

Midline Survey

Field	Question	Answer																		
enum1_id (required)	Enter Enumerator 1 ID																			
confirm_enum1_id (required)	Enter Enumerator 1 ID Again																			
firm_id (required)	Enter Firm ID:																			
confirm_firm_id (required)	Confirm Firm ID:																			
firm_name_pull	Firm Name: [firm_name]																			
enum_name1_pull	Enumerator 1 Name: [enum_name1]																			
module	Enumerator: Please select the relevant survey for this interview:	<table border="1"> <tr> <td>1</td><td>Midline</td></tr> <tr> <td>2</td><td>Feedback</td></tr> </table>	1	Midline	2	Feedback														
1	Midline																			
2	Feedback																			
resp_details	Please call [firm_name] on the following: Respondent name: [rel_name] Respondent number: [number] Alternate Contact's name: [alt_name] Alternate Contact's number: [alt_nb]																			
resp_reached (required)	Were you able to reach the respondent? Please enter the outcome in the Google sheet too	<table border="1"> <tr> <td>1</td><td>Reached Respondent</td></tr> <tr> <td>2</td><td>Line Busy</td></tr> <tr> <td>3</td><td>Invalid/Wrong Number</td></tr> <tr> <td>8</td><td>Did not pick up</td></tr> <tr> <td>4</td><td>Line Dead</td></tr> <tr> <td>5</td><td>Powered Off</td></tr> <tr> <td>7</td><td>Follow up</td></tr> <tr> <td>6</td><td>Other</td></tr> <tr> <td>9999</td><td>Left the survey</td></tr> </table>	1	Reached Respondent	2	Line Busy	3	Invalid/Wrong Number	8	Did not pick up	4	Line Dead	5	Powered Off	7	Follow up	6	Other	9999	Left the survey
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7	Follow up																			
6	Other																			
9999	Left the survey																			
status (required)	Please write the status of the call Question relevant when: \${resp_reached} = 6																			
reached_resp Group relevant when: \${resp_reached} = 1																				
consent_statement_highed (required)	Hi, this is [enum_name1] from Job Talash. Your firm [firm_name] has signed up for our service previously. We would like to ask you a few questions. If you answer these questions, you will be given mobile credit worth Rs.1000, Rs.100 of which will be transferred to your number after this call and the remaining Rs.900 will be transferred to you only if you complete the survey. We would first like to ask about vacancies that you have listed with us & any vacancies that have come up in your organization in the past year, and then we will proceed to ask some questions about the impact of COVID-19 on your business. Some questions will ask you to recall the period before the COVID-19 outbreak, which is the end of February 2020. This will take 10-15 minutes of your time. Are you willing to be included in this survey? Question relevant when: \${firm_ed} = 1 and \${treatment_status} = 1 and \${module} = 1	<table border="1"> <tr> <td>1</td><td>Consented to the survey but not the incentive</td></tr> <tr> <td>2</td><td>Consented neither to the incentive nor the survey</td></tr> <tr> <td>3</td><td>Consented to the survey and the incentive</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> <tr> <td>1111</td><td>The respondent does not understand</td></tr> </table>	1	Consented to the survey but not the incentive	2	Consented neither to the incentive nor the survey	3	Consented to the survey and the incentive	7777	Don't want to say	8888	Don't know	9999	Left the survey	1111	The respondent does not understand				
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1111	The respondent does not understand																			
consent_statement_lowed (required)	Hi, this is [enum_name1] from Job Talash. Your firm [firm_name] has signed up for our service previously. We would like to ask you a few questions. If you answer these questions, you will be given mobile credit worth Rs.500, Rs.100 of which will be transferred to your number after this call and the remaining Rs.400 will be transferred to you only if you complete the survey. We would first like to ask about vacancies that you have listed with us & any vacancies that have come up in your organization in the past year, and then we will proceed to ask some questions about the impact of COVID-19 on your business. Some questions will ask you to recall the period before the COVID-19 outbreak, which is the end of February 2020. This will take 10-15 minutes of your time. Are you willing to be included in this survey? Question relevant when: (\${firm_ed} = 2 and \${treatment_status} = 1) and \${module} = 1	<table border="1"> <tr> <td>1</td><td>Consented to the survey but not the incentive</td></tr> <tr> <td>2</td><td>Consented neither to the incentive nor the survey</td></tr> <tr> <td>3</td><td>Consented to the survey and the incentive</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> <tr> <td>1111</td><td>The respondent does not understand</td></tr> </table>	1	Consented to the survey but not the incentive	2	Consented neither to the incentive nor the survey	3	Consented to the survey and the incentive	7777	Don't want to say	8888	Don't know	9999	Left the survey	1111	The respondent does not understand				
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consent_statement (required)	Hi, this is [enum_name1] from Job Talash. Your firm [firm_name] has signed up for our service previously. We would first like to ask a few questions about vacancies that you have listed with us & any vacancies that have come up in your organization in the past year, and then we will proceed to ask some questions about the impact of COVID-19 on your business. Some questions will ask you to recall the period before the COVID-19 outbreak, which is the end of February 2020. This will take 10-15 minutes of your time. Are you willing to be included in this survey? Question relevant when: \${treatment_status} = 0 and \${module} = 1	<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> <tr> <td>1111</td><td>The respondent does not understand</td></tr> </table>	1	Yes	2	No	7777	Don't want to say	8888	Don't know	9999	Left the survey	1111	The respondent does not understand						
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reached_resp > treatment_details Group relevant when: selected(\${consent_statement_highed} , '3') or selected(\${consent_statement_lowed} , '3')																				
balance_transfer_confirm	Since you have consented to receive the mobile credit, I would like to confirm the following details:																			
receiver_name (required)	Your name ENUMERATOR: Enter the respondent's name																			
receiver_contact (required)	Please provide the number on which you would like the balance to be transferred ENUMERATOR: Enter the respondent's phone number Make sure the number is a mobile number, not a landline number.																			

Field	Question	Answer
receiver_network (required)	Name of your mobile network provider e.g. Jazz, Warid, Ufone etc.	
reached_resp > feedback_module Group relevant when: ((\${consent_statement} =1 or selected(\${consent_statement_highed} , '1') or selected(\${consent_statement_highed} , '3') or selected(\${consent_statement_lowed} , '1') or selected(\${consent_statement_lowed} , '3')) and \${count_incomp_vacancies} > 0) or (\${module} = 2 and \${count_incomp_vacancies} > 0)		
missing_info_note	You had previously listed [count_incomp_vacancies] ad(s) for which we have some missing information. I want to ask 2 to 3 follow up questions regarding each of these vacancies.	
reached_resp > feedback_module > Repeat for ads with missing info (1)		(Repeated group)
ad_note	Enumerator you are about to collect feedback for [jobid_jobdecs]	
intro_ad_pitch	For [jobid_jobdecs] ad that you listed with us on [date_adlist]. We delivered CVs against this job on [delivery_date] to [resp_del].	
vacancy_status (required)	Have you hired anyone for this vacancy? Consider "hired" when firm has ever hired for the vacancy	1 Hired
		2 Not yet hired / still looking
		3 Decided not to fill
		5 Temporarily suspended search, plan to resume later
		6 Temporarily suspended search, haven't decided whether to resume
		7777 Don't want to say
		9999 Left the survey
		1111 The respondent does not understand
select_it (required)	Previously selected [total_selected] candidate(s): [selected_int_memnames] Out of the [cvs_count] candidates we recommended, did you SELECT anyone (else) for an interview? For your ease, the names of the candidates we shared the CVs for are: [total_matched_memnames] Enumerator: please read out the list of names in case respondent doesn't clearly remember all names Question relevant when: not(\${total_selected} = \${cvs_count})	1 Yes
		2 No
		7777 Don't want to say
		8888 Don't know
		9999 Left the survey
		1111 The respondent does not understand
select_it_names (required)	Previously selected [total_selected] candidate(s): [selected_int_memnames] If possible, can you please share with us the names of the (additional) individuals you selected for the interview? I can also read out the names of the candidates we shared the CVs for: Enumerator: please read out the list of names in case respondent doesn't clearly remember all names Question relevant when: \${select_it} = 1	memid_name memid_name
		5555 none of the above
		7777 Don't want to say
		8888 Don't know
		9999 Left the survey
		1111 Respondent doesn't remember
hire_it (required)	Did you hire any Job Talash candidate for this vacancy? The names of the candidates we shared the CVs for are: [total_matched_memnames] Question relevant when: \${vacancy_status} = 1	1 Yes
		2 No
		7777 Don't want to say
		8888 Don't know
		9999 Left the survey
		1111 The respondent does not understand
hired_it_names (required)	Can you kindly share with us the name(s) of the candidate(s) you hired. The names of the candidates we shared the CVs for are: Enumerator: please read out the list of names in case respondent doesn't clearly remember all names Question relevant when: \${hire_it} = 1	memid_name memid_name
		5555 none of the above
		7777 Don't want to say
		8888 Don't know
		9999 Left the survey
		1111 Respondent doesn't remember
followup_hiredate (required)	When are you expected to take hiring decisions? Question relevant when: \${vacancy_status} = 2	
vac_closed (required)	Can you please tell me the reason for deciding not to fill the vacancy? Question relevant when: \${vacancy_status} = 3	1 Couldn't find any suitable candidate
		2 Less work to do than anticipated
		3 Lack of funds
		5 Other
		7777 Don't want to say
		8888 Don't know
		9999 Left the survey
		1111 Respondent doesn't remember
other_vac_closed (required)	Kindly specify: Question relevant when: selected(\${vac_closed} , '5')	

Field	Question	Answer
date_resume_search (required)	Can I please know the expected date at which you plan to resume searching candidates for this vacancy? Question relevant when: \${vacancy_status} = 5	
date_follow_up (required)	Alright sir/ Ma'am. I understand that you have temporarily suspended search and haven't decided whether to resume or not but I just wanted to ask when will it be feasible for me to contact you to check on the status for this vacancy again? In case the respondent doesn't give us a date, follow up for this vacancy after 2 months. Question relevant when: \${vacancy_status} = 6	
reached_resp > survey Group relevant when: \${consent_statement} = 1 or selected(\${consent_statement_highed} , '1') or selected(\${consent_statement_highed} , '3') or selected(\${consent_statement_lowed} , '1') or selected(\${consent_statement_lowed} , '3')		
reached_resp > survey > rec_vac		
new_vac_plat (required)	We understand that there may be jobs you decide not to post with us, however we would request some basic info about them to understand the extent to which JT helps address the overall hiring needs of the firms we work with. The vacancies you posted with us previously are [pull_job1], [pull_job2], [pull_job3], [pull_job4], [pull_job5], [pull_job6], [pull_job7], [pull_job8], [pull_job9], [pull_job10], were there any other positions that came up at the firm from August 2019 till present? Question relevant when: \${ad_platform} = 1	1 Yes
		2 No
		7777 Don't want to say
		8888 Don't know
		9999 Left the survey
		1111 The respondent does not understand
new_vac_nplat (required)	We understand that there may be jobs you decide not to post with us, however we would request some basic info about them to understand the extent to which JT helps address the overall hiring needs of the firms we work with. Were there any positions that came up at the firm from August 2019 till present? Question relevant when: \${ad_platform} = 2	1 Yes
		2 No
		7777 Don't want to say
		8888 Don't know
		9999 Left the survey
		1111 The respondent does not understand
reached_resp > survey > rec_vac > New Vacancies Group relevant when: \${new_vac_plat} = 1 or \${new_vac_nplat} = 1		
add_rec_nplat (required)	How many vacancies opened up from August 2019 till present? Question relevant when: \${ad_platform} = 2	
add_rec_plat (required)	How many vacancies opened up from August 2019 till present, other than those that you posted with us? If you'd like, I can read out the vacancies posted with us again. Job Listed previously: [pull_job1], [pull_job2], [pull_job3], [pull_job4], [pull_job5], [pull_job6], [pull_job7], [pull_job8], [pull_job9], [pull_job10] Enter the number Question relevant when: \${ad_platform} = 1	
nb_last_month	How many vacancies opened up in the last 30 days? Question relevant when: \${add_rec_pre} > 5	
reached_resp > survey > rec_vac > New Vacancies > New Vacancies (1)		(Repeated group)
reached_resp > survey > rec_vac > New Vacancies > New Vacancies (1) > job_info		
jobtitle_new (required)	What is the job position/job title of the vacancy #1?	

Field	Question	Answer		
jobtitle_new_match (required)	ENUMERATOR: Match the job title from the following list based on the closest fit #1.		101	Sales/Marketing Officer
			102	Manager/ Assistant Manager
			103	Customer Service Officer/ Enumerator
			104	Telemarketing Officer/Call centre agent
			105	Data Entry Operator
			106	Teacher
			107	Research and Writing Jobs: Content Writer/Research Assistant / Analyst
			108	Accountant/ Cashier
			109	Administration/Operations Officer/ Clerk
			110	Computer Operator
			111	Receptionist/Front desk Officer/Telephone Operator
			112	Supervisor / Controller
			113	Lab Assistant
			114	Software Developer/ Graphic Designer/ IT Specialist
			115	Doctors/Nurses
			116	Designer
			117	Engineer
			118	Lawyer
			119	Journalist/Media Officer
			120	Armed Forces- Police, Army, Firemen, Security Guard, etc
			201	Office Assistant / Office Helper
			202	Rider/Courier
			203	Ayah
			204	Cook
			205	Factory worker/ Machine Operator
			206	Waiter
			207	Storekeeper/ Inventory Manager
			208	Chowkidar/Security Guard
			209	Housekeeping/Domestic Help
			210	Sweeper/Janitorial Staff
	211	Construction worker		
	212	Parlor employee		
	213	Driver		
	214	Electrician / Technician		
	215	Plumber/Carpenter		
	216	Other Skilled Labor - eg Brick Mason etc		
	217	Armed Forces- Police, Army, Firemen etc		
	5555	None of the above		
	9999	Left the survey		

vac. time (required)

Approximately when did you identify a hiring need or started looking for someone for this vacancy #12?

1

August - October 2019

vac_time (required)	Approximately when did you identify a hiring need or started looking for someone for this vacancy #1?		1	August - October 2019
Field	ENUMERATOR: Select the option that matches the respondent's answer	Answer		November 2019 - January 2020
			3	February - April 2020
			4	May - July 2020
			5	August 2020 - present
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
vac_status (required)	Can you please tell us the status of the vacancy #1 right now?		1	Hired
			2	Not yet hired / still looking
			3	Decided not to fill
			5	Temporarily suspended search, plan to resume later
			6	Temporarily suspended search, haven't decided whether to resume
			7777	Don't want to say
			9999	Left the survey
			1111	The respondent does not understand
reached_resp > survey > rec_vac > New Vacancies > New Vacancies (1) > Interactions on the Job				
job_interact (required)	How often does this job require in person interactions? ENUMERATOR: Please ask the respondent to estimate		1	Every day of the week
			2	4 days a week
			3	3 days a week
			4	2 days a week
			5	1 day a week
			6	Once every 2 weeks
			7	Once every month
			8	Other
			5555	No mandatory in person interaction
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
job_interact_other (required)	Please specify other. Question relevant when: \${job_interact} = 8			
person_interact (required)	On average, how many people would an employee in this job interact with in a week? ENUMERATOR: Please ask the respondent to estimate Question relevant when: not(\${job_interact} = 5555 or \${job_interact} = 7777 or \${job_interact} = 8888 or \${job_interact} = 9999 or \${job_interact} = 1111)		1	Over 100 people
			2	75-100 people
			3	50-75 people
			4	50-25 people
			5	Less than 25 people
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
reached_resp > survey > rec_vac > New Vacancies > seasons Group relevant when: \${add_rec_pre} > 5 and (\${nb_last_month} < \${add_rec_pre})				
quarters_vacancy	Please select the periods in which you had at least ONE vacancy		1	August - October 2019
			2	November 2019 - January 2020
			3	February - April 2020
			4	May - June 2020
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
note_quarter	Now please think about ONE vacancy from each of the quarters mentioned above. We will ask a few follow up questions about these vacancies Question relevant when: not(selected(\${quarters_vacancy} , '7777') or selected(\${quarters_vacancy} , '8888') or selected(\${quarters_vacancy} , '9999') or selected(\${quarters_vacancy} , '1111'))			

reached_resp > survey > rec_vac > New Vacancies > seasons > Seasons repeat (1)		(Repeated group)	
Field	Group relevant when: not(selected(quarters_vacancy) , '7777') or selected(\${quarters_vacancy} , '8888') or selected(\${quarters_vacancy} , '9999') or selected(\${quarters_vacancy} , '1111')	Question	Answer
quarter_select	ENUMERATOR: Which of these quarters are you asking questions about		
		1	August - October 2019
		2	November 2019 - January 2020
		3	February - April 2020
		4	May - June 2020
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
	1111	The respondent does not understand	
reached_resp > survey > rec_vac > New Vacancies > seasons > Seasons repeat (1) > seasons_q			
jobtitle_new_s	What is the job position/job title of the vacancy from May-June 2020?		

Field	Question	Answer
		101 Sales/Marketing Officer
		102 Manager/ Assistant
		Manager
		103 Customer Service Officer/ Enumerator
		104 Telemarketing Officer/Call centre agent
		105 Data Entry Operator
		106 Teacher
		107 Research and Writing Jobs: Content Writer/Research Assistant / Analyst
		108 Accountant/ Cashier
		109 Administration/Operations Officer/ Clerk
		110 Computer Operator
		111 Receptionist/Front desk Officer/Telephone Operator
		112 Supervisor / Contoller
		113 Lab Assistant
		114 Software Developer/ Graphic Designer/ IT Specialist
		115 Doctors/Nurses
		116 Designer
		117 Engineer
		118 Lawyer
		119 Journalist/Media Officer
		120 Armed Forces- Police, Army, Firemen, Security Guard, etc
		201 Office Assistant / Office Helper
		202 Rider/Courier
		203 Ayah
		204 Cook
		205 Factory worker/ Machine Operator
		206 Waiter
		207 Storekeeper/ Inventory Manager
		208 Chowkidar/Security Guard
		209 Housekeeping/Domestic Help
		210 Sweeper/Janitorial Staff
		211 Construction worker
212 Parlor employee		
213 Driver		
214 Electrician / Technician		
215 Plumber/Carpenter		
216 Other Skilled Labor - eg Brick Mason etc		
217 Armed Forces- Police, Army, Firemen etc		
5555 None of the above		
9999 Left the survey		

Field	Question	Answer
vac_status_s	Can you please tell us the status of the vacancy right now?	1 hired 2 Not yet hired / still looking 3 Decided not to fill 5 Temporarily suspended search, plan to resume later 6 Temporarily suspended search, haven't decided whether to resume 7777 Don't want to say 9999 Left the survey 1111 The respondent does not understand
reached_resp > survey > rec_vac > New Vacancies > seasons > Seasons repeat (1) > job_interactions_s		
job_interact_s (required)	How often does this job require in person interactions? ENUMERATOR: Please ask the respondent to estimate	1 Every day of the week 2 4 days a week 3 3 days a week 4 2 days a week 5 1 day a week 6 Once every 2 weeks 7 Once every month 8 Other 5555 No mandatory in person interaction 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
job_interact_s_other (required)	Please specify other. Question relevant when: \$(job_interact_s) = 8	
person_interact_s (required)	On average, how many people would an employee in this job interact with in a week? ENUMERATOR: Please ask the respondent to estimate Question relevant when: not(\$(job_interact_s) = 5555 or \$(job_interact_s) = 7777 or \$(job_interact_s) = 8888 or \$(job_interact_s) = 9999 or \$(job_interact_s) = 1111)	1 Over 100 people 2 75-100 people 3 50-75 people 4 50-25 people 5 Less than 25 people 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
reached_resp > survey > rec_vac > follow_q Group relevant when: \$(n_eligible) > 0		
reached_resp > survey > rec_vac > follow_q > follow_q_app		
follow_q_note	We will ask a few follow up question regarding the following vacancy: [select_vac_title]	
adv_method (required)	Which advertisement methods did you use for this position?	1 Newspaper advertisement 2 Job Web-platform 3 Third party outsourcing 4 CV drop offs and walk-in interviews 5 College recruitment drive 6 Referral 5555 None of the above 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
total_apps	What is the total number of candidates who applied for this position? At any point if the firm does not want to answer, please enter 7777, 8888 if they don't remember and 9999 if left the survey	
app_gender	Approximately what proportion of the people who applied for this job 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	
female_apps (required)	Females At any point if the firm does not want to answer, please enter 7777, 8888 if they don't remember and 9999 if left the survey	
male_apps (required)	Males At any point if the firm does not want to answer, please enter 7777, 8888 if they don't remember and 9999 if left the survey	
int_gender	Out of the total applications you received, how many did you interview? In case the firm does not conduct interviews, ask them about their "first stage" of recruitment	

female_int (required)	Females	
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Field	female_int (required) Question At any point if the firm does not want to answer, please enter 7777, 8888 if they don't remember and 9999 if left the survey male_int (required) Males At any point if the firm does not want to answer, please enter 7777, 8888 if they don't remember and 9999 if left the survey first_stage (required) Select the first stage Only ask this if the firm DOES NOT conduct interviews	Answer
		5555 Does not apply / firms conducts interviews 1 CV screening 2 Phone interviews 4 Internal screening tests 5 Third party screening tests 6 Reference checks 7 Completely outsourced to a recruitment firm 8 Other 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
reached_resp > survey > rec_vac > follow_q > follow_q_ref Group relevant when: not(\${fem_int} = 7777 or \${male_int} = 7777 or \${fem_int} = 8888 or \${male_int} = 8888 or \${fem_int} = 9999 or \${male_int} = 9999)		
app_ref	Out of the [tot_int] that were interviewed, how many came from word of mouth?	
sup_contact (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
time_sup (required)	How many days did it take for them to get back to you? Question relevant when: \${sup_contact} = 1 or \${sup_contact} = 2	1 Within a day 2 In a week 3 In a month 4 More than a month 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
reached_resp > survey > rec_vac > follow_q > Hired Vacancy Group relevant when: \${select_vac_status} = 1		
gender_hire (required)	What is the gender of the hire(s)?	1 Female 2 Male 3 Transgender 4 Some males and some females 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
min_sal (required)	Please enter the minimum salary At any point if the firm does not want to answer, please enter 7777, 8888 if they don't remember and 9999 if left the survey	
max_sal (required)	Please enter the maximum salary At any point if the firm does not want to answer, please enter 7777, 8888 if they don't remember and 9999 if left the survey	
sal_range (required)	ENUMERATOR: Please enter the pay range	1 Under 10,000 2 10,000 - 15,000 3 15,000 - 20,000 4 20,000 - 30,000 5 30,000 - 50,000 6 50,000 - 75,000 7 75,000 - 100,000 8 > 100,000 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand

benefits (required)	Are there any additional payments e.g. commissions, bonuses, etc?	1 Yes
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Field	Question	Answer	Yes	No
benefits_specify (required)	Are there any additional payments e.g. commissions, bonuses, etc?	7777	Don't want to say	
		8888	Don't know	
		9999	Left the survey	
		1111	The respondent does not understand	
benefits_specify (required)	What is the usual amount of commission and bonuses candidates can earn in any given month? Please enter in Rs. At any point if the firm does not want to answer, please enter 7777, 8888 if they don't remember and 9999 if left the survey			
method_adv_hire (required)	Which advertisement method did you use to recruit this hire?	1	Newspaper advertisement	
		2	Job Web-platform	
		3	Third party outsourcing	
		4	CV drop offs and walk-in interviews	
		5	College recruitment drive	
		6	Referral	
		5555	None of the above	
		6666	Refer to headquarters	
		7777	Don't want to say	
		8888	Don't know	
		9999	Left the survey	
		1111	The respondent does not understand	
reached_resp > survey > covid_module				
status_business_st (required)	Have you had to close your business at anytime between Feb 2020 & now due to the pandemic / lockdown? If the business is closed to the public but operates it should be considered open. ENUMERATOR: Please guide the respondent in answering	1	Temporarily closed by government mandate	
		2	Temporarily closed due to challenges related to the COVID-19 outbreak	
		3	Permanently closed due to challenges related to the COVID-19 outbreak	
		4	Temporarily or permanently closed due to factors unrelated to the COVID 19 outbreak	
		5	Business remained open	
		7777	Don't want to say	
		8888	Don't know	
		9999	Left the survey	
		1111	The respondent does not understand	
status_business (required)	What is the current status of your organization? If the business is closed to the public but operates it should be considered open	1	Temporarily closed by government mandate	
		2	Temporarily closed due to challenges related to the COVID-19 outbreak	
		3	Permanently closed due to challenges related to the COVID-19 outbreak	
		4	Temporarily or permanently closed due to factors unrelated to the COVID 19 outbreak	
		5	Business remains open	
		7777	Don't want to say	
		8888	Don't know	
		9999	Left the survey	
		1111	The respondent does not understand	

Field	Question	Answer
sales (required)	How has the COVID-19 pandemic affected the revenues of your organization in the past 30 days compared to the same time last year?	1 Revenues have increased 2 There has been no change in revenues 3 Revenues have decreased by about one tenth (5%-10%) 4 Revenues have decreased by about a quarter (11-40%) 5 Revenues have decreased by about half (41%-60%) 6 Revenues have decreased by about three quarters (61%-85%) 7 Revenues have decreased by more than three quarters (86%-99%) 8 Revenues have ceased completely (100%) 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
challenges_feb (required)	Since February 2020, has your organization been facing any of the following challenges due to the coronavirus/COVID-19 outbreak and related restrictions?	1 Reduced consumer access / demand 2 Reduced access to inputs / raw materials 3 Worker absenteeism 4 Reduced access to finance 5 Can't tend to my business due to health reasons 6 Other 5555 No challenge, business going as usual 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
reached_resp > survey > covid_module > challenges_lst		
challenges_lst_1 (required)	Did you face reduced consumer access/demand in the past 30 days? Question relevant when: selected(\${challenges_feb} , '1')	1 Yes 2 No 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
challenges_lst_2 (required)	Did you face reduced access to inputs/raw materials in the past 30 days? Question relevant when: selected(\${challenges_feb} , '2')	1 Yes 2 No 3 Does not apply 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
challenges_lst_3 (required)	Did you face worker absenteeism in the past 30 days? Question relevant when: selected(\${challenges_feb} , '3')	1 Yes 2 No 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
challenges_lst_4 (required)	Did you face reduced access to finance in the past 30 days?	1 Yes 2 No 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand

challenges_lst_4 (required)	Did you face reduced access to finance in the past 30 days? Question relevant when: selected(\${challenges_feb} , '4')	1	Yes
Field		Answer	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
challenges_lst_5 (required)	Were you unable to tend to your business due to health reasons in the past 30 days? Question relevant when: selected(\${challenges_feb} , '5')	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
challenges_other (required)	Please write any other challenge your business has faced Question relevant when: selected(\${challenges_feb} , '6')		
challenges_lst_other (required)	Did you face [challenges_other] in the past 30 days? Question relevant when: selected(\${challenges_feb} , '6')	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
nb_emp_feb (required)	How many paid employees did your organization have at the end of February 2020 at this branch/location? Both full-time and part-time, excluding yourself		
reached_resp > survey > covid_module > workers Group relevant when: \${nb_emp_feb} > 0			
reached_resp > survey > covid_module > workers > challenges_covid_feb			
worker_challenges_feb	From Feb 2020 till now, has your organization had to take any of the following steps as a result of the coronavirus/covid-19 outbreak and related restrictions?		
temp_layoff_feb (required)	Temporary lay off without pay 0 if no workers were affected		
permanent_layoff_feb (required)	Permanent lay off without pay 0 if no workers were affected		
lowpay_feb (required)	Reduced pay or delays in payment 0 if no workers were affected		
forced_leave_feb (required)	Forced paid leave 0 if no workers were affected. If workers have been sent home with pay, it should be considered a 'forced leave with pay'		
temp_layoffpay_feb	Temporary lay off with pay 0 if no workers were affected If workers have been temporarily sent on a paid leave, it should be considered 'temporary layoff with pay'		
reached_resp > survey > covid_module > workers > challenges_covid Group relevant when: \${temp_layoff_feb} > 0 or \${permanent_layoff_feb} > 0 or \${lowpay_feb} > 0 or \${forced_leave_feb} > 0 or \${temp_layoffpay_feb} > 0			
worker_challenges	In the last 30 days, has your organization had to take any of the following steps as a result of the coronavirus/covid-19 outbreak and related restrictions?		
temp_layoff (required)	Temporary lay off without pay 0 if no workers were affected Question relevant when: \${temp_layoff_feb} > 0		
permanent_layoff (required)	Permanent lay off without pay 0 if no workers were affected Question relevant when: \${permanent_layoff_feb} > 0		
lowpay (required)	Reduced pay or delays in payment 0 if no workers were affected Question relevant when: \${lowpay_feb} > 0		
forced_leave (required)	Forced paid leave 0 if no workers were affected. If workers have been sent home with pay, it should be considered a 'forced leave with pay' Question relevant when: \${forced_leave_feb} > 0		
temp_layoffpay	Temporary lay off with pay 0 if no workers were affected If workers have been temporarily sent on a paid leave, it should be considered 'temporary layoff with pay' Question relevant when: \${temp_layoffpay_feb} > 0		
hire_covid	Have you done any hiring since end of Feb 2020? Question relevant when: \${total_layoff} = 1	1	Yes
		2	No
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand

measures_protect (required)	What measures are you taking to prevent the spread of COVID-19 at your workplace?	4	Flexibility to work from
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measures_protect (required)	What measures are you taking to prevent the spread of COVID-19 at your workplace? UNPROMPTED: Please choose the options that apply	Question	Answer	1 Flexibility to work from home
Field				2 Providing masks
				3 Providing sanitizers
				4 Limited staff at the workplace
				5 Mandatory social distancing at the workplace
				6 Staff encouraged to stay at home if they are not well
				7 Other
				8 Regular disinfection of high contact surfaces
				9 Staff training/posters encouraging good hygiene
				5555 No measures taken
				7777 Don't want to say
				8888 Don't know
				9999 Left the survey
				1111 The respondent does not understand
measures_protect_other (required)	Please specify the other measures you have taken. Question relevant when: selected(\${measures_protect} , '7')			
scheme_availed (required)	Have you applied for or are you currently receiving any government programs to support businesses like yours? ENUMERATOR: Read out the options to guide the respondent			1 Business loan schemes/payment deferrals (e.g. schemes by State Bank of Pakistan)
				3 Partial or total salary subsidies
				4 Cash transfers or unemployment benefits
				5 Rental or utilities subsidies/payment deferrals (e.g. Chota Karobaar Imdadi Package)
				7 Training for digital marketing and selling
				8 Subsidized provision of specific products, inputs or services
				9 Tax cuts/payment deferrals
				11 Other
				5555 None of the above
				7777 Don't want to say
				8888 Don't know
				9999 Left the survey
				1111 The respondent does not understand
				6666 Refer to headquarters
scheme_availed_other (required)	Please specify the other scheme that you availed Question relevant when: selected(\${scheme_availed} , '11')			
ad_right_now	Thanks for your time! You can list an ad with us anytime by calling on our helpline. If you would list an ad right now, I can take an appointment and our representative can contact you later. Would you like to book an appointment right now? Please note that if you decide to list an ad right now, you will receive CVs in at least 4 weeks. Question relevant when: 0		1 Yes	
			2 No	
followup_time	What date & time should we book the appointment for? Question relevant when: 0			
ad_right_now_note	Our representative will be in touch to list an ad. Thanks so much for your time. Question relevant when: 0			
followup_note	If you would list an ad at anytime, you can call us on our helpline 0348-1112020 and press 1. Thanks so much for your time. Question relevant when: 0			

followup_note_balance	ENUMERATOR: Please add these details to the balance transfer Google sheet.	
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followup_note_balance	ENUMERATOR: Please add these details to the balance transfer Google sheet.	
Field	Question Name of repondent: [receiver_name] Respondent's number: [receiver_contact] Network Name: [receiver_network] Date: Today's date Question relevant when: selected(\${consent_statement_highed} , '3') or selected(\${consent_statement_lowed} , '3')	Answer
note_notreach	Please try calling the firm again, up till 4 times. Note the status in Google sheets as well Question relevant when: not(\${resp_reached} = 1 or \${resp_reached} = 3)	
note_wrongnum	Please try calling on the alternate contact Note the status in Google sheets as well Question relevant when: \${resp_reached} = 3	
add_comments	ENUMERATOR: If you have any additional comments, you can write them here	