

FS Feedback Form 20191017

Field	Question	Answer																						
interaction_type (required)	Please select the type of interaction for this firm	<table border="1"> <tr><td>3</td><td>Heads up about delivery of CV packet</td></tr> <tr><td>7</td><td>Confirmation for CV delivery</td></tr> <tr><td>1</td><td>Post-packet followup -- by phone</td></tr> <tr><td>2</td><td>Post-packet followup -- in person</td></tr> <tr><td>8</td><td>Appointment call for in-person visit</td></tr> <tr><td>10</td><td>Briefing on Cover Page</td></tr> <tr><td>9</td><td>Closing feedback - Listed same job ad with different criteria</td></tr> <tr><td>5</td><td>Recording Whatsapp/Text interaction</td></tr> <tr><td>4</td><td>Unstructured phone interaction</td></tr> <tr><td>6</td><td>Email interaction</td></tr> <tr><td>11</td><td>Collecting off-platform feedback for on-platform jobs</td></tr> </table>	3	Heads up about delivery of CV packet	7	Confirmation for CV delivery	1	Post-packet followup -- by phone	2	Post-packet followup -- in person	8	Appointment call for in-person visit	10	Briefing on Cover Page	9	Closing feedback - Listed same job ad with different criteria	5	Recording Whatsapp/Text interaction	4	Unstructured phone interaction	6	Email interaction	11	Collecting off-platform feedback for on-platform jobs
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basic_info																								
enum1_id (required)	Enter Enumerator 1 ID																							
confirm_enum1_id (required)	Enter Enumerator 1 ID Again																							
enum2_id	Enter Enumerator 2 ID																							
confirm_enum2_id	Enter Enumerator 2 ID Again																							
job_id (required)	Enter the Job ID																							
confirm_job_id (required)	Enter the Job ID again																							
CV_sent (required)	Enumerator: Did Job Talash sent a CV packet to this firm against this Job ID?	<table border="1"> <tr><td>1</td><td>Yes</td></tr> <tr><td>2</td><td>No</td></tr> </table>	1	Yes	2	No																		
1	Yes																							
2	No																							
firm_details	Firm's ID: [firm_id] Firm's Name: [firm_title] Respondent's Name: [resp_name] Respondent's Contact No. : [resp_contact] Alternate contact Info: Respondent's Name: [resp_name2] Respondent's Contact No. : [resp_contact2] Feedback approach: [feedback_approach]																							
reminder_scripts_coverpage	Enumerator: FYI: This firm has told us that it has received CVs for this job but we were unable to brief them about the cover page. You have to brief this firm on the cover page. The date which the respondent gave to get briefing is: [follow_up_briefing_appoint]																							
prim_sec_nb (required)	ENUMERATOR: Are you calling the primary respondent [resp_name] or secondary respondent: [resp_name2] for this job?	<table border="1"> <tr><td>1</td><td>Primary: ...(...)</td></tr> <tr><td>2</td><td>Secondary: ...(...)</td></tr> <tr><td>3</td><td>Some Other Respondent</td></tr> </table>	1	Primary: ...(...)	2	Secondary: ...(...)	3	Some Other Respondent																
1	Primary: ...(...)																							
2	Secondary: ...(...)																							
3	Some Other Respondent																							
resp_num_other_name (required)	Please write this respondent's name																							
resp_num_other_contact (required)	Please write this respondent's phone number																							
resp_num_other_email	Please write this respondent's email address																							
job_desc (required)	ENUMERATOR: Please select the relevant job for which you are contacting [firm_title] Enumerator: The job_id you entered in the start of the form is: [confirm_job_id]	<table border="1"> <tr><td>job_id_title</td><td>job_id_title</td></tr> </table>	job_id_title	job_id_title																				
job_id_title	job_id_title																							
batch (required)	ENUMERATOR: Please select the relevant batch no. of [job_desc] for which you are contacting [firm_title]	<table border="1"> <tr><td>batch_jobid</td><td>batch_jobid</td></tr> </table>	batch_jobid	batch_jobid																				
batch_jobid	batch_jobid																							
final_treat_yesno_int_med (required)	ENUMERATOR: Our records indicate that this firm has been offered the following: [initial_treat_int_med] Was this the final offer to the firm? This question is about interview intermediation treatment	<table border="1"> <tr><td>1</td><td>Yes</td></tr> <tr><td>2</td><td>No</td></tr> <tr><td>7777</td><td>Don't want to say</td></tr> <tr><td>8888</td><td>Don't know</td></tr> <tr><td>9999</td><td>Left the survey</td></tr> </table>	1	Yes	2	No	7777	Don't want to say	8888	Don't know	9999	Left the survey												
1	Yes																							
2	No																							
7777	Don't want to say																							
8888	Don't know																							
9999	Left the survey																							
reasons_final_treat_int_med (required)	ENUMERATOR: Why was this not the final offer to the firm?																							
final_treat_int_med (required)	ENUMERATOR: What was the final offer to the firm?	<table border="1"> <tr><td>1</td><td>Interview Intermediation with transport</td></tr> <tr><td>2</td><td>Interview Intermediation without transport</td></tr> <tr><td>3</td><td>None</td></tr> </table>	1	Interview Intermediation with transport	2	Interview Intermediation without transport	3	None																
1	Interview Intermediation with transport																							
2	Interview Intermediation without transport																							
3	None																							
final_treat_yesno_wage_sub (required)	ENUMERATOR: Our records indicate that this firm has been offered the following: [initial_treat_wage_sub] Was this the final offer to the firm?	<table border="1"> <tr><td>1</td><td>Yes</td></tr> <tr><td>2</td><td>No</td></tr> </table>	1	Yes	2	No																		
1	Yes																							
2	No																							

	This question is about wage subsidy treatment	7777	Don't want to say
		8888	Don't know
		9999	Left the survey
reasons_final_treat_wage_sub	ENUMERATOR: Why was this not the final offer to the firm?		
final_treat_wage_sub (required)	ENUMERATOR: What was the final offer to the firm?	1	Wage subsidy offered
		2	Wage subsidy not offered
CV_packets_not_sent			
cvsunsent_medium (required)	ENUMERATOR: Are you contacting the firm via call or inperson visit (face to face)?	1	Call briefing
		2	Inperson/ face to face briefing
CV_packets_not_sent > phone_interaction_cvsunsent			
call_status_cvs_unsent (required)	ENUMERATOR: Enter call status	1	Phone is answered
		2	Did not pick up
		3	Incorrect Number
		4	Line Busy
		5	Line Dead
resp_avl_cvs_unsent (required)	ENUMERATOR: Were you able to get in touch with the relevant person?	1	Yes, the relevant person was on the line
		2	Was given a new number and had to dial again to reach the relevant person
		3	Redirected to the relevant person
		4	Respondent asked to call back later
		5	Respondent is not interested in the service
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
redirect_rp_cvs_unsent (required)	Was the relevant person available?	1	Yes
		2	No
		3	Respondent asked to call back later
phone_follow_up_cvs_unsent (required)	When should we contact again?		
CV_packets_not_sent > through_visit_cvsunsent			
firm_status_cvs_unsent (required)	ENUMERATOR: Enter Firm Status	1	Available
		2	Closed Down
		3	Follow up
resp_avl_app_cvs_unsent (required)	ENUMERATOR: Were you able to get in touch with the relevant person?	1	Yes, the relevant person was available
		2	Redirected to the relevant person
		3	Respondent asked to contact later
		4	Respondent is not interested in the service
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
visit_follow_up_cvs_unsent (required)	When should we contact again?		
CV_packets_not_sent > cvs_unsent			
cvs_not_sent_script	Hello Sir/Madam, I understand that we could not share a CV packet with you for the [job_title] you advertised on our platform on [submissiondate] because none of the candidates in our subscriber pool expressed an interest in the vacancy you listed with us. However, to serve you better in the future, we'd like to ask some questions about the vacancy. Please bear in mind that the information we collect from you will be strictly confidential, and only our team will have access to it. It is not compulsory for you to answer any question. At any time, you can choose to end this survey.		
vacancy_status_cvs_unsent (required)	Have you hired anyone for this vacancy?	1	Yes, vacancy has been filled
		2	Not yet filled / still looking
		3	Decided not to fill the vacancy
		5	Temporarily suspended search, plan to resume

			later
		6	Temporarily suspended search, haven't decided whether to resume
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
offplat_apps_cvcs_unsent (required)	For this job, how many applications did you receive?		
offplat_interviews_cvcs_unsent (required)	Of the [offplat_apps_cvcs_unsent] applications you received for this job, how many candidates did you interview for this position?		
CV_packets_not_sent > cvs_unsent > vacancy_filled_cvcs_unsent			
other_cand_gender_cvcs_unsent (required)	What is the gender of the candidate(s) that you've hired?	1	Female
		2	Male
		3	Some males and some females
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
CV_packets_not_sent > cvs_unsent > vacancy_filled_cvcs_unsent > salary_cvcs_unsent			
salary_hire_cvcs_unsent	Kindly tell us the salary that you are going to pay this candidate:		
salary_hire_min_cvcs_unsent (required)	Please enter the minimum salary		
salary_hire_max_cvcs_unsent (required)	Please enter the maximum salary		
hours_training_cvcs_unsent (required)	How many hours do you or your current employees plan to spend on training this recent hire?		
CV_packets_not_sent > cvs_unsent > vacancy_filled_cvcs_unsent > emptime_cvcs_unsent			
emp_time_cvcs_unsent	How much time did you and your colleagues spend in recruitment for this vacancy? This includes all time spent posting adverts, screening applications, and interviewing applicants. At any point if the firm does not want to answer, please enter 7777. If Left the survey, then 9999.		
emp_time_hours_cvcs_unsent	Hour(s)		
emp_time_weeks_cvcs_unsent	Week(s)		
emp_time_days_cvcs_unsent (required)	Day(s)		
CV_packets_not_sent > cvs_unsent > vacancy_filled_cvcs_unsent > hiretime_cvcs_unsent			
hire_time_cvcs_unsent	How long did it take from deciding that you need to hire someone for this vacancy until the person you hired started work?		
hire_time_hours_cvcs_unsent	Hour(s)		
hire_time_weeks_cvcs_unsent	Week(s)		
hire_time_day_cvcs_unsent (required)	Day(s)		
brief_coverpage			
coverpage_brief_medium (required)	ENUMERATOR: Are you carrying out the coverpage briefing via call or inperson visit (face to face)?	1	Call briefing
		2	Inperson/ face to face briefing
brief_coverpage > through_call			
call_status_cp_brief (required)	ENUMERATOR: Enter call status	1	Phone is answered
		2	Did not pick up
		3	Incorrect Number
		4	Line Busy
		5	Line Dead
resp_avl_cp_brief (required)	ENUMERATOR: Were you able to get in touch with the relevant person?	1	Yes, the relevant person was on the line
		2	Was given a new number and had to dial again to reach the relevant person
		3	Redirected to the relevant person
		4	Respondent asked to call back later
		5	Respondent is not interested in the service
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
redirect_rp_cp_brief (required)	Was the relevant person available?	1	Yes
		2	No

		3	Respondent asked to call back later
follow_up_cp_brief_call (required)	When should we contact again? You were unable to reach the relevant person during this attempt. Kindly note down when the call back can be made again.		
brief_coverpage > through_visit			
firm_status_cp_brief (required)	ENUMERATOR: Enter Firm Status	1	Available
		2	Closed Down
		3	Follow up
resp_avl_app_cp_brief (required)	ENUMERATOR: Were you able to get in touch with the relevant person?	1	Yes, the relevant person was available
		2	Redirected to the relevant person
		3	Respondent asked to contact later
		4	Respondent is not interested in the service
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
follow_up_cp_brief_ip (required)	When should we contact again?		
Phone Survey			
call_attempt (required)	ENUMERATOR: Enter the call attempt number If the call is unsuccessful, you must try calling the firm upto 6 times. The call should alternate between morning and evening on 6 consecutive days.		
reach_resp_before (required)	ENUMERATOR: Have you successfully reached relevant person before for the same vacancy for post-packet feedback?	1	Yes
		2	No
int_status_last (required)	ENUMERATOR: Had they conducted interviews in your last call?	1	Yes
		2	No
call	ENUMERATOR: Please call on the following number: "[prim_sec_calc]"		
call_status (required)	ENUMERATOR: Enter call status	1	Phone is answered
		2	Did not pick up
		3	Incorrect Number
		4	Line Busy
		5	Line Dead
resp_avl (required)	ENUMERATOR: Were you able to get in touch with the relevant person this time?	1	Yes, the relevant person was on the line
		2	Was given a new number and had to dial again to reach the relevant person
		3	Redirected to the relevant person
		4	Respondent asked to call back later
		5	Respondent is not interested in the service
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
redirect_rp (required)	Was the relevant person available?	1	Yes
		2	No
		3	Respondent asked to call back later
follow_up_1 (required)	When should we contact again? You were unable to reach the relevant person during this attempt. Kindly note down when the call back can be made again.		
call_again	ENUMERATOR: If you are not able to reach the relevant person, call again upto 6 times The call should alternate between morning and evening on 6 consecutive days.		
In Person Appointment			
firm_status (required)	Firm Status	1	Available
		2	Closed Down
		3	Follow up
reach_resp_before1 (required)	ENUMERATOR: Have you successfully reached relevant person before for the same vacancy?	1	Yes
		2	No
int_status_last1 (required)	ENUMERATOR: Had they conducted interviews in your last visit?	1	Yes

		2	No
visit_attempt (required)	ENUMERATOR: Enter the VISIT attempt number If the visit is unsuccessful, you must try visitig the firm upto 2 times and then shift to calling.		
resp_avl_app (required)	ENUMERATOR: Were you able to get in touch with the relevant person now?	1	Yes, the relevant person was available
		2	Redirected to the relevant person
		3	Respondent asked to contact later
		4	Respondent is not interested in the service
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
follow_up_2 (required)	When should we contact again?		
other_interac			
interaction_purpose (required)	ENUMERATOR: What was the purpose of this interaction with the firm?	1	Recording the delivery for Whatsapp/text message for feedback
		2	Inputting Respondent's Post-Packet feedback
		3	General feedback about service
		4	Question about CV packet timeline
		5	Want to list another ad
		9	Other
interaction_date (required)	ENUMERATOR: Enter interaction date Please enter the date when respondent sent a WhatsApp/Text message		
interaction_purpose_other (required)	ENUMERATOR: Please specify		
attach_docs (required)	ENUMERATOR: Attach relevant documents/screenshots. ENUMERATOR: Please upload a screenshot of the message from respondent		
CV packet delivery heads-up			
call_headsup	Enumerator: Please call on the following number: "[prim_sec_calc]"		
headsup_resp_reached (required)	ENUMERATOR: Were you able to reach the respondent in this call?	1	Reached Respondent
		2	Line Busy
		3	Invalid/Wrong Number
		4	Did not pick up
		5	Line Dead
		6	Powered Off
		7	Follow up
		8	Other
		9999	Respondent left the survey
headsup_status_call (required)	ENUMERATOR: Please write the status of the call		
CV packet delivery heads-up > CV packet delivery heads up - we were able to reach the respondent			
script	"Hello, I am [enum_name1] calling from Job Talash/Job Asaan service. Your firm recently listed an Ad for the vacancy titled "[job_desc]" with our service. We have matched suitable candidates against your firm's requirements and would like to send a CV packet within 3 working days containing "[cvs_count]" CVs of candidates. Our team will be further in contact with you to take feedback on the candidate CVs we will be sharing with you."		
script_it	"Hello, I am [enum_name1] calling from Job Talash service. Your firm recently listed an Ad for the vacancy titled "[job_desc]" with our service. We have matched suitable candidates against your firm's requirements and would like to send a CV packet within 3 working days containing "[cvs_count]" CVs of candidates. Our team will be further in contact with you to take feedback on the candidate CVs we will be sharing with you."		
transition_brief	I also wanted to inform you that we are changing our name from Job Asaan to Job Talash. Therefore, all future interaction with your firm will be done using this name. Please note that this has no implications on our services to your firm and we will be offering you all the services just like before. Also note that if you ever decide to list an ad with us and choose to receive CVs via email, we will be sending those CVs from this email: job.talash@cerp.org.pk		
delivery_script_comm (required)	ENUMERATOR: Were you able to communicate the message?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
already_filled (required)	Have you hired anyone for this vacancy?	1	Yes, vacancy has been filled
		2	Not yet filled / still looking
		3	Decided not to fill the

				vacancy
		5	Temporarily suspended search, plan to resume later	
		6	Temporarily suspended search, haven't decided whether to resume	
		7777	Respondent doesn't want to say	
		8888	Respondent doesn't know	
		9999	Respondent left the survey	
		1111	Respondent doesn't understand	
inperson_coverpage_brief	Sir/maam, we would like to visit your firm to explain some additional services that Job Talash has introduced. Can you please give me an appointment when I can visit your organisation? Enumerator, this is about explaining the services on the cover page	1	Yes	
		2	No	
		7777	Don't want to say	
		8888	Don't know	
		9999	Left the survey	
date_cv_del (required)	At what day and time can I visit your firm? Enumerator: please note down the date and visit this organisation on the said date and time with coverpage and CVs			
note_coverpage_brief	Okay Sir/Maam, no problem. I can explain you these additional services once you have received CVs from Job Talash.			
follow_up_7 (required)	Okay Sir/Maam. Can you tell us an expected date when we should contact you for feedback on the CVs? Enumerator: please note down the date and queue call for this day. In case the respondent did not provide a date, follow the normal protocol.			
optout_reason_cvdel (required)	Could you please tell me why do you want to leave the survey?	1	CVs arrived too late in the past	
		2	Do not have time to review CV packets	
		3	Do not have time to answer feedback questions	
		4	Not interested in the service	
		5	Respondent has hung up the phone	
		7	CVs sent previously were irrelevant	
		6	Other	
		7777	Respondent doesn't want to say	
		8888	Respondent doesn't know	
		9999	Respondent left the survey	
		1111	Respondent doesn't understand	
optout_reason_cvdel_other (required)	Kindly specify:			
follow_up_headsup (required)	When should we contact again?			
int_med_comp	ENUMERATOR: Has this firm refused to opt for interview intermediation? This is a compliance question for interview intermediation treatment	1	Yes	
		2	No	
		8888	Don't know	
zone_treat_comp (required)	ENUMERATOR: Has this firm asked us the address information for the candidates? This is a compliance question for zone information treatment	1	Yes	
		2	No	
		8888	Don't know	
CV packet delivery confirmation				
call_cvdelivery_confirm	ENUMERATOR: Please call on the following number: "[prim_sec_calc]"			
cvdel_resp_reached (required)	ENUMERATOR: Were you able to reach the respondent in this call?	1	Reached Respondent	
		2	Line Busy	
		3	Invalid/Wrong Number	
		4	Did not pick up	
		5	Line Dead	
		6	Powered Off	
		7	Follow up	
		8	Other	
		9999	Respondent left the survey	
cvdel_status_call (required)	ENUMERATOR: Please write the status of the call			
follow_up_cvdel (required)	When should we contact again?			
CV packet delivery confirmation > CV_delivery_confirmation_resp_reached				
script_del_confirm	"Hello, I am [enum_name1] calling from Job Talash service. Your firm recently listed an Ad for the vacancy titled "[job_desc]" with our service. We delivered a CV packet containing "[cvs_count]" CVs of candidates to "[resp_del1]" on "[delivery_date1]" through "[cv_medium_conso]".			
delivery_confirm (required)	Have you received the CV packet from job Talash?	1	Yes	

		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey

		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
whatsapp_number_cp (required)	Please tell us the number on which you'd like us to WhatsApp the Cover Page		
email_cp (required)	Please tell us the email on which you'd like us to email the Cover Page		
follow_up_briefing (required)	Alright Sir/Maam, when should we call you again to explain our facilities? Enumerator: please queue call for this date and time to explain our facilities to the respondent later on.		
CV packet delivery confirmation > delivered_cvs > coverpage_opened			
CV packet delivery confirmation > delivered_cvs > coverpage_opened > audit_intervention			
cover_page_audit_1	Please refer to section 1 of this document which is "JOB TALASH CANDIDATE REPORT". In this section: We attempted to contact Candidate XYZ's reference and asked him/her to share information about this candidate's work. Please note that Job Talash cannot guarantee the accuracy of the information provided by references. The information provided in this sample page only serves to explain the format of the verification page using the reference of the fictional candidate, Candidate XYZ.		
audit_understand1 (required)	Sir/Maam, do you have any questions related to this so far? Enumerator: you will be asked to note down respondent's question during this script at the end of the form.	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
cover_page_audit_2	In "Job Talash Candidate Report", you will see that Candidate XYZ provided a reference in ABC Chemicals. We contacted the referee and we were able to reach the referee through his/her professional email address at ABC chemicals.		
audit_understand2 (required)	Sir/Maam, do you have any questions related to this so far? Enumerator: you will be asked to note down respondent's question during this script at the end of the form.	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
cover_page_audit_3	Then you can see that the referee agreed to provide us a reference. So, we proceeded with asking how s/he knew Candidate XYZ. To which the supervisor's reply was that s/he is her professional supervisor. Next we confirmed if s/he had a personal relationship with Candidate XYZ. Here it says "no personal relationship" meaning Candidate XYZ and the referee are not personally related.		
audit_understand3 (required)	Sir/Maam, do you have any questions related to this so far? Enumerator: you will be asked to note down respondent's question during this script at the end of the form.	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
cover_page_audit_4	We then asked the professional supervisor to confirm Candidate XYZ's job title, job responsibilities, and duration of employment. Here the supervisor reported that Candidate XYZ was a "Receptionist" whose responsibility was to "attend incoming and outgoing calls". According to the referee, Candidate XYZ has worked in this position for 12 months.		
audit_understand4 (required)	Sir/Maam, do you have any questions related to this so far? Enumerator: you will be asked to note down respondent's question during this script at the end of the form.	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
cover_page_audit_5	After that, for your convenience, we have stated the referee's comments on the candidate's quality of work including details on team work, leadership, awards etc. Here, Candidate XYZ has been rated as an excellent candidate by her supervisor with an overall score of 5/5. According to the supervisor, she has led a team while working at this job but never received any rewards or promotions in this employment.		
audit_understand5 (required)	Sir/Maam, do you have any questions related to this so far? Enumerator: you will be asked to note down respondent's question during this script at the end of the form.	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
enum_audit_understand (required)	ENUMERATOR: Has the respondent understood the information on the verification page?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
enum_audit_notes (required)	ENUMERATOR What did the respondent not understand? Please record the confusion:		
CV packet delivery confirmation > delivered_cvs > coverpage_opened > zone_info_intervention			
zone_info_script	Now please turn to the next page. At the top of the page, you can see Candidate XYZ's address along with the distance of her home from your firm. For example, you can read that Candidate XYZ lives near Garden Town, Lahore, which is XX KM away from your firm.		
zone_info_script_b	At the top of the page, you can see Candidate XYZ's address along with the distance of her home from your firm. For example, you can read that Candidate XYZ lives near Garden Town, Lahore, which is XX KM away from your firm.		

enum_zone_info_understand (required)	ENUMERATOR: Has the respondent understood the location and distance information for this job?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
enum_zone_info_notes (required)	ENUMERATOR What did the respondent not understand? Please record the confusion:		
CV packet delivery confirmation > delivered_cvs > coverpage_opened > interview_intermediation			
script_int_med	Please refer to section 2 of this document: Under the heading of "Job Talash's Interview Scheduling Service", you can see: Job Talash is also offering an interview scheduling service. If you decide to shortlist any candidate from this packet for an interview, kindly call us at 0348-1112020 and press 1. We will help schedule an interview with the candidate on your behalf.		
script_int_med_b	Please refer to section 1 of this document: Under the heading of "Job Talash's Interview Scheduling Service", you can see: Job Talash is also offering an interview scheduling service. If you decide to shortlist any candidate from this packet for an interview, kindly call us at 0348-1112020 and press 1. We will help schedule an interview with the candidate on your behalf.		
enum_int_med_understand (required)	ENUMERATOR: Has the respondent understood our interview intermediation service for this job?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
enum_int_med_notes (required)	ENUMERATOR What did the respondent not understand? Please record the confusion:		
CV packet delivery confirmation > delivered_cvs > coverpage_opened > transport_intervention			
script_transport	Please refer to section 2 of this document: Under the heading of "Job Talash's Transport Service", you can see: Job Talash is facilitating transport to and from work by helping jobseekers with arranging transport. Some Job Talash job seekers have been selected by kurandazi to be part of the initial offer of this service, therefore not all the candidates will be a part of this transport program. It will be offered as an opportunity to the candidate if s/he is successfully hired and takes up the job. For example, If Candidate XYZ has been selected by kurandazi to receive this transport offer from Job Talash, you will see a "YES" mentioned at the top of the page under her name. If she is not selected then you will see a "NO" under her name. Similarly, to identify which candidates have been chosen or not chosen for this offer, please refer to the cover page attached with each candidate's CV.		
script_transport_b	Please refer to section 1 of this document: Under the heading of "Job Talash's Transport Service", you can see: Job Talash is facilitating transport to and from work by helping jobseekers with arranging transport. Some Job Talash job seekers have been selected by kurandazi to be part of the initial offer of this service, therefore not all the candidates will be a part of this transport program. It will be offered as an opportunity to the candidate if s/he is successfully hired and takes up the job. For example, If Candidate XYZ has been selected by kurandazi to receive this transport offer from Job Talash, you will see a "YES" mentioned at the top of the page under her name. If she is not selected then you will see a "NO" under her name. Similarly, to identify which candidates have been chosen or not chosen for this offer, please refer to the cover page attached with each candidate's CV.		
enum_transport_understand (required)	ENUMERATOR: Has the respondent understood the transport offer for this job?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
enum_transport_notes (required)	ENUMERATOR What did the respondent not understand? Please record the confusion:		
CV packet delivery confirmation > delivered_cvs > coverpage_opened > wage_subsidy_intervention			
script_wagesubsidy	Please refer to section 2 of this document: Under the heading of "Job Talash's Trial Period Salary Share Scheme" , you can see: If you decide to hire any candidate from this packet, we will assist in covering their salary for their first month at the job. This subsidy will be 50% of the salary for the first month, up to a cap of Rs. 10,000 whichever is lower. For example, for a job with a salary of Rs. 30,000, Job Talash will pay the candidate Rs. 10,000 for the first month, and the employer will pay the candidate Rs. 20,000. This offer applies to internships and traineeships as well.		
script_wagesubsidy_b	Please refer to section 1 of this document: Under the heading of "Job Talash's Trial Period Salary Share Scheme", you can see: If you decide to hire any candidate from this packet, we will assist in covering their salary for their first month		

	at the job. This subsidy will be 50% of the salary for the first month, up to a cap of Rs. 10,000 whichever is lower. For example, for a job with a salary of Rs. 30,000, Job Talash will pay the candidate Rs. 10,000 for the first month, and the employer will pay the candidate Rs. 20,000. This offer applies to internships and traineeships as well.		
enum_wagesubsidy_understand (required)	ENUMERATOR: Has the respondent understood the wage subsidy offer for this job?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
enum_wagesubsidy_notes (required)	ENUMERATOR What did the respondent not understand? Please record the confusion:		
compliance_wagesub (required)	If you hire someone from our pool will you take up this subsidy offer?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
wagesub_noncomply_reason (required)	Can you tell us why you are not accepting the offer?	1	Wages/Salaries are not an issue for our firm
		2	Not interested in this offer
		3	Can not decide at this point in time
		4	Do not want external interference
		5	Other
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
other_wagesub_noncomply_reason (required)	ENUMERATOR: Please write the other reason		
real_cv_understand (required)	Now please take a minute to look through the real CVs in your packet and the cover pages with them. Do you have any questions?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
real_cv_notes (required)	ENUMERATOR Please record the questions/confusions that the respondent had about real cvs:		
wage_subsidy_exp (required)	ENUMERATOR: Did you explain wage subsidy offer to the respondent for this job?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
conduct_interviews (required)	Do you conduct interviews as part of your recruitment process?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
CV packet delivery confirmation > cand_info_cv_delivery			
del_enum_select_int (required)	ENUMERATOR: Has the information on our candidates from this batch already collected?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
del_select_int (required)	Did you shortlist any of our candidates for an interview?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
CV packet delivery confirmation > cand_info_cv_delivery > Feedback when the firm has temporarily suspended search for this vacancy but selected our candidates for an interview			
del_select_int_cand (required)	If possible, can you please share with us the names of the candidates you SELECTED for the interview? If you wish, I can also read the names of the candidates we shared the CVs for. Enumerator please record this on your google sheet	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't

				understand
del_called_int (required)	If possible, can you please share with us the names of the candidates you CALLED for the interview? If you wish, I can also read the names of the candidates we shared the CVs for. Enumerator please record this on your google sheet	memid_name	memid_name	
		5555	none of the above	
		7777	Respondent doesn't want to say	
		8888	Respondent doesn't know	
		9999	Respondent left the survey	
		1111	Respondent doesn't understand	
CV packet delivery confirmation > cand_info_cv_delivery > Feedback when the firm has temporarily suspended search for this vacancy but selected our candidates for an interview > repeat (1)		(Repeated group)		
del_called_cand (required)	ENUMERATOR: Select the name of the candidate who is CALLED for interview. SELECT ONLY ONE	memid_name	memid_name	
		5555	none of the above	
		7777	Respondent doesn't want to say	
		8888	Respondent doesn't know	
		9999	Respondent left the survey	
		1111	Respondent doesn't understand	
del_cand_rec_call (required)	Were you able to directly speak with the CANDIDATE to inform them about the interview invite?	1	Yes	
		2	No	
		7777	Don't want to say	
		8888	Don't know	
		9999	Left the survey	
del_fam_rec_call (required)	Were you able to speak with any of the candidate's FAMILY MEMBER to inform about the candidate's interview invite?	1	Yes	
		2	No	
		7777	Don't want to say	
		8888	Don't know	
		9999	Left the survey	
del_phone_inperson (required)	Did you call the candidate for a telephonic interview or an inperson interview?	1	Inperson	
		2	Phone	
		6666	Refer to headquarters	
		7777	Don't want to say	
		8888	Don't know	
		9999	Left Survey	
		1111	The respondent does not understand	
del_called_noJT_reason (required)	Could you tell me the reason for not calling our candidate for an interview?	1	Candidate did not have enough years of experience	
		2	Candidates lived far away	
		3	Irrelevant CVs - (Education wise)	
		5	Irrelevant CVs - (Experience wise)	
		6	Irrelevant gender	
		7	Irrelevant age	
		8	CVs arrived late	
		4	Other	
		7777	Respondent doesn't want to say	
		8888	Respondent doesn't know	
		9999	Respondent left the survey	
1111	Respondent doesn't understand			
del_called_noJTother (required)	Kindly specify:			
count_candcalled_del (required)	It's alright if you do not remember/ don't want to say the names of the candidates. Can you please let us know the number of candidates that you called for an interview?			
cvs_again_del (required)	If you wish, we can share CVs with you again via WhatsApp or email.	1	Yes, send CVs via WhatsApp	
		2	Yes, send CVs via Email	
		3	Yes, send CVs by	

			WhatsApp and Email
		4	Do not want CVs
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
whatsapp_number_del (required)	Please tell us the number on which you'd like us to WhatsApp the CVs		
email_del (required)	Please tell us the email on which you'd like us to email the CVs		
del_agree_int (required)	Can you kindly share the names of the candidates who AGREED to come for the interview? If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
CV packet delivery confirmation > cand_info_cv_delivery > Feedback when the firm has temporarily suspended search for this vacancy but seleted our candidates for an interview > Questions when JT candidates appeared for interview			
del_appear_int (required)	Can you please tell the names of the candidates who APPEARED for the interview? If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
del_job_offer_sent (required)	Did you send out a job offer to any of the candidates whose CVs we shared with you?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
del_job_offer_candidates (required)	If possible, can you please share with us the names of the candidates to whom you offered a job at your firm? If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
CV packet delivery confirmation > cand_info_cv_delivery > Feedback when the firm has temporarily suspended search for this vacancy but seleted our candidates for an interview > Questions when JT candidates appeared for interview > repeat (1)		(Repeated group)	
del_appear_cand (required)	ENUMERATOR: Select the name of the candidate who actually showed up and record the ranking. SELECT ONLY ONE	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
del_cand_rank (required)	Please rate [del_appear_cand] on a scale of Excellent - Poor as given below	1	Excellent
		2	Good
		3	Average

		4	Weak
		5	Poor
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
del_total_apps (required)	How many applications that you received for this position were from other sources than Job Talash? This does not include the CVs we sent but any other CVs that the respondent received from any other source(s)		
del_total_interview (required)	Out of the [del_total_apps] non-jobtalash applications you received, how many candidates did you interview? This does NOT include interviewing JT candidates		
record_cv_req_del	Enumerator, please record the following in your google sheet and inform Asfund about respondent's request for CVs. CVs to be sent through: [choice_cv_lab_del] WhatsApp number: [whatsapp_number_del] Email: [email_del]		
Start Survey			
resp_num (required)	ENUMERATOR: Please select the respondent	1	...
		2	...
		3	Other
script_1a	"Hello, I am [enum_name1] calling from Job Talash service. We recently sent a CV packet on [delivery_date1]" which was delivered to "[resp_del1]" and contained "[cvs_count]" CVs of candidates we found suitable for the vacancy titled "[job_desc]". In order to improve the quality of our service, we would now like to ask you a few questions regarding the CVs we shared with you."		
vacancy_status (required)	Have you hired anyone for this vacancy?	1	Hired
		2	Not yet hired / still looking
		3	Decided not to fill the vacancy
		5	Temporarily suspended search, plan to resume later
		6	Temporarily suspended search, haven't decided whether to resume
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
vac_closed (required)	Can you please tell me why arent you looking for candidates for this job anymore?	1	Couldn't find any suitable candidate
		2	Less work to do than anticipated
		3	Lack of funds
		5	Other
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
other_vac_closed (required)	Kindly specify:		
Start Survey > vacancy_closed			
vacancy_closed_note	We understand that you've decided not to fill this vacancy, but there are a few questions that we'd like to ask.		
off_plat_apps_rec_closed (required)	For this position, how many applications did you receive from sources other than Job Talash?		
off_plat_int_rec_closed (required)	Of [off_plat_apps_rec_closed], how many applicants did you interview for this position?		
sl_filter_jt (required)	ENUMERATOR: Has this firm selected more JT candidates for this job for an interview?	1	Yes
		2	No
sl_enum_select_int (required)	ENUMERATOR: Has the information on our candidates from this batch already collected?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
plan_int (required)	Did you shortlist any of our candidates for an interview?	1	Yes
		2	No

			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
Start Survey > Feedback when the firm has not yet hired for this vacancy but answered some questions on our candidates previously				
sl_shortlist_int (required)	If possible, can you please share with us the names of these [additional] candidates you SHORTLISTED for the interview? If you wish, I can also read the names of the candidates we shared the CVs for. Enumerator please record this on your google sheet	memid_name	memid_name	
		5555	none of the above	
		7777	Respondent doesn't want to say	
		8888	Respondent doesn't know	
		9999	Respondent left the survey	
		1111	Respondent doesn't understand	
sl_called_int (required)	If possible, can you please share with us the names of these [additional] candidates you CALLED for the interview? If you wish, I can also read the names of the candidates we shared the CVs for. Enumerator please record this on your google sheet	memid_name	memid_name	
		5555	none of the above	
		7777	Respondent doesn't want to say	
		8888	Respondent doesn't know	
		9999	Respondent left the survey	
		1111	Respondent doesn't understand	
Start Survey > Feedback when the firm has not yet hired for this vacancy but answered some questions on our candidates previously > repeat (1)		(Repeated group)		
sl_called_cand (required)	ENUMERATOR: Select the name of the candidate who is CALLED for interview. SELECT ONLY ONE	memid_name	memid_name	
		5555	none of the above	
		7777	Respondent doesn't want to say	
		8888	Respondent doesn't know	
		9999	Respondent left the survey	
		1111	Respondent doesn't understand	
sl_cand_rec_call (required)	Were you able to directly speak with the CANDIDATE to inform them about the interview invite?	1	Yes	
		2	No	
		7777	Don't want to say	
		8888	Don't know	
		9999	Left the survey	
sl_fam_rec_call (required)	Were you able to speak with any of the candidate's FAMILY MEMBER to inform about the candidate's interview invite?	1	Yes	
		2	No	
		7777	Don't want to say	
		8888	Don't know	
		9999	Left the survey	
sl_phone_inperson (required)	Did you call the candidate for a telephonic interview or an inperson interview?	1	Inperson	
		2	Phone	
		6666	Refer to headquarters	
		7777	Don't want to say	
		8888	Don't know	
		9999	Left Survey	
		1111	The respondent does not understand	
sl_called_noJT_reason (required)	Could you tell me the reason for not calling our candidate for an interview?	1	Candidate did not have enough years of experience	
		2	Candidates lived far away	
		3	Irrelevant CVs - (Education wise)	
		5	Irrelevant CVs - (Experience wise)	
		6	Irrelevant gender	
		7	Irrelevant age	
		8	CVs arrived late	

		4	Other
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
sl_called_noJTother (required)	Kindly specify:		
count_candcalled_sl (required)	It's alright if you do not remember/ don't want to say the names of the candidates. Can you please let us know the number of candidates that you called for an interview?		
sl_cvs_again	If you wish, we can share CVs with you again via WhatsApp or email.	1	Yes, send CVs via WhatsApp
		2	Yes, send CVs via Email
		3	Yes, send CVs by WhatsApp and Email
		4	Do not want CVs
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
sl_whatsapp_number (required)	Please tell us the number on which you'd like us to WhatsApp the CVs		
sl_email (required)	Please tell us the email on which you'd like us to email the CVs		
sl_agree_int (required)	Can you kindly share the names of these [additional] candidates who AGREED to come for the interview? If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
Start Survey > Feedback when the firm has not yet hired for this vacancy but answered some questions on our candidates previously > Questions when additional JT candidates appeared for interview			
sl_appear_int (required)	Can you please tell the names of the [additional] candidates who APPEARED for the interview? If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
sl_job_offer_sent (required)	Did you send out a job offer to any of the candidates whose CVs we shared with you?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
sl_job_offer_candidates (required)	If possible, can you please share with us the names of the candidates to whom you offered a job at your firm? If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
Start Survey > Feedback when the firm has not yet hired for this vacancy but answered some questions on our candidates previously > Questions when additional JT candidates appeared for interview > repeat (1)		(Repeated group)	
sl_appear_cand (required)	ENUMERATOR: Select the name of the candidate who actually showed up and record the ranking. SELECT ONLY ONE	memid_name	memid_name
		5555	none of the above

			7777	Respondent doesn't want to say
			8888	Respondent doesn't know
			9999	Respondent left the survey
			1111	Respondent doesn't understand
sl_cand_rank (required)	Please rate [sl_appear_cand] on a scale of Excellent - Poor as given below		1	Excellent
			2	Good
			3	Average
			4	Weak
			5	Poor
			5555	none of the above
			7777	Respondent doesn't want to say
			8888	Respondent doesn't know
			9999	Respondent left the survey
			1111	Respondent doesn't understand
sl_total_apps (required)	How many applications that you received for this position were from other sources than Job Talash? This does not include the CVs we sent but any other CVs that the respondent received from any other source(s)			
sl_total_interview (required)	Out of the [sl_total_apps] non-jobtalash applications you received, how many candidates did you interview? This does NOT include interviewing JT candidates			
sl_record_cv_req	Enumerator, please record the following in your google sheet and inform Asfund about respondent's request for CVs. CVs to be sent through: [sl_choice_cv_lab] WhatsApp number: [sl_whatsapp_number] Email: [sl_email]			
Start Survey > followup				
follow_up_3a (required)	Can you tell us an expected date when we should contact you again for feedback? Enumerator: please queue call for this day			
Start Survey > Feedback when the firm has not yet hired for this vacancy				
start_review (required)	Have you reviewed CVs of the candidates we sent you?		1	Yes
			2	No
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
Start Survey > Feedback when the firm has not yet hired for this vacancy > cv_notreviewed_loop				
notreviewed_reason (required)	Could you tell me the reason why you did not review the CVs?		1	Busy and did not get time
			2	Will review later
			3	Cancelled the vacancy
			5	Decided not to fill the vacancy through JT platform
			4	Other
			7777	Respondent doesn't want to say
			8888	Respondent doesn't know
			9999	Respondent left the survey
			1111	Respondent doesn't understand
notreviewed_reason_other (required)	Kindly specify: Please, fill the required information			
script_1	Thank you for your time. Even if you decide to not shortlist our candidates, we would appreciate your feedback on them. Your feedback on how our candidates compare to others helps us improve our service.			
follow_up_3 (required)	Can you tell us an expected date when we should contact you again for feedback on CVs? Enumerator: please queue call for this day			
Start Survey > Feedback when the firm has not yet hired for this vacancy > Firm has looked at our CVS				
int_held (required)	Did you schedule interviews for this vacancy?		1	Yes
			2	No
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
Start Survey > Feedback when the firm has not yet hired for this vacancy > Firm has looked at our CVS > Interviews have been scheduled for this vacancy				
total_applications (required)	How many applications that you received for this position were from other sources than Job Talash? This does not include the CVs we sent but any other CVs that the respondent received from any other source(s)			
total_applications_interview (required)	Out of the [total_applications] non-jobtalash applications you received, how many candidates did you interview?			

	This does NOT include interviewing JT candidates		
int_cand (required)	Out of the [cvs_count] candidates we recommended, did you SHORTLIST anyone for an interview? If you wish, I can also read the names of the candidates we shared the CVs for.	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
int_noJT_reason (required)	Could you tell me the reason for not shortlisting our candidate?	1	Candidate did not have enough years of experience
		2	Candidates lived far away
		3	Irrelevant CVs - (Education wise)
		5	Irrelevant CVs - (Experience wise)
		6	Irrelevant gender
		7	Irrelevant age
		8	CVs arrived late
		4	Other
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
	1111	Respondent doesn't understand	
int_noJT_reason_other	Kindly specify:		
Start Survey > Feedback when the firm has not yet hired for this vacancy > Firm has looked at our CVS > Interviews have been scheduled for this vacancy > Firm has selected our candidate for interview			
shortlist_int (required)	If possible, can you please share with us the names of the individuals you SHORTLISTED for the interview? If you wish, I can also read the names of the candidates we shared the CVs for. Enumerator please record this on your google sheet	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
called_int (required)	If possible, can you please share with us the names of the individuals you CALLED for the interview? If you wish, I can also read the names of the candidates we shared the CVs for. Enumerator please record this on your google sheet	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
Start Survey > Feedback when the firm has not yet hired for this vacancy > Firm has looked at our CVS > Interviews have been scheduled for this vacancy > Firm has selected our candidate for interview > repeat (1)		(Repeated group)	
called_cand (required)	ENUMERATOR: Select the name of the candidate who is CALLED for interview. SELECT ONLY ONE	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
cand_rec_call (required)	Were you able to directly speak with the CANDIDATE to inform them about the interview invite?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey

fam_rec_call (required)	Were you able to speak with any of the candidate's FAMILY MEMBER to inform about the candidate's interview invite?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
called_inperson_phone (required)	Did you call the candidate for a telephonic interview or an inperson interview?	1	Inperson
		2	Phone
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left Survey
		1111	The respondent does not understand
called_noJT_reason (required)	Could you tell me the reason for not calling our candidate for an interview?	1	Candidate did not have enough years of experience
		2	Candidates lived far away
		3	Irrelevant CVs - (Education wise)
		5	Irrelevant CVs - (Experience wise)
		6	Irrelevant gender
		7	Irrelevant age
		8	CVs arrived late
		4	Other
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
called_noJT_reason_other (required)	Kindly specify:		
count_candcalled (required)	It's alright if you do not remember/ don't want to say the names of the candidates. Can you please let us know the number of candidates that you called for an interview?		
cvs_again	If you wish, we can share CVs with you again via WhatsApp or email.	1	Yes, send CVs via WhatsApp
		2	Yes, send CVs via Email
		3	Yes, send CVs by WhatsApp and Email
		4	Do not want CVs
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
whatsapp_number (required)	Please tell us the number on which you'd like us to WhatsApp the CVs		
email (required)	Please tell us the email on which you'd like us to email the CVs		
agree_int (required)	Can you kindly share the names of the candidates who AGREED to come for the interview? If you wish, I can also read the names of the candidates we shared the CVs for	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
Start Survey > Feedback when the firm has not yet hired for this vacancy > Firm has looked at our CVS > Interviews have been scheduled for this vacancy > Firm has selected our candidate for interview > Questions when our candidates appeared for interview			
appear_int (required)	Can you please tell the names of the candidates who APPEARED for the interview? If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left

			the survey
		1111	Respondent doesn't understand
job_offer_sent (required)	Did you send out a job offer to any of the candidates whose CVs we shared with you?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
job_offer_candidates (required)	If possible, can you please share with us the names of the candidates to whom you offered a job at your firm? If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
Start Survey > Feedback when the firm has not yet hired for this vacancy > Firm has looked at our CVS > Interviews have been scheduled for this vacancy > Firm has selected our candidate for interview > Questions when our candidates appeared for interview > repeat (1)		(Repeated group)	
appear_cand (required)	ENUMERATOR: Select the name of the candidate who actually showed up and record the ranking. SELECT ONLY ONE	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
cand_rank (required)	Please rate [appear_cand] on a scale of Excellent - Poor as given below	1	Excellent
		2	Good
		3	Average
		4	Weak
		5	Poor
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
other_it (required)	Out of the Cvs we sent, are you planning to select any other candidate for an interview?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
other_it_select (required)	Which ones? If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
follow_up_4 (required)	When can we call you to get feedback on those additional candidates?		
record_cv_req	Enumerator, please record the following in your google sheet and inform Asfund about respondent's request for CVs. CVs to be sent through: [choice_cv_lab] WhatsApp number: [whatsapp_number]		

	Email: [email]																									
follow_up_5 (required)	When are you expected to take hiring decisions? Enumerator, please queue call for this date																									
Start Survey > Feedback when the firm has not yet hired for this vacancy > Firm has looked at our CVS > Interviews have not yet been scheduled for this vacancy																										
interview_cand (required)	Out of the [cvs_count] candidates we recommended, are you going to call any of these JT candidates for an interview? If you wish, I can also read the names of the candidates we shared the CVs for.	<table border="1"> <tr><td>1</td><td>Yes</td></tr> <tr><td>2</td><td>No</td></tr> <tr><td>7777</td><td>Don't want to say</td></tr> <tr><td>8888</td><td>Don't know</td></tr> <tr><td>9999</td><td>Left the survey</td></tr> </table>	1	Yes	2	No	7777	Don't want to say	8888	Don't know	9999	Left the survey														
1	Yes																									
2	No																									
7777	Don't want to say																									
8888	Don't know																									
9999	Left the survey																									
noJT_reason (required)	Could you tell me the reason for not selecting our candidate for an interview?	<table border="1"> <tr><td>1</td><td>Candidate did not have enough years of experience</td></tr> <tr><td>2</td><td>Candidates lived far away</td></tr> <tr><td>3</td><td>Irrelevant CVs - (Education wise)</td></tr> <tr><td>5</td><td>Irrelevant CVs - (Experience wise)</td></tr> <tr><td>6</td><td>Irrelevant gender</td></tr> <tr><td>7</td><td>Irrelevant age</td></tr> <tr><td>8</td><td>CVs arrived late</td></tr> <tr><td>4</td><td>Other</td></tr> <tr><td>7777</td><td>Respondent doesn't want to say</td></tr> <tr><td>8888</td><td>Respondent doesn't know</td></tr> <tr><td>9999</td><td>Respondent left the survey</td></tr> <tr><td>1111</td><td>Respondent doesn't understand</td></tr> </table>	1	Candidate did not have enough years of experience	2	Candidates lived far away	3	Irrelevant CVs - (Education wise)	5	Irrelevant CVs - (Experience wise)	6	Irrelevant gender	7	Irrelevant age	8	CVs arrived late	4	Other	7777	Respondent doesn't want to say	8888	Respondent doesn't know	9999	Respondent left the survey	1111	Respondent doesn't understand
1	Candidate did not have enough years of experience																									
2	Candidates lived far away																									
3	Irrelevant CVs - (Education wise)																									
5	Irrelevant CVs - (Experience wise)																									
6	Irrelevant gender																									
7	Irrelevant age																									
8	CVs arrived late																									
4	Other																									
7777	Respondent doesn't want to say																									
8888	Respondent doesn't know																									
9999	Respondent left the survey																									
1111	Respondent doesn't understand																									
notJT_reason_other (required)	Kindly specify:																									
interview_select (required)	If possible, can you please share with us the names of the individuals you shortlisted for the interview? If you wish, I can also read the names of the candidates we shared the CVs for.	<table border="1"> <tr><td>memid_name</td><td>memid_name</td></tr> <tr><td>5555</td><td>none of the above</td></tr> <tr><td>7777</td><td>Respondent doesn't want to say</td></tr> <tr><td>8888</td><td>Respondent doesn't know</td></tr> <tr><td>9999</td><td>Respondent left the survey</td></tr> <tr><td>1111</td><td>Respondent doesn't understand</td></tr> </table>	memid_name	memid_name	5555	none of the above	7777	Respondent doesn't want to say	8888	Respondent doesn't know	9999	Respondent left the survey	1111	Respondent doesn't understand												
memid_name	memid_name																									
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7777	Respondent doesn't want to say																									
8888	Respondent doesn't know																									
9999	Respondent left the survey																									
1111	Respondent doesn't understand																									
follow_up_6 (required)	Can you tell us an expected date when you will be conducting interviews for this position? Enumerator: please queue call for this day																									
script_2	Thank you for providing us with your valuable feedback. Our team will be further in contact with you to take feedback on the candidates you interview for the position of [job_desc]. Currently our service does not arrange interviews on behalf of the employer so kindly contact the shortlisted candidates and schedule the interviews at your convenience."																									
interview_future_schedule (required)	In the future, if we offer a service where we help in scheduling interviews for candidates on your behalf, would you be interested in the service?	<table border="1"> <tr><td>1</td><td>Yes</td></tr> <tr><td>2</td><td>No</td></tr> <tr><td>7777</td><td>Don't want to say</td></tr> <tr><td>8888</td><td>Don't know</td></tr> <tr><td>9999</td><td>Left the survey</td></tr> </table>	1	Yes	2	No	7777	Don't want to say	8888	Don't know	9999	Left the survey														
1	Yes																									
2	No																									
7777	Don't want to say																									
8888	Don't know																									
9999	Left the survey																									
Start Survey > Feedback when the firm has hired for this vacancy																										
filter_jt (required)	ENUMERATOR: Has the respondent already answered questions related to JT candidates who were interviewed??	<table border="1"> <tr><td>1</td><td>Yes</td></tr> <tr><td>2</td><td>No</td></tr> <tr><td>7777</td><td>Don't want to say</td></tr> <tr><td>8888</td><td>Don't know</td></tr> <tr><td>9999</td><td>Left the survey</td></tr> </table>	1	Yes	2	No	7777	Don't want to say	8888	Don't know	9999	Left the survey														
1	Yes																									
2	No																									
7777	Don't want to say																									
8888	Don't know																									
9999	Left the survey																									
previous_jt_names (required)	ENUMERATOR: Can you please select candidates whose information has already been collected Please refer to your google sheet for this	<table border="1"> <tr><td>memid_name</td><td>memid_name</td></tr> <tr><td>5555</td><td>none of the above</td></tr> <tr><td>7777</td><td>Respondent doesn't want to say</td></tr> <tr><td>8888</td><td>Respondent doesn't know</td></tr> <tr><td>9999</td><td>Respondent left the survey</td></tr> <tr><td>1111</td><td>Respondent doesn't understand</td></tr> </table>	memid_name	memid_name	5555	none of the above	7777	Respondent doesn't want to say	8888	Respondent doesn't know	9999	Respondent left the survey	1111	Respondent doesn't understand												
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8888	Respondent doesn't know																									
9999	Respondent left the survey																									
1111	Respondent doesn't understand																									
Start Survey > Feedback when the firm has hired for this vacancy > jt_cand																										

int_cand_HL (required)	Out of the [cvs_count] candidates we recommended, did you SHORTLISTED anyone/apart from " ([previous_jt_names])" for an interview? If you wish, I can also read the names of the candidates we shared the CVs for. Enumerator, please read out APART FROM only if respondent has already answer questions related to JT candidates that were interviewed	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
int_noJT_reason_HL	Could you tell me the reason for not selecting our candidate?	1	Candidate did not have enough years of experience
		2	Candidates lived far away
		3	Irrelevant CVs - (Education wise)
		5	Irrelevant CVs - (Experience wise)
		6	Irrelevant gender
		7	Irrelevant age
		8	CVs arrived late
		4	Other
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
int_noJT_reason_other_HL	Kindly specify:		
Start Survey > Feedback when the firm has hired for this vacancy > jt_cand > Firm has selected our candidate for interview			
shortlist_int_HL (required)	If possible, can you please share with us the names of the individuals apart from "([previous_jt_names])" who you SHORTLISTED for the interview? If you wish, I can also read the names of the candidates we shared the CVs for. Enumerator please record this on your google sheet	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
called_int_HL (required)	If possible, can you please share with us the names of the individuals apart from "([previous_jt_names])" who you CALLED for the interview? If you wish, I can also read the names of the candidates we shared the CVs for. Enumerator please record this on your google sheet	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
Start Survey > Feedback when the firm has hired for this vacancy > jt_cand > Firm has selected our candidate for interview > repeat (1)		(Repeated group)	
called_cand_HL (required)	ENUMERATOR: Select the name of the candidate who is CALLED for interview. SELECT ONLY ONE	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
cand_rec_call_HL (required)	Were you able to directly speak with the CANDIDATE to inform them about the interview invite?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
fam_rec_call_HL (required)	Were you able to speak with any of the candidate's FAMILY MEMBER to inform about the candidate's interview invite?	1	Yes
		2	No

		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
called_inpersonphone_HL (required)	Did you call the candidate for a telephonic interview or an inperson interview?	1	Inperson
		2	Phone
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left Survey
		1111	The respondent does not understand
called_noJT_reason_HL (required)	Could you tell me the reason for not calling our candidate for an interview?	1	Candidate did not have enough years of experience
		2	Candidates lived far away
		3	Irrelevant CVs - (Education wise)
		5	Irrelevant CVs - (Experience wise)
		6	Irrelevant gender
		7	Irrelevant age
		8	CVs arrived late
		4	Other
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
called_noJT_reason_other_HL (required)	Kindly specify:		
count_candcalled_HL (required)	It's alright if you do not remember/ don't want to say the names of the candidates. Can you please let us know the number of candidates that you called for an interview?		
cvs_again_HL	If you wish, we can share CVs with you again via WhatsApp or email.	1	Yes, send CVs via WhatsApp
		2	Yes, send CVs via Email
		3	Yes, send CVs by WhatsApp and Email
		4	Do not want CVs
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
whatsapp_number_HL (required)	Please tell us the number on which you'd like us to WhatsApp the CVs		
email_HL (required)	Please tell us the email on which you'd like us to email the CVs		
agree_int_HL (required)	Can you please share the names of the individuals apart from "([previous_jt_names])" who AGREED to come for the interview? If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
Start Survey > Feedback when the firm has hired for this vacancy > jt_cand > Firm has selected our candidate for interview > Questions when our candidates appeared for interview			
appear_int_HL (required)	Can you tell us the names of the candidates apart from "([previous_jt_names])" who actually APPEARED for the interview? If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't

				understand
job_offer_sent_HL (required)	Did you send out a job offer to any of the candidates whose CVs we shared with you?	1	Yes	
		2	No	
		7777	Don't want to say	
		8888	Don't know	
		9999	Left the survey	
job_offer_candidates_HL (required)	If possible, can you please share with us the names of the candidates to whom you offered a job at your firm? If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name	
		5555	none of the above	
		7777	Respondent doesn't want to say	
		8888	Respondent doesn't know	
		9999	Respondent left the survey	
		1111	Respondent doesn't understand	
Start Survey > Feedback when the firm has hired for this vacancy > jt_cand > Firm has selected our candidate for interview > Questions when our candidates appeared for interview > repeat (1)		(Repeated group)		
appear_cand_HL (required)	ENUMERATOR: Select the name of the candidate who showed up for the interview and record the ranking. Select one by one in this loop	memid_name	memid_name	
		5555	none of the above	
		7777	Respondent doesn't want to say	
		8888	Respondent doesn't know	
		9999	Respondent left the survey	
		1111	Respondent doesn't understand	
cand_rank_HL (required)	Please rate [appear_cand_HL] on a scale of Excellent - Poor as given below	1	Excellent	
		2	Good	
		3	Average	
		4	Weak	
		5	Poor	
		5555	none of the above	
		7777	Respondent doesn't want to say	
		8888	Respondent doesn't know	
		9999	Respondent left the survey	
		1111	Respondent doesn't understand	
record_cv_req_HL	Enumerator, please record the following in your google sheet and inform Asfund about respondent's request for CVs. CVs to be sent through: [choice_cv_lab_HL] WhatsApp number: [whatsapp_number_HL] Email: [email_HL]			
Start Survey > Feedback when the firm has hired for this vacancy > Questions on hired candidate				
cand_recommend (required)	Were any candidate(s) that you hired from Job Talash?	1	Yes	
		2	No	
		7777	Don't want to say	
		8888	Don't know	
		9999	Left the survey	
Start Survey > Feedback when the firm has hired for this vacancy > Questions on hired candidate > JT hire details				
cand_hired (required)	Can you kindly share with us the name(s) of the candidate(s) you hired. If you wish, I can also read the names of the candidates we shared the CVs for.	memid_name	memid_name	
		5555	none of the above	
		7777	Respondent doesn't want to say	
		8888	Respondent doesn't know	
		9999	Respondent left the survey	
		1111	Respondent doesn't understand	
Start Survey > Feedback when the firm has hired for this vacancy > Questions on hired candidate > no_jt_hired				

noJT_reason_HL (required)	Could you tell me the reason for not hiring our candidate?	1	Candidate did not have enough years of experience
		2	Candidates lived far away
		3	Irrelevant CVs - (Education wise)
		5	Irrelevant CVs - (Experience wise)
		6	Irrelevant gender
		7	Irrelevant age
		8	CVs arrived late
		4	Other
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
noJT_reason_other_HL (required)	Kindly specify: Please, fill the required information		
Start Survey > Feedback when the firm has hired for this vacancy > Questions on hired candidate > Application information from Non-Job Talash sources			
total_apps (required)	How many applications did you receive for this position from sources other than Job Talash? This does not include the CVs we sent but any other CVs that the respondent received from any other source(s)		
total_apps_interview (required)	Out of the [total_apps] non-jobtalash applications you received, how many candidates did you interview? This does NOT include interviewing JT candidates		
apps_gender	Approximately, what proportion of the people who applied for this position were: Enter in percentage e.g. 50-50 or 60-40, etc. "Apply" can mean anyone who approached the firm, asked about the job, etc.		
apps_males (required)	Males: At any point if the firm does not want to answer, please enter 7777. If Left the survey, then 9999.		
apps_females (required)	Females: At any point if the firm does not want to answer, please enter 7777. If Left the survey, then 9999.		
Start Survey > Feedback when the firm has hired for this vacancy > Questions on hired candidate > Application information from Non-Job Talash sources			
int_gender	Out of [total_apps] received, how many did you interview? This DOES NOT include the candidates that we recommended.		
int_males	No. of Males: At any point if the firm does not want to answer, please enter 7777. If Left the survey, then 9999.		
int_females	No. of Females: At any point if the firm does not want to answer, please enter 7777. If Left the survey, then 9999.		
audit (required)	Out of the total candidates who applied, did you receive or reach out to applicant's previous supervisors about his/her past work performance?	1	Yes, for all
		2	Yes, for some
		3	None
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
audit_days (required)	How much days did it take for them to get back to you?	1	Within a day
		2	In a week
		3	In a month
		4	More than a month
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
Start Survey > Feedback when the firm has hired for this vacancy > Questions on hired candidate > non-JT hire details			
other_cand_method (required)	Which method did you use to recruit this successful hire?	1	Newspaper
		2	Web job platform eg. Rozee
		3	Company Website
		4	Social media (Facebook, Whatsapp, LinkedIn)
		5	College recruitment drive or Outreach to college recruitment officers
		6	Referral
		8	CV drop offs and walk-in interviews
		9	Third party outsourcing
		7	Other

		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
other_method_hire (required)	Kindly specify: Please, fill the required information		
other_cand_gender (required)	What is the gender of the candidate(s) that you've hired?	1	Female
		2	Male
		3	Some males and some females
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
Start Survey > Feedback when the firm has hired for this vacancy > Questions on hired candidate > salary_detail			
salary_hire	Kindly tell us the salary that you are going to pay this candidate:		
salary_hire_min	Please enter the minimum salary		
salary_hire_max	Please enter the maximum salary		
hours_training (required)	How many hours do you or your current employees plan to spend on training this recent hire?		
Start Survey > Feedback when the firm has hired for this vacancy > Questions on hired candidate > time_spent			
emp_time	How much time did you and your colleagues spend in recruitment for this vacancy? This includes all time spent posting adverts, screening applications, and interviewing applicants. At any point if the firm does not want to answer, please enter 7777. If Left the survey, then 9999.		
emp_time_hours	Hour(s)		
emp_time_weeks	Week(s)		
emp_time_days (required)	Day(s)		
hire_time	How long did it take from deciding that you need to hire someone for this vacancy until the person you hired started work?		
hire_time_hours	Hour(s)		
hire_time_weeks	Week(s)		
hire_time_day (required)	Day(s)		
cand_skills_missing (required)	Were there any skills that you felt were missing among the candidates we recommended?	1	Conscientious and reliable
		2	Agreeable, good social skills
		3	Even tempered
		4	Grit and perseverance
		5	Ability to interact with outside parties such as customers, clients, contractors
		6	Leadership and Team Management
		7	Time Management Skills
		8	Flexibility/ willingness to work longer hours
		9	Written Communication Skills
		10	Spoken Communication Skills
		11	Numerical Skills
		12	Computer Skills (Basic)
		13	Job Specific Skills
		14	Other
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
1111	Respondent doesn't understand		
skills_other (required)	Kindly specify: Please provide information		
Start Survey > General feedback			
noshow (required)	We wanted to know how often do you face the issue of candidates not appearing for an interview?	1	All the time
		2	Often
		3	Sometimes
		4	Never faced such an issue

		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
service_delivery (required)	How would you rate the overall service of Job Talash?	1	Very Satisfactory
		2	Satisfactory
		5	Average
		3	Unsatisfactory
		4	Very unsatisfactory
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
JT_future (required)	How likely is it that you would continue using Job Talash?	1	Very Likely
		2	Likely
		3	Neutral
		4	Unlikely
		5	Highly Unlikely
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
JT_recom (required)	How likely is it that you would recommend Job Talash's service?	1	Very Likely
		2	Likely
		3	Neutral
		4	Unlikely
		5	Highly Unlikely
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
Start Survey > The firm wants to opt out of our service			
optout_reason (required)	Could you please tell me why do you want to leave the survey?	1	CVs arrive too late
		2	Do not have time to review CV packets
		3	Do not have time to answer feedback questions
		4	Not interested in the service
		5	Respondent has hung up the phone
		7	CVs were irrelevant
		6	Other
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
optout_reason_other (required)	Kindly specify:		
vacancy_suspended			
vacancy_suspended_note	We understand that this vacancy has been suspended, but there are a few questions that we'd like to ask.		
off_plat_apps_vac_suspended (required)	For this position, how many applications did you receive from sources other than Job Talash?		
off_plat_int_vac_suspended (required)	Of [off_plat_apps_vac_suspended], how many applicants did you interview for this position?		
vacancy_not_yet_filled			
vacancy_not_yet_filled_note	We understand that you're still in the process of filling this vacancy, but there are a few questions that we'd like to ask.		
off_plat_apps_rec_filled (required)	For this position, how many applications did you receive from sources other than Job Talash?		
off_plat_int_rec_filled (required)	Of [off_plat_apps_rec_filled], how many applicants did you interview for this position?		

int_resp_feedback (required)	Can you please tell me if Job Talash offered you any additional services with this packet, if so what? ENUMERATOR: This is an unprompted question. Please DO NOT read out answer options to the respondent.	1	FS Audit (Job Talash Candidate Report)
		2	Interview Intermediation (Job Talash Interview Scheduling Service)
		3	Transport (Job Talash's Transport Service)
		4	Wage Subsidy (Job Talash's Trial Period Salary Share Scheme)
		5	Zone info (Distance information)
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
list_ad (required)	Do you wish to list a job ad for another position with us?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
note_end_survey	Thank you for your time Sir/Ma'am. We really appreciate your cooperation.		
audit_confusion_notes (required)	ENUMERATOR Please record the question(s) that the respondent asked during the audit script		
record_coverpage_req	Enumerator, please record the following in your google sheet and inform Asfund about respondent's request for COVERPAGE. Coverpage to be sent through: [choice_coverpage_lab] WhatsApp number: [whatsapp_number_cp] Email: [email_cp]		
Recording key outcomes from this interaction [Enumerator response questions]			
enum_vac (required)	ENUMERATOR: Has this firm hired anyone for this vacancy?	1	Yes, vacancy has been filled
		2	Not yet filled / still looking
		3	Decided not to fill the vacancy
		5	Temporarily suspended search, plan to resume later
		6	Temporarily suspended search, haven't decided whether to resume
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
		2222	Unable to reach the respondent
enum_cand (required)	ENUMERATOR: Has this firm selected our candidates for an interview for this job in this interaction?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		2222	Unable to reach the respondent
enum_cand_names (required)	ENUMERATOR: Which candidates did the firm select for this job? Please record the names.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand

		2222	Unable to reach the respondent
enum_cand_recommend (required)	ENUMERATOR: Were any candidate(s) that the firm hired from Job Talash?	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		2222	Unable to reach the respondent
enum_cand_hired (required)	ENUMERATOR: Which candidates did the firm hire for this job? Please record the names.	memid_name	memid_name
		5555	none of the above
		7777	Respondent doesn't want to say
		8888	Respondent doesn't know
		9999	Respondent left the survey
		1111	Respondent doesn't understand
		2222	Unable to reach the respondent
add_comments	Additional Comments:		
add_notes	Additional Notes:		