

L. Labor

READ THE FOLLOWING TO THE RESPONDENT BEFORE PROCEEDING:

Now I would like to ask you a few questions about this establishment's labor force.

L.1 At the end of fiscal year **[insert last complete fiscal year]**, how many permanent, full-time individual worked in this establishment? Please include all employees and managers (Permanent, full-time employees are defined as all paid employees that are contracted for a term of one or more fiscal years and/or have a guaranteed renewal of their employment contract and that work a full shift)
(INTERVIEWER: INCLUDE INTERVIWEE IF APPLICABLE).

	Number
Permanent, full-time workers end of last fiscal year	11
DON'T KNOW (SPONTANEOUS)	-9

L.2 Three fiscal years ago, at the end of fiscal year **[insert last complete fiscal year minus three]**, how many permanent, full-time individuals worked in this establishment? Please include all employees and managers **(INTERVIEWER: INCLUDE INTERVIWEE IF APPLICABLE).**

	Number
Permanent, full-time workers three fiscal years ago	12
IF ESTABLISHMENT WAS NOT IN BUSINESS THREE YEARS AGO	-7
DON'T KNOW (SPONTANEOUS)	-9

L.5 At the end of fiscal year **[insert last complete fiscal year]**, how many permanent full-time individuals that worked in this establishment were female?

	Number	DON'T KNOW (SPONTANEOUS)
Female permanent full-time workers	15	-9

L.6 How many full-time temporary employees did this establishment employ throughout **[insert last complete fiscal year]**?
(Full-time, temporary workers are all paid short-term (i.e. for less than a year) employees with no guarantee of renewal of contract employment and work full-time)

	Number
Full-time seasonal or temporary workers employed last fiscal year	16
DON'T KNOW (SPONTANEOUS)	-9

IF 0, GO TO QUESTION L.10

L.8 What was the average length of employment of all full-time temporary employees in fiscal year **[insert last complete fiscal year]**?

	Months
Average length full-time seasonal or temporary employment last fiscal year	18

LESS THAN ONE MONTH	1
DON'T KNOW (SPONTANEOUS)	-9

L.10 Over fiscal year **[insert last complete fiscal year]**, did this establishment have formal training programs for its permanent, full-time employees?

Yes	1
No	2
DON'T KNOW (SPONTANEOUS)	-9

110

L.30 Using the response options on the card; To what degree are **Labor Regulations** an obstacle to the current operations of this establishment? **SHOW CARD 3**

Using the response options on the card; To what degree is **an Inadequately Educated Workforce** an obstacle to the current operations of this establishment? **SHOW CARD 3**

	No obstacle	Minor obstacle	Moderate obstacle	Major obstacle	Very Severe Obstacle	(SPONTANEOUS)	
						DON'T KNOW	DOES NOT APPLY
Labor regulations 130a	0	1	2	3	4	-9	-7
Inadequately educated workforce 130b	0	1	2	3	4	-9	-7

Now I would like to ask questions about the workforce at this workplace. Please think about all the workers currently working here even if not formally employed by your firm (i.e. include independent contractors, unpaid workers, etc). Exclude workers employed by another enterprise who are assigned to work at your workplace.

(1.10)	How many workers does your workplace <u>currently</u> employ?		
		(A) Men	(B) Women
	1 Full-Time with payroll tax deductions	<input type="text"/>	<input type="text"/>
	2 Full-Time without payroll tax deductions	<input type="text"/>	<input type="text"/>
	3 Part-time with payroll tax deductions	<input type="text"/>	<input type="text"/>
	4 Part-time without payroll tax deductions	<input type="text"/>	<input type="text"/>
	5 Casual/Daily	<input type="text"/>	<input type="text"/>
	TOTAL	<input type="text"/>	<input type="text"/>

SERIAL NUMBER

In order for us to measure the use of skills, we would like to ask questions about the breakdown of total employment at this workplace by primary occupation. GIVE **SHOW CARD #1** TO THE RESPONDENT AND ASK RESPONDENT TO LOOK AT GROUPS 1, 2 AND 3 ONLY

POSITION :		(1) MANAGERS	(2) PROFESSIONALS	(3) TECHNICIANS AND ASSOCIATE PROFESSIONALS	(4) CLERICAL SUPPORT WORKERS	(5) SERVICE WORKERS	(6) SALES WORKERS	(7) Skilled AGRICULTURE, FORESTRY AND FISHERY workers	(8) CRAFTS & RELATED TRADES WORKERS	(9) PLANT & MACHINE OPERATORS, & ASSEMBLERS	(10) ELEMENTARY OCCUPATIONS
(1.11)	Do you have any [POSITION] working in your firm?										
	YES 1 NO 2										
(1.12)	How many current [POSITION] are there in the firm?										
(1.13)	How many current [POSITION] are female?										
(1.14)	How many current [POSITION] have worked for less than one year for the firm?										
(1.15)	How many current [POSITION] are foreign?										
(1.16)	How many [POSITION] did the firm have 12 months ago?										
(1.17)	How many total [POSITION] do you expect to have in 12 months time? (including present workers)										

Now we would like to ask questions about any hiring that your firm has attempted over the past 12 months.

POSITION:		(1) MANAGERS	(2) PROFESSIONALS	(3) TECHNICIANS AND ASSOCIATE PROFESSIONALS	(4) CLERICAL SUPPORT WORKERS	(5) SERVICE WORKERS	(6) SALES WORKERS	(7) Skilled AGRICULTURE, FORESTRY AND FISHERY workers	(8) CRAFTS & RELATED TRADES WORKERS	(9) PLANT & MACHINE OPERATORS, & ASSEMBLERS	(10) ELEMENTARY OCCUPATIONS				
(1.25)	In the past 12 months, have you tried to hire any [POSITION]? <table style="float: right; border-collapse: collapse;"> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">YES</td> <td style="padding: 2px 5px;">1</td> </tr> <tr> <td style="padding: 2px 5px;">NO</td> <td style="padding: 2px 5px;">2</td> </tr> </table>	YES	1	NO	2										
	YES	1													
NO	2														
FILL ALL COLUMNS IN THIS ROW BEFORE GOING ON TO QUESTIONS 1.26-1.27															
(1.26)	Did you encounter any problems when trying to hire [POSITION]? <table style="float: right; border-collapse: collapse;"> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">YES</td> <td style="padding: 2px 5px;">1</td> </tr> <tr> <td style="padding: 2px 5px;">NO</td> <td style="padding: 2px 5px;">2 >>NEXT POSITION</td> </tr> </table>	YES	1	NO	2 >>NEXT POSITION										
	YES	1													
NO	2 >>NEXT POSITION														
(1.27)	What problems did you encounter? <table style="float: right; border-collapse: collapse;"> <tr> <td style="border-bottom: 1px solid black; padding: 2px 5px;">YES</td> <td style="padding: 2px 5px;">1</td> </tr> <tr> <td style="padding: 2px 5px;">NO</td> <td style="padding: 2px 5px;">2</td> </tr> </table>	YES	1	NO	2										
	YES	1													
	NO	2													
	1) THERE WERE NO OR FEW APPLICANTS														
	2) APPLICANTS LACKED REQUIRED SKILLS														
	3) APPLICANTS EXPECTED WAGES HIGHER THAN WE CAN OFFER														
4) APPLICANTS DID NOT LIKE WORKING CONDITIONS															
5) OTHER (SPECIFY _____)															

MODULE 2: SKILLS USED BY THE CURRENT WORKFORCE

INTERVIEWER: Look at the responses in the table on Page 5. For each type of **position**, check if the firm had that type of worker, and indicate yes or no.

(2.01)	<u>Occupation Type</u>	Occupation Type Name	yes	no
	1	Managers	<input type="checkbox"/>	<input type="checkbox"/>
	2	Professionals	<input type="checkbox"/>	<input type="checkbox"/>
	3	Technicians and associate professionals	<input type="checkbox"/>	<input type="checkbox"/>
	4	Clerical support workers	<input type="checkbox"/>	<input type="checkbox"/>
	5	Service workers	<input type="checkbox"/>	<input type="checkbox"/>
	6	Sales workers	<input type="checkbox"/>	<input type="checkbox"/>
	7	Skilled agricultural, forestry and fishery workers	<input type="checkbox"/>	<input type="checkbox"/>
	8	Craft and related trades workers	<input type="checkbox"/>	<input type="checkbox"/>
	9	Plant and machine operators, and assemblers	<input type="checkbox"/>	<input type="checkbox"/>
	10	Elementary occupations	<input type="checkbox"/>	<input type="checkbox"/>

INTERVIEWER: You will now choose ONE of the above 10 position types to ask the firm additional questions about workers in this type of position. Follow these steps: (1) Find the sticker on the cover page of the questionnaire. (2) Look for the first number on that Sticker. This number is the position type. (3) Check if the firm has workers in this position type. (4) If so, write the position type number and position type name below. If not, go to the next number on the sticker, and repeat until you have an Position Type number for which the firm has workers

(Example, if the first number on Sticker A is a 2, look at PositionType 2, which is Professionals. If the firm reported Professionals in Module 1 (checked Yes above), then Professionals is the Worker Type A, and you write the PositionType number and Position Name below. If there were no Professionals, go to the next number on Sticker A and check if the firm had that Position Type.)

(2.02) Position Type Number _____ Position Type Name: _____

INTERVIEWER: WRITE BELOW THE TYPE OF WORKER THAT YOU HAVE IDENTIFIED AND REFER TO IT WHEN NEEDED TO REMIND THE RESPONDENT.

Next, we would like to ask you about the skills that your employees may be using in their jobs. For this purpose, let's talk about one type (position/ category of workers). For this [WORKER TYPE], please think of **one particular person** who is typical of that type when answering the following questions.

USE THE FOLLOWING CODES: 1 = YES; 2 = NO; 8 = REFUSE TO ANSWER; 9 = DON'T KNOW

(2.05)	Does their job regularly involve reading?	
(2.06)	Does their job regularly involve writing using correct spelling and grammar?	
(2.07)	Does their job regularly involve math, that is, adding, subtracting, multiplying or dividing numbers - using a calculator or computer if necessary?	
(2.08)	Does their job regularly involve solving problems that take 30 minutes or more of thinking time to find a good solution?	

(2.09)	Does their job regularly involve speaking a language other than Lao?		
(2.10)	Does their job regularly require making formal presentations to clients or colleagues to persuade them of a point of view?		
(2.11)	Does their job regularly involve interacting with a team of co-workers?		
(2.12)	What is the highest level of computer use involved in their job?		
	1 = NONE		
	2 = STRAIGHTFORWARD (Examples: data entry; sending and receiving emails; printing out an invoice in a shop, posting items in accounting software)		
	3 = MODERATE (Examples: using Word or other word processing, or Excel or other spreadsheet, making Powerpoint presentations)		
	4 = COMPLEX (Examples :analysing information or design, including aided design, or analysis with accounting software ; using statistical analysis package, writing macros in Excel, etc)		
	5 = SPECIALIZED (Examples: software programming; managing computer networks)		
	8 - REFUSED 9 - DON'T KNOW		
(2.13)	Thinking of the last month, what percentage of the days in the month did the worker arrive at work on time (within 15 minutes)?		
(2.14)	What is the <u>average monthly gross compensation</u> over the last 12 months for this worker? (or since hiring, if less than 12 months). INCLUDE OVERTIME, BONUSES, COMMISSIONS, PER DIEMS, ETC.		
(2.15)	How long has it been since the last promotion (increase in job responsibility, change in job title, salary increase) for this worker? WRITE ANSWER IN MONTHS. IF THIS WORKER HAS NOT HAD A PROMOTION, WRITE 999.		
(2.16)	What is the highest level of general education this worker has completed? REFER TO CODES 1-4 BELOW		
(2.16a)	What is the highest level of additional education this worker has completed? REFER TO CODES 5-12 BELOW		
	Level of general education 1 = No education or non-complete primary 2 = Completed primary 3 = Completed lower secondary 4 = Completed upper secondary	Level of specialized education 5 = Completed Basic Diploma 6 = Completed Mid-level Diploma 7 = Completed High Diploma 8 = Completed BA/BS 9 = Completed post-graduate diploma 10 = Completed MA 11 = Completed PhD 12 = Don't know	
(2.17)	Does this worker have a technical or vocational certificate or degree? 1 = YES; 2 = NO; 9 = DON'T KNOW		

MODULE 3: INFORMATION ON NEW HIRES

Next, we would like to ask some questions about the importance to your firm of certain worker characteristics. Again, we would like to know for the same worker type. **Please this time think of the type of worker, not a particular worker.**

Please think of [WRITE THE OCCUPATION OF WORKER TYPE] _____

The following questions ask about the importance of certain characteristics, skills or attitudes of new hires.

(3.01) Please look at this card and tell me what is the most important of these **personal characteristics** when deciding which new employees should be retained after a probation period. And the second most important? And the third most important? **SHOW CARD #2**

1	Age	
2	Appearance	
3	Gender	
4	Family relations/ personal ties	

(3.02) What is the most important of these **job related skills** when deciding which new employees should be retained after a probation period. And the second most important? And the 3rd? And the 4th? And the 5th? [RANK THE TOP FIVE] **SHOW CARD #3**

1	Ability to read and write in the (an) official language (literacy)	
2	Ability with calculations and numbers (numeracy)	
3	Ability to read and write in a foreign language	
4	Job-specific technical skills	
5	Communication skills	
6	Leadership skills	
7	Team work skills	
8	Creative and critical thinking	
9	Problem solving skills	
10	Ability to work independently	
11	Time management skills	

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(3.03) And please look at this final card and tell me what is the most important of these **personality traits** when deciding which new employees should be retained? And the second most important? And the third most important? And the fourth? **SHOW CARD #4**

1	Conscientiousness (Does a thorough job, is hard working, does things efficiently)	
2	Emotional stability (Is relaxed and handles stress well, doesn't worry or get nervous easily)	
3	Agreeableness (Forgives other people easily, is considerate and kind, is polite)	
4	Extraversion (Is talkative, assertive, outgoing and sociable)	-
5	Openness to experience (Is original and comes up with new ideas, has an active imagination)	

(3.04) You have just ranked the importance of particular characteristics, skills or traits within groups. Now we would like you to look at this card of the three groups and tell us which of these groups you feel is the most important when deciding which employee should be retained? and the second? **SHOW CARD #5**

SHOW CARD #3

1	GROUP 1: Personal characteristics (age, appearance, gender, family relations or personal ties)	
2	GROUP 2: Job-related skills (literacy, numeracy, job-specific skills, communication, leadership, teamwork, creative thinking, problem solving, work independently, time management)	
5	GROUP 3: personality traits (conscientiousness, emotional stability, agreeableness, extraversion, openness to experience)	

The next questions are about hiring new workers, by worker types

(3.05)	Do you recruit [WORKER TYPE _] from the following sources...? <div style="display: flex; justify-content: space-around; margin-top: 5px;"> <u> </u> YES 1 <u> </u> NO 2 <u> </u> DON'T KNOW 9 </div>
1	Public Employment Services
2	Private Employment Services
3	Job Fairs
4	Offers to experienced people in other firms
5	Direct contact with educational institutions, schools, training centers, universities, etc.
6	Media advertisements/postings
7	Internet
8	Informal channels (personal contacts, people recommended by others)
(3.06)	Over the past 12 months, on average for [WORKER TYPE _] how many days does it take to fill a position from the time the position becomes open or is created? IF NO POSITIONS WERE OPEN/ CREATED IN THE PAST 12 MONTHS, WRITE '999' AND >>3.08
	<div style="text-align: center;"> Type A <input style="width: 60px; height: 25px; border: 1px solid black;" type="text"/> days </div> <div style="text-align: center;"> Type B <input style="width: 60px; height: 25px; border: 1px solid black;" type="text"/> days </div>
(3.07)	Over the past 12 months, how many persons have you made offers to, on average, in order to fill a [WORKER TYPE _] position?
	<div style="text-align: center;"> <input style="width: 60px; height: 25px; border: 1px solid black;" type="text"/> persons </div> <div style="text-align: center;"> <input style="width: 60px; height: 25px; border: 1px solid black;" type="text"/> persons </div>

(3.08)	What is the level of <u>general education</u> of the <u>most recent person hired</u> as a [WORKER TYPE _]? REFER TO CODES 1-4 BELOW
(3.08b)	What is the level of <u>additional education</u> of the <u>most recent person hired</u> as a [WORKER TYPE _]? REFER TO CODES 5-12 BELOW
	<div style="flex: 1; padding-right: 10px;"> <p>Level of general education</p> <p>1 = No education or non-complete primary</p> <p>2 = Completed primary</p> <p>3 = Completed lower secondary</p> <p>4 = Completed upper secondary</p> </div> <div style="flex: 1;"> <p>Level of specialized education</p> <p>5 = Completed Basic Diploma</p> <p>6 = Completed Mid-level Diploma</p> <p>7 = Completed High Diploma</p> <p>8 = Completed BA/BS</p> <p>9 = Completed post-graduate diploma</p> <p>10 = Completed MA</p> <p>11 = Completed PhD</p> </div>

MODULE 4: TRAINING AND COMPENSATION

INTERVIEWER: The following questions relate to training and compensation of workers.

<p><u>INTERVIEWER</u>: The following questions relate to training and compensation of workers.</p>															
(4.01)	<p>Does your workplace have regular contacts with educational or training institutions regarding [WORKER TYPE _] positions, for recruitment, training, work placement, or another reason?</p>	Type A	Type B												
	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="border-bottom: 1px solid black; width: 20%;"></td> <td style="border-bottom: 1px solid black; width: 10%; text-align: center;">1</td> <td style="border-bottom: 1px solid black; width: 20%;"></td> <td style="border-bottom: 1px solid black; width: 10%; text-align: center;">9 >>4.03</td> </tr> <tr> <td>YES</td> <td></td> <td>DON'T KNOW</td> <td></td> </tr> <tr> <td style="border-bottom: 1px solid black;">NO</td> <td style="border-bottom: 1px solid black; text-align: center;">2 >>4.03</td> <td></td> <td></td> </tr> </table>		1		9 >>4.03	YES		DON'T KNOW		NO	2 >>4.03				
	1		9 >>4.03												
YES		DON'T KNOW													
NO	2 >>4.03														
(4.02)	<p>For what purpose does your workplace have these contacts, for [WORKER TYPE _] positions ?</p>	Type A	Type B												
	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="border-bottom: 1px solid black; width: 20%;"></td> <td style="border-bottom: 1px solid black; width: 10%; text-align: center;">1</td> <td style="border-bottom: 1px solid black; width: 20%;"></td> <td style="border-bottom: 1px solid black; width: 10%; text-align: center;">9</td> </tr> <tr> <td>YES</td> <td></td> <td>DON'T KNOW</td> <td></td> </tr> <tr> <td style="border-bottom: 1px solid black;">NO</td> <td style="border-bottom: 1px solid black; text-align: center;">2</td> <td></td> <td></td> </tr> </table> <p style="margin-top: 10px;"> <u>You use for Recruitment of staff</u> <u>Your firm participates in testing of students</u> <u>Your firm gives feedback to the institution for their Curriculum development</u> <u>Your firm uses the institution for further training of your firm's existing employees</u> <u>Your firm provides work experience for students (internships and apprenticeships)</u> <u>Other (Specify _____)</u> </p>		1		9	YES		DON'T KNOW		NO	2				
	1		9												
YES		DON'T KNOW													
NO	2														
(4.03)	<p>What share of [WORKER TYPE _] employees at your firm are fully qualified for the job? %</p>		%												
(4.04)	<p>Did the [WORKER TYPE _] employees in your workplace receive any training last year <u>on the premises of the workplace</u>, such as on the job training, working with or mentored by an experienced employee , or training in special training facilities at the workplace?</p>														
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	1		9												
YES		DON'T KNOW													
NO	2 >>4.07														

(4.05)	What share of the [WORKER TYPE _] employees in your workplace received training on the premises of the workplace of each of the following types in the last 12 months: (%)															
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%; text-align: center; vertical-align: top;">1</td> <td style="width: 75%;">On the job training (learning as they worked at the job, with help from more experienced workers)</td> <td style="width: 20%; text-align: right; vertical-align: bottom;">%</td> </tr> <tr> <td style="text-align: center; vertical-align: top;">2</td> <td>Training by the firm's managers, technical persons, peers, etc.</td> <td style="text-align: right; vertical-align: bottom;">%</td> </tr> <tr> <td style="text-align: center; vertical-align: top;">3</td> <td>Training by the firm's dedicated trainers</td> <td style="text-align: right; vertical-align: bottom;">%</td> </tr> <tr> <td style="text-align: center; vertical-align: top;">4</td> <td>Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)</td> <td style="text-align: right; vertical-align: bottom;">%</td> </tr> <tr> <td style="text-align: center; vertical-align: top;">5</td> <td>Other (specify _____)</td> <td style="text-align: right; vertical-align: bottom;">%</td> </tr> </table>	1	On the job training (learning as they worked at the job, with help from more experienced workers)	%	2	Training by the firm's managers, technical persons, peers, etc.	%	3	Training by the firm's dedicated trainers	%	4	Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)	%	5	Other (specify _____)	%
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2	Training by the firm's managers, technical persons, peers, etc.	%														
3	Training by the firm's dedicated trainers	%														
4	Training on the firm's premises with external trainers (consultants, private training companies, government institutions, etc.)	%														
5	Other (specify _____)	%														
(4.06)	Of the employees who received such training on the workplace premises in the past year, what is the average days per year [WORKER TYPE] received for each of these training methods ?															
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%; text-align: center; vertical-align: top;">1</td> <td style="width: 75%;">Training by the firm's managers, technical persons, peers, etc.</td> <td style="width: 20%; text-align: right; vertical-align: bottom;">Days</td> </tr> <tr> <td style="text-align: center; vertical-align: top;">2</td> <td>Training by the firm's dedicated trainers</td> <td style="text-align: right; vertical-align: bottom;">Days</td> </tr> <tr> <td style="text-align: center; vertical-align: top;">3</td> <td>Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.)</td> <td style="text-align: right; vertical-align: bottom;">Days</td> </tr> <tr> <td style="text-align: center; vertical-align: top;">4</td> <td>Other (specify _____)</td> <td style="text-align: right; vertical-align: bottom;">Days</td> </tr> </table>	1	Training by the firm's managers, technical persons, peers, etc.	Days	2	Training by the firm's dedicated trainers	Days	3	Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.)	Days	4	Other (specify _____)	Days			
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2	Training by the firm's dedicated trainers	Days														
3	Training on the workplace premises with external trainers (consultants, private training companies, government institutions, etc.)	Days														
4	Other (specify _____)	Days														
(4.07)	Did the [WORKER TYPE _] employees in your workplace receive any formal training <u>outside the workplace</u> last year?															
	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%; border-bottom: 1px solid black;">YES</td> <td style="width: 10%; text-align: center; border-bottom: 1px solid black;">1</td> <td style="width: 30%; border-bottom: 1px solid black;">DON'T KNOW</td> <td style="width: 30%; text-align: center; border-bottom: 1px solid black;">9</td> </tr> <tr> <td style="border-bottom: 1px solid black;">NO</td> <td style="text-align: center; border-bottom: 1px solid black;">2</td> <td style="border-bottom: 1px solid black;"></td> <td style="text-align: center; border-bottom: 1px solid black;">>>4.09</td> </tr> </table>	YES	1	DON'T KNOW	9	NO	2		>>4.09							
YES	1	DON'T KNOW	9													
NO	2		>>4.09													
(4.08)	What share of the [WORKER TYPE _] employees in your workplace received outside training of each of the following types in the last 12 months:															
	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 5%; text-align: center; vertical-align: top;">1</td> <td style="width: 75%;">At a technical or vocational education and training public school</td> <td style="width: 20%; text-align: right; vertical-align: bottom;">%</td> </tr> <tr> <td style="text-align: center; vertical-align: top;">2</td> <td>Through private training providers</td> <td style="text-align: right; vertical-align: bottom;">%</td> </tr> </table>	1	At a technical or vocational education and training public school	%	2	Through private training providers	%									
1	At a technical or vocational education and training public school	%														
2	Through private training providers	%														

	3 Through equipment suppliers (for example, a company selling computers providing training on software)	%
	4 NGO's or international organizations	%
	5 Other (specify) _____	%
(4.09)	How much did your workplace spend paying outside providers for training last year for [WORKER TYPE _] employees? (i.e. Training outside the firm or training by an outside provider in the firm's workplace). IF DID NOT SPEND ANYTHING, WRITE '0'	Kip

(4.10) (4.11)	In your opinion, do you agree or disagree with the following statements describing the technical and vocational training education system [IN COUNTRY]?												
	<table style="margin-left: auto; margin-right: auto;"> <tr> <td style="border-bottom: 1px solid black; padding: 2px;">AGREE</td> <td style="padding: 2px;">1</td> <td style="padding: 2px 20px;"></td> <td style="border-bottom: 1px solid black; padding: 2px;">DON'T KNOW</td> <td style="padding: 2px;">9</td> </tr> <tr> <td style="padding: 2px;">DISAGREE</td> <td style="padding: 2px;">2</td> <td></td> <td></td> <td></td> </tr> </table>	AGREE	1		DON'T KNOW	9	DISAGREE	2				(4.10)	(4.11)
AGREE	1		DON'T KNOW	9									
DISAGREE	2												
		TVET	H.E.										
	1 Meets the skill needs of employers adequately												
	2 Does not produce enough people with the LEVEL of skills needed by employers												
	3 Does not produce enough people with the KINDS of skills needed by employers												
	4 Does not produce enough people with the UP TO DATE knowledge of methods, materials, and technology												
	5 Does not produce enough people with PRACTICAL SKILLS												
	6 Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE												

(4.11) In your opinion, do you agree or disagree with the following statements describing the general educational system in [COUNTRY]?

AGREE	1	DON'T KNOW	9	
DISAGREE	2			

- | | | |
|---|--|--|
| 1 | Meets the skill needs of employers adequately | |
| 2 | Does not produce enough people with the LEVEL of skills needed by employers | |
| 3 | Does not produce enough people with the KINDS of skills needed by employers | |
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| 5 | Does not produce enough people with PRACTICAL SKILLS | |
| 6 | Does not produce enough people with GOOD ATTITUDE AND SELF-DISCIPLINE | |

(4.12) How do you remunerate your [WORKER TYPE _] workers?

YES	1
NO	2

Fixed salary	
Variable salary	
Bonus	
Commission	