



Centraal Bureau voor de Statistiek

Centrum voor Beleidsstatistiek

Documentatierapport Bedrijfsopleidingen 2005V1

Datum: 3 december 2009

Bronvermelding

Publicatie van uitkomsten geschiedt door het onderzoeksbureau of de opdrachtgever op eigen titel. Verwijzing naar het CBS betreft uitsluitend het gebruik van de microdatabestanden. Dat wordt als volgt geformuleerd:

“Eigen berekening [*naam onderzoeksbureau, c.q. opdrachtgever*] op basis van bij het CBS beschikbaar gestelde microdatabestanden betreffende de statistiek bedrijfsopleidingen 2005.”

Versiegeschiedenis

Versie 1

091203 Bedrijfsopleidingen 2005V1

De gebruiker dient rekening te houden met de volgende *do's & don'ts*:

- De geaggregeerde cijfers uit deze bestanden kunnen afwijken van de gepubliceerde variabelen in de Statline tabellen van het CBS.
 - Voor het merendeel zijn de variabelenamen gebaseerd op de variabelenamen voor Eurostat. Bij iedere variabele staat aangegeven of deze is geïmputeerd (en eventueel uit welke bron). De variabelen die beginnen met "FLAG_" gevolgd door de variabelenaam geven aan op welke wijze de variabele is geïmputeerd. De variabelen die eindigen met "FLAG", geven aan hoe op deze vraag is geantwoord.
 - Van de waarde 99998 of 99999...8 bij veel variabelen is de betekenis "Niet van toepassing".
 - Van de waarde 99999 of 999999...9 bij veel variabelen is de betekenis "Geen antwoord".
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1. Inleiding

Bij het Centrum voor Beleidsstatistiek (CvB@CBS.nl) worden microdatabestanden van het Centraal Bureau voor de Statistiek (CBS) beschikbaar gesteld voor gebruik door externe onderzoekers. Dit documentatierapport beschrijft de inhoud en structuur van het microdatabestand

- ‘091203 Bedrijfsopleidingen 2005V1’.

Hoofdstuk 2 beschrijft in het algemeen het microdatabestand zoals populatieafbakening, methodologische bijzonderheden, kwaliteit en herkomst van de gegevens. In hoofdstuk 3 wordt de bestandsindeling van het microdatabestand gegeven. Daarnaast wordt per variabele meer informatie gegeven. Voor de categoriale variabelen worden alle mogelijke scores en hun betekenis opgesomd.

Met het documentatierapport worden ook de volgende bijlagen geleverd:

- ‘Bijlage A Bedrijfsopleidingen 2005 Imputeren item non-respons’

Deze bijlage geeft een beschrijving van de gevolgde methoden bij het imputeren van item of partiële non-respons.

- “Bijlage B Voorbeeld vragenlijst Onderzoek bedrijfsopleidingen 2005’

Deze bijlage is een voorbeeld van de vragenlijsten betreffende het onderzoek bedrijfsopleidingen 2005.

Indien gewenst, kan een bijlage geleverd worden met daarin de frequentieverdelingen van de categoriale variabelen:

- ‘091203 Bijlage 1 Frequentietellingen Bedrijfsopleidingen 2005V1’.

In deze bijlage worden van de (semi-) continue variabelen de frequenties van de eerste en laatste vijf waarden gegeven.

2. Toelichting op de samenstelling van het bestand

Microdatabestand

Een record in het microdatabestand bevat voor een bedrijfseenheid (BE_ID) de gegevens over het Onderzoek Bedrijfsopleidingen 2005. Het geeft informatie over de deelname van werknemers aan bedrijfsopleidingen, de kosten hiervan, het opleidingsbeleid van de bedrijven en de aanwezigheid van leerbanen. Het bestand bevat BE_ID als sleutel waarmee gekoppeld kan worden met andere bestanden.

Populatieafbakening

Zie [Korte onderzoekbeschrijving Bedrijfsopleidingen](#). Daarnaast is in bijlage A de gevolgde methoden bij het imputeren van item of partiële non-respons beschreven.

Kwaliteit

Het microdatabestand is geen publicatiebestand. Dit betekent dat voor veel variabelen door het CBS weinig of geen controles en correcties hebben plaatsgevonden. Op de variabelen die wel door het CBS zijn bekeken, zijn op grond van de beschikbare informatie correcties uitgevoerd. Deze correcties zijn als zodanig in het microdatabestand overgenomen.

3. Bestandsopbouw en toelichting

Bestandsopbouw van het microdatabestand

Onderstaand volgt een lijst van alle variabelen in het microdatabestand.

Het microdatabestand is geen officieel vastgesteld publicatiebestand. De gegevens kunnen afwijken van de gepubliceerde cijfers op [StatLine](#), de elektronische databank van het CBS.

De gegevens op StatLine kunt u onder andere vinden in de tabel [Bedrijfsopleidingen: Kerncijfers](#).

<i>Nr</i>	<i>Variabele & label</i>	<i>Format</i>	<i>Lengte</i>	<i>Decimalen</i>
1	BE_ID Bedrijfsidentificatienummer	Tekst	8	0
2	OND_ID Ondernemersnummer	Tekst	8	0
3	TOP_250_ Indicatie TOP 250 bedrijf	Tekst	1	0
4	GK_2005 Grootteklasse 2005	Tekst	1	0
5	GK_SBS_V Grootteklasse SBS V0	Tekst	2	0
6	JAAR Verslagjaar	Getal	4	0
7	WE_CODE Waarnemingseenheid	Tekst	8	0
8	SBI_KL SBI-indeling in 25 klassen	Getal	2	0
9	GEMCBDRF Gemeentecode	Tekst	4	0
10	SBI_V05 Standaard Bedrijfsindeling (SBI) 1993 (5-digits)	Getal	5	0
11	HLPVARBO Enterprises with or without CVT (auxiliary variable)	Getal	1	0
12	COUNTRY Country code	Tekst	2	0
13	ENTERPR Enterprise ID	Getal	6	0
14	WEIGHTIN Weightfactor	Getal	10	2
15	NACE_SP Sampling plan NACE- category economic activity	Getal	4	0
16	SIZE_SP Sampling plan size group	Getal	1	0
17	NSTRA_SP Sampling plan- Number of enterprises in the stratum defined by NACE_SP and SIZE_SP, i.e.the population	Getal	5	0

<i>Nr</i>	<i>Variabele & label</i>	<i>Format</i>	<i>Lengte</i>	<i>Decimalen</i>
18	N_SP Sampling plan- Number of sampled enterprises from the sample-frame in the stratum defined by NACE_SP and SIZE_SP	Getal	5	0
19	SUB_SP Sub-sample indicator, shows if enterprise belongs to sub sample	Getal	1	0
20	N_RESPST Number of responding enterprises in the stratum defined by NACE_SP and SIZE_SP, i.e.the population	Getal	5	0
21	N_EMPREG Number of persons employed according to the register	Getal	6	0
22	RESPONSE Response indicator	Getal	1	0
23	PROC Record data collection method	Getal	2	0
24	IDLANGUA Language identification	Tekst	2	0
25	IDREGION Region identification NUTS- level 1	Tekst	3	0
26	EXTRA1 Extra variable 1	Getal	10	0
27	EXTRA2 Extra variable 2	Getal	10	0
28	EXTRA3 Extra variable 3	Getal	10	0
29	A1 Actual NACE CODE	Getal	4	0
30	A2TOT04 Total number of persons employed 31-12-2004	Getal	6	0
31	FLAG_A2T A2tot04 imputed by	Getal	1	0
32	A2TOT05 Total number of persons employed 31-12-2005	Getal	6	0
33	FLAG_A22 A2tot05 imputed by	Getal	1	0
34	A2M05 Total number of males employed 31-12-2005	Getal	6	0
35	FLAG_A2M A2m05 imputed by	Getal	1	0
36	A2F05 Total number of females employed 31-12-2005	Getal	6	0
37	FLAG_A2F A2f05 imputed by	Getal	1	0
38	A3A Persons employed- Under 25 years of age	Getal	6	0
39	FLAG_A3A A3A imputed by	Getal	1	0

<i>Nr</i>	<i>Variabele & label</i>	<i>Format</i>	<i>Lengte</i>	<i>Decimalen</i>
40	A3B Persons employed- 25 to 54 year of age	Getal	6	0
41	FLAG_A3B A3A imputed by	Getal	1	0
42	A3C Persons employed- 55 years and older	Getal	6	0
43	FLAG_A3C A3A imputed by	Getal	1	0
44	A4 Total number of hours worked in the reference year 2005 by persons employed	Getal	12	0
45	FLAG_A4 A4 imputed by	Getal	1	0
46	A4M Total number of hours worked in the reference year 2005 by male persons employed	Getal	12	0
47	FLAG_A4M A4M imputed by	Getal	1	0
48	A4F Total number of hours worked in the reference year 2005 by female persons employed	Getal	12	0
49	FLAG_A4F A4F imputed by	Getal	1	0
50	A5 Total labour costs (direct + indirect) of all persons employed in the ref year 2005	Getal	12	0
51	FLAG_A5 A5 imputed by	Getal	1	0
52	A6 Significantly new technologically improved products or services or methods of producing or delivering	Getal	1	0
53	B1A Internal CVT courses	Getal	1	0
54	B1B External CVT courses	Getal	1	0
55	B2AFLAG Flag-on-the-job training	Getal	1	0
56	B2A Participants in other form of CVT- On the job training	Getal	6	0
57	B2BFLAG Flag-job rotation	Getal	1	0
58	B2B Participants in other form of CVT-Job rotation, exchanges, secondments or study visits	Getal	6	0
59	B2CFLAG FLAG - Learning and quality circles	Getal	1	0

<i>Nr</i>	<i>Variabele & label</i>	<i>Format</i>	<i>Lengte</i>	<i>Decimalen</i>
60	B2C Participants in other form of CVT- Learning of quality circles	Getal	6	0
61	B2DFLAG Flag-self directed learning	Getal	1	0
62	B2D Participants in other form of CVT- Self directed learning	Getal	6	0
63	B2EFLAG Flag-attendance at conferences etc	Getal	1	0
64	B2E Participants in other form of CVT Attendance at conferences, etc.	Getal	6	0
65	B3A CVT courses for persons employed in the previous year 2004	Getal	1	0
66	B3B Expect to provide CVT courses for persons employed during the next year 2006	Getal	1	0
67	B4A Other forms of CVT for persons employed in the previous year 2004	Getal	1	0
68	B4B Expect to provide other forms of CVT for persons employed during the next year 2006	Getal	1	0
69	C1TOT Total CVT course participants	Getal	6	0
70	FLAG_C1T C1tot imputed by	Getal	1	0
71	C1M Total CVT course participants-Male	Getal	6	0
72	FLAG_C1M Flag_C1m	Getal	1	0
73	C1F Total CVT course participants-Female	Getal	6	0
74	FLAG_C1F Flag_C1f	Getal	1	0
75	C2A CVT participants- Under 25 years of age	Getal	6	0
76	FLAG_C2A Flag_C2a	Getal	1	0
77	C2B CVT participants- 25 to 54 year of age	Getal	6	0
78	FLAG_C2B Flag_C2b	Getal	1	0
79	C2C CVT participants- 55 years and older	Getal	6	0
80	FLAG_C2C Flag_C2c	Getal	1	0
81	C3TOT Paid working time (in hours) spent on all CVT courses	Getal	10	0

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<i>Nr</i>	<i>Variabele & label</i>	<i>Format</i>	<i>Lengte</i>	<i>Decimalen</i>
82	FLAG_C3T Flag_C3tot	Getal	1	0
83	C3I Paid working time (in hours) for internal CVT courses	Getal	10	0
84	FLAG_C3I Flag_C3i	Getal	1	0
85	C3E Paid working time (in hours) for external CVT courses	Getal	10	0
86	FLAG_C3E Flag_C3e	Getal	1	0
87	C4TOT Paid working time (in hours) spent on all CVT courses	Getal	10	0
88	FLAG_C4T Flag_C4tot	Getal	1	0
89	C4M Paid working time (in hours) in CVT courses- Male	Getal	10	0
90	FLAG_C4M Flag_C4m	Getal	1	0
91	C4F Paid working time (in hours) in CVT courses- Female	Getal	10	0
92	FLAG_C4F Flag_C4f	Getal	1	0
93	C5A Paid working time in hours- Languages, Foreign (222) and Mother Tongue (223)	Getal	10	0
94	FLAG_C5A Flag_C5a	Getal	1	0
95	C5B Paid working time in hours- Sales(341) and Marketing(342)	Getal	10	0
96	FLAG_C5B Flag_C5b	Getal	1	0
97	C5C Paid working time in hours- Accounting (344) and Finance (343), Management and Administration(345) and Office work(346)	Getal	10	0
98	FLAG_C5C Flag_C5c	Getal	1	0
99	C5D Paid working time in hours- Personal skills/development(090), Working life(347)	Getal	10	0
100	FLAG_C5D Flag_C5d	Getal	1	0
101	C5E Paid working time in hours- Computer science(481) and Computer use(482)	Getal	10	0
102	FLAG_C5E Flag_C5e	Getal	1	0

<i>Nr</i>	<i>Variabele & label</i>	<i>Format</i>	<i>Lengte</i>	<i>Decimalen</i>
103	C5F Paid working time in hours- Engineering, Manufacturing and Construction(5)	Getal	10	0
104	FLAG_C5F Flag_C5f	Getal	1	0
105	C5G Paid working time in hours- Environment protection(850) and Occupational health and safety (862)	Getal	10	0
106	FLAG_C5G Flag_C5g	Getal	1	0
107	C5H Paid working time in hours- Personal services(81), Transport services(84), Protection of property and persons(861) and M..	Getal	10	0
108	FLAG_C5H Flag_C5h	Getal	1	0
109	C5I Paid working time in hours- Other training subjects	Getal	10	0
110	FLAG_C5I Flag_C5i	Getal	1	0
111	C6A Paid working time (in hours)- Schools, colleges, universities and other higher education institutions	Getal	10	0
112	FLAG_C6A Flag_C6a	Getal	1	0
113	C6B Paid working time (in hours)- Public training institutions (financed or guided by the government;e.g. adult education	Getal	10	0
114	FLAG_C6B Flag_C6b	Getal	1	0
115	C6C Paid working time (in hours)- Private training companies	Getal	10	0
116	FLAG_C6C Flag_C6c	Getal	1	0
117	C6D Paid working time (in hours)- Private companies whose main activity is not training, (equipment suppliers, Parent/Associa	Getal	10	0
118	FLAG_C6D Flag_C6d	Getal	1	0
119	C6E Paid working time (in hours)- Employer s associations, chambers of commerce, sector bodies	Getal	10	0
120	FLAG_C6E Flag_C6e	Getal	1	0

<i>Nr</i>	<i>Variabele & label</i>	<i>Format</i>	<i>Lengte</i>	<i>Decimalen</i>
121	C6F Paid working time (in hours)- Trade unions	Getal	10	0
122	FLAG_C6F Flag_C6f	Getal	1	0
123	C6G Paid working time (in hours)- Other training providers	Getal	10	0
124	FLAG_C6G Flag_C6g	Getal	1	0
125	C7AFLAG Flag-fees	Getal	1	0
126	C7A CVT course costs-Fees and payments for courses for employees (euro)	Getal	10	0
127	FLAG_C7A Flag_C7a	Getal	1	0
128	C7BFLAG Flag-travel costs	Getal	1	0
129	C7B CVT course costs-Travel and subsistence payments (euro)	Getal	10	0
130	FLAG_C7B Flag_C7b	Getal	1	0
131	C7CFLAG Flag- Labour costs trainers	Getal	1	0
132	C7C CVT course costs-Labour costs of internal trainers (euro)	Getal	10	0
133	FLAG_C7C Flag_C7c	Getal	1	0
134	C7DFLAG Flag- Training centre, or rooms and teaching materials for CVT courses	Getal	1	0
135	C7D CVT course costs-Training centre, or rooms and teaching materials for CVT courses (euro)	Getal	10	0
136	FLAG_C7D Flag_C7d	Getal	1	0
137	C7SFLAG Flag- Sub-total only	Getal	1	0
138	C7SUB CVT costs sub-total (euro)	Getal	10	0
139	FLAG_C7S C7sub imputed by	Getal	1	0
140	PAC Personal absence cost-to be calculated ($PAC=C3_{tot} \cdot A5/A4$) (euro)	Getal	10	0
141	C8AFLAG Flag-CVT contributions	Getal	1	0
142	C8A Contributions CVT (euro)	Getal	10	0
143	C8BFLAG Flag-CVT receipts	Getal	1	0

<i>Nr</i>	<i>Variabele & label</i>	<i>Format</i>	<i>Lengte</i>	<i>Decimalen</i>
144	C8B Receipts CVT (euro)	Getal	10	0
145	C7TOT Total costs CVT- to be calculated (C7sub+C8a-C8b) (euro)	Getal	11	0
146	C9A1 Migrants and ethnic minorities- employed	Getal	1	0
147	C9A2 Migrants and ethnic minorities- specific courses	Getal	1	0
148	C9B1 Persons with a disability-employed	Getal	1	0
149	C9B2 Persons with a disability-specific courses	Getal	1	0
150	C9C1 Persons without formal qualifications- employed	Getal	1	0
151	C9C2 Persons without formal qualifications- specific courses	Getal	1	0
152	C9D1 Persons of risk of loosing job/redundancy-employed	Getal	1	0
153	C9D2 Persons of risk of loosing job/redundancy-specific courses	Getal	1	0
154	C10A1 Part-time contract persons-employed	Getal	1	0
155	C10A2 CVT courses geared to part-time contract holders	Getal	1	0
156	C10B1 Fixed term contract persons- employed	Getal	1	0
157	C10B2 CVT courses geared to fixed term contract holders	Getal	1	0
158	D1 Own or shared training centre	Getal	1	0
159	D2 Person or unit within your enterprise with responsibility for the organisation of CVT	Getal	1	0
160	D3 Enterprise makes uses of an external advisory service	Getal	1	0
161	D4 Enterprise implements regular formal procedures with the objective of evaluating the future skills needs of the enterprise	Getal	1	0
162	D5 Conduct structured interviews with its employees with the objective of establishing the specific training needs of persons	Getal	1	0

<i>Nr</i>	<i>Variabele & label</i>	<i>Format</i>	<i>Lengte</i>	<i>Decimalen</i>
163	D6 Planning of CVT in the enterprise lead to a written training plan of programme	Getal	1	0
164	D7 Annual training budget, which includes provision for CVT	Getal	1	0
165	D8 Measure the satisfaction of the persons trained after the training	Getal	1	0
166	D9 After the training assess the trainees to establish whether the targeted skills were in fact succesfully acquired	Getal	1	0
167	D10 Enterprise assesses the participants occupational behaviour and change in performance following the training	Getal	1	0
168	D11 Measures the impact of training on business performance through the use of indicators	Getal	1	0
169	D12 National, sectorial or other agreements between the social partners, with influenced the CVT plans, policies and practic	Getal	1	0
170	D13 Existence of a formal structure	Getal	1	0
171	D13A Role of a formal structure-Objective and priority setting for CVT activities	Getal	1	0
172	D13B Role of a formal structure- Establishing the criteria for the selection of the target population who should participate	Getal	1	0
173	D13C Role of a formal structure-The subject matter of the CVT activity	Getal	1	0
174	D13D Role of a formal structure-The budgetingprocess related to CVT	Getal	1	0
175	D13E Role of a formal structure-The procedure for the selection external CVT providers	Getal	1	0
176	D13F Role of a formal structure-Evaluation of training outcomes	Getal	1	0
177	D14A Publicly funded advisory service aimed at identifying training needs and/or developing training plans	Getal	1	0
178	D14B Financial susidies towards the costs of traing persons employed	Getal	1	0

<i>Nr</i>	<i>Variabele & label</i>	<i>Format</i>	<i>Lengte</i>	<i>Decimalen</i>
179	D14C Tax relief ab expenditure on training persons employed	Getal	1	0
180	D14D Procedures to ensure the standards of trainers (e.g. by national registers, assessment etc.)	Getal	1	0
181	D14E Provision of recognised standards and frameworks for qualifications and certification	Getal	1	0
182	D15A The high costs of CVT courses	Getal	1	0
183	D15B The lack of suitable CVT courses in the market	Getal	1	0
184	D15C Difficulties in assessing the enterprise CVT needs	Getal	1	0
185	D15D A major training effort was realised in a previous year	Getal	1	0
186	D15E The high workload and the limited available time of persons employed	Getal	1	0
187	D15F The current level of training is appropriate to the enterprise needs	Getal	1	0
188	D15G A higher focus on IVT than CVT	Getal	1	0
189	D15H Other reasons	Getal	1	0
190	E1A The existing skills and competences corresponded to the current needs of enterprise	Getal	1	0
191	E1B The enterprises s preferred strategy was to recruit individuals with the required skills and competencies	Getal	1	0
192	E1C The enterprise had difficulties is assessing its needs concerning CVT	Getal	1	0
193	E1D The lack of suitable CVT courses in the market	Getal	1	0
194	E1E The costs of CVT courses were too high for the enterprise	Getal	1	0
195	E1F The enterprise preferred to focus on IVT rather than CVT	Getal	1	0
196	E1G An investment in CVT was made in a previous year and did not require to be repeated in 2005	Getal	1	0

<i>Nr</i>	<i>Variabele & label</i>	<i>Format</i>	<i>Lengte</i>	<i>Decimalen</i>
197	E1H The persons employed had no available time to participation in CVT	Getal	1	0
198	E1I Other reasons	Getal	1	0
199	F1TOT05 Total number of IVT participants in the enterprise during 2005	Getal	6	0
200	FLAG_F1T C7sub imputed by	Getal	1	0
201	F1M05 Total number of male IVT participants in the enterprise during 2005	Getal	6	0
202	FLAG_F1M C7sub imputed by	Getal	1	0
203	F1F05 Total number of female IVT participants in the enterprise during 2005	Getal	6	0
204	FLAG_F1F C7sub imputed by	Getal	1	0
205	F2AFLAG Flag-IVT individual labour costs	Getal	1	0
206	F2A IVT Costs-Labour costs of individuals registered on an IVT activity (euro)	Getal	10	0
207	FLAG_F2A C7sub imputed by	Getal	1	0
208	F2BFLAG Flag-IVT other costs	Getal	1	0
209	F2B IVT Costs-Other costs-training fees, travel costs, teaching materials, costs of training centres etc. (euro)	Getal	10	0
210	FLAG_F2B C7sub imputed by	Getal	1	0
211	F2CFLAG Flag-IVT trainer or mentor labour costs	Getal	1	0
212	F2C IVT Costs-Labour costs of IVT trainers or mentors (euro)	Getal	10	0
213	F3AFLAG Flag IVT contributions	Getal	1	0
214	F3A Contributions IVT (euro)	Getal	10	0
215	FLAG_F3A C7sub imputed by	Getal	1	0
216	F3BFLAG Flag IVT receipts	Getal	1	0
217	F3B Receipts IVT (euro)	Getal	10	0
218	FLAG_F3B C7sub imputed by	Getal	1	0
219	F2TOT Total IVT Costs (f2b+f3a-f3b) (euro)	Getal	11	0

Toelichting op de variabelen

In deze paragraaf wordt per variabele meer informatie gegeven. Voor de categoriale variabelen worden alle mogelijke scores en hun betekenis opgesomd.

1 BE_ID	
Bedrijfsidentificatienummer	
2 OND_ID	
Ondernemersnummer	
3 TOP_250	
Indicatie TOP 250 bedrijf	
J	Ja
N	Nee
4 GK_2005	
Grootteklasse 2005	
	Onbekend
0	Bedrijven zonder personeel
1	Bedrijven met 1 tot 2 werknemers
2	Bedrijven met 2 tot 5 werknemers
3	Bedrijven met 5 tot 10 werknemers
4	Bedrijven met 10 tot 20 werknemers
5	Bedrijven met 20 tot 50 werknemers
6	Bedrijven met 50 tot 100 werknemers
7	Bedrijven met 100 tot 200 werknemers
8	Bedrijven met 200 tot 500 werknemers
9	Bedrijven met 500 of meer werknemers
5 GK_SBS_V	
Grootteklasse SBS V0	
	Onbekend
00	Bedrijven met 0 werkzame personen
10	Bedrijven met 1 werkzaam persoon
21	Bedrijven met 2 werkzame personen
22	Bedrijven met 3-4 werkzame personen
30	Bedrijven met 5-9 werkzame personen
40	Bedrijven met 10-19 werkzame personen
50	Bedrijven met 20 - 49 werkzame personen
60	Bedrijven met 50 - 99 werkzame personen
71	Bedrijven met 100 - 149 werkzame personen
72	Bedrijven met 150 - 199 werkzame personen
81	Bedrijven met 200 - 249 werkzame personen
82	Bedrijven met 250 - 499 werkzame personen
91	Bedrijven met 500 - 999 werkzame personen
92	Bedrijven met 1000 - 1999 werkzame personen
93	Bedrijven met 2000 of meer werkzame personen
6 JAAR	
Verslagjaar	

7 WE_CODE

Waarnemingseenheid

8 SBI_KL

SBI-indeling in 25 klassen

- | | |
|----|--|
| 1 | Winning van delfstoffen |
| 2 | Vervaardiging van voedings- en genotmiddelen |
| 3 | Vervaardiging van textiel en textielproducten; Vervaardiging |
| 4 | Vervaardiging van papier, karton en papier- en kartonwaren; |
| 5 | Aardolie en steenkool verwerkende industrie, vervaardiging v |
| 6 | Vervaardiging van metalen en primaire vorm en van producten |
| 7 | Vervaardiging van machines en apparaten, vervaardiging van e |
| 8 | Vervaardiging van transportmiddelen |
| 9 | Houtindustrie en vervaardiging van artikelen van hout, kurk, |
| 10 | Sociale werkvoorziening |
| 11 | Productie en distributie van electriciteit, aardgas en water |
| 12 | Bouwnijverheid |
| 13 | Handel in en reparatie van auto s en motorfietsen; benzine s |
| 14 | Groothandel en handelsbemiddeling (niet in auto s en motorfi |
| 15 | Detailhandel en reparatie t.b.v. particulieren (excl. auto s |
| 16 | Horeca |
| 17 | Vervoer over land; over water; door de lucht |
| 18 | Post en telecommunicatie |
| 19 | Financiële instellingen; verzekeringswezen en pensioenfondse |
| 20 | Activiteiten t.b.v. of verwant aan financiële instellingen |
| 21 | Verhuur van en handel in onroerendgoed, verhuur van roerende |
| 22 | Computerservice- en informatietechnologie-bureaus e.d. |
| 23 | Speur en ontwikkelingswerk |
| 24 | Uitzendbureaus |
| 25 | Milieudienstverlening, cultuur, recreatie en overige dienstv |

9 GEMCBDRF

Gemeentecode

De Gemeentecodes op 1 januari 2005. Voor een toelichting op het ontstaan, opheffing en/of naamswijziging van gemeenten zie de Statline tabel [Historisch overzicht gebieden](#).

Onsite/remote access omgeving:

\\8_Uilities\Code_Listings\Gemeentecodes\

10 SBI_V05

Standaard Bedrijfsindeling (SBI) 1993 (5-digits)

Voor een toelichting zie [SBI-Standaard Bedrijfsindeling](#)

Voor Remote Access en On-site gebruikers is de codelijst te vinden op 8_Uilities\Code_Listings\SBI\ sbi_93_5digit_2005.sps

11 HLPVARBO

Enterprises with or without CVT (auxiliary variable)

- | | |
|---|---|
| 0 | Enterprises without CVT courses or any other forms of CVT |
| 1 | Enterprises with CVT courses |
| 2 | Enterprises without CVT courses but with other forms of CVT |

12 COUNTRY
Country code

13 ENTERPR
Enterprise ID

14 WEIGHTIN
Weightfactor

15 NACE_SP
Sampling plan NACE- category economic activity

2001	Mining and quarrying
2002	Manufacture of food products; beverages and tobacco
2003	Manufacture of textiles and textile products, leather and leather products
2004	Manufacture of pulp, paper and paper products; Publishing, printing and reproduction of recorded media
2005	Manufacture of coke, refined petroleum products and nuclear fuel, chemicals, chemical prod., ot.
2006	Manufacture of basic metals and fabricated metal products
2007	Manufacture of machinery and equipment n.e.c., electrical and optical equipment
2008	Manufacture of transport equipment
2009	Manufacture of wood and wood products; manufacturing n.e.c.
2010	Electricity, gas and water supply
2011	Construction
2012	Sale, maintenance and repair of motor vehicles and motorcycles; retail sale of automotive fuel
2013	Wholesale trade and commission trade, except of motor vehicles and motorcycles
2014	Retail trade, except of motor vehicles and motorcycles; repair of personal and household goods
2015	Section H: Hotels and restaurants
2016	Land, water and air transport; transport via pipelines; supporting and auxiliary transport act.; act. of travel agenc.
2017	Post and telecommunications
2018	Financial intermediation; insurance and pension funding, except compulsory social security
2019	Activities auxiliary to financial intermediation
2020	Real estate, renting and business activities; other community, social, personal service activities

16 SIZE_SP
Sampling plan size group

4	10-19 employees
5	20-49 employees
6	50-249 employees
7	250-499 employees
8	500-999 employees
9	1000 and over employees

17	NSTRA_SP	Sampling plan- Number of enterprises in the stratum defined by NACE_SP and SIZE_SP, i.e.the population
18	N_SP	Sampling plan- Number of sampled enterprises from the sample-frame in the stratum defined by NACE_SP and SIZE_SP
19	SUB_SP	Sub-sample indicator, shows if enterprise belongs to sub sample
	0	Not in sub-sample
	1	In sub-sample
20	N_RESPST	Number of responding enterprises in the stratum defined by NACE_SP and SIZE_SP, i.e.the population
21	N_EMPREG	Number of persons employed according to the register
22	RESPONSE	Response indicator
	1	Respondent
	2	Non Response
	3	Over Coverage
23	PROC	Record data collection method
	10	Postal Non-electronic version
	11	Postal electronic version
	20	Face-to-Face non electronic version
	21	Face-to-Face Electronic version
	30	Telephone non electronic version
	31	Telephone electronic version
	40	Use of internet
	50	Mixed mode data collection
24	IDLANGUA	Language identification
25	IDREGION	Region identification NUTS- level 1
	NL1	Noord-Nederland
	NL2	Oost-Nederland
	NL3	West-Nederland
	NL4	Zuid-Nederland
26	EXTRA1	Extra variable 1

27 EXTRA2
Extra variable 2

28 EXTRA3
Extra variable 3

29 A1
Actual NACE CODE

Voor Remote Access en On-site gebruikers is de codelijst te vinden op
8_Uilities\Code_Listings\Bedrijfsindeling\ NACE_4_digit_2005.sps

30 A2TOT04
Total number of persons employed 31-12-2004

31 FLAG_A2T
A2tot04 imputed by

- 1 EWL (Enquête Werkgelegenheid en Lonen)
- 2 PS (ProductieStatistieken)
- 3 ABR (Algemeen BedrijfsRegister)
- 4 other method (mean,median,etc.)

32 A2TOT05
Total number of persons employed 31-12-2005

33 FLAG_A22
A2tot05 imputed by

Zie variabele FLAG_A2T.

34 A2M05
Total number of males employed 31-12-2005

35 FLAG_A2M
A2m05 imputed by

Zie variabele FLAG_A2T.

36 A2F05
Total number of females employed 31-12-2005

37 FLAG_A2F
A2f05 imputed by

Zie variabele FLAG_A2T.

38 A3A
Persons employed- Under 25 years of age

39 FLAG_A3A
A3A imputed by

Zie variabele FLAG_A2T.

40 A3B
Persons employed- 25 to 54 year of age

41 FLAG_A3B
A3A imputed by

Zie variabele FLAG_A2T.

42 A3C
Persons employed- 55 years and older

43 FLAG_A3C
A3A imputed by

Zie variabele FLAG_A2T.

44 A4
Total number of hours worked in the reference year 2005 by persons employed

45 FLAG_A4
A4 imputed by

Zie variabele FLAG_A2T.

46 A4M
Total number of hours worked in the reference year 2005 by male persons employed

47 FLAG_A4M
A4M imputed by

Zie variabele FLAG_A2T.

48 A4F
Total number of hours worked in the reference year 2005 by female persons employed

49 FLAG_A4F
A4F imputed by

Zie variabele FLAG_A2T.

50 A5
Total labour costs (direct + indirect) of all persons employed in the ref year 2005

51 FLAG_A5
A5 imputed by

Zie variabele FLAG_A2T.

52 A6
Significantly new technologically improved products or services or methods of producing or delivering

- 0 No
- 1 Yes
- 7 Item skipped in National questionnaire
- 8 Not Applicable
- 9 No answer

53 B1A
Internal CVT courses

Zie variabele A6.

54 B1B
External CVT courses

Zie variabele A6.

55 B2AFLAG
Flag-on-the-job training

Zie variabele A6.

56 B2A
Participants in other form of CVT- On the job training

57 B2BFLAG
Flag-job rotation

Zie variabele A6.

58 B2B
Participants in other form of CVT-Job rotation, exchanges, secondments or study visits

59 B2CFLAG
FLAG - Learning and quality circles

Zie variabele A6.

60 B2C
Participants in other form of CVT-Learning of quality circles

61 B2DFLAG
Flag-self directed learning

Zie variabele A6.

62 B2D
Participants in other form of CVT- Self directed learning

63 B2EFLAG
Flag-attendance at conferences etc

Zie variabele A6.

64 B2E
Participants in other form of CVT Attendance at conferences, etc.

65 B3A
CVT courses for persons employed in the previous year 2004

Zie variabele A6.

66 B3B
Expect to provide CVT courses for persons employed during the next year 2006

Zie variabele A6.

67 B4A
Other forms of CVT for persons employed in the previous year 2004

Zie variabele A6.

68 B4B
Expect to provide other forms of CVT for persons employed during the next year 2006

Zie variabele A6.

69 C1TOT
Total CVT course participants

70 FLAG_C1T
C1tot imputed by

Zie variabele FLAG_A2T.

71 C1M
Total CVT course participants-Male

72 FLAG_C1M
Flag_C1m

Zie variabele FLAG_A2T.

73 C1F
Total CVT course participants-Female

74 FLAG_C1F
Flag_C1f

Zie variabele FLAG_A2T.

75 C2A
CVT participants- Under 25 years of age

76 FLAG_C2A
Flag_C2a

Zie variabele FLAG_A2T.

77 C2B
CVT participants- 25 to 54 year of age

78 FLAG_C2B
Flag_C2b

Zie variabele FLAG_A2T.

79 C2C
CVT participants- 55 years and older

80 FLAG_C2C
Flag_C2c

Zie variabele FLAG_A2T.

81 C3TOT
Paid working time (in hours) spent on all CVT courses

82 FLAG_C3T
Flag_C3tot

Zie variabele FLAG_A2T.

83 C3I
Paid working time (in hours) for internal CVT courses

84 FLAG_C3I
Flag_C3i

Zie variabele FLAG_A2T.

85 C3E
Paid working time (in hours) for external CVT courses

86 FLAG_C3E
Flag_C3e

Zie variabele FLAG_A2T.

87 C4TOT
Paid working time (in hours) spent on all CVT courses

88 FLAG_C4T
Flag_C4tot

Zie variabele FLAG_A2T.

89 C4M
Paid working time (in hours) in CVT courses- Male

90 FLAG_C4M
Flag_C4m

Zie variabele FLAG_A2T.

91 C4F
Paid working time (in hours) in CVT courses- Female

92 FLAG_C4F
Flag_C4f

Zie variabele FLAG_A2T.

93 C5A
Paid working time in hours- Languages, Foreign (222) and Mother Tongue (223)

94 FLAG_C5A
Flag_C5a

Zie variabele FLAG_A2T.

95 C5B
Paid working time in hours- Sales(341) and Marketing(342)

96 FLAG_C5B
Flag_C5b

Zie variabele FLAG_A2T.

97 C5C
Paid working time in hours- Accounting (344) and Finance (343), Management and Administration(345) and Office work(346)

98 FLAG_C5C
Flag_C5c

Zie variabele FLAG_A2T.

99 C5D
Paid working time in hours- Personal skills/development(090), Working life(347)

100 FLAG_C5D
Flag_C5d

1 Zie variabele FLAG_A2T.

101 C5E
Paid working time in hours- Computer science(481) and Computer use(482)

102 FLAG_C5E
Flag_C5e

Zie variabele FLAG_A2T.

103	C5F	Paid working time in hours- Engineering, Manufacturing and Construction(5)
104	FLAG_C5F	Flag_C5f
Zie variabele FLAG_A2T.		
105	C5G	Paid working time in hours- Environment protection(850) and Occupational health and safety (862)
106	FLAG_C5G	Flag_C5g
Zie variabele FLAG_A2T.		
107	C5H	Paid working time in hours- Personal services(81), Transport services(84), Protection of property and persons(861) and M..
108	FLAG_C5H	Flag_C5h
Zie variabele FLAG_A2T.		
109	C5I	Paid working time in hours- Other training subjects
110	FLAG_C5I	Flag_C5i
Zie variabele FLAG_A2T.		
111	C6A	Paid working time (in hours)- Schools, colleges, universities and other higher education institutions
112	FLAG_C6A	Flag_C6a
Zie variabele FLAG_A2T.		
113	C6B	Paid working time (in hours)- Public training institutions (financed or guided by the government;e.g. adult education
114	FLAG_C6B	Flag_C6b
Zie variabele FLAG_A2T.		
115	C6C	Paid working time (in hours)- Private training companies

116 FLAG_C6C
Flag_C6c

Zie variabele FLAG_A2T.

117 C6D
Paid working time (in hours)- Private companies whose main activity is not training,
(equipment suppliers, Parent/Associations)

118 FLAG_C6D
Flag_C6d

Zie variabele FLAG_A2T.

119 C6E
Paid working time (in hours)- Employers associations, chambers of commerce, sector
bodies

120 FLAG_C6E
Flag_C6e

Zie variabele FLAG_A2T.

121 C6F
Paid working time (in hours)- Trade unions

122 FLAG_C6F
Flag_C6f

Zie variabele FLAG_A2T.

123 C6G
Paid working time (in hours)- Other training providers

124 FLAG_C6G
Flag_C6g

Zie variabele FLAG_A2T.

125 C7AFLAG
Flag-fees

Zie variabele A6.

126 C7A
CVT course costs-Fees and payments for courses for employees (euro)

127 FLAG_C7A
Flag_C7a

Zie variabele FLAG_A2T.

128	C7BFLAG	Flag-travel costs	Zie variabele A6.
129	C7B	CVT course costs-Travel and subsistence payments (euro)	
130	FLAG_C7B	Flag_C7b	Zie variabele FLAG_A2T.
131	C7CFLAG	Flag- Labour costs trainers	Zie variabele A6.
132	C7C	CVT course costs-Labour costs of internal trainers (euro)	
133	FLAG_C7C	Flag_C7c	Zie variabele FLAG_A2T.
134	C7DFLAG	Flag- Training centre, or rooms and teaching materials for CVT courses	Zie variabele A6.
135	C7D	CVT course costs-Training centre, or rooms and teaching materials for CVT courses (euro)	
136	FLAG_C7D	Flag_C7d	Zie variabele FLAG_A2T.
137	C7SFLAG	Flag- Sub-total only	Zie variabele A6.
138	C7SUB	CVT costs sub-total (euro)	
139	FLAG_C7S	C7sub imputed by	Zie variabele FLAG_A2T.
140	PAC	Personal absence cost-to be calculated ($PAC=C3_{tot} \cdot A5/A4$) (euro)	

141 C8AFLAG

Flag-CVT contributions

Zie variabele A6.

142 C8A

Contributions CVT (euro)

143 C8BFLAG

Flag-CVT receipts

Zie variabele A6.

144 C8B

Receipts CVT (euro)

145 C7TOT

Total costs CVT- to be calculated (C7sub+C8a-C8b) (euro)

146 C9A1

Migrants and ethnic minorities-employed

Zie variabele A6.

147 C9A2

Migrants and ethnic minorities-specific courses

Zie variabele A6.

148 C9B1

Persons with a disability-employed

Zie variabele A6.

149 C9B2

Persons with a disability-specific courses

Zie variabele A6.

150 C9C1

Persons without formal qualifications-employed

Zie variabele A6.

151 C9C2

Persons without formal qualifications-specific courses

Zie variabele A6.

152 C9D1

Persons of risk of losing job/redundancy-employed

Zie variabele A6.

153 C9D2

Persons of risk of losing job/redundancy-specific courses

Zie variabele A6.

154 C10A1

Part-time contract persons-employed

Zie variabele A6.

155 C10A2

CVT courses geared to part-time contract holders

Zie variabele A6.

156 C10B1

Fixed term contract persons-employed

Zie variabele A6.

157 C10B2

CVT courses geared to fixed term contract holders

Zie variabele A6.

158 D1

Own or shared training centre

- | | |
|---|-------------------------------------|
| 0 | No |
| 1 | Yes- Own training centre |
| 2 | Yes- Shared training centre |
| 3 | Both own and shared training centre |
| 8 | Not Applicable |
| 9 | No answer |

159 D2

Person or unit within your enterprise with responsibility for the organisation of CVT

Zie variabele A6.

160 D3

Enterprise makes uses of an external advisory service

- | | |
|---|----------------|
| 0 | Never |
| 1 | Occasionally |
| 2 | Often |
| 3 | Always |
| 8 | Not Applicable |
| 9 | No Answer |

161	D4	Enterprise implements regular formal procedures with the objective of evaluating the future skills needs of the enterprise
		Zie variabele D3.
162	D5	Conduct structured interviews with its employees with the objective of establishing the specific training needs of persons
		Zie variabele D3.
163	D6	Planning of CVT in the enterprise lead to a written training plan of programme
		Zie variabele A6.
164	D7	Annual training budget, which includes provision for CVT
		Zie variabele A6.
165	D8	Measure the satisfaction of the persons trained after the training
		Zie variabele D3.
166	D9	After the training assess the trainees to establish whether the targeted skills were in fact succesfully acquired
		Zie variabele D3.
167	D10	Enterprise assesses the participants occupational behaviour and change in performance following the training
		Zie variabele D3.
168	D11	Measures the impact of training on business performance through the use of indicators
		Zie variabele D3.
169	D12	National, sectorial or other agreements between the social partners, with influenced the CVT plans, policies and practic
0		No
1		Yes
2		Do not know
8		Not Applicable
9		No answer

170 D13

Existence of a formal structure

Zie variabele A6.

171 D13A

Role of a formal structure-Objective and priority setting for CVT activities

Zie variabele A6.

172 D13B

Role of a formal structure-Establishing the criteria for the selection of the target population who should participate

Zie variabele A6.

173 D13C

Role of a formal structure-The subject matter of the CVT activity

Zie variabele A6.

174 D13D

Role of a formal structure-The budgetingprocess related to CVT

Zie variabele A6.

175 D13E

Role of a formal structure-The procedure for the selection external CVT providers

Zie variabele A6.

176 D13F

Role of a formal structure-Evaluation of training outcomes

Zie variabele A6.

177 D14A

Publicly funded advisory service aimed at identifying training needs and/or developing training plans

Zie variabele A6.

178 D14B

Financial subsidies towards the costs of traing persons employed

Zie variabele A6.

179 D14C

Tax relief ab expenditure on training persons employed

Zie variabele A6.

180 D14D
Procedures to ensure the standards of trainers (e.g. by national registers, assessment etc.)

Zie variabele A6.

181 D14E
Provision of recognised standards and frameworks for qualifications and certification

Zie variabele A6.

182 D15A
The high costs of CVT courses

Zie variabele A6.

183 D15B
The lack of suitable CVT courses in the market

Zie variabele A6.

184 D15C
Difficulties in assessing the enterprise CVT needs

Zie variabele A6.

185 D15D
A major training effort was realised in a previous year

Zie variabele A6.

186 D15E
The high workload and the limited available time of persons employed

Zie variabele A6.

187 D15F
The current level of training is appropriate to the enterprise needs

Zie variabele A6.

188 D15G
A higher focus on IVT than CVT

Zie variabele A6.

189 D15H
Other reasons

Zie variabele A6.

190	E1A	The existing skills and competences corresponded to the current needs of enterprise	Zie variabele A6.
191	E1B	The enterprises s preferred strategy was to recruit individuals with the required skills and competencies	Zie variabele A6.
192	E1C	The enterprise had difficulties is assessing its needs concerning CVT	Zie variabele A6.
193	E1D	The lack of suitable CVT courses in the market	Zie variabele A6.
194	E1E	The costs of CVT courses were too high for the enterprise	Zie variabele A6.
195	E1F	The enterprise preferred to focus on IVT rather than CVT	Zie variabele A6.
196	E1G	An investment in CVT was made in a previous year and did not require to be repeated in 2005	Zie variabele A6.
197	E1H	The persons employed had no available time to participation in CVT	Zie variabele A6.
198	E1I	Other reasons	Zie variabele A6.
199	F1TOT05	Total number of IVT participants in the enterprise during 2005	
200	FLAG_F1T	C7sub imputed by	Zie variabele FLAG_A2T.

201	F1M05	Total number of male IVT participants in the enterprise during 2005
202	FLAG_F1M	C7sub imputed by Zie variabele FLAG_A2T.
203	F1F05	Total number of female IVT participants in the enterprise during 2005
204	FLAG_F1F	C7sub imputed by Zie variabele FLAG_A2T.
205	F2AFLAG	Flag-IVT individual labour costs Zie variabele A6.
206	F2A	IVT Costs-Labour costs of individuals registered on an IVT activity (euro)
207	FLAG_F2A	C7sub imputed by Zie variabele FLAG_A2T.
208	F2BFLAG	Flag-IVT other costs Zie variabele A6.
209	F2B	IVT Costs-Other costs-training fees, travel costs, teaching materials, costs of training centres etc. (euro)
210	FLAG_F2B	C7sub imputed by Zie variabele FLAG_A2T.
211	F2CFLAG	Flag-IVT trainer or mentor labour costs Zie variabele A6.
212	F2C	IVT Costs-Labour costs of IVT trainers or mentors (euro)
213	F3AFLAG	Flag IVT contributions Zie variabele A6.

214	F3A	Contributions IVT (euro)
215	FLAG_F3A	C7sub imputed by
		Zie variabele FLAG_A2T.
216	F3BFLAG	Flag IVT receipts
		Zie variabele A6.
217	F3B	Receipts IVT (euro)
218	FLAG_F3B	C7sub imputed by
		Zie variabele FLAG_A2T.
219	F2TOT	Total IVT Costs (f2b+f3a-f3b) (euro)