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ABSTRACT

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We document transitions between different types of formal and informal employment using retrospective job histories from a new survey of 2,000 workers in two metropolitan areas of Bangladesh. We find that workers transitioning between jobs are most likely to remain in the same type of employment, but that there is substantial churn across employment types. Private wage employees are most likely to transition to a new job, and the observed changes in earnings and job benefits provide evidence of upward mobility. Nevertheless, we also find a non-trivial risk of downward mobility, especially for those transitioning into casual employment, which has the lowest level of earnings and benefits and the highest levels of exposure to workplace hazards and violence. Our results also suggest that self-employment is not always an activity of last resort. 30% of workers who leave private employment move to self-employment; among these workers, many quit voluntarily, and most report that they prefer it to wage employment. Overall, our findings suggest that there are elements of informal employment consistent with both the traditional view that it is a segmented portion of the labor market with few prospects of upward mobility, and the alternative view that it is a dynamic, entrepreneurial alternative to wage employment.

JEL Classification:

J46, J21, O17

Keywords:

informal labor markets, employment transitions, self-employment

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1 Introduction

Throughout the developing world, a large share of workers are informally employed (ILO, 2014). The traditional view of informality is that labor markets are segmented in formal and informal sectors, with workers who cannot find jobs in the formal sector turning to informal work out of necessity. In this view, the informal sector is seen as stagnant and less productive than the formal sector, serving as a pool of surplus labor, or providing subsistence income for those unable to obtain formal employment (e.g. Chandra and Khan, 1993; Fields, 1975; Harris and Todaro, 1970). In this paradigm, the informal sector is unlikely to contribute to growth, and is expected to disappear in the long run as the economy develops.

However, other researchers have argued for an alternative view of informality, in which workers can choose and transition between the formal and informal sectors. Individuals may decide to become self-employed to become their own bosses, to take risks, or because running a household business provides greater life satisfaction than working in an enterprise (Fajnzylber, Maloney and Rojas, 2006). Other individuals may choose to work in enterprises that do not offer job benefits in exchange for higher cash earnings (Maloney, 1999).

The literature contains a multitude of definitions for informality, ranging from employees in enterprises who do not have access to specific job benefits, to those who work in enterprises with few employees or not registered with government authorities, to all workers who run or work in household-based businesses. Rather than viewing formality and informality in a strictly binary sense, the degree of formality may be more usefully viewed on a continuum. At one end of the continuum are jobs that offer no benefits, and potentially hazardous or otherwise undesirable working conditions. At the other end of the continuum are jobs that are highly formalized, with long-term contracts, paid leave, and a pension. Workers who move between jobs might gain or lose certain benefits.

In this paper, we provide evidence on whether, and how, workers actually transition between different types of employment in Bangladesh. We use information on job histories collected from approximately 2,000 workers in the metropolitan areas of Dhaka and Chittagong. In our survey, we asked workers about the benefits they receive in their current jobs and up to two previous jobs they held over the past 15 years. These retrospective data allow us to examine whether workers appear to be segmented into different types of employment, or whether they transition between jobs with different degrees of formality.

Our study contributes to the literature on informal work in several ways. First, nearly all of the empirical evidence on employment transitions in developing countries comes

from middle-income countries (e.g. Arias et al., 2013; Bosch and Maloney, 2010; Fajnzylber, Maloney and Rojas, 2006; Goldberg and Pavcnik, 2003; Maloney, 1999; Nataraj, 2011; Paz, 2014), or from cross-country studies (e.g. Djankov and Ramalho, 2009; Porta and Shleifer, 2008; Loayza, Oviedo and Servén, 2005). Very little is known about the nature of informality in low income countries (LICs), or in South Asia more broadly. Since conditions that affect the nature of informal work and the decisions that employers make about how to operate – such as infrastructure, institutions, degree of enforcement, and the functioning of credit markets – can be fundamentally different in LICs than in more developed countries, it is critical to empirically examine how informal labor markets function in LICs. Second, our retrospective survey allows us to capture transitions over a period of up to 15 years, which is substantially longer than is often captured in studies of employment transitions.¹ Third, our survey asks respondents about a rich variety of job benefits - including contracts, paid sick leave, paid casual leave, termination notice, and retirement benefits - for current and previous employment. Thus, we are able to examine whether workers are able to move up or down a “*formality ladder*” using a more continuous measure of formality.² Finally, our survey included information about the reasons for choosing self-employment, and about several working conditions (hazards, hygiene, and advancement opportunities, among others), and about overall work satisfaction. These complementary questions are helpful in evaluating whether individuals perceive jobs with fewer benefits as providing alternative opportunities, or as simply being the employment of last resort, and in comparing these jobs with more formal jobs in terms of basic working conditions.

We begin by documenting the characteristics of workers in our sample, including the prevalence of self-employment. Over 40% of workers in our sample are self-employed, or are family workers in household businesses.³ Another 40% of workers are wage employees in the private sector. 12% are casual workers (including day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees), and the remaining 6% are government employees.

An important contribution of this study is that we document job benefits received by workers. As we would expect, government employees are much more likely to have benefits including contracts, various paid leaves, bonuses, termination notice, and retirement

¹For example, Maloney (1999) examines employment transitions for workers in Mexico across five quarters.

²This continuous measure is particularly salient in the South Asian context, where informality encompasses a broad range of jobs, including those in small and/or unregistered enterprises, as well as in self-employment. In contrast, in Latin America informality is often defined based on whether the worker receives social security and health benefits.

³All reported percentages are weighted using sampling weights.

funds, than private sector employees. Among private sector employees, there is substantial heterogeneity in benefit receipt, although on the whole casual workers are least likely to receive benefits across the board. Casual workers also tend to receive the lowest wages, and are most likely to report being exposed to hazards, violence, and poor hygiene at work. In contrast, median monthly earnings for self-employed individuals are higher than for private wage workers, and reported working conditions are similar for self-employed and private wage workers.

We then turn to an analysis of the transitions between different employment types, using job histories. We find that private wage workers exhibit the shortest employment durations (about 4 years), while self-employed individuals stay in their jobs, on average, for twice as long. While workers who transition from one job to another are most likely to remain in the same type of employment, there is substantial movement across employment types: 30% of those who leave private employment move to self-employment or work in a household business, and another 9% move into casual work. Transitions from private wage employment to casual work are more common among those with lower levels of education, whereas transitions to self-employment are more common among prime-aged workers, and among those who have been in their jobs longer.

Although the average job duration is relatively short among private wage workers, their job transitions suggest considerable upward mobility. The median change in earnings for individuals who transition away from a private wage job is positive (12.4%), although there are some transitions (for example, to casual work and to self-employment with no employees or only family members as employees) associated with a decrease in earnings. We also find that about half of those who leave private wage employment either retain the same number of employment benefits as in their previous jobs, or obtain more benefits. Moreover, the most common reason provided for leaving a private wage job is that a preferred job is found. Overall, our results suggest that the relatively high turnover among private wage workers may be evidence of voluntary upward mobility. Nevertheless, we find some evidence of downward mobility among this population, with some workers moving to casual employment or to other jobs with fewer benefits and lower wages.

One of our most interesting results suggests that moving to a self-employment activity - despite the obvious loss of benefits - does not always occur due to necessity. Those who move into self-employment activities and hire non-family members exhibit substantial increases in earnings, suggesting that they become entrepreneurs voluntarily. More broadly, the vast majority of the self-employed report reasons for running their own businesses that could be seen as voluntary, including desire for independence, higher incomes, and

guidance from family and friends, rather than the lack of ability to find another job.

The rest of this paper is organized as follows. Section 2 presents a brief overview of the survey methodology, as well as summary statistics. In Section 3, we present the results from the analysis of job transitions, and Section 4 concludes.

2 Survey Methods

2.1 Sampling design

We used a two-stage sampling design to select workers to interview in four *zilas* (districts): Dhaka, Gazipur, and Narayanganj *zilas* in the Dhaka metropolitan area; and Chittagong *zila* in the Chittagong metropolitan area. As we were unable to obtain a recent sampling frame for households, we began with a list of the number of households in each of 1,971 *mouzas* (the lowest administrative level for which such data were available) in the four targeted *zilas*. We used the *mouza* as our primary sampling unit (PSU). We selected 80 *mouzas* with probability proportional to size (PPS) where size was the number of households.⁴

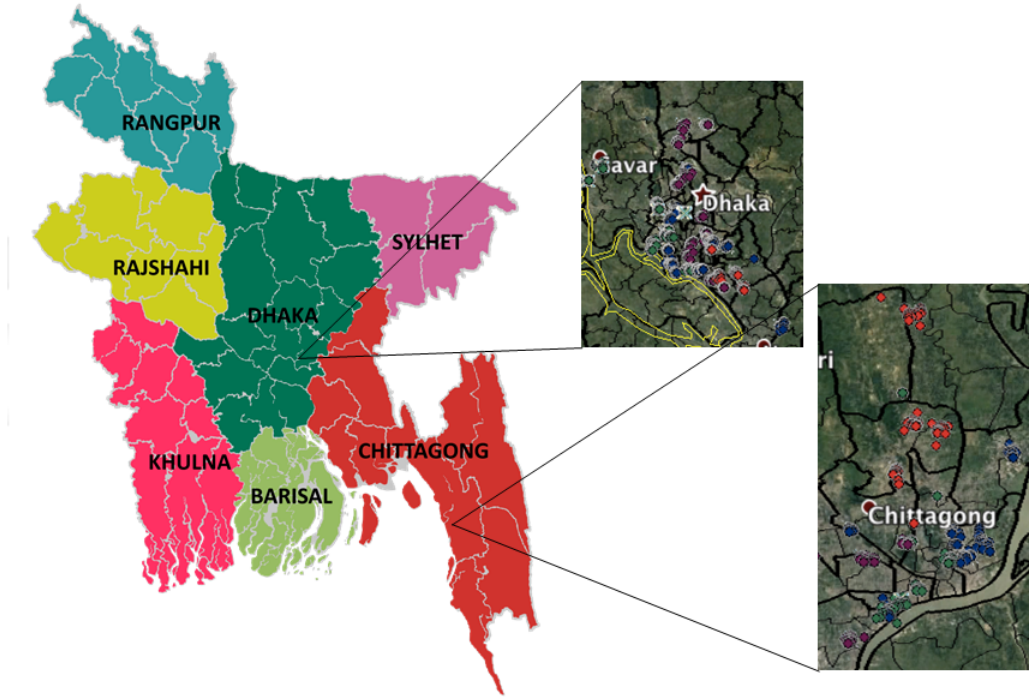
Within each *mouza*, we selected 30 households for first-stage sampling, using a random walk method, as follows. Three enumerators, plus a supervisor, would arrive at the selected *mouza*. The supervisor first reviewed the general layout of households in the *mouza*, and then directed each enumerator to start at a different point, typically along the outside border of the *mouza*. The enumerator was instructed to visit every 10th household.⁵ At each selected household, we used a screener to collect basic information about all household members, including age, gender, employment status and type of employment. Figure 1 shows the locations of all households that responded to the screener.

The objective of using the screener was to identify working adults to be surveyed. We collected a roster of approximately 3,800 working adults. Since one of the key aims of the study was to understand transitions between employment types, we stratified the roster by the employment types shown in Table 1. We also stratified by gender. Our target sample size was 2,000 working adults. Within the smaller gender-employment type

⁴The sample included 50 *mouzas* from Dhaka *zila*, 7 from Gazipur *zila*, 4 from Narayanganj *zila*, and 19 from Chittagong *zila*.

⁵The replacement rules for the household selection were as follows: If the enumerator was unable to talk to someone at the selected household, or if the potential respondent was busy, the enumerator would return up to 2 more times (up to 3 visits). If the household could not be reached after 3 visits, or refused to participate, the enumerator would choose the household next door. If this first replacement was also unsuccessful, the enumerator would select the household next door to that one. If the second replacement was also unsuccessful, the enumerator would go on to the next original household (i.e., 10th household).

Figure 1: Sampling Locations



Note: Sampling locations of all households covered in screener.

strata, we selected all working adults.⁶ Within the larger strata, we randomly selected 40 percent of the working adults. Among the target sample, we successfully completed 1,966 interviews (a 98.3 percent completion rate). We created sampling weights to account for our sampling procedure, and use these weights in all of our analyses.

2.2 Survey modules

The survey instrument contains three main modules (plus basic information on education and training, and household characteristics). First, respondents were asked to provide information about their current job, as well as about their previous two jobs (if any) held over the past 15 years. All workers were asked basic information about employment type (see Table 1), place of work, industry, occupation, date the job started, how the person found the job, number of employees, usual hours worked, and earnings.

The survey then asked more detailed questions about current and previous jobs, depending on whether the job was as a wage worker (government employee, private employee, day laborer/casual worker, seasonal worker, domestic worker, apprentice, intern,

⁶These were: all employment types for women, and seasonal worker, domestic servant, and apprentice/trainee/intern types for men.

Table 1: Employment Types

Paid employee in government	Domestic servant
Paid employee in a private entity	Self-employed / business owner with no employees
Apprentice/Trainee/Intern	Self-employed / business owner employing only family members
Seasonal worker	Self-employed / business owner employing some non-family members
Day laborer / casual worker	Paid or unpaid family member working in a household business

Note: Employment type categories included in survey.

or trainee) or working in a household business (self-employed with or without employees, or family member working in a household business). For wage workers, the survey elicited information about employment benefits, including contract (written or verbal), sick leave, casual leave, weekly holidays, maternity leave (for women), overtime and bonus pay, pensions, and termination notice.

For workers in household businesses, the survey elicited information about the business itself, including registration status, number of employees, and difficulties. In addition, those working in household businesses were asked why they started (or worked in) those businesses. The aim of this question was to elicit subjective responses regarding whether employment in a household business was voluntary or involuntary.

The survey also contained a module on working conditions for the current job. The working conditions questions included perceptions about hazards, physical violence, hygiene, and whether the worker perceived that their employer complied with agreed-upon benefits and wages. We also included questions about perceived training and promotion opportunities, and about overall satisfaction.

The final main module of the survey was a choice experiment that aimed to elicit workers' preferences for specific types of benefits. The choice results are presented in a companion paper ([Mahmud et al., 2017](#)).

An English translation of the key portions of the job history module from the survey instrument (including questions about the current job and the first previous job) is included in Appendix [A](#).

2.3 Summary statistics

Table 2 shows some basic characteristics of the sample (weighted). Nearly 18% of the respondents are female. The average age of respondents is 36 years, and our sample is relatively well balanced including young workers, prime-aged workers, and older workers. Nearly 40% of workers report primary education or less; another 20% report some secondary education. About 25% report completing high school (HSC or Diploma) or higher levels of education.

Table 2 also shows the distribution of workers by current employment type. The most common employment types are workers in private enterprises (40.3%) and the self-employed (38.5%, most of whom run businesses with no employees or only family employees). For the rest of the paper, we group day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees in the category “casual workers.” This group represents nearly 12% of the sample, with day laborers and seasonal workers making up the lion’s share. About 6.4% of workers are employed in government or semi-government entities.

As shown in Table 2, fully 20% of workers in our sample were currently employed in the garments industry, with another 15% employed in other manufacturing industries. This share is higher than in Bangladesh as a whole, where only 12% of workers were employed in manufacturing in 2010 (Bangladesh Bureau of Statistics, 2011). The relatively high share of employment in manufacturing in the sample is likely due to the geographic focus on urban and peri-urban areas of Dhaka and Chittagong.

Table 3 shows that among self-employed individuals, the majority report having chosen that activity voluntarily. Only 18.2% reported being self-employed because they were unable to find other work. A large fraction of respondents reported they *chose* to be self-employed because of the independence the work provides and because they wanted to be their own boss (45%). Being able to earn a higher income was also an important reported reason for choosing self-employment (12%).

Table 4 shows the distribution of benefits by current employment type, for wage workers (government employees, private employees, and casual workers). As we would expect, benefits were most prevalent among government employees. Written contracts, sick leave, casual leave (that is, paid vacation), maternity leave (for women), and access to a Provident Fund are nearly ubiquitous among government workers. About 75% report that they would receive termination notice if they were let go from their jobs.

Private sector employees are also more likely to receive benefits than casual workers, with 25% reporting written contracts, and another 48% reporting verbal contracts. Sick leave, casual leave, and maternity leave are also fairly common. Termination notice is less

Table 2: Descriptive Statistics

Variable	%
Female	17.8%
Age	
18-25	21.9%
26-35	35.6%
36-45	22.8%
46-55	12.7%
56+	7.1%
Education	
Pre-school or less	16.6%
Some primary (Class 1-5)	22.7%
Some secondary (Class 6-9)	19.6%
Class 10 or SSC	15.9%
HSC or Diploma	9.6%
Bachelors degree or higher	15.4%
Missing	0.3%
Vocational Training	
No vocational Training	89.0%
Vocational training without certification	3.2%
Vocational training with certification	7.9%
Employment Type	
Government employees	6.4%
Private employees	40.3%
Casual workers	11.7%
Self-employed alone/with family	25.8%
Self-employed (with non family)	12.7%
Family worker	3.1%
Industry	
Garments	20.5%
Other Manufacturing	15.5%
Trade/Transportation	27.8%
Other services	36.3%
Total	1,966

Note: Summary statistics from sample of 1,966 working adults who completed the survey. Employment type and industry are based on current employment type at the time of the survey. Sampling weights are applied.

Table 3: Reasons for Self-employment

Reason	%
Because I was unable find other work	18.2%
Because I wanted independence/ be my own boss	45.3%
Because I wanted to have flexible working hours	4.5%
Because I wanted higher income	12.2%
Because I wanted to be close to home	3.3%
Because parents, relatives or friends have their own business	6.4%
Because I wanted do grow professionally	1.8%
Because I wanted to have job security	0.3%
Because family members wanted me to work in the business	3.6%
Other	4.4%
Total	100.0%

Note: Reported reasons for self-employment among self-employed individuals. Sampling weights are applied.

common, only being reported by 45% of workers, and only around 12% report having access to a Provident Fund.

Almost no casual workers report written contracts, but over half did report verbal contracts, and over 60% reported sick leave. Casual leave is only reported by about 25% of casual workers; similarly, only about 25% of women reported that they would have access to maternity leave if needed. Somewhat surprisingly, nearly 15% report that they would receive termination notice if they were let go from their jobs; nearly all of the casual workers who reported this benefit were domestic workers.

Table 4 shows the 25th, 50th, and 75th percentiles of monthly income reported by individuals. We break out wage workers into the three categories discussed above, and non-wage into three additional categories: self-employed workers who either do not have any employees or only have family employees, self-employed workers who have at least one *non-family* employee, and family members working in household businesses. As we would expect, median monthly income is highest for government workers, at about 25,000 Taka. Interestingly, self-employed workers report the next highest monthly income (i.e. net profits), with those who have non-family employees reporting about 20,000 Taka, and those who do not reporting about 15,000 Taka. Private employees report a median monthly income of 9,500 Taka, while casual and family workers report only 7,500 Taka. We also show estimated hourly earnings, which are calculated by dividing monthly earnings by estimated number of hours worked in a month. The ranking of income estimates remains largely stable, although family workers have a higher median hourly income than casual workers.

Table 4: Benefits by Type of Employment

	Government Employees	Private Employees	Casual Workers
Written contract	91.9%	25.0%	1.6%
Verbal Contract	5.0%	48.1%	51.3%
Sick leave	98.5%	87.8%	63.7%
Casual leave	96.6%	61.2%	26.0%
Holiday leave	87.9%	83.0%	17.0%
Maternity leave	93.8%	85.1%	27.0%
Paid overtime	19.3%	33.5%	7.3%
Bonus	95.8%	86.1%	26.1%
Provident Fund	93.5%	12.6%	0.6%
Gratuity	72.6%	6.4%	0.6%
Pension	82.8%	0.7%	0.8%
Termination notice	73.6%	45.2%	14.4%

Note: Reported benefits by employment type, based on current employment type at the time of the survey. Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Sampling weights are applied.

Finally, Table 6 shows that poor working conditions are common, especially for casual workers. Nearly 80% of casual workers agree or strongly agree with the statement that they are exposed to hazards at work. While rates are lower among other types of employees, about 50% of private employees, the self-employed, and family workers, and 35% of government employees, report being exposed to hazards.

Casual workers are also more likely to be exposed to violence in the workplace. Around 40% of casual workers agree or strongly agree with the statement that they have personally been exposed to threats of physical violence, bullying, harassment, unwanted attention or discrimination, compared with 22% of private employees, 20% of the self-employed, 14% of family workers, and 11% of government employees. Conversely, casual employees are less likely than other types of employees to report good hygiene in the workplace.

Most workers report that they receive the benefits and pay they are supposed to get for their work. However, there is substantial variation in the share of workers who report access to opportunities for training and progression. In the case of training, casual workers, the self-employed, and family workers are all much less likely than private employees to report receiving the opportunities they need to perform their jobs well, while government employees are much more likely to report such opportunities. In the case of progression

Table 5: Earnings by Employment Type

(a) Monthly Earnings (2016 Taka)

Employment Type	25% percentile	50% percentile	75% percentile
Government employee	15,200	25,000	35,000
Private employee	7,000	9,500	15,000
Casual worker	6,000	7,500	12,000
Self-employed (alone/with family)	7,500	15,000	20,000
Self-employed (with non family)	15,000	20,000	35,000
Family worker	2,500	7,500	15,000

(b) Hourly Earnings (2016 Taka)

	25% percentile	50% percentile	75% percentile
Government employee	303	480	837
Private employee	114	166	267
Casual worker	111	143	222
Self-employed (alone/with family)	111	222	370
Self-employed (with non family)	222	370	519
Family worker	91	178	286

Note: Monthly earnings (Panel (a)) and hourly earnings (Panel (b)), by employment type. Hourly earnings are calculated based on reported monthly earnings and working hours. Earnings information is based on current job at time of survey. Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Sampling weights are applied.

Table 6: Working Conditions By Employment Type

Statement	% who Agree or Strongly Agree				
	Govt em- ployee	Private em- ployee	Casual worker	Self- employed	Family worker
I am exposed to hazards at work	35.5%	53.2%	77.9%	47.1%	47.4%
I have been exposed to threats of physical violence	11.3%	21.6%	39.8%	20.4%	14.2%
The hygiene in my workplace is good	91.4%	76.6%	57.4%	72.2%	76.0%
My employer gives the the benefits I am supposed to get for my work	97.7%	86.7%	86.2%	88.1%	95.0%
My employer always pays me on time	97.5%	92.9%	90.9%	89.7%	100.0%
I have the training opportunities to perform my job well	87.7%	60.0%	31.6%	42.2%	31.0%
I have the opportunity to progress/get promoted	92.0%	80.9%	58.4%	91.8%	91.8%
I am fully satisfied with my job	95.3%	87.3%	76.4%	92.1%	89.1%

Note: Reported working conditions by employment type, for current job at time of survey. Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Sampling weights are applied.

/ promotion opportunities, 80-90% of all types of workers, except casual workers, report that they agree or strongly agree that they have access to such opportunities.

Finally, we note that the share of workers who agree or strongly agree with the statement that they are fully satisfied with their jobs, is generally in the range of 85-95%, with the exception of casual workers. Even among these workers, though, over 75% report being fully satisfied.

Table 7: Median Employment Duration in Current Job (Years)

	Median Duration
Government employee	14.8
Private employee	4.3
Casual worker	6.3
Self-employed worker (with no employees or with family employees)	8.3
Self-employed worker (with non-family employees)	10.1
Family worker	6.3

Note: Authors' calculations of median employment duration by employment type, based on current job. Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Sampling weights are applied.

3 Employment Transitions

3.1 Frequency of, and reasons for, employment transitions

Table 7 shows the median duration of current employment as of the survey (that is, the number of years respondents have been in their current jobs). Employees in private wage jobs have a median duration of about 4 years. As we would expect, government employees have a substantially higher median duration of nearly 15 years. For casual workers, the duration is 6 years; given the way the question was asked, duration for casual workers should be interpreted as the length of time that the worker has been doing a certain type of work, although not necessarily for the same employer.⁷ The self-employed have a median duration of 8-10 years in their current jobs, and family workers have a slightly shorter duration (6 years).

The median durations shown in Table 7 are right-censored, since we cannot know how long individuals will remain in their current jobs. We therefore examined the total number of jobs individuals reported holding over the past 15 years.⁸ Panel (a) of Figure 2a shows that more than half of the workers (57%) have held only one job (i.e. their current job) since 2000. To some extent, this is driven by the relatively young age of workers in our sample; a quarter of the workers in the sample were aged 25 or below. Around 32% of workers reported 2 jobs over the past 15 years, and another 11% reported 3 or more

⁷For example, a worker may have been a day laborer in construction for 10 years, but may have worked at many construction sites for many supervisors during that time.

⁸Again, for casual workers, this should be interpreted as the number of *types* of jobs.

jobs during that time.

In Panel (b) of Figure 2b, we estimate non-parametric survival curves (Kaplan and Meier, 1958) that account for right-censoring, by employment type. Consistent with the results in Table 7, government jobs show the longest duration. After 5 years of employment, only 5% of workers have left a government job. This proportion increases to only 12% and 15% after 10 and 15 years of employment, respectively.

Interestingly, we find that self-employed individuals have the lowest turnover, after government employees. Only 9% of self-employed individuals who do not employ workers (or who only employ family workers) have ended their activities after 5 years. This figure increases to 21% and to 29% after 10 and 15 years, respectively. The turnover is even lower for self-employed individuals who employ non-family workers. After 5 years, only 6% have left their activities; after 10 years and 15 years, only 18% and 24%, respectively, have done so. These findings are consistent with those reported above that a significant percentage of workers who choose self-employment do so voluntarily; they also stay self-employed for a long period of time.

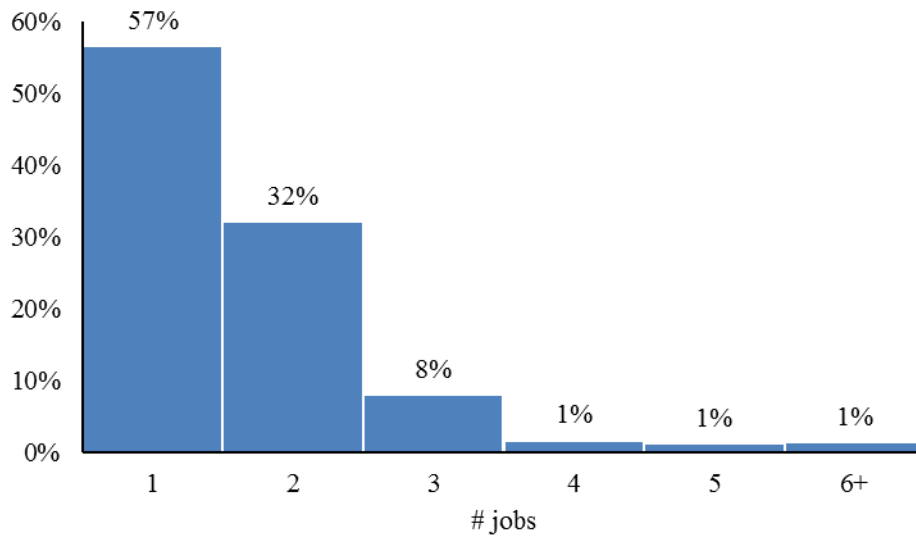
At the other end of the spectrum, 31% of private employees have left their jobs after 5 years of employment. This figure increases to 55% and 70% after 10 and 15 years of employment, respectively. The next highest levels of turnover are found among casual workers and family workers. After 15 years of employment, 60% of casual workers have left their type of employment, and 45% of family workers have left their jobs.

In Table 8, we investigate whether employment duration is associated with certain worker or job characteristics. The table shows the marginal effects of the characteristics on median duration time (in years) from fitting a parametric duration model, using a Weibull distribution. We fit separate models for wage workers (government employees, private employees and casual workers) and non-wage workers (the self-employed and family workers). For wage workers, we find that higher levels of education are associated with shorter job duration. This finding may reflect the fact that there is greater demand for the skills of educated workers, thus allowing them greater mobility. Men also exhibit shorter job durations than women, both for wage employment as well as for employment in a household business. Women may exhibit lower mobility than men because they find it more difficult to take a new job due to family, scheduling or travel constraints.

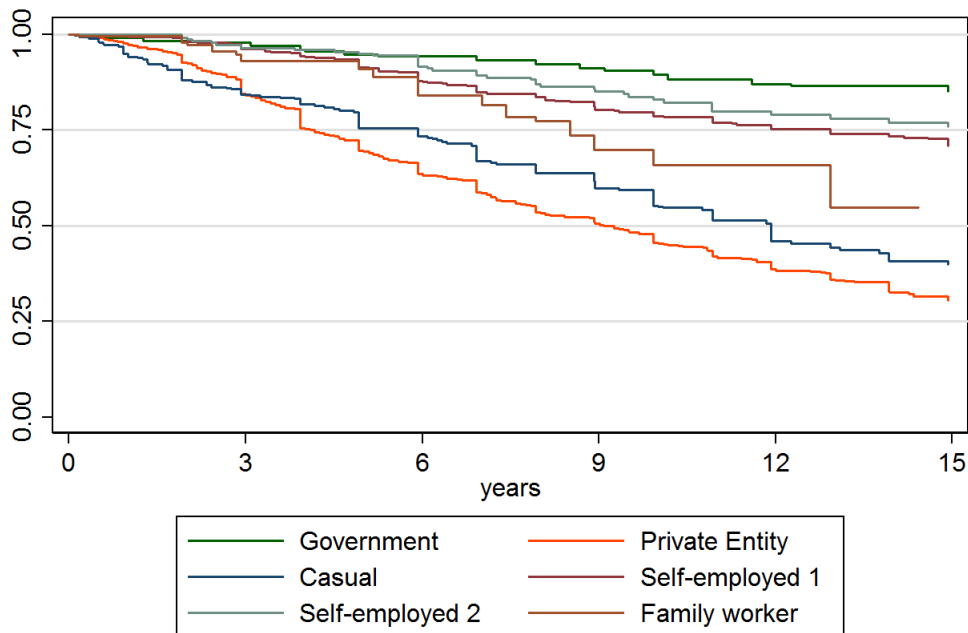
Table 8 also indicates that higher earnings and receipt of certain benefits (termination notice and access to retirement benefits) are associated with higher employment duration for wage workers. The marginal effect (in years) associated with access to retirement benefits is particularly large; however, this is likely driven by the fact that access to retirement benefits is largely confined to government employees, who tend to have much higher job

Figure 2: Job Turnover

(a) Cumulative Number of Jobs since 2000



(b) Survival Curves by Employment Type



Self-employed 1: no employees or employ only family worker
 Self-employed 2: employ non-family worker

Note: Panel (a) shows median duration of employment, by employment type. Panel (b) shows Kaplan-Meier survival curves by employment type. Calculations are based on all observed jobs. Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Sampling weights are applied.

duration than private and casual employees (see Table 4).

The evidence above suggests that private employees are the most likely to switch jobs, and government workers are the least likely. In Table 9a, we explore the extent to which these observed transitions are voluntary or involuntary. The survey asked all workers why they left their previous jobs (or stopped working in their previous businesses). In Panel (a), we report the results based on the most recently reported job transition, for wage workers. This table shows that the most common reason for leaving a wage job is that the worker found a preferred job. Deciding to start a business is also a common answer, accounting for 15-20% of job transitions among wage workers. Only 5% of private employees, and 12% of casual workers, report that their job was terminated. Among wage workers, then it appears that a substantial fraction of turnover is voluntary. This finding is particularly salient because, as noted above, private employees have the highest level of employment turnover.

Among the self-employed, Panel (b) of Table 9b shows that a large fraction - nearly 40% among those with no employees or only family employees, and 55% among those with non-family member employees - report stopping their activities due to a lack of profit. In contrast with wage workers, a much smaller share report that they found a preferred job. However, 10-25% decided to start another business.

Taken together, Tables 3 and 9, and Figure 2b suggest that individuals who are self-employed are doing so voluntarily. They have lower turnover than private wage employees, and tend to leave their businesses if they cannot make a profit. In contrast, those who transition away from a wage job are much more likely to do so voluntarily than those who transition away from running a business.

3.2 Transitions between employment types

Table 10 documents the transition patterns for workers who move from one job to another. Each row shows the type of employment in which the worker was previously engaged, and each column shows the type of employment to which he or she moved. Overall, we find that workers who move from one job to another are quite likely to stay in the same *type* of job. For example, 47% of workers who leave a government job transition to another government job. Similarly, 58% of private employees (42% of casual workers) who transition to another job, stay in private (casual) employment. This stability is also apparent among the self-employed, with 60% of those who move out of one business where they are self-employed, going to a different business in which they remain self-employed. The only exception to this general pattern is found among family workers,

Table 8: Marginal Effects of Characteristics on Median Duration

	Employment type:	
	Government, private, casual	Self- employment, family workers
Education: Middle grade	-2.588 (1.770)	12.63 (8.818)
Education: Some high school	-2.905 (2.204)	4.389 (7.086)
Education: High school	-8.378*** (2.143)	-0.729 (9.909)
Education: Bachelors or higher	-8.729*** (2.158)	-5.176 (9.124)
Vocational training w/o certification	-3.922 (2.554)	-17.05 (14.35)
Vocational training w/ certification	-2.794 (1.847)	-17.62 (11.31)
Male	-3.539** (1.541)	-22.55** (10.17)
Log(monthly wage)	1.598*** (0.599)	0.0632 (1.699)
Written contract	1.082 (1.933)	- -
Verbal contract	0.172 (1.266)	- -
Termination notice	6.020*** (1.639)	- -
Retirement benefits	31.35*** (6.763)	- -
Observations	1,967	902

Note: Marginal effects from a Weibull duration model of employment length. Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Sampling weights are applied. Standard errors in parentheses. *** p<0.01, ** p<0.05, * p<0.1

Table 9: Main Reason for Leaving Previous Job

(a) Among Government Employees, Private Employees and Casual Workers

Main Reason for Separation	Government Employees	Private Employees	Casual Workers
Terminated	0%	5%	12%
Firm closed	5%	8%	2%
Job completed	21%	2%	3%
Found preferred job	32%	38%	26%
Decided to start my own business	5%	18%	16%
Decided to work for family business	0%	2%	2%
Retired	11%	2%	0%
Still work at this job but it is not longer the main activity	0%	1%	8%
Other (specify)	26%	23%	31%
Don't know	0%	0%	0%
Refused	0%	0%	0%
Total	100%	100%	100%

(b) Among Self-Employed and Family Workers

Main Reason for Separation	Self-employed (w/o employees or w/ family employees)	Self-employed (w/ non-family employees)	Family Worker
Firm did not make enough profit	39%	55%	10%
Found preferred job	13%	2%	10%
Decided to start another business	19%	11%	25%
Decided to work for another family business	2%	0%	5%
Retired	2%	0%	0%
Still work in this business but it is not longer the main activity	9%	11%	15%
Other	13%	21%	20%
Refused	3%	0%	15%
Total	100%	100%	100%

Note: Reported reason for leaving previous jobs, for wage workers (Panel (a)) and workers in household businesses (Panel (b)). Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Sampling weights are applied.

where those who transition are most likely to start their own businesses.

However, Table 10 also shows that there are substantial transitions across employment types, including movement into and out of self-employment. About 30% of workers who leave private employment start their own businesses or go into a family business. Conversely, 27% of self-employed workers who leave their businesses take up work as private wage workers. There is also some movement between casual and private wage work; 9% of private employees who transition go to casual work, while 23% of casual employees who transition go to private wage work.

In Tables 11 through 13, we explore the correlates of the transitions away from private, casual, and self-employment. We limit this analysis to transitions from these three types of work because they represent the majority of employment (and the majority of transitions). For the purposes of this analysis, all self-employed workers are grouped together.

In Table 11, we present the results of multinomial logit regressions that describe the factors that, conditional on leaving a private wage job, are associated with transitions into different types of jobs (government, private, casual, self-employment, and family worker). We find that more educated workers leaving private employment are more likely to start another private job and less likely to transition into casual work or self-employment.

Gender is not correlated with the probability of transition to specific types of work, but there are statistically significant differences by income and tenure. Interestingly, workers with higher (monthly) income and higher tenure at their jobs are less likely to start another job as a private wage employee; those with higher tenure are also more likely to move into self-employment. Those with access to retirement benefits are less likely to move into casual work or take a job as a family employee. Finally, as we would expect, workers who report that they ended their employment because they found a preferred job are more likely to transition to government or private wage employment, and less likely to move to casual work or self-employment, whereas those who report ending their employment because they preferred self-employment do, in fact, move into self-employment or become family workers.

Table 12 presents a similar set of results for transitions away from casual employment, into private, casual, or self-employment. In this case, we do not show transitions into government employment or family work due to the small number of observed transitions in these categories.⁹ As we would expect, workers with higher levels of education are less likely to transition to other types of casual employment and more likely to transition to private wage work or self-employment. In addition, workers who have been in their ca-

⁹In fact, we do not observe any casual workers who move immediately to government employment.

Table 10: Transition between Employment Categories

Previous Employment	Current Employment					Total
	Government employee	Private employee	Casual Worker	Self-employed	Family worker	
Government employee	47.37%	36.84%	5.26%	10.53%	0.00%	100%
Private employee	3.59%	57.57%	8.96%	28.09%	1.79%	100%
Casual Worker	0.00%	22.54%	42.25%	30.99%	4.23%	100%
Self-employed	0.60%	26.51%	12.05%	60.24%	0.60%	100%
Family worker	0.00%	30.00%	20.00%	45.00%	5.00%	100%

Note: Rows show previous type of employment, while columns show current type of employment. Each cell shows the probability that a worker who leaves a previous job of a certain type (given by row headings) transitions to a new job of a certain type (given by column headings). Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Sampling weights are applied.

Table 11: Transitions from Private Employment

	To:				
	Government employee	Private employee	Casual worker	Self- employment	Family Worker
Age: 26-35	-0.0109 (0.0169)	-0.0366 (0.0327)	0.00445 (0.0216)	0.0626** (0.0285)	-0.0195** (0.00894)
Age: 36-45	-0.0138 (0.0261)	-0.0528 (0.0470)	0.0425 (0.0357)	0.0332 (0.0366)	-0.00916 (0.0201)
Age: 46-55	0.0250 (0.0544)	0.00380 (0.0699)	-0.0165 (0.0429)	0.0110 (0.0468)	-0.0233*** (0.00766)
Age: 56+	-0.0364*** (0.0129)	0.144*** (0.0410)	-0.0698*** (0.0138)	-0.0144 (0.0393)	-0.0233*** (0.00766)
Education: Middle grade	0.00658 (0.0139)	0.0721* (0.0370)	-0.0636** (0.0310)	-0.00121 (0.0334)	-0.0139 (0.0150)
Education: Some high school	0.0137 (0.0204)	0.112*** (0.0420)	-0.103*** (0.0302)	0.00176 (0.0361)	-0.0251* (0.0133)
Education: High school	0.0528** (0.0262)	0.0577 (0.0548)	-0.135*** (0.0233)	0.0511 (0.0498)	-0.0262** (0.0134)
Education: Bachelors or higher	0.0285 (0.0209)	0.115*** (0.0411)	-0.132*** (0.0242)	-0.000418 (0.0407)	-0.0117 (0.0282)
Vocational training w/o certification	0.142* (0.0771)	-0.133 (0.0894)	-0.0422 (0.0352)	-0.00698 (0.0604)	0.0401 (0.0356)
Vocational training w/ certification	0.0417* (0.0233)	0.0747 (0.0547)	-0.0353 (0.0519)	-0.167*** (0.0425)	0.0861* (0.0484)
Male	-0.0273 (0.0328)	0.0202 (0.0467)	0.0214 (0.0223)	0.0435 (0.0379)	-0.0578* (0.0347)
Log(monthly wage)	0.00998 (0.0104)	-0.0314* (0.0174)	0.00572 (0.01000)	0.0166 (0.0152)	-0.000863 (0.00697)
Tenure	0.000149 (0.00197)	-0.00797** (0.00319)	0.000308 (0.00238)	0.0104*** (0.00250)	-0.00284 (0.00193)
Written contract	-0.0229 (0.0157)	-0.0356 (0.0496)	0.0384 (0.0439)	0.0309 (0.0411)	-0.0108 (0.0105)
Verbal contract	-0.0384*** (0.0148)	0.00232 (0.0311)	0.00629 (0.0207)	0.0325 (0.0278)	-0.00267 (0.0114)
Termination notice	0.0213 (0.0168)	-0.0388 (0.0348)	0.0139 (0.0265)	0.0194 (0.0285)	-0.0158** (0.00739)
Retirement money	0.00736 (0.0256)	0.0768* (0.0456)	-0.0771*** (0.00928)	0.00850 (0.0403)	-0.0156*** (0.00431)

Continued

Table 11: Transitions from Private Employment (continued)

	To:				
	Government employee	Private employee	Casual worker	Self-employment	Family Worker
Found preferred job	0.0513*** (0.0178)	0.176*** (0.0465)	-0.0502** (0.0223)	-0.168*** (0.0378)	-0.00851 (0.0119)
Preferred self-employment	0.00435 (0.0134)	-0.735*** (0.0416)	-0.00826 (0.0291)	0.661*** (0.0479)	0.0775** (0.0306)
Other reason for separation	0.00470 (0.0146)	-0.152*** (0.0407)	0.124*** (0.0303)	0.0230 (0.0365)	0.000385 (0.0124)
Observations	612	612	612	612	612

Note: Results from multinomial regressions for workers transitioning away from private wage jobs. Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Standard errors in parentheses; *** p<0.01, ** p<0.05, * p<0.1

sual employment for a longer period of time, are less likely to start another type of casual employment, and more likely to move into private wage employment. Older workers are less likely to move to private wage work, but more likely to start their own businesses.

Overall, these results are consistent with the idea that casual workers - particularly those with higher education - may move up the formality ladder as they gain more experience. This is also reflected in the finding that those reporting that they left their previous jobs because they found a preferred job, are more likely to take a private wage job. Older casual workers may not be able to find private wage work, but may have saved up a sufficient amount of capital, or gained sufficient experience, to start their own businesses.

In Table 13, we find that older workers ending a self-employment activity are more likely to start a new self-employment activity and less likely to transition into private employment. Those with vocational training are, somewhat surprisingly, more likely to move to casual work, and less likely to start another business. In keeping with the previous results, we find that those who report leaving their previous self-employment activity because they found a preferred job are more likely to transition to private work.

3.3 Employment transitions and earnings

Next, we describe the relationship between job turnover and earnings, distinguishing by the type of employment transition. Table 14 shows that the median percentage change in monthly wages between jobs is 3.4%. However, there is wide variation in the change

Table 12: Transitions from Casual Employment

	To:		
	Private employee	Casual worker	Self-employment
Age: 26-35	-0.0474 (0.0598)	0.0846 (0.0782)	-0.0372 (0.0676)
Age: 36-45	-0.185** (0.0761)	0.0236 (0.0900)	0.161** (0.0674)
Age: 46-55	-0.148 (0.115)	-0.0105 (0.128)	0.159* (0.0830)
Age: 56+	-0.313 (0.216)	0.272 (0.225)	0.0410 (0.171)
Education: Middle grade	0.121* (0.0697)	-0.297*** (0.0994)	0.175** (0.0790)
Education: Some high school	0.0799 (0.120)	-0.438*** (0.163)	0.358*** (0.116)
Education: High school	-0.0313 (0.483)	-0.253 (0.409)	0.285* (0.149)
Education: Bachelors or higher	-	-	-
Vocational training w/o certification	-	-	-
Vocational training w/ certification	0.116 (0.148)	-0.110 (0.189)	-0.00555 (0.144)
Male	-0.0666 (0.0951)	-0.0636 (0.132)	0.130 (0.128)
Log(monthly wage)	-0.0196 (0.0454)	-0.00215 (0.0552)	0.0218 (0.0438)
Tenure	0.0133** (0.00520)	-0.0176*** (0.00608)	0.00436 (0.00422)
Written contract	-1.811 (1,548)	1.536 (1,253)	0.275 (294.8)
Verbal contract	-0.117** (0.0553)	0.0526 (0.0652)	0.0641 (0.0487)
Termination notice	-0.108 (0.0970)	-0.204 (0.134)	0.311*** (0.0980)
Retirement money	-	-	-

Continued

Table 12: Transitions from Casual Employment (continued)

	To:		
	Private employee	Casual worker	Self- employment
Found preferred job	0.396*** (0.0946)	-0.179 (0.118)	-0.217** (0.104)
Preferred self-employment	-1.721 (628.7)	0.940 (508.9)	0.781 (119.7)
Other reason for separation	0.161 (0.108)	-0.232** (0.108)	0.0713 (0.0738)
Observations	172	172	172

Note: Results from multinomial regressions for workers transitioning away from casual work. Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Sampling weights are applied. Standard errors in parentheses; *** $p < 0.01$, ** $p < 0.05$, * $p < 0.1$

in monthly earnings, depending on the type of job that is ending. The median change in earnings is positive for workers ending a government job (10.9%) or private employment (12.4%), but zero for workers ending casual employment and negative for workers ending self-employment (-4.3% for those with no employees or family employees only, and -43.7% for those with non-family employees) or a family worker position (-23.5%).

Table 14 also shows that there is also significant variation in wage change by the next type of employment that the worker takes up. For example, workers ending a government job to take a another government job experience a median increase in their earnings of 10.9%, but government workers who move to a private job have a median decline of 10% in their monthly earnings.

Workers who end a private job have a positive median change in monthly earnings, except when they start casual employment or a self-employment activity without non-family employees. The fact that the median change in earnings for individuals leaving private employment is in most cases positive is in accordance with the finding that the majority of job separations from private employment appears to be voluntary, and associated with moving up the job ladder. It is worth noting that workers who leave private employment to start their own businesses employing non-family workers have a large median increase in monthly earnings (41.7%).

The median earnings change for workers leaving casual employment is positive, with the exception of those who start another casual employment position (which has a median

Table 13: Transitions from Self-Employment

	To:		
	Private employee	Casual worker	Self-employment
Age: 26-35	-0.298*** (0.0739)	0.0484 (0.0675)	0.250*** (0.0887)
Age: 36-45	-0.196** (0.0923)	0.0619 (0.0862)	0.134 (0.106)
Age: 46-55	-0.170 (0.128)	0.0692 (0.0998)	0.101 (0.144)
Age: 56+	0.385 (140.2)	-1.441 (398.9)	1.056 (258.7)
Education: Middle grade	0.106 (0.0854)	-0.110 (0.0813)	0.00351 (0.0984)
Education: Some high school	0.139* (0.0769)	-0.0890 (0.0726)	-0.0499 (0.0927)
Education: High school	0.799 (95.24)	-1.639 (271.0)	0.840 (175.8)
Education: Bachelors or higher	0.829 (63.71)	-1.755 (181.3)	0.926 (117.6)
Vocational training w/o certification	-0.297 (0.181)	0.353** (0.161)	-0.0562 (0.216)
Vocational training w/ certification	0.162 (0.152)	0.239** (0.114)	-0.401** (0.185)
Male	0.109 (0.188)	0.116 (0.200)	-0.226 (0.234)
Log(monthly wage)	-0.0425 (0.0278)	0.00255 (0.0262)	0.0400 (0.0357)
Tenure	0.000555 (0.00647)	-0.00103 (0.00505)	0.000474 (0.00689)
Found preferred job	0.377*** (0.117)	0.0753 (0.0910)	-0.453*** (0.164)
Preferred self-employment	0.168 (59.81)	-1.500 (170.2)	1.333 (110.4)
Other reason for separation	0.0794 (0.0695)	-0.0216 (0.0571)	-0.0578 (0.0749)
Observations	171	171	171

Note: Results from multinomial regressions for workers transitioning away from self-employment. Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Sampling weights are applied. Standard errors in parentheses; *** p<0.01, ** p<0.05, * p<0.1

change equal to zero) or who start a self-employment activity without paid employees. Similar to private employees, the largest median change in earning for casual employees is found among those who start businesses with paid employees.

The median change in monthly earnings for individuals leaving self-employment activities with no employees (or with family employees only) is negative, except for those who start another self-employment activity - particularly if the new activity involves a business that hires non-family member employees. It is interesting to note that the median change in monthly earnings for those who leave self-employment to start a private job is negative (12%). These findings are in line with the evidence presented above that ending a self-employment activity is in the majority of the cases involuntary (not making sufficient profit) rather than because the self-employed have found preferred jobs (Table 9a).

Overall, these findings suggest that private wage employment may not always be preferable to self-employment. This is particularly true for self-employed businesses that look more like entrepreneurs (i.e. hire non-family members) and less like household businesses. In keeping with these findings, self-employed workers who employ non-family members, and who transition to other types of work, exhibit large drops in monthly income, regardless of what activities they transition into. We similarly see a wage drop among those who are established in household businesses, when they transition to private wage employment; however, it is possible that these workers are trading off income against other benefits of wage employment, such as job stability.¹⁰

3.4 Job turnover and employment benefits

So far, we have focused on job conditions and transitions using broad employment types. In this section, we draw on the rich set of information gathered in the survey on job benefits, to examine whether and how job benefits change as workers transition between jobs. Our transition data allow us to examine whether workers continually move “up” the ladder of formality, in terms of acquiring more benefits.

Table 15a shows a transition matrix, similar to that shown in Table 10, but based on benefits instead of employment type. In Panel (a), the rows show the type of contract that the worker had in the previous job, while the columns show the type of contract in the current job. Self-employed and family workers are shown separately. As with the transition across employment types, we find a substantial amount of stability in benefits.

¹⁰We explore these tradeoffs more explicitly in our companion paper on the choice experiments conducted as part of the survey.

Table 14: Percentage Change in Earnings by Employment Type Transition

	Number of Transitions	Change in Monthly Earnings (%)		
		Percentile 25th	Percentile 50th	Percentile 75th
All transitions	828	-33.3%	3.4%	53.0%
<i>From government employment</i>	19	-33.3%	10.9%	53.0%
To government employment	9	-36.6%	10.9%	66.7%
To private employment	7	-33.3%	-10.0%	50.0%
<i>From private employment</i>	493	-25.0%	12.4%	64.2%
To government jobs	18	-6.4%	11.2%	51.8%
To private employment	286	-6.3%	18.1%	63.7%
To casual employment	44	-48.4%	-12.1%	30.6%
To self-employment (no employees or family employees only)	97	-50.6%	-14.8%	68.9%
To self-employment (with non-family employees)	40	-40.9%	41.7%	110.5%
To family worker	8	-53.0%	19.8%	165.6%
<i>From casual employment</i>	140	-29.9%	0.0%	44.1%
To private employment	32	-32.1%	2.2%	58.3%
To casual employment	59	-28.6%	0.0%	37.1%
To self-employment (no employees or family employees only)	34	-43.7%	-6.3%	61.5%
To self-employment (with non-family employees)	10	-6.3%	19.2%	53.0%
To family worker	5	-71.2%	2.7%	168.2%
<i>From self-employment (no employees or family employees only)</i>	118	-35.4%	-4.3%	44.0%
To private employment	33	-31.1%	-12.0%	22.4%
To casual employment	17	-53.2%	-37.9%	-1.3%
To self-employment (no employees or family employees only)	49	-34.6%	2.0%	47.7%
To self-employment (with non-family employees)	18	-6.2%	10.5%	44.0%
<i>From self-employment (with non-family employees)</i>	45	-65.3%	-43.7%	-17.7%
To private employment	10	-70.3%	-44.2%	-17.7%
To self-employment (no employees or family employees only)	18	-65.3%	-46.0%	-17.1%
To self-employment (with non-family employees)	14	-58.6%	-37.9%	-23.5%
<i>From family worker</i>	13	-48.3%	-23.5%	53.6%
To private employment	5	-27.4%	46.7%	53.6%

Note: Changes in the 25th, 50th and 75th percentiles of monthly earnings when transitioning from one employment type to another. Only cells (e.g. from private employment to casual employment) with 5 or more transitions are shown. Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Sampling weights are applied.

About 50% of workers who leave a job with a written contract start a new job with a written contract; a similar share of workers with a verbal contract (no contract) in the previous job have the same level of benefit in the next job. However, we also find evidence of movement both up and down the formality ladder. About 10% of workers who previously had a verbal contract, report a written one; and 10% of workers who previously had a written contract, now report a verbal one. Transitions across more than one level of benefit (from no contract to written contract, or vice versa) are less common but are observed. Similarly, Panel (b) shows that whether a worker receives termination notice is fairly stable, but 16% of workers who leave a job with termination notice go to a wage job without termination notice, while 13% move from a job without termination notice into a job with termination notice.

If transitions into and out of self-employment are added, the churn between levels of benefits becomes even more pronounced. For example, in the case of termination notice, nearly 50% of those who leave a job with termination notice move into either a wage job without termination notice, or into self-employment.

Analyses of other benefits (sick leave, casual leave, holiday leave, maternity leave, paid overtime, bonuses and retirement benefits) yield similar findings, and are not presented here. In Figure 3, we summarize our findings on benefit transitions by showing the overall change in the *number* of benefits that are observed when a worker changes jobs. The red bars in red include people leaving jobs in government, private employment and casual employment. The blue bars show transitions for all workers, including those leaving self-employment and family work. As this figure illustrates, although retaining the same number of benefits in the current job as in the previous job is the mode, there is also a large potential risk of having access to fewer benefits, as well as a non-negligible probability of gaining access to more benefits. For example, considering only those who transition out of wage employment, about 21% maintained the same number of benefits, while 52% had access to fewer benefits and 27% gained access to more benefits. When taking into account all job transitions (i.e. including those leaving self-employment and family workers), we find that 31% maintained the same number of benefits, 40% had access to fewer benefits, and 29% had access to more benefits. It is not surprising that adding transitions away from self-employment and family work results in a lower risk of losing access to benefits and a higher probability of gaining benefits, since by definition the self-employed and family workers do not have access to these employment benefits.

Finally, we regressed the change in the number of employment benefits after transitioning jobs on worker characteristics and on the reason for leaving the previous job. Table 16 shows that older workers are somewhat more likely to move to jobs with a smaller

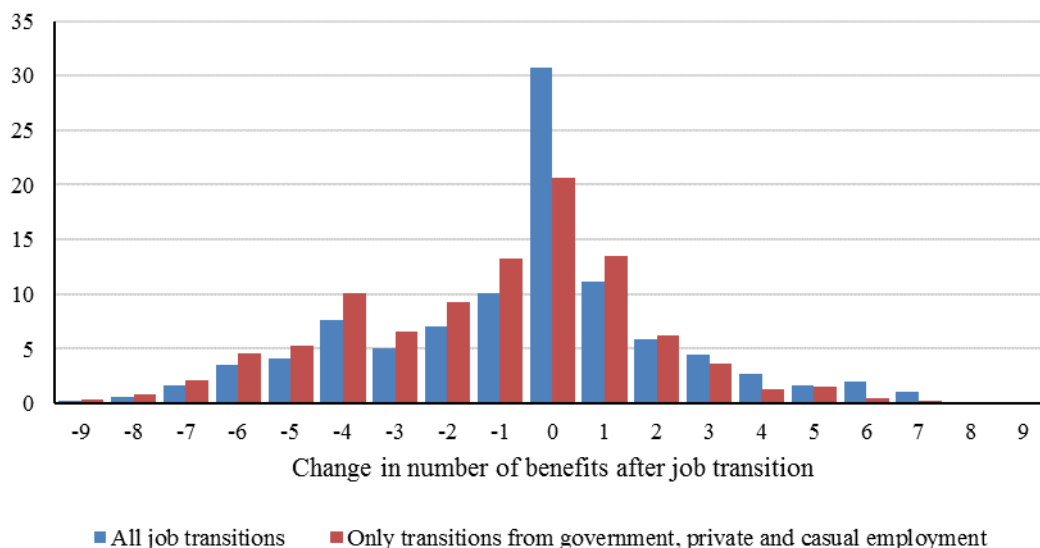
Table 15: Change in Access to Employment Benefits between Job Transitions

		(a) Contracts					
		Written contract	Verbal contract	No contract	Self-employment	Don't know	Total
Previous job	Written contract	48.60%	9.35%	3.74%	35.51%	2.80%	100%
	Verbal contract	9.66%	53.27%	5.92%	28.97%	2.18%	100%
	No contract	6.22%	14.22%	52.00%	24.00%	3.56%	100%
	Self-employment	7.83%	21.69%	8.43%	60.24%	1.81%	100%

		(b) Termination Notice				
		Termination notice	No termination notice	Self-employment	Don't know	Total
Previous job	Termination notice	44.44%	15.79%	31.58%	8.19%	100%
	No termination notice	12.57%	53.29%	26.65%	7.49%	100%
	Self-employment	15.66%	19.28%	60.24%	4.82%	100%

Note: Rows show level of job benefit in previous job, while columns show level of job benefit in current job. Panel (a) covers contracts, and indicates whether the job included a written contract, a verbal contract, or no contract, or was non-wage work (self-employment/family worker). Panel (b) covers notice, and indicates whether the job included termination notice or not. Each cell shows the probability that a worker who leaves a previous job with a certain level of benefit (given by row headings) transitions to a new job of a certain level of benefit (given by column headings). Sampling weights are applied.

Figure 3: Change in Number of Benefits after Job Transitions



Note: Change in the number of benefits between the previous job and current job. Sampling weights are applied.

number of employment benefits, which is consistent with the previous finding that older workers are more likely to start their own businesses than younger workers. Leaving a job with higher earnings is associated with a loss in the number of employment benefits, suggesting that higher paying jobs also offer more benefits. We also find that leaving a job with higher tenure is associated with a loss in the number of benefits, particularly when we focus only on transitions from government, private and casual employment.

The largest determinant of the change in the number of benefits is the reason for leaving the previous job. Workers who voluntarily leave for a preferred job are more likely to report an increase in the number of employment benefits relative to those who leave involuntarily (due to termination, firm closure, or a job ending). On average, workers who leave voluntarily exhibit an increase of one benefit (two when we consider only transitions away from wage employment). Not surprisingly, workers who report leaving their previous jobs because they preferred self-employment (or working in a family business) report losing more employment benefits than those who ended their employment involuntarily. This is because these workers are indeed more likely to transition into self-employment and thus do not retain any employment benefits (Tables 11 and 12).

Table 16: Correlates of Changes in the Number of Employment Benefits after Job Transition

	All job transitions	Only transitions from government, private and casual employment
Age: 26-35	-0.321* (0.195)	-0.269 (0.198)
Age: 36-45	-0.251 (0.257)	-0.365 (0.269)
Age: 46-55	-0.0503 (0.362)	0.0532 (0.376)
Age: 56+	-1.002* (0.532)	-1.039* (0.585)
Education: Middle grade	-0.358 (0.223)	-0.431* (0.226)
Education: Some high school	0.0471 (0.253)	-0.298 (0.275)
Education: High school	0.157 (0.325)	-0.301 (0.337)
Education: Bachelors or higher	0.145 (0.273)	-0.472 (0.289)
Vocational training w/o certification	-0.333 (0.439)	0.0465 (0.437)
Vocational training w/ certification (base: female)	-0.123 (0.312)	-0.0005 (0.305)
Male	-0.134 (0.272)	-0.177 (0.265)
Log(monthly wage)	-0.175** (0.0881)	-0.299*** (0.110)
Tenure	-0.0186 (0.0157)	-0.0325** (0.0164)
Found preferred job	1.110*** (0.226)	2.021*** (0.252)
Preferred self-employment	-3.691*** (0.260)	-2.712*** (0.272)
Other reason for separation	-0.546** (0.233)	-0.171 (0.262)
Observations	788	638

Note: Dependent variable is the change in the number of benefits given an employment transition. Casual worker category includes day laborers, seasonal workers, domestic workers, and apprentices, interns or trainees. Sampling weights are applied. Standard errors in parentheses; *** p<0.01, ** p<0.05, * p<0.1

4 Discussion

In this paper, we present the first evidence we are aware of on how and whether workers transition between different types of employment in Bangladesh. We find that private wage workers exhibit the shortest employment durations (about 4 years), whereas government workers exhibit the longest (about 15 years). The self-employed also have much longer job durations than private wage workers, ranging from 8 years (for those who do not have employees, or who only hire family members) to 10 years (for those who hire non-family members).

Although workers who transition from one job to another are most likely to remain in the same type of employment, we do see substantial amounts of churn between employment types. Fully 30% of those who leave private employment move to self-employment or work in a household business, and another 9% move into casual work. Transitions from private wage employment to casual work are more common among those with lower levels of education, whereas transitions to self-employment are more common among prime-aged workers, and among those who have been in their jobs for longer. Our findings also show that when workers transition out of private sector employment, they tend to exhibit gains in median earnings. In addition, about half of those who leave private wage employment retain the same number of employment benefits as in their previous jobs, or obtain more benefits. These findings are consistent with the fact that the most common reason provided for leaving a private wage job is that a more preferred job is found. In our analysis, voluntary quits are associated with access to a larger number of employment benefits.¹¹ Thus, the higher turnover (and shorter employment duration) among private wage employees may be evidence of upward mobility, with workers leaving one job when they find a better one. Nevertheless, we also find a non-negligible risk of downward mobility, in terms of earnings and access to employment benefits, especially for those transitioning into casual employment.

Casual work appears to be the least remunerative type of employment, providing the least number of benefits, and the most likely to expose workers to hazards, violence, and poor hygiene. Nonetheless, we do see some evidence of transition out of casual work into private wage work and self-employment, particularly among those with higher levels of education.

Taken together, our results also suggest that self-employment is not always an activity of last resort in Bangladesh. This is particularly true for those who hire non-family member employees; we find that moving from private wage employment into this type of self-

¹¹Although it is not shown in the paper, voluntary quits are also associated with larger gains in earnings.

employment is associated with an increase in income. Even among the self-employed who do not hire non-family members, most report their self-employment as voluntary; only 18% of the self-employed report that they started a business because they were unable to find work. The reasons for leaving previous jobs also support this finding. In general, the most common reason given for leaving a wage job is because a preferred job was found, followed by the desire to start a business. In contrast, the most common reason for leaving a self-employed activity was that the activity failed to make a profit.

Overall, our findings suggest that the informal sector contains elements of both the traditional, segmented view and the dynamic, entrepreneurial view. The modal worker who changes jobs appears to remain in the same type of employment, with the same level of benefits; but there is substantial upward as well as downward mobility in terms of earnings and benefits. One important limitation of any observational study of employment transitions is that due to unobserved heterogeneity, workers with greater abilities will sort into jobs with higher earnings as well as higher levels of benefits, making it difficult to tease out preferences for those benefits. We address this challenge in a companion paper using the choice experiment that was part of this survey, which allows us to elicit workers' willingness to pay for specific job benefits.

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A Job History Module from Survey Instrument

C. JOB INFORMATION OF THE RESPONDENT

ENUMERATOR READS: FIRST, FOR THE PURPOSE OF RESEARCH ONLY, I WOULD NOW LIKE TO ASK YOU ABOUT YOUR EDUCATION, AND ABOUT YOUR CURRENT AND PAST WORK FROM WHICH YOU EARN YOUR MAIN INCOME. FIRST, I WILL START WITH SOME BASIC QUESTIONS ABOUT YOUR EDUCATION AND TRAINING.

<p>C1a_education What is the highest class you have passed?</p> <p>[DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST]</p> <p>0. Pre-School 1. Class 1 2. Class 2 3. Class 3 4. Class 4 5. Class 5 6. Class 6 7. Class 7 8. Class 8 9. Class 9 10. Class 10 11. SSC 12. HSC 13. Diploma 14. Bachelor's degree 15. Master's degree/MPhil 16. PhD 17. No class passed 888. Don't know 999. Refused</p>	
<p>C1b_vocationformal Have you received any vocational training as part of your <i>formal</i> education?</p> <p>[DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST]</p> <p>[MARK ALL THAT APPLY]</p> <p>1. Yes, vocational SSC 2. Yes, vocational HSC 3. Yes, Business Management HSC 4. Yes, diploma-level course (for example, through Textile Institute) 5. Other (specify) 6. No 888. Don't know 999. Refused</p>	
<p>C1c_vocationalother Have you received any vocational training <i>outside the formal education system</i>?</p> <p>1. Yes 2. No → Go to C1f 888. Don't know → Go to C1f 999. Refused → Go to C1f</p>	

<p>C1d_vocationlength For how long did you attend this vocational training <i>outside the formal education system</i>?</p> <p>[DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST. IF ATTENDED MORE THAN ONE TRAINING, PROVIDE THE LENGTH OF THE LONGEST TRAINING.]</p> <p>1. Less than 1 week 2. 1-2 weeks 3. 2-4 weeks 4. 1-3 months 5. 3-6 months 6. More than 6 months 888. Don't know 999. Refused</p>	
<p>C1e_vocationcert Did you receive a certificate for this vocational training outside the formal education system?</p> <p>1. Yes 2. No 888. Don't know 999. Refused</p>	
<p>C1f_numberemp How many jobs have you held over the last 15 years?</p> <p>[If don't know then put "Don't Know"] [If refused then put "Refused"]</p>	

CURRENT MAIN JOB

ENUMERATOR READS: NOW, I WOULD LIKE YOU TO THINK ABOUT YOUR CURRENT MAIN WORK. BY MAIN WORK, I MEAN THE WORK WHERE YOU SPENT THE MOST TIME/HOURS IN THE PAST ONE MONTH.

	Current Main Job
<p>C2_emptye1 What describes the employment status of the MAIN job that you held over the past month?</p> <p>1. Paid employee in government 2. Paid employee in a private entity 3. Apprentice/Intern/Trainee 4. Seasonal worker 5. Day laborer / casual worker 6. Domestic worker in a private household 7. Self-employed / business owner with no employees 8. Self-employed / business owner employing only paid or unpaid family members 9. Self-employed / business owner employing some non-family members 10. Paid or unpaid family member working in a household business 888. Don't know 999. Refused</p>	
<p>C3_location1 Where do you mainly undertake your MAIN job?</p>	

	Current Main Job
<p>[DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.]</p> <ol style="list-style-type: none"> 1. At my home with no special work space 2. At my home with work space inside/ attached to the home 3. Factory, workshop, shop, kiosk, etc 4. Farm or individual agricultural plot 5. Home or workplace of client 6. Construction site 7. Market, bazaar stall, trade fair 8. Street pavement/ highway with fixed post 9. Office building 10. Employer's home 11. Transport vehicle 12. No fixed location (e.g., mobile; door-to-door; street without fixed post) 13. Other (specify) <p>888. Don't know 999. Refused</p>	
<p>C4_industry1 What is the industry of this MAIN job?</p> <p>[LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM INDUSTRY LIST. IF NOT CLEAR THEN ASK FOR MORE DETAILS. IF OPTION IS NOT ON THE LIST THEN WRITE DOWN WHAT THE RESPONDENT SAYS.]</p> <p>[If don't know then put "Don't Know"] [If refused then put "Refused"]</p>	
<p>C5_ownership1 What is the type of ownership of the enterprise in this MAIN job?</p> <ol style="list-style-type: none"> 1. Government 2. NGO 3. Private enterprise 4. Small business 5. Private household 6. Other (Specify) <p>888. Don't know 999. Refused</p>	
<p>C6_occupation1 What type of activity do you do in this MAIN job?</p> <p>[LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM OCCUPATION LIST. IF NOT CLEAR THEN ASK FOR MORE DETAILS. IF OPTION IS NOT ON THE LIST THEN WRITE DOWN WHAT THE RESPONDENT SAYS.]</p> <p>[If don't know then put "Don't Know"] [If refused then put "Refused"]</p>	
<p>C7a_startyear1 What year did you start this MAIN job?</p> <p>[YYYY]</p> <p>[If don't know then put "Don't Know"] [If refused then put "Refused"]</p>	

	Current Main Job
<p>C7b_startmonth1 In which month of the year did you start this MAIN job?</p> <ol style="list-style-type: none"> 1. Jan 2. Feb 3. Mar 4. Apr 5. May 6. Jun 7. Jul 8. Aug 9. Sep 10. Oct 11. Nov 12. Dec 888. Don't know 999. Refused 	
<p>C8_howfind1 How did you find this MAIN job?</p> <p>[DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.]</p> <ol style="list-style-type: none"> 1. By starting my own business 2. Contacted employer directly 3. Through a public employment agency 4. Through a private employment agency 5. Through friends or relatives 6. Through school/university employment center 7. By responding to a vacancy 8. Through a union/professional register 9. Through job training programs/courses 10. Other (specify) 888. Don't know 999. Refused 	
<p>C9_numempl About how many persons (including yourself) work in the enterprise or household business where you are employed in this MAIN job?</p> <ol style="list-style-type: none"> 1. 1 2. 2-5 3. 6-9 4. 10-25 5. 26-50 6. 51-100 7. 101-249 8. More than 250 888. Don't know 999. Refused 	
<p>C10_hours1 How many hours (on average) do you work during a normal WEEK in this MAIN job?</p> <ol style="list-style-type: none"> 1. Fewer than 15 hours per week 2. 15-30 hours per week 	

	Current Main Job
3. 30-45 hours per week 4. 45-60 hours per week 5. 60-75 hours per week 6. More than 75 hours per week 888. Don't know 999. Refused	
C11_hourspref Provided that you could make a free choice regarding your working hours and taking into account the need to earn a living: how many hours would you prefer to work during a normal WEEK in this MAIN job? 1. Fewer than 15 hours per week 2. 15-30 hours per week 3. 30-45 hours per week 4. 45-60 hours per week 5. 60-75 hours per week 6. More than 75 hours per week 888. Don't know 999. Refused	
C12a_earnings_cash1 How much do you usually earn PER MONTH in cash from this MAIN job (in Taka)? [FOR SELF-EMPLOYED, EARNINGS REFER TO PROFITS, NOT REVENUES. FOR FAMILY MEMBERS WORKING IN A HOUSEHOLD BUSINESS, RESPONDENT SHOULD SAY HOW MUCH HE OR SHE EARNS, NOT HOW MUCH THE BUSINESS EARNS.] [If answered then go to C12c] [If don't know then put "Don't Know" and go to C12b] [If refused then put "Refused" and go to C12b]	
C12b_earnings_cash_range1 In what range does the amount you usually earn PER MONTH from this MAIN job fall? 1. Less than 5,000 Taka 2. 5,000-10,000 Taka 3. 10,000-20,000 Taka 4. 20,000-30,000 Taka 5. 30,000 Taka or more 888. Don't know 999. Refused	
C12c_earnings_kind1 How much do you usually earn per month <i>in kind</i> (for example, free meals or clothing) from this MAIN job (estimated Taka equivalent)? [If no in-kind earnings, then put "0", do not leave blank] [If don't know then put "Don't Know"] [If refused then put "Refused"]	

ENUMERATOR:

IF C2_empty1=1, 2, 3, 4, 5 OR 6 (THAT IS, IF THE RESPONDENT INDICATED THAT CURRENT JOB IS A PAID JOB OR APPRENTICESHIP WORKING FOR SOMEONE ELSE), FILL OUT C13-C22 FOR CURRENT JOB.

IF C2_empty1=7, 8 9 OR 10 (THAT IS, IF THE RESPONDENT INDICATED THAT CURRENT JOB IS IN SELF-EMPLOYMENT OR AS A PAID OR UNPAID FAMILY WORKER IN A HOUSEHOLD BUSINESS), GO TO C24 FOR CURRENT JOB.

	Current Main Job
C14a_contract1 Do you have a job contract or formal letter of agreement in this MAIN job? 1. Yes, permanent contract → Go to C15a 2. Yes, contract that is not permanent → Go to C14c 3. No → Go to C14b 888. Don't know → Go to C14b 999. Refused → Go to C14b	
C14b_verbal1 Do you have a verbal agreement about terms and conditions in this MAIN job? 1. Yes, verbal agreement that includes permanent appointment → Go to C15a 2. Yes, verbal agreement that does not include permanent appointment → Go to C14c 3. No → Go to C14e 888. Don't know → Go to C14e 999. Refused → Go to C14e	
C14c_contractlength1 What is the length of your contract or verbal agreement? [If length not specified in contract or verbal agreement, put "Not specified" and go to C14e] [If don't know then put "Don't Know" and go to C14e] [If refused then put "Refused" and go to C14e]	
C14d_contractunit1 [Specify unit in which length of contract or agreement is given] 1. days 2. weeks 3. months 4. years	

	Current Main Job
888. Don't know 999. Refused	
C14e_temp1 What is the main reason that you do not have a permanent contract or permanent verbal agreement in this MAIN job? [DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT ALL THAT APPLY.] 1. This employer did not offer me a job with a permanent contract 2. I did not want to have a job with a permanent contract 3. I am unable to do continuous work 4. I was not able to find any job that offered a permanent contract or verbal agreement 5. Other (specify) 888. Don't know 999. Refused	
C15a_sick1 How many days of sick leave does your employer provide PER YEAR in this MAIN job? [If "As needed" then put "As needed"] [If don't know then put "Don't Know"] [If refused then put "Refused"]	
C15b_casual1 How many days of PAID earned or casual leave does your employer provide PER YEAR in this MAIN job? [If "As needed" then put "As needed"] [If don't know then put "Don't Know"] [If refused then put "Refused"]	
C15c_holiday1 How many days of holiday does your employer provide EACH WEEK in this MAIN job? [If don't know then put "Don't Know"] [If refused then put "Refused"]	
[ONLY ASK IF RESPONDENT IS FEMALE; FOR MALES SKIP TO C18] C16a_maternityactual1 Have you taken maternity leave from this MAIN job? 1. Yes 2. No → Go to C17 888. Don't know → Go to C17 999. Refused → Go to C17	
[ONLY ASK IF RESPONDENT IS FEMALE; FOR MALES SKIP TO C18] C16b_maternityactuallength1 How many weeks of maternity leave (paid or unpaid) did you take? [If don't know then put "Don't Know"] [If refused then put "Refused"]	
[ONLY ASK IF RESPONDENT IS FEMALE; FOR MALES SKIP TO C18] C16c_maternityactualpaid1 How many weeks of those weeks were paid?	

	Current Main Job
<p>[If don't know then put "Don't Know"] [If refused then put "Refused"]</p> <p>→ Go to C18</p>	
<p>[ONLY ASK IF RESPONDENT IS FEMALE; FOR MALES SKIP TO C18] C17a_maternity1 Would your employer allow you to take maternity leave from this MAIN job if you need it?</p> <p>1. Yes 2. No → Go to C18 888. Don't know → Go to C18 999. Refused → Go to C18</p>	
<p>[ONLY ASK IF RESPONDENT IS FEMALE; FOR MALES SKIP TO C18] C17b_maternitylength1 How many weeks of maternity leave (paid or unpaid) would your employer allow you to take if you needed it?</p> <p>[If as needed then put "As needed"] [If don't know then put "Don't Know"] [If refused then put "Refused"]</p>	
<p>[ONLY ASK IF RESPONDENT IS FEMALE; FOR MALES SKIP TO C18] C17c_maternitypaid1 For how many of those weeks would your employer pay you?</p> <p>[If don't know then put "Don't Know"] [If refused then put "Refused"]</p>	
<p>C18_overtime1 Does your employer give you extra pay for overtime work in this MAIN job?</p> <p>1. Yes 2. No 3. Do not work overtime 888. Don't know 999. Refused</p>	
<p>C19_bonus1 Does your employer offer any bonus payments in this MAIN job?</p> <p>1. Yes 2. No 888. Don't know 999. Refused</p>	
<p>C20a_providentfund1 Does your employer offer a Provident Fund in this MAIN job?</p> <p>1. Yes 2. No 888. Don't know 999. Refused</p>	
<p>C20b_gratuity1 Does your employer offer gratuity (lump sum) in this MAIN job?</p>	

	Current Main Job
1. Yes 2. No 888. Don't know 999. Refused	
C20c_pension1 Does your employer offer a pension in this MAIN job? 1. Yes 2. No 888. Don't know 999. Refused	
C21d_termination1 If you are terminated from this MAIN job, will you be given notice? 1. Yes 2. No → Go to C22 888. Don't know → Go to C22 999. Refused → Go to C22	
C21e_termlength1 How many days of notice will you be given? [If don't know then put "Don't Know"] [If refused then put "Refused"]	
C21f_termpay1 How many days, weeks or months of pay will you receive on termination? [If don't know then put "Don't Know" and go to C22] [If refused then put "Refused" and go to C22]	
C21g_termpayunit1 Specify unit in which amount of termination pay is given] 1. days 2. weeks 3. months 888. Don't know 999. Refused	
C22_training1 If you need to learn more skills to do this MAIN job, where do you get them from? [DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.] [MARK ALL THAT APPLY] 1. My employer provides training for me 2. I find the information I need on my own 3. I learn from co-workers or on-the-job 4. I learn from family and friends 5. I have not had to learn more skills to do my job 888. Don't know 999. Refused	

ENUMERATOR:

IF C2_empty1=7, 8 9 OR 10 (IF THE RESPONDENT INDICATED THAT CURRENT JOB IS IN SELF-EMPLOYMENT OR AS A PAID OR UNPAID FAMILY WORKER IN A HOUSEHOLD BUSINESS), FILL OUT C24-C31 FOR CURRENT JOB.

OTHERWISE GO TO PREVIOUS JOB #1.

	Current Main Job
<p>C24_selfemptime1 How long have you been running or working in this business?</p> <p>1. Up to 6 months 2. 7-12 months 3. 1-3 years 4. 3-5 years 5. 5-10 years 6. More than 10 years 888. Don't know 999. Refused</p>	
<p>C25a_registered1 Is this business registered in any national or local agency?</p> <p>1. Yes 2. In the process of being registered 3. No → Go to C26 888. Don't know → Go to C26 999. Refused → Go to C26</p>	
<p>C25b_registeredorg1 Which organization is the business registered with (or in the process of registering with)?</p> <p>[DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.]</p> <p>[MARK ALL THAT APPLY]</p> <p>1. Joint Stock Company 2. Board of Investment (BOI) 3. Bangladesh Small and Cottage Industries Corporation (BSCIC) 4. Bangladesh Export Processing Zones Authority (BEPZA) 5. Department of Inspection for Factories and Establishments (DIFE) 6. Cooperatives 7. City Corporation / Municipalities / Union Parishad (UP) 8. NGO Affairs Bureau 9. Other (Specify) 888. Don't know 999. Refused</p>	
<p>C26_whyselfemp1 Why did you start or why do you work in this business?</p> <p>[DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.]</p> <p>[MARK ALL THAT APPLY]</p> <p>1. Because I was unable find other work</p>	

	Current Main Job
2. Because I wanted independence/ be my own boss 3. Because I wanted to have flexible working hours 4. Because I wanted higher income 5. Because I wanted to be close to home 6. Because parents, relatives or friends have their own business 7. Because I wanted do grow professionally 8. Because I wanted to have job security 9. Because family members wanted me to work in the business 10. Other (specify) 888. Don't know 999. Refused	
C27_difficulty1 What is the main difficulty in running this enterprise/ business? [DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.] 1. Acquisition of capital/credit 2. Lack of knowledge 3. Registration 4. Legal requirements 5. Acquisition of new technologies 6. Finding qualified workers 7. Acquisition or rent of a place 8. Difficulty getting paid for good or services provided 9. Lack of electricity 10. Lack of fuel 11. Lack of other infrastructure (roads, buildings) 12. No difficulties 13. Other (specify) 888. Don't know 999. Refused	
C28_familyemp1 Please tell me the exact number of family members who work in this business (not including yourself) [Do not leave blank. If 0 then put "0". If don't know then ask respondent to estimate. If still don't know then put "Don't know"; if refused then put "Refused". Please check that anyone who reports being self-employed with no employees (C2_emptype1=7) SHOULD NOT report anyone here. Anyone who reports being self-employed and employing paid or unpaid family members (C2_emptype1=8) SHOULD report someone here.]	
C29_nonfamilyemp1 Please tell me the exact number of nonfamily members who work in the business [Do not leave blank. If 0 then put "0". If don't know then ask respondent to estimate. If still don't know then put "Don't know"; if refused then put "Refused". Please check that anyone who reports being self-employed with no employees or only employing family members (C2_emptype1=7 or 8) SHOULD NOT report anyone here. Anyone who reports being self-employed with some non-family members (C2_emptype1=79) SHOULD report someone here.]	
C30_trainingself1 If you need to learn more skills to run or work in this business, where do you get them from? [DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND	

	Current Main Job
<p>SELECT APPROPRIATE CODE FROM LIST.]</p> <p>[MARK ALL THAT APPLY]</p> <p>1. I take formal training courses 2. I find the information I need on my own 3. I learn from co-workers or on-the-job 4. I learn from family and friends 5. I have not had to learn more skills to run or work in this business 888. Don't know 999. Refused</p>	

PREVIOUS MAIN JOB #1

[ENUMERATOR: ASK ABOUT PREVIOUS MAIN JOB #1 IF THE RESPONDENT HAS BEEN AT THE CURRENT JOB FOR LESS THAN 15 YEARS (IF THE START DATE FOR CURRENT MAIN JOB, C7a_startyear1, IS AFTER 2000. OTHERWISE GO TO SECTION D.)]

ENUMERATOR READS: NOW I WOULD LIKE TO ASK YOU ABOUT THE MAIN JOB YOU HELD BEFORE YOUR CURRENT JOB.

	Previous Main Job #1
<p>C2_emptytype2 What describes the employment status of the MAIN job you held just before your current main job?</p> <ol style="list-style-type: none">1. Paid employee in government2. Paid employee in a private entity3. Apprentice/Intern/Trainee4. Seasonal worker5. Day laborer / casual worker6. Domestic worker in a private household7. Self-employed / business owner with no employees8. Self-employed / business owner employing only paid or unpaid family members9. Self-employed / business owner employing some non-family members10. Paid or unpaid family member working in a household business <p>888. Don't know 999. Refused</p>	
<p>C3_location2 Where did you mainly undertake your previous MAIN job?</p> <p>[DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.]</p> <ol style="list-style-type: none">1. At my home with no special work space2. At my home with work space inside/ attached to the home3. Factory, workshop, shop, kiosk, etc4. Farm or individual agricultural plot5. Home or workplace of client6. Construction site7. Market, bazaar stall, trade fair8. Street pavement/ highway with fixed post9. Office building10. Employer's home11. Transport vehicle12. No fixed location (e.g., mobile; door-to-door; street without fixed post)13. Others, specify <p>888. Don't know 999. Refused</p>	
<p>C4_industry2 What was the industry of this previous MAIN job?</p> <p>[LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM INDUSTRY LIST. IF NOT CLEAR THEN ASK FOR MORE DETAILS. IF OPTION IS NOT ON THE LIST THEN WRITE DOWN WHAT THE RESPONDENT SAYS.]</p> <p>[If don't know then put "Don't Know"]</p>	

	Previous Main Job #1
[If refused then put “Refused”]	
C5_ownership2 What was the type of ownership of the enterprise in this previous MAIN job? 1. Government 2. NGO 3. Private enterprise 4. Small business 5. Private household 6. Other. Specify 888. Don’t know 999. Refused	
C6_occupation2 What type of activity did you do in this previous MAIN job? [LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM OCCUPATION LIST. IF NOT CLEAR THEN ASK FOR MORE DETAILS. IF OPTION IS NOT ON THE LIST THEN WRITE DOWN WHAT THE RESPONDENT SAYS.] [If don’t know then put “Don’t Know”] [If refused then put “Refused”]	
C7a_startyear2 What year did you start this previous MAIN job? [YYYY] [If don’t know then put “Don’t Know”] [If refused then put “Refused”]	
C7b_startmonth2 In which month of the year did you start this previous MAIN job? 1. Jan 2. Feb 3. Mar 4. Apr 5. May 6. Jun 7. Jul 8. Aug 9. Sep 10. Oct 11. Nov 12. Dec 888. Don’t know 999. Refused	
C8_howfind2 How did you find this previous MAIN job? [DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.] 1. By starting my own business	

	Previous Main Job #1
2. Contacted employer directly 3. Through a public employment agency 4. Through a private employment agency 5. Through friends or relatives 6. Through school/university employment center 7. By responding to a vacancy 8. Through a union/professional register 9. Through job training programs/courses 10. Other 888. Don't know 999. Refused	
C9_numemp2 About how many persons (including yourself) worked in the enterprise or household business where you were employed in this previous MAIN job? 1. 1 2. 2-5 3. 6-9 4. 10-25 5. 26-50 6. 51-100 7. 101-249 8. More than 250 888. Don't know 999. Refused	
C10_hours2 How many hours (on average) did you work during a normal WEEK in this previous MAIN job? 1. Fewer than 15 hours per week 2. 15-30 hours per week 3. 30-45 hours per week 4. 45-60 hours per week 5. 60-75 hours per week 6. More than 75 hours per week 888. Don't know 999. Refused	
C12a_earnings_cash2 How much did you usually earn PER MONTH in cash from this previous MAIN job (in Taka)? [FOR SELF-EMPLOYED, EARNINGS REFER TO PROFITS, NOT REVENUES. FOR FAMILY MEMBERS WORKING IN A HOUSEHOLD BUSINESS, RESPONDENT SHOULD SAY HOW MUCH HE OR SHE EARNED, NOT HOW MUCH THE BUSINESS EARNED.] [If answered then go to C12c] [If don't know then put "Don't Know" and go to C12b] [If refused then put "Refused" and go to C12b]	
C12b_earnings_cash_range2 In what range did the amount you usually earned PER MONTH from this previous MAIN job fall? 1. Less than 5,000 Taka 2. 5,000-10,000 Taka 3. 10,000-20,000 Taka	

	Previous Main Job #1
4. 20,000-30,000 Taka 5. 30,000 Taka or more 888. Don't know 999. Refused	
C12c_earnings_kind2 How much did you usually earn per month <i>in kind</i> (for example, free meals or clothing) from this previous MAIN job (estimated Taka equivalent)? [If no in-kind earnings, then put "0", do not leave blank] [If don't know then put "Don't Know"] [If refused then put "Refused"]	

ENUMERATOR:

IF C2_empty2=1, 2, 3, 4 5 OR 6 (THAT IS, IF THE RESPONDENT INDICATED THAT PREVIOUS MAIN JOB #1 WAS A PAID JOB OR APPRENTICESHIP WORKING FOR SOMEONE ELSE), FILL OUT C13-C23 FOR PREVIOUS MAIN JOB #1.

IF C2_empty2=7, 8 9 OR 10 (THAT IS, IF THE RESPONDENT INDICATED THAT PREVIOUS MAIN JOB #1 WAS IN SELF-EMPLOYMENT OR AS A PAID OR UNPAID FAMILY WORKER IN A HOUSEHOLD BUSINESS), GO TO C24 FOR PREVIOUS MAIN JOB #1.

	Previous Main Job #1
C14a_contract2 Did you have a job contract or formal letter of agreement in this previous MAIN job? 1. Yes, permanent contract → Go to C15a 2. Yes, contract that is not permanent → Go to C14c 3. No → Go to C14b 888. Don't know → Go to C14b 999. Refused → Go to C14b	
C14b_verbal2 Did you have a verbal agreement about terms and conditions in this previous MAIN job? 1. Yes, verbal agreement that included permanent appointment → Go to C15a 2. Yes, verbal agreement that did not include permanent appointment → Go to C14c 3. No → Go to C14e 888. Don't know → Go to C14e 999. Refused → Go to C14e	
C14c_contractlength2 What was the length of your contract or verbal agreement? [If length not specified in contract or verbal agreement, put "Not specified" and go to C14e] [If don't know then put "Don't Know" and go to C14e] [If refused then put "Refused" and go to C14e]	
C14d_contractunit2 [Specify unit in which length of contract or agreement is given] 1. days 2. weeks 3. months 4. years	

	Previous Main Job #1
888. Don't know 999. Refused	
C14e_temp2 What was the main reason that you do not have a permanent contract or permanent verbal agreement in this previous MAIN job? [DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT ALL THAT APPLY.] 1. This employer did not offer me a job with a permanent contract 2. I did not want to have a job with a permanent contract 3. I was unable to do continuous work 4. I was not able to find any job that offered a permanent contract or verbal agreement 5. Other (specify) 888. Don't know 999. Refused	
C15a_sick2 How many days of sick leave did your employer provide PER YEAR in this previous MAIN job? [If "As needed" then put "As needed"] [If don't know then put "Don't Know"] [If refused then put "Refused"]	
C15b_casual2 How many days of PAID earned or casual leave did your employer provide PER YEAR in this previous MAIN job? [If "As needed" then put "As needed"] [If don't know then put "Don't Know"] [If refused then put "Refused"]	
C15c_holiday2 How many days of holiday did your employer provide EACH WEEK in this previous MAIN job? [If don't know then put "Don't Know"] [If refused then put "Refused"]	
[ONLY ASK IF RESPONDENT IS FEMALE; FOR MALES SKIP TO C18] C16a_maternityactual2 Did you take maternity leave from this previous MAIN job? 1. Yes 2. No → Go to C17 888. Don't know → Go to C17 999. Refused → Go to C17	
[ONLY ASK IF RESPONDENT IS FEMALE; FOR MALES SKIP TO C18] C16b_maternityactuallength2 How many weeks of maternity leave (paid or unpaid) did you take? [If don't know then put "Don't Know"] [If refused then put "Refused"]	
[ONLY ASK IF RESPONDENT IS FEMALE; FOR MALES SKIP TO C18] C16c_maternityactualpaid2 How many weeks of those weeks were paid? [If don't know then put "Don't Know"]	

	Previous Main Job #1
<p>[If refused then put “Refused”]</p> <p>→ Go to C18</p>	
<p>[ONLY ASK IF RESPONDENT IS FEMALE; FOR MALES SKIP TO C18]</p> <p>C17a_maternity2 Would your employer have allowed you to take maternity leave from this previous MAIN job if you needed it?</p> <p>1. Yes 2. No → Go to C18 888. Don’t know → Go to C18 999. Refused</p>	
<p>[ONLY ASK IF RESPONDENT IS FEMALE; FOR MALES SKIP TO C18]</p> <p>C17b_maternitylength2 How many weeks of maternity leave (paid or unpaid) would your employer have allowed you to take if you needed it?</p> <p>[If as needed then put “As needed”] [If don’t know then put “Don’t Know”] [If refused then put “Refused”]</p>	
<p>[ONLY ASK IF RESPONDENT IS FEMALE; FOR MALES SKIP TO C18]</p> <p>C17c_maternitypaid2 For how many of those weeks would your employer have paid you?</p> <p>[If don’t know then put “Don’t Know”] [If refused then put “Refused”]</p>	
<p>C18_overtime2 Did your employer give you extra pay for overtime work in this previous MAIN job?</p> <p>1. Yes 2. No 3. Do not work overtime 888. Don’t know 999. Refused</p>	
<p>C19_bonus2 Did your employer offer any bonus payments in this previous MAIN job?</p> <p>1. Yes 2. No 888. Don’t know 999. Refused</p>	
<p>C20a_providentfund2 Did your employer offer a Provident Fund in this previous MAIN job?</p> <p>1. Yes 2. No 888. Don’t know 999. Refused</p>	
<p>C20b_gratuity2 Did your employer offer gratuity (lump sum) in this previous MAIN job?</p>	

	Previous Main Job #1
1. Yes 2. No 888. Don't know 999. Refused	
C20c_pension2 Did your employer offer a pension in this previous MAIN job? 1. Yes 2. No 888. Don't know 999. Refused	
C21a_actualtermination2 Were you terminated from this previous MAIN job? 1. Yes 2. No → Go to C21d 888. Don't know → Go to C21d 999. Refused → Go to C21d	
C21b_actualtermlength2 How many days of notice were you given? [If don't know then put "Don't Know"] [If refused then put "Refused"]	
C21c_actualtermpay2 How many days of pay did you receive on termination? [If don't know then put "Don't Know"] [If refused then put "Refused"] →Go to C23	
C21d_termination2 If you had been terminated from this previous MAIN job, would you have been given notice? 1. Yes 2. No → Go to C23 888. Don't know → Go to C23 999. Refused → Go to C23	
C21e_termlength2 How many days of notice would you have been given? [If don't know then put "Don't Know"] [If refused then put "Refused"]	
C21f_termpay2 How many days, weeks or months of pay would you have received on termination? [If don't know then put "Don't Know" and go to C23] [If refused then put "Refused" and go to C23]	
C21g_termpayunit2 [Specify unit in which amount of termination pay is given]	

	Previous Main Job #1
1. days 2. weeks 3. months 888. Don't know 999. Refused	
C23_reasonleave2 Why did you leave this job? [DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.] [MARK ALL THAT APPLY] 1. Terminated 2. Firm closed 3. Job completed 4. Found preferred job 5. Decided to start my own business 6. Decided to work for family business 7. Retired 8. Still work at this job but it is no longer main job 9. Other (specify) 888. Don't know 999. Refused	

ENUMERATOR:

IF C2_empty2=7, 8 9 OR 10 (THAT IS, IF THE RESPONDENT INDICATED THAT PREVIOUS MAIN JOB #1 IS IN SELF-EMPLOYMENT OR AS A PAID OR UNPAID FAMILY WORKER IN A HOUSEHOLD BUSINESS), FILL OUT C24-C31 FOR PREVIOUS MAIN JOB #1.

OTHERWISE GO TO PREVIOUS MAIN JOB #2.

	Previous Main Job #1
C24_selfemptime2 How long did you run or work in this business? 1. Up to 6 months 2. 7-12 months 3. 1-3 years 4. 3-5 years 5. 5-10 years 6. More than 10 years 888. Don't know 999. Refused	
C25a_registered2 Was the business registered in any national or local agency? 1. Yes 2. In the process of being registered	

	Previous Main Job #1
<p>3. No → Go to C26 888. Don't know → Go to C26 999. Refused → Go to C26</p>	
<p>C25b_registeredorg2 Which organization was the business registered with?</p> <p>[DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.]</p> <p>[MARK ALL THAT APPLY]</p> <ol style="list-style-type: none"> 1. Joint Stock Company 2. Board of Investment (BOI) 3. Bangladesh Small and Cottage Industries Corporation (BSCIC) 4. Bangladesh Export Processing Zones Authority (BEPZA) 5. Department of Inspection for Factories and Establishments (DIFE) 6. Cooperatives 7. City Corporation / Municipalities / Union Parishad (UP) 8. NGO Affairs Bureau 9. Other (Specify) <p>888. Don't know 999. Refused</p>	
<p>C26_whyselfemp2 Why did you start or work in this business?</p> <p>[DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.]</p> <p>[MARK ALL THAT APPLY]</p> <ol style="list-style-type: none"> 1. Because I was unable find other work 2. Because I wanted independence/ be my own boss 3. Because I wanted to have flexible working hours 4. Because I wanted higher income 5. Because I wanted to be close to home 6. Because parents, relatives or friends have their own business 7. Because I wanted do grow professionally 8. Because I wanted to have job security 9. Because family members wanted me to work in the business 10. Other (specify) <p>888. Don't know 999. Refused</p>	
<p>C27_difficulty2 What was the main difficulty in running this enterprise/ business?</p> <p>[DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.]</p> <ol style="list-style-type: none"> 1. Acquisition of capital/credit 2. Lack of knowledge 3. Registration 4. Legal requirements 5. Acquisition of new technologies 6. Finding qualified workers 7. Acquisition or rent of a place 8. Difficulty getting paid for good or services provided 	

	Previous Main Job #1
9. Lack of electricity 10. Lack of fuel 11. Lack of other infrastructure (roads, buildings) 12. No difficulties 13. Other (specify) 888. Don't know 999. Refused	
C28_familyemp2 Please tell me the exact number of family members who worked in this business (not including yourself) [Do not leave blank. If 0 then put "0". If don't know then ask respondent to estimate. If still don't know then put "Don't know"; if refused then put "Refused". Please check that anyone who reported that Previous Job #1 was self-employed with no employees (C2_emptytype2=7) SHOULD NOT report anyone here. Anyone who reported that Previous Job #1 was self-employed and employing paid or unpaid family members (C2_emptytype2=8) SHOULD report someone here.]	
C29_nonfamilyemp2 Please tell me the exact number of nonfamily members who worked in the business [Do not leave blank. If 0 then put "0". If don't know then ask respondent to estimate. If still don't know then put "Don't know"; if refused then put "Refused". Please check that anyone who reported that Previous Job #1 was self-employed with no employees or only employing family members (C2_emptytype2=7 or 8) SHOULD NOT report anyone here. Anyone who reported that Previous Job #1 was self-employed with some non-family members (C2_emptytype2=9) SHOULD report someone here.]	
C31_reasonleave2 Why did you stop running or working in this business? [DO NOT READ CHOICES BELOW. LISTEN TO SPONTANEOUS RESPONSE AND SELECT APPROPRIATE CODE FROM LIST.] [MARK ALL THAT APPLY] 1. Firm did not make enough profit 2. Found preferred job 3. Decided to start another business 4. Decided to work for another family business 5. Retired 6. Still work in this business but it is no longer main job 7. Other (specify) 888. Don't know 999. Refused	