GUIDELINES FOR LABOR MARKET VARIABLES

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I. Introduction

A. LIS Labour Market Variables

There are three main categories of labour market variables available in the LIS data as of Wave V.2: (1) labour force status; (2) characteristics of the primary job; and (3) employment characteristics of the individual.

1. Labour Force Status

PCLFS Labour force status in the current period
PCMAS Main activity status in the current period
PUMAS Main activity status during the income reference period

2. Characteristics of the Primary Job

PACTIV Status in employment
POCC Occupation
PIND Industry
PTYPEWK Sector of employment
PSKILL Skill level in employment
PNEMP Number of individuals in local unit
PFULPAR Full-time or part-time and reason why
PCONTRA Permanency of contract
PSUPERV Supervise other workers
PTENURE Tenure in current job

3. Characteristics of the Individual

a) Information about all jobs

PSECJOB More than one job
PHOURSU Usual hours worked per week
PHOURSA Actual hours worked per week

b) Information about all employment

PWEEKTL Total weeks worked
PWEEKFT Weeks worked full-time
PWEEKPT Weeks worked part-time
PWEEKUP Weeks unemployed
PWEXPTL Total duration of all work experience
PWEXPFT Duration of full-time work experience
PWEXPPT Duration of part-time work experience

c) Other

PSEARCH Looking for job and reason why
PCARE Current caregiving status

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B. General Terminology

In order to reduce repetition, abbreviations and definitions that are used consistently throughout this document (as well as the LIS documentation tables) are here.

1. Acronyms and Abbreviations

a) ILO

Industrial Labour Organization. According to its mandate (http://www.ilo.org/public/english/about/index.htm): The International Labour Organization is the UN specialized agency which seeks the promotion of social justice and internationally recognized human and labour rights. It was founded in 1919 and is the only surviving major creation of the Treaty of Versailles which brought the League of Nations into being and it became the first specialized agency of the UN in 1946.

The ILO formulates international labour standards in the form of Conventions and Recommendations setting minimum standards of basic labour rights: freedom of association, the right to organize, collective bargaining, abolition of forced labour, equality of opportunity and treatment, and other standards regulating conditions across the entire spectrum of work related issues. It provides technical assistance primarily in the fields of:

- vocational training and vocational rehabilitation;
- employment policy;
- labour administration;
- labour law and industrial relations;
- working conditions;
- management development;
- cooperatives;
- social security;
- labour statistics and occupational safety and health.

It promotes the development of independent employers' and workers' organizations and provides training and advisory services to those organizations. Within the UN system, the ILO has a unique tripartite structure with workers and employers participating as equal partners with governments in the work of its governing organs.

b) ICSE-93

International Classification by Status in Employment, adopted in 1993 by the 15th International Conference of Labour Statisticians. The ICSE-93 classifies employment status into the following groups:

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1. employees, among whom countries may need and be able to distinguish "employees with stable contracts" (including "regular employees");

2. employers;

3. own-account workers;

4. members of producers' cooperatives;

5. contributing family workers; and

6. workers not classifiable by status.

ICSE-93 supersedes the original ISCE-58 (1957).

c) ISCO-88

International Standard Classification of Occupations, adopted in 1987 by International Conference of Labour Statisticians. ISCO-88 supersedes the previous ISCO-58 (1957) and ISCO-68 (1966) versions of classifications. ISCO is currently undergoing revision and an updated version will be available in 2008.

d) ISIC Rev. 3

International Standard Industrial Classification of all Economic Activities, adopted in 1994. ISIC Rev. 3 supersedes previous classifications (ISIC Rev.2, 1968; ISIC Rev.1, 1958; and the original ISIC, 1948). ISIC Rev. 3 has since been superseded by ISIC Rev. 3.1 (2002) and will soon be replaced by ISIC Rev. 4.

e) NACE Rev. 1.1

Classification of Economic Activities in the European Community, 2002. Similar to the ISIC Rev. 3.

f) ISCED 1997

International Standard Classification of Education, 1997. The original ISCED (1978) was designed by UNESCO to allow comparison in educational attainment based on levels and fields of education. The following classifications are used in ISCED 1997:

0 Pre-primary education
1 Primary education; first stage of basic education
2 Lower secondary education; second stage of basic education
3 (Upper) secondary education
4 Post-secondary non-tertiary education
5 First stage of tertiary education (not leading directly to an advanced research qualification)

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6 Second stage of tertiary education (leading to an advanced research qualification)

g) NILF

Not in Labor Force; inactive; neither employed nor unemployed.

2. Definitions

a) All Individuals

All individuals in all households in a data set.

b) All Interviewed Individuals

This may be all individuals in the survey, all adults, or some other subset of the population as determined by the survey.

c) All Employed Individuals

Ideally includes all individuals employed according to the least stringent definition of employment (i.e., it captures anyone with any recent work experience).

The universe of employed individuals may vary within and between surveys. In some cases, an individual is considered employed only if they are in paid employment, not self-employment. In many surveys, military conscripts are often not considered as being in employment.

Since employment questions in a survey are only asked to those considered as employed by the data provider, valid responses for many of the employment questions are not available for some of those considered as employed in ***PCLFS*** or ***PCMAS*** (e.g., military, unpaid family workers, occasional workers).

d) Primary Job

Main job as defined by the survey provider, which may mean the longest job held, the job with the most hours, or a job chosen based on other criteria. This usually refers to a job currently held by the individual, but may also include the last job held for individuals no longer in employment.

e) Income Reference Period

Last year, last financial/calendar year, last 12 months, or any other "long" period. As the name suggests, this coincides with the period over which the income variables are collected.

f) At Present

The day/week/month of interview, the past 7 days, during a given reference week, or any other “current” period. In some

cases, "at present" can refer to the end of the income reference period, or the last month of the income reference year, even if this does not correspond to the interview time. In some cases, when information on a current employment situation is not available, any other reference period will be accepted as long as this is clearly mentioned in the documentation.

g) ILO Unemployment

Unemployed as defined by the International Labour Organisation (ILO). In order to be considered unemployed under the ILO standards, an individual must be:

(1) Unemployed and looking for work

- without work - not employed (at work or on leave) and did not work at least 1 hour in paid employment or self-employment in the last 7 days
- currently available - available and willing to work within the next two weeks
- actively seeking work - actively searching (under ILO criteria) for paid employment or self-employment

(2) Already found a job

Individuals without work who have already found employment, but have not yet started the job.

C. Semi-Standardization of the Labour Market Variables

1. Why?

A number of the labour market variables have been *both* standardized and harmonized by LIS. This approach was taken in order to make these variables more comparable across countries, while still maintaining the original information from the specific data sources.

2. How?

Most of the semi-standardized variables are assigned values of 100-999, where the 100- and 10-level digits are standardized across countries. The single-digit level is *always* reserved for harmonization to retain as much information as possible from the original data. Occasionally, the 10-digit level may be harmonized if no standardized codes exist for that variable. (See ***PFULPAR*** for an example of such a case.)

In rare cases, where a variable in a specific country can not be standardized, the information is harmonized and coded from 1-99.

3. General rules for semi-standardization categories

In the semi-standardized variables, there are always at least two major categories: 100 and 200.

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(1) Only two main categories

When there are only two main categories (100 and 200), then the values of 900-999 are used to identify valid observations that can not be classified as either in the 100s or 200s.

See ***PCMAS*** for an example of a variable with only two main categories.

(2) Three main categories

When there are three main categories (100, 200, and 300), the 900 values are used when it is unclear if an observation belongs in the 100s or one of the other categories (200s or 300s). That is, 900 is defined as "Indistinguishable between 100s and others".

In the case of three major categories, a 2nd "Indistinguishable" category is also used. LIS established the 400s category to define those observations that are indistinguishable between the 200s and 300s.

See ***PCLFS*** for an example of a variable with three main categories.

4. Notes on semi-standardization

- The standardized codes exist for all countries and years, but will be empty if the information is not provided in a survey. In these cases, all individuals will be coded as -1.

- Within the lowest level of a standardized category, either all values will be coded with the standardized value, or all will be coded at the same digit level below the standardized value. In no case will a variable be both harmonized and standardized within a single standardized code.

  For example, if one answer is coded with a value of 211, all other values within the 210 standard category will be coded as 211-219, where 218 includes those in the group who are not elsewhere classified (i.e., n.e.c. or "other") and 219 includes all sub-categories of 210 that can not be classified under 211-218 (i.e., indistinguishable). A value of 220 may exist, however, as long as there are no harmonized codes within that standard label (i.e., all 220 cases are coded as 220 and there are no observations coded as 221-229).

- The numbers lower than the first major category (usually 1-99) are always reserved for harmonization if no standardization is possible. These values are rarely used.

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- In cases where military and conscripts are separated from other employed individuals (i.e., ***PCLFS***, ***PCMAS***, ***PUMAS***, and ***PTYPEWK***), the values ending in "8" or "80"-"89" are reserved for information about conscripts and the military, where applicable. Conscripts and regular armed forces are assigned to their own category of employed individuals only where this information is distinguishable. If the military are not specifically identified in the survey (through occupation or other information), this category will remain empty.

- Any value containing a "9" is reserved for observations that are indistinguishable within and across categories. The 900 category is reserved for cases where the relevant questions were asked and answered with a valid response, but the answers given can not easily be assigned to any other category. This is different from a missing value, which is assigned when the individual was asked the questions but did not respond. (-1 is reserved for individuals who are not asked the relevant questions.)

  USER NOTICE: LIS assigns cases to the "900" or "90" (sub)categories when a respondent's answer could be categorized in more than one of the major categories. In many cases, the users may be able to reassign these values based on their own research questions or they may be willing to make assumptions that LIS is not willing to make for all users. ALWAYS check the non-major categories (i.e., Indistinguishable, usually assigned to "400" or "900") when using the semi-standardized variables to ensure all relevant valuable information is being included.

5. Recommendations

a) Recode "Indistinguishable" observations

LIS classifies observations as "Indistinguishable" when an individual's valid response could be classified in more than one major category (e.g., part-time employed in ***PCMAS***, where there is no indication of whether employment is the individual's primary activity). In many cases, the user may be able to reassign these values to another category based on:

(1) the user's research question, or

(2) assumptions that LIS is not willing to make for all users.

ALWAYS check the Indistinguishable categories (usually "400" and "900"), when using the semi-standardized variables to ensure you are not leaving out valuable information. (Note that

observations that are indistinguishable within categories are given the values x9x and xx9.)

b) Collapse values when detail is not necessary

The purpose of semi-standardization is to allow for ease of comparability across countries. One method of accomplishing this is to remove the detail that is not necessary to your project. For example, in ***PCMAS*** (after recoding the indistinguishable observations, above), the user can create a dummy variable, *employ*, such that:

- *employ* =1 if PCMAS=[100,…,199]
- *employ* =0 if PCMAS=[200,…,299]
- *employ* =*missing* if PCMAS=[900,…,999]

D. Uniform Coding of Time Variables: PHOURSx, PWEEKx, PWEXPx, and PTENURE

Time variables are generally continuous or categorical. Beginning with Wave VI (and including any Wave V data sets that are rerun for any reason), LIS follows a specific set of rules for time variables to promote comparability and ease of use:

1. Topcoding

LIS topcodes time variables if and only if the data provider does.

- Example
  Suppose there is information about hours for two jobs and each job is topcoded at 96. In order to determine ***PHOURSU***, LIS sums the hours in both jobs. If the sum of hours is greater than 96, then LIS observes the data provider's topcode and codes ***PHOURSU*** as 96.

2. Partial or Incomplete Information

If the information used to construct a time variable is partial or incomplete, then LIS codes the variable as 1000 plus whatever information is available (10***xx***). This indicates that there are "at least" ***xx*** hours, weeks, etc.

- Examples
  (1) Suppose there are 40 hours in the first job, but hours in the second job are missing. In this case, ***PHOURSU*** would be coded as 1040, "at least 40 hours".
  (2) In many cases, there is separate information about the number of weeks worked in each job. Suppose an individual has two jobs. One lasted for 28 weeks during the year, and the other for 26 weeks. There is no information on how many weeks the jobs overlapped. Therefore, it is impossible to tell whether the jobs overlapped by two weeks (resulting in 52 weeks of employment), if the jobs were held at the same time (meaning a total of 28 weeks employment), or some number of weeks in

between. In this case, LIS would code ***PWEEKTL*** as 1028, "at least 28 weeks in employment".

3. Universe

The universe should always include all adults (or all individuals, in the few cases where that information is provided).

E. The Universe and Missing Values for Labor Market Variables

The universe of the labor market variables differs across variables, countries, and years. In some cases, the universe is the larger universe of adults, or even all individuals in the sample. In other cases, the universe is much narrower and contains only those who are, for example, employed, unemployed, or only in paid employment. As with any categorical variable in the LIS data, individuals who are not in the universe are coded as -1 and those who provide no information, but belong to the universe, are coded as missing.

Occasionally, it is difficult to determine if an individual is in the defined universe for a variable. If, for example, the universe consists of all adults and there is no information about the age of the individual, it may be unclear whether to code the observation as missing or -1. In these cases, LIS first looks to determine if there is some other indication that the individual does not belong to the universe (e.g., indicator for "eligible", family structure in the household is known and all adults in the household can be identified), in which case they are treated as any other individual with complete routing information.

However, there are cases in which the routing information is missing and there is no clear indication from any other source as to universe eligibility. The treatment of individuals with missing information depends on the specific variable.

The labour status variables ***PCLFS***, ***PCMAS***, and ***PUMAS*** are the variables used to identify an individual's main employment status and are, therefore, treated in a special manner. The main difference between the labour status variables and other labour market variables is that an individual must meet stringent criteria to be *excluded* from the universe of a labour status variable, whereas with other labour market variables, they must meet strict criteria to be *included*.

Labour Status Variables: *PCLFS, PCMAS,* and *PUMAS*

Individuals are only coded as -1 only if they are clearly not in the universe. All others are considered as belonging to the universe. Therefore, if the routing information is unavailable (e.g., age is missing for ***PCLFS***, ***PCMAS***, or ***PUMAS***), these individuals are coded as missing.

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Other Labour Market Variables

In some variables, the universe is the same as that of ***PCLFS***, ***PCMAS***, and ***PUMAS*** (e.g., all adults). (***PHOURSx*** and ***PWEEKx*** often have the same universe.) As opposed to the labour status variables, individuals are included in the universe of other labour market variables only if it is clear that they satisfy the routing criteria. In these cases, those with missing age, for example, would not be included in the universe of all adults.

For variables with a narrower universe (e.g., adult and employed, self-employed, or unemployed), individuals are only considered to be in the universe if there is a clear indication that they belong (e.g., state that they are registered unemployed). All other individuals, including those whose age cannot be identified and provide no information about employment (or other routing variable) will be considered as not belonging to the universe and will be coded as -1.

Treatment of Military Personnel and Conscripts

Regular armed forces and military and civil service conscripts are treated in a variety of ways by the data providers. In some cases, regular armed forces are asked information about employment. In other cases, military personnel are removed from the universe. Conscripts are often considered "not employed" by the data provider and are, therefore, not asked questions about current employment. In these cases, there may be no employment information for conscripts, or the employment information may refer to a second or last-held job.

In order to maintain consistency in employment across countries, LIS has developed a set of rules for dealing with military personnel that depends on the employment designation assigned to these individuals by the data provider.

F. Military Personnel

1. Employment Questions Not Asked

It is often the case that the military (regular armed forces or conscripts) are treated as "not employed" or "not in the universe" by the data provider. That is, they are not asked questions about their current military employment. Following the ILO definition of employed individuals, LIS considers them employed and imputes information in some variables. Military personnel that are not treated as employed in the data are designated as:

- "Employed" (codes **181**-**183**) in ***PCLFS***, ***PCMAS***, and ***PUMAS***;
- "Paid Employed" (codes **181**-**183**) in ***PACTIV***; and
- "Public" employees (codes **281**-**283**) in ***PTYPEWK***.

Further, they are assigned both an industry and occupation code as follows:

PIND

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In countries that follow the LIS/NACE/ISIC standardization for industry (see description for ***PIND*** below), industry for conscripts is coded as "compulsory social security activities" (code **12753**, **12750**, or **12000**, depending on level of detail). Regular armed forces are included in "defence activities" (code **12752**, **12750**, or **12000**). When only country-specific information is available (i.e., non-standardized information), these individuals are either recoded to an applicable country-specific code, or they are assigned to an unused code and labeled as regular armed forces or conscripts.

POCC

For those countries that follow the ISCO-88 standards for occupation codes, regular armed forces are assigned to the "armed forces" occupation value of **110**. Conscripts will also be assigned to **110** if they can be separately identified as military conscripts. Civil service conscripts (and conscripts that cannot be separately identified as either military or civil service conscripts) are coded as **9998** and assigned a label to identify their activity (e.g., "civil service conscript", "military or civil service conscript"). Country-specific occupation codes are dealt with in the same manner as industry (***PIND***).

In all other variables, "not employed" military are only identified as a separate category if they are in the universe of the original data as regular armed forces or conscripts and no other information is available for them. In many LIS variables, they will be considered as "Not in the Universe".

2. Military Personnel Treated as Employed by Data Provider

Regular armed forces are often considered employed by the data provider, even while conscripts are not. Where possible, all members of the armed forces, whether regular military or conscripts, will be identified as a separate category in ***PCLFS***, ***PCMAS***, ***PUMAS***, ***PACTIV***, ***PTYPEWK***, ***PIND***, and ***POCC***.

For all other LIS variables, military members who are asked employment questions will be treated as any other employed individual for all LIS variables even if conscripts (who may be considered "not employed") are separated out. Note that in some countries, the employment information asked of current regular armed forces or conscripts pertains to a second or last-held job (including industry or occupation). In these cases, information in other LIS variables may not be consistent with what is found in ***PCLFS***, ***PCMAS***, ***PUMAS***, ***PACTIV***, ***PTYPEWK***, ***PIND***, and ***POCC***.

Those wanting to identify all military personnel (including conscripts) should use ***PCLFS***, ***PCMAS***, and ***PUMAS***.

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G. Standardized Codes

The following pages describe the ideal content, universe, and reference period for each of the labour market variables. Comments, warnings, recommendations, and changes over time are also provided. Standardized codes and their labels are laid out as are non-standardized codes that are followed when the data set provides the information. (*Non-standard codes are shown in italics*). This information is described for the generic, ideal LIS variable, and can also be found by looking at the LIS Variable Definition List. For differences between the ideal definitions and the country-specific variables, please refer to the country-specific Lissification Tables.

PCLFS – Labour force status in the current period

Content: Current labour force status that distinguishes between the employed, the unemployed, and those not in the labour force.

Comments: ***PCLFS*** distinguishes among these three main groups as follows:

1. Employed - those who, during the reference period, carried out ANY employment (any type or any extent), even if it is just one occasional hour of paid work or irregular unpaid family work. Among the employed, the variable should distinguish, if available, between those employed at work and those on leave.
   - *Individuals on temporary paid leave from work* (sickness, maternity, holiday, etc.) are to be considered as employed only if there is a clear indication that they still have a link to their job (because of the definition of the maternity leave for that question, or because they report wages, or because they are routed to the section on job characteristics, or some other indication that they are in employment) even if there is not much information about their job.
   - Similarly, *individuals in job training programmes* are to be considered as employed only if there are clear indications about their job attachment.
   - For *conscripts*, we follow the ILO recommendation and consider them as employed individuals (even if they are routed to the section of non-workers in the data). However, they will be assigned their own category under employment so that users can easily recode them to either inactives or not in the universe. (The same is true for all regular Armed Forces members.)

2. Unemployed - individuals who are not employed according to the definition above, and who report that they are unemployed. If possible, we try to further distinguish between individuals who are unemployed based on the ILO definition (not employed; actively looking for work in the past 4 weeks; and available for work over the coming 2 weeks) and other unemployed. The fact that both groups are included as unemployed in ***PCLFS*** has the clear implication that the "Employed" and "Unemployed" categories do not necessarily correspond with the ILO definition of the labour force. ***PCLFS*** unemployed may also be further delineated between those registered and not registered as unemployed.

3. Not in Labor Force / Inactive – individuals identifiable as being neither employed nor unemployed, by the definitions above. If possible, the inactive category should distinguish between the retired, students, homemakers, the disabled, and rentiers.

4. Not Employed / Unemployed or Not in Labor Force - In some cases, it is not possible to distinguish between those who are unemployed and those who are inactive, but it is possible to determine that they are not employed. In those cases where it is not feasible to determine unemployed versus inactive status, these individuals will be coded as "Not Employed".

5. Labor Force Status Uncertain - In the remaining cases, where it is not even possible to distinguish between employed and not employed, the individuals will be coded as "uncertain" or "indistinguishable".

Ideal Universe: All individuals.

PCLFS – Labour force status in the current period

Ideal Reference Period: At present.

Codes: ***PCLFS*** is standardized at the 100- and 10-digit levels and harmonized at the single-digit level. The following standardized codes apply to all individuals:

1-99 Reserved for harmonizing when standardization is not possible.
100 EMPLOYED
(order of coding priority: 180→ 110→190→ 120→900)
110 Emp; at work
Includes any paid employment: regular, marginal, contributing family worker, in-kind, occasional, odd jobs, etc. In general, attempt to distinguish between regular and marginal employment. Provide detail when it is included in the source variables.
May include:
part-time/full-time (in reference to total employment, not job)
marginal/occasional employment
employed apprentices
not primarily employed, last 7 days only
irregular shifts or variable hours
120 Emp; on leave
Provide detail of leave if available (holiday, weather, strike, maternity, etc.)
Include lay-off if clear indication of actual employment or possibility of return to work.
Note: military on leave are included in 184+
Note: individuals who did not work last week, but are regularly employed in a job with irregular shifts (or varied hours) are considered to be at work and coded in the 110s
180 Emp; conscript or regular armed forces
Attempt to use the following codes:
181 regular armed forces
182 conscripts (or military conscripts)
183 civil conscripts
184 regular armed forces on leave (provide type of leave if available)
190 Emp; indistinguishable or n.e.c.
200 UNEMPLOYED
(order of coding priority: 210→290→220→230→240→400)
210 ILO unemployed
Attempt to use the following codes:
211 ILO, registered unemployed
212 ILO, registered as "other" at unemployment office
213 ILO, not registered
214 found job, but haven't yet started
218 ILO, n.e.c.
219 ILO, indist.
220 not ILO unemployed, registered unemployed
includes:
Attempt to use the following codes:
221 registered unemployed & actively seeking

PCLFS – Labour force status in the current period

222 registered unemployed & looking (not " actively", e.g., not last 4 weeks, asked friends and relatives about job openings, …)
228 registered unemployed, n.e.c.

230 not ILO unemployed, self-declared unemployed
Attempt to use the following codes:
231 self-declared unemployed & actively seeking
232 self-declared unemployed & looking
238 self-declared unemployed, n.e.c

240 not ILO unemployed, actively searching *(not registered unemployed, or missing registration information)*
Attempt to use the following codes:
241 actively seeking <& any other indications of unemployment not included in 210-239>
248 actively seeking, n.e.c.

290 unknown ILO
291 registered unemployed & actively seeking
292 registered unemployed
293 self-declared unemployed
294 actively seeking
298 unknown ILO, n.e.c.

300 NOT IN LABOR FORCE
(listed in order of coding priority)
310 NILF; retired
320 NILF; in education
330 NILF; homemaker
340 NILF; disabled
350 NILF; rentier
390 NILF; indistinguishable or n.e.c.

400 NOT EMPLOYED
A person is in this category only if <u>ILO</u> unemployment can not be determined and there is other information about NILF activities (e.g., unknown active job search and student). If an individual is not ILO unemployed, and less strict definitions of unemployment are unknown, the individual remains in the 300s (e.g., did not actively search, unknown unemployment registration, student).
410 Not Emp; waiting for outcome of application or interview
420 Not Emp; discouraged worker
430 Not Emp; <other indications of search>
440 Not Emp; <other indications of willingness or intent>
includes training or other programs through the employment office
490 Not Emp; indistinguishable or n.e.c.
491 registered as "other" at employment office, where " other" is undefined or could mean either unemployed or NILF

900 LABOR FORCE STATUS UNCERTAIN
910 LFS Uncert; apprentice, trainee, student, or continuing education, no clear LF attachment
920 LFS Uncert; long-term leave, no clear LF attachment
930 LFS Uncert; unremunerated (volunteers, but not in-kind or unpaid family worker)
990 LFS Uncert; indistinguishable or n.e.c.

PCLFS – Labour force status in the current period

Lissification rules: In order to capture the labour force status, several original variables may be combined, and the information contained in the main original variable about activity status can be overwritten by answers given to other questions (e.g., a person who reports being unemployed, but also reports having worked at least one hour last week, will be considered as employed. Also employed are pensioners or students who report having a marginal or occasional job.) This implies that the recoding of ***PCLFS*** will not necessarily follow the routing of the questionnaire. That is, if a certain category is considered as "not in employment" by the data provider (e.g., military conscripts), we may have no information on the job, but we will recode the person as employed if the activity satisfies our criteria for employment.

Codes at the single-digit level are harmonized. For example, if the data differentiates between volunteer armed forces, military conscripts, and compulsory civil service, we might code these as 181, 182, and 183. Note that if any information is provided on military or conscripts on leave, the distinction for that group will be made within their separate heading (usually 185-185).

In no case should an individual be coded as not employed in ***PCLFS*** and as employed in ***PCMAS***.

Warnings: Please note that this variable does not report the ILO LFS, which can only be constructed with LFS data, but only its best possible approximation (use codes 100-199 (ILO employed) and 210-219 (ILO unemployed) to approximate ILO labour force status). This warning is particularly relevant for individuals who try to calculate an unemployment rate.

Recommendations: Users should recode values where ***PCLFS***=[900-999] into 100-499 (or missing), as appropriate to the individual's project. Similarly, ***PCLFS***=[400-499] should be recoded to 200-399 (or missing).

In order to simplify detail and to keep consistent definitions of employment and unemployment across countries, LIS recommends the following:

First, for all calculations:

(1) Recode 900-999, as appropriate.
(2) Recode 400-499, as appropriate.

Then for ILO employment rates:

(3) Recode [100-199]→1
(4) Recode [200-499]→0
(5) Recode [900-999]→missing
The percentage of ILO employed individuals in the population can then be found by taking the weighted mean of ***PCLFS*** for those observations in the universe (***PCLFS*** not equal to -1).

Or for ILO *un*employment rates:

(3) Recode [210-219]→1
(4) Recode [290-299]→missing
(5) Recode [220-289] and [300-399]→-1 (not in the universe)
(6) Recode [100-199]→0

PCLFS – Labour force status in the current period

(7) Recode [400-499] and [900-999]→missing
The percentage of ILO unemployed individuals in the population of individuals in the labor force can then be found by taking the weighted mean of ***PCLFS*** for those observations in the universe (***PCLFS*** not equal to -1).

For the least strict definition of *un*employment, to calculate the unemployment rate:
(3) Recode [210-299]→1
(4) Recode [300-399]→-1 (not in the universe)
(5) Recode [100-199]→0
(6) Recode [400-499] and [900-999]→missing
The percentage of unemployed individuals in the population of individuals in the labor force can then be found by taking the weighted mean of ***PCLFS*** for those observations in the universe (***PCLFS*** not equal to -1).

Changes: Variable introduced in Wave V.2. ***PCLFS***, ***PCMAS***, and ***PUMAS*** contain the information previously provided in ***PLFS***.

Much of the detail that was provided in ***PLFS*** in the prior waves is now provided in other variables (e.g., full-time v. part-time, disability status, current student enrollment). ***PCLFS*** is the primary variable for determining unemployment. Therefore, as much detail as possible on unemployment will be included in ***PCLFS***. Details for employed individuals and those not in the labor force will be provided only if the information is given in the original variable used to determine categories of employment, but will otherwise be provided in other variables. Further detail for those not in the universe can be found primarily in ***PCMAS***, ***PENROL***, and ***PCARE***. For the employed, see ***PTOCC***, ***PACTIV***, ***PTYPEWK***, ***PSKILL***, ***PFULPAR***, ***PCONTRA***, ***PSUPERV***, ***PNEMP***, and ***PCARE***.

***PCMAS* – Main activity status in the current period**

Content: Main activity status with respect to the labour force, that distinguishes between the employed and the not employed. The employed are those for whom work is the main activity, while for all the others, the main activity should attempt to distinguish between pensioners, students, and homemakers.

Comments: Unlike ***PCLFS***, the main distinction in ***PCMAS*** is between "Employed" and "Not Employed". The rationale is that individuals do not generally spend their time "being unemployed", but use the time in unemployment to participate in other activities (e.g., attending school or taking care of home or family). Unemployment will generally be considered the primary activity only if he/she does not indicate any other activity, but somehow indicates that he/she is unemployed. In these cases, the individuals will be assigned to their own category among the "Not Employed". The disabled are treated in a similar manner.

The concept of main activity is generally defined in the original data. Typically it will be self-assessed by the respondent, following some instructions such as "the activity at which you spend the most time", but may be asked without any precise guidelines. In cases where there is no direct question about main activity status, ***PCMAS*** may be derived from the same original variables as ***PCLFS***. In these cases, the marginally employed in ***PCLFS*** will be otherwise categorized in ***PCMAS*** and the emphasis will be on detailing the activities of those who are not in the labour force. In some cases, time use data are provided, and ***PCMAS*** may be derived from the self-reported time use. In such cases, the criteria used for determining the main activity will be clearly delineated in the country-specific documentation.

Ideal Universe: All individuals.

Ideal Reference Period: At present.

Codes: ***PCMAS*** is standardized at the 100- and 10-digit levels and harmonized at the single-digit level. The following standardized codes apply to all individuals:

1-99 Reserved for harmonizing when standardization is not possible.
100 PRIMARILY EMPLOYED
Level of detail for employment should include the reason an individual was classified as primarily employed (e.g., >25 hours) if not self-declared.
Note that part-time workers should only be coded as primarily employed if they self-declare as primarily employed. Individuals who are part-time employed with no other information, or part-time employed with another non-employment activity, should be coded in the 900s.
180 Emp; conscript or regular armed forces
181 regular armed forces
182 conscripts (or military conscripts)
183 civil conscripts
190 Emp; indistinguishable or n.e.c.
200 PRIMARILY NOT EMPLOYED
(in order of coding priority)
*Note that those coded as 12*x *in* ***PCLFS*** *should be in the 200s or 900s in* ***PCMAS*** *as they are not currently working and, therefore, cannot be primarily employed.*
210 Not Emp; retired
220 Not Emp; in education

***PCMAS* – Main activity status in the current period**

230 Not Emp; homemaker
240 Not Emp; disabled
250 Not Emp; rentier
270 Not Emp; unemployed
290 Not Emp; indistinguishable or n.e.c.
900 INDISTINGUISHABLE or n.e.c.
910 Indist; retired
920 Indist; in education
930 Indist; homemaker
940 Indist; disabled
950 Indist; rentier
970 Indist; unemployed
990 Indist; indistinguishable or n.e.c.
*Note that individuals with part-time employment who do not declare themselves as primarily employed are coded as 900s in **PCMAS**.*

Lissification rules: ***PCMAS*** is meant to capture an individual's primary activity or role during the same time period as ***PCLFS***. Unlike ***PCLFS***, however, an individual will not be coded as primarily employed with only marginal or occasional employment unless the individual self-declares employment as the primary activity.

In order to capture usual main activity status, several original variables may be combined. While there is usually one primary variable that determines main activity status, the values constructed from this variable may be overwritten by answers given to other questions.

In no case should an individual be coded as employed in ***PCMAS*** and not employed in ***PCLFS***.

Warnings: In many cases, ***PCMAS*** is derived from the same original variables as ***PCLFS*** unless the data specifically contains information about the main activity. In these cases, individuals coded as employed in ***PCLFS*** and as not employed in ***PCMAS*** are generally the marginal or occasional workers. (These are individuals who work, but for whom work is not the main activity.) In many datasets, this will concern only a small fraction of the sample.

Further, it is often difficult to determine the main activity of a part-time worker. If clarifying information is not available from the data, part-time workers are coded as indistinguishable between primarily employed and primarily not employed (900s), and it is up to the user to decide how to classify these individuals.

Additionally, those on long-term leave will be counted as employed in ***PCLFS***, but be considered inactive in ***PCMAS***.

Recommendations: For observations where ***PCMAS***=[900-999], users should recode these values as 100s, 200s, or missings, as appropriate to the individual's project. To simplify detail while keeping the broad definitions of "Primarily Employed" and "Primarily Not Employed", recode ***PCMAS***=[100-199] as 1 and ***PCMAS***=[200-299] as 2.

Changes: Variable introduced in Wave V.2. ***PCLFS***, ***PCMAS***, and ***PUMAS*** contain the information previously provided in ***PLFS***.

***PUMAS* – Main activity status during the income reference period**
Content: Main activity status during a longer reference period, typically the income reference period.

Comments: Usual is meant to refer to the income reference period, as opposed to the current time period. As with ***PCMAS***, ***PUMAS*** uses a stricter definition of "employment". The employed are those for whom work is the main activity. The distinction should be made primarily between "Employed" and "Not Employed"; the unemployed will be separated only if no other significant activity information is provided. The main activity for those not employed should distinguish between pensioners, students, homemakers, and, possibly, the unemployed and disabled.

The concept of *main* activity is defined by the original data. Typically it will be self-assessed by the respondent, following some instructions such as "the activity at which you spend the most time", but may be asked without any precise guidelines.

The *usual* main activity is sometimes provided directly in the data. This may be from a question asked to the individuals or it may be constructed by the data provider using the reported main activities over the reference period.

In many cases, however, usual main activity status is not present in the data, in which case ***PUMAS*** may be constructed using a calendar of activities, if available. In these cases, we follow the "General Rules for Calculating ***PUMAS*** from Calendar Data", as outlined in the "Lissification Rules".

Ideal Universe: All individuals.

Ideal Reference Period: Income reference period.

Codes: ***PUMAS*** is standardized at the 100- and 10-digit levels and harmonized at the single-digit level. The following standardized codes apply to all individuals:

1-99 Reserved for harmonizing when standardization is not possible.
100 PRIMARILY EMPLOYED
- 180 Emp; conscript or regular armed forces
  - *181 regular armed forces*
  - *182 conscripts (or military conscripts)*
  - *183 civil conscripts*
- 190 Emp; indistinguishable or n.e.c.

200 PRIMARILY NOT EMPLOYED
- 210 Not Emp; retired
- 220 Not Emp; in education
- 230 Not Emp; homemaker
- 240 Not Emp; disabled
- 250 Not Emp; rentier
- 270 Not Emp; unemployed
- 290 Not Emp; indistinguishable or n.e.c.

900 INDISTINGUISHABLE or n.e.c.

Lissification rules: ***PUMAS*** is meant to capture an individual's primary activity or role over the income reference period (as opposed to ***PCMAS***, which is used to determine the main

***PUMAS* – Main activity status during the income reference period**

activity in the current time period). An individual will not be coded as primarily employed with only marginal or occasional employment.

General Rules for Calculating *PUMAS* from Calendar Data

This variable can be constructed from a calendar of activities in the following way:

1. A person is considered as employed if he/she has worked for at least 7 months and work was the main activity. (A student who has worked for 12 months on a marginal job, will be coded as student and not employed in ***PUMAS***.)
2. If a person has not worked at least 7 months, then if he/she has had another activity for at least 7 months, this will be considered as the main activity.
3. In cases where the individual spent some time in both employment and non-employment, but a main activity (i.e., one lasting at least 7 months) can not be identified, ***PUMAS*** will be coded as "indistinguishable" (900s). This will normally occur only if an indistinguishable activity from the calendar data (e.g., on vacation with no clear indication of employment) is the main activity during part of the year.
4. In cases where there is no information for some months, but at least 7 months of one activity can be identified, the individual will be coded as primarily being in that activity (see 1 and 2 above).
5. When there is missing information for some months and a primary activity can not be identified, the individual will be coded as missing.

Warnings: The available activities for ***PUMAS*** are based on the information in the original data. In some cases, especially where ***PUMAS*** is based on calendar data, individuals are asked mostly about the primary work activity. Given fewer options, work is most likely to emerge as the usual main activity. Be careful to note the number and types of activities possible before attempting to calculate a measure of labor force status.

In some cases (e.g., rotation samples), part of the sample is not asked all the information necessary to construct "usual" status simply because they did not belong to the sample for a long enough time span. In these cases, ***PUMAS*** will be missing if there are not at least seven months of the same main activity.

Recommendations: Use ***PUMAS*** when focusing on annual income measures.

Changes: Variable introduced in Wave V.2. ***PCLFS***, ***PCMAS***, and ***PUMAS*** contain the information previously provided in ***PLFS***.

***PSECJOB* – More than one job**
Content: Individual employed in more than one job.

Comments: ***PSECJOB*** often contains information on the number of jobs an individual holds. Those with only one job will be coded in the 100s. Those with multiple jobs will all be coded in the 200s with the number of additional jobs specified.

Ideal Universe: All employed individuals.

Ideal Reference Period: At present.

Codes: ***PSECJOB*** is standardized at the 100-digit level and harmonized at the 10- and single-digit levels. The following standardized codes apply to all individuals:

1-99 Reserved for harmonizing when standardization is not possible.
100 Has additional job(s)
200 No additional job

Lissification rules: Leave as much detail as possible about the secondary job. Details of additional jobs (sector, part-time versus full-time, etc.) may be listed if the cell sizes are large enough; otherwise, only the number of additional jobs may be noted.

Warnings:

Recommendations:

Changes: Variable introduced in Wave V.2.

***PHOURSU* – Usual hours worked per week**
Content: Regular hours worked at all jobs currently held (including family work and overtime, whether paid or unpaid).

Comments: ***PHOURSU*** provides information on all jobs worked. When information is only provided for the primary job, then this information is *not* included in ***PHOURSU***. (Information about hours worked in the primary job is found in ***PFULPAR***.)

In most LIS labor market variables, "usual" refers to an event over a longer period of time, such as the income reference period (see ***PUMAS***). In this case, "usual" refers the number of hours that are regularly worked (as opposed to the number actually worked) in the current period, or over a longer period. This terminology is used here in order to be consistent with many of the data sources, which refer to "usual" hours of work.

Ideal Universe: All individuals.

Ideal Reference Period: At present.

Codes: ***PHOURSU*** is harmonized and contains either the number of hours or a range of hours usually worked during the reference period. Beginning in Wave VI, ***PHOURSU*** is semi-standardized when provided hours are continuous and the following standardized codes apply:

0-168	Valid number of hours
1000-1167	At least 0-167 hours

Lissification rules: ***PHOURSU*** provides information on all jobs worked. ***PHOURSU*** could either refer to the current work-schedule, or to the usual hours over a longer reference period, but in no case does it report actual hours worked during a given reference week. (Actual hours are reported in ***PHOURSA***, which should ideally cover the same reference period and universe as ***PHOURSU***.) In some cases it may report contractual hours.

Starting in Wave VI, and including any Wave V.2 data sets that are reopened for any reason, if the information is for paid employment only (or other employed subgroup), but is not specifically main employment, this information is included in ***PHOURSU*** with a "1000" flag indicating that there are "at least" the number of hours specified. (See "**Changes**", below, for previous rules used for handling these cases.)

Starting in Wave VI, and including any Wave V.2 data sets that are reopened for any reason, LIS abides by the topcodes of the data provider when summing hours across jobs. (See "**Changes**", below, for previous rules used for handling these cases.)

If the individual can be identified as a non-worker (from any information in the data), ***PHOURSU*** is set to zero.

The unit for ***PHOURSU*** is weekly hours. If hours provided are in a monthly, annual, or daily format, the information is converted to weekly hours and a comment or warning is included in the country-specific documentation.

Warnings: In many cases, usual hours worked is provided for a subset of employed individuals (e.g., paid or self-employed, primarily employed). Prior to Wave VI, ***PHOURSU***

***PHOURSU* – Usual hours worked per week**

may not be comparable across countries. Pay careful attention to the Contents section of the country-specific documentation!

LIS does not topcode, but many original data do their own topcoding. These cases will be noted in the country-specific documentation.

Recommendations: The 1000 codes are used when we are able to identify that there are "at least" a certain number of hours worked. Users can change ***PHOURSU*** to ***PHOURSU*** – 1000 when ***PHOURSU*** is at least 1000. While this may be underestimating the usual hours worked, in most cases it will be a good approximation. Look at the documentation to determine if this is a viable option for your particular research question.

Changes: Name changed from ***PHOURS*** in Wave V.2.

Prior to Wave V.2, the treatment of topcoded data and missing information were country-specific. Please refer to the country documentation for coding information.

In the first data sets of Wave V.2, if the information is for paid employment only (or other employed subgroup), but is not specifically main employment, this information was put in ***PHOURSU*** as long as the contents were documented and a warning is included in the documentation.

In the first data sets of Wave V.2, when one job was topcoded, ***PHOURSU*** contained a value of 1000 + number of hours worked in any additional jobs.

***PHOURSA* – Actual hours worked per week**
Content: Actual hours worked at all paid jobs currently held (including family work and overtime, whether paid or unpaid).

Comments: ***PHOURSA*** provides information on all jobs worked. When information is only provided for the primary job, then this information is *not* included in ***PHOURSA***. (Information about actual hours worked in the primary job is found in ***PFULPAR*** if ***PFULPAR*** is not already filled with usual hours, and in ***PSLOTx*** otherwise.)

Ideal Universe: All individuals.

Ideal Reference Period: At present.

Codes: ***PHOURSA*** is harmonized and contains either the number of hours or a range of hours actually worked during the reference period. Beginning in Wave VI, ***PHOURSA*** is semi-standardized when provided hours are continuous and the following standardized codes apply:

0-168	Valid number of hours
1000-1167	At least 0-167 hours

Lissification rules: ***PHOURSA*** refers to all jobs worked in the current work schedule. When available, ***PHOURSA*** should contain a specific number of hours, but a range may be used if specific hours are not available.

PHOURSA should be matched with ***PCLFS*** to get zero hours. Those who are not employed in ***PCLFS*** should have worked zero hours in the reference period. (Depending on the routing of the data, it is possible for positive hours to be reported even if the individual previously claimed no employment.) ***PHOURSA*** will be set to zero for those who are not employed and for those absent from work over the reference period (if valid hours are not provided).

Starting in Wave VI, and including any Wave V.2 data sets that are reopened for any reason, if the information is for paid employment only (or other employed subgroup), but is not specifically main employment, this information is included in ***PHOURSA*** with a "1000" flag indicating that there are "at least" the number of hours specified. (See "**Changes**", below, for previous rules used for handling these cases.)

Starting in Wave VI, and including any Wave V.2 data sets that are reopened for any reason, LIS abides by the topcodes of the data provider when summing hours across jobs. (See "**Changes**", below, for previous rules used for handling these cases.)

If the individual can be identified as a non-worker (from any information in the data), ***PHOURSA*** is set to zero.

The unit for ***PHOURSA*** is weekly hours. If hours provided are in a monthly, annual, or daily format, the information is converted to weekly hours and a comment or warning is included in the country-specific documentation.

Warnings: In many cases, usual hours worked is provided for a subset of employed individuals (e.g., paid or self-employed, primarily employed). Prior to Wave VI, ***PHOURSA*** may not be comparable across countries. Pay careful attention to the Contents section of the country-specific documentation!

***PHOURSA* – Actual hours worked per week**

LIS does not topcode, but many original data do their own topcoding. These cases will be noted in the country-specific documentation.

Recommendations: The 1000 codes are used when we are able to identify that there are "at least" a certain number of hours worked. Users can change ***PHOURSA*** to ***PHOURSA*** – 1000 when ***PHOURSA*** is at least 1000. While this may be underestimating the actual hours worked, in most cases it will be a good approximation. Look at the documentation to determine if this is a viable option for your particular research question.

Changes: Name changed from ***PHOURS*** in Wave V.2.

Prior to Wave V.2, the treatment of topcoded data and missing information were country-specific. Please refer to the country documentation for coding information.

In the first data sets of Wave V.2, if the information is for paid employment only (or other employed subgroup), but is not specifically main employment, this information was put in ***PHOURSA*** as long as the contents were documented and a warning is included in the documentation.

In the first data sets of Wave V.2, when one job was topcoded, ***PHOURSA*** contained a value of 1000 + number of hours worked in any additional jobs.

***PWEEKTL* – Total weeks worked**
Content: Number of weeks worked in a year.

Comments: ***PWEEKTL*** contains the number of weeks worked during the year in any job. Depending on the data source, this may include weeks in which the individual worked any hours or it could be weeks in which the individual worked a majority of days.

Ideal Universe: All individuals.

Ideal Reference Period: Income reference period.

Codes: ***PWEEKTL*** is harmonized and contains either the number of weeks or a range of weeks worked during the reference period. Beginning in Wave VI, ***PWEEKTL*** is semi-standardized when provided weeks are continuous and the following standardized codes apply:

0-52	Valid number of weeks
1000-1051	At least 0-51 weeks

Lissification rules: ***PWEEKTL*** provides the number of weeks worked in any job (full- or part-time) during the reference period. Note that ***PWEEKTL*** is *not* the sum of ***PWEEKFT*** and ***PWEEKPT***, since an individual could be employed in both a full- and part-time job in any given week.

In many cases, weeks worked are provided without any information on full- or part-time status, in which case the information is included in ***PWEEKTL***, while ***PWEEKFT*** and ***PWEEKPT*** are set to missing. In other cases (e.g., calendar data), enough information is provided to fill all three variables.

Starting in Wave VI, and including any Wave V.2 data sets that are reopened for any reason, if the information is for only one job or if jobs overlap with no indication of how long the jobs overlapped, this information is included in ***PWEEKTL*** with a "1000" flag indicating that there are "at least" the number of weeks specified. (See "**Changes**", below, for previous rules used for handling these cases.)

If there is no information for total weeks worked, but the individual can be identified as a non-worker over the entire reference period (from any information in the data), ***PWEEKTL*** is set to zero.

Warnings: In some cases, weeks worked is provided for a subset of employed individuals (e.g., paid or primarily employed). In these cases, ***PWEEKTL*** is not comparable across countries. Pay careful attention to the Contents section of the country-specific documentation!

Recommendations: For information on number of weeks not in the labor force, subtract ***PWEEKTL*** and ***PWEEKUP*** (when available) from 52.

The 1000 codes are used when we are able to identify that there are "at least" a certain number of weeks worked. Users can change ***PWEEKTL*** to ***PWEEKTL*** – 1000 when ***PWEEKTL*** is at least 1000. While this may be underestimating the actual weeks worked, in most cases it will be a good approximation. Look at the documentation to determine if this is a viable option for your particular research question.

***PWEEKTL* – Total weeks worked**

Changes: Variable introduced in Wave V.2.

Prior to Wave V.2, the treatment of missing information was country-specific. Please refer to the country documentation for coding information.

In the first data sets of Wave V.2, if the information is for paid employment only (or other employed subgroup), or there were multiple jobs where the amount of overlap is not known, this information was put in ***PWEEKTL*** as long as the contents were documented and a warning is included in the documentation.

***PWEEKFT* – Weeks worked full-time**
Content: Number of weeks worked full-time in a year.

Ideal Universe: All individuals.

Ideal Reference Period: Income reference period.

Codes: ***PWEEKFT*** is harmonized and contains either the number of weeks or a range of weeks in full-time employment during the reference period. Beginning in Wave VI, ***PWEEKFT*** is semi-standardized when provided weeks are continuous and the following standardized codes apply:

0-52	Valid number of full-time weeks
1000-1051	At least 0-51 full-time weeks

Lissification rules: ***PWEEKFT*** should only be coded if there is specific information on full-time work. If the data source includes weeks worked without specifying full- or part-time, this should be included in ***PWEEKTL***; ***PWEEKFT*** and ***PWEEKPT*** should not be filled.

If there is no information for an individual about weeks worked full-time, but the individual can be identified as a non-worker or a non full-time worker over the entire reference period (from any information in the data), ***PWEEKFT*** is set to zero.

Lissification rules: ***PWEEKFT*** provides the number of weeks worked in full-time employment during the reference period.

Starting in Wave VI, and including any Wave V.2 data sets that are reopened for any reason, if the information is for only one job or if jobs overlap with no indication of how long the jobs overlapped, this information is included in ***PWEEKFT*** with a "1000" flag indicating that there are "at least" the number of full-time weeks specified. (See "**Changes**", below, for previous rules used for handling these cases.)

If there is no information for full-time weeks worked, but the individual can be identified as never having worked in a full-time job over the entire reference period (from any information in the data), ***PWEEKFT*** is set to zero.

Warnings: The definition of part-time versus full-time may vary across data sources.

In some cases, full-time weeks worked is provided for a subset of employed individuals (e.g., paid or primarily employed). In these cases, ***PWEEKFT*** is not comparable across countries. Pay careful attention to the Contents section of the country-specific documentation!

Recommendations: The 1000 codes are used when we are able to identify that there are "at least" a certain number of full-time weeks worked. Users can change ***PWEEKFT*** to ***PWEEKFT*** – 1000 when ***PWEEKFT*** is at least 1000. While this may be underestimating the actual full-time weeks worked, in most cases it will be a good approximation. Look at the documentation to determine if this is a viable option for your particular research question.

Changes: Prior to Wave V.2, the treatment of missing information was country-specific. Please refer to the country documentation for coding information.

***PWEEKFT* – Weeks worked full-time**

In the first data sets of Wave V.2, if the information is for paid employment only (or other employed subgroup), or there were multiple jobs where the amount of overlap is not known, this information was put in ***PWEEKFT*** as long as the contents were documented and a warning is included in the documentation.

***PWEEKPT* – Weeks worked part-time**
Content: Number of weeks worked part-time in a year.

Ideal Universe: All individuals.

Ideal Reference Period: Income reference period.

Codes: ***PWEEKPT*** is harmonized and contains either the number of weeks or a range of weeks in part-time employment during the reference period. Beginning in Wave VI, ***PWEEKPT*** is semi-standardized when provided weeks are continuous and the following standardized codes apply:

0-52	Valid number of part-time weeks
1000-1051	At least 0-51 part-time weeks

Lissification rules: ***PWEEKPT*** should only be coded if there is specific information on part-time work. If the data include weeks worked without specifying full- or part-time, this should be included in ***PWEEKTL***; ***PWEEKFT*** and ***PWEEKPT*** should not be filled.

If there is no information for an individual about weeks worked part-time, but the individual can be identified as a non-worker or a non part-time worker over the entire reference period (from any information in the data), ***PWEEKPT*** is set to zero.

Lissification rules: ***PWEEKPT*** provides the number of weeks worked in part-time employment during the reference period.

Starting in Wave VI, and including any Wave V.2 data sets that are reopened for any reason, if the information is for only one job or if jobs overlap with no indication of how long the jobs overlapped, this information is included in ***PWEEKPT*** with a "1000" flag indicating that there are "at least" the number of part-time weeks specified. (See "**Changes**", below, for previous rules used for handling these cases.)

If there is no information for part-time weeks worked, but the individual can be identified as never having worked in a part-time job over the entire reference period (from any information in the data), ***PWEEKPT*** is set to zero.

Warnings: The definition of part-time versus full-time may vary across data sources.

In some cases, part-time weeks worked is provided for a subset of employed individuals (e.g., paid or primarily employed). In these cases, ***PWEEKPT*** is not comparable across countries. Pay careful attention to the Contents section of the country-specific documentation!

Recommendations: The 1000 codes are used when we are able to identify that there are "at least" a certain number of part-time weeks worked. Users can change ***PWEEKPT*** to ***PWEEKPT*** – 1000 when ***PWEEKPT*** is at least 1000. While this may be underestimating the actual full-time weeks worked, in most cases it will be a good approximation. Look at the documentation to determine if this is a viable option for your particular research question.

Changes: Prior to Wave V.2, the treatment of missing information was country-specific. Please refer to the country documentation for coding information.

***PWEEKPT* – Weeks worked part-time**

In the first data sets of Wave V.2, if the information is for paid employment only (or other employed subgroup), or there were multiple jobs where the amount of overlap is not known, this information was put in ***PWEEKPT*** as long as the contents were documented and a warning is included in the documentation.

***PWEEKUP* – Weeks unemployed**
Content: Number of weeks unemployed in a year

Ideal Universe: All individuals.

Ideal Reference Period: Income reference period

Codes: ***PWEEKUP*** is harmonized and contains either the number of weeks or a range of weeks unemployed during the reference period. Beginning in Wave VI, ***PWEEKUP*** is semi-standardized when provided weeks are continuous and the following standardized codes apply:

0-52	Valid number of weeks in unemployment
1000-1051	At least 0-51 weeks in unemployment

Lissification rules: ***PWEEKUP*** is filled only if specific information on unemployment weeks is provided. Unemployment status is either self-assessed by the respondent, or derived by the data provider according to ILO definition, or derived by LIS in case the respondent reports receipt of unemployment compensation.

As opposed to the three other week-related variables, if there is no information for weeks unemployed, the variable will always be left at -1.

Warnings: ***PWEEKUP*** is filled only if specific information on unemployment weeks is provided.

Recommendations: For information on number of weeks not in the labor force, subtract ***PWEEKTL*** and ***PWEEKUP*** (when available) from 52.

The 1000 codes are used when we are able to identify that there are "at least" a certain number of unemployment weeks. Users can change ***PWEEKUP*** to ***PWEEKUP*** – 1000 when ***PWEEKUP*** is at least 1000. While this may be underestimating the actual unemployment weeks, in most cases it will be a good approximation. Look at the documentation to determine if this is a viable option for your particular research question.

Changes: Prior to Wave VI, the treatment of missing information was country-specific. Please refer to the country documentation for coding information.

As of Wave VI, if the full number of unemployment weeks cannot be identified, but some number of unemployment weeks can, ***PWEEKUP*** will be coded as 1000 + the number of unemployment weeks that can be identified.

***PWEXPTL* – Total duration of all work experience**
Content: Duration of lifetime experience

Ideal Universe: All individuals.

Ideal Reference Period: At present.

Codes: ***PWEXPTL*** is harmonized and contains the amount of time (usually years or a range of years) ever worked in employment. Beginning in Wave VI, ***PWEXPTL*** is semi-standardized when provided years of experience are continuous and the following standardized codes apply:

0-99	Valid years of experience
1000-1098	At least 0-98 years of experience

Lissification rules: ***PWEXPTL*** is usually only available in the case where the information is directly provided in the data. In some cases, calendar data or retrospective questions may provide enough information to calculate work experience. Note that ***PWEXPTL*** is *not* the sum of ***PWEXPFT*** and ***PWEXPPT***, since an individual could be employed in both a full- and part-time job at any period in time.

Warnings: ***PWEXPTL*** is usually only available in the case where the information is directly provided in the data. The beginning of working life varies according to the data. It may include all individuals regardless of age, or the question may only be asked of those over a certain age. In other cases, experience may begin after full-time education ends.

In some datasets, this variable contains a flag for previous work experience (generally for non-workers) rather than an indication of its duration.

Recommendations:

Changes: Name changed from ***PWORKEXP*** in Wave V.2.

Prior to Wave V.2, the treatment of missing information was country-specific. Please refer to the country documentation for coding information.

As of Wave VI, if years of experience cannot be identified, but some number of years of experience can, ***PWEXPTL*** will be coded as 1000 + the number of years of experience that can be identified.

***PWEXPFT* – Duration of full-time work experience**
Content: Duration of lifetime experience in full-time employment

Ideal Universe: All individuals.

Ideal Reference Period: At present.

Codes: ***PWEXPFT*** is harmonized and contains the amount of time (usually years or a range of years) ever worked in full-time employment. Beginning in Wave VI, ***PWEXPFT*** is semi-standardized when provided years of full-time experience are continuous and the following standardized codes apply:

0-99	Valid years of full-time experience
1000-1098	At least 0-98 years of full-time experience

Lissification rules: ***PWEXPFT*** is usually only available in the case where the information is directly provided in the data. In some cases, calendar data or retrospective questions may provide enough information to calculate work experience. The beginning of working life varies according to the data source. It may include all individuals regardless of age, or the question may only be asked of those over a certain age. In other cases, experience may begin after full-time education ends.

As of Wave VI, if years of experience cannot be identified, but some number of years of full-time experience can, ***PWEXPFT*** will be coded as 1000 + the number of years of full-time experience that can be identified.

Warnings: The definition of part-time versus full-time may vary across data sources.

Recommendations:

Changes: Variable introduced in Wave V.2.

***PWEXPPT* – Duration of part-time work experience**
Content: Duration of lifetime experience in part-time employment

Ideal Universe: All individuals.

Ideal Reference Period: At present.

Codes: ***PWEXPPT*** is harmonized and contains the amount of time (usually years or a range of years) ever worked in part-time employment. Beginning in Wave VI, ***PWEXPPT*** is semi-standardized when provided years of part-time experience are continuous and the following standardized codes apply:

0-99	Valid years of part-time experience
1000-1098	At least 0-98 years of part-time experience

Lissification rules: ***PWEXPPT*** is usually only available in the case where the information is directly provided in the data. In some cases, calendar data or retrospective questions may provide enough information to calculate work experience. The beginning of working life varies according to the data source. It may include all individuals regardless of age, or the question may only be asked of those over a certain age. In other cases, experience may begin after full-time education ends.

As of Wave VI, if years of experience cannot be identified, but some number of years of full-time experience can, ***PWEXPFT*** will be coded as 1000 + the number of years of full-time experience that can be identified.

Warnings: The definition of part-time versus full-time may vary across data sources.

Recommendations:

Changes: Variable introduced in Wave V.2.

***PSEARCH* – Looking for job and reason why**
Content: Whether individual is looking for a(nother) job.

Ideal Universe: All individuals.

Ideal Reference Period: at present.

Codes: ***PSEARCH*** is standardized at the 100-digit level and harmonized at the 10- and single-digit levels. The following standardized codes apply to all individuals:

1-99 Reserved for harmonizing when standardization is not possible.
100 Looking for job
200 Not looking for job
900 Indistinguishable

Lissification rules: ***PSEARCH*** contains whatever information is provided in the source data about reasons for looking for looking or not looking for a job. Reasons for job search are harmonized under the 100 code. When information about reasons for not looking for a job are available, these are included only if the detail is not provided in other variables (e.g., ***PCMAS***).

Warnings:

Recommendations:

Changes: Variable introduced in Wave V.2.

***PCARE* – Current caregiving status**

Content: Information on caring responsibilities for individuals (1) attached to the labour market (on maternity or paternity leave, on parental leave or on other leave or break from work) or (2) not attached to the labour market (caring for children or elderly/disabled).

Ideal Universe: All individuals.

Ideal Reference Period: At present.

Codes: ***PCARE*** is standardized up to the 10-digit level and harmonized at the 1-digit. The main distinction is between care for children and care for other individuals. The following codes apply to all individuals:

1-99 Reserved for harmonizing if standardization is not possible
100 CAREGIVER
    110 Care for child
    120 Care for others
    190 Indistinguishable or n.e.c.
200 NOT CAREGIVER
900 UNCLASSIFIABLE

Lissification rules: If information is available on caregiving activity, but it is not sufficient to clearly divide the values into the standardized codes, the information about caregiving can be used (harmonized) as long as it is clearly documented. If the standardized structure can not be used, the harmonized codes should fall between 0 and 100 (exclusive).

Warnings:

Recommendations:

Changes: Variable introduced in Wave V.2.

***PACTIV* – Status in employment**

Content: Status in employment for first /main job. This sometimes refers to the last job held for individuals no longer in employment. At a minimum, paid employees should be distinguished from the self-employed, but any other detail available can be provided (e.g., number of employees for self-employed, contributing family worker, unpaid worker).

The international ILO classification for status in employment (ICSE - International Classification of Status in Employment) distinguishes the following six groups:

1. employees
2. employers
3. own account workers
4. members of producers cooperatives
5. contributing family workers
6. workers not classifiable by status

This information is not widely available in existing data sources. If this information is available, it should be used. Otherwise, use anything that has to do with the type/status of worker (where the minimum distinction should be between employed and self-employed).

Ideal Universe: All employed individuals.

Ideal Reference Period: At present. However, as opposed to the ***PCLFS*** and ***PCMAS***, if information on a current employment situation is not available, any other reference period will be accepted in this variable (as well as in all other LM variables about job characteristics), as long as this is clearly mentioned in the documentation.

Codes: ***PACTIV*** is standardized up to the 10-digit level and harmonized at the 1-digit. The following standardized codes apply to all individuals:

1-99 Reserved for harmonizing if standardizing is not possible
100 PAID EMPLOYED
Includes information on the type of employment if paid employment is the main job. This may include:
- *regular paid work*
- *apprentice/trainee*
- *conscripts*
- *disabled employment*
- *occasional job*

Provide detail when it is included in the source variables.
May include:
marginal/occasional employment
employed apprentices

110 Paid Emp; regular
120 Paid Emp; apprentice or trainee
130 Paid Emp; temporary or occasional
140 Paid Emp; disabled employment
180 Paid Emp; conscript or regular armed forces
181 Paid Emp; regular armed forces
182 Paid Emp; conscripts (or military conscripts)
183 Paid Emp; civil conscripts
190 Emp; indistinguishable or n.e.c.

***PACTIV* – Status in employment**

198 Emp; n.e.c.
199 Emp; indistinguishable

200 SELF-EMPLOYED
- 210 Self-emp; employer
- 220 Self-emp; own-account worker
- 230 Self-emp; member of producers' cooperative
- 290 Self-emp; indistinguishable or n.e.c.

300 OTHER PAID EMPLOYED (Employed and Self-employed not distinguishable)
includes anyone known to be employed, but self-employment status is unknown:
e.g., odd jobs for pay

400 OTHER EMPLOYED (Unpaid or in-kind)
- 410 Oth Emp; contributing family worker
- 420 Oth Emp; in-kind worker
- 430 Oth Emp; unpaid or volunteer
- 490 Oth Emp; indistinguishable or n.e.c.

900 INDISTINGUISHABLE EMPLOYED (PAID and OTHER EMPLOYED not distinguishable)
- 990 Unclass; workers not classifiable by status

Lissification rules: If the ICSE structure is not followed, the harmonized codes should fall between 0 and 100 (exclusive).

Warnings: While every attempt is made to follow the ICSE structure, these data are not always available. In these cases, other information about employment activity may be used. If the ICSE structure is not followed, the values assigned to the replacement activity variables will fall between 0 and 100 (exclusive).

Recommendations:

Changes: This variable was added in Wave IV as a complement to the variables ***PLFS*** (now ***PCLFS***) and ***PTYPEWK***.

Standardised coding was introduced in Wave V.2.

POCC – Occupation

Content: Occupational classification of the main (current or last held) job, with as much detail as possible (ideally 4-digit ISCO-88 if available in the original data or can be derived from the country-specific occupation codes). For full detail on ISCO codes, please see: http://www.ilo.org/public/english/bureau/stat/class/isco.htm.

Ideal Universe: All employed individuals.

Ideal Reference Period: At present. If information on a current employment situation is not available, any other reference period will be accepted in this variable (as well as in all other LM variables about job characteristics), as long as this is clearly mentioned in the documentation.

Codes: ***POCC*** is coded using the 4-digit ISCO-88 classification, when possible, and the harmonized country-specific classifications when not.

Lissification rules: ***POCC*** should ideally contain the 4-digit ISCO-88 classification for the current or last job held. In some cases, the standard ISCO codes may be supplemented with nationally-coded sub-levels of some occupations. In these cases, where the country has added to the ISCO structure, the detail should be maintained and country-specific labels should be added. If the ISCO information is not provided, but a remapping of the country-specific codes, the country-specific information should be recoded into the 4-digit ISCO. For those codes that can not be directly remapped, a logical non-ISCO code should be added to the labels. In this case, a warning should be included in the documentation that identifies the non-ISCO codes. If reclassification is not possible, the national occupation classification codes may be used as long as it is clearly documented.

Warnings: ***POCC*** ideally contains the 4-digit ISCO-88 code of the current (or last) job held. In some data sets, non-ISCO codes may supplement the ISCO classification system. When ISCO information is not available or derivable, national classifications are used. Any deviation from the standard ISCO classification will be noted in the country-specific documentation.

Recommendations: Identify any non-standard codes and reclassify according to individual research questions.

Changes: As of Wave V.2, more effort is made to recode country-specific information into the ISCO-88 coding structure. Also, the addition of country-specific codes in the ISCO-88 structure was introduced in Wave V.2.

Prior to Wave V, ***POCC*** may be coded in ISCO-88 format or in the country-specific coding. Please refer to the documentation.

PIND – Industry

Content: Industry classification of the main (current or last held) job, with as much detail as possible (ideally 3-digit ISIC or NACE if available in the original data). For full detail on ISIC/NACE codes, please see: http://www.ilo.org/public/english/bureau/stat/class/isic.htm.

Ideal Universe: All employed individuals.

Ideal Reference Period: At present. If information on a current employment situation is not available, any other reference period will be accepted in this variable (as well as in all other LM variables about job characteristics), as long as this is clearly mentioned in the documentation.

Codes: ***PIND*** is coded using the 5-digit LIS-standardized code based on the 3-digit ISIC (r1) classification, when possible, and the harmonized country-specific classifications when not.

Lissification rules: ***PIND*** should ideally contain the 5-digit LIS-standardized value derived from the 3-digit ISIC or NACE classification for the current or last job held. If this information is not available, the national industry classification codes may be used as long as it is clearly documented.

If industry is difficult to classify (multiple industries or industry is "unclassifiable" or "varies"), code as 20000. Otherwise, ***PIND*** should be recoded to missing.

Warnings: ***PIND*** ideally contains the 3-digit ISIC or NACE code of the current (or last) job held. In some data sets, however, this information is not available and national classifications are used.

Recommendations:

Changes: As of Wave V.2, more effort is made to recode country-specific information into the ISIC coding structure. Also, the addition of country-specific codes in the ISIC structure was introduced in Wave V.2.

Prior to Wave V, ***PIND*** may be coded in ISIC format or in the country-specific coding. Please refer to the documentation.

PTYPEWK – Sector of employment

Content: Sector of employment for primary job. This sometimes refers to the last job held for individuals no longer in employment. At a minimum, private sector workers are distinguished from public sector jobs.

Ideal Universe: All employed individuals.

Ideal Reference Period: At present. If information on a current employment situation is not available, any other reference period will be accepted in this variable (as well as in all other LM variables about job characteristics), as long as this is clearly mentioned in the documentation.

Codes: ***PTYPEWK*** is standardized up to the 10-digit level and harmonized at the 1-digit. The following standardized codes apply to all individuals:

1-99 Reserved for harmonizing if standardizing is not possible
100 PRIVATE
200 PUBLIC
- 210 Government
- 220 Non-government
- 280 Military and conscripts
- 290 Indistinguishable or n.e.c.

900 INDISTINGUISHABLE (PRIVATE/PUBLIC not distinguishable)
Note: this may include such things as a privatized government business or a private contractor that works exclusively for the government.

Lissification rules: If information is available on sector of employment, but it is not sufficient to clearly divide the values into the standardized codes, the information about employment sector can be used (harmonized) as long as it is clearly documented. If the standardized structure is not able to be used, the harmonized codes should fall between 0 and 100 (exclusive). Note that this is only for information relating to government and private sector. In previous waves, when sector was not available, ***PTYPEWK*** included other information about the job (e.g., blue- v. white-collar, farmers). These are no longer included in ***PTYPEWK***. ***PTYPEWK*** provides information about the worker's industry, and not about the specific occupation. Information regarding general skill level required for current (or last) job is now specified in ***PSKILL***.

Warnings: While every attempt is made to follow the standardized coding structure, the information is not always sufficiently clear to be able to do this. In these cases, the information is provided as harmonized data and the values assigned will fall between 0 and 100 (exclusive).

Recommendations:

Changes: Before Wave IV, the variable often differentiated between government employees, blue- and white-collar workers, farmers, etc. It is now used only to differentiate public and private sector employment.

Standardised coding was introduced in Wave V.2.

PSKILL – Skill level in employment

Content: Information about the skills level required for the current or last job held. ***PSKILL*** normally contains information about skilled versus non-skilled or blue-collar versus white collar. If this information is not available, the degree required for job may be used. If information is available on both skill level and education required, education level can be found in ***PSLOTx***.

Ideal Universe: All employed individuals.

Ideal Reference Period: At present.

Codes: ***PSKILL*** is harmonized and contains whatever information may be provided in the original data.

Lissification rules: ***PSKILL*** should ideally contain information on skills required for the current or last job held. ***PSKILL*** normally contains information about skilled versus non-skilled or blue-collar versus white collar. If this information is not available, the degree required for job may be used. If information is available on both skill level and education required, education level can be found in ***PSLOTx***.

If this information is not available, but there is information about general skill level of the worker (e.g., vocational training, classification of general skills, self-classification as blue- versus white-collar worker), the general information should be used as long as it is clearly documented.

Information on skill level required for a job can be anything that provides a level of differentiation of education, training, or other requirements for the individual's occupation (if available) or general skill level of the individual as it relates to employment. Prior to Wave V, Release 2, this information was normally found in ***PTYPEWK***.

Warnings:

Recommendations:

Changes: Variable introduced in Wave V.2. ***PSKILL*** contains details of the current occupation that used to be found in ***PTYPEWK*** when industry-specific information was not available.

***PNEMP* – Number of individuals in local unit**
Content: Number of individuals employed in the local unit of the main (current or last held) job.

Ideal Universe: All employed individuals.

Ideal Reference Period: At present. If information on a current employment situation is not available, any other reference period will be accepted in this variable (as well as in all other LM variables about job characteristics), as long as this is clearly mentioned in the documentation.

Codes: ***PNEMP*** is harmonized and contains whatever information may be provided in the data.

Lissification rules: ***PNEMP*** should ideally provide information of the number of employees that work in the unit of the firm at which the individual is employed. If this information is unavailable, the number of regional employees in the firm or the number of employees of the entire firm may be used.

Warnings: In some cases, it contains the number of employees in all branches of the firm (and not just at the local unit).

Recommendations:

Changes: Variable introduced in Wave V.2.

PFULPAR – Full-time or part-time and reason why

Content: Time schedule in the main (current or last held) job and reason for number of hours worked. When available, the reason an individual is working a specific time schedule is usually asked of those working part-time.

Ideal Universe: All employed individuals.

Ideal Reference Period: At present. If information on a current employment situation is not available, any other reference period will be accepted in this variable (as well as in all other LM variables about job characteristics), as long as this is clearly mentioned in the documentation.

Codes: ***PFULPAR*** is standardized only at the 100-digit level and harmonized at the 10- and 1-digit levels. The following standardized codes apply to all individuals:

1-99 Reserved for harmonizing if standardizing is not possible
100 FULL-TIME
200 PART-TIME
900 INDISTINGUISHABLE

Lissification rules: ***PFULPAR*** should ideally contain full- or part-time status of the primary job as reported by the individual or the data provider. In cases the number of hours is reported without any indication of full- or part-time status, a job will be considered part-time according to the country-specific definition of part-time employment. In cases where this information is not provided in the original data, the number of hours worked in the primary job will be reported, if available, using the values 1-99.

When no information is provided on the job, but there is information about the total number of hours an individual worked, this information is provided in ***PHOURSU*** and/or ***PHOURSA***.

Warnings: When possible, ***PFULPAR*** should ideally contain full- or part-time status of the primary job as reported by the individual or the data provider. In the case where the number of hours is reported without any indication of full- or part-time status, a job will be considered part-time according to the country-specific definition of part-time employment. In cases where this information is not provided in the original data source, the number of hours worked in the primary job will be reported, if available, using the values 1-99.

When no information is provided on the job, but there is information about the total number of hours an individual worked, this information is provided in ***PHOURSU*** and/or ***PHOURSA***.

Recommendations:

Changes: Variable introduced in Wave V.2. ***PFULPAR*** contains details of the extent of work hours that was previously found in ***PLFS***.

PCONTRA – Permanency of contract

Content: Type of contract in the primary job.

Ideal Universe: All employed individuals.

Ideal Reference Period: At present.

Codes: ***PCONTRA*** is standardized only at the 100-digit level and harmonized at the 10- and 1-digit levels. The following standardized codes apply to all individuals:

1-99 Reserved for harmonizing if standardizing is not possible
100 UNDER CONTRACT
200 NO CONTRACT
900 INDISTINGUISHABLE

Lissification rules: ***PCONTRA*** should ideally provide information on whether the primary job is permanent, temporary, or without contract. Reasons for no or temporary contract should also be provided when available.

Warnings:

Recommendations:

Changes: Variable introduced in Wave V.2. ***PCONTRA*** contains details of contract permanency that was previously (yet rarely) found in ***PLFS***.

***PSUPERV* – Supervise other workers**

Content: Whether supervises other workers in primary job.

Ideal Universe: All employed individuals.

Ideal Reference Period: At present.

Codes: ***PSUPERV*** is standardized only at the 100-digit level and harmonized at the 10- and 1-digit levels. The following standardized codes apply to all individuals:

1-99 Reserved for harmonizing if standardizing is not possible
100 SUPERVISES
200 DOES NOT SUPERVISE
900 INDISTINGUISHABLE

Lissification rules: ***PSUPERV*** provides information on whether the primary job includes supervisory responsibility. This may be in the form of the number of employees the individual supervises in that job or an indicator variable stating that the individual is in a supervisory role.

Warnings:

Recommendations:

Changes: Variable introduced in Wave V.2.

PTENURE – Tenure in primary job

Content: Duration of time worked in primary job.

Ideal Universe: All employed individuals.

Ideal Reference Period: At present.

Codes: ***PTENURE*** is harmonized and contains the amount of time (usually years or a range of years) worked in current employment. Beginning in Wave VI, ***PTENURE*** is semi-standardized when provided years of tenure are continuous and the following standardized codes apply:

0-99	Valid years of tenure
1000-1098	At least 0-98 years of tenure

Lissification rules: ***PTENURE*** ideally provides the specific length of time an individual has been employed at the primary job held. This may be provided directly in the data or may be calculated from calendar data or a combination of questions. When possible, tenure will be reported in years.

If specific length of time is not available, but there is information on a range of time (e.g., more than 1 year), then ***PTENURE*** should be harmonized to reflect the ranges provided in the data.

In some original data sources, it may be possible to calculate job tenure only for short jobs (those observed as starting after the beginning of the information provided by the data), but not for longer jobs. In these cases, ***PTENURE*** should contain specific tenure when it can be directly calculated, and a logical range (e.g., greater than ***x*** years if we know the job was in process at the ***x*** years before the beginning of the data) for other jobs.

Warnings:

Recommendations:

Changes: Variable introduced in Wave V.2.