



Wage & Employment Survey

Description **Ghana Wage & Employment survey**

Survey code

IDNR

INTERVIEW INFORMATION

Interviewer (initials)

Interview date

Phone number Referring to respondent

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 Self-employed

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 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?

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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 Are co-workers in similar positions mostly male?

- 1 Yes
- 2 No
- 3 Not applicable

11 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

12 Are you currently a member of a trade union?

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

13 Are you covered by a collective agreement about wages?

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

14a 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

▶ 14b

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

.....

15 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
- 2 No, I am overqualified for my job
- 3 No, I am underqualified for my job
- 4 I don't know

▶ 19
▶ 19
▶ 18
▶ 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?

[1 - 7]

21 How many hours per day do you usually work?

If these hours vary, please enter the average

hours

22 Are your working hours agreed with your employer?

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

▶ 23
▶ 23
▶ 24
▶ 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

24 About your working hours

	yes	no	not applicable	#
24a I work shifts	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? GHC
- 26b Yes, my net wage ► How much? GHC

26c On which payment period was your last wage based?

- | | |
|--|--|
| 1 <input type="radio"/> 1 calendar month | 6 <input type="radio"/> 1 week |
| 2 <input type="radio"/> 4 weeks | 7 <input type="radio"/> 1 day |
| 3 <input type="radio"/> 2 weeks | 8 <input type="radio"/> 4 calendar months |
| 4 <input type="radio"/> 1 hour | 9 <input type="radio"/> 3 calendar months |
| 5 <input type="radio"/> 1 year | 10 <input type="radio"/> 2 calendar months |

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

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 ► GHC

28b Overtime bonus

- 1 No
- 2 Yes ► GHC

28c Hardship allowance

- 1 No
- 2 Yes ► GHC

28d Tips

- 1 No
- 2 Yes ► GHC

28e Skill allowance

- 1 No
- 2 Yes ► GHC

28f Commission

- 1 No
- 2 Yes ► GHC

28g Annual bonus

- 1 No
- 2 Yes ► GHC

28h Festival allowance

- 1 No
- 2 Yes ► GHC

28i **Holiday allowance**

1 No

2 Yes GHC

28j **Personal allowance**

1 No

2 Yes GHC

28k **Transport allowance**

1 No

2 Yes GHC

28l **Other bonus / Allowance**

1 No

2 Yes GHC

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 Is it important that wages are covered by a collective agreement?	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>
32b Does your wage vary from month to month?	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>
32c Do you think you could earn more with another employer?	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>
32d Have you received a pay raise in the past 12 months?	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>
32e Did you receive 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 ▶ 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. <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
- 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. <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
- 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!