

Enterprise No.

Enterprise Name

Nigerian Manufacturing Enterprise Survey

Workers and Apprentices Questionnaire

Wave I

Jul-01

United Nations Industrial Development Organization (UNIDO)
Centre for the Study of African Economies, University of Oxford
and
(Name of the Collaborating Institutions in Nigeria)

Interviewer.....

Data entry operator.....

Workers and Apprentices Questionnaire

INSTRUCTIONS FOR INTERVIEWERS

WE SUGGEST YOU INTERVIEW 10 WORKERS FROM EACH FIRM (OR AS MANY AS ARE AVAILABLE). WHERE YOU HAVE THE NAMES OF WORKERS, TRY TO INTERVIEW THE SAME WORKERS INTERVIEWED IN WAVE V. PLEASE OBSERVE THE FOLLOWING GUIDELINES IN SELECTING WORKERS TO INTERVIEW:

- 1 INTERVIEW AT LEAST ONE WORKER FROM EACH CATEGORY IN WHICH THE FIRM SHOWS EMPLOYEES IN PART A, QUESTION 5 OF THE LABOR MARKET QUESTIONNAIRE BE SURE TO INTERVIEW AT LEAST ONE MANAGER. THESE CATEGORIES ARE:

<p>Manager</p> <p>Employed manager.....1</p> <p>Proprietor (as manager).....2</p> <p>Professional (Requires University Degree)</p> <p>Engineer.....3</p> <p>Physical scientist.....4</p> <p>Accountant, economist, programmer.....</p> <p style="padding-left: 40px;">mathematician.....5</p> <p>Technician.....6</p> <p>Office Worker</p> <p>Skilled office worker.....7</p> <p>Unskilled office worker.....8</p>	<p>Sales Worker</p> <p>Specialized sales worker.....9</p> <p>Sales assistant.....10</p> <p>Service Worker.....11</p> <p>(i.e. cleaners, guards, food prep and servers)</p> <p>Production Worker</p> <p>Foreman and supervisor.....12</p> <p>Electrician, plumber, welder.....13</p> <p>Machine maintenance and repair.....14</p> <p>Machine operator or assembler.....15</p> <p>Laborer, helper.....16</p> <p>Master.....17</p> <p>Apprentice.....18</p> <p>(NOT FOR USE HERE</p> <p style="text-align: center;">INTERVIEW IN SEPARATE APPENDIX)</p> <p>Industry Specific 1 (Skilled).....19</p> <p>Industry Specific 2.....20</p>
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- 2 USE THE WORKERS SURVEY FOR ALL WORKERS, *EXCEPT APPRENTICES*, FOR WHOM THERE IS A SEPARATE APPENDIX IN COUNTRIES WHERE THEY EXIST.
- 3 IF THE FIRM EMPLOYS CASUAL WORKERS, ASK TO INTERVIEW AT LEAST ONE CASUAL WORKER.

SECTION 13: Workers

	1. PLEASE ENTER THE NAMES OF THE WORKERS INTERVIEWED HERE	1. SEX MALE.....1 FEMALE..2	2. What is your age? YEARS	3. Are you married? YES.....1 NO.....2	4. Were you born in this town/city? YES.....1 (= > 6) NO.....2	5. In which year did you arrive? YEAR	6. ETHNIC ORIGIN? NIGERIAN..... 1 OTHER AFRICAN..... 2 EUROPEAN..... 3 SOUTH ASIAN (eg. Indian)..... 4 EAST ASIAN (eg. Chinese)..... 5 MIDDLE EASTERN..... 6 OTHER..... 7 (Specify)
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SECTION 13: Workers

	7. When did you leave formal schooling? YEAR	8. When you were 6 years old, what was the distance from your home to the nearest primary school? less than 1 km..... 1 1 - 3 km..... 2 3 - 6 km..... 3 6 - 10 km..... 4 more than 10 km..... 5	9. When you were 12 years old, what was the distance from your home to the nearest secondary school? less than 1 km..... 1 1 - 3 km..... 2 3 - 6 km..... 3 6 - 10 km..... 4 more than 10 km..... 5	10. In which state of the country did you attend school? (Choose main state if more than one.)	11. What is the highest level of education you completed up to secondary school? NONE (=> Q. 19) P1 though P6 S1 through S5 JSS1 through JSS3 SSS1 through SSS3 KORANIC (KORA)	12. What is the highest level of education you completed after secondary school? NONE A Levels TTC OND/NCE HND B.SC/B.A. Professional Degrees M.Sc Ph.D.
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P1 - P6 - PRIMARY SCHOOL
 S1-S6 - SECONDARY SCHOOL
 JSS1-JSS2- JUNIOR SEC. SCHOOL
 SSS1-SSS3- SENIOR SEC. SCHOOL

SECTION 13: Workers

13. What is the highest educational level you attained?	14. What was the main subject of your highest level of education?	15. Was the school you last attended public or private?	16. How many years did you spend at technical and/or vocational school? (if none then skip to Q. 21)	17. What was the highest qualification you achieved?	18. Was the vocational or technical school you attended public or private?
None 0	Technical / craft (carpentry, welding, ...)..... 1	Public.....1		None.....1	Public1
School Leaving certificate 2	Secretarial / clerical 2	Private.....2		TT1/2.....2	Private.....2
WASC/GCE 3	Computer 3			City and Guilds...3	
JSS Certificate 4	Languages..... 4			Other.....4	
SSS Certificate 5	Economics / business / accountancy 5			(Specify)	
Koranic 6	Law / politics 6				
GCE A/Levels 7	Engineering 7				
TTC 8	Sciences (physics, chemistry, biology, mathematics) 8				
OND/NCE 9	Social science (sociology, psychology, history) 9				
HND 10	Arts (Literature, Classical studies, ...) 10				
B.SC/B.A. 11	Other (Specify):..... 11				
Professional degrees 12			YEARS		
M.Sc/M.A. 13					
Ph.D. 14					
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SECTION 13: Workers

	19. What was your father's highest educational level completed?		20. What was your mother's highest educational level completed?		21. What kind of work has your father done for most of his life?	22. What kind of work has your mother done for most of her life?	23. Were you an apprentice in this industry or firm? In this firm.....1 In another firm....2 No.....3	24. How long did the apprenticeship last?		25. How long have you been working for this firm?	
								YEARS	MONTHS	YEARS	MONTHS
	None	0	None	0							
	School Leaving certificate	2	School Leaving certificate	2							
	WASC/GCE	3	WASC/GCE	3	Farming.....1	Farming.....1					
	JSS Certificate	4	JSS Certificate	4	Trading.....2	Trading.....2					
	SSS Certificate	5	SSS Certificate	5	Clerical.....3	Clerical.....3					
	Koranic	6	Koranic	6	Construction.....4	Construction.....4					
	GCE A/Levels	7	GCE A/Levels	7	Professional/	Professional/					
	TTC	8	TTC	8	Managerial.....5	Managerial.....5					
	OND/NCE	9	OND/NCE	9	Other(specify)....6	Housewife.....6					
	HND	10	HND	10	Don't know.....7	Other(specify)....7					
	B.SC/B.A.	11	B.SC/B.A.	11		Don't know.....8					
	Professional degrees	12	Professional degrees	12							
	M.Sc/M.A.	13	M.Sc/M.A.	13							
	Ph.D.	14	Ph.D.	14							
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SECTION 13: Workers

26.	27.	28.	29.	30.
<p align="center">What was your main activity before this job?</p> <p>International organization employee 1</p> <p>Civil servant 2</p> <p>Public enterprise employee 3</p> <p>Private enterprise employee 4</p> <p>Casual worker (wage work for very short term) 5</p> <p>Own account workere (self employed) 6</p> <p>Cooperative member or employee 7</p> <p>Domestic worker 8</p> <p>Apprenticeship 9</p> <p>Farming / livestock 10</p>	<p>Unemployed: looking for work and unable to find any 11</p> <p>Unemployed: Not at paid work and not looking for work 12</p> <p>Disabled and unable to work 13</p> <p>Student (at school) 14</p> <p>House wife 15</p> <p>Unpaid family worker, helping with domestic and other family work 16</p> <p>Too young to work 17</p> <p>Other (Specify): 18</p>	<p>How many years work experience did you have before you started working in this firm?</p> <p align="center">YEARS</p>	<p>Are you a permanent full-time employee?</p> <p>YES.....1 NO.....2</p>	<p>Are you a relative (e.g., son, brother, nephew, cousin, etc.) of this firm's owner or management</p> <p>YES.....1 NO.....2</p>
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SECTION 13: Workers

NOTE: JOB/LABOR CATEGORIES MUST MATCH THOSE IN THE LABOR MARKET QUESTIONNAIRE.

	31. What is your job now? CODE USING THE LABOR CATEGORIES (SEE CODE ON NEXT PAGE)	32. What was your job last year? CODE USING THE LABOR CATEGORIES (SEE CODE ON NEXT PAGE)	33. What was your job when you started in this firm? CODE USING THE LABOR CATEGORIES (SEE CODE ON NEXT PAGE)	34. How are you currently paid? TIME RATE.....1 PIECE RATE.....2 PERCENT OF FIRMS' SALES.....3	35. What is your total current or usual wage/salary <i>before taxes</i> (including allowances)?		36. What is your current or usual wage or salary (including allowances) <i>after taxes</i> per pay period?		37. What was your wage/salary <i>after taxes</i> last year (including allowances)?		38. What was your wage/salary when you started (including allowances) <i>after taxes</i> ?				
					TIME UNIT		TIME UNIT		TIME UNIT		TIME UNIT				
					HOUR.....1	DAY.....2	WEEK.....3	MONTH.....4	YEAR.....5	HOUR.....1	DAY.....2	WEEK.....3	MONTH.....4	YEAR.....5	HOUR.....1
					TIME UNIT	NAIRA	NAIRA	TIME UNIT	NAIRA	TIME UNIT	NAIRA	TIME UNIT	NAIRA	TIME UNIT	NAIRA
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SECTION 13: Workers

CODES

Managers	Office Workers	Production Workers
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
Professionals (Require University Degree)	Sales Workers	Machine Maintenance and repair.....14
Engineers.....03	Specialized Sales.....09	Machine operators and assemblers, drivers..
Physical Scientist (i.e. chemists, physicians).....04	Sales Assistants.....10	of equipment.....15
Accountants, economists, programmers,	Service Workers (i.e. cleaners, guards, servers).....11	Laborers, helpers.....16
mathematicians, etc.05		Masters.....17
Technicians.....06		Apprentices.....18
		(DO NOT INTERVIEW CURRENT ONES HERE)
		Industry Specific 1 (Skilled).....19
		Industry Specific 2.....20

N.B: MAKE SURE THE TIME PERIODS REFERRED TO ARE THE SAME FOR ALL THE QUESTIONS

SECTION 13: Workers

39. Do you receive any allowances and bonuses that you did not include in your answer about your current wage or your wage last year? YES.....1 NO.....2 (if no=>52)	40. How much food allowance do you currently receive NAIRA	41. How much food allowance did you receive last year NAIRA	42. How much housing allowance do you currently receive NAIRA	43. How much housing allowance did you receive last year NAIRA	44. How much clothing allowance do you currently receive NAIRA	45. How much clothing allowance did you receive last year NAIRA
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SECTION 13: Workers

	46. How much transport allowance do you currently receive	47. How much transport allowance did you receive last year	48. Did you receive a Christmas/Sala bonus or other gift from your employer last year? YES.....1 NO.....2 (if yes => 49) (if no = 50)	49. How much did you get last year ?	50. Do you receive any production or merit bonus? YES.....1 NO.....2 (if yes => 51) (if no => 52)	51. How much did you get last year?	52. How many hours per week do you currently work for this firm?
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SECTION 13: Workers

	53. Do you currently receive any on-the-job training? Within this firm...1 Outside this firm..2 No.....3 (=>55) (multiple answers allowed)	54. How much training do you receive per pay period? HOURS	55. Did you receive any on-the-job training in the past? Within this firm...1 Outside this firm..2 No.....3 (=>57) (multiple answers allowed)	56. How long did it last? WEEKS	57. Have you ever attended other short training courses lasting not more than 6 months? Yes.....1 (=>58) No.....2 (=> 60)	58. What is the total number of months you ever attended such courses in the last 7 years? MONTHS	59. What was the main subject of the most recent training? Clerical..... 1 Prof/Managerial..... 2 Computer..... 3 Marketing..... 4 Teaching..... 5 Leadership..... 6 Medicine..... 7 Other..... 8 (specify)
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SECTION 13: Workers

	60. a) Do you own any of the following? a watch? YES.....1 NO.....2	60. b) a radio? YES.....1 NO.....2	60. c) a television? YES.....1 NO.....2	60. d) a motor vehicle? YES.....1 NO.....2	60. e) a house backed by title? YES.....1 NO.....2	60. f) a farm? YES.....1 NO.....2	61. How tired are you at the end of the day? Very tired.....1 Tired.....2 Not really tired.....3 Not tired at all.....4	62. Is it busy at work at present? Yes.....1 No.....2	63. Do you think your fellow workers have to work very hard? Yes.....1 No.....2
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SECTION 13: Workers

	64. When you consider your job now, would you rather work for your own account (own business) or not? Rather work for own account 1 (=> 65) Rather not work for own account 2 (=> 68)	65. Why would you rather work for your own account ? It gives a higher income..... 1 It offers higher job security 2 It gives higher social status 3 It fits best with what I am good at 4 It is the best job I have access to 5 It enables me to do as I please 6 It is what I like most 7	66. What kind of business would you set up? Bakery 1 Welding 2 Furniture 3 Tailor 4 Food processing 5 Others..... 6 (Specify)	67. Why have you not already set up the business? Have no capital to start my own business 1 Don't know how to start my own business 2 I cannot get a licence 3 I cannot find land / a place to start my own business 4 Other..... 5 (Specify) END OF QUESTIONNAIRE	68. Why would you rather <u>NOT</u> work for your own account? It gives lower income 1 It offers lower job security 2 It gives lower social status 3 It requires long hours 4 If I work for my own account, I can't get into wage work anymore 5 I like my current job most 6 I don't like to work for my own account 7 Other..... 8 (Specify)
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SECTION 14: Apprentices

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Name	SEX MALE.....1 FEMALE..2	What is your age? YEARS	Were you born in this town/city? YES.....1 (=> 6) NO.....2 (=> 5)	In which year did you arrive? YEAR	What is the highest level of education you completed up to secondary school? NONE P1 though P6 S1 through S5 JSS1 through JSS3 SSS1 through SSS3 KORANIC (KORA)	What is the highest level of education you completed after secondary school? NONE A Levels TTC OND/NCE HND B.SC/B.A. Professional Degrees M.Sc P.hD.
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P1 - P6 - PRIMARY SCHOOL
S1-S6 - SECONDARY SCHOOL
JSS1-JSS2- JUNIOR SECONDARY SCHOOL
SSS1-SSS3- SENIOR SECONDARY SCHOOL

SECTION 14: Apprentices

	8. When did you leave school?	9. When you were 6 years old, what was the distance from your home to the nearest primary school?	10. When you were 12 years old, what was the distance from your home to the nearest secondary school?	11. In which state of country did you attend school? (Choose main state if more than one)	12. What is the highest educational level attained?
		less than 1 km..... 1 1 - 3 km.....2 3 - 6 km..... 3 6 - 10 km..... 4 more than 10 km..... 5	less than 1 km..... 1 1 - 3 km..... 2 3 - 6 km..... 3 6 - 10 km..... 4 more than 10 km..... 5		None 0 School Leaving certificate 2 WASC/GCE 3 JSS Certificate 4 SSS Certificate 5 Koranic 6 GCE A/Levels 7 TTC 8 OND/NCE 9 HND 10 B.SC/B.A. 11 Professional degrees 12 M.Sc/M.A. 13 Ph.D. 14
	YEAR				
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SECTION 14: Apprentices

13. What was the main subject of your highest level of education?	14. How long have you been working for this firm?		15. What was your main activity before this apprenticeship Public enterprise 1 Private enterprise 2 Casual work (wage work for very short term) 3 Self employment (working for own account) 4 Cooperative employee or member 5 Domestic worker 6 Apprenticeship 7 Farming / livestock 8 Unemployed: looking for work and unable to find any 9 Unemployed: Not at paid work and not looking for work 10 Disabled and unable to work 11 Student (at school) 12 House wife 13 Unpaid family worker, helping with domestic and other family work 14 Too young to work 15 Other (Specify): 16	16. How long will the apprenticeship last in total?	
	YEARS	MONTHS		YEARS	MONTHS
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SECTION 14: Apprentices

17.	18.	19.	20.	21.	22.	23.	24.
Are you currently attending vocational or technical school?	How many years have you spent at technical/ vocational school so far?	What is the highest qualification you have achieved so far?	Is the vocational or technical school you attend public or private?	What was your father's highest educational level completed?	What was your Mother's highest educational level completed?	What kind of work has your father done for most of his life?	What kind of work has your mother done for most of her life?
YES.....1 NO.....2 (if no =>20)		None.....1 TT1/22 City and Guilds.....3 Other.....4 (Specify)	Public1 Private.....2	None 0 School Leaving certificate 2 WASC/GCE 3 JSS Certificate 4 SSS Certificate 5 Koranic 6 GCE A/Levels 7 TTC 8 OND/NCE 9 HND 10 B.SC/B.A. 11 Professional degrees 12 M.Sc/M.A. 13 P.hD. 14	None 0 School Leaving certificate 2 WASC/GCE 3 JSS Certificate 4 SSS Certificate 5 Koranic 6 GCE A/Levels 7 TTC 8 OND/NCE 9 HND 10 B.SC/B.A. 11 Professional degrees 12 M.Sc/M.A. 13 P.hD. 14	Farming.....1 Trading.....2 Clerical.....3 Construction.....4 Professional/ Managerial.....5 Other(specify).....6 Don't know.....7	Farming.....1 Trading.....2 Clerical.....3 Construction.....4 Professional/ Managerial.....5 Housewife.....6 Other(specify).....7 Don't know.....8
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SECTION 14: Apprentices

	25. Are you a relative (e.g., son, brother, nephew, cousin, etc.) of this firm's owner or management? YES.....1 NO.....2	26. Are you a relative of your Master? YES.....1 NO.....2 My master is the firm owner/manager.....3	27. Do you receive wages, pocket money or an allowance from the firm? YES.....1 NO.....2 (if no =>29)	28. How much per pay period?		29. Do you receive meals from the firm? YES.....1 NO.....2	30. Are you given money for food? YES.....1 NO.....2 (if no =>32)	31. How much per pay period?		32. Do you receive housing from the firm? YES.....1 NO.....2	33. Are you given money for housing? YES.....1 NO.....2 (if no =>35)	34. How much per pay period?	
				HOUR.....1 DAY.....2 WEEK.....3 MONTH.....4 YEAR.....5 (see note)					NAIRA				NAIRA
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Note: Make sure the time periods in all questions are the same

SECTION 14: Apprentices

	35. Do you receive clothing from the firm? YES.....1 NO.....2	36. Are you given money for clothing? YES.....1 NO.....2 (if no =>38)	37. How much per pay period?	38. INTERVIEWER ADD UP THE ANSWERS GIVEN TO QUESTIONS 28+31+34+37 AND WRITE THE ANSWER IN THIS COLUMN. THEN ASK QUESTION 39	39. At the moment you receive a total of per pay period from this enterprise. One year ago, how much were you receiving in total?	40. Do you receive support, in the form of money, housing or food, from parents or other family members? YES.....1 NO.....2	41. Did you or your family pay a fee when you began your apprenticeship? YES.....1 NO.....2 (=>43)	42. How much was the fee?	
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SECTION 14: Apprentices

	43. Will you pay a fee when you finish? YES.....1 NO.....2 (if no =>45)	44. How much will this fee be?		45. Do you pay a fee per month? YES.....1 NO.....2 (if no =>47)	46. How much is this fee?		47. Do you provide your own tools and equipment? YES.....1 NO.....2	48. Will you have to take a test when you finish your apprenticeship? YES.....1 NO.....2	49. Will you receive a written testimonial when you finish your apprenticeship? YES.....1 NO.....2	50. How many hours a week do you work for this firm? HOURS	51. How tired are you at the end of the day? Very tired.....1 Tired.....2 Not really tired.....3 Not tired at all.....4
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SECTION 14: Apprentices

	52. Is it busy at work at present? Yes.....1 No.....2	53. Do you think your fellow workers have to work very hard? Yes.....1 No.....2	54. Do you plan to start a business of your own at some point in the future? Yes.....1 No.....2	55. a) Do you own any of the following? a watch? YES.....1 NO.....2	55 b) a radio? YES.....1 NO.....2	55 c) a television? YES.....1 NO.....2	55 d) a motor vehicle? YES.....1 NO.....2	55 e) a house backed by title? YES.....1 NO.....2	55 f) a farm? YES.....1 NO.....2	56. Did you ever look for wage work instead of an apprenticeship? Yes1 No2	57. Did you ever refuse any apprenticeships? Yes1 No2
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