



IMPROVING WORKER WELL-BEING

Worker Needs Assessment Survey

Document Date: April 2015

INTRODUCTION

Improving Worker Well-being (IWWB) was conceived by the Levi Strauss & Company (LS&Co. or the Company) as a new approach to supply chain engagement. IWWB goes beyond labor compliance and collaborates with suppliers to implement programs that improve the lives of apparel workers. LS&Co. believes that investments in worker well-being enable a more conducive business environment, generating shared value for workers and factories.¹

To implement strong worker well-being programs, IWWB asks that vendors listen to workers' voices and use employees' input in the creation of new programs. This is a crucial step to generate impactful and meaningful results. To complement vendors' communication efforts with workers, LS&Co. has developed a survey to help factory management better identify workers' needs. Responses to the survey can inform worker well-being program strategy and help vendors prioritize areas for program implementation.

SURVEY SCOPE

The survey contains questions around IWWB's focus areas of **promoting economic empowerment, good health and family well-being, and equality and acceptance**. The survey also includes basic **demographics questions** so that vendors can gather information on the characteristics of their labor force and of their households. Additionally, as **workplace satisfaction** is an important driver for the implementation of worker programs, the survey contains a set of questions on the topic. We invite vendors to add and remove questions to the survey, ensuring that it responds to their local needs. To make it easier for vendors to modify the survey, we have created sub-topics within the survey that can be removed or implemented separately.

USING THE SURVEY



The survey should be administered **face-to-face**, with an interviewer noting down workers' answers on a **printed version** of the survey. Vendors may choose to use **electronic devices** (e.g., computers and tablets) to gather survey answers, which speed up the data collection process. For a robust and free platform to transfer the survey to smart phones, please visit home.magpi.com. Regardless of the format used, an interviewer should speak to workers face-to-face and administer the survey.



To gather unbiased answers from workers, we advise that vendors use a **third-party firm** to conduct the interviews. However, we understand that budget constraints may require that internal staff administer the survey. In this case, workers will provide more truthful answers when **interviewed by someone that is not perceived as a direct supervisor or manager**. Additionally, **female interviewees may be more comfortable speaking to a female interviewer**, so we recommend that vendors have women speak to female workers.



Regardless of who interviews workers, surveys should be done in a **private enough setting** at the factory, individual answers should always be **confidential**, and workers should be **free to opt out of the survey or to not answer specific questions**.

We recommend that vendors follow the steps below to find a **sample size**² (number of workers) and to **randomly select workers**³ for the interview process. This process will ensure that interviewees' answers are representative of the entire workforce and will minimize resources spent on interviews by forgoing a survey of the entire workforce.

¹ Please read the Improving Worker Well-being Guidebook for more information on the initiative

² For information on the importance of representative samples: http://en.wikipedia.org/wiki/Sampling_%28statistics%29

³ For information on importance of random selection: <http://www.povertyactionlab.org/methodology/what-randomization>

1. To determine the **sample size** for the survey, visit www.surveysystem.com/sscalc.htm
2. Use the “Determine Sample Size” box
3. Keep the confidence level at 95%
4. Input the number 5 as the confidence interval⁴
5. Type the total number of workers in the factory in the population field
6. Click calculate
7. The number of workers needed for the survey will appear in the “sample size needed” field
8. To **randomly select workers for the interview**, first format all the names or employee numbers of workers in your factory in one column in an Excel spreadsheet. Let's call it column A.
9. Then go to www.random.org/sequences/
10. Type in 1 as your smallest value and the number of rows in your spreadsheet as your largest, then hit the submit button.
11. Copy and paste the list produced into a separate column in your spreadsheet (column B). The two columns contain the same number of rows and must match up.
12. Sort the rows in your spreadsheet in ascending order using column B.
13. Column A now contains your randomized names. You should use the first set of names that appear in this column until you reach your sample size.

Factories with worker groups that may be experiencing very different social circumstances should consider forming a sample for the interview that ensures a proportional representation of these groups. For example, samples should have a proportional number of women and migrant workers to be interviewed. To do this, ensure that the sample includes a proportional allocation that is reflective of the entire worker population. So if 55% of workers in the factory are women, the sample should be composed of 55% female workers. Follow the same steps outlined above, but create separate lists of workers for each of the subgroups and randomly select workers for the interview process from each of the lists until the sample is proportional to the characteristics of the entire workforce (e.g. a list of female workers, another list of migrant workers, and a list with remaining workers).



Finally, the survey includes **instructions for interviewers**. Instructions are placed in brackets [] and should not be read to the respondent. These instructions should be followed closely as they influence the way workers respond to questions. Interviewers should always read the answer options to workers out loud, unless otherwise specified in the survey instructions. At the end of the interaction, the interview should go through the entire questionnaire to ensure that all questions have been asked and responses noted – remembering that since there are no identifiers attached to the questionnaire, it will be impossible to call back a worker to clarify missing data or points.

⁴ For information on confidence level and interval: <http://www.surveysystem.com/sscalc.htm#one>

Hello. My name is [YOUR NAME] and I am conducting a survey on behalf of [FACTORY NAME] to know more about the living and working conditions of workers at this factory so that [FACTORY NAME] can better understand circumstances of neighboring communities. I will ask you questions about you, your household, and your work. All your answers will be kept confidential and only used in an aggregated format, for example, 60% of the workers believe that exercising is good for health. This means that your answers will not be analyzed individually. You may choose to stop the interview at any time, but we would appreciate if you answer all the questions. Could we start with the interview?

- a. Yes
- b. No [Thank the worker and finish interview]

DEMOGRAPHICS

I am going to start by asking you some general questions about you and your household.

1. [Interviewer: indicate the gender of the respondent]

- a. Male
- b. Female

2. How old are you? [Interviewer: Please specify the age of the worker in complete numbers. Do not use decimals.]

3. What is your highest level of basic schooling completed?

- a. No school
- b. Incomplete primary school
- c. Complete primary school
- d. Incomplete secondary school
- e. Complete secondary school
- f. Incomplete higher education
- g. Complete higher education

4. How long have you been in this city?

- a. Less than one month
- b. 1-3 months
- c. 4 months – 12 months
- d. Between 1 and 5 years
- e. More than 5 years
- f. I am from here, I did not move here from elsewhere

5. How long have you been working at this factory?

- g. Less than one month
- h. 1-3 months
- i. 4 months – 12 months
- j. Between 1 and 5 years
- k. More than 5 years

6. What is your position/role in the factory?

- a. Production worker (e.g., cutting, tailor, labeling, sorting, helper, buttoning, ironing, etc.)

- b. Office/clerical
- c. Lower managerial staff (e.g., supervisor, line chief, etc.)
- d. Other—please specify (e.g., quality control, packing, etc.): _____

7. Are you satisfied with your job?

- a. Absolutely yes
- b. Mostly yes
- c. Neither yes or no
- d. Mostly no
- e. Absolutely no

8. Have you ever been promoted since you entered this factory?

- a. Yes, once
- b. Yes, twice
- c. Yes, more than two times
- d. No, never

9. What is your marital status?

- a. Never married
- b. Cohabitation (i.e., living with a partner but not married)
- c. Married
- d. Widowed, divorced or separated

10. Are you the owner of the house/apartment you currently live in?

- a. Yes, I own the home.
- b. No, I pay rent to live in the house/apartment
- c. No, I live in the factory provided dormitory
- d. No, I live in a self-paid hostel
- e. Other

11. Including yourself, how many people live in your household? Your household is the place where you live now, regardless of whether you rent or own the place you live in.

12. Do you have children?

- a. Yes
- b. No

13. Are there people in your home that depend on you to cover their daily expenses? For example, someone in your household that has no income and needs food, medicine, education, or other products and relies on your income to pay for these. In other words, these household members depend on you economically, totally or partially.

- a. Yes
- b. No **[SKIP TO 15]**

14. How many people in your household depend on your income?

15. Excluding yourself, is there anyone else in your household that has a job or work through which they earn money?

- a. Yes
- b. No [SKIP TO 17]

16. Excluding you, how many other members of your household earn an income?

HEALTH AND FAMILY WELL-BEING

Access to Safe and Healthy Environments

Now I am going to ask you some questions about hygiene and sanitation at home and at work.

17. When you are at WORK, what type of water do you drink? [Interviewer: check all options mentioned by worker]

- a. Bottled water
- b. Water that has been boiled
- c. Filtered water
- d. Water from faucet (un-boiled)
- e. Water from stream (un-boiled)
- f. Other, please specify
- g. I don't know

18. When you are at HOME, what type of water do you drink? [Interviewer: check all options mentioned by worker]

- a. Bottled water
- b. Water that has been boiled
- c. Filtered water
- d. Water from faucet (un-boiled)
- e. Water from stream (un-boiled)
- f. Other, please specify
- g. I don't know

19. What kind of sanitation system do you usually have access to? By sanitation system I mean toilet, lavatory, restroom, or bathroom.

- a. Public toilet
- b. Pit latrine at home
- c. Pour-flush toilet at home
- d. Septic tank at home
- e. Sewer system at home
- f. In the open environment outside the home
- h. None
- i. I don't know

20. Do you have a lot of mosquitoes / flies / cockroaches troubling you in your home?

- a. Yes
- b. No

21. Are there areas of standing water (not lake) near your home or place of work?

- a. Yes
- b. No
- c. I don't know

22. Are there piles of waste / casual waste dumping near your home?

- a. Yes
- b. No
- c. I don't know

General Health and Hygiene

23. Have you been sick in the last 30 days?

- a. Yes
- b. No [SKIP TO 26]

24. What illness did you have in the last 30 days? [Interviewer: mark all that apply, DO NOT READ options out loud]

- a. Diarrhea
- b. Dysentery
- c. Respiratory Infection (such as cold, cough, throat pain, rapid and difficult breathing)
- d. Fever
- e. Extreme menstrual Pain
- f. Dengue
- g. Hepatitis
- h. Other, please specify: _____
- i. I don't know

25. Did you have to miss work due to any illness that you had over the last 30 days?

- a. Yes
- b. No

26. Has your child been sick in the last 30 days?

- a. Yes
- b. No [SKIP TO 29]
- c. Respondent does not have children [SKIP TO 31]

27. What was your child sick with? [Interviewer: mark all that apply, do not read options out loud]

- a. Colds
- b. Cough
- c. Diarrhea
- d. Fever
- e. Dysentery
- f. Respiratory Infection (such as cold, cough, throat pain, rapid and difficult breathing)
- g. Dengue
- h. Hepatitis
- i. Other, please specify: _____
- j. I don't know

28. Did you have to miss work due to any illness that any of your children had over the last 30 days?

- a. Yes
- b. No

29. Did you/your wife breastfeed the last baby you/she birthed?

- a. Yes
- b. No

30. Have you given any vaccines to your child/children?

- a. Yes
- b. No
- c. I don't know

Sexual and Reproductive Health

I am now going to ask you some questions about you and your partner/spouse.

31. Have you/has your partner ever been pregnant before?

- a. Yes
- a. No **[SKIP TO 34]**

32. During your last pregnancy/the pregnancy of your partner did you/she visit a doctor or clinic for antenatal care?

- a. Yes
- b. No

33. Where did you/your partner give birth to your last child?

- a. Home
- b. Hospital
- c. Clinic
- d. I am/my wife is currently pregnant, but I have/she has not given birth to any children yet OR I was/my wife was pregnant, but my/her pregnancy was interrupted and I/she did not deliver the baby
- e. Other, specify: _____

34. What do you use during your menstrual cycles?

- a. Sanitary pads
- b. Washed pieces of cloth
- c. Pieces of cloth from the factory
- d. Other, please specify: _____
- e. Respondent is male **[SKIP TO 36]**

35. Have you used any contraceptives or methods to avoid getting pregnant in the past 12 months?

- a. Yes
- b. No **[SKIP TO 37]**
- c. I don't know **[SKIP TO 37]**
- d. I don't want to respond **[SKIP TO 37]**

36. Who makes decisions on family planning, that is, decisions about getting or not getting pregnant or having or not having children, in your household?

- a. Myself
- b. My spouse/partner
- c. My spouse/partner and I jointly
- d. Another person in the household makes that decision for us
- e. My spouse/partner and I do not plan when to have children
- f. Other, please specify: _____

37. Have you heard about infections that can be transmitted through sexual intercourse?

- a. Yes
- b. No [SKIP TO 41]
- c. I don't know [SKIP TO 41]

38. How does HIV spread? [Interviewer: DO NOT READ choices aloud. Check all applicable responses mentioned by respondent, regardless of whether you think they are correct or not. Do not suggest answers to respondent.]

- a. A person can get infected through contact with blood from a person who has HIV
- b. A person can get HIV through witchcraft or a curse or spell
- c. A mother can pass on HIV to her unborn or newborn baby during pregnancy, birth process and breast-feeding
- d. Men who are circumcised are less likely to get infected with HIV
- e. Unprotected sexual intercourse with a person who is HIV+ (who is infected with HIV)
- f. Use of infected needles
- g. Other, please specify: _____
- h. I don't know

39. How can you protect yourself from contracting HIV? [Interviewer: DO NOT READ choices aloud. Check all applicable responses mentioned by respondent, regardless of whether you think they are correct or not. Do not suggest answers to respondent.]

- a. Abstaining from sex
- b. Non penetrative sex
- c. Always using condoms
- d. Being circumcised (males)
- e. Limiting or reducing number of sex partners
- f. Have only one sex partner
- g. Not having concurrent or overlapping partners
- h. Being faithful to your sex partner
- i. Avoiding sex with a sex worker/prostitute
- j. Not sharing utensils with people with HIV
- k. Through Prevention of Mother to Child Transmission (drugs, feeding)
- l. By avoiding mosquito or insect bites
- m. By being protected by witchcraft
- n. Other, please specify: _____
- o. I don't know

40. Have you ever been tested for HIV?

- a. Yes
- b. No
- c. I don't know
- d. I don't want to respond

Nutrition

41. Are you often uncomfortably hungry?

- a. Rarely, only just before meals
- b. Occasionally, sometimes during the day
- c. Often, hungry most of the time
- d. Very often, sometimes hunger keeps me awake at night
- e. All of the time
- f. Never

ECONOMIC EMPOWERMENT

General financial well-being

I am now going to ask you some questions about how you use your money.

42. Is your salary enough to support you and the members of your household?

- a. Yes [SKIP TO 44]
- b. No
- c. We are managing but a better salary would be better [SKIP TO 44]

43. What household expenses can you not currently afford? [Interviewer: Do not read options aloud and check all that apply.]

- a. Schooling for children
- b. Medical expenses
- c. Clothing and other household needs, like appliances and furniture
- d. Food
- e. Clean water
- f. Saving for the future
- g. Other, please specify: _____

44. How much do you spend on transportation to and from work everyday? [Interviewer: Please record figure in the local currency.]

45. What are your largest three expenses every month? Please name them in order, starting with the item that you spend most on. [Interviewer: DO NOT READ option aloud. Rate expenses from 1 to 3 as they are mentioned by the worker, with the 1 being the largest expense]

- a. _____ Food and water
- b. _____ Housing/Rent
- c. _____ Clothing and cosmetics
- d. _____ Sending money to family members
- e. _____ Childcare
- f. _____ Transportation
- g. _____ Medicine and doctor visits
- h. _____ Education for me and/or my children
- i. _____ Saving for the future
- j. _____ Other, please specify: _____

46. Are any of your children in age to be attending school?

- a. Yes
- b. No [SKIP TO 49]
- c. Respondent does not have children [SKIP TO 49]

47. Are all your school-aged children currently attending school?

- a. Yes [SKIP TO 49]
- b. No

48. Why are they not going to school? [Interviewer: check all that apply. DO NOT READ options aloud.]

- a. Illness
- b. Cannot afford school fees or uniforms
- c. School too far away from home
- d. Transportation was too difficult
- e. Working to support family
- f. Taking care of family members
- g. Did not want to continue school
- h. Working in family enterprise
- i. No time to study
- j. Completed school required by law
- k. Had to decide between one child staying in school and one not
- l. More important for son to stay in school than daughter
- m. Other, please specify: _____

49. Have you sent money to family members that do not live in the same house with you in the last 30 days?

- a. Yes
- b. No [SKIP TO 51]

50. How much money did you send to these family members that do not live with you in the last 30 days? [Interviewer: please record figure in local currency]

51. Who in your household makes decisions about spending money?

- a. I decide myself
- b. My spouse/partner decides
- c. My spouse/partner and I decide jointly
- d. My parents decide
- e. My spouse's parents decide
- f. Others, please specify: _____

52. Do you currently have any debt?

- a. Yes
- b. No [SKIP TO 56]

53. How much did you pay toward your debt in the last 30 days? [Interviewer: please record figure in local currency. For "I don't know answers" please enter "---"]

54. What are the reasons that required you to borrow money? [Interviewer: please check all options mentioned. DO NOT READ options aloud.]

- a. To buy household appliances/items
- b. To pay for house construction/renovation
- c. To pay for medical emergency
- d. To pay for daily needs (food, transport)
- e. To pay for education/ schooling
- f. To buy land or build a house
- g. To get a different job
- h. To get a job at this specific factory
- i. Other, please specify: _____

55. Where or who did you borrow money from?

- a. Formal bank or micro-loan institution
- b. Friends
- c. Relatives
- d. Local moneylender
- e. Peer lending scheme
- f. Employer
- g. Other, please specify: _____

Financial Education and Access to Financial Products and Services

56. Do you understand your pay slip (the piece of paper that usually comes with your payment)?

- a. Yes
- b. No

57. After you pay all your household expenses, are you able to put money aside for savings?

- a. Yes
- b. No **[SKIP TO 60]**

58. For what purposes do you save? [Interviewer: please check all options mentioned. DO NOT READ options aloud.]

- a. Personal expenses like clothes, cell phone, and music player
- b. Household expenses like furniture, TV, and other appliances
- c. To buy a home
- d. To buy a motorcycle/car
- e. My future education
- f. Children's future education
- g. Future medical bills for me or my family
- h. To cover unexpected costs, such as sickness, job loss, etc.
- i. Other, please specify: _____

59. How do you save?

- a. Place money in bank account
- b. Send money to relatives for safe keeping
- c. Save money in cash at home
- d. Other, please specify: _____

60. Do you have a bank account?

- a. Yes **[SKIP TO 62]**

- b. No

61. Why don't you have a bank account? [Interviewer: please check all options mentioned. DO NOT read options aloud.]

- a. Not necessary
- b. Don't have enough money
- c. Fear bank charges/ don't trust bank accounts
- d. Partner/Spouse has account
- e. Not enough time to set up an account
- f. Cannot maintain minimum balance
- g. Don't know how to open bank account and
- h. Bank office is too far away
- i. My family won't allow me
- j. Other, please specify: _____

EQUALITY AND ACCEPTANCE

I am now going to ask you some questions regarding acceptable or unacceptable treatments to workers from other workers, supervisors, managers, or community members in general. Please remember that all your answers are confidential and that you may choose not to answer some or all of these questions.

62. In the last year, have you been subject to any of the following types of unwanted treatment from a PEER AND/OR SUPERVISOR while in this factory or in your dorm?

	YES	NO	Don't want to respond
a. Shouting, swearing, rudeness			
b. Hitting, slapping, pushing			
c. Sexual/gender comments			
d. Sexual touching, including bra-snapping and any body touching.			
e. Forced sex/rape			
f. Others (Please specify)			

63. [Interviewer: if the worker stated YES to any of the options above, ask]: How often do any of these types of treatment by a PEER AND/OR SUPERVISOR happen?

- a. Every day
- b. Every week
- c. Once per month
- d. Rarely

64. [Interviewer: if the worker stated YES to any of the options in question 62, ask]: How do you deal with these types of treatment by peers and/or supervisors when they happen? [Interviewer: Check all that apply. DO NOT READ options aloud.]

- a. Keep silent
- b. Tell your friends (colleagues or housemates)
- c. Tell your family members
- d. Tell your supervisor
- e. Tell a trade union representative
- f. Consider a strike
- g. Cause a strike
- h. Use the anonymous hotline
- i. Quit your job

j. Other, please specify: _____

65. In the last year, have you been subject to any of the following types of unwanted treatment at home?

	YES	NO	Don't want to respond
a. Shouting, swearing, rudeness			
b. Hitting, slapping, pushing			
c. Sexual/gender comments			
d. Sexual touching, including bra-snapping and any body touching.			
e. Forced sex/rape			
f. Others (Please specify)			

66. [Interviewer: if worker stated YES to any of the options above, ask]: How often does any of this treatment at home happen?

- a. Every day
- b. Every week
- c. Once per month
- d. Rarely
- e. Never

67. [Interviewer: if worker stated YES to any of the options in question 65, ask]: How do you deal with these types of treatment at HOME when they happen? [Interviewer: Check all that apply, DO NOT READ options aloud.]

- a. Keep silent
- b. Tell your friends
- c. Tell other family members
- d. Tell government authorities
- e. Tell local non-government organizations that have assistance programs
- f. Other, please specify: _____

WORKPLACE SATISFACTION

The following section asks questions about your experience working for [FACTORY NAME]. Please remember that all your answers will be analyzed in an aggregate form only. For example, 50% of workers enjoy working at the factory.

Working Hours

68. How do you feel about your working hours?

- a. They are reasonable
- b. They are too long
- c. I would like to work longer hours to make more money

Factory Facilities

69. Do you agree that there are enough toilets in the factory?

- a. Agree
- b. Not sure
- c. Disagree

70. Do you agree that toilets in the factory are clean and sanitary?

- a. Agree
- b. Not sure
- c. Disagree

71. Do you agree that the factory's canteen is clean and hygienic?

- a. Agree
- b. Not sure
- c. Disagree
- d. There is no canteen in the factory

72. Do you agree that the factory's canteen serves good and nutritious foods.

- a. Agree
- b. Not sure
- c. Disagree

73. Do you live in a dormitory provided by the factory?

- a. Yes
- b. No [SKIP TO 77]

74. Do you agree that the dormitory is clean and orderly?

- a. Agree
- b. Not sure
- c. Disagree

75. Do you agree that there are enough toilets in the dormitory?

- a. Agree
- b. Not sure
- c. Disagree

76. Do you agree that toilets are clean and sanitary?

- a. Agree
- b. Not sure
- c. Disagree

77. How would you describe the factory floor you work on?

- a. Very clean and orderly
- b. Generally clean
- c. Just a bit chaotic
- d. Messy and dirty

78. How would you describe your workstation?

- a. Very comfortable
- b. Somewhat comfortable
- c. Not too bad but I start to feel uncomfortable after a long day of work
- d. Not very comfortable
- e. Not comfortable at all

79. Are you comfortable with the temperature, ventilation, and noise level in your workplace?

- a. Very comfortable
- b. Somewhat comfortable
- c. Not too bad but I start to feel uncomfortable after a long day of work
- d. Not very comfortable
- e. Not comfortable at all

Communication

80. In the last three months, have you ever given (either verbally or in writing) a complaint, suggestion, or question to your supervisor or manager?

- a. Yes
- b. No [SKIP TO 82]

81. Did you feel that your complaint, suggestion, or question was handled well?

- a. Yes, it was handled well
- b. It was handled in an acceptable way
- c. No, it was not handled well

82. Do you agree that management and/or supervisors are willing to listen to suggestions or complaints?

- a. Agree
- b. Not sure
- c. Disagree

83. Are you comfortable filing a complaint with management and/or supervisors when your rights or company policies have been violated?

- a. Yes
- b. No
- c. Don't want to answer

84. Is there an active union at the factory?

- a. Yes
- b. No [SKIP TO 87]

85. Have you ever raised suggestions or complaints with your union representative?

- a. Yes, I have once
- b. Yes, more than once but not regularly
- c. Yes, I do so regularly
- d. No [SKIP TO 87]

86. Did you feel that your complaint or suggestion was handled well by the union?

- a. Yes, it was handled well
- b. No, it was not handled well

87. Is there an active worker committee in the factory?

- a. Yes
- b. No [SKIP TO 90]

88. Have you ever raised suggestions or complaints using your worker committee?

- a. Yes, I have once
- b. Yes, more than once but not regularly
- c. Yes, I do so regularly
- a. No [SKIP TO 90]

89. Did you feel that your complaint or suggestion was handled well?

- c. Yes, it was handled well
- d. No, it was not handled well

Relationships at Work

90. If you have a work related problem or complaint who would you normally go to? [INTERVIEWER: Select all answers mentioned by workers, DO NOT read options out loud].

- a. Line supervisor
- b. Suggestion Box
- c. Union Representative
- d. Human Resource Department
- e. Management
- f. 3rd Party Hotline
- g. General Manager
- h. Security Personnel
- i. Health Center
- j. Family member
- k. Coworkers
- l. Other
- m. No one

91. Do you agree that you have good friends at work?

- a. Agree
- b. Not sure
- c. Disagree

92. How would you rate your relationship with your immediate/direct supervisor?

- a. Excellent
- b. Good
- c. Average
- d. Poor
- e. Very poor

93. Do you agree that you have good role models among your peers and/or among your supervisors? Role models are people that you look up to because their behavior is ethical, they have high morals, are consistent and just, and have a positive attitude.

- a. Agree
- b. Not sure
- c. Disagree

Opinions About the Factory

94. Do you agree that when the factory is doing well in business you will also benefit personally?

- a. Agree
- b. Not sure
- c. Disagree

95. Do you like the work you are currently doing?

- a. Absolutely yes
- b. Mostly yes
- c. Neither yes or no
- d. Mostly no
- e. Absolutely no

96. Do you agree that the factory provides good career opportunities?

- a. Agree
- b. Not sure
- c. Disagree

97. Do you agree that your work is often stressful?

- a. Agree
- b. Not sure
- c. Disagree

98. What are your top three concerns related to your factory job? [INTERVIEWER: Select all three answers mentioned by worker. DO NOT READ options out loud.]

- a. Discrimination
- b. Sexual harassment
- c. Long working hours
- d. My health
- e. My salary and benefits
- f. Opportunities to grow inside the factory/learn new skills
- g. Job stability
- h. Conflicts with supervisor and/or management
- i. Conflicts with coworkers
- j. Other

99. If you could change three things about the factory what would they be? [INTERVIEWER: Select all three answers mentioned by worker, DO NOT read options out loud.]

- a. Salaries/wages/bonus
- b. Vacation and benefits
- c. Quality of canteen food
- d. Working hours/shift arrangement
- e. Training or other professional development courses
- f. Eating arrangement
- g. Break arrangement
- h. Opportunities to get involved in factory issues
- i. Noise or comfort level of workplace
- j. Living conditions in dormitories
- k. Cleanliness of toilets
- l. The way my supervisor treats me
- m. Other

100. What are the two main reasons for why you left your previous job?

- a. I was dismissed
- b. The factory/business closed
- c. I worked too many hours/I was too stressed
- d. I did not like the work I was doing
- e. I did not like the people/managers I worked with
- f. There was no opportunity to grow
- g. The factory/business did not give me enough work hours
- h. I left to look for work with higher salary
- i. I did not work anywhere else before
- j. Other

101. Do you agree with the following statement: *"I would recommend this factory as a good place to work at"*?

- a. Agree
- b. Not sure
- c. Disagree