



Wage & Employment Survey

Description **Pakistan employee survey**
Survey code **586 - 140 - 1103.05**

IDNR

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INTERVIEW INFORMATION

Interviewer

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 (initials)

Interview date

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Location of interview

- Factory / institute
- Street
- Home
- Meeting / congress
- Other

Duration interview

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 Time in minutes

DATA ENTRY INFORMATION

Entry date

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Typist

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 (initials)

1 What is your employment status?

- 140 Employee
- 202 Self-employed

2 Are you a woman or a man?

- 1 Woman
- 0 Man

3 Where do you live?

- 7 Metropolitan city (2 million or more)
- 2 The suburbs or outskirts of a big city
- 5 Rural area

4 In which year were you born?

5 What is your highest level of education?

If you are currently studying, please indicate the highest level of education you reached. If you went to school abroad enter the equivalent level.

- 586001 No formal education
- 586002 Primary School
- 586003 Middle School
- 586004 Secondary School
- 586005 Technical Secondary/Polytechnical
- 586006 Higher Secondary
- 586007 Certificate in training (CT)
- 586008 Bachelor (Pass) degree
- 586009 Bachelor (Honours) degree
- 586010 Master degree
- 586011 Master of Philosophy
- 586012 Doctorate

6 In which year did you finish continuous full-time education?

7 Do you have one paid job or more?

Self-employed, employee or otherwise

- 1 One job
- 3 Two jobs
- 4 Three or more jobs

Please complete the questionnaire for your MAIN job

8 How many people are employed at your place of work?

Applicable to your establishment

- 0 0 (self-employed without personnel) ▶ 9
- 11 1 - 4 ▶ 8
- 12 5 - 9 ▶ 8
- 2 10 - 20 ▶ 8
- 3 20 - 50 ▶ 8
- 4 50 - 100 ▶ 8
- 5 100 - 200 ▶ 8
- 6 200 - 500 ▶ 8
- 7 500 - 1.000 ▶ 8
- 8 1.000 - 2.000 ▶ 8
- 9 2.000 - 5.000 ▶ 8
- 10 5.000 or more ▶ 8

9 What percentage of employees are female?

Applicable to your establishment

- 1 0 - 20 %
- 2 20 - 40 %
- 3 40 - 60 %
- 4 60 - 80 %
- 5 80 - 100 %

10 Are co-workers in similar positions mostly male?

- 1 Yes
- 0 No
- 8 Not applicable

11 Is your organisation established in more than one location?

- 0 No
- 1 Yes, in 1 city / municipality
- 2 Yes, in 1 region
- 3 Yes, in 2 or more regions
- 4 Yes, throughout the country
- 5 Yes, throughout the country and abroad
- 6 Yes, but only abroad

12 Are you currently a member of a trade union?

- 1 Yes
- 0 No
- 7 I don't know
- 8 Not applicable

13 Are you covered by a collective agreement about wages?

- 1 Yes
- 0 No
- 7 I don't know
- 8 Not applicable

14 What is your occupation?

14a **CODE:**

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If the occupation is not in the ShowCard, Choose option "Other", and fill in the textbox ► 14b

14b If you want to specify your occupation more accurately, please do so here

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15 Do you have a supervisory position?

- 1 Yes
- 0 No

► 17

If these numbers vary, please enter the average

16a How many people work directly under your supervision?

[1 - 100]

16b How many of these people are women?

[1 - 100]

17 Do your qualifications match your job?

- 1 Yes
- 3 No, I am overqualified for my job
- 2 No, I am underqualified for my job
- 7 I don't know

► 19

► 19

► 18

► 19

18 If you are underqualified, does your experience compensate for that? #

- 0 No
- 1 Yes, to a minor degree
- 2 Yes, more or less
- 3 Yes, almost fully
- 4 Yes, completely
- 7 I don't know

19 Do you work full-time?

- 1 Yes
- 0 No

20 How many days a week do you usually work?

[1 - 7]

21 Are your working hours agreed with your employer?

- 1 Yes, in writing ▶ 22
- 2 Yes, verbally ▶ 22
- 0 No ▶ 24
- 8 Not applicable ▶ 24

22 How many hours a week do you work under the terms of your contract?

If these hours vary, please enter the average

hours

23 Do you usually work the number of hours laid down in your contract?

- 1 Yes ▶ 25
- 2 No, I work less hours ▶ 24
- 3 No, I work more hours ▶ 24
- 8 Not applicable ▶ 25

24 How many hours a week do you usually work?

If these hours vary, please enter the average

hours

25 About your working hours

	yes	no	not applicable	#
25a I work shifts	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>	89
25b I regularly work on Sundays	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>	
25c I regularly work on Saturdays	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>	89
25d I regularly work in the evenings	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>	

26 What kind of employment contract do you have?

If more options apply, please select the one that comes closest

- 1 Permanent contract
- 2 Fixed-term contract with the prospect of permanent employment
- 3 Fixed-term contract without the prospect of permanent employment
- 13 Replacement contract (fixed-term contract to replace another worker)
- 7 Contract with temp / contracting agency
- 16 Contractor / labour-only subcontractor
- 0 No contract
- 99 Other type of contract

27 Do you know your GROSS and your NET wage?

This applies to your LAST wage including allowances, variable income elements, holiday allowance, expense allowance or overtime

- 27a Yes, my gross wage ▶ How much? Rs
- 27b Yes, my net wage ▶ How much? Rs

27c On which payment period was your last wage based?

- 1 1 calendar month
- 2 4 weeks
- 3 2 weeks
- 6 1 hour
- 7 1 year
- 4 1 week
- 5 1 day
- 12 4 calendar months
- 11 3 calendar months
- 10 2 calendar months

28 In your job, are you entitled to legal rights and benefits?

Some examples are paid leave, pension, gratuity and social security

- 1 Yes
- 0 No
- 7 I don't know

29 Did your last wage include any of the following working allowances? If so, how much?

29a Shift premium

0 No

1 Yes

 Rs

29b Overtime bonus

0 No

1 Yes

 Rs

29c Hardship allowance

0 No

1 Yes

 Rs

29d Tips

0 No

1 Yes

 Rs

29e Skill allowance

0 No

1 Yes

 Rs

29f Commission

0 No

1 Yes

 Rs

29g Annual bonus

0 No

1 Yes

 Rs

29h Festival allowance

0 No

1 Yes

 Rs

29i Holiday allowance

0 No

1 Yes

Rs

29j Personal allowance

0 No

1 Yes

Rs

29k Transport allowance

0 No

1 Yes

Rs

29l Other bonus / Allowance

0 No

1 Yes

Rs

30 Do you receive any of the following annual bonuses?

	Yes	No
30a Arrangements regarding expences	1. <input type="radio"/>	0. <input type="radio"/>
30b Transport arrangements (lease car, company car, commuting costs)	1. <input type="radio"/>	0. <input type="radio"/>
30c Children's day-care arrangements	1. <input type="radio"/>	0. <input type="radio"/>
30d Health insurance arrangements	1. <input type="radio"/>	0. <input type="radio"/>
30e Pension schemes	1. <input type="radio"/>	0. <input type="radio"/>
30f Unemployment schemes	1. <input type="radio"/>	0. <input type="radio"/>
30g Share options arrangements	1. <input type="radio"/>	0. <input type="radio"/>
30h Contribution to lodging / costs related housing	1. <input type="radio"/>	0. <input type="radio"/>
30i Sports facilities	1. <input type="radio"/>	0. <input type="radio"/>
30j Benefits in kind (vouchers and discounted goods and services)	1. <input type="radio"/>	0. <input type="radio"/>
30k Other additions to pay from your employer over the past 12 months	1. <input type="radio"/>	0. <input type="radio"/>

31 Did you receive your last wage

- 1 Into a bank account / by cheque
- 2 Cash in hand
- 3 Bank draft
- 4 In kind
- 5 Combination

32 To which extent do you contribute to social security?

- 1 According the law on my legal minimum wage
- 2 Based on a part of my pay
- 0 Not at all

33 More about your wage

	Yes	No	Not Applicable
33a Is it important that wages are covered by a collective agreement?	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>
33b Does your wage vary from month to month?	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>
33c Do you think you could earn more with another employer?	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>
33d Have you received a pay raise in the past 12 months?	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>
33e Did you receive your last wage on time?	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>

34 What year did you start your first job?

35 In which year did you join your current employer?

36 In which year did you attain your current position?

37 Since your first job, have you ever been without a job?

Unemployed, on leave or otherwise

- Yes
- No

▶ 41

38 How many times have you been without a job?

Unemployed, on leave or otherwise

 [1 - 10]

39 How long have you been without a job on the LONGEST break?

- 1 0 - 3 months ▶ 41
- 2 3 - 6 months ▶ 41
- 3 0.5 - 1 year ▶ 41
- 4 1 year or more ▶ 40

40 In which year did you stop working and in which year did you return to work?

40a Stopped in

40b Returned in

41 How many people live in your household?

- 1 1, I live alone ▶ 43
- 2 2
- 3 3
- 4 4
- 5 5
- 6 6 or more

42 With whom do you live in your household?

	Yes	No
42a Partner	1. <input type="radio"/>	0. <input type="radio"/>
42b One or more children	1. <input type="radio"/>	0. <input type="radio"/>
42c One or more children, but only for part of the week/year	1. <input type="radio"/>	0. <input type="radio"/>
42d Grandchildren	1. <input type="radio"/>	0. <input type="radio"/>
42e Parents (in-law)	1. <input type="radio"/>	0. <input type="radio"/>
42f Grandparents (in-law)	1. <input type="radio"/>	0. <input type="radio"/>
42g Other relatives	1. <input type="radio"/>	0. <input type="radio"/>
42h Brothers or sisters (in-law)	1. <input type="radio"/>	0. <input type="radio"/>
42i Employer	1. <input type="radio"/>	0. <input type="radio"/>
42j Live-in friend	1. <input type="radio"/>	0. <input type="radio"/>
42k Non-family members	1. <input type="radio"/>	0. <input type="radio"/>

43 What is your current marital status?

- 1 Married
- 2 Widowed
- 3 Divorced
- 4 Never married

44 Finally, how satisfied are you with

	Highly dissatisfied	2	Moderate	4	Highly satisfied	Not Applicable
44a Your job	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	4. <input type="radio"/>	5. <input type="radio"/>	-8. <input type="radio"/>
44b Your pay	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	4. <input type="radio"/>	5. <input type="radio"/>	-8. <input type="radio"/>
44c Your health	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	4. <input type="radio"/>	5. <input type="radio"/>	-8. <input type="radio"/>
44d Your working hours	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	4. <input type="radio"/>	5. <input type="radio"/>	-8. <input type="radio"/>

45 All things considered, how satisfied are you with your life as-a-whole now?

- 1 1 - Dissatisfied
- 2 2
- 3 3
- 4 4
- 5 5
- 6 6
- 7 7
- 8 8
- 9 9
- 10 10 - Satisfied

Thank you for completing this survey!