1. Copyright 2009 The European Bank for Reconstruction and Development and The World Bank.
2. BEEPS Panel data set 2002-2009, all variables are matched into the latest survey variables.
3. Version as of November 21, 2013. Replaces the earlier version of August 23, 2013. Changes: Monetary values are in the original currency used in each survey.
4. The monetary units in the panel data set are preserved, i.e. no changes were made compared to the raw data, however it should be noted that the panel data set from the 2002 and 2005 waves have been already converted to American Dollars by the teams implementing the survey. Panel data from 2007 and onwards have all monetary values expressed in local currency units (LCU).
5. There are different scales used in the perceptions questions regarding obstacles to doing business. In the 2002 and 2005 data, they have been re-coded as follows: (1=0) (2=1) (3=2) (4=3) (5=-9). This is not an ideal match as there is no "Very Severe Obstacle" option for the 2002 \& 2005 data. It is suggested that you use caution when making comparisons of these variables across time.
6. Please note that in some cases where the labels of variables contains "year" or "fiscal year", then it could be understand under the context of latest questionnaire and the year variable. For example, the label for d2 could be "Total sales in last fiscal year" and year is 2007 for that observation, then the sales value could be understand as "Total sales in 2006". For the $2008 / 2009$ round (year=2009), last fiscal year refers to 2007 for all observations because fieldwork started in 2008 - before the full-year figures for 2008 were available. Please refer to the questionnaire and the implementation reports if available.not
7. Refer to data in all uses as EBRD-World Bank Business Environment and Enterprise Performance Survey (BEEPS) II-IV
8. Please read the Technical documentation before using the data.
9. Address comments and questions to the form at
http://www.ebrd.com/country/sector/econo/surveys/form.htm (EBRD) or email WB at [rru@worldbank.org](mailto:rru@worldbank.org) (subject Enterprise Surveys Question).
a10:
. . 10 Establishment financial statements prepared separately from other establishments of same firm
a11
10. . 11 If HQ , financial statements independent from the rest of establishments
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b2a:
    1. 2a What percent of this firm is owned by (Private domestic individuals, companies or
    organizations)
b2b:
    1. 2b What percent of this firm is owned by (Private foreign individuals, companies or
        organizations)
b6:
    1. . 6 How many full-time employees did this establishment employ when it started operations?
b7:
    1. . 7 How many years of experience working in this sector does the Top Manager have?
b8:
    1. .8 Does this establishment have an internationally-recognized quality certification?
c3:
    1. .3 Over the last two years, did this establishment submit an application to obtain an
        electrical connection?
c4:
    1. .4 In reference to that application for an electrical connection, approximately how many
        days did it take to obtain it from the day of the application to the day the service was
        received?
c5:
    1. .5 In reference to that application for an electrical connection, was an informal gift or
        payment expected or requested?
c7:
    . .7 In a typical month, over fiscal year 2007, how many power outages did this establishment
        experience?
c9a:
    1. .9 Please estimate the losses that resulted from power outages either as a percentage of
    total annual sales
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c9b:
    1. .9_rubli Please estimate the losses that resulted from power outages either as total annual
    losses
c10
    1. . 10 Over the course of fiscal year 2007, did this establishment own or share a generator?
c11
    1. .11 In fiscal year 2007, what percent of this establishment's electricity came from a
    generator or generators that the establishment owned or shared?
c12
    1. .12 Over the last two years, did this establishment submit an application to obtain a water
    connection?
c13:
    1. .13 In reference to that application for a water connection, approximately how many days did
    it take to obtain it from the day of the application to the day the service was received?
c14:
    1. .14 In reference to that application for a water connection, was an informal gift or payment
    expected or requested?
c15:
    1. .15 Over fiscal year 2007, did this establishment experience insufficient water supply for
    production?
c16
    1. . 16 In a typical month, over fiscal year 2007, how many incidents of insufficient water
    supply did this establishment experience?
c19:
    1. .19 Over the last two years, did this establishment submit an application to obtain a
    telephone connection?
c20
    1. . 20 In reference to that application for a telephone connection, approximately how many days
    did it take to obtain it from the day of the application to the day the service was
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received?

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c21:
    1. . 21 In reference to that application for a telephone connection, was an informal gift or
            payment expected or requested?
c22a:
    1. 22a At the present time, does this establishment use (E-mail to communicate with clients or
        suppliers)
c23:
    1. . 23 Does this establishment have a high-speed Internet connection on its premises?
c24b:
    1. 24b Is this establishment's Internet connection used to: (Make purchases for this
        establishment)?
c24c:
    1. 24c Is this establishment's Internet connection used to: (Deliver services to this
        establishment's clients)?
c24d:
    1. 24d Is this establishment's Internet connection used to: (Do research and develop ideas on
    new products and services)?
c25:
    1. . 25 Over fiscal year [insert last complete fiscal year], did this establishment experience
        unavailability of Internet connection?
c26:
    1. 26. In a typical month, over fiscal year [insert last complete fiscal year], how many times
        has this establishment experienced unavailability of Internet connection?
c27:
    1. . 27 In a typical month, over fiscal year [insert last complete fiscal year], on average how
    long did the unavailability of an Internet connection last?
c28:
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    1. . 28 Do concerns about the security of Internet connections or authentication of parties in
        atransaction affect the volume or nature of purchases that this establishment makes over the
        Internet?
c30a:
    1. . 30a Is electricity No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle, or
    a Very Severe Obstacle to the current operations of this establishment?
c30b:
    1. . 30b Is Telecommunications No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major
        Obstacle, or a Very Severe Obstacle to the current operations of this establishment?
d1a1x:
    1. .lal In fiscal year 2007, what was this establishment's main product, that is, the product
    that represented the largest proportion of annual sales (in LCU)?
d1a2:
    1. .la2 Using this card, please choose the 4-digit code that best applies to the main product
    of this establishment.
d3a
    1. 3a In fiscal year 2007, what percent of this establishment's sales were: (National sales)
d3b:
    1. 3b In fiscal year 2007, what percent of this establishment's sales were: (Indirect exports
    (sold domestically to third party that exports products))
d3c
    1. 3c In fiscal year 2007, what percent of this establishment's sales were: (Direct exports)
d4 :
    1. .4 In fiscal year 2007,when this establishment exported goods directly, how many days did it
    take on average from the time this establishment's goods arrived at their main point of exit
    (e.g., port, airport) until the time these goods cleared
d6a:
    1. . 6aIn fiscal year 2007, what percentage of the consignment value of the products exported
    directly was lost while in transit because of theft, breakage or spoilage?
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ecad8a:
    1. .8a In fiscal year 2007, what was the total value of exports of this establishment?
d10a
    1. .l0a In fiscal year 2007, what percent of the consignment value of products this
    establishment shipped to supply domestic markets was lost while in transit because of theft,
    oreakage or spoilage?
d12a:
    1. .12a In fiscal year 2007, as a proportion of all of the material inputs or supplies
        purchased that year, what percent of this establishment's material inputs or supplies were:
        (Material inputs or supplies of domestic origin)?
d12b:
    1. . 12b In fiscal year 2007, as a proportion of all of the material inputs or supplies
        purchased that year, what percent of this establishment's material inputs or supplies were:
        (Material inputs or supplies of foreign origin)?
d13
    1. .13 Were any of the material inputs or supplies purchased in fiscal year 2007, imported
    directly?
d14:
    1. . 14 In fiscal year 2007, when this establishment imported material inputs or supplies (from
        outside the EU for European Union members), how many days did it take on average from the
        time goods arrived to their point of entry (e.g. port, airp
d16:
    1. .16At the present time, when this establishment receives delivery of its most important
        input, on average, how many days of inventory, measured in days of production, does this
        establishment keep?
d17:
    1. .17 At the present time, when this establishment receives its main sales item, on average,
    how many days of inventory measured in days of sales, does this establishment keep?
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d30a:

1. 30a Is transport No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle, or a Very Severe Obstacle to the current operations of this establishment? (Transport)
d30b:
2. 30b Is transport No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle, or a Very Severe Obstacle to the current operations of this establishment? (Customs and trade regulations)
e1:
3. . 1 In fiscal year 2007, which of the following was the main market in which this establishment sold its main product?
e2:
4. . 2 In fiscal year 2007, for the main market in which this establishment sold its main product, how many competitors did this establishment's main product face?
e3:
5. . 3 Comparing the last month to the first month of the fiscal year 2007 have monthly sales of this establishment's main product increased, remained the same, or decreased?
e4:
6. . 4 Comparing the last month to the first month of the fiscal year 2007 have prices of this establishment's main product increased, remained the same, or decreased?
e6:
7. . 6 Does this establishment at present use technology licensed from a foreign-owned company, excluding office software?
ecaq63a:
8. 63a How important are each of the following factors in affecting decisions to develop new products or services and markets: (Pressure from domestic competitors)
ecaq63b:
9. 63b How important are each of the following factors in affecting decisions to develop new products or services and markets: (Pressure from foreign competitors)
ecaq63c:
10. 63c How important are each of the following factors in affecting decisions to develop new
products or services and markets: (Pressure from customers)
ecaq64a:
11. 64a How important are each of the following factors in affecting decisions with respect to reducing the production costs of existing products or services: (Pressure from domestic competitors)
ecaq64b:
12. $64 b$ How important are each of the following factors in affecting decisions with respect to reducing the production costs of existing products or services: (Pressure from foreign competitors)
ecaq64c:
13. 64c How important are each of the following factors in affecting decisions with respect to reducing the production costs of existing products or services: (Pressure from customers)
e16:
14. . 16 Comparing the last month to the first month of the fiscal year 2007 have monthly purchases of this establishment's main input increased, remained the same, or decreased?
e17:
15. . 17 Comparing the last month to the first month of the fiscal year 2007 have prices of this establishment's main input increased, remained the same, or decreased?
ecaq53:
16. . 53 Over the last three years has this establishment received any subsidies from the national, regional or local governments or European Union sources?
e30:
17. 30.1 Are practices of competitors in the informal sector No Obstacle, a Minor Obstacle, a Moderate Obstacle, Major Obstacle, or a Very Severe Obstacle to the current operations of this establishment?
ecae30:
18. 30.2 Are practices of formal competitors No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle, or a Very Severe Obstacle to the current operations of this establishment? ecaol:
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    1. .1 In the last three years, has this establishment introduced new products or services?
ecao2:
    1. .2 In fiscal year 2007, what percent of this establishment's annual sales was accounted for
    by products or services that were introduced in the last three years?
ecao3:
    1. .3 In fiscal year 2007, did this establishment spend on research and development activities,
    either in-house or contracted with other companies (outsourced)?
ecao4:
    1. CAo4 In fiscal year 2007, how much did this establishment spend on research and development
    activities either in-house or contracted with other companies (outsourced)?
ecao6:
    1. CAo6 Currently, what percent of this establishment's workforce regularly use computers in
        their jobs?
ecao11:
    1. CAol1 In the last three years, has this establishment contracted with other companies
        (outsourced) activities previously performed in-house?
ecao12:
    1. .12 In the last three years, has this establishment discontinued at least one product line
        or service?
ecao13:
    1. .13 In the last three years, has this establishment upgraded an existing product line or
        service?
ecao14:
    1. CAol4 Which of the following best corresponds to the main way employees are promoted in this
    establishment?
ecao15:
    1. CAo15 Which of the following best corresponds to this establishment's main policy when
        dealing with employees who do not meet expectations in their position?
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f1:
    1. . I In fiscal year 2007, what was this establishment's output produced as a proportion of the
    maximum output possible if using all facilities available (capacity utilization)?
f2:
    1. .2 In fiscal year 2007, how many hours per week did this establishment normally operate?
ecaw2:
    1. .2 In fiscal year 2007, how much did all the inspections that took place at this
    establishment cost, including official fines and any unofficial payments?
ecaw3:
    1. . 3 In fiscal year 2007, how many working days were spent by all staff members dealing with
        all the procedures related to these inspections?
ecaw30 :
    1. . 30 Are business inspections No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major
    Obstacle, or a Very Severe Obstacle to the current operations of this establishment.
ecap1:
    1. .l In fiscal year 2007, was it compulsory for this establishment to have a certificate to
        produce or sell any of its products or services?
ecap2:
    1. .2 In fiscal year 2007, what percent of this establishment's sales were from products or
        services subject to compulsory certificates?
ecap3:
    1. .3 In fiscal year 2007 how many compulsory certificates did this establishment obtain?
ecap4:
    1. .4 In fiscal year 2007, how many working days were spent by all staff members when obtaining
    compulsory certificates?
ecap5:
    1. . 5 Considering all compulsory certificates applied for in fiscal year 2007, how many days
        did it take on average to obtain them from the day of the application to the day the
        certificates were granted?
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ecap6:
    1. .6 In fiscal year 2007, approximately how much did this establishment spend on obtaining
            compulsory certificates, including all official and unofficial costs?
ecap7:
    1. .7 In order to obtain any of the compulsory certificates was a gift or informal payment
        expected or requested?
ecap30:
    1. . 30 Are compulsory certification procedures No Obstacle, a Minor Obstacle, a Moderate
        obstacle, a Major Obstacle, or a Very Severe Obstacle to the current operations of this
        establishment?
ecag10:
    1. .10 What was the average validity, in months, of the permits obtained in the last two years?
ecag11:
    1. .11 How many working days were spent by all staff members on the procedures related to
    obtaining the permits applied for over the last two years?
ecag12:
    1. . 12 How much was spent on average to obtain a permit applied for over the last two years,
        including formal and informal payments?
ecag13:
    1. .13 How many days did it take on average to obtain a permit applied for over the last two
    years, from the day of the application to the day it was granted?
ecag14:
    1. .14 In reference to any of those applications for permits, was an informal gift or payment
        expected or requested?
g2:
    1. .2 More specifically, over the last two years, did this establishment submit an application
    to obtain a construction-related permit?
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g3:

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    1. .3 In reference to that application for a construction-related permit, approximately how
    many days did it take to obtain it from the day of the application to the day the permit was
    granted?
g4:
    1. .4 In reference to that application for a construction-related permit, was an informal gift
    or payment expected or requested?
g6a:
    .6a Of the buildings occupied by this establishment, what percent is owned and what percent
    is rented or leased? (Owned by this establishment)
g6b:
    1. .6b Of the buildings occupied by this establishment, what percent is owned and what percent
    is rented or leased? (Rented or leased by this establishment)
g6c:
    . . 6b Of the buildings occupied by this establishment, what percent is owned and what percent
    is rented or leased? (Other)
g7:
    1. 7. In the last three years, has this establishment acquired or attempted to acquire
        additional land or buildings to expand operations?
g8a
    1. 8. In the last three years, has this establishment been successful in acquiring land or new
        premises?
g30a:
    1. . 30 Is access to land No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle,
    or a Very Severe Obstacle to the current operations of this establishment? (Access to land)
g30b :
    1. . 30 Is access to land No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle,
    or a Very Severe Obstacle to the current operations of this establishment? (Zoning
    restrictions)
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i1:

1. . 1 In fiscal year 2007, did this establishment pay for security, for example equipment, personnel, or professional security services?n
i2a:
2. .2.1 In fiscal year 2007 , what percent of this establishment's total annual sales was paid for security?n
3. . 3 In fiscal year 2007, did this establishment experience losses as a result of theft, robbery, vandalism or arson?n
i4a
4. .4.1 In fiscal year 2007, what were the estimated losses as a result of theft, robbery, vandalism or arson that occurred on this establishment's premises as a percentage of total annual sales?n
i4b:
5. .4.2 In fiscal year 2007, what were the estimated losses as a result of theft, robbery, vandalism or arson that occurred on this establishment's premises as total annual losses?n
6. . 30 Are crime, theft and disorder No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle, or a Very Severe Obstacle to the current operations of this establishment?n
kld :
7. . Id In fiscal year 2007, did this establishment purchase any material inputs or services and pay for them after delivery (on credit)?n
k1e
8. . Ie In fiscal year 2007, what percent of this establishment's purchases of material inputs and services were paid after delivery (on credit)?n
k2a:
9. 2a In fiscal year 2007 , what percent of this establishment's total annual sales of its goods or services were: (Paid for before the delivery)?n
k2b
10. 2 b In fiscal year 2007 , what percent of this establishment's total annual sales of its goods
or services were: (Paid for on delivery) ?n
k2c:
11. 2c In fiscal year 2007, what percent of this establishment's total annual sales of its goods or services were: (Paid for after delivery)?n
k 4 :
12. . 4 In fiscal year 2007, did this establishment purchase any fixed assets, such as machinery, vehicles, equipment, land or buildings?n
n5a
13. 5a In fiscal year 2007, how much did this establishment spend on purchases of: (Machinery, vehicles, and equipment (new or used)?n
n5b
14. n5b In fiscal year 2007, how much did this establishment spend on purchases of: (Land and buildings) ?n
k5a:
15. 5a Over fiscal year 2007, please estimate the proportion of this establishment's total purchase of fixed assets that was financed from each of the following sources? (Internal funds or retained earnings)?
k5i:
16. 5i Over fiscal year 2007, please estimate the proportion of this establishment's total purchase of fixed assets that was financed from each of the following sources? (Owners' contribution or issued new equity shares)?
ecak5b:
17. 5b Over fiscal year 2007, please estimate the proportion of this establishment's total purchase of fixed assets that was financed from each of the following sources? (Borrowed from private banks)?
ecak5c:
18. 5c Over fiscal year 2007, please estimate the proportion of this establishment's total purchase of fixed assets that was financed from each of the following sources? (Borrowed from state-owned bank)?
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k5f:
    1. 5f Over fiscal year 2007, please estimate the proportion of this establishment's total
purchase of fixed assets that was financed from each of the following sources? (Purchases on
credit from suppliers and advances from customers)?
k5hdej:
    1. 5hdej Over fiscal year 2007, please estimate the proportion of this establishment's total
        purchase of fixed assets that was financed from each of the following sources? (Other
        (moneylenders, friends, relatives, non-banking financial institutions etc) )?
k6:
    1. In Slovak Republic, the translation of this question was inaccurate (it only asked about a
        savings account) which resulted in the data not being comparable with other countries. The
        values were replaced with missing values for Slovak Republic only
k8:
    1. .8 At this time, does this establishment have a line of credit or a loan from a financial
        institution?n
k9:
    1. .9 Referring to the most recent line of credit or loan, what type of financial institution
        granted this loan?
k11:
    1. .11 Referring only to this most recent loan or line of credit, what was its value at the
        time of approval?n
k13
    1. .13 Referring only to this most recent loan or line of credit, did the financing require
    collateral?n
k14b:
    1. 14b Referring only to this most recent loan or line of credit, what type of collateral was
    required (Machinery and equipment including movables)?n
k14c:
    1. 14c Referring only to this most recent loan or line of credit, what type of collateral was
    required (Accounts receivable and inventories)?n
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k14d:
    1. 14d Referring only to this most recent loan or line of credit, what type of collateral was
    required (Personal assets of owner (house, etc.) ) ?n
k14e:
    1. 14e Referring only to this most recent loan or line of credit, what type of collateral was
    required (Other forms of collateral not included in the categories above)?n
k15
    1. .15 Referring only to this most recent line of credit or loan, what was the approximate
        value of the collateral required as a percentage of the value of the loan or line of
        credit?n
k16:
    . .16 Referring again to the last fiscal year 2007, did this establishment apply for any loans
        or lines of credit?n
k17:
    1. .17 What was the main reason why this establishment did not apply for any line of credit or
    loan in fiscal year 2007?
k21
    1. . 21 In fiscal year 2007, did this establishment have its annual financial statements checked
        and certified by an external auditor?n
k30:
    1. . 30 Is access to finance, which includes availability and cost, interest rates, fees and
        collateral requirements, No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major
        Obstacle, or a Very Severe Obstacle to the current operations of this establishme
ecaq31e:
    1. . 3le Has this establishment been to court as a plaintiff or as a defendant in the last three
    years?n
h7a:
    1. .1.1 For each statement, please tell me if you Strongly disagree, Tend to disagree, Tend to
    agree, or Strongly agree. "The court system is fair, impartial and uncorrupted."n
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ecaj1b:
    1. .1.2 For each statement, please tell me if you Strongly disagree, Tend to disagree, Tend to
    agree, or Strongly agree. "The court system is quick."n
ecajlc:
    1. .1.3 For each statement, please tell me if you Strongly disagree, Tend to disagree, Tend to
    agree, or Strongly agree. "The court system is able to enforce its decisions."n
j2:
    . .2 In a typical week over the last year, what percentage of total senior management
j3:
    1. .3 Over the last year, was this establishment visited or inspected by tax officials?n
j4:
    1. .4 Over the last year, how many times was this establishment either inspected by tax
            officials or required to meet with them?n
j5:
    1. .5 In any of these inspections or meetings was a gift or informal payment expected or
    requested?n
ecaj5a:
    1. .5a Over the last year, considering the overall process of filing and paying taxes, how many
    working days were spent by all staff members involved in the process?n
j6a:
    1. .6a Over the last year, has this establishment secured or attempted to secure a government
    contract?n
j6:
    1. .6 When establishments like this one do business with the government, what percent of the
        contract value would be typically paid in informal payments or gifts to secure the
        contract?n
j7a:
    1. .7 It is said that establishments are sometimes required to make gifts or informal payments
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    to public officials to "get things done" with regard to customs, taxes, licenses,
    regulations, services etc. On average, what percent of total annual sales, or est
j7b:
    1. .7.1 It is said that establishments are sometimes required to make gifts or informal
    payments to public officials to "get things done" with regard to customs, taxes, licenses,
    regulations, services etc. On average, what percent of total annual sales, or e
j10:
    .10 Over the last two years, did this establishment submit an application to obtain an
    import license?n
j11:
    1. .11 Approximately how many days did it take to obtain this import license from the day of
    the application to the day it was granted?n
j12
.12 In reference to that application for an import license, was an informal gift or payment
expected or requested?n
j13
    1. .13 Over the last two years, did this establishment submit an application to obtain an
    operating license?n
j14:
    1. . 14 Approximately how many days did it take to obtain this operating license from the day of
    the application to the day it was granted?n
j15:
    1. .15 In reference to that application for an operating license, was an informal gift or
    payment expected or requested?n
ecaj14a:
    1. .14a Considering all operating licenses applied for in the last two years how much was
        spent, to obtain them, including formal and informal payments?n
j30a:
    1. 30a As I list some factors that can affect the current operations of a business, please look
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at this card and tell me if you think that each factor is No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle, or a Very Severe Obstacle to the c
j30b:

1. $30 b$ As $I$ list some factors that can affect the current operations of a business, please look at this card and tell me if you think that each factor is No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle, or a Very Severe Obstacle to the c
j30c:
2. 30 c As I list some factors that can affect the current operations of a business, please look at this card and tell me if you think that each factor is No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle, or a Very Severe Obstacle to the c
j30e:
3. 30 e As I list some factors that can affect the current operations of a business, please look at this card and tell me if you think that each factor is No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle, or a Very Severe Obstacle to the c
j30f:
4. $30 f$ As I list some factors that can affect the current operations of a business, please look at this card and tell me if you think that each factor is No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle, or a Very Severe Obstacle to the c
h30:
5. 30 As I list some factors that can affect the current operations of a business, please look at this card and tell me if you think that each factor is No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle, or a Very Severe Obstacle to the cu
ecaq39:
6. . 39 Thinking about officials, would you say the following statement is always, usually, frequently, sometimes, seldom or never true?n
ecaq41a:
7. 4la Thinking now of unofficial payments/gifts that establishments like this one would make in a given year, please tell me how often would they make payments/gifts for the following purposes: (To deal with customs/imports).n
ecaq41b:
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1. 41b Thinking now of unofficial payments/gifts that establishments like this one would make in a given year, please tell me how often would they make payments/gifts for the following purposes: (To deal with courts).n
ecaq41c:
1. 41c Thinking now of unofficial payments/gifts that establishments like this one would make in a given year, please tell me how often would they make payments/gifts for the following purposes: (To deal with taxes and tax collection).n
. . 1 At the end of fiscal year 2007 , how many permanent, full-time employees did this establishment employ?n
12:
1. . 2 Three fiscal years ago, at the end of fiscal year 2004 , how many permanent, full-time employees did this establishment employ?n
13a:
1. . 3a At the end of fiscal year 2007, how many permanent, full-time employees were: (Production employees)?
13b:
1. . 3b At the end of fiscal year 2007 , how many permanent, full-time employees were: (Non-production employees [e.g., managers, administration, sales])?
14 a
1. . 4a At the end of fiscal year 2007, how many permanent, full-time employees were: (Skilled production workers) ?"
14b:
1. . 4b At the end of fiscal year 2007, how many permanent, full-time employees were: (Unskilled production workers) ?"
15:
1. .5.At the end of fiscal year 2007, how many permanent full-time employees of this establishment for the following categories were female?
```

15a

1. . 5 At the end of fiscal year 2007, how many permanent full-time employees of this establishment were female?n

15b:

1. . 5b At the end of fiscal year 2007 , how many permanent full-time employees of this establishment were female? (Female permanent full-time non-production employees)

16:

1. . 6 How many full-time temporary employees did this establishment employ in fiscal year 2007?n

18:

1. . 8 What was the average length of employment of all full-time temporary employees in fiscal year 2007?n

110:

1. . 10 Over fiscal year 2007, did this establishment have formal training programs for its permanent, full-time employees?n

111a:

1. . 11a Referring to the training programs run over fiscal year 2007 , what percent of permanent, full-time employees of the following categories received formal training ()?n

111b:

1. . 11b Referring to the training programs run over fiscal year 2007 , what percent of permanent, full-time employees of the following categories received formal training (Non-production full-time permanent employees trained)?n
ecaq69:
2. . 69 What percent of this establishment's labor force employed at the end of fiscal year 2007 had a university degree?n

130a:

1. 130a Are labor regulations No Obstacle, a Minor Obstacle, a Moderate Obstacle, a Major Obstacle, or a Very Severe Obstacle to the current operations of this establishment?n

130b:

1. l30b Is an inadequately educated workforce No Obstacle, a Minor Obstacle, a Moderate

Obstacle, a Major Obstacle, or a Very Severe Obstacle to the current operations of this establishment?n

```
m1a:
    1. .1 Which of the following elements of the business environment, if any, currently represents
the biggest obstacle faced by this establishment.n
m1d
    1. .1 Which of the following elements of the business environment, if any, currently represents
the biggest obstacle faced by this establishment. (Rotation)
n2a
    1. . 2 For fiscal year 2007, please provide the following information about Total annual cost of
labor (including wages, salaries, bonuses, social payments).n
n2e:
    1. . 2 For fiscal year 2007, please provide the following information about Total annual cost of
    raw materials and intermediate goods used in production.n
n2f:
.2 For fiscal year 2007, please provide the following information about Total annual costs
of fuel.n
n2i:
    1. .2.For fiscal year 2007, please provide the following information about this
    establishment:Total annual cost of finished goods and materials purchased to resell.
n2b:
    .2 For fiscal year 2007, please provide the following information about Total annual costs
    of electricity.n
n2c:
    1. . 2 For fiscal year 2007, please provide the following information about Total annual costs
    of communications services.n
n2h:
    1. . 2 For fiscal year 2007, please provide the following information about Total annual costs
    of water.n
```

```
n3:
    1. .3 In fiscal year [insert three complete fiscal years ago], three fiscal years ago, what
            were total annual sales for this establishment?n
n4a
    . .4a In fiscal year 2007, what was the approximate average monthly compensation, including
    benefits when applicable, for a full-time production employee?n
n6a:
    1. .6a.At the end of fiscal year 2007, what was the net book value, that is the value of assets
    after depreciation, of the following:Machinery, vehicles, and equipment
n6b
    . .6b At the end of fiscal year 2007, what was the net book value, that is the value of assets
    after depreciation, of the following (Land and buildings)?n
n7a
    . .7a.Hypothetically, if this establishment were to purchase the assets it uses now, in their
    current condition, how much would they cost?Machinery, vehicles, and equipment
n7b
    1. .7b Hypothetically, if this establishment were to purchase the assets it uses now, in their
    current condition, how much would they cost (Land and buildings)?n
ecaq52a:
    1. 52a Does this establishment currently have any payments overdue by more than 90 days with
        (Utilities).n
ecaq52b:
    1. 52b Does this establishment currently have any payments overdue by more than 90 days with
        (Taxes).n
b20:
    1. . 20 The World Bank might be interested in getting in touch with you to follow up on some
        aspects of this interview. Would you have any objection if we provide them with your contact
        information?
```

```
a16:
    1. .16 It is my perception that the responses to the questions regarding opinions and
        perceptions
a17a:
    1. . 17 The responses to the questions regarding figures (productivity and employment numbers)
a17x:
    1. .17 The responses to the questions regarding figures (productivity and employment numbers)
a19min:
    1. .19 If option 2 or 3 in A.18, estimate duration of the whole interview (Minutes)
wmedian:
    1. Eligible establishments are those for which it was possible to directly determine
    eligibility and those that rejected the screener questionnaire or an answering machine or
    fax was the only response. For Albania, the weights are based on the actual situation, not
    on the assumptions.
wweak:
    1. Eligible establishments are those for which it was possible to directly determine
    eligibility and those that rejected the screener questionnaire or an answering machine or
        fax was the only response as well as all establishments for which it was not possible to
        finalize a contact are assumed eligible.
wstrict:
    1. Eligible establishments are only those for which it was possible to directly determine
        eligibility.
```


## VARIABLE LABELS

| variable name | storage type | display <br> format | value <br> label | variable label |
| :---: | :---: | :---: | :---: | :---: |
| panel | byte | \%24.0g | panel | Panel: Firm interviewed in these years |
| panelid | float | \%9.0g |  | Panel ID |


| idstd | long | $\% 12.0 \mathrm{~g}$ |  | WEB STD FIRMID |
| :---: | :---: | :---: | :---: | :---: |
| year | int | $\% 9.0 \mathrm{~g}$ |  | Year of survey |
| seno2002 | int | \%8.0f |  | ID in 2002 |
| size | byte | $\% 19.0 \mathrm{~g}$ | size | Size |
| a2 | str39 | \%39s |  | Sampling Region |
| id | double | $\% 12.0 \mathrm{~g}$ |  | interview number |
| id2007 | long | $\% 12.0 \mathrm{~g}$ |  | ID in 2007 |
| id2005 | int | \% 8.0 g |  | ID in 2005 |
| a0 | byte | $\bigcirc 8.0 \mathrm{~g}$ | a0 | a. 0 questionnaire |
| a1 | float | $\% 23.0 \mathrm{~g}$ | a1 | a. 1 country code |
| ala | byte | $\% 8.0 \mathrm{~g}$ | ala | language of the interview |
| a3 | byte | $\% 35.0 \mathrm{~g}$ | a31bl | a3 city - population |
| a4a | byte | $\because 8.0 \mathrm{~g}$ | a4a | a.4.a industry samplig sector |
| a 4 b | byte | \%8.09 | a4b | a.4.b industry screener sector |
| a5 | byte | $\% 8.0 \mathrm{~g}$ | a5 | a. 5 sector match between screener information and sample frame |
| a6a | byte | \%8.0g | a6a | a.6.a samplig size |
| a6b | byte | \%8.0g | a 6 b | a.6.b screener size |
| a 7 | byte | $\because 8.0 \mathrm{~g}$ | a7 | a. 7 establishment is part of a large firm |
| a8 | byte | $\bigcirc 8.0 \mathrm{~g}$ | a8 | a. 8 type of establishment |
| a 9 | byte | \% 8.09 | a9 | a. 9 establishment financial statements prepared separately of hq statements |
| a10 | byte | $\% 8.0 \mathrm{~g}$ | a10 | * a. 10 establishment financial statements separate from other establishments |
| a11 | byte | $\% 8.0 \mathrm{~g}$ | a11 | * a. 11 if hq, financial statements independent of the rest of establishment |
| a12 | long | $\% 8.0 \mathrm{~g}$ |  | a. 12 inteviewer number |
| a13 | long | \% 8.0g |  | a. 13 supervisor number |
| a14d | byte | \% 8.0 g |  | day |
| a14m | byte | \%8.0g |  | month |
| a14y | int | $\% 8.0 \mathrm{~g}$ |  | year |
| a14h | byte | $\% 8.0 \mathrm{~g}$ |  | hour |
| a14min | byte | \%8.09 |  | minutes |
| b1 | byte | $\% 8.0 \mathrm{~g}$ | b1 | what is this firm's current legal status? |
| b1x | str 74 | $\% 74 \mathrm{~s}$ |  | b1x.other (specify) |
| b3 | byte | $\because 8.0 \mathrm{~g}$ | b3 | what percentage of this firm does the largest owner(s) own? |
| b2a | byte | $\% 8.0 \mathrm{~g}$ | b2a | * b. 2 a private domestic individuals, companies or |


establishment in last fiscal yr

* application to obtain a water connection submitted over the last 2 fiscal years?
* how many days did it take for you to obtain a water connection?
* when you applied for a water connection, was an informal gift requested?
* did you experience insufficient water supply for production in last fiscal yr?
* frequency of incidents of water shortages in a typical month in last fiscal yr
average length of water shortage (affecting production) in last fiscal year
* application to obtain a telephone connection submitted over the last two years
* how many days did it take for you to receive a telephone connection service?
* when you applied for a telephone connection was an informal gift requested?
* do you currently communicate with clients and suppliers by e-mail?
do you currently communicate with clients and suppliers via your website?
* does the firm have a high-speed, broadband internet connection on its premises?
* is the internet connection used to: order purchases for this establishment?
* is the internet connection used to: deliver services to your clients?
* is internet used to: do research and develop ideas on new products and services?
* was unavailability of internet connection experienced in last fiscal year?
* frequency of unavailability of internet connection in av. month in last fisc yr
* length of unavailability of internet connection in av. month in last fiscal yr
* do security or authentication concerns affect

| c30a | byte | \% 8.0 g | c30a | * how much of an obstacle is electricity to the current operations of this firm? |
| :---: | :---: | :---: | :---: | :---: |
| c30b | byte | \% 8.0g | c30b | * how much of an obstacle are telecommunications to the operations of this firm? |
| d1a1x | str93 | \%93s |  | * main product \service (by the largest \% of annual sales) in last fiscal year |
| d1a2 | int | \% 8. 0 g | d1a2 | * first product/service isic code |
| d1a3 | byte | $\div 8.0 \mathrm{~g}$ | d1a3 | first product/service, percent of total annual sales |
| d2 | double | \%12.0g | d2 | in last fiscal year, what were this establishment's total annual sales? |
| d3a | byte | \% 8.0g | d3a | * what \% of establishment's sales were: national sales? |
| d3b | byte | \% 8.0g | d3b | * what \% of establishment's sales were: indirect exports? (using a third party) |
| d3c | byte | \% 8.0g | d3c | * what \% of establishment's sales were: direct exports? |
| d4 | int | \% 8.0g | d4 | * in 2007, how many av. days did it take for your exported goods to clear customs? |
| d6a | byte | \% 8.0g | d6a | * \% consignment value dir. exports lost in transit due to theft/breakage/spoilage |
| d8 | int | \% 8. 0 g | d8 | in what year did this establishment first export directly or indirectly? |
| ecad8a | double | \%12.0g | ecad8a | * total value of exports of this establishment in last complete fiscal year |
| d10a | int | \% 8.0 g | d10a | * \% consignment value dom. exports lost in transit due to theft/breakage/spoilage |
| d12a | byte | \% 8.0 g | d12a | * \% of material inputs and supplies of domestic origin in last fiscal year |
| d12b | byte | \% 8.0g | d12b | * \% of material inputs and supplies of foreign origin in last fiscal year |
| d13 | byte | \% 8.0g | d13 | * were any of these material inputs and supplies imported directly? |
| d14 | int | \% 8.0 g | d14 | * av. no. days for imported goods to clear customs in last fiscal year |
| d16 | int | \% 8.0g | d16 | * when you receive your most key input, how many days of stock is available? |
| d17 | int | \% 8.0 g | d17 | * av. number of days of inventory on hand after |


|  |  |  |  | receving sales item |
| :---: | :---: | :---: | :---: | :---: |
| d30a | byte | $\% 8.0 \mathrm{~g}$ | d30a | * how much of an obstcle is: transportation of goods, supplies, and inputs? |
| d30b | byte | $\% 8.0 \mathrm{~g}$ | d30b | * how much of an obstacle is: customs and trade regulations? |
| e1 | byte | \% 8.0 g | e1 | * main mkt in which you sold your main product or service in last fiscal year |
| e2 | byte | $\% 8.0 \mathrm{~g}$ | e2 | * how many competitors did this establishment's main product/product line face? |
| e3 | byte | $\% 8.0 \mathrm{~g}$ | e3 | * no. sales of main product increase/remain the same/decrease in last fiscal yr? |
| e 4 | byte | $\% 8.0 \mathrm{~g}$ | e4 | * did price of main product increase/remain the same/decrease in last fiscal yr? |
| e6 | byte | $\% 8.0 \mathrm{~g}$ | e6 | * do you use technology licensed from a foreign-owned company? |
| e11 | byte | $\% 8.0 \mathrm{~g}$ | e11 | does this establishment compete against unregistered or informal firms? |
| ecaq63a | byte | $\% 8.0 \mathrm{~g}$ | ecaq63a | * effect on decisions to develop new products: pressure from domestic competitors |
| ecaq63b | byte | $\% 8.0 \mathrm{~g}$ | ecaq63b | * effect on decisions to develop new products: pressure from foreign competitors |
| ecaq63c | byte | $\% 8.0 \mathrm{~g}$ | ecaq63c | * effect on decisions to develop new products: pressure from customers |
| ecaq64a | byte | $\% 8.0 \mathrm{~g}$ | ecaq64a | * effect on decisions on production costs: pressure from domestic competitors |
| ecaq64b | byte | $\% 8.0 \mathrm{~g}$ | ecaq64b | * effect on decisions on production costs: pressure from foreign competitors |
| ecaq64c | byte | $\% 8.0 \mathrm{~g}$ | ecaq64c | * effect on decisions on production costs: pressure from customers |
| e16 | byte | $\% 8.0 \mathrm{~g}$ | e16 | * over last fisc. yr, did purchases of main input increase/stay the same/decrease? |
| e17 | byte | $\% 8.0 \mathrm{~g}$ | e17 | * over last fiscal year, did price of main input increase/stay the same/decrease? |
| ecaq53 | byte | $\% 8.0 \mathrm{~g}$ | ecaq53 | * over the last 3 years, has this establishment received any government subsidies? |
| e30 | byte | $\% 8.0 \mathrm{~g}$ | e30 | * how much of an obstacle are the informal sector competitors to your operations? |
| ecae30 | byte | $\% 8.0 \mathrm{~g}$ | ecae30 | * how much of an obstacle are the formal sector |



|  |  |  |  | year |
| :---: | :---: | :---: | :---: | :---: |
| ecap4 | int | \% 8.0 g | ecap4 | * no.days spent by staff obtaining compulsory certificates in last fiscal year |
| ecap5 | int | \%8.0g | ecap5 | * average number of days to obtain compulsory certificate |
| ecap6 | double | $\% 12.0 \mathrm{~g}$ | ecap6 | * amount spent on obtaining compulsory certificates in last fiscal year |
| ecap7 | byte | \% 8.0g | ecap7 | * in order to obtain any compulsory certificates was a gift expected or requested? |
| ecap30 | byte | \%8.0g | ecap30 | * how much of an obstacle are: compulsory certificates? |
| ecag 9 | int | \% 8.0g | ecag 9 | how many permits did this establishment obtain in the last two years? |
| ecag10 | int | \% 8.0 g | ecag10 | * what was the av. validity, in months, of the permits obtained in last 2 years? |
| ecag11 | int | \% 8.0 g | ecag11 | * no. days spent by staff on permit-related procedures in last 2 years |
| ecag12 | double | \% 12.0 g | ecag12 | * average cost of obtaining a permit in last 2 years |
| ecag13 | int | \% 8.0g | ecag13 | * average number of days to obtain a permit over last 2 years |
| ecag14 | byte | \% 8.0 g | ecag14 | * for any permit applications, was an informal gift/payment expected or requested? |
| g2 | byte | \% 8.0g | g2 | * applic. to obtain a construction-related permit submitted over the last 2 years |
| g3 | int | \%8.0g | g3 | * how many days did it take for you to obtain a construction-related permit? |
| g4 | byte | \%8.0g | g4 | * informal gift/payment expected or requested for a construction-related permit |
| g5a | long | $\% 12.0 \mathrm{~g}$ | g5a | what is the total selling area in this establishment? |
| 95b | byte | $\div 8.0 \mathrm{~g}$ | 95b | the area is measured in: |
| g5bx | str8 | $\% 9 \mathrm{~s}$ |  | other |
| g6a | byte | \%8.0g | g6a | * percentage of the building owned by this establishment |
| g6b | byte | \%8.0g | g6b | * percentage of the building leased by this establishment |
| g6c | byte | \% 8.0 g | g6c | * and what percent is occupied in any other way? |
| g7 | byte | \%8.0g | g7 | * acquired additional land or buildings to expand |


| g8a | byte | $\% 8.0 \mathrm{~g}$ | g8a | * in the last 3 years, has this est. been succes. in acquiring land ? |
| :---: | :---: | :---: | :---: | :---: |
| g30a | byte | $\div 8.0 \mathrm{~g}$ | g30a | * how much of an obstacle is access to land to the operations of this firm? |
| g30b | byte | $\div 8.0 \mathrm{~g}$ | g30b | * how much of an obstacle are zoning restrictions to the operations of this firm? |
| i1 | byte | $\% 8.0 \mathrm{~g}$ | i1 | * in fiscal year 2007, did this establishment pay for security? |
| i2a | float | \% 8.0g | i2a | * percentage of total annual sales paid for security in last fiscal year |
| i2b | double | \%12.0g | i2b | in last fiscal year, what is the total annual cost of security? |
| i3 | byte | \% 8.09 | i3 | * losses due to theft, robbery, vandalism or arson experienced in last fiscal year |
| i4a | float | \% 8.0g | i4a | * losses due to theft, robbery,vandalism or arson in last fiscal yr (\% of sales) |
| i4b | double | \%12.0g | i4b | * value of losses due to theft, robbery,vandalism or arson in last fiscal yr |
| i30 | byte | \% 8.09 | i30 | * how much of an obstacle are crime, theft and disorder to this establishment? |
| k1d | byte | \% 8.0g | k1d | * in last fiscal yr, did you pay for any material inputs/services after delivery? |
| kle | byte | \% 8.0g | k1e | * \% material inputs/services paid for after delivery in last fiscal year |
| k2a | byte | \% 8.09 | k2a | * \% of total annual sales paid for before the delivery in last fiscal year |
| k2.b | byte | \%8.0g | k2b | * and what percent were: paid on delivery? |
| k2c | byte | $\div 8.0 \mathrm{~g}$ | k2c | * and what percent were: paid after delivery? |
| k 4 | byte | \%8.0g | k 4 | * did this establishment purchase any fixed assets in last fiscal yr? |
| n5a | double | \%12.0g | n5a | * total annual expenditure for purchases of equipment in last fiscal yr |
| n5b | double | \%12.0g | n5b | * total annual expenditure for purchases of land and buildings in last fiscal yr |
| k5a | byte | \% 8.0g | k5a | * \% of fixed assets funded by internal funds retained earnings in last fiscal yr |
| k5i | byte | \% 8.0 g | k5i | * owners' contributions or issued new equity |


| ecak5b | byte | \% 8.0g | ecak5b | * fixed assets : borrowed from private banks |
| :---: | :---: | :---: | :---: | :---: |
| ecak5c | byte | $\bigcirc 8.0 \mathrm{~g}$ | ecak5c | * fixed assets: borrowed from state-owned banks |
| k5f | byte | \%8.09 | k5f | * purchases on credit from suppliers and advances from customers |
| k5hdej | byte | $\% 8.0 \mathrm{~g}$ | k5hdej | * fixed assets:other (moneylenders, friends, relatives, |
| k6 | byte | \%8.0g | k6 | * does this establishment have a checking and\or saving account? |
| k7 | byte | $\% 8.0 \mathrm{~g}$ | k7 | at this time, does this establishment have an overdraft facility? |
| k8 | byte | \%8.0g | k8 | * does this establishment have a line of credit or loan from a financial inst.? |
| k 9 | byte | $\because 8.0 \mathrm{~g}$ | k9 | * type of financial institution that granted the line of credit or loan |
| k11 | double | $\% 12.0 \mathrm{~g}$ | k11 | * for the most recent loan, what was the value at the time of approval? |
| k13 | byte | $\% 8.0 \mathrm{~g}$ | k13 | * financing required for the most recent line of credit or loan |
| k14a | byte | \% 8.0g | k14a | type of collateral required for the most recent loan? land, buildings |
| k14b | byte | \%8.0g | k14b | * type of collateral required for the most recent loan? equipment |
| k14c | byte | \% 8.0g | k14c | * type of collateral required for the most recent loan? accounts |
| k14d | byte | $\% 8.0 \mathrm{~g}$ | k14d | * type of collateral required for the most recent loan? personal assets |
| k14e | byte | \%8.0g | k14e | * type of collateral required for the most recent loan? other |
| k15 | int | $\% 8.0 \mathrm{~g}$ | k15 | * approx. collateral needed as \% of the loan value \} value of the line of credit |
| k16 | byte | \%8.0g | k16 | * in last fiscal yr, did establishment apply for new loans/lines of credit? |
| k17 | byte | $\div 8.0 \mathrm{~g}$ | k17 | * main reason for not applying for new loans or new lines of credit |
| k18a | byte | $\because 8.0 \mathrm{~g}$ | k18a | apply for any new loans/lines of credit that were rejected in last fiscal year? |
| k21 | byte | \%8.0g | k21 | * financial statements checked \& certified by external auditor in last fiscal yr? |


| k30 | byte | \% 8.0 g | k30 | w much of an obstacle is: access to fi |
| :---: | :---: | :---: | :---: | :---: |
| ecaq31e | byte | $\% 8.0 \mathrm{~g}$ | ecaq31e | * has this establishment been to court as a plaintiff/defendant in last 3 years? |
| h7a | byte | $\because 8.0 \mathrm{~g}$ | h7a | * the court system is fair, impartial and uncorrupted |
| ecaj1b | byte | $\% 8.0 \mathrm{~g}$ | ecaj1b | * "the court system is quick" |
| ecajlc | byte | \%8.0g | ecaj1c | * "the court system is able to enforce its decisions" |
| j2 | float | \% 8.09 | j2 | * what \% of senior management time was spent in dealing with govt regulations? |
| j3 | byte | \%8.0g | j3 | * over the last 12 months, was this establishment inspected by tax officials? |
| j4 | int | \%8.0g | j4 | * frequency of inspections/requirement for meeting by tax officials |
| j5 | byte | $\% 8.0 \mathrm{~g}$ | j5 | * in any of these inspections was a gift or informal requested ? |
| ecaj5a | int | \% 8.0g | ecaj5a | * no. working days spent by all staff members involved in the process |
| j6a | byte | \%8.0g | j6a | * government contract secured (or attempted) in the last 12 months? |
| j6 | float | $\% 8.0 \mathrm{~g}$ | j6 | * \% of contract value av. firm pays in informal gifts to govt to secure contract? |
| j7a | float | \%8.0g | j7a | * percent of total annual sales paid in informal payments |
| j7b | double | \% 12.0 g | j7b | * total annual informal payment |
| j10 | byte | \%8.0g | j10 | * application to obtain an import license submitted over the last 2 years? |
| j11 | int | $\% 8.0 \mathrm{~g}$ | j11 | * how many days did it take to obtain your import license? |
| j12 | byte | \%8.0g | j12 | * when you applied for an import license, was an informal gift requested? |
| j13 | byte | \%8.0g | j13 | * application to obtain an operating license submitted over last 2 years? |
| j14 | int | \%8.0g | j14 | * how many days did it take to obtain your operating license? |
| j15 | byte | \%8.0g | j15 | * when you applied for an operating license was an informal gift requested? |
| ecaj14a | double | \% 12.0 g | ecaj14a | * cost of obtaining all operating licenses applied for in last 2 years |
| j30a | byte | $\% 8.0 \mathrm{~g}$ | j30a | * obstacle to the current operations : tax rates |


| j30b | byte | $\% 8.0 \mathrm{~g}$ | j30b | * obstacle to the current operations : tax administrations |
| :---: | :---: | :---: | :---: | :---: |
| j30c | byte | \%8.0g | j30c | * obstacle to the current operations : business licensing and permits |
| j30e | byte | \%8.0g | j30e | * obstacle to the current operations : political instability |
| j30f | byte | \%8.0g | j30f | * obstacle to the current operations : corruption |
| h30 | byte | \%8.0g | h30 | * obstacle to the current operations : courts |
| ecaq39 | byte | \%8.0g | ecaq39 | * how often do firms like you pay additional payments/informal gifts? |
| ecaq41a | byte | \%8.09 | ecaq41a | * unofficial payments/gifts :to deal with customs/imports |
| ecaq41b | byte | \%8.0g | ecaq41b | * unofficial payments/gifts :to deal with courts |
| ecaq41c | byte | \%8.0g | ecaq41c | * unofficial payments/gifts :to deal with taxes/tax collection |
| 11 | long | \%8.0g | 11 | * no. permanent, full-time employees of this firm at end of last fiscal year |
| 12 | long | \%8.0g | 12 | * no. permanent, full-time employees of this firm at end of 3 fiscal years ago |
| 13a | int | \%8.0g | 13 a | * no. ft employees who were production workers at end of last fiscal yr |
| 13b | int | \%8.0g | 13b | * no. who were non-production workers (e.g., managers, admin, sales)? |
| 14 a | int | \%8.0g | 14 a | * no. ft employees who were skilled prod. workers at end of last fiscal yr |
| 14b | int | \%8.0g | 14b | * no. ft employees who were unskilled prod. workers at end of last fiscal yr |
| 15 | int | \%8.0g | 15 | * no. ft employees who were female at end of last fiscal yr |
| 15a | int | \%8.0g | 15a | * no. ft employees who were female prod. workers at end of last fiscal yr |
| 15.b | int | \%8.0g | 15b | * no. ft employees who were female non-prod. workers at end of last fiscal yr |
| 16 | float | \%8.0g | 16 | * no. full-time temporary employees employed at end of last fiscal year |
| 18 | byte | \%8.0g | 18 | * av.length of employment of all ft temporary employees in last fiscal year |
| 110 | byte | $\because 8.0 \mathrm{~g}$ | 110 | * formal training programs for permanent, ft employees |


| 111 a | float | $\% 8.0 \mathrm{~g}$ | 111 a | * \% permanent ft prod. employees received formal training in last fiscal year |
| :---: | :---: | :---: | :---: | :---: |
| 111b | float | \% 8.0 g | 111b | * \% ft non-production employees received formal training in last fiscal year |
| ecaq69 | byte | \% 8.0g | ecaq69 | * \% employees at end of fiscal year with a university degree |
| 130a | byte | \% 8.0 g | 130a | * how much of an obstacle are labour regulations to the operations of this firm? |
| 130b | byte | \% 8.0g | 130b | * how much of an obstacle is inadequately educated wokforce to your firm? |
| m1a | byte | $\% 8.0 \mathrm{~g}$ | m1a | * most serious obstacle affecting the operation of this establishment |
| m1d | byte | $\% 8.0 \mathrm{~g}$ | m1d | * rotation order |
| n2a | double | \% 12.0 g | n2a | * total labor cost (incl. wages, salaries, bonuses, etc) in last fiscal year |
| n2e | double | \% 12.0 g | n2e | * cost of raw materials and intermediate goods used in prod. in last fiscal year |
| n2f | double | \% 12.0 g | n2f | * total annual costs of fuel in last fiscal year |
| n2i | double | \% 12.0 g | n2i | * total annual cost of finished goods/materials bought to resell in last fiscal yr |
| n2.b | double | \% 12.0 g | n2b | * total annual costs of electricity in last fiscal year |
| n2c | double | \% 12.0 g | n2c | * total annual costs of communications services in last fiscal year |
| n2h | double | \% 12.0 g | n 2 h | * total annual costs of water in last fiscal year |
| n3 | double | \% 12.0 g | n3 | * what were the establishment's total annual sales three fiscal years ago? |
| n4a | double | \% 12.0 g | n4a | * average monthly compensation of a production full-time worker in last fiscal yr |
| n6a | double | \% 12.0 g | n6a | * net book value of machinery vehicles, and equipment in last fiscal year |
| n6b | double | \% 12.0 g | n6b | * net book value of land and buildings in last fiscal year |
| n7a | double | \%12.0g | n7a | * cost for establishment to re-purchase all of its machinery |
| n7.b | double | \%12.0g | n7b | * cost for establishment to re-purchase all of its land and buildings |


| ecaq52a | byte | $\because 8.0 \mathrm{~g}$ | ecaq52a | * payments overdue by more than 90 days:utilities |
| :---: | :---: | :---: | :---: | :---: |
| ecaq52b | byte | $\because 8.0 \mathrm{~g}$ | ecaq52b | * payments overdue by more than 90 days:taxes |
| b20 | byte | $\because 8.0 \mathrm{~g}$ | b20 | * can we provide the wb with your contact information? |
| a15d | byte | $\% 8.0 \mathrm{~g}$ |  | day |
| a15m | byte | $\% 8.0 \mathrm{~g}$ |  | month |
| a15h | byte | \% 8.0g |  | hour |
| a15min | byte | \% 8.09 |  | minutes |
| a15a1a | str80 | \%80s |  | main respondent's position in the firm |
| a15a2a | float | $\because 8.0 \mathrm{~g}$ | a15a2a | main respondent years working in the firm: |
| a15a3a | byte | \%8.0g | a15a3a | main respondent gender |
| a15a1b | str57 | $\% 57 \mathrm{~s}$ |  | second respondent position in the firm: |
| a15a2b | byte | \%8.0g | a15a2b | second respondent years working in the firm |
| a15a3b | byte | \%8.0g | a15a3b | second respondent gender |
| a16 | byte | \% 8.09 | a16 | * perception of the questions regarding opinions and perceptions |
| a17a | byte | \%8.0g | a17a | * perception of responses to the questions regarding figures/numbers |
| a17x | str244 | $\because 244 \mathrm{~s}$ |  | * interviewer comments |
| a18 | byte | \% 8.0 g | a18 | this questionnaire was completed in: |
| a19h | byte | \%8.09 |  | if option 2 or 3 in a.18, estimate duration of the whole interview: hours |
| a19min | byte | \%8.0g |  | * if option 2 or 3 in a.18, estimate duration of the whole interview:minutes |
| p3 | int | \%8.0g |  | number of minutes the interview lasted |
| p4 | byte | $\% 8.0 \mathrm{~g}$ | p4 | number of persons present during the interview, including interviewer |
| p5 | byte | \%8.0g | p5 | respondent cooperation |
| wmedian | double | $\because 9.0 \mathrm{~g}$ |  | * Weights - median assumption |
| wweak | double | $\because 9.0 \mathrm{~g}$ |  | * Weights - weak assumption |
| wstrict | double | $\because 9.0 \mathrm{~g}$ |  | * Weights - strict assumption |
| weights_al | float | $\because 9.0 \mathrm{~g}$ |  | Weights - Albania, block enumeration |
| weights_tr05 | float | $\% 9.0 \mathrm{~g}$ |  | Weights - Turkey Investment climate survey 2005 |
| es2007 | byte | \%8.0g | es2007 | Was the firm interviewed in 2007? |
| a3a | byte | $\% 8.0 \mathrm{~g}$ | a3a | a.3a region of the establishment |
| a3ax | str36 | \%36s |  | a.3a region of the establishment |
| strata | int | $\because 9.0 \mathrm{~g}$ |  | Strata unique identifier |
| provider | byte | $\% 14.0 \mathrm{~g}$ | provider | provider |
| wave | byte | $\% 16.0 \mathrm{~g}$ | wave | Survey information |


| wstrict2 | float | $\% 9.0 \mathrm{~g}$ |
| :--- | :--- | :--- |
| wmedian2 | float | $\% 9.0 \mathrm{~g}$ |
| wweak2 | float | $\% 9.0 \mathrm{~g}$ |
| country | str23 | $\% 23 \mathrm{~s}$ |

## VALUE LABELS

a1:
44 Albania
50 Belarus
51 Georgia
52 Tajikistan
53 Turkey
54 Ukraine
55 Uzbekistan
58 Russia
59 Poland
60 Romania
61 Serbia
62 Kazakhstan
63 Moldova
64 Bosnia
65 Azerbaijan
66 FYROM
67 Armenia
68 Kyrgyz
70 Estonia
71 Kosovo under UNSCR 1244
72 Czech Republic
73 Hungary
74 Latvia
75 Lithuania
76 Slovakia
77 Slovenia
78 Bulgaria

79 Croatia
80 Montenegro
_merge:
1 master only (1)
2 using only (2)
3 matched (3)
4 missing updated (4)
5 nonmissing conflict (5)
provider:
1 TNS MIC
2 Romir
3 Factum Invenio
4 TNS AISA
es2007:
1 yes
2 no
wave:
1 Baseline survey
2 Follow up survey
dow:
0 Sunday
1 Monday
2 Tuesday
3 Wednesday
4 Thursday
5 Friday
6 Saturday
size:
1 small(<20)
2 medium (20-99)
3 large (100 and over)
panel:
1 only in 2009
2 only in 2007
3 only in 2005
4 only in 2002
5 only in 2002, 05
6 only in 2005, 09

```
    7 only in 2007, 09
    8 only in 2002, 05, 09
    9 only in 2002, 05, 07, 09
    9 9 ~ P a n e l I D ~ c a n ' t ~ b e ~ m a t c h e d
p5:
    1 Excellent
    2 Fair
    3 Average
    4 ~ B a d
p4:
    1 Two (interviewer and respondent)
    2 Three
    3 Four
    4 Five or more
a18
    1 One visit in face-to-face interview with one person
    2 One visit in face-to-face interview with different managers\
    3 Several visits
a17a:
    1 Are taken directly from establishment records
    2 Are estimates computed with some precision
    3 Are arbitrary and unreliable numbers
a16:
    1 Truthful
    2 \text { Somewhat truthful}
    Not truthful
a15a3b:
    1 Male
    2 Female
a15a2b:
    -9 Don't know
    -8 Refusal
    1 Less than 1 year
a15a3a:
    1 Male
    2 Female
a15a2a:
    -9 Don't know
```

```
    -8 Refusal
    1 Less than 1 year
b20:
    1 Yes
    2 No
n7b:
n7a:
n6b:
n6a:
n4a:
n3:
    - Don't know
    -9 Don't know
    -7 Not in business three years ago
n2h:
n2c:
n2b
n2i:
n2f
n2e:
n2a:
m1d
    Rotation A
    2 \text { Rotation B}
    3 Rotation C
mla:
    -9 Don't know
```

-7 Does not apply
1 Access to finance
2 Access to land
3 Business licensing and permits
4 Corruption
5 Courts
6 Crime, theft and disorder
7 Customs and trade regulations
8 Electricity
9 Inadequately educated workforce
10 Labor regulations
11 Political instability
12 Practices of competitors in the informal sector
13 Tax administration
14 Tax rates
15 Transport
130b:
-9 Don't know
-7 Does not apply
0 No Obstacle
1 Minor Obstacle
2 Moderate obstacle
3 Major obstacle
4 Very Severe Obstacle
130a:
-9 Don't know
-7 Does not apply
0 No Obstacle
1 Minor Obstacle
2 Moderate obstacle
3 Major obstacle
4 Very Severe Obstacle
111b:
-9 Don't know
0 No employees trained
111a:

## -9 Don't know

0 No employees trained

-7 Does not apply
0 No Obstacle
1 Minor Obstacle
2 Moderate obstacle
3 Major obstacle
4 Very Severe Obstacle
j30e:
-9 Don't know
-7 Does not apply
0 No Obstacle
1 Minor Obstacle
2 Moderate obstacle
3 Major obstacle
4 Very Severe Obstacle
-9 Don't know
-7 Does not apply
0 No Obstacle
1 Minor Obstacle
2 Moderate obstacle
3 Major obstacle
4 Very Severe Obstacle
j30b:
-9 Don't know
-7 Does not apply
0 No Obstacle
1 Minor Obstacle
2 Moderate obstacle
3 Major obstacle
4 Very Severe Obstacle
j30a:
-9 Don't know
-7 Does not apply
0 No Obstacle
1 Minor Obstacle
2 Moderate obstacle
3 Major obstacle
4 Very Severe Obstacle


|  | -8 Refusal <br> 0 No payments/gifts are typically paid |
| :---: | :---: |
| j6a: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| j5: |  |
|  | -9 Don't know |
|  | -8 Refusal |
|  | 1 Yes |
|  | 2 No |
| j4: |  |
|  | -9 Don't know |
| j3: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| j2: |  |
|  | -9 Don't know |
|  | 0 No time was spent |
| h7a: |  |
|  | -9 Don't know |
|  | 1 Strongly disagree |
|  | 2 Tend to disagree |
|  | 3 Tend to agree |
|  | 4 Strongly agree |
| k30: |  |
|  | -9 Don't know |
|  | -7 Does not apply |
|  | 0 No Obstacle |
|  | 1 Minor Obstacle |
|  | 2 Moderate obstacle |
|  | 3 Major obstacle |
|  | 4 Very Severe Obstacle |
| k21: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |


|  | $\begin{aligned} -9 & \text { Don't know } \\ 1 & \text { Yes } \\ 2 & \text { No } \end{aligned}$ |
| :---: | :---: |
| k17: |  |
|  | -9 Don't know |
|  | 1 No need for a loan - establishment has sufficient capital |
|  | 2 Application procedures for loans or lines of credit are comp |
|  | 3 Interest rates are not favorable |
|  | 4 Collateral requirements are too high |
|  | 5 Size of loan or maturity are insufficient |
|  | 6 It is necessary to make informal payments to get bank loans |
|  | 7 Did not think it would be approved |
|  | 8 Other |
| k16: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| k15: |  |
|  | -9 Don't know |
| k14e: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| k14d: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| k14c: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| k14b: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| k14a: |  |
|  | -9 Don't know |



|  | -9 Don't know |
| :---: | :---: |
| k 4 : |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| k2c: |  |
|  | -9 Don't know |
| k2b: |  |
|  | -9 Don't know |
| k2a: |  |
|  | -9 Don't know |
| k1e: |  |
|  | -9 Don't know |
| k1d: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| i30: |  |
|  | -9 Don't know |
|  | -7 Does not apply |
|  | 0 No Obstacle |
|  | 1 Minor Obstacle |
|  | 2 Moderate obstacle |
|  | 3 Major obstacle |
|  | 4 Very Severe Obstacle |
| i4b: |  |
|  | -9 Don't know |
| i4a: |  |
|  | -9 Don't know |
| i3: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| i2b: |  |
|  | -9 Don't know |
| i2a: |  |
|  | -9 Don't know |
| i1: |  |


|  | $\begin{aligned} -9 & \text { Don't know } \\ 1 & \text { Yes } \end{aligned}$ |
| :---: | :---: |
|  | 2 No |
| g30b : |  |
|  | -9 Don't know |
|  | -7 Does not apply |
|  | 0 No Obstacle |
|  | 1 Minor Obstacle |
|  | 2 Moderate obstacle |
|  | 3 Major obstacle |
|  | 4 Very Severe Obstacle |
| g30a: |  |
|  | -9 Don't know |
|  | -7 Does not apply |
|  | 0 No Obstacle |
|  | 1 Minor Obstacle |
|  | 2 Moderate obstacle |
|  | 3 Major obstacle |
|  | 4 Very Severe Obstacle |
| g8a: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| g7: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| g6c: |  |
|  | -9 Don't know |
| g6b: |  |
|  | -9 Don't know |
| g6a: |  |
|  | -9 Don't know |
| g5b: |  |
|  | -9 Don't know |
|  | 1 Square Feet |
|  | 2 Square Yards |
|  | 3 Square Meters |

4 Other
g5a:
-9 Don't know
-7 Does not apply
-9 Don't know
-8 Refusal
1 Yes
2 No
-9 Don't know
-6 Still in process
-5 Application denied
1 Less than one day
-9 Don't know
1 Yes
2 No
f2:
f1:
e30
-9 Don't know
-7 Does not apply
0 No Obstacle
1 Minor Obstacle
2 Moderate obstacle
3 Major obstacle
4 Very Severe Obstacle
-9 Don't know
1 Increased
2 Remained the same
3 Decreased
e16:

## -9 Don't know

1 Increased

```
2 \text { Remained the same}
3 Decreased
e11:
    -9 Don't know
    1 Yes
    2 No
e6:
-9 Don't know
    1 Yes
    N No
e4:
-9 Don't know
    1 Increased
    2 Remained the same
    3 Decreased
e3:
-9 Don't know
    1 Increased
    2 Remained the same
    3 Decreased
e2:
    -9 Don't know
    1 None
    2 One
    3 2 to 5
    4 \text { More than 5}
e1:
-9 Don't know
    1 Local - main product sold mostly in same municipality where
    2 \text { National - main product sold mostly across the country where}
    3 International - main product sold mostly to nations outside
d30b:
-9 Don't know
-7 Does not apply
    O No Obstacle
    1 Minor Obstacle
    2 Moderate obstacle
    3 Major obstacle
```

4 Very Severe Obstacle
d30a:
-9 Don't know
-7 Does not apply
0 No Obstacle
1 Minor Obstacle
2 Moderate obstacle
3 Major obstacle
4 Very Severe Obstacle
d17:
-9 Don't know
d16:
-9 Don't know
d14:
-9 Don't know
1 Less than one day
-9 Don't know
1 Yes
2 No
d12b:
-9 Don't know
d12a:
-9 Don't know
d8:
-9 Don't know
d6a:
d4:
-9 Don't know
-9 Don't know
1 Less than one day
d3c:
-9 Don't know
d3b :
d3a
d2:


|  | $\begin{aligned} & 1 \text { Yes } \\ & 2 \text { No } \end{aligned}$ |
| :---: | :---: |
| c24c: |  |
|  | -9 Don't know |
|  | -7 Not applicable |
|  | 1 Yes |
|  | 2 No |
| c24b: |  |
|  | -9 Don't know |
|  | -7 Not applicable |
|  | 1 Yes |
|  | 2 No |
| c23: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| c22b : |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| c22a: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| c21: |  |
|  | -9 Don't know |
|  | -8 Refusal |
|  | 1 Yes |
|  | 2 No |
| c20: |  |
|  | -9 Don't know |
|  | -6 Still in process |
|  | -5 Application denied |
|  | 1 Less than one day |
| c19: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |


|  | ```-9 Don't know 1 Less than one hour``` |
| :---: | :---: |
| c16: |  |
|  | -9 Don't know |
| c15: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| c14: |  |
|  | -9 Don't know |
|  | -8 Refusal |
|  | 1 Yes |
|  | 2 No |
| c13: |  |
|  | -9 Don't know |
|  | -6 Still in process |
|  | -5 Application denied |
|  | 1 Less than one day |
| c12: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| c11: |  |
|  | -9 Don't know |
| c10: |  |
|  | -9 Don't know |
|  | 1 Yes |
|  | 2 No |
| c9b: |  |
|  | -9 Don't know |
| c9a: |  |
|  | -9 Don't know |
| c8: |  |
|  | -9 Don't know |
|  | 1 Less than one hour |
| c7: -9 Don't know |  |
|  |  |

-9 Don't know
1 Yes
2 No
c5:
-9 Don't know
-8 Refusal
1 Yes
2 No
c4:
-9 Don't know
-6 Still in process
-5 Application denied
1 Less than one day
-9 Don't know
1 Yes
2 No
b8:
-9 Don't know

- 6 Still In Process

1 Yes
2 No
b7:
-9 Don't know
1 Less than one year
b 6b:
-9 Don't know
-7 Establishment has never registered
b6a:
-9 Don't know
1 Yes
2 No
b6:
-9 Don't know
b5:
-9 Don't know
b4:

```
        -9 Don't know
        1 Yes
        2 No
b2d:
b2c
b2b
b2a
b3:
b1:
a11:
a10:
a9:
-7 Does not apply
    1 Yes
    2 No
a8:
-7 Does not apply
    1 HQ without production and/or sales in this location
    2 ~ H Q ~ w i t h ~ p r o d u c t i o n ~ a n d / o r ~ s a l e s ~ i n ~ t h i s ~ l o c a t i o n
    3 Establishment physically separated from HQ and other establi
```

4 Establishment physically separated from HQ but with other es

15 Food
17 Textiles
18 Garments
24 Chemicals
25 Plastics \& rubber
26 Non metallic mineral products
7 Basic metals
28 Fabricate metal products
29 Machinery and equipment
31 Electronics (31 \& 32)
45 Construction Section F:
50 Other services
51 Wholesale
52 Retail
55 Hotel and restaurants: section H
60 Transport Section I: (60-64)
72 IT
a4a:
2 Other manufacturing
15 Food

```
    17 Textiles
    1 8 \text { Garments}
    24 Chemicals
    25 Plastics & rubber
    26 Non metallic mineral products
    2 7 \text { Basic metals}
    2 8 \text { Fabricate metal products}
    2 9 \text { Machinery and equipment}
    31 Electronics (31 & 32)
    4 5 \text { Construction Section F:}
    50 Other services
    5 1 ~ W h o l e s a l e
    5 2 ~ R e t a i l
    5 5 \text { Hotel and restaurants: section H}
    60 Transport Section I: (60-64)
    72 IT
a1a:
    1 Local language
    2 Local language
    3 Russian
a0:
    1 Manufacturing
    2 Services
    3 Core
ecaq5:
    -9 don't know
    1 privatization of a state-owned firm
    2 originally private, from time of start up
    3 \text { private subsidiary of a formerly state-owned firm}
    4 joint venture with foreign partner(s)
    5 state-owned firm
    6 other
ecab7a:
    -9 don't know
    1 yes
    2 no
ecad8a:
-9 don't know
```

```
d10a:
    -9 don't know
    -7 no internal shipment made
    0 no losses
ecaq63a:
    -9 don't know
    1 \text { not at all important}
    2 ~ s l i g h t l y ~ i m p o r t a n t
    } fairly important
    4 very important
ecaq63b:
    -9 don't know
    1 \text { not at all important}
    2 slightly important
    3 fairly important
    4 very important
ecaq63c:
    -9 don't know
    l not at all important
    2 slightly important
    3 fairly important
    | very important
ecaq64a:
    -9 don't know
    1 \text { not at all important}
    2 slightly important
    3 fairly important
    4 very important
ecaq64b:
    -9 don't know
    1 \text { not at all important}
    2 slightly important
    3 fairly important
    4 very important
ecaq64c:
-9 don't know
    1 not at all important
    2 slightly important
```

```
    3 fairly important
    4 very important
ecaq53:
    -9 don't know
    1 yes
    2 no
ecae30:
    -9 don't know
    -7 does not apply
    0 no obstacle
    1 minor obstacle
    2 moderate obstacle
    3 major obstacle
    4 very severe obstacle
ecao1:
    -9 don't know
    1 yes
    2 no
ecao2:
ecao3:
        -9 don't know
        1 yes
        2 no
ecao4:
    -9 don't know
ecao6:
ecao11:
    -9 don't know
    1 yes
    2 no
ecao12:
    -9 don't know
    1 yes
    2 no
ecao13:
-9 don't know
```

```
    1 yes
    2 no
ecao14:
    -9 don't know
    -7 does not apply
    l promotions are based solely on individual's effort and abili
    2 promotions are based partly on individual's effort and abili
    3 promotions are based mainly on factors other than on individ
ecao15:
    -9 don't know
    -7 does not apply
    1 they are rarely or never moved from their position
    2 they usually stay in their position for at least one year be
    3 \text { they are rapidly helped and re-trained and then dismissed if}
    4 other
ecaw1:
    -9 don't know
ecaw2:
    -9 don't know
    -8 refusal
ecaw3:
ecaw30:
    -9 don't know
    -7 does not apply
    0 no obstacle
    1 minor obstacle
    2 moderate obstacle
    3 major obstacle
    4 very severe obstacle
ecap1:
    -9 don't know
        1 yes
    2 no
ecap2:
ecap3:
    -9 don't know
    -9 don't know
```

```
ecap4:
-9 don't know
ecap5:
    -9 don't know
    -7 application denied
    -6 still in process
    1 less than one day
ecap6:
    -9 don't know
    -7 does not apply
ecap7:
    -9 don't know
    -8 refusal
    1 yes
ecap30:
    -9 don't know
    -7 does not apply
    O no obstacle
    1 minor obstacle
    2 moderate obstacle
    3 \text { major obstacle}
    4 very severe obstacle
ecag9:
ecag10:
    -9 don't know
    -5 termless
    1 less than one month
ecag11:
ecag12:
    -9 don't know
    -8 refusal
ecag13:
    -9 don't know
    1 less than one day
ecag14:
```

```
    -9 don't know
    -8 refusal
        1 yes
        2 no
ecak5b:
    -9 don't know
ecak5c:
    -9 don't know
ecaq31e:
    -9 don't know
        1 yes
        2 no
ecaj1b:
    -9 don't know
        1 strongly disagree
        2 tend to disagree
        3 tend to agree
        4 strongly agree
ecaj1c:
    -9 don't know
    1 strongly disagree
    2 tend to disagree
    3 tend to agree
    4 strongly agree
ecaj5a:
ecaj14a:
        -9 don't know
        -8 refusal
ecaq39:
    -9 don't know
    1 never
    2 seldom
    3 sometimes
    4 ~ f r e q u e n t l y
    5 usually
    6 always
ecaq41a:
```

```
    -9 don't know
    1 never
    2 seldom
    3 sometimes
    4 frequently
    5 usually
    6 always
ecaq41b:
    -9 don't know
    1 never
    2 seldom
    3 sometimes
    4 frequently
    5 usually
    6 always
ecaq41c:
    -9 don't know
    1 never
    2 seldom
    3 sometimes
    frequently
    5 usually
    6 always
ecaq69:
    -9 don't know
    0 no one had universty degree
ecaq52a:
    -9 don't know
    1 yes
    2 no
ecaq52b:
    -9 don't know
    1 yes
    2 no
a3lbl:
    1 capital city
    2 ~ c i t y ~ w i t h ~ p o p u l a t i o n ~ o v e r ~ 1 ~ m i l l i o n ~
    3 over 250,000 to 1million
```

4 50,000 to 250,000
5 less than 50,000 population

