

**Skills and Employment Survey Series: Variable Availability, 1986-2012**

variable name	variable label	1986	1992	1997	2001	2006	2012	2000
pid	Personal identification number	YES	YES	YES	YES	YES	YES	YES
dataset	Dataset	YES	YES	YES	YES	YES	YES	YES
crosspid	unique id across all years - generated by HI	YES	YES	YES	YES	YES	YES	YES
survey	core or boost sample					YES	YES	
region	region - all years	YES	YES	YES	YES	YES	YES	YES
awork	whether did any paid work in last 7 days					YES	YES	
asex	sex of respondent	YES	YES	YES	YES	YES	YES	YES
aage	age of respondent	YES	YES	YES	YES	YES	YES	YES
bjobs	whether one job or more than one		YES	YES		YES	YES	YES
bsic92	Current job SIC92 4 digits - 06&12			YES	YES	YES	YES	
b2_sic03	Current job SIC03 2 digits - 06&12			YES	YES	YES	YES	
bsoc2k	Current job soc 2000 in decimal format - 01&06			YES	YES	YES	YES	
bes2000	current job employment status variable			YES	YES	YES	YES	
b_nssec2000	B_NSSEC based on Soc 2000			YES	YES	YES	YES	
b_isco	current job isco_88 occupation 4 digit	YES	YES	YES	YES	YES	YES	
bauto	whether job involves use of computerised or automated equipment	YES	YES		YES	YES	YES	
bemptype	Employee Status: Self-defined (for 1986 and 1992 hours variable can be used)			YES	YES	YES	YES	YES
bpdwage	whether paid salary or wage by employer				YES	YES	YES	
bselfem1	Type of self employment				YES	YES	YES	
bselfem2	Type of self employment				YES	YES	YES	
bselfem3	Type of self employment				YES	YES	YES	
bselfem4	Type of self employment				YES	YES	YES	
bselfem5	Type of self employment				YES			
bempsta	Employee Status: LFS definition					YES	YES	
bmanage	* whether supervisor or manager			YES	YES	YES	YES	
bmanage_86	*86 whether supervises other	YES						
bmanage_92	*92 whether supervises other		YES					
bmanno	number of people supervise/manage			YES	YES	YES	YES	
bmanno_86	*86 Number of employees directly responsible for	YES						
bothers	whether have others working for them			YES	YES	YES	YES	
bhowmany	number of employees working for them			YES	YES	YES	YES	
bemplong	number of years working for current employer/self-employed in this job			YES	YES	YES	YES	
bmonths	number of months working for current employer/self-employed in this job, if <2w			YES	YES	YES	YES	
bperm	whether job is permanent or not	YES	YES	YES	YES	YES	YES	YES
btemp	way in which job not permanent			YES	YES	YES	YES	YES
btemp2	*(86-92) employer considers job to be..	YES	YES					
bfultime	whether working full-time or part-time	YES	YES	YES	YES	YES	YES	YES
bhours	* usual number of hours worked per week WIB:inc paid/unpaid overtime	YES	YES	YES	YES	YES	YES	YES
bhrsdec	i can decide the time i start and finish work					YES	YES	
bworkno	number of people working at/from their place of work			YES	YES	YES	YES	
bmanywrk	estimated number of people working at/ from their place of work				YES	YES	YES	
bgender	* ratio of men to women doing their type of work at workplace - WIB: at your wp	YES		YES	YES	YES	YES	YES
bwhere	where mainly work				YES	YES	YES	
bplace1	whether spent 1+ full day in last 7 days working at this type of place				YES	YES	YES	
bplace2	whether spent 1+ full day in last 7 days working at this type of place				YES	YES	YES	
bplace3	whether spent 1+ full day in last 7 days working at this type of place				YES	YES	YES	
bplace4	whether spent 1+ full day in last 7 days working at this type of place					YES		
bplace5	whether spent 1+ full day in last 7 days working at this type of place					YES		
bworkwit	whether usually work on own or in work group(s)		YES		YES	YES	YES	
bworkwit_00	WIB-SES whether usually work on own or in work group(s)		YES		YES	YES	YES	YES
blearngr	i am able to learn new skills thru working with other members of my work group				YES	YES	YES	
bcircle	whether involved in quality circle or similar group at work		YES	YES	YES	YES	YES	YES
bmonito1	whether quality of their work monitored in this way				YES	YES		
bmonito2	whether quality of their work monitored in this way				YES	YES		
bmonito3	whether quality of their work monitored in this way				YES	YES		
bmonito4	whether quality of their work monitored in this way				YES	YES		
bmonito5	whether quality of their work monitored in this way				YES	YES		
bmonito6	whether quality of their work monitored in this way				YES	YES		
bmonito7	whether quality of their work monitored in this way				YES	YES		
xbmonot1	OPEN ENDED whether quality of their work monitored in this way				YES	YES		
xbmonot2	OPEN ENDED whether quality of their work monitored in this way				YES	YES		
xbmonot3	OPEN ENDED whether quality of their work monitored in this way				YES	YES		
xbmonot4	OPEN ENDED whether quality of their work monitored in this way				YES	YES		
xbmonot5	OPEN ENDED whether quality of their work monitored in this way				YES	YES		
xbmonot6	OPEN ENDED whether quality of their work monitored in this way				YES	YES		
xbmonot7	OPEN ENDED whether quality of their work monitored in this way				YES	YES		
buseskil	in my current job i have enough opportunity to use knowledge & skills I have				YES	YES	YES	
bquals01	whether would need this qualification if applying today for current job				YES	YES	YES	
bquals02	whether would need this qualification if applying today for current job				YES	YES	YES	
bquals03	whether would need this qualification if applying today for current job				YES	YES	YES	
bquals04	whether would need this qualification if applying today for current job				YES	YES	YES	
bquals05	whether would need this qualification if applying today for current job				YES	YES	YES	
bquals06	whether would need this qualification if applying today for current job				YES	YES	YES	
bquals07	whether would need this qualification if applying today for current job				YES	YES	YES	
bquals08	whether would need this qualification if applying today for current job				YES	YES	YES	
bquals09	whether would need this qualification if applying today for current job				YES	YES	YES	
bquals10	whether would need this qualification if applying today for current job				YES	YES	YES	
bquals11	whether would need this qualification if applying today for current job				YES	YES	YES	
bquals12	whether would need this qualification if applying today for current job				YES		YES	
xbothq01	OPEN ENDED whether would need this qual. if applying today for current job				YES	YES		
xbothq02	OPEN ENDED whether would need this qual. if applying today for current job				YES	YES		
xbothq03	OPEN ENDED whether would need this qual. if applying today for current job				YES	YES		
xbothq04	OPEN ENDED whether would need this qual. if applying today for current job					YES		
xbothq05	OPEN ENDED whether would need this qual. if applying today for current job					YES		
xbothq06	OPEN ENDED whether would need this qual. if applying today for current job					YES		
bpossess	how necessary it is to have those qualifications to do their job competently	YES		YES	YES	YES	YES	
bthing1	whether would need this to get current job				YES	YES		
bthing2	whether would need this to get current job				YES	YES		
bthing3	whether would need this to get current job				YES	YES		
bthing4	whether would need this to get current job				YES	YES		
bthing5	whether would need this to get current job				YES	YES		
bthing6	whether would need this to get current job				YES	YES		
bthing8	what is the most important thing someone would need?				YES	YES		
bthing9	what is the second most important thing someone would need?				YES	YES		
blearn	how long it took from first starting this type of job to learn to do it well			YES	YES	YES	YES	
breason1	whether this is why learnt to do job well within three months				YES	YES		

\* Check explanation in SES\_further\_variable\_explanations\_Feb\_2014.pdf

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variable name	variable label	1986	1992	1997	2001	2006	2012	2000
breason2	whether this is why learnt to do job well within three months				YES	YES		
breason3	whether this is why learnt to do job well within three months				YES	YES		
breason4	whether this is why learnt to do job well within three months				YES	YES		
xbreaso1	OPEN ENDED whether this is why learnt to do job well within three months				YES	YES		
xbreaso2	OPEN ENDED whether this is why learnt to do job well within three months				YES	YES		
xbreaso3	OPEN ENDED whether this is why learnt to do job well within three months					YES		
xbreaso4	OPEN ENDED whether this is why learnt to do job well within three months					YES		
btrained	whether had or having training for current work, since completing fte	YES	YES	YES	YES	YES	YES	
bfinished	Has this training now finished			YES	YES	YES	YES	
btlast	how long in total training lasted/ will last			YES	YES	YES	YES	
btlastp	*how long in total training lasted/ will last - all	YES	YES	YES	YES	YES	YES	
btlast2	how long training lasted so far			YES	YES	YES	YES	
hrdmachin	a machine/assembly line: whether important in determining how hard works	YES	YES	YES	YES	YES	YES	YES
hrdclient	clients/customers: whether important in determining how hard works	YES	YES	YES	YES	YES	YES	YES
hrdsprvsr	supervisor/boss: whether important in determining how hard works	YES	YES	YES	YES	YES	YES	YES
hrdcolleg	your fellow workers/colleagues: whether important in determining how hard works	YES	YES	YES	YES	YES	YES	YES
hrdowndisc	your own discretion: whether important in determining how hard works	YES	YES	YES	YES	YES	YES	YES
hrdpay	pay incentives: whether important in determining how hard works	YES	YES	YES	YES	YES	YES	YES
hrdrpts	reports and appraisals: whether important in determining how hard works	YES	YES	YES	YES	YES	YES	YES
btquals	whether training led/ will lead to qualification				YES	YES		
beffort	how much effort put into job beyond what is required		YES	YES	YES	YES	YES	
bhard	my job requires that i work very hard		YES	YES	YES	YES	YES	YES
btension	i work under a great deal of tension		YES		YES	YES	YES	
bnewthin	my job requires that i keep learning new things		YES		YES	YES	YES	YES
bhelppoth	my job requires that i help my colleagues to learn new things				YES	YES	YES	
bchoice	how much choice have over way in which do job	YES		YES	YES	YES	YES	YES
brepeat	how often work involves short repetitive tasks			YES	YES	YES	YES	
bvariety	how much variety in job			YES	YES	YES	YES	
bsuper	how closely supervised in job	YES		YES	YES	YES	YES	
batrisk	whether think health and safety is at risk because of work		YES		YES	YES	YES	
bdecide	my job allows me to take part in making decisions that affect my work		YES		YES	YES	YES	
botime	i often have to work extra time, to get through the work or to help out		YES		YES	YES	YES	
bspeed	how often work involves working at very high speed		YES		YES	YES	YES	
bdeadl	how often work involves working to tight deadlines				YES	YES	YES	
bme1	influence personally have on: how hard work		YES	YES	YES	YES	YES	
bme2	influence personally have on: what tasks to do		YES	YES	YES	YES	YES	
bme3	influence personally have on: how to do the task		YES	YES	YES	YES	YES	
bme4	influence personally have on: quality standards work to		YES	YES	YES	YES	YES	
bemesat	how much influence would like over how do job					YES	YES	
bgroup1	how much influence (main) work group has on: how hard work		YES		YES	YES	YES	
bgroup2	how much influence (main) work group has on: what tasks you do		YES		YES	YES	YES	
bgroup3	how much influence (main) work group has on: how you do the task		YES		YES	YES	YES	
bgroup4	how much influence (main) work group has on: quality standards work to		YES		YES	YES	YES	
bgroup5	how much influence (main) work group has on: selecting group members					YES	YES	
bgroup6	how much influence (main) work group has on: selecting group leaders					YES	YES	
bgroup7	how much influence (main) work group has on: setting targets for the group					YES	YES	
bgrsat	amount of influence would like work group to have over how do job					YES	YES	
bsup1	how much influence (main) supervisor/ superior has on how hard work		YES			YES	YES	
bexhaust	how often come home from work exhausted			YES	YES	YES	YES	
blookfor	if looking for work, how easy to find as good a job as current one	YES	YES	YES	YES	YES	YES	
blosejob	whether think any chance of losing job and becoming unemployed in next 12 months	YES		YES	YES	YES	YES	
bloelik	likelihood of losing job in next 12 months	YES		YES	YES	YES	YES	
btrknow	level of knowledge about training opportunities when first chose job					YES	YES	
b1soc00	one digit soc2000	YES	YES	YES	YES	YES	YES	YES
b2soc00	two digit soc2000	YES	YES	YES	YES	YES	YES	
b0_sic92	one digit sic92, same coding as lfs					YES	YES	
b1sic92	one digit sic92	YES	YES	YES	YES	YES	YES	YES
b1soc90	one digit soc90, all years, SCELLI has some missing	YES	YES	YES	YES			
b2sic92	two digit sic92	YES	YES	YES	YES	YES	YES	YES
b2soc90	two digit soc90 869701	YES		YES	YES			
b3sic80	3-digit sic80, years 92&01		YES		YES			
b_seg	b_seg (current job socio-economic grou)				YES			YES
b_soc90	3-digit soc90; 01 recoded from soc2000		YES	YES	YES			YES
bindep	i can work independently		YES		YES			
blotsay	i have a lot of say over what happens		YES		YES			
bshift	do you do shift work in your jo			YES	YES			
b_isco3d	current job isco_88 occupation-3 digits	YES	YES	YES	YES	YES	YES	
b_isco2d	current job isco_88 occupation-2 digits	YES	YES	YES	YES	YES	YES	
b_isco1d	current job isco_88 occupation-1 digits	YES	YES	YES	YES	YES	YES	
b3soc00	3-digit (Minor Group) occupation		YES	YES	YES	YES		
bsic03	3/4 digit sic03 for 06 and 12					YES	YES	
bsoc2000	current job soc 2000 in numeric 4 digit format	YES	YES	YES	YES	YES	YES	
bsoc00_90	* current job soc 2000 4d - converted from soc 1990 OUG (3 digits)		YES	YES	YES			YES
b1_sic03	current job sic2003 in 1-digit format, 2006 and 2012 only					YES	YES	
cacce	whether self-completion accepted				YES	YES	YES	
cnoac1	reasons for not accepting self-completion					YES	YES	
cnoac2	reasons for not accepting self-completion					YES	YES	
cnoac3	reasons for not accepting self-completion					YES	YES	
cnoac4	reasons for not accepting self-completion					YES		
cnoac5	reasons for not accepting self-completion					YES		
xcnoac1	OPEN ENDED reasons for not accepting self-completion					YES		
xcnoac2	OPEN ENDED reasons for not accepting self-completion					YES		
carint	accepted self comp - intro					YES	YES	
cself	accepted self comp - intro					YES	YES	
cdetail	importance of: paying close attention to detail			YES	YES	YES		
cpeople	importance of: dealing with people			YES	YES	YES	YES	
cteach	importance of: teaching people (individuals or groups)			YES	YES	YES	YES	
cspeech	importance of: making speeches/ presentations			YES	YES	YES	YES	
cpersuad	importance of: persuading or influencing others			YES	YES	YES	YES	
cselling	importance of: selling a product or service			YES	YES	YES	YES	
ccaring	importance of: counselling, advising or caring for customers or clients			YES	YES	YES	YES	
cteamwk	importance of: working with a team			YES	YES	YES	YES	
clisten	importance of: listening carefully to colleagues			YES	YES	YES	YES	
cstrengt	importance of: physical strength			YES	YES	YES	YES	
castamina	importance of: physical stamina			YES	YES	YES	YES	
chands	importance of: skill or accuracy in using hands/fingers			YES	YES	YES	YES	

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variable name	variable label	1986	1992	1997	2001	2006	2012	2000
ctools	importance of: knowledge of use or operation of tools			YES	YES	YES	YES	
cproduct	importance of: knowledge of particular products or services			YES	YES	YES	YES	
cspecial	importance of: specialist knowledge or understanding			YES	YES	YES	YES	
corgwork	importance of: knowledge of how organisation works			YES	YES	YES	YES	
cusepc	importance of: using a computer/ pc/ other computerised equipment			YES	YES	YES	YES	
cfaults	importance of: spotting problems or faults			YES	YES	YES	YES	
ccause	importance of: working out cause of problems/ faults			YES	YES	YES	YES	
csolutn	importance of: thinking of solutions to problems			YES	YES	YES	YES	
canalyse	importance of: analysing complex problems in depth			YES	YES	YES	YES	
cnoerror	importance of: checking things to ensure no errors			YES	YES	YES		
cmistake	importance of: noticing when there is a mistake			YES	YES	YES		
cplanme	importance of: planning own activities			YES	YES	YES	YES	
cplanoth	importance of: planning the activities of others			YES	YES	YES	YES	
cmytime	importance of: organising own time			YES	YES	YES	YES	
cahead	importance of: thinking ahead			YES	YES	YES	YES	
cread	importance of: reading written information (eg. forms, notices, signs)			YES	YES	YES	YES	
cshort	importance of: reading short documents			YES	YES	YES	YES	
clong	importance of: reading long documents			YES	YES	YES	YES	
cwrite	importance of: writing materials such as forms, notices or signs			YES	YES	YES	YES	
cwritesh	importance of: writing short documents			YES	YES	YES	YES	
cwritelg	importance of: writing long documents			YES	YES	YES	YES	
ccalca	importance of: arithmetic (adding, subtracting, multiplying, dividing numbers)			YES	YES	YES	YES	
cpercent	importance of: arithmetic involving fractions (decimals, percentages, fractions)			YES	YES	YES	YES	
cstats	importance of: advanced mathematical/ statistical procedures			YES	YES	YES	YES	
cnetuse	importance of: using the internet				YES	YES		
ccoop	importance of: cooperating with colleagues				YES	YES	YES	
cmotivat	importance for managers/ supervisors of: motivating their staff				YES	YES	YES	
cthings	importance for managers/ supervisors of: keeping close control over resources				YES	YES	YES	
ccoach	importance for managers/ supervisors of: coaching their staff				YES	YES	YES	
ccareers	importance for managers/ supervisors of: developing careers of their staff				YES	YES	YES	
cfuture	importance for managers/ supervisors of: making strategic decisions about future				YES	YES	YES	
cmefeeel	importance of: managing own feelings					YES	YES	
cothfee	importance of: handling feelings of others					YES	YES	
clookpr	importance of: looking the part					YES	YES	
csoundp	importance of: sounding the part					YES	YES	
cforlan	importance of: speaking a language other than English (or Welsh in Wales) fluent					YES	YES	
cend	check screen at end of self-completion					YES	YES	
dpastski	how much of past experience/ skills/ abilities can make use of in present job		YES		YES	YES	YES	YES
dusepc	complexity of computer use in job			YES	YES	YES	YES	
dhowne01	which of these use on internet your job involves				YES	YES		
dhowne02	which of these use on internet your job involves				YES	YES		
dhowne03	which of these use on internet your job involves				YES	YES		
dhowne04	which of these use on internet your job involves				YES	YES		
dhowne05	which of these use on internet your job involves				YES	YES		
dhowne06	which of these use on internet your job involves				YES	YES		
dhowne07	which of these use on internet your job involves				YES	YES		
dhowne08	which of these use on internet your job involves				YES	YES		
dhowne09	which of these use on internet your job involves				YES	YES		
dhowne10	which of these use on internet your job involves				YES	YES		
dschool	type of school last attended				YES	YES	YES	
dtea	how old were you when you finished your full-time education?	YES	YES	YES	YES	YES	YES	
dpaidwk	number of years in paid work since leaving full-time education	YES		YES	YES	YES	YES	
dquals1	highest qualifications (top three)				YES	YES	YES	
dquals2	highest qualifications (top three)				YES	YES	YES	
dquals3	highest qualifications (top three)				YES	YES	YES	
xdothqu1	OPEN ENDED highest qualifications (top three)				YES	YES		
xdothqu2	OPEN ENDED highest qualifications (top three)				YES	YES		
xdothqu3	OPEN ENDED highest qualifications (top three)				YES	YES		
xdothqu4	OPEN ENDED highest qualifications (top three)					YES		
ddegree1	undergraduate degree in this subject, 2001 and 2006 scales				YES	YES	YES	
ddegree2	undergraduate degree in this subject, 2001 and 2006 scales				YES	YES	YES	
xdegree	OPEN ENDED undergraduate degree in this subject					YES		
xddegr_a	OPEN ENDED undergraduate degree in this subject					YES		
dmaths	highest maths qualification				YES	YES	YES	
ddegcla	class of undergraduate degree					YES	YES	
dparint	amount of interest parents took in how were getting on at school					YES	YES	
dfinsit	difficulty of financial situation at home when a child					YES	YES	
dhowdon	how done so far in working life compared to expectations		YES			YES	YES	
duniv	Type of university attended				YES		YES	
ddegree1_97	undergraduate degree in this subject, 1997 scale			YES				
ddegree2_97	undergraduate degree in this subject, 1997 scale			YES				
eiip	whether organisation committed to/ recognised as an investor in people (iip)				YES	YES	YES	YES
eapprais	whether have formal appraisal system				YES	YES	YES	YES
eappra_92	*92 formal appraisal system at workplace		YES					
eapp12m	whether been formally appraised at work in last 12 months			YES	YES	YES	YES	
eappearn	whether appraisals affect earnings in any way		YES		YES	YES	YES	
eaapt	whether appraisals affect amount of training receive				YES	YES	YES	
emanmeet	whether management arrange meetings to inform employees what is happening		YES	YES	YES	YES	YES	YES
evviews	whether management arrange meetings in which employees can express views		YES	YES	YES	YES	YES	YES
evmoney	whether can express views at meetings about: financial position of organisation				YES	YES	YES	
evmoney2	DERIVED: whether can express views on financial position of the organisation				YES	YES	YES	
evinvest	whether can express views at meetings about: investment plans of organisation				YES	YES	YES	
evprac	whether can express views at meetings about: planned changes in working practice				YES	YES	YES	
evprac2	DERIVED: whether can express views on planned changes in working practice				YES	YES	YES	
evprod	whether can express views at meetings about: planned changes in products/services				YES	YES	YES	
evhealth	whether can express views at meetings about: health and safety issues				YES	YES	YES	
evtrain	whether can express views at meetings about: training plans				YES	YES	YES	
evtrain2	DERIVED: whether can express views on about training plans				YES	YES	YES	
evoth	whether can express views at these meetings about: other matters				YES	YES	YES	
xevoth1	OPEN ENDED whether can express views at these meetings about: other matters				YES	YES	YES	
xevoth2	OPEN ENDED whether can express views at these meetings about: other matters				YES	YES	YES	
xevoth3	OPEN ENDED whether can express views at these meetings about: other matters				YES	YES	YES	
xevoth4	OPEN ENDED whether can express views at these meetings about: other matters				YES	YES	YES	
xevoth5	OPEN ENDED whether can express views at these meetings about: other matters					YES	YES	
esuggest	whether made any suggestions over last year about improving efficiency			YES	YES	YES	YES	
ecomsat	overall satisfaction with communications between management and employees in org.		YES			YES	YES	

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variable name	variable label	1986	1992	1997	2001	2006	2012	2000
emesay	whether think should have any say in decisions that change way do job		YES		YES	YES	YES	YES
emeine	how much say or chance to influence decision should have personally		YES		YES	YES	YES	
emoresay	whether feel should have more or less say in decisions affecting work		YES		YES	YES	YES	
eproprt	what proportion of employees work with computerised or automated equipment		YES		YES	YES	YES	
efailure	how long before main work activities would have to stop if computers failed				YES	YES		
eunions	whether are unions or staff associations at workplace	YES	YES	YES	YES	YES	YES	YES
erecog	whether any union/staff assoc recognised by mngmnt for negotiating pay/wrkng con			YES	YES	YES	YES	
ejoin	whether possible for someone in respondent's job to join union/staff assoc			YES	YES	YES	YES	
emember	whether member of trade union or staff association	YES	YES	YES	YES	YES	YES	YES
etusay	how much influence trade unions have over way work organised in this organisatio		YES		YES	YES	YES	YES
etutrn	whether union encourages them to take up training					YES	YES	
esector	* which sector organisation in - WIB 3:other no gvntment			YES	YES	YES	YES	YES
eowner	whether organisation uk-owned			YES	YES	YES	YES	
ecompete	degree of competition faced by organisation		YES		YES	YES	YES	
edowell	i am willing to work harder in order to help this organisation succeed		YES	YES	YES	YES	YES	YES
enoloyal	i feel very little loyalty to this organisation		YES	YES	YES	YES	YES	YES
evalues	i find that my values and my organisation's values are very similar		YES	YES	YES	YES	YES	YES
einspire	this organisation inspires the very best in me in the way of job performance				YES	YES	YES	
eproud	i am proud to be working for this organisation		YES	YES	YES	YES	YES	YES
estaying	i would take almost any job to keep working for this organisation		YES	YES	YES	YES	YES	YES
eturnd	i would turn down another job with more pay in order to stay with this organisat		YES	YES	YES	YES	YES	YES
fworkcom	if didn't need money-continue to work?	YES	YES		YES	YES	YES	YES
fworkcom1	if didnt need money-no. hrs wd like to wk	YES	YES					YES
forient15	how important - friendly people	YES	YES			YES	YES	YES
forient1	how important - good promotion prospects	YES	YES			YES	YES	YES
forient2	how important - good pay	YES	YES			YES	YES	YES
forient3	how important - gd relnshp with manager	YES	YES			YES	YES	YES
forient4	how important - secure job	YES	YES			YES	YES	YES
forient5	how important - use initiative	YES	YES			YES	YES	YES
forient6	how important - like doing it	YES	YES			YES	YES	YES
forient7	how important - convenient hours	YES	YES			YES	YES	
forient8	how important - choice in hours	YES	YES			YES	YES	
forient9	how important - opp to use abilities	YES	YES			YES	YES	YES
forient10	how important - good fringe benefits	YES	YES			YES	YES	
forient11	how important - easy work load	YES	YES			YES	YES	
forient12	how important - good training provision	YES	YES			YES	YES	YES
forient13	how important - gd physical wkg conds	YES	YES			YES	YES	
forient14	how important - lot of variety	YES	YES			YES	YES	
fworkimp	importance of this in life : Work						YES	YES
ffamimp	importance of this in life : Family						YES	YES
f2sic92	*97 SIC job 5 years ago			YES				
f3sic92	*97 SIC job 5 years ago			YES				
f4soc	*97 SOC job 5 years ago			YES				
gempsta	employee status variable for pay questions					YES	YES	
ggross	what is your usual gross pay before tax, ni or tax credits			YES	YES	YES	YES	
ggross2	period covered by this amount of gross pay			YES	YES	YES	YES	
gpay1	derived variable: weekly gross pay					YES		
gtaxcred	whether respondent (or partner if present) receive any tax credits				YES	YES	YES	
gknowa1	interviewer's evaluation of gross pay data				YES	YES	YES	
gknowa2	interviewer's evaluation of gross pay data				YES	YES	YES	
gknowa_97	*97 interviewer's evaluation of gross pay data			YES				
gknowb1	interviewer's evaluation of take-home pay data				YES	YES	YES	
gknowb2	interviewer's evaluation of take-home pay data					YES	YES	
gknowb_97	*97 interviewer's evaluation of take-home pay data			YES				
gknowc1	interviewer's evaluation of net pay data				YES	YES	YES	
gknowc2	interviewer's evaluation of net pay data					YES	YES	
gknowc_97	*97 interviewer's evaluation of net pay data			YES				
ghours	hours per week work for that pay			YES	YES	YES	YES	
ggrate	hourly gross rate of pay				YES	YES	YES	
gghour	what is your usual gross hourly rate of pay			YES	YES	YES	YES	
gtakehom	usual take-home pay (after tax etc, including bonuses etc)			YES	YES	YES	YES	
gtakepd	period covered by this take-home pay			YES	YES	YES	YES	
gpay2	derived variable: weekly take home pay					YES	YES	
gthours	approximate hours worked per week			YES	YES	YES	YES	
gbonus1	whether receive any incentive/bonus/commission linked to own performance		YES		YES	YES	YES	YES
gbonus2	whether receive any incentive/bonus/commission linked to work group performance		YES		YES	YES	YES	YES
gbonus3	whether receive any incentive/bonus/commission linked to workplace performance		YES		YES	YES	YES	YES
gshare	whether take part in profit-sharing/employee shr/shr option scheme thru emp'ment		YES		YES	YES	YES	YES
gcontrib	whether employer contributes to pension scheme on respondent's behalf			YES	YES	YES	YES	YES
gnet	usual net pay			YES	YES	YES	YES	
gnetpd	period covered by this amount of net pay			YES	YES	YES	YES	
gpay3	derived variable: weekly earnings					YES		
ghours2	approximate hours worked per week			YES	YES	YES	YES	
h5ago	whether in paid work 5 years ago				YES	YES	YES	
h4ago	whether in paid work 4 years ago				YES	YES	YES	
h3ago	whether in paid work 3 years ago				YES	YES	YES	
hsameago	whether historical job was same job with same employer as present job				YES	YES	YES	
hsameago_97	*97 Was this the same job as you have now?			YES				
hemptype	whether employee or self-employed in historical job				YES	YES	YES	
hemptype_97	*97 whether employee or self-employed in historical job			YES				
hsamea2	whether historical job with different employer to current job					YES	YES	
hfulltime	whether working full-time or part-time at historical reference point				YES	YES		
hwkhard	my job (3/4/5) years ago required that i worked very hard				YES	YES		
hchoice	how much choice had over way in which did job (3/4/5) years ago				YES	YES		
hvariety	how much variety in job (3/4/5) years ago				YES	YES		
hcomput	how important was using computer/ pc/ computerised equipment in job (3/4/5) year					YES	YES	
jchange	whether level of skill used in job has changed between (3/4/5) years ago and now	YES	YES	YES	YES	YES	YES	
jhowle01	how learned increased skills				YES	YES		
jhowle02	how learned increased skills				YES	YES		
jhowle03	how learned increased skills				YES	YES		
jhowle04	how learned increased skills				YES	YES		
jhowle05	how learned increased skills				YES	YES		
jhowle06	how learned increased skills				YES	YES		
jhowle07	how learned increased skills				YES	YES		
jhowle08	how learned increased skills				YES	YES		
jhowle09	how learned increased skills				YES	YES		

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**Skills and Employment Survey Series: Variable Availability, 1986-2012**

variable name	variable label	1986	1992	1997	2001	2006	2012	2000
xjhowle0	OPEN ENDED how learned increased skills					YES		
xjhowl_a	OPEN ENDED how learned increased skills					YES		
xjhowl_b	OPEN ENDED how learned increased skills					YES		
xjhowl_c	OPEN ENDED how learned increased skills					YES		
xjhowl_d	OPEN ENDED how learned increased skills					YES		
xjhowl_e	OPEN ENDED how learned increased skills					YES		
xjhowl_f	OPEN ENDED how learned increased skills					YES		
jprom	whether promoted during last (3/4/5) years				YES	YES	YES	
jothch1	* whether this change occurred at wp: change in way work organised		YES		YES	YES	YES	
jmajmin	whether major or minor changes in way work is organised					YES	YES	
jothch2	* whether this change occurred at wp:new computerised/automated eq'ment introccd	YES	YES		YES	YES	YES	
jothch3	whether this change occurred at workplace: new communications technology introdu				YES	YES	YES	
jothch4	* whether this change occurred at workplace: other new equipment introduced		YES		YES	YES	YES	
jothch5	* whether this change occurred at workplace: reduction in workforce doing this		YES		YES	YES	YES	
jcompchg	whether any change in importance of computing skills in job since [5/4/3] years				YES			
jeffort	whether level of personal effort in job changed between (3/4/5) yrs ago and now				YES			
jeffort_92	*92 whether level of personal effort in job has changed between 5 yrs ago and now		YES					
jchoice	whether amount of choice about how to do job changed between (3/4/5) yrs & now					YES	YES	
jchoic2	amount of choice increased/decreased a lot/little					YES	YES	
jtrain1	*whether done this type of training/education connected with current job					YES	YES	
jtrain2	*whether done this type of training/education connected with current job					YES	YES	
jtrain3	*whether done this type of training/education connected with current job					YES	YES	
jtrain4	*whether done this type of training/education connected with current job					YES	YES	
jtrain5	*whether done this type of training/education connected with current job					YES	YES	
jtrain6	*whether done this type of training/education connected with current job					YES	YES	
jtrain_01	*whether done this type of training/educ connected with this or a future job				YES			
jtrain_01	*whether done this type of training/educ connected with this or a future job				YES			
jtrain_01	*whether done this type of training/educ connected with this or a future job				YES			
jtrain_01	*whether done this type of training/educ connected with this or a future job				YES			
jtrain_01	*whether done this type of training/educ connected with this or a future job				YES			
jtrain_01	*whether done this type of training/educ connected with this or a future job				YES			
jtime1	# of days spent last yr on training: received instruction/teaching away from job					YES	YES	
jtime2	# of days spent last yr on training: received instruction/teaching whilst doing job					YES	YES	
jtime3	# of days spent last yr on training: self taught from a book/manual/video/PC/DVD/Internet					YES	YES	
jtime4	# of days spent last yr on training: followed a correspondence/internet course					YES	YES	
jtime5	# of days spent last yr on training: taken an evening class					YES	YES	
jtime6	# of days spent last yr on training: done some other work-related training					YES	YES	
jtime_01	*01 time spent on this training or education				YES			
jtex1	agree or not: I got the training bc I asked my employer for it					YES	YES	
jtex2	agree or not: It was my employer first suggested the training					YES	YES	
jtex3	agree or not: Family commitments made it hard to find time for training					YES	YES	
jtex4	agree or not: The training itself was stressful					YES	YES	
jtex5	agree or not: The training made me enjoy my job more					YES	YES	
jtex6	agree or not: The training helped improve the way I work in my job					YES	YES	
jtex7	agree or not: Training made me look for a better job in this org.					YES	YES	
jtex8	agree or not: Training made me look for a better job in another org.					YES	YES	
jtex9	agree or not: I was given a better job in my org. bc of the training					YES	YES	
jtex10	agree or not: I received a pay increase as a result of my training					YES	YES	
jtex11	agree or not: I feel that my job is more secure bc of training					YES	YES	
jtla1	agree or not: I did not want any training					YES	YES	
jtla2	agree or not: My employer didn't want to provide training, even though I wanted					YES	YES	
jtla3	agree or not: My family commitments made it hard to find the time for training					YES	YES	
jtla4	agree or not: The training itself would have been stressful					YES	YES	
jtla5	agree or not: I did not need any additional training for my current job					YES	YES	
jtla6	agree or not: Training would not help me get a better job in my organisation					YES	YES	
jtla7	agree or not: Lack of training damaged my career opportunities					YES	YES	
jtend	when did the most recent spell of training or education end					YES	YES	
jtcost	*whether this training/education (last year) involved costs					YES	YES	
jtcost21	*who paid these costs (last year)					YES	YES	
jtcost22	*who paid these costs (last year)					YES	YES	
jtcost23	*who paid these costs (last year)					YES	YES	
jtcost24	*who paid these costs (last year)					YES	YES	
jtcost_01	*whether this training/education (3/4/5 yrs ago) involved costs				YES			
jtcost21_01	*who paid these costs (3/4/5 yrs ago)				YES			
jtcost22_01	*who paid these costs (3/4/5 yrs ago)				YES			
jtcost23_01	*who paid these costs (3/4/5 yrs ago)				YES			
jthours	whether this training or education took place during normal working hours			YES		YES	YES	
jthours_01	*whether this training or education took place during normal working hours				YES			
jt wages	whether employer paid wages while receiving last spell of training/ education			YES	YES	YES	YES	
jtqual	whether most recent training led to qualification					YES	YES	
jtqual_01	*whether most recent training led to qualification				YES			
jtskill	*how much most recent spell of training improved skills					YES	YES	
jtskill_01	*how much most recent spell of training improved skills				YES			
jtusea	*whether able to use these skill improvements in current job					YES	YES	
jtuseb	*usefulness of these skill improvements in another employer same industry					YES	YES	YES
jtuse2	*usefulness of these skill improvements in another employer in different industry					YES	YES	YES
jtusea_01	*whether able to use these skill improvements in current job				YES			
jtuseb_01	*usefulness of these skill improvements in another employer same industry				YES			
jtuse2_01	*usefulness of these skill improvements in another employer in different industry				YES			
jtplan	whether have written career or training plan at work				YES	YES		
jt want	how much want to get any training in future		YES			YES	YES	
jt oppo	i will have many opportunities to get training in the future					YES	YES	
jt get	whether any additional skills or qualifications would like to get in next three				YES	YES	YES	
jt type1	new skills or qualifications would like to get in next 3 years					YES		
jt type2	new skills or qualifications would like to get in next 3 years					YES		
jt type3	new skills or qualifications would like to get in next 3 years					YES		
jt type4	new skills or qualifications would like to get in next 3 years					YES		
jt type5	new skills or qualifications would like to get in next 3 years					YES		
jt type6	new skills or qualifications would like to get in next 3 years					YES		
jt type7	new skills or qualifications would like to get in next 3 years					YES		
jt type8	new skills or qualifications would like to get in next 3 years					YES		
jt type9	new skills or qualifications would like to get in next 3 years					YES		
xj type1	OPEN ENDED skills or qualifications would like to get in next 3 years				YES	YES		
xj type2	OPEN ENDED skills or qualifications would like to get in next 3 years				YES	YES		
xj type3	OPEN ENDED skills or qualifications would like to get in next 3 years				YES	YES		
xj type4	OPEN ENDED skills or qualifications would like to get in next 3 years				YES	YES		

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**Skills and Employment Survey Series: Variable Availability, 1986-2012**

variable name	variable label	1986	1992	1997	2001	2006	2012	2000
xjtype5	OPEN ENDED skills or qualifications would like to get in next 3 years					YES		
jnojob	whether had any spells of unemployment since (5/4/3) years ago				YES	YES	YES	
jnojob12	whether been unemployed for a month or more in last year				YES	YES	YES	
jnojob92	* whether spell of unemployment in five years prior to interview - taken from work histories		YES					
jprmain	whether aiming to get better job/ be promoted		YES			YES	YES	
jbestopp	if want better job, stay or change?	YES	YES			YES		
jprmpob	chances of promotn in present orgnstn?		YES			YES	YES	
jprmpb1	if no chance promotn, 'cos alrdy highest?		YES			YES	YES	
jstress	compared w 5yrs ago- stress		YES		YES			
jsuperv	compared w 5yrs ago- tight supervision		YES		YES			
jsuperv_86	*86 compared w 5yrs ago- tight supervision	YES						
jtcredit	*did any training or education lead to a qualification					YES	YES	
jtcredit_01	*did any training or education lead to a qualification				YES			
jtenough	Whether training adequate for keeping up to date with the skills required					YES	YES	
jtenough_01	2001: was the training you received a				YES			
jtfuture	Will employer provide on-going training in the future?			YES	YES			
jtoption	*was there any time where training would have been useful					YES	YES	
jtoption_01	*was there any time where training would have been useful				YES			
jvariety	compared w 3/4/5yrs ago- variety of tasks				YES	YES		
jvariety_92	*92 compared w 5yrs ago- variety of tasks		YES					
jsecur	Compared to 5 years ago - Job security	YES	YES					
kmarrried	marital status	YES		YES	YES	YES	YES	
kchildrn	whether have any children (under 16) who are financially dependent			YES	YES	YES	YES	
ku16	number of dependent children (under 16)	YES	YES	YES	YES	YES	YES	
ku5	number of dependent children (under 5)	YES	YES	YES	YES	YES	YES	
kethnic2	Ethnicity detailed			YES	YES	YES	YES	
kcasi	whether respondent accepts self-completion				YES	YES		
kworry	after i leave my work i keep worrying about job problems		YES		YES	YES	YES	YES
kunwind	i find it difficult to unwind at the end of a workday		YES		YES	YES	YES	YES
kusedup	i feel used up at the end of a workday		YES		YES	YES	YES	YES
kcalm	calm				YES	YES	YES	
ktense	tense				YES	YES	YES	
kcontent	contented				YES	YES	YES	
krelax	relaxed				YES	YES	YES	
kuneasy	uneasy				YES	YES	YES	
kworry2	worried				YES	YES	YES	
ksmiley	enthusiastic				YES	YES	YES	
kcheery	cheerful				YES	YES	YES	
kdepress	depressed				YES	YES	YES	
kgloomy	gloomy				YES	YES	YES	
kmisery	miserable				YES	YES	YES	
koptim	optimistic				YES	YES	YES	
ksat1	satisfaction with this aspect of own job - your promotion prospects		YES			YES	YES	YES
ksat2	satisfaction with this aspect of own job - your pay		YES			YES	YES	YES
ksat3	satisfaction with this aspect of own job - relations with your supervisor or man		YES			YES	YES	YES
ksat4	satisfaction with this aspect of own job - your job security		YES			YES	YES	YES
ksat5	satisfaction with this aspect of own job - the opportunity to use your abilities		YES			YES	YES	YES
ksat6	satisfaction with this aspect of own job - being able to use your own initiative		YES			YES	YES	YES
ksat7	satisfaction with this aspect of own job - the ability and efficiency of the man		YES			YES	YES	YES
ksat8	satisfaction with this aspect of own job - the hours you work		YES			YES	YES	YES
ksat9	satisfaction with this aspect of own job - fringe benefits		YES			YES	YES	YES
ksat10	satisfaction with this aspect of own job - the work itself		YES			YES	YES	YES
ksat11	satisfaction with this aspect of own job - the amount of work		YES			YES	YES	YES
ksat12	satisfaction with this aspect of own job - the variety in the work		YES			YES	YES	YES
ksat13	satisfaction with this aspect of own job - the training provided		YES			YES	YES	YES
ksat14	satisfaction with this aspect of own job - the friendliness of co-workers		YES			YES	YES	YES
ksatis	overall satisfaction with job		YES		YES	YES	YES	YES
ilate	If they persistently arrived late at work: How long would take to be dismissed		YES				YES	YES
inothard	If they persistently did not work hard: How long would take to be dismissed		YES				YES	
idismis	* How anxious are you about: Being dismissed without good reason						YES	YES
idiscrim	* How anxious are you about: Being unfairly treated through discrimination						YES	YES
ivictim	* How anxious are you about: Victimisation by management						YES	YES
qfuture	willingness for recontact in 2-3 years				YES	YES	YES	
qstable	whether gave address details for stable contact				YES	YES	YES	
qrelat	long-term contact's relationship to respondent					YES	YES	
qmove	whether any possibility will move house in next three years				YES	YES	YES	
qmove2	likelihood of moving house in next three years				YES	YES	YES	
qsuperv	whether can use telephone number for supervisor calls				YES	YES	YES	
qpubdata	willingness to provide name and address of organisation work for				YES	YES	YES	
homettwa	travel to work area					YES	YES	
qbigger	whether workplace part of bigger organisation				YES	YES	YES	
aintdate	date of interview				YES	YES	YES	
outcome	full or partial interview?				YES			
arfq3	enter number of occupied dwelling units				YES			
arfq12	enter number of people aged between 20 a				YES			
gppw	gross weekly pay for employees			YES	YES	YES	YES	
gpayp	gross hourly pay for employees and self-employed, priority given to gghour			YES	YES	YES	YES	
bworkcat	workplace size bands	YES	YES	YES	YES	YES	YES	
bwrkcatp	2-category workplace size bands	YES	YES	YES	YES	YES	YES	
kethnicNI	Ethnicity Northern Ireland sample					YES		
holnvq0	Level 0 - Qualification level held	YES	YES	YES	YES	YES	YES	
holnvq1	Level 1 - Qualification level held	YES	YES	YES	YES	YES	YES	
holnvq2	Level 2 - Qualification level held	YES	YES	YES	YES	YES	YES	
holnvq3	Level 3 - Qualification level held	YES	YES	YES	YES	YES	YES	
holnvq45	Level 4/5 - Qualification level held	YES	YES	YES	YES	YES	YES	
degr	Holds a degree	YES	YES	YES	YES	YES	YES	
hiqno	highest required qualification-level0	YES	YES	YES	YES	YES	YES	
hiq1	highest required qualification-level1	YES	YES	YES	YES	YES	YES	
hiq2	highest required qualification-level2	YES	YES	YES	YES	YES	YES	
hiq3	highest required qualification-level3	YES	YES	YES	YES	YES	YES	
hiq45	highest required qualification-level45	YES	YES	YES	YES	YES	YES	
rdegr	highest required qualification-degree	YES	YES	YES	YES	YES	YES	
trlev	entire training range for SS series			YES	YES	YES	YES	
trlevp	Training requirement for all years	YES	YES	YES	YES	YES	YES	
lrnlev	learning required, all		YES	YES	YES	YES	YES	
lrnlevp	learning required, employees	YES	YES	YES	YES	YES	YES	

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**Skills and Employment Survey Series: Variable Availability, 1986-2012**

variable name	variable label	1986	1992	1997	2001	2006	2012	2000
hightr	More than Two Year's Training	YES	YES	YES	YES	YES	YES	
lowtr	Up to Three Months or No Training	YES	YES	YES	YES	YES	YES	
highdowp	Over Two Year's Learning Time, employees, all years	YES	YES	YES	YES	YES	YES	
lowdowp	Less Than One Month's Learning Time, employees, all years	YES	YES	YES	YES	YES	YES	
highdow	Over Two Year's Learning Time, all, 92/97/01/06		YES	YES	YES	YES	YES	
lowdow	Less Than One Month's Learning Time, all, 92/97/01/06		YES	YES	YES	YES	YES	
aholnq45	highest academic qualifications held - level four and above	YES	YES	YES	YES			
aholnvq0	no academic qualifications held	YES	YES	YES	YES			
aholnvq1	highest academic qualification held - level one	YES	YES	YES	YES			
aholnvq2	highest academic qualifications held - level two	YES	YES	YES	YES			
aholnvq3	highest academic qualifications held - level three	YES	YES	YES	YES			
exp	work experience as estimated by respondent	YES		YES	YES	YES		
expsq	squared work experience	YES		YES	YES	YES		
ghr	gross hourly pay	YES						
ghrearn3	gross hourly earnings		YES					
h2_sic92	job 5/4/3 years ago sic92 in nu				YES			
hsoc2000	job 5/4/3 years ago soc 2000 in				YES			
kethnic	Ethnicity - complete series	YES	YES	YES	YES	YES	YES	
kmarp	kmarried with 2 categories	YES	YES	YES	YES	YES	YES	
rahiq0	no academic quals required for job	YES	YES	YES	YES			
rahiq1	highest academic quals required for job - level one	YES	YES	YES	YES			
rahiq2	highest academic quals required for job - level two	YES	YES	YES	YES			
rahiq3	highest academic quals required for job - level three	YES	YES	YES	YES			
rahiq45	highest academic quals required for job - level four and above	YES	YES	YES	YES			
rsubdeg	professional qualification required	YES	YES	YES	YES	YES	YES	
rvhiq0	no vocational quals required to get job	YES	YES	YES	YES			
rvhiq1	highest vocational quals required to get job - level one	YES	YES	YES	YES			
rvhiq2	highest vocational quals required to get job - level two	YES	YES	YES	YES			
rvhiq3	highest vocational quals required to get job - level three	YES	YES	YES	YES			
rvhiq45	highest vocational quals required to get job - level four and above	YES	YES	YES	YES			
subdeg	professional qualification held	YES	YES	YES	YES	YES	YES	
tenurec	months of job tenure	YES		YES	YES			
ttwa	All surveys on ttwa 84 basis	YES	YES	YES	YES		YES	
ttwanew	2001 (SS2) ttwa 2000 basis	YES			YES			
versc	nssec for 86, 92 and 97	YES	YES	YES				
vholnq45	highest vocational qualifications held - level four and above	YES	YES	YES	YES			
vholnvq0	no vocational qualifications held	YES	YES	YES	YES			
vholnvq1	highest vocational qualification held - level one	YES	YES	YES	YES			
vholnvq2	highest vocational qualifications held - level two	YES	YES	YES	YES			
vholnvq3	highest vocational qualifications held - level three	YES	YES	YES	YES			
unttwa	unemployment in TTWA, 92, 97 & 01	YES	YES	YES	YES			
wexp	work experience as age minus age left school		YES	YES	YES	YES		
maths	level of mathematics					YES	YES	
sic92	condensed sic92 - all years	YES	YES	YES	YES	YES	YES	
edlev	Education level held	YES	YES	YES	YES	YES	YES	
redlev	Education level required	YES	YES	YES	YES	YES	YES	
nssec1a	* Reduced NS-SEC (with soc2000) for employees	YES	YES	YES	YES	YES	YES	
nssec1b	* Reduced NS-SEC (with soc2000) for employees - main categories	YES	YES	YES	YES	YES	YES	
nssec2a	* Reduced NS-SEC for employees - from soc90 to soc00		YES	YES	YES			YES
nssec2b	* Reduced NS-SEC for employees - main categories - from soc90 to soc00		YES	YES	YES			YES
ttwa2006	TTWA mapped to 2006 codes						YES	YES
kishwt	kishwt for 1986-2006	YES	YES	YES	YES	YES		YES
weightall	Weight 20-60 year olds, all data points	YES	YES	YES	YES	YES	YES	YES
weight0612	Weight 20-65 year olds, 2006 and 2012 only					YES	YES	