

Codebook
HERrespect Management Survey
Baseline survey

Facesheet		
Variable name	Variable label	Value label
dataid	Respondent ID	
vdatel 1	Date of first visit	
BACKGROUND AND WORK		
Variable name	Variable label	Value label
q101a	Sex of the manager	
q101	Age of the manager	
q102	Education of the manager	
q103	Currently studying?	1 "Yes", 2 "No"
q104	Any training and diploma	1 "Yes", 2 "No"
q105	Marital status	1 "CURRENTLY MARRIED", 2 "DIVORCED", 3 "WIDOWED", 4"NEVER MARRIED"
q106	Monthly income (in TK)	
q107	How easy for himself/herself to arrange 100000 Tk	1 "VERY DIFFICULT", 2 "SOMEWHAT DIFFICULT", 3 "SOMEWHAT EASY", 4"VERY EASY"
q108	Contribution to household income	1 "NONE", 2 "VERY LITTLE", 3 "SOME", 4"HALF", 5 "MOST", 6"ALL "
q109_a	How you see your life: In most ways life is close to ideal	1 "STRONG DISAGREE", 2 "DISAGREE", 3 "NEITHER AGREE OR DISAGREE", 4"AGREE", 5 "STRONGLY AGREE
q109_b	How you see your life: The conditions of your life are excellent	1 "STRONG DISAGREE", 2 "DISAGREE", 3 "NEITHER AGREE OR DISAGREE", 4"AGREE", 5 "STRONGLY AGREE
q109_c	How you see your life: You are satisfied with your life	1 "STRONG DISAGREE", 2 "DISAGREE", 3 "NEITHER AGREE OR DISAGREE", 4"AGREE", 5 "STRONGLY AGREE
q109_d	How you see your life: You have got the important things you wanted in life	1 "STRONG DISAGREE", 2 "DISAGREE", 3 "NEITHER AGREE OR DISAGREE", 4"AGREE", 5 "STRONGLY AGREE
Work and Burnout		
Variable name	Variable label	Value label
q201years	Years of working in the current factory	
q201months	Months of working in the current factory	

q202	Designation of the manager	1 "Juniur supervisor", 2 "Supervisor", 3 "Senior supervisor", 4 "Line chief", 5 "Quality controller", 6 "Quality in-charge", 7 "Quality auditor", 8 "Cutting assistant", 9 "Cutting in charge", 10 "Assistant production manager(A.P.M)", 11 "Production manager", 12 "Finishing in charge", 13 "Packing in charge", 14 "I.E officer", 15 "Floor in-charge", 16 "Assistant general manager(A.G.M)", 17 "General manager" 18 "Other(specify)"
q202other	Other designation	
q203years	Years of working in the current position	
q203months	Months of working in the current position	
q204	No. of female workers supervise directl	
q205	No. of male workers supervise directly	
q206	Previously worked in other garment factories	1 "Yes", 2 "No"
q207	No. of factories worked in including the ecurrent one	
q208	Years of working in the garment sector	
q209_a	Frequently stressed/depressed_not having enough work	1 "Yes, wanted and granted", 2 "Wanted and most of the time granted", 3 "Wanted and most of the time refused", 4 "Wanted and not granted" 5 "Half of the time granted and half refused" 6 "I wanted to take but didn't ask for" 7 "Did not need it"
q209_b	Frequently stressed/depressed_not having enough incom	1 "Yes, wanted and granted", 2 "Wanted and most of the time granted", 3 "Wanted and most of the time refused", 4 "Wanted and not granted" 5 "Half of the time granted and half refused" 6 "I wanted to take but didn't ask for" 7 "Did not need it"
q209_c	Frequently stressed/depressed_not proud of what she does to get money	1 "Yes, wanted and granted", 2 "Wanted and most of the time granted", 3 "Wanted and most of the time refused", 4 "Wanted and not granted" 5 "Half of the time granted and half refused" 6 "I wanted to take but didn't ask for" 7 "Did not need it"
q209_d	Frequently stressed/depressed_she wants/have to help family	1 "Yes, wanted and granted", 2 "Wanted and most of the time granted", 3 "Wanted and most of the time refused", 4 "Wanted and not granted" 5 "Half of the time granted and half refused" 6 "I wanted to take but didn't ask for" 7 "Did not need it"
q213	Prportion of contribution to the household	q213 1 "More than husband" 2 "Less than husband" 3 "About the same" 4 "Husband pays full" 5 "She pays the full"
q214	How long have you you been earning an income?	
q215_a	Frequently stressed/depressed_not having enough income"	1 "Strongly disagree", 2 "Disagree", 3 "Agree" 4 "Strongly agree"
q215_b	Frequently stressed/depressed_not proud of what she does to get money"	q215_b 1 "Strongly disagree" 2 "Disagree" 3 "Agree" 4 "Strongly agree"
q215_c	Frequently stressed/depressed_she wants/have to help family"	q215_c 1 "Strongly disagree" 2 "Disagree" 3 "Agree" 4 "Strongly agree"

Maslach Burnout Inventory (MBI)		
Variable name	Variable label	Value label
q210_A	Feel emotionally drained from work	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_B	Feel used up at the end of the workday	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_C	Feel fatigued to face another day on job	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_D	Working with people all day is really a strain	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_E	Feel burned out from work	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_F	Feel frustrated by job	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_G	Feel are working too hard on job	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_H	Working with people directly puts too much stress	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_I	Feel like are at the end of rope	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
Personal accomplishment		
q210_J	Easily understand how workers feel about things	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_K	Deals very effectively with the problems of supervisees	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_L	Feels s/he positively influencing other peoples life through his/her wor	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_	Feels very energetic	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_N	Can easily create a relaxed atmosphere with supervisee	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_O	Feels exhilarated after working closely with supervisees	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_P	Have accomplished many worthwhile things in this job	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_Q	Deals with emotional problems very calmly	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
Depersonalization		

q210_R	Treats some supervisees as if they were impersonal 'objects'	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_S	Has become more callous toward people since took the job	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_T	Worries that this job is hardening him/her emotionally	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_U	Doesn't really care what happens to some of his/her supervisees	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_V	Feels that supervisees blame him/her for some of their problems	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
Optional items		
q210_W	Feels similar to supervisees in many ways	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_X	Feels personally involved with supervisees problem	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
q210_Y	Feels uncomfortable about the way have treated some of his/her supervisees	0 "Never", 1 "A few times year", 2 "Monthly", 3 "A few times a month", 4 "Every week", 5 "A few times a week", 6 "Every day"
ATTITUDES ABOUT RELATIONS BETWEEN MEN AND WOMEN		
Variable name	Variable label	Value label
q301_A	A woman's most important role is to take care of her home and cook for her family"	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q301_B	Men need sex more than women do"	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q301_C	There are times when a woman deserves to be beaten"	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q301_D	It is a woman's responsibility to avoid getting pregnant"	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q301_E	A woman should tolerate violence in order to keep her family together"	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q301_F	If someone insults a man, he should defend his reputation, even with force	
q301_G	To be a man, a person needs to be tough	
q301_H	A man should have the final say in decisions in his home	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q301_I	I think that a woman should obey her husband	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q301_J	I think that a woman needs her husband's permission to do paid work	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"

q301_K	I think that a woman cannot refuse to have sex with her husband	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q301_L	I think if a woman does not physically fight back, it's not rape	1 "Strongly disagree" 2 "Disagree" 3 "Agree" 4 "Strongly agree"
q301_	I think nothing a woman can do if her husband wants to have girlfriends	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q301_N	Men should share domestic work with women_doing dishes, cleaning and cooking	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q301_O	I think that children belong to a man and his family	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q301_P	I think that if a man beats you it shows that he loves you	1 "Strongly disagree", 2 "Disagree", 3 "Agree" ,4 "Strongly agree"
q302	Who takes the final decision regarding the health of women in the family?	1 "YOURSELF", 2 "WIFE/PARTNER", 3 "BOTH EQUALLY", 4 "OTHER MEMBER OF HOUSEHOLD", 5 "N/A"
q303	Who takes the final decision regarding children (schooling, their activities)?	1 "YOURSELF", 2 "WIFE/PARTNER", 3 "BOTH EQUALLY", 4 "OTHER MEMBER OF HOUSEHOLD", 5 "N/A"
q304	Who takes the final decision regarding family spends money on food and clothing?	1 "YOURSELF", 2 "WIFE/PARTNER", 3 "BOTH EQUALLY", 4 "OTHER MEMBER OF HOUSEHOLD", 5 "N/A"
q305	Final decision re spending money on buying large HH items (car/house/etc.)?	1 "YOURSELF", 2 "WIFE/PARTNER", 3 "BOTH EQUALLY", 4 "OTHER MEMBER OF HOUSEHOLD", 5 "N/A"
MANAGEMENT ATTITUDES		
Variable name	Variable label	Value label
q306_A	Sewing operators usually want to do as little work as possible	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q306_B	Male supervisors are much better at meeting Cproduction targets than women	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q306_C	Sewing operators should have their pay reduced if they don't work hard enough	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q306_D	Women supervisors are too soft on women workers	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q306_E	You need to be tough to be a supervisor or manager	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q306_F	Sewing operators should work until the targets are completed	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q306_G	Sewing operators should always obey their supervisor and managers	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
q306_H	It's not his concern_female oper_into trouble home_staying late to meet targets	1 "Strongly disagree", 2 "Disagree", 3 "Agree", 4 "Strongly agree"
Strategies to ensure production targets are met		
q307_A	Called a sewing operator or helper names	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_B	Reported a sewing operator or helper to some one more senior for punishment	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"

q307_C	Scolded a sewing operator or helper	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_D	Made fun of a sewing operator or helper because of their appearance	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_E	Made fun of a sewing operator or helper for some other reason	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_F	Shouted a sewing operator or helper	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_G	Slapped a sewing operator or helper	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_H	Struck the head of a sewing operator or helper	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_I	Pulled the hair of a sewing operator or helper	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_J	Pushed or shoved a sewing operator or helper	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_K	Praised a sewing operator or a line that was working very well	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_L	Discussed problems & found solutions to prob at home which make overtime harder	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_	Set lowered production targets for a day_realizing difficulty in achieving them	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_N	Discussed with operators and helpers & organized work so that targets can be met	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
q307_O	Reviewed prod. target with management_made sure feasible in normal working hours	0 "Never", 1 "Once", 2 "2-3 Times", 3 "Many Times"
KNOWLEDGE AND ATTIDUES REGARDING LAWS AND POLICIES		
q401	Women have rights compared to men_according to Bangladesh constitution	1 "HIGHER", 2 "EQUAL", 3 "LOWER"
q402	Are there laws/policies in country that protect women from discrimination?	1 "YES", 2 "NO", 3 "DON'T KNOW"
q403	Are there laws/policies in country that protect women from spousal violence?	1 "YES", 2 "NO", 3 "DON'T KNOW"
q404_a	The laws are too easy for a woman to bring a violence charge against a man	1 "Strongly agree", 2 "Agree", 3 "No opinion", 4 "Disagree", 5 "Strongly Disagree"
q404_b	These laws are too harsh	1 "Strongly agree", 2 "Agree", 3 "No opinion", 4 "Disagree", 5 "Strongly Disagree"
q404_c	These laws are not harsh enough	1 "Strongly agree", 2 "Agree", 3 "No opinion", 4 "Disagree", 5 "Strongly Disagree"
q404_d	laws donot provide enough protection for the victim of violence	1 "Strongly agree", 2 "Agree", 3 "No opinion", 4 "Disagree", 5 "Strongly Disagree"
q405	Are there are laws/policies that protect women against workplace violence?	1 "YES", 2 "NO", 3 "DON'T KNOW"
q406_1	The policy addresses physical violence?	1 "Yes", 2 "No"
q406_2	The policy addresses economic violence?	1 "Yes", 2 "No"
q406_3	The policy addresses Emotional violence?	1 "Yes", 2 "No"
q406_4	The policy addresses sexual violence?	1 "Yes", 2 "No"

q406_5	The policy addresses none of above mentioned violence?	1 "Yes", 2 "No"
q406_6	The policy addresses - Don't know?	1 "Yes", 2 "No"
q407	How far do you agree_sexual remarks and gesture is an act of workplace violence	1 "Strongly agree", 2 "Agree", 3 "No opinion", 4 "Disagree", 5 "Strongly Disagree"
q502	How did you feel talking about these things?	1 "Good/Better", 2 "Bad/Worse", 3 "Same/No difference"