



Комисия за защита от
дискриминация



Министерство на труда и
социалната политика



ИНСТИТУТ
ОТВОРЕНО
ОБЩЕСТВО
СОФИЯ

Project VS/2010/008/0536 "Equality as a Path to Progress"

Hallo. Open Society Institute Sofia, in partnership with Ministry of Labor and Social Politic are carrying out study on public opinion about employment and labor discrimination in Bulgaria.
You are randomly chosen in our sample. Your input will be treated strictly confidential.

MIGRATION

1.1. **How long have you been living in this settlement?** Write down the number of years.

1. Less than ONE year	1
2. For years	2
3. Since I was born >>> 1.4.	3

1.2. **Where did you live before you had come in this settlement?** (ONE answer)

1. In Sofia	1
2. In the district center	2
3. In other town in Bulgaria	3
4. In a village in Bulgaria	4
5. Abroad (Write down the country)	5

1.3. **What is the main reason for you to move in this settlement?** (ONE answer)

1. Found a new job	1
2. To look for a new job	2
3. Education	3
4. With a family member	4
5. Marriage / divorce	5
6. Pension	6
7. Moved to my relatives' home	7
8. Other (Specify)	8

1.4. **Do you have any concrete plans to move to live in a different settlement in ONE year?** (ONE answer)

1. Yes >>> 1.6.	1
2. No >>> 1.5.	2

1.5. **Do you have any concrete plans to leave this settlement for more than 3 months in the next year?**
(ONE answer)

1. Yes >>> 1.6.	1
2. No >>> 1.9.	2

1.6. **Where do you intent to go?** (ONE answer)

1. In Sofia	1
2. In the district center	2
3. In other town in Bulgaria	3
4. In a village in Bulgaria	4
5. Abroad (Write down the country)	5

1.7. **What is the main reason you want to leave?** (ONE answer)

1. Found a job	1	Answer 1, 2 or 3 >>> 1.8.
2. To look for a job	2	
3. Summer working travel	3	
4. Education / Specialization	4	Answer from 3 to 10 >>> 1.9.
5. To join my family	5	
6. Marriage / Divorce	6	
7. Pension	7	
8. Take care for a relative	8	
9. Temporarily receive social assistance	9	
10. Other (Specify)	10	

1.8. Please describe the job you want to look for / have already found.

.....

1.9. Have you ever been abroad for more than 3 months? (ONE answer)

1. Yes >>> 1.10.	1
2. No >>> Section "EMPLOYMENT"	2

1.10. When have you been abroad for the last time? (Please, specify the year)

Year
------	-------

1.11. In which country have you been?

(If you have been in more than ONE country, please specify up to 3, starting with the latest)

.....
Before this
Before this.....

1.12. What was the main target for your last stay abroad? (ONE answer)

1. Work	1	Answer 1 or 2 >>> 1.13.
2. Summer working travel	2	
3. Education / Specialization	3	Answer from 3 to 9 >>> 1.17.
4. To join my family	4	
5. Marriage	5	
6. Pension	6	
7. Take care for a relative	7	
8. Temporarily receive social assistance	8	
9. Other (Specify).....	9	

1.13. Please, describe your last job.

.....

1.14. Did you have a contract at this job? (ONE answer)

1. No	1
2. Yes, labor contract	2
3. Yes, civil contract	3
4. Yes, other type (Specify).....	4

1.15. How long have you worked at this job? (Please, specify)

Months	
Years	

1.16. What was the main reason to quit this job? (ONE answer)

1. Expired contract	1
2. Contract ended	2
3. Fired	3
4. Passed the season	4
5. The company ended its activity	5
6. Wanted to return to Bulgaria	6
7. Because of the bad attitude toward me	7
8. Other (Specify).....	8

1.17. How long did you stay abroad the last time? (ONE answer)

Months	
Years	

1.18. Why did you return to Bulgaria? (ONE answer)

1. Didn't acquire citizenship	1
2. Didn't find a job	2
3. Contract expired	3
4. Visa expired	4
5. To be with my family	5
6. Nostalgia	6
7. I returned for some time and intent to leave again	7
8. I didn't like the attitude against strangers	8
9. Other (Specify).....	9

1.19. Please rate your feeling of PROFESSIONAL satisfaction. Use scale from 1 to 7, where 1 – Completely unsatisfied..... 7 - Completely satisfied

1. Abroad	1	2	3	4	5	6	7
2. In Bulgaria	1	2	3	4	5	6	7

1.20. Please rate your feeling of PERSONAL satisfaction. Use scale from 1 to 7, where 1 – Completely unsatisfied..... 7 - Completely satisfied

1. Abroad	1	2	3	4	5	6	7
2. In Bulgaria	1	2	3	4	5	6	7

EMPLOYMENT

2.1. Have you worked in the past 4 weeks (Including unpaid work in a family business or family farm or even a few hours of casual work)? (ONE answer)

1. Yes >>> 2.7.	1
2. No	2

2.2. Did you look for a job in the past 4 weeks? (ONE answer)

1. Yes >>> 2.4.	1
2. No	2

2.3. What is the main reason you did not look for a job in the past 4 weeks? (ONE answer)

1. Student	1	При ВСЕКИ отговор преминете >>> 2.6.
2. Housewife	2	
3. Maternity or childcare leave	3	
4. Retired	4	
5. Sick	5	
6. Handicapped	6	
7. Care for a family member	7	
8. Have a job that will start later	8	
9. Awaiting recall by employer	9	
10. Waiting for busy season	10	
11. Do not want to work	11	
12. Believe there is no chance of getting a job	12	
13. Other (Specify).....	13	

2.4. What kind of work were you looking for? (ONE answer)

1. Full time	1
2. Part time	2
3. Occasional	3
4. Seasonal	4
5. Any	5

2.5. How long were you looking for a job? (ONE answer)

1. Less than a month	1
2. 1-2 months	2
3. 3-6 months	3
4. 7-12 months	4
5. More than a year	5

2.6. Did you quit a job or lose a job in the past 12 months? (ONE answer)

1. Yes, quit	1
2. Yes, was fired	2
3. Yes, lost a job	3
4. No	4
5. Other (Specify).....	5

ONLY FOR THESE WHO REPORTED WORKING IN PAST 4 WEEKS OR TEMPORARILY NOT WORKING BUT HAVING A JOB

2.7. Please describe the main job you have had in the past 4 weeks, including:

- Part time work
- Occasional or seasonal work
- Unpaid work in a family business
- Work on your own account

Description:.....

2.8. In what industry / sector is this job? (ONE answer)

1. Agriculture, hunting, forestry & fishing	1
2. Mining and stone quarrying	2
3. Manufacturing	3
4. Construction	4
5. Water, gas, electric supply	5
6. Wholesale and retail trade, repair	6
7. Hotels, restaurants, entertainment	7
8. IT & communication	8
9. Transport, storage	9
10. Financial intermediation	10
11. Real estate and rental activities	11
12. Public administration	12
13. education	13
14. Health or social work	14
15. Crafts, arts and services	15
16. Other (specify).....	16

2.9. In this job are you....? (ONE answer)

1. Labor contract employee	1
2. Civil contract employee	2
3. An employee without contract	3
4. A paid worker in a family farm or business >>> 2.12.	4
5. An unpaid worker in a family farm or business >>> 2.16.	5
6. An employer >>> 2.16.	6
7. A worker on own account (self – employed) >>> 2.16.	7
8. Military >>> 2.11.	8
9. Other (specify).....	9

2.10. What type of employer did you have for this job? (ONE answer)

1. The government, public sector or army	1
2. A state-owned enterprise	2
3. A public works program	3
4. A private company or enterprise	4
5. An NGO or nonprofit organization	5
6. A private individual	6

2.11. Did your employer give you additional bonuses as? (Each answer "YES")

1. Food	1
2. Transport	2
3. Clothes	3
4. Medical care	4
5. Dwelling / room for living	5
6. Other (specify).....	6

2.12. Were you forced to work systematically OVER TIME without additional payment in the past 12 months? (ONE answer)

1. Yes	1
2. No	2

2.13. Did you work at least an hour at job in the past 4 weeks? (ONE answer)

1. Yes >>> 2.16.	1
2. No	2

2.14. What is the main reason you didn't work at this job in the past 4 weeks? (ONE answer)

1. Own illness	1
2. Maternity or childcare leave	2
3. Family member sick	3
4. Holiday	4
5. Strike	5
6. Temporary paid leave	6
7. Temporary unpaid leave	7
8. Closure	8
9. Bad weather	9
10. Educational training	10
11. Other (specify).....	11

2.15. How many weeks have you been on leave or absent from this job? (Specify in weeks)

WEEKS:

2.16. How many hours did you work at this job/work in the last 7 days (including weekend days)?

Hours:

2.17. What was the total wages (NET OF TAXES AND CONTRIBUTION) you earned including what you are owed for this work during the past month, OR if you work on your own account what are the net earnings for the past month from this work or business?

LEVA

2.18. What was the TOTAL NET income of your household for the past month?

LEVA:

2.19. What kind of work is this? (ONE answer)

1. Full time	1
2. Part time	2
3. Occasional	3
4. Seasonal	4

2.20. Do you make social security contributions for this job or work including self-contribution?

(ONE answer)

1. Yes	1
2. No	2

2.21. According to this job, please rate the level of your satisfaction ... (ONE answer at EACH row)

Use a scale from 1 to 7, where 1 – Completely UNSATISFIED 7 - Completely SATISFIED

1. Relations with colleagues	1	2	3	4	5	6	7
2. Relations with superior personnel	1	2	3	4	5	6	7
3. Relations with the clients	1	2	3	4	5	6	7
4. Payment	1	2	3	4	5	6	7
5. Nature of work	1	2	3	4	5	6	7
6. Organization of the working process	1	2	3	4	5	6	7

LABOR DISCRIMINATION

3.1. Suppose you have a store and you need to appoint some salesmen. There are a lot of candidates, all of them satisfy your conditions but you have to appoint only 3 of them. Please tell us which 3 you would choose and which 3 would not. (Up to 3 answers in each column)

	Would appoint	Would NOT appoint
1. A boy 15-17 years old	1	2
2. A girl 15-17 years old	1	2
3. A boy 18-25 years old	1	2
4. A girl 18-25 years old	1	2
5. A pregnant woman	1	2
6. Parent with many children	1	2
7. Homosexual	1	2
8. Lesbian	1	2
9. A man at before-retired age	1	2
10. A woman at before-retired age	1	2
11. A handicap person	1	2
12. A person with political view opposite of yours	1	2
13. A person with religion different of yours	1	2
14. A person of different of your race	1	2
15. A person who is Roma	1	2
16. A person with different ethnicity	1	2
17. Immigrant from Europe	1	2
18. Immigrant from the near East	1	2
19. Other (specify).....	1	2

3.2. How do you think, are there equal chances to everyone at labor market in Bulgaria? (ONE answer)

1. YES, absolutely	1
2. Rather YES	2
3. Rather, NO	3
4. NO, absolutely NOT	4
99. I don't know	99

3.3. More or less opportunities for FINDING A JOB are given according to... (ONE answer at EACH row)

	More	Equal	Less	Don't know
1. Gender	1	2	3	99
2. Age	1	2	3	99
3. Ethnicity	1	2	3	99
4. Religion	1	2	3	99
5. Political view	1	2	3	99
6. Social background	1	2	3	99
7. Sexual orientation	1	2	3	99
8. Physical disability	1	2	3	99

3.4. More or less opportunities for PROFESSIONAL EDUCATION/TRAINING are given to

(ONE answer at EACH row)

	More	Equal	Less	Don't know
1. Gender	1	2	3	99
2. Age	1	2	3	99
3. Ethnicity	1	2	3	99
4. Religion	1	2	3	99
5. Political view	1	2	3	99
6. Social background	1	2	3	99
7. Sexual orientation	1	2	3	99
8. Physical disability	1	2	3	99

3.5. What is your behavior to each of the following groups? (ONE answer at EACH row)

	Positive, communicate with them	Positive, but try not to communicate with them	Negative, communicate with them	Negative, try not to communicate with them
1. Ethnicity minorities	1	2	3	4
2. Religion communities different from yours	1	2	3	4
3. Homosexuals	1	2	3	4
4. Skinheads	1	2	3	4
5. HIV positive	1	2	3	4
6. Religion fanatics	1	2	3	4
7. Ex-convicts	1	2	3	4
8. Drug addicts	1	2	3	4
9. Mentally diseased	1	2	3	4
10. People with physical disabilities	1	2	3	4

3.6. Would you agree with following concerning the ETHNICAL GROUPS or nationalities living in Bulgaria?

(please answer every column that is Yes)

	Your children or you to marry	To be guest in your home	To be your neighbors	To live in your neighborhood	To live in your town	To live in your region	To live in Bulgaria
1. Armenians	1	2	3	4	5	6	7
2. Arabs	1	2	3	4	5	6	7
3. Bulgarians	1	2	3	4	5	6	7
4. Mohammedan Bulgarians	1	2	3	4	5	6	7
5. Jews	1	2	3	4	5	6	7
6. Chinese	1	2	3	4	5	6	7
7. Roma	1	2	3	4	5	6	7
8. Turks	1	2	3	4	5	6	7

3.7. Would you agree with following concerning the SOCIAL GROUPS living in Bulgaria?

(please answer every column that is Yes)

	Your children or you to marry	To be guest in your home	To be your neighbors	To live in your neighborhood	To live in your town	To live in your region	To live in Bulgaria
1. Homosexuals	1	2	3	4	5	6	7
2. Skinheads	1	2	3	4	5	6	7
3. HIV positive	1	2	3	4	5	6	7
4. Religion fanatics	1	2	3	4	5	6	7
5. Ex-convicts	1	2	3	4	5	6	7
6. Drug addicts	1	2	3	4	5	6	7
7. Mentally diseased	1	2	3	4	5	6	7
8. People with physical disabilities	1	2	3	4	5	6	7

3.8. Would you agree the following ETHNICAL GROUPS or nationalities living in Bulgaria to work in your company as: (please answer every column that is Yes)

	General workers and cleaners	Specialist under your supervision	Specialist with the same level like yours	Your manager	Top managers of the company
1. Armenians	1	2	3	4	5
2. Arabs	1	2	3	4	5
3. Bulgarians	1	2	3	4	5
4. Mohammedan Bulgarians	1	2	3	4	5
5. Jews	1	2	3	4	5
6. Chinese	1	2	3	4	5
7. Roma	1	2	3	4	5
8. Turks	1	2	3	4	5

3.9. Would you agree the following SOCIAL GROUPS or nationalities living in Bulgaria to work in your company as: (please answer every column that is Yes)

	General workers and cleaners	Specialist under your supervision	Specialist with the same level like yours	Your manager	Top managers of the company
1. Homosexuals	1	2	3	4	5
2. Skinheads	1	2	3	4	5
3. HIV positive	1	2	3	4	5
4. Religion fanatics	1	2	3	4	5
5. Ex-convicts	1	2	3	4	5
6. Drug addicts	1	2	3	4	5
7. Mentally diseased	1	2	3	4	5
8. People with physical disabilities	1	2	3	4	5

3.10. Would you agree your child to study in a class where the following ethnical groups or nationalities living in Bulgaria are: (please answer every column that is Yes)

	Some	1/2	More than half
1. Armenians	1	2	3
2. Arabs	1	2	3
3. Bulgarians	1	2	3
4. Mohammedan Bulgarians	1	2	3
5. Jews	1	2	3
6. Chinese	1	2	3
7. Roma	1	2	3
8. Turks	1	2	3
9. Children with disability	1	2	3
10. Children from an orphanage	1	2	3
11. Children of emigrants	1	2	3

3.11. Have you ever felt negative behavior to you of the SOCIETY according to: (ONE answer at EACH row)

	Yes	No	Not applicable to me
1. Your gender	1	2	
2. Your age	1	2	
3. Your ethnicity	1	2	
4. Your religion	1	2	
5. Your sexual orientation	1	2	
6. Your physical disability or illness	1	2	
			99

3.12. Have you ever felt negative behavior to you of your COLLEAGUES according to:

(ONE answer at EACH row)

	Yes	No	Not applicable to me
1. Your gender	1	2	
2. Your age	1	2	
3. Your ethnicity	1	2	
4. Your religion	1	2	
5. Your sexual orientation	1	2	
6. Your physical disability or illness	1	2	99

3.13. How would you answer if at a job interview you were asked: “Do you have any concrete plans to have a child in the near future?” *(ONE answer)*

1. I would tell my real intention	1
2. I would NOT tell my real intention	2
3. I would evade the question, because it is not related to my professional abilities	3
99. I don't know	99
88. Not applicable to me	88

3.14. Have you ever been refused a job mainly because of ... *(ONE answer at EACH row)*

	Yes	No	I don't know
1. Your gender	1	2	99
2. Your age	1	2	99
3. Your ethnicity	1	2	99
4. Your religion	1	2	99
5. Your sexual orientation	1	2	99
6. Your physical disability or illness	1	2	99
7. Your intention to have a child in the near future	1	2	99
8. A little child in your family	1	2	99
9. Your marital status	1	2	99
10. Your syndical activity	1	2	99
11. Your political views	1	2	99

3.15. Have you ever had any difficulties with your access to health care mainly because of ...

(ONE answer at EACH row)

	Yes	No	Not applicable
1. Your gender	1	2	
2. Your age	1	2	
3. Your ethnicity	1	2	
4. Your religion	1	2	
5. Your sexual orientation	1	2	
6. Your physical disability or illness	1	2	99

3.16. If you feel sometimes discriminated, who would you make complaint to? *(Each RIGHT answer)*

1. Commission against discrimination	1
2. NGO	2
3. Medias	3
4. Attorney	4
5. Nobody	5
6. Other (Specify)	6

3.17. Is there a necessity of existence of a specialized institution that punishes the acts of discrimination?

(ONE answer)

1. Yes, because this is a principle in every civilized country	1
2. No, because this is an obligation of the court	2
3. No, because this is an obligation of the society that has to be more kindly disposed to disadvantaged people.	3
4. Other (Specify)	4

3.18. When you are looking for a job do you have any difficulties according to: (ONE answer at EACH row)

	Yes, great difficulties	Yes, but little	No	Not applicable to me
1. Your low education	1	2	3	99
2. Lack of working places at your specialty	1	2	3	99
3. Insufficient working experience	1	2	3	99
4. Insufficient professional qualification	1	2	3	99
5. Insufficient computer literacy	1	2	3	99
6. Insufficient command of foreign languages	1	2	3	99
7. High unemployment rates in the region you're living	1	2	3	99
8. Lack of a well-paid work in the region you're living	1	2	3	99
9. Bad working conditions	1	2	3	99
10. Lack of enough strings pulled to find a good job	1	2	3	99

3.19. Do you approve the implementation of some temporary encouraging measures that provide equal rights to each of the following social groups? (ONE answer at EACH row)

	Approve	Disapprove	I don't know
1. Women	1	2	99
2. People below 25 years old	1	2	99
3. People over 50 years old	1	2	99
4. Roma	1	2	99
5. Turkish	1	2	99
6. People that are of other ethnic group (specify)	1	2	99
7. People that profess the Eastern Orthodox	1	2	99
8. People with different sexual orientation	1	2	99
9. People with some kind of disability	1	2	99

3.20. If you think that people are treated unequal according to some their characteristics, what is the main reason for this? (ONE answer)

99. I don't think people are treated unequally	99
1. Prejudices of the society	1
2. Defects in the labor laws	2
3. Employers' interests	3
4. Other (Specify)	4

3.21. What is predominating at the labor market – discrimination of groups or of individuals according to some their characteristics? (ONE answer)

1. Groups	1
2. Individuals	2
3. Both	3
4. Neither groups, nor individuals	4
5. I don't know (Don't read this)	5

3.22. According to your experience, how frequent are the acts of labor discrimination? (ONE answer)

1. Accidental	1
2. Seldom	2
3. Frequent	3
4. Regular, systematic	4
5. I don't know (Don't read this)	5

3.23. Have you yourself ever been treated unequally (your rights have been violated) in some of the following cases? (Every right answer)

1. Choice of profession	1
2. Looking for an appropriate job	2
3. Conditions in the labor contract	3
4. Defining of a salary	4
5. Career growth	5
6. Education / qualification	6
7. Providing safe working conditions	7
8. Labor readjustment	8
9. Defining of the working time	9
10. Taking a holiday	10
11. Assign you a tasks by your supervisor	11
12. Helping your colleagues	12
13. Facing disciplinary responsibility	13
14. Using social benefits	14
15. Business trips	15
16. Extra hours work	16
17. Defense in labor dispute	17
18. Other (Specify).....	18
99. I have never been discriminated	99

3.24. Did you take any actions to stand up for your labor rights and defense from discrimination? (ONE answer)

99. There has been no need to do this	99
1. Yes, and my attempts were successful	1
2. Yes, but my attempts weren't successful	2
3. No, not yet but I intend to do this	3
4. No and I don't intend to do this	4

HOUSEHOLD - ROSTER

Please, write down all household members starting with head, then spouse, then children, then other relatives and then non-relative.

TO THE INTERVIEWER: Ask the questions by rows, i.e. FIRST ask ALL the questions about HEAD, then ALL the questions for spouse and so on. Моля, избройте всички членове на домакинството като започнете с главата, съпруг/партньор на главата, децата, другите роднини и т.н. КЪМ АНКЕТЬОРА: ЗАДАВАЙТЕ ВЪПРОСИТЕ ПО РЕДОВЕ - задайте ПЪРВО всички въпроси за главата, ПОСЛЕ за следващия човек и така докато изчерпате цялото домакинство. ПРЕПРАТКИТЕ ще ви отведат към СЛЕДВАЩИЯ ЧОВЕК.

Household member code	What is household member's name? <i>ASK FIRST NAME ONLY, STARTING WITH HEAD, THEN SPOUSE, THEN CHILDREN, OTHER RELATIVES, THEN NON-RELATIVES</i>	R1_1 Relation to the head of the household 1. Head of the household 2. Spouse/Partner 3. Son / Daughter 4. Son / Daughter in-law 5. Grand child 6. Niece / Nephew 7. Parent of head 8. Parent of head's spouse 9. Brother / sister of the head 10. Brother / sister of head's spouse 11. Grand parent 12. Other relative 13. No relation	R1_2 Пол 1. Male 2. Female	R1_3 Age <i>(IF LESS THAN 12 MONTHS OLD, WRITE '0')</i>	R1_4 Legal marital status 1. Single 2. Married 3. Living together 4. Widow-er 5. Divorced 6. Separated	R1_5 Do you / [NAME] have health insurance, (including self-purchased insurance)? 1. Yes 2. No 3. I don't know
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
11						
12						
13						
14						
15						

Household member code	Name	R1_6 Are you/ [NAME] currently enrolled in kindergarten, pre-school, school or university? 1. No 2. Yes, kindergarten 3. Yes, preschool 4. Yes, school 5. Yes, university	R1_7 What is the highest educational level you/ [NAME] have completed? 1. None 2. Initial 3. Primary 4. Secondary 5. Secondary vocational 6. Secondary specialized 7. Higher, professional collage 8. Higher (bachelor) 9. Higher (master) 10.Higher (PhD)
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			

Household member code	Name	R1_8 What is your/ [NAME'S] ethnic group?		R1_9 What is your/ [NAME'S] RELIGION?	
		Answer	Specification	Answer	Specification
				1. Christian orthodox 2. Catholic 3. Protestant (specify) 4. Muslim Sunni (mosque) 5. Shia Muslim (tekke) 6. Jewish 7. Other (specify) 8. No religion	
				>>> GO to NEXT person	
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					
11					
12					
13					
14					
15					

R2. Please, write down the NAME and the CODE of the person who was interviewed from the roster!

CODE NAME

--	--

Duration of the interview (in minutes) |_|_| |_| MIN.

Date DD |_|_|/MM |_|_|

Interviewer NAME:

I read all the instructions and carried out the interview according to them. SIGNITURE

Supervisor NAME:

I did the following:

1. I read carefully the instructions
2. I instructed the interviewer
3. I checked this card

I guarantee that the interview is carried out according to the instructions and there aren't any mistakes in this card.

Comment *(If there is any specific situation)*

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Supervisor's SIGNATURE

If there are any questions that are relevant to this survey, you can connect with us:

Principal investigator:

Alexey Pamporov, PhD: (02) 930 66 68

Coordinator of the survey:

Dragomira Belcheva: (02) 930 66 65