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Precarious work : a case study of security guards in Johannesburg.

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APPENDICES:

1. Interview schedule

1 Employment History

Where have you worked before?

What was your job?

For how long?

Have you been unemployed and looking for a job and for how long?

What is your job?

How long have you been doing this job for?

How did you become a security guard?

2. **Demographics**

Race (by sight)

Gender (by sight)

What is the highest obtained educational level?

Where do you live?

Where were you born?

When were you born?

What is your home language?

3 **Employment opportunities**

How difficult is it to get a job like yours?

Would it be easy to lose your job?

How easy is it for someone to take over your job?

Do you have a contract of employment?

if, so what does it say?

Do you think you have a good future in this job?

Is there a minimum wage for this job?

How much do you earn?

Do earn the same amount monthly?

Do you have any benefits?

4. **Working conditions**

How do you see the job of being a security guard?

How do you describe your working conditions?

What are some of the challenges you face at work?

Does the work you do have any negative effect on your health?

Do you feel safe at work?

What equipment do you keep on you for guarding?

Has there been a robbery or attempt in your presence?

What did you do?

What would you do if they come with a gun, knife?

5. The Uniform (This came up in interviews and I decided to probe it)

How do you feel wearing the uniform?

Do you think of yourself in the same way when you are wearing it and when you are not?

Do people treat you differently when you are wearing the uniform and when you are not?

6. Public perceptions (This came up in interviews and I decided to probe it)

What do you think people see the job of a Security guard?

How do you feel about that?

7. **Representation security**

Have you joined a union?

Are there any organizations they represent your work interests?

Is there anything else that you would like to share?

2. Decent work survey questionnaire

DECENT WORK QUESTIONNAIRE

Questionnaire number				

Fieldworker code				
Supervisor code				

Name of respondent	
Physical address of workplace	
Municipality/metro of workplace	
Cell phone number of respondent	
Other contact details	

Particulars of interview

Date	Time started	Time ended	Notes

Fieldworker declaration		
I certify that this interview took place in full with the recorded respondent and that the information contained in this questionnaire is an accurate reflection of the responses provided. The interview was carried out as instructed by C A S E.		
Fieldworker name	**Signature**	**Date**

Fieldwork Control (office use only)

Check back	**Signature**	**Date**	**Remarks**
Personal			
Telephonic			
Quality Checks	**Signature**	**Date**	**Remarks**
Supervisor:			
Office check:			
Data capturer:			

Hello, my name is ……. I am a fieldworker from the Community Agency for Social Enquiry (C A S E)… We have been commissioned by the Sociology of Work project at Witwatersrand University and Gauteng government's Department of Economic Development to do a survey to find out more about security guards in Gauteng. Government hopes to use the results of the survey to explore ways of improving conditions for security guards. We hope you will agree to answer the questions we have. The survey will take at most half an hour of your time. We will keep the

information that you give us confidential. We will put your answers together with the answers of more than one thousand other security guards in the province. We will not put your name in the report and will not reveal which answers came from you.

Do you have any questions before we start?

1. What is the main thing that you are guarding?

1	Shopping mall	5	Educational institution	9	Railway station
2	Supermarket/shop	6	Health clinic/hospital	10	Bus station
3	Office building/s	7	Parking lot	11	Police station
4	Residential building/s	8	Sports stadium	12	Entertainment place
13	Other (describe)				

2. What type of job do you have? Are you:

1	An employee (receive wage/salary) **Go to Q3**	2	Self-employed (get money I bring in) **Go to Q5**
3	Other (describe): **Go to Q5**		

3. If employee: What is the name of the company/institution that pays your wages/salary?

4. Is the company/institution that pays your wages/salary the same company/institution that owns/manages the place where you work?

1	Yes	2	No	2	Do not know
Go to Q6					

5. If not employee: Who owns the place where you work? Who gives you permission to do guard duties here?

6. For how many years have you been working for this company (the one that pays your wages/salary)/ doing guard work in this place? [Write 0 if less than one year]

7. What were you doing immediately before working for this company/in this place?

1	In another job that I decided to leave	4	Full-time study/school
2	In another job and I lost the job/was forced to leave		
3	Unemployed, looking for work	6	Other (describe):

8. Are you South African? If YES, what is your race? If NO, what is your nationality?

1	African	4	White
2	Coloured	5	Not South African
3	Indian/Asian	5a	Nationality:

9. Gender (DO NOT ASK – code by sight)

1	Male	2	Female

10. What is your marital status?

1	Married	4	Divorced/separated
2	In long-term relationship	5	Widowed
3	Never married		

11. How many other people live in the dwelling where you live? (Do not count yourself)

Male adults		Female adults		Children	

12. How many of your own children (under 18 years of age) live with you?

13. How old are you?

1	Under 20 years	3	30-39	5	50-59
2	20-29	4	40-49	6	60 or more

14. How far did you go in your schooling/education?

1	No formal education	4	Less than secondary completed	7	Other (describe)
2	Less than primary completed	5	Secondary completed		
3	Primary completed	6	Tertiary		

15. How far is where you live from your workplace?

1	Less than 5 km	4	20-29 km	7	50 km or more
2	5-9 km	5	30-39 km		
3	10-19 km	6	40-49 km		

16. How much time do you spend travelling to and from work each day? (Add time for there and back)

Hours		Minutes	

17. How much do you spend on average per month on transport to and from work?

R

18. Do you have a contract of employment/ contract or agreement to work in this place?

1	Yes – written contract	2	Yes – verbal contract	3	No. Go to Q20

19. If YES, what sort of contract do you have?

1	Permanent/indefinite period	2	Fixed term/temporary	3	Casual (day by day)
4	Other (describe):				
If worker is not an employee, go to Q22					

20. Have you received a wage increase in the past 12 months?

1	Yes	2	No	3	Not applicable. Worked less than 12 months

21. If your employer wants to dismiss you, what is the procedure?

1	Verbal/written warning & hearing	3	No set procedure	5	Other (describe):
2	They must consult with union	4	Don't know		

22. How much is your usual take-home pay without overtime/take-home earnings?

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23. Is this amount:

1	Daily	2	Weekly	3	Monthly
If worker is not an employee, go to Q2622					

24. How much is your usual take-home pay, including overtime?

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25. Is this amount:

1	Daily	2	Weekly	3	Monthly

26. How much do your earnings change from week to week/month to month?

1	Change a lot	2	Change a little	3	Stay the same

27. When did you last attend work-related training?

1	In last 12 months	3	More than 5 years ago
2	In last 5 years	4	Never. Go to Q31

28. Who paid for the last training that you attended? (Mark all applicable)

	Yes	No
My employer	1	2
Myself/my family	1	2
Government	1	2
Other (describe):	1	2
Don't know	1	2

29. How long was the time you spent attending training?

Year		Months		Days		Hours	

30. Did you learn skills in the training that you can use in another industry?

1	Yes	2	No	3	Don't know

31. How long is your usual shift?

Hours		Minutes	

32. How many hours do you usually work in a week excluding overtime?

33. For employees: How many hours of overtime do you usually work in a week?

34. How much time do you usually spend on housework (cleaning, cooking, etc) per week?

Hours		Minutes		Don't know	

35. How much time do you usually spend on child care per week?

Hours		Minutes		Don't know	
If worker is not an employee, go to Q39					

36. Can you refuse to work overtime?

1	Yes	2	No	3	Don't know

37. Have you ever refused to work overtime?

1	Yes	2	No	3	Not applicable

38. Do workers get paid leave when their partner gives birth?

1	Yes	2	No	3	Don't know

39. Have you been injured at work in the past twelve months?

1	Yes	2	No

40. Have you suffered from a health problem from work that made you miss some workdays or consult a health worker in the past twelve months?

1	Yes	2	No

41. Have you been given any clothing or equipment to protect you/keep you safe?

1	Yes	2	No. Go to Q43	3	Not applicable

42. If YES, please describe the equipment that you were given:

If worker is not an employee, go to Q45

43. Do you get any of the following benefits? (Mark all applicable)

	Yes	No
Annual bonus	1	2
Medical aid/scheme	1	2
Pension fund	1	2
Funeral benefits	1	2
Paid annual leave	1	2
Paid sick leave	1	2
Housing subsidy	1	2
Transport allowance	1	2

44. Does your employer deduct money from your wages for the Unemployment Insurance Fund (UIF)?

1	Yes	2	No	3	Don't know

45. Are you a member of a trade union?

1	Yes	2	No

46. Are you a member of any other organisation/institution that protects your interests at work?

1	Yes	2	No. Go to Q48

47. If YES, please name the organisations/institutions

48. Do you agree or disagree with the following statements?

	Agree strongly	Agree	Unsure	Disagree	Disagree strongly
It is difficult to get a job as a security guard in Gauteng	1	2	3	4	5
It is easier to get a job as a security guard than a job in construction	1	2	3	4	5
It is easier to get a job as a security guard to than start your own business	1	2	3	4	5
I fear I will lose this job in the next 12 months	1	2	3	4	5
I am likely to be promoted in the next 12 months	1	2	3	4	5
I feel safe at work	1	2	3	4	5
I get enough time to spend with my family	1	2	3	4	5
Questionnaire ends here for worker who is not an employee					
My employer treats women and men equally	1	2	3	4	5
If disagree, how is the treatment different?					
My employer treats South Africans and non-South Africans equally	1	2	3	4	5
If disagree, how is the treatment different?					
My employer treats workers of different	1	2	3	4	5

races equally					
If disagree, how is the treatment different?					

3 Security guard payslip