

ANNEX 3

Evaluation instrument



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Annex 3. Evaluation instrument

DEAR WORKER:

In this questionnaire, we seek to know your knowledge and opinions about social security. Please feel free and comfortable to ask questions or ask the facilitators for help at any time.

Thank you very much for supporting us with your answers!

CONTACT INFORMATION

- First and last names:
- Cedula or ID number:
- Telephone number:
- Age:

SECTION 1

IF YOU HAVE ANY DOUBTS WHEN ANSWERING ANY OF THE QUESTIONS PLEASE ASK ONE OF THE PEOPLE FROM THE ORGANIZATION TEAM

1) If you hear the term social security, to which of these ideas do you immediately relate it? (Check one option)

- a. (.....) With medical care and provision of medicines
- b. (.....) With social and labor rights
- c. (.....) With pensions and retirement benefits
- d. (.....) with privileges or benefits that correspond only to a few
- e. (.....) With the discount of my salary
- f. (.....) With a written labor contract.

2) Indicate the degree of importance you attach to social security in the event of events that may occur during your lifetime (old age, death, maternity, disability, accidents, unemployment, illness or other). (Check one option)

- a. (.....) Very important
- b. (.....) Important
- c. (.....) Not very important
- d. (.....) Not important at all
- e. (.....) I have not considered it

3) Which of the benefits offered by social security are most important to you? (Mark 3 options in order of priority by assigning a value from 1 to 3, where 1 is the most important value and 3 the least important value)

- a. (.....) Those that provide coverage in old age until death (pensions and retirement benefits).
- b. (.....) Those that provide medical care (medical services, medicines and hospital services).
- c. (.....) Those that pay a cash allowance to women before and after pregnancy (maternity allowance).
- d. (.....) Those that pay a cash benefit when I am sick or have had an accident and cannot attend work (work accident benefit).
- e. (.....) Those that provide financial support to my family if I die (survivor's benefit).

4) How do you plan to support yourself in your old age?

- a. (.....) By working all my life, until I can.
- b. (.....) With my personal savings.
- c. (.....) I hope my children will take over when I am old.
- d. (.....) Through retirement
- e. (.....) I haven't thought about it yet.

5) Which of these options gives you more security against any risk of an accident at work during your lifetime?

- f. (.....) The coverage offered by IPS
- g. (.....) Coverage offered by private insurance companies
- h. (.....) The medical coverage offered by public hospitals
- i. (.....) Compensation paid by the employer
- j. (.....) None of the above

6) At which of these times do you think it is most important to have social insurance? (check only one option)

- a. (.....) When I am sick
- b. (.....) When I am old and unable to work
- c. (.....) When I am in an accident
- d. (.....) When I lose my job
- e. (.....) During all of the above

7) Do you consider social security to be expensive or costly for the benefits it provides?

- a. (.....) Yes
- b. (.....) No

8) What proportion of your income do you think you should pay to IPS social security?

- a. (.....) 5% of my salary
- b. (.....) 7% of my salary
- c. (.....) 10% of my salary
- d. (.....) I think the current percentage is fair.
- e. (.....) I believe that social security should not be paid.

9) Do you consider that the social security institutions provide you with timely information about the benefits of being in the IPS?

- a. (.....) Yes
- b. (.....) No

10) Do you consider that you have the right to demand that your employer enroll you in the IPS social security system?

- a. (.....) Yes
- b. (.....) No

11) Are you or were you ever afraid of having an accident and being unable to work to support your household during your career?

- a. (.....) Yes
- b. (.....) No

12) How often have you thought in the last few months that you should have IPS in case you have an accident at work?

- a. (.....) All the time
- b. (.....) At least 5 times every week
- c. (.....) At least 3 times a week
- d. (.....) Only when I am doing risky work
- e. (.....) I have never considered it.

SECTION 2

**IF YOU HAVE ANY DOUBTS WHEN ANSWERING ANY OF THE QUESTIONS, PLEASE
ASK ONE OF THE PEOPLE FROM THE ORGANIZATION TEAM**

Check one option

13) From what point in time must a salaried worker be insured with the IPS?

- f. (.....) Within 30 days of starting work.
- g. (.....) When the employer pays the first month's salary.
- h. (.....) From the first day of work.
- i. (.....) When a labor inspection of the company is carried out.
- j. (.....) At any time during the employment relationship.

14) For whom do you consider that social security is mandatory?

- a. (.....) For workers who work alone and do not have an employer.
- b. (.....) For those who have written labor or service contracts.
- c. (.....) For workers who are dependent on an employer, when they have a written contract.
- d. (.....) For daily, monthly, temporary and permanent workers, with verbal or written contracts.
- e. (.....) All of the above

15) What is the percentage of the worker's contribution to IPS social security?

- a. (.....) 10%
- b. (.....) 9%
- c. (.....) 12,5%
- d. (.....) Only the employer pays, the worker does not pay contributions.
- e. (.....) 25%

16) Which institution is in charge of providing social security benefits to salaried workers?

- a. (.....) The Ministry of Labor, Employment and Social Security.
- b. (.....) The Ministry of Finance
- c. (.....) The Secretariat of National Emergencies
- d. (.....) The Institute of Social Security (IPS)
- e. (.....) None of the above

17) How many years of contributions must a worker have made in order to qualify for ordinary retirement?

- a. (.....) 10 years of contributions
- b. (.....) 40 years of contributions
- c. (.....) 25 years of contributions
- d. (.....) When requested, if of the required age.
- e. (.....) 12 years of contributions

18) How old must a worker be to be eligible for a retirement pension?

- a. (.....) 60 years old
- b. (.....) 70 years old
- c. (.....) 45 years of age
- d. (.....) 50 years old
- e. (.....) It does not depend on the years of age, but on the contributions.

19) When a worker has an accident at work, from what moment does he/she have access to medical benefits and monetary subsidies from social security?

- a. (.....) From 3 years of seniority in the social security system.
- b. (.....) 6 months after the start of the employment relationship.
- c. (.....) No seniority is required, the insurance covers you from the first day of employment.
- d. (.....) 3 months with the same employer
- e. (.....) 2 years of seniority with the same employer.

20) Who is covered by social security within the household?

- a. (.....) Only the insurance holder
- b. (.....) The legally married wife and their recognized children.
- c. (.....) Spouse or common-law spouse of the policyholder, minor children, disabled children, and economically dependent parents
- d. (.....) To the spouse, spouses, married and unmarried children and parents who are still working.
- e. (.....) Wife, spouses, children, nieces and nephews, and any member living in the same household of the holder.

21) Must self-employed workers pay mandatory social security contributions?

- a. (.....) Yes
- b. (.....) No

22) If you are unable to report to work for health reasons for 1 month, the IPS will give you a monetary benefit that covers the days not worked. Indicate what proportion of your salary the IPS would cover for the month of sick leave:

- a. (.....) 35% of my salary.
- b. (.....) 50% of my salary
- c. (.....) 100% of my salary
- d. (.....) 75% of my salary
- e. (.....) 15% of my salary

23) What is the percentage of your salary that the IPS must pay you as a cash benefit for an accident at work?

- a. (.....) 100% of my salary
- b. (.....) 50% of my salary
- c. (.....) 35% of my salary
- d. (.....) 75% of my salary
- e. (.....) 80% of my salary

24) What are the types of pensions offered by the IPS?

- a. (.....) Ordinary, early ordinary, proportional and disability pensions.
- b. (.....) Ordinary retirement and non-contributory retirement for the elderly.
- c. (.....) Regular and proportional retirement
- d. (.....) Ordinary, early and disability pensions
- e. (.....) Extraordinary, early and disability pensions

25) Are you currently saving?

- a. (.....) Yes
- b. (.....) No

26) If you save, where do you deposit your savings?

- a. (.....) At home
- b. (.....) At a credit union
- c. (.....) In a bank or finance company
- d. (.....) In a bank abroad
- e. (.....) It is kept by someone else.

SECTION III. STORIES TO REFLECT ON
IF YOU HAVE ANY DOUBTS WHEN ANSWERING ANY OF THE QUESTIONS, PLEASE
ASK ONE OF THE PEOPLE FROM THE ORGANIZATION'S TEAM.

27) Marcos got his first job at the age of 21 in a construction company. When he goes to work, the employer tells him that the contract will be for one year and offers him a daily wage as remuneration, and then asks him: **"Do you want to work with IPS or without IPS?** Marcos thinks: *"I'm too young to have social security, I'm healthy, I'm not sick and with my dad I've already learned about construction and I don't think I'll have an accident. I really don't want IPS so that I have more money left over"*. But he also remembers his grandfather, who still works despite his advanced age because his contributions were not enough for him to retire. Marcos does not know what his grandfather thinks, but he knows that he did not demand his social security payment when he was younger. What do you think about this case? *Put in order all the options according to their importance, assigning a value from 1 to 6, where 1 is the most important value and 6 the least important.*

	It is good that Marcos does not contribute, because right now he needs that money to cover other more urgent needs.
	As a society we must show solidarity so that retired grandparents can have an income in their old age thanks to our contributions.
	Healthy and young people do not need social security because they have few risks in their work.
	Social security is important at all stages of life because you never know what will happen in the future and you always need protection.
	Contributing from a young age gives you a better chance of retiring when you reach 60 to enjoy your old age.
	Marcos' grandfather deserves a dignified retirement like all senior citizens.

28) A total of 90 residents of the working class neighborhood got together to open a solidarity savings bank to pay for the health care expenses of Doña Juana, a hardworking woman who runs a cafeteria. Mrs. Juana does not have social security and cannot pay for her medications or the medical attention she needs, so the cost falls directly on her family. The neighbors, as a solution to this type of need in the neighborhood, decided to voluntarily contribute 50,000 guaraníes a month into an account so that in case any of the members were sick in the future they could use the money and so that young and healthy people could contribute to those who are in need due to illness. What do you think about this case? *Rank all the options according to their importance, assigning a value from 1 to 6, where 1 is the most important value and 6 the least important.*

	This case is an example of how our social security contributions show solidarity with those who are in need at some point in their lives.
	What is necessary to ensure, not only that many people contribute, but also that they maintain that contribution over time so that the savings can cover more people.
	I prefer to save on my own because this way I can guarantee my own future, without depending on others.
	The attitude of the neighbors shows that if people organize themselves they can replace the IPS contributions
	If people contribute voluntarily and do not have any kind of need, they could stop contributing to the cause and less money would be collected for other cases.
	Social security is important at all stages of life because one never knows what may happen in the future and protection is always needed.

29) Luis has his first job, he is currently working in a small construction company that has five employees and is finishing a construction job. His friend Ernesto is working in a large construction company, has 5 years seniority, employment contract and social security. What do you think about this case? *Put in order all the options according to their importance, assigning a value from 1 to 6, where 1 is the most important value and 6 the least important.*

	Only Ernesto is entitled to IPS social insurance because he works for a large company on a permanent basis.
	Both are entitled to IPS social insurance because they are salaried workers.
	Regardless of how much experience Luis has or whether it is his first job, his employer is obliged to enroll him in IPS social insurance.
	The reason Luis does not have social security is because small companies cannot enroll all their employees in IPS because the costs are high.
	The employer pays IPS to the person who has the most experience in the construction sector working with him.
	Only Ernesto can have social security with IPS because only Luis does not have a permanent contract with the company.

30) Juan is a carpenter, as are all the men in the family. He entered the trade at the age of 18, learning in the carpentry workshop they have in their home. Juan has a sister who wants to follow the family trade but her father did not allow her to do so because it is too risky for a woman. However, at the age of 20, Juan had an accident in the workshop because he did not measure the wood cut with the saw and lost a finger. His father told him: "Son, you have to be strong, construction work is like that, you need men who can hold on". To this day Juan continues to work in his family's carpentry shop. What do you think about this case? *Put in order all the options according to their importance, assigning a value from 1 to 7, where 1 is the most important value and 7 the least important.*

	A man must endure and resist, otherwise he is no good for working in risky trades.
	Juan's father was right, carpentry is not a job for women.
	Juan had an accident because he was too young to handle a saw.
	A safe work space must be guaranteed and you must be well trained to handle dangerous tools.
	Well-trained women can work in any trade.
	If Juan had IPS he could have received a partial disability pension for life.
	All the men in the family are strong, so they work in carpentry.