

Enterprise No.

t13aeno

Enterprise Name

t13aena

# Tanzanian Manufacturing Enterprise Survey

## Workers Questionnaire

Wave 4

November 1999

Centre for the Study of African Economies (CSAE), University of Oxford

Economic and Social Research Foundation (ESRF), Dar es Salaam

and

Centre for Research on Trade & Development (CREDIT), University of Nottingham

Interviewer.....t13aint

Data entry operator.....t13adat



**SECTION 13: Workers**

1.	2.	3.	4.	5.	6.	7.	8.	9.	
PLEASE ENTER THE NAMES OF THE WORKERS INTERVIEWED HERE	Have you been interviewed before?  YES...1 NO.....2	SEX MALE.....1 FEMALE..2	What is your age?  YEARS	Are you married? YES.....1 NO.....2	Were you born in this town/city? YES.....1 (=> 8) NO.....2 (=> 7)	In which year did you arrive?  YEAR	ETHNIC ORIGIN?  AFRICAN..... 1 (=> 9) EUROPEAN.....2 (=> 11) SOUTH ASIAN (eg. Indian)..3 (=> 11) EAST ASIAN (eg. Chinese)...4 (=> 11) MIDDLE EASTERN.....5 (=> 11) OTHER.....6 (=> 11)  (Specify) t13q8a-js	From which country are you originally from?  TANZANIA.....1 (=> 10) KENYA.....2 (=> 14) UGANDA.....3 (=> 14) OTHER.....4 (=> 14)  (Specify) t13q9a-js	
1	t13q1a	t13q2a	t13q3a	t13q4a	t13q5a	t13q6a	t13q7a	t13q8a	t13q9a
2	t13q1b	t13q2b	t13q3b	t13q4b	t13q5b	t13q6b	t13q7b	t13q8b	t13q9b
3	t13q1c	t13q2c	t13q3c	t13q4c	t13q5c	t13q6c	t13q7c	t13q8c	t13q9c
4	t13q1d	t13q2d	t13q3d	t13q4d	t13q5d	t13q6d	t13q7d	t13q8d	t13q9d
5	t13q1e	t13q2e	t13q3e	t13q4e	t13q5e	t13q6e	t13q7e	t13q8e	t13q9e
6	t13q1f	t13q2f	t13q3f	t13q4f	t13q5f	t13q6f	t13q7f	t13q8f	t13q9f
7	t13q1g	t13q2g	t13q3g	t13q4g	t13q5g	t13q6g	t13q7g	t13q8g	t13q9g
8	t13q1h	t13q2h	t13q3h	t13q4h	t13q5h	t13q6h	t13q7h	t13q8h	t13q9h
9	t13q1i	t13q2i	t13q3i	t13q4i	t13q5i	t13q6i	t13q7i	t13q8i	t13q9i
10	t13q1j	t13q2j	t13q3j	t13q4j	t13q5j	t13q6j	t13q7j	t13q8j	t13q9j

## SECTION 13: Workers

	10.  To which Tanzanian ethnic group do you belong?  See Coding Options below (enter relevant code and any additional information in brackets afterwards)  t13q10a-js	11.  When did you leave school?  YEAR	12.  What is the highest level of education you completed up to secondary school?  NONE.....1 (=>17) Primary.....2 Middle (pre 1964).....3 Secondary (O Level).....4 Secondary (A Level).....5 Other.....6 (specify) t13q12a-js	13.  What is the highest level of education you completed after secondary school?  NONE.....1 Vocational.....2 Technical/ Polytech.....3 Professional.....4 University (Tanzania).....5 University (abroad).....6	14.  What is the highest standard or form you completed at school?	
					<b>Code</b> STD.....1 FORM....2	<b>Number</b> Pre 1964: Std 1-8 Post 1964: Std 1-7 Form 1-6
1	t13q10a	t13q11a	t13q12a	t13q13a	t13q14a1	t13q14a2
2	t13q10b	t13q11b	t13q12b	t13q13b	t13q14b1	t13q14b2
3	t13q10c	t13q11c	t13q12c	t13q13c	t13q14c1	t13q14c2
4	t13q10d	t13q11d	t13q12d	t13q13d	t13q14d1	t13q14d2
5	t13q10e	t13q11e	t13q12e	t13q13e	t13q14e1	t13q14e2
6	t13q10f	t13q11f	t13q12f	t13q13f	t13q14f1	t13q14f2
7	t13q10g	t13q11g	t13q12g	t13q13g	t13q14g1	t13q14g2
8	t13q10h	t13q11h	t13q12h	t13q13h	t13q14h1	t13q14h2
9	t13q10i	t13q11i	t13q12i	t13q13i	t13q14i1	t13q14i2
10	t13q10j	t13q11j	t13q12j	t13q13j	t13q14j1	t13q14j2

**Coding Options for Question 10:**

Chagga.....1  
Haya.....2  
Sukuma.....3  
Nyamwezi.....4  
Makonde.....5

Zaramo.....6  
Masai.....7  
Wa-Arusha.....8  
Kuria.....9  
Nyakynsa.....10  
Fipa.....11

Nyasa.....12  
Gogo.....13  
Sambaa.....14  
Zigua.....15  
Bondei.....17  
Pare.....18

Other group (please specify) .....19

**SECTION 13: Workers**

	15. What is the highest educational qualification you attained? NONE.....0 Primary Certif.....1 Voc. Train. Certif.....2 T/T Certificate.....3 Ord. Diploma.....4 O Level.....5 A Level.....6 Adv. Diploma.....7 Bachelor.....8 Masters.....9 Doctorate.....10	16. Was the school you last attended public or private?  Public .....1 Private: non-mission..2 mission.....3	17. Have you ever attended technical and /or vocational school?  YES.....1 (=> 18) NO.....2 (=> 21)	18. How many years did you spend at technical and/or vocational school?  YEARS	19. Was the vocational or technical school you attended public or private?  Public .....1 Private.....2	20. Were you ever an apprentice or trainee.....?  In this firm.....1 In another firm...2 No.....3  (Code as 1 if currently an apprentice/ trainee in this firm)	21. Can you speak English?  YES.....1 NO.....2	22. Can you read a simple letter in English?  YES.....1 NO.....2
1	t13q15a	t13q16a	t13q17a	t13q18a	t13q19a	t13q20a	t13q21a	t13q22a
2	t13q15b	t13q16b	t13q17b	t13q18b	t13q19b	t13q20b	t13q21b	t13q22b
3	t13q15c	t13q16c	t13q17c	t13q18c	t13q19c	t13q20c	t13q21c	t13q22c
4	t13q15d	t13q16d	t13q17d	t13q18d	t13q19d	t13q20d	t13q21d	t13q22d
5	t13q15e	t13q16e	t13q17e	t13q18e	t13q19e	t13q20e	t13q21e	t13q22e
6	t13q15f	t13q16f	t13q17f	t13q18f	t13q19f	t13q20f	t13q21f	t13q22f
7	t13q15g	t13q16g	t13q17g	t13q18g	t13q19g	t13q20g	t13q21g	t13q22g
8	t13q15h	t13q16h	t13q17h	t13q18h	t13q19h	t13q20h	t13q21h	t13q22h
9	t13q15i	t13q16i	t13q17i	t13q18i	t13q19i	t13q20i	t13q21i	t13q22i
10	t13q15j	t13q16j	t13q17j	t13q18j	t13q19j	t13q20j	t13q21j	t13q22j

**SECTION 13: Workers**

	23.  Can you do written calculations?  YES.....1 NO.....2	24.  What was your father's highest educational level completed?  None.....0 Primary.....1 Middle (pre 1964)...2 Training College....3 O Level.....4 A Level.....5 Vocational/Tech...6 University.....7 Don't Know.....8	25.  What was your mother's highest educational level completed?  None.....0 Primary.....1 Middle (pre 1964)...2 Training College....3 O Level.....4 A Level.....5 Vocational/Tech...6 University.....7 Don't Know.....8	26.  What kind of work has your father done for most of his life?  Farming.....1 Trading.....2 Clerical.....3 Construction.....4 Professional/Managerial.....5 Other(specify)....6 Don't know.....7	27.  What kind of work has your mother done for most of her life?  Farming.....1 Trading.....2 Clerical.....3 Construction.....4 Professional/Managerial.....5 Other(specify)....6 Don't know.....7	28.  How long have you been working for this firm?  YEARS      MONTHS		29.  How many years work experience did you have before you started working in this firm?  YEARS	30.  Are you a permanent full-time employee?  YES.....1 NO.....2	31.  Are you a relative (e.g., son, brother, nephew, cousin, etc.) of this firm's owner or manager?  YES.....1 NO.....2
1	t13q23a	t13q24a	t13q25a	t13q26a	t13q27a	t13q28a1	t13q28a2	t13q29a	t13q30a	t13q31a
2	t13q23b	t13q24b	t13q25b	t13q26b	t13q27b	t13q28b1	t13q28b2	t13q29b	t13q30b	t13q31b
3	t13q23c	t13q24c	t13q25c	t13q26c	t13q27c	t13q28c1	t13q28c2	t13q29c	t13q30c	t13q31c
4	t13q23d	t13q24d	t13q25d	t13q26d	t13q27d	t13q28d1	t13q28d2	t13q29d	t13q30d	t13q31d
5	t13q23e	t13q24e	t13q25e	t13q26e	t13q27e	t13q28e1	t13q28e2	t13q29e	t13q30e	t13q31e
6	t13q23f	t13q24f	t13q25f	t13q26f	t13q27f	t13q28f1	t13q28f2	t13q29f	t13q30f	t13q31f
7	t13q23g	t13q24g	t13q25g	t13q26g	t13q27g	t13q28g1	t13q28g2	t13q29g	t13q30g	t13q31g
8	t13q23h	t13q24h	t13q25h	t13q26h	t13q27h	t13q28h1	t13q28h2	t13q29h	t13q30h	t13q31h
9	t13q23i	t13q24i	t13q25i	t13q26i	t13q27i	t13q28i1	t13q28i2	t13q29i	t13q30i	t13q31i
10	t13q23j	t13q24j	t13q25j	t13q26j	t13q27j	t13q28j1	t13q28j2	t13q29j	t13q30j	t13q31j

## SECTION 13: Workers

NOTE: JOB/LABOR CATEGORIES (QUESTIONS 33-35) MUST MATCH THOSE IN THE LABOR MARKET QUESTIONNAIRE.

	32. Are you a member of a labor union?  YES.....1 NO.....2	33. What is your job now?  CODE USING THE LABOR CATEGORIES  (SEE CODE ON NEXT PAGE)	34. What was your job last year?  CODE USING THE LABOR CATEGORIES  (SEE CODE ON NEXT PAGE)	35. What was your job when you started in this firm?  CODE USING THE LABOR CATEGORIES  (SEE CODE ON NEXT PAGE)	36. How are you currently paid?		37. What is your total current or usual wage/salary <i>before taxes</i> (excluding allowances)?		38. What is your current or usual wage or salary (excluding allowances) <i>after taxes</i> per pay period?		39. What was your wage/salary <i>before taxes</i> last year (excluding allowances)?		40. What was your wage/salary when you started (excluding allowances) before taxes?	
					TIME RATE.....1 PIECE RATE.....2 PERCENT OF FIRMS' SALES.....3  (see note below)		TIME UNIT	shillings	shillings	TIME UNIT	shillings	TIME UNIT	shillings	
1	t13q32a	t13q33a	t13q34a	t13q35a	t13q36a	t13q37a1	t13q37a2	t13q38a	t13q39a1	t13q39a2	t13q40a1	t13q40a2		
2	t13q32b	t13q33b	t13q34b	t13q35b	t13q36b	t13q37b1	t13q37b2	t13q38b	t13q39b1	t13q39b2	t13q40b1	t13q40b2		
3	t13q32c	t13q33c	t13q34c	t13q35c	t13q36c	t13q37c1	t13q37c2	t13q38c	t13q39c1	t13q39c2	t13q40c1	t13q40c2		
4	t13q32d	t13q33d	t13q34d	t13q35d	t13q36d	t13q37d1	t13q37d2	t13q38d	t13q39d1	t13q39d2	t13q40d1	t13q40d2		
5	t13q32e	t13q33e	t13q34e	t13q35e	t13q36e	t13q37e1	t13q37e2	t13q38e	t13q39e1	t13q39e2	t13q40e1	t13q40e2		
6	t13q32f	t13q33f	t13q34f	t13q35f	t13q36f	t13q37f1	t13q37f2	t13q38f	t13q39f1	t13q39f2	t13q40f1	t13q40f2		
7	t13q32g	t13q33g	t13q34g	t13q35g	t13q36g	t13q37g1	t13q37g2	t13q38g	t13q39g1	t13q39g2	t13q40g1	t13q40g2		
8	t13q32h	t13q33h	t13q34h	t13q35h	t13q36h	t13q37h1	t13q37h2	t13q38h	t13q39h1	t13q39h2	t13q40h1	t13q40h2		
9	t13q32i	t13q33i	t13q34i	t13q35i	t13q36i	t13q37i1	t13q37i2	t13q38i	t13q39i1	t13q39i2	t13q40i1	t13q40i2		
10	t13q32j	t13q33j	t13q34j	t13q35j	t13q36j	t13q37j1	t13q37j2	t13q38j	t13q39j1	t13q39j2	t13q40j1	t13q40j2		

*Note: For workers paid on a piece rate or percentage of sales basis, it is essential to estimate a time rate equivalent e.g. how much would the worker expect to earn in an average month?*

*Note: Value of gross wage or salary (question 37) should always be greater than or equal to the value of wage net of taxes (question 38)*

*Note: For trainees and apprentices there are a separate set of questions about their remuneration levels in the appendix to this questionnaire, hence do not complete here.*

## SECTION 13: Workers

### CODES

<b>Managers</b>	<b>Office Workers</b>	<b>Production Workers</b>
Employed Managers.....01	Skilled Office (i.e. stenographer, typists, word processors)....07	Foremen and Supervisors.....12
Proprietors (as Managers).....02	Unskilled Office (i.e. messengers, helpers).....08	Electricians, Plumbers, Welders.....13
<b>Professionals (Require University Degree or equivalent eg diploma)</b>	<b>Sales Workers</b>	Machine Maintenance and repair.....14
Engineers.....03	Specialized Sales.....09	Machine operators and assemblers, drivers.. of equipment.....15
Physical Scientist (i.e. chemists, physicians).....04	Sales Assistants.....10	Laborers, helpers.....16
Accountants, economists, programmers, mathematicians, etc. ....05	<b>Service Workers</b> (i.e. cleaners, guards, servers).....11	Apprentices/trainee.....17
Technicians.....06		Industry Specific 1 (Skilled).....18
		Industry Specific 2.....19



**SECTION 13: Workers**

	41. Do you receive any allowances and bonuses that you did not include in your answer about your current wage?  YES.....1 NO.....2  (if no=>54)	42. Do you receive a food allowance?  YES.....1 NO.....2 (if no=>44)	43. How much do you receive per pay period?  Shillings	44. Do you receive a housing allowance?  YES.....1 NO.....2 (if no=>46)	45. How much do you receive per pay period?  Shillings	46. Do you receive a clothing allowance?  YES.....1 NO.....2 (if no, =>48)	47. How much do you receive per pay period?  Shillings	48. Do you get a transport allowance?  YES.....1 NO.....2  (if no =>50)	49. How much do you receive per pay period?  Shillings	50. Do you receive a Christmas bonus?  YES.....1 NO.....2 (if no =>52)	51. How much is it?  Shillings	52. Do you receive any production or merit bonus?  YES.....1 NO.....2 (if no => 54)	53. How much did you get last year?  Shillings
1	t13q41a	t13q42a	t13q43a	t13q44a	t13q45a	t13q46a	t13q47a	t13q48a	t13q49a	t13q50a	t13q51a	t13q52a	t13q53a
2	t13q41b	t13q42b	t13q43b	t13q44b	t13q45b	t13q46b	t13q47b	t13q48b	t13q49b	t13q50b	t13q51b	t13q52b	t13q53b
3	t13q41c	t13q42c	t13q43c	t13q44c	t13q45c	t13q46c	t13q47c	t13q48c	t13q49c	t13q50c	t13q51c	t13q52c	t13q53c
4	t13q41d	t13q42d	t13q43d	t13q44d	t13q45d	t13q46d	t13q47d	t13q48d	t13q49d	t13q50d	t13q51d	t13q52d	t13q53d
5	t13q41e	t13q42e	t13q43e	t13q44e	t13q45e	t13q46e	t13q47e	t13q48e	t13q49e	t13q50e	t13q51e	t13q52e	t13q53e
6	t13q41f	t13q42f	t13q43f	t13q44f	t13q45f	t13q46f	t13q47f	t13q48f	t13q49f	t13q50f	t13q51f	t13q52f	t13q53f
7	t13q41g	t13q42g	t13q43g	t13q44g	t13q45g	t13q46g	t13q47g	t13q48g	t13q49g	t13q50g	t13q51g	t13q52g	t13q53g
8	t13q41h	t13q42h	t13q43h	t13q44h	t13q45h	t13q46h	t13q47h	t13q48h	t13q49h	t13q50h	t13q51h	t13q52h	t13q53h
9	t13q41i	t13q42i	t13q43i	t13q44i	t13q45i	t13q46i	t13q47i	t13q48i	t13q49i	t13q50i	t13q51i	t13q52i	t13q53i
10	t13q41j	t13q42j	t13q43j	t13q44j	t13q45j	t13q46j	t13q47j	t13q48j	t13q49j	t13q50j	t13q51j	t13q52j	t13q53j

Note: Make sure time periods of allowances are consistent with the time unit used to report wages and salaries on the previous page. (Exceptions are the Christmas and production bonuses - these should be reported on an annualised basis).

**SECTION 13: Workers**

	54.  How many hours per week do you currently work for this firm?	55.  Do you currently receive any on-the-job training?  Within this firm.....1 Outside this firm..2 No.....3  (multiple answers allowed)	56.  How much training do you receive per month?  HOURS	57.  Did you receive any on-the-job training in the past?  Within this firm.....1 Outside this firm..2 No.....3  (multiple answers allowed)	58.  How long did it last?  WEEKS	59.  Have you ever attended other short training courses lasting not more than 6 months?  YES.....1 (=> 60) NO.....2 (=> 62)	60.  What is the total number of months you ever attended such courses in last 5 years?  MONTHS	61.  What was the main subject of the most recent training?  Clerical.....1 Prof/Managerial.....2 Computer.....3 Marketing.....4 Teaching.....5 Leadership.....6 Financial.....7 Other.....8 (specify) t13q61a-js
1	t13q54a	t13q55a1-2	t13q56a	t13q57a1-2	t13q58a	t13q59a	t13q60a	t13q61a
2	t13q54b	t13q55b1-2	t13q56b	t13q57b1-2	t13q58b	t13q59b	t13q60b	t13q61b
3	t13q54c	t13q55c1-2	t13q56c	t13q57c1-2	t13q58c	t13q59c	t13q60c	t13q61c
4	t13q54d	t13q55d1-2	t13q56d	t13q57d1-2	t13q58d	t13q59d	t13q60d	t13q61d
5	t13q54e	t13q55e1-2	t13q56e	t13q57e1-2	t13q58e	t13q59e	t13q60e	t13q61e
6	t13q54f	t13q55f1-2	t13q56f	t13q57f1-2	t13q58f	t13q59f	t13q60f	t13q61f
7	t13q54g	t13q55g1-2	t13q56g	t13q57g1-2	t13q58g	t13q59g	t13q60g	t13q61g
8	t13q54h	t13q55h1-2	t13q56h	t13q57h1-2	t13q58h	t13q59h	t13q60h	t13q61h
9	t13q54i	t13q55i1-2	t13q56i	t13q57i1-2	t13q58i	t13q59i	t13q60i	t13q61i
10	t13q54j	t13q55j1-2	t13q56j	t13q57j1-2	t13q58j	t13q59j	t13q60j	t13q61j

**SECTION 13: Workers**

	62.  How did you get to hear about your present job?  employer, who is a friend.....1 employer, who is a relative.....2 employer, who is a friend of a friend or relative or relative of a friend.....3 relative working in the firm.....4 friend working in the firm.....5 heard that they were recruiting from a friend or relative with no connection to the firm.....6 through the church or mosque.....7 saw job advertised and applied.....8 other.....9  (Specify) t13q62a-js	63.  Have you been unemployed during the last 5 years?  Yes.....1 No.....2	64.  How likely are you to leave your current employer?  very likely.....1 quite likely.....2 not very likely.....3 not at all likely.....4	65.  Why would you leave your present employer?  Firm may close down.....1 Fear of being redundant.....2 Reach retirement age.....3 Contract end.....4 Early retirement.....5 New employer.....6 Other.....7  (Specify) t13q65a-js	66.  Do you expect next year, the number of people employed here to.....  Increase.....1 Decrease.....2 Remain the same.....3
1	t13q62a	t13q63a	t13q64a	t13q65a	t13q66a
2	t13q62b	t13q63b	t13q64b	t13q65b	t13q66b
3	t13q62c	t13q63c	t13q64c	t13q65c	t13q66c
4	t13q62d	t13q63d	t13q64d	t13q65d	t13q66d
5	t13q62e	t13q63e	t13q64e	t13q65e	t13q66e
6	t13q62f	t13q63f	t13q64f	t13q65f	t13q66f
7	t13q62g	t13q63g	t13q64g	t13q65g	t13q66g
8	t13q62h	t13q63h	t13q64h	t13q65h	t13q66h
9	t13q62i	t13q63i	t13q64i	t13q65i	t13q66i
10	t13q62j	t13q63j	t13q64j	t13q65j	t13q66j

**SECTION 13: Workers**

	67.  How tired are you at the end of the day?  Very tired.....1 Tired.....2 Not really tired.....3 Not tired at all.....4	68.  Is it busy at work at present?  Yes.....1 No.....2	69.  Do you think your fellow workers have to work very hard?  Yes.....1 No.....2	70.  Do you currently have another source of income (e.g., trading) in addition to being employed here?  None.....1 Trading.....2 Own business...3 Family business..4 Renting Property...5 Other (specify).....6 t13q70a-js	71.  Did you have your own business before you became an employee here?  yes = 1 no = 2	72.  If 'no' to last two questions, why have you chosen to be an employee instead of starting your own business?  Do not have enough money.....1 Can earn more in waged work....2 Previous business failed.....3 Other (specify).....4 t13q72a-js
1	t13q67a	t13q68a	t13q69a	t13q70a	t13q71a	t13q72a
2	t13q67b	t13q68b	t13q69b	t13q70b	t13q71b	t13q72b
3	t13q67c	t13q68c	t13q69c	t13q70c	t13q71c	t13q72c
4	t13q67d	t13q68d	t13q69d	t13q70d	t13q71d	t13q72d
5	t13q67e	t13q68e	t13q69e	t13q70e	t13q71e	t13q72e
6	t13q67f	t13q68f	t13q69f	t13q70f	t13q71f	t13q72f
7	t13q67g	t13q68g	t13q69g	t13q70g	t13q71g	t13q72g
8	t13q67h	t13q68h	t13q69h	t13q70h	t13q71h	t13q72h
9	t13q67i	t13q68i	t13q69i	t13q70i	t13q71i	t13q72i
10	t13q67j	t13q68j	t13q69j	t13q70j	t13q71j	t13q72j

## SECTION 14: Apprentices

For any apprentices or trainees, please also ask the questions in this appendix IN ADDITION TO completing relevant parts of the worker questionnaire. For each apprentice make sure that you use the same worker number in the same line below as in the main part of the worker questionnaire.

	1. How long will the apprenticeship/ traineeship last in total?		2. Are you a relative (e.g., son, brother, nephew, cousin, etc.) of this firm's owner or manager?  YES.....1 NO.....2	3. Do you receive wages, pocket money or an allowance from the firm?  YES.....1 NO.....2 (if no, =>5)	4. How much per pay period?  HOUR.....1 DAY.....2 WEEK.....3 MONTH.....4 YEAR.....5 (see note)		5. Do you receive meals from the firm?  YES.....1 NO.....2	6. Are you given money for food?  YES.....1 NO.....2  (if no =>8)	7. How much per pay period?  Shillings	8. Do you receive housing from the firm?  YES.....1 NO.....2	9. Are you given money for housing?  YES.....1 NO.....2  (if no =>11)
	YEARS	MONTHS			PERIOD	Shillings					
1	t14q1a1	t14q1a2	t14q2a	t14q3a	t14q4a1	t14q4a2	t14q5a	t14q6a	t14q7a	t14q8a	t14q9a
2	t14q1b1	t14q1b2	t14q2b	t14q3b	t14q4b1	t14q4b2	t14q5b	t14q6b	t14q7b	t14q8b	t14q9b
3	t14q1c1	t14q1c2	t14q2c	t14q3c	t14q4c1	t14q4c2	t14q5c	t14q6c	t14q7c	t14q8c	t14q9c
4	t14q1d1	t14q1d2	t14q2d	t14q3d	t14q4d1	t14q4d2	t14q5d	t14q6d	t14q7d	t14q8d	t14q9d
5	t14q1e1	t14q1e2	t14q2e	t14q3e	t14q4e1	t14q4e2	t14q5e	t14q6e	t14q7e	t14q8e	t14q9e
6	t14q1f1	t14q1f2	t14q2f	t14q3f	t14q4f1	t14q4f2	t14q5f	t14q6f	t14q7f	t14q8f	t14q9f
7	t14q1g1	t14q1g2	t14q2g	t14q3g	t14q4g1	t14q4g2	t14q5g	t14q6g	t14q7g	t14q8g	t14q9g
8	t14q1h1	t14q1h2	t14q2h	t14q3h	t14q4h1	t14q4h2	t14q5h	t14q6h	t14q7h	t14q8h	t14q9h
9	t14q1i1	t14q1i2	t14q2i	t14q3i	t14q4i1	t14q4i2	t14q5i	t14q6i	t14q7i	t14q8i	t14q9i
10	t14q1j1	t14q1j2	t14q2j	t14q3j	t14q4j1	t14q4j2	t14q5j	t14q6j	t14q7j	t14q8j	t14q9j

Note: Make sure the time periods in all questions are the same

**SECTION 14: Apprentices**

	10.	11.	12.	13.	14.	15.	16.	17.	18.	
	How much per pay period?	Do you receive clothing from the firm?  YES.....1 NO.....2	Are you given money for clothing?  YES.....1 NO.....2  (if no =>14)	How much per pay period?	INTERVIEWER ADD UP THE ANSWERS GIVEN TO QUESTIONS 4+7+10+13 AND WRITE THE ANSWER IN THIS COLUMN. THEN ASK QUESTION 15	At the moment you receive a total of ..... per pay period from this enterprise. One year ago, how much were you receiving in total?	Do you receive support, in the form of money, housing or food, from parents or other family members?  YES.....1 NO.....2	Did you or your family pay a fee when you began your apprenticeship?  YES.....1 NO.....2 (=>19)	How much was the fee?	
	Shillings			Shillings	Shillings	Shillings			CASH	IN-KIND
1	t14q10a	t14q11a	t14q12a	t14q13a	t14q14a	t14q15a	t14q16a	t14q17a	t14q18a1	t14q18a2
2	t14q10b	t14q11b	t14q12b	t14q13b	t14q14b	t14q15b	t14q16b	t14q17b	t14q18b1	t14q18b2
3	t14q10c	t14q11c	t14q12c	t14q13c	t14q14c	t14q15c	t14q16c	t14q17c	t14q18c1	t14q18c2
4	t14q10d	t14q11d	t14q12d	t14q13d	t14q14d	t14q15d	t14q16d	t14q17d	t14q18d1	t14q18d2
5	t14q10e	t14q11e	t14q12e	t14q13e	t14q14e	t14q15e	t14q16e	t14q17e	t14q18e1	t14q18e2
6	t14q10f	t14q11f	t14q12f	t14q13f	t14q14f	t14q15f	t14q16f	t14q17f	t14q18f1	t14q18f2
7	t14q10g	t14q11g	t14q12g	t14q13g	t14q14g	t14q15g	t14q16g	t14q17g	t14q18g1	t14q18g2
8	t14q10h	t14q11h	t14q12h	t14q13h	t14q14h	t14q15h	t14q16h	t14q17h	t14q18h1	t14q18h2
9	t14q10i	t14q11i	t14q12i	t14q13i	t14q14i	t14q15i	t14q16i	t14q17i	t14q18i1	t14q18i2
10	t14q10j	t14q11j	t14q12j	t14q13j	t14q14j	t14q15j	t14q16j	t14q17j	t14q18j1	t14q18j2

**SECTION 14: Apprentices**

	19.  Will you pay a fee when you finish?  YES.....1 NO.....2  (if no =>21)	20.  How much will this fee be?		21.  Do you pay a fee per month?  YES.....1 NO.....2  (if no =>23)	22.  How much is this fee?		23.  Do you provide your own tools and equipment?  YES.....1 NO.....2	24.  Will you have to take a test when you finish your apprenticeship?  YES.....1 NO.....2	25.  Will you receive a written testimonial when you finish your apprenticeship?  YES.....1 NO.....2	26.  How many hours a week do you work for this firm?
		Shillings			Shillings					
		CASH	IN-KIND		CASH	IN-KIND				
1	t14q19a	t14q20a1	t14q20a2	t14q21a	t14q22a1	t14q22a2	t14q23a	t14q24a	t14q25a	t14q26a
2	t14q19b	t14q20b1	t14q20b2	t14q21b	t14q22b1	t14q22b2	t14q23b	t14q24b	t14q25b	t14q26b
3	t14q19c	t14q20c1	t14q20c2	t14q21c	t14q22c1	t14q22c2	t14q23c	t14q24c	t14q25c	t14q26c
4	t14q19d	t14q20d1	t14q20d2	t14q21d	t14q22d1	t14q22d2	t14q23d	t14q24d	t14q25d	t14q26d
5	t14q19e	t14q20e1	t14q20e2	t14q21e	t14q22e1	t14q22e2	t14q23e	t14q24e	t14q25e	t14q26e
6	t14q19f	t14q20f1	t14q20f2	t14q21f	t14q22f1	t14q22f2	t14q23f	t14q24f	t14q25f	t14q26f
7	t14q19g	t14q20g1	t14q20g2	t14q21g	t14q22g1	t14q22g2	t14q23g	t14q24g	t14q25g	t14q26g
8	t14q19h	t14q20h1	t14q20h2	t14q21h	t14q22h1	t14q22h2	t14q23h	t14q24h	t14q25h	t14q26h
9	t14q19i	t14q20i1	t14q20i2	t14q21i	t14q22i1	t14q22i2	t14q23i	t14q24i	t14q25i	t14q26i
10	t14q19j	t14q20j1	t14q20j2	t14q21j	t14q22j1	t14q22j2	t14q23j	t14q24j	t14q25j	t14q26j