

Methodological questionnaire

Statistics of employment, wages and hours of work derived from establishment surveys

The objective of this questionnaire is to obtain information about the most important features of the establishment survey(s) carried out in your country since 1990, that are used as sources of statistics of employment, wages and/or hours of work.

Please use as many questionnaires as there are establishment sources for these statistics. For each type of survey, please respond with reference to the latest (most recent) exercise. If you have any questions on which surveys should be covered by this questionnaire, please contact sources@ilo.org before completing the questionnaire. In case the most recent survey was conducted before 1990, please complete only section A. Identification.

This questionnaire is designed to require only a minimum of textual response. The use of pre-coded responses facilitates response but increases the number of pages in the questionnaire. The accompanying document provides international definitions and links to international classifications mentioned in this questionnaire.

We welcome any comments regarding this questionnaire (item J1. "Additional comments"). You can save and print the completed questionnaire at your convenience. Once finished, you can send it to us by clicking the submit button at the end of the questionnaire or by sending a saved copy of the completed questionnaire to sources@ilo.org.

Thank you for your cooperation.

A. Identification

A1. Country

A2. Title of the survey

A3. Organisation(s) responsible

A4. Website where additional information can be found:

Jamaica

Employment and Earnings Survey

Statistical Institute of Jamaica

statinja.gov.jm

B.	Periodicity	and	coverage

B. Periodicity and coverage								
B1. Periodicity: Th	ne survey is carried ou	t						
Once a year, con	-							
⊂ Two times a year	r/half yearly, continue	to B2						
• Every quarter, c	ontinue to B2							
○ Every month, go	to B3							
C Every mo	onths, continue to B2							
C Every yea	ars, go to B3							
\bigcirc Ad hoc survey, c	C Ad hoc survey, continue to B2							
Further comments or explanations (if needed):								
B2. Months of the	e survey: the survey	is carrie	ed out in t	the following months				
January	E February			-				
🗙 March	April							
May	XJune							
□July	August							
September	October							
November	X December							
B3. Year the survey	y started:							
B4. Industry cove	rage: The survey inclu	udes esta	ablishmen	ts in the following ISIC rev. 4 groups				
A. Agriculture, fores	stry and fishing	⊖ Yes	No	L. Real estate activities	• Yes	∩ No		
B. Mining and quar	rying	• Yes	⊖ No	M. Professional, scientific and technical				
C. Manufacturing		• Yes	⊖ No	activities	⊖ Yes	() No		
D. Electricity, gas, so conditioning supply		Yes	⊖ No	N. Administrative and support support service activities	• Yes	⊖ No		
E. Water supply, see management and re	-	Yes	⊖ No	O. Public administration; compulsory social security	• Yes	⊖ No		
F. Construction		• Yes	⊖ No	O. Defense	⊖ Yes	No		
G. Wholesale and re	etail trade; repair of	© V		P. Education	⊖ Yes	No		
motor vehicles		Yes		Q. Human health and social work activities	⊖ Yes	No		
H. Transportation and storage Ye 		• Yes	⊖ No	R. Arts, entertainment and recreation	⊖Yes	No		
I. Accomodation an	d food service	• Yes	∩ No	S. Other service activities	Yes	∩No		
activities		162		T. Activities of household as employers	⊖ Yes	No		
J. Information and o	• Yes	∩ No	U. Activities of extraterritorial organizations and bodies	⊖Yes	No			

● Yes ○ No

K. Financial and insurance activities

5. Size coverage: The survey covers	B5. Size coverage: The s
All establishments of any size	
All establishments with at least 10 workers/employees	All establishments with
Other size coverage:	○ Other size coverage:

B6. Geographical coverage: The survey covers the ...

• Whole country

C Whole country, excluding the following remote/marginal areas:	
Capital city (can include surrounding are	eas)
○ The following main cities:	
○ Only urban areas	

○ Other geographical coverage:

B7. Worker coverage: The survey covers the following status in employment categories ...

(a) All persons in the payroll	⊖ Yes	No
(b) Only Paid employees	• Yes	∩No
(c) Only Manual / blue collar workers/wage earners/ production workers/ operatives, etc.	• Yes	⊖ No
(d) Only Non-manual /white collar/administrative workers	• Yes	∩No
(e) Paid employees and working proprietors (i.e., own account workers or employers)	• Yes	∩No
(f) All persons engaged (Paid employees, working proprietors and unpaid family workers)	⊖ Yes	No

The following groups are included:

Pieceworkers	Yes	⊖ No	Apprentices	Yes	∩No
Part time employees	Yes	⊖ No	Trainees	• Yes	∩No
Seconded employees	• Yes	⊖ No	Employees absent from work the	• Yes	
Workers from temporary work agencies	• Yes	⊖ No	entire reference period without pay	() Tes	
Casual and temporary employees	Yes	⊖ No	Employees on probation	• Yes	\bigcirc No
Supervisors	Yes	⊖ No	Foreign employees	• Yes	∩No
Managers	Yes	⊖ No	Workers paid on commission	Yes	∩No
Non-adults/workers below a certain age	⊖ Yes	No	Homeworkers	∩ Yes	No
Volunteer workers	⊖ Yes	No	Subcontracted workers	• Yes	∩No

Other workers not mentioned above:

Further comments or explanations (if needed):

B8. Institutional sector coverage: The survey covers		
Establishments in the the private sector	• Yes	∩ No
Establishments in the the public sector	⊖Yes	No
Unincorporated establishments	⊖Yes	No
Non-profit institutions	• Yes	∩No
Foreign establishments located within the country	• Yes	∩No
Establishments which did not operate part of the reference period	• Yes	∩No
National establishments located abroad	⊖ Yes	No

B9. Other coverage: The survey includes or excludes other types of establishments not already mentioned above

C. Concepts and operational definitions

C1. EMPLOYMENT

C1a. The survey measures EMPLOYMENT
• Yes, continue to C1b
• No, go to C2

C1b. Operational definition: EMPLOYME	ENT relates to
The total number of workers, on:	○ A specific day:
	○ The month of the survey
	○ The quarter of the survey
	\bigcirc The whole year
	Other:
○ The average number of workers during:	C A specific pay period
	○ The month of the survey
	○ The quarter of the survey
	○ The whole year
	O Other:
Other:	
C1c. The worker coverage is	
• The same as the survey coverage (c.f. B7	.)
○ A different coverage:	
C1d. Further comments or explanations (if needed):	

C2. Earnings

🔿 No, go to C3a

C2b. EARNINGS relates to:

GROSS earnings (before any deductions are made by the employer in respect of taxes, contributions of employees to social security and pension schemes, union dues, life insurance premiums, etc.)

○ NET earnings -> Deductions are made for:

Workers' contributions to compulsory social security schemes \bigcirc Yes				
- Health related	Yes	∩No		
- Pension	Yes	∩No		
- Unemployment	Yes	∩No		
Union dues (Yes	∩No		
Advanced contributions to income tax (Yes	∩No		

Other:

C2c. The worker coverage is ...

- The same as the survey coverage
- \bigcirc A different coverage:

C2d. and the reference period is ...

 \bigcirc The same reference period as employment

- A specific week
- A specific month
- \bigcirc Another reference period:

C2e. Earnings includes:

(a) Payments in kind		⊖ Yes	No	Further comments or explanations (if needed):
(b) Cost of living allowances		⊖ Yes	No	
(c) Family allowance allowances		\bigcirc Yes	No	
(d) Other allowances in cash		\bigcirc Yes	No	
(e) Payments for time not worked		• Yes	⊖No	
(f) Overtime payments		• Yes	∩No	
(g) End of year bonuses		⊖ Yes	No	
(h) Profit sharing bonuses		⊖ Yes	No	
(i) Other regular bonuses paid every	pay period	• Yes	⊖ No	
(j) Bonuses paid irregularly		⊖ Yes	No	
(k) Payments for periods outside the reference period		⊖ Yes	No	
(I) Payments for items required by the job		⊖ Yes	No	
(m) Tips and gratuities distributed by	y the employer	⊖ Yes	No	
(n) Severance and termination pay		⊖ Yes	No	
(o) Employers' contributions to work security schemes	ers' social	⊖Yes	● No	
(p) Other components not mentioned above				·

C3a. The survey measures	WAGE RATES	• Yes, continue to C3b	○ No, go to C4		
C3b. Time unit: WAGE RA	TES are requested	d	C3c. Concept:		
○ per hour○ per day			O Minimum or standard wage rat pursuance of	es, fixed by	or in
• per week			laws regulations		⊖ No ⊖ No
⊖ per month			collective agreements		ONO
Oother time unit:			arbitral awards	⊖ Yes	∩No
			Wage rates actually paid		
C3d. The worker coverage	e is	C3e.	and the reference period is		

C3. Wage rates

• The same as the survey coverage

○ A different coverage:

 \bigcirc The same reference period as employment

• A specific week

 \bigcirc A specific month

 \bigcirc Another reference period:

C3f.	Wage	rates	includes:
------	------	-------	-----------

(a) Payments in kind	🔿 Yes 💿 No
(b) Cost of living allowances	○ Yes ● No
(c) Family allowances	○ Yes ● No
(d) Other allowances in cash	○ Yes ● No
(e) Payments for time not worked	● Yes ○ No
(f) Overtime payments	● Yes ○ No
(a) Other	

(g) Other components not mentioned above	
Further comments explanations (if nee	

C4. Compensation of employees or Labour Cost

C4a. The survey measures	COMPENSATION	OF EMPLOYEES or
LABOUR COST		

● Yes, continue to C4b ○ No, go to C5

C4b. The worker coverage is ...

- The same as the survey coverage
- A different coverage:

C4c. and the reference period is ...

- The same reference period as employment
- A specific week
- A specific month
- \bigcirc A different reference period:

C4d. Compensation of employees or Labour cost includes:

(a) Payments in kind	⊖ Yes	No	Further comments or explanations (if
(b) Cost of living allowances	⊖ Yes	No	needed):
(c) Family allowance allowances	⊖ Yes	No	
(d) Other allowances in cash	⊖ Yes	No	
(e) Payments for time not worked	Yes	∩ No	
(f) Overtime payments	• Yes	⊖ No	
(g) End of year bonuses	⊖ Yes	No	
(h) Profit sharing bonuses	⊖ Yes	No	
(i) Other regular bonuses paid every year	⊖ Yes	No	
(j) Bonuses paid irregularly	⊖ Yes	No	
(k) Payments for periods outside the reference period	⊖ Yes	No	
(I) Payments for items required by the job	⊖ Yes	No	
(m) Tips and gratuities distributed by the employer	⊖ Yes	No	
(n) Severance and termination pay	⊖ Yes	No	
(o) Employers' contributions to workers' social security schemes	⊖Yes	No	
(p) Workers' social benefits provided by the employer	⊖Yes	No	
(q) Employers' cost of training	⊖Yes	No	
(r) Employers' expenses for welfare services	⊖Yes	No	
(s) Taxes paid by the employer on employment payrolls,etc.	⊖Yes	No	
(t) Employment related subsidies received by the employer	⊖Yes	No	
(u) Other			
components not mentioned above			

C5. Contractual/Normal hours of work

JRS OF WORK
s to hours fixed by:
C5c. Information is requested about normal hours o per day e per week per pay period per month other:
ce period is C5f. And the worker coverage is
rence period as for wages The same as for wages
ence period:
r

○ No, go to C7

C6b. Information is requested in

ODays

○ Half days

Hours

○ Minutes

○ Other time unit:

C6c. The reference period is ...

• The same reference period as for wages ○ Another reference period:

C6d. And the worker coverage is ...

• The same workers as for wages

○ Another coverage:

·	 	 	

C6e. Hours paid for includes time paid due to

(a) Overtime	Yes	⊖ No	(h) Down time (including stand by time)	💽 Yes 🔿 No
- Paid at special rates	• Yes	∩No	(i) Time not worked (absence from work)	● Yes ○ No
- Paid at normal rates	• Yes	∩No	- Vacation time	● Yes ○ No
- Compensated with time off	⊂ Yes	No	- Sick leave	● Yes ○ No
(b) Work at home	⊂ Yes	No	- Occupational injuries	
(c) Travelling time required by the job	• Yes	∩No	- Labour disputes	○Yes ●No
(d) Meal breaks	⊂ Yes	No	- Other time not worked	○Yes ● No
(e) Commuting time	⊂ Yes	No	(j) Other:	
(f) Time for preparation	⊂ Yes	No		
(g) Training time	⊖Yes	No		
F				

Further comments or explanations (if needed):

C6f. The survey measures ABSENCE FROM WORK separately	⊖Yes No
C6g. The survey measures OVERTIME separately	● Yes ○ No

C7. Hours actually worked

C7a. The survey measures HOURS ACTUALLY WORKED

Yes, continue to C7b
No, go to C8 **C7b.** Information is requested in **C7c.** The reference period is ...

○ Days

○ Half days

Hours

○ Minutes

○ Other time unit:

• The same reference period as for wages ○ Another reference period:

C7d. And the worker coverage is ...

• The same workers as for wages

○ Another coverage:

C7e. Hours actually worked includes time paid due to

(a) Overtime	• Yes	∩ No	(h) Down time (including stand by time)	• Yes	∩ No
- Paid at special rates	• Yes				
- Paid at normal rates	• Yes				
- Compensated with time off	⊖ Yes	No			
- Unpaid and not compensated with time off	⊖ Yes	No	- Occupational injuries	OYes	No
(b) Work at home	⊖ Yes	No	- Labour disputes	⊖ Yes	No
(c) Travelling time required by the job	• Yes	⊖ No	- Other time not worked	⊖ Yes	No
(d) Meal breaks	⊖ Yes	No	(j) Other:		
(e) Commuting time	⊖Yes	No			
(f) Time for preparation	⊖ Yes	No			
(g) Training time	⊖Yes	No			
Further comments or explanations (if needed): C7f. The survey measures ABSENCE FROM WOR C7g. The survey measures OVERTIME separately		tely	◯Yes ◯No ◯Yes ◯No		
	C8. O	ther to	pics		
C8a. The survey measures LABOUR TURNOVER	⊖Yes,	continu	e to C8b		
C8b. LABOUR TURNOVER includes the following	compor	nents			
Workers who were hired OYes					
Workers who were fired O Yes					
Workers who resigned O Yes					
Workers who retired O Yes					
Other					
C8c. The reference period is			C8d. and the worker coverage is		
C The same reference period as hours paid/hour worked	rs actuall	у	C The same workers as hours paid/he worked	ours actua	lly
○ Another reference period:			\bigcirc Another coverage:		
C9a. The survey measures VACANCIES OYes,	, continu	e to C11	b • No, go to C10		
C9b. VACANCIES are defined as:					
C10. Other topics: The survey measures other t	opics no	t menti	oned above. namely		

D. Classifications

D1. Establishment size:	The establishment size categories used to group establishments are
10-49 employees; 50-99 empl	oyees; 100+ employees
D2a. Industry (branch c	of economic activity): The classification used to code industry is (based on)
O ISIC rev 2	
ISIC rev 3, 3.1	
○ ISIC rev 4	
○ NACE, NAICS	
National classification:	Jamaica Industrial Classification
Other:	
D2b. Number of groups of	distinguished at the most detailed level when coding industry 12 groups
D2c. Computer assisted/	automatic coding is used • Yes ONo
D2d. If not using ISIC, it	is convertible to ISIC:
Yes, to	
	2e. The most important deviations between the classification used and the international
ISIC, rev. 3	lassification (at the Section - one digit - level) are:
🔿 ISIC, rev. 4	
∩ No	
D3a. Occupation: If info	rmation by occupation is collected, the classification used to code occupation is (based on):
O ISCO-68	
O ISCO-88	
◯ ISCO-08	
○ National classification:	
○ Other:	
D3b. Number of groups of	distinguished at the most detailed level when coding occupation groups
D3c. Computer assisted/	automatic coding is used OYes ONo
D3d. If not using ISCO, it	is convertible to ISCO
Yes, to	
O ISCO-68	D3e. The most important deviations between the classification used and the international
○ ISCO-88	classification (at the Major Group - one digit - level) are:
○ ISCO-08	
∩ No	

D4a. L	abour cost components: If measuring	ig labour cost	, the classification	of labour cos	t components is the	International
Standa	rd Classification of Labour Cost					

⊖Yes ●No	D4b. If no , the most important differences between the national classification and the international classification are:
	Payments in kind (group IV) include Cost of workers' housing borne by employers (group V) and Cost of welfare services (group VIII)
	🔀 Direct wages and salaries (group I) and Remuneration for time not worked (group II) are merged
	Other differences:
D5. The surve	ey uses other classifications, as follows:
🗌 Geograph	ical regions
🗌 Legal state	us of the establishment (i.e., institutional sector, type of ownership, etc.).
Coopera	tives are separetely identified OYes ONo
Others:	
D6. Further of explanations	
	E. Questionnaire design
E1. Number o	of questionnaires: the survey uses
One quest	ionnaire
	ypes of questionnaires for different onomic units:
○ One quest	onnaire for the economic unit as a whole, one for workers individually
○ Other:	
	,

E2. The unit(s) of observation: Information is obtained ...

For the establishment as a whole (go to E3)	Yes	\bigcirc No
For (groups of) occupations within the establishment (go to E3)	CYes	No
For each individual worker in the establishment (go to E4)	CYes	No
For a sample of workers in the establishment (go to E4)	CYes	No

E3. The survey collects information separately by

Disaggregations	Employment	Wages concept (earnings, wage rates, etc	Working time concepts
Sex			
Age group			
Education level categories			
Occupation			
Manual/non-manual			
Full-time/part-time			
Skilled/semi-skilled/unskilled			
Casual/permanent worker			
Apprentices			
Adults/young workers			
Other disaggregation:			

go to E5

E4. When information is obtained for individual workers, the survey collects information about their:

- 🗌 Sex
- Age (adults/young)
- Education level
- Occupation
- □ Full time/part time schedule
- Casual/permanent status
- Apprentices
- Other information:

E5. Wage components: the survey obtains information separately for ...

	Wage rates	Earnings	Compensation of employees or labour cost
Payments in kind			
Cost of living allowances			
Family allowances			
Overtime payment		X	
Employers' social security contributions			
Workers' social security contributions			
Other deductions of workers (e.g., for income tax)			
Other:			

F. Sample design

F1. The sampling unit(s) is/are (all relevant options are indicated)
⊠ Establishment
Employee
Other:
F2. The sample frame is (all relevant options are indicated)
S Business register
Employee or population register
Area frame
F3. The sources of information used to construct the register are (all relevant options are indicated)
Economic, Industrial, Establishment census
Agricultural census
Registers kept by the government
Industrial/bussines directories
Sales tax records
Income tax records
Unemployment insurance records
Pension coverage records
Other, namely:
Records of workers or employers' associations
Field operations
Other, namely:
F4. Frame coverage: The percentage of all paid employees and/or economic units covered by the sample frame
% of all employees, and/or 38.4 % of all economic units
F5. Updating frequency: The sample frame is updated
© Every months
C Every years
Continually
Not updated with a specific frequency
O Never updated
F6. Type of sample
○ Complete enumeration, go to F10
Random sample, go to F7
○ Purposive sample, go to F10
○ Other, go to F10:

F7. The sample is str	annea
• Yes:	\bigcirc No
By region/loca	ation
🔀 By industry	
By public and	private sectors
By size (or nur	nber of workers) the strata are the same as those indicated in D1 above: • Yes: • No
-	nts above this size are included with certainty in the sample 50
Other strata:	
F8. Sample error - re	lative standard error for each concept (may be percentages or ranges of percentages)
F9. Sample size: The	number of economic untis and/or workers in the final sample (or an estimate of the relative size)
1,102 economi	c units (establishments/enterprises) % of economic units
workers	% of all workers
F10. Further comme explanations (if need	ed):
	G. Data collection
G1. Method(s) of da	G. Data collection ta collection: Data are collected through (more than one option may be selected)
G1. Method(s) of da	 ta collection: Data are collected through (more than one option may be selected) G2. If personal or telephone interview, OYes ONo
☑ Personal interview☑ Telephone interview	ta collection: Data are collected through (more than one option may be selected) v G2. If personal or telephone interview, Ores One ew Computer assisted interview is used
 ☑ Personal interviev ☑ Telephone intervie ☑ Mail 	ta collection: Data are collected through (more than one option may be selected) v G2. If personal or telephone interview, Ores One ew Computer assisted interview is used
 Personal interview Telephone interview Mail Online/web based Other, namely: 	ta collection: Data are collected through (more than one option may be selected) V G2. If personal or telephone interview, OYes ONo ew computer assisted interview is used
 Personal interview Telephone interview Mail Online/web based Other, namely: 	ta collection: Data are collected through (more than one option may be selected) V G2. If personal or telephone interview, OYes ONo ew computer assisted interview is used
 Personal interview Telephone interview Mail Online/web based Other, namely: 	ta collection: Data are collected through (more than one option may be selected) G2. If personal or telephone interview, Yes No computer assisted interview is used I questionnaire Interview I computer assisted interview is used
 Personal interview Telephone interview Mail Online/web based Other, namely: G3. Substitution of u Yes, in case of nor 	ta collection: Data are collected through (more than one option may be selected) G2. If personal or telephone interview, Yes No computer assisted interview is used I questionnaire Interview I computer assisted interview is used
 Personal interview Telephone interview Mail Online/web based Other, namely: G3. Substitution of u Yes, in case of nor Yes, in other cases No 	ta collection: Data are collected through (more than one option may be selected) G2. If personal or telephone interview, Yes No computer assisted interview is used I questionnaire Interview I computer assisted interview is used
 Personal interview Telephone interview Mail Online/web based Other, namely: G3. Substitution of u Yes, in case of nor Yes, in other cases No 	ta collection: Data are collected through (more than one option may be selected)
 Personal interview Telephone interview Mail Online/web based Other, namely: G3. Substitution of u Yes, in case of nor Yes, in other cases No G4. Non response ratio >60 	ta collection: Data are collected through (more than one option may be selected) G2. If personal or telephone interview, Yes No computer assisted interview is used I questionnaire I questionnaire I te: Percentage of all units in the final sample that are not inteviewed
 Personal interview Telephone interview Mail Online/web based Other, namely: G3. Substitution of u Yes, in case of nor Yes, in other cases No G4. Non response ratio >60 	ta collection: Data are collected through (more than one option may be selected)

comments or
explanations (if
needed):

H. Estimates			
H1. Estimation procedures (more than one option may be	selected)	
X Take into account estimates	from a previous reference per	riod	
Use benchmark data			
For employment			
For wages			
For working time			
X Adjust for seasonality			
Other adjustments, please s	pecify		
H2 . If benchmark data are used the type of benchmark data us is:	ed		
H3. Types of indicators produc	ed (more than one option o	can be selected)	
(a) Average earnings (per worker)	(b) Median earnings (per worker)	(c) Real earnings (per worker)	(d) Labour cost (per worker)
🗌 per year	🗌 per year	🗌 per year	🗌 per year
🗌 per month	🗌 per month	🗌 per month	per month
🔀 per week	🗌 per week	🗌 per week	🗙 per week
🗌 per day	🗌 per day	🗌 per day	🗌 per day
🔀 per hour (actual or paid)	per hour (actual or paid)	per hour (actual or paid)	per hour (actual or paid)
(e) Hours actually worked (per worker)	(f) Hours paid for (per worker)	(g) Overtime hours (per worker)	(h) Absence from work hours (per worker)
🗌 per year	🗌 per year	🗌 per year	🗌 per year
🗌 per month	🗌 per month	🗌 per month	per month
🗙 per week	🗙 per week	🗌 per week	🗌 per week
🗌 per day	📄 per day	🔲 per day	🗌 per day
(i) Workers by levels of earnings	(j) Earnings	(k) Earnings in each decile/ quartile	(l) Workers by levels of hours (paid or actual)
Number of workers	Deciles	Average earnings	Number of workers
Percentage of workers	Quartiles	Median earnings	Percentage workers
(m) Wage indexes (n) Other indicators produced:			
Simple unweighted index of	growth		
Laspeyres index with fixed c	occupational employment wei	ghts	
Laspeyres index with indust	rial employment weights		
Other wage index:			
H4. The above indicators are ca	alculated for all workers cover	ed	

(\bullet)	Yes	

 \bigcirc No, to a subset:

H5. Links to Laborsta series: Statistics from this survey are presented in the following LABORSTA series ...

- X 2E Paid employment by economic activity
- X 2F Paid employment in manufacturing
- X4A Hours of work by economic activity
- X 4B Hours of work in manufacturing
- × 5A Wages by economic activity
- × 5B Wages in manufacturing
- X6A Labour cost in manufacturing
- OI Hours of work and wages in detailed occupations (October Inquiry)

H6. The statistics published in LABORSTA have the same coverage and follow the same definitions		
described above	Yes	∩No

If no , the main differences	
are as follows:	

I. Historical information

11. Main changes in this survey since 1990 that have led to breaks in the series

I2. Additional comments on the survey

Additional comments regarding the questionnaire

THANK YOU FOR COMPLETING THIS QUESTIONNAIRE

Submit by Email