A0. EXACT TIME NOW:_____

SECTION A: CURRENT EMPLOYMENT AND WORK HISTORY

A1. I'd like to begin the interview by asking you about any paid jobs you've had including babysitting, housekeeping, or irregular jobs. Did you work at any job for pay between (W2 IW DATE) and now?

[1. YES] [5. NO] → TURN TO P.23, SECTION BA

A1a. How many jobs did you have?

_____ # OF JOBS

A2. (HAND R CALENDAR CARD). Please look at this card. Thinking back since (W2 IW DATE), in which months did you do any work for pay?

[ALL]

OR

SE	OC	NO	DE	JA	FE	MR	AP	MY	JN	JL	AG	SE	OC	NO	DE	JA	FE	MR
1998				1999												2000		

A3. Are you currently working for pay?

[1. YES] [5. NO] → TURN TO P.10, A27

A4. Including self-employment, how many jobs do you currently have?

_____# OF JOBS

A5. Including overtime, how many hours per week do you usually work on all jobs?

_____ HOURS [98. DK; Depends]

A6. Now, I'd like to ask you some questions about your current main job. What is your occupation for your main job? (What kind of work do you do?)

_____

A7. What kind of business or industry is that in?

_____

A8. In what month and year did you start this job?

_____/_____
MONTH YEAR

A8a. How many times have you changed your main job since (W2 IW DATE)?

_____ # TIMES

0. NONE; HAVEN'T CHANGED JOBS

A9. Are you a member of a union or covered by a collective bargaining agreement?

1. YES	5. NO

A10. Including overtime, how many hours do you usually work per week on this job?

_____ HOURS PER WEEK

A11. Does the number of hours you work from week to week change a lot, a fair amount, a little, or hardly at all?

1. A LOT	2. A FAIR AMOUNT	3. A LITTLE	4. HARDLY AT ALL

A12. Would you like to work more hours if your employer would let you?

1. YES	5. NO

A13. Are you a regular employee or a temporary employee?

1. REGULAR	2. TEMPORARY

A14. Do you have a regular time of day that you begin and end work, or does it vary quite a bit?

1. REGULAR	2. VARIES

A15. Do you mostly work daytime hours, evening hours, or is it mixed?

1. DAYTIME	2. EVENING	3. MIXED

A16. Including tips and bonuses, what is your salary or wage rate on this job, before taxes? (ASK ONLY IF NECESSARY, BUT MARK BOX: Is that per...)

$ _____ **PER**

1. HOUR	2. DAY	3. WEEK
4. BIWEEKLY	5. MONTH	6. YEAR
7. OTHER (SPECIFY): _____		

A17. Do you have any work related expenses such as union dues, licenses, permits, special tools, or uniforms on this job?

1. YES ↓

5. NO → GO TO A18

A17a. In the last month how much did you pay for such items?

$ _____ OR 996. NOTHING

A18. Do you get any of the following benefits on your job?

		A19. Does your employer offer this benefit after a trial period for a job like yours?
a. Paid sick days	1. YES ↓ / 5. NO →	1. YES / 5. NO
b. Paid vacation	1. YES ↓ / 5. NO →	1. YES / 5. NO
c. A health plan or medical insurance	1. YES ↓ / 5. NO →	1. YES / 5. NO
d. A retirement program	1. YES ↓ / 5. NO →	1. YES / 5. NO

NEXT PAGE, A20

A20. How do you usually get to this job? Do you drive, walk, get a ride with someone, ride a bus or take public transportation, or get there some other way?

1. DRIVE	2. WALK	3. RIDE WITH SOMEONE	4. BUS OR PUBLIC TRANSPORTATION

5. SOME OTHER WAY	6. [IF VOL:] WORK AT HOME

A21. How many minutes does it take you to travel, one way, from your home to your place of work? Please include the additional time it may take to drop your children off at school or child care.

_____ MINUTES | 996. NO TIME; WORK AT HOME → NEXT PAGE, A23

A22. All together how much does it cost you for gas, bus fares, and parking costs to get to and from work, including dropping your children off at child care? (PROBE ONLY IF NECESSARY, BUT MARK BOX. Is that per...)

$ _____ **PER**

1. HOUR	2. DAY	3. WEEK
4. BIWEEKLY	5. MONTH	6. YEAR

7. OTHER (SPECIFY):
_____

A23. Next I'm going to read some statements about your job. In the last 4 weeks have you...

	YES (1)	NO (5)
a. ...been late to work by more than 5 minutes?		
b. ...lost your temper, for example, with a rude customer?		
c. ...taken a longer break than scheduled for without permission?		
d. (In the last 4 weeks have you) failed to correct a problem at work that a supervisor had pointed out?		
e. ...had problems getting along with a supervisor?		
f. ...left work earlier than scheduled without permission?		
g. ...refused to do tasks that weren't part of your job description?		
h. ...missed a day of work for any reason?		

A24. On your current main job, ...

	YES (1)	NO (5)	DK (8)
a. ...have customers used racial slurs?			
b. ...have customers made insulting remarks about women?			
c. ...have customers made insulting remarks about welfare mothers?			
d. ...have your coworkers used racial slurs?			
e. ...have your coworkers made insulting remarks about women?			
f. ...have your coworkers made insulting remarks about welfare mothers?			
g. ...has your supervisor or boss used racial slurs?			
h. ...has your supervisor or boss made insulting remarks about women?			
j. ...has your supervisor or boss made insulting remarks about welfare mothers?			
k. On your current main job have you been discriminated against because of your race or ethnic origin?			
m. On this job have you been discriminated against because you are a woman?			
n. ...were you sexually harassed?			

A25. Thinking about all the jobs you have held since (W2 IW DATE), have you felt...

	YES (1)	NO (5)	DK (8)
a. ...that others at your place of employment got promotions or pay raises faster than you did because of their race or ethnic origin?			
b. ...that men at your place of employment got promotions or pay raises faster than you did because of their sex?			
c. ...that you were unfairly fired because of your race or ethnic origin?			
d. ...that you were unfairly fired because you are a woman?			

A26. (RB, P. 1) Think about all the jobs you have held since (W2 IW DATE). How often did any of them require you to...

	DAILY (1)	WEEKLY (2)	MONTHLY (3)	NEVER (4)
a. ...read instructions or reports—daily, weekly, monthly, or never?				
b. ...write letters or memos?				
c. ...work with a computer such as a word processing or data entry?				
d. ...work with another electronic machine such as a cash register, bar code scanner, or calculator (daily, weekly, monthly, or never)?				
e. ...do arithmetic, including making change?				
f. ...fill out forms?				
g. ...keep a close watch over gauges, dials, or instruments of any kind?				
h. ...talk with customers face to face				
j. ...talk over the phone with customers?				
k. ... supervise other people who report to you				

TURN TO P.18, A46

NOT CURRENTLY EMPLOYED

A27. Now, I'd like to ask you some questions about your most recent job. What was your occupation on your most recent job? (What kind of work did you do?)

_____

A28. What kind of business or industry was that in?

_____

A29. Were you a member of a union or covered by a collective bargaining agreement on this job?

1. YES	5. NO

A30. In what month and year did you start and end this job?

START: _____/_____ END: _____/_____
MONTH YEAR MONTH YEAR

A31. Including overtime, how many hours did you usually work per week on this job?

_____ HOURS PER WEEK

A32. Would you have liked to work more hours if your employer would have let you?

1. YES	5. NO

A33. Did the number of hours you worked from week to week change a lot , a fair amount, a little or hardly at all?

1. A LOT	2. A FAIR AMOUNT	3. A LITTLE	4. HARDLY AT ALL

A34. Were you a regular employee or a temporary employee?

1. REGULAR	2. TEMPORARY

A35. Including tips and bonuses, what was your salary or wage rate on this job, before taxes? (PROBE ONLY IF NECESSARY, BUT MARK BOX: Was that per...)

$ _____ **PER**

1. HOUR	2. DAY	3. WEEK
4. BIWEEKLY	5. MONTH	6. YEAR
7. OTHER (SPECIFY): _____		

A36. Did you have any work related expenses such as union dues, licenses, permits, special tools, or uniforms on this job?

1. YES	5. NO → NEXT PAGE, A37

A36a. In the last month you worked there, how much did you pay for such items?

$ _____ OR | 996. NOTHING |

A37. Did you get any of the following benefits on your job?

			A38. Did your employer offer this benefit after a trial period?	
a. Paid sick days	1. YES	5. NO	1. YES	5. NO
b. Paid vacation	1. YES	5. NO	1. YES	5. NO
c. A health plan or Medical insurance	1. YES	5. NO	1. YES	5. NO
d. A retirement Program	1. YES	5. NO	1. YES	5. NO

A39. How did you usually get to this job? Did you drive, walk, get a ride with someone, ride a bus or take public transportation, or get there some other way?

1. DRIVE

2. WALK

3. RIDE WITH SOMEONE

4. BUS OR PUBLIC TRANSPORTATION

5. SOME OTHER WAY

6. [IF VOL:] WORK AT HOME

A40. How many minutes did it take you to travel, one way, from your home to your place of work? Please include the additional time it may have taken to drop your children off at school or child care.

_____ MINUTES | 996. NO TIME; WORK AT HOME → NEXT PAGE, A42

A41. All together how much did it cost you for gas, bus fares, and parking costs to get to and from work, including dropping your children off at child care? (PROBE ONLY IF NECESSARY, BUT MARK BOX: Was that per...)

$ _____ **PER**

- 1. HOUR
- 2. DAY
- 3. WEEK
- 4. BIWEEKLY
- 5. MONTH
- 6. YEAR
- 7. OTHER (SPECIFY): _____

A42. Next I'm going to read some statements about your most recent job. In the last 4 weeks of your most recent job had you...

	YES (1)	NO (5)
a. ...been late to work by more than 5 minutes?		
b. ...lost your temper, for example, with a rude customer?		
c. ...taken a longer break than scheduled for without permission?		
d. (In the last 4 weeks of your most recent job had you) failed to correct a problem at work that a supervisor had pointed out?		
e. ...had problems getting along with a supervisor?		
f. ...left work earlier than scheduled without permission?		
g. ...refused to do tasks that weren't part of the job description?		
h. ...missed a day of work for any reason?		

A43. On your most recent job, ...

	YES (1)	NO (5)	DK (8)
a. ...did customers use racial slurs?			
b. ...did customers make insulting remarks about women?			
c. ...did customers make insulting remarks about welfare mothers?			
d. ...did your coworkers use racial slurs?			
e. ...did your coworkers make insulting remarks about women?			
f. ...did your coworkers make insulting remarks about welfare mothers?			
g. ...did your supervisor or boss use racial slurs?			
h. ...did your supervisor or boss make insulting remarks about women?			
j. ...did your supervisor or boss make insulting remarks about welfare mothers?			
k. On your most recent job were you discriminated against because of your race or ethnic origin?			
m. On this job were you discriminated against because you are a woman?			
n. ...were you sexually harassed?			

A44. Thinking about all the jobs you have held since (W2 IW DATE). On any of these jobs did you feel...

	YES (1)	NO (5)	DK (8)
a. ...that others at your place of employment got promotions or pay raises faster than you did because of their race or ethnic origin?			
b. ...that men at your place of employment got promotions or pay raises faster than you did because of their sex?			
c. ...that you were unfairly fired because of your race or ethnic origin?			
d. ...that you were unfairly fired because you are a woman?			

A45. (RB, P. 1) Still thinking about all the jobs you have held since (W2 IW DATE)--How often did any of them require you to...

	DAILY (1)	WEEKLY (2)	MONTHLY (3)	NEVER (4)
a. ...read instructions or reports—daily, weekly, monthly, or never?				
b. ...write letters or memos?				
c. ...work with a computer such as a word processing or data entry?				
d. ...work with another electronic machine such as a cash register, bar code scanner, or calculator (daily, weekly, monthly, or never)?				
e. ...do arithmetic, including making change?				
f. ...fill out forms?				
g. ...keep a close watch over gauges, dials, or instruments of any kind?				
h. ...talk with customers face to face?				
j. ...talk over the phone with customers?				
k. ...supervise other people who report to you?				

ASK EVERYONE

A46. Have you stopped working at any job since (W2 IW DATE)?

1. YES

5. NO → NEXT PAGE, A50

A47. Why did you stop working at that job? (CHECK ALL THAT APPLY).

- A. LAID OFF OR FIRED
- B. DID NOT LIKE JOB
- C. DID NOT MAKE ENOUGH MONEY
- D. RETURNED TO SCHOOL OR JOB TRAINING
- E. WANTED TO BE HOME WITH CHILD
- F. GOT PREGNANT OR HAD CHILD
- G. END OF CHILD CARE SUBSIDY
- H. COULD NOT AFFORD CHILD CARE
- J. OTHER CHILD CARE PROBLEM
- K. OWN HEALTH PROBLEM OR INJURY
- M. END OF MEDICAID COVERAGE
- N. FAMILY PROBLEM OR PRESSURE
- P. TRANSPORTATION PROBLEM
- Q. OTHER

A48. INTERVIEWER CHECKPOINT

☐ 1. ONLY ONE BOX MARKED AT A47 → NEXT PAGE, A50

☐ 2. ALL OTHERS

A49. Of those reasons, that is (READ CATEGORIES CHECKED IN A47), what is the main reason you stopped working at that job?
(IWER: ENTER CATEGORY LETTER FROM A47 LIST)

_____ LETTER

A50. We're interested in knowing if people work for temp agencies and how they feel about these jobs. Temporary employment agencies are places like Kelly and Labor Ready where the agency pays you and you work for another employer. Since (W2 IW DATE), have you applied for work at, or worked for, a temp agency?

1. YES

5. NO → TURN TO P. 23, SECTION BA

A51. When you first applied to work at the temp agency were you asked to...

a. ...provide a resume?	1. YES	5. NO
b. ...give references?	1. YES	5. NO
c. ...take any tests?	1. YES	5. NO

A52. Were you sent to a temporary agency by Work First or the welfare office?

1. YES

5. NO

A53. Temp agencies often provide various types of job training. At this agency did you receive training in...

	A54. How many hours did the training take?
a. ...computer skills such as data entry or word processing? 1. YES → 5. NO ↓	_____ HOURS
b. ...other business skills such as telemarketing, customer service, or writing skills? 1. YES → 5. NO ↓	_____ HOURS
c. ...industrial skills or safety training? 1. YES → 5. NO ↓	_____ HOURS
d. ...how to dress for a job interview? 1. YES → 5. NO ↓	_____ HOURS
e. ...workplace rules and general job conduct? 1. YES → 5. NO ↓	_____ HOURS

NEXT PAGE, A55

A55. After your interview at the temp agency, did you receive any assignments from them?

1. YES

5. NO → TURN TO P. 23, SECTION BA

A56. About how many days per week did you usually work?

_____ # DAYS PER WEEK

A57. Altogether how many different employers did this agency send you to?

_____ # OF EMPLOYERS

A58. Did you have an employer offer you a job after you temped for them for awhile?

1. YES

5. NO → NEXT PAGE, A59

A58a. Did you turn down any of these job offers?

1. YES

5. NO

A58b. Did you take any of the job offers?

1. YES

5. NO → NEXT PAGE, A59

A58c. Are you still working at that job now?

1. YES

5. NO

A59. Now I want to talk about the jobs you worked at while you were temping. Did you receive any training or learn any new job skills on any of those jobs?

1. YES	5. NO

A60. In the last 12 months, how many weeks have you worked for a temp agency?

_____ # OF WEEKS

A61. Are you currently working for a temp agency?

1. YES	5. NO