QUESTIONNAIRE NUMBER						
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### BUSINESS ENVIRONMENT AND ENTERPRISE PERFORMANCE SURVEY

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

Innovation Module - Retail and Core (2012)

A.0 Questionnaire a0	Module
Retail	2
Core	3

A.23Mode of implementation a23

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

Other	
	a23x

### **A.14i Time Innovation Module interview begins:**

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

#### INTERVIEWER INSTRUCTIONS

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

	Question in main BEEPS	Yes	No	
Product innovation	H.1	1	2	Ask if H.1 in main BEEPS = yes; starts at <b>0.1a</b>
<b>Process innovation</b>	H.3	1	2	Ask if H.3 in main BEEPS = yes; starts at <b>0.7</b>
Organisational	H.4	1	2	Ask if H.4 in main BEEPS = yes; starts at
innovation	11.4			0.14
Marketing innovation	H.5	1	2	Ask if H.5 in main BEEPS =yes; starts at <b>0.15</b>
Research and development	H.6	1	2	Ask if H.6 in main BEEPS =yes; starts at <b>O.16</b>
Acquisition of external knowledge and use of computers				Ask all eligible establishments; starts at 0.20
<b>Protection of innovation</b>		$\times$		Ask all eligible establishments; starts at <b>0.23a</b>
Interaction with the state and public-private partnerships				Ask all eligible establishments; starts at VEB.1

OA.	PRODUCT INNOVATION		
REP	ERVIEWER: THIS SECTION SHOULD BE ANS PORTING A NEW OR SIGNIFICANTLY IMPRO ESTION H.1 IN THE MAIN QUESTIONNAIRE.		
PRC	THE RESPONDENT DID NOT REPORT A NEW DDUCT OR SERVICE IN QUESTION H.1 IN THE TION PROCESS INNOVATION (QUESTION O	E MAIN QUE	
]	INTERVIEWER: PLEASE READ THE FOLLOW		E RESPONDENT BEFORE
imp	PROCEEDIOUR first interview, it was reported that your froved product or service in the past three years. ted to that.	firm had intro	
0.1a	How many new or significantly improved pro in the market over the last three years?	ducts or service	es did this establishment introduce
	Number of new or significantly improved products or services		
	NONE DON'T KNOW (SPONTANEOUS)	-9	GO TO QUESTION 0.7 GO TO QUESTION 0.7 ECAola
<b>O.1</b> l	In fiscal year <b>[insert last complete fiscal ye</b> significantly improved product or service, that service that represented the largest proportion improved products or services)?	t is, the new or	significantly improved product or
	Description		
	•		ECAo1bx
			ECAUIDA

QUESTIONNAIRE NUMBER

QUESTIONNAIRE NUMBER				

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

	Yes	No	DON'T KNOW	
READ OUT			(SPONTANEOUS)	
Your local market	1	2	-9	ECAo2a
[INSERT COUNTRY]	1	2	<b>-9</b>	ECAo2b
International market	1	2	-9	ECAo2c

IF 2, GO TO QUESTION 0.3 IF 2, GO TO QUESTION 0.3

0.3	Please compare this main new or significantly improved product or service with the closest
	product or service already offered by this establishment. In what aspects are these two products
	or services different from each other?
	SHOW CARD 1

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

		QUESTIONNAIRE NUMBE	R			
0.4	a	n fiscal year [insert last complete fiscal year], what percentage number and sales was accounted for by products or services that were improved over the last three years?				
			Percen	4		
	Perce	ntage of annual sales accounted for by new or	ercen			
		icantly improved products or services		%		
	DON	T KNOW (SPONTANEOUS)	-9			
		S NOT APPLY (SPONTANEOUS)	<b>-7</b>			
	II	NEW OR SIGNIFICANTLY IMPROVED	_			
		OUCTS OR SERVICES WERE INTRODUCED IN	-6			
	IHL	CURRENT FISCAL YEAR (SPONTANEOUS)			ECA	04
				Į	ECA	.04
0.5		Which of the following best describes the way in which the mai improved product or service was introduced? (INTERVIEWER: ONLY ONE ANSWER) SHOW CARD 2	n new	or sigr	nificant	ily
			1 -	7		
		or adapted by this establishment, from its own ideas	1	_		
		oducts or services from another firm	2			
		in cooperation with domestic suppliers	3			
		in cooperation with demostic alignst firms	4	_		
		in cooperation with domestic client firms in cooperation with client firms abroad	5 6			
		in cooperation with external academic or research institutions	7			
		the establishment's own version of a product or service already				
		y another firm)	8			
		ECIFY - SPONTANEOUS)	9	<b>ECA</b>	0.05x	
DO	N'T KI	NOW (SPONTANEOUS)	-9			
					<b>ECA</b>	.05
					ECA	05x
0.6		Did the establishment have to numbers on license any investiga-	o noto:	nt on 1-	now k	ourin
0.6		Did the establishment have to purchase or license any invention order to start offering this new or significantly improved produc			now-no	OW III
		Yes 1				
		No 2				
		L DON'T L'NOW (CDONTANEOLIC)				

	QUESTION	NNAIF	RE NU	MBER				
OB. PRO	CESS INNOVATION							
REPORT	IEWER: THIS SECTION SHOULD BE FING A NEW OR SIGNIFICANTLY IM OS IN QUESTION H.3 IN THE MAIN Q	<b>IPROVI</b>	ED PRO	DUCTION		RY		
PRODUC	IF THE RESPONDENT DID NOT REPORT A NEW OR SIGNIFICANTLY IMPROVED PRODUCTION OR DELIVERY PROCESS IN QUESTION H.3 IN THE MAIN QUESTIONNAIRE, GO TO SECTION ORGANISATIONAL INNOVATION (QUESTION O.14).							
In our f	INTERVIEWER: PLEASE READ THE FOLLOWING TO THE RESPONDENT BEFORE  PROCEEDING:  In our first interview, it was reported that your firm had introduced a new or significantly improved production or delivery methods in the past three years. I would now like to ask some more questions related to that.							
0.7	Over the last three years, has this establis	hmant in	troduce	d naw or sign	nificantly impro	wed:		
0.7	Over the last three years, has this establis	IIIIICIII III	iii oducec	i liew of sign	inicantry impro	veu.		
				SPONT	TANEOUS			
Yes No DON'T DOES NOT KNOW APPLY								
Methods of supplying products or services			2	-9	-7	ECAo7a		
Logistics, delivery or distribution methods for this stablishment's inputs and products or services			2	-9	-7	ECAo7b		
ncillary support services, such as purchasing, counting, computing and maintenance						ECAo7c		

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

0.8	Please give a short description of this establishment's most important new or significantly improved				
	method of supplying products or services.				
(INTERVIEWER: The most important method of providing products or services in					
	the method of supplying products or services innovation that had the largest impact on the				
	operations of the establishment.)				
	ECA <sub>0</sub> 8x				

### QUESTIONNAIRE NUMBER

0.9	At the time of its introduction, was this establishment's main new or significantly improved
	method of supplying products or services new to other firms operating:
	(INTERVIEWER: THESE MUST BE ASKED IN THE ORDER THEY APPEAR ON
	THE TABLE)
	(INTERVIEWER: A method of supplying products or services was new to the local
	market/[INSERT COUNTRY]/international market if the establishment was the only one
	using such method of supplying products or services in the local market/[INSERT
	COUNTRY]/international market at the time of its introduction.)

READ OUT	Yes	No	DON'T KNOW (SPONTANEOUS)	
In your local market	1	2	-9	ECAo9a
In [INSERT COUNTRY]	1	2	-9	ECAo9b
In the international market	1	2	-9	ECAo9c

IF 2, GO TO QUESTION 0.10 IF 2, GO TO QUESTION 0.10

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

			SPONT		
READ OUT	Yes	No	DON'T KNOW	DOES NOT APPLY	
Techniques	1	2	-9	-7	ECAo10a
Machinery and equipment	1	2	-9	-7	ECAo10b
Software	1	2	-9	-7	ECAo10c

	QUESTIONNAIRE NUMI	BER					
0.11	Which of the following best describes the way in which this main <b>new or significantly improved</b> method of supplying provided (INTERVIEWER: ONLY ONE ANSWER)  SHOW CARD 3				ed t	he	
	ped or adapted by this establishment, from its own ideas ed technology or process from another firm	1 2	2				
1		-					

Developed or adapted by this establishment, from its own ideas	1
Licensed technology or process from another firm	2
Developed in cooperation with domestic suppliers	3
Developed in cooperation with suppliers abroad	4
Developed in cooperation with domestic client firms	5
Developed in cooperation with client firms abroad	6
Developed in cooperation with external academic or research institutions	7
Bought a new machine or equipment to adopt the new technology	8
Other (SPECIFY - SPONTANEOUS)	9
DON'T KNOW (SPONTANEOUS)	-9
DOES NOT APPLY (SPONTANEOUS)	-7

ECAo11x

ECA<sub>0</sub>11

ECA <sub>0</sub> 11x

O.12 Did the establishment have to purchase or license any inventions, patent or know-how in order to apply this new method of supplying products or services?

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

ECAo12

QUESTIONNAIRE NUMBER							
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#### OC. ORGANISATIONAL INNOVATION

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

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

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

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

0.14	Over the last three years, has this establishment introduced new or significantly improved
	organizational methods in the following areas?
	SHOW CARD 4

				TANEOUS	
READ OUT	Yes	No	DON'T KNOW	DOES NOT APPLY	
New knowledge management systems to better use or exchange information, knowledge and skills within the establishment	1	2	-9	-7	ECAo14a
Introduction of management systems for general production or supply operations, such as supply chain management systems, lean production, business reengineering, quality management systems	1	2	-9	-7	ECAo14b
New methods for distributing responsibilities and decision making among employees	1	2	-9	-7	ECAo14c
A significant change to the management structure of the establishment, such as creating new divisions or departments, integrating different departments or activities	1	2	-9	-7	ECAo14d
New types of collaborations with other businesses, research organizations or consumers	1	2	-9	-7	ECAo14e
Outsourcing or subcontracting of business activities in production, procurement, distribution, recruiting or ancillary services <b>for the first time</b>	1	2	-9	-7	ECAo14f

QUESTIONNAIRE NUMBER								
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### **OD. MARKETING INNOVATION**

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

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

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

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

0.15	Over the last three years, has this establishment introduced <b>new or significantly improved</b>
	marketing methods in the following areas?
	SHOW CARD 5

			SPON		
READ OUT	Yes	No	DON'T KNOW	DOES NOT APPLY	
Significant changes in the product's appearance	1	2	-9	-7	ECAo15a
Introduction of a <b>new method of advertising or product promotion</b> , such as use of a new media for advertising, a new brand image or logo, a new trademark	1	2	-9	-7	ECAo15b
Introduction of a <b>new method of product placement or sales channels</b> , such as product licensing, franchising, direct selling, exclusive retailing, tailoring or customizing the presentation of the product to different types of customers	1	2	-9	-7	ECAo15c
New pricing strategies to market the establishment's goods or services, excluding pricing methods used solely to differentiate prices by customer segments	1	2	-9	-7	ECAo15d

	QUESTION	NAII	RE NUMBER		
OE. RES	SEARCH AND DEVELOPMENT				
<b>REPOR</b>	TIEWER: THIS SECTION SHOULD BE FED SPENDING ON RESEARCH AND THE MAIN QUESTIONNAIRE.				
DEVEL	RESPONDENT DID NOT REPORT SPI OPMENT ACTIVITIES IN QUESTION ON ACQUISITION OF EXTERNAL KNO	H.6 IN	THE MAIN QUES	TIONNAIR	E, GO TO
	ERVIEWER: PLEASE READ THE FOL PROCE I now like to ask you questions related to	EDING	:		
O.16	Over the last three years, did this establish within the establishment?	hment sp	pend on research and	l developmen	t activities
systemat a new ch	TEWER: Research and development (R& ic basis in order to increase the stock of kemical compound of paint would be research internet surfing would not be research	knowled arch and	ge. For example, la l development whil	boratory res	search for
	Yes	1			
	No DON'T KNOW (SPONTANEOUS)	2 -9	GO TO QUESTIO GO TO QUESTIO ECAo16		
0.17	In fiscal year [INSERT last complete fis research and development activities performers personnel cost, materials and purchase of	rmed w	ithin this establishm		
			LCU	IJ <b>s</b>	
(include	tures on R&D performed within this establish personnel cost, materials and purchase of fit		ts)		
ESTABI	KNOW (SPONTANEOUS) LISHMENT SPENT ON R&D PRIOR TO INSERT last complete fiscal year], BUT N				

	LCUs
Expenditures on R&D performed within this establishment	
(include personnel cost, materials and purchase of fixed assets)	
DON'T KNOW (SPONTANEOUS)	<b>-9</b>
ESTABLISHMENT SPENT ON R&D PRIOR TO FISCAL	
YEAR [INSERT last complete fiscal year], BUT NOT IN	-7
FISCAL YEAR [INSERT last complete fiscal year]	-/
(SPONTANEOUS)	

ECAo17

Over the last three years, did this establishment spend on research and development activities contracted with other companies? 0.18

Yes	1	7
No	2	GO TO QUESTION 0.20
DON'T KNOW (SPONTANEOUS)	-9	GO TO QUESTION 0.20
		ECAo18

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

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

ECAo19

	QUESTIONNAIRE I	NUMBE	R				
OF. ACC	QUISITION OF EXTERNAL KNOWLEDGE AND U	USE OF CO	OMP	UTEI	RS		
INTERV	TEWER: ASK ALL FIRMS ELIGIBLE FOR THE I	INNOVAT	ION	MOD	ULE		
	ERVIEWER: PLEASE READ THE FOLLOWING T PROCEEDING: I now like to ask you questions related to the acquisit computers.						
O.20	Over the last three years, did this establishment spend knowledge? This includes purchase or licensing of pat how and other types of knowledge from other business	tents and no	n-pa	tented		s, kno	ow-
	Yes         1           No         2           DON'T KNOW (SPONTANEOUS)         -9	TO QUESTO QUESTO QUESTO Ao 20	<b>TIO</b> I	V <i>0</i> .22			
O.21	Was the latest invention, patent or know-how licensed SHOW CARD 6	or purchase	ed fr	om:			
	A [COUNTRY] firm A [COUNTRY] research institute or university A foreign firm A foreign research institute or university	1 2 3 4					

ECAo21

O.22a At the end of fiscal year [insert last complete fiscal year], what percent of this establishment's workforce regularly used personal computers in their jobs?

	Percent
Percentage of workforce that used computers	%
DON'T KNOW (SPONTANEOUS)	-9
DOES NOT APPLY (SPONTANEOUS)	-7

DON'T KNOW (SPONTANEOUS)

ECAo22a

O.22b Three fiscal years ago, at the end of fiscal year [insert three complete fiscal years ago], what percent of this establishment's workforce regularly used personal computers in their jobs?

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

ECAo22b

OHECTIONINA IDE NUMBED	
QUESTIONNAIRE NUMBER	

		QUESTI	ONNAIR	RE NUMBE	R	
06	. PRO	OTECTION OF INNOVATION				
IN'	ΓERV	TEWER: ASK ALL FIRMS ELIGIB	LE FOR T	HE INNOVAT	ION MODU	LE
PR	OCE	TEWER: PLEASE READ THE FOLE EDING: now like to ask you questions related				EFORE
0.2	23a	Has this establishment ever been gr	anted a pate	nt?		
		Yes No DON'T KNOW (SPONTANEOUS)	1 2 -9	ECAo23a		
0.2	23b	During the last three years, did this SHOW CARD 7	establishme	nt apply for a pa	atent or a trad	emark?
	Yes Yes	, for a patent only , for a trademark only , for both a patent and a trademark	1 2 3			
	No DO	N'T KNOW (SPONTANEOUS)	4 -9	GO TO QUE		<u> </u>
					ECAo23b	
0.2	23c	Over the last three years, in which opatent or a trademark?	country or co	ountries did this	establishmen	t apply for a
8	applied	ry or countries where the establishment d for a patent or a trademark  T KNOW (SPONTANEOUS)		-9		
		TIENOW (STONIERIES)				ECAo23cx
0.2	23d	Over the last three years, has this es SHOW CARD 8	stablishment	been granted a	patent or a tra	demark?
		Yes, a patent only Yes, a trademark only Yes, both a patent and a tradema No DON'T KNOW (SPONTANE)		1 2 3 4 -9	ECAo23d	

QUESTIONNAIRE NUMBER			
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### VEB. INTERACTION WITH THE STATE AND PUBLIC-PRIVATE PARTNERSHIPS

### INTERVIEWER: ASK ALL FIRMS ELIGIBLE FOR THE INNOVATION MODULE

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

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

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

SHOW CARD 9

				SPONTA		
INTERVIEWER: READ EACH OPTION ALOUD	I know them well, heard a lot about their projects	I heard something about their projects	I don't know anything about their activity / projects	DON'T KNOW	DOES NOT APPLY	
Vnesheconombank	1	2	3	-9	-7	veb1a
Russian technologies	1	2	3	-9	-7	veb1b
Rusnano	1	2	3	-9	-7	veb1c
Investment fund	1	2	3	-9	-7	veb1d
Any other Russian development institutions, including regional ones (please name one)	1	2	3	-9	-7	veb1e, veb1ex

Other	
	veb1ex

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

SHOW CARD 10

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

veb2

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

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

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

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

VEB.5	Using the scale below, how do you evaluate each of the following risks related to public-
	private partnerships?
	SHOW CARD 11

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

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

<b>QUESTIONNAIRE NUMBER</b>		ſ
QUESTIONNAIRE NUMBER		l

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

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

veb6

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

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

SHOW CARD 12

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

### A.15i Time innovation module interview ends:

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

### **A.24** Same respondent as for the main interview?

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

<b>QUESTIONNA</b>	<b>IRE NUMBER</b>
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### A.15a Information about the respondent for the innovation module

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