



ETUDE ECONOMIQUE CONSEIL

PRODUCTIVITY & INVESTMENT CLIMATE SURVEY

Employee Questionnaire

Country:	Botswana (2)			
Questionnaire ID:	1			
Establishment ID Code:				

#	Question	Options	Employé											
			1	2	3	4	5	6	7	8	9	10		
1	Gender	1. Male 2. Female	m1											
2	Where are you from?	1. Gaborone 2. Francistown 3. Other location of Botswana 4. Europe/USA 5. Asia 6. Middle East 7. East Africa 8. West Africa 9. Other (specify) m2x	m2											
3a	What is your age?	Years	m3a1											
		Months	m3a2											
3b	What is your marital status?	1. Married 2. Divorced 3. Widow 4. Single	m3b											
4a	What is the highest level of education you have completed?	1. None 2. Primary school 3. General secondary school 4. Technical secondary school 5. Vocational training 6. University first degree (BA, BSc, etc) 7. University post-grad degree (Masters, PhD) 8. Other	m4a											
4b	If 6 or 7: Where did you receive your degree?	1. Local university 2. Foreign university 3. 1 & 2	m4b											
5a	How many years of education have you completed?	Years	m5a											
5b	In which year did you finish your highest level of education?	Year	m5b											
6	Are you a permanent full-time employee?	1. Yes 2. No	m6											



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N - EMPLOYEE SURVEY

#	Question	Options	Employé													
			1	2	3	4	5	6	7	8	9	10				
7	How many hours per week do you currently work for this establishment?(include overtime)	Hours	m7													
8	Are you a member of a trade union?	1. Yes 2. No	m8													
9	What is your current job?	Refer to Card 1	m9													
10	How are you paid (frequency)?	1. HOURLY 2. DAILY 3. WEEKLY 4. MONTHLY 5. YEARLY 6. BY THE PIECE 7. EVERY TWO WEEKS	m10													
11	What are your current/usual wage/salary and current allowances? <u>FREQUENCY</u> 1. HOURLY 2. DAILY 3. WEEKLY 4. MONTHLY 5. YEARLY 6. BY THE PIECE 7. EVERY TWO WEEKS	Wages	Frequency	m11a1												
			BWP	m11a2												
		Allowances	Frequency	m11b1												
			BWP	m11b2												
12	In 2005, how much did you receive in bonuses (e.g. for attendance, production, merit)?	BWP	m12													
13	How long have you been working for this establishment?	Years	m13a1													
		Months	m13a2													
14	What was your job when you started working in this establishment?	Refer to Card 1	m14													
15	What was your wage/salary and allowances when you started? <u>FREQUENCY</u> 1. HOURLY 2. DAILY 3. WEEKLY 4. MONTHLY 5. YEARLY 6. BY THE PIECE 7. EVERY TWO WEEKS	Wages	Frequency	m15a1												
			BWP	m15a2												
		Allowances	Frequency	m15b1												
			BWP	m15b2												



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16	Where did you hear about this job opportunity? (See table)	1. Family/friends 2. Public placement office 3. Private placement office 4. Public announcement 5. School-related network 6. Other (specify in table) n1bx	m16															
17	How many years work experience did you have before you started working in this establishment?	Years	m17															
18	Have you received any of the following formal training in the past, at this or any former establishments (see table):	1. Self financed 2. Financed by the Establishment – Outside 3. Financed by the Establishment – Inside 4. Financed partially by the Establishment – Outside 5. No training	m18															
If worker has not received training, go to Q22																		
If worker has received training :																		
19	• Average length of training	Days	m19															
20	• Did you receive higher wages after taking the courses?	1. Yes 2. No	m20															
21	• Did the training allow you to be more efficient on the job?	1. Yes 2. No	m21															
22	Are you currently receiving any of the following formal training (see table):	1. Self financed 2. Financed by the Establishment – Outside 3. Financed by the Establishment – Inside 4. Financed partially by the Establishment – Outside 5. No training	m22															
If worker has not received any training (past or current) go to Q25																		
23	How many formal training courses have you followed at this establishment?	Number	m23															
24	• If you have received formal training at this establishment, in what main area have you received it? (see table)	1. Communication 2. Creativity/innovation 3. English/French 4. Marketing 5. Technical / Professional 6. IT 7. Production Technology 8. Intellectual Property 9. Other m24x	m24															



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25	In which main area do you need more training to better perform your current job ?	1. Communication 2. Creativity/innovation 3. English/French 4. Marketing 5. Technical / Professional 6. IT 7. Production Technology 8. Intellectual Property 9. Other m25x 10. No training needed	m25												
26	Have you been sick in the last 30 days	1. Yes 2. No	m26												
27	• If yes , how many days of work did you miss due to illness in the last 30 days?	Days	m27												
28	How many days of work did you miss due to family members or friends being ill in the last 30 days?	Days	m28												
29	If you or a member of your family were to fall seriously ill today, where would you ordinarily obtain treatment?	Refer to Card 2	m29												
30	If you or a member of your family were to fall seriously ill today, which of the following financial arrangements for treating your illness would most apply to you?	Refer to Card 3	m30												
31	Is HIV/AIDS an important concern for you?	1. Not a concern 2. Small concern 3. Moderate concern 4. Big concern 5. Very big concern 6. Not aware of this disease	m31												



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32	Do you know where to be tested for HIV?	1. Yes 2. No	m32											
33	Would you be willing to pay to get tested for HIV at your establishment, if the testing were voluntary and anonymous?	1. Yes 2. No	m33											
34	• If Yes , what is the maximum you would be willing to pay?	BWP	m34											
35	What is the distance between your home and this establishment?	km	m35											
36	How do you usually reach your workplace?	1. By foot 2. Bicycle 3. Scooter/Motorcycle 4. Public transportation 5. Collective taxi 6. Own car 7. Establishment provides transportation 8. Other (specify) : m36x	m36											
37	How long does it take you?	Minutes	m37											
38	How do you usually reach your home from work?	1. By foot 2. Bicycle 3. Scooter/Motorcycle 4. Public transportation 5. Collective taxi 6. Own car 7. Establishment provides transportation 8. Other (specify) : m38x	m38											
39	How long does it take you?	Minutes	m39											
40	Are you related to the owner or the manager of this establishment?	1. Yes 2. No	m40											



SHOW CARD 1	
Management	
Proprietors (as Managers)	1
Employed Managers	2
Professionals (Require University Degree or Equivalent)	
Engineers, scientists, etc	3
Economists, programmers, mathematicians, other professionals	4
Skilled Production Workers	
Technicians (with diploma or other formal qualification)	5
Foremen and Supervisors	6
Machine maintenance and repair (i.e. electricians, plumbers, welders, general repair workers)	7
Unskilled Production Workers	
Other production workers	8
Non Production Workers	
Health Worker	9
Office and Sales Workers	10
Service Workers (i.e. cleaners, guards, food preparers and servers)	11

SHOW CARD 2	
Health care facilities operated by the establishment	1
Private health providers (including traditional healers)	2
Public facilities	3
Facilities of non-profit or charitable organizations	4
Other (specify)	5
1. m29x	
2.	
3.	
4.	
5.	
6.	
7.	
8.	
9.	
10.	

SHOW CARD 3	
No significant out-of-pocket expenses necessary since treatment is free or low cost	1
High out-of-pocket expenses but reimbursed by employer fully or partially	2
High out-of-pocket expenses but reimbursed by insurance company fully or partially	3
High out-of-pocket expenses but financial support from friends/family not belonging to my household	4
High out-of-pocket expenses borne by my household	5
Other (specify)	6
1. m30x	6.
2.	7.
3.	8.
4.	9.
5.	10.

