



# Wage & Employment Survey

Description **Uganda Wage & Employment survey**

Survey code **800 - 1203.08**

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  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  Primary Education
- 3  Lower secondary (O' level)
- 4  Lower secondary (non O' level, including technical and vocational schools, farm schools)
- 5  Upper secondary (A' level)
- 6  Upper secondary other (including technical institutes, community polytechnics and primary teachers colleges)
- 7  College diploma
- 8  Bachelor
- 9  Postgraduate diploma
- 10  Masters
- 11  Ph.D

**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 <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

**15 What is your occupation?**

15a **CODE:**

|  |  |  |  |  |  |
|--|--|--|--|--|--|
|  |  |  |  |  |  |
|--|--|--|--|--|--|

If the occupation is not in the ShowCard, Choose option "Other", and fill in the textbox ► 15b

**15b 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 per week do you usually work?**

days [ 1 - 7 ]

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

hours [ 1 - 20 ]

**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

**24 Do you usually work the number of hours laid down in your contract?**

- 1  Yes ▶ 25
- 2  No, I work less hours ▶ 24
- 3  No, I work more hours ▶ 24
- 4  Not applicable ▶ 25

**25 How many hours a week do you usually work?**

If these hours vary, please enter the average

hours

**26 About your working hours**

|                                      | yes                      | no                       | not applicable           | #  |
|--------------------------------------|--------------------------|--------------------------|--------------------------|----|
| 26a I work shifts                    | 1. <input type="radio"/> | 2. <input type="radio"/> | 3. <input type="radio"/> | 39 |
| 26b I regularly work on Sundays      | 1. <input type="radio"/> | 2. <input type="radio"/> | 3. <input type="radio"/> |    |
| 26c I regularly work on Saturdays    | 1. <input type="radio"/> | 2. <input type="radio"/> | 3. <input type="radio"/> | 39 |
| 26d I regularly work in the evenings | 1. <input type="radio"/> | 2. <input type="radio"/> | 3. <input type="radio"/> |    |

**27 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

**28 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

- 28a  Yes, my gross wage ► How much?  UGX
- 28b  Yes, my net wage ► How much?  UGX

**28c 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 |

**29 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

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

**30a Shift premium**

- 1  No
- 2  Yes ►  UGX

**30b Overtime bonus**

- 1  No
- 2  Yes ►  UGX

**30c Hardship allowance**

- 1  No
- 2  Yes ►  UGX

**30d Tips**

- 1  No
- 2  Yes ►  UGX

**30e Skill allowance**

- 1  No
- 2  Yes ►  UGX

**30f Commission**

- 1  No
- 2  Yes ►  UGX

**30g Annual bonus**

- 1  No
- 2  Yes ►  UGX

**30h Festival allowance**

- 1  No
- 2  Yes ►  UGX

30i **Holiday allowance**

1  No

2  Yes  UGX

30j **Personal allowance**

1  No

2  Yes  UGX

30k **Transport allowance**

1  No

2  Yes  UGX

30l **Other bonus / Allowance**

1  No

2  Yes  UGX

**31 Do you receive any of the following annual bonuses?**

|   | Yes                      | No                       |
|---|--------------------------|--------------------------|
| 31a Arrangements regarding expences                                   | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 31b Transport arrangements (lease car, company car, commuting costs)  | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 31c Children's day-care arrangements                                  | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 31d Health insurance arrangements                                     | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 31e Pension schemes   | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 31f Unemployment schemes  | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 31g Share options arrangements  | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 31h Contribution to lodging / costs related housing                   | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 31i Sports facilities   | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 31j Benefits in kind (vouchers and discounted goods and services)     | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 31k Other additions to pay from your employer over the past 12 months | 1. <input type="radio"/> | 2. <input type="radio"/> |

**32 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

**33 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

**34 More about your wage**

|   | Yes                      | No                       | Not Applicable           |
|---|--------------------------|--------------------------|--------------------------|
| 34a Is it important that wages are covered by a collective agreement? | 1. <input type="radio"/> | 2. <input type="radio"/> | 3. <input type="radio"/> |
| 34b Does your wage vary from month to month?                          | 1. <input type="radio"/> | 2. <input type="radio"/> | 3. <input type="radio"/> |
| 34c Do you think you could earn more with another employer?           | 1. <input type="radio"/> | 2. <input type="radio"/> | 3. <input type="radio"/> |
| 34d Have you received a pay raise in the past 12 months?              | 1. <input type="radio"/> | 2. <input type="radio"/> | 3. <input type="radio"/> |
| 34e Did you receive your last wage on time?                           | 1. <input type="radio"/> | 2. <input type="radio"/> | 3. <input type="radio"/> |

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

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

**37 In which year did you attain your current position?**

**38 Since your first job, have you ever been without a job?**

Unemployed, on leave or otherwise

- 1  Yes
- 2  No

▶ 41

**39 How many times have you been without a job?**

Unemployed, on leave or otherwise

 [ 1 - 10 ]

**40 How long have you been without a job on the LONGEST break?**

- 1  0 - 3 months ▶ 41
- 2  3 - 6 months ▶ 41
- 3  0.5 - 1 year ▶ 41
- 4  1 year or more ▶ 40

**41 In which year did you stop working and in which year did you return to work?**

41a Stopped in

41b Returned in

**42 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

**43 With whom do you live in your household?**

|  | Yes                      | No                       |
|--|--------------------------|--------------------------|
| 43a Partner  | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 43b One or more children                                     | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 43c One or more children, but only for part of the week/year | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 43d Grandchildren  | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 43e Parents (in-law)   | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 43f Grandparents (in-law)                                    | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 43g Other relatives  | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 43h Brothers or sisters (in-law)                             | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 43i Employer   | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 43j Live-in friend   | 1. <input type="radio"/> | 2. <input type="radio"/> |
| 43k Non-family members                                       | 1. <input type="radio"/> | 2. <input type="radio"/> |

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

- 1  Married
- 2  Widowed
- 3  Divorced
- 4  Never married

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

|                        | Highly dissatisfied      | 2                        | Moderate                 | 4                        | Highly satisfied         | Not Applicable           |
|------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| 45a 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"/> |
| 45b 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"/> |
| 45c 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"/> |
| 45d 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"/> |

**46 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!