1. **What is your employment status?**
   - 1. Employee
   - 2. Self-employed

2. **Are you a woman or a man?**
   - 1. Woman
   - 2. Man

3. **Where do you live?**
   - **CODE:** [ ] [ ] [ ] [ ]

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.
   - 1. No formal education
   - 2. Basic Education
   - 3. Junior High School
   - 4. Senior High School
   - 5. Secondary Vocational and Trade Education
   - 6. Polytechnic course 2 years
   - 7. Polytechnic course 3 years
   - 8. University diploma
   - 9. Bachelor degree
   - 10. Master's degree
   - 11. 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
   - 2. Two jobs
   - 3. 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
   - 1. 0 (self-employed without personnel) ➤ 9
   - 2. 1 - 4 ➤ 8
   - 3. 5 - 9 ➤ 8
   - 4. 10 - 20 ➤ 8
   - 5. 20 - 50 ➤ 8
   - 6. 50 - 100 ➤ 8
   - 7. 100 - 200 ➤ 8
   - 8. 200 - 500 ➤ 8
   - 9. 500 - 1.000 ➤ 8
   - 10. 1.000 - 2.000 ➤ 8
   - 11. 2.000 - 5.000 ➤ 8
   - 12. 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
    - 2. No
    - 3. Not applicable
### Is your organisation established in more than one location?
- 1. No
- 2. Yes, in 1 city / municipality
- 3. Yes, in 1 region
- 4. Yes, in 2 or more regions
- 5. Yes, throughout the country
- 6. Yes, throughout the country and abroad
- 7. Yes, but only abroad

### Are you currently a member of a trade union?
- 1. Yes
- 2. No
- 3. I don't know
- 4. Not applicable

### Are you covered by a collective agreement about wages?
- 1. Yes
- 2. No
- 3. I don't know
- 4. Not applicable

### What is your occupation?

#### Agriculture
- 1. Agricultural inspector
- 2. Subsistence mixed crop or livestock farmer

#### Hotel, restaurant, travel
- 3. Catering manager
- 4. Hotel front desk receptionist
- 5. Hotel manager
- 6. Restaurant cook
- 7. Waiter or waitress

#### Teaching
- 8. Primary school head
- 9. Primary school teacher
- 10. Secondary education teacher general programs, no specific field
- 11. Post-secondary education teacher economics, business and management sciences

#### Mining, Oil, gas
- 12. Miner, underground miner
- 13. Manager oil or gas company

#### Services
- 14. Cleaner in offices, schools or other establishments
- 15. Secretary
- 16. Security Guard

#### Other
- 17. Bank clerk (back-office)
- 18. Carpenter
- 19. Hospital nurse
- 20. Taxi driver
- 21. Other occupation

---

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

---------------------------------------------
### Do you have a supervisory position?

1. Yes
2. No

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]

### Do your qualifications match your job?

1. Yes
2. No, I am overqualified for my job
3. No, I am underqualified for my job
4. I don’t know

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

1. No
2. Yes, to a minor degree
3. Yes, more or less
4. Yes, almost fully
5. Yes, completely
6. I don’t know

### Do you work full-time?

1. Yes
2. No

### How many days a week do you usually work?

[1 - 7]

### How many hours per day do you usually work?

If these hours vary, please enter the average

### Are your working hours agreed with your employer?

1. Yes, in writing
2. Yes, verbally
3. No
4. Not applicable

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

If these hours vary, please enter the average

### About your working hours

<table>
<thead>
<tr>
<th>24a I work shifts</th>
<th>24b I regularly work on Sundays</th>
<th>24c I regularly work on Saturdays</th>
<th>24d I regularly work in the evenings</th>
</tr>
</thead>
<tbody>
<tr>
<td>yes</td>
<td>no</td>
<td>not applicable</td>
<td></td>
</tr>
</tbody>
</table>

### 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
4. Replacement contract (fixed-term contract to replace another worker)
5. Contract with temp / contracting agency
6. Contractor / labour-only subcontractor
7. No contract
8. Other type of contract
### 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.

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>26a</td>
<td>Yes, my gross wage ►</td>
<td>How much? GHC</td>
</tr>
<tr>
<td>26b</td>
<td>Yes, my net wage ►</td>
<td>How much? GHC</td>
</tr>
</tbody>
</table>

### On which payment period was your last wage based?

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>1</td>
<td>1 calendar month</td>
<td>6</td>
</tr>
<tr>
<td>2</td>
<td>4 weeks</td>
<td>7</td>
</tr>
<tr>
<td>3</td>
<td>2 weeks</td>
<td>8</td>
</tr>
<tr>
<td>4</td>
<td>1 hour</td>
<td>9</td>
</tr>
<tr>
<td>5</td>
<td>1 year</td>
<td>10</td>
</tr>
</tbody>
</table>

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

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

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<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>27</td>
<td>Yes</td>
<td>No</td>
</tr>
</tbody>
</table>

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

#### Shift premium

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<tbody>
<tr>
<td>28a</td>
<td>No</td>
<td>Yes ►</td>
</tr>
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</table>

#### Overtime bonus

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<tbody>
<tr>
<td>28b</td>
<td>No</td>
<td>Yes ►</td>
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</tbody>
</table>

#### Hardship allowance

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<th></th>
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<tbody>
<tr>
<td>28c</td>
<td>No</td>
<td>Yes ►</td>
</tr>
</tbody>
</table>

#### Tips

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<th></th>
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</thead>
<tbody>
<tr>
<td>28d</td>
<td>No</td>
<td>Yes ►</td>
</tr>
</tbody>
</table>

#### Skill allowance

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<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>28e</td>
<td>No</td>
<td>Yes ►</td>
</tr>
</tbody>
</table>

#### Commission

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<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>28f</td>
<td>No</td>
<td>Yes ►</td>
</tr>
</tbody>
</table>

#### Annual bonus

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<table>
<thead>
<tr>
<th></th>
<th></th>
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</thead>
<tbody>
<tr>
<td>28g</td>
<td>No</td>
<td>Yes ►</td>
</tr>
</tbody>
</table>

#### Festival allowance

<p>| | | |</p>
<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td>28h</td>
<td>No</td>
<td>Yes ►</td>
</tr>
<tr>
<td>Question</td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>-------------------------------------------------------------------------</td>
<td>-----</td>
<td>----</td>
</tr>
<tr>
<td>28l <strong>Holiday allowance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>28j <strong>Personal allowance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>28k <strong>Transport allowance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>28l <strong>Other bonus / Allowance</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. No</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Yes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29 <strong>Do you receive any of the following annual bonuses?</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29a Arrangements regarding expenses</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29b Transport arrangements (lease car, company car, commuting costs)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29c Children's day-care arrangements</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29d Health insurance arrangements</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29e Pension schemes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29f Unemployment schemes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29g Share options arrangements</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29h Contribution to lodging / costs related housing</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29i Sports facilities</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29j Benefits in kind (vouchers and discounted goods and services)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29k Other additions to pay from your employer over the past 12 months</td>
<td></td>
<td></td>
</tr>
<tr>
<td>30 <strong>Did you receive your last wage?</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Into a bank account / by cheque</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>2. Cash in hand</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>4. In kind</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>5. Combination</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>31 <strong>To which extent do you contribute to social security?</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. According the law on my legal minimum wage</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>2. Based on a part of my pay</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>3. Not at all</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>32 <strong>More about your wage</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>32a Is it important that wages are covered by a collective agreement?</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>32b Does your wage vary from month to month?</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>32c Do you think you could earn more with another employer?</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>32d Have you received a pay raise in the past 12 months?</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>32e Did you receive your last wage on time?</td>
<td>1. O</td>
<td>2. O</td>
</tr>
<tr>
<td>33 <strong>What year did you start your first job?</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>34 In which year did you join your current employer?</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
35 In which year did you attain your current position? 

36 Since your first job, have you ever been without a job? 
Unemployed, on leave or otherwise 
1 ○ Yes 
2 ○ No 

37 How many times have you been without a job? 
Unemployed, on leave or otherwise 
[ 1 - 10 ] 

38 How long have you been without a job on the LONGEST break? 
1 ○ 0 - 3 months 
2 ○ 3 - 6 months 
3 ○ 0.5 - 1 year 
4 ○ 1 year or more 

39 In which year did you stop working and in which year did you return to work? 
39a Stopped in 
39b Returned in 

40 How many people live in your household? 
1 ○ 1, I live alone  ➞ 42 
2 ○ 2 
3 ○ 3 
4 ○ 4 
5 ○ 5 
6 ○ 6 or more 

41 With whom do you live in your household? 
Yes No 
41a Partner 1. ○ 2. ○ 
41b One or more children 1. ○ 2. ○ 
41c One or more children, but only for part of the week/year 1. ○ 2. ○ 
41d Grandchildren 1. ○ 2. ○ 
41e Parents (in-law) 1. ○ 2. ○ 
41f Grandparents (in-law) 1. ○ 2. ○ 
41g Other relatives 1. ○ 2. ○ 
41h Brothers or sisters (in-law) 1. ○ 2. ○ 
41i Employer 1. ○ 2. ○ 
41j Live-in friend 1. ○ 2. ○ 
41k Non-family members 1. ○ 2. ○ 

42 What is your current marital status? 
1 ○ Married 
2 ○ Widowed 
3 ○ Divorced 
4 ○ Never married 

43 Finally, how satisfied are you with 
Highly dissatisfied 2 Moderate 4 Highly satisfied Not Applicable 
43a Your job 1. ○ 2. ○ 3. ○ 4. ○ 5. ○ 6. ○ 
43b Your pay 1. ○ 2. ○ 3. ○ 4. ○ 5. ○ 6. ○ 
43c Your health 1. ○ 2. ○ 3. ○ 4. ○ 5. ○ 6. ○ 
43d Your working hours 1. ○ 2. ○ 3. ○ 4. ○ 5. ○ 6. ○ 

44 All things considered, how satisfied are you with your life as-a-whole now? 
1 ○ 1 - Dissatisfied 6 ○ 6 
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!