

Technology Transfer Module (2016)

Enumerator: This subsection is aimed at understanding the link between Foreign Direct Investment (FDI) and Tanzanian-owned enterprises. Remember that all data, unless it says otherwise explicitly noted, should refer only to the activities of the firm in this country.

1. Business owner details (OD) (*enumerator this section is about the owner of the business. If the business has multiple owners, please ask about the owner with the largest share in the business. If the business is state-owned, ask about the profile of the general manager*)

RD. 1 Name

RD. 2 Position

- Owner and GM (or equivalent).....1
GM (or equivalent) but not owner.....2
Deputy manager.....3
Production manager.....4
Others (specify).....5

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RD. 3 Telephone

RD. 4 Age

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RD. 5 Sex

- Male.....1
Female.....2

☐

RD.6 Highest level of completed education

- No formal schooling.....1
Primary school.....2
Secondary school.....3
Vocational education.....4
University/College.....5

☐

RD.7 Year of schooling

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RD.8 Do you have **prior** experience working in the manufacturing sector

- Yes.....1
No.....2

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[If No → RD.9]

RD.8.1 If yes, for how many years?

RD.8.2 If yes to RD.8, in which of the following sectors?

- Chemical.....1
- Leather & footwear.....2
- Metal.....3
- Textile & Garment.....4
- Woodwork.....5
- Food processing.....6
- Others (specify).....7

RD.9 Do you have **prior trading** experience?

- Yes, as a retailer..... 1
- Yes, as a wholesaler..... 2
- Yes, salesperson, sales or purchasing manager... 3
- Yes others..... 4
- No..... 5 [If No ➔ RD.10]

RD.9.1 If yes, for how many years?

RD.10 Do you have **prior management** experience?

- Yes, top-level..... 1
- Yes, middle-level..... 2
- Yes, low-level..... 3
- No..... 4 [If No ➔ RD.11]

RD.10.1 If yes, for how many years?

RD.11 Years of management experience (**at the current enterprise**)

2. Ownership and Location (GI)

GI.1 What is the nationality of the firm's main owner?

- | | |
|----------------------------------|----|
| Tanzanian..... | 1 |
| Chinese..... | 2 |
| Indian..... | 3 |
| Pakistani..... | 4 |
| Middle East & North Africa..... | 5 |
| EAC..... | 6 |
| SADC..... | 7 |
| Other African..... | 8 |
| Other Nationality (specify)..... | 9 |
| Joint Venture..... | 10 |

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GI.1.1 If the response to question GI.1 is Joint venture (= 10), what are the nationalities of the three main Joint venture partners

- | | | | |
|---------------------------------|---|----------------------------------|---|
| Tanzanian..... | 1 | EAC..... | 6 |
| Chinese..... | 2 | SADC..... | 7 |
| Indian..... | 3 | Other African..... | 8 |
| Pakistani..... | 4 | Other Nationality (specify)..... | 9 |
| Middle East & North Africa..... | 5 | | |

GI.2 Is the firm a Greenfield investment or established through Merger and Acquisition?

- | | |
|---------------------------------------------------|---|
| Greenfield investment | 1 |
| Acquired or merged with domestic firm | 2 |
| Acquired or merged with state owned enterprise... | 3 |
| Acquired or merged with foreign firm..... | 4 |

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GI.3 Has one or more of the owners of this business had experience working in FDI firm?

Yes.....1

No2

☐

GI.4 Has the ownership of the firm ever changed?

Yes.....1

No2

☐

[If No → GI.6]

GI.5 If yes, which of the following describes the ownership change?

- | | |
|-------------------------------------------|---|
| Changed from FDI to private domestic..... | 1 |
| Changed from FDI to SOE..... | 2 |
| Changed from private domestic to FDI..... | 3 |
| Changed from SOE to FDI..... | 4 |
| Changed from SOE to private domestic..... | 5 |
| Others (specify) _____ | 6 |

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GI.6 Did (**Does**) this firm have investment in China **prior to** this plant in Tanzania?

Yes.....1

No.....2

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[If No ➔ GI.9]

GI.7 If answer to GI.6 is Yes, did this firm make a strategic decision to relocate some of its Chinese factory production to Tanzania?

Yes.....1

No.....2

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[If No ➔ GI.9]

GI.8 If answer to GI.7 is Yes, why did the firm make the decision to relocate part or all of its production to this country?

- | | |
|--------------------------------------------------|---|
| Cheap labor..... | 1 |
| Cheap electricity..... | 2 |
| Cheap raw materials..... | 3 |
| Attractive domestic market..... | 4 |
| Tax free access to the USA market (AGOA)..... | 5 |
| Tax free access to the European market (EBA).... | 6 |
| Others (specify) _____ | 7 |

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GI.9 Is the Establishment part of a larger (mother) company, or a firm on its own?

Yes, part of a larger firm..... 1

No, a firm on its own..... 2

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[If No ➔ GI.10]

GI.9.1 If GI.9 is Yes, where is the location of the mother company? (Country)_____

GI.10 Do you have sister companies in a similar sector **outside of Tanzania**

Yes..... 1

No..... 2

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[If No → GI.11]

GI.10.1 If GI.10 is Yes, list all the countries

1

2

3

GI.11 Do you have sister companies in a similar sector **in Tanzania**

Yes..... 1

No..... 2

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[If No → GI.12]

GI.11.1 If yes, list all sister companies

1

2

3

GI.12 Is the main production facility of the firm located in an **Industrial Park/Zone**?

Yes..... 1

No..... 2

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[If No → GI.14]

GI.12.1 If yes, what is the name of the **Industrial Park/Zone** _____

GI.13 What are the **three** most important reasons for choosing this location for the production facility
(Rank in the order of importance)

Did not choose the location, was allocated by the
authorities..... 1

Cheap labour..... 2

Good infrastructure..... 3

Located close to raw materials and input suppliers..... 4

Located close to customers..... 5

Located close to producers of similar products..... 6

Expected that many more producers would be located
in this site..... 7

Others (specify)_____ 8

GI.14 What other two locations was the firm considering before deciding to invest in the current production site? (Rank in the order of importance)

	Region	Zone	District/Ward	Local name
	(a)	(b)	(c)	(d)
Second Choice				
Third Choice				

GI.15 How many foreign firms were operating in your current location before you started operation?
_____ (if none write zero)

GI.16 How many foreign firms started operation after you started business in your current location? _____ (if none write zero)

GI.17 If you experienced the entry of FDI, what is the approximate number of workers for the largest FDI firm that entered into your locality?

GI.18 Do you think the presence FDI in your locality attracted high quality workers?

Yes..... 1

No..... 2

GI.19 Has the location choice for your production been affected by the presence of foreign firms

Yes..... 1

No..... 2

GI.19.1 Which advantages did you expect to enjoy by locating close to foreign firms?

Supply contracts..... 1

Better infrastructure..... 2

Access to skilled workers..... 3

Access to a large pool of labour..... 4

Access to better production technologies..... 5

Access to better managerial knowledge..... 6

Access to exporting knowledge..... 7

No benefits..... 8

Others (specify) _____ 9

GI.19.2 Did you actually obtain those benefits?

Yes..... 1

No..... 2

GI.20 Did your locality experience the following changes in the last three years

Changes	1 = Yes 2 = No
a) Road construction by the government	<input type="text"/>
b) Road construction by FDI firm	<input type="text"/>
c) Electrification	<input type="text"/>
d) Opening of a new university	<input type="text"/>
e) Worker training by the government	<input type="text"/>
f) Worker training by firms	<input type="text"/>
g) Entry of a large FDI firm in the locality	<input type="text"/>
h) Other infrastructure investment by the government	<input type="text"/>
i) Other infrastructure investment by FDI firms	<input type="text"/>

GI.21 Did you receive any subsidy or support from the government for your business?

Yes..... 1

No..... 2

[If No → GI.23]

GI.22 If Yes to GI.21, what kind of subsidy or support did you get?

Access to land (free or subsidized)..... 1

Income tax holiday..... 2

Duty drawback on imports..... 3

VAT exemption..... 4

Foreign currency priority..... 5

Subsidized loan..... 6

Others (specify)..... 7

GI.23 Have you taken loan from either Development Bank of Tanzania (DBE) or Commercial Bank of Tanzania (CBE)?

- Yes, from DBE..... 1
 Yes, from CBE..... 2
 Yes from both..... 3
 No..... 4

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GI.24 Has this firm employed or received assistance from Chinese experts in a management or technical capacity here in Tanzania?

Yes..... 1

No..... 2

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[If No → GI.26]

GI.25 If answer to GI.24 is yes, what kind of assistance did you receive from Chinese experts?

- Supply contracts..... 1
 Trade credit access..... 2
 Market access..... 3
 Transfer of better production skills and technologies..... 4
 Transfer of better managerial knowledge..... 5
 Access to raw materials..... 6
 Access to exporting knowledge..... 7
 Others (specify)_____ 8

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GI.26 Do you have any concrete plans to obtain assistance from Chinese experts, for example, by employing Chinese technicians?

Yes..... 1

No..... 2

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3. Horizontal Linkages (HL)

(Enumerator: by horizontal linkage we imply all firms that make and sell similar products to the firm being interviewed)

HL.1 Rate the following sources of competition to your product. [0= Not important; 1=Of minor importance;3 =Moderately important; 4= Critically important]

(Enumerator: Cluster refers to a common production site)

	sources of competition	currently (a)	12 months ago (b)
HL.1.1	Local formal producers	<input type="text"/>	<input type="text"/>
HL.1.2	Local informal producers from own cluster	<input type="text"/>	<input type="text"/>
HL.1.3	Local informal producers outside your cluster	<input type="text"/>	<input type="text"/>
HL.1.4	FDI firms producing in Tanzania	<input type="text"/>	<input type="text"/>
HL.1.5	Imports from China	<input type="text"/>	<input type="text"/>
HL.1.6	Imports from other countries	<input type="text"/>	<input type="text"/>

HL.2 Have you faced strong competition from FDI firms in the product market?

Yes..... 1

No..... 2

[If No ➔ HL.3]

HL.2.1 If yes, on which product market(s)?

Local market..... 1

Export market..... 2

Both local and export markets..... 3

HL.3 Have your sales ever suffered due to increased competition from imports?

Yes..... 1

No..... 2

[If No ➔ HL.5]

HL.4 How did you react to the then increased competition from imports? (*Multiple answers possible*)

- | | |
|-----------------------------------|---|
| Downsizing..... | 1 |
| Changed business..... | 2 |
| Improve product design..... | 3 |
| Improve quality of materials..... | 4 |
| New market segment..... | 5 |
| Investment on machinery..... | 6 |
| Others (specify)_____ | 7 |

HL.5 Has the firm ever changed production techniques/processes due to competitive pressure (in order to keep up) from FDI firms within the same sector [within the same ISIC 4-digit code]?

- Yes..... 1
- No..... 2

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HL.6 Has the firm ever directly adopted production techniques/processes (by observing or copying) FDI firms within the same sector [within the same ISIC 4-digit code]?

- Yes..... 1
- No..... 2

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[If No → HL.7]

HL.6.1 If answered Yes (= 1) to HL.6, have you ever felt that FDI firms try to prevent this technology transfer from occurring?

- Yes..... 1
- No..... 2

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[If No → HL.7]

HL.6.1.1 If answered Yes to HL.6.1 how?

- | | |
|---------------------------------------------------------------|---|
| Through patent (Intellectual Property Right) restrictions.... | 1 |
| By charging high prices for licensing technologies..... | 2 |
| By paying wage premium to retain its skilled workers..... | 3 |
| Through lawsuits and litigations..... | 4 |
| Others (specify)_____ | 5 |

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HL.7 Do you face competition from foreign enterprises in the labour market (difficulties in hiring skilled workers)?

- Yes..... 1
- No..... 2

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HL.7.1 Have you lost skilled workers to FDI firms?

Yes..... 1 ☐

No..... 2 ☐

HL.7.2 Has the firm ever hired employees with experience in FDI firms?

Yes..... 1 ☐

No..... 2 ☐ [If No ➔ VLF.1]

HL.7.2.1 If answer to HL.7.2 was Yes, what improvements did you experience as the result of hiring of these employees ?

Production technologies..... 1

Managerial practises..... 2 ☐

Organizational structure..... 3

Knowledge of how to export..... 4

Others (specify)_____ 5

HL.7.2.2 If answer to HL.7.2 was Yes, why did the worker(s) move from FDI firm to your firm?

Higher wages and benefits..... 1

Higher prospect of growth of the firm..... 2 ☐

Better working conditions..... 3

The worker was laid off from the FDI firm... 4

Others (specify)_____ 5

4. Vertical Linkages (VL)

4.1: Customers (Forward Linkages, VLF)

(Enumerator: by forward linkage we imply the relationship between the firm being interviewed and its customers.)

VLF.1 Sales structure of most important product (in terms of value): Calculate as percentage of total sales of most important product [Answers in (a) to (g) should add up to 100%]

- a) Private (non-state, non-FDI) formal enterprises _____
- b) Private informal enterprises _____
- c) Foreign invested companies (FDIs) _____
- d) State enterprises (SOEs) _____
- e) Non-commercial entities and/or authorities _____
- f) Direct export _____
- g) Other _____

VLF.2 Where does the company usually sell its products (in terms of value): Calculate as percentage of total:

- a) Within municipality/district/city _____
- b) Other towns/districts within the region _____
- c) Neighbouring regions _____
- d) Other regions (non-neighbouring) _____
- e) Export (directly) _____ [If VLF.2 = 0 → VLF.4]

VLF.3 If the firm exports, how did it acquire knowledge of the export market?

- | | |
|---------------------------------------------|---|
| Through parent company overseas..... | 1 |
| Founder, owner or managers own contact..... | 2 |
| Tanzanian embassies..... | 3 |
| Input suppliers assistance..... | 4 |
| Learning from Tanzanian exporter..... | 5 |
| Learning from FDI firms..... | 6 |
| Buyers created contacts..... | 7 |
| The first does not export..... | 8 |
| Others (specify)..... | 9 |



VLf.4 Did you experience increase in demand from FDI firms in the locality in the past three years

Yes..... 1

No..... 2

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VLf.5 What is the distance (in km) to your main (most important) customer?

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VLf.6 How frequently are you in contact with your main (most important) customer?

Regularly..... 1

Occasionally..... 2

Seldom..... 3

Never..... 4

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VLf.7 Do your main customers visit your production facilities to provide you with technical support?

Yes, FDI firms..... 1

Yes, domestic firms..... 2

Both type of firms..... 3

No..... 4

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VLf.8 Have your relations with any of your customers ever required any special/additional investments in production/technology and/or human capital upgrading?

Yes..... 1

No..... 2

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[If No ➔ VLf.9]

VLf.8.1 If yes, have any of these customer relations ever resulted in technology transfer from the customer to your firm?

Yes..... 1

No..... 2

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[If No ➔ VLf.9]

(Enumerator: Technology transfer is the transmission of production, managerial and marketing knowhow and improved practices from one firm to the others through direct or indirect links between the two firms.)

VLF.8.2 If VLF 8.1 is Yes, do customer related technology transfers normally come from: [1 = Yes, 2 = No; multiple yes/no possible]

Related technology transfers	1 = Yes 2= No
Private (non-state, non-FDI) formal enterprises	<input type="text"/>
Private informal enterprises	<input type="text"/>
Foreign invested companies (FDIs)	<input type="text"/>
State enterprises (SOEs)	<input type="text"/>
Non-commercial entities and authorities	<input type="text"/>
Foreign customer's (direct export)	<input type="text"/>
Other (specify)	<input type="text"/>

VLF.8.3 Which information communication channels do you use to communicate with these customers? [1 = Yes, 2 = No; multiple yes/no possible]

Communication channels	1 = Yes 2= No
Face-to-face communication	<input type="text"/>
Telephone	<input type="text"/>
Paper (including fax, telex, etc.)	<input type="text"/>
Computer (electronic mail, etc)	<input type="text"/>
Others (specify)_____	<input type="text"/>

VLF.9 What are the characteristics of the most important customer that is responsible for technology transfers?

Location.....
Distance (in km).....
Ownership type **foreign or domestic**).....
Sector.....
Size (number of employees).....
How **long** has the firm done business with this customer? _____Years

VLf.10 What was the nature of this customer-related technology transfer?

- Technical advises or practical training to improve production processes and product design 1
- Technical advises or practical training to upgrade managerial practises and quality control systems..... 2
- Technical advises or practical training to change organizational structure..... 3
- Technical advises or practical training on knowledge of how to export..... 4
- Others (specify)_____ 5

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VLf.11 Was the technology transfer directly stipulated in the contract with the main customer?

Yes..... 1

No..... 2

☐

VLf.12 Does your firm supply any goods or services to firms in the extractive industries such as mining and natural gas?

Yes..... 1

No..... 2

☐

[If No → VLB.1]

VLf.13 If you answered yes to VLf. 12 to which extractive firms do you supply materials?

- (1).....
- (2).....
- (3).....

VLf.14 If you answered yes to VLf. 12 which goods and/or services do you supply to firms in the extractive industries?

- (1).....
- (2).....
- (3).....

4.2: Suppliers (Backward Linkages, VLB)

(Enumerator: by backward linkage we imply the relationship between the firm being interviewed and its suppliers.)

VLB.1 Was the technology transfer directly stipulated in the contract with the main customer?

- a) Raw/unprocessed agricultural products
- b) Processed/semi-processed agricultural products
- c) Textiles and leather products
- d) Wood and timber products
- e) Metals and mineral products
- f) Chemicals and chemical products
- g) Others

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VLB.2 From where does the enterprise normally procure its raw materials? Give percentage distribution in terms of value. [Answers in (a) to (e) should add up to 100%]

- a) Within municipality/district/city _____
- b) Other towns/districts within the region _____
- c) Neighbouring regions _____
- d) Other regions (non-neighbouring) _____
- e) Import (directly) _____

VLB.2.1 Semi-finished materials, chemicals, etc.? Give percentage distribution in terms of value. [Answers in (a) to (e) should add up to 100%]

- a) Within municipality/district/city _____
- b) Other towns/districts within the region _____
- c) Neighbouring regions _____
- d) Other regions (non-neighbouring) _____
- e) Import (directly) _____

VLB.3 From whom does the enterprise normally procure its materials input? Give percentage distribution in terms of value. [Answers in (a) to (h) should add up to 100%]

- a) Private (non-state, non-FDI) formal enterprises _____
- b) Private informal enterprises/individuals _____
- c) Farmers/agricultural cooperatives
- d) Foreign invested companies (FDIs) _____
- e) State enterprises (SOEs) _____
- f) Non-commercial entities and/or authorities _____
- g) Direct import _____
- h) Other (specify) _____

VLB.4 How do you rate the quality of domestically produced raw materials?

Very poor..... 1
 Poor..... 2
 Moderate..... 3
 Good..... 4
 Very good..... 5

VLB.5 What is the distance (in km) to your main (most important) supplier of raw materials and inputs?

VLB.6 How many suppliers of the most important raw materials and input do you on average have?

Exclusively one supplier..... 1
 2-3 suppliers..... 2
 4-5 suppliers..... 3
 6-10 suppliers..... 4
 Over 10 suppliers..... 5

VLB.7 Have your relations with any of your suppliers of raw materials and inputs ever required any special/additional investments in production/technology and/or human capital upgrading?

Yes, from FDI firms..... 1
 Yes, from domestic firms..... 2
 Both type of firms..... 3
 No..... 4

[If No → VLB.7.3]

VLB.7.1 If yes (1, 2 or 3), have any of these relations ever resulted in technology transfer from the material supplier to your firm?

Yes..... 1
 No..... 2

[If No → VLB.7.3]

VLB.7.2 If yes, do supplier-related technology transfers normally come from: [1 = Yes, 2 = No; multiple yes/no possible]

Related technology transfers	1 = Yes 2 = No
Private (non-state, non-FDI) formal enterprises	<input type="checkbox"/>
Private informal enterprises/individuals	<input type="checkbox"/>
Farmers/agricultural cooperatives	<input type="checkbox"/>
Foreign invested companies (FDIs)	<input type="checkbox"/>
State enterprises (SOEs)	<input type="checkbox"/>
Non-commercial entities and/or authorities	<input type="checkbox"/>
Direct import	<input type="checkbox"/>
Other (specify)	<input type="checkbox"/>

VLB.7.3 Did you learn anything from FDI firms operating in your local areas?

Yes..... 1

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No..... 2

If **No** Go to **Section 5**

VLB.7.3.1 **How** did you learn from FDI firms in Tanzania?

Have face-to-face meetings..... 1

Word of mouth communication..... 2

Direct interactions with skilled workers
from FDI plants..... 3

Others (specify)_____ 4

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VLB.7.3.2 **What** did you learn from FDI firms in Tanzania

Production technologies..... 1

Managerial practises..... 2

Organizational structure..... 3

Knowledge of how to export..... 4

Others (specify)_____ 5

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VLB.7.3.3 **From which type** of FDI firms did you mainly learn?

In the same industry..... 1

In a different industry..... 2

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VLB.7.3.4 What is the approximate size of the FDI firms from which you mainly learn?

- 5-19 workers..... 1
 20-99 workers..... 2
 100-500 workers..... 3
 Greater than 500 workers..... 4

5. Technology Level, Innovation and R&D (TI)

TI.1 Did you make an important improvement/change to your business in the last three years?

Yes..... 1

No..... 2

[If No → TI.3]

TI.2 If yes, specify the three major improvements/changes you made in order of importance.

- Machinery investment..... 1
 Better design..... 2
 Increase variety of products..... 3
 Increase quality of products..... 4
 Improve working premises..... 5
 Workers skill improvement..... 5
 Managerial skill improvement..... 7
 New forms of distribution and marketing channels..... 8
 Better supply chain..... 9
 Organizational modernization..... 10
 Others (specify)_____ 11

TI.3 What was the major reason for you to make changes?

- Emergence of new demand..... 1
 Rising costs..... 2
 Higher local competition..... 3
 Higher import competition..... 4
 Acquired better skills..... 5
 Others (specify)_____ 6

TI.4 What were the two major challenges in your efforts to improve your products? (Multiple answer possible but in order of importance)

- | | |
|-----------------------------------------------|---|
| Lack of finance..... | 1 |
| Lack of skilled workers..... | 2 |
| Lack of general knowledge..... | 3 |
| Lack of information..... | 4 |
| Resistance to change in the organization..... | 5 |
| Others (specify)_____ | 6 |

TI.5 How many design/product lines are you currently producing? _____ [If TI.5 = 0 → TI.9]

TI.6 What proportion of your designs/product lines come from? [Answers in (a) and (b) should add up to 100%]

- a) Own design/ developed by firm: _____
- b) Obtained from outside/external sources: _____ [If TI.6(b) = 0 → TI.8]

TI.7 If you have sourced any designs/product lines from outside/external sources, what are your main outside/external sources of these designs/product lines? [Multiple answers possible]

- | | |
|----------------------------------------------|---|
| Bought design from other local firm..... | 1 |
| Modified design from other local firm..... | 2 |
| Bought design from other foreign firm..... | 3 |
| Modified design from other foreign firm..... | 4 |

TI.8 What proportion of the designs/product lines were not available 3 years ago? (In percent)

TI.9 What is the major source of marketing information for your enterprise?

- | | |
|-------------------------------|---|
| Clients..... | 1 |
| Suppliers..... | 2 |
| Relatives/friends..... | 3 |
| Business association..... | 4 |
| Trade fair/bazar..... | 5 |
| Producers in the cluster..... | 6 |
| Other producers..... | 7 |
| Others (specify)_____ | 8 |

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TI.10 How would you characterize the technological level/capacity of the firms' existing machinery and equipment related to the firms' main competitors?

- | | |
|----------------------------------------------|---|
| Below the level of its main competitors..... | 1 |
| At the level of its main competitors..... | 2 |
| Above the level of its main competitors..... | 3 |

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TI.11 By how much would you be able to increase your production from the present level using existing equipment/machinery only?

- | | |
|----------------------------------------------|---|
| Not at all, operating at maximum capacity... | 1 |
| By no more than 10 percent..... | 2 |
| By between 10 and 25 percent..... | 3 |
| By between 26 and 50 percent..... | 4 |
| By between 51 and 100 percent..... | 5 |
| By more than 100 percent..... | 6 |

TI.12 During the last three years, did this establishment spend on formal research and development activities, either in-house or contracted with other companies?

Yes..... 1

No..... 2

[If No → TI.13]

(Enumerator: Research and development (R&D) is defined as creative work undertaken on a systematic basis in order to increase the stock of knowledge. For example, laboratory research for a new chemical compound of paint would be research and development while market research surveys or internet surfing would not be research and development)

TI.12.1 If yes, how much has the firm spent in R&D in the last three years? _____

TI.12.2 If yes, how many workers are currently employed exclusively to conduct R&D?

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TI.13 Does the firm hold any nationally-recognized patents?

Yes..... 1

No..... 2

TI.14 Does the firm hold any internationally-recognized patents?

Yes..... 1

No..... 2

TI.15 Does this establishment at present use technology licensed from a foreign-owned company, excluding office software?

Yes..... 1

No..... 2

TI.16 Does the firm have an internationally recognized quality certification for its main production (e.g. ISO 9000, ISO 14000 etc.)?

Yes..... 1

No..... 2

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6. Labor/Training (LT)

LT.1 Workers' characteristics (as of the time of data collection)

		Average Years of schooling	% with Vocational education certificate or diploma	Average monthly wage
		(a)	(b)	(c)
LT.1.1	Production workers	<input type="text"/>	<input type="text"/>	<input type="text"/>
LT.1.2	Supervisors, foremen and quality control personnel	<input type="text"/>	<input type="text"/>	<input type="text"/>
LT.1.3	Marketing workers	<input type="text"/>	<input type="text"/>	<input type="text"/>
LT.1.4	Administrative staff	<input type="text"/>	<input type="text"/>	<input type="text"/>
LT.1.5	Managers, including low-level managers	<input type="text"/>	<input type="text"/>	<input type="text"/>

LT.2 Training

[Code for type of training; column (b): 1 = Production technique; 2 = Marketing management; 3 = Finance management; 4 = Quality control; 5 = Others (specify) _____]

[Code for provider; column (c): 1=NGOs; 2=Government; 3= Private companies; 4= Association; 5= Cooperatives; 6= Others (specify) _____]

		[1 = Yes, 2 = No]	If yes, type of training (use code above)	If yes, provider of the training (use code above)	If yes, % of workers received training	If yes, average length of training (days)
		(a)	(b)	(c)	(d)	(e)
LT.2.1	Does this establishment send workers overseas for training?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
LT.2.2	Did this establishment send its employees to formal training run by local organizations in the last 3-years	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

LT.3 Labor Turnover

LT.3.1 How long does it usually take to fill a job for an unskilled worker position?
_____ **Days**

LT.3.2 How long does it usually take to fill a job for a skilled production/operations worker position? _____ **Days**

LT.3.3 How long does it usually take to fill a job for a management position?
_____ **Days**

LT.3.4 During FY 2015, how many non-managers were hired? _____ numbers

LT.3.5 During FY 2015, how many managers were hired? _____ numbers

LT.3.6 Of those employees hired during FY 2015, what percentage were employed at a similar job at a different firm when you hired them? _____ % of workers

LT.3.7 During FY 2015, how many non-managers were laid off/fired? _____ numbers

- LT.3.8 During FY 2015, how many managers were hired? _____numbers
- LT.3.9 During FY 2015, how many non-managers quit out of their own will? _____
- LT.3.10 During FY 2015, how many managers quit out of their own will? _____
- LT.3.11 On average, how long had those who quit of their own will during FY 2008 been working at this establishment? _____years _____months _____Days
- LT.3.12 To your knowledge, where do you think most of the workers who leave your enterprise for various reasons (for example, quit, fired or contract expired) end up?
- | | | |
|--------------------------------------------------|---|--------------------------|
| Work for a local firm in the same sector..... | 1 | |
| Work for a foreign firm in the same sector.... | 2 | |
| Work for a local firm in a different sector..... | 3 | <input type="checkbox"/> |
| Work for a foreign firm in a different sector... | 4 | |
| Start their own business..... | 5 | |
| Remain unemployed..... | 6 | |
| Others (specify)_____ | 7 | |

DECLARATION AND SIGNATURE

I HEREBY DECLARE that, the information contained in this return is complete and correct to the best of my knowledge.

Name:

Designation..... Mobile number:

Official Stamp..... Date:

FOR OFFICE USE ONLY

Name of Enumerator: Date:No. of visits made:
.....

Name of Supervisor: Date completed: