In Person Firm Survey Revised_srs

Field	Question	Answer
date	Date	
enum1_id *(required)*	Enter Enumerator 1 ID	
confirm_enum1_id *(required)*	Enter Enumerator 1 ID Again *Response constrained to: . = ${enum1_id}*	
enum_name1_pull	Enumerator 1 Name: [enum_name1]	
enum2_id *(required)*	Enter Enumerator 2 ID	
confirm_enum2_id *(required)*	Enter Enumerator 2 ID Again *Response constrained to: . = ${enum2_id}*	
enum_name2_pull	Enumerator 2 Name: [enum_name2]	
eb_id *(required)*	EB ID *Response constrained to: .>=109010000 and .<=237999999*	
confirm_eb_id *(required)*	Confirm EB ID *Response constrained to: . = ${eb_id}*	
firm_id_allocated	Does this firm have an ID?	1 Yes 2 No
firm_id	Enter Firm ID: *Question relevant when: ${firm_id_allocated} =1*	
confirm_firm_id	Confirm Firm ID: *Question relevant when: ${firm_id_allocated} =1* *Response constrained to: . = ${firm_id}*	
firm_name_pull	Firm Name: [firm_name]	
confirm_firm_name *(required)*	Confirm Firm Name *Question relevant when: ${firm_id_allocated} =1*	
firm_name_enter *(required)*	Enter Firm Name *Question relevant when: ${firm_id_allocated} =2*	
firm_type	ENUMERATOR: What type of firm is this survey being conducted with?	1 A Firms' Survey Firm 2 A Web Signup Firm 3 A Leadership Circle Firm 4 A WCCI firm 5 Female Pilot 6 Selected Representative Sample
revisit_firm *(required)*	ENUMERATOR: Are you revisiting a previously closed firm in the EB?	1 Yes 2 No
followup_firm *(required)*	ENUMERATOR: Are you following up with a firm which previously asked you to come back at another time?	1 Yes 2 No
firm_status *(required)*	ENUMERATOR: Was the establishment open or closed when you visited?	1 Opened 2 Closed 3 Could not find firm
stru_firm *(required)*	ENUMERATOR: Based only on your observations outside the firm, does this firm have: *Answer this question to the best of your abilities, without approaching the respondent* *Question relevant when: ${firm_status} =1*	1 Employees other than the owner 2 A desk or counter or some seating 3 Brick building, cemented and painted walls 5555 None of the above

Field	Question	Answer	
industry_classification *(required)*	ENUMERATOR: Based only on your observation from outside the firm, which industry classification best describes this organization? *Question relevant when: ${firm_status} =1 or ${firm_status} =2*	1	Agriculture, forestry and fishing
		2	Mining and quarrying
		3	Manufacturing
		4	Electricity, gas, steam and air conditioning supply
		5	Water supply; sewerage, waste management and remediation activities
		6	Construction
		7	Wholesale and retail trade; repair of motor vehicles and motorcycles
		8	Transportation and storage
		9	Accommodation and food service activities
		10	Information and communication
		11	Financial and insurance activities
		12	Real estate activities
		13	Professional, scientific and technical activities
		14	Administrative and support service activities
		15	Public administration and defence; compulsory social security
		16	Education
		17	Human health and social work activities
		18	Arts, entertainment and recreation
		19	Other service activities
		20	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
		21	Activities of extraterritorial organizations and bodies
		22	Can't decide
estab_space *(required)*	ENUMERATOR: How much space does this establishment occupy? *Question relevant when: ${firm_status} =1 or ${firm_status} =2*	1	One room/ shop
		2	Several rooms/ shops
		3	Half a floor in a building
		4	One floor in a building
		5	Several floors in a building
		6	An entire building
		7	Several buildings
		8	None of the above
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand

Field	Question	Answer
non_fam *(required)*	Is the firm open to employing non-family members? *Approach the firm in order to answer this question* *Question relevant when: ${firm_status} =1 and (selected(${stru_firm} ,1) or selected(${stru_firm} ,2) or selected(${stru_firm} ,3))*	1 Yes, for all employees 2 Yes, for some employees 3 No 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
Firm Open *Group relevant when: ${firm_status} =1 and (${non_fam} =1 or ${non_fam} =2) and (selected(${stru_firm} ,1) or selected(${stru_firm} ,2) or selected(${stru_firm} ,3))*		
rel_person *(required)*	ENUMERATOR: Were you able to speak with a relevant person who deals with/ can respond to hiring related questions?	1 Yes 2 No 6666 Referred to headquarters
Firm Open > Relevant Person Available *Group relevant when: ${rel_person} = 1*		
pcsw_note	Hello. We are representatives from PCSW, Government of Punjab. The government has started a new service called Job Asaan. This is an employment assistance service that helps employers find qualified applicants for vacancies and applicants find better jobs. If you have any vacancies at your organization, now or later, we will list them down and help you find a pool of candidates for them. In addition, we also provide an applicant screening service. This will help you substantially reduce the time and cost you spend on recruitment. When you sign up to JA, you will also be signed up to another recruitment service called Job Talash. Both services help connect employers and jobseekers but are just different in terms of how they enroll jobseekers. Since this service is new, it is being offered for free to all companies which complete our survey. If you have vacancies that you want to list, we'll sign you up right now and you can start availing our services immediately.	
pcsw_signup *(required)*	Would you like to sign up for our service?	1 Yes 2 No
pcsw_aware *(required)*	Did you hear about any of our services before this?	1 Yes 2 No 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left Survey 1111 The respondent does not understand
signup_note	Great! We will first ask you a few questions about how we can help you fill current positions. This will take approximately 10 minutes. We will then get you signed up for Job Asaan and will create your company profile. This will take approximately 30 minutes of your time. The information obtained by signing you up for Job Asaan will be used by PCSW to improve their services, and for research on employment practices in Lahore. Information collected from your organization will be strictly confidential and only our team will have access to it . Some specific information about available vacancies can be shared with potential candidates when Job Asaan lists ads for these vacancies. This will help your organization recruit employees for vacant positions. It is not compulsory for you to answer any question. At any time, you can choose to end this questionnaire and opt out. We will also follow up with your organization in the future to ask about the organization and hiring. *Question relevant when: ${pcsw_signup} =1*	
signup_service *(required)*	Do I have your permission to proceed with signing you up with our service? *Question relevant when: ${pcsw_signup} =1*	1 Yes 2 No
Firm Open > Relevant Person Available > Contact information *Group relevant when: ${signup_service} =1*		
rel_person_name *(required)*	Can you kindly give us your name?	

Field	Question	Answer		
resp_title	What is your official job title?		1	Owner/ CEO/ Director
			2	Branch Manager
			3	HR Representative
			4	Immediate Supervisor
			5	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
resp_title_other *(required)*	ENUMERATOR: What is the official job title of the respondent? *Question relevant when: ${resp_title} =5*			
contactperson1_number *(required)*	Can you share your number? *Response constrained to: string-length(.)<12*			
contactperson1_number_confirm *(required)*	Can you reconfirm your number? *Response constrained to: . = ${contactperson1_number} and string-length(.)<12*			
contactperson1_email *(required)*	Can you share your email?			
firm_address *(required)*	Kindly tell us the address for this location.			
contactperson2_name *(required)*	In case you are unavailable, who else should we contact?			
contactperson2_number *(required)*	Can you share his/her contact number? *Response constrained to: string-length(.)<12*			
contactperson2_number_confirm *(required)*	Can you reconfirm his/her number? *Response constrained to: . = ${contactperson2_number} and string-length(.)<12*			
contactperson2_email *(required)*	Can you share his/her email?			
resp_gender *(required)*	ENUMERATOR: What is the gender of the respondent?		1	Female
			2	Male
			3	Transgender
Firm Open > Relevant Person Available > Firm Working Days and Hours *Group relevant when: ${signup_service} =1*				
workdays *(required)*	What are the working days for this location? *Select all that apply.*		1	Monday
			2	Tuesday
			3	Wednesday
			4	Thursday
			5	Friday (Full Day)
			6	Friday (Half Day)
			7	Saturday (Full Day)
			8	Saturday (Half Day)
			9	Alternate Saturdays (Full Day)
			10	Alternate Saturdays (Half Day)
			11	One Saturday of the month (Full Day)
			12	One Saturday of the month (Half Day)
			13	Sunday (Full Day)
			14	Sunday (Half Day)
			15	Alternate Sundays (Full Day)
			16	Alternate Sundays (Half Day)
			17	One Sunday of the month (Full Day)
			18	One Sunday of the month (Half Day)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand

Field	Question	Answer
work_hours_start *(required)*	What time does this location begin operations on a regular working day? *Note down times in 24 hour format e.g. 9am is 0900*	
work_hours_end *(required)*	What time does this location end operations on a regular working day? *Note down times in 24 hour format e.g. 5pm is 1700*	
work_half_start *(required)*	What time does work begin on a half-day? *Note down times in 24 hour format e.g. 9am is 0900* *Question relevant when: selected(${workdays} , 6) or selected(${workdays} , 8) or selected(${workdays} , 10) or selected(${workdays} , 12) or selected(${workdays} , 14) or selected(${workdays} , 16) or selected(${workdays} , 18)*	
work_half_end *(required)*	What time does work end on a half-day? *Note down times in 24 hour format e.g. 5pm is 1700* *Question relevant when: selected(${workdays} , 6) or selected(${workdays} , 8) or selected(${workdays} , 10) or selected(${workdays} , 12) or selected(${workdays} , 14) or selected(${workdays} , 16) or selected(${workdays} , 18)*	
Firm Open > Relevant Person Available > Ad Listing *Group relevant when: ${pcsw_signup} =1 and ${signup_service} =1*		
add_vacancies *(required)*	Job Asaan can help you find candidates for full-time/ part-time jobs and internships. Do you have any jobs or internships we can help you find candidates for?	1 Yes 2 No
ad_number *(required)*	How many ads would you like to list right now? *Question relevant when: ${add_vacancies} =1 or ${add_vacancies} =3 or ${add_vacancies} =4*	
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) *Group relevant when: ${add_vacancies} =1 or ${add_vacancies} =3 or ${add_vacancies} =4*		(Repeated group)
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: General info		
firm_jobtitle *(required)*	What is the job position/job title of the vacancy?	
desc_jobtitle *(required)*	What will be the tasks/ responsibilities of a candidate in this position?	
number_positions *(required)*	How many people do you want to hire for this particular vacancy?	
job_type_initial *(required)*	Match the following job type based on the closest fit	1 Full-time Paid 2 Intern Paid 3 Intern Unpaid 4 Trainee 5 Part-time Paid
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: General info > Adlisting: Education		
deg_specify *(required)*	What is the preferred level of education for this job?	1 None 2 Primary School 3 Middle School 4 Matriculation/O Level 4.2 Matriculation/O Level - Sciences 4.4 Matriculation/O Level - Computer Sciences 4.6 Matriculation/O Level - Arts 5 FSc /A Level - Pre Med 6 Fsc /A Level - Pre Engineering 7 F.A / A Level 8 Bachelors 9 Masters 10 PhD 11 Other Courses/Diplomas 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
deg_specify_diplomas *(required)*	Can you specify which Diplomas? *Question relevant when: ${deg_specify} = 11*	

Field	Question	Answer	
firm_edu_specific	Specialization if Required *Select all that apply.* *Question relevant when: ${deg_specify} >= 5*	1	Engineering
		2	Social Science
		3	Accounting/ Finance
		4	Business / Management
		5	Law
		6	I.T
		7	Medicine
		8	Media and Arts
		9	Humanities
		10	Sciences
		11	General Subjects
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
firm_edu_lesser *(required)*	If we find a suitable candidate with lesser education, will you consider them for the job? *Question relevant when: ${deg_specify} > 2*	1	Yes
		2	No
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left Survey
		1111	The respondent does not understand
firm_edu_min *(required)*	What is the mimimum level of education considered for this job? *Question relevant when: ${firm_edu_lesser} =1* *Response constrained to: . <= ${deg_specify}*	1	None
		2	Primary School
		3	Middle School
		4	Matriculation/O Level
		4.2	Matriculation/O Level - Sciences
		4.4	Matriculation/O Level - Computer Sciences
		4.6	Matriculation/O Level - Arts
		5	FSc /A Level - Pre Med
		6	Fsc /A Level - Pre Engineering
		7	F.A / A Level
		8	Bachelors
		9	Masters
		10	PhD
		11	Other Courses/Diplomas
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: General info > Adlisting: Education > adlisting_education_interns *Group relevant when: ${job_type_initial} =2 or ${job_type_initial} =3*			

Field	Question	Answer	
interns_req *(required)*	Which applications will you select from the following list?	1	A current student who wants to work
		2	A graduate who is ready to work full-time
		3	Either of the above
		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
interns_req_current *(required)*	Which applications of the currently enrolled students will you select from the following list? *Question relevant when: ${interns_req} =1 or ${interns_req} =3*	1	A current student who wants to work part-time
		2	A current student who wants to work full-time short term during the holiday (winter / summer break)
		3	Either of the above
		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
job_title_inter *(required)*	ENUMERATOR: Match the job title from the following list based on the closest fit. *Question relevant when: ${deg_specify} >= 5*	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
		5555	None of the above

Field	Question	Answer		
job_title_matric *(required)*	ENUMERATOR: Match the job title from the following list based on the closest fit. *Question relevant when: ${deg_specify} < 5*		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
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Location				
job_location *(required)*	Will this job be based here at this location?		1	Yes
			2	Yes, and I'm also looking to fill this position at other branches
			3	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Location > If no, then please specify the job location (1)		(Repeated group)		
job_location1 *(required)*	Job Location Name *Question relevant when: ${job_location} =2 or ${job_location} =3*			
job_location_add_1 *(required)*	Job Location Address			
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Experience *Group relevant when: ${job_type_initial} =1 or ${job_type_initial} =4 or ${job_type_initial} =5*				
exp_req *(required)*	What is the preffered total experience (in number of years) required for this job?			
exp_req_sector *(required)*	What is the preffered experience (in number of years) required in the same sector for this job? *Response constrained to: .<= ${exp_req}*			
exp_consider	If we find a suitable candidate with lesser total experience, will you consider them for this job? *Question relevant when: ${exp_req} >= 1*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
exp_consider_sector *(required)*	If we find a suitable candidate with lesser experience in this sector, will you consider them for this job? *Question relevant when: ${exp_req_sector} >= 1* *Response constrained to: .<= ${exp_consider}*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand

Field	Question	Answer		
exp_min *(required)*	How many minimum years worth of total of experience would you consider? *Question relevant when: ${exp_consider} =1* *Response constrained to: . <= ${exp_req}*			
exp_min_sector	How many minimum years worth of experience in this sector would you consider? *Question relevant when: ${exp_consider_sector} =1* *Response constrained to: . <= ${exp_req_sector}*			
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Skills & Characteristics				
skills_wanted *(required)*	Which of the following skills do you require for this position? *Select all that apply. Please make sure you have the pink skills card.* *Question relevant when: (${enum1_id} =68 or ${enum1_id} =69 or ${enum1_id} =70 or ${enum1_id} =57 or ${enum1_id} =71)*		2	Agreeableness
			1	Conscientiousness
			23	Emotional Stability
			24	Preference to engage with others
			25	Openness to experiences
			26	Teamwork
			27	Oral interpersonal communication/
			6	Leadership
			30	Microsoft Excel
			31	Microsoft Word
			43	Data entry
			44	Typing speed and accuracy
			32	Microsoft Power Point
			45	Basic Computer skills
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			7	Time & stress management
			42	Presenting & summarizing data
			37	Spoken English
			38	Reading and Writing English
			39	Spoken Urdu
			40	Reading and Writing Urdu
			41	Spoken Punjabi
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_wanted1 *(required)*	Which of the following skills do you require for this position? *Select all that apply. Please make sure you have the blue skills card.* *Question relevant when: (${enum1_id} =56 or ${enum1_id} =17 or ${enum1_id} =52 or ${enum1_id} =66 or ${enum1_id} =18)*		29	Mental Agility
			6	Leadership
			27	Oral interpersonal communication/
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			30	Microsoft Excel
			32	Microsoft Power Point
			31	Microsoft Word
			45	Basic Computer Skills
			43	Data entry
			44	Typing speed and accuracy
			11	Numerical Skills (Basic)
			7	Time & stress management
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			33	Business Writing
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_wanted2 *(required)*	Which of the following skills do you require for this position? *Select all that apply. Please make sure you have the yellow skills card.* *Question relevant when: (${enum1_id} =58 or ${enum1_id} =50 or ${enum1_id} =59 or ${enum1_id} =16 or ${enum1_id} =63 or ${enum1_id} =59)*		43	Data entry
			44	Typing speed and accuracy
			45	Basic Computer Skills
			32	Microsoft Power Point
			30	Microsoft Excel
			31	Microsoft Word
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			7	Time & stress management
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_wanted3 *(required)*	Which of the following skills do you require for this position? *Select all that apply. Please make sure you have the green skills card.* *Question relevant when: (${enum1_id} =67 or ${enum1_id} =53 or ${enum1_id} =18 or ${enum1_id} =65 or ${enum1_id} =20)*		41	Spoken Punjabi
			38	Reading and Writing English
			40	Reading and Writing Urdu
			39	Spoken Urdu
			37	Spoken English
			29	Mental Agility
			33	Business Writing
			11	Numerical Skills (Basic)
			42	Presenting & summarizing data
			7	Time & stress management
			34	Professional conduct & etiquette
			45	Basic Computer Skills
			32	Microsoft Power Point
			43	Data entry
			44	Typing speed and accuracy
			30	Microsoft Excel
			31	Microsoft Word
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			13	Job-Specific Skills
			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
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Job Specific Skills: Inter *Group relevant when: ${pcsw_signup} =1 and ${signup_service} =1*				
skills_other_adl *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_wanted} , 13)*			
skills_other_adl_important *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_wanted} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_adl1 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_wanted1} , 13)*			

Field	Question	Answer		
skills_other_adl_important1 *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_wanted1} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_adl2 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_wanted2} , 13)*			
skills_other_adl_important2 *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_wanted2} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_adl3 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_wanted3} , 13)*			
skills_other_adl_important3 *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_wanted3} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Age				
app_agelimit *(required)*	Is there an age restriction for the job?		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
age_band *(required)*	What is the age restriction for this job? *Select all that apply.* *Question relevant when: ${app_agelimit} =1*		1	18-24
			2	24-34
			3	34-44
			4	44-54
			5	54-64
			6	65+
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Important Dates and Duration				

Field	Question	Answer		
employment_duration *(required)*	I will read out a list of options. Kindly state which one of these best describes this job?		1	Permanent (Based on a written agreement)
			2	Permanent (Without a formal written agreement)
			3	Fixed Term (Based on a written agreement)
			4	Fixed Term (Without a formal written agreement)
			5	Daily Wage
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
joining_date *(required)*	What is the start date for this job?			
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Hours and Days				
workdays_same *(required)*	Are the workdays for this job the same as the days for which your firm is operational?		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
workdays_job *(required)*	Which days of the week is a candidate required to work in this position? *Select all that apply.* *Question relevant when: ${workdays_same} =2*		1	Monday
			2	Tuesday
			3	Wednesday
			4	Thursday
			5	Friday (Full Day)
			6	Friday (Half Day)
			7	Saturday (Full Day)
			8	Saturday (Half Day)
			9	Alternate Saturdays (Full Day)
			10	Alternate Saturdays (Half Day)
			11	One Saturday of the month (Full Day)
			12	One Saturday of the month (Half Day)
			13	Sunday (Full Day)
			14	Sunday (Half Day)
			15	Alternate Sundays (Full Day)
			16	Alternate Sundays (Half Day)
			17	One Sunday of the month (Full Day)
			18	One Sunday of the month (Half Day)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand

Field	Question	Answer	
hours_same *(required)*	Are the workhours for this job the same as the standard working hours for this firm?	1	Yes
		2	No
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left Survey
		1111	The respondent does not understand
work_diff_start *(required)*	What time does work begin for an employee in this position on a full workday? *Note down times in 24 hour format e.g. 9am is 0900* *Question relevant when: ${hours_same} =2*		
work_diff_end *(required)*	What time does work end for an employee in this position on a full workday? *Note down times in 24 hour format e.g. 5pm is 1700* *Question relevant when: ${hours_same} =2*		
half_diff_start *(required)*	What time does work begin on a half-day for this employee? *Note down times in 24 hour format e.g. 9am is 0900* *Question relevant when: selected(${workdays_job} , 6) or selected(${workdays_job} , 8) or selected(${workdays_job} , 10) or selected(${workdays_job} , 12) or selected(${workdays_job} , 14) or selected(${workdays_job} , 16) or selected(${workdays_job} , 18)*		
half_diff_end *(required)*	What time does work end on a half-day for this employee? *Note down times in 24 hour format e.g. 5pm is 1700* *Question relevant when: selected(${workdays_job} , 6) or selected(${workdays_job} , 8) or selected(${workdays_job} , 10) or selected(${workdays_job} , 12) or selected(${workdays_job} , 14) or selected(${workdays_job} , 16) or selected(${workdays_job} , 18)*		
job_hours_alternative *(required)*	How often do you require employees to be flexible to work at different hours when needed?	1	Not at all
		2	Once after every few months
		3	Once a month
		4	Multiple times a month
		5	Once a week
		6	Multiple times a week
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
employee_hours_alternative *(required)*	How often do you allow employees to work flexible work hours when they need to?	1	Not at all
		2	Once after every few months
		3	Once a month
		4	Multiple times a month
		5	Once a week
		6	Multiple times a week
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Additional Responsibilities			
overnight_travel *(required)*	Does this job require travel with an overnight stay?	1	Yes
		2	No
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left Survey
		1111	The respondent does not understand
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Salary & Benefits			

Field	Question	Answer		
job_paid	Do you wish to list a Full-time/part_time job position with us? *Question relevant when: ${job_type_initial} = 1 or ${job_type_initial} =5*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Salary & Benefits > salary_paid *Group relevant when: ${job_paid} =1*				
job_pay *(required)*	How much does the job pay per month? *Select all that apply.*		1	Under 10,000
			2	10,000 - 15,000
			3	15,000 - 20,000
			4	20,000 - 30,000
			5	30,000 - 50,000
			6	50,000 - 75,000
			7	75,000 - 100,000
			8	> 100,000
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
job_pay_agree *(required)*	You can choose to give this information for our matching but NOT share it with candidates. Would you like to share this information with the candidates or keep it confidential? *Question relevant when: selected(${job_pay} , 7777)*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
job_pay_confidential *(required)*	EUMERATOR: What is the pay-scale for the job? *Select all that apply.* *Question relevant when: selected(${job_pay} , 7777) and ${job_pay_agree} =1*		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
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Salary & Benefits > salary_paid > Pay range				
salary_min *(required)*	ENUMERATOR: Enter the lowest range value:			
salary_max *(required)*	ENUMERATOR: Enter the highest range value: *Response constrained to: . >= ${salary_min}*			
salary_min_repeat *(required)*	ENUMERATOR: Enter the lowest range value: *Response constrained to: (.)= ${salary_min}*			
salary_max_repeat *(required)*	ENUMERATOR: Enter the highest range value: *Response constrained to: . >= ${salary_min_repeat} and (.)= ${salary_max}*			

Field	Question	Answer
job_intern	Do you wish to list a job for the position of an intern? *Question relevant when: ${job_type_initial} =2 or ${job_type_initial} =3*	1 Yes 2 No 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left Survey 1111 The respondent does not understand
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Salary & Benefits > salary_intern *Group relevant when: ${job_intern} =1*		
intern_paid	Is this internship paid?	1 Yes 2 No 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left Survey 1111 The respondent does not understand
intern_stipend	How much is the internship stipend? *Question relevant when: ${intern_paid} =1*	
job_trainee	Do you wish to list a job for the position of a trainee? *Question relevant when: ${job_type_initial} =4*	1 Yes 2 No 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left Survey 1111 The respondent does not understand
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Salary & Benefits > salary_trainee *Group relevant when: ${job_trainee} =1*		
training_period	How long will the training period be? Please specify in days	
initial_stipend	What will the initial stipend be?	
trainee_min_pay	If hired for this job, what will be the minimum pay?	
trainee_max_pay	If hired for this job, what will be the maximum pay?	
commission *(required)*	Are there any additional payments e.g. commissions, bonuses, etc?	1 Yes 2 No 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left Survey 1111 The respondent does not understand
commission_specify *(required)*	What is the usual amount of commission and bonuses candidates can earn in any given month? *Question relevant when: ${commission} =1*	

Field	Question	Answer	
benefits_ad	Which of the following benefits do you offer employees for this job/ internship?	1	Health / medical benefits
		2	Provident fund / pension
		3	Life insurance
		4	Housing allowance
		5	Food
		6	Transport allowance
		7	Pick and drop
		8	Maternity/ Paternity Leave
		9	Day Care Center
		10	Career development trainings
		11	Other
		4444	Same benefits as those in the previous ad
		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
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Gender			
job_gender *(required)*	Do you have any gender requirements for this job?	1	Male
		2	Preferably Male
		3	Female
		4	Preferably Female
		5	No gender specification
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
note_job_gender	You can choose to give this information for our matching but NOT share it with candidates. Would you still like to share this information with us? *Question relevant when: ${job_gender} =7777*		
job_gender_confidential *(required)*	ENUMERATOR: Do you have any gender requirements for this job? *Question relevant when: ${job_gender} =7777*	1	Male
		2	Preferably Male
		3	Female
		4	Preferably Female
		5	No gender specification
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
supervisor_gender *(required)*	If there is an immediate supervisor for this position, are they male or female?	1	Female
		2	Male
		3	Transgender
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
note_supervisor_gender	You can choose to give this information for our matching but NOT share it with candidates. Would you still like to share this information with us? *Question relevant when: ${supervisor_gender} =7777*		

Field	Question	Answer		
supervisor_gender_confidential *(required)*	ENUMERATOR: If there is an immediate supervisor for this position, are they male or female? *Question relevant when: ${supervisor_gender} =7777*		1	Female
			2	Male
			3	Transgender
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
gender_ratio *(required)*	Will candidates hired in this position work in a team that is mainly female, mainly male, or has similar numbers of men and women?		1	Completely female
			2	Mostly female
			3	Mixed
			4	Mostly male
			5	Completely male
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
note_gender_ratio	You can choose to give this information for our matching but NOT share it with candidates. Would you still like to share this information with us? *Question relevant when: ${gender_ratio} =7777*			
gender_ratio_confidential *(required)*	ENUMERATOR: Will candidates hired in this position work in a team that is mainly female, mainly male, or has similar numbers of men and women? *Question relevant when: ${gender_ratio} =7777*		1	Completely female
			2	Mostly female
			3	Mixed
			4	Mostly male
			5	Completely male
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Adlisting: Documents				
job_docreq *(required)*	Are there any documents required prior to the interview to be considered for this job?		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
job_doclist *(required)*	Document List: *Select all that apply.* *Question relevant when: ${job_docreq} =1*		1	Transcripts
			2	Degrees
			3	CV
			4	Attested copy of computerized National Identity Card
			5	Attested copy of Domicile (Punjab only)
			6	Cover Letter
			7	Experience Letter(s)
			8	Passport-size pictures
			9	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

Field	Question	Answer		
doclist_other *(required)*	Other Documents: *Other Documents:* *Question relevant when: selected(${job_doclist} , 9)*			
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Ad Posting				
ad_posted *(required)*	Has an ad for this vacancy been posted anywhere?		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
ad_medium *(required)*	Which medium was this ad posted on? *Select all that apply.* *Question relevant when: ${ad_posted} =1*		1	Newspaper
			2	Web job platform eg. Rozee
			3	Recruitment firm or headhunter
			4	Company Website
			5	Social media (Facebook, Whatsapp, LinkedIn)
			6	College/university job fairs or Outreach to college/university recruitment officers
			7	Other
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
ad_medium_other *(required)*	Can you state which medium was this ad posted on? *Question relevant when: selected(${ad_posted} , 6)*			
cv_medium *(required)*	Do you prefer to receive CVs by post or via email?		1	By email
			2	By post
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
ad_listing_note	After listing an ad with us, you will receive a packet from us containing CVs/ applications of candidates shortlisted for your job posting either via post or via email. Along with this packet, you will receive a feedback sheet with the names of the candidates whose CVs have been sent to you. Kindly fill out this sheet with your feedback, and send us a picture of the completed feedback sheet on Whatsapp or via email. Our number and email will be listed on the feedback sheet sent to you. Your precious feedback will help us improve our services in connecting the best candidates with employers.			
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Enumerator questions				
phy_lab *(required)*	ENUMERATOR: Does this job require intense physical work/ manual labor?		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand

Field	Question	Answer		
add_responsibilities *(required)*	ENUMERATOR: Does this job require any of the following?		1	Going to meetings outside the office within the city
			2	Door to door outreach in residential areas and/or commercial areas
			3	Sales outreach in public places (Supermarkets, plazas, etc.)
			5555	None of the Above
comments_adlisting	ENUMERATOR: Are there any additional comments you would like to add?			
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Enumerator questions > enumerator_skills				
skills_employees_note	ENUMERATOR: Use the job title and description to classify if any of the following skills are needed for the job			
bsc_skills *(required)*	Inter or higher *Select all that apply.* *Question relevant when: ${deg_specify} >= 5*		1	Computer Programming Skills
			2	Web Development Skills
			3	Graphic Designing Skills
			4	Photo/ Video Editing Skills
			5	Accounting Skills
			6	Excel Skills
			7	Nursing Skills
			8	Other Language Skills (Besides English and Urdu)
			9	Engineering Skills
			10	Blogging/ Twitter/ Facebook/ Instagram/ Social Media Skills
			11	Event Planning Skills
			5555	None of the above
inter_skills *(required)*	Matric or lower: *Select all that apply.* *Question relevant when: ${deg_specify} < 5*		1	Electrical work (repair & installation) Skills
			2	Hairstyling, Cosmetic and Beautician Skills
			3	Carpentry Skills
			4	Plumbing Skills
			5	Driving Skills
			6	Car Repairing Skills
			7	Cooking Skills
			8	Stitching and Embroidery Skills
			9	Gate Keeping/ Security Providing Skills
			5555	None of the above
Firm Open > Relevant Person Available > Ad Listing > Adlisting (1) > Enumerator questions > enumerator_jobtype				
jobtype_note	ENUMERATOR: Use the job title and description to classify the job type			
job_type	ENUMERATOR: Match the following job type based on the closest fit		1	Full-time Paid
			2	Intern Paid
			3	Intern Unpaid
			4	Trainee
			5	Part-time Paid
add_comments	Additional Comments:			
adlisting_later	If you don't have vacancies currently, you can still sign up now and that way whenever you call us in future you'll be eligible for availing these services for free. All that is required for signup is that you answer the questions we will ask you during the survey. We will also follow up with your organization in the future to ask about the organization and hiring. *Question relevant when: ${add_vacancies} =2*			
Firm Open > Relevant Person Available > Main Instrument *Group relevant when: ${pcsw_signup} =1 and ${signup_service} =1*				
Firm Open > Relevant Person Available > Main Instrument > General Information				
gen_info_note	I will begin by asking a few general questions about the composition of your firm.			

Field	Question	Answer		
Firm Open > Relevant Person Available > Main Instrument > General Information > General Firm Information *Group relevant when: ${pcsw_signup} =1 and ${signup_service} =1*				
multiplelocations *(required)*	Does your organization have multiple locations or any branch offices in Lahore? *Only record numbers in Lahore*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
no_of_branches *(required)*	How many? *Only record numbers in Lahore* *Question relevant when: ${multiplelocations} =1*			
Firm Open > Relevant Person Available > Main Instrument > General Information > Firm Employee Information				
employee_size *(required)*	How many employees work at this location? Please include yourself or anyone who receives a salary or wage, even if you hired someone from your family or someone you know.			
Firm Open > Relevant Person Available > Main Instrument > General Information > Firm Employee Information > Breakdown of employees based on gender				
male_employees *(required)*	Out of the [employee_size] employees who work at this location, how many are male?		1	None
			2	Less than one quarter
			3	Less than half
			4	More than half
			5	More than 3 quarters
			6	All of them
			7	Equal to half
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
female_employees *(required)*	Out of the [employee_size] employees who work at this location, how many are female?		1	None
			2	Less than one quarter
			3	Less than half
			4	More than half
			5	More than 3 quarters
			6	All of them
			7	Equal to half
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
employee_change2011_specific *(required)*	How many employees worked at this location eight years ago, in 2011?			
Firm Open > Relevant Person Available > Main Instrument > Recruitment *Group relevant when: ${employee_size} >0 or ${employee_change2011_specific} >0*				
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Employee Recruitment				
rec_note	We will now ask you a few questions about recruitment at your firm. *If respondent does not know breakdown by educational level, leave fields blank and proceed*			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Employee Recruitment > Vacancies and applicants				
jobs_vacancies_note	Approximately how many vacancies opened up in the last year?			
job_vacancies_inter *(required)*	Inter or higher:			
job_vacancies_matric *(required)*	Matric or lower:			
jobs_new_note	Out of these vacancies in the past year, how many were newly created positions for additional staffing?			
jobs_new_inter *(required)*	Inter or higher:			
jobs_new_matric *(required)*	Matric or lower:			
jobs_replace_note	Out of these vacancies in the past year, how many were for exisiting positions for which you were replacing outgoing staff?			
jobs_replace_inter *(required)*	Inter or higher:			
jobs_replace_matric *(required)*	Matric or lower:			
jobs_check_note	ENUMERATOR: What is the total number of vacancies of vacancies which opened up in the last year?			

Field	Question	Answer		
jobs_check_inter *(required)*	Inter or higher: *Response constrained to: (.)= ${total_vacancies_inter} and (.)= ${job_vacancies_inter}*			
jobs_check_matric *(required)*	Matric or lower: *Response constrained to: (.)= ${total_vacancies_matric} and (.)= ${job_vacancies_matric}*			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Employee Recruitment > Skills Demand: Internship *Group relevant when: ${job_vacancies_inter} >0*				
cvs_rank_note	We will now ask you two questions regarding the CVs that your firm might receive. In order to answer these questions, please think about an entry level position that your firm might hire for.			
rank_candidate1	Rank which of these is most preferred when you consider the CVs of candidates for this job?		1	Relevant field of study
			2	GPA/Marks
			3	Internship experience
			4	Extracurricular projects
			5555	None of the above
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
rank_candidate2	Rank which of these is second most preferred when you consider the CVs of candidates for this job? *Question relevant when: not(${rank_candidate1} =5555 or ${rank_candidate1} =7777 or ${rank_candidate1} =6666 or ${rank_candidate1} =8888 or ${rank_candidate1} =9999 or ${rank_candidate1} =1111)* *Response constrained to: .!= ${rank_candidate1}*		1	Relevant field of study
			2	GPA/Marks
			3	Internship experience
			4	Extracurricular projects
			5555	None of the above
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
rank_candidate3	Rank which of these is third most preferred when you consider the CVs of candidates for this job? *Question relevant when: not(${rank_candidate1} =5555 or ${rank_candidate1} =7777 or ${rank_candidate1} =6666 or ${rank_candidate1} =8888 or ${rank_candidate1} =9999 or ${rank_candidate1} =1111) and not(${rank_candidate2} =5555 or ${rank_candidate2} =7777 or ${rank_candidate2} =6666 or ${rank_candidate2} =8888 or ${rank_candidate2} =9999 or ${rank_candidate2} =1111)* *Response constrained to: .!= ${rank_candidate1} and .!= ${rank_candidate2}*		1	Relevant field of study
			2	GPA/Marks
			3	Internship experience
			4	Extracurricular projects
			5555	None of the above
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
rank_candidate4	Rank which of these is fourth most preferred when you consider the CVs of candidates for this job? *Question relevant when: not(${rank_candidate1} =5555 or ${rank_candidate1} =7777 or ${rank_candidate1} =6666 or ${rank_candidate1} =8888 or ${rank_candidate1} =9999 or ${rank_candidate1} =1111) and not(${rank_candidate2} =5555 or ${rank_candidate2} =7777 or ${rank_candidate2} =6666 or ${rank_candidate2} =8888 or ${rank_candidate2} =9999 or ${rank_candidate2} =1111) and not(${rank_candidate3} =5555 or ${rank_candidate3} =7777 or ${rank_candidate3} =6666 or ${rank_candidate3} =8888 or ${rank_candidate3} =9999 or ${rank_candidate3} =1111)* *Response constrained to: .!= ${rank_candidate1} and .!= ${rank_candidate2} and .!= ${rank_candidate3}*		1	Relevant field of study
			2	GPA/Marks
			3	Internship experience
			4	Extracurricular projects
			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

Field	Question	Answer	
prefer_candidate *(required)*	Which of the following candidate would you prefer to hire for this position? *Question relevant when: ${job_vacancies_inter} >0*	1	A candidate with no internship experience and 3.5 GPA
		2	A candidate with 1 month internship experience and 3.0 GPA
		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
Firm Open > Relevant Person Available > Main Instrument > Recruitment > CV samples *Group relevant when: ${job_vacancies_inter} >0*			
sample_cv_note_revised	We will now show you two sample CVs/ darkhwasts. Take your time to browse through them. Out of the two, choose a CV which you will hire if these were the candidates presented to you. This choice will help us understand your preferences and could help us determine which CVs to send you		
Firm Open > Relevant Person Available > Main Instrument > Recruitment > CV samples > high_ed			
pair_cv_19	Pair 19 *Question relevant when: ${randomx} =1*	1	1
		2	2
		5555	None of the above
pair_cv_130	Pair 130 *Question relevant when: ${randomx} =1*	3	3
		4	4
		5555	None of the above
pair_cv_147	Pair 147 *Question relevant when: ${randomx} =1*	5	5
		6	6
		5555	None of the above
pair_cv_66	Pair 66 *Question relevant when: ${randomx} =2*	7	7
		8	8
		5555	None of the above
pair_cv_120	Pair 120 *Question relevant when: ${randomx} =2*	9	9
		10	10
		5555	None of the above
pair_cv_145	Pair 145 *Question relevant when: ${randomx} =2*	11	11
		12	12
		5555	None of the above
pair_cv_14	Pair 14 *Question relevant when: ${randomx} =3*	13	13
		14	14
		5555	None of the above
pair_cv_21	Pair 21 *Question relevant when: ${randomx} =3*	15	15
		16	16
		5555	None of the above
pair_cv_234	Pair 234 *Question relevant when: ${randomx} =3*	17	17
		18	18
		5555	None of the above
pair_cv_22	Pair 22 *Question relevant when: ${randomx} =4*	19	19
		20	20
		5555	None of the above
pair_cv_35	Pair 35 *Question relevant when: ${randomx} =4*	21	21
		22	22
		5555	None of the above
pair_cv_202	Pair 202 *Question relevant when: ${randomx} =4*	23	23
		24	24
		5555	None of the above
pair_cv_51	Pair 51 *Question relevant when: ${randomx} =5*	25	25
		26	26
		5555	None of the above

Field	Question	Answer	
pair_cv_180	Pair 180 *Question relevant when: ${randomx} =5*	27	27
		28	28
		5555	None of the above
pair_cv_197	Pair 197 *Question relevant when: ${randomx} =5*	29	29
		30	30
		5555	None of the above
pair_cv_8	Pair 8 *Question relevant when: ${randomx} =6*	31	31
		32	32
		5555	None of the above
pair_cv_137	Pair 137 *Question relevant when: ${randomx} =6*	33	33
		34	34
		5555	None of the above
pair_cv_210	Pair 210 *Question relevant when: ${randomx} =6*	35	35
		36	36
		5555	None of the above
pair_cv_16	Pair 16 *Question relevant when: ${randomx} =7*	37	37
		38	38
		5555	None of the above
pair_cv_133	Pair 133 *Question relevant when: ${randomx} =7*	39	39
		40	40
		5555	None of the above
pair_cv_168	Pair 168 *Question relevant when: ${randomx} =7*	41	41
		42	42
		5555	None of the above
pair_cv_57	Pair 57 *Question relevant when: ${randomx} =8*	43	43
		44	44
		5555	None of the above
pair_cv_76	Pair 76 *Question relevant when: ${randomx} =8*	45	45
		46	46
		5555	None of the above
pair_cv_119	Pair 119 *Question relevant when: ${randomx} =8*	47	47
		48	48
		5555	None of the above
pair_cv_17	Pair 17 *Question relevant when: ${randomx} =9*	49	49
		50	50
		5555	None of the above
pair_cv_28	Pair 28 *Question relevant when: ${randomx} =9*	51	51
		52	52
		5555	None of the above
pair_cv_155	Pair 155 *Question relevant when: ${randomx} =9*	53	53
		54	54
		5555	None of the above
pair_cv_39	Pair 39 *Question relevant when: ${randomx} =10*	55	55
		56	56
		5555	None of the above
pair_cv_60	Pair 60 *Question relevant when: ${randomx} =10*	57	57
		58	58
		5555	None of the above
pair_cv_97	Pair 97 *Question relevant when: ${randomx} =10*	59	59
		60	60
		5555	None of the above
pair_cv_30	Pair 30 *Question relevant when: ${randomx} =11*	61	61
		62	62
		5555	None of the above

Field	Question	Answer	
pair_cv_181	Pair 181 *Question relevant when: ${randomx} =11*	63 64 5555	63 64 None of the above
pair_cv_227	Pair 227 *Question relevant when: ${randomx} =11*	65 66 5555	65 66 None of the above
pair_cv_90	Pair 90 *Question relevant when: ${randomx} =12*	67 68 5555	67 68 None of the above
pair_cv_128	Pair 128 *Question relevant when: ${randomx} =12*	69 70 5555	69 70 None of the above
pair_cv_213	Pair 213 *Question relevant when: ${randomx} =12*	71 72 5555	71 72 None of the above
pair_cv_2	Pair 2 *Question relevant when: ${randomx} =13*	73 74 5555	73 74 None of the above
pair_cv_12	Pair 12 *Question relevant when: ${randomx} =13*	75 76 5555	75 76 None of the above
pair_cv_219	Pair 219 *Question relevant when: ${randomx} =13*	77 78 5555	77 78 None of the above
pair_cv_31	Pair 31 *Question relevant when: ${randomx} =14*	79 80 5555	79 80 None of the above
pair_cv_42	Pair 42 *Question relevant when: ${randomx} =14*	81 82 5555	81 82 None of the above
pair_cv_109	Pair 109 *Question relevant when: ${randomx} =14*	83 84 5555	83 84 None of the above
pair_cv_99	Pair 99 *Question relevant when: ${randomx} =15*	85 86 5555	85 86 None of the above
pair_cv_125	Pair 125 *Question relevant when: ${randomx} =15*	87 88 5555	87 88 None of the above
pair_cv_188	Pair 188 *Question relevant when: ${randomx} =15*	89 90 5555	89 90 None of the above
pair_cv_141	Pair 141 *Question relevant when: ${randomx} =16*	91 92 5555	91 92 None of the above
pair_cv_214	Pair 214 *Question relevant when: ${randomx} =16*	93 94 5555	93 94 None of the above
pair_cv_236	Pair 236 *Question relevant when: ${randomx} =16*	95 96 5555	95 96 None of the above
pair_cv_172	Pair 172 *Question relevant when: ${randomx} =17*	97 98 5555	97 98 None of the above

Field	Question	Answer	
pair_cv_191	Pair 191 *Question relevant when: ${randomx} =17*	99	99
		100	100
		5555	None of the above
pair_cv_224	Pair 224 *Question relevant when: ${randomx} =17*	101	101
		102	102
		5555	None of the above
pair_cv_74	Pair 74 *Question relevant when: ${randomx} =18*	103	103
		104	104
		5555	None of the above
pair_cv_121	Pair 121 *Question relevant when: ${randomx} =18*	105	105
		106	106
		5555	None of the above
pair_cv_127	Pair 127 *Question relevant when: ${randomx} =18*	107	107
		108	108
		5555	None of the above
pair_cv_29	Pair 29 *Question relevant when: ${randomx} =19*	109	109
		110	110
		5555	None of the above
pair_cv_82	Pair 82 *Question relevant when: ${randomx} =19*	111	111
		112	112
		5555	None of the above
pair_cv_108	Pair 108 *Question relevant when: ${randomx} =19*	113	113
		114	114
		5555	None of the above
pair_cv_67	Pair 67 *Question relevant when: ${randomx} =20*	115	115
		116	116
		5555	None of the above
pair_cv_153	Pair 153 *Question relevant when: ${randomx} =20*	117	117
		118	118
		5555	None of the above
pair_cv_220	Pair 220 *Question relevant when: ${randomx} =20*	119	119
		120	120
		5555	None of the above
pair_cv_91	Pair 91 *Question relevant when: ${randomx} =21*	121	121
		122	122
		5555	None of the above
pair_cv_134	Pair 134 *Question relevant when: ${randomx} =21*	123	123
		124	124
		5555	None of the above
pair_cv_179	Pair 179 *Question relevant when: ${randomx} =21*	125	125
		126	126
		5555	None of the above
pair_cv_131	Pair 131 *Question relevant when: ${randomx} =22*	127	127
		128	128
		5555	None of the above
pair_cv_138	Pair 138 *Question relevant when: ${randomx} =22*	129	129
		130	130
		5555	None of the above
pair_cv_175	Pair 175 *Question relevant when: ${randomx} =22*	131	131
		132	132
		5555	None of the above
pair_cv_23	Pair 23 *Question relevant when: ${randomx} =23*	133	133
		134	134
		5555	None of the above

Field	Question	Answer	
pair_cv_94	Pair 94 *Question relevant when: ${randomx} =23*	135 136 5555	135 136 None of the above
pair_cv_115	Pair 115 *Question relevant when: ${randomx} =23*	137 138 5555	137 138 None of the above
pair_cv_45	Pair 45 *Question relevant when: ${randomx} =24*	139 140 5555	139 140 None of the above
pair_cv_56	Pair 56 *Question relevant when: ${randomx} =24*	141 142 5555	141 142 None of the above
pair_cv_139	Pair 139 *Question relevant when: ${randomx} =24*	143 144 5555	143 144 None of the above
pair_cv_132	Pair 132 *Question relevant when: ${randomx} =25*	145 146 5555	145 146 None of the above
pair_cv_143	Pair 143 *Question relevant when: ${randomx} =25*	147 148 5555	147 148 None of the above
pair_cv_215	Pair 215 *Question relevant when: ${randomx} =25*	149 150 5555	149 150 None of the above
pair_cv_5	Pair 5 *Question relevant when: ${randomx} =26*	151 152 5555	151 152 None of the above
pair_cv_37	Pair 37 *Question relevant when: ${randomx} =26*	153 154 5555	153 154 None of the above
pair_cv_135	Pair 135 *Question relevant when: ${randomx} =26*	155 156 5555	155 156 None of the above
pair_cv_81	Pair 81 *Question relevant when: ${randomx} =27*	157 158 5555	157 158 None of the above
pair_cv_169	Pair 169 *Question relevant when: ${randomx} =27*	159 160 5555	159 160 None of the above
pair_cv_208	Pair 208 *Question relevant when: ${randomx} =27*	161 162 5555	161 162 None of the above
pair_cv_11	Pair 11 *Question relevant when: ${randomx} =28*	163 164 5555	163 164 None of the above
pair_cv_95	Pair 95 *Question relevant when: ${randomx} =28*	165 166 5555	165 166 None of the above
pair_cv_140	Pair 140 *Question relevant when: ${randomx} =28*	167 168 5555	167 168 None of the above
pair_cv_114	Pair 114 *Question relevant when: ${randomx} =29*	169 170 5555	169 170 None of the above

Field	Question	Answer	
pair_cv_198	Pair 198 *Question relevant when: ${randomx} =29*	171	171
		172	172
		5555	None of the above
pair_cv_226	Pair 226 *Question relevant when: ${randomx} =29*	173	173
		174	174
		5555	None of the above
pair_cv_71	Pair 71 *Question relevant when: ${randomx} =30*	175	175
		176	176
		5555	None of the above
pair_cv_110	Pair 110 *Question relevant when: ${randomx} =30*	177	177
		178	178
		5555	None of the above
pair_cv_164	Pair 164 *Question relevant when: ${randomx} =30*	179	179
		180	180
		5555	None of the above
pair_cv_80	Pair 80 *Question relevant when: ${randomx} =31*	181	181
		182	182
		5555	None of the above
pair_cv_129	Pair 129 *Question relevant when: ${randomx} =31*	183	183
		184	184
		5555	None of the above
pair_cv_229	Pair 229 *Question relevant when: ${randomx} =31*	185	185
		186	186
		5555	None of the above
pair_cv_63	Pair 63 *Question relevant when: ${randomx} =32*	187	187
		188	188
		5555	None of the above
pair_cv_118	Pair 118 *Question relevant when: ${randomx} =32*	189	189
		190	190
		5555	None of the above
pair_cv_186	Pair 186 *Question relevant when: ${randomx} =32*	191	191
		192	192
		5555	None of the above
pair_cv_207	Pair 207 *Question relevant when: ${randomx} =33*	193	193
		194	194
		5555	None of the above
pair_cv_225	Pair 225 *Question relevant when: ${randomx} =33*	195	195
		196	196
		5555	None of the above
pair_cv_235	Pair 235 *Question relevant when: ${randomx} =33*	197	197
		198	198
		5555	None of the above
pair_cv_86	Pair 86 *Question relevant when: ${randomx} =34*	199	199
		200	200
		5555	None of the above
pair_cv_178	Pair 178 *Question relevant when: ${randomx} =34*	201	201
		202	202
		5555	None of the above
pair_cv_222	Pair 222 *Question relevant when: ${randomx} =34*	203	203
		204	204
		5555	None of the above
pair_cv_92	Pair 92 *Question relevant when: ${randomx} =35*	205	205
		206	206
		5555	None of the above

Field	Question	Answer	
pair_cv_190	Pair 190 *Question relevant when: ${randomx} =35*	207 208 5555	207 208 None of the above
pair_cv_205	Pair 205 *Question relevant when: ${randomx} =35*	209 210 5555	209 210 None of the above
pair_cv_77	Pair 77 *Question relevant when: ${randomx} =36*	211 212 5555	211 212 None of the above
pair_cv_126	Pair 126 *Question relevant when: ${randomx} =36*	213 214 5555	213 214 None of the above
pair_cv_231	Pair 231 *Question relevant when: ${randomx} =36*	215 216 5555	215 216 None of the above
pair_cv_78	Pair 78 *Question relevant when: ${randomx} =37*	217 218 5555	217 218 None of the above
pair_cv_183	Pair 183 *Question relevant when: ${randomx} =37*	219 220 5555	219 220 None of the above
pair_cv_203	Pair 203 *Question relevant when: ${randomx} =37*	221 222 5555	221 222 None of the above
pair_cv_40	Pair 40 *Question relevant when: ${randomx} =38*	223 224 5555	223 224 None of the above
pair_cv_158	Pair 158 *Question relevant when: ${randomx} =38*	225 226 5555	225 226 None of the above
pair_cv_221	Pair 221 *Question relevant when: ${randomx} =38*	227 228 5555	227 228 None of the above
pair_cv_10	Pair 10 *Question relevant when: ${randomx} =39*	229 230 5555	229 230 None of the above
pair_cv_151	Pair 151 *Question relevant when: ${randomx} =39*	231 232 5555	231 232 None of the above
pair_cv_154	Pair 154 *Question relevant when: ${randomx} =39*	233 234 5555	233 234 None of the above
pair_cv_15	Pair 15 *Question relevant when: ${randomx} =40*	235 236 5555	235 236 None of the above
pair_cv_223	Pair 223 *Question relevant when: ${randomx} =40*	237 238 5555	237 238 None of the above
pair_cv_233	Pair 233 *Question relevant when: ${randomx} =40*	239 240 5555	239 240 None of the above
pair_cv_84	Pair 84 *Question relevant when: ${randomx} =41*	241 242 5555	241 242 None of the above

Field	Question	Answer	
pair_cv_173	Pair 173 *Question relevant when: ${randomx} =41*	243 244 5555	243 244 None of the above
pair_cv_182	Pair 182 *Question relevant when: ${randomx} =41*	245 246 5555	245 246 None of the above
pair_cv_7	Pair 7 *Question relevant when: ${randomx} =42*	247 248 5555	247 248 None of the above
pair_cv_165	Pair 165 *Question relevant when: ${randomx} =42*	249 250 5555	249 250 None of the above
pair_cv_196	Pair 196 *Question relevant when: ${randomx} =42*	251 252 5555	251 252 None of the above
pair_cv_117	Pair 117 *Question relevant when: ${randomx} =43*	253 254 5555	253 254 None of the above
pair_cv_122	Pair 122 *Question relevant when: ${randomx} =43*	255 256 5555	255 256 None of the above
pair_cv_218	Pair 218 *Question relevant when: ${randomx} =43*	257 258 5555	257 258 None of the above
pair_cv_61	Pair 61 *Question relevant when: ${randomx} =44*	259 260 5555	259 260 None of the above
pair_cv_156	Pair 156 *Question relevant when: ${randomx} =44*	261 262 5555	261 262 None of the above
pair_cv_174	Pair 174 *Question relevant when: ${randomx} =44*	263 264 5555	263 264 None of the above
pair_cv_49	Pair 49 *Question relevant when: ${randomx} =45*	265 266 5555	265 266 None of the above
pair_cv_150	Pair 150 *Question relevant when: ${randomx} =45*	267 268 5555	267 268 None of the above
pair_cv_192	Pair 192 *Question relevant when: ${randomx} =45*	269 270 5555	269 270 None of the above
pair_cv_32	Pair 32 *Question relevant when: ${randomx} =46*	271 272 5555	271 272 None of the above
pair_cv_187	Pair 187 *Question relevant when: ${randomx} =46*	273 274 5555	273 274 None of the above
pair_cv_193	Pair 193 *Question relevant when: ${randomx} =46*	275 276 5555	275 276 None of the above
pair_cv_20	Pair 20 *Question relevant when: ${randomx} =47*	277 278 5555	277 278 None of the above

Field	Question	Answer	
pair_cv_68	Pair 68 *Question relevant when: ${randomx} =47*	279 280 5555	279 280 None of the above
pair_cv_216	Pair 216 *Question relevant when: ${randomx} =47*	281 282 5555	281 282 None of the above
pair_cv_3	Pair 3 *Question relevant when: ${randomx} =48*	283 284 5555	283 284 None of the above
pair_cv_166	Pair 166 *Question relevant when: ${randomx} =48*	285 286 5555	285 286 None of the above
pair_cv_230	Pair 230 *Question relevant when: ${randomx} =48*	287 288 5555	287 288 None of the above
pair_cv_83	Pair 83 *Question relevant when: ${randomx} =49*	289 290 5555	289 290 None of the above
pair_cv_146	Pair 146 *Question relevant when: ${randomx} =49*	291 292 5555	291 292 None of the above
pair_cv_159	Pair 159 *Question relevant when: ${randomx} =49*	293 294 5555	293 294 None of the above
pair_cv_4	Pair 4 *Question relevant when: ${randomx} =50*	295 296 5555	295 296 None of the above
pair_cv_44	Pair 44 *Question relevant when: ${randomx} =50*	297 298 5555	297 298 None of the above
pair_cv_162	Pair 162 *Question relevant when: ${randomx} =50*	299 300 5555	299 300 None of the above
pair_cv_34	Pair 34 *Question relevant when: ${randomx} =51*	301 302 5555	301 302 None of the above
pair_cv_104	Pair 104 *Question relevant when: ${randomx} =51*	303 304 5555	303 304 None of the above
pair_cv_217	Pair 217 *Question relevant when: ${randomx} =51*	305 306 5555	305 306 None of the above
pair_cv_26	Pair 26 *Question relevant when: ${randomx} =52*	307 308 5555	307 308 None of the above
pair_cv_123	Pair 123 *Question relevant when: ${randomx} =52*	309 310 5555	309 310 None of the above
pair_cv_201	Pair 201 *Question relevant when: ${randomx} =52*	311 312 5555	311 312 None of the above
pair_cv_54	Pair 54 *Question relevant when: ${randomx} =53*	313 314 5555	313 314 None of the above

Field	Question	Answer	
pair_cv_62	Pair 62 *Question relevant when: ${randomx} =53*	315 316 5555	315 316 None of the above
pair_cv_177	Pair 177 *Question relevant when: ${randomx} =53*	317 318 5555	317 318 None of the above
pair_cv_47	Pair 47 *Question relevant when: ${randomx} =54*	319 320 5555	319 320 None of the above
pair_cv_107	Pair 107 *Question relevant when: ${randomx} =54*	321 322 5555	321 322 None of the above
pair_cv_228	Pair 228 *Question relevant when: ${randomx} =54*	323 324 5555	323 324 None of the above
pair_cv_41	Pair 41 *Question relevant when: ${randomx} =55*	325 326 5555	325 326 None of the above
pair_cv_85	Pair 85 *Question relevant when: ${randomx} =55*	327 328 5555	327 328 None of the above
pair_cv_211	Pair 211 *Question relevant when: ${randomx} =55*	329 330 5555	329 330 None of the above
pair_cv_53	Pair 53 *Question relevant when: ${randomx} =56*	331 332 5555	331 332 None of the above
pair_cv_58	Pair 58 *Question relevant when: ${randomx} =56*	333 334 5555	333 334 None of the above
pair_cv_171	Pair 171 *Question relevant when: ${randomx} =56*	335 336 5555	335 336 None of the above
pair_cv_1	Pair 1 *Question relevant when: ${randomx} =57*	337 338 5555	337 338 None of the above
pair_cv_113	Pair 113 *Question relevant when: ${randomx} =57*	339 340 5555	339 340 None of the above
pair_cv_185	Pair 185 *Question relevant when: ${randomx} =57*	341 342 5555	341 342 None of the above
pair_cv_9	Pair 9 *Question relevant when: ${randomx} =58*	343 344 5555	343 344 None of the above
pair_cv_33	Pair 33 *Question relevant when: ${randomx} =58*	345 346 5555	345 346 None of the above
pair_cv_209	Pair 209 *Question relevant when: ${randomx} =58*	347 348 5555	347 348 None of the above
pair_cv_64	Pair 64 *Question relevant when: ${randomx} =59*	349 350 5555	349 350 None of the above

Field	Question	Answer	
pair_cv_93	Pair 93 *Question relevant when: ${randomx} =59*	351	351
		352	352
		5555	None of the above
pair_cv_161	Pair 161 *Question relevant when: ${randomx} =59*	353	353
		354	354
		5555	None of the above
pair_cv_70	Pair 70 *Question relevant when: ${randomx} =60*	355	355
		356	356
		5555	None of the above
pair_cv_163	Pair 163 *Question relevant when: ${randomx} =60*	357	357
		358	358
		5555	None of the above
pair_cv_212	Pair 212 *Question relevant when: ${randomx} =60*	359	359
		360	360
		5555	None of the above
pair_cv_38	Pair 38 *Question relevant when: ${randomx} =61*	361	361
		362	362
		5555	None of the above
pair_cv_87	Pair 87 *Question relevant when: ${randomx} =61*	363	363
		364	364
		5555	None of the above
pair_cv_199	Pair 199 *Question relevant when: ${randomx} =61*	365	365
		366	366
		5555	None of the above
pair_cv_43	Pair 43 *Question relevant when: ${randomx} =62*	367	367
		368	368
		5555	None of the above
pair_cv_204	Pair 204 *Question relevant when: ${randomx} =62*	369	369
		370	370
		5555	None of the above
pair_cv_232	Pair 232 *Question relevant when: ${randomx} =62*	371	371
		372	372
		5555	None of the above
pair_cv_18	Pair 18 *Question relevant when: ${randomx} =63*	373	373
		374	374
		5555	None of the above
pair_cv_59	Pair 59 *Question relevant when: ${randomx} =63*	375	375
		376	376
		5555	None of the above
pair_cv_184	Pair 184 *Question relevant when: ${randomx} =63*	377	377
		378	378
		5555	None of the above
pair_cv_100	Pair 100 *Question relevant when: ${randomx} =64*	379	379
		380	380
		5555	None of the above
pair_cv_105	Pair 105 *Question relevant when: ${randomx} =64*	381	381
		382	382
		5555	None of the above
pair_cv_167	Pair 167 *Question relevant when: ${randomx} =64*	383	383
		384	384
		5555	None of the above
pair_cv_36	Pair 36 *Question relevant when: ${randomx} =65*	385	385
		386	386
		5555	None of the above

Field	Question	Answer	
pair_cv_79	Pair 79 *Question relevant when: ${randomx} =65*	387 388 5555	387 388 None of the above
pair_cv_206	Pair 206 *Question relevant when: ${randomx} =65*	389 390 5555	389 390 None of the above
pair_cv_48	Pair 48 *Question relevant when: ${randomx} =66*	391 392 5555	391 392 None of the above
pair_cv_106	Pair 106 *Question relevant when: ${randomx} =66*	393 394 5555	393 394 None of the above
pair_cv_195	Pair 195 *Question relevant when: ${randomx} =66*	395 396 5555	395 396 None of the above
pair_cv_75	Pair 75 *Question relevant when: ${randomx} =67*	397 398 5555	397 398 None of the above
pair_cv_160	Pair 160 *Question relevant when: ${randomx} =67*	399 400 5555	399 400 None of the above
pair_cv_189	Pair 189 *Question relevant when: ${randomx} =67*	401 402 5555	401 402 None of the above
pair_cv_55	Pair 55 *Question relevant when: ${randomx} =68*	403 404 5555	403 404 None of the above
pair_cv_102	Pair 102 *Question relevant when: ${randomx} =68*	405 406 5555	405 406 None of the above
pair_cv_170	Pair 170 *Question relevant when: ${randomx} =68*	407 408 5555	407 408 None of the above
pair_cv_25	Pair 25 *Question relevant when: ${randomx} =69*	409 410 5555	409 410 None of the above
pair_cv_73	Pair 73 *Question relevant when: ${randomx} =69*	411 412 5555	411 412 None of the above
pair_cv_152	Pair 152 *Question relevant when: ${randomx} =69*	413 414 5555	413 414 None of the above
pair_cv_50	Pair 50 *Question relevant when: ${randomx} =70*	415 416 5555	415 416 None of the above
pair_cv_52	Pair 52 *Question relevant when: ${randomx} =70*	417 418 5555	417 418 None of the above
pair_cv_112	Pair 112 *Question relevant when: ${randomx} =70*	419 420 5555	419 420 None of the above
pair_cv_96	Pair 96 *Question relevant when: ${randomx} =71*	421 422 5555	421 422 None of the above

Field	Question	Answer	
pair_cv_103	Pair 103 *Question relevant when: ${randomx} =71*	423 424 5555	423 424 None of the above
pair_cv_142	Pair 142 *Question relevant when: ${randomx} =71*	425 426 5555	425 426 None of the above
pair_cv_72	Pair 72 *Question relevant when: ${randomx} =72*	427 428 5555	427 428 None of the above
pair_cv_101	Pair 101 *Question relevant when: ${randomx} =72*	429 430 5555	429 430 None of the above
pair_cv_136	Pair 136 *Question relevant when: ${randomx} =72*	431 432 5555	431 432 None of the above
pair_cv_13	Pair 13 *Question relevant when: ${randomx} =73*	433 434 5555	433 434 None of the above
pair_cv_111	Pair 111 *Question relevant when: ${randomx} =73*	435 436 5555	435 436 None of the above
pair_cv_149	Pair 149 *Question relevant when: ${randomx} =73*	437 438 5555	437 438 None of the above
pair_cv_6	Pair 6 *Question relevant when: ${randomx} =74*	439 440 5555	439 440 None of the above
pair_cv_24	Pair 24 *Question relevant when: ${randomx} =74*	441 442 5555	441 442 None of the above
pair_cv_157	Pair 157 *Question relevant when: ${randomx} =74*	443 444 5555	443 444 None of the above
pair_cv_46	Pair 46 *Question relevant when: ${randomx} =75*	445 446 5555	445 446 None of the above
pair_cv_69	Pair 69 *Question relevant when: ${randomx} =75*	447 448 5555	447 448 None of the above
pair_cv_176	Pair 176 *Question relevant when: ${randomx} =75*	449 450 5555	449 450 None of the above
pair_cv_27	Pair 27 *Question relevant when: ${randomx} =76*	451 452 5555	451 452 None of the above
pair_cv_88	Pair 88 *Question relevant when: ${randomx} =76*	453 454 5555	453 454 None of the above
pair_cv_194	Pair 194 *Question relevant when: ${randomx} =76*	455 456 5555	455 456 None of the above
pair_cv_98	Pair 98 *Question relevant when: ${randomx} =77*	457 458 5555	457 458 None of the above

Field	Question			Answer
pair_cv_116	Pair 116 *Question relevant when: ${randomx} =77*		459	459
			460	460
			5555	None of the above
pair_cv_148	Pair 148 *Question relevant when: ${randomx} =77*		461	461
			462	462
			5555	None of the above
pair_cv_65	Pair 65 *Question relevant when: ${randomx} =78*		463	463
			464	464
			5555	None of the above
pair_cv_124	Pair 124 *Question relevant when: ${randomx} =78*		465	465
			466	466
			5555	None of the above
pair_cv_144	Pair 144 *Question relevant when: ${randomx} =78*		467	467
			468	468
			5555	None of the above
cv_select_factors *(required)*	What factors did you take into account when choosing between CVs? *Select all that apply*		1	Grades / Marks
			2	Educational institution
			3	Relevance of field of education
			4	Type and length of experience
			5	Gender
			6	How willing you think the candidate would be to take up this type of work / do the requirements of the job
			7	How much you think the candidate would expect to be paid
			8	How long you think the candidate would be likely to stay
			9	Other
			10	None of the above
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
cv_other_factors *(required)*	Kindly state other factors: *Question relevant when: selected(${cv_select_factors} , 9)*			
cv_cand_consider *(required)*	Would you ever consider hiring any of these candidates for a vacancy at your organization?		1	Very Likely
			2	Likely
			3	Not sure
			4	Unlikely
			5	Very unlikely
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > rec_vac_group_inter *Group relevant when: ${job_vacancies_inter} >0 and ${job_vacancies_matric} =0*				
Firm Open > Relevant Person Available > Main Instrument > Recruitment > rec_vac_group_inter > Recruitment Methods for the Vacancy: Inter				
rec_methods_inter_note	Think about one of the vacancies for inter or above that you mentioned above. We will now ask you a series of questions about the vacancy.			

Field	Question	Answer		
method_advertisment_inter *(required)*	Which advertisement methods did you use for this position?		1	Newspaper advertisment
			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
Firm Open > Relevant Person Available > Main Instrument > Recruitment > rec_vac_group_inter > Applicants: Inter				
applicants_inter *(required)*	How many people applied or expressed strong interest for this position?			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > rec_vac_group_inter > Recruitment Process: Inter (1)		(Repeated group)		
Firm Open > Relevant Person Available > Main Instrument > Recruitment > rec_vac_group_inter > Recruitment Process: Inter (1) > Recruitment Process: Inter				
order_screening_inter *(required)*	Please select a stage of the recruitment process for this vacancy.		1	CV screening
			2	Phone interviews
			3	In-person 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
applicants_stage_inter *(required)*	Out of the [applicants_inter] applications you received at this level, how many did you consider at this stage?			
applicants_hours_inter *(required)*	How many hours did your organization spend on this stage of the recruitment process?			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > rec_vac_group_inter > Recruitment: Transport & Hiring				
residence_inter *(required)*	Did you consider where applicants for this position resided within Lahore?		1	Yes, for all applicants
			2	Yes, for male applicants
			3	Yes, for female applicants
			4	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
transport_inter *(required)*	Did you consider the modes of tranport used by applicants to commute to work?		1	Yes, for all applicants
			2	Yes, for male applicants
			3	Yes, for female applicants
			4	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
actual_hire_inter	Out of the [applicants_inter] applications you received, how many candidates were hired for this position?			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Inter				
Group relevant when: ${actual_hire_inter} >0				

Field	Question	Answer		
Group relevant when: ${actual_hire_inter} >0				
recent_hire_inter_note	Think about the recent hire you recruited with inter or higher levels of education. We will now ask you a series of questions about this recent hire.			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Inter > Job Title and Responsibilities				
jobtitle_inter *(required)*	What is the jobtitle of your most recent hire?			
job_resp_inter *(required)*	What are the tasks/responsibilities of this recent hire?			
job_title_inter_match_revised *(required)*	ENUMERATORS: Match the job title from the following list based on the closest fit.		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
			5555	None of the above
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Inter > Education, Experience, and Skills: Inter				
edu_inter *(required)*	How much education has this recent hire received?		1	None
			2	Primary School
			3	Middle School
			4	Matriculation/O Level
			4.2	Matriculation/O Level - Sciences
			4.4	Matriculation/O Level - Computer Sciences
			4.6	Matriculation/O Level - Arts
			5	FSc /A Level - Pre Med
			6	Fsc /A Level - Pre Engineering
			7	F.A / A Level
			8	Bachelors
			9	Masters
			10	PhD
			11	Other Courses/Diplomas
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand

Field	Question	Answer		
exp_inter *(required)*	How many years of experience does this recent hire have?			

gender_inter *(required)*	What is the gender of this recent hire?		1	Female
			2	Male
			3	Transgender
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_want_inter *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the pink skills card.* *Question relevant when: (${enum1_id} =68 or ${enum1_id} =69 or ${enum1_id} =70 or ${enum1_id} =57 or ${enum1_id} =71)*		2	Agreeableness
			1	Conscientiousness
			23	Emotional Stability
			24	Preference to engage with others
			25	Openness to experiences
			26	Teamwork
			27	Oral interpersonal communication/
			6	Leadership
			30	Microsoft Excel
			31	Microsoft Word
			43	Data entry
			44	Typing speed and accuracy
			32	Microsoft Power Point
			45	Basic Computer skills
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			7	Time & stress management
			42	Presenting & summarizing data
			37	Spoken English
			38	Reading and Writing English
			39	Spoken Urdu
			40	Reading and Writing Urdu
			41	Spoken Punjabi
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_inter1 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the blue skills card.* *Question relevant when: (${enum1_id} =56 or ${enum1_id} =17 or ${enum1_id} =52 or ${enum1_id} =66 or ${enum1_id} =18)*		29	Mental Agility
			6	Leadership
			27	Oral interpersonal communication/
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			30	Microsoft Excel
			32	Microsoft Power Point
			31	Microsoft Word
			45	Basic Computer Skills
			43	Data entry
			44	Typing speed and accuracy
			11	Numerical Skills (Basic)
			7	Time & stress management
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			33	Business Writing
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_inter2 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the yellow skills card.* *Question relevant when: (${enum1_id} =58 or ${enum1_id} =50 or ${enum1_id} =59 or ${enum1_id} =16 or ${enum1_id} =63 or ${enum1_id} =59)*		43	Data entry
			44	Typing speed and accuracy
			45	Basic Computer Skills
			32	Microsoft Power Point
			30	Microsoft Excel
			31	Microsoft Word
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			7	Time & stress management
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_inter3 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the green skills card.* *Question relevant when: (${enum1_id} =67 or ${enum1_id} =53 or ${enum1_id} =18 or ${enum1_id} =65 or ${enum1_id} =20)*		41	Spoken Punjabi
			38	Reading and Writing English
			40	Reading and Writing Urdu
			39	Spoken Urdu
			37	Spoken English
			29	Mental Agility
			33	Business Writing
			11	Numerical Skills (Basic)
			42	Presenting & summarizing data
			7	Time & stress management
			34	Professional conduct & etiquette
			45	Basic Computer Skills
			32	Microsoft Power Point
			43	Data entry
			44	Typing speed and accuracy
			30	Microsoft Excel
			31	Microsoft Word
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			13	Job-Specific Skills
			5555	None of the above
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Inter > Job Specific Skills: Inter				
skills_other_inter *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_inter} , 13)*			
skills_other_inter_important *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_want_inter} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_inter1 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_inter1} , 13)*			

Field	Question	Answer		
skills_other_inter_imp1 *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_want_inter1} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_inter2 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_inter2} , 13)*			
skills_other_inter_imp2 *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_want_inter2} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_inter3 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_inter3} , 13)*			
skills_other_inter_imp3 *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_want_inter3} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Inter > rec_time_cost_inter				
vacancy_fill_inter_note	How long did it take from deciding that you need to hire someone for this vacancy until the person you hired started work?			
vacancy_fill_days_inter	Days for Inter or higher:			
vacancy_fill_weeks_inter	Weeks for Inter or higher:			
vacancy_fill_months_inter	Months for Inter or higher:			
applicants_cost_inter *(required)*	Could you estimate the monetary cost of filling your last vacancy? This includes all costs related to hiring, like posting adverts and using a recruiting firm. This does not include the cost of training the new worker or the cost of the time you and your colleagues spent on hiring.			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Inter > Salary & Training: Inter				

Field	Question	Answer		
employment_duration_inter *(required)*	I will read out a list of options. Kindly state which one of these best describes this job?		1	Permanent (Based on a written agreement)
			2	Permanent (Without a formal written agreement)
			3	Fixed Term (Based on a written agreement)
			4	Fixed Term (Without a formal written agreement)
			5	Daily Wage
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
salary_inter *(required)*	How much salary do you pay this recent hire? *Select all that apply.*		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
training_period_inter *(required)*	How many hours did you and your current employees spend training this recent hire?			
job_trained_inter	How long did it take before your last new employee was able to do their job as well as an experienced employee? *Respond in one field that applies.*			
job_trained_inter_weeks	Weeks:			
job_trained_inter_months	Months:			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Inter > Employee turnover: Inter				
emp_length_inter_note	What is the average length of time that an employee with inter or higher levels of education hired stays with your organization?			
emp_length_mon_inter	Months for Inter or higher:			
emp_length_yrs_inter	Years for Inter or higher:			
turnover_inter	How much of a challenge is turnover for your organization?		1	Very Challenging
			2	Challenging
			3	Not sure
			4	Not Challenging
			5	Not Challenging at all
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > rec_vac_group_matric *Group relevant when: ${job_vacancies_inter} =0 and ${job_vacancies_matric} >0*				
Firm Open > Relevant Person Available > Main Instrument > Recruitment > rec_vac_group_matric > Recruitment Methods for the Vacancy: Matric				
rec_methods_matric_note	Think about one of the vacancies for matric or below that you mentioned above. We will now ask you a series of questions about the vacancy.			

Field	Question	Answer		
method_advertisment_matric *(required)*	Which advertisement methods did you use for this position?		1	Newspaper advertisment
			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
Firm Open > Relevant Person Available > Main Instrument > Recruitment > rec_vac_group_matric > Applicants: Matric				
applicants_matric *(required)*	How many people applied or expressed strong interest for this position?			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > rec_vac_group_matric > Recruitment Process: Matric (1)		(Repeated group)		
Firm Open > Relevant Person Available > Main Instrument > Recruitment > rec_vac_group_matric > Recruitment Process: Matric (1) > Recruitment Process: Matric				
order_screening_matric *(required)*	Please select a stage of the recruitment process for this vacancy.		1	CV screening
			2	Phone interviews
			3	In-person 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
applicants_stage_matric *(required)*	Out of the [applicants_matric] applications you received at this level, how many did you consider at this stage?			
applicants_hrs_matric *(required)*	How many hours did your organization spend on this stage of the recruitment process?			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > rec_vac_group_matric > Recruitment: Transport & Hiring				
residence_matric *(required)*	Did you consider where applicants for this position resided within Lahore?		1	Yes, for all applicants
			2	Yes, for male applicants
			3	Yes, for female applicants
			4	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
transport_matric *(required)*	Did you consider the modes of transport used by applicants to commute to work?		1	Yes, for all applicants
			2	Yes, for male applicants
			3	Yes, for female applicants
			4	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
actual_hire_matric	Out of the [applicants_matric] applications you received, how many candidates were hired for this position?			

Field	Question	Answer
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Matric *Group relevant when: ${actual_hire_matric} >0*		

recent_hire_matric_note	Think about the recent hire you recruited with matric or below levels of education. We will now ask you a series of questions about this recent hire.		
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Matric > Job Title and Responsibilities			
jobtitle_matric *(required)*	What is the jobtitle of your most recent hire?		
job_resp_matric *(required)*	What are the tasks/responsibilities of this recent hire?		
job_title_matric_match *(required)*	ENUMERATOR: Match the job title from the following list based on the closest fit.	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
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Matric > Education, Experience, and Skills: Matric			
edu_matric *(required)*	How much education has this recent hire received?	1	None
		2	Primary School
		3	Middle School
		4	Matriculation/O Level
		4.2	Matriculation/O Level - Sciences
		4.4	Matriculation/O Level - Computer Sciences
		4.6	Matriculation/O Level - Arts
		5	FSc /A Level - Pre Med
		6	Fsc /A Level - Pre Engineering
		7	F.A / A Level
		8	Bachelors
		9	Masters
		10	PhD
		11	Other Courses/Diplomas
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
exp_matric *(required)*	How many years of experience does this recent hire have?		

Field	Question	Answer		
gender_matric *(required)*	What is the gender of this recent hire?		1	Female
			2	Male
			3	Transgender
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_want_matric *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the pink skills card.* *Question relevant when: (${enum1_id} =68 or ${enum1_id} =69 or ${enum1_id} =70 or ${enum1_id} =57 or ${enum1_id} =71)*		2	Agreeableness
			1	Conscientiousness
			23	Emotional Stability
			24	Preference to engage with others
			25	Openness to experiences
			26	Teamwork
			27	Oral interpersonal communication/
			6	Leadership
			30	Microsoft Excel
			31	Microsoft Word
			43	Data entry
			44	Typing speed and accuracy
			32	Microsoft Power Point
			45	Basic Computer skills
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			7	Time & stress management
			42	Presenting & summarizing data
			37	Spoken English
			38	Reading and Writing English
			39	Spoken Urdu
			40	Reading and Writing Urdu
			41	Spoken Punjabi
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_matric1 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the blue skills card.* *Question relevant when: (${enum1_id} =56 or ${enum1_id} =17 or ${enum1_id} =52 or ${enum1_id} =66 or ${enum1_id} =18)*		29	Mental Agility
			6	Leadership
			27	Oral interpersonal communication/
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			30	Microsoft Excel
			32	Microsoft Power Point
			31	Microsoft Word
			45	Basic Computer Skills
			43	Data entry
			44	Typing speed and accuracy
			11	Numerical Skills (Basic)
			7	Time & stress management
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			33	Business Writing
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_matric2 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the yellow skills card.* *Question relevant when: (${enum1_id} =58 or ${enum1_id} =50 or ${enum1_id} =59 or ${enum1_id} =16 or ${enum1_id} =63 or ${enum1_id} =59)*		43	Data entry
			44	Typing speed and accuracy
			45	Basic Computer Skills
			32	Microsoft Power Point
			30	Microsoft Excel
			31	Microsoft Word
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			7	Time & stress management
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_matric3 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the green skills card.* *Question relevant when: (${enum1_id} =67 or ${enum1_id} =53 or ${enum1_id} =18 or ${enum1_id} =65 or ${enum1_id} =20)*		41	Spoken Punjabi
			38	Reading and Writing English
			40	Reading and Writing Urdu
			39	Spoken Urdu
			37	Spoken English
			29	Mental Agility
			33	Business Writing
			11	Numerical Skills (Basic)
			42	Presenting & summarizing data
			7	Time & stress management
			34	Professional conduct & etiquette
			45	Basic Computer Skills
			32	Microsoft Power Point
			43	Data entry
			44	Typing speed and accuracy
			30	Microsoft Excel
			31	Microsoft Word
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			13	Job-Specific Skills
			5555	None of the above
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Matric > Job Specific Skills: Matric				
skills_other_matric *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_matric} , 13)*			
skills_other_matric_imprtant *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_want_matric} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_matric1 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_matric1} , 13)*			

Field	Question	Answer		
skills_other_matric_imp1 *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_want_matric1} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_matric2 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_matric2} , 13)*			
skills_other_matric_imp2 *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_want_matric2} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_matric3 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_matric3} , 13)*			
skills_other_matric_imp3 *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_want_matric3} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Matric > Recruitment Time and Cost: Matric				
vacancy_fill_matric_note	How long did it take from deciding that you need to hire someone for this vacancy until the person you hired started work?			
vacancy_fill_days_matric	Days for Matric or lower:			
vacancy_fill_weeks_matric	Weeks for Matric or lower:			
vacancy_fill_months_matric	Months for Matric or lower:			
applicants_cost_matric *(required)*	Could you estimate the monetary cost of filling your last vacancy? This includes all costs related to hiring, like posting adverts and using a recruiting firm. This does not include the cost of training the new worker or the cost of the time you and your colleagues spent on hiring.			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Matric > Salary & Training: Matric				

Field	Question	Answer		
employment_duration_matric *(required)*	I will read out a list of options. Kindly state which one of these best describes this job?		1	Permanent (Based on a written agreement)
			2	Permanent (Without a formal written agreement)
			3	Fixed Term (Based on a written agreement)
			4	Fixed Term (Without a formal written agreement)
			5	Daily Wage
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
salary_matric *(required)*	How much salary do you pay this recent hire? *Select all that apply.*		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
training_period_matric *(required)*	How many hours did you and your current employees spend training this recent hire?			
job_trained_matric	How long did it take before your last new employee was able to do their job as well as an experienced employee? *Respond in one field that applies.*			
job_trained_matric_hours	Hours:			
job_trained_matric_days	Days:			
job_trained_matric_weeks	Weeks:			
job_trained_matric_months	Months:			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hire: Matric > Employee turnover: Matric				
emp_length_matric_note	What is the average length of time that an employee with matric or lower levels of education stays with your organization?			
emp_length_mon_matric	Months for Matric or lower:			
emp_length_yrs_matric	Years for Matric or lower:			
turnover_matric *(required)*	How much of a challenge is turnover for your organization?		1	Very Challenging
			2	Challenging
			3	Not sure
			4	Not Challenging
			5	Not Challenging at all
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B *Group relevant when: ${job_vacancies_inter} >0 and ${job_vacancies_matric} >0*				
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b *Group relevant when: ${random} = 1*				
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recruitment Methods for the Vacancy: Inter				
rec_methods_inter_note_part2b	Think about one of the vacancies for inter or above that you mentioned above. We will now ask you a series of questions about the vacancy			

	series of questions about the vacancy.			
Field	**Question**	**Answer**		
method_adv_inter_p2b *(required)*	Which advertisement methods did you use for this position?		1	Newspaper advertisment
			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
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Applicants: Inter				
applicants_inter_p2b *(required)*	How many people applied or expressed strong interest for this position?			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recruitment Process: Inter (1)		(Repeated group)		
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recruitment Process: Inter (1) > Recruitment Process: Inter				
order_screen_inter_p2b *(required)*	Please select a stage of the recruitment process for this vacancy.		1	CV screening
			2	Phone interviews
			3	In-person 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
applicant_stage_inter_p2b *(required)*	Out of the [applicants_inter_p2b] applications you received at this level, how many did you consider at this stage?			
applicants_hrs_inter_p2b *(required)*	How many hours did your organization spend on this stage of the recruitment process?			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recruitment: Transport & Hiring				
residence_inter_p2b *(required)*	Did you consider where applicants for this position resided within Lahore?		1	Yes, for all applicants
			2	Yes, for male applicants
			3	Yes, for female applicants
			4	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
transport_inter_p2b *(required)*	Did you consider the modes of tranport used by applicants to commute to work?		1	Yes, for all applicants
			2	Yes, for male applicants
			3	Yes, for female applicants
			4	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
actual_hire_inter_p2b	Out of the [applicants_inter_p2b] applications you received, how many candidates were hired for this			

Field	Question	Answer
	position?	

Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recent Hire: Inter *Group relevant when: ${actual_hire_inter_p2b} >0*			
recent_hire_inter_note_part2b	Think about a recent hire you recruited with inter or higher levels of education. We will now ask you a series of questions about this recent hire.		
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recent Hire: Inter > Job Title and Responsibilities			
jobtitle_inter_p2b *(required)*	What is the jobtitle of your most recent hire?		
job_resp_inter_p2b *(required)*	What are the tasks/responsibilities of this recent hire?		
job_title_inter_match_part2b *(required)*	ENUMERATORS: Match the job title from the following list based on the closest fit.	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
		5555	None of the above
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recent Hire: Inter > Education, Experience, and Skills: Inter			

Field	Question	Answer		
edu_inter_p2b *(required)*	How much education has this recent hire received?		1	None
			2	Primary School
			3	Middle School
			4	Matriculation/O Level
			4.2	Matriculation/O Level - Sciences
			4.4	Matriculation/O Level - Computer Sciences
			4.6	Matriculation/O Level - Arts
			5	FSc /A Level - Pre Med
			6	Fsc /A Level - Pre Engineering
			7	F.A / A Level
			8	Bachelors
			9	Masters
			10	PhD
			11	Other Courses/Diplomas
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
exp_inter_p2b *(required)*	How many years of experience does this recent hire have?			
gender_inter_part2b *(required)*	What is the gender of this recent hire?		1	Female
			2	Male
			3	Transgender
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand

Field	Question	Answer		
skills_want_inter_p2b *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the pink skills card.* *Question relevant when: (${enum1_id} =68 or ${enum1_id} =69 or ${enum1_id} =70 or ${enum1_id} =57 or ${enum1_id} =71)*		2	Agreeableness
			1	Conscientiousness
			23	Emotional Stability
			24	Preference to engage with others
			25	Openness to experiences
			26	Teamwork
			27	Oral interpersonal communication/
			6	Leadership
			30	Microsoft Excel
			31	Microsoft Word
			43	Data entry
			44	Typing speed and accuracy
			32	Microsoft Power Point
			45	Basic Computer skills
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			7	Time & stress management
			42	Presenting & summarizing data
			37	Spoken English
			38	Reading and Writing English
			39	Spoken Urdu
			40	Reading and Writing Urdu
			41	Spoken Punjabi
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_inter_p2b1 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the blue skills card.* *Question relevant when: (${enum1_id} =56 or ${enum1_id} =17 or ${enum1_id} =52 or ${enum1_id} =66 or ${enum1_id} =18)*		29	Mental Agility
			6	Leadership
			27	Oral interpersonal communication/
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			30	Microsoft Excel
			32	Microsoft Power Point
			31	Microsoft Word
			45	Basic Computer Skills
			43	Data entry
			44	Typing speed and accuracy
			11	Numerical Skills (Basic)
			7	Time & stress management
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			33	Business Writing
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_inter_p2b2 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the yellow skills card.* *Question relevant when: (${enum1_id} =58 or ${enum1_id} =50 or ${enum1_id} =59 or ${enum1_id} =16 or ${enum1_id} =63 or ${enum1_id} =59)*		43	Data entry
			44	Typing speed and accuracy
			45	Basic Computer Skills
			32	Microsoft Power Point
			30	Microsoft Excel
			31	Microsoft Word
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			7	Time & stress management
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_inter_p2b3 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the green skills card.* *Question relevant when: (${enum1_id} =67 or ${enum1_id} =53 or ${enum1_id} =18 or ${enum1_id} =65 or ${enum1_id} =20)*		41	Spoken Punjabi
			38	Reading and Writing English
			40	Reading and Writing Urdu
			39	Spoken Urdu
			37	Spoken English
			29	Mental Agility
			33	Business Writing
			11	Numerical Skills (Basic)
			42	Presenting & summarizing data
			7	Time & stress management
			34	Professional conduct & etiquette
			45	Basic Computer Skills
			32	Microsoft Power Point
			43	Data entry
			44	Typing speed and accuracy
			30	Microsoft Excel
			31	Microsoft Word
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			13	Job-Specific Skills
			5555	None of the above
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recent Hire: Inter > Job Specific Skills: Inter				
skills_other_inter_p2b *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_inter_p2b} , 13)*			
skills_other_imp_inter_p2b *(required)*	How imprtant was this skill for the position? *Question relevant when: selected(${skills_want_inter_p2b} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_inter_p2b1 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_inter_p2b1} , 13)*			

Field	Question	Answer		
skills_other_imp_inter_p2b1 *(required)*	How imprtant was this skill for the position? *Question relevant when: selected(${skills_want_inter_p2b1} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_inter_p2b2 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_inter_p2b2} , 13)*			
skills_other_imp_inter_p2b2 *(required)*	How imprtant was this skill for the position? *Question relevant when: selected(${skills_want_inter_p2b2} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_inter_p2b3 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_inter_p2b3} , 13)*			
skills_other_imp_inter_p2b3 *(required)*	How imprtant was this skill for the position? *Question relevant when: selected(${skills_want_inter_p2b3} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recent Hire: Inter > rec_time_cost_inter_part2b				
vacancy_fill_inter_note_part2b	How long did it take from deciding that you need to hire someone for this vacancy until the person you hired started work?			
vac_fill_days_inter_p2b	Days for Inter or higher:			
vac_fill_weeks_inter_p2b	Weeks for Inter or higher:			
vac_fill_months_inter_p2b	Months for Inter or higher:			
applicants_cost_inter_p2b *(required)*	Could you estimate the monetary cost of filling your last vacancy? This includes all costs related to hiring, like posting adverts and using a recruiting firm. This does not include the cost of training the new worker or the cost of the time you and your colleagues spent on hiring.			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recent Hire: Inter > Salary & Training: Inter				

Field	Question	Answer		
emp_duration_inter_p2b *(required)*	I will read out a list of options. Kindly state which one of these best describes this job?		1	Permanent (Based on a written agreement)
			2	Permanent (Without a formal written agreement)
			3	Fixed Term (Based on a written agreement)
			4	Fixed Term (Without a formal written agreement)
			5	Daily Wage
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
salary_inter_p2b *(required)*	How much salary do you pay this recent hire? *Select all that apply.*		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
training_period_inter_p2b *(required)*	How many hours did you and your current employees spend training this recent hire?			
job_trained_inter_p2b	How long did it take before your last new employee was able to do their job as well as an experienced employee? *Respond in one field that applies.*			
job_trained_inter_hours_p2b	Hours:			
job_trained_inter_days_p2b	Days:			
job_trained_inter_weeks_p2b	Weeks:			
job_trained_inter_months_p2b	Months:			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recent Hire: Inter > Employee turnover: Inter				
emp_length_inter_note_part2b	What is the average length of time that an employee with inter or higher levels of education hired stays with your organization?			
emp_length_mon_inter_p2b	Months for Inter or higher:			
emp_length_yrs_inter_p2b	Years for Inter or higher:			
turnover_inter_p2b	How much of a challenge is turnover for your organization?		1	Very Challenging
			2	Challenging
			3	Not sure
			4	Not Challenging
			5	Not Challenging at all
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recent Hire: Inter > Recent Hire: Inter_Matric				
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recent Hire: Inter > Recent Hire: Inter_Matric > Education, Experience, and Skills: Matric				

Field	Question	Answer		
edu_int_matric_p2b *(required)*	How much education has this recent hire received?		1	None
			2	Primary School
			3	Middle School
			4	Matriculation/O Level
			4.2	Matriculation/O Level - Sciences
			4.4	Matriculation/O Level - Computer Sciences
			4.6	Matriculation/O Level - Arts
			5	FSc /A Level - Pre Med
			6	Fsc /A Level - Pre Engineering
			7	F.A / A Level
			8	Bachelors
			9	Masters
			10	PhD
			11	Other Courses/Diplomas
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
exp_int_matric_p2b *(required)*	How many years of experience does this recent hire have?			
gender_int_matric_p2b *(required)*	What is the gender of this recent hire?		1	Female
			2	Male
			3	Transgender
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand

Field	Question	Answer		
skills_want_int_matric_p2b *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the pink skills card.* *Question relevant when: (${enum1_id} =68 or ${enum1_id} =69 or ${enum1_id} =70 or ${enum1_id} =57 or ${enum1_id} =71)*		2	Agreeableness
			1	Conscientiousness
			23	Emotional Stability
			24	Preference to engage with others
			25	Openness to experiences
			26	Teamwork
			27	Oral interpersonal communication/
			6	Leadership
			30	Microsoft Excel
			31	Microsoft Word
			43	Data entry
			44	Typing speed and accuracy
			32	Microsoft Power Point
			45	Basic Computer skills
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			7	Time & stress management
			42	Presenting & summarizing data
			37	Spoken English
			38	Reading and Writing English
			39	Spoken Urdu
			40	Reading and Writing Urdu
			41	Spoken Punjabi
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_int_matric_p2b1 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the blue skills card.* *Question relevant when: (${enum1_id} =56 or ${enum1_id} =17 or ${enum1_id} =52 or ${enum1_id} =66 or ${enum1_id} =18)*		29	Mental Agility
			6	Leadership
			27	Oral interpersonal communication/
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			30	Microsoft Excel
			32	Microsoft Power Point
			31	Microsoft Word
			45	Basic Computer Skills
			43	Data entry
			44	Typing speed and accuracy
			11	Numerical Skills (Basic)
			7	Time & stress management
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			33	Business Writing
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_int_matric_p2b2 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the yellow skills card.* *Question relevant when: (${enum1_id} =58 or ${enum1_id} =50 or ${enum1_id} =59 or ${enum1_id} =16 or ${enum1_id} =63 or ${enum1_id} =59)*		43	Data entry
			44	Typing speed and accuracy
			45	Basic Computer Skills
			32	Microsoft Power Point
			30	Microsoft Excel
			31	Microsoft Word
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			7	Time & stress management
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_int_matric_p2b3 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the green skills card.* *Question relevant when: (${enum1_id} =67 or ${enum1_id} =53 or ${enum1_id} =18 or ${enum1_id} =65 or ${enum1_id} =20)*		41	Spoken Punjabi
			38	Reading and Writing English
			40	Reading and Writing Urdu
			39	Spoken Urdu
			37	Spoken English
			29	Mental Agility
			33	Business Writing
			11	Numerical Skills (Basic)
			42	Presenting & summarizing data
			7	Time & stress management
			34	Professional conduct & etiquette
			45	Basic Computer Skills
			32	Microsoft Power Point
			43	Data entry
			44	Typing speed and accuracy
			30	Microsoft Excel
			31	Microsoft Word
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			13	Job-Specific Skills
			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
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_int_part2b > Recent Hire: Inter > Recent Hire: Inter_Matric > Applicants: Matric *Group relevant when: ${pcsw_signup} =1 and ${signup_service} =1*				
applicants_int_matric_p2b *(required)*	How many people applied or expressed strong interest for this position?			
salary_int_matric_p2b *(required)*	How much salary do you pay this recent hire? *Select all that apply.*		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
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b *Group relevant when: ${random} = 2*				
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recruitment Methods for the Vacancy: Matric				

Field	Question	Answer
	Group relevant when: ${job_vacancies_inter} <1	
rec_methods_matric_note_p2b	Think about one of the vacancies for matric or below that you mentioned above. We will now ask you a series of questions about the vacancy.	

method_adv_matric_p2b *(required)*	Which advertisement methods did you use for this position?	1	Newspaper advertisment
		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
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Applicants: Matric			
applicants_matric_p2b *(required)*	How many people applied or expressed strong interest for this position?		
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recruitment Process: Matric (1)		(Repeated group)	
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recruitment Process: Matric (1) > Recruitment Process: Matric			
order_screening_matric_p2b *(required)*	Please select a stage of the recruitment process for this vacancy.	1	CV screening
		2	Phone interviews
		3	In-person 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
applicant_stage_matric_p2b *(required)*	Out of the [applicants_matric_p2b] applications you received at this level, how many did you consider at this stage?		
applicants_hrs_matric_p2b *(required)*	How many hours did your organization spend on this stage of the recruitment process?		
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recruitment: Transport & Hiring			
residence_matric_p2b *(required)*	Did you consider where applicants for this position resided within Lahore?	1	Yes, for all applicants
		2	Yes, for male applicants
		3	Yes, for female applicants
		4	No
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
transport_matric_p2b *(required)*	Did you consider the modes of tranport used by applicants to commute to work?	1	Yes, for all applicants
		2	Yes, for male applicants
		3	Yes, for female applicants
		4	No
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand

Field	actual_hire_matric_p2b	Question	Answer
		Out of the [applicants_matric_p2b] applications you received, how many candidates were hired for this position?	

Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recent Hire: Matric

Group relevant when: ${actual_hire_matric_p2b} >0

recent_hire_matric_note_part2b	Think about a recent hire you recruited with matric or below levels of education. We will now ask you a series of questions about this recent hire.		

Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recent Hire: Matric > Job Title and Responsibilities

jobtitle_matric_p2b *(required)*	What is the jobtitle of your most recent hire?		
job_resp_matric_p2b *(required)*	What are the tasks/responsibilities of this recent hire?		
jobtitle_matric_match_p2b *(required)*	ENUMERATOR: Match the job title from the following list based on the closest fit.	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

Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recent Hire: Matric > Education, Experience, and Skills: Matric

edu_matric_p2b *(required)*	How much education has this recent hire received?	1	None
		2	Primary School
		3	Middle School
		4	Matriculation/O Level
		4.2	Matriculation/O Level - Sciences
		4.4	Matriculation/O Level - Computer Sciences
		4.6	Matriculation/O Level - Arts
		5	FSc /A Level - Pre Med
		6	Fsc /A Level - Pre Engineering
		7	F.A / A Level
		8	Bachelors
		9	Masters
		10	PhD
		11	Other Courses/Diplomas
		6666	Refer to headquarters
		7777	Don't want to say
		8888	Don't know
		9999	Left the survey
		1111	The respondent does not understand
exp_matric_p2b *(required)*	How many years of experience does this recent hire have?		

Field	Question	Answer		
gender_matric_p2b *(required)*	What is the gender of this recent hire?		1	Female
			2	Male
			3	Transgender
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_want_matric_p2b *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the pink skills card.* *Question relevant when: (${enum1_id} =68 or ${enum1_id} =69 or ${enum1_id} =70 or ${enum1_id} =57 or ${enum1_id} =71)*		2	Agreeableness
			1	Conscientiousness
			23	Emotional Stability
			24	Preference to engage with others
			25	Openness to experiences
			26	Teamwork
			27	Oral interpersonal communication/
			6	Leadership
			30	Microsoft Excel
			31	Microsoft Word
			43	Data entry
			44	Typing speed and accuracy
			32	Microsoft Power Point
			45	Basic Computer skills
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			7	Time & stress management
			42	Presenting & summarizing data
			37	Spoken English
			38	Reading and Writing English
			39	Spoken Urdu
			40	Reading and Writing Urdu
			41	Spoken Punjabi
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_matric_p2b1 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the blue skills card.* *Question relevant when: (${enum1_id} =56 or ${enum1_id} =17 or ${enum1_id} =52 or ${enum1_id} =66 or ${enum1_id} =18)*		29	Mental Agility
			6	Leadership
			27	Oral interpersonal communication/
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			30	Microsoft Excel
			32	Microsoft Power Point
			31	Microsoft Word
			45	Basic Computer Skills
			43	Data entry
			44	Typing speed and accuracy
			11	Numerical Skills (Basic)
			7	Time & stress management
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			33	Business Writing
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_matric_p2b2 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the yellow skills card.* *Question relevant when: (${enum1_id} =58 or ${enum1_id} =50 or ${enum1_id} =59 or ${enum1_id} =16 or ${enum1_id} =63 or ${enum1_id} =59)*		43	Data entry
			44	Typing speed and accuracy
			45	Basic Computer Skills
			32	Microsoft Power Point
			30	Microsoft Excel
			31	Microsoft Word
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			7	Time & stress management
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_matric_p2b3 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the green skills card.* *Question relevant when: (${enum1_id} =67 or ${enum1_id} =53 or ${enum1_id} =18 or ${enum1_id} =65 or ${enum1_id} =20)*		41	Spoken Punjabi
			38	Reading and Writing English
			40	Reading and Writing Urdu
			39	Spoken Urdu
			37	Spoken English
			29	Mental Agility
			33	Business Writing
			11	Numerical Skills (Basic)
			42	Presenting & summarizing data
			7	Time & stress management
			34	Professional conduct & etiquette
			45	Basic Computer Skills
			32	Microsoft Power Point
			43	Data entry
			44	Typing speed and accuracy
			30	Microsoft Excel
			31	Microsoft Word
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			13	Job-Specific Skills
			5555	None of the above
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recent Hire: Matric > Job Specific Skills: Matric				
skills_other_matric_p2b *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_matric_p2b} , 13)*			
skills_other_matric_imp_p2b *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_want_matric_p2b} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_matric_p2b1 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_matric_p2b1} , 13)*			

Field	Question	Answer		
skills_other_matric_imp_p2b1 *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_want_matric_p2b1} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_matric_p2b2 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_matric_p2b2} , 13)*			
skills_other_matric_imp_p2b2 *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_want_matric_p2b2} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
skills_other_matric_p2b3 *(required)*	Kindly state any job-specific skills you required from this person: *Question relevant when: selected(${skills_want_matric_p2b3} , 13)*			
skills_other_matric_imp_p2b3 *(required)*	How important is this skill for this job? *Question relevant when: selected(${skills_want_matric_p2b3} , 13)*		1	Definitely (100%)
			2	Probably (75% chance)
			3	About half (50%)
			4	Probably not (25% chance)
			5	Definitely not (0%)
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recent Hire: Matric > Recruitment Time and Cost: Matric				
vac_fill_matric_note_p2b	How long did it take from deciding that you need to hire someone for this vacancy until the person you hired started work?			
vac_fill_days_matric_p2b	Days for Matric or lower:			
vac_fill_weeks_matric_p2b	Weeks for Matric or lower:			
vac_fill_months_matric_p2b	Months for Matric or lower:			
applicants_cost_matric_p2b *(required)*	Could you estimate the monetary cost of filling your last vacancy? This includes all costs related to hiring, like posting adverts and using a recruiting firm. This does not include the cost of training the new worker or the cost of the time you and your colleagues spent on hiring.			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recent Hire: Matric > Salary & Training: Matric				

Field	Question	Answer		
emp_duration_matric_p2b *(required)*	I will read out a list of options. Kindly state which one of these best describes this job?		1	Permanent (Based on a written agreement)
			2	Permanent (Without a formal written agreement)
			3	Fixed Term (Based on a written agreement)
			4	Fixed Term (Without a formal written agreement)
			5	Daily Wage
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
salary_matric_p2b *(required)*	How much salary do you pay this recent hire? *Select all that apply.*		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
training_period_matric_p2b *(required)*	How many hours did you and your current employees spend training this recent hire?			
job_trained_matric_p2b	How long did it take before your last new employee was able to do their job as well as an experienced employee? *Respond in one field that applies.*			
job_trained_matric_hours_p2b	Hours:			
job_trained_matric_days_p2b	Days:			
job_trained_matric_weeks_p2b	Weeks:			
job_trained_matric_months_p2b	Months:			
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recent Hire: Matric > Employee turnover: Matric				
emp_length_matric_note_part2b	What is the average length of time that an employee with matric or lower levels of education stays with your organization?			
emp_length_mon_matric_p2b	Months for Matric or lower:			
emp_length_yrs_matric_p2b	Years for Matric or lower:			
turnover_matric_p2b *(required)*	How much of a challenge is turnover for your organization?		1	Very Challenging
			2	Challenging
			3	Not sure
			4	Not Challenging
			5	Not Challenging at all
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recent Hire: Matric > Recent Hire: Matric_Inter				
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recent Hire: Matric > Recent Hire: Matric_Inter > Education, Experience, and Skills: Inter				

Field	Question	Answer		
edu_mat_inter_p2b *(required)*	How much education has this recent hire received?		1	None
			2	Primary School
			3	Middle School
			4	Matriculation/O Level
			4.2	Matriculation/O Level - Sciences
			4.4	Matriculation/O Level - Computer Sciences
			4.6	Matriculation/O Level - Arts
			5	FSc /A Level - Pre Med
			6	Fsc /A Level - Pre Engineering
			7	F.A / A Level
			8	Bachelors
			9	Masters
			10	PhD
			11	Other Courses/Diplomas
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
exp_mat_inter_p2b *(required)*	How many years of experience does this recent hire have?			
gender_mat_inter_p2b *(required)*	What is the gender of this recent hire?		1	Female
			2	Male
			3	Transgender
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand

Field	Question	Answer		
skills_want_mat_inter_p2b *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the pink skills card.* *Question relevant when: (${enum1_id} =68 or ${enum1_id} =69 or ${enum1_id} =70 or ${enum1_id} =57 or ${enum1_id} =71)*		2	Agreeableness
			1	Conscientiousness
			23	Emotional Stability
			24	Preference to engage with others
			25	Openness to experiences
			26	Teamwork
			27	Oral interpersonal communication/
			6	Leadership
			30	Microsoft Excel
			31	Microsoft Word
			43	Data entry
			44	Typing speed and accuracy
			32	Microsoft Power Point
			45	Basic Computer skills
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			7	Time & stress management
			42	Presenting & summarizing data
			37	Spoken English
			38	Reading and Writing English
			39	Spoken Urdu
			40	Reading and Writing Urdu
			41	Spoken Punjabi
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_mat_inter_p2b1 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the blue skills card.* *Question relevant when: (${enum1_id} =56 or ${enum1_id} =17 or ${enum1_id} =52 or ${enum1_id} =66 or ${enum1_id} =18)*		29	Mental Agility
			6	Leadership
			27	Oral interpersonal communication/
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			30	Microsoft Excel
			32	Microsoft Power Point
			31	Microsoft Word
			45	Basic Computer Skills
			43	Data entry
			44	Typing speed and accuracy
			11	Numerical Skills (Basic)
			7	Time & stress management
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			33	Business Writing
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_mat_inter_p2b2 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the yellow skills card.* *Question relevant when: (${enum1_id} =58 or ${enum1_id} =50 or ${enum1_id} =59 or ${enum1_id} =16 or ${enum1_id} =63 or ${enum1_id} =59)*		43	Data entry
			44	Typing speed and accuracy
			45	Basic Computer Skills
			32	Microsoft Power Point
			30	Microsoft Excel
			31	Microsoft Word
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			7	Time & stress management
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
skills_want_mat_inter_p2b3 *(required)*	Which skills did you look for in this person? *Select all that apply. Please make sure you have the green skills card.* *Question relevant when: (${enum1_id} =67 or ${enum1_id} =53 or ${enum1_id} =18 or ${enum1_id} =65 or ${enum1_id} =20)*		41	Spoken Punjabi
			38	Reading and Writing English
			40	Reading and Writing Urdu
			39	Spoken Urdu
			37	Spoken English
			29	Mental Agility
			33	Business Writing
			11	Numerical Skills (Basic)
			42	Presenting & summarizing data
			7	Time & stress management
			34	Professional conduct & etiquette
			45	Basic Computer Skills
			32	Microsoft Power Point
			43	Data entry
			44	Typing speed and accuracy
			30	Microsoft Excel
			31	Microsoft Word
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			13	Job-Specific Skills
			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
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recent Hires Part B > rec_vac_group_matric_p2b > Recent Hire: Matric > Recent Hire: Matric_Inter > Applicants: Inter				
applicants_mat_inter_part2b *(required)*	How many people applied or expressed strong interest for this position?			
salary_mat_inter_part2b *(required)*	How much salary do you pay this recent hire? *Select all that apply.*		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
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Skills: Miscellaneous *Group relevant when: ${pcsw_signup} =1 and ${signup_service} =1*				

Field	Question	Answer		
screening_skills *(required)*	For future recruitment, would you be interested in a free-screening service of candidates for any of the following: *Select all that apply. Please make sure you have the pink skills card.* *Question relevant when: (${enum1_id} =68 or ${enum1_id} =69 or ${enum1_id} =70 or ${enum1_id} =57 or ${enum1_id} =71)*		2	Agreeableness
			1	Conscientiousness
			23	Emotional Stability
			24	Preference to engage with others
			25	Openness to experiences
			26	Teamwork
			27	Oral interpersonal communication/
			6	Leadership
			30	Microsoft Excel
			31	Microsoft Word
			43	Data entry
			44	Typing speed and accuracy
			32	Microsoft Power Point
			45	Basic Computer skills
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			7	Time & stress management
			42	Presenting & summarizing data
			37	Spoken English
			38	Reading and Writing English
			39	Spoken Urdu
			40	Reading and Writing Urdu
			41	Spoken Punjabi
			13	Job-Specific Skills
			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

Field	Question	Answer		
screening_skills1 *(required)*	For future recruitment, would you be interested in a free-screening service of candidates for any of the following: *Select all that apply. Please make sure you have the blue skills card.* *Question relevant when: (${enum1_id} =56 or ${enum1_id} =17 or ${enum1_id} =52 or ${enum1_id} =66 or ${enum1_id} =18)*		29	Mental Agility
			6	Leadership
			27	Oral interpersonal communication/
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			30	Microsoft Excel
			32	Microsoft Power Point
			31	Microsoft Word
			45	Basic Computer Skills
			43	Data entry
			44	Typing speed and accuracy
			11	Numerical Skills (Basic)
			7	Time & stress management
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			33	Business Writing
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
screening_skills2 *(required)*	For future recruitment, would you be interested in a free-screening service of candidates for any of the following: *Select all that apply. Please make sure you have the yellow skills card.* *Question relevant when: (${enum1_id} =58 or ${enum1_id} =50 or ${enum1_id} =59 or ${enum1_id} =16 or ${enum1_id} =63 or ${enum1_id} =59)*		43	Data entry
			44	Typing speed and accuracy
			45	Basic Computer Skills
			32	Microsoft Power Point
			30	Microsoft Excel
			31	Microsoft Word
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			7	Time & stress management
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
screening_skills3 *(required)*	For future recruitment, would you be interested in a free-screening service of candidates for any of the following: *Select all that apply. Please make sure you have the green skills card.* *Question relevant when: (${enum1_id} =67 or ${enum1_id} =53 or ${enum1_id} =18 or ${enum1_id} =65 or ${enum1_id} =20)*		41	Spoken Punjabi
			38	Reading and Writing English
			40	Reading and Writing Urdu
			39	Spoken Urdu
			37	Spoken English
			29	Mental Agility
			33	Business Writing
			11	Numerical Skills (Basic)
			42	Presenting & summarizing data
			7	Time & stress management
			34	Professional conduct & etiquette
			45	Basic Computer Skills
			32	Microsoft Power Point
			43	Data entry
			44	Typing speed and accuracy
			30	Microsoft Excel
			31	Microsoft Word
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			13	Job-Specific Skills
			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

Field	Question	Answer		
screening_imp_inter *(required)*	Out of these, which ones are the most important for candidates with inter or higher levels of education? *Select all that apply. Please make sure you have the pink skills card.* *Question relevant when: (${enum1_id} =68 or ${enum1_id} =69 or ${enum1_id} =70 or ${enum1_id} =57 or ${enum1_id} =71)*		2	Agreeableness
			1	Conscientiousness
			23	Emotional Stability
			24	Preference to engage with others
			25	Openness to experiences
			26	Teamwork
			27	Oral interpersonal communication/
			6	Leadership
			30	Microsoft Excel
			31	Microsoft Word
			43	Data entry
			44	Typing speed and accuracy
			32	Microsoft Power Point
			45	Basic Computer skills
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			7	Time & stress management
			42	Presenting & summarizing data
			37	Spoken English
			38	Reading and Writing English
			39	Spoken Urdu
			40	Reading and Writing Urdu
			41	Spoken Punjabi
			13	Job-Specific Skills
			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

Field	Question	Answer		
screening_imp_inter1 *(required)*	Out of these, which ones are the most important for candidates with inter or higher levels of education? *Select all that apply. Please make sure you have the blue skills card.* *Question relevant when: (${enum1_id} =56 or ${enum1_id} =17 or ${enum1_id} =52 or ${enum1_id} =66 or ${enum1_id} =18)*		29	Mental Agility
			6	Leadership
			27	Oral interpersonal communication/
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			30	Microsoft Excel
			32	Microsoft Power Point
			31	Microsoft Word
			45	Basic Computer Skills
			43	Data entry
			44	Typing speed and accuracy
			11	Numerical Skills (Basic)
			7	Time & stress management
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			33	Business Writing
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
screening_imp_inter2 *(required)*	Out of these, which ones are the most important for candidates with inter or higher levels of education? *Select all that apply. Please make sure you have the yellow skills card.* *Question relevant when: (${enum1_id} =58 or ${enum1_id} =50 or ${enum1_id} =59 or ${enum1_id} =16 or ${enum1_id} =63 or ${enum1_id} =59)*		43	Data entry
			44	Typing speed and accuracy
			45	Basic Computer Skills
			32	Microsoft Power Point
			30	Microsoft Excel
			31	Microsoft Word
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			7	Time & stress management
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
screening_imp_inter3 *(required)*	Out of these, which ones are the most important for candidates with inter or higher levels of education? *Select all that apply. Please make sure you have the green skills card.* *Question relevant when: (${enum1_id} =67 or ${enum1_id} =53 or ${enum1_id} =18 or ${enum1_id} =65 or ${enum1_id} =20)*		41	Spoken Punjabi
			38	Reading and Writing English
			40	Reading and Writing Urdu
			39	Spoken Urdu
			37	Spoken English
			29	Mental Agility
			33	Business Writing
			11	Numerical Skills (Basic)
			42	Presenting & summarizing data
			7	Time & stress management
			34	Professional conduct & etiquette
			45	Basic Computer Skills
			32	Microsoft Power Point
			43	Data entry
			44	Typing speed and accuracy
			30	Microsoft Excel
			31	Microsoft Word
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			13	Job-Specific Skills
			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

Field	Question	Answer		
screening_imp_matric *(required)*	Out of these, which ones are the most important for candidates with matric or lower levels of education? *Select all that apply. Please make sure you have the pink skills card.* *Question relevant when: (${enum1_id} =68 or ${enum1_id} =69 or ${enum1_id} =70 or ${enum1_id} =57 or ${enum1_id} =71)*		2	Agreeableness
			1	Conscientiousness
			23	Emotional Stability
			24	Preference to engage with others
			25	Openness to experiences
			26	Teamwork
			27	Oral interpersonal communication/
			6	Leadership
			30	Microsoft Excel
			31	Microsoft Word
			43	Data entry
			44	Typing speed and accuracy
			32	Microsoft Power Point
			45	Basic Computer skills
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			7	Time & stress management
			42	Presenting & summarizing data
			37	Spoken English
			38	Reading and Writing English
			39	Spoken Urdu
			40	Reading and Writing Urdu
			41	Spoken Punjabi
			13	Job-Specific Skills
			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

Field	Question	Answer		
screening_imp_matric1 *(required)*	Out of these, which ones are the most important for candidates with matric or lower levels of education? *Select all that apply. Please make sure you have the blue skills card.* *Question relevant when: (${enum1_id} =56 or ${enum1_id} =17 or ${enum1_id} =52 or ${enum1_id} =66 or ${enum1_id} =18)*		29	Mental Agility
			6	Leadership
			27	Oral interpersonal communication/
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			30	Microsoft Excel
			32	Microsoft Power Point
			31	Microsoft Word
			45	Basic Computer Skills
			43	Data entry
			44	Typing speed and accuracy
			11	Numerical Skills (Basic)
			7	Time & stress management
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			33	Business Writing
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
screening_imp_matric2 *(required)*	Out of these, which ones are the most important for candidates with matric or lower levels of education? *Select all that apply. Please make sure you have the yellow skills card.* *Question relevant when: (${enum1_id} =58 or ${enum1_id} =50 or ${enum1_id} =59 or ${enum1_id} =16 or ${enum1_id} =63 or ${enum1_id} =59)*		43	Data entry
			44	Typing speed and accuracy
			45	Basic Computer Skills
			32	Microsoft Power Point
			30	Microsoft Excel
			31	Microsoft Word
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			29	Mental Agility
			11	Numerical Skills (Basic)
			33	Business Writing
			34	Professional conduct & etiquette
			42	Presenting & summarizing data
			7	Time & stress management
			41	Spoken Punjabi
			39	Spoken Urdu
			40	Reading and Writing Urdu
			38	Reading and Writing English
			37	Spoken English
			13	Job-Specific Skills
			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

Field	Question	Answer		
screening_imp_matric3 *(required)*	Out of these, which ones are the most important for candidates with matric or lower levels of education? *Select all that apply. Please make sure you have the green skills card.* *Question relevant when: (${enum1_id} =67 or ${enum1_id} =53 or ${enum1_id} =18 or ${enum1_id} =65 or ${enum1_id} =20)*		41	Spoken Punjabi
			38	Reading and Writing English
			40	Reading and Writing Urdu
			39	Spoken Urdu
			37	Spoken English
			29	Mental Agility
			33	Business Writing
			11	Numerical Skills (Basic)
			42	Presenting & summarizing data
			7	Time & stress management
			34	Professional conduct & etiquette
			45	Basic Computer Skills
			32	Microsoft Power Point
			43	Data entry
			44	Typing speed and accuracy
			30	Microsoft Excel
			31	Microsoft Word
			23	Emotional Stability
			24	Preference to engage with others
			26	Teamwork
			2	Agreeableness
			1	Conscientiousness
			27	Oral interpersonal communication/
			6	Leadership
			25	Openness to experiences
			13	Job-Specific Skills
			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
inter_available *(required)*	ENUMERATOR: Did this firm employee candidates with Inter or higher levels of education?		1	Yes
			2	No
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recruitment from universities *Group relevant when: ${pcsw_signup} =1 and ${signup_service} =1 and ${inter_available} =1*				
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recruitment from universities > Universities & colleges				
universities_hire *(required)*	From which universities have you hired fresh or recent graduates in the last 1 year? *Select all that apply.*		2	ABDULLAH GRAMMAR GIRLS HIGHER SECONDARY SCHOOL, E-204, ST. # 10, BLOCK A, NISHAT COLONY, LAHORE CANTT
			3	AKHTAR SAEED MEDICAL AND DENTAL COLLEGE
			4	AL-FALAH COLLEGE OF COMMERCE, OPPOSITE MAIN GATE LAHORE GENERAL HOSPITAL, FEROZPUR ROAD, LAHORE
			5	AL-HAMD COLLEGE FOR

Field	Question	Answer		
				GIRLS, 63-E, MOULNA SHOUKAT ALI ROAD, JOHAR TOWN, LAHORE
			6	ALI GARH PUBLIC HIGHER SECONDARY SCHOOL FOR GIRLS, 38-KM, MULTAN ROAD, MANGA MANDI, LAHORE
			7	AL-KHAIR UNIVERSITY
			8	ALLAMA IQBAL MEDICAL COLLEGE
			9	ALLAMA IQBAL OPEN UNIVERISTY
			10	ALLEGIANCE COLLEGE OF COMMERCE FOR GIRLS, 11-A/J, GULBERG-III, LAHORE
			11	ALLEGIANCE COLLEGE OF COMMERCE, 11-J, GULBERG-III, LAHORE
			12	ALLIED COLLEGE OF TEXTILE MANAGEMENT & ADMINISTRATION
			13	ALM GIRLS COLLEGE, 34-MODERN COLONY, MAIN PECO ROAD, KOT LAKHPAT, LAHORE
			14	AL-MADRASSA GIRLS HIGHER SECONDARY SCHOOL, NAEEM PARK, SHAHDARA, LAHORE
			15	AL-NOOR COLLEGE FOR GIRLS, 2-LAJPAT ROAD, SHAHDARA, LAHORE
			16	AL-QUAID COLLEGE OF SCIENCE AND COMMERCE, 1/2 K.M, RAIWIND ROAD, THOKAR NIAZ BAIG, LAHORE
			17	AL-SYED COLLEGE OF COMMERCE FOR GIRLS, 63-E, MOULANA SHOUHAT ALI ROAD, JOHAR TOWN, LAHORE
			18	AL-SYED COLLEGE OF COMMERCE, 63-E, MOULANA SHOUKAT ALI ROAD, JOHAR TOWN, LAHORE
			19	AL-UMAR COLLEGE FOR GIRLS, CHIRAGH PARK, ISMAIL NAGAR, NEAR GENERAL HOSPITAL, LAHORE
			20	AL-WARIS HIGHER SECONDARY SCHOOL FOR GIRLS, E/460, MAIN BEDIAN ROAD, NADIRABAD, LAHORE CANTT
			21	APWA YOUTH COLLEGE FOR WOMEN, 65-JAIL ROAD, LAHORE
			22	ASHRAFIA GIRLS COLLEGE, JAMIA

Field	Question	Answer		
				ASHRAFIA, FEROZEPUR ROAD, LAHORE
			23	AVICENNA MEDICAL COLLEGE
			24	BAHAUDDIN ZAKARIYA UNIVERSITY
			25	BAHRIA TOWN HIGHER SECONDARY SCHOOL FOR GIRLS, USMAN BLOCK, SECTOR-B, BAHRIA TOWN, LAHORE
			26	BAHRIA TOWN SCHOOL & COLLEGE
			27	BAHRIA UNIVERSITY
			28	BEACON HOUSE SCHOOL SYSTEM
			29	BEACONHOUSE NATIONAL UNIVERSITY (BNU)
			30	CANTT COLLEGE OF EDUCATION FOR WOMEN, SHALIMAR LINK ROAD, SUNNY VIEW PARK, STREET NO. 3, MAIN BAZAR, SAHOWARI, LAHORE
			31	CENTERAL INSTITUTE OF COMMERCE AND SCIENCE, 10-COLLEGE BLOCK, ALLAMA IQBAL TOWN, WAHDAT ROAD, LAHORE
			32	CENTRAL COLLEGE OF COMMERCE AND SCIENCE, 1-RASHEED PARK, FEROZEPUR ROAD, ICHHRA, LAHORE
			33	CENTRAL GRAMMAR GIRLS HIGHER SECONDARY SCHOOL, 1-RASHID PARK, ICHHRA, LAHORE
			34	CENTRAL INSTITUTE OF MANAGEMENT SCIENCE FOR WOMEN, 58-L, GULBERG-III, LAHORE
			35	CENTRAL PARK MEDICAL COLLEGE
			36	CFE COLLEGE OF COMMERCE AND SCIENCE FOR GIRLS, 10-B, AIBAK BLOCK, NEW GARDEN TOWN, LAHORE
			37	CFE COLLEGE OF COMMERCE AND SCIENCE, 5-BABAR BLOCK, NEW GARDEN TOWN, LAHORE
			38	CFE GROUP OF COLLEGES
			39	CH. REHMAT MEMORIAL TRUST MODEL GIRLS HIGHER SECONDARY SCHOOL, CIVIC CENTER, TOWN SHIP, LAHORE

Field	Question	Answer		
			40	CITY COLLEGE LAHORE
			41	CITY COLLEGE OF LAHORE FOR GIRLS, QANCHI STOP, FEROZEPUR ROAD, LAHORE
			42	CMH LAHORE MEDICAL COLLEGE
			43	COLLEGE OF ACCOUNTANCY AND FINANCE (CFE)
			44	COLLEGE OF ACCOUNTANCY AND PROFESSIONAL STUDIES (CAPS)
			45	COLLEGE OF PHYSICIANS & SURGEONS
			46	COLLEGE OF TOURISM & MULTIMEDIA COMPUTING
			47	COMMUNITY MODEL GIRLS HIGHER SECONDARY SCHOOL, CHANGA MANGA, DISTRICT KASUR
			48	COMMUNITY MODEL GIRLS HIGHER SECONDARY SCHOOL, JUMBER KALAN, DISTRICT KASUR
			49	COMMUNITY MODEL GIRLS HIGHER SECONDARY SCHOOL, KHUDIAN KHAS, DISTRICT KASUR
			50	COMMUNITY MODEL GIRLS HIGHER SECONDARY SCHOOL, KOT ABDUL MALIK, TEHSIL FEROZEWALA, DISTRICT SHEIKHUPURA
			51	COMMUNITY MODEL GIRLS HIGHER SECONDARY SCHOOL, KUTHIALA VIRKAN, TEHSIL MURIDKE, DISTRICT SHEIKHUPURA
			52	COMMUNITY MODEL GIRLS HIGHER SECONDARY SCHOOL, RASOOLPUR, CHAK # 5, TEHSIL CHUNIAN, DISTRICT KASUR
			53	COMMUNITY MODEL HIGHER SECONDARY SCHOOL FOR GIRLS, OLD MANDI, PATTOKI, DISTRICT KASUR
			54	COMMUNITY MODEL HIGHER SECONDARY SCHOOL FOR GIRLS, USMAN WALA, DISTRICT KASUR
			55	COMSATS INSTITUTE OF INFORMATION

Field	Question	Answer		
				TECHNOLOGY (CIIT) - LAHORE
			56	CONCORDIA COLLEGE
			57	CONCORDIA COLLEGE (GIRLS CAMPUS), 131-132, RACHNA BLOCK, ALLAMA IQBAL TOWN, LAHORE
			58	CONCORDIA COLLEGE (GIRLS CAMPUS), 14-A BLOCK (L) GULBERG - III, MAIN FEROZEPUR ROAD, LAHORE
			59	CONCORDIA COLLEGE (GIRLS CAMPUS), 7-8/C-II (PGECHS) JOHAR TOWN, LAHORE
			60	CONCORDIA COLLEGE (GIRLS CAMPUS), MAIN CANAL ROAD OPP DAYAL HOUSE HARBANSPURA, LAHORE
			61	CONTINENTAL MEDICAL COLLEGE
			62	CORVIT SYSTEMS - LAHORE
			63	CRESCENT MODEL HIGHER SECONDARY SCHOOL FOR GIRLS, SHADMAN COLONY, LAHORE.
			64	DAR-E- ARQAM GIRLS COLLEGE, RAVI BRIDGE, SHAHDARA, LAHORE
			65	DAR-E-ARQAM GIRLS COLLEGE, FACING CANAL, HARBANSPURA, LAHORE
			66	DARUL-HIKMAT DEGREE COLLEGE FOR GIRLS, GULLOO KOT, P/O ISMAIL NAGAR, FEROZEPUR ROAD, LAHORE
			67	DEFENCE DEGREE COLLEGE FOR WOMEN
			68	DEFENCE DEGREE COLLEGE FOR WOMEN, 487-F.F, PHASE IV, D.H.A, LAHORE CANTT
			69	DIN-E-ISLAM HIGHER SECONDARY SCHOOL FOR GIRLS, 17-KM, FEROZEPUR ROAD, ATTRI SAROBA, ISMAIL NAGAR, LAHORE
			70	DIVISIONAL PUBLIC GIRLS HIGHER SECONDARY SCHOOL MODEL TOWN, LAHORE
			71	DIVISIONAL PUBLIC SCHOOL & INTER. COLLEGE, MODEL TOWN, LAHORE
			72	EASTERN COLLEGE, 84-L, MODEL TOWN,

Field	Question	Answer		
				LAHORE
			73	EDGE SYSTEMS INTERNATIONAL
			74	FATIMA JINNAH MEDICAL COLLEGE
			75	FATIMA MEMORIAL HOSPITAL
			76	FORMAN CHRISTIAN COLLEGE (FC)
			77	FORMAN CHRISTIAN COLLEGE, FEROZPUR ROAD, LAHORE
			78	FREEDOM COLLEGE, LAHORE, 132-A, ALLAMA IQBAL ROAD, GARHI SHAHU, LAHORE
			79	GARRISON COLLEGE FOR BOYS
			80	GLOBAL INSTITUTE-LAHORE
			81	GOVERNMENT APWA COLLEGE FOR WOMEN
			82	GOVERNMENT COLLEGE FOR BOYS GULBERG
			83	GOVERNMENT COLLEGE TOWNSHIP
			84	GOVERNMENT COLLEGE UNIVERSITY (GCU)
			85	GOVERNMENT COLLEGE OF SCIENCE
			86	GOVT DEGREE COLLEGE FOR WOMEN, CHUNG, LAHORE
			87	GOVT DEGREE COLLEGE FOR WOMEN, HAIR BEDIAN,ROAD LAHORE
			88	GOVT DEGREE COLLEGE FOR WOMEN, RAKH CHABEEL LAHORE
			89	GOVT. APWA COLLEGE FOR WOMEN, LAHORE
			90	GOVT. ARIF HIGHER SECONDARY SCHOOL, MUSTAFABAD, LAHORE CANTT
			91	GOVT. AYESHA DEGREE COLLEGE FOR WOMEN, TIMBER MARKET, RAVI ROAD, LAHORE
			92	GOVT. CENTERAL MODEL HIGHER SECONDAR SCHOOL FOR GIRLS, GULBERG III, LAHORE
			93	GOVT. COLLEGE FOR WOMAN, TOWN SHIP, LAHORE
			94	GOVT. COLLEGE FOR WOMEN GULBERG
			95	GOVT. COLLEGE FOR WOMEN, BAGHBANPURA, LAHORE
			96	GOVT. COLLEGE FOR

Field	Question	Answer		
				WOMEN, BUND ROAD, LAHORE
			97	GOVT. COLLEGE FOR WOMEN, GULBERG, LAHORE
			98	GOVT. COLLEGE FOR WOMEN, KOT KHAWAJA SAEED, GHOREY SHAH, LAHORE
			99	GOVT. COLLEGE FOR WOMEN, SAMANABAD, LAHORE
			100	GOVT. COLLEGE FOR WOMEN, SHADBAGH, LAHORE
			101	GOVT. COLLEGE FOR WOMEN, WAHDAT COLONY, LAHORE
			102	GOVT. COLLEGE OF COMMERCE, HUNZA BLOCK, ALLAMA IQBAL TOWN, LAHORE
			103	GOVT. COLLEGE OF COMMERCE, SABZAZAR, LAHORE
			104	GOVT. COLLEGE OF SCIENCE, WAHDAT ROAD, LAHORE
			105	GOVT. COLLEGE OF TECHNOLOGY
			106	GOVT. COLLEGE UNIVERSITY, LAHORE
			107	GOVT. DEGREE COLLEGE FOR WOMAN, F-BLOCK, GULSHAN-E-RAVI, LAHORE
			108	GOVT. DEGREE COLLEGE FOR WOMEN, BILAL GANJ, LAHORE
			109	GOVT. DEGREE COLLEGE FOR WOMEN, GAWALMANDI, LAHORE
			110	GOVT. DEGREE COLLEGE FOR WOMEN, KAHNA NAU, LAHORE
			111	GOVT. DEGREE COLLEGE FOR WOMEN, KOT LAKHPAT, LAHORE
			112	GOVT. DEGREE COLLEGE FOR WOMEN, MARGZAR COLONY, LAHORE
			113	GOVT. DEGREE COLLEGE FOR WOMEN, SALAMATPURA, LAHORE
			114	GOVT. DEGREE COLLEGE FOR WOMEN, SHAHDARA, LAHORE
			115	GOVT. DEGREE COLLEGE FOR WOMEN, SHAHLIMAR TOWN, LAHORE
			116	GOVT. DEGREE COLLEGE FOR WOMEN, WAPDA TOWN, LAHORE

Field	Question	Answer		
			117	GOVT. DEGREE COLLEGE OF SPECIAL EDUCATION, 40-T, GULBERG-II, LAHORE
			118	GOVT. DYAL SINGH COLLEGE
			119	GOVT. DYAL SINGH COLLEGE, LAHORE
			120	GOVT. FATIMA JINNAH COLLEGE FOR WOMEN (HAVALI ASIF JAA)
			121	GOVT. FATIMA JINNAH COLLEGE FOR WOMEN, CHUNA MANDI, LAHORE
			122	GOVT. GIRLS HIGHER SECONDAR SCHOOL, JALLO MORE, LAHORE CANTT
			123	GOVT. GIRLS HIGHER SECONDARY SCHOOL, AWAN TOWN, LAHORE
			124	GOVT. GIRLS HIGHER SECONDARY SCHOOL, BARKI, LAHORE
			125	GOVT. GIRLS HIGHER SECONDARY SCHOOL, CHUNG, MULTAN ROAD, LAHORE
			126	GOVT. GIRLS HIGHER SECONDARY SCHOOL, MANGA MANDI , LAHORE
			127	GOVT. GIRLS HIGHER SECONDARY SCHOOL, MINHALAN KALAN, LAHORE
			128	GOVT. GIRLS HIGHER SECONDARY SCHOOL, RAVI ROAD, LAHORE
			129	GOVT. GIRLS HIGHER SECONDARY SCHOOL, SAMANABAD, LAHORE
			130	GOVT. GIRLS HIGHER SECONDARY SCHOOL, SHAHDARA TOWN, LAHORE
			131	GOVT. GIRLS HIGHER SECONDARY SCHOOL, SINGHPURA, LAHORE
			132	GOVT. GIRLS HIGHER SECONDARY SCHOOL, UMER BLOCK, ALLAMA IQBAL TOWN, LAHORE
			133	GOVT. GIRLS INTER COLLEGE, MUSTAFABAD, DHARAMPURA, LAHORE
			134	GOVT. GIRLS INTER COLLEGE, RAIWIND, LAHORE
			135	GOVT. GIRLS INTER COLLEGE, RAVI ROAD, (DATA NAGAR), LAHORE
			136	GOVT. HIGHER SECONDARY SCHOOL FOR GIRLS, DEV SAMAJ

Field	Question	Answer		
				ROAD, KRISHAN NAGAR, LAHORE
			137	GOVT. HIGHER SECONDARY SCHOOL, BEHARI COLONY, GREEN TOWN, LAHORE
			138	GOVT. HIGHER SECONDARY SCHOOL, JALLO MORE, LAHORE CANTT
			139	GOVT. HIGHER SECONDARY SCHOOL, MANGA MANDI, LAHORE
			140	GOVT. HIGHER SECONDARY SCHOOL, MOZANG, LAHORE
			141	GOVT. HIGHER SECONDARY SCHOOL, MRAKA QUARTERS, MULTAN ROAD, LAHORE
			142	GOVT. INTER COLLEGE, RAVI ROAD, SHAHDARA, LAHORE
			143	GOVT. ISLAMIA COLLEGE FOR WOMEN, COOPER ROAD, LAHORE
			144	GOVT. ISLAMIA COLLEGE FOR WOMEN, LAHORE CANTT
			145	GOVT. ISLAMIA COLLEGE OF COMMERCE, ALLAMA IQBAL TOWN, LAHORE
			146	GOVT. ISLAMIA COLLEGE, CIVIL LINES, LAHORE
			147	GOVT. ISLAMIA COLLEGE, RAILWAY ROAD, LAHORE
			148	GOVT. JINNAH DEGREE COLLEGE FOR WOMEN, QUEEN ROAD, LAHORE
			149	GOVT. KHAWAJA RAFIQUE SHAHEED COLLEGE, WALTON ROAD, LAHORE
			150	GOVT. KINNAIRD COLLEGE FOR WOMEN, LAHORE
			151	GOVT. KULLIYAT UL BINAT COLLEGE, 15-LAKE ROAD, LAHORE
			152	GOVT. LADY MACLAGAN GIRLS HIGHER SECONDARY SCHOOL, LODGE ROAD, LAHORE
			153	GOVT. M.A.O COLLEGE, LAHORE
			154	GOVT. MODEL COLLEGE FOR WOMEN, MODEL TOWN, LAHORE
			155	GOVT. PRACTICING GIRLS HIGHER SECONDARY SCHOOL, SADIQ CHOWK, TOWN SHIP, LAHORE

Field	Question	Answer		
			156	GOVT. RABIA BASRI COLLEGE FOR WOMEN,
				AMER SADHU, LAHORE
			157	GOVT. SHAH HUSSAIN COLLEGE, 8-C GOVT EMPLOYEES HOUSING SOCIETY PHASE-III PECO ROAD TOWNSHIP LAHORE
			158	GOVT. SHALIMAR COLLEGE
			159	GOVT. SHEIKH SARDAR MUHAMMAD GIRLS HIGHER SECONDARY SCHOOL, ALLAMA IQBAL ROAD, LAHORE
			160	GOVT. VICTORIA GIRLS HIGHER SECONDARY SCHOOL, MORI GATE, LAHORE
			161	HAILEY COLLEGE OF BANKING AND FINANCE
			162	HAILEY COLLEGE OF COMMERCE
			163	HAJVERY UNIVERSITY
			164	HAMAYAT-I-ISLAM DEGREE COLLEGE FOR WOMEN, 119-MULTAN ROAD, LAHORE
			165	HAMDARD UNIVERSITY
			166	HAZRAT AYESHA SIDDIQAH MODEL DEGREE COLLEGE FOR WOMEN, 1-NICHELSON ROAD, LAHORE
			167	HIMAYAT-E-ISLAM KHAWATEEN DEGREE COLLEGE, 4-SHER SHAH BLOCK, NEW GARDEN TOWN, LAHORE
			168	IBL COLLEGE FOR GIRLS, 57-AFAGHANI ROAD, SAMANABAD, LAHORE
			169	IBL COLLEGE OF COMMERCE FOR GIRLS, 18-C-I,BLOCK CIVIC CENTRE FAISAL TOWN, LAHORE
			170	IKHWAN SCIENCE COLLEGE, BARKI, LAHORE
			171	IMPERIAL COLLEGE OF BUSINESS STUDIES
			172	IMPERIAL COLLEGE OF BUSINESS STUDIES
			173	INFORMATION TECHNOLOGY UNIVERSITY
			174	INFORMATION TECHNOLOGY UNIVERSITY, LAHORE
			175	INSTITUTE OF BUSINESS ADMINISTRATION (IBA)
			176	INSTITUTE OF

Field	Question	Answer		
				CHARTERED ACCOUNTANTS OF PAKISTAN
			177	INSTITUTE OF CHARTERED ACCOUNTANTS OF PAKISTAN (ICAP) - LAHORE
			178	INSTITUTE OF COST & MANAGEMENT ACCOUNTANCY OF PAKISTAN (ICMAP)
			179	INSTITUTE OF MANAGEMENT SCIENCES
			180	IQRA HUFFAZ GIRLS HIGHER SECONDARY SCHOOL, 04 - SHAHJAMAL, LAHORE
			181	JINNAH COLLEGE FOR GIRLS
			182	JINNAH COLLEGE OF COMMERCE SCIENCE AND ARTS, 33-A, LAHORE ROAD, NEAR RAILWAY CROSSING, SADAR, LAHORE CANTT
			183	JINNAH ISLAMIA COLLEGE FOR GIRLS, 4/A-C, PECO ROAD, TOWN SHIP, LAHORE
			184	JINNAH ISLAMIA COLLEGE OF COMMERCE, 34-A-I, PECO ROAD, TOWN SHIP, LAHORE
			185	KHAYABAN -E-KARIM COLLEGE FOR GIRLS, 19.KM FEROZEPUR ROAD, LAHORE
			186	KHIABAN PUBLIC GIRLS HIGHER SECONDARY SCHOOL, KHIABAN-E-KARIM, NISHTER COLONY, FEROZEPUR ROAD, LAHORE
			187	KING EDWARD MEDICAL UNIVERSITY
			188	KINNAIRD COLLEGE FOR WOMEN
			189	KIPS INTERMEDIATE GIRLS COLLEGE, 205/207-B-II JOHAR TOWN, LAHORE
			190	LAHORE COLLEGE FOR WOMEN UNIVERSITY
			191	LAHORE COLLEGE FOR WOMEN UNIVERSITY, JAIL ROAD, LAHORE
			192	LAHORE COLLEGE OF BUSINESS AND SCIENCE FOR GIRLS, MAIN CANAL PARK, MIAN AZIZ GARDENS, KHEERA PUL, JALLO, LAHORE
			193	LAHORE COLLEGE OF

Field	Question	Answer		
				COMMERCE, 132-G.T ROAD, BAGHBANPURA, LAHORE
			194	LAHORE COLLEGE OF PHARMACEUTICAL SCIENCES
			195	LAHORE GARRISON UNIVERSITY
			196	LAHORE LEADS UNIVERSITY
			197	LAHORE MEDICAL AND DENTAL COLLEGE
			198	LAHORE SCHOOL OF ECONOMICS (LSE)
			199	LAHORE SCHOOL SYSTEM HIGHER SECONDARY SCHOOL FOR GIRLS, 89-KASHMIR BLOCK, ALLAMA IQBAL TOWN, LAHORE
			200	LAHORE UNIVERSITY OF MANAGEMENT SCIENCES (LUMS)
			201	LAUREL BANK PUBLIC HIGHER SECONDARY SCHOOL FOR GIRLS, 404/3-A G.T ROAD NEAR MOMINPURA TELEPHONE EXCHANGE DAROGHA WALA, LAHORE
			202	LEADERSHIP COLLEGE
			203	LEADERSHIP COLLEGE FOR WOMEN, 203-SHADBAGH, NEAR GOAL BAGH, LAHORE
			204	LEADERSHIP COLLEGE FOR WOMEN, PLOT NO. 18, BLOCK NO. 10, SECTOR B-1, AKBAR CHOWK, COLLEGE ROAD, TOWN SHIP, LAHORE
			205	LEADERSHIP COLLEGE OF COMMERCE & SCIENCES, 203-SHADBAGH, NEAR GOL BAGH, LAHORE
			206	LEADS INSTITUTE OF COMMERCE, 139/148-P, GULBERG-III, LAHORE
			207	LEARNERS COLLEGE FOR GIRLS, 83-G.T ROAD, SHAHDARAH, LAHORE
			208	LGS INTERNATIONAL
			209	MADRASSA-TUL-BINAT CAMBRIDGE GIRLS HIGHER SECONDARY SCHOOL, 15-LAKE ROAD, LAHORE
			210	MANSOORAH MODEL DEGREE COLLEGE, WAHDAT ROAD, LAHORE
			211	MANSOORAH MODEL

Field	Question	Answer		
				INTERMEDIATE COLLEGE FOR GIRLS, MANSOORAH, MULTAN ROAD, LAHORE
			212	MINHAJ UNIVERSITY
			213	MOHTARMA BENAZIR BHUTTO SHAHEED TRUST MODEL HIGHER SECONDARY SCHOOL FOR GIRLS, SIDDIQUE PURA, LAHORE CANTT
			214	NATIONAL COLLEGE OF ARTS
			215	NATIONAL COLLEGE OF BUSINESS ADMINISTRATION & ECONOMICS (NCBA&E)
			216	NATIONAL UNIVERSITY OF COMPUTER AND EMERGING SCIENCES (FAST)
			217	NATIONAL UNIVERSITY OF MODERN LANGUAGES (NUML), LAHORE
			218	NEW KASHMIR GIRLS HIGHER SECONDARY SCHOOL, G.T ROAD, SHALIMAR TOWN, LAHORE
			219	NEW TUQEER ISLAMIA GIRLS HIGHER SECONDARY SCHOOL, CHUNGI AMER SIDHU, LAHORE
			220	NISA GIRLS COLLEGE, PLOT NO. 291, BLOCK NO. II, SECTOR C-I, OPPOSITE GOVT. GIRLS HIGH SCHOOL TOWN SHIP, LAHORE
			221	NOBEL COLLEGE FOR GIRLS, 2-A, SHADMAN CHOWK, LAHORE
			222	NOBEL COLLEGE, 93, SHADMAN-I, LAHORE
			223	NOVA COLLEGE OF COMMERCE, 1483/I-A, TUFAIL ROAD, LAHORE CANTT
			224	NOVA HIGHER SECONDARY SCHOOL FOR GIRLS, 1429-TUFAIL ROAD, LAHORE
			225	ORION INTERNATIONAL GIRLS HIGHER SECONDARY SCHOOL, E-31/9-A-I, AL-NOOR TOWN, WORKSHOP STOP, WALTON ROAD, LAHORE CANTT
			226	OXFORD COLLEGE FOR WOMEN, OPP. COLLEGE FOR WOMEN BAGHBANPURA,

Field	Question	Answer		
				SHALIMAR TOWN, LAHORE
			227	OXFORD COLLEGE OF COMMERCE, 175-MAIN G.T ROAD, NEAR K.F.C SINGPURA, BAGHBANPURA, LAHORE
			228	OXFORD HIGHER SECONDARY SCHOOL FOR GIRLS, HOUSE NO.11 SALMAN PARK, NEAR CHIRAGH SCHOOL SINGH PURA , BAGHBAN PURA, LAHORE
			229	P.R AXIS COLLEGE OF ARTS AND SCIENCES FOR GIRLS (ANDREWS CAMPUS) 45-G.T ROAD NEAR SHAZOO LABORATORIES, LAHORE
			230	PAK ASIAN HIGHER SECONDARY SCHOOL FOR GIRLS, CHOWK CHOUBERJI, LAHORE
			231	PAK GRAMMAR HIGHER SECONDARY SCHOOL FOR GIRLS, 114-KAWANAL RAH TAJ BAGH SCHEME, LAHORE
			232	PAK TURK INTERNATIONAL HIGHER SECONDARY SCHOOL FOR GIRLS, 190-AIR LINES HOUSING SOCIETY, KHAYABAN-E-JINNAH ROAD, LAHORE
			233	PAK VISION COLLEGE FOR GIRLS, 8- COLLEGE BLOCK ALLAMA IQBAL TOWN, LAHORE
			234	PAKISTAN COLLEGE OF LAW
			235	PAKISTAN DEGREE COLLEGE OF COMMERCE FOR GIRLS, 8-COLLEGE BLOCK, ALLAMA IQBAL TOWN, WAHDAT ROAD, LAHORE
			236	PAKISTAN MEDICAL & DENTAL COUNCIL (PMDC)
			237	PAKISTAN SCHOOL OF ECONOMICS, 4-COLLEGE BLOCK, ALLAMA IQBAL TOWN, LAHORE
			238	PEAK ALMA HIGHER SECONDARY SCHOOL FOR GIRLS, 24-GRIFFEN HALL, FACING CANAL , MUGHALPURA, LAHORE
			239	PEAK SOLUTION COLLEGE OF BUSINESS ADMINISTRATION, 23-25,

Field	Question	Answer		
				GRIFFEN COLONY, FACING CANAL, MUGHALPURA, LAHORE
			240	PEAK SOLUTION COLLEGE OF COMMERCE, 42-LOWER MALL, OPP. CIVIL SECRETARIAT, LAHORE
			241	PEAK SOLUTION COLLEGE OF INFORMATION TECHNOLOGY, GHAZI ROAD, ROUND ABOUT, LAHORE CANTT
			242	PETALOID HIGHER SECONDARY SCHOOL FOR GIRLS, SHAHZADA ROAD, KHANA NAU, LAHORE
			243	PIMSAT INSTITUTE OF HIGHER EDUCATION, LAHORE
			244	PR AXIS COLLEGE OF ARTS AND SCIENCES FOR GIRLS, LADY GRIFFIN CAMPUS, BHOUGHI ROAD, LAHORE
			245	PRESTON INSTITUTE OF MANAGEMENT SCIENCES AND TECHNOLOGY
			246	PUNJAB COLLEGE FOR WOMEN, 27-C NOON AVENUE, MUSLIM TOWN, LAHORE
			247	PUNJAB COLLEGE FOR WOMEN, ASAL ROAD, NEAR OVER BRIDGE, RAIWIND, LAHORE
			248	PUNJAB COLLEGE FOR WOMEN, JAHANGIR ROAD, NEAR LAL PUL, MUGHALPURA, LAHORE
			249	PUNJAB COLLEGE OF COMMERCE, 29-NOON AVENUE, MUSLIM TOWN, LAHORE
			250	PUNJAB COLLEGE OF COMMERCE, 314-RAWAZ GARDEN, CHOUBURJI, LAHORE
			251	PUNJAB COLLEGE OF COMMERECE & SCIENCE, ASAL ROAD, NEAR OVER HEAD BRIDGE, RAIWIND, LAHORE
			252	PUNJAB COLLEGE OF INFORMATION TECHNOLOGY, 31/C NOON AVENUE, MUSLIM TOWN, LAHORE
			253	PUNJAB COLLEGE OF SCIENCE, 151-

Field	Question	Answer		
				FEROZPUR ROAD, LAHORE
			254	PUNJAB COLLEGE, JAHANGIR ROAD, NEAR LAL PUL, MUGHALPURA, LAHORE
			255	PUNJAB COMPUTER COLLEGE, RAILWAY SOCIETY PLAZA, 43-ALAMA IQBAL ROAD, CHOWK GARHI SHAHU, LAHORE
			256	PUNJAB GROUP OF COLLEGES, LAHORE
			257	QUAID-E-AZAM COLLEGE OF ACCOUNTACY & COMMERCE, 95-FEROZEPUR ROAD ICHRA, LAHORE
			258	QUAID-E-AZAM COLLEGE OF COMMERCE, -SHARAH-E-AWANE-TIJARAT, NEAR SHADMAN CHOWK, LAHORE
			259	QUEEN MARY COLLEGE, LAHORE
			260	QUEEN MARY COLLEGE, LAHORE
			261	QURBAN GIRLS HIGHER SECONDARY SCHOOL, WALTON ROAD, LAHORE
			262	RASHID LATIF MEDICAL COLLEGE
			263	RAVI COLLEGE FOR WOMEN, 122-A, G.T ROAD, BAGHBANPURA, LAHORE
			264	RIPHAH INTERNATIONAL UNIVERSITY
			265	SANJAN NAGAR PUBLIC EDUCATION TRUST GIRLS HIGHER SECONDARY SCHOOL, 117-A, ANUM STREET, GLAXO TOWN, FEROZEPUR ROAD, LAHORE
			266	SCHOLARS COLLEGE ,8-A, SHARAE AIWANIE TIJARAT , SHADMAN CHOW K LAHORE
			267	SCHOLARS COLLEGE FOR WOMEN, 8-B SHAHRA-E AIWAN-E-TIJARAT,SHAHDMAN CHOWK,LAHORE
			268	SCHOLARS GIRLS HIGHER SECONDARY SCHOOL, A-I, MADINA PARK, BEDIAN ROAD, LAHORE
			269	SERVICES INSTITUTE OF MEDICAL SCIENCES
			270	SHAHEEN HIGHER

Field	Question	Answer	
			SECONDARY SCHOOL FOR GIRLS, SUWA ASIL, FEROZEPUR ROAD, LAHORE CANTT
		271	SHAIKH KHALIFA BIN ZAYED AL-NAHYAN MEDICAL AND DENTAL COLLEGE
		272	SHALAMAR MEDICAL AND DENTAL COLLEGE
		273	SHARIF (TRUST) EDUCATION COMPLEX (SCHOOL & COLLEGE), JATTI UMARA, ADDA PLOT RAIWIND ROAD, LAHORE
		274	SHARIF COLLEGE OF ENGINEERING & TECHNOLOGY
		275	SHARIF MEDICAL AND DENTAL COLLEGE
		276	SHARIF TRUST EDUCATIONAL COMPLEX FOR GIRLS COLLEGE, JATTI UMRAH, ADDA PLOT, RAIWIND ROAD, LAHORE
		277	SIQARAH GIRLS COLLEGE, COLLEGE ROAD, GHAZI CHOWK, TOWN SHIP, LAHORE
		278	SIR SYED GIRLS HIGHER SECONDARY SCHOOL, WALTON ROAD, LAHORE CANTT
		279	SKANS
		280	SKI COLLEGE FOR GIRLS (SHAHBAZ.S KNOWELDGE INN) 7-KHAYBER BLOCK ALLAMA IQBAL TOWN,LAHORE
		281	SKILLS GIRLS COLLEGE OF SCIENCE AND COMMERCE, GHAZI CHOWK, METRO BUS STOP, MAIN FEROZEPUR ROAD, LAHORE
		282	SKILLS INSTITUTE OF INFORMATION TECHNOLOGY
		283	SOOPHIA COLLEGE OF ARTS AND SCIENCE, 31-BAHAWALPUR ROAD, LAHORE
		284	ST. ANTHONY COLLEGE
		285	ST. JOSEPH'S HIGH SCHOOL
		286	STANDARD COLLEGE OF COMMERCE, 179-A, ABU BAKAR BLOCK, NEW GARDEN, LAHORE
		287	STANDARD COLLEGE OF COMMERCE, 32-B, MUSLIM TOWN, WAHDAT ROAD, LAHORE

Field	Question	Answer		
			288	STARS DEGREE COLLEGE FOR GIRLS, 73-G.T ROAD, SHAHDARA, LAHORE
			289	STARS GROUP OF COLLEGES
			290	STUDENTS ISLAMIA GIRLS HIGHER SECONDARY SCHOOL, E-308, B-7, NISHAT COLONY, LAHORE CANTT
			291	SUPERIOR COLLEGE FOR WOMEN, BURHAN PURA, SUNDAR ROAD, OPPOSITE VEGETABLE MARKET, RAIWIND, DISTRICT LAHORE
			292	SUPERIOR COLLEGE FOR WOMEN, MAIN G.T ROAD, OPPOSITE RAVI TOOL PLAZA, VILLAGE TARR GARH, SHAHDARA, LAHORE
			293	SUPERIOR COLLEGE OF COMMERCE, FOR WOMEN, 36-L,GULBERG III LAHORE
			294	SUPERIOR COLLEGE OF COMMERCE, MAIN G.T ROAD, OPPOSITE RAVI TOOL PLAZA, VILLAGE TARR GARH, SHAHDARA, LAHORE
			295	SUPERIOR COLLEGE OF I.T AND MANAGEMENT SCIENCE, 31-TIPU BLOCK, NEW GARDEN TOWN, LAHORE
			296	SUPERIOR GROUP OF COLLEGES
			297	T.C.F GIRLS HIGHER SECONDARY SCHOOL, VILLAGE BANGALI, BARKI ROAD, LAHORE CANTT
			298	T.C.F HIGHER SECONDARY SCHOOL FOR GIRLS, MINHALA KALAN, LAHORE CANTT
			299	T.C.F HIGHER SECONDARY SCHOOL FOR GIRLS, RORANWALA, BADIAN ROAD, LAHORE
			300	TEACH A CHILD HIGHER SECONDARY SCHOOL SYSTEM FOR GIRLS, 95-A, BLOCK A-3, JOHAR TOWN, LAHORE
			301	THE AL-NOORIANS HIGHER SECONDARY SCHOOL FOR GIRLS, 55-ELAHI BUKSH PARK, AMIR ROAD, SHAD BAGH, LAHORE

Field	Question		Answer	
			302	THE COLLEGE OF SHARIAH AND ISLAMIC SCIENCES, 365-M, MODEL TOWN, LAHORE
			303	THE HORIZON COLLEGE FOR GIRLS, SOY ASAL NEAR FLY OVER ROUND ABOUT, RAIWIND, LAHORE
			304	THE INSTITUTE OF MANAGEMENT SCIENCES (PAK-AIMS)
			305	THE JINNAH EDUCATIORS GIRLS HIGHER SECONDARY SCHOOL, 391-D-3 WAPDA TOWN , LAHORE
			306	THE LAHORE COLLEGE FOR GIRLS, 8-KM, RAIWIND ROAD, LAHORE
			307	THE LAHORE GARRISION COLLEGE OF SCIENCE & COMMERCE FOR GIRLS, 43-A-3 COLLEGE ROAD, JOHAR TOWN, LAHORE
			308	THE LEADS INSTITUTE FOR GIRLS OF MANAGEMENT SCIENCES, 5-TIPU BLOCK, NEW GARDEN TOWN LAHORE
			309	THE MINHAJ COLLEGE FOR WOMEN, BUGHDAD TOWN, CIVIC CENTER, LAHORE
			310	THE UNIVERSITY OF LAHORE (UOL)
			311	THREE STAR HIGHER SECONDARY SCHOOL FOR GIRLS, 43-SHAH TAJ MARKET, WALTON ROAD, LAHORE CANTT
			312	UNIQUE COLLEGE FOR GIRLS, 126-A, NEW MUSLIM TOWN, LAHORE
			313	UNIVERSITY COLLEGE LAHORE
			314	UNIVERSITY COLLEGE OF MEDICINE AND DENTISTRY
			315	UNIVERSITY OF CENTRAL PUNJAB
			316	UNIVERSITY OF EDUCATION - LAHORE
			317	UNIVERSITY OF ENGINEERING & TECHNOLOGY- LAHORE
			318	UNIVERSITY OF HEALTH SCIENCES
			319	UNIVERSITY OF MANAGEMENT & TECHNOLOGY (UMT)
			320	UNIVERSITY OF SOUTH ASIA

Field	Question	Answer		
			321	UNIVERSITY OF THE PUNJAB
			322	UNIVERSITY OF VETERINARY & ANIMAL SCIENCES (UVAS) - LAHORE
			323	VAN DER BYL COLLEGE OF MANAGEMENT AND INFORMATION TECHNOLOGY, 7-AITCHISON STREET, RAIWND ROAD, LAHAORE
			324	VIRTUAL UNIVERSITY OF PAKISTAN
			325	VISTA COLLEGE OF COMMERCE AND INFORMATION TECHNOLOGY, 38-E-I NEAR JAGAWAR CHOWK, JOHAR TOWN, LAHORE
			326	WISE COLLEGE
			327	WISE COMMERCE COLLEGE, 48-MAIN GULBERG, LAHORE
			328	WORKERS WELFARE HIGHER SECONDARY SCHOOL FOR GIRLS, NISHTER COLONY, 18-KM, FEROZEPUR ROAD, LAHORE
			329	Lahore Grammer College
			330	Aitchison College
			331	KIPS College - Lahore
			332	Unique College
			1	Other
			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

Field	Question	Answer
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recruitment from universities > Universities & colleges > Are there any other universities that you have hired fresh or recent graduates from in the last 1 year? (1) *Group relevant when: selected(${universities_hire} , 1)*		(Repeated group)
other_university *(required)*	Please tell us the name of the university(s)	
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recruitment from universities > PCSW services for Entry-level candidates *Group relevant when: ${inter_available} =1*		
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recruitment from universities > PCSW services for Entry-level candidates > Job Asaan Internship		
jt_internship_note	To faciliate the recruitment of graduates with inter, bachelors, or higher degrees, Job Asaan is working on an internship service, in which we may provide candidates for short-term positions such as summer between university and/ or college terms, or a 6-month term after graduating.	
internship_interest_undergrad *(required)*	Would you be interested in receiving internship applications from BA / BSC level candidates?	1 Yes, definitely 2 Yes, probably 3 Not sure 4 No, probably not 5 No, definitely not 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand
internship_interests_inter *(required)*	Would you be interested in receiving internship applications from intermediate level candidates?	1 Yes, definitely 2 Yes, probably 3 Not sure 4 No, probably not 5 No, definitely not 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand

Field	Question	Answer		
internship_status *(required)*	Has your firm taken on interns in the past?		1	Yes, often
			2	Yes, ocsasionally
			3	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recruitment from universities > PCSW services for Entry-level candidates > Job Asaan Job Fairs				
jt_jobfairs_note	To faciliate the recruitment of university graduates , Job Asaan may organize free job fairs, in which many interested candidates and employers can meet and easily conduct initial screening interviews.			
jobfair_undergrad *(required)*	Would you be interested in participating in a job fair with BA / BSC level candidates?		1	Yes, definitely
			2	Yes, probably
			3	Not sure
			4	No, probably not
			5	No, definitely not
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
jobfair_inter *(required)*	Would you be interested in participating in a job fair with intermediate level candidates?		1	Yes, definitely
			2	Yes, probably
			3	Not sure
			4	No, probably not
			5	No, definitely not
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
diversity_inclusion *(required)*	Does your firm offer trainings to employees on bringing diversity and inclusion into the HR process?		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recruitment from universities > PCSW services for Entry-level candidates > Job Asaan Workshop				
jt_interviews_note	To faciliate the recruitment of university graduates , Job Asaan may organize trainings on the most effective methods to recruit the the best candidates.			
training_interviewers *(required)*	Would you be interested in trainings which provide tips for interviews and recruitment to identify the best candidate for the job?		1	Yes, definitely
			2	Yes, probably
			3	Not sure
			4	No, probably not
			5	No, definitely not
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recruitment from universities > Job Asaan Mentorship Program *Group relevant when: ${pcsw_signup} =1 and ${signup_service} =1 and ${inter_available} =1*				

Field	Question	Answer		
mentorship_signup *(required)*	PCSW's Job Asaan Program is starting a mentorship program where mentors from various industries will work with young female candidates to help them become the best candidates for various jobs. In return mentors will receive public recognition along with a certificate and a shield from PCSW and Job Asaan. Could you nominate one male and one female from your organization to serve as a mentor for this prestigious and rewarding program? Nominees will be contacted by Job Asaan but it will be optional for them to join this program		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Recruitment > Recruitment from universities > Job Asaan Mentorship Program > Mentors' Sign-up *Group relevant when: ${mentorship_signup} =1*				
female_name *(required)*	Female Nominee's Name			
female_job_title *(required)*	Female Nominee's Job Title			
female_contact *(required)*	Female Nominee's Contact Number *Response constrained to: string-length(.)<12*			
male_name *(required)*	Male Nominee's Name			
male_job_title *(required)*	Male Nominee's Job Title			
male_contact *(required)*	Male Nominee's Contact Number *Response constrained to: string-length(.)<12*			
Firm Open > Relevant Person Available > Main Instrument > check_references_service				
references_note	We are initiating a free service that checks on some of the applicant's provided information, such as references from previous supervisors. If we check references for candidates who apply to positions at your organization, would you like to receive a report on what the previous reference shared? Please note this is a service wich we are planning to initiate, you might not get this service for the current vacancies. *ENUMERATOR: show the employer the sample reference check report*			
references_int *(required)*	ENUMERATOR: Note how strongly the employer is or is not interested in this service?		1	Very interested
			2	Somewhat interested
			3	Neutral
			4	Not very interested
			5	Not at all interested
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
add_feedback_ref *(required)*	Do you have any feedback that can help us improve this reference check service or the report card?			
Firm Open > Relevant Person Available > Main Instrument > career_day_service				
career_day_note	We are also starting a free service in which we will assess candidate skills using skills tests and screening interviews. We will then provide a score sheet to you along with the CV packet that looks like this (Enumerator: show skills scorecard sample). The purpose of this would be to help you make a more informed decision on candidate hiring. Please note that this service is only for candidates with intermediate education or higher. I also wanted to tell you that the service may or may not be available for vacancies you have listed currently, given that we are just starting out with this service. *ENUMERATOR: show the employer the scorecard*			
career_day_int *(required)*	Would you be interested in availing this service?		1	Very interested
			2	Somewhat interested
			3	Neutral
			4	Not very interested
			5	Not at all interested
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
add_feedback_cd *(required)*	Do you have any feedback that can help us improve this service or the score card?			
Firm Open > Relevant Person Available > Main Instrument > transport				
transport_note	Thank you for taking the time to answer these questions. We would now like to ask you a few questions about the benefits afforded to your employees, the hours they are required to work and the modes of			

Field	Question	Answer		
	transport they use.			
flexible_work_hours *(required)*	Do you offer flexible work hours for work onsite (for example, employees must work 8 hours but can choose whether to start at 8, 9 or 10am)?		1	Yes, for all employees
			2	Yes, for some employees
			3	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
punctual *(required)*	How important is punctual arrival for the type of work you do in your organization?		1	very important
			2	Important
			3	Moderately Important
			4	Slightly Important
			5	Not important
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
pick_and_drop *(required)*	Does your organization have a transport or pick-and-drop service?		1	Yes, for all employees
			2	Yes, for some employees
			3	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > transport > Transport available for employees *Group relevant when: ${pick_and_drop} =1*				
charge *(required)*	What is the monthly cost in rupees per employee? *If the respondent doesn't know exact numbers, leave this field blank and proceed to the next question and select a range or one of the options*			
transport_fund *(required)*	What proportion of the cost of this is covered by the employer?		1	Completely by employer
			2	Partially by employer
			3	Completely by employees
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
transport_service *(required)*	Is this service for women only or men only or both?		1	Women only
			2	Men only
			3	Both
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand

Field	Question	Answer		
cost_of_pick_and_drop *(required)*	If a safe, reliable pick-and-drop service for your employees was made available, would your organization consider contributing to it? *If yes, ask how much would they contribute from the ranges* *Question relevant when: ${pick_and_drop} =3*		1	No
			2	Yes, up to 1000 PKR per employee per month
			3	Yes, up to 2000 PKR per employee per month
			4	Yes, up to 3000 PKR per employee per month
			5	Yes, up to 4000 PKR per employee per month
			6	Yes, but unsure of how much the company can contribute
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > transport > Modes of Tranport used by women and men				
transport_modes_note	I will now mention several modes of transport. Please tell us whether employees use this mode of transport at your organization.			
onfoot_male *(required)*	Do male employees commute on foot to work at your organization *Question relevant when: ${male_employees} != 1*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
onfoot_female *(required)*	Do female employees commute on foot to work at your organization *Question relevant when: ${female_employees} != 1*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
metrobus_male *(required)*	Do male employees use the metrobus to commute to work at your organization? *Question relevant when: ${male_employees} != 1*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
metrobus_female *(required)*	Do female employees use the metrobus to commute to work at your organization? *Question relevant when: ${female_employees} != 1*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
public_male *(required)*	Do male employees use public buses or wagons to commute to work at your organization? *Question relevant when: ${male_employees} != 1*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey

Field	Question	Answer		
			1111	The respondent does not understand
public_female *(required)*	Do female employees use public buses or wagons to commute to work at your organization? *Question relevant when: ${female_employees} != 1*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
rickshaw_male *(required)*	Do male employees use rickshaws or qingqis to commute to work at your organization? *Question relevant when: ${male_employees} != 1*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
rickshaw_female *(required)*	Do female employees use rickshaws or qingqis to commute to work at your organization? *Question relevant when: ${female_employees} != 1*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
private_male *(required)*	Do male employees use cars or motorbikes to commute to work? *Question relevant when: ${male_employees} != 1*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
private_female *(required)*	Do female employees use cars or motorbikes to commute to work? *Question relevant when: ${female_employees} != 1*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
employer_male *(required)*	Do male employees use employer provided pick-and-drop to commute to work? *Question relevant when: ${male_employees} != 1*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
employer_female *(required)*	Do female employees use employer provided pick-and-drop to commute to work? *Question relevant when: ${female_employees} != 1 and (${pick_and_drop} =1 or ${pick_and_drop} =2)*		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand

Field	Question	Answer		
emp_policies *(required)*	Do you offer any of the following benefits to your employees? *Select all that apply.*		1	Health / medical benefits
			2	Provident fund / pension
			3	Life insurance
			4	Housing allowance
			5	Food
			6	Transport allowance
			7	Pick and drop
			8	Maternity/ Paternity Leave
			9	Day Care Center
			10	Career development trainings
			11	Other
			4444	Same benefits as those in the previous ad
			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
Firm Open > Relevant Person Available > Main Instrument > Gender-related Questions *Group relevant when: ${pcsw_signup} =1 and ${signup_service} =1 and ${female_employees} != 1*				
gender_note	We would now like to ask you a few questions about the general work environment for women at this location. We understand that this may be sensitive information and want to remind you that information obtained from this section of the survey will remain confidential.			
Firm Open > Relevant Person Available > Main Instrument > Gender-related Questions > Gender questions for this location				
women_toilet *(required)*	If a woman started working at this location tomorrow, would you have a separate toilet facility for her?		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
women_prayer *(required)*	If a woman started working at this location tomorrow, would you have a separate prayer area/room for her?		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
women_space *(required)*	If a woman started working at this location tomorrow, to what extent would she share a working space with men?		1	Work in the same hall/ floor
			2	Work on the same floor but in different rooms/ sections
			5555	Not Applicable
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand

Field	Question	Answer		
female_inter *(required)*	For how many vacancies would this location consider female candidates?		1	None
			2	Less than one quarter
			3	Less than half
			4	More than half
			5	More than 3 quarters
			6	All of them
			7	Equal to half
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
offer_training	Does your firm offer trainings on preventing and addressing sexual harassment in the workplace to your employees?		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
training_harassment *(required)*	PCSW's Job Asaan is considering organizing training events for firm heads or hiring managers. Would your organization be interested in trainings on laws on sexual harassment in the workplace?		1	Yes, definitely
			2	Yes, probably
			3	Not sure
			4	No, probably not
			5	No, definitely not
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
hiring_women *(required)*	To what extent do you agree, disagree or remain indifferent to the following statement: Hiring more women is a priority for your organization. *Read out the options to make them clear to the respondent and select accordingly.*		1	Strongly agree
			2	Agree
			3	Neutral
			4	Disagree
			5	Strongly disagree
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Relevant Person Available > Main Instrument > Gender-related Questions > Gender-Likert questions for industry				
Firm Open > Relevant Person Available > Main Instrument > Gender-related Questions > Gender-Likert questions for industry > Industry Trends *Group relevant when: ${random_number} =1*				

Field	Question	Answer		
gender1 *(required)*	There could be many challenges for more women joining jobs in this industry. Which do you think apply in your industry:		1	Work is physically demanding
			2	Women's families don't want them to do this kind of work
			3	Women quit sooner due to marriage or starting a family
			4	Women find it tough to travel around the city for meetings
			5	Women do not get to work on time due to transport constraints
			6	Women don't work long or flexible hours
			7	Clients/ coworkers would not want to deal with a woman
			8	Male coworkers or clients misbehave with women
			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
important_challenge_1 *(required)*	Out of these, please choose the most difficult challenge for women joining this industry: *Question relevant when: not(${gender1} =5555 or ${gender1} =7777 or ${gender1} =6666 or ${gender1} =8888 or ${gender1} =9999 or ${gender1} =1111)*		1	Work is physically demanding
			2	Women's families don't want them to do this kind of work
			3	Women quit sooner due to marriage or starting a family
			4	Women find it tough to travel around the city for meetings
			5	Women do not get to work on time due to transport constraints
			6	Women don't work long or flexible hours
			7	Clients/ coworkers would not want to deal with a woman
			8	Male coworkers or clients misbehave with women
			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
Firm Open > Relevant Person Available > Main Instrument > Gender-related Questions > Gender-Likert questions for industry > Industry Trends *Group relevant when: ${random_number} =2*				

Field	Question	Answer		
gender2 *(required)*	There could be many challenges for more women joining jobs in this industry. Which do you think apply in your industry:		8	Male coworkers or clients misbehave with women
			3	Women quit sooner due to marriage or starting a family
			2	Women's families don't want them to do this kind of work
			7	Clients/ coworkers would not want to deal with a woman
			6	Women don't work long or flexible hours
			5	Women do not get to work on time due to transport constraints
			4	Women find it tough to travel around the city for meetings
			1	Work is physically demanding
			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
important_challenge_2 *(required)*	Out of these, please choose the most difficult challenge for women joining this industry: *Question relevant when: not(${gender2} =5555 or ${gender2} =7777 or ${gender2} =6666 or ${gender2} =8888 or ${gender2} =9999 or ${gender2} =1111)*		8	Male coworkers or clients misbehave with women
			3	Women quit sooner due to marriage or starting a family
			2	Women's families don't want them to do this kind of work
			7	Clients/ coworkers would not want to deal with a woman
			6	Women don't work long or flexible hours
			5	Women do not get to work on time due to transport constraints
			4	Women find it tough to travel around the city for meetings
			1	Work is physically demanding
			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
Firm Open > Relevant Person Available > Main Instrument > Gender-related Questions > Gender-Likert questions for industry > Industry Trends *Group relevant when: ${random_number} =3*				

Field	Question	Answer		
gender3 *(required)*	There could be many challenges for more women joining jobs in this industry. Which do you think apply in your industry:		4	Women find it tough to travel around the city for meetings
			8	Male coworkers or clients misbehave with women
			3	Women quit sooner due to marriage or starting a family
			7	Clients/ coworkers would not want to deal with a woman
			1	Work is physically demanding
			6	Women don't work long or flexible hours
			5	Women do not get to work on time due to transport constraints
			2	Women's families don't want them to do this kind of work
			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
important_challenge_3 *(required)*	Out of these, please choose the most difficult challenge for women joining this industry: *Question relevant when: not(${gender3} =5555 or ${gender3} =7777 or ${gender3} =6666 or ${gender3} =8888 or ${gender3} =9999 or ${gender3} =1111)*		4	Women find it tough to travel around the city for meetings
			8	Male coworkers or clients misbehave with women
			3	Women quit sooner due to marriage or starting a family
			7	Clients/ coworkers would not want to deal with a woman
			1	Work is physically demanding
			6	Women don't work long or flexible hours
			5	Women do not get to work on time due to transport constraints
			2	Women's families don't want them to do this kind of work
			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
Firm Open > Relevant Person Available > Main Instrument > Gender-related Questions > Gender-Likert questions for industry > Industry Trends *Group relevant when: ${random_number} =4*				

Field	Question	Answer		
gender4 *(required)*	There could be many challenges for more women joining jobs in this industry. Which do you think apply in your industry:		7	Clients/ coworkers would not want to deal with a woman
			1	Work is physically demanding
			8	Male coworkers or clients misbehave with women
			6	Women don't work long or flexible hours
			3	Women quit sooner due to marriage or starting a family
			2	Women's families don't want them to do this kind of work
			4	Women find it tough to travel around the city for meetings
			5	Women do not get to work on time due to transport constraints
			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
important_challenge_4 *(required)*	Out of these, please choose the most difficult challenge for women joining this industry: *Question relevant when: not(${gender4} =5555 or ${gender4} =7777 or ${gender4} =6666 or ${gender4} =8888 or ${gender4} =9999 or ${gender4} =1111)*		7	Clients/ coworkers would not want to deal with a woman
			1	Work is physically demanding
			8	Male coworkers or clients misbehave with women
			6	Women don't work long or flexible hours
			3	Women quit sooner due to marriage or starting a family
			2	Women's families don't want them to do this kind of work
			4	Women find it tough to travel around the city for meetings
			5	Women do not get to work on time due to transport constraints
			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
Firm Open > Relevant Person Available > Main Instrument > Gender-related Questions > Gender-Likert questions for industry > Industry Trends *Group relevant when: ${random_number} =5*				

Field	Question	Answer		
gender5 *(required)*	There could be many challenges for more women joining jobs in this industry. Which do you think apply in your industry:		2	Women's families don't want them to do this kind of work
			6	Women don't work long or flexible hours
			1	Work is physically demanding
			3	Women quit sooner due to marriage or starting a family
			7	Clients/ coworkers would not want to deal with a woman
			5	Women do not get to work on time due to transport constraints
			4	Women find it tough to travel around the city for meetings
			8	Male coworkers or clients misbehave with women
			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
important_challenge_5 *(required)*	Out of these, please choose the most difficult challenge for women joining this industry: *Question relevant when: not(${gender5} =5555 or ${gender5} =7777 or ${gender5} =6666 or ${gender5} =8888 or ${gender5} =9999 or ${gender5} =1111)*		2	Women's families don't want them to do this kind of work
			6	Women don't work long or flexible hours
			1	Work is physically demanding
			3	Women quit sooner due to marriage or starting a family
			7	Clients/ coworkers would not want to deal with a woman
			5	Women do not get to work on time due to transport constraints
			4	Women find it tough to travel around the city for meetings
			8	Male coworkers or clients misbehave with women
			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
Firm Open > Relevant Person Available > Main Instrument > Gender-related Questions > Gender-Likert questions for industry > Industry Trends *Group relevant when: ${random_number} =6*				

Field	Question	Answer		
gender6 *(required)*	There could be many challenges for more women joining jobs in this industry. Which do you think apply in your industry:		5	Women do not get to work on time due to transport constraints
			2	Women's families don't want them to do this kind of work
			7	Clients/ coworkers would not want to deal with a woman
			1	Work is physically demanding
			3	Women quit sooner due to marriage or starting a family
			8	Male coworkers or clients misbehave with women
			6	Women don't work long or flexible hours
			4	Women find it tough to travel around the city for meetings
			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
important_challenge_6 *(required)*	Out of these, please choose the most difficult challenge for women joining this industry: *Question relevant when: not(${gender6} =5555 or ${gender6} =7777 or ${gender6} =6666 or ${gender6} =8888 or ${gender6} =9999 or ${gender6} =1111)*		5	Women do not get to work on time due to transport constraints
			2	Women's families don't want them to do this kind of work
			7	Clients/ coworkers would not want to deal with a woman
			1	Work is physically demanding
			3	Women quit sooner due to marriage or starting a family
			8	Male coworkers or clients misbehave with women
			6	Women don't work long or flexible hours
			4	Women find it tough to travel around the city for meetings
			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
Firm Open > Relevant Person Available > Main Instrument > Organization Info				
note_org_foundation	Lastly, we have a few questions about when your organization was founded and since when it has been located at this address.			

Field	Question	Answer		
location_type *(required)*	ENUMERATOR: Is this firm located in a residential, commercial or an industrial area?		1	Commerical
			2	Residential
			3	Industrial
			8888	Don't know
time_founded *(required)*	When was your organization founded?		1	Respondent knows the exact year
			2	At least since the respondent joined
			3	Respondent is unsure and estimates the year
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
time_founded_exact *(required)*	Can you state the exact year when this organization was founded? *Enter a year, e.g. 1947* *Question relevant when: ${time_founded} =1* *Response constrained to: string-length(.)<5*			
time_founfed_joining *(required)*	The organization was founded at least before the respondent joined in: *Enter a year, e.g. 1947* *Question relevant when: ${time_founded} =2* *Response constrained to: string-length(.)<5*			
time_founded_atleast *(required)*	Please give us an approximate year of when your organization was founded. *Enter a year, e.g. 1947* *Question relevant when: ${time_founded} =3* *Response constrained to: string-length(.)<5*			
year_address *(required)*	Since when has your organization been located at this address?		1	Respondent knows the exact year
			2	At least since the respondent joined
			3	Respondent is unsure and estimates the year
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
year_since_exact *(required)*	Can you state the exact year since the organization has been located at this address? *Enter a year, e.g. 1947* *Question relevant when: ${year_address} =1* *Response constrained to: string-length(.)<5*			
year_since_joining *(required)*	Since which year have you been working for this organization? *Enter a year, e.g. 1947* *Question relevant when: ${year_address} =2* *Response constrained to: string-length(.)<5*			
year_since_atleast *(required)*	Please tell us an approximate year since this organization has been located at this address *Enter a year, e.g. 1947* *Question relevant when: ${year_address} =3* *Response constrained to: string-length(.)<5*			
final_note	Thank you for your time. You have now completed our survey. PCSW's Job Asaan service will be in touch with with you about your ad and potential candidates for open position(s). *Question relevant when: ${add_vacancies} =1 or ${add_vacancies} =3 or ${add_vacancies} =4*			
Firm Open > Research Questions *Group relevant when: ${pcsw_signup} =2 or ${signup_service} =2*				
research_questions_note	"Alright, I understand that you do not want to participate in the survey. However, I will highly appreciate if you could just answer just a few of our research questions about the composition of your firm and hiring decisions. Information collected from your organization will be strictly confidential and only our team will have access to it. It is not compulsory for you to answer any question. At any time, you can choose to end this questionnaire and opt out."			

Field	Question	Answer		
proceed_research_questions *(required)*	Would you like to proceed?		1	Yes
			2	No
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left Survey
			1111	The respondent does not understand
year_since_atleast_research *(required)*	Please tell us an approximate since when has this firm been located at this address. *Question relevant when: ${proceed_research_questions} =1*			
employee_number_research *(required)*	How many employees work at this location? Please include yourself and anyone who receives a salary or wage even if you hired someone from your family or someone you know. *Question relevant when: ${proceed_research_questions} =1*			
research_male_emp *(required)*	Out of the [employee_number_research] employees who work at this location, how many are male? *Question relevant when: ${proceed_research_questions} =1*		1	None
			2	Less than one quarter
			3	Less than half
			4	More than half
			5	More than 3 quarters
			6	All of them
			7	Equal to half
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
research_female_emp *(required)*	Out of the [employee_number_research] employees who work at this location, how many are female? *Question relevant when: ${proceed_research_questions} =1*		1	None
			2	Less than one quarter
			3	Less than half
			4	More than half
			5	More than 3 quarters
			6	All of them
			7	Equal to half
			6666	Refer to headquarters
			7777	Don't want to say
			8888	Don't know
			9999	Left the survey
			1111	The respondent does not understand
Firm Open > Research Questions > Recent Hire_research question				
method_adv_int_research *(required)*	Which advertisement methods did you use for recruitment? *Question relevant when: ${proceed_research_questions} =1*		1	Newspaper advertisment
			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
employee_change2011_research *(required)*	How many employees worked at this location eight years ago, in 2011? Please include yourself and anyone who receives a salary or wage even if you hired someone from your family or someone you know. *Question relevant when: ${proceed_research_questions} =1*			
jobs_vacancies_note_research	Approximately how many vacancies opened up in the last year?			

Field	Question	Answer
	Question relevant when: ${proceed_research_questions} =1	
job_vac_int_research *(required)*	Inter or higher: *Question relevant when: ${proceed_research_questions} =1*	
job_vac_mat_research *(required)*	Matric or lower: *Question relevant when: ${proceed_research_questions} =1*	
jobs_new_note_research	Out of these vacancies in the past year, how many were newly created positions for additional staffing? *Question relevant when: ${proceed_research_questions} =1*	
jobs_new_int_research *(required)*	Inter or higher: *Question relevant when: ${proceed_research_questions} =1*	
jobs_new_mat_research *(required)*	Matric or lower: *Question relevant when: ${proceed_research_questions} =1*	
jobs_replace_note_research	Out of these vacancies in the past year, how many were for existing positions for which you were replacing outgoing staff? *Question relevant when: ${proceed_research_questions} =1*	
jobs_rep_int_research *(required)*	Inter or higher: *Question relevant when: ${proceed_research_questions} =1*	
jobs_rep_mat_research *(required)*	Matric or lower: *Question relevant when: ${proceed_research_questions} =1*	
jobs_check_note_research	ENUMERATOR: What is the total number of vacancies which opened up in the last year? *Question relevant when: ${proceed_research_questions} =1*	
jobs_check_int_research *(required)*	Inter or higher: *Question relevant when: ${proceed_research_questions} =1* *Response constrained to: (.)= ${total_vac_int_research} and (.)= ${job_vac_int_research}*	
jobs_check_mat_research *(required)*	Matric or lower: *Question relevant when: ${proceed_research_questions} =1* *Response constrained to: (.)= ${total_vac_mat_research} and (.)= ${job_vac_mat_research}*	
followup *(required)*	Can we come back and speak with the relevant person at another time? *Question relevant when: ${rel_person} = 2*	1 Yes 2 No 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left Survey 1111 The respondent does not understand
confirm_followup *(required)*	We will be in your area from ___ until ___. Will someone be available to speak with us before that? *Question relevant when: ${followup} = 1*	1 Yes 2 No 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left Survey 1111 The respondent does not understand
time_followup *(required)*	When can we come back and speak with them? *Question relevant when: ${confirm_followup} =1*	
Referred to headquarters *Group relevant when: ${rel_person} = 6666 or ${non_fam} =6666*		
hq_address *(required)*	What's the address for your headquarters?	
hq_name *(required)*	Who should we contact at the headquarters?	
hq_title *(required)*	What is their official job title?	1 Owner/ CEO/ Director 2 Branch Manager 3 HR Representative 4 Immediate Supervisor 5 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

Field	Question	Answer
hq_title_other *(required)*	ENUMERATOR: What is the official job title of the respondent? *Question relevant when: ${hq_title} =5*	
hq_number *(required)*	Can you share their contact number? *Response constrained to: string-length(.)<12*	

firm_closed *(required)*	ENUMERATORS: Kindly specify why the firm was closed. *Question relevant when: ${firm_status} =2*	1	Business closed down permanently
		2	Business closed down at the time of the visit
		3	Moved to another location
		4	Other
		8888	Don't know
closed_specify *(required)*	Kindly specify why you chose the "other" option *Question relevant when: ${firm_closed} =4*		
research_note	Thank you for your time! If you decide to avail our services in the future, you can sign up by calling at 0348-111-2020 and dialing 1. *Question relevant when: ${non_fam} =1 or ${non_fam} =2 or ${non_fam} =6666*		
Observational questions *Group relevant when: ${firm_status} =1*			
comments_main	ENUMERATOR: Are there any additional comments you would like to add?		
indus_class_explain_post *(required)*	ENUMERATOR: Can you briefly describe what this organization does?		
industry_classification_post *(required)*	ENUMERATOR: Which industry classification best describes this organization? *Do not go back and change your answer to a similar version of this question.*	1	Agriculture, forestry and fishing
		2	Mining and quarrying
		3	Manufacturing
		4	Electricity, gas, steam and air conditioning supply
		5	Water supply; sewerage, waste management and remediation activities
		6	Construction
		7	Wholesale and retail trade; repair of motor vehicles and motorcycles
		8	Transportation and storage
		9	Accommodation and food service activities
		10	Information and communication
		11	Financial and insurance activities
		12	Real estate activities
		13	Professional, scientific and technical activities
		14	Administrative and support service activities
		15	Public administration and defence; compulsory social security
		16	Education
		17	Human health and social work activities
		18	Arts, entertainment and recreation
		19	Other service activities
		20	Activities of households as employers; undifferentiated goods- and services-producing activities of households for own use
		21	Activities of extraterritorial organizations and bodies
		22	Can't decide

Field	Question	Answer		
agriculture_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =1*		1	Crop and animal production, hunting and related service activities
			2	Forestry and logging
			3	Fishing and aquaculture
mining_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =2*		1	Mining of coal and lignite
			2	Extraction of crude petroleum and natural gas
			3	Mining of metal ores
			4	Other mining and quarrying
			5	Mining support service activities

Field	Question	Answer		
manufacturing_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =3*		1	Manufacture of food products
			2	Manufacture of beverages
			3	Manufacture of tobacco products
			4	Manufacture of textiles
			5	Manufacture of wearing apparel
			6	Manufacture of leather and related products
			7	Manufacture of wood and of products of wood and cork, except furniture; manufacture of articles of straw and plaiting materials
			8	Manufacture of paper and paper products
			9	Printing and reproduction of recorded media
			10	Manufacture of coke and refined petroleum products
			11	Manufacture of chemicals and chemical products
			12	Manufacture of basic pharmaceutical products and pharmaceutical preparations
			13	Manufacture of rubber and plastics products
			14	Manufacture of other non-metallic mineral products
			15	Manufacture of basic metals
			16	Manufacture of fabricated metal products, except machinery and equipment
			17	Manufacture of computer, electronic and optical products
			18	Manufacture of electrical equipment
			19	Manufacture of machinery and equipment n.e.c.
			20	Manufacture of motor vehicles, trailers and semi-trailers
			21	Manufacture of other transport equipment
			22	Manufacture of furniture
			23	Other manufacturing
			24	Repair and installation of machinery and equipment
electricity_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =4*		1	Electricity, gas, steam and air conditioning supply
water_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =5*		1	Water collection, treatment and supply
			2	Sewerage
			3	Waste collection, treatment and disposal activities; materials recovery
			4	Remediation activities and other waste management

Field	Question	Answer	
			services
construction_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =6*	1	Construction of buildings
		2	Civil engineering
		3	Specialized construction activities
wholesale_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =7*	1	Wholesale and retail trade and repair of motor vehicles and motorcycles
		2	Wholesale trade, except of motor vehicles and motorcycles
		3	Retail trade, except of motor vehicles and motorcycles
transport_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =8*	1	Land transport and transport via pipelines
		2	Water transport
		3	Air transport
		4	Warehousing and support activities for transportation
		5	Postal and courier activities
food_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =9*	1	Accommodation
		2	Food and beverage service activities
info_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =10*	1	Publishing activities
		2	Motion picture, video and television programme production, sound recording and music publishing activities
		3	Programming and broadcasting activities
		4	Telecommunications
		5	Computer programming, consultancy and related activities
		6	Information service activities
finance_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =11*	1	Financial service activities, except insurance and pension funding
		2	Insurance, reinsurance and pension funding, except compulsory social security
		3	Activities auxiliary to financial service and insurance activities
estate_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =12*	1	Real estate activities
tech_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =13*	1	Legal and accounting activities
		2	Activities of head offices; management consultancy activities
		3	Architectural and engineering activities; technical testing and analysis
		4	Scientific research and development
		5	Advertising and market research
		6	Other professional, scientific and technical activities
		7	Veterinary activities

Field	Question	Answer		
admin_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =14*		1	Rental and leasing activities
			2	Employment activities
			3	Travel agency, tour operator, reservation service and related activities
			4	Security and investigation activities
			5	Services to buildings and landscape activities
			6	Office administrative, office support and other business support activities
defence_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =15*		1	Public administration and defence; compulsory social security
education_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =16*		1	Education
health_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =17*		1	Human health activities
			2	Residential care activities
			3	Social work activities without accommodation
arts_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =18*		1	Creative, arts and entertainment activities
			2	Libraries, archives, museums and other cultural activities
			3	Gambling and betting activities
			4	Sports activities and amusement and recreation activities
other_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =19*		1	Activities of membership organizations
			2	Repair of computers and personal and household goods
			3	Other personal service activities
households_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =20*		1	Activities of households as employers of domestic personnel
			2	Undifferentiated goods- and services-producing activities of private households for own use
activities_post *(required)*	ENUMERATOR: Could you further describe the industry classification? *Question relevant when: ${industry_classification_post} =21*		1	Activities of extraterritorial organizations and bodies
public_private *(required)*	ENUMERATOR: Is this a private or government-run establishment?		1	Private
			2	Government-owned
			3	Semi government
			8888	Don't know
appliances *(required)*	ENUMERATOR: Which of the following were available at the location? *Select all that apply.*		1	Air conditioner(s)
			2	Computer
			3	Multiple Computers
			4	Reception
			5	Generator
			6	UPS
			5555	None of the above
client_activity *(required)*	ENUMERATOR: How would you describe client activity at this location?		1	Lots of customers/ clients activity
			2	Moderate amount of customers/ clients activity
			3	Close to no customers/clients activity

Field	Question	Answer
worker_activity *(required)*	ENUMERATOR: How would you describe worker activity at this location?	1 Lots of worker activity 2 Moderate amount of worker activity 3 Close to no worker activity
women_comfort *(required)*	ENUMERATOR: Do you think your female family members feel comfortable working at this firm?	1 Definitely (100%) 2 Probably (75% chance) 3 About half (50%) 4 Probably not (25% chance) 5 Definitely not (0%) 6666 Refer to headquarters 7777 Don't want to say 8888 Don't know 9999 Left the survey 1111 The respondent does not understand