Phone: Current/Last Job Characteristics and Sexual Harassment/Discrimination Assessment

```
sg001jj-sg005jjd        How respondent obtained job.

sg006jj-sg022jjh        Wages and rate of pay.

sg023jj-sg026jj         Company size and characteristics.

sg027jj-sg038jjc        Job supervision.
                        (Respondents received either
                        Wright or Jencks items.)

            sg028jjc-sg032jjd    C. Jencks supervision items.

            sg033jjc-sg038jjc    E. Wright supervision items.

sg039jje-sg060jj        Job satisfaction and conditions.

sg061jj-sg065jj         Job importance.

sg066re                 Was respondent in random 50% sample to receive
                        questions regarding descrimination and sexual
                        harrassment?

sg067re                 Discrimination or sexual harassment prior to the
                        last job.

sg068re-sg074re         Discrimination and/or sexual harassment in most recent
                        job.

sg075re-sg086re         Complaints filed regarding sexual harassment or
                        discrimination in most recent job; resolution of
                        those complaints, perceived fairness.

NOTE:   See APPENDIX E on Occupation Coding and Variable Construction.
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sg001jj: How did you find out a job was available at your current/last employer when you first went to work there?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SF054REE, h266, RG001JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	19	10	29

-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1)	3	39	42
-1	DON'T KNOW	17	13	30
1	AD IN NEWSPAPER, MAGAZINE, JOURNAL, OR SIGN (INCLUDING TV, RADIO, COMPUTERIZED LISTINGS)	332	467	799
2	FRIEND OR ACQUAINTANCE	475	613	1088
3	RELATIVE	150	171	321
4	EMPLOYMENT AGENCY (INCLUDING PRIVATE FIRMS, UNIVERSITY EMPLOYMENT PLACEMENT OFFICES, "HEAD-HUNTERS", RECRUITER, PUBLIC JOB PLACEMENT PROGRAMS)	218	164	382
5	SOMEONE ELSE, NOT SPECIFIED	25	24	49
6	APPLIED DIRECTLY TO COMPANY	396	492	888
7	COMPANY CHANGED OWNERSHIP	42	26	68
8	RESPONDENT/FAMILY STARTED OWN BUSINESS	470	282	752
9	IN-HOUSE POSTING (R ALREADY WORKED, DID TEMPORARY WORK, VOLUNTEERED, OR HAD INTERNSHIP WITH EMPLOYER)	16	53	69
10	CONVENTION OR PROFESSIONAL DEVELOPMENT MEETINGS	6	0	6
11	LABOR UNION CONTACTS OR POSTINGS	11	0	11
12	ELECTED TO POSITION/POST BY CONSTITUENTS	2	2	4
13	CLERGYPERSONS	5	3	8
14	GOVERNMENT (INCLUDES PASSED CIVIL SERVICE EXAM)	8	3	11
15	TEACHER OR FORMER TEACHER	5	5	10
16	CO-WORKER OR FORMER CO-WORKER, INCLUDING BOSS	18	8	26
17	EMPLOYER CONTACTED RESPONDENT	68	64	132
19	OTHER, NOT SPECIFIED	16	17	33
20	TRANSFERRED WITHIN COMPANY	5	10	15

21	BUSINESS ASSOCIATE (SALES, CLIENT, CONSULTANT, CUSTOMER, ETC.)	17	14	31

Note: Most self-employed sibling respondents (SF054REE=3,4) were not asked this question; they were coded SG001JJ=8;

sg002jjc: Did the person who told you a job was available at your current/last job know you were looking for something new?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG001JJC, 266i, RG002JJD

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	20	28	48
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1 OR JOB REFERRAL WAS NOT FROM A FRIEND, RELATIVE OR OTHER INDIVIDUAL, SG001JJ ^= 2, 3, 5)	1623	1614	3237
-1	DON'T KNOW	13	9	22
0	NO	196	262	458
1	YES	472	567	1039

Note: Some sibling respondents answered this question, even if the job referral was not from an individual. This could have occurred if (a)the sibling respondent gave this information voluntarily in an other/specify answer, or (b)the sibling respondent answered with an individual in question h266, but other open-ended information given by the sibling respondent caused SG001JJ to be coded as something other than 2, 3, or 5. If an answer was given to this question, it is coded here; otherwise, sibling respondents who answered SG001JJ other than 2, 3, or 5 are coded SG002JJC=8;

sg003jjc: Did the person who told you a job was available at your current/last job contact you first, or did you contact them first?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG001JJ, 266j, RG003JJD

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	19	28	47
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1 OR JOB REFERRAL WAS NOT FROM A FRIEND, RELATIVE OR OTHER INDIVIDUAL, SG001JJ ^= 2, 3, 5)	1585	1574	3159
-1	DON'T KNOW	51	56	107
1	R CONTACTED THEM FIRST	204	213	417
2	PERSON CONTACTED R FIRST	465	609	1074

Note: Some sibling respondents answered this question, even if the job referral was not from an individual. This could have occurred if (a)the sibling respondent gave this information voluntarily in an other/specify answer, or (b)the sibling respondent answered with an individual in question h266, but other open-ended information given by the sibling respondent caused SG001JJ to be coded as something other than 2, 3, or 5. If an answer was given to this question, it is coded here; otherwise, sibling respondents who answered SG001JJ other than 2, 3, or 5 are coded SG003JJC=8;

sg004jjc: Did the person who told you a job was available at your current/last job work for the company where you got the job?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG001JJ, 266k, RG004JJD

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	13	22	35
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1 OR JOB REFERRAL WAS NOT FROM A FRIEND, RELATIVE OR OTHER INDIVIDUAL, SG001JJ ^= 2, 3, 5)	1577	1560	3137
-1	DON'T KNOW	4	5	9
0	NO	127	171	298
1	YES	603	722	1325

Note: Some sibling respondents answered this question, even if the job referral was not from an individual. This could have occurred if (a)the sibling respondent gave this information voluntarily in an other/specify answer, or (b)the sibling respondent answered with an individual in question h266, but other open-ended information given by the sibling respondent caused SG001JJ to be coded as something other than 2, 3, or 5. If an answer was given to this question, it is coded here; otherwise, sibling respondents who answered SG001JJ other than 2, 3, or 5 are coded SG004JJC=8;

sg005jjd: Was the person who told you a job was available at your current/last job the same person who actually hired you?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG001JJ, SG004JJC, 266l, RG005JJE

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	4	4	8
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1 OR JOB REFERRAL WAS NOT FROM A FRIEND, RELATIVE OR OTHER INDIVIDUAL, SG001JJ ^= 2, 3, 5 OR PERSON DOES NOT WORK AT THE SAME COMPANY, SG004JJC^=1)	1764	1797	3561
-1	DON’T KNOW	1	1	2
0	NO	355	440	795
1	YES	200	238	438

Note: Some sibling respondents answered this question, even if the job referral was not from an individual. This could have occurred if (a)the sibling respondent gave this information voluntarily in an other/specify answer, or (b)the sibling respondent answered with an individual in question h266, but other open-ended information given by the sibling respondent caused SG001JJ to be coded as something other than 2, 3, or 5. If an answer was given to this question, it is coded here; otherwise, sibling respondents who answered SG001JJ other than 2, 3, or 5 are coded SG005JJD=8;

sg006jj: How many hours a week do/did you usually work at current/last job?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 266m, RG006JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	6	8	14
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1)	3	39	42
-1	DON'T KNOW	14	38	52
2 - 35		180	800	980
36 - 40		767	1033	1800
41 - 50		805	386	1191
51 - 92		532	168	700
95	95 OR MORE HOURS	17	8	25

sg007jj: How many weeks per year do/did you usually work at current/last job?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 266x, RG007JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	13	24	37
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1)	3	39	42
-1	DON'T KNOW	17	42	59
2 - 48		496	650	1146
49 - 52		1795	1725	3520

sg008jj: Do/did you have a second job or business for which you worked at the same time you worked at current/last job?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 266n, 2662, RG008JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED/NOT ASCERTAINED	12	14	26
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1)	3	39	42
-1	DON'T KNOW	1	2	3
1	YES	374	291	665
2	NO	1934	2134	4068

sg009jjc: For respondents with more than one job; how many hours total do you work at all jobs, including your main job, per week?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG008JJ, 266o, RG009JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1; R DOES NOT HOLD MORE THAN ONE JOB, SG008JJ ^= 1)	1950	2189	4139
-1	DON'T KNOW	14	16	30
4 - 40		38	90	128
41 - 50		95	85	180
51 - 60		100	63	163
61 - 80		104	30	134
83 - 93		14	4	18
95	95 OR MORE HOURS	9	3	12

sg010jjc: For respondents with more than one job; how many weeks per year do you usually work at all jobs, including your main job?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG008JJ, 266y, RG010JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	1	3	4
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^ =1; R DOES NOT HOLD MORE THAN ONE JOB, SG008JJ ^= 1)	1950	2189	4139
-1	DON'T KNOW	6	4	10
6 - 50		85	82	167
51 - 52		282	202	484

sg011jj: Do you get paid by the hour, do you get a salary, or do you get paid on some other basis?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 266r, RG011JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	13	12	25
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1)	3	39	42
-1	DON'T KNOW	2	8	10
1	HOURLY	819	1365	2184
2	SALARY	973	737	1710
3	OTHER (PIECEWORK, ETC.)	0	2	2
5	SALARY PLUS COMMISSION	32	10	42
6	COMMISSION ONLY	101	46	147
7	PAY SELF FROM PROFITS	381	261	642

sg012jjc: What is your most recent base hourly wage rate at this job?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG011JJ, 266s, RG012JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	43	58	101
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1, R NOT PAID HOURLY, SG011JJ ^= 1)	1505	1115	2620
-1	DON'T KNOW	22	97	119
150	$1.50 OR LESS	1	14	15
160 - 650		48	355	403
652 - 900		77	338	415
903 - 1183		139	250	389
1185 - 1580		248	141	389
1581 - 11000		241	112	353

Note: See Appendix E - COR582 Creation of Hourly Wage Rate Variables.
Note: Observations presented in cents per hour; to convert to dollars per hour, move the decimal point two places to the left.

sg013jjc: What was your most recent gross salary before deductions?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG011JJ, 268f, RG013JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	87	36	123
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1; R NOT PAID BY SALARY, SG011JJ ^= 2)	1351	1743	3094
-1	DON'T KNOW	16	67	83
20 - 10000		132	171	303
11000 - 30000		101	212	313
31000 - 43500		166	135	301
43900 - 60000		224	90	314
60600 - 500000		247	26	273

sg014jjd: Pay interval for recent gross salary.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG013JJC, 268m, RG014JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	Inappropriate INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1; R NOT A SALARY WORKER, SG011JJ^=2; DK, INAPP OR REF/NA TO RECENT GROSS SALARY, SG013JJC>=9999997)	1454	1846	3300
3	BIWEEKLY (EVERY OTHER WEEK)	44	48	92
4	PER MONTH	83	94	177
5	PER YEAR	743	492	1235

sg015jje: Is this salary for full time work, for the full year?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG014JJD, 268s, RG015JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED/NOT ASCERTAINED	6	4	10
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1; R NOT A SALARY WORKER, SG011JJ^=2; SALARY REPORTED NOT FOR ANNUAL PAY INTERVAL, SG014JJD^=5)	1581	1988	3569
-1	DON'T KNOW	1	0	1
1	YES	707	427	1134
2	NO	29	61	90

sg016jjf: For how many months of work do/did you receive this salary?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG015JJE, 270, RG016JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1; R IS NOT A SALARY WORKER, SG011JJ^=2; R IS SALARY WORKER BUT ANNUAL PAY REPORT IS FOR FULL-TIME/ FULL-YEAR WORK OR DK, REF, INAPP FOR FULL-TIME/FULL-YEAR WORK, SG015JJE^=2)	2295	2419	4714
-1	DON’T KNOW	1	0	1
4		0	1	1
5		0	3	3
6		0	2	2
7		0	1	1
9		17	30	47
10		9	12	21
11		1	2	3
12		1	10	11

sg017jjg: For how many hours of work per week?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG016JJF, 270f, RG017JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	0	1	1
-2	Inappropriate INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1; R IS NOT A SALARY WORKER, SG011JJ^=2; R IS SALARY WORKER BUT ANNUAL PAY REPORT IS NOT FOR FULL-TIME/FULL-YEAR WORK AND R DK, REF, INAPP ON MONTHS PAID PER YEAR, SG016JJF>=97)	2296	2419	4715
-1	DON’T KNOW	2	2	4
8		0	1	1
15		1	2	3
20		0	7	7
24		0	1	1
25		0	1	1
28		0	1	1
30		0	4	4
35		0	5	5
37		0	2	2
38		0	1	1
40		14	19	33
42		0	2	2
45		0	5	5
50		5	2	7
55		4	1	5
60		2	3	5
75		0	1	1

sg018jjd: In an average month, how much do you earn from this job, before taxes and other deductions?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG011JJ, SG012JJC, SG013JJC, 270m, RG018JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	204	190	394
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1;WAGES PAID HOURLY OR SALARY, SG011JJ=1,2)	1626	1882	3508
-1	DON'T KNOW	62	148	210
0 - 600		39	106	145
650 - 1500		69	69	138
1600 - 3000		98	47	145
3200 - 6500		117	25	142
7000 - 75000		107	13	120
90000	$90,000 OR MORE	2	0	2

Note: If a sibling respondent reported being paid either hourly or on salary (SG011JJ=1,2), but did not report an hourly wage (SG012JJC>=99997) or a salary (SG013JJC>=9999997), then we should look for a monthly wage. If no monthly wage was reported, then SG018JJD=99999. In three cases, a salary AND a monthly wage was reported; SG018JJD contains the monthly wage information, even though the salary information will be used to compute the wage rate for these three sibling respondents.
In the public release, this variable is top-coded at $60,000.

sg019jj: In the last 12 months, how much have you received in wages, salaries, commissions, and tips before taxes and other deductions?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: 594n, RG019JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	221	189	410
-1	DON’T KNOW	51	95	146
0	NONE	405	632	1037
40 - 15000		145	569	714
15400 - 25000		218	445	663
25300 - 36000		373	286	659
36400 - 52000		447	196	643
52700 - 1,111,111		464	68	532

Note: SG019JJ uses question 594n which asks: "In the last 12 months, how much have you, yourself, received in WAGES, SALARIES, COMMISSIONS, AND TIPS before taxes and other deductions?" 33 of the respondents who have not had a job spell for six months or longer between 1975-1992/93 and are not currently working reported something other than zero to this question. We have included all of their responses to this variable since it is possible to have held a job for less than six months during the preceeding 12 months without meeting our previous definitions for the job history. To exclude these cases, select on SF001RE ^= 1.
In the public release, this variable is top-coded at $500,000.

sg020jjd: Total hours worked per week on all jobs.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG006JJ, SG009JJC, RG020JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	6	8	14
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1)	3	39	42
-1	DON'T KNOW	13	36	49
2 - 37		169	799	968
38 - 40		657	915	1572
41 - 50		783	429	1212
51 - 93		668	245	913
95	95 OR MORE HOURS	25	9	34

sg021jjh: Base hourly wage rate

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG006JJ, SG007JJ, SG009JJC, SG011JJ, SG012JJC, SG013JJC, SG014JJD, SG015JJE, SG016JJF, SG017JJG, SG018JJD, SG019JJ, SG020JJD, SF001RE, RG021JJD

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	NOT ASCERTAINED. (NO WAGE DATA AVAILABLE, SG012JJC>=99997 AND SG013JJC>=9999997 AND SG018JJD>=99997 AND SG019JJ>=99999997)	162	132	294
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1, OR R NOT PAID, SG011JJ=0)	3	39	42
0 - 6000		211	682	893
6020 - 10000		245	694	939
10008 - 14500		457	452	909
14512 - 21528		606	289	895
21538 - 692841		640	192	832

Note: To convert to dollars per hour, move the decimal point three places to the left.
Note: In the public release, this variable is top-coded at $200.00.
Where information on hours and/or weeks worked per year is missing, wage rate is based on full-year (52 weeks), full-time (40 hours) work. Where information about the salary or hourly wage from the sibling respondent's current/last job is missing, information about the sibling respondent's total yearly wage income is used to estimate the wage rate (SG019JJ). In most cases where sibling respondents reported yearly salary for part-time work, weeks worked per year (SG007JJ) was used to compute the wage rate, rather than the months worked (SG016JJF). Only in cases where the months worked was much lower than 4 times the weeks worked was months used. Note that weeks worked per year was NOT used in the creation of the corresponding respondents' wage variable (RG021JJD).

sg022jjh: Flag variable indicating source of information for base hourly wage rate.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SG006JJ, SG007JJ, SG009JJC, SG011JJ, SG012JJC, SG013JJC, SG014JJD, SG015JJE, SG016JJF, SG017JJG, SG018JJD, SG019JJ, SG020JJD, SF001RE, RG022JJD

	Frequencies
Value	**Label**

Value	Label	Male	Female	Total
.	System missing - NR	2113	1861	3974
-3	NOT ASCERTAINED. (NO WAGE DATA AVAILABLE, SG012JJC>=99997 AND SG013JJC>=9999997 AND SG018JJD>=99997 AND SG019JJ>=99999997)	162	132	294
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1, OR R NOT PAID, SG011JJ=0)	3	39	42
1	Hourly Worker, Direct Report Of Wage Rate	754	1210	1964
2	Hourly Worker, Reports Average Monthly Salary	10	17	27
5	Salaried Worker, Reports Biweekly Gross Salary	44	48	92
6	Salaried Worker, Reports Monthly Gross Salary	82	92	174
7	Salaried Worker, Reports Annual Gross Salary For Full-Time/Full-Year Work	706	423	1129
8	Salaried Worker, Reports Annual Gross Salary For Less Than Full-Time/Full-Year Work; Hours Of Work Estimated From Usual Months Worked Per Year	2	7	9
9	Salaried Worker, Reports Annual Gross Salary For Less Than Full-Time/Full-Year Work; Hours Of Work Estimated From Usual Weekly Work Hours	34	58	92
10	Hourly Plus Commission, Salary Plus Commission, Or Commission Only-- Wage Rate Estimated From Average Monthly Salary And Hours Worked/Week And Weeks Worked/Year	113	43	156
11	R DK Or Refuse To Report How Paid-- Wage Rate Estimated From Average Monthly Salary And Hours Worked/Week	3	1	4
12	R Is Paid On 'Other' Basis--Wage Rate Estimated From Average Monthly Salary And Hours Worked/Week	0	1	1
13	R Pays Self From Profits--Wage Rate Estimated From Average Monthly Salary And Hours Worked/Week	287	162	449
15	Specific Wage Information Not Available--Wage Rate Is Estimated From Annual Earnings	47	42	89
16	Specific Wage Information Not Available And R Reports Zero Annual Earnings--Wage Rate Is $0	60	162	222

17	Monthly Wage Reported, Hours/Week Not Reported - Use Total Hours Worked/Week At All Jobs To Calculate Wage Rate	1	0	1
18	Monthly Wage Reported, Hours/Week And/Or Weeks/Year Not Reported - Assume 40 Hours/Week (If Hours Missing), 52 Weeks/Year (If Weeks Missing) To Calculate Wage Rate	3	5	8
20	Annual, Full-Time, Full-Year Salary Reported, Hours/Week Not Reported - Assume 40 Hours/Week To Calculate Wage Rate	0	3	3
21	Annual, Full-Time, Full-Year Salary Reported, Weeks/Year Not Reported - Use Total Weeks Worked At All Jobs To Calculate Wage Rate	0	1	1
22	Annual Full-Time, Full-Year Salary Reported, Weeks/Year And Months/Year Not Reported - Assume 52 Weeks/Year To Calculate Wage Rate	1	0	1
23	Annual Earnings At All Jobs Reported, Hours/Week And/Or Weeks/Year Not Reported - Assume 40 Hours/Week (If Hours Missing), 52 Weeks/Year (If Weeks Missing) To Calculate Wage Rate	1	4	5
25	Monthly Wage Exceeds Top-Coded Value Of $89,999 - Use Annual Earnings At All Jobs To Calculate Wage Rate	1	0	1
27	Respondent Reported $0 Monthly Earnings	10	30	40

sg023jj: Not including yourself, about how many people worked where you worked for your current/last company?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 274, RG023JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	8	14	22
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1)	3	39	42
-1	DON'T KNOW	41	206	247
0	NONE	168	108	276
1 - 7		408	461	869
8 - 30		398	480	878
31 - 100		415	457	872
102 - 500		459	458	917
505 - 80000		424	257	681

sg024jj: Summary - not including yourself, about how many people worked where you worked for your current/last company?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 274, 274f, RG024JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	8	12	20
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1)	3	39	42
-1	DON'T KNOW	11	33	44
0	NONE	168	108	276
1 - 8		452	497	949
9 - 35		397	495	892
36 - 120		420	481	901
122 - 500		426	486	912
505 - 80000		439	329	768

Note: If respondent answered using categories, the median of the category was used to create this variable: <10=5, 10-25=17, 26-50=38, 51-100=75, 101-500=300, >500=2000.

sg025jj: Current/last firm size, categorical.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 274, 274f, RG025JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	8	12	20
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE^=1)	3	39	42
-1	DON'T KNOW	11	33	44
1	LESS THAN 10	639	628	1267
2	10 TO 25	284	361	645
3	26 TO 50	224	290	514
4	51 TO 100	249	274	523
5	101 TO 500	467	514	981
6	MORE THAN 500	439	329	768

sg026jj: Was your current/last job with the Federal, State, or Local Government?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SF054REE, gov2, bgov2, RG026JJF

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	6	5	11
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, RF001JS ^= 1 OR NON-GOVERNMENT, SF054REE ^= 2)	1940	1920	3860
-1	DON'T KNOW	0	3	3
1	FEDERAL GOVERNMENT	86	59	145
2	STATE GOVERNMENT	107	164	271
3	LOCAL GOVERNMENT	185	327	512
4	OTHER	0	2	2

sg027jj: Alternate job supervision questions. 50% of the sample answered Jencks Items; remainder answered Wright Items.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, RN3, RG027JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
1	JENCKS SUPERVISION ITEMS	1168	1233	2401
2	WRIGHT SUPERVISION ITEMS	1153	1208	2361

sg028jjc: Do you have authority to hire or fire others? This is a Jencks Item.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG027JJ, 276q, RG028JJF

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	66	44	110
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NON-SAMPLE, SG027JJ = 2)	1156	1247	2403
-1	DON'T KNOW	2	3	5
0	NO	690	982	1672
1	YES	410	204	614

Note: This question was not asked if the respondent is self-employed in current/last job. In these cases, SG028JJC = 9.

sg029jjc: Can you influence or set the rate of pay received by others? This is a Jencks Item.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG027JJ, 276r, RG029JJF

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	65	44	109
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NON-SAMPLE, SG027JJ = 2)	1156	1247	2403
-1	DON'T KNOW	3	1	4
0	NO	672	980	1652
1	YES	428	208	636

Note: This question was not asked if the respondent is self-employed in current/last job. In these cases, SG029JJC = 9.

sg030jjc: Do you supervise the work of others? That is, what they produce/produced or how much? This is a Jencks Item.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG027JJ, WL40, RG030JJF

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	65	44	109
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NON-SAMPLE, SG027JJ = 2)	1156	1247	2403
-1	DON'T KNOW	0	2	2
0	NO	463	705	1168
1	YES	640	482	1122

Note: This question was not asked if the respondent is self-employed in current/last job. In these cases, SG030JJC = 9.

sg031jjc: Does someone else supervise your work? That is, what you produce or how much? This is a Jencks Item.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG027JJ, WL41, RG031JJF

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	64	45	109
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NON-SAMPLE, SG027JJ = 2)	1156	1247	2403
-1	DON'T KNOW	0	4	4
0	NO	302	214	516
1	YES	802	970	1772

Note: This question was not asked if the respondent is self-employed in current/last job. In these cases, SG031JJC = 9.

sg032jjd: Does your boss have a boss? This is a Jencks Item.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG027JJ, SG031JJC, JEN1, RG032JJG

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	64	44	108
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NON-SAMPLE, SG027JJ = 2 OR NO SUPERVISOR, SG031JJC=0)	1458	1461	2919
-1	DON'T KNOW	0	6	6
0	NO	101	164	265
1	YES	701	805	1506

Note: This question was not asked if the respondent is self-employed in current/last job. In these cases, SG032JJC = 9.

sg033jjc: Does managerial, supervisory, or non-management/non-surpervisory best describe the position which you hold in your business or organization? This is a Wright Item.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG027JJ, SG031JJC, 276n, RG033JJF

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	76	54	130
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NON-SAMPLE, SG027JJ = 1)	1171	1272	2443
-1	DON'T KNOW	16	22	38
1	MANAGERIAL	422	240	662
2	SUPERVISORY	129	125	254
3	NON-MANAGEMENT/NON-SUPERVISORY	510	767	1277

Note: This question was not asked if the respondent is self-employed in current/last. In these cases, SG033JJC = 9.

sg034jjd: For managerial jobs: Would that be a top, upper, middle, or lower managerial position you hold? This is a Wright Item.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG027JJ, SG033JJC, 276o, RG034JJG

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	1	0	1
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NON-SAMPLE, SG027JJ = 1 OR NON-MANAGEMENT, SG033JJC^=1)	1902	2240	4142
-1	DON'T KNOW	5	9	14
1	TOP	246	97	343
2	UPPER	48	38	86
3	MIDDLE	100	68	168
4	LOWER	22	28	50

Note: This question was not asked if the respondent is self-employed in current/last. In these cases, SG034JJD = 9.

sg035jjc: Summary for which of the following best describes the position which you hold in your business or organization? This is a Wright Item.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG027JJ, 276n, 276o, RG035JJF

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	76	54	130
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NON-SAMPLE, SG027JJ = 1)	1171	1272	2443
-1	DON'T KNOW	16	22	38
0	NON-MANAGEMENT/NON-SUPERVISORY	510	767	1277
1	SUPERVISORY	129	125	254
2	MANAGEMENT, POSITION UNSPECIFIED	6	9	15
3	LOWER MANAGEMENT	22	28	50
4	MIDDLE MANAGEMENT	100	68	168
5	UPPER MANAGEMENT	48	38	86
6	TOP MANAGEMENT	246	97	343

Note: This question was not asked if the respondent is self-employed in current/last job. In these cases, SG035JJC = 9.

sg036jjd: Does someone else supervise your work? That is, what you produce/produced or how much? This is a Wright Item.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG027JJ, SG035JJC, WL42, RG036JJF

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	74	56	130
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NON-SAMPLE, SG027JJ = 1)	1171	1272	2443
-1	DON'T KNOW	0	1	1
0	NO	321	229	550
1	YES (INCLUDES MANAGERS WHO WERE NOT TOP OR UPPER LEVEL)	758	922	1680

Note: If the respondent answered managerial posotion but not top or upper level management, it was assumed that they had a supervisor and they were not asked this question. This question was not asked if the respondent is self-employed in current/last. In these cases, SG036JJD = 9.

sg037jjc: Do you participate in making policy decisions such as, products or services delivered, total number of people employed, budgets, etc., or even provide advice about them? This is a Wright Item.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG027JJ, 276p, RG037JJF

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	75	58	133
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NON-SAMPLE, SG027JJ = 1)	1171	1272	2443
-1	DON'T KNOW	5	7	12
0	NO	367	557	924
1	YES	706	586	1292

Note: This question was not asked if the respondent is self-employed in current/last. In these cases, SG037JJC = 9.

sg038jjc: As an official part of your job, do you supervise the work of other employees or tell other employees what work to do? This is a Wright Item.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG027JJ, EOW3, RG038JJF

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	75	56	131
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NON-SAMPLE, SG027JJ = 1)	1171	1272	2443
-1	DON'T KNOW	3	1	4
0	NO	389	598	987
1	YES	686	553	1239

Note: This question was not asked if the respondent is self-employed in current/last. In these cases, SG038JJC = 9.

sg039jje: Summary for how many times an hour, day, week, month, or year does a supervisor check up on your work?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG031JJC, SG034JJD, SG036JJD, 276, 276f, RG039JJG

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	146	105	251
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NO SUPERVISOR, SG031JJC = 0 OR SG036JJD = 0 OR TOP OR UPPER MANAGEMENT, SG034JJD = 1-2)	716	534	1250
-1	DON'T KNOW	102	173	275
0	NEVER	186	315	501
1	ONCE PER YEAR	81	162	243
2	SEVERAL TIMES PER YEAR	99	164	263
3	ONCE PER MONTH	136	160	296
4	SEVERAL TIMES PER MONTH	65	60	125
5	ONCE PER WEEK	197	231	428
6	SEVERAL TIMES PER WEEK	94	77	171
7	ONCE PER DAY	345	314	659
8	SEVERAL TIMES PER DAY	96	61	157
9	ONCE PER HOUR	17	14	31
10	SEVERAL TIMES PER HOUR, OR CONSTANTLY	44	110	154

Note: See SG042JJ and SG043JJ for the raw variables. An 8-hour day/5-day workweek was assumed for this question; that is, if a sibling-respondent indicated that he or she was supervised 5 days a week, this was coded as 1 time a day (SG039JJE=7), rather than several times a week (SG039JJE=6). This question was not asked if the respondent is self-employed in current/last. In these cases, SG039JJE = 99.

sg040jje: About how many times an hour, day, week, month, or year does a supervisor check up on your work?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG031JJC, SG034JJD, SG036JJD, 276, RG040JJG

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	146	105	251
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NO SUPERVISOR, SG031JJC = 0 OR SG036JJD = 0 OR SG034JJD = 1-2)	716	534	1250
-1	DON'T KNOW	100	172	272
0	NEVER	186	315	501
1		769	869	1638
2		223	240	463
3		66	70	136
4		44	39	83
5		15	9	24
6		8	10	18
8		3	2	5
9		0	1	1
10		8	4	12
11		0	1	1
12		1	2	3
15		1	0	1
20		1	1	2
24		0	1	1
80		0	1	1
130		0	1	1
365		0	1	1
9995	CONSTANTLY	37	102	139

Note: See SG041JJF for the corresponding units. This question was not asked if the respondent is self-employed in current/last. In these cases, SG040JJE = 9999.

sg041jjf: Unit for how many times an hour, day, week, month, or year does a supervisor check up on your work?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG031JJC, SG034JJD, SG036JJD, SG040JJE, 276f, RG041JJH

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	0	1	1
-2	Inappropriate INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NO SUPERVISOR, SG031JJC = 0 OR SG036JJD = 0 OR SG034JJD = 1-2 OR NEVER OR CONSTANTLY SUPERVISED, OR DID NOT ANSWER ABOUT SUPERVISION, SG040JJE = 0 OR >= 9995)	1185	1228	2413
-1	DON’T KNOW	2	0	2
1	PER HOUR	20	15	35
2	PER DAY	437	374	811
3	PER WEEK	295	308	603
4	PER MONTH	203	224	427
5	PER YEAR	182	330	512

Note: See SG040JJE for the corresponding frequencies. This question was not asked if the respondent is self-employed in current/last. In these cases, SG041JJF = 9.

sg042jj: Can you decide what time to come to work and when to leave, either officially or unofficially?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 276m, RG042JJF

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	140	100	240
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	10	4	14
0	NO	904	1377	2281
1	YES	1267	960	2227

Note: This question was not asked if the respondent is self-employed in current/last job. In these cases, SG042JJ = 9.

sg043jj: How much education do most people in jobs like respondent's job have?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 278f, b278f, RG043JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	7	11	18
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	127	174	301
1	LESS THAN A HIGH SCHOOL GRADUATE	29	40	69
2	HIGH SCHOOL GRADUATE ONLY	791	969	1760
3	TECHNICAL OR VOCATIONAL SCHOOL	209	244	453
4	SOME COLLEGE	282	315	597
5	FOUR-YEAR COLLEGE GRADUATE	609	454	1063
6	GRADUATE OR PROFESSIONAL SCHOOL	244	194	438
7	ASSOCIATE'S DEGREE/TWO-YEAR COLLEGE	0	3	3
8	HIGH SCHOOL PLUS APPRENTICESHIP, LICENSING PROGRAM OR ON-THE-JOB CERTIFICATION	4	1	5
9	VARIES; NO UNIFORM DEGREE OF SCHOOLING	5	13	18
10	OTHER	3	7	10
96	NO OTHERS IN JOB LIKE RESPONDENT	11	16	27

sg044jj: All things considered, how satisfied are you with your job as a whole?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 278s, RG044JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	9	15	24
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	3	8	11
1	VERY SATISFIED	1222	1297	2519
2	FAIRLY SATISFIED	870	896	1766
3	SOMEWHAT DISSATISFIED	173	182	355
4	VERY DISSATISFIED	44	43	87

sg045jj: Would you agree or disagree that a person on your job learns new things that could lead to a better job or promotion?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 280, 280a, RG045JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	11	18	29
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	33	35	68
0	NEITHER AGREE NOR DISAGREE	70	77	147
1	AGREE STRONGLY	893	759	1652
2	AGREE MODERATELY	692	794	1486
3	AGREE SLIGHTLY	67	74	141
4	DISAGREE SLIGHTLY	86	97	183
5	DISAGREE MODERATELY	286	332	618
6	DISAGREE STRONGLY	183	255	438

Note: The response categories for this question are as follows: Agree, Disagree, Neither agree nor disagree, Don't know, Refused. There is then a following question which is asked if the respondent answers "agree" or "disagree": "Is that strongly, moderately, or slightly?"

sg046jj: How frequently does your job require lots of physical effort?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 286m, RG046JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	10	15	25
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	1	7	8
1	ALWAYS	391	429	820
2	FREQUENTLY	497	512	1009
3	SOMETIMES	495	495	990
4	RARELY	688	658	1346
5	NEVER	239	325	564

sg047jj: How frequently does your job require intense concentration or attention?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 288, RG047JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	10	17	27
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	3	6	9
1	ALWAYS	918	1150	2068
2	FREQUENTLY	1131	980	2111
3	SOMETIMES	226	240	466
4	RARELY	25	40	65
5	NEVER	8	8	16

sg048jj: How frequently do you have to work under the pressure of time?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 288s, RG048JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	10	16	26
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	9	10	19
1	ALWAYS	718	809	1527
2	FREQUENTLY	919	907	1826
3	SOMETIMES	463	446	909
4	RARELY	145	175	320
5	NEVER	57	78	135

sg049jj: In an average week on your job, how many hours do you spend reading, writing, and dealing with written materials?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 290f, RG049JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	12	18	30
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	24	52	76
0	NONE	108	175	283
1 - 5		506	416	922
6 - 15		579	479	1058
16 - 28		454	426	880
29 - 40		483	761	1244
42 - 95		154	114	268
96	96 OR MORE HOURS	1	0	1

sg050jj: How many hours per week do you spend working with your hands, tools, or equipment?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 290m, RG050JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	14	18	32
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	23	37	60
0	NONE	301	205	506
1 - 10		574	495	1069
11 - 25		376	594	970
26 - 40		695	933	1628
41 - 95		332	156	488
96	96 OR MORE HOURS	6	3	9

sg051jj: How many hours per week do you spend dealing with people about work (not just passing the time of day)?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 290s, RG051JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	15	19	34
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	43	64	107
0	NONE	103	122	225
1 - 8		497	403	900
9 - 20		700	645	1345
21 - 35		419	580	999
36 - 45		380	513	893
46 - 95		162	92	254
96	96 OR MORE HOURS	2	3	5

sg052jj: How many hours per week do you do the same things over and over?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 292, RG052JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	18	21	39
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	148	159	307
0	NONE	312	252	564
1 - 10		593	521	1114
11 - 20		324	466	790
21 - 40		610	886	1496
42 - 95		312	133	445
96	96 OR MORE HOURS	4	3	7

sg053jj: How dirty do you get on the job?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 292m, RG053JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	16	16	32
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	12	2	14
1	VERY DIRTY	182	70	252
2	FAIRLY DIRTY	408	216	624
3	A LITTLE DIRTY	751	875	1626
4	NOT AT ALL DIRTY	952	1262	2214

sg054jj: Were you exposed to dangerous conditions in your work?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 293, RG054JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	15	16	31
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	4	4	8
0	NO	1198	1792	2990
1	YES	1104	629	1733

Note: For example, they may work with dangerous chemicals, equipment or machinery, or they may be exposed to dangerous fumes, gases or fires.

sg055jjd: What sort of hazardous conditions were you exposed to on the job?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG054JJ, 294, RG055JJD

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	1	0	1
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NO HAZARDOUS CONDITIONS, SG054JJ ^= 1)	1220	1851	3071
-1	DON'T KNOW	3	0	3
1	BACTERIAL, VIRAL, FUNGAL, AND OTHER DISEASE AGENTS INCLUDING TAINTED BLOOD; MEDICAL EQUIPMENT USED IN HANDLING DISEASE AGENTS; PATHOGENIC ORGANISMS	39	115	154
2	COMPUTER DISPLAY TERMINALS-LOW LEVEL RADIATION (CRTs, CATHODE RAY TUBES, VIDEO DISPLAY TERMINALS)	6	13	19
3	EXTENSIVE DRIVING	18	6	24
4	FREQUENT TRAVEL BY AIR	2	1	3
5	HIGH CRIME AREAS OR RISK OF ASSAULT	29	15	44
6	HOSTILE CLIENTS (e.g. PSYCHIATRIC PATIENTS)	17	26	43
7	LARGE ANIMALS (COWS, HORSES); ANIMAL BITES	15	6	21
8	USING HEAVY MACHINERY (TRACTORS, ETC...) OR DANGEROUS EQUIPMENT; TRANSPORTATION VEHICLES (TRUCKS, TRAINS, AIRPLANES)	279	74	353
9	LIFTING HEAVY EQUIPMENT, MATERIALS OR PEOPLE	3	2	5
10	BURNS FROM HIGH PRESSURE STEAM, HOT GREASE OR OIL, MOLTEN METALS, COOKING STEAM (AUTOCLAVES, STEAMERS), FIRES	20	29	49
11	ELECTRICAL EQUIPMENT; HIGH VOLTAGE	50	8	58

12	FALLING OR WORKING AT HEIGHTS	26	2	28
13	EXPLOSIVES	15	2	17
14	HAZARDOUS CHEMICALS INCLUDING FLAMMABLE LIQUIDS AND GASES, HAZARDS TO RESPIRATORY FUNCTION SUCH AS DUST, CIGARETTE SMOKE, LACK OF VENTILATION	476	249	725
15	MUTAGENIC/CARCINOGENIC MATERIALS (i.e. ASBESTOS)	21	15	36
16	RADIATION (X-RAY AND GAMMA EMITTERS); RADIOISOTOPES (ALL)	13	12	25
18	TOXINS (PESTICIDES, BOTULISM TOXIN, ETC.)	14	10	24
19	NOISE	10	4	14
20	RECREATIONAL ACTIVITIES	0	1	1
24	DANGEROUS WEATHER OR ADVERSE ENVIRONMENT (OUTDOOR)	19	5	24
26	WORKING WITH EXTREMELY HIGH OR LOW TEMPERATURES (INDOOR); OTHER ADVERSE WORKING CONDITIONS (i.e. POOR LIGHTING, LOOSE WIRES, DIRTY ENVIRONMENT)	6	3	9
27	PARKING LATE AT NIGHT AWAY FROM BUILDING/ WALKING HOME FROM WORK AT NIGHT	0	1	1
32	CUTLERY (CLEAVERS,KNIVES,NON-POWER SAWS,HAND TOOLS)	7	19	26
34	OTHER, SPECIFIED	15	11	26

sg056jje: Degree of seriousness of dangerous condition on job. Constructed from SG055JJD.

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG054JJ, SG055JJD, RG056JJE

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	16	11	27
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NO HAZARDOUS CONDITIONS, SG054JJ ^= 1)	1220	1851	3071
-1	DON'T KNOW	3	0	3
1	NOT SERIOUS OR EXTREME DANGER	9	22	31
2	SERIOUS DANGER	476	271	747
3	EXTREME DANGER	600	325	925

Note: No questions regarding degree of seriousness of danger were asked of the respondent. SG056JJE was constructed from SG055JJD. SG056JJE=1,NOT SERIOUS OR EXTREME (If SG055JJD = 4,20,22,25,27,30-32) SG056JJE=2,SERIOUS DANGER (If SG055JJD =1-3,5-6,8-9,11,19,21,23-24, 26,28,33) SG056JJE=3,EXTREME DANGER (If SG055JJD = 7,10,12-18,29)

sg057jjd: How frequently are you exposed to dangerous conditions?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, SG054JJ, 293, 295, RG057JJD

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1 OR NO HAZARDOUS CONDITIONS, SG054JJ ^= 1)	1220	1851	3071
-1	DON'T KNOW	6	7	13
1	ALWAYS	287	183	470
2	FREQUENTLY	314	168	482
3	SOMETIMES	307	156	463
4	RARELY	187	111	298
5	NEVER	3	4	7

sg058jj: On a scale from one to ten, what chance do you think there is that you will lose your job completely in the next two years?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF046REC, 298, RG058JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	54	49	103
-2	INAPPROPRIATE INAPPROPRIATE (NOT CURRENTLY EMPLOYED, SF045RE ^= 1)	427	720	1147
-1	DON'T KNOW	22	26	48
0	NO CHANCE	823	848	1671
1		266	215	481
2		249	211	460
3		138	82	220
4		39	47	86
5		173	169	342
6		16	17	33
7		32	20	52
8		32	36	68
9		12	12	24
10	ABSOLUTELY CERTAIN	41	28	69

Note: Several sibling-respondents who were working at the time of the survey, but were not at their job due to illness, leave of absence, etc. These people were not asked this question, and are coded SG058JJ=99.

sg059jj: Do you get paid vacations?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 298f, RG059JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	16	16	32
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	7	17	24
0	NO	618	887	1505
1	YES	1680	1521	3201

sg060jj: Other than holidays like the Fourth of July or Labor Day, how many paid vacation days are you allowed to take off each year?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 298m, 298f, RG060JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	20	17	37
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	51	98	149
0	NONE	644	926	1570
1 - 10		415	576	991
11 - 15		287	328	615
16 - 21		350	260	610
22 - 30		468	209	677
31 - 365		86	27	113

sg061jj: If an average job is rated 100, how would you rate your job?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 300f, RG061JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	24	20	44
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	28	29	57
0 - 100		601	1013	1614
101 - 150		627	515	1142
155 - 200		648	644	1292
201 - 10,000,000		393	220	613

Note: "Now I would like you to rate your job compared to what most people consider an average job. So considering everything -- pay, fringe benefits, working conditions, kind of work, etc. We find that most people think of jobs like telephone operator, carpenter, or payroll clerk as average jobs. Let's give an average job a rating of 100. Then, if your job (is/was) TWICE as good as an average job, you should give it a rating of 200. If it (is/was) HALF as good, give it 50, and so on. You can give any number you like."

sg062jj: Which do you think is more important in a job: getting a pension or getting high pay?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 301a, 301b, RG062JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	49	33	82
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	42	57	99
1	PENSION MUCH MORE IMPORTANT	401	518	919
2	PENSION SOMEWHAT MORE IMPORTANT	395	554	949
3	PENSION SLIGHTLY MORE IMPORTANT	227	254	481
4	SAME IMPORTANCE	296	271	567
5	HIGH PAY SLIGHTLY MORE IMPORTANT	189	185	374
6	HIGH PAY SOMEWHAT MORE IMPORTANT	350	325	675
7	HIGH PAY MUCH MORE IMPORTANT	372	244	616

Note: See NG001RER-NG010RER for similar questions about job importance that were asked on the mail questionnaire.

sg063jj: Which is more important: being able to have on-the-job training, or getting high pay?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 301n, 301o, RG063JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	45	46	91
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	61	80	141
1	ON-THE-JOB TRAINING MUCH MORE IMPORTANT	377	460	837
2	ON-THE-JOB TRAINING SOMEWHAT MORE IMPORTANT	458	639	1097
3	ON-THE-JOB TRAINING SLIGHTLY MORE IMPORTANT	222	241	463
4	SAME IMPORTANCE	231	215	446
5	HIGH PAY SLIGHTLY MORE IMPORTANT	165	175	340
6	HIGH PAY SOMEWHAT MORE IMPORTANT	367	314	681
7	HIGH PAY MUCH MORE IMPORTANT	395	271	666

Note: See NG001RER-NG010RER for similar questions about job importance that were asked on the mail questionnaire.

sg064jj: Which is more important: being able to work without frequent checking by a supervisor, or getting high pay?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 301q, 301r, RG064JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	47	44	91
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	80	103	183
1	WITHOUT FREQUENT CHECKING MUCH MORE IMPORTANT	444	468	912
2	WITHOUT FREQUENT CHECKING SOMEWHAT MORE IMPORTANT	440	480	920
3	WITHOUT FREQUENT CHECKING SLIGHTLY MORE IMPORTANT	195	214	409
4	SAME IMPORTANCE	171	188	359
5	HIGH PAY SLIGHTLY MORE IMPORTANT	199	204	403
6	HIGH PAY SOMEWHAT MORE IMPORTANT	376	411	787
7	HIGH PAY MUCH MORE IMPORTANT	369	329	698

Note: See NG001RER-NG010RER for similar questions about job importance that were asked on the mail questionnaire.

sg065jj: Which is more important: Having a job that other people regard highly, or getting high pay?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: SF001RE, 302b, 302c, RG065JJC

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	42	40	82
-2	INAPPROPRIATE INAPPROPRIATE (NO CURRENT/LAST JOB, SF001RE ^= 1)	3	39	42
-1	DON'T KNOW	71	111	182
1	HIGHLY REGARDED JOB MUCH MORE IMPORTANT	190	206	396
2	HIGHLY REGARDED JOB SOMEWHAT MORE IMPORTANT	249	333	582
3	HIGHLY REGARDED JOB SLIGHTLY MORE IMPORTANT	117	141	258
4	SAME IMPORTANCE	163	197	360
5	HIGH PAY SLIGHTLY MORE IMPORTANT	252	249	501
6	HIGH PAY SOMEWHAT MORE IMPORTANT	581	600	1181
7	HIGH PAY MUCH MORE IMPORTANT	656	564	1220

Note: See NG001RER-NG010RER for similar questions about job importance that were asked on the mail questionnaire.

sg066re: Was this respondent in the 50% sample which received questions regarding discrimination?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: RN4
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
1	Yes, In Random Sample	1228	1329	2557
2	No, Not In Random Sample (Includes All 26 Graduates Who Are Also Siblings)	1096	1151	2247

Note: The questions regarding sexual harrassment and discrimination were not asked during the 1992-93 interview of original sample members. They are coded "2" for SG066RE and inappropriate for variables SG067RE - SG086RE.

sg067re: Prior to the last/current job, did discrimination or harassment on the basis of age, disability, race, sex, sexual orientation or anything else ever cause respondent to leave or lose a job?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE1
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	13	29	42
-2	INAPPROPRIATE INAPPROPRIATE,NOT IN SAMPLE (SG066RE=2)	1096	1151	2247
-1	DON'T KNOW	7	1	8
1	Yes	76	103	179
2	No	1114	1181	2295
3	R Had No Job Prior To The One Just Discussed	18	15	33

sg068re: In your most recent job, have you been the victim of any sexual harassment?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE2
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED/NOT ASCERTAINED	13	31	44
-2	INAPPROPRIATE INAPPROPRIATE, NOT IN RANDOM SAMPLE (SG066RE =2), OR SELF-EMPLOYED (SF054REE=3,4)	1300	1271	2571
-1	DON'T KNOW	0	1	1
1	YES	9	48	57
2	NO	1002	1129	2131

sg069re: In your most recent job, have you been the victim of any discrimination on the basis of age, disability, race, sex, sexual orientation, or anything else?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE3
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED/NOT ASCERTAINED	13	30	43
-2	INAPPROPRIATE INAPPROPRIATE, NOT IN RANDOM SAMPLE (SG066RE=2), OR SELF-EMPLOYED (SF054REE=3,4)	1300	1271	2571
-1	DON'T KNOW	4	5	9
1	YES	77	91	168
2	NO	930	1083	2013

sg070re: Would you say that this discrimination was based on age, disability, race, sex, sexual orientation, or something else?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE4
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED	2	1	3
-2	INAPPROPRIATE INAPPROPRIATE, (SG069RE ^=1)	2247	2389	4636
-1	DON'T KNOW	0	1	1
1	Age	30	29	59
2	Disability	4	5	9
3	Race	13	4	17
4	Sex	9	33	42
5	Sexual Orientation	1	3	4
6	Physical Condition	2	1	3
8	Political Reasons	0	2	2
9	Smoker	0	1	1
11	Personality Conflicts, Don't Get Along With Bosses	3	1	4
12	Part-Timer	0	1	1
13	Religious Discrimination	1	1	2
14	Non-Family Worker In A Family Business	2	0	2
15	Being A Northerner/Yankee In The South	0	2	2
16	Victim Of Reverse Discrimination Because Not A Minority	1	0	1
17	Lack Of Seniority, New Employee	0	1	1
18	Married	0	1	1
19	Blamed For Someone Else's Mistake	1	0	1
20	Too Much/Too Little Past Experience	2	1	3
22	Other	6	3	9

sg071re: Did this discrimination involve: not getting a promotion, losing a job, hostile working conditions, being paid less, or something else?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE5
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED, NOT ASCERTAINED	3	4	7
-2	INAPPROPRIATE INAPPROPRIATE, (SG069RE ^=1)	2247	2389	4636
-1	DON'T KNOW	0	2	2
1	Not Getting A Promotion	24	13	37
2	Losing A Job	7	14	21
3	Hostile Working Conditions	25	22	47
4	Being Paid Less	9	18	27
5	Unpleasant/Rough Working Conditions, Not Hostile	2	2	4
7	Assigned Different Duties Than Previously Had	0	1	1
8	Treated Badly By Other Employees/Customers	0	2	2
9	Commission Affected	1	0	1
10	Professional Development Hindered	0	1	1
11	Forced To Work More	1	0	1
12	Insubordination By Subordinates	1	0	1
13	Not Allowed To Perform Same Duties As An Equal Could	0	1	1
14	No Maternity Leave	0	1	1
15	No Time Off For Death In Family	0	1	1
16	Job Security Declined	0	1	1
17	Hours Were Cut	0	2	2
18	Forced To Retire Early	2	0	2
19	Other	2	6	8

sg072re: For respondents who experienced both discrimination and sexual harassment, which one of these was the most recent?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE5b
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE, (SG068RE ^= 1 OR SG069RE ^= 1)	2319	2459	4778
-1	DON'T KNOW	2	3	5
1	Discrimination	2	13	15
2	Sexual Harassment	1	5	6

sg073re: Would you describe this discrimination referred to in SG072RE as coming from a particular person, a small group of people, or the organization overall?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE6
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED	0	1	1
-2	INAPPROPRIATE INAPPROPRIATE (SG068RE^=1 & SG069RE^=1)	2243	2362	4605
-1	DON'T KNOW	1	1	2
1	Particular Person	29	46	75
2	Small Group Of People	20	38	58
3	Organization	31	32	63

sg074re: Was/were the person/people referred to in SG073RE higher than you in the organization, about at your level, below you, or outside the organization respondent worked for?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE7
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	Inappropriate INAPPROPRIATE (SG073RE > 2)	2275	2396	4671
-1	DON'T KNOW	0	1	1
1	Higher Level Than Respondent	37	56	93
2	Same Level As Respondent	3	12	15
3	Below Respondent's Level	7	3	10
4	At Several Levels	2	4	6
5	Outside Of The Organization	0	8	8

sg075re: Did respondent ever use a procedure inside his/her organization to complain about the sexual harassment or discrimination referred to in SG068RE and/or SG069RE?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE8
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED	0	1	1
-2	INAPPROPRIATE INAPPROPRIATE (SG068RE^=1 & SG069RE^=1)	2243	2362	4605
1	YES	27	36	63
2	NO	54	81	135

sg076re: Was this procedure respondent used a written grievance procedure or something more informal?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE9
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (SG075RE ^=1)	2297	2444	4741
1	Written Grievance Procedure	6	10	16
2	More Informal Procedure	18	24	42
3	Both, Written Grievance And Informal Procedure	3	2	5

sg077re: Was that written procedure set up by a union?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE10
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED/NOT ASCERTAINED	2	7	9
-2	INAPPROPRIATE INAPPROPRIATE (SG076RE ^=1,3)	2315	2468	4783
1	YES	4	4	8
2	NO	3	1	4

sg078re: Did respondent ever file a complaint with a government fair employment agency?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE11
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-3	REFUSED	0	1	1
-2	INAPPROPRIATE INAPPROPRIATE (SG068RE^=1 & SG069RE^=1)	2243	2362	4605
1	YES	8	4	12
2	NO	73	113	186

sg079re: Which did respondent do first: use a procedure inside organization or file a complaint with a government fair employment agency?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE12
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (SG075RE^=1 OR SG078RE^=1)	2318	2476	4794
1	Procedure Inside Organization	3	3	6
2	Filed A Complaint With Government Fair Employment Agency	3	1	4

sg080re: Did the agency find reasonable cause to believe that a violation occurred? Refers to complaint in SG078RE

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE13
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (SG078RE^=1)	2316	2476	4792
-1	DON’T KNOW	1	0	1
1	YES	0	4	4
2	NO	7	0	7

sg081re: Did the agency file a lawsuit on respondent’s behalf?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE14
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (SG080RE^=1 & SG080RE^=7)	2323	2476	4799
1	YES	0	1	1
2	NO	1	3	4

sg082re: Did respondent or his/her lawyer file a lawsuit on his/her behalf?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE15
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (SG081RE=1 OR SG078RE^=1)	2316	2477	4793
1	YES	1	0	1
2	NO	7	3	10

sg083re: Was respondent’s action resolved completely in his/her favor, partly in his/her favor and partly in the other party’s favor, completely in the other party’s favor, or was it not resolved?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE16
Revisions: Added 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (SG075RE^=1 & SG078RE^=1	2295	2444	4739
1	Resolved Completely In Respondent's Favor	3	13	16
2	Resolved Partly In Respondent's Favor And Partly In The Other Party's Favor	5	6	11
3	Resolved Completely In The Other Party's Favor	7	2	9
4	Not Resolved	14	15	29

sg084re: Was the complaint resolved by someone within the organization respondent works for, the government fair employment agency, through a lawyer-negotiated settlement, or through a trial?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE17
Revisions: Updated 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (SG083RE=4 OR SG078RE^=1)	2320	2477	4797
1	Someone Within Respondent's Organization	1	0	1
2	Government Fair Employment Agency	2	2	4
3	Lawyer-Negotiated Settlement	0	1	1
4	Trial	1	0	1

sg085re: Was the procedure for resolving respondent's complaint within respondent's organization extremely fair, somewhat fair, neither fair nor unfair, somewhat unfair, or extremely unfair?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE18
Revisions: Updated 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (SG075RE ^=1)	2297	2444	4741
-1	DON'T KNOW	1	1	2
1	EXTREMELY FAIR	0	8	8
2	SOMEWHAT FAIR	6	8	14
3	NEITHER FAIR NOR UNFAIR	6	3	9
4	SOMEWHAT UNFAIR	4	11	15
5	EXTREMELY UNFAIR	10	5	15

sg086re: Was the government fair employment process for resolving respondent's complaint extremely fair, somewhat fair, neither fair nor unfair, somewhat unfair, or extremely unfair?

Data source: Sibling Respondent Collected in: 1993-94 Mode: phone
Source variables: LE19
Revisions: Updated 4/97

		Frequencies		
Value	**Label**	**Male**	**Female**	**Total**
.	System missing - NR	2113	1861	3974
-2	INAPPROPRIATE INAPPROPRIATE (SG078RE ^=1)	2316	2476	4792
-1	DON'T KNOW	3	0	3
1	EXTREMELY FAIR	0	2	2
2	SOMEWHAT FAIR	2	1	3
3	NEITHER FAIR NOR UNFAIR	0	1	1
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