



CODEBOOK OF THE WAGES AND WORK SURVEY 2020 BANGLADESH

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WageIndicator Foundation - www.wageindicator.org

WageIndicator Foundation is a non-profit NGO. It develops, operates and owns national WageIndicator websites in 140 countries with labour-related content, using data from its WageIndicator Salary and Working Conditions Survey, Minimum Wages Database, Collective Agreement Database, Salary Checks and Calculations, DecentWorkChecks and related Labour Law Database, and Cost of Living Survey and resulting Living Wages Database. The mission of WageIndicator is to promote labor market transparency for the benefit of all employers, employees and workers worldwide by sharing and comparing information on wages, labor law and career. WageIndicator does so by making this information freely available on easy to reach and read national websites in the national language(s), using sophisticated search engine optimization. All websites are accessible through mobile phones.

For [*Decent Wages in Bangladesh*](#) WageIndicator coordinated the project, adapted its Wages and Cost-of-Living surveys to the Bengali situation, disposed its survey software, analysed the data and contributed to the report.

Bangladesh Institute of Development Studies - <https://www.bids.org.bd/>

The Bangladesh Institute of Development Studies (BIDS) in Dhaka is an autonomous public multi-disciplinary organization which conducts policy-oriented research on development issues facing Bangladesh and other developing countries. The mission is to facilitate learning in development solutions by conducting credible research, fostering policy dialogue, disseminating policy options, and developing coalitions to promote informed policy making. The Institute also conducts training on research methodologies and carries out evaluation of development interventions. In that pursuit, BIDS is involved in collection and generation of socio-economic data for carrying out analytical and policy loaded research on current economic and social issues and dissemination of research findings and knowledge on developmental concerns to support policy formulation. BIDS researchers also contribute directly to formulation of government policies through their interactions and participation in the policy-making process. For *Decent Wages in Bangladesh* BIDS researchers contributed to the surveys, implemented fieldwork for the Wages and the Cost-of-Living surveys, CBA annotations, and the report writing.

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See for the publications of the project

Tijdens KG, Ahmed A, Ceccon D, Mahmud M, Medas G, Osse P, Van Klaveren M (2020) *Wages in Bangladesh, A study of Tea estates, Ready Made Garment, Leather, and Construction*. Amsterdam, WageIndicator Foundation

In English: <https://wageindicator.org/documents/publicationslist/publications-2020/bangladeshwagereportfinal.pdf>

In Bengali: <https://wageindicator.org/documents/publicationslist/publications-2020/bd-wage-survey-report-bengali-version-edit-mm-150121-1.pdf>

Appendix to Wages in Bangladesh, Sampling and fieldwork of the Wages and Work Survey 2020. Amsterdam, WageIndicator Foundation

<https://wageindicator.org/Wageindicatorfoundation/projects/decent-wage-bangladesh-phase-1>

Quoting the dataset

Tijdens KG, Ahmed A, Mahmud M, Osse P (2020) *Wages and Work Survey 2020 Bangladesh*. Amsterdam, WageIndicator Foundation, December

The dataset is available through DOI: 10.5281/zenodo.4304894.

Quoting the codebook

Tijdens KG, Ahmed A, Mahmud M, Osse P (2020) *Codebook of the Wages and Work Survey 2020 Bangladesh*. Amsterdam, WageIndicator Foundation, December

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1 The survey

See for details about the sampling and fieldwork

Appendix to Wages in Bangladesh, Sampling and fieldwork of the Wages and Work Survey 2020. Amsterdam, WageIndicator Foundation:

https://wageindicator.org/documents/publicationslist/publications-2021/bangladesh-wage-report_20201000-mk_20201201_appendix-methodology-2.pdf

See for the questionnaire

Appendix 2 in the report Tijdens KG, Ahmed A, Ceccon D, Mahmud M, Medas G, Osse P, Van Klaveren M (2020) *Wages in Bangladesh, A study of Tea estates, Ready Made Garment, Leather, and Construction.* Amsterdam, WageIndicator Foundation, December: <https://wageindicator.org/documents/publicationslist/publications-2020/bangladeshwagereportfinal.pdf>

The survey interviews

In the *Wages and Work Survey* interviews have been held with 724 RMG workers in 65 factories, 337 leather and footwear workers in 34 factories, 432 construction workers in several construction sites and 401 workers in 5 tea gardens and 15 tea estates. The survey was conducted in the Chattagram, Dhaka and Sylhet Divisions.

Survey mode

For many years WageIndicator Foundation runs a multilingual, online web-survey about Wages and working conditions. This questionnaire was adapted to become suitable for face-to-face interviews in Bangladesh and to peculiarities of the labour market in Bangladesh.

Survey pages

The questionnaire consisted of fifteen pages:

- PAGE_interviewer_start
- PAGE_intro
- PAGE_intro2
- PAGE_contract
- PAGE_industry
- PAGE_occupation1
- PAGE_workingtime
- PAGE_compensation
- PAGE_wage4
- PAGE_wage3
- PAGE_wage1
- PAGE_covid

- PAGE_satisfaction
- PAGE_background
- PAGE_interviewer_end

The questionnaire included routing to ensure that no questions were asked to respondents to which the questions did not apply, e.g. employees with a permanent contract are not asked questions about the length of a temporary contract.

For many years WageIndicator has been conducting multi-country surveys. To measure so-called long-list questions about education, region, occupation or industry, WageIndicator has developed API's for its surveys. These API's contain for example the educational categories in the national language relevant for the country surveyed and includes a bridging variable to the standard ISCED classification of the UNESCO. Similarly, they do so for the occupational categories to the ISCO classification of the ILO and to the NACE classification of industries.

Variables

The questionnaire resulted in 129 variables, of which almost all are numerical and a few are alphanumeric. In addition, another 92 variables were generated from these variables or from the survey meta-data, such as year, month/week/day of survey completion, higher aggregates from the API variables education, occupation and region, time stamps for each page in the questionnaire, variables indicating the device of the respondent, and a like. See Section 2 and 3 for the list of variables and values.

Measuring wages

The survey questions asked for net wages in the national currency, for the pay period and the related working hours. The wage data has been cleaned for typing errors and unlikely responses, and then an hourly wage was calculated. Researchers should use either the variable WAGENEHR (Net HOURLY wage in nat. currency) or compute WAGEHRPP, by using the PPP variable to create a PPP adjusted USD hourly wage. The variables WAGENEBEL (Net wage below 1 PPP-harmonized US dollar per hour) and WAGENEABO (Net wage above 400 PPP-harmonized US dollar per) indicate that the wages are below or above the expected range.

Anonymous

Respondent's privacy is protected. In the survey data it is not possible to identify a single individual by name. The dataset does not include the details of respondent's industry or occupation, only the aggregated variables.

2 Variable labels

Variable	Label
CASENUM	Case Identification Number
INTERVIEWER_API	Interviewer: what is your number or name?
REGIHOM2	Region home address - detailed geo info
SURVEPARTICIPATION	Are you prepared to cooperate in the survey?
NROFJOB1	Do you have a paid job?
CONTS1	Current employment status
CONTS140_BGD	What is your status of employment?
CONTS14_BGD	What are you mainly?
NROFJOBS	Do you have one paid job or more?
CONTRACT_WRITTEN	Do you have a written employment contract with your employer?
CONTRAC5	Has permanent employment contract - if employee
CONTRAC51	Do you have a fixed-term contract?
CONFIXED	What is the duration of your contract?
CONTRACT	What kind of employment contract do you have?
FIRMSIZE	How many people are employed at your place of work?
FIRMLOCA	Is your organisation established in more than one location?
SECTOR2_API	What is the main activity of the organization where you work?
FIRMPRIV_BGD	What is the type of the enterprise you are employed in?
FIRMPRIV2_BGD	What is the type of motif of the organization?
FIRMRECOGN1_BGD	What is the legal status of the enterprise where you are employed in?
AGE	How old are you?
AGE_FSTJOB	At what age did you start working?
JOBHIST4	How many times have you changed jobs since?
AGE_CURJOB	At what age did you start your business?
EDUCAT_API	What is the highest level of education you have attained?
JOBPROMO	Have you been promoted?
DEPMALE_BGD	What is the proportion of male of your co-workers who work in your position?
HRSHISTO	Do you work full-time?
HRSDAYP2	How many days a week do you usually work?
HRSCONT3	Are your working hours agreed with your employer?
HRSCONTR	How many hours per week do you work under the terms of your contract?
HRSREAL0	Do you usually work the number of hours laid down in your contract?
HRSREAL	How many hours a week do you usually work (normal + overtime hours)?
WAGEOTIM	If you work overtime, how is this compensated?
WAGEPER3	On what payment period was your last wage based?
WAGENE	What was your last net wage?
WAGEINCLBONU	Does this amount include any allowances or bonuses?
FRNHOL61	Holiday allowance
FRNEND61	End-of-year bonus, Christmas bonus, Festival bonus
FRNEXT61	Extra month payment
FRNPRO61	Profit share
FRNOTH61	Other annual bonus
WAGESBASICFIXED	Basic fixed salary/wage
WAGEPIECERATE	Piece rate or productivity payments
FRCAR61	Transport arrangements (lease car, company car,

Variable	Label
	commuting costs)
PACANTE	Free food or food voucher
FRGDIK61	Benefits in kind (vouchers or discounted goods and services)
FOOD	Does your employer provide the following? Food
HOUSING	Does your employer provide the following? Housing
CLOTHING	Does your employer provide the following? Clothing
TRANSPORT	Does your employer provide the following? Transport
WAGEONTI	Did you receive your last wage on time?
WAGEASK	I have asked for a pay raise in the past 12 months
WAGEINCR	I have received a pay raise in the past 12 months
CAOIMPO1	I think it is important that my wages are covered by a collective agreement
WAGEREGU	How did you receive your last wage?
WAGETAXPENSION	Do you yourself or your employer contribute to your social security? Pension fund
WAGETAXUNEMPL	Do you yourself or your employer contribute to your social security? Unemployment fund
WAGETAXDISABIL	Do you yourself or your employer contribute to your social security? Disability fund
WAGETAXMEDICAL	Do you yourself or your employer contribute to your social security? Medical insurance
WAGEPENSION_BGD	Does your employer pay contribution to pension or pay gratuity for you?
WAGETAX2ANNUALLEAVE	Which social security benefits do you have?Paid annual leave
WAGETAX2SICKLEAVE	Which social security benefits do you have?Paid sick leave
WAGETAX2MEDICAL	Which social security benefits do you have?Medical benefits
ABSENTMARCH	From late March to late May 2020, were you absent from work for a long period or the entire period, due to COVID-19?
ABSENTMARCH_REASONS_CLOSED	My workplace/company was not in operation
ABSENTMARCH_REASONS_NOCALL	I was not called by my employer after the company resumed operation
ABSENTMARCH_REASONS_NOSHOWUP	I was called by my employer but did not go to work considering the risk of infection
ABSENTMARCH_REASONS_SICK	I was sick
ABSENTMARCH_REASONS_SICKFAMILY	One or more of my family members were sick
ABSENTMARCH_REASONS_NOTTRANSPORT	Unavailability of transport
ABSENTMARCH_REASONS_RESTRICTION	Could not go due to area-based government restriction
ABSENTMARCH_REASONS_OTHER	Other (specify)
ABSENTMARCH_REASONS_OTHER_TXT	If "Other", please specify your reason for not going to work during late March to late May 2020
ABSENTJUNE	From June 2020 till now, have you been absent from work for a long period or the entire period, due to COVID-19?
ABSENTJUNE_REASONS_CLOSED	My workplace/company was not in operation
ABSENTJUNE_REASONS_NOCALL	I was not called by my employer after the company resumed operation
ABSENTJUNE_REASONS_NOSHOWUP	I was called by my employer but did not go to work considering the risk of infection
ABSENTJUNE_REASONS_SICK	I was sick
ABSENTJUNE_REASONS_SICKFAMILY	One or more of my family members were sick
ABSENTJUNE_REASONS_NOTTRANSPORT	Unavailability of transport
ABSENTJUNE_REASONS_RESTRICTION	Could not go due to area-based government restriction
ABSENTJUNE_REASONS_OTHER	Other (specify)
ABSENTJUNE_REASONS_OTHER_TXT	If "Other", please specify your reason for not going to

Variable	Label
	work during June 2020 till now
ABSENT_DAYS_MARCH	March 2020
ABSENT_DAYS_APRIL	April 2020
ABSENT_DAYS_MAY	May 2020
ABSENT_DAYS_JUNE	June 2020
ABSENT_DAYS_JULY	July 2020
ABSENT_DAYS_AUGUST	August 2020
ABSENT_DAYS_SEPTEMBER	September 2020
REDUCEDWAGE	Compared to before the COVID-19 outbreak, approximately what percentage of your earnings has been reduced during the period from late March 2020 till now?
REDUCEDWAGE_REASONS_HOURS	My working hours were reduced
REDUCEDWAGE_REASONS_SAMEHOURS	The employer has reduced my wage for the same hours of work
REDUCEDWAGE_REASONS_NOOVERTIME	I have no option to work overtime
REDUCEDWAGE_REASONS_NOBONUS	I no longer get allowances/bonus that I used to get before the COVID-19 outbreak
REDUCEDWAGE_COPING_GOVERNMENT	Received cash assistance from the government
REDUCEDWAGE_COPING_NGO	Received cash assistance from non-government organizations (NGOs)
REDUCEDWAGE_COPING_FOOD	Received food distribution from the government
REDUCEDWAGE_COPING_RATIONS	Received rations from the company/employer
REDUCEDWAGE_COPING_FRIENDS	Borrowed from friends or family
REDUCEDWAGE_COPING_MICROFINANCE	Borrowed from microfinance institutions
REDUCEDWAGE_COPING_LENDERS	Borrowed from other small lenders
REDUCEDWAGE_COPING_OTHER	Other (specify)
HYGIENE_WORKPLACE_DISTANCE	Adequacy of supply for hygiene provisions in workplace: distance between work stations
HYGIENE_WORKPLACE_EATING	Adequacy of supply for hygiene provisions in workplace: space in dining seating area
HYGIENE_WORKPLACE_STATIONS	Adequacy of supply for hygiene provisions in workplace: Independent workstations, as opposed to shared
HYGIENE_WORKPLACE_EQUIPMENT	Adequacy of supply for hygiene provisions in workplace: Independent use of work equipment, as opposed to shared
HYGIENE_WORKPLACE_WASHROOM	Adequacy of supply for hygiene provisions in workplace: Number of washrooms/toilets
HYGIENE_FACILITIES_DISINFECTANT	Adequacy of supply for hygiene facilities in workplace: disinfectant
HYGIENE_FACILITIES_SANITIZER	Adequacy of supply for hygiene facilities in workplace: sanitizer
HYGIENE_FACILITIES_HANDWASHING	Adequacy of supply for hygiene facilities in workplace: handwashing
HYGIENE_FACILITIES_MASKS	Adequacy of supply for hygiene facilities in workplace: masks
HYGIENE_FACILITIES_GLOVES	Adequacy of supply for hygiene facilities in workplace: gloves
CAOFIRM1	Are you covered by a collective agreement (about wages)?
WAGESAT2	How satisfied are you with your pay?
HHNRMEMB	With how many people do you live in your household?
HHPARTN1	Living with partner - if > 1 household member
HHCHILD	Living with one or more children - if > 1 household member
HHOTHER	Living with other people - if > 1 household member
CHLD	Do you have children?
CHLDHOME	How many children live in your home?

Variable	Label
HHINCONR	How many people in your household have an income from work, benefits or other sources?
HHFINSUC	In the past 12 months did you receive any financial support from relatives abroad?
HHFINSEND	In the past 12 months have you send monetary remittance to your family?
GENDER	Gender
SURVCOOP	Respondent's cooperation during the interview
SURVLOCA	Location of interview
SS_F2F_OCCUPAI3_TXT	<none>
SS_F2F_REDUCEDWAGE_REASONS_TXT	<none>
SS_F2F_REDUCEDWAGE_COPING_OTHER_TXT	<none>
SS_F2F_SURVECOMMENT_TXT	<none>
WAGEMAX	Maximum valid hourly wage
WAGEMAXYR	Maximum valid year wage
WAGEMIN	Minimum valid hourly wage
HRSTAND	National standard working hours per week
PPP	Index (USA=1.00)
SURVEYY	Year of survey
SURVEMM	Month of survey
SURVEWW	Week of survey
SURVEDW	Week day of the survey
SURVEDM	Day of the month
SURVEDY	Year day of the survey
SURVEQY	Quarter of the survey
F2F	If f2f survey yes/no (1 - f2f, 0 - online)
TIME_PAGE_BACKGROUND	<none>
TIME_PAGE_INDUSTRY	<none>
TIME_PAGE_INTRO	<none>
TIME_PAGE_INTRO2	<none>
TIME_PAGE_OCCUPATION1	<none>
TIME_PAGE_SATISFACTION	<none>
TIME_PAGE_WAGE1	<none>
TIME_PAGE_WAGE3	<none>
LOCALE	<none>
LOCALE1	<none>
COUNTRY	<none>
stateId_A	stateId
created_A	created
deviceType_A	deviceType
referer_A	referer
remoteAddress_A	remoteAddress
storagetype	storage-type
stored_A	stored
userAgent_A	userAgent
utc_offset_minutes_A	utc_offset_minutes
TIME_PAGE_CONTRACT	<none>
TIME_PAGE_WORKINGTIME	<none>
TIME_PAGE_COMPENSATION	<none>
TIME_PAGE_INTERVIEWER_END	<none>
TIME_PAGE_INTERVIEWER_START	<none>
Continent	<none>
Region_in_continent	<none>
ISCO0804	ISCO 2008 digit-4
ISCO0803	ISCO 2008 digit-3
ISCO0802	ISCO 2008 digit-2
ISCO0801	ISCO 2008 digit-1
ISCO08lv	ISCO 2008 skill levels 1 - 4

Variable	Label
EDUCAT1	Highest level of education, current level for students
EDUISCED	ISCED education level
EDUISCED_bgn	ISCED education level
REGIHOM1	Region home address - aggregate geo info
REGICITY	Urbanisation level (Mapping based on REGIHOM2)
NACE2004	NACE-rev20 industries 3-4 digit
NACE2002	NACE-rev20 industries 2 digit
NACE2001	NACE-rev20 industries 1 digit
NACE2000	NACE-rev20 industries four groups
AGEGR5	Age in groups
YYCUEMPL	Year joining current employer/own business - if > 1 employer
tenure	Years of work since first job
yyfstjob	Year starting first job
tenure_grp	Years of work since first job in groups
YYBIRTH	Year of birth
YYFSTJO	Year starting first job
TENUREGR4	Years of work since first job in groups
SUPVDICH	Has supervisory position
SUPV	Number of persons supervised
HRSWAG1	Calculated weekly hours for hourly wage calculation
regihom1_sector_BGD	Division by sector
FIRMSIZE_GR_BGD	Firm size workplace, in groups
firmloca_GR_BGD	Organisation has more than one branch, in groups
MNSUBS_BGD	Company code
WAGENE0	Net wage in nat. currency, not cleaned, not controlled for pay period and hours
WAGENE1	Net wage in nat. currency, not controlled for pay period and hours
WAGENEHR	Net wage in nat. currency, per hour
WAGEPER3_CONSTT	Breakdown wageper by constt
CONTRACT_BGD	Employment contract
WAGENEMONTH_BGD	Monthly earnings 48 hrs week
WAGENEMO_BGD	Net wage in nat. currency, standardised per month
WAGEMW_BGD	Applicable Minimum Wage rate per month 48 hrs
WAGENEMO_MWplus_BGD	Monthly wage higher than Minimum Wage per Month
WAGELW_BGD	Living wage rate per region per month, 2020
WAGENEMO_LWplus_BGD	Monthly wage higher than Living Wage per Month
FRBONUSES	Receives any of the bonuses
wageregu_BGD	Received wage in cash
Pay_rise_BGD	Pay rise asked or received
absent	Any time absent between march-sept
houholdtype_BGD	Household type
houholdtype2_BGD	Partner and/or children
depmale	Co-workers in similar positions are mostly men
SURVENR	Questionnaire version identification
WAGECUR	Currency for wage

3 Value labels

Value		Label
REGIHOM2	500200131	BGD Chittagong Brahmanbaria
	500200331	BGD Chittagong Chandpur
	500200470	BGD Chittagong Chittagong
	500200631	BGD Chittagong Comilla
	500300131	BGD Dhaka Bhairab Bazar
	500300270	BGD Dhaka Dhaka (Dacca)
	500300431	BGD Dhaka Gazipur
	500300731	BGD Dhaka Kaliakair
	500301031	BGD Dhaka Narayanganj
	500301231	BGD Dhaka Rugganj
	500301331	BGD Dhaka Sabhar (Savar)
	500301431	BGD Dhaka Sripur
	500301631	BGD Dhaka Tongi (Tungi)
	500700132	BGD Sylhet Barlekha
	500700632	BGD Sylhet Habiganj
	500700932	BGD Sylhet Kulaura
	500701032	BGD Sylhet Maulvi Bazar
	500701332	BGD Sylhet Sreemangal
	500701531	BGD Sylhet Sylhet
SURVEPARTICIPATION	0	No
	1	Yes
NROFJOB1	0	No
	1	Yes
CONST	140	Employee
CONST140_BGD	140	Salary Paid Employee
	148	Weekly Wage Labourer
	168	Daily Wage labourer
	950	Other
CONST14_BGD	7	A temporary employment agency contract
	32	A fixed term contract of less than 12 months
	42	A fixed term contract of 12 months or more
	103	Paid family worker
	165	Seasonal worker
	169	Casual worker
	825	Paid apprentice
	950	Other
NROFJOBS	1	One job
	3	Two jobs
	4	Three or more jobs
CONTRACT_WRITTEN	0	No
	1	Yes
CONTRAC5	0	No
	1	Yes
CONTRAC51	0	No
	1	Yes
CONFIXED	1	Daily arrangement
	2	2 days -1 month
	3	1 - 3 months
	4	3 - 6 months

Value		Label
	5	6 - 12 months
	6	12+ months
CONTRACT	12	No contract
	40	Casual contract
	99	Other
FIRMSIZE	0	1 - I work alone
	2	10 - 20
	3	20 - 50
	4	50 - 100
	5	100 - 200
	6	200 - 500
	7	500 - 1000
	8	1000 - 2000
	9	2000 - 5000
	10	5000 or more
	11	2 - 4
	12	5 - 9
FIRMLOCA	0	No
	1	Yes, in one 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
SECTOR2_API	-600	construction
	127	tea
	1400	RMG
	1500	leather
FIRMPRIV_BGD	1	Local private
	2	Government
	11	Joint ownership (Local/Foreign)
	12	Foreign
	99	Other
FIRMPRIV2_BGD	3	Non-profit organization
	13	Profit organization
FIRMRECOGN1_BGD	1	Private single ownership
	2	Joint ownership
	3	Private limited company
	4	Public limited company
	5	Government/Nationalized
	7	Co-operative society
	99	Other
JOBHIST4	0	Never
	1	One time
	2	More than once
EDUCAT_API	5001000	BGD No Education
	5020110	BGD Class 1
	5020210	BGD Class 2
	5020310	BGD Class 3
	5020410	BGD Class 4
	5020510	BGD Class 5
	5020620	BGD Class 6
	5020720	BGD Class 7
	5020820	BGD Class 8
	5020920	BGD Class 9
	5021033	BGD SSC passed
	5021131	BGD Class 11

Value		Label
	5021233	BGD HSC passed
	5021340	BGD Diploma
	5021450	BGD Honours
	5021550	BGD Masters/Post Graduate
	5021650	BGD Kowmi/Hafezi
JOBPROMO	0	No
	1	Yes
DEPMALE_BGD	0	0 % (no male co-workers)
	1	Below 20%
	2	Between 20% to 40%
	3	Between 40% and 50%
	4	Between 50% to 60%
	5	Between 60% and below 80%
	6	Between 80% and below 90%
	7	More than 90% (almost all are males)
HRSHISTO	1	Yes
	2	No
HRSDAYP2	1	1
	2	2
	3	3
	4	4
	5	5
	6	6
	7	7
HRSCONT3	-8 ^a	Not applicable
	0	No
	1	Yes, in writing
	2	Yes, verbally
HRSREAL0	0	No
	1	Yes
WAGEOTIM	1	Paid as normal hours plus premium
	2	Paid as normal hours
	3	Paid as time-off
	5	Not compensated
WAGEPER3	0	No
	1	calendar month
	2	4 weeks
	3	2 weeks
	4	1 week
	5	1 day
	6	1 hour
	7	1 year
	99	other
WAGEINCLBONU	0	No
	1	Yes
FRNHOL61	0	No
	1	Yes
FRNEND61	0	No
	1	Yes
FRNEXT61	0	No
	1	Yes
FRNPRO61	0	No
	1	Yes
FRNOTH61	0	No
	1	Yes
WAGESBASICFIXED	0	No
	1	Yes

Value		Label
	8	Not applicable
WAGEPIECERATE	0	No
	1	Yes
	8	Not applicable
FRCAR61	0	No
	1	Yes
	8	Not applicable
PACANTE	0	No
	1	Yes
	8	Not applicable
FRGDIK61	0	No
	1	Yes
	8	Not applicable
FOOD	0	No
	1	Yes
HOUSING	0	No
	1	Yes
CLOTHING	0	No
	1	Yes
TRANSPORT	0	No
	1	Yes
WAGEONTI	-8 ^a	Not applicable
	0	No
	1	Yes
WAGEASK	-8 ^a	Not applicable
	0	No
	1	Yes
WAGEINCR	-8 ^a	Not applicable
	0	No
	1	Yes
CAOIMPO1	-8 ^a	Not applicable
	0	No
	1	Yes
WAGEREGU	1	Into a bank account / by cheque
	2	Cash in hand
	3	In kind
	4	Combination
WAGETAXPENSION	-7 ^a	I dont know
	0	No
	1	Yes, my employer
	2	Yes, myself
	3	Yes, both
	4	Yes
WAGETAXUNEMPL	-7 ^a	I dont know
	0	No
	1	Yes, my employer
	2	Yes, myself
	3	Yes, both
	4	Yes
WAGETAXDISABIL	-7 ^a	I dont know
	0	No
	1	Yes, my employer
	2	Yes, myself
	3	Yes, both
	4	Yes
WAGETAXMEDICAL	-7 ^a	I dont know
	0	No

Value		Label
	1	Yes, my employer
	2	Yes, myself
	3	Yes, both
	4	Yes
WAGEPENSION_BGD	-7 ^a	I don't know
	0	No
	1	Yes
WAGETAX2ANNUALLEAVE	0	No
	1	Yes
WAGETAX2SICKLEAVE	0	No
	1	Yes
WAGETAX2MEDICAL	0	No
	1	Yes
ABSENTMARCH	0	No
	1	Yes
ABSENTMARCH_REASONS_CLOSED	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTMARCH_REASONS_NOCALL	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTMARCH_REASONS_NOSHOWUP	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTMARCH_REASONS_SICK	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTMARCH_REASONS_SICKFAMILY	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTMARCH_REASONS_NOTRANSPORT	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTMARCH_REASONS_RESTRICTION	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTMARCH_REASONS_OTHER	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTJUNE	0	No
	1	Yes
ABSENTJUNE_REASONS_CLOSED	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTJUNE_REASONS_NOCALL	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTJUNE_REASONS_NOSHOWUP	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTJUNE_REASONS_SICK	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTJUNE_REASONS_SICKFAMILY	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTJUNE_REASONS_NOTRANSPORT	-8 ^a	Not applicable

Value		Label
	0	No
	1	Yes
ABSENTJUNE_REASONS_RESTRICTION	-8 ^a	Not applicable
	0	No
	1	Yes
ABSENTJUNE_REASONS_OTHER	-8 ^a	Not applicable
	0	No
	1	Yes
REDUCEDWAGE_REASONS_HOURS	-8 ^a	Not applicable
	0	No
	1	Yes
REDUCEDWAGE_REASONS_SAMEHOURS	-8 ^a	Not applicable
	0	No
	1	Yes
REDUCEDWAGE_REASONS_NOOVERTIME	-8 ^a	Not applicable
	0	No
	1	Yes
REDUCEDWAGE_REASONS_NOBONUS	-8 ^a	Not applicable
	0	No
	1	Yes
REDUCEDWAGE_COPING_GOVERNMENT	-8 ^a	Not applicable
	0	No
	1	Yes
REDUCEDWAGE_COPING_NGO	-8 ^a	Not applicable
	0	No
	1	Yes
REDUCEDWAGE_COPING_FOOD	-8 ^a	Not applicable
	0	No
	1	Yes
REDUCEDWAGE_COPING_RATIONS	-8 ^a	Not applicable
	0	No
	1	Yes
REDUCEDWAGE_COPING_FRIENDS	-8 ^a	Not applicable
	0	No
	1	Yes
REDUCEDWAGE_COPING_MICROFINANCE	-8 ^a	Not applicable
	0	No
	1	Yes
REDUCEDWAGE_COPING_LENDERS	-8 ^a	Not applicable
	0	No
	1	Yes
REDUCEDWAGE_COPING_OTHER	-8 ^a	Not applicable
	0	No
	1	Yes
HYGIENE_WORKPLACE_DISTANCE	-8 ^a	Not applicable
	1	Not at all adequate (High risk)
	2	Somewhat adequate (Moderate risk)
	3	Adequate (Low risk)
HYGIENE_WORKPLACE_EATING	-8 ^a	Not applicable
	1	Not at all adequate (High risk)
	2	Somewhat adequate (Moderate risk)
	3	Adequate (Low risk)
HYGIENE_WORKPLACE_STATIONS	-8 ^a	Not applicable
	1	Not at all adequate (High risk)
	2	Somewhat adequate (Moderate risk)
	3	Adequate (Low risk)
HYGIENE_WORKPLACE_EQUIPMENT	-8 ^a	Not applicable

Value		Label
	1	Not at all adequate (High risk)
	2	Somewhat adequate (Moderate risk)
	3	Adequate (Low risk)
HYGIENE_WORKPLACE_WASHROOM	-8 ^a	Not applicable
	1	Not at all adequate (High risk)
	2	Somewhat adequate (Moderate risk)
	3	Adequate (Low risk)
HYGIENE_FACILITIES_DISINFECTANT	-8 ^a	Not applicable
	1	Not at all adequate (High risk)
	2	Somewhat adequate (Moderate risk)
	3	Adequate (Low risk)
HYGIENE_FACILITIES_SANITIZER	-8 ^a	Not applicable
	1	Not at all adequate (High risk)
	2	Somewhat adequate (Moderate risk)
	3	Adequate (Low risk)
HYGIENE_FACILITIES_HANDWASHING	-8 ^a	Not applicable
	1	Not at all adequate (High risk)
	2	Somewhat adequate (Moderate risk)
	3	Adequate (Low risk)
HYGIENE_FACILITIES_MASKS	-8 ^a	Not applicable
	1	Not at all adequate (High risk)
	2	Somewhat adequate (Moderate risk)
	3	Adequate (Low risk)
HYGIENE_FACILITIES_GLOVES	-8 ^a	Not applicable
	1	Not at all adequate (High risk)
	2	Somewhat adequate (Moderate risk)
	3	Adequate (Low risk)
CAOFIRM1	-7 ^a	I dont know
	0	No
	1	Yes
WAGESAT2	1	Highly dissatisfied
	2	Dissatisfied
	3	Neutral
	4	Satisfied
	5	Highly satisfied
HHNRMEMB	1	1, just me
	2	2
	3	3
	4	4
	5	5
	6	6 or more
HHPARTN1	0	No
	1	Yes
HHCHILD	0	No
	1	Yes
HHOTHER	0	No
	1	Yes
CHLD	0	No
	1	Yes
CHLDHOME	0	0
	1	1
	2	2
	3	3
	4	4
	5	5
	6	6 or more
HHINCONR	0	0

Value		Label
	1	1
	2	2
	3	3 or more
HHFINSUC	0	No
	1	Yes
HHFINSEND	0	No
	1	Yes
GENDER	-9 ^a	Missing
	-3 ^a	Other
	0	Male
	1	Female
SURVCOOP	1	Very good
	2	Good
	3	Fair
	4	Bad
	5	Very bad
SURVLOCA	1	Workplace
	2	Street
	3	Respondents home
	4	Meeting, conference
	99	Other
COUNTRY	50	Bangladesh
Continent	3	Asia
Region_in_continent	34	Southern Asia
ISCO0804	1120	Managing directors and chief executives
	2269	Health professionals not elsewhere classified
	3118	Draughtspersons
	3119	Physical and engineering science technicians not elsewhere classified
	3123	Construction supervisors
	4120	Secretaries (general)
	4311	Accounting and bookkeeping clerks
	5246	Food service counter attendants
	5414	Security guards
	6112	Tree and shrub crop growers
	7111	House builders
	7112	Bricklayers and related workers
	7114	Concrete placers, concrete finishers and related workers
	7115	Carpenters and joiners
	7119	Building frame and related trades workers not elsewhere classified
	7122	Floor layers and tile setters
	7126	Plumbers and pipe fitters
	7131	Painters and related workers
	7212	Welders and flamecutters
	7214	Structural-metal preparers and erectors
	7411	Building and related electricians
	7532	Garment and related pattern-makers and cutters
	7533	Sewing, embroidery and related workers
	7535	Pelt dressers, tanners and fellmongers
	7536	Shoemakers and related workers
	7543	Product graders and testers (excluding foods and beverages)
	7544	Fumigators and other pest and weed controllers

Value		Label
	8152	Weaving and knitting machine operators
	8153	Sewing machine operators
	8155	Fur and leather preparing machine operators
	8156	Shoemaking and related machine operators
	8159	Textile, fur and leather products machine operators not elsewhere classified
	8160	Food and related products machine operators
	8183	Packing, bottling and labelling machine operators
	8189	Stationary plant and machine operators not elsewhere classified
	8219	Assemblers not elsewhere classified
	8343	Crane, hoist and related plant operators
	8344	Lifting truck operators
	9211	Crop farm labourers
	9622	Odd job persons
	9999	Other/dont know
ISCO0803	112	Managing directors and chief executives
	226	Other health professionals
	311	Physical and engineering science technicians
	312	Mining, manufacturing and construction supervisors
	412	Secretaries (general)
	431	Numerical clerks
	524	Other sales workers
	541	Protective services workers
	611	Market gardeners and crop growers
	711	Building frame and related trades workers
	712	Building finishers and related trades workers
	713	Painters, building structure cleaners and related trades workers
	721	Sheet and structural metal workers, moulders and welders, and related workers
	741	Electrical equipment installers and repairers
	753	Garment and related trades workers
	754	Other craft and related workers
	815	Textile, fur and leather products machine operators
	816	Food and related products machine operators
	818	Other stationary plant and machine operators
	821	Assemblers
	834	Mobile plant operators
	921	Agricultural, forestry and fishery labourers
	962	Other elementary workers
	999	Other/dont know
ISCO0802	11	Chief executives, senior officials and legislators
	22	Health professionals

Value		Label
	31	Science and engineering associate professionals
	41	General and keyboard clerks
	43	Numerical and material recording clerks
	52	Sales workers
	54	Protective services workers
	61	Market-oriented skilled agricultural workers
	71	Building and related trades workers, excluding electricians
	72	Metal, machinery and related trades workers
	74	Electrical and electronic trades workers
	75	Food processing, wood working, garment and other craft and related trades workers
	81	Stationary plant and machine operators
	82	Assemblers
	83	Drivers and mobile plant operators
	92	Agricultural, forestry and fishery labourers
	96	Refuse workers and other elementary workers
	99	Other/dont know
ISCO0801	1	Managers
	2	Professionals
	3	Technicians and associate professionals
	4	Clerical support workers
	5	Service and sales workers
	6	Skilled agricultural, forestry and fishery workers
	7	Craft and related trades workers
	8	Plant and machine operators and assemblers
	9	Elementary occupations
ISCO081v	1	Unskilled
	2	Semi-skilled
	3	Skilled
	4	Highly skilled
EDUCAT1	5001000	BGD No Education
	5020110	BGD Class 1
	5020210	BGD Class 2
	5020310	BGD Class 3
	5020410	BGD Class 4
	5020510	BGD Class 5
	5020620	BGD Class 6
	5020720	BGD Class 7
	5020820	BGD Class 8
	5020920	BGD Class 9
	5021033	BGD SSC passed
	5021131	BGD Class 11
	5021233	BGD HSC passed
	5021340	BGD Diploma
	5021450	BGD Honours
	5021550	BGD Masters/Post Graduate
	5021650	BGD Kowmi/Hafezi
EDUISCED	0	No education
	10	Primary education
	20	Lower secondary education

Value		Label
	30	Upper secondary education
	40	Post-secondary non-tertiary education
	50	First stage of tertiary education
	60	Second stage of tertiary education (leading to an advanced research qualificatio
EDUISCED_bgn	0	No education
	10	Primary education
	20	Second stage of basic education
	30	Upper secondary education or more
REGIHOM1	500200000	BGD Chittagong
	500300000	BGD Dhaka
	500700000	BGD Sylhet
REGICITY	31	A town (100,000 - 1 million)
	32	A small city (10,000 - 100,000)
	70	Metropolitan city
NACE2004	-600	Construction, technical consultancy
	127	A Growing of beverage crops, tea plantations
	1400	C Manufacture of wearing apparel
	1500	C Manufacture of leather and related products
	9999	Other/dont know
NACE2002	1	Crop and animal production, hunting and related service activities
	14	Manufacture of wearing apparel
	15	Manufacture of leather and related products
	41	Construction of buildings
NACE2001	1	A Agriculture, forestry and fishing
	3	C Manufacturing
	6	F Construction
NACE2000	1	Agricult, manufacturing, construction
AGEGR5	1	<20
	2	20 - 29
	3	30 - 39
	4	40 - 49
	5	50+
tenure_grp	0	0-9 yr
	10	10-19 yr
	20	20-29 yr
	30	30 yr and over
TENUREGR4	0	0-9 yr
	10	10-19 yr
	20	20-29 yr
	30	30 yr and over
SUPVDICH	0	No
	1	Yes
regihom1_sector_BGD	1	Tea plantations Chittagong
	2	Tea plantations Sylhet
	3	RMG Chittagong
	4	RMG Dhaka
	5	Leather Chittagong
	6	Leather Dhaka
	7	Construction Chittagong
	8	Construction Dhaka
FIRMSIZE_GR_BGD	1	0-10
	2	10-100

Value		Label
	3	100-500
	4	500-1000
	5	>1000
firmloca_GR_BGD	0	One plant
	1	Multiple plants in one city/municipality
	2	Multiple plants in one region
	3	Multiple plants in country
MNSUBS_BGD	1135	
	1143	
	1144	
	1145	
	1202	
	1206	
	1311	
	1323	
	1409	
	1419	
	1431	
	1432	
	1501	
	1601	
	1602	
	1603	
	1803	
	1805	
	1818	
	1903	
	1905	
	2135	
	2348	
	2430	
	2431	
	2472	
	3101	
	3108	
	3114	
	3201	
	3203	
	3206	
	3308	
	3309	
	3311	
	3313	
	3334	
	3337	
	3342	
	3351	
	3352	
	3407	
	3408	
	4001	
	4002	
	4003	
	4004	
	4005	
	4006	
	4007	

Value		Label
	4008	
	4009	
	4010	
	4011	
	4012	
	4013	
	4014	
	4016	
	4017	
	4018	
	4020	
	4021	
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Value		Label
	4075	
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	4098	
	4099	
	4100	
	4101	
	4102	
	4103	
	4104	
	4105	
	4106	
	4107	
WAGEPER3_CONTST	1.00	month + monthly
	2.00	4wks + monthly
	4.00	week + weekly
	5.00	day + daily
	6.00	month+weekly
	7.00	week + weekly
	8.00	month + daily
	9.00	week + daily
	10.00	day + daily
CONTRACT_BGD	1	Permanent contract
	2	Contract through labour intermediary
	3	No contract
	4	Other contract
WAGENEMO_MWplus_BGD	0	No
	1	Yes
WAGENEMO_LWplus_BGD	0	No
	1	Yes
Pay_rise_BGD	1	Rise not asked, not received
	2	Rise not asked, but received
	3	Rise asked, not received
	4	Rise asked and rise received
absent	0	No
	1	Yes
housholdtype_BGD	1	Single person household
	2	Couple without children
	3	Couple with one child

Value		Label
	4	Couple with two children
	5	Couple with more than two children
	6	One adult with children
	7	Large family
	8	Other
housholdtype2_BGD	1	Partner, no child
	2	Partner, children
	3	No partner, no child
	4	No partner, children
depmale	0	No
	1	Yes
SURVENR	2003	Bangladesh - five sectors six provinces mar-jun 2020, projectcode 420
WAGECUR	50	BDT Bangladeshi Taka