled for pay period
WAGEGRHR		Gross HOURLY wage in nat. currency
WAGENEHR		Net HOURLY wage in nat. currency
WAGEGRBEL		Gross wage below 1 US dollar per hour
	0	No
	1	yes
WAGENEDEL		Net wage below 1 US dollar per hour
	0	No
	1	Yes
WAGEGRABO		Gross wage above 400 US dollar per hour
	0	No
	1	yes
WAGENEABO		Net wage above 400 US dollar per hour
	0	No
	1	Yes
WAGEHRPP		Wage per hour (gross), controlled for PPP
EDUCAT1		Highest level of education, current level for students
EDUCAT1_long		Highest level of education, current level for students + ISCED
EDUCALMH		Education level in 3 groups
	1	Low education
	2	Middle education
	3	High education
EDUISCED		ISCED 1997 education level
	.00	No education
	10.00	Primary education
	20.00	Lower secondary or 2nd stage of basic education
	21.00	Lower secondary or 2nd stage of basic education 2A
	23.00	Lower secondary or 2nd stage of basic education 2C
	25.00	ISCED level 2/3
	26.00	BRA ISCED level 2/3
	30.00	Upper secondary education
	31.00	Upper secondary education 3A
	32.00	Upper secondary education 3B
	33.00	Upper secondary education 3C
	40.00	Post-secondary non-tertiary education
	41.00	Post-secondary non-tertiary education 4A
	42.00	Post-secondary non-tertiary education 4B
	43.00	Post-secondary non-tertiary education 4C
	45.00	ISCED level 4/5
	50.00	First stage of tertiary education
	51.00	First stage of tertiary education 5A
	52.00	First stage of tertiary education 5B
	55.00	ISCED level 5/6
	60.00	Second stage of tertiary education (leading to an advanced research qualificatio
	61.00	Second stage of tertiary education 6A (leading to an advanced research qualifica
REGIOM1		Region home address - aggregate geo info
firmsize		Firm size workplace
	0	0 (self-employed without personnel)
	1	1 - 10
	2	10 - 20
	3	20 - 50
	4	50 - 100
	5	100 - 200

Variable	Value	Label
	6	200 - 500
	7	500 - 1,000
	8	1,000 - 2,000
	9	2,000 - 5,000
	10	5,000 or more
	11	1-4
	12	5-9
ISCO0804		ISCO 2008 digit-4
ISCO0803		ISCO 2008 digit-3
ISCO0802		ISCO 2008 digit-2
ISCO0801		ISCO 2008 digit-1
	0	Armed forces occupations
	1	Managers
	2	Professionals
	3	Technicians and associate professionals
	4	Clerical support workers
	5	Service and sales workers
	6	Skilled agricultural, forestry and fishery workers
	7	Craft and related trades workers
	8	Plant and machine operators, and assemblers
	9	Elementary occupations
ISCO08lv		ISCO 2008 skill levels 1 - 4
	1	Unskilled
	2	Semi-skilled
	3	Skilled
	4	Highly skilled
ISCOISEI		ISEI International Socio-Economic Index of occupational status for ISCO-08
	10	lowest
	89	highest
NACE2001		NACE-rev20 industries 1 digit
	1	A Agriculture, forestry and fishing
	2	B Mining and quarrying
	3	C Manufacturing
	4	D Electricity, gas, steam and air conditioning supply
	5	E Water supply; sewerage, waste management and remediation activities
	6	F Construction
	7	G Wholesale and retail trade; repair of motor vehicles and motorcycles
	8	H Transportation and storage
	9	I Accommodation and food service activities
	10	J Information and communication
	11	K Financial and insurance activities
	12	L Real estate activities
	13	M Professional, scientific and technical activities
	14	N Administrative and support service activities
	15	O Public administration and defence; compulsory social security
	16	P Education
	17	Q Human health and social work activities
	18	R Arts, entertainment and recreation
	19	S Other service activities
	20	T Activities of households as employers
	21	U Activities of extraterritorial organisations and bodies
NACE2000		NACE-rev20 industries four groups
	1	Agricult, manufacturing, construction
	2	Trade, transport, hospitality
	3	Commercial services
	4	Public sector, health care, education
REASON_SAL		Reason using Salary check
	1	Checking if earns enough
	2	Looking for a new job
	3	Checking for family or friend
	4	Employer checking for personnel
	5	Other reason

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