Section 1: Work history

Please tell me about the job you had when you first began working in the garment factories. (Enumerator: enter this job as job number 1 and begin job history with this factory.)

G0. When did you begin working in the garments industry? MM:☐☐ YYYY ☐☐☐☐
(enumerator: if respondent can't remember, ask for the approximate dates. If respondent can remember the year but not the month, code 88 for the month.)

G1	G2		G3		G4	G5
Factory number	In which factory did you work?		How long did you work in that factory?		How did you get this job? 1 = A referral from someone working in that factory at that time 2 = Found out about it from a worker a different factory (>> G15) 3 = Found out about if from someone who was not a garment worker at that time (>> G15) 4 = noticed written advertisement (>> G15) 5 =applied at factory in person (>> G15) 6 = recruited by factory management (>> G15) 8= other (specify) (>> G15)	Now I'm going to ask you some questions about the person who helped you get this job (the "referrer"). Was the referrer living in the same bari with you *when you started working in that factory?* 1 = yes 2 = no
	Enter code	Or give name (if not on list)	months	years		
1						
2						
3						
4						
5						
6						
7						
8						

	G6	G7		G8	G9	G10	G11
Factory number	Is the referrer currently living in the same bari as you? 1 = yes 2 = no (>> G8)	Enter hh number and line number, then go to question G11		Is the referrer a relative? 1 = yes 2 = no (if no >> G10)	*(If relative)* What is the referrer's relation to you? 1 = Sibling 2 = First-cousin (through father) 3 = First-cousin (through mother) 4 = Sister or brother in law 5 = niece/nephew 6 = Father/mother 7 = Other relative (specify) *(now go to question G11)*	*(If non-relative)* What is the primary way you know the referrer? 1 = neighbor 2 = schoolmate 3 = garment worker 8 = other (specify)	Was the person who referred you on your production team, line, floor, or floor in charge when you began work? 1 = yes 2 = no
		HH Number	Line Number				
1							
2							
3							
4							
5							
6							
7							

8

	G12	G13	G14	G15	G16	G17	G18	G19	G20
Factory number	What was the position was of the referrer at the time you started the job? (see codes below)	Did the referrer help to train you? 1 = yes 2 = no	How many people in total did you know at this factory when you started the job?	Now I'm going to ask you some general questions about your own work in this factory. What was your position when you first started the job? *(see codes below)*	Did you complete a manual test when you started the job? 1 = yes 2 = no	What was your base pay wage when you started? (only include salary, not overtime) Amount (taka) (typical amount, if paid entirely based on production)	Unit time 1 = hourly 2 = daily 3 = weekly 4 = fortnightly 5 = monthly 6 = based entirely on production 7 =other (specify)	How much on average did you get in non-wage benefits/ allowances (e. g. lunch allowance) *per month* while you were there? (Taka)	Did you receive an Eid bonus in that factory? 1 = yes 2 = no (>> G23) 8 = no Eid passed in this factory (>> G23)
1									
2									
3									
4									
5									
6									
7									
8									

	G21	G22	G23	G24	G25	G26	G27	G28	G29	G30
Factory number	How often did you receive it? 1 = once a year 2 = twice a year	How much did you receive as your last Eid bonus? (taka) NA = if no Eid took place while respondent was in that factory	What type of machine did you operate during your time in this factory? *(see codes, multiple responses possible)*	How did you get to your job? 1 = factory bus 2 = public bus 3 = rickshaw 4 = walking 8 = other (specify)	How long did it take you to get to the factory? (one-way) (minutes)	How many hours did you work per day, not including overtime? (hours per day)	How many overtime hours did you work in a typical day during -peak season? (hours per day, zero values possible)	How many overtime hours did you work in a typical day during off-peak season? (hours per day, zero values possible)	When you first began working in this factory, did you have an appointment letter? 1 = yes (>> G32) 2 = no	Did you get an appointment letter in your time in this factory? 1 = yes 2 = no (>> G32)
1										
2										
3										
4										
5										
6										
7										
8										

Position codes *(G12, G15)*

1 = helper	5 = line chief	9 = floor-in-charge

Machine codes *(G23)*

0 = no machine	4 =cutting

2 = operator 3 = senior operator 4 = supervisor	6 = quality inspector 7 = quality control 8 = quality manager	10 = production manager 88 = other (specify)	1 = overlock 2 = flat/fadlock 3 = plain	5 = weaving 6= light check 7 = veratak 8 = eyeland 9 = kansa 10 = boton 88= other (specify)

	G31	G32	G33	G34	G35	G36	G37	G38
Factory number	After how many months of working did you get one? (months)	Did you make any referrals of family or friends while you were in this factory? 1 = yes 2 = no (>> G34)	How many referrals did you make?	Overall, during your time in this factory, did you feel you had good relations with the management? 1 = excellent 2 = good 3 = okay 4 = bad 5 = very bad	Does the factory provide medical care if you fall ill? 1 = yes 2 = no 8 = does not fall ill	What, if any, problems did you face in this factory? *(see codes below, multiple responses)*	Why did you leave that factory? Multiple responses possible *(if this is current factory code "0" and then >> next section)*	What did you do just after you left that factory? 1 = work in a different garment factory (>> next line) 2 = work for wages, not in a garment factory 3 = did not work (>> G41)
1								
2								
3								
4								
5								
6								
7								
8								

	G39	G40	G41	G42
Factory number	What industry did you work in after working in that factory? (DHS codes)	What was your monthly wage? (Taka)	How much time passed between the time you left this factory and the time you started in the next one? *(now enter the next factory worked on the next line in G1)*	
			Months	years
1				
2				
3				
4				
5				

Codes for G36
0 = no problems
A = hours too long
B = low pay
C = abusive management
D = bad/unsafe working conditions
E = not paid on time
F = unpaid overtime
G = fired for sickness
Z = other (specify)

Codes for G37
0 = Not applicable (this is current factory)
A = higher wage offer somewhere else
B = chance to work with family members or friends somewhere else
C = bad relationship with management
D = late payment
E = preferred the work in a different type of job
F= found work closer to home
G= fired
H= pregnancy/ birth
I= to take care of own children
J = to take care of a sick family

					members K = to get married L = didn't like work anymore Z = other (specify)
6					
7					
8					

Respondent name: _____ Line #: _____ HH #: _____ Bari serial number: _____

Section 2: Wage history

I'd like to know about any changes in salary that may have happened at any of the garment factories you worked in. Let's start with your job in [first factory]. What was your wage when you began?

(Note to enumerator: this information is very important for us. If the respondent says that he/she does not remember a particular piece of information, then request that he or she give you an approximate amount or date. If respondent is hesitant to give this information, remind him/her that this information is strictly confidential.)

GH1a	GH1b	GH2a		GH2b	GH3	GH4	GH5	GH6	
Factory Number	Name of factory (from G2) *(enumerator: this column is optional – fill in if helpful to you)*	What was the base wage? *(for first line of each factory, this will be the same as question G3)*			What was the overtime rate per hour? *(Taka)*	What was the position associated with this wage? 1 = helper 2 = operator 3 = senior operator 4= supervisor	Did you ever earn a different base wage at this factory? 1 = yes 2 = no *(>> next factory)*	How long did you receive the [wage mentioned in GH2]? *Now fill in next wage on the next line*	
		Amount (Tk.) *(typical amount per month if paid based on production)*	Unit time 1 = hourly 2 = daily 3 = weekly 4 = fortnightly 5 = monthly 6 = based on production 7 = other (specify)		*00 = not applicable*	5 = line chief 6= quality inspector 7 = quality control 8 = quality manager 9 = floor in charge 10 = production manager 88 = others *(for first line of each factory, this will be the same as G19)*	3 = this is current wage or last wage earned while working in the garment sector *(>> to next section)*	Months	years
1									

Section 3: Additional information about current job

GC2. Approximately how many people work…	In factory overall?		People	

GC3. What is your current task?					
GC4. How long have you been doing this same task?	**GC4a** Years?		**GC4b** Months?		**GC4c** Weeks?	

GC5. Do you have a production target (e.g. 800 shirts/day)? _____ (1 = yes; 2 = no >> GC9)

GC6. Do you get a bonus if you meet this target?		1 = yes 2 = no (>> GC9)
How much did you receive in production bonus in …	**G7.** The previous completed month?	Taka (0 value possible) .... ☐☐☐☐☐
	G8. Second previous month?	Taka (0 value possible) .... ☐☐☐☐☐

GC9. Do you get an attendance bonus? _____ (1 = yes; 2 = no >> GC12)

How much did you receive in attendance bonus in …	**G10.** The previous completed month?	Taka (0 value possible) .... ☐☐☐☐☐
	G11. Second previous month?	Taka (0 value possible) .... ☐☐☐☐☐

GC12. What was your most recent Eid bonus?	Taka (0 value possible) .... ☐☐☐☐☐
	No Eid has passed in current job ....…..99998
GC13. What was your most recent year-end bonus?	Taka (0 value possible) ....…... ☐☐☐☐☐
	No year end has passed in current job ....…..99998

Section 4: Other information

GIN1. How many days of work have you missed in the past *month* (that is, days when the factory was open but you were not present)? _____ days

[cut previous GIN2]

GIN2. Was there any time, since the time you began working in garment factories, that you took a period of one month or more off (with or without pay) but then came back to work at the same factory? If yes, when? (*enter as many as happened*)

(1)		MM		YYYY	to		MM		YYYY
(2)		MM		YYYY	to		MM		YYYY
(3)		MM		YYYY	to		MM		YYYY

GIN3. What were you doing just before you began working in a garment factory? _____
A = student; B = housework/chores (in own house); C = working in a different job; D = self-employed; E = unemployed

GIN4. If choice C: How long were you working in other jobs all together? _____ years

GIN5. What was your monthly wage just before you switched into the garment sector? _____Tk

GIN6. Cognitive test
Now can you subtract 7 from 100, and the subtract 7 from the answer you get and keep subtracting 7 until I tell

you to stop? (Stop after three subtractions)
Count 1 error, only when the difference between the numbers is not 7. _____ errors (enter 0 if no errors)
(code 98 for no education.)

Now I'd like to ask you about some other members of your bari. List up to two people who in particular: (enter codes from bari roster)
Note: can be from same household. If so, the household number will be the same as the respondent.

	First mentioned		Second mentioned	
GIN8. You'd go to for help with a household task.	HH ☐☐	Line ☐☐	HH ☐☐	Line ☐☐
GIN9. You would feel comfortable discussing a personal problem with	HH ☐☐	Line ☐☐	HH ☐☐	Line ☐☐

GIN10. Are there any friends or relatives you have that you wouldn't give a referral to, because you're worried they wouldn't be good workers? _____ (1 = yes; 2 = no; 7 = don't know; 8 =don't know anyone who wants a garment job)

Section 5: Additional Information on other relatives working in garment factories

GR0. Do you have any other close relatives, living in this village but not this bari, who also work in garment factories? _____ (1 = yes; 2 = no >> skip this section)
("close relatives" include siblings, first cousins, niece/nephews, aunt/uncles, or brothers/sisters-in-law)

GR1. Relative Number	GR2. Relative's Name	GR3. Gender 1 = male 2 = female	GR4. Current Factory		GR5. What is (name's) position? (see codes below)	GR6. Did you refer (name) to his/her current job in this factory? 1 = yes 2 = no (if no >> GR8)	GR7. What was (name's) wage in the previous job, just before you made the referral? (taka) DK = don't know; 8888 = not working at that time	GR8. Total years (name) has been working in this factory? (years) DK = don't know	GR9. (Name's) current monthly wage (taka) DK = don't know	GR10. Total years (name) has been working all together in garments? (years) DK = don't know	GR11 (Name's) relationship to you (see codes below)
			Code	Or enter name, if not on list							
1											
2											
3											
4											
5											
6											
7											
8											

Position codes *(GR5)*			**Relative codes** *(GR11)*	
1 = helper	5 =quality inspector	manager	1 = Sibling	4 = Sister or brother in law
2 = operator	6 = quality manager	9 = supervisor	2 = First-cousin (through father)	5 = niece/nephew
3 = senior operator	7 =line chief	10 = floor-in-charge	3 = First-cousin (through mother)	6 = aunt/uncle
4 = quality control	8 = production	88 = other (specify)		8 = other relative

GR12. Did any of these workers refer you to one of your garment jobs (current or previous)?	1 = yes (give line number, from GR1: ☐☐) 2 = no