

SKILLS AND EMPLOYMENT SURVEY:

FURTHER VARIABLE EXPLANATIONS

This document focuses on the Skills and Employment Survey series (1986, 1992, 1997, 2001, 2006 and 2012). It also can be read by those using the stand-alone Skills and Employment Survey 2012.

The combined dataset includes comparable variables from the six surveys of the series. Therefore, it includes variables which appear at least twice in the series. Some comparable variables from Working in Britain 2000 may also be added by users. That dataset is separately available from the Data Archive (SN 4641: 'Changing Employment Relationships, Employment Contracts and the Future of Work, 1999-2002'). To facilitate that process, availability of comparable variables from Working in Britain also indicated in this document.

Question wordings and format are largely consistent throughout the survey series. However, on occasions where the question wording differs, a separate variable has been added along with an explanation. This document lists these variables and differences in their derivation. On the dataset itself these variables a pre-fixed with a '*' label. Using SES_variable_continuity_Feb_2014.pdf users can trace the question source of each variable back to the original questionnaire.

PID: Original personal identification number used from each dataset

1986: qno

1992 : qno

1997: serial

2001: serial

2006: uniqueid

2012: serialno

Dataset:

1986: SCELL

1992: Employment in Britain

1997: SKILLS SURVEY (Skills Survey of the Employed British Workforce)

2001: Second Skills Survey of the Employed British Workforce

2006: Skills Survey

2012: Skills and Employment Survey

bmanage

Do you supervise other employees or have managerial duties?

1. Yes, supervise other employees
2. Yes, have managerial duties
3. No, neither

bmanage 86

(V81A in SCELL 1986)

I'd like to ask you a few more questions about your current job. Are you directly responsible for supervising other employees?

1. Yes
2. No

bmanage 92

(q43 in EIB 1992)

As an official part of your main job, do you supervise the work of other employees or tell other employees what work to do?

1. Yes
2. No

bmanno

How many people do you supervise/manage?

bmanno_86

(V81B in SCEL1 1986)

How many?

btemp

In what way is the job NOT permanent?

1. seasonal work
2. done under contract for a fixed period or for a fixed task
3. agency temping
4. casual type of work
5. or, was there some other way that it was not permanent? (SPECIFY)

btemp2

(V88 in SCEL1 1986 and q11 in EIB1992)

Do you think your job is considered by your employer to be

1. temporary job lasting less than 12 months
2. a fixed term JOD lasting between 1 and 3 years
3. or a permanent job with no fixed time of ending

Bhours

How many hours per week do you usually work?

INTERVIEWER: EXCLUDE MEAL BREAKS BUT INCLUDE 'USUAL' OVERTIME

WIB 2000(K.8c)

How many hours do you usually work per week, including any paid or unpaid overtime?

Bgender

In your workplace, is your type of job done...

READ OUT

1. almost exclusively by men
2. mainly by men
3. by a fairly equal mixture of men and women
4. mainly by women
5. or, almost exclusively by women

WIB 2000 (G.1)

Are the people you work with on a day-to-day basis ...

READ OUT

1. all men
2. mainly men
3. a fairly equal mixture of men and women
4. mainly women
5. or all women

Bworkwit

Do you usually work on your own or does your work involve working together as a group with one or more other employees in a similar position to yours?

1. Usually work on own
2. Work in one work group
3. Work in two or more different work groups
4. Other (SPECIFY)

Bworkwit_00

Derived from bworkwit including G.3a from WIB 2000

Do you usually work alone or with one other person?

1. Alone
2. With one other person

eapprais

Do you have a formal appraisal system at your workplace?

1. Yes
2. No

eapprais_92

Does someone formally assess your job performance on a regular basis?

1. Yes
2. No

esector

Is your organisation a private sector organisation such as a company, or a public sector body such as local or national government, schools or the health service, or a non-profit organisation such as a charity?

1. Private sector
2. Public sector
3. Non-profit organisation

WIB 2000 (F.1c)

Is your employer

1. a private firm, business or limited company
2. a public sector organisation
3. or some other kind of organisation?

gknowa:

Up to two choices coded and stored in two separate variables (gknowa1 and gknowa2)
gknowa_97 combines information from two variables (1997)

gknowb:

Up to two choices coded and stored in two separate variables (gknowb1 and gknowb2)
gknowb_97 combines information from two variables (1997)

gknowc:

Up to two choices coded and stored in two separate variables (gknowc1 and gknowc2)
gknowc_97 combines information from two variables (1997)

hsameago

Was this the same job as you have now, with the same employer?

*Job held 3/4/5 years ago

Hsameago_97

Was this the same job as you have now?

*Job held 5 years ago

hemptype

Were you an employee or self-employed?

*Job held 3/4/5 years ago

hemptype_97

Were you an employee or self-employed?

*Job held 5 years ago

jothch1

Since your job [3/4/5] years ago, did any of the following changes occur at your workplace?

'There was a change in the way work was organised'

1. Yes
2. No

Q34e in EIB 1992

In the last two years have any of the following changes occurred in your organisation that have affected your job?

READ OUT EACH ITEM IN TURN

A change in the way the work is organised

1. Yes
2. No

jothch2

Since your job [3/4/5] years ago, did any of the following changes occur at your workplace?

'New computerised or automated equipment was introduced into the workplace'

1. Yes
2. No

V100B in SCEL1 1986 and Q34b in EIB 1992

In the last two years, have any of the following changes occurred in your organisation that have affected your job?

The introduction of computerised or automated equipment?

1. Yes
2. No

Jothch4

Since your job [3/4/5] years ago, did any of the following changes occur at your workplace?

' Other new equipment was introduced '

1. Yes
2. No

V100B in SCEL1 1986

In the last two years, have any of the following changes occurred in your organisation that have affected your job?

The introduction of other new types of machinery or equipment?

1. Yes
2. No

Q34d in EIB 1992

In the last two years, have any of the following changes occurred in your organisation that have affected your job?

The introduction of other new equipment?

1. Yes
2. No

Jothch5

Since your job [3/4/5] years ago, did any of the following changes occur at your workplace?

' There was a reduction in the number of people doing this sort of work '

1. Yes
2. No

V100a in SCEL1 1986 and Q34a in EIB 1992

In the last two years, have any of the following changes occurred in your organisation that have affected your job?

A reduction in the number of people employed

1. Yes
2. No

jeffort

And compared with your job [3/4/5] years ago has the effort you have to put into your job...?

READ OUT

1. Increased
2. Decreased
- 3 Or stayed about the same?

Jeffort_92 (Q31f in EIB 1992)

I'd like you to compare your current job with what you were doing five years ago (even if you were in the same job). For each of the following things would you say there has been a significant increase compared to 5 years ago, or a significant decrease or little or no change?

READ OUT EACH ITEM

The effort you have to put into your job

1. Increased
 2. Decreased
 - 3 Or stayed about the same?
- [options recoded in line with jeffort]

jtype1-10, xtype1-5

"What types of new skills or qualifications are you thinking of?"

In 2001 this item was asked in open ended form but in 2006 response options were presented.

jtype1-jtype10_store responses from 2006 closes ended format

xjtype1-xjtype5 store post-coded information from 2001 and 2006.

btlast

How long, in total, (IF BFinished=1: did/IF BFinished=2: will) that training last?

1. Less than 1 week
2. Less than 1 month
3. 1 month or more, up to 3 months
4. 3 months or more, up to 6 months
5. 6 months or more, up to 1 year
6. 1 year or more, up to 2 years
7. 2 years or more

btlastp

*derived from btlast (due to different response options in SCEL1 1896 and EIB 1992)

1. less than 1 month
2. 1 month or more, up to 3 months
3. 3 months or more, up to 6 months
4. 6 months or more, up to 1 year
5. 1 year or more, up to 2 years
6. 2 years or more

Jsuperv

"Would you say that there has been a significant increase between then and now, a significant decrease or little or no change in ...

The tightness of supervision over your job?"

1. Increase
2. Decrease
3. Little or no change

Jsuperv_86 (Q102e for employees and Q49e for self-employed in SCEL1 1986)

I'd like you to compare your current job with what you were doing five years ago (even if you were in the same job). For each of the following things would you say there has been a significant increase compared to 5 years ago, or a significant decrease or little or no change?

The tightness of supervision over your job

1. Increase
 2. Decrease
 3. Little or no change
- [options recoded in line with jeffort]

JVariety [ASK IF H5ago=1 OR H4ago=1 OR H3ago=1]

And compared with your job [3/4/5] years ago, has the variety of tasks you perform...?

1. Increased

2. Decreased
- 3 Or stayed about the same?

Jvariety_92 (Q31c in EIB 1992)

I'd like you to compare your current job with what you were doing five years ago (even if you were in the same job). For each of the following things would you say there has been a significant increase compared to 5 years ago, or a significant decrease or little or no change?

The variety of tasks you perform

1. Increase
2. Decrease
3. Little or no change

[options recoded in line with jvariety]

Jtrain1_01- Jtrain6_01: (asked in 2001) Since your job [five/four/three] years ago, have you done any of these types of training or education connected with your job or a job that you might do in the future?

Jtrain1_ jtrain6: (asked in 2006 and 2012) In the last year, have you done any of these types of training or education connected with your **current** job?

Jtcost_01: (asked in 2001) Did/Does this training or education involve costs such as fees or the need to buy books or materials?

jtcost21_01 jtcost22_01 jtcost23_01: (asked in 2001) Who paid/pay these costs?

*Referring to the training received 3/4/5 years ago connected with your job or a job that you might do in the future?

Jtcost: (asked in 2006 and 2012) Did/Does this training or education involve costs such as fees or the need to buy books or materials?

jtcost21, jtcost22, jtcost23, jtcost23: (asked in 2006 and 2012) Who paid/pay these costs?

*Referring to the training received last year connected with your **current** job?

Jthours_01: (asked in 2001) Was/is this training or education undertaken in...

READ OUT

1. normal working hours
2. your time
3. or both?

*Referring to the training received 3/4/5 years ago connected with your job or a job that you might do in the future?

Jthours: (asked in 2006 and 2012) Was/is this training or education undertaken in...

READ OUT

1. normal working hours
2. your time
3. or both?

*Referring to the training received last year connected with your **current** job?

Jtqual_01: (asked in 2001) Did/Does this training or education lead to a qualification?

1. Yes
2. No

*Referring to the training received 3/4/5 years ago connected with your job or a job that you might do in the future?

Jtqual: (asked in 2006 and 2012) Did/Does this training or education lead to a qualification?

1. Yes
2. No

*Referring to the training received last year connected with your **current** job?

Jtskill_01: (asked in 2001) Would you say that this training or education has improved your skills...

1. a lot

- 2. a little
- 3. or not at all?

*Referring to the training received 3/4/5 years ago connected with your job or a job that you might do in the future?

Jtskill: (asked in 2006 and 2012) Would you say that this training or education has improved your skills...

- 1. a lot
- 2. a little
- 3. or not at all?

*Referring to the training received last year connected with your **current** job?

Jtusea 01: (asked in 2001) Are you able to make use of these skill improvements in your current job?

- 1. Yes
- 2. No

*Referring to the training received 3/4/5 years ago connected with your job or a job that you might do in the future?

Jtusea: (asked in 2006 and 2012) Are you able to make use of these skill improvements in your current job?

- 1. Yes
- 2. No

*Referring to the training received last year connected with your **current** job?

Jtuseb 01: (asked in 2001) How useful would these skill improvements be if you were to work for another employer in the same industry or service...

- 1. Very useful
- 2. Fairly useful
- 3. Of some use
- 4. Only a little useful
- 5. Or, not at all useful?

*Referring to the training received 3/4/5 years ago connected with your job or a job that you might do in the future?

Jtuseb: (asked in 2006 and 2012) How useful would these skill improvements be if you were to work for another employer in the same industry or service...

- 1. Very useful
- 2. Fairly useful
- 3. Of some use
- 4. Only a little useful
- 5. Or, not at all useful?

*Referring to the training received last year connected with your **current** job?

Jtuse2 01: (asked in 2001) Would these skill improvements be useful if you were to work for another employer in a quite different industry or service...

- 1. Very useful
- 2. Fairly useful
- 3. Of some use
- 4. Only a little useful
- 5. Or, not at all useful?

*Referring to the training received 3/4/5 years ago connected with your job or a job that you might do in the future?

Jtuse2: (asked in 2006 and 2012) Would these skill improvements be useful if you were to work for another employer in a quite different industry or service...

- 1. Very useful
- 2. Fairly useful

<p>3. Of some use 4. Only a little useful 5. Or, not at all useful? *Referring to the training received last year connected with your current job?</p>
<p>Jtcredit 01: (asked in 2001) Did/Does this training or education lead to a credit towards a qualification? 1. Yes 2. No *Referring to the training received 3/4/5 years ago connected with your job or a job that you might do in the future? Jtcredit: (asked in 2006 and 2012) Did/Does this training or education lead to a credit towards a qualification? 1. Yes 2. No *Referring to the training received last year connected with your current job?</p>
<p>Jtenough 01: (asked in 2001) Was the training you received over the last year in your current job adequate for keeping up to date with the skills required? 1. Yes 2. No *Referring to the training received 3/4/5 years ago connected with your job or a job that you might do in the future? Jtenough: (asked in 2006 and 2012) Was there any time over the last year in your current job when training would have been useful for keeping up to date with the skills required? 1. Yes 2. No *Referring to the training received last year connected with your current job?</p>
<p>Jtoption 01: (asked in 2001) Was the training you received over the last year in your current job adequate for keeping up to date with the skills required? 1. Yes 2. No *Referring to the training received 3/4/5 years ago connected with your job or a job that you might do in the future? Jtoption: (asked in 2006 and 2012) Was there any time over the last year in your current job when training would have been useful for keeping up to date with the skills required? 1. Yes 2. No *Referring to the training received last year connected with your current job?</p>
<p>hrdmachin, hrdclient, hrdsprvsr, hrdcolleg, hrdowndisc, hrddpay and hrdrprts Which, if any, of the things on this card are important in determining how hard you work in your job? derived using: bworkhr1_7 (1997, 2001, 2006 and 2012 asked as a list of all items) q50a-h (1992 asked as a Yes/No question) v98a-h (1986 asked as a Yes/No question) l31_8 (2000 asked as a list of all items) *Original questions not included in the combined SES file.</p>
<p>discret – task discretion index Ranges between 0 to 3, 3 being maximum task discretion (discret1-discret4 reverse coded bme1-bme4) discret = (discret1+discret2+discret3+discret4)/4</p>
<p>inojob</p>

Since 5/4/3 years ago, have you had any spells of being unemployed?

1. Yes
2. No

jnojob12

(If yes to jnojob) Have you been unemployed for a month or more at any time in the last year?

INTERVIEWER: 'UNEMPLOYED' IS THE RESPONDENT'S OWN DEFINITION

1. Yes
2. No
3. *Don't know*
4. *Refused*

jobno92

In the 1992 dataset, respondents were presented with an 'activity' or 'employment status' card and then asked for each successive 'activity' in their careers from the time they left full-time education, recording the beginning months of each (the end months being the start of the next activity). One of the statuses was 'unemployment'. To derive this variable we tracked back five years in their histories from time of interview and programmed the number of recorded spells of unemployment since then. In this variable we have reduced these responses to 'any' or 'none' in order to mimic the variable jnojob which is available for 2001, 2006 and 2012.