**S2S Teitelbaum-Lunn - Midline Study**

**Data Collection and Consent Form**

# **Annex A. Midline Survey**

|  |  |  |
| --- | --- | --- |
| Learner/Respondent ID Number: | | |
| Present address:  Locality \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Landmark 1 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Landmark 2 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | | |
| Permanent address: | | |
| Youth Phone number: | | |
| Phone number of parents: | | |
| Phone number of friend or personal reference: | | |
| Civil status: | Student | |\_1\_| |
| School dropout | |\_2\_| |
| Working | |\_3\_| |
| Student and working | |\_4\_| |
| School dropout and working | |\_5\_| |
|  | Do not work | |\_6\_| |

1. **Background Information**

|  |  |  |
| --- | --- | --- |
|  | What is your name? | 1. Full Name\_\_\_\_\_\_\_\_\_\_\_\_\_  2. Nick name \_\_\_\_\_\_\_\_\_\_\_\_\_ |
|  | What is your father’s/male guardian’s name?  **INTERVIEWER: Write father’s/male caregiver’s name in English. Write NA if respondent does not have a male guardian.**  **If different from what is registered in baseline, check that this individual is the same as was interviewed at baseline.** | 1. Full name \_\_\_\_\_\_\_  2. Father or male guardian?  1------Father  2------Male Guardian |
|  | What is your marital status? | 1-----Married  2-----Divorced  3-----Never married  4-----Widower |
|  | How interested are you in working in the Information and Communications Technology Sector? | 1---Very interested  2---Somewhat interested  3---Ambivalent  4---Not very interested  5---Not at all interested |

1. **Employment History**

|  |  |  |
| --- | --- | --- |
|  | Are you involved with any income generating activity? That is, are you currently working for money? (If anyone work for benefits only, that will be also included here) | 1-----Yes **[Skip to 2.3]**  2-----No |
|  | How long has it been since your last income generating activity? (in months) (fraction of months will also be included) | ----------- (months) |
|  | What was your previous income generating activity? | 1-----Manufacturing  2-----Wholesale or retail trade (grocery store, clothes store etc.)  3-----Construction  4-----Transport  5-----Water and sanitation  6-----Accommodation / hospitality  7-----Information and communication  8-----Arts  9-----Professional or technical services  10-----Personal Services (Barbershop, hair salon, carwash etc.)  11-----Government  12-----Education  13-----Agriculture, forestry, fishing  14-----Electricity  15-----Health and social services  16-----Business  98-----Other (please specify) |
|  | **If 2.1=1 (the person is currently employed) skip to 2.10**  Did you apply for any job in the last \_\_\_ months?  [month must be >0]- (month should be # of months in 2.2) | 1. Yes [Skip to 2.6]  2. No |
|  | Why did you not apply for any jobs? [mark all that apply]  **Skip to 2.21** | 1. Skill mismatch  2, No jobs available  3. Lack of Educational qualification  4. Actively Studying  5.Low salary  6. The working conditions are not good  7. Plan on starting my own business  8.Others (Specify) ----------- |
|  | How many jobs have you applied for in this period?  [Enter number] |  |
|  | How many interviews you have had in \_\_\_ months?  [Enter number] [month must be >1]  (Months should be # of months in 2.2) |  |
|  | Did you get any job offers? | 1. Yes  2. No [Skip2.21] |
|  | Why did you not accept the job offer? [mark all that apply]  **Skip to 2.21** | 1. The job did not match my skill  2. The job was too difficult  3. The job was too easy  4. The salary was not competitive  5. The working conditions were not good  6.. Actively Studying  7.Others (Specify) ----------- |
|  | How many income-generating activities are you currently involved in? [Enter number] |  |
| INTERVIEWER: Repeat questions 2.11-2.20 for each activity | | |
|  | In which sector are you currently working? | 1-----Manufacturing  2-----Wholesale or retail trade (grocery store, clothes store etc.)  3-----Construction  4-----Transport  5-----Water and sanitation  6-----Accommodation / hospitality  7-----Information and communication  8-----Arts  9-----Professional or technical services  10-----Personal Services (Barbershop, hair salon, carwash etc.)  11-----Government  12-----Education  13-----Agriculture, forestry, fishing  14-----Electricity  15-----Health and social services  16-----Business  98-----Other (please specify) |
|  | Is your work formal (registered with the government for taxation and entitlement purposes) or informal? | 1—Formal  2---Informal |
|  | What is the name and address of your place of work?  Name \_\_\_\_\_\_\_\_\_\_  Locality \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Landmark 1 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Landmark 2 \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |  |
|  | Which of the following describes your situation in your job? (Please mark one) | 1---Permanent employee with written contract and benefits  2---Monthly employment without written contract  3---Temporary / casual  4---Payment for part, work or service rendered  5---Commission payment  6---Payment for Tips  7---Apprenticeship (with pay)  8---Helping in a family business (with pay)  9—Self-employed |
|  | How long have you been doing this current activity? | Months \_\_\_\_\_\_\_\_\_\_\_\_\_  Years\_\_\_\_\_\_\_\_\_\_\_\_\_ |
|  | For doing this activity, do you earn only in Taka or do you also receive other benefits (e.g. food, housing, healthcare, other support)? | 1----Taka only  2----Benefits only  3----Taka and benefits |
|  | How much did you earn from this activity in the last month in taka?  (INTERVIEWER: Enter amount in Taka) |  |
|  | **If answer code 2 or 3 in Q 2.16, ask question. Skip if response to 2.15 was 1, “Taka only”**  What value in taka would you place on all the non-monetary benefits you receive (e.g. food, housing, healthcare, other support)? |  |
|  | How many hours per day did you spend on this activity in the last month, and how many days in the month?  INTERVIEWER: Please round to nearest half hour | Hours per day\_\_\_\_\_\_\_\_\_\_\_\_  Days in the month \_\_\_\_\_\_\_ |
|  | What activity was most helpful in getting this job? (Mark only one) | 1—Working with government offices  2—Asking friends and family about opportunities  3—Looking through magazine and newspaper ads  4—Putting ads in printed media  5—Contacting employers directly  6—Trying to start own business  7—Taking part in tests for a job  8—Job fair  9—I get help from my training center (from my instructors)  10—Using social media  11—Using Kolorob Jobs  12—Working with a job placement agency  13—Checking online job portals  11—Other (please specify) |
| INTERVIEWER: Repeat questions 2.11-2.20 for each activity | | |
|  | What is the number of earning members in your house?  (INTERVIEWER: Enter numbers) |  |
|  | What is your total household income?  (INTERVIEWER: Enter numbers) |  |
|  | Are there any other income sources you have that you could not include above? Please specify. (Enter text) |  |
|  | Are you currently looking for a job? | 1-----Yes  2-----No => skip to Q 2.28 |
|  | How long, in weeks, have you been looking for a job [Enter number of weeks] |  |
|  | When you last looked for a job, or when you next look for a job, what would be the most important way you would look? | 1—Working with government offices  2—Asking friends and family about opportunities  3—Looking through magazine and newspaper ads  4—Putting ads in printed media  5—Contacting employers directly  6—Trying to start own business  7—Taking part in tests for a job  8—Job fair  9—I get help from my training center (from my instructors)  10—Using social media  11—Using Kolorob Jobs  12—Working with a job placement agency  13—Checking online job portals  11—Other (please specify) |
|  | In general, do you want to find a steady job in the long term? | 1—Yes  2--No |
|  | Has the COVID-19 pandemic affected the way you look for or seek employment? | 1- Yes  2 - No  3 - I don't know |
|  | Did you lose your job or source of income due to the COVID-19 pandemic? | 1- Yes  2 - No  3 - I don't know |
|  | Have you had your salary or income reduced due to the COVID-19 pandemic? | 1- Yes  2 - No  3 - I don't know |
|  | What was your salary or income immediately before Covid-19 compared to now? (average) | Before COVID-19  BDT\_\_\_\_\_\_\_\_\_  Present  BDT\_\_\_\_\_\_\_\_\_ |

1. **Employability Assessment Tool**

INTERVIEWER READ OUT ALOUD: I am now going to ask you about how you feel about some statements. I will show you how to enter your answer. You can respond with one of the following 5 options:

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

There are no right or wrong answers, so respond freely with your honest opinion. If you want me to repeat or explain a statement, feel free to let me know.

**INTERVIEWER: Read out the options with each statement. Make sure the respondent is able to understand the options. Youth mark answer on tablet.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | |  | | --- | | I feel valued and appreciated by others. | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | |  | | --- | | I feel good about my future. | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | |  | | --- | | I anticipate my own needs ahead of time. | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | |  | | --- | | I can adapt to changes by learning new skills. | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | |  | | --- | | I’m able to complete assignments in time. | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | |  | | --- | | I go to work even when I feel like staying at home. | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | |  | | --- | | I feel proud when I produce high quality work. | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | |  | | --- | | I follow workplace or school dress codes. | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | |  | | --- | | I accept people who are different than me. | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | |  | | --- | | I can understand and work with people of different backgrounds. | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | |  | | --- | | I value the input and contributions of others. | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I take responsibility for what I do. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I know how to express myself in proper ways. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I know how to articulate my own ideas clearly. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I read so I can comprehend and use new information. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I listen actively to understand and learn. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I collect, analyse, and organize information to find the best solution to a problem. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I learn from my past successes and mistakes to make future decisions. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I have the knowledge and skills needed to interview for jobs. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I have the skills and experience valued by employers. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I seek many sources of information to solve a problem in school or at work. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I can adapt to changing circumstances. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I know how to prepare a resume. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I know how to complete a job application. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |

1. **Employment and Gender Attitudes**

INTERVIEWER READ OUT ALOUD: I am now going to ask you about how you feel about some statements. I will show you how to enter your answer. You can respond with one of the following 5 options:

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

There are no right or wrong answers, so respond freely with your honest opinion. If you want me to repeat or explain a statement, feel free to let me know.

**INTERVIEWER: Read out the options with each statement. Make sure the respondent is able to understand the options. Youth mark answer on tablet.**

|  |  |  |
| --- | --- | --- |
|  | I believe I will find a job (or, if employed, still have a job) within the next 6 months | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | **If answer to question 2.1 is 1 (the respondent is employed), skip to 5.4**  I will keep searching for work until I find a steady job | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I have the skills I need for a well-paying, steady job | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | Women should be free to work outside the home | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | My family is not opposed to women working outside the home | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | My community is not opposed to women working outside the home | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | Women should be paid the same as men for doing the same work | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | It is safe for women to work outside the home | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | Women should be able to choose when to marry and have children | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | Women should be able to hold leadership roles in businesses | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | The important decisions in the family should be made only by the men of the family. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | A wife has a right to express her opinion even when she disagrees with what her husband is saying. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | A wife should tolerate being beaten by her husband in order to keep the family together | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | It is better to send a son to school than it is to send a daughter. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | Do you have any money of your own that you alone can decide how to use | 1—Yes  2-- No |
|  | Women can simultaneously pursue a career while raising and caring for a family | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | How do you expect work to affect your marriage prospects? | 1—Increase prospects of good marriage  2—Decrease prospects of good marriage  3—Will not affect prospects of good marriage  4—I don’t know |
|  | I am comfortable working in an environment with both men and women | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | I believe my total monthly income one year from now will be … [Enter number in taka] |  |

1. **Attitudes Toward Intervention**

INTERVIEWER READ OUT ALOUD: I am now going to ask you about how you feel about some statements. I will show you how to enter your answer. You can respond with one of the following 5 options:

1. Strongly Agree
2. Agree
3. Neutral
4. Disagree
5. Strongly Disagree

There are no right or wrong answers, so respond freely with your honest opinion. If you want me to repeat or explain a statement, feel free to let me know.

**INTERVIEWER: Read out the options with each statement. Make sure the respondent is able to understand the options. Youth mark answer on tablet.**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **If respondent was in control group, skip section 6 entirely**   |  | | --- | | This training has given me technical skills that will improve my work prospects | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | |  | | --- | | I expect this intervention to increase my income substantially over the next 5 years | | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | |  | | --- | | If I had not been part of this study, I would have been willing to pay \_\_\_\_ taka to participate in this training.  (Enter amount in taka) | |  |
|  | This course taught me new strategies for finding a job | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | This course gave the confidence to apply for more jobs | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |
|  | COVID-19 negatively disrupted the training experience. | 1---Strongly Agree  2---Agree  3---Neutral  4---Disagree  5---Strongly Disagree |

# **Annex B. Midline Qualitative Interview Guide**

**Employed Youth**

**I. COVID**

1. How, if any, did COVID affect your S2S training experience?
2. What are some challenges that you faced while attending training? How did you overcome these challenges?
3. How, if any, did COVID affect your job search process?
4. What are some challenges you faced looking for a job after you finished the training? How did you overcome these challenges?
5. How, if any, did COVID affect your current job? What are challenges are still facing? What are some ways you are navigating these challenges?
6. In general, what are other ways have you and your families been affected by COVID?
7. How have your responsibilities in your household changed due to COVID?
8. Has S2S helped you cope? If so, how?
9. Is there anything else you want us to know about the effect of COVID on your training and employment journey?

**II. Gender**

1. Did you participate in the S2S gender programs? If so, what did you learn from the sessions?
2. What opportunities or resources are available in your community to young men to find decent work? What about for young women?
3. What type of support did you receive from your families during your training? What about during your job search process?

[If married, ask about spouse]

1. What additional support would you have liked during the training? What about during your job search process?
2. Do you have support from your family [and spouse if married] to be employed? What are the mains reasons for this?

**For Female Youth:**

1. Do you have safety concerns going to work? How do you overcome these?
2. How long do you plan to work in your current job? What type of support are you getting right now to stay in your job? What additional support do you want to receive in the future?

**Unemployed Youth**

**I. COVID**

1. How, if any, did COVID affect your S2S training experience?
2. What are some challenges that you faced while attending training? How did you overcome these challenges?
3. How, if any, did COVID affect your job search process?
4. What are some challenges you faced looking for a job? How did you overcome these challenges?
5. Have you have had any jobs since finishing S2S program? If so, what are the main reasons you are not working there anymore?
6. Do you want to be employed in the future? What are some challenges you are facing to find a job? How, if any, has COVID affected this search?
7. What do you look for when searching for a job? [Probe: flexibility in schedule, proximity, access to transportation…]
8. In general, what are other ways have you and your families been affected by COVID?
9. How have your responsibilities in your household changed due to COVID?
10. Has S2S helped you cope? If so, how?
11. Is there anything else you want us to know about the effect of COVID on your training and employment journey?

**II. Gender**

1. Did you participate in the S2S gender programs? If so, what did you learn from the sessions?
2. What opportunities or resources are available in your community to young men to find decent work? What about for young women?
3. What type of support did you receive from your families during your training? What additional support would you have liked to receive to help you succeed?
4. What type of support did you receive from your families during your job search process? What additional support would you have liked?

[If married, ask about spouse]

1. Are you free to make a decision on your own about being employed? If not, who else is involved?
2. Do you have support from your family [and spouse if married] to be employed? If not, what are the mains reasons for this?

# **Annex C. Consent Form**

My name is \_\_\_\_\_\_\_\_\_\_. I work with Innovations for Poverty Action. We are conducting research on the employment situation of young people in this area.

This research is on behalf of Save the Children, in partnership with Dr. Nathan Fiala at the University of Connecticut, USA. We want to understand young people’s education and employment situation, and their general life experiences/perceptions. This research is a part of the “Skills to Succeed” (S2S) project by Save the Children International (SCI) and implemented by Innovations for Poverty Action.

I have approached you because you participated in a previous survey we conducted for this project. If you agree to respond, I will conduct a short interview with you. The interview will take about 25 minutes to complete. The interview will include questions about your education, attitudes, vocation, and family background.

All the information you share with us will remain confidential – We will take precautions to ensure that. Only the research team will have access to your information, and your name(s) or personal details will not be listed in any report that comes out of this research. Your answers will be anonymously combined with the answers of other young people in your community.

There are no risks from taking part in this interview. Remember that your participation is completely voluntary, and if you don’t want to answer any question, you can refuse to answer the question or stop the interview at any time.

You can ask me any questions that you have about the study. If you have a question later, or if you have concerns or complaints about this interview, please contact with me. I can be reached at [Apt 6B, House 35, Block G, Road 7, Banani, Dhaka -1213], phone number [enumerator’s phone number].

Will you participate in this study? 1. Yes (CONTINUE INTERVIEW) 2. No (END INTERVIEW)

**INTERVIEWER: I certify that on date \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ in place \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ I conveyed the content of this form to the child for permission to obtain the information of the child, named \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**