QUESTIONNAIRE NUMBER				

BUSINESS ENVIRONMENT AND ENTERPRISE PERFORMANCE SURVEY

The European Bank for Reconstruction and Development and the World Bank **Enterprise Survey**

Innovation Module - Retail and Core (2012)

A.0 Questionnaire	a0	Module
Retail		2
Core		3

A.23Mode of implementation

a23

Face-to-face interview, immediately after the main survey	1
Face-to-face interview, second visit	2
Phone interview	3
OTHER (SPECIFY)	4
REFUSAL (SPONTANEOUS)	-8

Other	
	a23x

A.14i Time Innovation Module interview begins:

Day (dd)	Month (mm)	Year (yyyy)	Hour (00 to 23)	Minutes (00 to 59)
a14id	a14im	a14iy	a14ih	a14imin

INTERVIEWER INSTRUCTIONS

Below is the decision matrix for which parts of the Innovation Module need to be asked. This is based on the answers to questions in the main BEEPS survey.

	Question in main BEEPS	Yes	No	
Product innovation	H.1	1	2	Ask if H.1 in main BEEPS = yes; O.1a to O.6 (section OA)
Process innovation	Н.3	1	2	Ask if H.3 in main BEEPS = yes; 0.7 to 0.13 (section OB)
Organisational innovation	H.4	1	2	Ask if H.4 in main BEEPS = yes; 0.14 (section OC)
Marketing innovation	H) I I		2	Ask if H.5 in main BEEPS =yes; O.15 (section OD)
Research and development	H.6	16		Ask if H.6 in main BEEPS =yes; O.16 to O.19 (section OE)
Acquisition of external knowledge and use of computers				Ask all eligible establishments; O.20 to O.22b (section OF)
Protection of innovation		×		Ask all eligible establishments; O.23a to O.23d (section OG)
Interaction with the state and public-private partnerships				Ask all eligible establishments; starts at VEB.1 [RUSSIA ONLY]

	QUESTIONNA	IRE NUMI	BER [
OA. PRO	DUCT INNOVATION							
REPORT	IEWER: THIS SECTION SHOULD TING A NEW OR SIGNIFICANTLY IM ON H.1 IN THE MAIN QUESTIONNAIRE.							
PRODUC	RESPONDENT DID NOT REPORT A CONTROL OF SERVICE IN QUESTION H.1 IN PROCESS INNOVATION (QUESTION OF SERVICE)	THE MAIN						
In o	(INTERVIEWER: PLEASE READ THE FOLLOWING TO THE RESPONDENT BEFORE PROCEEDING:) In our first interview, it was reported that your firm had introduced a new or significantly improved product or service in the past three years. I would now like to ask some more questions related to that.							
O.1a	How many new or significantly improved prod in the market over the last three years?	ducts or service	es did this	establishm	ent introduce			
or se	Number of new or significantly improved products or services NONE DON'T KNOW (SPONTANEOUS) OGO TO QUESTION 0.7 ECAo1a							
O.1b	In fiscal year [insert last complete fiscal year significantly improved product or service, that service that represented the largest proportion improved products or services)?	is, the new or	significan	tly improve	ed product or			
	Description							
					ECA other			
				Į	ECAo1bx			

0.2	At the time of its introduction, was this establishment's main new or significantly improved
	product or service new to?
	(INTERVIEWER: THESE MUST BE ASKED IN THE ORDER THEY APPEAR ON
	THE TABLE)
	(INTERVIEWER: A product or service was new to the establishment's local
	market/[INSERT COUNTRY]/international market if the establishment was the only
	supplier of such a product or service in the local market/[INSERT]

COUNTRY]/international market at the time of its introduction.)

QUESTIONNAIRE NUMBER

READ OUT	Yes	No	DON'T KNOW (SPONTANEOUS)	
In the establishment's local market – main product or service sold mostly in same municipality where establishment is located	1	2	-9	ECAo2a
In [INSERT COUNTRY] – main product or service sold mostly across the country where establishment is located	1	2	-9	ECAo2b
In the international market – main product or service sold mostly to nations outside country where establishment is located	1	2	-9	ECAo2c

Please compare this main new or significantly improved product or service with the closest product or service already offered by this establishment. In what aspects are these two products or services different from each other?

SHOW CARD 101

(INTERVIEWER: CODE DOES NOT APPLY (-7) IF THE ESTABLISHMENT IS NEW AND/OR DOES NOT MAKE ANY OTHER PRODUCT)

			SPON		
READ OUT	Yes	No	DON'T KNOW	DOES NOT APPLY	
New product/service has added new functions/characteristics to the existing product/service	1	2	-9	-7	ECAo3a
New product/service is more efficient / easier to use than the existing product/service	1	2	-9	-7	ECAo3g
New product/service is completely new to the establishment	1	2	-9	-7	ECAo3e
OTHER (SPECIFY)	1	2	-9	-7	ECAo3f

1	ECAo3fx

QUESTIONNAIRE NUMBER							
O.4 In fiscal year [insert last complete fiscal year], what percentage of this establishment's total annual sales was accounted for by products or services that were introduced or significantly improved over the last three years?							
		Pe	rcent				
signif	entage of annual sales accounted for by new or ficantly improved products or services		<u>-9</u>	%			
DON'T KNOW (SPONTANEOUS) ALL NEW OR SIGNIFICANTLY IMPROVED PRODUCTS OR SERVICES WERE INTRODUCED IN THE CURRENT FISCAL YEAR (SPONTANEOUS)							
				L	ECA	04	
O.5	Which of the following best describes the way in which the improved product or service was introduced or developed (INTERVIEWER: ONLY ONE ANSWER) SHOW CARD 102		new (or sign	ificant	ly	
	or adapted by this establishment, from its own ideas		1				
	roducts or services from another firm		2				
	in cooperation with domestic suppliers in cooperation with suppliers from abroad		3				
	in cooperation with domestic client firms		5				
	in cooperation with client firms from abroad		6				
	in cooperation with external academic or research institution	ons	7				
Introduced	the establishment's own version of a product or service already another firm)		8				
	SPONTANEOUS - SPECIFY)		9				
DON'T K	NOW (SPONTANEOUS)		-9				
					ECA	05	
							_
					ECA	05x	
0.6	Did the establishment have to purchase or license any invorder to start offering this new or significantly improved parts.				ow-ho	ow in	
	V	_					
	Yes 1 No 2						
	DON'T KNOW (SPONTANEOUS) -9						

ECA₀6

QUESTIO	NNAIR	RE NU	MBER	
OB. PROCESS INNOVATION				
INTERVIEWER: THIS SECTION SHOUREPORTING A NEW OR SIGNIFICANTLY PROCESS IN QUESTION H.3 IN THE MAIN (Y IMPR	OVED	PRODUCTION OR DE	NDENTS LIVERY
IF THE RESPONDENT DID NOT REPORT	T A NE	W OR	SIGNIFICANTLY IMI	PROVED
PRODUCTION OR DELIVERY PROCE QUESTIONNAIRE, GO TO SECTION ORGAN		_		
(INTERVIEWER: PLEASE READ THE BEFORE PI In our first interview, it was reported that y improved production or delivery methods in the more questions related to that.	ROCEED our firn	OING:) n had i	ntroduced a new or sig	nificantly
O.7 Over the last three years, has this establi	shment in	troduced	I new or significantly impro	oved:
000 00000 0000 0000 0000 0000 0000 0000 0000 0000 000				
READ OUT	Yes	No	DON'T KNOW (SPONTANEOUS)	
Methods of supplying products or services	1	2	-9	ECAo7a
Logistics, delivery or distribution methods for this stablishment's inputs and/or products or services	1	2	-9	ECAo7b
Ancillary support services, such as purchasing,	1	2	-9	ECAo7c

(INTERVIEWER: IF THE ANSWER TO ALL THREE QUESTIONS ABOVE IS 2 (NO), THEN GO TO QUESTION 0.14.)

0.8	Please give a short description of this establishment's most important new or significantly in	iprove
	method of supplying products or services.	
	(INTERVIEWER: The most important method of providing products or services innova	ation i
	the method of supplying products or services innovation that had the largest impact	
	operations of the establishment.)	011 011
	operations of the establishment.)	
	ECA ₀ 8x	ī

accounting, computing and maintenance

OUESTIONNAIRE NUMBER				
QUESTIONNAIRE NUMBER				

At the time of its introduction, was this establishment's main new or significantly improved method of supplying products or services new to other firms operating:

(INTERVIEWER: THESE MUST BE ASKED IN THE ORDER THEY APPEAR ON THE TABLE)

(INTERVIEWER: A method of supplying products or services was new to the establishment's local market/[INSERT COUNTRY]/international market if the establishment was the only one using such method of supplying products or services in the local market/[INSERT COUNTRY]/international market at the time of its introduction.)

READ OUT	Yes	No	DON'T KNOW (SPONTANEOUS)	
In the establishment's local market – main product or service sold mostly in same municipality where establishment is located	1	2	-9	ECA09a
In [INSERT COUNTRY] – main product or service sold mostly across the country where establishment is located	1	2	-9	ECAo9b
In the international market – main product or service sold mostly to nations outside country where establishment is located	1	2	-9	ECAo9c

O.10 Please compare this main new or significantly improved method of providing products or services with the method of supplying products or services previously used by this establishment. Did it require significant changes in:

READ OUT	Yes	No	DON'T KNOW (SPONTANEOUS)	
Techniques	1	2	-9	ECAo10a
Machinery and equipment	1	2	-9	ECAo10b
Software	1	2	-9	ECAo10c
Management [NON-RUSSIA ONLY]	1	2	-9	ECAo10d

	QUESTIONNAIRE NUMBER	2						
0.11	Which of the following best describes the way in which this esta developed the main new or significantly improved method of some in the second seco)r	
	services? (INTERVIEWER: ONLY ONE ANSWER) SHOW CARD 103							
Developed	d or adapted by this establishment, from its own ideas	1						
Licensed t	technology or process from another firm	2						
Developed	d in cooperation with domestic suppliers	3	目					
Developed	d in cooperation with suppliers from abroad	4						
Developed	d in cooperation with domestic client firms	5						
Developed	d in cooperation with client firms from abroad	6						
Developed	d in cooperation with external academic or research institutions	7						
Bought a	new machine or equipment to adopt the new technology	8						
OTHER	(SPONTANEOUS - SPECIFY)	9						
DON'T K	KNOW (SPONTANEOUS)	-9)					
				E	CA)11		
				I	ECA	.011	l x	
0.12	Did the establishment have to purchase or license any inventions order to apply this new method of supplying products or service		ent	or kno	w-h	ow :	in	
	V 1							

		ECAo12
DON'T KNOW (SPONTANEOUS)	-9	
No	2	
165	_	il

QUESTIONNAIRE NUMBER			
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OC. ORGANISATIONAL INNOVATION

INTERVIEWER: THIS SECTION SHOULD BE ANSWERED BY RESPONDENTS REPORTING NEW OR SIGNIFICANTLY IMPROVED ORGANISATIONAL OR MANAGEMENT PRACTICES OR STRUCTURES IN QUESTION H.4 IN THE MAIN QUESTIONNAIRE.

IF THE RESPONDENT DID NOT REPORT NEW OR SIGNIFICANTLY IMPROVED ORGANISATIONAL OR MANAGEMENT PRACTICES OR STRUCTURES IN QUESTION H.4 IN THE MAIN QUESTIONNAIRE, GO TO SECTION MARKETING INNOVATION (QUESTION 0.15).

(INTERVIEWER: PLEASE READ THE FOLLOWING TO THE RESPONDENT BEFORE PROCEEDING:)

In our first interview, it was reported that your firm had introduced a new or significantly improved organizational or management practices or structures in the past three years. I would now like to ask some more questions related to that.

O.14 Over the last three years, has this establishment introduced new or significantly improved organizational methods in the following areas for the first time?

SHOW CARD 104

READ OUT	Yes	No	DON'T KNOW (SPONTANEOUS)	
New knowledge management systems to better use or exchange information, knowledge and skills within the establishment	1	2	-9	ECAo14a
Introduction of management systems for general production or supply operations, such as supply chain management systems, lean production, business reengineering, quality management systems	1	2	-9	ECAo14b
New methods for distributing responsibilities and decision making among employees	1	2	-9	ECAo14c
A significant change to the management structure of the establishment, such as creating new divisions or departments, integrating different departments or activities	1	2	-9	ECAo14d
New types of collaborations with other businesses, research organizations or consumers	1	2	-9	ECAo14e
Outsourcing or subcontracting of business activities in production, procurement, distribution, recruiting or ancillary services	1	2	-9	ECAo14f

OUESTIONNAIRE NUMBER				
QUEDITOTITIME TOMBER				

OD. MARKETING INNOVATION

INTERVIEWER: THIS SECTION SHOULD BE ANSWERED BY RESPONDENTS REPORTING NEW OR SIGNIFICANTLY IMPROVED MARKETING METHODS IN QUESTION H.5 IN THE MAIN QUESTIONNAIRE.

IF THE RESPONDENT DID NOT REPORT NEW OR SIGNIFICANTLY IMPROVED MARKETING METHODS IN QUESTION H.5 IN THE MAIN QUESTIONNAIRE, GO TO SECTION RESEARCH AND DEVELOPMENT (QUESTION 0.16).

(INTERVIEWER: PLEASE READ THE FOLLOWING TO THE RESPONDENT BEFORE PROCEEDING:)

In our first interview, it was reported that your firm had introduced a new or significantly improved marketing methods in the past three years. I would now like to ask some more questions related to that.

0.15	Over the last three years, has this establishment introduced new or significantly improved
	marketing methods in the following areas for the first time?
	SHOW CARD 105

READ OUT	Yes	No	DON'T KNOW (SPONTANEOUS)	
Significant changes in the product's appearance	1	2	-9	ECAo15a
Introduction of a new method of advertising or product promotion , such as use of a new media for advertising, a new brand image or logo, a new trademark	1	2	-9	ECAo15b
Introduction of a new method of product placement or sales channels , such as product licensing, franchising, direct selling, exclusive retailing, tailoring or customizing the presentation of the product to different types of customers	1	2	-9	ECAo15c
New pricing strategies to market the establishment's goods or services, excluding pricing methods used solely to differentiate prices by customer segments	1	2	-9	ECAo15d

	QUESTION	NNAI	IRE NUMBER
OE. RE	SEARCH AND DEVELOPMENT		
REPOR H.6 IN THE IF THE DEVEL	TTED SPENDING ON RESEARCH AND THE MAIN QUESTIONNAIRE. IE RESPONDENT DID NOT RE	PORT	N THE MAIN QUESTIONNAIRE, GO TO
I woul	(INTERVIEWER: PLEASE READ THE BEFORE PR d now like to ask you questions related to	OCEE	
O.16	Over the last three years, did this establis within the establishment?	hment s	spend on research and development activities
a systen for a ne	RVIEWER: Research and development (R natic basis in order to increase the stock o w chemical compound of paint would be or internet surfing would not be research	f knowl researcl	yledge. For example, laboratory research ch and development while market research
	Yes	1	
	No DON'T KNOW (SPONTANEOUS)	2 -9	GO TO QUESTION 0.18 GO TO QUESTION 0.18 ECAo16
O.17	In fiscal year [INSERT last complete fise research and development activities performers personnel cost, materials and purchase of	ormed v	
(include DON'T ESTAB YEAR FISCAI	itures on R&D performed within this establish personnel cost, materials and purchase of file KNOW (SPONTANEOUS) ELISHMENT SPENT ON R&D PRIOR TO INSERT last complete fiscal year, BUT LYEAR [INSERT last complete fiscal year] LYEAR (INSERT last complete fiscal year)	xed ass	sets) -9 CAL
(DI OIV	111 (2005)		ECAo17
O.18	Over the last three years, did this establis contracted with other companies?	hment s	spend on research and development activities
	Yes No DON'T KNOW (SPONTANEOUS)		GO TO QUESTION 0.20 GO TO QUESTION 0.20 ECAo18

OUESTIONNAIRE NUMBER				
QUESTIONNAIRE NUMBER				

0.19	In fiscal year [INSERT last complete fiscal year], how much did this establishment spend on
	research and development activities contracted with other companies?

	LCUs
Expenditures on R&D contracted with other companies	
DON'T KNOW (SPONTANEOUS)	-9
ESTABLISHMENT SPENT ON R&D PRIOR TO	
FISCAL YEAR [INSERT last complete fiscal year],	-7
BUT NOT IN FISCAL YEAR [INSERT last	-7
complete fiscal year] (SPONTANEOUS)	

ECAo19

	QUESTION	NAI	RE NU	MBER			
OF. ACC	QUISITION OF EXTERNAL KNOWLEI	OGE A	ND USE	OF COMP	PUTERS		
ASK AL	L RESPONDENTS WHO ANSWER TH	E INN	OVATIO	N MODUL	Æ		
	(INTERVIEWER: PLEASE READ THE BEFORE PRO d now like to ask you questions related to comp	OCEEI the acc	DING:)				use of
O.20	Over the last three years, did this establish knowledge? This includes purchase or lice how and other types of knowledge from o	ensing (of patents	s and non-pa	tented inve		, know-
			ส				
	Yes	1	G 0 TT 0	OXIDIGMYO:			
	No DON'T KNOW (SPONTA NEOLIS)	2	41	QUESTIO			
	DON'T KNOW (SPONTANEOUS)	-9	 	QUESTIO	N O.22a		
			ECAo	20			
0.21	Was the latest invention, patent or know-h SHOW CARD 106	ow lice	ensed or 1	purchased fr	om:		
				1			
	A [COUNTRY] firm			1			
	A [COUNTRY] research institute or u	niversi	ty	2			
	A foreign firm			3			
	A foreign research institute or university Other	ty		5			
	DON'T KNOW (SPONTANEOUS)			-9			
	DON'T KNOW (SI ONTANEOUS)				ECAo21]	
O.22a	At the end of fiscal year [insert last comp workforce regularly used personal compu				ent of this e	stablis	shment's
			li .				
Γ			Pe	rcent			
	Percentage of workforce that used compute	ers		%			
	DON'T KNOW (SPONTANEOUS)			-9	TICA 1		
				<u> </u>	ECAo22	'a	
O.22b	Three fiscal years ago, at the end of fiscal	vear [insert th	ree complet	e fiscal ves	rs age	ol what
J.220	percent of this establishment's workforce	-		-	•	_	

	Percent
Percentage of workforce that used computers three fiscal	%
years ago	
DON'T KNOW (SPONTANEOUS)	-9
THE ESTABLISHMENT WAS NOT IN BUSINESS	-7
THREE YEARS AGO (SPONTANEOUS)	

ECAo22b

			QUEST	IONN	AIR	E NUM	BER				
00	G. PRO	OTE(CTION OF INNOVATION								
AS	TZ A T	I DE	CDONDENTS WHO ANSWEE	THE	MMO	VATION	MODIII	E			
AS			CSPONDENTS WHO ANSWER ERVIEWER: PLEASE READ						DEN'	г	
		(11 1 1 1	BEFORE							-	
		-	I would now like to ask you que	stions re	elate	d to protec	ction of in	novation	l•		
0.2	23a	F	Has this establishment ever been g	ranted a	pate	nt?					
	i					i					
		Yes No			$\frac{1}{2}$						
			N'T KNOW (SPONTANEOUS)		<u>-9</u>						
	ļ	201	TIMO ((SI OI (III (II OOS)			ECAo23	a				
0.2	23b		During the last three years, did this SHOW CARD 107	sestablis	hme	nt apply for	r a patent	or a trade	mark	?	
		D	HOW CARD IV								
	Yes	, for a	a patent only	1		1					
			trademark only	2							
		, for t	ooth a patent and a trademark	3							
	No	NISTEL I	ZNOW (CDONE ANEOUG)	4		-	QUESTIO				
	DO.	N/T I	KNOW (SPONTANEOUS)	-9		GOTOÇ	QUESTIO ECA	o23b			1
							ECA	.0230			
0.2	23c		Over the last three years, in which	country	or co	untries did	this estab	olishment	apply	y for	a
		l p	atent or a trademark?								
Г	~										
			countries where the establishment a patent or a trademark								
	• •		-								
	DON'	T KN	IOW (SPONTANEOUS)			-9			T .C		
									ECA	Ao23	SCX
0.2	23d		Over the last three years, has this estHOW CARD 108	stablishr	nent	been grant	ed a paten	it or a trac	dema	rk?	
		, D	IIIOW CARD 100								
			Yes, a patent only			1					
			Yes, a trademark only			2					
			Yes, both a patent and a tradem	ark		3					
			No			4					
			DON'T KNOW (SDON'T AND	MATICA.	11	0					

·				
QUESTIONNAIRE NUMBER				

VEB. INTERACTION WITH THE STATE AND PUBLIC-PRIVATE PARTNERSHIPS

[THIS SECTION WAS ASKED ONLY IN RUSSIA]

INTERVIEWER: ASK ALL FIRMS ELIGIBLE FOR THE INNOVATION MODULE

INTERVIEWER: PLEASE READ THE FOLLOWING TO THE RESPONDENT BEFORE PROCEEDING:

Now I would like to ask you about the establishment's interaction with the state and public-private partnerships.

VEB.1 How well do you know activities / projects of the following Russian development institutions?

SHOW CARD 18

				SPONTA	NEOUS	
INTERVIEWER: READ EACH OPTION ALOUD	I know them well, heard a lot about their projects	I heard something about their projects	I don't know anything about their activity / projects	DON'T KNOW	DOES NOT APPLY	
Vnesheconombank	1	2	3	-9	-7	veb1a
Russian technologies	1	2	3	-9	-7	veb1b
Rusnano	1	2	3	-9	-7	veb1c
Investment fund	1	2	3	-9	-7	veb1d
Any other Russian development institutions, including regional ones (please name one)	1	2	3	-9	-7	veb1e

Other veb1ex

VEB.2 Do the projects implemented by Vnesheconombank affect your business?

SHOW CARD 19

Yes	1
No	2
I am not aware of Vnesheconombank projects	3
DON'T KNOW (SPONTANEOUS)	-9

veb2

QUESTIONNAIRE NUMBER				
		_		

VEB.3	Do you believe that private business can be involved in provision of public services in the areas
	of infrastructure, transport, road building, utilities, education, health, and social services based
	on long-term contracts for construction and operation of facilities?

Yes	1	
No	2	
DON'T KNOW (SPONTANEOUS)	-9	
		veb3

VEB.4 What percentage of the costs of this establishment depends on the quality of public services in the areas of infrastructure, transport, road building, utilities, education, health and social services?

	Percent	
Percentage of the costs depending on the quality of public services	%	
DON'T KNOW (SPONTANEOUS)	-9	veb4

VEB.5	Using the scale below, how do you evaluate each of the following risks related to public-
	private partnerships?
	SHOW CARD 20

INTERVIEWER: Public-private partnership (PPP) describes a government service or a project which is funded and operated through a partnership of government and private sector companies. PPP typically involves a contract between a public-sector authority and a private party, in which the private party provides a public service or implements a project and takes substantial financial and operational risk in the project.

						SPONT	ANEOUS	
	None	Minor	Moderate	Major	Severe	DON'T KNOW	DOES NOT APPLY	
Review of long-term obligations due to a change in the management of the region	1	2	3	4	5	-9	-7	veb5a
Termination of financing due to lack of (lower) budget revenue	1	2	3	4	5	-9	-7	veb5b
Lobbying, non-transparent selection process	1	2	3	4	5	-9	-7	veb5c
Higher cost of services due to private business participation (for example, higher utility bills)	1	2	3	4	5	-9	-7	veb5d
People unhappy about public services being provided by a private business	1	2	3	4	5	-9	-7	veb5e

QUESTIONNAIRE NUMBER							
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VEB.6	Over the last 2-3 years, have there been any changes in regional legislation that led to the
	development of the region / city and improved interaction between the business and the
	authorities?

Yes	1	
No	2	
DON'T KNOW (SPONTANEOUS)	-9	
		veh

VEB.7 How do you evaluate public-private partnerships projects in terms of transparency, openness and genuine competition?

(INTERVIEWER: The question is about the respondent's opinion, and not necessarily based on the experience of the company.)
SHOW CARD 21

						SPONTA	ANEOUS	
	Absolutely transparent	Mostly transparent	Sometimes transparent, sometimes non-transparent	Mostly non- transparent	Absolutely non-transparent	DON'T KNOW	DOES NOT APPLY	
Evaluation of public- private partnerships	1	2	3	4	5	-9	-7	veb7

QUESTIONNAIRE NUMBER

A.15i Time innovation module interview ends:

Day (dd)	Month (mm)	Year (yyyy)	Hour (00 to 23)	Minutes (00 to 59)
a15id	a15im	a15iy	a15ih	a15imin

A.24 Same respondent as for the main interview?

Yes	1	THANK THE RESPONDENT AND END THE INTERVIEW
No	2	
		a24

A.15a Information about the respondent for the innovation module

	Innovation module respondent		
Position in the firm		a15a1dx	
Years with the firm		a15a2d	1=LESS THAN ONE YEAR
Years in the position		ECAa15a4d	1=LESS THAN ONE YEAR
Gender		a15a3d	1=MALE, 2=FEMALE DO NOT READ OUT