### INTERVIEW INFORMATION

<table>
<thead>
<tr>
<th>Interviewer</th>
<th>(initials)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interview date</td>
<td></td>
</tr>
<tr>
<td>Location of interview</td>
<td></td>
</tr>
<tr>
<td>○ Factory / Institute</td>
<td></td>
</tr>
<tr>
<td>○ Street</td>
<td></td>
</tr>
<tr>
<td>○ Home</td>
<td></td>
</tr>
<tr>
<td>○ Meeting / congress</td>
<td></td>
</tr>
<tr>
<td>○ Other</td>
<td></td>
</tr>
</tbody>
</table>

**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

<table>
<thead>
<tr>
<th>Duration</th>
<th>time in minutes</th>
</tr>
</thead>
</table>

### DATA ENTRY INFORMATION

<table>
<thead>
<tr>
<th>Entry date</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Typist</td>
<td>(initials)</td>
</tr>
</tbody>
</table>

Version: 20110310_sz
1 Are you a woman or a man?
   - Woman
   - Man

2 Where do you live?
   - Kabwe
   - Kitwe
   - Livingstone (incl. Maramba)
   - Lusaka
   - Mazabuka (incl. Nakambala)
   - Monze
   - Ndola
   - Solwezi

3 In which year were you born?

4 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.
   - No formal education
   - Lower Primary School (Grades 1-4)
   - Upper Primary School (Grades 5-7)
   - Basic education (Grades 1-9)
   - Junior Secondary School
   - Senior Secondary School/High School
   - Vocational certificate or diploma
   - College diploma
   - University Bachelor's Degree
   - Master's Degree
   - Doctorate

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

6 Do you have one paid job or more?
   Self-employed, employee or otherwise
   - One job
   - Two jobs
   - Three or more jobs

7 How many people are employed at your place of work?
   Applicable to your establishment
   - 0 (self-employed without personnel)
   - 1 - 4
   - 5 - 9
   - 10 - 20
   - 20 - 50
   - 50 - 100
   - 100 - 200
   - 200 - 500
   - 500 - 1.000
   - 1.000 - 2.000
   - 2.000 - 5.000
   - 5.000 or more

8 What percentage of employees are female?
   Applicable to your establishment
   - 0 - 20 %
   - 20 - 40 %
   - 40 - 60 %
   - 60 - 80 %
   - 80 - 100 %

9 Are co-workers in similar positions mostly male?
   - Yes
   - No
   - Not applicable

10 Are you currently a member of a trade union?
   - Yes
   - No
   - I don't know
   - Not applicable
11  What is your occupation?

**CODE:**

If the occupation is not in the ShowCard, choose option "Other", and fill in the textbox ► 12

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

……………………………………………………………………………………………………………………………………..

13  Do you have a supervisory position?

1. Yes
2. No ► 15

14a  How many people work directly under your supervision? [ 1 - 100 ]
14b  How many of these people are women? [ 1 - 100 ]

15  Do your qualifications match your job?

1. Yes ► 17
2. No, I am overqualified for my job ► 17
3. No, I am underqualified for my job ► 16
4. I don't know ► 17

16  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

17  Do you work full-time?

1. Yes
2. No

18  How many days a week do you usually work?

[ 1 - 7 ]

19  How many hours a week do you usually work?

If these numbers vary, please enter the average
You should fill in hours and minutes (In case of 45 hours, fill in 45:00).

hours : minutes

20  About your working hours

<table>
<thead>
<tr>
<th></th>
<th>Yes</th>
<th>No</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>20a I work shifts or irregular hours</td>
<td>1. O</td>
<td>0. O</td>
<td>-8. O</td>
</tr>
<tr>
<td>20b I regularly work on Sundays</td>
<td>1. O</td>
<td>0. O</td>
<td>-8. O</td>
</tr>
<tr>
<td>20c I regularly work on Saturdays</td>
<td>1. O</td>
<td>0. O</td>
<td>-8. O</td>
</tr>
<tr>
<td>20d I regularly work in the evenings</td>
<td>1. O</td>
<td>0. O</td>
<td>-8. O</td>
</tr>
</tbody>
</table>

21  Do you know your GROSS and your NET wage?

**FILL IN AT LEAST ONE (GROSS OR NET) OF THE WAGE QUESTIONS BELOW**

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

21a  ☐ Yes, my gross wage ► How much? , ZMK
21b  ☐ Yes, my net wage ► How much? , ZMK

22  On which payment period was your last wage based?

If the options do not accurately describe your payment period, please select the one that comes closest

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

23  In which currency did you receive your last wage?

☐ ZM Kwacha
☐ MW Kwacha
☐ NAM Dollar
☐ Kwanza
☐ Metical
☐ Pula
☐ US Dollar
☐ Euro
24. In your job, are you entitled to paid leave, pension, gratuity and social security?
   - Yes
   - No
   - I don't know

25. Did you receive your last wage
   - Into a bank account / by cheque
   - Cash in hand
   - Bank draft
   - In kind
   - Combination

26. Do you contribute to social security?
   - Yes, Based on my whole pay
   - Yes, Based on a part of my pay
   - No, Not at all

27. More about your wage
<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>Not Applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>My pay varies from month to month</td>
<td>1.</td>
<td>0.</td>
</tr>
<tr>
<td>You received your last pay on time</td>
<td>1.</td>
<td>0.</td>
</tr>
</tbody>
</table>

28. What year did you start your first job?

29. In which year did you become self-employed?

30. In which year did you attain your current position?

31. Since your first job, have you ever been without a job?
   - Yes
   - No
   - Unemployed, on leave or otherwise

32. How many times have you been without a job?
   - Yes
   - No
   - 1 - 100

33. How long have you been without a job on the LONGEST break?
   - 0 - 3 months
   - 3 - 6 months
   - 0.5 - 1 year
   - 1 year or more

34. In which year did you stop working and in which year did you return to work?
   - Yes
   - No

35. How many people live in your household?
   - Yes
   - No
   - 1, I live alone
   - 2
   - 3
   - 4
   - 5
   - 6 or more

36. With whom do you live in your household?
   - Yes
   - No
   - Partner
   - One or more children
   - One or more children, but only for part of the week/year
   - Grandchildren
   - Parents (in-law)
   - Grandparents (in-law)
   - Brothers or sisters (in-law)
   - Other relatives
   - Joint family
   - House help
   - Employer
   - Live-in friend
   - Non-family members

37. What is your current marital status?
   - Yes
   - No
   - Married
   - Widowed
   - Divorced
   - Never married
<table>
<thead>
<tr>
<th></th>
<th>1 - Dissatisfied</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Not applicable</th>
</tr>
</thead>
<tbody>
<tr>
<td>38a Your job</td>
<td>1. Ø</td>
<td>2 Ø</td>
<td>3 Ø</td>
<td>4 Ø</td>
<td>5 Ø</td>
<td>-8 Ø</td>
</tr>
<tr>
<td>38b Your pay</td>
<td>1. Ø</td>
<td>2 Ø</td>
<td>3 Ø</td>
<td>4 Ø</td>
<td>5 Ø</td>
<td>-8 Ø</td>
</tr>
<tr>
<td>38c Your health</td>
<td>1. Ø</td>
<td>2 Ø</td>
<td>3 Ø</td>
<td>4 Ø</td>
<td>5 Ø</td>
<td>-8 Ø</td>
</tr>
<tr>
<td>38d Your working hours</td>
<td>1. Ø</td>
<td>2 Ø</td>
<td>3 Ø</td>
<td>4 Ø</td>
<td>5 Ø</td>
<td>-8 Ø</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th></th>
<th>1 - Dissatisfied</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>6 - Satisfied</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Ø</td>
<td>2 Ø</td>
<td>3 Ø</td>
<td>4 Ø</td>
<td>5 Ø</td>
<td>6 Ø</td>
</tr>
<tr>
<td>2</td>
<td>Ø</td>
<td>2 Ø</td>
<td>3 Ø</td>
<td>4 Ø</td>
<td>5 Ø</td>
<td>7 Ø</td>
</tr>
<tr>
<td>3</td>
<td>Ø</td>
<td>3 Ø</td>
<td>4 Ø</td>
<td>5 Ø</td>
<td>6 Ø</td>
<td>8 Ø</td>
</tr>
<tr>
<td>4</td>
<td>Ø</td>
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<tr>
<td>5</td>
<td>Ø</td>
<td>5 Ø</td>
<td>6 Ø</td>
<td>7 Ø</td>
<td>8 Ø</td>
<td>10 Ø</td>
</tr>
</tbody>
</table>

### 40 If you have any comments on the questionnaire please do so here.

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- 5 -