

APPENDICES TO LABOR MARKET QUESTIONNAIRE: SURVEYS FOR SUB-SAMPLES OF WORKERS AND APPRENTICES

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 III. 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:

Manager		Sales Worker	
Employed manager.....	1	Specialized sales worker.....	9
Proprietor (as manager).....	2	Sales assistant.....	10
Professional (Requires University Degree)		Service Worker	11
Engineer.....	3	(i.e. cleaners, guards, food prep and servers)	
Physical scientist.....	4		
Accountant, economist, programmer.....		Production Worker	
mathematician.....	5	Foreman and supervisor.....	12
Technician.....	6	Electrician, plumber, welder.....	13
Office Worker		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
		(NOT FOR USE HERE	
		INTERVIEW IN SEPARATE APPENDIX)	
		Industry Specific 1 (Skilled).....	19
		Industry Specific 2.....	20

- 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.

APPENDIX TO LABOR MARKET QUESTIONNAIRE: SURVEY FOR A SUB-SAMPLE OF WORKERS

1 PLEASE ENTER THE NAMES OF THE WORKERS INTERVIEWED HERE		2 Did we interview you last year? YES...1 NO.....2	3 ETHNIC ORIGIN? AFRICAN... 1 EUROPEAN2 ASIAN.....3 OTHER.....4	4 SEX MALE.....1 FEMALE....2	5 What is your age? YEARS	6 Are you married? YES.....1 NO.....2	7 What language did you first speak as a child? Akan.....1 Ga.....2 Ewe.....3 Wala Hausa.....4 Middle Eastern.5 Chinese.....6 Other Africa (non-Ghanaian)..7 European.....8	8 When did you leave school? YEAR	9 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)	10 What is the highest level of education you completed after to secondary school? NONE A1 through A2 PS1 PS2 PS3 T1 through T4 U1 through U8	11 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
1	S6A1Q1A	A1Q2A	S6A1Q3A	S6A1Q4A	Q5A	S6A1Q6A	S6A1Q7A	Q8A	S6A1Q9A	S6A1Q10A	S6A1Q11A
2	S6A1Q1B	A1Q2B	S6A1Q3B	S6A1Q4B	Q5B	S6A1Q6B	S7A1Q7B	Q8B	S6A1Q9B	S6A1Q10B	S6A1Q11B
3	S6A1Q1C	A1Q2C	S6A1Q3C	S6A1Q4C	Q5C	S6A1Q6C	S6A1Q7C	Q8C	S6A1Q9C	S6A1Q10C	S6A1Q11C
4	S6A1Q1D	A1Q2D	S6A1Q3D	S6A1Q4D	Q5D	S6A1Q6D	S6A1Q7D	Q8D	S6A1Q9D	S6A1Q10D	S6A1Q11D
5	S6A1Q1E	A1Q2E	S6A1Q3E	S6A1Q4E	Q5E	S6A1Q6E	S6A1Q7E	Q8E	S6A1Q9E	S6A1Q10E	S6A1Q11E
6	S6A1Q1F	A1Q2F	S6A1Q3F	S6A1Q4F	Q5F	S6A1Q6F	S6A1Q7F	Q8F	S6A1Q9F	S6A1Q10F	S6A1Q11F
7	S6A1Q1G	A1Q2G	S6A1Q3G	S6A1Q4G	Q5G	S6A1Q6G	S6A1Q7G	Q8G	S6A1Q9G	S6A1Q10G	S6A1Q11G
8	S6A1Q1H	A1Q2H	S6A1Q3H	S6A1Q4H	Q5H	S6A1Q6H	S6A1Q7H	Q8H	S6A1Q9H	S6A1Q10H	S6A1Q11H
9	S6A1Q1I	A1Q2I	S6A1Q3I	S6A1Q4I	Q5I	S6A1Q6I	S6A1Q7I	Q8I	S6A1Q9I	S6A1Q10I	S6A1Q11I
10	S6A1Q1J	A1Q2J	S6A1Q3J	S6A1Q4J	Q5J	S6A1Q6J	S6A1Q7J	Q8J	S6A1Q9J	S6A1Q10J	S6A1Q11J

CODES:

P1 - P6 - PRIMARY SCHOOL

S1-S6 - SECONDARY SCHOOL

SSS1-SSS3- SENIOR SECONDARY SCHOOL

M1-M6 - MIDDLE SCHOOL

JSSS1-JSS2- JUNIOR SECONDARY SCHOOL

A1-A2- A LEVELS

PS1-PS3 POST SECONDARY SCHOOL T1-T4 - TEACHER TRAINING

U1-U8-UNIVERSITY

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	12 Was the school you last attended public or private? Public1 Private.....2	13 Have you ever attended technical and /or vocational school? YES.....1 NO.....2 (=>17)	14 How many years did you spend at technical/vocational school?	15 What was the highest qualification you achieved? None.....1 NVTI.....2 City and Guilds.....3 Other.....4 (Specify)	16 Was the vocational or technical school you attended public or private? Public1 Private.....2	17 Can you speak English? YES.....1 NO.....2	18 Can you read a simple letter in English? YES.....1 NO.....2	19 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)	20 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	S6A1Q12A	S6A1Q13A	S6A1Q14A	S6A1Q15A/K	S6A1Q16A	S6A1Q17A	A1Q18A	S6A1Q19A/K	S6A1Q20A/K
2	S6A1Q12B	S6A1Q13B	S6A1Q14B	S6A1Q15B/L	S6A1Q16B	S6A1Q17B	A1Q18B	S6A1Q19B/L	S6A1Q20B/L
3	S6A1Q12C	S6A1Q13C	S6A1Q14C	S6A1Q15C/M	S6A1Q16C	S6A1Q17C	A1Q18C	S6A1Q19C/M	S6A1Q20C/M
4	S6A1Q12D	S6A1Q13D	S6A1Q14D	S6A1Q15D/N	S6A1Q16D	S6A1Q17D	A1Q18D	S6A1Q19D/N	S6A1Q20D/N
5	S6A1Q12E	S6A1Q13E	S6A1Q14E	S6A1Q15E/O	S6A1Q16E	S6A1Q17E	A1Q18E	S6A1Q19E/O	S6A1Q20E/O
6	S6A1Q12F	S6A1Q13F	S6A1Q14F	S6A1Q15F/P	S6A1Q16F	S6A1Q17F	A1Q18F	S6A1Q19F/P	S6A1Q20F/P
7	S6A1Q12G	S6A1Q13G	S6A1Q14G	S6A1Q15G/Q	S6A1Q16G	S6A1Q17G	A1Q18G	S6A1Q19G/Q	S6A1Q20G/Q
8	S6A1Q12H	S6A1Q13H	S6A1Q14H	S6A1Q15H/R	S6A1Q16H	S6A1Q17H	A1Q18H	S6A1Q19H/R	S6A1Q20H/R
9	S6A1Q12I	S6A1Q13I	S6A1Q14I	S6A1Q15I/S	S6A1Q16I	S6A1Q17I	A1Q18I	S6A1Q19I/S	S6A1Q20I/S
10	S6A1Q12J	S6A1Q13J	S6A1Q14J	S6A1Q15J/T	S6A1Q16J	S6A1Q17J	A1Q18J	S6A1Q19J/T	S6A1Q20J/T

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	21 Can you do written calculations? YES.....1 NO.....2	22 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	23 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	24 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	25 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	26 How long have you been working for this firm? YEARS MONTHS		27 How many years work experience did you have before you started working in this firm? YEARS	28 Are you a permanent full-time employee? YES.....1 NO.....2	29 Are you a relative of the firm owner or manager? YES.....1 NO.....2
1	S6A1Q21A	S6A1Q22A	S6A1Q23A	S6A1Q24A	S6A1Q25A	A1Q26A	A1Q26B	S6A1Q27A	S6A1Q28A	S6A1Q29A
2	S6A1Q21B	S6A1Q22B	S6A1Q23B	S6A1Q24B	S6A1Q25B	A1Q26C	A1Q26D	S6A1Q27B	S6A1Q28B	S6A1Q29B
3	S6A1Q21C	S6A1Q22C	S6A1Q23C	S6A1Q24C	S6A1Q25C	A1Q26E	A1Q26F	S6A1Q27C	S6A1Q28C	S6A1Q29C
4	S6A1Q21D	S6A1Q22D	S6A1Q23D	S6A1Q24D	S6A1Q25D	A1Q26G	A1Q26H	S6A1Q27D	S6A1Q28D	S6A1Q29D
5	S6A1Q21E	S6A1Q22E	S6A1Q23E	S6A1Q24E	S6A1Q25E	A1Q26I	A1Q26J	S6A1Q27E	S6A1Q28E	S6A1Q29E
6	S6A1Q21F	S6A1Q22F	S6A1Q23F	S6A1Q24F	S6A1Q25F	A1Q26K	A1Q26L	S6A1Q27F	S6A1Q28F	S6A1Q29F
7	S6A1Q21G	S6A1Q22G	S6A1Q23G	S6A1Q24G	S6A1Q25G	A1Q26M	A1Q26N	S6A1Q27G	S6A1Q28G	S6A1Q29G
8	S6A1Q21H	S6A1Q22H	S6A1Q23H	S6A1Q24H	S6A1Q25H	A1Q26O	A1Q26P	S6A1Q27H	S6A1Q28H	S6A1Q29H
9	S6A1Q21I	S6A1Q22I	S6A1Q23I	S6A1Q24I	S6A1Q25I	A1Q26Q	A1Q26R	S6A1Q27I	S6A1Q28I	S6A1Q29I
10	S6A1Q21J	S6A1Q22J	S6A1Q23J	S6A1Q24J	S6A1Q25J	A1Q26S	A1Q26T	S6A1Q27J	S6A1Q28J	S6A1Q29J

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NOTE: JOB/LABOR CATEGORIES (QUESTIONS 22-24) MUST MATCH THOSE IN THE LABOR MARKET QUESTIONNAIRE.

	30 Are you a member of a labor union? YES.....1 NO.....2	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)? TIME UNIT HOUR.....1 DAY.....2 WEEK.....3 MONTH.....4 YEAR.....5		36 What is your current or usual wage or salary (including allowances) <i>after</i> taxes per pay period? CEDIS	37 What was your wage/salary <i>after taxes</i> last year (including allowances)? TIME UNIT HOUR.....1 DAY.....2 WEEK.....3 MONTH.....4 YEAR.....5		38 What was your wage/salary when you started (including allowances) <i>after taxes</i> ? TIME UNIT HOUR.....1 DAY.....2 WEEK.....3 MONTH.....4 YEAR.....5	
						TIME UNIT	CEDIS	CEDIS	TIME UNIT	CEDIS	TIME UNIT	CEDIS
1	A1Q30A	S6A1Q31A	S6A1Q32A	S6A1Q33A	S6A1Q34A	A1Q35A	S6A1Q35B	S6A1Q36A	A1Q37A	S6A1Q37B	A1Q38A	S6A1Q38B
2	A1Q30B	S6A1Q31B	S6A1Q32B	S6A1Q33B	S6A1Q34B	A1Q35C	S6A1Q35D	S6A1Q36B	A1Q37C	S6A1Q37D	A1Q38C	S6A1Q38D
3	A1Q30C	S6A1Q31C	S6A1Q32C	S6A1Q33C	S6A1Q34C	A1Q35E	S6A1Q35F	S6A1Q36C	A1Q37E	S6A1Q37F	A1Q38E	S6A1Q38F
4	A1Q30D	S6A1Q31D	S6A1Q32D	S6A1Q33D	S6A1Q34D	A1Q35G	S6A1Q35H	S6A1Q36D	A1Q37G	S6A1Q37H	A1Q38G	S6A1Q38H
5	A1Q30E	S6A1Q31E	S6A1Q32E	S6A1Q33E	S6A1Q34E	A1Q35I	S6A1Q35J	S6A1Q36E	A1Q37I	S6A1Q37J	A1Q38I	S6A1Q38J
6	A1Q30F	S6A1Q31F	S6A1Q32F	S6A1Q33F	S6A1Q34F	A1Q35K	S6A1Q35L	S6A1Q36F	A1Q37K	S6A1Q37L	A1Q38K	S6A1Q38L
7	A1Q30G	S6A1Q31G	S6A1Q32G	S6A1Q33G	S6A1Q34G	A1Q35M	S6A1Q35N	S6A1Q36G	A1Q37M	S6A1Q37M	A1Q38M	S6A1Q38N
8	A1Q30H	S6A1Q31H	S6A1Q32H	S6A1Q33H	S6A1Q34H	A1Q35O	S6A1Q35P	S6A1Q36H	A1Q37O	S6A1Q37P	A1Q38O	S6A1Q38P
9	A1Q30I	S6A1Q31I	S6A1Q32I	S6A1Q33I	S6A1Q34I	A1Q35Q	S6A1Q35R	S6A1Q36I	A1Q37Q	S6A1Q37R	A1Q38Q	S6A1Q38R
10	A1Q30J	S6A1Q31J	S6A1Q32J	S6A1Q33J	S6A1Q34J	A1Q35S	S6A1Q35T	S6A1Q36J	A1Q37S	S6A1Q37T	A1Q38S	S6A1Q38T

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CODES

Managers	Office Workers	Production Workers
Employed Managers.....01		
Proprietors (as Managers).....02	Skilled Office (i.e. stenographer, typists, word processors)....07	Foremen and Supervisors.....12
	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,		Laborers, helpers.....16
mathematicians, etc.05	Service Workers (i.e. cleaners, guards, servers).....11	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

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	39 Do you receive any allowances and bonuses not included in question 35? YES.....1 NO.....2 (if no=>52)	40 Do you receive a food allowance? YES.....1 NO.....2 (if no=>42)	41 How much do you receive per pay period?	42 Do you receive a housing allowance? YES.....1 NO.....2 (if no=>44)	43 How much do you receive per pay period?	44 Do you receive a clothing allowance? YES.....1 NO.....2 (if no, =>46)	45 How much do you receive per pay period?	46 Do you get a transport allowance? YES.....1 NO.....2 (if no =>48)	47 How much do you receive per pay period?	48 Do you receive a Christmas bonus? YES.....1 NO.....2 (if no =>50)	49 How much is it?	50 Do you receive any production or merit bonus? YES.....1 NO.....2 (if no => 52)	51 How much did you get last year?
			CEDIS		CEDIS		CEDIS		CEDIS		CEDIS		CEDIS
1	S6A1Q39A	S6A1Q40A	S6A1Q41A	S6A1Q42A	S6A1Q43A	S6A1Q44A	S6A1Q45A	S6A1Q46A	S6A1Q47A	S6A1Q48A	A1Q49A	S6A1Q50A	S6A1Q51A
2	S6A1Q39B	S6A1Q40B	S6A1Q41B	S6A1Q42B	S6A1Q43B	S6A1Q44B	S6A1Q45B	S6A1Q46B	S6A1Q47B	S6A1Q48B	A1Q49B	S6A1Q50B	S6A1Q51B
3	S6A1Q39C	S6A1Q40C	S6A1Q41C	S6A1Q42C	S6A1Q43C	S6A1Q44C	S6A1Q45C	S6A1Q46C	S6A1Q47C	S6A1Q48C	A1Q49C	S6A1Q50C	S6A1Q51C
4	S6A1Q39D	S6A1Q40D	S6A1Q41D	S6A1Q42D	S6A1Q43D	S6A1Q44D	S6A1Q45D	S6A1Q46D	S6A1Q47D	S6A1Q48D	A1Q49D	S6A1Q50D	S6A1Q51D
5	S6A1Q39E	S6A1Q40E	S6A1Q41E	S6A1Q42E	S6A1Q43E	S6A1Q44E	S6A1Q45E	S6A1Q46E	S6A1Q47E	S6A1Q48E	A1Q49E	S6A1Q50E	S6A1Q51E
6	S6A1Q39F	S6A1Q40F	S6A1Q41F	S6A1Q42F	S6A1Q43F	S6A1Q44F	S6A1Q45F	S6A1Q46F	S6A1Q47F	S6A1Q48F	A1Q49F	S6A1Q50F	S6A1Q51F
7	S6A1Q39G	S6A1Q40G	S6A1Q41G	S6A1Q42G	S6A1Q43G	S6A1Q44G	S6A1Q45G	S6A1Q46G	S6A1Q47G	S6A1Q48G	A1Q49G	S6A1Q50G	S6A1Q51G
8	S6A1Q39H	S6A1Q40H	S6A1Q41H	S6A1Q42H	S6A1Q43H	S6A1Q44H	S6A1Q45H	S6A1Q46H	S6A1Q47H	S6A1Q48H	A1Q49H	S6A1Q50H	S6A1Q51H
9	S6A1Q39I	S6A1Q40I	S6A1Q41I	S6A1Q42I	S6A1Q43I	S6A1Q44I	S6A1Q45I	S6A1Q46I	S6A1Q47I	S6A1Q48I	A1Q49I	S6A1Q50I	S6A1Q51I
10	S6A1Q39J	S6A1Q40J	S6A1Q41J	S6A1Q42J	S6A1Q43J	S6A1Q44J	S6A1Q45J	S6A1Q46J	S6A1Q47J	S6A1Q48J	A1Q49J	S6A1Q50J	S6A1Q51J

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	52 How many hours per week do you currently work for this firm?	53 Do you currently receive any on-the-job training? Within this firm.....1 Outside this firm..2 No.....3 (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 (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 NO.....2	58 What is the total number of months you ever attended such courses in in last 7 years? YES.....1 NO.....2	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)
1	S6A1Q52A	S6A1Q53A/B	S6A1Q54A	S6A1Q55A/B	S6A1Q56A	S6A1Q57A	S6A1Q58A	S6A1Q59A/B
2	S6A1Q52B	S6A1Q53C/D	S6A1Q54B	S6A1Q55C/D	S6A1Q56B	S6A1Q57B	S6A1Q58B	S6A1Q59C/D
3	S6A1Q52C	S6A1Q53E/F	S6A1Q54C	S6A1Q55E/F	S6A1Q56C	S6A1Q57C	S6A1Q58C	S6A1Q59E/F
4	S6A1Q52D	S6A1Q53G/H	S6A1Q54D	S6A1Q55G/H	S6A1Q56D	S6A1Q57D	S6A1Q58D	S6A1Q59G/H
5	S6A1Q52E	S6A1Q53I/J	S6A1Q54E	S6A1Q55I/J	S6A1Q56E	S6A1Q57E	S6A1Q58E	S6A1Q59I/J
6	S6A1Q52F	S6A1Q53K/L	S6A1Q54F	S6A1Q55K/L	S6A1Q56F	S6A1Q57F	S6A1Q58F	S6A1Q59K/L
7	S6A1Q52G	S6A1Q53M/N	S6A1Q54G	S6A1Q55M/N	S6A1Q56G	S6A1Q57G	S6A1Q58G	S6A1Q59M/N
8	S6A1Q52H	S6A1Q53O/P	S6A1Q54H	S6A1Q55O/P	S6A1Q56H	S6A1Q57H	S6A1Q58H	S6A1Q59O/P
9	S6A1Q52I	S6A1Q53Q/R	S6A1Q54I	S6A1Q55Q/R	S6A1Q56I	S6A1Q57I	S6A1Q58I	S6A1Q59Q/R
10	S6A1Q52J	S6A1Q53S/T	S6A1Q54J	S6A1Q55S/T	S6A1Q56J	S6A1Q57J	S6A1Q58J	S6A1Q59S/T

APPENDIX TO LABOR MARKET QUESTIONNAIRE: SURVEY FOR A SUB-SAMPLE OF WORKERS

	60	61	62	63	64	65
	<p>How did you get to hear about your present job?</p> <p>employer, who is a friend.....1</p> <p>employer, who is a relative.....2</p> <p>employer, who is a friend of a friend or relative or relative of a friend.....3</p> <p>relative working in the firm.....4</p> <p>friend working in the firm.....5</p> <p>heard that they were recruiting from a friend or relative with no connection to the firm.....6</p> <p>through the church or mosque.....7</p> <p>so job advertised and applied.....8</p> <p>other.....9</p>	<p>How many potential employers did you know at time of getting the job?</p>	<p>Have you been unemployed during the last 5 years?</p> <p>Yes.....1</p> <p>No.....2</p>	<p>How likely are you to leave your current employer?</p> <p>very likely.....1</p> <p>quite likely.....2</p> <p>no very likely.....3</p> <p>not at all likely.....4</p>	<p>Why would you leave your present employer?</p> <p>Firm may close down.....1</p> <p>Fear of being redundant.....2</p> <p>Reach retirement age.....3</p> <p>Contract end.....4</p> <p>Early retirement.....5</p> <p>New employer.....6</p> <p>Other.....7</p>	<p>Do you expect next year, the size of the workforce to.....</p> <p>Increase.....1</p> <p>Decrease.....2</p> <p>remain the same.....3</p>
1	S6A1Q60A	S6A1Q61A	S6A1Q62A	S6A1Q63A	S6A1Q64A	S6A1Q65A
2	S6A1Q60B	S6A1Q61B	S6A1Q62B	S6A1Q63B	S6A1Q64B	S6A1Q65B
3	S6A1Q60C	S6A1Q61C	S6A1Q62C	S6A1Q63C	S6A1Q64C	S6A1Q65C
4	S6A1Q60D	S6A1Q61D	S6A1Q62D	S6A1Q63D	S6A1Q64D	S6A1Q65D
5	S6A1Q60E	S6A1Q61E	S6A1Q62E	S6A1Q63E	S6A1Q64E	S6A1Q65E
6	S6A1Q60F	S6A1Q61F	S6A1Q62F	S6A1Q63F	S6A1Q64F	S6A1Q65F
7	S6A1Q60G	S6A1Q61G	S6A1Q62G	S6A1Q63G	S6A1Q64G	S6A1Q65G
8	S6A1Q60H	S6A1Q61H	S6A1Q62H	S6A1Q63H	S6A1Q64H	S6A1Q65H
9	S6A1Q60I	S6A1Q61I	S6A1Q62I	S6A1Q63I	S6A1Q64I	S6A1Q65I
10	S6A1Q60J	S6A1Q61J	S6A1Q62J	S6A1Q63J	S6A1Q64J	S6A1Q65J

APPENDIX TO LABOR MARKET QUESTIONNAIRE: SURVEY FOR A SUB-SAMPLE OF WORKERS

	66 How tired are you at the end of the day? Very tired.....1 Tired.....2 Not really tired.....3 Not tired at all.....4	67 Is it busy at work at present? Yes.....1 No.....2	68 Do you think your fellow workers have to work very hard? Yes.....1 No.....2
1	S6A1Q66A	S6A1Q67A	S6A1Q68A
2	S6A1Q66B	S6A1Q67B	S6A1Q68B
3	S6A1Q66C	S6A1Q67C	S6A1Q68C
4	S6A1Q66D	S6A1Q67D	S6A1Q68D
5	S6A1Q66E	S6A1Q67E	S6A1Q68E
6	S6A1Q66F	S6A1Q67F	S6A1Q68F
7	S6A1Q66G	S6A1Q67G	S6A1Q68G
8	S6A1Q66H	S6A1Q67H	S6A1Q68H
9	S6A1Q66I	S6A1Q67I	S6A1Q68I
10	S6A1Q66J	S6A1Q67J	S6A1Q68J

APPENDIX TO LABOR MARKET QUESTIONNAIRE: SURVEY FOR A SUB-SAMPLE OF APPRENTICES

	1 Name	2 SEX MALE.....1 FEMALE...2	3 What is your age?	4 How long have you been working for this firm?	5 How long will the apprenticeship last in total?		6 What is the highest level of education you completed up to secondary school? NONE P1 though P6 M1 through M4 S1 through S5 JSS1 through JSS3 SSS1 through SSS3 KORANIC (KORA)	7 What is the highest level of education you completed after to secondary school? NONE A1 through A2 PS1 PS2 PS3 T1 through T4 U1 through U8	8 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	
			YEARS	YEARS	MONTHS	YEARS	MONTHS			
1	S6A2Q1A	S6A2Q2A	S6A2Q3A	S6A2Q4A	S6A2Q4B	S6A2Q5A	S6A2Q5B	S6A2Q6A	S6A2Q7A	S6A2Q8A
2	S6A2Q1B	S6A2Q2B	S6A2Q3B	S6A2Q4C	S6A2Q4D	S6A2Q5C	S6A2Q5D	S6A2Q6B	S6A2Q7B	S6A2Q8B
3	S6A2Q1C	S6A2Q2C	S6A2Q3C	S6A2Q4E	S6A2Q4F	S6A2Q5E	S6A2Q5F	S6A2Q6C	S6A2Q7C	S6A2Q8C
4	S6A2Q1D	S6A2Q2D	S6A2Q3D	S6A2Q4G	S6A2Q4H	S6A2Q5G	S6A2Q5H	S6A2Q6D	S6A2Q7D	S6A2Q8D
5	S6A2Q1E	S6A2Q2E	S6A2Q3E	S6A2Q4I	S6A2Q4J	S6A2Q5I	S6A2Q5J	S6A2Q6E	S6A2Q7E	S6A2Q8E
6	S6A2Q1F	S6A2Q2F	S6A2Q3F	S6A2Q4K	S6A2Q4L	S6A2Q5K	S6A2Q5L	S6A2Q6F	S6A2Q7F	S6A2Q8F
7	S6A2Q1G	S6A2Q2G	S6A2Q3G	S6A2Q4M	S6A2Q4N	S6A2Q5M	S6A2Q5N	S6A2Q6G	S6A2Q7G	S6A2Q8G
8	S6A2Q1H	S6A2Q2H	S6A2Q3H	S6A2Q4O	S6A2Q4P	S6A2Q5O	S6A2Q5P	S6A2Q6H	S6A2Q7H	S6A2Q8H
9	S6A2Q1I	S6A2Q2I	S6A2Q3I	S6A2Q4Q	S6A2Q4R	S6A2Q5Q	S6A2Q5R	S6A2Q6I	S6A2Q7I	S6A2Q8I
10	S6A2Q1J	S6A2Q2J	S6A2Q3J	S6A2Q4S	S6A2Q4T	S6A2Q5S	S6A2Q5T	S6A2Q6J	S6A2Q7J	S6A2Q8J

APPENDIX TO LABOR MARKET QUESTIONNAIRE: SURVEY FOR A SUB-SAMPLE OF APPRENTICES

	9 When did you leave school? YEAR	10 Are you currently attending vocational or technical school? YES.....1 NO.....2 (if no =>14)	11 How many years did you spend at technical/vocational school?	12 What was the highest qualification you achieved? None.....1 NVTI.....2 City and Guilds.....3 Other.....4 (Specify)	13 Was the vocational or technical school you attended public or private? Public1 Private.....2	14 Do you receive wages, pocket money or an allowance from the firm? YES.....1 NO.....2 (if no, =>16)	15 How much per pay period? HOUR.....1 DAY.....2 WEEK.....3 MONTH.....4 YEAR.....5 (see note) unit Cedis		16 Do you receive meals from the firm? YES.....1 NO.....2	17 Are you given money for food? YES.....1 NO.....2 (if no =>19)	18 How much per pay period?
1	S6A2Q9A	S6A2Q10A	S6A2Q11A	S6A2Q12A	S6A2Q13A	S6A2Q14A	A2Q15A	A2Q15B	S6A2Q16B	S6A2Q17A	S6A2Q18A
2	S6A2Q9B	S6A2Q10B	S6A2Q11B	S6A2Q12B	S6A2Q13B	S6A2Q14B	A2Q15C	A2Q15D	S6A2Q16B	S6A2Q17B	S6A2Q18B
3	S6A2Q9C	S6A2Q10C	S6A2Q11C	S6A2Q12C	S6A2Q13C	S6A2Q14C	A2Q15E	A2Q15F	S6A2Q16C	S6A2Q17C	S6A2Q18C
4	S6A2Q9D	S6A2Q10D	S6A2Q11D	S6A2Q12D	S6A2Q13D	S6A2Q14D	A2Q15G	A2Q15H	S6A2Q16D	S6A2Q17D	S6A2Q18D
5	S6A2Q9E	S6A2Q10E	S6A2Q11E	S6A2Q12E	S6A2Q13E	S6A2Q14E	A2Q15I	A2Q15J	S6A2Q16E	S6A2Q17E	S6A2Q18E
6	S6A2Q9F	S6A2Q10F	S6A2Q11F	S6A2Q12F	S6A2Q13F	S6A2Q14F	A2Q15K	A2Q15L	S6A2Q16F	S6A2Q17F	S6A2Q18F
7	S6A2Q9G	S6A2Q10G	S6A2Q11G	S6A2Q12G	S6A2Q13G	S6A2Q14G	A2Q15M	A2Q15N	S6A2Q16G	S6A2Q17G	S6A2Q18G
8	S6A2Q9H	S6A2Q10H	S6A2Q11H	S6A2Q12H	S6A2Q13H	S6A2Q14H	A2Q15O	A2Q15P	S6A2Q16H	S6A2Q17H	S6A2Q18H
9	S6A2Q9I	S6A2Q10I	S6A2Q11I	S6A2Q12I	S6A2Q13I	S6A2Q14I	A2Q15Q	A2Q15R	S6A2Q16I	S6A2Q17I	S6A2Q18I
10	S6A2Q9J	S6A2Q10J	S6A2Q11J	S6A2Q12J	S6A2Q13J	S6A2Q14J	A2Q15S	A2Q15T	S6A2Q16J	S6A2Q17J	S6A2Q18J

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

APPENDIX TO LABOR MARKET QUESTIONNAIRE: SURVEY FOR A SUB-SAMPLE OF APPRENTICES

	19 Do you receive housing from the firm? YES.....1 NO.....2	20 Are you given money for housing? YES.....1 NO.....2 (if no =>22)	21 How much per pay period? CEDIS	22 Do you receive clothing from the firm? YES.....1 NO.....2	23 Are you given money for clothing? YES.....1 NO.....2 (if no =>25)	24 How much per pay period? CEDIS	25 Do you receive support, in the form of money, housing or food, from parents or other family members? YES.....1 NO.....2	26 Did you or your family pay a fee when you began your apprenticeship? YES.....1 NO.....2 (=>28)	27 How much was the fee? CEDIS CASH IN-KIND
1	S6A2Q19A	S6A2Q20A	S6A2Q21A	S6A2Q22A	S6A2Q23A	S6A2Q24A	S6A2Q25A	S6A2Q26A	A2Q27A A2Q27B
2	S6A2Q19B	S6A2Q20B	S6A2Q21B	S6A2Q22B	S6A2Q23B	S6A2Q24B	S6A2Q25B	S6A2Q26B	A2Q27C A2Q27D
3	S6A2Q19C	S6A2Q20C	S6A2Q21C	S6A2Q22C	S6A2Q23C	S6A2Q24C	S6A2Q25C	S6A2Q26C	A2Q27E A2Q27F
4	S6A2Q19D	S6A2Q20D	S6A2Q21D	S6A2Q22D	S6A2Q23D	S6A2Q24D	S6A2Q25D	S6A2Q26D	A2Q27G A2Q27H
5	S6A2Q19E	S6A2Q20E	S6A2Q21E	S6A2Q22E	S6A2Q23E	S6A2Q24E	S6A2Q25E	S6A2Q26E	A2Q27I A2Q27J
6	S6A2Q19F	S6A2Q20F	S6A2Q21F	S6A2Q22F	S6A2Q23F	S6A2Q24F	S6A2Q25F	S6A2Q26F	A2Q27K A2Q27L
7	S6A2Q19G	S6A2Q20G	S6A2Q21G	S6A2Q22G	S6A2Q23G	S6A2Q24G	S6A2Q25G	S6A2Q26G	A2Q27M A2Q27N
8	S6A2Q19H	S6A2Q20H	S6A2Q21H	S6A2Q22H	S6A2Q23H	S6A2Q24H	S6A2Q25H	S6A2Q26H	A2Q27O A2Q27P
9	S6A2Q19I	S6A2Q20I	S6A2Q21I	S6A2Q22I	S6A2Q23I	S6A2Q24I	S6A2Q25I	S6A2Q26I	A2Q27Q A2Q27R
10	S6A2Q19J	S6A2Q20J	S6A2Q21J	S6A2Q22J	S6A2Q23J	S6A2Q24J	S6A2Q25J	S6A2Q26J	A2Q27S A2Q27T

APPENDIX TO LABOR QUESTIONNAIRE: SURVEY FOR A SUB-SAMPLE OF APPRENTICES

	28 Will you pay a fee when you finish? YES.....1 NO.....2 (if no =>30)	29 How much will this fee be? CEDIS CASH IN-KIND		30 Do you pay a fee per month? YES.....1 NO.....2 (if no =>32)	31 How much is this fee? CEDIS CASH IN-KIND		32 Do you provide your own tools and equipment? YES.....1 NO.....2	33 Will you have to take a test when you finish your apprenticeship? YES.....1 NO.....2	34 Will you receive a written testimonial when you finish your apprenticeship? YES.....1 NO.....2
1	S6A2Q28A	S6A2Q29A	S6A2Q29B	S6A2Q30A	S6A2Q31A	S6A2Q31B	S6A2Q32A	S6A2Q33A	S6A2Q34A
2	S6A2Q28B	S6A2Q29C	S6A2Q29D	S6A2Q30B	S6A2Q31C	S6A2Q31D	S6A2Q32B	S6A2Q33B	S6A2Q34B
3	S6A2Q28C	S6A2Q29E	S6A2Q29F	S6A2Q30C	S6A2Q31E	S6A2Q31F	S6A2Q32C	S6A2Q33C	S6A2Q34C
4	S6A2Q28D	S6A2Q29G	S6A2Q29H	S6A2Q30D	S6A2Q31G	S6A2Q31H	S6A2Q32D	S6A2Q33D	S6A2Q34D
5	S6A2Q28E	S6A2Q29I	S6A2Q29J	S6A2Q30E	S6A2Q31I	S6A2Q31J	S6A2Q32E	S6A2Q33E	S6A2Q34E
6	S6A2Q28F	S6A2Q29K	S6A2Q29L	S6A2Q30F	S6A2Q31K	S6A2Q31L	S6A2Q32F	S6A2Q33F	S6A2Q34F
7	S6A2Q28G	S6A2Q29M	S6A2Q29N	S6A2Q30G	S6A2Q31M	S6A2Q31N	S6A2Q32G	S6A2Q33G	S6A2Q34G
8	S6A2Q28H	S6A2Q29O	S6A2Q29P	S6A2Q30H	S6A2Q31O	S6A2Q31P	S6A2Q32H	S6A2Q33H	S6A2Q34H
9	S6A2Q28I	S6A2Q29Q	S6A2Q29R	S6A2Q30I	S6A2Q31Q	S6A2Q31R	S6A2Q32I	S6A2Q33I	S6A2Q34I
10	S6A2Q28J	S6A2Q29S	S6A2Q29T	S6A2Q30J	S6A2Q31S	S6A2Q31T	S6A2Q32J	S6A2Q33J	S6A2Q34J

APPENDIX TO LABOR QUESTIONNAIRE: SURVEY FOR A SUB-SAMPLE OF APPRENTICES

	35	36	37	38	39
	<p>How did you become an apprentice in this firm? through a....</p> <p>firm owner, who is a friend.....1</p> <p>firm owner, who is a relative.....2</p> <p>firm owner, who is a friend of a friend or relative or relative of a friend.....3</p> <p>relative working in the firm.....4</p> <p>friend working in the firm.....5</p> <p>heard that they were recruiting from a friend or relative with no connection to the firm.....6</p> <p>through the church or mosque.....7</p> <p>so job advertised and applied.....8</p> <p>other.....9</p>	<p>How tired are you at the end of the day?</p> <p>Very tired.....1</p> <p>Tired.....2</p> <p>Not really tired.....3</p> <p>Not tired at all.....4</p>	<p>Is it busy at work at present?</p> <p>Yes.....1</p> <p>No.....2</p>	<p>Do you think your fellow workers have to work very hard?</p> <p>Yes.....1</p> <p>No.....2</p>	<p>How many hours a week do you work for this firm?</p>
1	S6A2Q35A	S6A2Q36A	S6A2Q37A	S6A2Q38A	
2	S6A2Q35B	S6A2Q36B	S6A2Q37B	S6A2Q38B	
3	S6A2Q35C	S6A2Q36C	S6A2Q37C	S6A2Q38C	
4	S6A2Q35D	S6A2Q36D	S6A2Q37D	S6A2Q38D	
5	S6A2Q35E	S6A2Q36E	S6A2Q37E	S6A2Q38E	
6	S6A2Q35F	S6A2Q36F	S6A2Q37F	S6A2Q38F	
7	S6A2Q35G	S6A2Q36G	S6A2Q37G	S6A2Q38G	
8	S6A2Q35H	S6A2Q36H	S6A2Q37H	S6A2Q38H	
9	S6A2Q35I	S6A2Q36I	S6A2Q37I	S6A2Q38I	
10	S6A2Q35J	S6A2Q36J	S6A2Q37J	S6A2Q38J	