



# Wage & Employment Survey

Description Rwanda Wage & Employment survey

Survey code 646 - 1203.18

IDNR

## INTERVIEW INFORMATION

Interviewer  (initials)

Interview date

Location of interview

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

How well did respondent cooperate with the interviewer?

- Respondent was very cooperative
- Respondent was cooperative
- Respondent was somewhat reluctant
- Respondent was very reluctant
- Respondent refused to cooperate

Duration interview  Time in minutes

## DATA ENTRY INFORMATION

Entry date

Typist  (initials)

**1 What is your employment status?**

- 1  Employee
- 2  Selfemployed

**2 Are you a woman or a man?**

- 1  Woman
- 2  Man

**3 Where do you live?**

CODE:

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**4 In which year were you born?**

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**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  Primary education
- 3  Lower secondary mainstream
- 4  General secondary education (A2)
- 5  Technical secondary education (A2)
- 6  Professional secondary education (A2)
- 7  Post-secondary education (A1)
- 8  Bachelor / Licence (A0)
- 9  Master / Maitrise
- 10  Tertiary education (nursing courses or other A1 programmes)

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

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**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 <input type="radio"/> 0 (self-employed without personnel) ▶ 9 | 7 <input type="radio"/> 100 - 200 ▶ 8      |
| 2 <input type="radio"/> 1 - 4 ▶ 8                               | 8 <input type="radio"/> 200 - 500 ▶ 8      |
| 3 <input type="radio"/> 5 - 9 ▶ 8                               | 9 <input type="radio"/> 500 - 1.000 ▶ 8    |
| 4 <input type="radio"/> 10 - 20 ▶ 8                             | 10 <input type="radio"/> 1.000 - 2.000 ▶ 8 |
| 5 <input type="radio"/> 20 - 50 ▶ 8                             | 11 <input type="radio"/> 2.000 - 5.000 ▶ 8 |
| 6 <input type="radio"/> 50 - 100 ▶ 8                            | 12 <input type="radio"/> 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 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

**11 Are co-workers in similar positions mostly male?**

- 1  Yes
- 2  No
- 3  Not applicable

**12 What is your industry of work?**

- 1  Agriculture, forestry, fishing
- 2  Construction, technical consultancy
- 3  Education, research
- 4  Entertainment, culture, sports
- 5  Extraction, mining, quarrying
- 6  Financial services, banking, insurance
- 7  Healthcare, caring services, social work
- 8  Hospitality, catering, tourism
- 9  ICT services
- 10  Legal and market consultancy, business activities
- 11  Manufacturing
- 12  Public administration, police, interest groups
- 13  Publishing, printing, media
- 14  Real estate, renting, call centres
- 15  Retail trade
- 16  Security, cleaning, homework
- 17  Trade, fuelling and repair of motor vehicles
- 18  Transport, logistics, communication
- 19  Waste treatment, sanitation, supply of electricity, gas and water
- 20  Wholesale

**13 Are you currently a member of a trade union?**

- 1  Yes
- 2  No
- 3  I don't know
- 4  Not applicable

**14 Are you covered by a collective agreement about wages?**

- 1  Yes
- 2  No
- 3  I don't know
- 4  Not applicable

**15a What is your occupation?**

**Agriculture**

- 1  Field crop or vegetable farm worker
- 2  Fruit, nut or tea picker
- 3  Subsistence mixed crop or livestock farmer

**Drivers**

- 4  Taxi driver
- 5  Truck driver

**Hotel, restaurant, travel**

- 6  Food preparation worker

- 7  Restaurant manager
- 8  Travel agency clerk
- 9  Travel guide
- 10  Waiter or waitress

**Timber and related activities**

- 11  Carpenter
- 12  Carpenter helper
- 13  Forestry worker

**Services (internal)**

- 14  Cleaner in offices, schools or other establishments
- 15  Financial department manager
- 16  Personnel department manager
- 17  Secretary

**Other**

- 18  Other occupation ▶ 15b

**15b Occupation code (ShowCard)**

▶ 15c

**15c If you want to specify your occupation more accurately, please do so here**

**16 Do you have a supervisory position?**

- 1  Yes
- 2  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 ▶ 19
- 2  No, I am overqualified for my job ▶ 19
- 3  No, I am underqualified for my job ▶ 18
- 4  I don't know ▶ 19

**18 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

**19 Do you work full-time?**

- 1  Yes
- 2  No

**20 How many days a week do you usually work?**

 days [ 1 - 7 ]

**21 How many hours do you usually work per day and per week?**

If these hours vary, please enter the average

21a  Hours per day [ 1 - 20 ]

21b  Hours per week [ 1 - 120 ]

**22 Are your working hours agreed with your employer?**

- 1  Yes, in writing ▶ 22
- 2  Yes, verbally ▶ 22
- 3  No ▶ 24
- 4  Not applicable ▶ 24

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

If these hours vary, please enter the average

Hours per week [ 1 - 120 ]

**24 About your working hours**

	Yes	Non	Not applicable	#
24a I work shifts or irregular hours	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	39:
24b I regularly work on Sundays	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	
24c I regularly work on Saturdays	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	39:
24d I regularly work in the evenings	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	

**25 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

**26 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

26a  Yes, my gross wage ► How much?  RWF

26b  Yes, my net wage ► How much?  RWF

**26c In what period was this wage earned?**

- 1  1 calendar month
- 2  4 weeks
- 3  2 weeks
- 4  1 hour
- 5  1 year
- 6  1 week
- 7  1 day
- 8  4 calendar months
- 9  3 calendar months
- 10  2 calendar months

**27 In your job, are you entitled to paid leave, pension, gratuity and social security?**

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

- 1  Yes
- 2  No
- 3  I don't know

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

**28a Shift premium**

1  No

2  Yes ►  RWF

**28b Overtime bonus**

1  No

2  Yes ►  RWF

**28c Hardship allowance**

1  No

2  Yes ►  RWF

28d **Tips**

1  No

2  Yes ▶  RWF

28e **Skill allowance**

1  No

2  Yes ▶  RWF

28f **Commission**

1  No

2  Yes ▶  RWF

28g **Annual bonus**

1  No

2  Yes ▶  RWF

28h **Festival allowance**

1  No

2  Yes ▶  RWF

28i **Holiday allowance**

1  No

2  Yes ▶  RWF

28j **Personal allowance**

1  No

2  Yes ▶  RWF

28k **Transport allowance**

1  No

2  Yes ▶  RWF

28l **Other bonus / Allowance**

1  No

2  Yes ▶  RWF

29 Do you receive any of the following annual bonuses?		Yes	No
29a	Arrangements regarding expences	1. <input type="radio"/>	2. <input type="radio"/>
29b	Transport arrangements (lease car, company car, commuting costs)	1. <input type="radio"/>	2. <input type="radio"/>
29c	Children's day-care arrangements	1. <input type="radio"/>	2. <input type="radio"/>
29d	Health insurance arrangements	1. <input type="radio"/>	2. <input type="radio"/>
29e	Pension schemes	1. <input type="radio"/>	2. <input type="radio"/>
29f	Unemployment schemes	1. <input type="radio"/>	2. <input type="radio"/>
29g	Share options arrangements	1. <input type="radio"/>	2. <input type="radio"/>
29h	Contribution to lodging / costs related housing	1. <input type="radio"/>	2. <input type="radio"/>
29i	Sports facilities	1. <input type="radio"/>	2. <input type="radio"/>
29j	Benefits in kind (vouchers and discounted goods and services)	1. <input type="radio"/>	2. <input type="radio"/>
29k	Other additions to pay from your employer over the past 12 months	1. <input type="radio"/>	2. <input type="radio"/>

30 **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

**31 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
- 3  Not at all

**32 More about your wage**

	Yes	No	Not applicable
32a I think it is important that my wages are covered by a collective agreement	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>
32b My wage varies from month to month	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>
32c I could earn more with another employer	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>
32d I have received a pay raise in the past 12 months	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>
32e You received your last wage on time	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>

**33 What year did you start your first job?**

**34 In which year did you join your current employer?**

**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

▶ 40

**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 ▶ 40
- 2  3 - 6 months ▶ 40
- 3  0.5 - 1 year ▶ 40
- 4  1 year or more ▶ 39

**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 ▶ 43
- 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. <input type="radio"/>	2. <input type="radio"/>
41b One or more children	1. <input type="radio"/>	2. <input type="radio"/>
41c One or more children, but only for part of the week/year	1. <input type="radio"/>	2. <input type="radio"/>
41d Grandchildren	1. <input type="radio"/>	2. <input type="radio"/>
41e Parents (in-law)	1. <input type="radio"/>	2. <input type="radio"/>
41f Grandparents (in-law)	1. <input type="radio"/>	2. <input type="radio"/>
41g Other relatives	1. <input type="radio"/>	2. <input type="radio"/>
41h Brothers or sisters (in-law)	1. <input type="radio"/>	2. <input type="radio"/>
41i Employer	1. <input type="radio"/>	2. <input type="radio"/>
41j Live-in friend	1. <input type="radio"/>	2. <input type="radio"/>
41k Non-family members	1. <input type="radio"/>	2. <input type="radio"/>

**42 What is your current marital status?**

- 1  Married 3  Divorced  
 2  Widowed 4  Never married

**43 Finally, how satisfied are you with**

43a	...	Highly dissatisfied	2	Moderate	4	Highly satisfied	Not Applicable
43a	Your job	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	4. <input type="radio"/>	5. <input type="radio"/>	6. <input type="radio"/>
43b	Your pay	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	4. <input type="radio"/>	5. <input type="radio"/>	6. <input type="radio"/>
43c	Your health	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	4. <input type="radio"/>	5. <input type="radio"/>	6. <input type="radio"/>
43d	Your working hours	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	4. <input type="radio"/>	5. <input type="radio"/>	6. <input type="radio"/>

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

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

Thank you for completing this survey!