**PART I: HOUSEHOLD COMPOSITION**

# *We would like to make a complete list of your household members. A household member is a person who eats and sleeps in your house for at least 4 days a week for at least 6 months in a year.* Start with respondent.

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| Name | Sex  1= M  2= F | What is the relationship of [NAME] to the respondent?  1=Self  2= Spouse  3= Son/daughter  4= Grand child  5= Step child  6= Parent  7= Sister/Brother  8= Nephew/Niece  9= Other relatives  10= Servant  11= Non-relative  12= Other (specify) | Did [NAME] contribute for the expenses of the household in the last 30 days?  1= Yes  2= No | How old is [NAME]? |  |
| **1** | **2** | **3** | **4** | **5** | **6** |
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*Thank you for sharing information with me about your present household members. I will now ask you a few questions about your family history.*

**PART II: FAMILY HISTORY**

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| **GRANDPARENTS** |
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| 2, Where did your mother’s parents live? |
| * 1=Addis Ababa |
| * 2=Adama |
| * 3= Bahir Dar |
| * 4= Dire Dawa |
| * 5=Hawassa |
| * 6=Mekelle |
| * 7=Oromia region (outside of Adama) |
| * 8=Amhara region (outside of Bahir Dar) |
| * 9= SNNP (outside of Hawassa) |
| * 10Tigray region (outside of Mekelle) |
| * 11=Somali region |
| * 12=Afar region |
| * 13=Harari region |
| * 14=Benishangul-Gumuz |
| * 15=Gambela |
| * 16=Other country, specify |
| * 12=They lived in multiple places. In my childhood, they lived in |
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|  |
| 1. What did your grandmother from your mother side mainly do for a living? |
| * 1=Stayed at home, household work * 2=Managed her own enterprise (entrepreneur) - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 3=Managed her family enterprise - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 4=Worked unpaid for a family business - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 5= Worked in the family farm * 6= Wage employment - Which profession? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 7= Casual labor * 8=Worked for the government * 9=Other, Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
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| 1. What did your grandfather from your mother’s side do for a living? cu |
| * 1=Stayed at home, household work * 2=Managed his own enterprise (entrepreneur) - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 3=Managed his family enterprise - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 4=Worked unpaid for a family business - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 5= Worked in the family farm * 6= Wage employment - Which profession? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 7= Casual labor * 8=Worked for the government * 9=Other, Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
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| 1. Did you know your mother’s parents personally? |
| * Yes |
| * No |
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|  |
| b) |
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| 1. Where did they live? |
| * 1=Addis Ababa |
| * 2=Adama |
| * 3= Bahir Dar |
| * 4= Dire Dawa |
| * 5=Hawassa |
| * 6=Mekelle |
| * 7=Oromia region (outside of Adama) |
| * 8=Amhara region (outside of Bahir Dar) |
| * 9= SNNP (outside of Hawassa) |
| * 10Tigray region (outside of Mekelle) |
| * 11=Somali region |
| * 12=Afar region |
| * 13=Harari region |
| * 14=Benishangul-Gumuz |
| * 15=Gambela |
| * 16=Other country, specify |
| * 17=They lived in multiple places. In my childhood, they lived in |
|  |
| 1. What did your grandmother from your father side do for a living?  * 1=Stayed at home, household work * 2=Managed her own enterprise (entrepreneur) - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 3=Managed a family enterprise - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 4=Worked unpaid for a family business - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 5= Worked in the family farm * 6= Wage employment - Which profession? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 7= Casual labor * 8=Worked for the government * 9=Other, Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
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| 1. What did your grandfather from your father side do for a living? |
| * 1=Stayed at home, household work * 2=Managed his own enterprise (entrepreneur) - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 3=Managed his family enterprise - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 4=Worked unpaid for a family business - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 5= Worked in the family farm * 6= Wage employment - Which profession? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 7= Casual labor * 8=Worked for the government * 9=Other, Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
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| 1. Did you know your father’s parents personally? |
| * Yes |
| * No |
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**PARENTS**

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| a) |
| b) |
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| 1. When you were a child, where did they live? |
| *When we talk about being a child, we mean from the ages of 0-12 years old.* |
| * 1=Addis Ababa |
| * 2=Adama |
| * 3= Bahir Dar |
| * 4= Dire Dawa |
| * 5=Hawassa |
| * 6=Mekelle |
| * 7=Oromia region (outside of Adama) |
| * 8=Amhara region (outside of Bahir Dar) |
| * 9= SNNP (outside of Hawassa) |
| * 10Tigray region (outside of Mekelle) |
| * 11=Somali region |
| * 12=Afar region |
| * 13=Harari region |
| * 14=Benishangul-Gumuz |
| * 15=Gambela |
|  |
| * 16=We lived in multiple locations **(use codes from above, separated by commas)** |
| * 17=Other, specify |
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| 1. When you were a child, what did your mother do for a living?      * 1=Stayed at home, household work * 2=Managed her own enterprise (entrepreneur) - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 3=Managed her family enterprise - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 4=Worked unpaid for a family business - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 5= Worked in the family farm * 6= Wage employment - Which profession? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 7= Casual labor * 8=Worked for the government * 9=She had multiple occupations **[use codes from above, separated by commas]** * 10=Other, Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
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| 1. When you were a child, what did your father do for a living?      * 1=Stayed at home, household work * 2=Managed his own enterprise (entrepreneur) - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 3=Managed his family enterprise - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 4=Worked unpaid for a family business - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 5= Worked in the family farm * 6= Wage employment - Which profession? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 7= Casual labor * 8=Worked for the government * 9=He had multiple occupations **[use codes from above, separated by commas]** * 10=Other, Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
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| 1. 15. Do you think that your mother has influenced your decision on what to do in life? (1=Yes 2=No) |
| * 1. If Yes, please tell us how. |
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| 1. Do you think that you father has influenced your decision on what to do in life? 1=Yes 2=No) |
| * 1. If Yes, please tell us how. |
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| 1. Of the following – mother (1), father (2), both mother and father (3), none of the two (4) – please tell me with whom do you associate the following words:   **Read out**  Family  Friend  Need to achieve  Cooking  Hard work  Openness  Traditional values  Taking risks  Patience  Trust |
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| 1. Is there any additional information you would like to share with us about your grandparents or parents? |
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| 1. What does your spouse do for a living? |
| * 1=Stays at home, household work * 2= Co-manages my enterprise * 3=Manages his own separate enterprise (entrepreneur) - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 4=Works unpaid for a family business - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 5= Works in the family farm * 6= Wage employment - Which profession? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 7= Casual labor * 8=Works for the government * 9=He has multiple occupations **[use codes from above, separated by commas]** * 10=Other, Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 99=Not applicable, neither married nor living with someone |
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1. [**Read the full question**] At what age did you start work? By work we mean activities such as doing unpaid work in a family enterprise or on a family farm, working for someone else for a wage, salary, commission or in-kind payment, or running a business of any size for yourself or a family member.

List ALL the employment activities (paid and unpaid) you have engaged in, be it doing unpaid work in a family enterprise or on a family farm, working for a wage, salary, commission or in-kind payment, or running a business of any size for yourself or a family member. Start with the activity at age **[Use Age stated in Q20above]**

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| **21.Employer / Name of business** | **22. Type of work**  1=Wage employment  2=Public sector  3=SOEs  4=Private share holding company  5=Own business (alone)  6=Own business with someone else  7=Paid in Family business  8=Paid in Family farm  9= Unpaid in Family business  10= Unpaid in Family farm  11= Other, specify | **23. Starting Age (Completed years)** | **24. Ending Age (Completed years)** | **25. Position**  1=Manager (not business owner)  2= Business owner and manager  3= Business owner  4=Technical worker/ in production / providing services  5=Sales  6=Temporary worker  7=Other, specify | **26. Sector**  **[Write in]** | **27. Sex of employer / owner of business** (if family business, sex of household head)  1=Male  2=Female  3=Both male and female | **28. Relationship of employer / business owner** (if family business, relationship to thehousehold head)  1=Self  2=No relation  3=Father  4=Mother  5=Brother  6=Sister  7=Spouse  8=Friend  9=Other, specify | **29. Why did you leave the [activity]?**  1= After I had been trained I was able to find a better job  2=Business partner told me to open a new business  3=I wanted to start my own business  4= I got married/had children  5=Work was temporary/ seasonal  6= I was able to find a better job (not due to training)  7= Sickness  8= I'm still working in that activity  9= Dismissal/firing  10=That firm closed  11=Quit because of the difficult working conditions  12=Was finishing school at that time  13= Other, Specify |
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| 1. Did you enjoy any of your previous occupations in particular? (1=Yes 2=No) |
| * 1. If yes, which one? |
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| 1. A role model is person who serves as an example. Did you have any role model growing up? |
| * Yes |
| * No **(Skip >>Q36)** |
|  |
| 1. **[If yes to Q31]** What was the gender of this person? |
| * Male |
| * Female |
| 1. **[If yes to Q31]** Who was this person? |
| * 1=Brother |
| * 2=Sister |
| * 3=Mother |
| * 4=Father |
| * 5=Other relative (male) |
| * 6=Other relative (female) |
| * 7=Teacher |
| * 8=Politician |
| * 9=Business person |
| * 10=Prominent person |
| * 12=Other, specify |
| 1. **[If yes to Q31]** What did this role model do for a living when you were growing up?  * 1=Stayed at home, household work * 2=Managed his/her own enterprise (business owner) - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_- * 3=Managed his/her family enterprise - Which Sector?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 4=Worked unpaid for a family business - Which Sector?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 5= Worked in the family farm * 6= Wage employment – Which profession?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 7= Casual labor * 8=Worked for the government * 9=Community Leader * 10=National Leader (e.g MP, President) * 11=Artist/Sportsperson * 12=Other, Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
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| 1. **[If yes to Q31]**Why was this person your role model while growing up? |
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| 1. When you were growing up, what did you consider a woman with success? |
| * 1=Lots of kids |
| * 2=House with fridge, other assets |
| * 3=Woman married to a rich man |
| * 4=Owner of enterprise in a sector where men work more than do women |
| * 5=Owner of enterprise (no sector mentioned) |
| * 6=Eats three times a day |
| * 7=Has a plot of land |
| * 8=Literate (can read and write) |
| * 9=High school completed |
| * 10= First degree and above |
| * 11= Other, specify |
| 1. What did you want to do when you grew up? |
| * 1=Stay at home, household work * 2=Manage my own enterprise (entrepreneur) - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 3=Manage a family enterprise - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 4=Work unpaid for a family business - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 5= Work in the family farm * 6= Wage employment - Which profession? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 7= Casual labor * 8=Work for the government * 9=Be a famous entertainer/sports star * 10=Other, Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
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| 1. What do most of your female friends from your youth do for a living today? *When we say youth we mean from the ages of 12-18 years old.* |
| * 1=Stay at home, household work * 2=Manage their own enterprise (business owner) - Which Sector is typical? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 3=Manage their family enterprise - Which Sector is typical? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 4=Work unpaid for a family business - Which Sector is typical? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 5= Work in the family farm * 6= Wage employment - Which Profession is typical? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 7= Casual labor * 8=Work for the government * 9=Other, Specify |
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| 1. Is there any additional information you would like to share with us about your personal history or important people in your life? |
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*Thank you. We have finished questions on you as an individual and about your life growing up. I would like to ask you some questions about your current business.*

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| **PART III: CURRENT BUSINESS** |
|  |
| 1. Who had the idea to start the business? **Tick all that apply.** |
| * Self |
| * Spouse/domestic partner |
| * Father |
| * Mother |
| * Brother(s) |
| * Sister(s) |
| * Other relative(s) - male |
| * Other relative(s) - female |
| * Non-relative(s) - male |
| * Non-relative(s) – female |
| * Don’t know |
|  |
| 1. Are you involved in day-to-day production or service delivery for the business (e.g.: welding, cooking, shoe making, etc.)? |
| * 1=No, from the beginning I only administer the business |
| * 2=No, I used to be involved in production but not anymore **(Skip to >Q4 )** |
| * 3=Yes **(Skip to >Q5 )** |
|  |
| 1. [**If “1” in Q2**] Do you know enough about the technique that you could be involved in producing the final products/services or not? |
| * 1=I know how to do it but I’m not doing it **(Skip to >Q5 )** |
| * 2=I don’t know how to do it **(Skip to >> Q5 )** |
|  |
| 1. **[If 2 in Q2]** Why have you stopped being involved in production? **Do not read options to respondent, simply code the response she gives.** |
|  |
| * 1=Health reasons (eyes, etc) |
| * 2=Became a fully-dedicated business owner |
| * 3=I don’t need to, I have enough employees to do the work |
| * 4=It’s a “man” job |
| * 5=Family reasons (care of children, opposition of spouse, lack of time) |
| * 6=Other, specify |
|  |
|  |
| 1. What would happen to this business if you could not work anymore? **Do not read options to respondent, simply code the response she/he gives.** |
| * 1=It would close down |
| * 2=My spouse/partner would continue running the business or take it over |
| * 3=Other family member would continue running the business or take it over |
| * 4=The business would be sold |
| * 5=My non-relative partners would continue on their own |
| * 6=My manager/employee would run it |
| * 7=Not sure/haven't thought about it |
| * 8=Other, specify |
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| 1. **[If married or living with a partner]** Is your spouse/partner aware of the existence of your business? |
| * Yes |
| * No**(Skip >> Q10 )** |
|  |
| 1. **[If yes in Q6 ]** Was/Has your spouse/partner always been aware of this business, or did he find out after it had been started? Please elaborate |
|  |
|  |
|  |
| . 7.1. If he was always aware, in what ways did he help you begin this business?  (1= He only became aware about the business after it started, 2=He did not help me in any way, 3=He contributed money, 4=He gave me relevant advice 5=He helped me register with authorities and acquire license 6=Others (specify)\_\_\_\_ |
|  |
| 1. **[If married/widowed or living with partner]** Did you inherit this business from your spouse/partner? |
| Yes  No |
|  |
| 1. **[If married or living with a partner]** Is your spouse/partner aware of how much money your business makes? Yes No |
|  |
|  |
| 1. Did you inherit this business from anyone else in your family? Yes  No |
| **If yes, code response** |
| * 1=Father |
| * 2=Mother |
| * 3=Grandfather |
| * 4=Grandmother |
| * 5=Aunt |
| * 6=Uncle |
| * 7=Brother |
| * 8=Sister |
| * 9=Other, specify |
|  |
| 1. Who came up with the idea for you to become owner/manager of this business? |
| * 1=Myself |
| * 2=My spouse |
| * 3=My father |
| * 4=My mother |
| * 5=My brother |
| * 6=My sister |
| * 7=A non-blood relative |
| * 8=A friend |
| * 9=Other, specify |
|  |
| 1. From the time that there was an idea for you to start/join this business, how long did it take for you to actually start/join the business in practice? |
| * 1=No time at all * 2=A few weeks * 3=1 month * 4=1-6 months * 5=6-12 months * 6=1-2 years * 7=More than 2 years |
| 1. Between the time that this idea existed and the time that you became the business owner/manager, what happened?  * 1=No preparation needed, just waited * 2=Did training / apprenticeship in sector * 3=Saved money to invest in sector * 4=Worked as a supplier to the sector * 5=Tried to obtain a loan/credit to invest in the business * 6=Other, specify |
|  |
| 1. What was the primary reason you became a business owner? **Do not read options to respondent, simply code the response she/he gives.** |
| * 1=A relative told me to |
| * 2=Household needed additional money |
| * 3=Lost previous job |
| * 4=Previous business not successful |
| * 5=Could not find a job |
| * 6=Saw a market opportunity |
| * 7=I took a related training course |
| * 8=Received subsidy to set up business |
| * 9=Wanted to continue family business |
| * 10=Wanted to benefit from my hobby |
| * 11=Low capital requirements |
| * 12=Previous experience as a worker in this industry |
| * 13=Previous experience as an apprentice in this industry |
| * 14=Allows me to balance family and work life |
| * 15=Wanted to be my own boss/have own business |
| * 16=Post-retirement source of income |
| * 17=Traditional line of business of clan |
| * 18=Wanted to make money |
| * 19=Other, specify |
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|  |
| 1. What were the major problems you faced when you started / joined this business? **Do not read options to respondent, simply code the response she/he gives. List up to three in order of importance.** |
| * 1= Finding staff willing to work for a woman |
| * 2= Finding right staff (woman not mentioned) |
| * 3=Low technical skills and experience |
| * 4=Finding right suppliers |
| * 5=Finding a location/premises |
| * 6=Accessing credit |
| * 7=Registering business and obtaining permits |
| * 8=Balancing home and work life |
| * 9=Distribution/delivery of products to customers |
| * 10=Finding customers willing to buy from a woman |
| * 11=Finding customers (woman not mentioned) |
| * 12=Infrastructure and utilities (electricity, water, gas) |
| * 13=Corruption and bribes |
| * 14=Sexual harassment |
| * 15=Other, specify |
| 1. Which of these challenges were you able to overcome and which were you not able to overcome? *Please list* |
| **Those she overcame:** |
|  |
| **Those she did not overcome:** |
|  |
| 1. **[If married/living with partner]** What was the response of your spouse/partner when you started / took over your business? |
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|  |
| 1. **[If married/living with partner]** Does your spouse/partner know other female business owners in your sector? Yes No   I don’t know |
| 1. Is there any additional information you would like to share with us about your current business and how it started? |
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*Thank you for answering some questions on how you started this business. I would now like to ask you a few questions about the sector in which you operate.*

**PART IV: SECTOR OF OPERATIONS**

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| * + - 1. Are you the first woman that you know to start / join a business in this sector? |
| * Yes |
| * No |
|  |
| 2. Why do you operate in this specific sector? **Do not read options to respondent, simply code the response she/he gives.** |
| * 1=I inherited this business from a family member |
| * 2=There were few women (people) working in this sector in this area |
| * 3=This is what everyone else is doing |
| * 4=This sector allows me to stay at home to take care of the children/housework |
| * 5=I have previous experience as a worker in this sector |
| * 6=I have previous experience as a business owner in a close-by sector (eg: trading of inputs for this sector) |
| * 7=I saw a market opportunity in this sector |
| * 8=This is what someone like me can do around here |
| * 9=This sector does not require a big investment to start it |
| * 10=I am only doing this until I find a job |
| * 11=Other, specify |
|  |
| 3. Why aren’t you in a sector where there are more female business owners? **Do not read options to respondent, simply code the response she/he gives.** |
|  |
| * 1=The returns in this sector are higher |
| * 2=There are a lot of women already in those sectors and I don’t have anything different to offer |
| * 3=I don’t fit women’s networks of friends / business relations. |
| * 4=My current sector is better to stay at home and take care of the children/housework |
| * 5=I don’t have worker experience in those sectors as I do here. |
| * 6=Other, Specify |
|  |
|  |
| 4 Considering your current business, would you rather move to a different sector or try to develop your business in the current one? |
| * Enter new sector |
| * Develop the business in the current sector **(Skip to >>Q9)** |
|  |
| 5 Were you exposed to this new sector before you became owner of this business either by working in the sector, being a supplier to this sector, through friends and family, or receiving information about its potential? |
| * Yes |
| * No **(Skip to >>Q11)** |
|  |
| **6 [If yes to Q5 ]** Who exposed you to this new sector? |
| * 1=Mother |
| * 2=Father |
| * 3=Other male family member (uncle, grandfather, brother, etc) |
| * 4=Other female family member (sister, grandmother, etc) |
| * 5=Female friend/community member |
| * 6=Male friend/community member |
| * 7=Teacher |
| * 8=Other, specify |
|  |
| **7 [If yes to Q5 ]** Please describe the process by which this person exposed you to this new sector and why you took interest in joining this sector in particular. |
|  |
|  |
|  |
|  |
|  |
|  |
| **8 [If yes to Q5 ]** What do you think you would be doing if you hadn’t been exposed to this new sector?   * 1=Stay at home, household work * 2=Manage my own enterprise (business owner) in the same sector * 3= Manage my own enterprise (business owner) in a different sector - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 4=Manage my family enterprise - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 5=Work unpaid for a family business - Which Sector? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 6= Work in the family farm * 7= Wage employment - Which Profession? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 8= Casual labor * 9=Work for the government * 10=Other, Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
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|  |
| 9 Please elaborate on the story that led you to have a business in this sector. |
|  |
|  |
|  |
|  |
|  |
|  |
|  |
| 10. Would you want to expose other women to work in this sector? (1=Yes, 2=No) |
| **10.1. If yes, why?** |
|  |
| **10.2. If no, why not?** |
|  |
| 11 When you started your business, did you see any difference by being a woman operating in this sector versus if you were a man? |
| * Yes |
| * No |
|  |
|  |
| 12 Do you see any advantages of operating in this sector versus any other sector? |
| * Yes |
| * No**(Skip to >>Q14 )** |
|  |
| **13 [If yes]** What are they? |
|  |
|  |
|  |
|  |
|  |
| 14 Do you see any disadvantages? Yes  No **(Skip to >>Q16 )** |
|  |
| **15[If yes]**What are they? |
|  |
|  |
| 16 Is there any additional information that you would like to share with us about the sector in which you work? |
|  |
|  |
|  |
|  |
|  |
|  |
|  |

*Thank you. We have finished questions on the sector of your business. I would like to ask you some questions about how you feel about taking risks and running a business.*

**PART V: MEASURING ENTREPRENEURSHIP**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| 1. **Digit span exercise: Please show the card with the 4-digit number. That card should be taken away and ten seconds later, respondents are asked to repeat the number as written on the card. If the respondent answers the number correctly, move to the next card with 5-digits. Skip to next question when the respondent gets one number wrong.** | | | | |
| * 4-digit (4538): Right  Wrong >>2 | | | | |
| * 5-digit (18804): Right  Wrong >>2 | | | | |
| * 6-digit (053776): Right  Wrong >>2 | | | | |
| * 7-digit (4672390): Right  Wrong >>2 | | | | |
| * 8-digit (58321740): Right  Wrong >>2 | | | | |
| * 9-digit (620873617): Right  Wrong >>2 | | | | |
| * 10-digit (9927465932): Right  Wrong >>2 | | | | |
| * 11-digit (36684021048): Right  Wrong >>2 | | | | |
|  | | | | |
| 1. *I will now pass you a piece of paper with some math questions, which I will ask you to complete.* | | | | |
|  | | | **Check Appropriate Box** | |
|  | **Correct Answer**  **[for reference only, do not read to respondent]** | | **Correct** | **Incorrect** |
| * 4+7= | | 11 |  |  |
| * 65-10= | | 55 |  |  |
| * 65-18= | | 47 |  |  |
| * 75-37= | | 38 |  |  |
| * 2\*6= | | 12 |  |  |
| * 12\*3= | | 36 |  |  |
|  | | | | |
| 1. I am now going to ask you to complete a few patterns for me. Please look at the following pictures. You have five minutes to identify which blocks complete the patterns. **[RAVEN TEST IN SEPARATE DOCUMENT]** | | | | |
| **Code Letter of Response** | | | | |
| EK1 | | | | |
| EK2 | | | | |
| EK3 | | | | |
| EK4 | | | | |
| EK5 | | | | |
| EK6 | | | | |
| EK7 | | | | |
| EK8 | | | | |
| EK9 | | | | |
| EK10 | | | | |
| EK11 | | | | |
| EK12 | | | | |
| 1. How much would someone have to give you in three months from today for you choose to wait instead of receiving ETB 1000 today? *Please note that this money would be money that you would keep and “put in your pocket” – this is not money you would invest in your business.*   ETB | | | | |
| 1. What is the lowest MONTHLY salary you would be prepared to accept to close/quit this business and work for a paid employment? Code -77 if respondent would never want to work | | | | |
| ETB | | | | |
|  | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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| 1. I am going to read you a number of statements. Please tell me if you strongly disagree, disagree, neither agree nor disagree, agree or strongly agree with each. **Read out all statements. Tick appropriate response.**  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | |  | **Strongly Disagree** | **Disagree** | **Neither Agree nor Disagree** | **Agree** | **Strongly Agree** | | I am strong enough to overcome life’s struggles. |  |  |  |  |  | | It is important to me to perform better than others on a task. |  |  |  |  |  | | Usually I do more than I am asked to do |  |  |  |  |  | | I can think of many times when I persisted with work when others quit. |  |  |  |  |  | | Whenever something goes wrong, I search for a solution immediately |  |  |  |  |  | | I look forward to returning to my work when I am away from work |  |  |  |  |  | | At root, I am a weak person |  |  |  |  |  | | I am particularly good at realizing ideas |  |  |  |  |  | | I can handle the situations that life brings |  |  |  |  |  | | I try harder when I'm in competition with other people. |  |  |  |  |  | | I continue to work on hard projects even when others oppose me |  |  |  |  |  | | The most important thing that happens in life involves work. |  |  |  |  |  | | I never try anything that I am not sure of. |  |  |  |  |  | | I often think that I’m a failure. |  |  |  |  |  | | Whenever there is a chance to get actively involved, I take it |  |  |  |  |  | | I usually feel I can handle the typical problems that come up in life. |  |  |  |  |  | | A person can get rich by taking risks |  |  |  |  |  | | I feel competent to deal effectively with the real world. |  |  |  |  |  | | I make up my mind quickly. |  |  |  |  |  | | I’m usually an unsuccessful person. |  |  |  |  |  | | I use opportunities quickly in order to attain my goals |  |  |  |  |  | | I take initiave immediately even when others don’t |  |  |  |  |  | | My family and friends would say I am a very organized person |  |  |  |  |  | | I save regularly |  |  |  |  |  | | I often feel that there is nothing I can do well |  |  |  |  |  | | I actively attack problems |  |  |  |  |  | | It is difficult to know who my real friends are. |  |  |  |  |  | |

*Thank you, we have finished this section. I would like to ask you some questions about how you combine family and business roles.*

**PART VI: USE OF BUSINESS INCOME FOR HOUSEHOLD**

|  |
| --- |
| 1. Do you regularly contribute money from your business towards household expenditure? |
| * Yes |
| * No **(Skip to >>the next section)** |
|  |
| 1. **[If yes to Q1]** How much do you contribute per week?   ETB: |
|  |
| 1. **[If yes to Q1]** What do you spend the money on? **Check all that apply** |
| * 1=Food for the family |
| * 2=School fees |
| * 3=Property payments/rent |
| * 4=Family Transport costs |
| * 5=Cooking fuel |
| * 6=Give money to partner/husband |
| * 7=Taking care of parents/eldery |
| * 8=Give money to extended family |
| * 9=Other, specify |
|  |
| 1. **[If yes to Q1]**How much stays in the business per week?   ETB: |
|  |

*Thank you for answering some questions about how you spend the money that your business earns. We would now like to ask you a few questions about your networks.*

**PART VII: NETWORK AND COMMUNITY PARTICIPATION**

|  |
| --- |
| 1. How many people do you know that also own a business in ANY sector? |
|  |
| 1. How many of these people are women that own businesses in sectors where there are few women? **Note this question is asking how many other crossovers that the woman knows, but they need not be crossovers in her sector.** |
|  |
| 1. What do most of your current female friends do for a living today? |
| * 1=Stay at home, household work * 2=Manage their own enterprise (business owner) - Which Sector is typical?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 3=Manage their family enterprise - Which Sector is typical? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 4=Work unpaid for a family business - Which Sector is typical? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 5= Work in the family farm * 6= Wage employment - Which Profession is typical? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ * 7= Casual labor * 8=Work for the government * 9=Other, Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |
|
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|
|
| 1. How many people do you know that own a business in YOUR major line of business (your sector)? |
|
|  |
| 1. How many of these people that you know operating in your sector are women? |
|

*Thank you. We have finished questions on your networks. I would now like to ask you a few questions about the outcomes of your business and what you would like to do in the future.*

**PART VIII: BUSINESS PERFORMANCE AND INTENTIONS**

|  |
| --- |
| 1. Do you think you are making more, the same, or less money than you would if you were in a sector where women typically operate? |
| * 1=Making more money |
| * 2=Making same money |
| * 3=Making less money |
|  |
| 1. Do you think you are making more, the same, or less money than you would if you were in a sector where men typically operate? |
| * 1=Making more money |
| * 2=Making same money |
| * 3=Making less money |

*Thank you for answering questions about business performance and your intentions about the future of the business. Finally, I would like to ask you some questions about experiences of women in business.*

**PART IX: GENDER AND ENTREPRENEURSHIP SPECIFIC QUESTIONS**

|  |
| --- |
| * + - 1. Have you experienced the following as a woman business owner? **Read out all statements.**   1=Yes, 2=No |
| Encouragement from the community when entering this sector |
| Limited access to information related to this sector when starting |
| Difficulty in developing technical skills in this sector |
| Strong support from others in the sector to grow my business |
| Difficulties in managing work and family life |
| Suppliers charging more because I’m a woman |
| Sexual harassment from clients |
| Clients preferring to deal with men business owners |
| Feeling despised by other women business owners |
| Difficulty in building networks in this sector |
| Difficulty in getting loans because I’m a woman |
| Control of the business by spouse, although I’m the business owner |
| Male employees looking down on me |
|  |
| * + - 1. How do you think that doing business has affected your social image in the society? |
| * 1=Improved |
| * 2=Remained the same |
| * 3=Worsened |
| * + - 1. Currently, what do you consider a woman with success? **Code up to three** |
| * + - * 1=Lots of kids |
| * + - * 2=House with fridge, other assets |
| * + - * 3=Woman married to a rich man |
| * + - * 4=Owner of enterprise in a male-dominated sector |
| * + - * 5=Owner of enterprise (no sector mentioned) |
| * + - * 6=Eats three times a day |
| * + - * 7=Has a plot of land |
| * + - * 8=Literate (can read and write) |
| * + - * 9=High school completed |
| * + - * 10= First degree and above |
| * + - * 11= Other, specify |
| * + - 1. If you had a daughter that wanted to go into business/enterprise, what would you advise her to do? What steps should she take to start a business as a woman? |
|  |
|  |
|  |
| * + - 1. If you had a daughter that wanted to work in YOUR sector, how would you advise her in the following areas: |
| 1. What are things you think she would need to learn? |
|  |
|  |
| 1. What are things you think she would need to do? |
|  |
|  |
| 1. What are things you think she would need to watch out for? |
|  |
|  |
|  |
| * + - 1. Do you aspire to be a role model for other women business owners? |
| * Yes |
| * No |
|  |
| * + - 1. Could you please tell me what you think are the 3 most prominent problems faced by women business owners in Ethiopia interested in entering in your sector.**Do not read options.** |
|  |
| 1st problem - |
| 2nd problem - |
| 3rd problem - |
|  |
| * 1= Finding staff willing to work for a woman |
| * 2= Finding right staff (woman not mentioned) |
| * 3=Low technical skills and experience |
| * 4=Finding right suppliers |
| * 5=Finding a location/premises |
| * 6=Accessing credit |
| * 7=Registering business and obtaining permits |
| * 8=Balancing home and work life |
| * 9=Distribution/delivery of products to customers |
| * 10=Finding customers willing to buy from a woman |
| * 11=Finding customers (woman not mentioned) |
| * 12=Infrastructure and utilities (electricity, water, gas) |
| * 13=Corruption and bribes |
| * 14=Sexual harassment |
| * 15=Access to proper education/training |
| * 16=Other, specify |
|  |
| 8 What interventions/programs do you think the Government of Ethiopia and interested organizations should support in order to help more female business owners enter your sector of operations? |
|  |
|  |
|  |
|  |
| 9 Out of every 10 business women (not you), how many do you think experienced requests for bribes relating to their business activity from inspectors or police public officials at least once in the past 12 months? |
|  |

|  |  |  |
| --- | --- | --- |
|  | 1. Could you tell me if you have experienced this in the past 12 months? **Read out all statements.**   1=Yes;  2=No (**>>next type of harassment**) | 1. Could you tell me what best describes the identity of the person who did this.   1=Police, local authority figure  2=Neighboring business  3=Someone respondent owes money  4=Relative of self (not spouse)  5=Spouse/domestic partner  6=Relative of self/domestic partner  7=Business partner  8=Employee  9=Customer  10=Stranger  11=Other, specify |
| Threats to shut down business |  |  |
| Shouting, scolding, making a nuisance in or near enterprise premises |  |  |
| Vandalism of premises or merchandise |  |  |
| Confiscation of property or merchandise |  |  |
| Pushing or shoving |  |  |
| Sexual proposals |  |  |
| Fondling or inappropriate touching |  |  |
| Beating |  |  |
| Arson |  |  |
| Witchcraft |  |  |

1. Is there any additional information that you would like to share with us about your experience as a female business owner?

**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

*WE HAVE COME TO THE END OF OUR INTERVIEW. THANK YOU VERY MUCH FOR YOUR COOPERATION.DO YOU HAVE ANY QUESTIONS THAT YOU WOULD LIKE TO ASK ME?* **Politely respond to any questions that the respondent may have.**

As we will conduct another survey in a year’s time to understand the situation of small to medium businesses in Ethiopia, I would like to also ask you for information on one relative/friend to be contacted just in case your contact details change and only as an alternative means to reach you.

|  |  |  |
| --- | --- | --- |
|  | **Relative/Friend** | **Relationship** |
| First name of relative / friend |  | *Friend=1*  *Spouse=2*  *Son / Daughter=3*  *Sister / Brother=4*  *Parent=5*  *Other relative=6, Specify* |
| Surname of relative / friend |  |
| Gender (*Male =1, Female=2*) |  |
| Cell phone number #1 |  |
| Cell phone number #2 |  |
| Relation [**Use code on the right**] | If Other, Specify…………………… |

**To interviewer: Please write down your impressions from this interview in 2-3 areas**

**Area 1, Specify:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Impressions:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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**Area 2, Specify\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Impressions:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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**Area 3, Specify:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Impressions:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

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