

Data Dictionary

Name	Description	Remarks
1. List of EM Construction Accidents	Construction accidents of ethnic minority (EM) employees solidated based on a comprehensive search in local news archives from 1998 to 2014	<p>Column A_Year of construction accidents of ethnic minorities: Data type_Numeric</p> <p>Column B_Date of construction accidents of ethnic minorities: Data type_Date part (YYYY-MM-DD) of ISO 8601 notation</p> <p>Column C_Time of construction accidents of ethnic minorities: Data type_Time (hh:mm)</p> <p>Column D_Nationality of injured EM: Data type_Text</p> <p>Column E_Nationality of dead EM: Data type_Text</p> <p>Column F_Description of injury: Data type_Text</p> <p>Column G_Trade of ethnic minority employees: Data type_Text</p> <p>Column H_Causes of Accident: Data type_Text</p> <p>Column I_Project type: Data type_Text</p>
2. EM Accident Statistics	The summary of construction accidents of ethnic minority (EM) employees solidated based on a comprehensive search in local news archives from 1998 to 2014	<p>Data type: Numeric</p> <p>Column A_Year of accidents</p> <p>Column B_Number of Accident: Data type_Numeric</p> <p>Column C_Number of injured accidents: Data type_Numeric</p> <p>Column D_Number of EM fatal accidents: Data type_Numeric</p> <p>Column E_Number of all accidents: Data type_Numeric</p> <p>Column F_Percent of EM fatal accidents: Data type_Numeric</p> <p>Column G_Number of total injured EM: Data type_Numeric</p> <p>Column H_Number of injured Gaman workers: Data type_Numeric</p> <p>Column I_Number of injured EM whose nationality is not reported: Data type_Numeric</p> <p>Column J_Number of injured Indian workers: Data type_Numeric</p> <p>Column K_Number of injured Nepalese workers: Data type_Numeric</p> <p>Column L_Number of injured Nigerian workers: Data type_Numeric</p> <p>Column M_Number of injured Pakistani workers: Data type_Numeric</p>

		<p>Column N_Number of injured Philippine workers: Data type_Numeric</p> <p>Column O_Number of injured EM from South Asian: Data type_Numeric</p> <p>Column P_Number of fatal EM: Data type_Numeric</p> <p>Column Q_Number of fatal EM whose nationality is not reported: Data type_Numeric</p> <p>Column R_Number of fatal Nepalese: Data type_Numeric</p> <p>Column S_Number of fatal Pakistani: Data type_Numeric</p> <p>Column T_Number of fatal Philippine: Data type_Numeric</p> <p>Column U_Number of fatal South Asian: Data type_Numeric</p> <p>Column V_Number of fatal Vietnamese: Data type_Numeric</p> <p>Column W_Number of fatal Thai: Data type_Numeric</p> <p>Column X_Number of EM accidents caused by Trapped in or between objects: Data type_Numeric</p> <p>Column Y_Number of EM accidents caused by Slip, trip or fall on same level: Data type_Numeric</p> <p>Column Z_Number of accidents caused by Fall of person from height: Data type_Numeric</p> <p>Column AA_Number of EM accidents caused by Striking against or struck by moving object: Data type_Numeric</p> <p>Column AB_Number of EM accidents caused by Exposure to or contact with harmful substance: Data type_Numeric</p> <p>Column AC_Number of EM accidents caused by Contact with electricity or electric discharge: Data type_Numeric</p> <p>Column AD_Number of EM accidents caused by Trapped by collapsing or overturning object: Data type_Numeric</p> <p>Column AE_Number of EM accidents caused by Struck by falling object: Data type_Numeric</p> <p>Column AF_Number of EM accidents caused by Struck by moving vehicle: Data type_Numeric</p> <p>Column AG_Number of EM accidents caused by Contact with moving machinery or object</p>
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		<p>being machine: Data type_Numeric</p> <p>Column AH _Number of EM accidents caused by Exposure to fire: Data type_Numeric</p> <p>Column AI _Number of EM accidents caused by Exposure to explosion: Data type_Numeric</p> <p>Column AJ _Number of EM accidents caused by Injured by hand tool: Data type_Numeric</p> <p>Column AK _Number of EM accidents caused by Injured in workplace violence: Data type_Numeric</p> <p>Column AL _Number of EM accidents caused by Others: Data type_Numeric</p> <p>Column AM _Number of fatal accidents caused by Fall of person from height: Data type_Numeric</p> <p>Column AN _Number of fatal accidents caused by Striking against or struck by moving object: Data type_Numeric</p> <p>Column AO _Number of fatal accidents caused by Contact with electricity or electric discharge: Data type_Numeric</p> <p>Column AP _Number of fatal accidents caused by Trapped by collapsing or overturning object: Data type_Numeric</p> <p>Column AQ _Number of fatal accidents caused by Struck by falling object: Data type_Numeric</p> <p>Column AR _Number of fatal accidents caused by Struck by moving vehicle: Data type_Numeric</p> <p>Column AS _Number of fatal accidents caused by Others: Data type_Numeric</p> <p>Column AT _Number of non-fatal accidents caused by Trapped in or between objects: Data type_Numeric</p> <p>Column AU _Number of non-fatal accidents caused by Slip, trip or fall on same level: Data type_Numeric</p> <p>Column AV _Number of non-fatal accidents caused by Fall of person from height: Data type_Numeric</p> <p>Column AW _Number of non-fatal accidents caused by Striking against or struck by moving object: Data type_Numeric</p>
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<p>3. Delphi survey data of safety strategies and problems</p>	<p>The relative importance of safety problems and safety strategies of ethnic minority (EM) workers provided by two rounds of Delphi experts</p>	<p>Data type: Numeric</p> <p>Column A (A1-Round Number): 1=Round one; 2=Round two</p> <p>Column B (A2-Gender): 1= Male; 2=Female</p> <p>Column C (A3-): 1= HKSAR Government; 2= Quasi-government; 3=Private Developer; 4=Contractor; 5=Sub-contractor; 6=Property/Facilities Management Company; 7=Construction Industry Institute; 8=Others</p> <p>Column D (A4-): 1 = <1year; 2=1-5 years; 3=6-10 years; 4=11-15 years; 5=16-20 years; 6=>20 years</p> <p>Column E (A5- Number of ethnic minority workers)</p> <p>Column F (B01- Low health and safety awareness and knowledge of EM workers): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column G (B02- Safety communication problems): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column H (B03- Different cultural and religious background): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column I (B04-Low skill level of ethnic minority workers): 1= Strongly Disagree; 2 =</p>

		<p>Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column J (B05- Lack of safety culture/management commitment for EM workers): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column K (B06- Insufficient safety trainings for EM workers in their native languages): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column L (B07- Insufficient safety materials in EM native languages): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column M (B08- Insufficient safety staff of ethnic minority origin): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column N (B09- Lack of opportunities for EM workers' recruitment and career development): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column O (B10- Low level of understanding and compliance of safety rules and regulations, etc by EM workers.): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column P (B11- No separate budget and government subsidy for safety management of EM workers): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column Q (B12- Lack of government support for enhancing EM workers' construction safety performance): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column R (B13- EM workers are assigned more laborious and dangerous/unsafe work): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column S (B14- Personal characteristic of EM workers influences their safety performance): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column T (B15- Racial discrimination against EM workers): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column U (C01- Employ EM safety supervisors, officers or managers): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p>
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<p>4. Safety climate and performance data</p>	<p>Questionnaire data of safety climate and safety performance of ethnic minority (EM) construction workers</p>	<p>Data type: Numeric</p> <p>Column A (A1 Working level): 1 = Frontline worker; 2 = Clerical staff; 3 = Supervisor; 4 = Manager</p> <p>Column B (A2 Trade): 1=Labourer; 2=Plumber; 3=Bamboo scaffolder;4 =Plasterer;5 =Carpenter; 6=Concreter; 7=Metal worker; 8=Joiner; 9=Bar bender & fixer; 10=Plant & equipment operator; 11= Building services; 12=Demolition worker; 13= Painter; 14=Mechanical plant mechanic or fitter; 15= Others</p> <p>Column C (A3 Age): 1= 20 or below; 2= 21-30; 3= 31-40; 4= 41-50; 5= 51-60; 6= 61 or above</p> <p>Column D (A4 Gender): 1= Male; 2=Female</p> <p>Column E (A5 Marital status): 1= Single; 2= Married</p> <p>Column F (A6 Family members to support): 1 represents None; 2 represents 1-2; 3 represents 3-4; 4 represents 5-6; 5 represents 7 or more</p> <p>Column G (A7 Education level): 1= Below primary; 2= Primary; 3= Secondary; 4= Certificate/; 5= Degree or higher</p> <p>Column H (A8 Employer): 1=Client; 2=Main contractor; 3= Subcontractor; 4= Others</p> <p>Column I (A9 Length of service with the current company): 1 represents < 1 year; 2 represents 1-5 years; 3 represents 6-10 years; 4 represents 11-15 years; represents > 15 years</p> <p>Column J (A10 Working experience in the construction industry): 1 represents < 5 year; 2 represents 6-10 years; 3 represents 11-15 years; 4 represents 16-20 years; represents > 20 years</p> <p>Column K (C1a Near miss): 1= Never; 2 = 1 time; 3 = 2-3 times; 4 = 4-5 times; 5 = Over 5 times</p> <p>Column L (C1b No absence): 1= Never; 2 = 1 time; 3 = 2-3 times; 4 = 4-5 times; 5 = Over 5 times</p> <p>Column M (C1c Absence not exceeding 3 days): 1= Never; 2 = 1 time; 3 = 2-3 times; 4 = 4-5 times; 5 = Over 5 times</p> <p>Column N (C1d Absence exceeding 3 days): 1= Never; 2 = 1 time; 3 = 2-3 times; 4 = 4-5 times; 5 = Over 5 times</p> <p>Column O (C2a Safety participation extra effort): 1 = Never; 2 = Yearly; 3 = Monthly; 4 = Weekly; 5 = Daily</p> <p>Column P (C2b Safety participation tasks): 1 = Never; 2 = Yearly; 3 = Monthly; 4 = Weekly; 5 = Daily</p>
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		<p>Strongly Agree</p> <p>Column AE (B12 People here always wear their personal protective equipment (e.g. eye protectors, masks, ear protectors, etc.) when they are supposed to): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AF (B17 Sometimes it is necessary to take risks to get the job Done): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AG (B32 Not all the health and safety rules or procedures are strictly followed here): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AH (B18 I know that if I follow the safety rules or procedures, I will not get hurt): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p>
<p>5.0 Demographic and safety climate data of six EM crews</p>	<p>Questionnaire data regarding the demographic information and safety climate of six ethnic minority (EM) crews</p>	<p>Data type: Numeric</p> <p>Column B (Nationality of ethnic minority workers): 1 = Hong Kong; 2 = Mainland China; 3 = Nepal 4 Pakistan 5 Other</p> <p>Column C (A1- working level:): 1 = Frontline worker; 2 = Clerical staff; 3 = Supervisor; 4 = Manager</p> <p>Column D (A4- gender): 1 = Male; 2 = Female</p> <p>Column E (A5-marital status): 1= Single; 2= Married</p> <p>Column F (A6-family members supported): 1 represents None; 2 represents 1-2; 3 represents 3-4; 4 represents 5-6; 5 represents 7 or more</p> <p>Column G (A7-educational level): 1= Below primary; 2= Primary; 3= Secondary; 4= Certificate/; 5= Degree or higher</p> <p>Column H (A8-direct employer): 1=Client; 2=Main contractor; 3= Subcontractor; 4= Others</p> <p>Column I (A9- Length of service with the current company): 1 represents < 1 year; 2 represents 1-5 years; 3 represents 6-10 years; 4 represents 11-15 years; represents > 15 years</p> <p>Column J (SC1 - Productivity is usually seen as more important than health and safety by the company): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column K (SC2 - People can always get the equipment which is needed to work according to the health and safety procedures): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p>

		<p>Column L (SC3 - I fully understand the health and safety risks associated with the work for which I am responsible):</p> <p>Column M (SC4 - Some health and safety rules or procedures do not reflect how the job is now done): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column N (SC5- I feel involved in the development and review of health and safety procedures or conduct risk assessment): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column O (SC6- People here always work safely even when they are not being supervised): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column P (SC7- Suggestions to improve health and safety are seldom acted upon): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column Q (SC8- The company really cares about the health and safety of the people who work here): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column R (SC9- Most of the job-specific safety trainings I received are Effective): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column S (SC10- People are just unlucky when they suffer from an Accident): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column T (SC11- Some health and safety rules or procedures are difficult to follow): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column U (SC12- People here always wear their personal protective equipment (e.g. eye protectors, masks, ear protectors, etc.) when they are supposed to): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column V(SC13- All the people who work in my team are fully committed to health and safety): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column W (SC14- Little is done to prevent accidents until someone gets Injured): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column X (SC15- The company encourages suggestions on how to improve health and safety): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p>
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		<p>Agree</p> <p>Column Y (SC16- There is good preparedness for emergency): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column Z (SC17- Sometimes it is necessary to take risks to get the job Done): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AA (SC18- I know that if I follow the safety rules or procedures, I will not get hurt): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AB (SC19- I am clear about what my responsibilities are for health and safety): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AC (SC20- Some of the workforces pay little attention to health and Safety): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AD (SC21- There are good communications here between management and workers about health and safety issues): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AE (SC22- There are always enough people available to get the job done according to the health and safety procedures): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AF (SC23- Health and safety procedures are much too stringent in relation to the risks): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AG (SC24- Sufficient resources are available for health and safety Here): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AHG (SC25- It is important for me to work safely if I want to keep the respect of others in my team): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AI (SC26- Work health and safety is not my concern): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AJ (SC27- Time pressures for completing jobs are reasonable): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AK (SC28- Safety inspection here is helpful to improve the health and safety of</p>
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		<p>workers): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AL (SC29- Some jobs here are difficult to do safely): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AM (SC30- Accidents which happened here are always reported): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree; 5 = Strongly Agree</p> <p>Column AN (SC31- My workmates would react strongly against people who break health and safety procedures): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AO (SC32- Not all the health and safety rules or procedures are strictly followed here): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AP (SC33- My immediate boss often talks to me about health and safety matters on site): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AQ (SC34- Staff are praised for working safely): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AR (SC35- Supervisors sometimes turn a blind eye to people who are not observing the health and safety procedures): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AS (SC36- The risk controls do not get in the way of doing my job): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AT (SC37- Accident investigations are mainly used to identify who should be blamed): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p> <p>Column AU (SC38- I think management here does enough to follow up recommendations from safety inspection and accident investigation reports): 1= Strongly Disagree; 2 = Disagree; 3= Neither Agree nor Disagree; 4 = Agree;5 = Strongly Agree</p>
5.1 SNA data of EM crew 1	Questionnaire data regarding safety communication network of ethnic minority (EM) crew 1	<p>Data type: Numeric</p> <p>S represents supervisor, SS represents safety supervisor, and W represents worker.</p> <p>0 = Not receive safety information from this individual weekly</p>

		1 = Receive safety information from this individual weekly
5.2 SNA data of EM crew 2	Questionnaire data regarding safety communication network of ethnic minority (EM) crew 2	<p>Data type: Numeric</p> <p>SS represents safety supervisor, HS represents head supervisor, G represents ganger, and W represents worker.</p> <p>0 = Not receive safety information from this individual weekly</p> <p>1 = Receive safety information from this individual weekly</p>
5.3 SNA data of EM crew 3	Questionnaire data regarding safety communication network of ethnic minority (EM) crew 3	<p>Data type: Numeric</p> <p>SS represents safety supervisor, F represents foreman, and W represents worker.</p> <p>0 = Not receive safety information from this individual weekly</p> <p>1 = Receive safety information from this individual weekly</p>
5.4 SNA data of EM crew 4	Questionnaire data regarding safety communication network of ethnic minority (EM) crew 4	<p>Data type: Numeric</p> <p>F represents foreman, SO represent safety officer, and W represents worker.</p> <p>0 = Not receive safety information from this individual weekly</p> <p>1 = Receive safety information from this individual weekly</p>
5.5 SNA data of EM crew 5	Questionnaire data regarding safety communication network of ethnic minority (EM) crew 5	<p>Data type: Numeric</p> <p>F represents foreman, SO represent safety officer, and W represents worker.</p> <p>0 = Not receive safety information from this individual weekly</p> <p>1 = Receive safety information from this individual weekly</p>
5.6 SNA data of EM crew 6	Questionnaire data regarding safety communication network of ethnic minority (EM) crew 6	<p>Data type: Numeric</p> <p>F represents foreman, G represents ganger, and W represents worker.</p> <p>0 = Not receive safety information from this individual weekly</p> <p>1 = Receive safety information from this individual weekly</p>

