

FOXCONN Technology Group Workforce Perception and Satisfaction Report, 2012

Descriptives - Overall



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1. Working hours descriptives

	N	Mean	Std. Deviation
How many hours have you worked IN AVERAGE per week in the past 3 months	33383	56.07	8.025
What was the MAXIMUM of hours you work within a week in the past 3 months	33683	61.05	9.255
During the last 6 months what was the longest consecutive day you worked without a rest day	34763	11.57	9.923
Valid N (listwise)	32661		

How do you feel about your working hours?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid It is reasonable	17028	48.4	48.4	48.4
It is too long	6254	17.8	17.8	66.2
I'd like to work longer hours to make more money	11862	33.7	33.8	100.0
Total	35146	99.9	100.0	
Missing no answer	20	.1		
Total	35166	100.0		

2. Wages descriptives

	N	Mean	Std. Deviation
About how much was your average monthly salary in the past 3 months	34702	2536.85	898.204
How much was your HIGHEST monthly salary in the last 3 month	34899	5883.10	263547.028
In general how satisfied are you with your wages and benefits (scale 1-10)	35094	5.02	2.367
Valid N (listwise)	34559		

Do you feel that the wage you get is sufficient to cover basic needs?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	12544	35.7	35.7	35.7
	No	22599	64.3	64.3	100.0
	Total	35143	99.9	100.0	
Missing	no answer	23	.1		
Total		35166	100.0		

Feel salary is sufficient for: Food

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	24473	69.6	71.7	71.7
	No	9646	27.4	28.3	100.0
	Total	34120	97.0	100.0	
Missing	no answer	1045	3.0		
	System	1	.0		
	Total	1046	3.0		
Total		35166	100.0		

Feel salary is sufficient for: Accommodation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	18966	53.9	56.8	56.8
	No	14407	41.0	43.2	100.0
	Total	33374	94.9	100.0	
Missing	no answer	1792	5.1		
Total		35166	100.0		

Feel salary is sufficient for: Health care

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	18423	52.4	54.8	54.8
	No	15176	43.2	45.2	100.0
	Total	33599	95.5	100.0	
Missing	no answer	1567	4.5		
Total		35166	100.0		

Feel salary is sufficient for: Education

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	13283	37.8	40.6	40.6
	No	19470	55.4	59.4	100.0
	Total	32755	93.1	100.0	
Missing	no answer	2411	6.9		
Total		35166	100.0		

Feel salary is sufficient for: Clothing

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	22964	65.3	71.2	71.2
	No	9273	26.4	28.8	100.0
	Total	32245	91.7	100.0	
Missing	no answer	2921	8.3		
Total		35166	100.0		

Feel salary is sufficient for: Vacation and Entertainment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	11927	33.9	36.7	36.7
	No	20534	58.4	63.3	100.0
	Total	32463	92.3	100.0	
Missing	no answer	2703	7.7		
Total		35166	100.0		

I am fairly compensated for my work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	7497	21.3	21.6	21.6
	Agree	11425	32.5	32.8	54.4
	Undecided	5094	14.5	14.6	69.0
	Disagree	6204	17.6	17.8	86.9
	Completely disagree	4559	13.0	13.1	100.0
	Total	34781	98.9	100.0	
Missing	no answer	385	1.1		
Total		35166	100.0		

The factory provides social insurance and other benefits e.g. annual leaves uniforms etc

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	14266	40.6	42.1	42.1
	Agree	9009	25.6	26.6	68.6
	Undecided	5708	16.2	16.8	85.4
	Disagree	3122	8.9	9.2	94.6
	Completely disagree	1817	5.2	5.4	100.0
	Total	33922	96.5	100.0	
Missing	no answer	1244	3.5		
Total		35166	100.0		

3. Satisfaction with factory facilities, food, dormitories, health and safety

1) Facilities:

Are there enough toilets in the factory for the number of workers?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	26599	75.6	75.6	75.6
	No	8560	24.3	24.3	100.0
	Total	35162	100.0	100.0	
Missing	no answer	4	.0		
Total		35166	100.0		

The toilets are clean and sanitary

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	24130	68.6	68.6	68.6
	No	11018	31.3	31.3	100.0
	Total	35154	100.0	100.0	
Missing	no answer	12	.0		
Total		35166	100.0		

The factory's canteen is clean and hygienic

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	3542	10.1	10.2	10.2
	Agree	10893	31.0	31.3	41.5
	Undecided	3580	10.2	10.3	51.7
	Disagree	8204	23.3	23.6	75.3
	Completely disagree	8604	24.5	24.7	100.0
	Total	34823	99.0	100.0	
Missing	no answer	343	1.0		
Total		35166	100.0		

The factory's canteen serves good food

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	1212	3.4	3.5	3.5
	Agree	6465	18.4	18.5	22.0
	Undecided	2164	6.2	6.2	28.2
	Disagree	9109	25.9	26.1	54.3
	Completely disagree	15968	45.4	45.7	100.0
	Total	34921	99.3	100.0	
Missing	no answer	245	.7		
Total		35166	100.0		

Does the factory provide free or subsidized dorms to workers?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes and I am living in the dorm	16269	46.3	46.3	46.3
	Yes but I chose not to live in the dorm	16623	47.3	47.3	93.5
	No	2225	6.3	6.3	99.9
	no answer	49	.1	.1	100.0
	Total	35166	100.0	100.0	

The dorm is crowded

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes very much	5603	15.9	36.0	36.0
	Yes a little	6617	18.8	42.6	78.6
	No not at all	3322	9.4	21.4	100.0
	Total	15544	44.2	100.0	
Missing	not applicable	18846	53.6		
	no answer	776	2.2		
	Total	19622	55.8		
Total		35166	100.0		

The dorm is very clean and orderly

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes very much	4770	13.6	30.2	30.2
	Yes a little	6710	19.1	42.4	72.6
	No not at all	4339	12.3	27.4	100.0
	Total	15819	45.0	100.0	
Missing	not applicable	18847	53.6		
	no answer	500	1.4		
	Total	19347	55.0		
Total		35166	100.0		

There are enough toilets and shower rooms in the dormitory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes very much	8236	23.4	53.7	53.7
	Yes a little	4433	12.6	28.9	82.5
	No not at all	2679	7.6	17.5	100.0
	Total	15348	43.6	100.0	
Missing	not applicable	18849	53.6		
	no answer	969	2.8		
	Total	19818	56.4		
Total		35166	100.0		

If you do not live in the dormitory do you receive a housing subsidy?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes and adequate	1530	4.4	8.2	8.2
	Yes but not adequate	10253	29.2	54.6	62.8
	No	6984	19.9	37.2	100.0
	Total	18767	53.4	100.0	
Missing	no applicable	16262	46.2		
	no answer	137	.4		
	Total	16399	46.6		
Total		35166	100.0		

2)Health and Safety:

Does the factory provide sufficient protective equipment and facilities to prevent work injuries?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes absolutely	12452	35.4	35.4	35.4
	Partly	21865	62.2	62.2	97.6
	No	834	2.4	2.4	100.0
	Total	35154	100.0	100.0	
Missing	no answer	12	.0		
Total		35166	100.0		

Does the factory take sufficient measures e.g. medical checks to protect your health?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes absolutely	12427	35.3	35.3	35.3
	Partly	19536	55.6	55.6	90.9
	No	3192	9.1	9.1	100.0
	Total	35155	100.0	100.0	
Missing	no answer	11	.0		
Total		35166	100.0		

Do you think that your workplace is too noisy?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes absolutely	7329	20.8	20.8	20.8
	Yes in some places	20424	58.1	58.1	78.9
	No not at all	7402	21.0	21.1	100.0
	Total	35156	100.0	100.0	
Missing	no answer	10	.0		
Total		35166	100.0		

Does the factory have fans air conditioning, ventilation, heating, or other systems in place?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	16677	47.4	47.4	47.4
	There are some of these things but not adequate	17356	49.4	49.4	96.8
	No	1122	3.2	3.2	100.0
	Total	35156	100.0	100.0	
Missing	no answer	10	.0		
Total		35166	100.0		

How would you describe the factory floor you are working on?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very clean and orderly	10197	29.0	29.0	29.0
	Generally clean	17963	51.1	51.1	80.1
	Just a bit chaotic	5452	15.5	15.5	95.6
	Rather messy and dirty	1531	4.4	4.4	100.0
	Total	35144	99.9	100.0	
Missing	no answer	22	.1		
Total		35166	100.0		

How would you describe your work station?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very comfortable	4867	13.8	13.8	13.8
	Not too bad but I start to feel uncomfortable after a long d	26517	75.4	75.4	89.3
	Not comfortable at all	3769	10.7	10.7	100.0
	Total	35154	100.0	100.0	
Missing	no answer	12	.0		
Total		35166	100.0		

After a full day of work do you sometimes feel pain in any of your body parts?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	22812	64.9	64.9	64.9
	No	12317	35.0	35.0	99.9
	no answer	36	.1	.1	100.0
	Total	35165	100.0	100.0	
Missing	System	1	.0		
Total		35166	100.0		

What pain to you feel: Headache

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	16388	46.6	71.9	71.9
	yes	6414	18.2	28.1	100.0
	Total	22802	64.8	100.0	
Missing	not applicable	12317	35.0		
	no answer	47	.1		
	Total	12364	35.2		
Total		35166	100.0		

What pain do you feel: Neck and back pain

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	7118	20.2	31.2	31.2
	yes	15681	44.6	68.8	100.0
	Total	22801	64.8	100.0	
Missing	not applicable	12318	35.0		
	no answer	47	.1		
	Total	12365	35.2		
Total		35166	100.0		

What pain do you feel: Stomachache

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	21903	62.3	96.1	96.1
	yes	893	2.5	3.9	100.0
	Total	22796	64.8	100.0	
Missing	not applicable	12324	35.0		
	no answer	46	.1		
	Total	12370	35.2		
Total		35166	100.0		

What pain do you feel: Hand/Arm pain

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	10863	30.9	47.7	47.7
	yes	11931	33.9	52.3	100.0
	Total	22797	64.8	100.0	
Missing	not applicable	12319	35.0		
	no answer	47	.1		
	System	3	.0		
	Total	12369	35.2		
Total		35166	100.0		

What pain do you feel: Foot/Leg pain

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	12611	35.9	55.3	55.3
	yes	10184	29.0	44.7	100.0
	Total	22802	64.8	100.0	
Missing	not applicable	12314	35.0		
	no answer	50	.1		
	Total	12364	35.2		
Total		35166	100.0		

What pain do you feel: Eye pain

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	12301	35.0	59.3	59.3
	yes	8436	24.0	40.7	100.0
	Total	20737	59.0	100.0	
Missing	not applicable	11513	32.7		
	no answer	5	.0		
	System	2911	8.3		
	Total	14429	41.0		
Total		35166	100.0		

What pain do you feel: Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	19529	55.5	94.2	94.2
	yes	1213	3.4	5.8	100.0
	Total	20742	59.0	100.0	
Missing	not applicable	11506	32.7		
	no answer	7	.0		
	System	2911	8.3		
	Total	14424	41.0		
Total		35166	100.0		

Have you ever experienced or witnessed an accident in this factory?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes I experienced and or witnessed an accident	15238	43.3	43.4	43.4
	No	19890	56.6	56.6	100.0
	Total	35135	99.9	100.0	
Missing	not applicable	3	.0		
	no answer	28	.1		
	Total	31	.1		
Total		35166	100.0		

4 . Information, communication, and employee integration

1) Information:

When you started to work in this factory did you receive workers manual or employee handbook?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	31848	90.6	90.6	90.6
	No	3291	9.4	9.4	100.0
	Total	35142	99.9	100.0	
Missing	no answer	24	.1		
Total		35166	100.0		

Were you informed on how to calculate your wages?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes I was clearly informed about this	25605	72.8	76.2	76.2
	I think I was informed about this but it was not very clear	7464	21.2	22.2	98.4
	No I was not informed about this	521	1.5	1.6	100.0
	Total	33590	95.5	100.0	
Missing	no answer	1576	4.5		
Total		35166	100.0		

Were you informed of the policy on working hours?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes I was clearly informed about this	22797	64.8	67.9	67.9
	I think I was informed about this but it was not very clear	9473	26.9	28.2	96.1
	No I was not informed about this	1320	3.8	3.9	100.0
	Total	33590	95.5	100.0	
Missing	no answer	1575	4.5		
	System	1	.0		
	Total	1576	4.5		
Total		35166	100.0		

Were you informed on your production target?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes I was clearly informed about this	20600	58.6	61.0	61.0
	I think I was informed about this but it was not very clear	10948	31.1	32.4	93.4

	No I was not informed about this	2219	6.3	6.6	100.0
	Total	33767	96.0	100.0	
Missing	no answer	1399	4.0		
Total		35166	100.0		

Were you informed on what sort of benefits allowances and subsidies you can get?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes I was clearly informed about this	14649	41.7	43.8	43.8
	I think I was informed about this but it was not very clear	14639	41.6	43.7	87.5
	No I was not informed about this	4189	11.9	12.5	100.0
	Total	33478	95.2	100.0	
Missing	no answer	1688	4.8		
Total		35166	100.0		

Were you informed of factory rules?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes I was clearly informed about this	21641	61.5	65.8	65.8
	I think I was informed about this but it was not very clear	10694	30.4	32.5	98.4
	No I was not informed about this	529	1.5	1.6	100.0
	Total	32866	93.5	100.0	
Missing	no answer	2300	6.5		
Total		35166	100.0		

Information Channels: Factory assembly

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	6779	19.3	19.3	19.3
	yes	28380	80.7	80.7	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

Information Channels: Notice board

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	16994	48.3	48.3	48.3
	yes	18166	51.7	51.7	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

Information Channels: During training programs

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	24030	68.3	68.3	68.3
	yes	11128	31.6	31.7	100.0
	Total	35159	100.0	100.0	
Missing	not applicable	1	.0		
	no answer	6	.0		
	Total	7	.0		
Total		35166	100.0		

Information Channels: Written handouts and handbooks

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	17497	49.8	49.8	49.8
	yes	17662	50.2	50.2	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

Information Channels: Other face to face meetings with management

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	26460	75.2	75.3	75.3
	yes	8699	24.7	24.7	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

Information Channels: Daily meetings with supervisors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	16482	46.9	46.9	46.9
	yes	18675	53.1	53.1	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

Information Channels: Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	32929	93.6	93.7	93.7
	yes	2231	6.3	6.3	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

2) Communication:

Did management consult with workers/ worker representatives on factory regulations working conditions?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No never heard of anything like that	11407	32.4	32.5	32.5
	Sometimes our managers asked in a casual way for our opinion	4517	12.8	12.9	45.4
	Yes they use a way such as meetings to discuss those issues	10005	28.5	28.5	73.9
	I don't know	9160	26.0	26.1	100.0
	Total	35089	99.8	100.0	
Missing	no answer	77	.2		
Total		35166	100.0		

Have you participated in any interviews or surveys that assess your satisfaction with working in the factory?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No never	28477	81.0	81.0	81.0
	Yes I did participate in such thing once	5048	14.4	14.4	95.4
	Yes I participated in this kind of surveys interviews more than once	1615	4.6	4.6	100.0
	Total	35141	99.9	100.0	
Missing	no answer	25	.1		
Total		35166	100.0		

In the last 3 months have you ever used any of the channels above to bring forward a complaint suggestion or question?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No never	23512	66.9	66.9	66.9

Yes once	7256	20.6	20.6	87.5
Yes more than once	4371	12.4	12.4	99.9
no answer	26	.1	.1	100.0
Total	35166	100.0	100.0	

Do you feel that your complaint, suggestion, or question was handled well?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	The problem question or suggestion was not handled well	5504	15.7	42.0	42.0
	The problem question or suggestion was handled in an accept	5702	16.2	43.6	85.6
	The problem was handled well	1632	4.6	12.5	98.1
	I have never talk about these	253	.7	1.9	100.0
	Total	13091	37.2	100.0	
Missing	not applicable	21786	62.0		
	no answer	289	.8		
	Total	22075	62.8		
Total		35166	100.0		

For work related problem: I would not talk to anybody

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	29911	85.1	85.1	85.1
	yes	5241	14.9	14.9	100.0
	Total	35154	100.0	100.0	
Missing	no answer	12	.0		
Total		35166	100.0		

For work related problem: I would post a letter in the suggestion/complaint box.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	29268	83.2	83.3	83.3

		yes	5885	16.7	16.7	100.0
		Total	35154	100.0	100.0	
Missing		no answer	12	.0		
Total			35166	100.0		

For work related problem: I would talk to the supervisors

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	12152	34.6	34.6	34.6
	yes	22998	65.4	65.4	100.0
	Total	35153	100.0	100.0	
Missing	no answer	12	.0		
	System	1	.0		
	Total	13	.0		
Total		35166	100.0		

For work related problem: I would talk to the factory security personnel

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	34767	98.9	98.9	98.9
	yes	384	1.1	1.1	100.0
	Total	35153	100.0	100.0	
Missing	no answer	12	.0		
	System	1	.0		
	Total	13	.0		
Total		35166	100.0		

For work related problem: I would talk to the human resource department

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	30207	85.9	85.9	85.9
	yes	4946	14.1	14.1	100.0
	Total	35154	100.0	100.0	
Missing	no answer	12	.0		
Total		35166	100.0		

For work related problem: I would talk to people in the health center

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	34832	99.1	99.1	99.1
	yes	322	.9	.9	100.0
	Total	35154	100.0	100.0	
Missing	no answer	12	.0		
Total		35166	100.0		

For work related problem: I would talk to management

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	33478	95.2	95.2	95.2
	yes	1676	4.8	4.8	100.0
	Total	35154	100.0	100.0	
Missing	no answer	12	.0		
Total		35166	100.0		

For work related problem: I would talk to the general manager

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	34656	98.5	98.6	98.6
	yes	498	1.4	1.4	100.0
	Total	35154	100.0	100.0	
Missing	no answer	12	.0		
Total		35166	100.0		

For work related problem: I would call the 3rd party hotline

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	33784	96.1	96.1	96.1
	yes	1369	3.9	3.9	100.0
	Total	35153	100.0	100.0	
Missing	no answer	12	.0		
	System	1	.0		
	Total	13	.0		
Total		35166	100.0		

For work related problem: I would talk to the worker representative

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	30280	86.1	86.1	86.1
	yes	4872	13.9	13.9	100.0
	Total	35154	100.0	100.0	
Missing	no answer	12	.0		
Total		35166	100.0		

For work related problem: I would talk to the counselor

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	30921	87.9	88.0	88.0
	yes	4232	12.0	12.0	100.0
	Total	35153	100.0	100.0	
Missing	no answer	12	.0		
	System	1	.0		
	Total	13	.0		
Total		35166	100.0		

For work related problem: I would talk to the Union or a Union representative

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	30147	85.7	85.8	85.8
	yes	5007	14.2	14.2	100.0
	Total	35154	100.0	100.0	
Missing	no answer	12	.0		
Total		35166	100.0		

For work related problem: I would talk with other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	29249	83.2	83.2	83.2
	yes	5904	16.8	16.8	100.0
	Total	35153	100.0	100.0	
Missing	no answer	12	.0		
	System	1	.0		
	Total	13	.0		
Total		35166	100.0		

3) Integration:

How are worker representatives selected in your factory?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Elected by workers	11508	32.7	32.9	32.9
	Designated by management	7007	19.9	20.1	53.0
	The representatives self volunteered	1510	4.3	4.3	57.3
	I don't know	14906	42.4	42.7	100.0
	Total	34931	99.3	100.0	
Missing	not applicable	2	.0		
	no answer	233	.7		
	Total	235	.7		
Total		35166	100.0		

Do you know if the trade union participates in the factory's decision making process e.g. production scheduling?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	5989	17.0	17.0	17.0
	No	4486	12.8	12.8	29.8
	I don't know	24666	70.1	70.2	100.0
	Total	35143	99.9	100.0	
Missing	no answer	23	.1		
Total		35166	100.0		

Do you agree: Our ideas and suggestions can help management to make the factory better

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	7568	21.5	22.1	22.1
	Agree	12780	36.3	37.3	59.5
	Undecided	9351	26.6	27.3	86.8
	Disagree	2570	7.3	7.5	94.3
	Completely disagree	1958	5.6	5.7	100.0
	Total	34227	97.3	100.0	
Missing	no answer	938	2.7		
	System	1	.0		
	Total	939	2.7		
Total		35166	100.0		

Do you agree: Management is willing to listen my reasonable suggestions or complaints

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	7656	21.8	22.2	22.2
	Agree	11550	32.8	33.5	55.6
	Undecided	5481	15.6	15.9	71.5
	Disagree	5211	14.8	15.1	86.6
	Completely disagree	4620	13.1	13.4	100.0
	Total	34519	98.2	100.0	
Missing	no answer	647	1.8		

Do you agree: Management is willing to listen my reasonable suggestions or complaints

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	7656	21.8	22.2	22.2
	Agree	11550	32.8	33.5	55.6
	Undecided	5481	15.6	15.9	71.5
	Disagree	5211	14.8	15.1	86.6
	Completely disagree	4620	13.1	13.4	100.0
	Total	34519	98.2	100.0	
Missing	no answer	647	1.8		
Total		35166	100.0		

5. Relationship at work (friends, colleagues and management)

Do you agree: I have good friends at work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Absolutely true	23362	66.4	69.4	69.4
	Partly true	8849	25.2	26.3	95.7
	Not true at all	1432	4.1	4.3	100.0
	Total	33646	95.7	100.0	
Missing	no answer	1520	4.3		
Total		35166	100.0		

Do you agree: I trust our leadership team

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Absolutely true	12603	35.8	36.6	36.6
	Partly true	17341	49.3	50.4	87.1
	Not true at all	4443	12.6	12.9	100.0
	Total	34391	97.8	100.0	
Missing	no answer	774	2.2		
	System	1	.0		
	Total	775	2.2		
Total		35166	100.0		

Do you agree: I feel recognized and appreciated at work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Absolutely true	11291	32.1	33.0	33.0
	Partly true	18101	51.5	52.9	85.9
	Not true at all	4807	13.7	14.1	100.0
	Total	34201	97.3	100.0	
Missing	no answer	964	2.7		
	System	1	.0		
	Total	965	2.7		
Total		35166	100.0		

Do you agree: I get nervous when the managers walk through the production line and observe my work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Absolutely true	7971	22.7	24.0	24.0
	Partly true	16543	47.0	49.7	73.7
	Not true at all	8757	24.9	26.3	100.0
	Total	33279	94.6	100.0	
Missing	no answer	1886	5.4		
	System	1	.0		
	Total	1887	5.4		
Total		35166	100.0		

How would you describe your relationship with your supervisor?

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	We get along well	12478	35.5	35.5	35.5
	I am not very used to his/her attitude	8608	24.5	24.5	60.1
	I always have problems with him/her	688	2.0	2.0	62.0
	Average	13328	37.9	38.0	100.0
	Total	35106	99.8	100.0	
Missing	not applicable	1	.0		
	no answer	55	.2		
	System	4	.0		
	Total	60	.2		
Total		35166	100.0		

If unhappy or stressed I would talk to: Colleagues in the same workshop

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	16358	46.5	46.5	46.5
	yes	18796	53.4	53.5	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

If unhappy or stressed I would talk to: Other colleagues outside my workshop

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	26654	75.8	75.8	75.8
	yes	8503	24.2	24.2	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

If unhappy or stressed I would talk to: Roommate in dorm

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	no	21491	61.1	61.1	61.1
	yes	13663	38.9	38.9	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

If unhappy or stressed I would talk to: My supervisor

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	28288	80.4	80.5	80.5
	yes	6867	19.5	19.5	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

If unhappy or stressed I would talk to: The dorm manager

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	34686	98.6	98.7	98.7
	yes	470	1.3	1.3	100.0
	Total	35156	100.0	100.0	
Missing	no answer	9	.0		
	System	1	.0		
	Total	10	.0		
Total		35166	100.0		

If unhappy or stressed I would talk to: Highlevel management

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	no	34664	98.6	98.6	98.6
	yes	493	1.4	1.4	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

If unhappy or stressed I would talk to: Middle level management

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	33796	96.1	96.1	96.1
	yes	1361	3.9	3.9	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

If unhappy or stressed I would talk to: Friends outside the factory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	22472	63.9	63.9	63.9
	yes	12685	36.1	36.1	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

If unhappy or stressed I would talk to: Clerical staff

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	34835	99.1	99.1	99.1
	yes	322	.9	.9	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

If unhappy or stressed I would talk to: Families

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	19145	54.4	54.5	54.5

	yes	16005	45.5	45.5	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

If unhappy or stressed I would talk to: Security

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	35055	99.7	99.7	99.7
	yes	100	.3	.3	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

If unhappy or stressed I would talk to: I never tell anybody about this

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	33834	96.2	96.2	96.2
	yes	1323	3.8	3.8	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

If unhappy or stressed I would talk to: Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	33921	96.5	96.5	96.5
	yes	1236	3.5	3.5	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

6 . Employees' sense of belonging to stay or leave

Are you proud to work for this factory?

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	Not at all	8401	23.9	23.9	23.9
	Partly	23387	66.5	66.5	90.4
	Absolutely	3365	9.6	9.6	100.0
	Total	35153	100.0	100.0	
Missing	no answer	13	.0		
Total		35166	100.0		

My success is linked to the factory's success

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	6870	19.5	20.2	20.2
	Agree	14463	41.1	42.5	62.7
	Undecided	5006	14.2	14.7	77.4
	Disagree	4329	12.3	12.7	90.1
	Completely disagree	3362	9.6	9.9	100.0
	Total	34031	96.8	100.0	
Missing	no answer	1135	3.2		
Total		35166	100.0		

I work just to earn money in the factory and are responsible only for my own tasks

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	5258	15.0	15.8	15.8
	Agree	10846	30.8	32.6	48.4
	Undecided	4154	11.8	12.5	60.8
	Disagree	6838	19.4	20.5	81.4
	Completely disagree	6201	17.6	18.6	100.0
	Total	33297	94.7	100.0	
Missing	no answer	1869	5.3		
Total		35166	100.0		

Are you planning to stay in the factory for the next two years?

	Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	No	5182	14.7	14.7	14.7
	Maybe	24606	70.0	70.0	84.7
	Absolutely	5368	15.3	15.3	100.0
	Total	35156	100.0	100.0	
Missing	no answer	10	.0		
Total		35166	100.0		

Reasons to stay: My friends or relatives are working in this factory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	15274	43.4	51.0	51.0
	yes	14664	41.7	49.0	100.0
	Total	29938	85.1	100.0	
Missing	not applicable	5151	14.6		
	no answer	77	.2		
	Total	5228	14.9		
Total		35166	100.0		

Reasons to stay: I am satisfied with my current wage

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	23502	66.8	78.6	78.6
	yes	6415	18.2	21.4	100.0
	Total	29917	85.1	100.0	
Missing	not applicable	5173	14.7		
	no answer	76	.2		
	Total	5249	14.9		
Total		35166	100.0		

Reasons to stay: I am satisfied with the benefit package

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	19268	54.8	64.4	64.4
	yes	10656	30.3	35.6	100.0

Missing	Total	29924	85.1	100.0
	not applicable	5166	14.7	
	no answer	76	.2	
	Total	5242	14.9	
Total		35166	100.0	

Reasons to stay: Work is not stressful in this factory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	19899	56.6	66.5	66.5
	yes	10037	28.5	33.5	100.0
	Total	29937	85.1	100.0	
Missing	not applicable	5153	14.7		
	no answer	76	.2		
	Total	5229	14.9		
Total		35166	100.0		

Reasons to stay: Working hours are reasonable in this factory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	18587	52.9	62.1	62.1
	yes	11340	32.2	37.9	100.0
	Total	29927	85.1	100.0	
Missing	not applicable	5163	14.7		
	no answer	76	.2		
	Total	5239	14.9		
Total		35166	100.0		

Reasons to stay: The factory's canteen provides good food

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	29182	83.0	97.6	97.6
	yes	726	2.1	2.4	100.0

Total	29908	85.0	100.0
Missing	not applicable	5182	14.7
	no answer	76	.2
Total	5258	15.0	
Total	35166	100.0	

Reasons to stay: Working conditions are safe and health

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	26449	75.2	88.4
	yes	3461	9.8	100.0
Total	29910	85.1	100.0	
Missing	not applicable	5180	14.7	
	no answer	76	.2	
Total	5256	14.9		
Total	35166	100.0		

Reasons to stay : I am satisfied with the conditions of the dormitory

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	27918	79.4	93.3
	yes	1989	5.7	100.0
Total	29907	85.0	100.0	
Missing	not applicable	5181	14.7	
	no answer	76	.2	
	System	2	.0	
Total	5259	15.0		
Total	35166	100.0		

Reasons to stay: The factory organizes interesting after work

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	27723	78.8	92.7
	yes	2187	6.2	100.0
Total	29910	85.1	100.0	

Missing	not applicable	5180	14.7		
	no answer	76	.2		
	Total	5256	14.9		
Total		35166	100.0		

Reasons to stay: My supervisor treats me well

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	26518	75.4	88.7	88.7
	yes	3390	9.6	11.3	100.0
	Total	29910	85.1	100.0	
Missing	not applicable	5180	14.7		
	no answer	76	.2		
	Total	5256	14.9		
Total		35166	100.0		

Reasons to stay: I have a sense of belonging to this factory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	27302	77.6	91.3	91.3
	yes	2607	7.4	8.7	100.0
	Total	29909	85.1	100.0	
Missing	not applicable	5181	14.7		
	no answer	76	.2		
	Total	5257	14.9		
Total		35166	100.0		

Reasons to stay: I am happy to work for this factory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	26023	74.0	87.0	87.0
	yes	3885	11.0	13.0	100.0
	Total	29909	85.1	100.0	
Missing	not applicable	5181	14.7		

no answer	76	.2		
Total	5257	14.9		
Total	35166	100.0		

Reasons to stay: I like my job

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	24889	70.8	83.2	83.2
	yes	5019	14.3	16.8	100.0
	Total	29910	85.1	100.0	
Missing	not applicable	5180	14.7		
	no answer	76	.2		
	Total	5256	14.9		
Total		35166	100.0		

Reasons to stay: There is an accessible communication channels

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	26090	74.2	87.2	87.2
	yes	3821	10.9	12.8	100.0
	Total	29911	85.1	100.0	
Missing	not applicable	5179	14.7		
	no answer	76	.2		
	Total	5255	14.9		
Total		35166	100.0		

Reasons to stay: Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	27108	77.1	90.6	90.6
	yes	2812	8.0	9.4	100.0
	Total	29922	85.1	100.0	
Missing	not applicable	5168	14.7		

no answer	76	.2	
Total	5244	14.9	
Total	35166	100.0	

Are you considering leaving the factory in the next 2 months or so?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	5317	15.1	15.1	15.1
no	29788	84.7	84.7	99.8
no answer	61	.2	.2	100.0
Total	35166	100.0	100.0	

Reasons to leave: Family issues e.g. marriage child

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid no	4021	11.4	75.5	75.5
yes	1307	3.7	24.5	100.0
Total	5328	15.2	100.0	
Missing not applicable	29779	84.7		
no answer	59	.2		
Total	29838	84.8		
Total	35166	100.0		

Reasons to leave: Work is too stressful in this

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid no	2906	8.3	54.6	54.6
yes	2417	6.9	45.4	100.0
Total	5323	15.1	100.0	
Missing not applicable	29779	84.7		
no answer	64	.2		
Total	29843	84.9		

Reasons to leave: Work is too stressful in this

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	2906	8.3	54.6	54.6
	yes	2417	6.9	45.4	100.0
	Total	5323	15.1	100.0	
Missing	not applicable	29779	84.7		
	no answer	64	.2		
	Total	29843	84.9		
Total		35166	100.0		

Reasons to leave: Wage is too low in this factory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	1608	4.6	30.1	30.1
	yes	3729	10.6	69.9	100.0
	Total	5337	15.2	100.0	
Missing	not applicable	29770	84.7		
	no answer	59	.2		
	Total	29829	84.8		
Total		35166	100.0		

Reasons to leave: I found other factories have better treatment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	3849	10.9	72.3	72.3
	yes	1475	4.2	27.7	100.0
	Total	5324	15.1	100.0	
Missing	not applicable	29779	84.7		
	no answer	63	.2		
	Total	29842	84.9		
Total		35166	100.0		

Reasons to leave: I found other factories with better conditions

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	3822	10.9	71.9	71.9
	yes	1497	4.3	28.1	100.0
	Total	5319	15.1	100.0	
Missing	not applicable	29783	84.7		
	no answer	64	.2		
	Total	29847	84.9		
Total		35166	100.0		

Reasons to leave: I found other factories have fewer hours

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	4844	13.8	91.3	91.3
	yes	463	1.3	8.7	100.0
	Total	5307	15.1	100.0	
Missing	not applicable	29792	84.7		
	no answer	67	.2		
	Total	29859	84.9		
Total		35166	100.0		

Reasons to leave: I found other non-factory jobs easier

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	5074	14.4	95.5	95.5
	yes	237	.7	4.5	100.0
	Total	5311	15.1	100.0	
Missing	not applicable	29791	84.7		
	no answer	64	.2		
	Total	29855	84.9		
Total		35166	100.0		

Reasons to leave: Other non-factory offer better treatment and salary

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	4677	13.3	88.1	88.1
	yes	633	1.8	11.9	100.0
	Total	5310	15.1	100.0	
Missing	not applicable	29790	84.7		
	no answer	66	.2		
	Total	29856	84.9		
Total		35166	100.0		

Reasons to leave: I found other non-factory jobs treat workers respectfully and fair

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	4250	12.1	79.9	79.9
	yes	1069	3.0	20.1	100.0
	Total	5319	15.1	100.0	
Missing	not applicable	29785	84.7		
	no answer	62	.2		
	Total	29847	84.9		
Total		35166	100.0		

Reasons to leave: Other non-factory jobs have shorter working hours

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	4958	14.1	93.4	93.4
	yes	351	1.0	6.6	100.0
	Total	5309	15.1	100.0	
Missing	not applicable	29791	84.7		
	no answer	66	.2		
	Total	29857	84.9		
Total		35166	100.0		

Reasons to leave: Other

		Frequency	Percent	Valid Percent	Cumulative Percent
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Valid	no	4568	13.0	86.0	86.0
	yes	743	2.1	14.0	100.0
	Total	5312	15.1	100.0	
Missing	not applicable	29789	84.7		
	no answer	65	.2		
	Total	29854	84.9		
Total		35166	100.0		

7 . General contentment within the factory

I feel that my work is stressful very often

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	5887	16.7	17.5	17.5
	Agree	14768	42.0	43.9	61.3
	Undecided	4120	11.7	12.2	73.6
	Disagree	5149	14.6	15.3	88.9
	Completely disagree	3754	10.7	11.1	100.0
	Total	33678	95.8	100.0	
Missing	no answer	1488	4.2		
Total		35166	100.0		

I look forward to going to work in the morning

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	3667	10.4	10.9	10.9
	Agree	8246	23.4	24.4	35.3
	Undecided	6799	19.3	20.2	55.5
	Disagree	7175	20.4	21.3	76.7
	Completely disagree	7851	22.3	23.3	100.0
	Total	33740	95.9	100.0	
Missing	no answer	1426	4.1		
Total		35166	100.0		

I have a sense of achievement or fulfillment from my work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	7503	21.3	22.3	22.3
	Agree	12340	35.1	36.7	59.1
	Undecided	5089	14.5	15.2	74.2
	Disagree	4097	11.7	12.2	86.4
	Completely disagree	4551	12.9	13.6	100.0
	Total	33582	95.5	100.0	
Missing	no answer	1584	4.5		
Total		35166	100.0		

The factory provides good career opportunities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	6015	17.1	19.2	19.2
	Agree	10142	28.8	32.3	51.5
	Undecided	4782	13.6	15.3	66.8
	Disagree	4675	13.3	14.9	81.7
	Completely disagree	5742	16.3	18.3	100.0
	Total	31357	89.2	100.0	
Missing	no answer	3809	10.8		
Total		35166	100.0		

If you could change three things: Eating arrangements

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	29349	83.5	83.5	83.5
	yes	5806	16.5	16.5	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: Break arrangements

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	30546	86.9	86.9	86.9
	yes	4612	13.1	13.1	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: Working hours including overtime

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	25206	71.7	71.7	71.7
	yes	9952	28.3	28.3	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: Shift arrangements

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	33074	94.1	94.1	94.1
	yes	2084	5.9	5.9	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: Cleanliness of toilets

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	32890	93.5	93.5	93.5
	yes	2269	6.5	6.5	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: Quality of food served by the canteen

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	21603	61.4	61.4	61.4
	yes	13556	38.5	38.6	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: Quantity of food served by the canteen

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	29826	84.8	84.8	84.8
	yes	5334	15.2	15.2	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: Rest days

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	32019	91.1	91.1	91.1
	yes	3141	8.9	8.9	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: Noisy or uncomfortable workplace

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	29967	85.2	85.2	85.2
	yes	5191	14.8	14.8	100.0
	Total	35159	100.0	100.0	
Missing	no answer	6	.0		
	System	1	.0		
	Total	7	.0		
Total		35166	100.0		

If you could change three things: Bonus and allowances

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	20483	58.2	58.3	58.3
	yes	14677	41.7	41.7	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: Salaries

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	13993	39.8	39.8	39.8
	yes	21163	60.2	60.2	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: Living conditions in dormitories

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	29957	85.2	85.2	85.2
	yes	5199	14.8	14.8	100.0
	Total	35158	100.0	100.0	
Missing	no answer	6	.0		
	System	2	.0		
	Total	8	.0		
Total		35166	100.0		

If you could change three things: Social insurance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	32243	91.7	91.7	91.7
	yes	2916	8.3	8.3	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three thing: The way my supervisor talks to me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0	1	.0	.0	.0
	no	29954	85.2	85.2	85.2
	yes	5203	14.8	14.8	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: More training

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	28057	79.8	79.8	79.8
	yes	7101	20.2	20.2	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: More opportunities to get involved in factory decisions

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	29863	84.9	84.9	84.9
	yes	5296	15.1	15.1	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

If you could change three things: Other

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	no	33307	94.7	94.7	94.7
	yes	1852	5.3	5.3	100.0
	Total	35160	100.0	100.0	
Missing	no answer	6	.0		
Total		35166	100.0		

8. Productivity

Do you work on production line?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	13555	38.5	70.6	70.6
	No	5658	16.1	29.4	100.0
	Total	19213	54.6	100.0	
Missing	no answer	13042	37.1		
	System	2911	8.3		
	Total	15953	45.4		
Total		35166	100.0		

Do you know the number of pieces you are supposed to reach per day, your daily target?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes I always know it exactly	14881	42.3	50.4	50.4
	I know it sometimes but not always	12624	35.9	42.7	93.1
	No I don't know	2045	5.8	6.9	100.0
	Total	29551	84.0	100.0	
Missing	not applicable	1	.0		
	no answer	5614	16.0		
	Total	5615	16.0		
Total		35166	100.0		

Do you achieve the required rate quota?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes I do and most of the time I exceed that rate	7820	22.2	26.5	26.5
	Yes I do achieve that rate most of the time	16938	48.2	57.4	83.9
	I sometimes achieve that rate	4463	12.7	15.1	99.0
	I never manage to achieve that rate	287	.8	1.0	100.0
	Total	29508	83.9	100.0	
Missing	not applicable	1	.0		
	no answer	5657	16.1		
	Total	5658	16.1		
Total		35166	100.0		

How do you feel about your own work performance?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I am terribly clumsy and thus make quite a lot of mistakes	184	.5	.6	.6
	I am a little clumsy and sometimes make mistakes	2595	7.4	8.8	9.4
	I am doing my work normally I just make a few mistakes	17418	49.5	59.0	68.5
	I am very skilled and I hardly ever make a mistake	9306	26.5	31.5	100.0
	Total	29504	83.9	100.0	
Missing	no answer	5662	16.1		
Total		35166	100.0		

How often do you have to redo your work e.g. the supervisor tells you to correct a mistake or pieces come back?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Very often	357	1.0	1.2	1.2
	Some times	6609	18.8	22.4	23.6
	Rarely	22521	64.0	76.4	100.0
	Total	29491	83.9	100.0	
Missing	no answer	5675	16.1		
Total		35166	100.0		

Do you often feel not skilled or trained enough to fulfill the job requirements?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes absolutely	3342	9.5	9.5	9.5
	Yes mostly	3846	10.9	10.9	20.4
	More or less	15017	42.7	42.7	63.2
	No not really	8254	23.5	23.5	86.7
	No not at all	4691	13.3	13.3	100.0
	Total	35150	100.0	100.0	
Missing	no answer	16	.0		
Total		35166	100.0		

Do you feel that the current work arrangement and wage structure makes you work hard?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes absolutely	8546	24.3	24.3	24.3
	Yes partly	10560	30.0	30.0	54.4
	More or less	8128	23.1	23.1	77.5
	No not really	5371	15.3	15.3	92.7
	No not at all	2550	7.3	7.3	100.0
	Total	35157	100.0	100.0	
Missing	no answer	9	.0		
Total		35166	100.0		

9. Environment Protection

Environmental issues is a concern of this factory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	13736	39.1	39.6	39.6
	Agree	14454	41.1	41.6	81.2
	Disagree	2832	8.1	8.2	89.3
	Completely disagree	1017	2.9	2.9	92.3
	I don't know	2688	7.6	7.7	100.0
	Total	34727	98.8	100.0	
Missing	no answer	438	1.2		
	System	1	.0		
	Total	439	1.2		
Total		35166	100.0		

Environmental protection is important for the factory

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	18603	52.9	54.6	54.6
	Agree	12921	36.7	37.9	92.5
	Disagree	1001	2.8	2.9	95.4
	Completely disagree	403	1.1	1.2	96.6
	I don't know	1164	3.3	3.4	100.0
	Total	34092	96.9	100.0	
Missing	no answer	1074	3.1		
Total		35166	100.0		

Environmental protection is important for me

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Completely agree	19823	56.4	59.1	59.1
	Agree	12428	35.3	37.0	96.1
	Disagree	635	1.8	1.9	98.0
	Completely disagree	222	.6	.7	98.7
	I don't know	453	1.3	1.3	100.0
	Total	33561	95.4	100.0	
Missing	no answer	1604	4.6		
	System	1	.0		
	Total	1605	4.6		
Total		35166	100.0		

Is there any initiative your factory is doing to protect the environment?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	17763	50.5	58.3	58.3
	No	1402	4.0	4.6	62.9
	I don't know	11321	32.2	37.1	100.0
	Total	30486	86.7	100.0	
Missing	no answer	1769	5.0		
	System	2911	8.3		
	Total	4680	13.3		
Total		35166	100.0		

10 . Employee Information***Gender***

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	12598	35.8	35.9	35.9
	Male	22507	64.0	64.1	100.0
	Total	35106	99.8	100.0	
Missing	no answer	60	.2		
Total		35166	100.0		

Marital Status

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	27782	79.0	79.2	79.2
	Married	7014	19.9	20.0	99.1
	Divorced	302	.9	.9	100.0
	Total	35100	99.8	100.0	
Missing	no answer	66	.2		
Total		35166	100.0		

Where did you grow up most of the time before you turned 16?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Village	22534	64.1	64.2	64.2
	Town	7713	21.9	22.0	86.2
	Small medium city	4110	11.7	11.7	97.9
	Big City	735	2.1	2.1	100.0
	Total	35092	99.8	100.0	
Missing	no answer	74	.2		
Total		35166	100.0		

What level of education have you completed?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No schooling	31	.1	.1	.1
	Primary school	210	.6	.6	.7
	Middle school	8671	24.7	24.7	25.4
	High School	9833	28.0	28.0	53.4
	Vocational School	11966	34.0	34.1	87.5
	University	4378	12.4	12.5	100.0
	Total	35090	99.8	100.0	
Missing	no answer	76	.2		
Total		35166	100.0		

Are you a migrant worker?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	9649	27.4	27.5	27.5
	Yes	25378	72.2	72.5	100.0
	Total	35028	99.6	100.0	
Missing	no answer	138	.4		
Total		35166	100.0		

Which province are you from?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Hebei	185	.5	.5	.5
	Shanxi	140	.4	.4	.9
	Liaoning	35	.1	.1	1.0
	Jilin	55	.2	.2	1.2
	Heilongjiang	54	.2	.2	1.3
	Jiangsu	32	.1	.1	1.4
	Zhejiang	23	.1	.1	1.5
	Anhui	308	.9	.9	2.4
	Fujian	53	.2	.2	2.5
	Jiangxi	1251	3.6	3.6	6.1
	Shandong	170	.5	.5	6.6
	Henan	3266	9.3	9.3	15.9
	Hubei	3295	9.4	9.4	25.3
	Hunan	3979	11.3	11.4	36.7
	Guangdong	1011	2.9	2.9	39.6
	Hainan	84	.2	.2	39.8
	Sichuan	15084	42.9	43.1	82.9
	Guizhou	812	2.3	2.3	85.2
	Yunnan	447	1.3	1.3	86.5
	Shanxi	1217	3.5	3.5	90.0
	Gansu	582	1.7	1.7	91.6
	Qinghai	26	.1	.1	91.7
	Inner Mongolia	39	.1	.1	91.8

	Guangxi Autonomous Region	2078	5.9	5.9	97.7
	Ningxia Autonomous Region	23	.1	.1	97.8
	Uighur	23	.1	.1	97.9
	Tibet	4	.0	.0	97.9
	Beijing	4	.0	.0	97.9
	Tianjin	3	.0	.0	97.9
	Chongqing	734	2.1	2.1	100.0
	shanghai	2	.0	.0	100.0
	Total	35019	99.6	100.0	
Missing	no answer	147	.4		
Total		35166	100.0		

Nationality of China

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	han chinese	28110	79.9	92.9	92.9
	Mongolian	31	.1	.1	93.0
	Hui	82	.2	.3	93.3
	Tibeten	100	.3	.3	93.6
	weiwuer	11	.0	.0	93.7
	Miao	266	.8	.9	94.6
	Yi	203	.6	.7	95.2
	Zhuang	650	1.8	2.1	97.4
	buyi	76	.2	.3	97.6
	chaoxian korean	2	.0	.0	97.6
	Man	11	.0	.0	97.7
	Tong	136	.4	.4	98.1
	yao	153	.4	.5	98.6
	bai	26	.1	.1	98.7
	tujia	230	.7	.8	99.5
	hani	13	.0	.0	99.5
	hasake	2	.0	.0	99.5
	dai	9	.0	.0	99.6
	ni	11	.0	.0	99.6
	lisu	5	.0	.0	99.6
	wa	2	.0	.0	99.6
	she	3	.0	.0	99.6
	gaoshan	1	.0	.0	99.6
	shui	16	.0	.1	99.7
	naxi	2	.0	.0	99.7
	tu	9	.0	.0	99.7
	dahaner	1	.0	.0	99.7
	Mulam	8	.0	.0	99.7
	qiang	57	.2	.2	99.9
	maonan	4	.0	.0	99.9
	gelo	14	.0	.0	100.0

	acha	1	.0	.0	100.0
	ewenke	1	.0	.0	100.0
	Total	30246	86.0	100.0	
Missing	no answer	2009	5.7		
	System	2911	8.3		
	Total	4920	14.0		
Total		35166	100.0		

What kind of worker are you?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	worker junior level	20224	57.5	87.6	87.6
	Master level	2870	8.2	12.4	100.0
	Total	23094	65.7	100.0	
Missing	no answer	9161	26.1		
	System	2911	8.3		
	Total	12072	34.3		
Total		35166	100.0		

What's your position in the factory?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	worker	30729	87.4	87.8	87.8
	supervisor	2063	5.9	5.9	93.7
	line floor supervisor	258	.7	.7	94.4
	higher management	27	.1	.1	94.5
	Total	35013	99.6	100.0	
Missing	no answer	153	.4		
Total		35166	100.0		

Have you ever worked the night shift?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sometimes	9637	27.4	37.4	37.4
	Often	13809	39.3	53.6	91.1
	Never	2298	6.5	8.9	100.0
	Total	25744	73.2	100.0	
Missing	no answer	6511	18.5		
	System	2911	8.3		
	Total	9422	26.8		
Total		35166	100.0		

Are you a member of the trade union?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	7755	22.1	26.9	26.9
	No	21087	60.0	73.1	100.0
	Total	28843	82.0	100.0	
Missing	no answer	6323	18.0		
Total		35166	100.0		

Are you a representative of the trade union?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	1416	4.0	8.7	8.7
	No	14836	42.2	91.3	100.0
	Total	16253	46.2	100.0	
Missing	no answer	18913	53.8		
Total		35166	100.0		

What is your current employment situation?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Temporary intern	1838	5.2	5.2	5.2
	Dispatched worker	1437	4.1	4.1	9.3
	Fixed long term contract	30349	86.3	86.4	95.7
	Don't know	1516	4.3	4.3	100.0
	Total	35141	99.9	100.0	
Missing	no answer	25	.1		
Total		35166	100.0		

Have you received a copy of your contract?

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	I don't have a copy of the contract	2502	7.1	7.1	7.1
	I have a contract but the contract is not signed properly	1730	4.9	4.9	12.0
	I have received a copy of the signed contract	30895	87.9	87.9	100.0
	Total	35132	99.9	100.0	
Missing	no answer	34	.1		
Total		35166	100.0		

Employee information descriptives

	N	Mean	Std. Deviation
Age	35166	27.7987	72.04484
tenure	34742	1.5388	1.71136
Where did you grow up most of the time before you turned 16	35092	1.52	.781
Valid N (listwise)	34732		