SECTION B: EMPLOYMENT, JOB SEARCH AND BARRIERS

B1. The next few questions are about paid jobs you've had, including baby-sitting, housekeeping or irregular jobs. Again, I would like to remind you that your answers will remain entirely confidential.

Have you ever worked for pay at all?

1. YES

5. NO → TURN TO P. 19, B38

B1a. How many years altogether have you worked for pay since you were 18?

_____ YEARS

B1b. How many of those years did you work full time for all or most of the year?

_____ YEARS

B2. Are you currently working for pay?

1. YES

5. NO → TURN TO P. 15, B22

B2a. Including any self-employment, how many jobs do you currently have?

1. ONE → NEXT PG, B3

2. TWO

3. THREE

4. FOUR OR MORE

B2b. Including overtime, how many hours per week do you usually work on all jobs?

_____ HOURS

98. DK; Depends

B3. Now, I'd like to ask you some questions about your current main job.

Do you work for yourself, for the government, or for a private employer?

1. SELF	2. GOVERNMENT	3. PRIVATE EMPLOYER

B4. What is your occupation on your main job? (What kind of work do you do?)

_____

B5. What kind of business or industry is that in?

_____

B6. If someone with no experience were to start your job tomorrow, how long would it take them to be able to do the job?

_____ DAYS OR _____ WEEKS OR _____ MONTHS OR _____ YEARS

B7. Are you a member of a union or covered by a collective bargaining agreement?

1. YES	5. NO

B8. In what month and year did you start this job?

_____/_____
MONTH YEAR

B9. Including overtime, how many hours do you usually work per week on this job?

_____ HOURS PER WEEK

B10. Is this a temporary or seasonal job?

1. YES	5. NO

B11. 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

B12. 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

B12a. What time do you usually begin and end work? (PROBE FOR A.M. OR P.M.; CIRCLE ONE) BEGIN: _____ A.M./P.M. END: _____ A.M./P.M.	B12b. Do you mostly work daytime hours, evening hours, or is it mixed? 1. DAYTIME 2. EVENING 3. MIXED

B13. How much are your usual weekly earnings before taxes and other deductions? Please include tips, commissions, and regular overtime pay.

_____$ PER WEEK

B14. Does your employer offer any of the following benefits to people in jobs like yours?

	YES (1)	NO (5)
a. Paid sick days		
b. Paid vacation		
c. Health plan or medical insurance		
d. A retirement program		

B15. 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 OTHER PUBLIC TRANSPORTATION
5. SOME OTHER WAY	6. (IF VOL:) WORK AT HOME		

B16. How many minutes does it take you to travel, one way, from your home to your place of work?

_____ MINUTES

996. NO TIME; WORK AT HOME

B17. Now thinking ahead, do you expect to be working at this job...

	YES (1)	NO (5)
a. six months from now?		NEXT PAGE, B18
b. a year from now?		NEXT PAGE, B18
c. two years from now?		

B18. On this main job...

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

B19. Please think back over the last several months. Starting with February, in which months did you work 25 hours or more?

ALL	OR	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC

B20. (RB, P. 3) Think about all the jobs you have ever held. How often did any of them require you to...

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

B21. Still thinking about all the jobs you have had, have you ever felt at any time in the past...

	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 others at your place of employment got promotions or pay raises faster than you because you were a welfare mother?			
d. ...that you were unfairly fired because of your race or ethnic origin?			
e. ...that you were unfairly fired because you are a woman?			
f. ...that you were unfairly fired because you had been on welfare?			

TURN TO P. 19, B38

NOT CURRENTLY EMPLOYED

B22. Now, I'd like to ask you some questions about your most recent job. Did you work for yourself, for the government, or for a private employer?

1. SELF	2. GOVERNMENT	3. PRIVATE EMPLOYER

B23. What was your occupation on your main job? (What kind of work did you do?)

_____

B24. What kind of business or industry was that in?

_____

B25. If someone with no experience were to take that job, how long would it take them to be able to do the job?

_____	OR	_____	OR	_____	OR	_____
DAYS		WEEKS		MONTHS		YEARS

B26. Were you a member of a union or covered by a collective bargaining agreement on this job?

1. YES	5. NO

B27. In what month and year did you start and end this job?

START: _____/_____ END: _____/_____

MONTH YEAR MONTH YEAR

B28. Including overtime, how many hours did you <u>usually</u> work per week on this job?

_____ HOURS PER WEEK

B29. Was this a temporary or seasonal job?

1. YES	5. NO

B30. 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

B31. How much were your usual weekly earnings before taxes and other deductions? Please include tips, commissions, and regular overtime pay.

_____$ PER WEEK

B32. Did your employer offer any of the following benefits to people in jobs like yours?

	YES (1)	NO (5)
a. Paid sick days		
b. Paid vacation		
c. Health plan or medical insurance		
d. A retirement program		

B33. 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 OTHER PUBLIC TRANSPORTATION	5. SOME OTHER WAY

6. WORKED AT HOME

B34. How many minutes did it take you to travel, one way, from your home to your place of work?

_____ MINUTES

996. NO TIME; WORKED AT HOME

B35. On this most recent job...

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

B35-1. Please think back over the last several months. Starting with February, in which months did you work 25 hours or more?

ALL	OR	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC

B36. (RB, STILL ON P. 3) Please think about all the jobs you have ever held. How often did any of them require you to...

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

B37. Still thinking about all the jobs you have had, have you ever felt at any time in the past...

	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 your 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 others at your place of employment got promotions or pay raises faster than you because you were a welfare mother?			
d. ...that you were unfairly fired because of your race or ethnic origin?			
e. ...that you were unfairly fired because you are a woman?			
f. ...that you were unfairly fired because you were on welfare?			

ASK EVERYONE

B38. Now I have some questions about things people do when they are looking for work.

Have you looked for work in the last thirty days?

1. YES

NEXT PAGE, B39

5. NO

B38a. When did you last look for work – was it less than 1 year ago, 1–5 years ago or 6 or more years ago?

1. LESS THAN 1 YEAR AGO

2. 1–5 YEARS AGO

3. 6 OR MORE YEARS AGO

5. NEVER LOOKED FOR WORK

→ TURN TO P. 22, B47

B39. On your most recent job search, how many employers did you contact?

_____ # OF EMPLOYERS

B40. How many applications did you fill out?

_____ # OF APPLICATIONS

B41. How many interviews did you have?

_____ # OF INTERVIEWS

B42. Altogether, how many weeks did you look for work on your most recent search?

_____ # OF WEEKS

B43. About how many hours per week did you spend looking for work on your most recent job search?

_____ # OF HOURS PER WEEK

B44. During this search, were you offered a job that you did not accept?

1. YES

5. NO → NEXT PAGE, B46

B45. Why did you turn down this offer? (DO NOT READ; CHECK ALL THAT APPLY)

A. WAGES TOO LOW

B. NOT ENOUGH HOURS

C. IRREGULAR HOURS

D. CHILDCARE PROBLEMS

E. DID NOT WANT TO DO THAT KIND OF WORK

F. TRANSPORTATION PROBLEMS

G. JOB HAD NO BENEFITS/INADEQUATE BENEFITS

H. HUSBAND/PARTNER OBJECTED

Z. OTHER (SPECIFY): _____

_____

_____

B46. On your most recent job search, which of the following methods did you use? Did you... [READ EACH]

	YES (1)	NO (5)
a. talk to friends, neighbors or relatives?		
b. check with state employment services such as MESA/MESC?		
c. use a private employment agency?		
d. look for ads in the newspapers, magazines, or TV and radio?		
e. check for help wanted signs?		
f. attend job club or job search at HIDC, Genessee County Community Action Agency, or Opportunities Network?		
g. use a school placement officer?		
h. use a temporary agency?		
j. just walk in and apply?		
k. use a labor union?		

B47. INTERVIEWER CHECKPOINT

SEE P. 8, B2

☐ 1. R IS WORKING NOW ⟶ NEXT PAGE, B49

☐ 2. ALL OTHERS

B48. What do you think is the main reason you do not have a job? (DO NOT READ; CHECK ALL THAT APPLY)

- A. NEED MORE EDUCATION
- B. NEED MORE WORK EXPERIENCE
- C. NO JOBS
- D. CRIMINAL RECORD
- E. TRANSPORTATION PROBLEMS
- F. COST OF CHILD CARE
- G. PREFER/NEED TO STAY HOME WITH CHILDREN
- H. OWN ILL HEALTH, DISABILITY
- J. OTHER FAMILY RESPONSIBILITIES (E.G., HEALTH OF CHILDREN OR OTHER FAMILY MEMBERS)
- K. IN SCHOOL OR OTHER TRAINING
- M. WAGES TOO LOW
- N. JOBS DON'T OFFER HEALTH BENEFITS
- P. HUSBAND/PARTNER OBJECTED
- Z. OTHER (SPECIFY): _____
  _____

B49. What is the lowest hourly wage you would be willing to accept on any new job?

_____._____$ PER HOUR

B50. (RB, P. 4) Please read over the list of jobs on Page 4 of your booklet, and for each one tell me whether you would take that kind of job if it were offered to you now in this area.

	YES WOULD TAKE (1)	NO WOULDN'T TAKE (5)
a. Factory worker		
b. Waitress in a restaurant		
c. Clerk or cashier in a store		
d. Office worker		
e. Stock-person at a warehouse or store		
f. Nursing home worker		
g. Child care worker at a daycare center		
h. Fast food worker at a place like McDonald's or Taco Bell		
j. Janitor or maid		

B51. Have you ever felt that an employer refused to hire you or interview you for a job because...

	YES (1)	NO (5)
a. of your race or ethnic origin?		
b. you are a woman?		
c. you had been on welfare?		
d. you had been arrested or charged with a crime?		

B52. Next I'm going to read some statements about ways people act while they're working. In your opinion, would it be a serious thing...

	YES (1)	NO (5)
a. to be late to work by more than 5 minutes?		
b. to miss a day of work without notifying a supervisor?		
c. to make personal phone calls while at work?		
d. to lose your temper, for example, with a rude customer?		
e. to take a longer break than scheduled for without permission?		
f. to fail to correct a problem at work that a supervisor had pointed out?		
g. to not get along with a supervisor?		
h. to leave work earlier than scheduled without permission?		
j. to refuse to do tasks that weren't part of the job description?		

B53. How many times in the last year have you lost or quit a job or a training activity because you had problems with child care, or care of other family members – never, once or twice, or three or more times?

1. NEVER	2. ONCE OR TWICE	3. THREE OR MORE TIMES

B54. How many times in the last year were you unable to take a job or participate in a training program because you had problems with child care or with the care of other family members – never, once or twice, or three or more times?

1. NEVER	2. ONCE OR TWICE	3. THREE OR MORE TIMES

B55. Please tell me whether you've had any of the following child care concerns in the last year.

	YES (1)	NO (5)
a. You were concerned about the quality of child care available to you		
b. The child care provider was too far away		
c. Child care was not dependable		
d. Child care cost too much		
e. You didn't have any relatives who could help out with child care		
f. You were afraid that the caretaker would harm your child		
g. You couldn't find child care during the times you needed to go to work		

B56. How many different child care arrangements are you using now?

1. ONE	2. TWO	3. THREE	4. FOUR	5. NONE

NEXT PAGE, SECTION C

B57. Overall, how satisfied are you with your current childcare arrangements – very dissatisfied, dissatisfied, satisfied, or very satisfied?

1. VERY DISSATISFIED	2. DISSATISFIED	3. SATISFIED	4. VERY SATISFIED