



Research on the Linkage Effect of Wage Ladders in the Low-paid Industries

Employee Questionnaire

2022

*Target employees: Employees who worked for the same employer from January 2020 to January 2022 under the same form of employment (i.e., full-time, or part-time) with a monthly basic salary no more than MOP 10,000 or the same income level based on other salary methods (that is, the weekly basic salary no more than MOP 2,304, the daily basic salary no more than MOP 384 or the hourly basic salary no more than MOP 48) in January 2020.

Dear Sir/MS:

Hello! The Center for Macau Studies of the University of Macau is currently conducting a study on the “Linkage Effect of Wage Ladders in the Low-paid Industries” to examine the effectiveness of the minimum wage laws implemented by the Macau SAR government, and to provide a scientific basis for future reviews of the minimum wage standards. As part of this research, a survey is conducted between February and June 2022 on low-paid employees.

Thank you so much for your willingness to participate in the survey! To facilitate this survey, we will send a helper to your site to assist you filling out the questionnaire. To express our sincere gratitude, a cash coupon (MOP50) will be presented upon your completion of this questionnaire. The information obtained from the survey and your valuable opinions will impact the revision of the minimum wage laws of the Macau SAR government. The usual confidentiality practice will apply.

Thanks again!

Center for Macau Studies
University of Macau



1. In **January 2020**, were your salaries on an hourly, a daily, a weekly, or a monthly basis?
- 1 ☐ hourly salary (including on actual production base) (go to question 1a)
2 ☐ daily salary (go to question 1b)
3 ☐ weekly salary (go to question 1c)
4 ☐ monthly salary (go to question 1d)
98 ☐ I do not know/forget (end) 99 ☐ refusal to answer (end)
- 1a. Consider only this job in January 2020, without overtime pay, extra pay for night work or shift work, double pay, or other similar benefits. What were your salaries?
(On actual production base, divide the actual remuneration in the month by the actual working hours)
hourly salary: MOP _____ 99 ☐ refusal to answer (end)
- 1b. Consider only this job in January 2020, without overtime pay, extra pay for night work or shift work, double pay, or other similar benefits. What were your salaries?
daily salary: MOP _____ 99 ☐ refusal to answer (end)
- 1c. Consider only this job in January 2020, without overtime pay, extra pay for night work or shift work, double pay, or other similar benefits. What were your salaries?
weekly salary: MOP _____ 99 ☐ refusal to answer (end)
- 1d. Consider only this job in January 2020, without overtime pay, extra pay for night work or shift work, double pay, or other similar benefits. What were your salaries?
monthly salary: MOP _____ 99 ☐ refusal to answer (end)
2. In **January 2021**, were your salaries on an hourly, a daily, a weekly, or a monthly basis?
- 1 ☐ hourly salary (including on actual production base) (go to question 2a)
2 ☐ daily salary (go to question 2b)
3 ☐ weekly salary (go to question 2c)
4 ☐ monthly salary (go to question 2d)
98 ☐ I do not know/forget (end) 99 ☐ refusal to answer (end)
- 2a. Consider only this job in January 2021, without overtime pay, extra pay for night work or shift work, double pay, or other similar benefits. What were your salaries?
(On actual production base, divide the actual remuneration in the month by the actual working hours)
hourly salary: MOP _____ 99 ☐ refusal to answer (end)
- 2b. Consider only this job in January 2021, without overtime pay, extra pay for night work or shift work, double pay, or other similar benefits. What were your salaries?
daily salary: MOP _____ 99 ☐ refusal to answer (end)
- 2c. Consider only this job in January 2021, without overtime pay, extra pay for night work or shift work, double pay, or other similar benefits. What were your salaries?
weekly salary: MOP _____ 99 ☐ refusal to answer (end)
- 2d. Consider only this job in January 2021, without overtime pay, extra pay for night work or shift work, double pay, or other similar benefits. What were your salaries?
monthly salary: MOP _____ 99 ☐ refusal to answer (end)



3. In **January 2022**, were your salaries on an hourly, a daily, a weekly, or a monthly basis?

1 ☐ hourly salary (including on actual production base) (go to question 3a)

2 ☐ daily salary (go to question 3b)

3 ☐ weekly salary (go to question 3c)

4 ☐ monthly salary (go to question 3d)

98 ☐ I do not know/forget (end) 99 ☐ refusal to answer (end)

3a. Consider only this job in January 2022, without overtime pay, extra pay for night work or shift work, double pay, or other similar benefits. What were your salaries?

(On actual production base, divide the actual remuneration in the month by the actual working hours)

hourly salary: MOP _____ 99 ☐ refusal to answer (end)

3b. Consider only this job in January 2022, without overtime pay, extra pay for night work or shift work, double pay, or other similar benefits. What were your salaries?

daily salary: MOP _____ 99 ☐ refusal to answer (end)

3c. Consider only this job in January 2022, without overtime pay, extra pay for night work or shift work, double pay, or other similar benefits. What were your salaries?

weekly salary: MOP _____ 99 ☐ refusal to answer (end)

3d. Consider only this job in January 2022, without overtime pay, extra pay for night work or shift work, double pay, or other similar benefits. What were your salaries?

monthly salary: MOP _____ 99 ☐ refusal to answer (end)

4. Consider only this job in **January 2020, January 2021, and January 2022**, including overtime pay, extra pay for night work or shift work, double pay, and other similar benefits. What were your salaries for the whole month?

January 2020: MOP _____ 99999 ☐ refusal to answer

January 2021: MOP _____ 99999 ☐ refusal to answer

January 2022: MOP _____ 99999 ☐ refusal to answer

5. In **January 2020, January 2021, and January 2022**, what were your average working hours per week?

January 2020: _____ hours 999 ☐ refusal to answer

January 2021: _____ hours 999 ☐ refusal to answer

January 2022: _____ hours 999 ☐ refusal to answer



6a. **Between January 2020 and January 2021**, did you have any changes at work?

- 1 ☐ promotion
- 2 ☐ demotion
- 3 ☐ transfer
- 4 ☐ no change (go to question 7a)
- 98 ☐ I do not know/forget (go to question 7a)
- 99 ☐ refusal to answer (go to question 7a)

6b. Do you know the reasons for the promotion/demotion/transfer?

(You can choose more than one option)

- 1 ☐ implementation of minimum wage law
- 2 ☐ COVID-19
- 3 ☐ others _____
- 98 ☐ I do not know/forget 99 ☐ refusal to answer

7a. **Between January 2021 and January 2022**, did you have any changes at work?

- 1 ☐ promotion
- 2 ☐ demotion
- 3 ☐ transfer
- 4 ☐ no change (go to question 8a)
- 98 ☐ I do not know/forget (go to question 8a)
- 99 ☐ refusal to answer (go to question 8a)

7b. Do you know the reasons for the promotion/demotion/transfer?

(You can choose more than one option)

- 1 ☐ implementation of minimum wage law
- 2 ☐ COVID-19
- 3 ☐ others _____
- 98 ☐ I do not know/forget 99 ☐ refusal to answer



8a. In **January 2020**, what were your main occupations?

- 1 ☐ elementary occupations
- 2 ☐ managers, professionals, technicians & associate professionals (go to question 9a)
- 3 ☐ clerks (go to question 9a)
- 4 ☐ services & sales workers (go to question 9a)
- 5 ☐ craft & related trades workers, plants & machine operator, drivers & assemblers (go to question 9a)
- 6 ☐ others _____ (go to question 9a)
- 99 ☐ refusal to answer (go to question 9a)

8b. If you were in elementary occupation, you were

- 1 ☐ street vendors
- 2 ☐ phone & door-to-door sales representatives
- 3 ☐ cleaners & helpers
- 4 ☐ messengers, package deliverers, luggage porters & other similar activities
- 5 ☐ concierge, watchpersons & other similar activities
- 6 ☐ refuse workers
- 7 ☐ labourers in manufacturing, construction and transport
- 8 ☐ others _____
- 99 ☐ refusal to answer

9a. In **January 2021**, what were your main occupations?

- 1 ☐ elementary occupations
- 2 ☐ managers, professionals, technicians & associate professionals (go to question 10a)
- 3 ☐ clerks (go to question 10a)
- 4 ☐ services & sales workers (go to question 10a)
- 5 ☐ craft & related trades workers, plants & machine operator, drivers & assemblers (go to question 10a)
- 6 ☐ others _____ (go to question 10a)
- 99 ☐ refusal to answer (go to question 10a)

9b. If you were in elementary occupation, you were

- 1 ☐ street vendors
- 2 ☐ phone & door-to-door sales representatives
- 3 ☐ cleaners & helpers
- 4 ☐ messengers, package deliverers, luggage porters & other similar activities
- 5 ☐ concierge, watchpersons & other similar activities
- 6 ☐ refuse workers
- 7 ☐ labourers in manufacturing, construction and transport
- 8 ☐ others _____
- 99 ☐ refusal to answer



10a. In **January 2022**, what were your main occupations?

- 1 ☐ elementary occupations
- 2 ☐ managers, professionals, technicians & associate professionals (go to question 11)
- 3 ☐ clerks (go to question 11)
- 4 ☐ services & sales workers (go to question 11)
- 5 ☐ craft & related trades workers, plants & machine operator, drivers & assemblers (go to question 11)
- 6 ☐ others _____ (go to question 11)
- 99 ☐ refusal to answer (go to question 11)

10b. If you were in elementary occupation, you were

- 1 ☐ street vendors
- 2 ☐ phone & door-to-door sales representatives
- 3 ☐ cleaners & helpers
- 4 ☐ messengers, package deliverers, luggage porters & other similar activities
- 5 ☐ concierge, watchpersons & other similar activities
- 6 ☐ refuse workers
- 7 ☐ labourers in manufacturing, construction and transport
- 8 ☐ others _____
- 99 ☐ refusal to answer

11. In **January 2020, January 2021, and January 2022**, what were your main industries?

January 2020:

- 01 ☐ manufacturing
- 02 ☐ construction
- 03 ☐ wholesale trade
- 04 ☐ retail trade
- 05 ☐ hotels & similar activities
- 06 ☐ restaurants & similar activities
- 07 ☐ transport, storage & communications
- 08 ☐ financial intermediation
- 09 ☐ real estate & business activities
- 10 ☐ education
- 11 ☐ health & social welfare
- 12 ☐ gaming & junket activities
- 13 ☐ recreational, culture & other activities (excluding gaming activities)
- 14 ☐ others _____
- 99 ☐ refusal to answer



January 2021:

- 01 ☐ manufacturing
- 02 ☐ construction
- 03 ☐ wholesale trade
- 04 ☐ retail trade
- 05 ☐ hotels & similar activities
- 06 ☐ restaurants & similar activities
- 07 ☐ transport, storage & communications
- 08 ☐ financial intermediation
- 09 ☐ real estate & business activities
- 10 ☐ education
- 11 ☐ health & social welfare
- 12 ☐ gaming & junket activities
- 13 ☐ recreational, culture & other activities (excluding gaming activities)
- 14 ☐ others _____
- 99 ☐ refusal to answer

January 2022:

- 01 ☐ manufacturing
- 02 ☐ construction
- 03 ☐ wholesale trade
- 04 ☐ retail trade
- 05 ☐ hotels & similar activities
- 06 ☐ restaurants & similar activities
- 07 ☐ transport, storage & communications
- 08 ☐ financial intermediation
- 09 ☐ real estate & business activities
- 10 ☐ education
- 11 ☐ health & social welfare
- 12 ☐ gaming & junket activities
- 13 ☐ recreational, culture & other activities (excluding gaming activities)
- 14 ☐ others _____
- 99 ☐ refusal to answer

12. (A) Based on **31 January 2020**, how long have you been in your position: _____ year.
(B) Based on **31 January 2021**, how long have you been in your position: _____ year.
(C) Based on **31 January 2022**, how long have you been in your position: _____ year.
998 ☐ I do not know/forget 999 ☐ refusal to answer



13. (A) Based on **31 January 2020**, how long have you been in your industry: _____ year.

(B) Based on **31 January 2021**, how long have you been in your industry: _____ year.

(C) Based on **31 January 2022**, how long have you been in your industry: _____ year.

998 ☐ I do not know/forget 999 ☐ refusal to answer

14a. Are you a resident or non-resident worker?

1 ☐ non-resident worker

2 ☐ resident (go to question 15)

99 ☐ refusal to answer (go to question 15)

14b. Where do you come from?

1 ☐ Mainland China

2 ☐ The Philippines

3 ☐ Hong Kong

4 ☐ Indonesia

5 ☐ Malaysia

6 ☐ Thailand

7 ☐ Vietnam

8 ☐ others _____

99 ☐ refusal to answer

15. What is your gender?

1 ☐ male 2 ☐ female

16. What is your year/month of birth? (xxxx/xx) _____ / _____

99 ☐ refusal to answer

17. What is your education attainment?

1 ☐ primary school or below

2 ☐ lower secondary school

3 ☐ upper secondary school

4 ☐ college/university or above

98 ☐ I do not know/forget 99 ☐ refusal to answer

18. employee's name: _____

19. Contact number: _____

20. Employer number: _____ (provided by investigator)

21. Investigator's name: _____ (provided by investigator)



澳門大學
UNIVERSIDADE DE MACAU
UNIVERSITY OF MACAU



澳門研究中心
Centro de Estudos de Macau
Centre for Macau Studies

Personal Information Collection Statement:

*The contact information provided in this form will be used for the purpose of contact verification.

*The applicant agrees that the notified co-organizer is the recipient of the data

*The applicant has the right to request in writing the access, correction or updating of the above-mentioned data held by him/her in accordance with Article 11 of Law no. 8/2005 on the Protection of Personal Data.

Confidential