

**Employer Survey Design Planning Report
Skills Toward Employment and Productivity (STEP)**

SERBIA

This Version: January 13, 2015



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Introduction

The Employer Survey Design and Planning Report is aimed at clarifying implementation procedures outlined in background documents provided by the STEP Team to the Survey Firm (e.g., Interviewer Manual).

Please fill out and read the whole document carefully. As it is based on the Terms of Reference and Technical Proposals submitted by the Survey Firm, it is a binding document on implementation procedures.

After ensuring that each section accurately reflects the implementation procedures, both Task Team Leaders and Project Managers are required to sign the document.

PART 1: World Bank Country Team

1.1. Rationale for the STEP Survey

1. Please provide a brief background of the country's involvement in the STEP survey.
 - a) Include, for example, a brief overview of the demand for skills in the country, the presence or absence of skill gaps and skill mismatches, reasons for participation, expected benefits for the country, etc.
 - b) Provide information on the country's involvement, if any, in previous surveys on skills.

2. Identify the sponsoring organization

1.2. Country-specific Survey Objectives

1. Please provide a list of country-specific objectives

2. Please provide any relevant background and supporting rationale for the country-specific objectives

1.3. Employer Questionnaire

<i>Technical Standard</i>	<i>Description</i>	<i>Approved by the Core Team</i>
1. Country-specific Questions Each country is permitted to insert country-specific questions in the Employer Questionnaire. The questions and their placement must be confirmed with the STEP Core Team.	<i>Please list country-specific questions and placement in the questionnaire</i>	
2. Random Selection of Employee Types for the Employer Questionnaire Provide the firm with the share of the labor force in <COUNTRY> for each of the 10 listed categories of employees (Appendix 1). The random selection stickers in the Employer Questionnaire use these shares to generate employee types the Interviewer will ask specific questions about.	<i>Please provide the share of each Employee Type in the country's labor force</i>	

1.4. Fieldwork

<i>Technical Standard</i>	<i>Description</i>
3. Advance Survey Information Please describe briefly the initial method of approaching targeted employers.	<i>E.g., advance letter sent to firms, distribution of brochures presenting the Survey and its purpose, website</i>
4. Respondent Incentive If applicable, please describe the respondent incentive mechanism <i>The following should include information on the nature of the token, its cost, the criteria through which it will be given, monitoring/controlling procedures, and the overall cost.</i>	

1.5. Sample Frame and Benchmark Variable Counts

<i>Information Required</i>	<i>Information Provided (Type, Date, Source)</i>	<i>Approved by Sampler? Date</i>
<p>1. Sample Frame Counts The World Bank Country Team Task Leader will provide the Sample Frame counts that correspond to the sample design units to the STEP Team for weighting. [Note: This information may have already been provided with the sampling information.]</p>	<p><i>Sample frame used & counts of survey units (by stratum if applicable).</i></p>	
<p>2. Benchmark Variable Counts (if applicable) If the country requires the calculation of a benchmark weight then the World Bank Country Team Task Leader must specify the desired benchmark variables and provide the pertinent counts of the benchmark variable totals. In other words, if the basic population weights are to be adjusted to more recent known population totals (e.g., an updated Sample Frame) or more reliable known population totals from a source other than the Sample Frame (e.g., National Census of Enterprises), then the World Bank Country Team Task Leader will provide the pertinent counts of the benchmark variable totals.</p>	<p><i>File Source of Benchmark Variable Counts</i></p>	

PART 2: Survey Firm – Survey Instruments and Fieldwork

2.1. Project Team

The information provided in this section can be drawn from the Technical Proposal

2.1.1. Qualifications and Expertise of the Survey Institute

1. Identify the leading survey institute

Name	Ipsos Strategic Marketing
When was the survey institute founded?	27 th October 1992
Owner	100% Ipsos Strategic Puls, Paris
Headquarters' address	Ipsos Strategic Puls, 35 rue du Val de Marne , 75628 Paris cedex 13, France
Contact information	+381 3284075, office.serbia@ipsos.com

Provide a four-line overview of the qualifications and expertise of the key project team members (please attach their Curriculum Vitae in

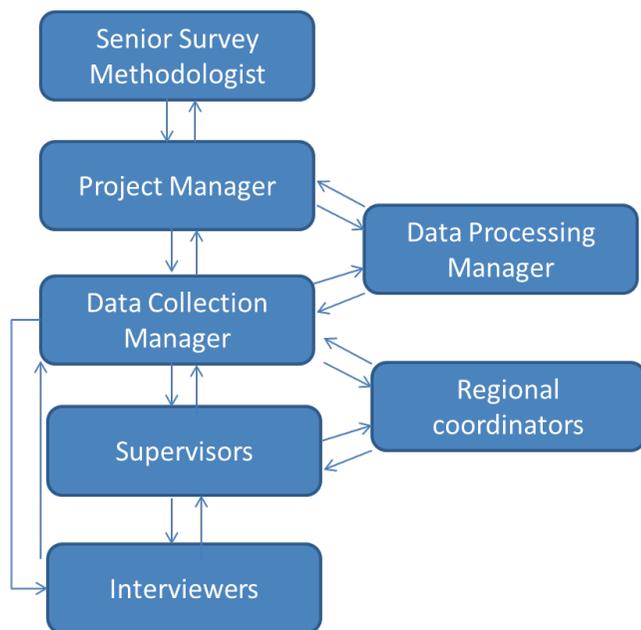
- a)).
Hana Baronijan
Katarina Jovanovic
Aleksandar Zoric
Dragana Petrovic
Tanja Vukovic
- b) Indicate whether or not key team members will work full-time on the STEP survey. For those who will not work full time on the STEP survey, please indicate the amount of time and the periods during which they will work on the project.

All key team members will work full-time on the STEP survey.

- c) Include firm experience as well as names and types of surveys conducted in **Error! Reference source not found.**

2.1.2. Project Structure

- Provide an overview of the management reporting structure.
Interviewers are responsible for administration of the interviews in the field. The field work will be controlled by supervisors engaged on the project (in charge for particular areas). The Supervisors work in coordination with Data Collection Manager. The Data Collection Manager is responsible for the entire fieldwork. The Data Collection Manager is in daily communication about the implementation of the fieldwork with Project Manager. The Data Processing Manager prepares the data entry program and also does the data editing after first week of the fieldwork and on the end of the fieldwork. In case of any inconsistencies she immediately informs both the Fieldwork Manager and the Project Manager so the communication is very intensive and frequent. The Senior Survey Methodologist is fully available for all issues concerning methodology, sample, weighting. Weekly written status reports will be provided to inform the World Bank of implementation progress, milestones and other relevant information.
- Include the project organization chart.



2.2. Employer Survey Questionnaire

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
Each participating country will implement the Employer Questionnaire prescribed by the STEP Team.	Yes		
1. Translation of the Employer Questionnaire The Employer Questionnaire will be adapted to the country context in English and then translated based on guidelines provided by the STEP Team. These guidelines include:			

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
<ul style="list-style-type: none"> ▪ A translation by a qualified translator ▪ The translation will be verified sentence-by-sentence, for linguistic correctness, equivalence to the master version and appropriateness. ▪ The Survey Firm will submit questions randomly selected by the World Bank for verification by a World Bank-contracted translator ▪ If the Employer Questionnaire is administered in several languages, the above procedure will be followed for the translation of the Employer Questionnaire in each language 	<p><i>Nada Sinadinovic and Vesna Misojic</i></p>		

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
<p>2. Translation of all Survey Materials (with the exception of the questionnaire) All Survey Materials will be translated based on guidelines provided by the STEP Team.</p> <p>The Survey Materials include:</p>	Agreed		
<ul style="list-style-type: none"> ▪ The Interviewer Manual, which will be translated by a qualified translator 	<i>Nada Sinadinovic and Vesna Misojic</i>		
<ul style="list-style-type: none"> ▪ The PowerPoint Presentations for the interviewers' training, which will be translated by a qualified translator 	<i>Nada Sinadinovic and Vesna Misojic</i>		
<ul style="list-style-type: none"> ▪ The Brochure presenting the STEP Survey, which will be translated by a qualified translator 	<i>Nada Sinadinovic and Vesna Misojic</i>		
<ul style="list-style-type: none"> ▪ If the Employer Questionnaire is administered in several languages, the Materials listed above will be translated as needed 	Not applicable		

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
3. Pilot Survey The Employer Questionnaire will be pre-tested as required by the STEP Team and as specified below:			
▪ Finalized questionnaires will be tested in a pilot test of 6-10 firms	Agreed		
▪ <i>Sample:</i>			
- Number of firms	<i>Small 6</i>		
- Small and large firms – <i>please specify how many of small and large firms</i>	<i>Large 3</i>		
- Various sectors – <i>please specify the sectors and the number of firms per sector</i>	<i>Services 3</i> <i>Trade 3</i> <i>Production 3</i>		
- Various geographical areas – <i>please specify the areas and the number of firms per area</i>	<i>Vojvodina (North Srrbia)2</i> <i>Belgrade 4</i> <i>Sumadija and West Serbia 3</i>		
▪ The pilot test will be administered by the main trainer(s) for the interviewer training	<i>Hana Baronijan</i> <i>Katarina Jovanovic</i> <i>Vuk Vujacic</i> <i>Dragana Petrovic</i>		
▪ Data collected during the Pilot Survey will be entered electronically and submitted to the STEP Team for review	Agreed		
▪ Submit a 5-10 page report to the WB including recommendations for any changes	Agreed		

in implementation or questionnaire translation, etc			
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2.3. Fieldwork Teams

<i>Technical Standard / Required Information</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
1. Interviewer and Supervisor Hiring Plan			
<ul style="list-style-type: none"> ▪ Interviewers' Qualifications Interviewers and Supervisors should at minimum be high school graduates 	Agreed		
<ul style="list-style-type: none"> ▪ Number of interviewers and Supervisors Please indicate the number of interviewers and supervisors the Survey Firm intends to hire 	Interviewers: 90 and Supervisors: 10 Regional coordinators: 7		
<ul style="list-style-type: none"> ▪ Method of payment Interviewers' remuneration must be independent of the number of completed interviews. In other words, interviewers must not be remunerated on a piece-meal basis. 	Interviewers will be paid per hour.		
2. Interviewer Training Plan			
<ul style="list-style-type: none"> ▪ Training dates 	17-29 June		
<ul style="list-style-type: none"> ▪ Fieldwork must start within 4 days of finishing training 	Agreed		

<i>Technical Standard / Required Information</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
<ul style="list-style-type: none"> ▪ Location of the training Please note that the interviewers’ training should take place in one single session and location 		<p>Since high number of interviewers will be included we would split the training to three location: Belgrade, Nis and Novi Sad. The same team of trainers will do all three trainings.</p>	
<ul style="list-style-type: none"> ▪ Training will be based on material provided by the STEP Team and translated by the Survey Firm 	Agreed		
<ul style="list-style-type: none"> ▪ Training will consist of 2 full days of in-class training, plus at least one practice interview in a workplace and a debriefing session 	Agreed		
<ul style="list-style-type: none"> ▪ Trainers <ul style="list-style-type: none"> - Head Trainer(s): Name(s), education level, and whether they attended the “Train the Trainer” videoconference session held from Washington DC - Assistant Trainers: Names, education level, and whether they attended the “Train the Trainer” videoconference session held from Washington DC 	<p>Trainers will attend the Train the Trainers session: Hana Baronijan, university degree, Dragana Petrovic university degree Natalija Biliskov,</p>		

<i>Technical Standard / Required Information</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
	University degree, Katrina Jovanovic, university degree Vuk Vujacic, university degree		
<ul style="list-style-type: none"> ▪ Training Evaluation Report: the Survey Firm will send the STEP Team a one-page training report including the following information, within one week of the end of training: <ul style="list-style-type: none"> - List of trainees (names) - List of selected interviewers - List of selected supervisors 	Agreed		
<ul style="list-style-type: none"> ▪ If the first reports from the fieldwork reveal a lack of understanding of some sections of the questionnaire, the firm will retrain all field staff on these sections 	Agreed		

2.4. Fieldwork

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
1. Data Collection			
<ul style="list-style-type: none"> ▪ Each component of the STEP Survey will be carried out by a personal visit using a Paper And Pencil Interview (PAPI) method. 	Agreed		
<ul style="list-style-type: none"> ▪ In the event an interviewer's work is found to be questionable, the interviewer will be dismissed and all his/her interviews entirely redone. 	Agreed		
<ul style="list-style-type: none"> ▪ Please indicate the methods through which the staff will be communicating during fieldwork. E.g., scheduled daily/weekly telephone calls, e-mail of supervisors 	Daily telephone calls and e-mail of supervisors and regional coordinators and fieldwork manager		

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
2. Fieldwork Supervision			
2.1 Regional Supervisors <ul style="list-style-type: none"> ▪ Each interviewer will report to a Regional Supervisor. ▪ Regional Supervisors' responsibilities include: <ul style="list-style-type: none"> - Coordinating fieldwork in the assigned region - Full-time work with the interviewers and on-going monitoring of interviewers' work - Checking non-response, activation of reserves, problems encountered, and communicating regularly with the Field Manager - Submitting questionnaires and fieldwork tracking forms to Headquarters 	Agreed	Activation of reserves will be done from the Headquarter.	
<u>Quality control by Regional Supervisors:</u> <ul style="list-style-type: none"> - At least one meeting per week with each interviewer to discuss progress and/or problems. - Random spot visits during interviewers' work to observe interviews. For each interview observed, provide a 1-page evaluation report - Follow-up of non-response cases and document all relevant information - Check each accepted questionnaire for completeness and accuracy before submitting to Headquarters - Interviewer visit verification: the Supervisor will revisit 15% of each interviewer's assigned firms. (Telephone calls are permitted for up to 1/3 of the revisits). The firms to revisit will be selected randomly by the Field Manager or Headquarters. 	Agreed		

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
<p>2.2 Field Manager</p> <ul style="list-style-type: none"> ▪ The Field Manager is responsible for the entire fieldwork. ▪ The Field Manager’s responsibilities include: <ul style="list-style-type: none"> - Set up the field structure and reporting structure with Regional Supervisors <i>Please briefly explain the field reporting structure.</i> - On-going monitoring of fieldwork, and reporting to Project Manager. 	<p>Agreed. Interviewers report to Supervisors, while Supervisors report to Fieldwork Manager.</p>	<p>The task of Regional Coordinators is to be support in the fieldwork process. While supervisors are persons recruited from our most experienced staff and engaged particularly for this project, regional coordinators are responsible for regional Ipsos offices and provide all logistic and technical support during fieldwork in all f2f projects. It is necessary that they are also present on the training.</p>	
<p><u>Quality control by Field Manager</u></p> <ul style="list-style-type: none"> - Frequent communication with Regional Supervisors to discuss progress and problems. 	<p>Agreed.</p>		

<ul style="list-style-type: none">- Provide support to resolve any questions on questionnaires, non-response, documentation or any other problems encountered by the interviewers in the field- Random spot visits the field to observe progress, and to participate in interview visit verification- The STEP Team may also ask to attend verification revisits, and randomly choose the firms to revisit			
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<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
3. Activating Reserve Samples			
<ul style="list-style-type: none"> ▪ Interviewers should make every attempt to interview all firms on their lists, if necessary repeating visits to the same company. ▪ Supervisors should provide support, and should visit firms that have refused to take part in the Survey, to try to convince them to cooperate 	Agreed.		
<ul style="list-style-type: none"> ▪ The following steps will be followed if the firm requires replacements in order to complete the targeted number of interviews: 	Agreed.		
<ul style="list-style-type: none"> i. The Survey Firm completes the original sample, making every effort to interview each firm on the list. At the end of interviewing all the originally sampled list of [300-1000] firms, the Survey Firm will submit the list of completed firms, the data from these firms, and the questionnaires to the STEP Team. 	Agreed.		
<ul style="list-style-type: none"> ii. For any firm for which an interview was not completed, the survey firm must provide a complete account of the reasons, i.e., refusal, shut down, moved, could not be located, etc., as well as other information that it may have retrieved about the firm (such as number of employees, if part of larger firm, type of ownership, etc). iii. Detailed records of attempts made, and all circumstances must be kept for all non-interviews of originally selected firms. 	Agreed.		
<ul style="list-style-type: none"> iv. The Survey Firm will use the reserve list when replacements are needed. v. Firms must be taken in order from the list, starting with the first firm in an applicable stratum. Again, if for any firm on that list, an interview was attempted and could not be completed, all information must be recorded on a tracking form. 	Agreed. Replacement will take place within the same categories that		

	the sample was stratified by (size, activity, region)		
<ul style="list-style-type: none"> vi. If the Survey Firm does not complete the targeted number of interviews after having gone through the original sample list and the reserve list, options will have to be discussed with the STEP Team. vii. If the World Bank team validates the work carried out on the first two lists, it may provide a second reserve list. viii. This last step may be repeated if necessary, until the correct number of firms is interviewed. 	Agreed.		

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
<p>4. Minimizing Non-Response Rates</p> <ul style="list-style-type: none"> ▪ PARTICULAR ATTENTION WILL BE PROVIDED BY THE FIELD TEAMS TO MINIMIZE NON-RESPONSE RATES ▪ Please describe the Survey Firm’s strategy to reduce non-response rates. In particular: <ol style="list-style-type: none"> i. Flexible scheduling times for the interviews ii. Prior contact strategy iii. Introduction letter from the World Bank and relevant government ministries iv. Incentives, if any v. If the interviewer is unable to gain the cooperation of a selected firm, the case will be referred to the interviewer's supervisor who will attempt to convert such cases to completed interviews. 	<p>Introductory note will appeal to the common good, refer to the World Bank and emphasize the relevance of the project to employment policies for improved training and education of the workforce in Serbia</p> <p>Explaining the purpose, reference period, scope and coverage of the survey, promising confidentiality and use of data only for statistical/research purposes</p>		

	<p>Flexible scheduling times for the interviews</p> <p>Telephone recruitment of the companies in advance</p> <p>Letter of introduction from the World Bank and Ministry of Labour, Employment, Veteran and Social Policy addressed to the director of each company.</p> <p>Symbolic incentives (USB flash with Ipsos public data about the business environment in Serbia)</p> <p>Supervisor will attempt to convert</p>		
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	refusal cases to completed interviews		
<ul style="list-style-type: none"> ▪ Non-Response Bias Assessment Each participating country is responsible for assessing the bias due to non-response and reporting the findings to the STEP Team who will decide whether an asterisk/footnote will accompany the country's survey results in the STEP international survey publications. (See additional information in section 3.3) Therefore, it is critically important to make every effort to minimize the non-response rate and the resulting potential bias. 	Agreed.		

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
5. Fieldwork Monitoring by the STEP Team			
<ul style="list-style-type: none"> ▪ Weekly Update <ul style="list-style-type: none"> - The Survey Firm will provide weekly updates to the STEP Team on fieldwork progress 	Agreed.		
<p>The Weekly Updates will include:</p> <ul style="list-style-type: none"> - The number of firms visited by firm size, sector, and geographic area - The number of refusals by firm size, sector, and geographic area - Particular attention will be given to the monitoring of progress towards the sample size goals and non-response rates. 	Agreed.		

2.5. Data Processing

<i>Technical Standard / Required Information</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
1. Data Capture and Verification Plan a. Data Entry <ul style="list-style-type: none"> ▪ Each country's STEP data file will be created according to the Variable Convention provided by the STEP Team 	Agreed.		
<ul style="list-style-type: none"> ▪ The Survey Firm may use it's own Data Entry Program to capture the data electronically ▪ The Data Entry Program must be sent to the STEP Team no later than 2 weeks before the start of fieldwork ▪ The Data Entry Program used by the Survey Firm must strictly conform with the Variable Convention provided by the STEP Team 	Agreed. SM-S program (developed by Ipsos Strategic Marketing) for data entry, enable the identification of all (user defined) inconsistencies		
<ul style="list-style-type: none"> ▪ Training of the Data Entry persons They should participate in the interviewer training because a thorough knowledge of the Questionnaire will be valuable to their work 	<i>Interviewers and supervisors will be in the same time the data entry persons for the first entry.</i>		
<ul style="list-style-type: none"> ▪ Please provide the name of the person responsible for Data Entry and 	<i>Tanja Vukovic</i>		

<i>Technical Standard / Required Information</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
Management as well as the number of people assigned to Data Entry			
b. Data Capture Verification <ul style="list-style-type: none"> ▪ Data capture of the Employer Questionnaire will be entirely verified through double data entry ▪ Two different operators will carry out the double data entry ▪ The Survey Firm will indicate how any differences will be reconciled ▪ The data entry will start no longer than 5 days after the start of the fieldwork, so that information from the data entry can inform the process of the survey ▪ The country is expected to transmit the first week of data within two weeks of the start of the fieldwork 	<i>Agreed. Second data entry will be done by centralized data entry team.</i>		
2. Tracking Respondents' Sample Identification Number <ul style="list-style-type: none"> ▪ Each Employer who completes the questionnaire should have a unique code for data entry. ▪ Each interviewer, supervisor and data entry person should also have a unique code that should be recorded for all questionnaires. ▪ A field for recording the respondent's Sample Identification Number is required on all survey instruments and any pertinent supplementary material. 	Agreed.		

<i>Technical Standard / Required Information</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Core Team</i>
<p>3. Plan for Coding of the Employer Questionnaire</p> <ul style="list-style-type: none"> ▪ Coding will be undertaken by at least one Coder working at the Head Office <i>Please provide the name of the Head Coder and Assistant Coders if any</i> ▪ Pre-coded response categories from the Employer Questionnaire will follow the Variable Convention provided by the STEP Team ▪ The following codebooks will be used to code education, occupation, and industry information from the Employer Questionnaire: <ul style="list-style-type: none"> - ‘2008 International Technical Standard Classification of Education (ISCED)’ will be used to code the education variable, i.e., ‘highest level of education’ - ‘International Technical Standard Industrial Classification of All Economic Activities, Third Revision’ will be used to code the industry variable. 	<p><i>Vesna Soldatovic Agreed</i></p>		
<p>4. Submission of the Employer Questionnaire data to the World Bank</p> <ul style="list-style-type: none"> ▪ Each country will submit the Employer Questionnaire data to the World Bank ▪ The edited data file should be free from errors and conform to the Variable Convention ▪ The final clean data file must include: <ul style="list-style-type: none"> - one sample record for each sampled case (i.e., both initial and reserve sample) - a response code (e.g. complete, refusal, ineligible, other non-response, unused reserve sample) for each sampled case. 	<p><i>Agreed.</i></p>		

2.6. Confidentiality

<i>Information Required</i>	<i>Description</i>
<p>1. Country’s Data Confidentiality Requirements The Survey Firm will advise the STEP Team of its country’s confidentiality rules regarding the handling and sharing of respondent’s data.</p>	<p>All Personal Data Act are defined in the Law on the Protection of Personal Data. The Law dictates that a company must secure personnel and organizational measures to protect personal data at their disposal in order to ensure protection from loss, destruction, unauthorized access, alteration, disclosure and any other abuse. It is necessary, therefore, that such information is kept locked up (if the information is in hard copy), or on a computer or network accessible by limited personnel. All personnel with access to such confidential information must be informed of the need for confidentiality maintenance. Violators of this obligation will be charged in the predetermined manner.</p>

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>
<p>2. Steps to Ensure Data Confidentiality</p> <ul style="list-style-type: none"> ▪ The survey instruments, the sampling, and the information gathered by the field workers cannot be used for personal or professional goals by the local consultant firm, field workers or the coordinator and advisor without prior request and approval by the World Bank. The data collected is completely confidential and shall not be revealed to any source by the Survey Firm. The ownership of any information and data belongs to the World Bank. ▪ All interviewers, data entry, coders and supervisory staff must sign affidavits of confidentiality and non-disclosure for the survey activities. 	<p><i>Agreed.</i></p>
<ul style="list-style-type: none"> ▪ Each country will submit the data file to the World Bank STEP team (regional team and core team). Data release beyond the World Bank teams may not be done until 6 months after the submission of the final data files. 	<p><i>Agreed.</i></p>

2.7. Quality Assurance

<i>Standard</i>	<i>Agreed</i>
<p>1. Quality Assurance</p> <ul style="list-style-type: none"> ▪ Quality assurance will be addressed at all stages of the STEP Survey. Many of the steps to ensure quality are outlined in earlier sections of this document. The following sections summarize the quality assurance measures to be implemented during the STEP. 	<i>Agreed.</i>
<p>2. Team Composition</p> <ul style="list-style-type: none"> ▪ The following key persons on the STEP project team are committed to the project for the duration of the pilot and main surveys: <ol style="list-style-type: none"> 1. Name of National Project Manager 2. Name of Senior Survey Methodologist 3. Name of the Data Collection Manager/ Field Manager 4. Name of the Data Processing Manager 	<i>Hana Baronijan</i> <i>Aleksandar Zoric</i> <i>Dragana Petrovic</i> <i>Tanja Vukovic</i>
<p>3. Expert Meetings</p> <p>The National Project Manager is committed to attending the international meetings deemed necessary by the STEP Team. Similarly, other team members will participate in the international meetings when requested by the STEP Team.</p>	<i>Agreed.</i>
<p>4. Response Rate</p> <ol style="list-style-type: none"> a) Survey responses will be monitored throughout the data collection activity, b) The development and implementation of a contact strategy and a strategy to minimize non-response (described earlier in this report) are instrumental in assuring data quality. 	<i>Agreed.</i>
<p>5. Data Processing</p> <p>The following quality assurance procedures are planned:</p> <ol style="list-style-type: none"> a) Test of the data capture system b) 100% verification the captured data c) Creation of the STEP International Data File according to the Variable Convention specifications provided by the STEP Team d) Data editing 	<i>Agreed.</i>

2.8. Schedule

Given that the sample size goal is to conduct 1000 interviews and that the field work should be conducted in line with the highest quality standards and high response rate, based on our experience with similar business surveys, 34 days is very short period for conducting field work, so our suggestion would be to increase the time planned for this activity.

Also, summer period is not the best option for conducting business surveys. Although the companies operate, very often the adequate respondent is not present. Since we need to complete the original sample before starting with the second one, the absence of potential respondents could very much influence on the duration of the fieldwork and finally response rate.

The optimal time for conducting fieldwork would be 8 weeks. If the fieldwork is conducting during summer time, the duration of the fieldwork should be increased even more (12 weeks).

Activity No	Task name	Duration	Month of realization
1	Training 2- Technical Standards (VC)	1 day	March
2	The World Bank delivers final questionnaire, interviewer manual, training slides and materials in English from the WB. The WB delivers data entry program.	1 day	March
3	Translation of survey instruments	10 days	May
4	Sample frame submitted and sample selected	7 days	May
6	Pilot testing of the questionnaire, evaluation of pilot test findings and results	5 days	May 20-29, 2015
7	Questionnaire adjustment	3 days	June 1, 2015
	Date for submitting data to WB for review		June 2, 2015
8	Translation of adjustments to questionnaires	7 days	June 2-10,

			2015
	Date for completion of revisions to instrument based on data from pilot		June 10, 2015
10	Adjustment to interviewer manual and translation of adjustment to interviewer manual	2 days	June 12, 2015
11	Training 3 – Training of Trainers (VC)	4 days	June 17-19, 2015
12	Interviewer Training in three locations (4 days in each location)	10 days	23rd June – 3rd July
13	Fieldwork	100 days	July, August, September, October
14	Preparation of the final reports and databases	20 days	October/November
15	Submission of final reports and databases	1 day	December

2.9. Budget

PART 3: Survey Firm – Sampling and Weighting

3.1. Target Population

<i>Technical Standard</i>	<i>Definition</i>	<i>Approved by the Core Team and the Sampler</i>
<p>Target Population <i>Example:</i> The target population is all non-government enterprise workplaces in the urban regions of Serbia</p>	<p>Workplaces in urban and rural enterprises and entrepreneurs with five or more employees, private and state owned (codes 0,2,3,4 on Type of ownership - social and public enterprises - are excluded). A and B NACE2 codes (A Agriculture and B Mining correspond to 1.00 Agriculture, forestry and water works supply, 2.00 Fishing, 3.00 Mining and quarrying) are also excluded. Companies in restructuration, liquidation and bankruptcy are excluded from the target population.</p>	
<ul style="list-style-type: none"> ▪ The survey unit is the Workplace, i.e., a place, such as an office or factory, where people are employed. <i>Note:</i> a firm may have several workplaces 		
<ul style="list-style-type: none"> ▪ The Survey Firm will conduct interviews in Workplaces varying in size. Please describe the criteria used to define “small” and “large” Workplaces (e.g., workforce size) 	<p>Size of the enterprise defined by the number of employees (5-10, 11-50</p>	

	and 51 and more employees)	
▪ Sectors / Industries selected	<i>All sectors:</i> Manufacturing, Trade and Other Services (except A and B NACE2 codes)	
▪ Geographic areas	<i>Whole Serbia</i>	
▪ Other features of the Target Population	Rural companies are included. 100% state companies could not be excluded since there is no data which distinguish these companies in our sampling frame (Dataset of companies which submitted balance sheet for 2013). Entrepreneurs who submitted their balance sheet are included in the sample. Balance sheet register consists of all enterprises in Serbia and entrepreneurs who submit their balance sheet for each fiscal year. There are approximately 20 000 of entrepreneurs who submit their balance sheet out of total number of 200 000 entrepreneurs in Serbia.	
▪ Exclusions from the Target Population	<i>None.</i>	

3.2. Sample Size

<i>Technical Standard/Information Required</i>	<i>Definition</i>	<i>Approved by the Sampler? Date</i>
A minimum of [300-1000] interviews must be submitted to the STEP Team.		
Please provide the country's sample size goal.	1000 interviews	

<i>Information Required</i>	<i>Sample Size and Assumptions</i>	<i>Approved by the Sampler? Date</i>
Sample Size		
a. Provide the country's final sample size goal by sample design variable E.g. by strata, by PSU, etc <u>Minimum Sample Size:</u> [300-1000] firms	<i>Please see table below.</i>	
b. Provide the country's overall initial sample size , including the size of the reserve sample by sample design variable E.g. by strata, by PSU, etc	3000 interviews.	
c. Assumptions: Describe the basis for the size of the reserve sample E.g. expected non-response rate	It is defined by the ToR that the reserve sample list should not be more than 100% of the original sample list, however, based on our experience with business surveys of similar interview duration, we do would expect response rate of approx. 40%. Since the replacement will be made within	

	specific stratum, it is not enough to have only 2500 companies. Our estimation is that 3000 companies will be enough to achieve sample size goal of 1000 full field questionnaires.	
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Table 1 Allocation proportional to size of population strata:

<i>Economic activity (NACE)</i>	<i>Number of employees</i>	<i>Belgrade</i>	<i>Vojvodina</i>	<i>Sumadija and West Serbia</i>	<i>South and east Serbia</i>	<i>Total</i>
Manufacturing	5-20 employees	74	63	72	41	363
	21-50 employees	17	18	18	9	
	51-100 employees	7	7	7	4	
	101 and more employees	6	8	7	5	
Trade	5-20 employees	108	67	57	39	324
	21-50 employees	16	8	6	4	
	51-100 employees	5	2	2	1	
	101 and more employees	5	2	1	1	
Other services	5-20 employees	118	60	44	30	313
	21-50 employees	20	9	5	3	
	51-100 employees	7	2	2	1	
	101 and more employees	8	2	1	1	
Total		391	248	222	139	1000

The table 1 presents sample allocation proportional to size of population strata. If we analyse the number of companies in subsamples of enterprises based on economic activity of enterprises, number of employees and region, it seems that there is not sufficient number of them, in categories 11 to 50 employees and subsample with 51 and more employees. In order to get reliable data in these two subsamples and to keep total number of enterprises as proposed (1000 enterprises in total), number of enterprises in subsamples with 11 to 50 enterprises and 51 and more enterprises should be increased; while in some other should be decreased, as shown in Table 2. Table 2 show our final proposed sample structure if we define target population as enterprises with one or more employees (private, public and state owned in urban and rural settlements without companies in restructuring, liquidation and bankruptcy).

Table 2 Final sample size goal:

<i>Economic activity (NACE)</i>	<i>Number of employees</i>	<i>Belgrade</i>	<i>Vojvodina</i>	<i>Sumadija and West Serbia</i>	<i>South and east Serbia</i>	<i>Total</i>
Manufacturing	5-20 employees	67	58	66	39	363
	21-50 employees	17	18	18	10	
	51-100 employees	10	10	10	5	
	101 and more employees	10	10	10	5	
Trade	5-20 employees	102	61	47	30	324
	21-50 employees	16	8	9	5	
	51-100 employees	8	5	5	5	
	101 and more employees	8	5	5	5	
Other services	5-20 employees	115	53	34	20	313
	21-50 employees	20	10	8	5	
	51-100 employees	10	5	5	5	
	101 and more employees	8	5	5	5	
<i>Total</i>		391	248	222	139	1000

3.3. Response Rate Goal and Non-Response Bias Assessment

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Sampler? Date</i>
The response rate goal is to obtain an interview from at least 70% of the sampled firms.	<i>Agreed. However, in business surveys this goal is almost impossible.</i>		

<i>Information required</i>	<i>Proposed Plan to Assess Non-response Bias</i>	<i>Approved by Sampler? Date</i>
<p>Non-response Bias Assessment</p> <p>a) Each participating country will carry out an assessment of the bias due to non-response and report the findings to the STEP Team who will decide whether an asterisk/footnote will accompany the country's survey results in the STEP international survey publications.</p> <p>b) Results from countries with response rates below 50% will not be published unless the country can provide the STEP Team with evidence that the potential bias introduced by the low response rates is unlikely to be greater than the bias associated with response rates above 70%.</p>	<ul style="list-style-type: none"> - A comparison of subsample structure with the structure of sampling frame on key variables for stratification (size as the number of employees, region and activity sector) - <i>Agreed.</i> 	
<i>Information required</i>	<i>Proposed Plan to Assess Non-response Bias</i>	<i>Approved by Sampler? Date</i>

<p>c) If a country attains less than a 50% response rate, it will conduct an extensive non-response bias analysis. Once this requirement is fulfilled to the satisfaction of the STEP Team, the country's survey results may be included in the STEP international survey publications with asterisks and footnotes as appropriate.</p> <p>The extensive non-response bias analysis should include more than one type of analysis of the non-respondents. Some possible non-response analyses include:</p> <ul style="list-style-type: none"> - A non-response follow-up study. Such a study requires following up with a set of non-respondents and then comparing the characteristics of the follow-up respondents to those of the original set of respondents to assess non-response bias. A possible non-response follow-up procedure is to ask non-respondents a brief set of questions related to background questionnaire items. - A comparison of sample counts of key respondent variables to external totals from a reliable source; - A comparison of respondents and non-respondents on auxiliary Sample Frame variables; - A comparison of response rates by industry subgroup; - A comparison of estimates before and after weighting adjustments; - A comparison of “late” or “hard-to-contact” or “non-cooperative” respondents to “early” or “easy-to-contact” or “cooperative” respondents; - Calculation of the range of potential bias. 	<ul style="list-style-type: none"> - A comparison of subsample structure with the structure of sampling frame on key variables for stratification (size as the number of employees, region and activity sector) - A comparison of subsample structure with the structure of sampling frame on auxiliary Sample Frame variables (income, growth – changes in income in two consequent years, year of establishment...); - A comparison of estimates before and after weighting adjustments; - A comparison of “late” respondents to “early” respondents; 	
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3.4. Sample Frame

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Sampler? Date</i>
<p>Definition The Sample Frame is the list of firms from which the STEP sample will be selected. It defines the coverage of the targeted firms and provides the means to identify and locate selected workplaces.</p>	Agreed.		
<p>The Sample Frame should provide coverage of the targeted firms so that the number of unique, in-scope survey units on the Sample Frame comprises at least 95% of the targeted firms. It should be complete, accurate and up-to-date.</p>	Agreed.		

<i>Information Required</i>	<i>Information Provided (Type, Date, Source)</i>	<i>Approved by Sampler? Date</i>
1. Frame type The Sample Frame may be a list of workplaces from the STEP Household Survey or another firm registry.	List of all private and state owned enterprises and entrepreneurs registered at Serbian Business Register (2013), Serbia. The list does not provide data on workplaces, only on companies.	
2. If the Sample Frame isn't provided by the STEP Household Survey, please detail the frame fully, including:		
a) Source of the frame E.g., 2010 Firm Registry	Serbian Business Register	
b) Definition of survey units of the frame for each stage of sampling	First stage: Enterprise/ entrepreneur Second stage: Workplace	
c) Data items on the frame for each stage of sampling E.g., name, address, firm size, etc.	Name of the company, phone number, municipality, region, economic activity (NACE classification), number of employees, legal status	
d) Identify the variables to be used for stratification if applicable	<ul style="list-style-type: none"> • Region (Belgrade, Vojvodina, Sumadija and West Serbia, South and East Serbia) • Economic activity of enterprises (Manufacturing, Trade and Other Services) • Size of the enterprise defined by the number of employees (5-20, 21-50, 51-100 and 101 and more employees) 	
e) Provide survey frame counts by stratum and type of survey unit as applicable to the sample design E.g., number of firms by size category, number of firms by industry, etc.	Survey units are enterprises. Please see table below with the survey frame counts.	
f) Quality assurance procedures	We will use official list of all companies	

i.e., assessment of quality of the frame information i. Provide any information regarding known frame issues, e.g., under-coverage of firms, up-to-date, duplication, etc. ii. Explain any steps taken to ensure that the frame is complete and up-to-date.	which operate in Serbia.	
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Sample frame counts:

<i>Economic activity (NACE)</i>	<i>Number of employees</i>	<i>Belgrade</i>	<i>Vojvodina</i>	<i>Sumadija and West Serbia</i>	<i>South and east Serbia</i>	<i>Total</i>
Manufacturing	5-20 employees	1679	1426	1625	919	8178
	21-50 employees	380	395	408	202	
	51-100 employees	155	156	152	88	
	101 and more employees	138	191	158	106	
Trade	5-20 employees	2469	1510	1285	873	7329
	21-50 employees	354	188	140	93	
	51-100 employees	113	45	38	27	
	101 and more employees	105	44	26	19	
Other services	5-20 employees	2668	1345	996	676	7053
	21-50 employees	452	202	104	76	
	51-100 employees	160	42	44	20	
	101 and more employees	182	44	26	16	
Total		8855	5588	5002	3115	22560

3.5. Sample Design

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Sampler? Date</i>
<p>1. If the country opts for the Sample Frame provided by the STEP Household Survey</p> <ul style="list-style-type: none"> ▪ The World Bank will provide a list of sampled firms to the survey organization. The sampled firms will have been randomly chosen, with a probability proportional to the number of employees in the firm, from the list of all firms named as workplaces by individuals in the STEP Household Survey. ▪ A separate list of reserve firms will be provided along with the list of initially sampled firms. The number of reserves will amount to at least 100% of the number of firms on the original list. ▪ These lists will contain information on: <ul style="list-style-type: none"> - the name, - address or approximate location, - phone number, - size, - and activity (industry or sector) of the firm. ▪ No other list should be used to include firms in the sample. It will be the responsibility of the Survey Firm to contact the employers on the list and persuade them to provide information for the project. ▪ Prior to the fieldwork, it would be useful if the survey firm could obtain any firm registries or other comprehensive databases on firms, which are commonly compiled by National Statistical Offices and other government agencies (and which in many countries are publicly available and frequently obtainable). These may help to facilitate contacts with the firms. 			

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Sampler? Date</i>								
<p>2. If the country opts for another Sample Frame <i>Preferred Sample Design</i></p> <p><u>First stage:</u> Firms will be selected with probability proportional to size from the Sample Frame. The preferred measure of size is the number of Enterprises in the following employee size categories:</p> <table border="1" data-bbox="421 619 949 759"> <thead> <tr> <th>Size Category</th> <th>Number of Employees</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>1 to 10</td> </tr> <tr> <td>2</td> <td>11 to 50</td> </tr> <tr> <td>3</td> <td>51 or more</td> </tr> </tbody> </table> <p>If a firm has only one workplace then no further sampling is required.</p> <p><u>Second stage:</u> A second stage of sampling is necessary for firms that have more than one workplace location, e.g., chain location or branch location. For such firms, one or more workplaces must be randomly selected. For each selected firm with more than one workplace, the suggested sampling approach is to select x% of the establishment workplaces, where x% is equivalent to the proportion of firms that are selected in the registry.</p> <p>For example, if a country's sample frame includes 20,000 firms and the sample goal is 500 complete interviews then</p> $x\% = \frac{500}{20000} = 2.5\%$ <p>In this case, for each selected firm that has more than one workplace location, 2.5% of the workplace locations would be randomly selected – one workplace location would be selected if 2.5% of the number of workplace locations is less than one.</p>	Size Category	Number of Employees	1	1 to 10	2	11 to 50	3	51 or more	<p>We agree with the described sample design. Sample type will be two-stage random representative stratified sample.</p> <p><i>First stage:</i> sampling enterprises from the Serbian Business Register (2012)</p> <p><i>Second stage:</i> sampling establishments (workplaces) from enterprises with more than one establishment (workplace) given that one enterprise can have many establishments.</p>		
Size Category	Number of Employees										
1	1 to 10										
2	11 to 50										
3	51 or more										

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Sampler? Date</i>
<p><u>Reserve Sample</u></p> <p>In addition to the initial sample, a reserve sample of at least 100% extra firms must be selected to allow for a 50% non-response rate. For example, if a country's sample goal is 500 complete interviews then a reserve sample of 500 firms should also be selected to allow for up to 50% non-response cases. Thus the total selected sample would be 1000 firms.</p> <p>Note: <i>If a country expects less than a 50% response rate then the size of the selected sample should be adjusted to allow for the expected response rate. For example, if a country expects a 40% response rate then with a sample goal of 500 complete interviews the total selected sample including the reserve sample would be calculated as follows,</i></p> $\text{Total Sample} = \frac{\text{Sample Goal}}{\text{Expected Response Rate}} = \frac{500}{0.4} = 1250$ <p>In this example, the total selected sample of 1,250 includes an initial sample of 500 and a reserve sample of 750.</p> <p><i>Please describe the country's sampling plan.</i></p>	Agreed.		

3.6. Weighting

<i>Technical Standard</i>	<i>Agreed by the Survey Firm</i>	<i>Deviation Requested from the Technical Standard</i>	<i>Approved by the Sampler? Date</i>
<p>1. Weighting Procedures</p> <ul style="list-style-type: none"> a. The weighting of each country’s clean data file will be carried out by the STEP Team. b. The weighting of the respondent records will be consistent with the Serbia probability sample design. c. Survey weights will be calculated from the clean sample file (i.e., the file resulting from the editing process). The survey weights will be appended to each respondent record on the clean survey file. d. The following weights will comprise part of each respondent record: <ul style="list-style-type: none"> - Theoretical or sample design weight - the inverse of the probability of selection at the sample selection stage; - Population weight - non-response adjusted sample design weight; - Benchmark weight (applicable if there are more recent known population totals or there are more reliable known population totals from a source other than the Sample Frame) - the weight resulting from the adjustment of the survey results to known population totals. 	<p><i>Agreed.</i></p>		

PART 4: Project Implementation Report

This section will be filled out by the Survey Firm **after fieldwork**. The STEP Consortium will share an outline with contents and details after receiving a complete version of parts 1 to 3.

Appendix

Appendix 1. Occupation Classification

1	<u>Managers:</u>
	Chief executives, senior officials and legislators
	Traditional chiefs and heads of villages
	Managing directors, administrative and commerce managers
	Business services and administration managers such as Finance managers, Human resource managers, advertising and public relations managers Sales managers, production managers in agriculture, mining, construction Specialized services managers, such as managers in health services, hotels, retail or wholesale, sports center managers.
2	<u>Professionals</u>
	Science professionals such as physicists, astronomers, chemists, geologists, biologists, farming or fisheries advisers, environmental protection professionals
	Mathematicians, actuaries and statisticians
	Engineering professionals, in industrial, mining, construction, etc:
	Architects, planners, surveyors and designers
	Health professionals such as doctors, nurses, midwives, veterinarians, dentists, physiotherapists, dietitians
	Teaching professionals - all teachers
	Business and administration professionals, accountants, financial advisors
	Administration professionals, sales and marketing, public relations professionals:
	Information and communications technology professionals, such as software developers, programmers, web developers.
	Legal professionals such as lawyers and judges
	Librarians, archivists and curators
	Social and religious professionals such as economists, sociologists, authors, social workers, religious professionals, translators
	Creative and performing artists, such as dancers, actors, radio announcers, musicians

	<u>Technicians and associate professionals</u>
	Science and engineering associate professionals, such as engineering technicians, electrical engineering technicians, mining and metallurgical technicians, power plant operators, incinerator operator, mining supervisors, construction supervisors, draughts persons Agricultural technicians, Forestry technicians
	Ship and aircraft controllers and technicians, such as ships' engineers, deck officers, ship pilots, air traffic controllers, aircraft pilots
3	Health associate professionals such as medical and dental technicians, laboratory technicians, nursing associate professionals, veterinary technicians and assistants, community health workers, ambulance workers
	Business and administration associate professionals, such as finance dealers and brokers, credit and loans officers, insurance representatives, sales and purchasing agents, real estate agents and property managers
	Administrative and specialized secretaries such as office supervisors, legal secretaries, medical secretaries
	Legal, social, cultural and related associate professionals, religious associate professionals, athletes, sports coaches, photographers, decorators, library and museum technicians, chefs
	Information and communications technicians, such as user support technicians, web technicians, broadcasting technicians.
	<u>Clerical support workers</u>
4	Office clerks, general secretaries, customer service clerks, bank tellers and clerks, debt-collectors Client information workers, such as travel consultants and clerks, telephone operators, receptionists, Travel consultants and clerks Data entry clerks, data entry operators Accounting and bookkeeping clerks, payroll clerks, stock clerks, mail carries, filing clerks
	<u>Service workers</u>
5	Travel attendants, conductors and guides Call center operators Cooks, waiters, bartenders Hairdressers, beauticians and related workers Building and housekeeping supervisors, building caretakers Domestic housekeepers, Cleaning and housekeeping supervisors in offices, hotels and other establishments Fortune tellers, undertakers, pet groomers, animal care workers, driving instructors Personal care health workers, health care assistants, child care workers, teachers' aides Firefighters, police officers, prison guards, security guards

6	<u>Sales workers</u>
	Street and market salespersons, shopkeepers, shop supervisors, sales assistants, sales demonstrators
	Cashiers and ticket clerks
	Fashion and other models
	Door to door salespersons, contact center salespersons
	Service station attendants Food service counter attendants
7	<u>Skilled agricultural, forestry and fishery workers</u>
	Market gardeners and crop growers
	Animal and poultry producers, dairy producers, Market-oriented skilled forestry, fishery and hunting workers
	Subsistence farmers, fishers, hunters and gatherers
8	<u>Constuction, Craft and related trades workers</u>
	Building and related trades workers, such as carpenters, bricklayers, masons, plumbers, roofers, plasterers, painters
	Metal, machinery and related trades workers
	Sheet and structural metal workers, moulders and welders
	Blacksmiths, toolmakers and related trades workers
	Electrical and electronics trades workers
	Machinery mechanics and repairers
	Handicraft workers such instrument makers, potters, jewellery workers, workers in wood, basketry, textiles and leather, sign writers, decorative painters
	Printing trades workers
	Food processing, wood working, garment and other craft and related trades workers. Bakers, butchers, pastry cooks
	Tobacco preparers and tobacco products makers
	Wood treaters, cabinet-makers and related trades workers
Garment workers, tailors, dressmakers, shoemakers, upholstery workers	
Underwater divers, blasters, fumigators and other pest controllers	

9	<u>Plant and machine operators, and assemblers, Drivers</u>
	Mining, mineral and stone processing plant operators, miners
	Well drillers and borers and related workers
	Cement, stone and other mineral products machine operators
	Metal processing and finishing plant operators
	Chemical and photographic products plant and machine operators
	Rubber, plastic and paper products machine operators
	Textile, fur and leather products machine operators
	Food and related products machine operators
	Wood processing and papermaking plant operators
	Other stationary plant and machine operators
	Assemblers
	Locomotive engine drivers and related workers
	Car, van and motorcycle drivers, bus drivers, lorry drivers
	Mobile plant operators such as earthmoving operators, crane operators
Ships' deck crews and related workers	
10	<u>Elementary occupations</u>
	Domestic, hotel and office cleaners and helpers
	Vehicle, window, laundry and other hand cleaning workers
	Agricultural, forestry and fishery labourers
	Labourers in mining, construction, manufacturing and transport
	Transport and storage labourers
	Food preparation assistants
	Street and related sales and service workers
	Street vendors (excluding food)
	Refuse workers and other elementary workers
	Messengers, package deliverers and luggage porters
	Odd job persons
	Meter readers and vending-machine collectors
Water and firewood collectors	
