

Enterprise No.

FnENO

Enterprise Name

# Ghanaian Manufacturing Enterprise Survey

## Workers and Apprentices Questionnaire

Wave V

September 1998

Centre for the Study of African Economies  
University of Oxford  
and  
Ghana Statistical Service  
Accra

Interviewer.....

Data entry operator..... FnDAT

# 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 IV. PLEASE OBSERVE THE FOLLOWING GUIDELINES IN SELECTING WORKERS TO INTERVIEW:

- 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:

<b>Manager</b>	<b>Sales Worker</b>
Employed manager.....1	Specialized sales worker.....9
Proprietor (as manager).....2	Sales assistant.....10
<b>Professional (Requires University Degree)</b>	<b>Service Worker</b> .....11
Engineer.....3	(i.e. cleaners, guards, food prep and servers)
Physical scientist.....4	
Accountant, economist, programmer.....	<b>Production Worker</b>
mathematician.....5	Foreman and supervisor.....12
Technician.....6	Electrician, plumber, welder.....13
<b>Office Worker</b>	Machine maintenance and repair.....14
Skilled office worker.....7	Machine operator or assembler.....15
Unskilled office worker.....8	Laborer, helper.....16
	Master.....17
	Apprentice.....18
	<b>(NOT FOR USE HERE</b>
	<b>INTERVIEW IN SEPARATE APPENDIX)</b>
	Industry Specific 1 (Skilled).....19
	Industry Specific 2.....20

- USE THE WORKERS SURVEY FOR ALL WORKERS, *EXCEPT APPRENTICES*, FOR WHOM THERE IS A SEPARATE APPENDIX IN COUNTRIES WHERE THEY EXIST.
- 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	2. Did we interview you last year?  YES...1 NO.....2	3. SEX MALE.....1 FEMALE..2	4. What is your age?  YEARS	5. Are you married? YES.....1 NO.....2	6. Were you born in this town/city? YES.....1 (=> 8) NO.....2 (=> 7)	7. In which year did you arrive?  YEAR	8. ETHNIC ORIGIN? AFRICAN..... 1 (=> 9) EUROPEAN.....2 (=> 14) SOUTH ASIAN (eg. Indian)...3 (=> 14) EAST ASIAN (eg. Chinese)...4 (=> 14) MIDDLE EASTERN.....5 (=> 14) OTHER.....6 (=> 14) (Specify)	9. From which country are you originally from? GHANA.....1 (=> 10) TOGO.....2 (=> 14) BURKINA FASO...3 (=> 14) OTHER.....4 (=> 14) (Specify)	
1	F13Q1A	F13Q2A	F13Q3A	F13Q4A	F13Q5A	F13Q6A	F13Q7A	F13Q8A / F13Q8AS	F13Q9A / F13Q9AS
2	F13Q1B	F13Q2B	F13Q3B	F13Q4B	F13Q5B	F13Q6B	F13Q7B	F13Q8B / F13Q8BS	F13Q9B / F13Q9BS
3	F13Q1C	F13Q2C	F13Q3C	F13Q4C	F13Q5C	F13Q6C	F13Q7C	F13Q8C / F13Q8CS	F13Q9C / F13Q9CS
4	F13Q1D	F13Q2D	F13Q3D	F13Q4D	F13Q5D	F13Q6D	F13Q7D	F13Q8D / F13Q8DS	F13Q9D / F13Q9DS
5	F13Q1E	F13Q2E	F13Q3E	F13Q4E	F13Q5E	F13Q6E	F13Q7E	F13Q8E / F13Q8ES	F13Q9E / F13Q9ES
6	F13Q1F	F13Q2F	F13Q3F	F13Q4F	F13Q5F	F13Q6F	F13Q7F	F13Q8F / F13Q8FS	F13Q9F / F13Q9FS
7	F13Q1G	F13Q2G	F13Q3G	F13Q4G	F13Q5G	F13Q6G	F13Q7G	F13Q8G / F13Q8GS	F13Q9G / F13Q9GS
8	F13Q1H	F13Q2H	F13Q3H	F13Q4H	F13Q5H	F13Q6H	F13Q7H	F13Q8H / F13Q8HS	F13Q9H / F13Q9HS
9	F13Q1I	F13Q2I	F13Q3I	F13Q4I	F13Q5I	F13Q6I	F13Q7I	F13Q8I / F13Q8IS	F13Q9I / F13Q9IS
10	F13Q1J	F13Q2J	F13Q3J	F13Q4J	F13Q5J	F13Q6J	F13Q7J	F13Q8J / F13Q8JS	F13Q9J / F13Q9JS

**SECTION 13: Workers**

	10.  To which ethnic group do you belong?	11.  Which language did you first speak as a child?  Twi.....1 Ga.....2 Ewe.....3 Wala Hausa.....4 Other.....5 (specify)	12.  To which ethnic group does your mother belong?	13.  To which ethnic group does your father belong?	14.  When did you leave school?  YEAR	15.  What is the highest level of education you completed up to secondary school?  NONE P1 through P6 M1 through M4 S1 through S5 JSS1 through JSS3 SSS1 through SSS3 KORANIC (KORA)	16.  What is the highest level of education you completed after secondary school?  NONE A1 through A2 PS1 PS2 PS3 T1 through T4 U1 through U8
1	F13Q10A	F13Q11A/F13Q11AS	F13Q12A	F13Q13A	F13Q14A	F13Q15A	F13Q16A
2	F13Q10B	F13Q11B/F13Q11BS	F13Q12B	F13Q13B	F13Q14B	F13Q15B	F13Q16B
3	F13Q10C	F13Q11C/F13Q11CS	F13Q12C	F13Q13C	F13Q14C	F13Q15C	F13Q16C
4	F13Q10D	F13Q11D/F13Q11DS	F13Q12D	F13Q13D	F13Q14D	F13Q15D	F13Q16D
5	F13Q10E	F13Q11E/F13Q11ES	F13Q12E	F13Q13E	F13Q14E	F13Q15E	F13Q16E
6	F13Q10F	F13Q11F/F13Q11FS	F13Q12F	F13Q13F	F13Q14F	F13Q15F	F13Q16F
7	F13Q10G	F13Q11G/F13Q11GS	F13Q12G	F13Q13G	F13Q14G	F13Q15G	F13Q16G
8	F13Q10H	F13Q11H/F13Q11HS	F13Q12H	F13Q13H	F13Q14H	F13Q15H	F13Q16H
9	F13Q10I	F13Q11I/F13Q11IS	F13Q12I	F13Q13I	F13Q14I	F13Q15I	F13Q16I
10	F13Q10J	F13Q11J/F13Q11JS	F13Q12J	F13Q13J	F13Q14J	F13Q15J	F13Q16J

Most likely responses to question 10, 12 and 13 (not an exhaustive list)

Asante sub-group of the Akan  
 Akuapem sub-group of the Akan  
 Akyem sub-group of the Akan  
 Kwahu sub-group of the Akan  
 Fante sub-group of the Akan

Ga  
 Ewe  
 Dagomba  
 Dagarti  
 Hausa

P1 - P6 - PRIMARY SCHOOL  
 M1-M6 - MIDDLE SCHOOL  
 S1-S6 - SECONDARY SCHOOL  
 JSS1-JSS2- JUNIOR SECONDARY SCHOOL  
 SSS1-SSS3- SENIOR SECONDARY SCHOOL  
 A1-A2- A LEVELS  
 PS1-PS3 POST SECONDARY SCHOOL  
 T1-T4 - TEACHER TRAINING  
 U1-U8-UNIVERSITY

There are other sub-groups of the Akan and maybe sub-groups of the other major groups  
 Please write down both the sub-group and the major group whenever appropriate

**SECTION 13: Workers**

	17. What is the highest educational level you attained? NONE.....0 MSLC/BECE.....1 COMM/VOC.....2 T/T Certificate B.....3 T/T Certificate A.....4 O Level.....5 A Level.....6 Tech/Profess/Cert....7 Tech/Profess/Dip....8 Bachelor.....9 Masters.....10 Doctorate.....11	18. Was the school you last attended public or private?  Public .....1 Private.....2	19. Have you ever attended technical and /or vocational school?  YES.....1 (=> 20) NO.....2 (=> 23)	20. How many years did you spend at technical and/or vocational school?  YEARS	21. What was the highest qualification you achieved?  None.....1 NVTI.....2 City and Guilds.....3 Other.....4 (Specify)	22. Was the vocational or technical school you attended public or private?  Public .....1 Private.....2	23. Can you speak English?  YES.....1 NO.....2	24. Can you read a simple letter in English?  YES.....1 NO.....2	25. In what Ghanaian language can you read a letter? (state the most proficient)  None.....1 Akan.....2 Ewe.....3 Ga Adangbe....4 Dagbani.....5 Hausa.....6 Nzena.....7 Other.....8 (specify)	26. In what Ghanaian language can you write a letter?  None.....1 Akan.....2 Ewe.....3 Ga Adangbe....4 Dagbani.....5 Hausa.....6 Nzena.....7 Other.....8 (specify)
1	F13Q17A	F13Q18A	F13Q19A	F13Q20A	F13Q21A	F13Q22A	F13Q23A	F13Q24A	F13Q25A / AS	F13Q26A / AS
2	F13Q17B	F13Q18B	F13Q19B	F13Q20B	F13Q21B	F13Q22B	F13Q23B	F13Q24B	F13Q25B / BS	F13Q26B / BS
3	F13Q17C	F13Q18C	F13Q19C	F13Q20C	F13Q21C	F13Q22C	F13Q23C	F13Q24C	F13Q25C / CS	F13Q26C / CS
4	F13Q17D	F13Q18D	F13Q19D	F13Q20D	F13Q21D	F13Q22D	F13Q23D	F13Q24D	F13Q25D / DS	F13Q26D / DS
5	F13Q17E	F13Q18E	F13Q19E	F13Q20E	F13Q21E	F13Q22E	F13Q23E	F13Q24E	F13Q25E / ES	F13Q26E / ES
6	F13Q17F	F13Q18F	F13Q19F	F13Q20F	F13Q21F	F13Q22F	F13Q23F	F13Q24F	F13Q25F / FS	F13Q26F / FS
7	F13Q17G	F13Q18G	F13Q19G	F13Q20G	F13Q21G	F13Q22G	F13Q23G	F13Q24G	F13Q25G / GS	F13Q26G / GS
8	F13Q17H	F13Q18H	F13Q19H	F13Q20H	F13Q21H	F13Q22H	F13Q23H	F13Q24H	F13Q25H / HS	F13Q26H / HS
9	F13Q17I	F13Q18I	F13Q19I	F13Q20I	F13Q21I	F13Q22I	F13Q23I	F13Q24I	F13Q25I / IS	F13Q26I / IS
10	F13Q17J	F13Q18J	F13Q19J	F13Q20J	F13Q21J	F13Q22J	F13Q23J	F13Q24J	F13Q25J / JS	F13Q26J / JS

**SECTION 13: Workers**

	27.  Can you do written calculations?  YES.....1 NO.....2	28.  What was your father's highest educational level completed?  None.....0 Primary.....1 Middle/dss.....2 Training College.....3 O Level.....4 A Level.....5 Vocational/Tech.....6 Koranic.....7 Don't Know.....8	29.  What was your mother's highest educational level completed?  None.....0 Primary.....1 Middle/dss.....2 Training College.....3 O Level.....4 A Level.....5 Vocational/Tech.....6 Koranic.....7 Don't Know.....8	30.  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	31.  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	32.  How long have you been working for this firm?  YEARS MONTHS		33.  How many years work experience did you have before you started working in this firm?  YEARS	34.  Are you a permanent full-time employee?  YES.....1 NO.....2	35.  Are you a relative (e.g., son, brother, nephew, cousin, etc.) of this firm's owner or manager?  YES.....1 NO.....2
1	F13Q27A	F13Q28A	F13Q29A	F13Q30A / AS	F13Q31A / AS	F13Q32A1	Q32A2	F13Q33A	F13Q34A	F13Q35A
2	F13Q27B	F13Q28B	F13Q29B	F13Q30B / BS	F13Q31B / BS	F13Q32B1	Q32B2	F13Q33B	F13Q34B	F13Q35B
3	F13Q27C	F13Q28C	F13Q29C	F13Q30C / CS	F13Q31C / CS	F13Q32C1	Q32C2	F13Q33C	F13Q34C	F13Q35C
4	F13Q27D	F13Q28D	F13Q29D	F13Q30D / DS	F13Q31D / DS	F13Q32D1	Q32D2	F13Q33D	F13Q34D	F13Q35D
5	F13Q27E	F13Q28E	F13Q29E	F13Q30E / ES	F13Q31E / ES	F13Q32E1	Q32E2	F13Q33E	F13Q34E	F13Q35E
6	F13Q27F	F13Q28F	F13Q29F	F13Q30F / FS	F13Q31F / FS	F13Q32F1	Q32F2	F13Q33F	F13Q34F	F13Q35F
7	F13Q27G	F13Q28G	F13Q29G	F13Q30G / GS	F13Q31G / GS	F13Q32G1	Q32G2	F13Q33G	F13Q34G	F13Q35G
8	F13Q27H	F13Q28H	F13Q29H	F13Q30H / HS	F13Q31H / HS	F13Q32H1	Q32H2	F13Q33H	F13Q34H	F13Q35H
9	F13Q27I	F13Q28I	F13Q29I	F13Q30I / IS	F13Q31I / IS	F13Q32I1	Q32I2	F13Q33I	F13Q34I	F13Q35I
10	F13Q27J	F13Q28J	F13Q29J	F13Q30J / JS	F13Q31J / JS	F13Q32J1	Q32J2	F13Q33J	F13Q34J	F13Q35J

**SECTION 13: Workers**

NOTE: JOB/LABOR CATEGORIES (QUESTIONS 37-393) MUST MATCH THOSE IN THE LABOR MARKET QUESTIONNAIRE.

	36. Are you a member of a labor union?  YES.....1 NO.....2	37. What is your job now?  CODE USING THE LABOR CATEGORIES  (SEE CODE ON NEXT PAGE)	38. What was your job last year?  CODE USING THE LABOR CATEGORIES  (SEE CODE ON NEXT PAGE)	39. What was your job when you started in this firm?  CODE USING THE LABOR CATEGORIES  (SEE CODE ON NEXT PAGE)	40. How are you currently paid?  TIME RATE.....1 PIECE RATE.....2 PERCENT OF FIRMS' SALES.....3	41. What is your total current or usual wage/salary before taxes (including allowances)?		42. What is your current or usual wage or salary (including allowances) after taxes per pay period?	43. What was your wage/salary after taxes last year (including allowances)?		44. What was your wage/salary when you started (including allowances) after taxes?	
						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 DAY.....2 WEEK.....3 MONTH.....4 YEAR.....5		
						TIME UNIT	CEDIS	CEDIS	TIME UNIT	CEDIS	TIME UNIT	CEDIS
1	F13Q36A	F13Q37A	F13Q38A	F13Q39A	F13Q40A	F13Q41A1	F13Q41A2	F13Q42A	Q43A1	F13Q43A2	Q44A1	F13Q44A2
2	F13Q36B	F13Q37B	F13Q38B	F13Q39B	F13Q40B	F13Q41B1	F13Q41B2	F13Q42B	Q43B1	F13Q43B2	Q44B1	F13Q44B2
3	F13Q36C	F13Q37C	F13Q38C	F13Q39C	F13Q40C	F13Q41C1	F13Q41C2	F13Q42C	Q43C1	F13Q43C2	Q44C1	F13Q44C2
4	F13Q36D	F13Q37D	F13Q38D	F13Q39D	F13Q40D	F13Q41D1	F13Q41D2	F13Q42D	Q43D1	F13Q43D2	Q44D1	F13Q44D2
5	F13Q36E	F13Q37E	F13Q38E	F13Q39E	F13Q40E	F13Q41E1	F13Q41E2	F13Q42E	Q43E1	F13Q43E2	Q44E1	F13Q44E2
6	F13Q36F	F13Q37F	F13Q38F	F13Q39F	F13Q40F	F13Q41F1	F13Q41F2	F13Q42F	Q43F1	F13Q43F2	Q44F1	F13Q44F2
7	F13Q36G	F13Q37G	F13Q38G	F13Q39G	F13Q40G	F13Q41G1	F13Q41G2	F13Q42G	Q43G1	F13Q43G2	Q44G1	F13Q44G2
8	F13Q36H	F13Q37H	F13Q38H	F13Q39H	F13Q40H	F13Q41H1	F13Q41H2	F13Q42H	Q43H1	F13Q43H2	Q44H1	F13Q44H2
9	F13Q36I	F13Q37I	F13Q38I	F13Q39I	F13Q40I	F13Q41I1	F13Q41I2	F13Q42I	Q43I1	F13Q43I2	Q44I1	F13Q44I2
10	F13Q36J	F13Q37J	F13Q38J	F13Q39J	F13Q40J	F13Q41J1	F13Q41J2	F13Q42J	Q43J1	F13Q43J2	Q44J1	F13Q44J2

## SECTION 13: Workers

### CODES

<p style="text-align: center;"><b>Managers</b></p> <p>Employed Managers.....01</p> <p>Proprietors (as Managers).....02</p> <p style="text-align: center;"><b>Professionals (Require University Degree)</b></p> <p>Engineers.....03</p> <p>Physical Scientist (i.e. chemists, physicians).....04</p> <p>Accountants, economists, programmers, mathematicians, etc. ....05</p> <p>Technicians.....06</p>	<p style="text-align: center;"><b>Office Workers</b></p> <p>Skilled Office (i.e. stenographer, typists, word processors)....07</p> <p>Unskilled Office (i.e. messengers, helpers).....08</p> <p style="text-align: center;"><b>Sales Workers</b></p> <p>Specialized Sales.....09</p> <p>Sales Assistants.....10</p> <p><b>Service Workers</b> (i.e. cleaners, guards, servers).....11</p>	<p style="text-align: center;"><b>Production Workers</b></p> <p>Foremen and Supervisors.....12</p> <p>Electricians, Plumbers, Welders.....13</p> <p>Machine Maintenance and repair.....14</p> <p>Machine operators and assemblers, drivers.. of equipment.....15</p> <p>Laborers, helpers.....16</p> <p>Masters.....17</p> <p>Apprentices.....18</p> <p style="text-align: center;"><b>(DO NOT INTERVIEW CURRENT ONES HERE)</b></p> <p>Industry Specific 1 (Skilled).....19</p> <p>Industry Specific 2.....20</p>
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N.B: MAKE SURE THE TIME PERIODS REFERRED TO ARE THE SAME FOR ALL THE QUESTIONS

**SECTION 13: Workers**

	45. 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=>58)	46. Do you receive a food allowance?  YES.....1 NO.....2 (if no=>48)	47. How much do you receive per pay period?  CEDIS	48. Do you receive a housing allowance?  YES.....1 NO.....2 (if no=>50)	49. How much do you receive per pay period?  CEDIS	50. Do you receive a clothing allowance?  YES.....1 NO.....2 (if no, =>52)	51. How much do you receive per pay period?  CEDIS	52. Do you get a transport allowance?  YES.....1 NO.....2  (if no =>54)	53. How much do you receive per pay period?  CEDIS	54. Do you receive a Christmas bonus?  YES.....1 NO.....2 (if no =>56)	55. How much is it?  CEDIS	56. Do you receive any production or merit bonus?  YES.....1 NO.....2 (if no => 58)	57. How much did you get last year?  CEDIS
1	F13Q45A	F13Q46A	F13Q47A	F13Q48A	F13Q49A	F13Q50A	F13Q51A	F13Q52A	F13Q53A	F13Q54A	F13Q55A	F13Q56A	F13Q57A
2	F13Q45B	F13Q46B	F13Q47B	F13Q48B	F13Q49B	F13Q50B	F13Q51B	F13Q52B	F13Q53B	F13Q54B	F13Q55B	F13Q56B	F13Q57B
3	F13Q45C	F13Q46C	F13Q47C	F13Q48C	F13Q49C	F13Q50C	F13Q51C	F13Q52C	F13Q53C	F13Q54C	F13Q55C	F13Q56C	F13Q57C
4	F13Q45D	F13Q46D	F13Q47D	F13Q48D	F13Q49D	F13Q50D	F13Q51D	F13Q52D	F13Q53D	F13Q54D	F13Q55D	F13Q56D	F13Q57D
5	F13Q45E	F13Q46E	F13Q47E	F13Q48E	F13Q49E	F13Q50E	F13Q51E	F13Q52E	F13Q53E	F13Q54E	F13Q55E	F13Q56E	F13Q57E
6	F13Q45F	F13A46F	F13Q47F	F13Q48F	F13Q49F	F13Q50F	F13Q51F	F13Q52F	F13Q53F	F13Q54F	F13Q55F	F13Q56F	F13Q57F
7	F13Q45G	F13Q46G	F13Q47G	F13Q48G	F13Q49G	F13Q50G	F13Q51G	F13Q52G	F13Q53G	F13Q54G	F13Q55G	F13Q56G	F13Q57G
8	F13Q45H	F13Q46H	F13Q47H	F13Q48H	F13Q49H	F13Q50H	F13Q51H	F13Q52H	F13Q53H	F13Q54H	F13Q55H	F13Q56H	F13Q57H
9	F13Q45I	F13Q46I	F13Q47I	F13Q48I	F13Q49I	F13Q50I	F13Q51I	F13Q52I	F13Q53I	F13Q54I	F13Q55I	F13Q56I	F13Q57I
10	F13Q45J	F13Q46J	F13Q47J	F13Q48J	F13Q49J	F13Q50J	F13Q51J	F13Q52J	F13Q53J	F13Q54J	F13Q55J	F13Q56J	F13Q57J

**SECTION 13: Workers**

	58.  How many hours per week do you currently work for this firm?	59.  Do you currently receive any on-the-job training?  Within this firm.....1 Outside this firm..2 No.....3  (multiple answers allowed)	60.  How much training do you receive per pay period?  HOURS	61.  Did you receive any on-the-job training in the past?  Within this firm.....1 Outside this firm..2 No.....3  (multiple answers allowed)	62.  How long did it last?  WEEKS	63.  Have you ever attended other short training courses lasting not more than 6 months?  YES.....1 (=> 64) NO.....2 (=> 66)	64.  What is the total number of months you ever attended such courses in last 7 years?  MONTHS	65.  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)
1	F13Q58A	F13Q59A1,A2	F13Q60A	F13Q61A1,A2	F13Q62A	F13Q63A	F13Q64A	F13Q65A / AS
2	F13Q58B	F13Q59B1,B2	F13Q60B	F13Q61B1,B2	F13Q62B	F13Q63B	F13Q64B	F13Q65B / BS
3	F13Q58C	F13Q59C1,C2	F13Q60C	F13Q61C1,C2	F13Q62C	F13Q63C	F13Q64C	F13Q65C / CS
4	F13Q58D	F13Q59D1,D2	F13Q60D	F13Q61D1,D2	F13Q62D	F13Q63D	F13Q64D	F13Q65D / DS
5	F13Q58E	F13Q59E1,E2	F13Q60E	F13Q61E1,E2	F13Q62E	F13Q63E	F13Q64E	F13Q65E / ES
6	F13Q58F	F13Q59F1,F2	F13Q60F	F13Q61F1,F2	F13Q62F	F13Q63F	F13Q64F	F13Q65F / FS
7	F13Q58G	F13Q59G1,G2	F13Q60G	F13Q61G1,G2	F13Q62G	F13Q63G	F13Q64G	F13Q65G / GS
8	F13Q58H	F13Q59H1,H2	F13Q60H	F13Q61H1,H2	F13Q62H	F13Q63H	F13Q64H	F13Q65H / HS
9	F13Q58I	F13Q59I1,I2	F13Q60I	F13Q61I1,I2	F13Q62I	F13Q63I	F13Q64I	F13Q65I / IS
10	F13Q58J	F13Q59J1,J2	F13Q60J	F13Q61J1,J2	F13Q62J	F13Q63J	F13Q64J	F13Q65J / JS

**SECTION 13: Workers**

	66.  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)	67.  How many potential employers did you know at the time of getting this job?	68.  Have you been unemployed during the last 5 years?  Yes.....1 No.....2	69.  How likely are you to leave your current employer?  very likely.....1 quite likely.....2 not very likely.....3 not at all likely.....4	70.  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)	71.  Do you expect next year, the number of people employed here to.....  Increase.....1 Decrease.....2 Remain the same.....3
1	F13Q66A / F13Q66AS	F13Q67A	F13Q68A	F13Q69A	F13Q70A / F13Q70AS	F13Q71A
2	F13Q66B / F13Q66BS	F13Q67B	F13Q68B	F13Q69B	F13Q70B / F13Q70BS	F13Q71B
3	F13Q66C / F13Q66CS	F13Q67C	F13Q68C	F13Q69C	F13Q70C / F13Q70CS	F13Q71C
4	F13Q66D / F13Q66DS	F13Q67D	F13Q68D	F13Q69D	F13Q70D / F13Q70DS	F13Q71D
5	F13Q66E / F13Q66ES	F13Q67E	F13Q68E	F13Q69E	F13Q70E / F13Q70ES	F13Q71E
6	F13Q66F / F13Q66FS	F13Q67F	F13Q68F	F13Q69F	F13Q70F / F13Q70FS	F13Q71F
7	F13Q66G / F13Q66GS	F13Q67G	F13Q68G	F13Q69G	F13Q70G / F13Q70GS	F13Q71G
8	F13Q66H / F13Q66HS	F13Q67H	F13Q68H	F13Q69H	F13Q70H / F13Q70HS	F13Q71H
9	F13Q66I / F13Q66IS	F13Q67I	F13Q68I	F13Q69I	F13Q70I / F13Q70IS	F13Q71I
10	F13Q66J / F13Q66JS	F13Q67J	F13Q68J	F13Q69J	F13Q70J / F13Q70JS	F13Q71J

**SECTION 13: Workers**

	72.  How tired are you at the end of the day?  Very tired.....1 Tired.....2 Not really tired.....3 Not tired at all.....4	73.  Is it busy at work at present?  Yes.....1 No.....2	74.  Do you think your fellow workers have to work very hard?  Yes.....1 No.....2	75.  Do you currently have your own business (e.g., trading, running a taxi), in addition to being employed here?  yes = 1 no = 2	76.  Did you have your own business before you became an employee here?  yes = 1 no = 2	77.  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
1	F13Q72A	F13Q73A	F13Q74A	F13Q75A	F13Q76A	F13Q77A / F13Q77AS
2	F13Q72B	F13Q73B	F13Q74B	F13Q75B	F13Q76B	F13Q77B / F13Q77BS
3	F13Q72C	F13Q73C	F13Q74C	F13Q75C	F13Q76C	F13Q77C / F13Q77CS
4	F13Q72D	F13Q73D	F13Q74D	F13Q75D	F13Q76D	F13Q77D / F13Q77DS
5	F13Q72E	F13Q73E	F13Q74E	F13Q75E	F13Q76E	F13Q77E / F13Q77ES
6	F13Q72F	F13Q73F	F13Q74F	F13Q75F	F13Q76F	F13Q77F / F13Q77FS
7	F13Q72G	F13Q73G	F13Q74G	F13Q75G	F13Q76G	F13Q77G / F13Q77GS
8	F13Q72H	F13Q73H	F13Q74H	F13Q75H	F13Q76H	F13Q77H / F13Q77HS
9	F13Q72I	F13Q73I	F13Q74I	F13Q75I	F13Q76I	F13Q77I / F13Q77IS
10	F13Q72J	F13Q73J	F13Q74J	F13Q75J	F13Q76J	F13Q77J / F13Q77JS

## SECTION 14: Apprentices

	1. Name	2. SEX MALE.....1 FEMALE...2	3. What is your age?  YEARS	4. Were you born in this town/city?  YES.....1 (=> 6) NO.....2 (=> 5)	5. In which year did you arrive?  YEAR	6. To which ethnic group do you belong?	7. Which language did you first speak as a child?  Twi.....1 Ga.....2 Ewe.....3 Wala Hausa.....4 Other.....5 (specify)	8. To which ethnic group does your mother belong?
1	F14Q1A	F14Q2A	F14Q3A	F14Q4A	F14Q5A	F14Q6A	F14Q7A / F14Q7AS	F14Q8A
2	F14Q1B	F14Q2B	F14Q3B	F14Q4B	F14Q5B	F14Q6B	F14Q7B / F14Q7BS	F14Q8B
3	F14Q1C	F14Q2C	F14Q3C	F14Q4C	F14Q5C	F14Q6C	F14Q7C / F14Q7CS	F14Q8C
4	F14Q1D	F14Q2D	F14Q3D	F14Q4D	F14Q5D	F14Q6D	F14Q7D / F14Q7DS	F14Q8D
5	F14Q1E	F14Q2E	F14Q3E	F14Q4E	F14Q5E	F14Q6E	F14Q7E / F14Q7ES	F14Q8E
6	F14Q1F	F14Q2F	F14Q3F	F14Q4F	F14Q5F	F14Q6F	F14Q7F / F14Q7FS	F14Q8F
7	F14Q1G	F14Q2G	F14Q3G	F14Q4G	F14Q5G	F14Q6G	F14Q7G / F14Q7GS	F14Q8G
8	F14Q1H	F14Q2H	F14Q3H	F14Q4H	F14Q5H	F14Q6H	F14Q7H / F14Q7HS	F14Q8H
9	F14Q1I	F14Q2I	F14Q3I	F14Q4I	F14Q5I	F14Q6I	F14Q7I / F14Q7IS	F14Q8I
10	F14Q1J	F14Q2J	F14Q3J	F14Q4J	F14Q5J	F14Q6J	F14Q7J / F14Q7JS	F14Q8J

Most likely responses to questions 6, 8 and 9 (not an exhaustive list)

Asante	sub-group of the Akan	Ga
Akuapem	sub-group of the Akan	Ewe
Akyem	sub-group of the Akan	Dagomba
Kwahu	sub-group of the Akan	Dagarti
Fante	sub-group of the Akan	Hausa

There are other sub-groups of the Akan and maybe sub-groups of the other major groups  
Please write down both the sub-group and the major group whenever appropriate

**SECTION 14: Apprentices**

	9.  To which ethnic group does your father belong?	10.  What is the highest level of education you completed up to secondary school?  NONE P1 through P6 M1 through M4 S1 through S5 JSS1 through JSS3 SSS1 through SSS3 KORANIC (KORA)	11.  What is the highest level of education you completed after secondary school?  NONE A1 through A2 PS1 PS2 PS3 T1 through T4 U1 through U8	12.  What is the highest educational level attained? NONE.....0 MSLC/BECE.....1 COMM/VOC.....2 T/T Certificate B.....3 T/T Certificate A.....4 O Level.....5 A Level.....6 Tech/Profess/Cert...7 Tech/Profess/Dip....8 Bachelor.....9 Masters.....10 Doctorate.....11	13.  When did you leave school?  YEAR	14.  How long have you been working for this firm?		15.  How long will the apprenticeship last in total?		16.  Are you currently attending vocational or technical school?  YES.....1 NO.....2  (if no =>20)
						YEARS	MONTHS	YEARS	MONTHS	
1	F14Q9A	F14Q10A	F14Q11A	F14Q12A	F14Q13A	F14Q14A1	F14Q14A2	F14Q15A1	F14Q15A2	F14Q16A
2	F14Q9B	F14Q10B	F14Q11B	F14Q12B	F14Q13B	F14Q14B1	F14Q14B2	F14Q15B1	F14Q15B2	F14Q16B
3	F14Q9C	F14Q10C	F14Q11C	F14Q12C	F14Q13C	F14Q14C1	F14Q14C2	F14Q15C1	F14Q15C2	F14Q16C
4	F14Q9D	F14Q10D	F14Q11D	F14Q12D	F14Q13D	F14Q14D1	F14Q14D2	F14Q15D1	F14Q15D2	F14Q16D
5	F14Q9E	F14Q10E	F14Q11E	F14Q12E	F14Q13E	F14Q14E1	F14Q14E2	F14Q15E1	F14Q15E2	F14Q16E
6	F14Q9F	F14Q10F	F14Q11F	F14Q12F	F14Q13F	F14Q14F1	F14Q14F2	F14Q15F1	F14Q15F2	F14Q16F
7	F14Q9G	F14Q10G	F14Q11G	F14Q12G	F14Q13G	F14Q14G1	F14Q14G2	F14Q15G1	F14Q15G2	F14Q16G
8	F14Q9H	F14Q10H	F14Q11H	F14Q12H	F14Q13H	F14Q14H1	F14Q14H2	F14Q15H1	F14Q15H2	F14Q16H
9	F14Q9I	F14Q10I	F14Q11I	F14Q12I	F14Q13I	F14Q14I1	F14Q14I2	F14Q15I1	F14Q15I2	F14Q16I
10	F14Q9J	F14Q10J	F14Q11J	F14Q12J	F14Q13J	F14Q14J1	F14Q14J2	F14Q15J1	F14Q15J2	F14Q16J

P1 - P6 - PRIMARY SCHOOL  
M1-M6 - MIDDLE SCHOOL  
S1-S6 - SECONDARY SCHOOL  
JSS1-JSS2- JUNIOR SECONDARY SCHOOL  
SSS1-SSS3- SENIOR SECONDARY SCHOOL  
A1-A2- A LEVELS  
PS1-PS3 POST SECONDARY SCHOOL  
T1-T4 - TEACHER TRAINING  
U1-U8-UNIVERSITY

**SECTION 14: Apprentices**

	17. How many years have you spent at technical/vocational school so far?  YEARS	18. What is the highest qualification you have achieved so far?  None.....1 NVTI.....2 City and Guilds...3 Other.....4 (Specify)	19. Is the vocational or technical school you attend public or private?  Public .....1 Private.....2	20. Can you speak English?  YES.....1 NO.....2	21. Can you read a simple letter in English?  YES.....1 NO.....2	22. In what Ghanaian language can you read a letter? (state the most proficient)  None.....1 Akan.....2 Ewe.....3 Ga Adangbe.....4 Dagbani.....5 Hausa.....6 Nzena.....7 Other.....8 (specify)	23. In what Ghanaian language can you write a letter? (specify)	24. Can you do written calculations?  YES.....1 NO.....2	25. What was your father's highest educational level completed?  None.....0 Primary.....1 Middle/dss.....2 Training College...3 O Level.....4 A Level.....5 Vocational/Tech...6 Koranic.....7 Don't Know.....8	26. What was your mother's highest educational level completed?  None.....0 Primary.....1 Middle/dss.....2 Training College...3 O Level.....4 A Level.....5 Vocational/Tech...6 Koranic.....7 Don't Know.....8
1	F14Q17A	F14Q18A / AS	F14Q19A	F14Q20A	F14Q21A	F14Q22A / AS	F14Q23A / AS	F14Q24A	F14Q25A	F14Q26A
2	F14Q17B	F14Q18B / BS	F14Q19B	F14Q20B	F14Q21B	F14Q22B / BS	F14Q23B / BS	F14Q24B	F14Q25B	F14Q26B
3	F14Q17C	F14Q18C / CS	F14Q19C	F14Q20C	F14Q21C	F14Q22C / CS	F14Q23C / CS	F14Q24C	F14Q25C	F14Q26C
4	F14Q17D	F14Q18D / DS	F14Q19D	F14Q20D	F14Q21D	F14Q22D / DS	F14Q23D / DS	F14Q24D	F14Q25D	F14Q26D
5	F14Q17E	F14Q18E / ES	F14Q19E	F14Q20E	F14Q21E	F14Q22E / ES	F14Q23E / ES	F14Q24E	F14Q25E	F14Q26E
6	F14Q17F	F14Q18F / FS	F14Q19F	F14Q20F	F14Q21F	F14Q22F / FS	F14Q23F / FS	F14Q24F	F14Q25F	F14Q26F
7	F14Q17G	F14Q18G / GS	F14Q19G	F14Q20G	F14Q21G	F14Q22G / GS	F14Q23G / GS	F14Q24G	F14Q25G	F14Q26G
8	F14Q17H	F14Q18H / HS	F14Q19H	F14Q20H	F14Q21H	F14Q22H / HS	F14Q23H / HS	F14Q24H	F14Q25H	F14Q26H
9	F14Q17I	F14Q18I / IS	F14Q19I	F14Q20I	F14Q21I	F14Q22I / IS	F14Q23I / IS	F14Q24I	F14Q25I	F14Q26I
10	F14Q17J	F14Q18J / JS	F14Q19J	F14Q20J	F14Q21J	F14Q22J / JS	F14Q23J / JS	F14Q24J	F14Q25J	F14Q26J

**SECTION 14: Apprentices**

	27.  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	28.  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	29.  Are you a relative (e.g., son, brother, nephew, cousin, etc.) of this firm's owner or manager?  YES.....1 NO.....2	30.  Do you receive wages, pocket money or an allowance from the firm?  YES.....1 NO.....2 (if no, =>32)	31.  How much per pay period?		32.  Do you receive meals from the firm?  YES.....1 NO.....2	33.  Are you given money for food?  YES.....1 NO.....2  (if no =>35)	34.  How much per pay period?  CEDIS	35.  Do you receive housing from the firm?  YES.....1 NO.....2	36.  Are you given money for housing?  YES.....1 NO.....2  (if no =>38)
					HOUR.....1 DAY.....2 WEEK.....3 MONTH.....4 YEAR.....5  (see note)	PERIOD					
1	F14Q27A / AS	F14Q28A / AS	F14Q29A	F14Q30A	Q31A1	F14Q31A2	F14Q32A	F14Q33A	F14Q34A	F14Q35A	F14Q36A
2	F14Q27B / BS	F14Q28B / BS	F14Q29B	F14Q30B	Q31B1	F14Q31B2	F14Q32B	F14Q33B	F14Q34B	F14Q35B	F14Q36B
3	F14Q27C / CS	F14Q28C / CS	F14Q29C	F14Q30C	Q31C1	F14Q31C2	F14Q32C	F14Q33C	F14Q34C	F14Q35C	F14Q36C
4	F14Q27D / DS	F14Q28D / DS	F14Q29D	F14Q30D	Q31D1	F14Q13D2	F14Q32D	F14Q33D	F14Q34D	F14Q35D	F14Q36D
5	F14Q27E / ES	F14Q28E / ES	F14Q29E	F14Q30E	Q31E1	F14Q31E2	F14Q32E	F14Q33E	F14Q34E	F14Q35E	F14Q36E
6	F14Q27F / FS	F14Q28F / FS	F14Q29F	F14Q30F	Q31F1	F14Q13F2	F14Q32F	F14Q33F	F14Q34F	F14Q35F	F14Q36F
7	F14Q27G / GS	F14Q28G / GS	F14Q29G	F14Q30G	Q31G1	F14Q31G2	F14Q32G	F14Q33G	F14Q34G	F14Q35G	F14Q36G
8	F14Q27H / HS	F14Q28H / HS	F14Q29H	F14Q30H	Q31H1	F14Q31H2	F14Q32H	F14Q33H	F14Q34H	F14Q35H	F14Q36H
9	F14Q27I / IS	F14Q28I / IS	F14Q29I	F14Q30I	Q31I1	F14Q31I2	F14Q32I	F14Q33I	F14Q34I	F14Q35I	F14Q36I
10	F14Q27J / JS	F14Q28J / JS	F14Q29J	F14Q30J	Q31J1	F14Q31J2	F14Q32J	F14Q33J	F14Q34J	F14Q35J	F14Q36J

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

**SECTION 14: Apprentices**

	37.  How much per pay period?	38.  Do you receive clothing from the firm?  YES.....1 NO.....2	39.  Are you given money for clothing?  YES.....1 NO.....2  (if no =>41)	40.  How much per pay period?	41.  INTERVIEWER ADD UP THE ANSWERS GIVEN TO QUESTIONS 31 + 34 + 37 + 40 AND WRITE THE ANSWER IN THIS COLUMN. THEN ASK QUESTION 42	42.  At the moment you receive a total of ..... per pay period from this enterprise. One year ago, how much were you receiving in total?	43.  Do you receive support, in the form of money, housing or food, from parents or other family members?  YES.....1 NO.....2	44.  Did you or your family pay a fee when you began your apprenticeship?  YES.....1 NO.....2 (=>46)	45.  How much was the fee?	
	CEDIS			CEDIS	CEDIS	CEDIS			CASH	IN-KIND
1	F14Q37A	F14Q38A	F14Q39A	F14Q40A	F14Q41A	F14Q42A	F14Q43A	F14Q44A	F14Q45A1	F14Q45A2
2	F14Q37B	F14Q38B	F14Q39B	F14Q40B	F14Q41B	F14Q42B	F14Q43B	F14Q44B	F14Q45B1	F14Q45B2
3	F14Q37C	F14Q38C	F14Q39C	F14Q40C	F14Q41C	F14Q42C	F14Q43C	F14Q44C	F14Q45C1	F14Q45C2
4	F14Q37D	F14Q38D	F14Q39D	F14Q40D	F14Q41D	F14Q42D	F14Q43D	F14Q44D	F14Q45D1	F14Q45D2
5	F14Q37E	F14Q38E	F14Q39E	F14Q40E	F14Q41E	F14Q42E	F14Q43E	F14Q44E	F14Q45E1	F14Q45E2
6	F14Q37F	F14Q38F	F14Q39F	F14Q40F	F14Q41F	F14Q42F	F14Q43F	F14Q44F	F14Q45F1	F14Q45F2
7	F14Q37G	F14Q38G	F14Q39G	F14Q40G	F14Q41G	F14Q42G	F14Q43G	F14Q44G	F14Q45G1	F14Q45G2
8	F14Q37H	F14Q38H	F14Q39H	F14Q40H	F14Q41H	F14Q42H	F14Q43H	F14Q44H	F14Q45H1	F14Q45H2
9	F14Q37I	F14Q38I	F14Q39I	F14Q40I	F14Q41I	F14Q42I	F14Q43I	F14Q44I	F14Q45I1	F14Q45I2
10	F14Q37J	F14Q38J	F14Q39J	F14Q40J	F14Q41J	F14Q42J	F14Q43J	F14Q44J	F14Q45J1	F14Q45J2

**SECTION 14: Apprentices**

	46.  Will you pay a fee when you finish?  YES.....1 NO.....2  (if no =>48)	47.  How much will this fee be?		48.  Do you pay a fee per month?  YES.....1 NO.....2  (if no =>50)	49.  How much is this fee?		50.  Do you provide your own tools and equipment?  YES.....1 NO.....2	51.  Will you have to take a test when you finish your apprenticeship?  YES.....1 NO.....2	52.  Will you receive a written testimonial when you finish your apprenticeship?  YES.....1 NO.....2	53.  How many hours a week do you work for this firm?
		CEDIS			CEDIS					
		CASH	IN-KIND		CASH	IN-KIND				
1	F14Q46A	F14Q47A1	F14Q47A2	F14Q48A	F14Q49A1	F14Q49A2	F14Q50A	F14Q51A	F14Q52A	F14Q53A
2	F14Q46B	F14Q47B1	F14Q47B2	F14Q48B	F14Q49B1	F14Q49B2	F14Q50B	F14Q51B	F14Q52B	F14Q53B
3	F14Q46C	F14Q47C1	F14Q47C2	F14Q48C	F14Q49C1	F14Q49C2	F14Q50C	F14Q51C	F14Q52C	F14Q53C
4	F14Q46D	F14Q47D1	F14Q47D2	F14Q48D	F14Q49D1	F14Q49D2	F14Q50D	F14Q51D	F14Q52D	F14Q53D
5	F14Q46E	F14Q47E1	F14Q47E2	F14Q48E	F14Q49E1	F14Q49E2	F14Q50E	F14Q51E	F14Q52E	F14Q53E
6	F14Q46F	F14Q47F1	F14Q47F2	F14Q48F	F14Q49F1	F14Q49F2	F14Q50F	F14Q51F	F14Q52F	F14Q53F
7	F14Q46G	F14Q47G1	F14Q47G2	F14Q48G	F14Q49G1	F14Q49G2	F14Q50G	F14Q51G	F14Q52G	F14Q53G
8	F14Q46H	F14Q47H1	F14Q47H2	F14Q48H	F14Q49H1	F14Q49H2	F14Q50H	F14Q51H	F14Q52H	F14Q53H
9	F14Q46I	F14Q47I1	F14Q47I2	F14Q48I	F14Q49I1	F14Q49I2	F14Q50I	F14Q51I	F14Q52I	F14Q53I
10	F14Q46J	F14Q47J1	F14Q47J2	F14Q48J	F14Q49J1	F14Q49J2	F14Q50J	F14Q51J	F14Q52J	F14Q53J

**SECTION 14: Apprentices**

	54.	55.	56.	57.	58.
	<p>How did you become an apprentice in this firm? through a....</p> <p>firm owner, who is a friend.....1 firm owner, who is a relative.....2 firm owner, 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 (specify).....9</p>	<p>How tired are you at the end of the day?</p> <p>Very tired.....1 Tired.....2 Not really tired.....3 Not tired at all.....4</p>	<p>Is it busy at work at present?</p> <p>Yes.....1 No.....2</p>	<p>Do you think your fellow workers have to work very hard?</p> <p>Yes.....1 No.....2</p>	<p>Do you plan to start a business of your own at some point in the future?</p> <p>Yes.....1 No.....2</p>
1	F14Q54A / F14Q54AS	F14Q55A	F14Q56A	F14Q57A	F14Q58A
2	F14Q54B / F14Q54BS	F14Q55B	F14Q56B	F14Q57B	F14Q58B
3	F14Q54C / F14Q54CS	F14Q55C	F14Q56C	F14Q57C	F14Q58C
4	F14Q54D / F14Q54DS	F14Q55D	F14Q56D	F14Q57D	F14Q58D
5	F14Q54E / F14Q54ES	F14Q55E	F14Q56E	F14Q57E	F14Q58E
6	F14Q54F / F14Q54FS	F14Q55F	F14Q56F	F14Q57F	F14Q58F
7	F14Q54G / F14Q54GS	F14Q55G	F14Q56G	F14Q57G	F14Q58G
8	F14Q54H / F14Q54HS	F14Q55H	F14Q56H	F14Q57H	F14Q58H
9	F14Q54I / F14Q54IS	F14Q55I	F14Q56I	F14Q57I	F14Q58I
10	F14Q54J / F14Q54JS	F14Q55J	F14Q56J	F14Q57J	F14Q58J