

2015 Formal Manufacturing Worker Survey (zimworkersurvey)

Field	Question	Answer
generated_note_name_2	KEY POINT: CONFIDENTIAL SURVEY FOR ACADEMIC RESEARCH PASSED BY UCT ETHICS COMMITTEE. On behalf of the Southern Africa Labour-Development Research Unit and the Zimbabwe Economic and Policy Research Unit, I would like to ask you to take part in a short confidential survey. The objective of the survey is to build a profile of workers in Zimbabwean manufacturing firms. We wish to use this information for academic research.	
generated_note_name_3	KEY POINT: VOLUNTARY. You are one of 2500 workers chosen entirely by chance. The questionnaire will take approximately 20 minutes to complete. Your participation in this research is voluntary. You can choose to withdraw from the research at any time. You also do not need to answer a particular question if you do not wish to.	
generated_note_name_4	KEY POINT: NO KNOWN DANGERS OR RISKS. There are no known risks or dangers to you associated with this study. The researchers will not attempt to identify you with the responses to your questionnaire, or to name you as a participant in the study, nor will they facilitate anyone else's doing so. All responses will be confidential and used for the purposes of research only.	
generated_note_name_5	For your time we may offer you a small telephone credit between 2 and 7 dollars at the end of the interview.	
signature	Please sign if you are willing to participate	
location	Location	
	GPS coordinates can only be collected when outside.	
firmid	Firm ID	
enid	Enumerator ID	
resid	Respondent ID (e.g. 01, 02 etc)	
name	Respondent's name (Surname first)	
contact_no1	Contact number	
contact_no2	Alternative contact number (if you have more than one number)	
address	Address	
gender	Gender	1 Male 2 Female
dob	Date of birth	
married	Are you married?	1 Yes 2 No
born_here	Were you born in this town/city?	1 Yes 2 No
year_arrived	In which year did you arrive in this town or city?	
	Question relevant when: \${born_here} = 2	
zimbabwean	Are you a Zimbabwean?	1 Yes 2 No
origin	Country of origin	1 South Africa 2 Zambia 3 Malawi 4 Mozambique 88 Other
	Question relevant when: \${zimbabwean} = 2	
origin_other	Specify	
	Question relevant when: \${origin} = 88	
race	Race	1 Black 2 White 3 Coloured 4 Indian/Asian 5 Other
pschool_distance	When you were 7 years old how long would it take to walk from your home to the nearest primary school? Note: not necessarily the one you went to.	1 less than 5 minutes 2 5 - 10 minutes 3 10 - 30 minutes 4 30 - 60 minutes 5 more than 1 hour
sschool_distance	When you were 13 years old how long would it take to walk from your home to the nearest secondary school? Note: not necessarily the one you went to.	1 less than 5 minutes 2 5 - 10 minutes 3 10 - 30 minutes 4 30 - 60 minutes 5 more than 1 hour

Field	Question	Answer
school_region	In what region of the country did you attend school? (Choose main region if more than one.) (if did not attend school which region did you grow up in?)	1 Bulawayo 2 Harare 3 Manicaland 4 Mashonaland Central 5 Mashonaland East 6 Mashonaland West 7 Masvingo 8 Matabeleland North 9 Matabeleland South 10 Midlands 11 Foreign country
year_left_school	When did you leave secondary school or primary school if you did not go to secondary school? (year)	1 None 2 Primary 3 Standard 6 4 Junior Certificate 5 Incomplete secondary 6 Secondary (O levels) 7 Secondary (A levels) 21 Matric
highest_education	What is the highest educational level you attained?	8 Vocational (not requiring O levels) 9 Polytechnic (requiring O levels) Post-secondary 10 qualification (with A levels) 11 University 88 Other 99 Don't know
highest_education_other	Specify Question relevant when: \${highest_education} =88	1 None 2 Primary 3 Standard 6 4 Junior Certificate 5 Incomplete secondary 6 Secondary (O levels) 7 Secondary (A levels) 21 Matric
highest_education_dad	What was your father's highest educational level completed?	8 Vocational (not requiring O levels) 9 Polytechnic (requiring O levels) Post-secondary 10 qualification (with A levels) 11 University 88 Other 99 Don't know
highest_education_dad_other	Specify Question relevant when: \${highest_education_dad} =88	

Field	Question	Answer
highest_education_mom	What was your mother's highest educational level completed?	1 None 2 Primary 3 Standard 6 4 Junior Certificate 5 Incomplete secondary 6 Secondary (O levels) 7 Secondary (A levels) 21 Matric 8 Vocational (not requiring O levels) 9 Polytechnic (requiring O levels) Post-secondary 10 qualification (with A levels) 11 University 88 Other 99 Don't know
highest_education_mom_other	Specify	
work_start_date	Question relevant when: \${highest_education_mom} =88 When did you start working for this firm (year)?	
previous_work	What was your main activity before this job?	1 International organization employee 2 Civil servant 3 Public enterprise employee 4 Private enterprise employee (same sector) Private enterprise 5 employee (different sector) Casual worker (wage 6 work for very short term) 7 Own account worker (self employed) 8 Domestic worker 9 Apprenticeship 10 Farming / livestock Unemployed: looking 11 for work and unable to find any Unemployed: not at 12 paid work and not looking for work 13 Unemployed: disabled and unable to work 14 Student (at school) 15 House wife 16 Helping with domestic and other family work 17 Too young to work 88 Other (Specify)
previous_work_other	Specify	
years_experience	Question relevant when: \${previous_work} =88 How many years work experience did you have before you started working in this firm?	
no_prev_jobs	How many jobs did you have before this one?	
work_type	Are you a:	1 Permanent full-time employee 2 Contract full-time employee 3 Part-time employee
contract_length	How long is your contract period (months)? Question relevant when: \${work_type} =2	

Field	Question	Answer
always_contract	Have you always been a contract worker	1 Yes 2 No
	Question relevant when: $\{\text{work_type}\} = 2$	
start_contract	When was your first contract at this firm?	
	Question relevant when: $\{\text{work_type}\} = 2$ and $\{\text{always_contract}\} = 2$	
written_contract	Do you have a written employment contract?	1 Yes 2 No
related_owner	Are you related to the owner or manager?	1 Yes 2 No
related_other_worker	Are you related to the anyone else in the business apart from the owner or manager?	1 Yes 2 No
union	Are you a member of a labour union?	1 Yes 2 No
union_paid	Are you paid up?	1 Yes 2 No
	Question relevant when: $\{\text{union}\} = 1$	
job_title	Job title now	
job_code	Job code now (if have)	
job_title_start	Job title when started	
job_code_start	Job code when started (if had)	
pay_means	How are you currently paid?	1 Per time period 2 Piece rate 3 Percent of firm sales or profits 4 Comission hour Hour day Day week Week fortnight Fortnight month Month year Year
pay_period	Pay period. Note: Choose a period for which it is easy to discuss average earnings if person has erratic earnings	
pay_supposed	After all taxes and deductions, what are you supposed to be paid every [pay_period]	
pay_aftertax	On average what is your actual wage or salary after taxes per [pay_period]?	
allowances	Do you receive any allowances and bonuses, such as money for food, housing, pension or medical, that you did not include in your answer about your current wage?	1 Yes 2 No
allowances_check	Are you sure that you do not receive any additional money, or in-kind payments, for things like food, housing, clothing, transport, medical, pension?	1 No, actually I did receive an allowance 2 Yes, I really did not receive any allowances
	Question relevant when: $\{\text{allowances}\} = 2$	
Allowance_group	Group relevant when: $\{\text{allowances}\} = 1$ or $\{\text{allowances_check}\} = 1$	
allowance_food	Do you receive an allowance for food?	1 Yes (money) 2 Yes (in kind) 3 No hour Hour day Day week Week fortnight Fortnight month Month year Year
allowance_period_food	How often do you receive this allowance?	
	Question relevant when: $\{\text{allowance_food}\} = 1$ or $\{\text{allowance_food}\} = 2$	
allowance_food_amount	Value (estimate if in-kind) per [allowance_period_food]	
	Question relevant when: $\{\text{allowance_food}\} = 1$ or $\{\text{allowance_food}\} = 2$	
allowance_housing	Do you receive an allowance for housing?	1 Yes (money) 2 Yes (in kind) 3 No hour Hour day Day week Week fortnight Fortnight month Month year Year
allowance_period_housing	How often do you receive this allowance?	
	Question relevant when: $\{\text{allowance_housing}\} = 1$ or $\{\text{allowance_housing}\} = 2$	

Field	Question	Answer
allowance_housing_amount	Value (estimate if in-kind) per [allowance_period_housing] Question relevant when: $\{\text{allowance_housing}\} = 1$ or $\{\text{allowance_housing}\} = 2$	
allowance_clothing	Do you receive an allowance for clothing?	1 Yes (money) 2 Yes (in kind) 3 No
allowance_period_clothing	How often do you receive this allowance? Question relevant when: $\{\text{allowance_clothing}\} = 1$ or $\{\text{allowance_clothing}\} = 2$	hour Hour day Day week Week fortnight Fortnight month Month year Year
allowance_clothing_amount	Value (estimate if in-kind) per [allowance_period_clothing] Question relevant when: $\{\text{allowance_clothing}\} = 1$ or $\{\text{allowance_clothing}\} = 2$	
allowance_transport	Do you receive an allowance for transport?	1 Yes (money) 2 Yes (in kind) 3 No
allowance_period_transport	How often do you receive this allowance? Question relevant when: $\{\text{allowance_transport}\} = 1$ or $\{\text{allowance_transport}\} = 2$	hour Hour day Day week Week fortnight Fortnight month Month year Year
allowance_transport_amount	Value (estimate if in-kind) per [allowance_period_transport] Question relevant when: $\{\text{allowance_transport}\} = 1$ or $\{\text{allowance_transport}\} = 2$	
allowance_pension	Does the company contribute towards a pension?	1 Yes and I know the amount 2 Yes and I do not know the amount 3 No 4 Don't know
allowance_period_pension	How often do you receive this allowance? Question relevant when: $\{\text{allowance_pension}\} = 1$	hour Hour day Day week Week fortnight Fortnight month Month year Year
allowance_pension_amount	Value per [allowance_period_pension] Question relevant when: $\{\text{allowance_pension}\} = 1$	
allowance_medical	Do you receive an allowance for medical aid or expenses?	1 Yes (money) 2 Yes (in kind) 3 No
allowance_period_medical	How often do you receive this allowance? Question relevant when: $\{\text{allowance_medical}\} = 1$ or $\{\text{allowance_medical}\} = 2$	hour Hour day Day week Week fortnight Fortnight month Month year Year
allowance_medical_amount	Value (estimate if in-kind) per [allowance_period_medical] Question relevant when: $\{\text{allowance_medical}\} = 1$ or $\{\text{allowance_medical}\} = 2$	
allowance_education	Does the company contribute towards school fees or other education costs for you or your family?	1 Yes (money) 2 Yes (in kind) 3 No
allowance_period_education	How often do you receive this allowance? Question relevant when: $\{\text{allowance_education}\} = 1$ or $\{\text{allowance_education}\} = 2$	hour Hour day Day week Week fortnight Fortnight month Month year Year

Field	Question	Answer
allowance_education_amount	Value (estimate if in-kind) per [allowance_period_education] Question relevant when: \${allowance_education} =1 or \${allowance_education} =2	
allowance_cellphone	Does the company provide you with a cell phone or contribute towards airtime?	1 Yes (money) 2 Yes (in kind) 3 No
allowance_period_cellphone	How often do you receive this allowance? Question relevant when: \${allowance_cellphone} =1 or \${allowance_cellphone} =2	hour Hour day Day week Week fortnight Fortnight month Month year Year
allowance_cellphone_amount	Value (estimate if in-kind) per [allowance_period_cellphone] Question relevant when: \${allowance_cellphone} =1 or \${allowance_cellphone} =2	
allowance_fuel	Does the company provide you with an allowance for fuel?	1 Yes (money) 2 Yes (in kind) 3 No
allowance_period_fuel	How often do you receive this allowance? Question relevant when: \${allowance_fuel} =1 or \${allowance_fuel} =2	hour Hour day Day week Week fortnight Fortnight month Month year Year
allowance_fuel_amount	Value (estimate if in-kind) per [allowance_period_fuel] Question relevant when: \${allowance_fuel} =1 or \${allowance_fuel} =2	
allowance_car	Does the company provide you with a company car?	1 Yes 2 No
allowance_car_value	What is its approximate market value? Question relevant when: \${allowance_car} =1	
allowance_other	Does the company provide you with any other allowances?	1 Yes 2 No
allowance_other_text	What are these?	
allowance_other_amount	Question relevant when: \${allowance_other} =1 What is the approximate value per year? Question relevant when: \${allowance_other} =1	
stop_orders	Do you have any stop-orders which come from your pay every month?	1 Yes 2 No
stop_orders_amount	How much are these in total? (value) Question relevant when: \${stop_orders} = 1	
stop_orders_included	Was the salary amount you gave earlier before or after these were taken off your pay? Question relevant when: \${stop_orders} = 1	1 Before 2 After
borrow_company	Did you borrow money from the company last year?	1 Yes 2 No
borrow_company_amount	How much is the total amount you borrowed from the company last year? Question relevant when: \${borrow_company} = 1	
christmas_bonus	Did you receive a Christmas (November) bonus or gift from your employer last year?	1 Yes 2 No
christmas_bonus_amount	Value (estimate if in-kind) Question relevant when: \${christmas_bonus} = 1	
production_bonus	Did you receive any production or merit bonus last year?	1 Yes 2 No
production_bonus_amount	Value (value for the year in total, estimate if in-kind) Question relevant when: \${production_bonus} = 1	
hours_worked	How many hours per week do you work for this firm on average?	
hours_not_working	In the last week, how many hours were you at work but not engaged in work related tasks? This might be for reasons such as the electricity was out, that the company had no orders, or equipment was broken.	

Field	Question	Answer
tired_arrive_work	How tired are you when you come to work?	1 Very tired 2 Moderately tired 3 Slightly tired 4 Not tired
tired_leave_work	How tired are you when you leave work?	1 Very tired 2 Moderately tired 3 Slightly tired 4 Not tired
look_forward_work	How much do you look forward to coming to work?	1 A lot 2 A little 3 Not at all
training_course	Have you ever attended any short training courses paid for by the firm (in last year)?	1 Yes 2 No
training_course_days	How many days did they last? Question relevant when: $\{training_course\} = 1$	
find_job	How did you find your current job?	1 Employer, who is a friend 2 Employer, who is a relative 3 Employer, who is a friend of a friend or relative 4 Employer, who is a relative of a friend 5 Relative working in the firm 6 Friend working in the firm 7 Through my former employer 8 Apprenticed/interned in this firm 9 Heard that they were recruiting from a friend or relative with no connection to the firm 10 Through an employment agency 11 Through door to door visits 12 Through the church 13 Saw job and applied 88 Other
find_job_other	Specify Question relevant when: $\{find_job\} = 88$	
interview	For the current job did you go through an interview?	1 Yes 2 No
travel_to_work	How do you travel to work? [multiple answers allowed]	1 Walk 2 Bike 3 Taxi or bus (public) 4 Taxi or bus (company) 5 Car (other employee's) 6 Car (own) 7 Stay on property 88 Other
travel_to_work_other	Specify Question relevant when: $\{travel_to_work\} = 88$	
travel_to_work_cost	How much does it cost in dollars to get to work each day (one-way)? Question relevant when: $\{travel_to_work\} \geq 3$ and $\{travel_to_work\} \leq 6$	
travel_to_work_time	How long does it take to get to work in the morning (minutes)? Question relevant when: $\{travel_to_work\} < 7$	

Field	Question	Answer
other_jobs	Do you have other jobs or activities that earn an income in addition to the one at this company?	1 Yes 2 No
other_jobs_number	How many other jobs do you have?	
other_jobs_income	Question relevant when: \${other_jobs} =1 How much income do you get on average from these jobs every month?	
household_number	How many people are in your household (including children and yourself)?	
direct_responsibility_numbers	How many people are you directly responsible for outside of your household?	
household_earners	How many people in your household earn income (including yourself)?	
remittances	Does your household receive money from someone who is a migrant?	1 Yes 2 No
household_lose_job	Did anyone in your household lose a job in the last year?	1 Yes 2 No
family_member_medical	Have you incurred unforeseen medical expenses for a household member in the last year?	1 Yes 2 No
direct_responsible_medical	Have you incurred unforeseen medical expenses for a person you are directly responsible for (outside of your household) in the last year?	1 Yes 2 No
family_member_die	Have you had a household member pass away in the last two years?	1 Yes 2 No
family_member_die_who	What relation was this person to you? [multiple answers allowed] Question relevant when: \${family_member_die} =1	1 Wife/Husband 2 Father 3 Mother 4 Child 5 Brother 6 Sister 7 Mother's sister 8 Mother's brother 9 Father's sister 10 Father's brother 11 Grandfather 12 Grandmother 13 Cousin 14 Other
year_family_member_die	When did this person die? [multiple answers allowed] Question relevant when: \${family_member_die} =1	1 Last year 2 Year before last
family_member_die_earner	Was this person an income earner? Question relevant when: \${family_member_die} =1	1 Yes 2 No
borrowed_money	Have you borrowed money in the last year from a source other than the company?	1 Yes 2 No
borrowed_money_source	Where was it from? [multiple answers allowed] Question relevant when: \${borrowed_money} =1	1 Family 2 Friends 3 Bank or formal financial institution 4 Money lender or informal source 88 Other
borrowed_money_source_other	Specify Question relevant when: \${borrowed_money_source} =88	
borrowed_money_amount	How much was it (total amount if borrowed more than once)? Question relevant when: \${borrowed_money} =1	
rural_land	Do you have access to agricultural land in a rural area?	1 Yes 2 No
crops	Are crops grown on it? Question relevant when: \${rural_land} =1	1 Yes 2 No

Field	Question	Answer
crop_types	<p>What crops are grown on it? [multiple answers allowed]</p> <p>Question relevant when: \${crops} =1</p>	<p>1 Maize</p> <p>2 Groundnuts</p> <p>3 Tobacco</p> <p>4 Cotton</p> <p>5 Livestock</p> <p>6 Bananas</p> <p>7 Bambara nuts</p> <p>8 Sweet potatoes</p> <p>9 Tomatoes</p> <p>10 Potatoes</p> <p>11 Beans</p> <p>12 Vegetables</p> <p>88 Other</p>
crop_types_other	<p>Specify</p> <p>Question relevant when: \${crop_types} =88</p>	
help_migration	<p>Do you have a family member or friend who could help you migrate to another country?</p>	<p>1 Yes</p> <p>2 No</p>
country_migration	<p>Which country? [multiple answers allowed]</p> <p>Question relevant when: \${help_migration} =1</p>	<p>1 South Africa</p> <p>2 Zambia</p> <p>3 Malawi</p> <p>4 Mozambique</p> <p>88 Other</p>
country_migration_other	<p>Specify</p> <p>Question relevant when: \${country_migration} =88</p>	
consider_migration	<p>Would you consider migrating?</p>	<p>1 Yes</p> <p>2 No</p>
generated_note_name_172	<p>Answer the following questions as truthfully as you can. There are no right or wrong answers</p>	
bf_6	<p>Do you talk a lot?</p>	<p>1 No</p> <p>3 Sometimes</p> <p>5 Yes</p>
bf_7	<p>Are you interested in people?</p>	<p>1 No</p> <p>3 Sometimes</p> <p>5 Yes</p>
bf_8	<p>Do you leave your belongings around?</p>	<p>1 No</p> <p>3 Sometimes</p> <p>5 Yes</p>
bf_13	<p>Do you pay attention to details?</p>	<p>1 No</p> <p>3 Sometimes</p> <p>5 Yes</p>
bf_14	<p>Do you worry about things?</p>	<p>1 No</p> <p>3 Sometimes</p> <p>5 Yes</p>
bf_15	<p>Are you imaginative/creative?</p>	<p>1 No</p> <p>3 Sometimes</p> <p>5 Yes</p>
bf_21	<p>Do you start conversations?</p>	<p>1 No</p> <p>3 Sometimes</p> <p>5 Yes</p>
bf_22	<p>Do you care a lot about other people's problems?</p>	<p>1 No</p> <p>3 Sometimes</p> <p>5 Yes</p>
bf_23	<p>Do you get chores done right away?</p>	<p>1 No</p> <p>3 Sometimes</p> <p>5 Yes</p>
bf_27	<p>Do you have a soft heart?</p>	<p>1 No</p> <p>3 Sometimes</p> <p>5 Yes</p>

Field	Question	Answer
bf_29	Do you get upset easily?	1 No 3 Sometimes 5 Yes
bf_34	Do you change your mood a lot?	1 No 3 Sometimes 5 Yes
bf_41	Do you like being the center of attention?	1 No 3 Sometimes 5 Yes
bf_45	Do you think about things a lot?	1 No 3 Sometimes 5 Yes
bf_50	Are you full of ideas?	1 No 3 Sometimes 5 Yes
Time_choice		
Group relevant when: $\${randompath} < 0.5$		
airtime_time	Thank you for taking part in this survey. As a token for participating we would like to give you some airtime credit. We can either transfer 2 dollars to your phone tomorrow or transfer 4 dollars to your phone next week. Which one would you like?	1 2 now 2 4 in a week
amount_offered1	Enumerator: How much was offered to the person for the person to wait till next week? Note: not the \$2 but the other amount	
amount_nextweek_acceptable1	How much money will make you wait until next week?	
amount_now_acceptable1	Question relevant when: $\${airtime_time} = 1$ What amount would make you rather take the \$2 now?	
airtime_contact_number	Question relevant when: $\${airtime_time} = 2$ Please confirm the mobile number we can send the airtime to. (Please give an ECONET number if possible)	
Risk_choice		
Group relevant when: $\${randompath} \geq 0.5$		
airtime_risk	Thank you for taking part in this survey. As a token for participating we would like to give you some airtime credit. We can either transfer 2 dollars to your phone tomorrow or you can play a game for more money. If you win you will get 4 dollars but if you lose you will get nothing. You have an equal chance of winning or losing. Which one would you like?	1 2 now 2 gamble for 4
amount_offered2	Enumerator: How much was offered to the person for the game, even if they did not want to play? Note: This is the other amount, not the \$2.	
amount_gamble_acceptable2	How much money will make you want to play the game? Note: enter 999 if person does play these types of games (e.g. for religious reasons)	
amount_now_acceptable2	Question relevant when: $\${airtime_risk} = 1$ What amount would make you rather take the \$2 for sure?	
generated_note_name_214	Question relevant when: $\${airtime_risk} = 2$ Congratulations, you have won!	
airtime_contact_number	Question relevant when: $\${randomwin} > 0.5$ and $\${airtime_risk} = 2$ Please confirm the mobile number we can send the airtime to. (Please give an ECONET number if possible)	
generated_note_name_216	I'm sorry but you have lost	
win_gamble	Question relevant when: $\${randomwin} \leq 0.5$ and $\${airtime_risk} = 2$ Did the person win the game?	1 Yes 2 No
	Question relevant when: $\${airtime_risk} = 2$	