



Wage & Employment Survey

Description **Zambia employee survey**

Survey code **894 - 140 - 1103.02**

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 Are you a woman or a man?

- 1 Woman
- 0 Man

2 Where do you live?

- 8,94E+09 Kabwe
- 8,94E+09 Kitwe
- 8,94E+09 Livingstone (incl. Maramba)
- 8,94E+09 Lusaka
- 8,94E+09 Mazabuka (incl. Nakambala)
- 8,94E+09 Monze
- 8,94E+09 Ndola
- 8,94E+09 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.

- 894011 No formal education
- 894001 Lower Primary School (Grades 1-4)
- 894002 Upper Primary School (Grades 5-7)
- 894003 Basic education (Grades 1-9)
- 894004 Junior Secondary School
- 894005 Senior Secondary School/High School
- 894006 Vocational certificate or diploma
- 894007 College diploma
- 894008 University Bachelor's Degree
- 894009 Master's Degree
- 894010 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

- 1 One job
- 3 Two jobs
- 4 Three or more jobs

Please complete the questionnaire for your MAIN job

7 How many people are employed at your place of work?

Applicable to your establishment

- 0 0 (self-employed without personnel) ▶ 9
- 11 1 - 4 ▶ 8
- 12 5 - 9 ▶ 8
- 2 10 - 20 ▶ 8
- 3 20 - 50 ▶ 8
- 4 50 - 100 ▶ 8
- 5 100 - 200 ▶ 8
- 6 200 - 500 ▶ 8
- 7 500 - 1.000 ▶ 8
- 8 1.000 - 2.000 ▶ 8
- 9 2.000 - 5.000 ▶ 8
- 10 5.000 or more ▶ 8

8 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 %

9 Are co-workers in similar positions mostly male?

- 1 Yes
- 0 No
- 8 Not applicable

10 Is your organisation established in more than one location?

- 0 No ▶ 12
- 1 Yes, in 1 city / municipality ▶ 12
- 2 Yes, in 1 region ▶ 12
- 3 Yes, in 2 or more regions ▶ 12
- 4 Yes, throughout the country ▶ 12
- 5 Yes, throughout the country and abroad ▶ 11
- 6 Yes, but only abroad ▶ 11

11 What is the name of the organization where you work?

12 Are you currently a member of a trade union?

- 1 Yes
- 0 No
- 7 I don't know
- 8 Not applicable

13 Are you covered by a collective agreement about wages?

- 1 Yes
- 0 No
- 7 I don't know
- 8 Not applicable

14 What is your occupation?

CODE:

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

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

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16 Do you have a supervisory position?

- 1 Yes
- 0 No ▶ 18

If these numbers vary, please enter the average

17a How many people work directly under your supervision? [1 - 100]

17b How many of these people are women? [1 - 100]

18 Do your qualifications match your job?

- 1 Yes ▶ 20
- 3 No, I am overqualified for my job ▶ 20
- 2 No, I am underqualified for my job ▶ 19
- 7 I don't know ▶ 20

19 If you are underqualified, does your experience compensate for that? #

- 0 No
- 1 Yes, to a minor degree
- 2 Yes, more or less
- 3 Yes, almost fully
- 4 Yes, completely
- 7 I don't know

20 Do you work full-time?

- 1 Yes
- 0 No

21 How many days a week do you usually work?

[1 - 7]

22 Are your working hours agreed with your employer?

- 1 Yes, in writing ▶ 23
- 2 Yes, verbally ▶ 23
- 0 No ▶ 25
- 8 Not applicable ▶ 25

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

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

hours : minutes

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

- 1 Yes ▶ 26
- 2 No, I work less hours ▶ 25
- 3 No, I work more hours ▶ 25
- 8 Not applicable ▶ 26

25 How many hours a week do you usually work?

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

hours : minutes

26 About your working hours

		yes	no	not applicable	#
26a	I work shifts or irregular hours	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>	39c
26b	I regularly work on Sundays	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>	
26c	I regularly work on Saturdays	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>	39c
26d	I regularly work in the evenings	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>	

27 What kind of employment contract do you have?

If these hours vary, please enter the average

- 1 Permanent contract
- 2 Fixed-term contract with the prospect of permanent employment
- 3 Fixed-term contract without the prospect of permanent employment
- 6 Apprentice, trainee
- 4 On-call contract
- 13 Replacement contract (fixed-term contract to replace another worker)
- 15 In community or military service
- 7 Contract with temp / contracting agency
- 9 Seasonal work
- 16 Contractor / labour-only subcontractor
- 11 Combination of contracts
- 0 No contract
- 99 Other type of contract

28 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, exp

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

29 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
- 6 1 hour
- 7 1 year
- 4 1 week
- 5 1 day
- 12 4 calendar months
- 11 3 calendar months
- 10 2 calendar months

30 In which currency did you receive your last wage?

- 894 ZM Kwacha
- 454 MW Kwacha
- 516 NAM Dollar
- 973 Kwanza
- 943 Metical
- 72 Pula
- 840 US Dollar
- 978 Euro

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

- 1 Yes
- 0 No
- 7 I don't know

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

32a Shift / unsocial hours / weekend allowance

- 0 No
- 1 Yes ► ,

32b Overtime bonus / premium














- 0 No
- 1 Yes ► ,

32c Dirty or dangerous work allowance / Inconvenience or hardship allowance

- 0 No
- 1 Yes ► ,

32d Tips

- 0 No
- 1 Yes ► ,

32e Seniority / managerial bonus		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>
32f Skill bonus or premium / function bonus		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>
32g Target related allowance / Personal performance allowance		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>
32h Commission		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>
32i Annual bonus		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>
32j End-of-year bonus, Christmas bonus		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>
32k Holiday allowance		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>
32l Group performance allowance / Team or departmental bonus		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>
32m Personal allowance		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>
32n Commuting / public transport allowance		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>
32o Housing allowance		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>
32p Lunch allowance		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>
32q Other bonus / Allowance		
0	<input type="radio"/> No	
1	<input type="radio"/> Yes 	<input type="text"/>

33 Do you receive any of the following annual bonuses?	ආව/ආකාර	ඉඟ
33a Arrangements regarding expences	1. <input type="radio"/>	0. <input type="radio"/>
33b Transport arrangements (lease car, company car, commuting costs)	1. <input type="radio"/>	0. <input type="radio"/>
33c Children's day-care arrangements	1. <input type="radio"/>	0. <input type="radio"/>

33 Do you receive any of the following annual bonuses?		បាទ/ចាស	ទេ
33d	Health insurance arrangements	1. <input type="radio"/>	0. <input type="radio"/>
33e	Pension schemes	1. <input type="radio"/>	0. <input type="radio"/>
33f	Unemployment schemes	1. <input type="radio"/>	0. <input type="radio"/>
33g	Share options arrangements	1. <input type="radio"/>	0. <input type="radio"/>
33h	Contribution to lodging / costs related housing	1. <input type="radio"/>	0. <input type="radio"/>
33i	Sports facilities	1. <input type="radio"/>	0. <input type="radio"/>
33j	Benefits in kind (vouchers and discounted goods and services)	1. <input type="radio"/>	0. <input type="radio"/>
33k	Other additions to pay from your employer over the past 12 months	1. <input type="radio"/>	0. <input type="radio"/>

34 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

35 Do you contribute to social security?

- 1 Yes, Based on my whole pay
- 2 Yes, Based on a part of my pay
- 0 No, Not at all

36 More about your wage

36 More about your wage		បាទ/ចាស	ទេ	មិនបានព័ត៌មាន
36a	I think it is important that my wages are covered by a collectiv	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>
36b	My wage varies from month to month	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>
36c	I could earn more with another employer	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>
36d	I have received a pay raise in the past 12 months	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>
36e	You received your last wage on time	1. <input type="radio"/>	0. <input type="radio"/>	-8. <input type="radio"/>

37 What year did you start your first job?

38 In which year did you join your current employer?

If the name of your company has changed, please include the period of time you spent with the company also when its name was different.

39 In which year did you attain your current position?

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

Unemployed, on leave or otherwise

- Yes
- No

▶ 44

41 How many times have you been without a job?

Unemployed, on leave or otherwise

 [1 - 100]

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

- 1 0 - 3 months ▶ 44
- 2 3 - 6 months ▶ 44
- 3 0.5 - 1 year ▶ 44
- 4 1 year or more ▶ 43

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

43a Stopped in

43b Returned in

44 How many people live in your household?

- 1 1, I live alone ▶ 46
 2 2
 3 3
 4 4
 5 5
 6 6 or more

45 With whom do you live in your household?

	Yes	No
45a Partner	1. <input type="radio"/>	0. <input type="radio"/>
45b One or more children	1. <input type="radio"/>	0. <input type="radio"/>
45c One or more children, but only for part of the week/year	1. <input type="radio"/>	0. <input type="radio"/>
45d Grandchildren	1. <input type="radio"/>	0. <input type="radio"/>
45e Parents (in-law)	1. <input type="radio"/>	0. <input type="radio"/>
45f Grandparents (in-law)	1. <input type="radio"/>	0. <input type="radio"/>
45g Other relatives	1. <input type="radio"/>	0. <input type="radio"/>
45h Brothers or sisters (in-law)	1. <input type="radio"/>	0. <input type="radio"/>
45i House help	1. <input type="radio"/>	0. <input type="radio"/>
45j Employer	1. <input type="radio"/>	0. <input type="radio"/>
45k Live-in friend	1. <input type="radio"/>	0. <input type="radio"/>
45l Non-family members	1. <input type="radio"/>	0. <input type="radio"/>

46 To which ethnic group do you belong?

- 894001 Bemba
 894002 Tonga
 894003 Lunda
 894004 Nyanja/Chewa
 894005 Mambwe
 894006 Lozi/Barotse
 894007 Tumbuka
 894008 Luvale/Balovale
 894009 Kaonde
 894010 Mukulu
 894011 European
 894999 Other
 -8 Not applicable

47 Which language do you mostly speak at home?

- 894001 English
 894002 Nyanja
 894003 Tonga
 894004 Lozi
 894005 Tumbuka
 894006 Bemba
 894007 Kaonde
 894008 Lunda
 894009 Lamba
 894010 Luvale
 894998 Local dialect
 894999 Other language

48 What is your current marital status?

- 1 Married
 2 Widowed
 3 Divorced
 4 Never married

49 Finally, how satisfied are you with

	Highly dissatisfied	2	3	4	Highly satisfied	Not Applicable
49a Your job	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	4. <input type="radio"/>	5. <input type="radio"/>	-8. <input type="radio"/>
49b Your pay	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	4. <input type="radio"/>	5. <input type="radio"/>	-8. <input type="radio"/>
49c Your health	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	4. <input type="radio"/>	5. <input type="radio"/>	-8. <input type="radio"/>
49d Your working hours	1. <input type="radio"/>	2. <input type="radio"/>	3. <input type="radio"/>	4. <input type="radio"/>	5. <input type="radio"/>	-8. <input type="radio"/>

47 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

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

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