

Ugandan Labor Migrants to the Middle East: Methodology Study

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CONTENTS

- ACKNOWLEDGMENTS.....ii**
- 1. INTRODUCTION 1**
 - 1.1. Background 1
 - 1.1.1. Measuring forced labor through surveys..... 1
 - 1.1.2. Defining forced labor..... 2
- 2. STUDY DESIGN AND IMPLEMENTATION 3**
 - 2.1. Sampling methodology..... 3
 - 2.2. Development of research tools 4
 - 2.3. Ethical approvals 6
 - 2.4. Training and data collection 6
 - 2.5. Data analysis..... 6
- 3. FINDINGS 6**
 - 3.1. Hazardous working conditions..... 7
 - 3.2. Housing conditions..... 8
 - 3.2.1. Whether housing is *imposed* by the employer 8
 - 3.2.2. Degrading living conditions..... 10
 - 3.3. Freedom of movement..... 13
 - 3.4. Wages and debt 14
 - 3.4.1. Wage deductions and withholding of wages..... 14
 - 3.4.2. Debt..... 15
 - 3.5. Freedom to quit..... 18
 - 3.6. Violence 21
 - 3.6.1 Discernment of question differences.....21
 - 3.6.2 Understanding of terminology21
 - 3.6.3 Feelings about being asked about violence.....23
 - 3.7. Operationalization of forced labor indicators24
 - 3.8. Respondent perspectives on survey experience 2
- 4 CONCLUSION 4**
- APPENDIX I: REFERENCES..... 7**
- APPENDIX II: QUESTIONNAIRE..... 12**

I. INTRODUCTION

Forced labor poses a significant challenge impacting workers worldwide. Globally, an estimated 28 million individuals are in forced labor (International Labour Office & Walk Free, 2022). This pressing issue merits concerted efforts to address it rapidly and effectively, with research serving as the cornerstone for informed action. It is critical to understand the scope and characteristics of the problem in specific contexts and to determine whether policy initiatives are successful. However, forced labor is a complex issue that is difficult to identify and measure using survey methods, and conducting research in this domain presents formidable challenges.

To improve the standardization of forced labor measurement, the International Conference of Labour Statisticians (ICLS) released *Guidelines concerning the measurement of forced labour* in 2018.¹ However, the new guidelines lack specific recommendations regarding how to measure and analyze each indicator, although the survey questions are critical for the collection of data and the indicators have the potential to be interpreted differently by different audiences. Further primary research is needed on the best way to interpret and operationalize the definitions presented in the guidelines. The objective of this report is to provide insights into the measurement of forced labor through surveys and to provide recommendations to improve questionnaire design and ultimately data quality. The data used in this report come from a study of the labor experiences of Ugandan labor migrants in the Middle East.

This report first presents background information, followed by a discussion of the study design and implementation. The next section presents findings, and the final section provides the conclusion.

I.1. Background

I.1.1. Measuring forced labor through surveys

In 2008, a joint European Commission and International Labour Organization (ILO) project used the Delphi method to establish consensus among European experts on the operational definition of terms used in the Palermo Protocol regarding human trafficking. The output of this project was a brochure listing the operational indicators of trafficking in human beings (ILO, 2009). The 67 indicators were expected to be used for both quantitative and qualitative research. Indicators were categorized as strong, medium, or weak; and certain combinations of strong, medium, weak indicators within the six dimensions of trafficking (deceptive recruitment, coercive recruitment, recruitment by abuse of vulnerability, exploitative conditions of work, coercion at destination, abuse of vulnerability at destination) were needed to identify a case of trafficking in persons. No specific questionnaire items associated with the indicators were included in the brochure.

In 2008 and 2009, ILO's Special Action Programme to combat Forced Labour conducted national studies of forced labor in Armenia, Georgia, Moldova, Niger, and Nepal. One aim of these studies was to develop and test tools for the measurement of forced labor. At that time, no such tools for survey use were available. Following these studies, the team published a draft handbook in 2011 for conducting studies of forced labor, including operational indicators (ILO, 2011). The operational indicators of forced labor were developed from the set of indicators of human trafficking developed through the Delphi method in 2009 (described previously). The forced labor indicators were categorized as strong and medium. No specific questionnaire items were included.

Building from the draft handbook, ILO published *Hard to see, harder to count: Survey guidelines to estimate forced labour of adults and children* (ILO, 2012). The content is very similar to the 2011 handbook, but

¹ In 2024, ILO released the third edition of *Hard to see, harder to count: Handbook on forced labour surveys*. This document provides "an updated measurement framework" that is based on the ICLS guidelines (p. ix). The document was not yet available during the planning, analysis, or drafting phases of this study, and therefore the forced labor framework for this study is drawn exclusively from the 2018 ICLS indicators.

additional details regarding the steps of the research process are included, and the presentation is clearer. Indicators are grouped into different “dimensions” (unfree recruitment, work and life under duress, impossibility of leaving). Each dimension has a list of strong and weak indicators for involuntariness and penalty, with overlap of indicators across dimensions. The document provides an equation for determining what counts as a case of forced labor. Some sample questions are provided, but the document does not include a full model questionnaire or module.

In 2018, ICLS developed updated guidelines on the measurement of forced labor (ICLS, 2018). Unlike *Hard to see, harder to count*, the 2018 guidelines currently in use do not include a clearly delineated list of indicators or suggested survey questions. Instead, the guidelines provide definitions of *involuntary work* and *threat of menace of any penalty*, and the document states that data collection on forced labor should include “indicators for measuring ‘involuntary work’ and ‘threat or menace of penalty’ in line with the definitions” (p. 5) provided in the guidelines. Compared to *Hard to see, harder to count*, the 2018 guidelines simplify the assigning of cases into categories of forced labor or not by removing references to strong, medium, and weak indicators within each dimension of forced labor. No alternative guidance is provided on aggregation or analysis of indicators; however, the guidelines indicate, “For statistical purposes, a person is classified as being in forced labour if engaged during a specified reference period in any work that is both under the threat of menace of a penalty and involuntary” (p. 2). In 2024, ILO released a new edition of *Hard to see, harder to count*; however, this document was not yet available at the time this study was conducted.

1.1.2. Defining forced labor

This study used the definition of forced labor contained in ILO Convention 29: “The term forced or compulsory labour shall mean all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily” (Convention C029 - Forced Labour Convention, 1930 (No. 29), 1930). The definition of forced labor was operationalized according to guidance in the 20th ICLS *Guidelines concerning the measurement of forced labour* (ICLS, 2018). Following these guidelines, respondents in this study were considered to have experienced forced labor if they experienced at least one indicator of menace of penalty and at least one indicator of involuntary work.

The ICLS guidelines include definitions of both menace of penalty (hereafter referred to as “coercion”) and involuntary work:

- **“Threat and menace of any penalty** are the means of coercion used to impose work on a worker against a person’s will. Workers can be actually subjected to coercion, or verbally threatened by these elements of coercion, or be witness to coercion imposed on other co-workers in relation to involuntary work. Elements of coercion may include, inter alia, threats or violence against workers or workers’ families and relatives, or close associates; restrictions on workers’ movement; debt bondage or manipulation of debt; withholding of wages or other promised benefits; withholding of valuable documents (such as identity documents or residence permits); and abuse of workers’ vulnerability through the denial of rights or privileges, threats of dismissal or deportation” (p. 2).
- **“Involuntary work** refers to any work taking place without the free and informed consent of the worker. Circumstances that may give rise to involuntary work, when undertaken under deception or uninformed, include, inter alia, unfree recruitment at birth or through transaction such as slavery or bonded labor; situations in which the worker must perform a job of different nature from that specified during recruitment without a person’s consent; abusive requirements for overtime or on-call work that were not previously agreed with the employer; work in hazardous conditions to which the worker has not consented, with or without compensation or protective equipment; work with very low or no wages; in degrading living conditions imposed

by the employer, recruiter, or other third-party; work for other employers than agreed; work for longer period of time than agreed; work with no or limited freedom to terminate work contract” (p. 2).

2. STUDY DESIGN AND IMPLEMENTATION

As described previously, forced labor is a significant worldwide phenomenon affecting millions of people. It is critically important to develop better tools to measure forced labor. This study was intended to shed light on how the wording and order of forced labor questions affect finding and to provide recommendations regarding the measurement of forced labor through survey.

The study findings are drawn from a survey of 843 migrants and qualitative cognitive interviews with a sub-selection of 45 migrants who first responded to the survey. ICF International designed the study and carried out the analysis. The Makerere University administered the survey and cognitive test with ICF’s guidance.

2.1. Sampling methodology

This study used a respondent-driven sampling (RDS) design to select survey respondents. RDS is a network-based sampling approach that approximates probability sampling and allows for the calculation of approximate selection probabilities and survey weights. These weights account for the differing sizes of respondents’ networks in accordance with RDS theory, which takes into account recruitment biases.

Using this method, seeds, or initial respondents, are recruited using convenience sampling methods. For this study, 36 seeds were recruited through the help of civil society organizations serving this population, relevant government agencies, and the personal networks of researchers. Initial respondents were located throughout Uganda and the Middle East. The initial respondents recruit additional respondents, who then recruit additional respondents, and so on, until the target sample is reached. The target sample for this study was 800 respondents. This method helps researchers recruit members of hard-to-reach populations. In this study, respondents could refer up to four people to participate. The longest chain length to occur was 15 waves.

To be eligible for the survey, respondents had to be Ugandan, 18 years of age or older, and have worked in construction, security, transportation, or hospitality in the Middle East² at some point in the 5 years preceding the survey. Cognitive testing respondents were chosen purposively from the survey respondents to ensure a diverse sample in terms of gender, country of work, sector of work, language, and difficulty with the survey.³

Table 1 presents the demographic characteristics of the survey sample. Most respondents were between 20 to 40 years of age. Eighty percent were male, and 20 percent were female. The larger proportion of men in the sample relates to the sectors of study (construction, hospitality, transportation, security), most of which employ more men than women in the Middle East. Nearly all respondents completed primary school or higher (99 percent), and one-fifth (21 percent) completed an undergraduate degree or higher. The methodology study findings should be interpreted with this context in mind; the study sample has a much higher level of education compared to many groups vulnerable to forced labor.

Table 1. Respondent background characteristics (weighted)

	%
Age (years)	

² For the purposes of this study, the Middle East included the following 17 countries: Bahrain, Cyprus, Egypt, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkiye, the United Arab Emirates (UAE), and Yemen.

³ Difficulty with the survey was assessed with this survey question: How easy or hard did you find it to answer these questions? Would you say very easy, easy, hard, or very hard?

	%
20–25	12.9
26–30	38.5
31–35	28.5
36–40	15.8
41+	4.3
Gender	
Male	79.9
Female	20.0
Other	0.1
Educational attainment	
Less than primary	1.5
Completed primary	11.7
Completed ordinary level (O-level) secondary	29.8
Completed advanced level (A-level) secondary	19.9
Completed post A-level training or certificate	16.4
Completed undergraduate degree or higher	20.7
Number of respondents (N)	843

2.2. Development of research tools

Questionnaire

The questionnaire included questions mapped to the indicators of forced labor laid out in the 20th ICLS guidelines (ICLS, 2018). The ICLS guidelines include indicators of both involuntary work and coercion. Table 2 below shows the forced labor indicator used for this study.

Table 2. Indicators of forced labor used in this study

Forced Labor Indicators
Involuntary work indicators
Being unable to refuse the job
Work of a different nature than promised without consent
Degrading living conditions
Insufficient wages defined as below minimum wage
Inability to refuse to work in hazardous condition
Being required to work for other employers without consent
Involuntary excessive overtime
Being required to work longer than agreed
Inability to quit the job without consequences imposed by the employer
Coercion indicators
Limited freedom of movement
Withholding of wages or other promised benefits
Abuse of workers' vulnerability through denial of rights or privileges, threats of dismissal, or deportation;
Threats or violence;
Withholding of important documents; and
Coercion related to debt bondage

In addition to the ICLS guidelines, the following studies and instruments provided guidance during the development of the questionnaire items:

- Hard to See, Harder to Count: Survey Guidelines to Estimate Forced Labour of Adults and Children (ILO, 2012)
- Forced Labor in the Production of Electronic Goods in Malaysia (Verite, 2014)
- Improving Human Trafficking Victim Identification—Validation and Dissemination of a Screening Tool (Simich et al., 2014)
- Food and Beverage Tool 07: Protections Against Trafficking in Persons: Conducting Migrant Worker Interviews (Responsible Sourcing Tool, n.d.)

The questionnaire used in this study was adapted from other forced labor studies that ICF has conducted in Nepal (ICF International, 2012b) and Suriname (ICF International, 2012a), as well as questions from the ILO SIMPOC questionnaires (International Labor Organization, 2007), with significant revisions to align to the ICLS guidelines. In cases for which measures were not available or appropriate, researchers wrote survey questions that addressed key constructs. The questionnaire was formatted as a spreadsheet in which each response category was tied to a forced labor indicator, differentiating between coercion and involuntary work indicators. (See *Appendix II* for the questionnaire showing which response categories were tied to indicators of coercion and involuntary work.) During analysis, each indicator of coercion and involuntary work was represented by a binary variable that was either present or not present for each respondent based on responses chosen. As discussed previously, any case with both an indicator of coercion and an indicator of involuntary work was considered to be a case of forced labor.

Split ballot design

This study used a split ballot design. In a split ballot design, respondents are randomly assigned to two or more groups, and each group is asked different versions of a question. Because respondents are randomly assigned to the groups, differences in responses can be attributed to question differences rather than underlying differences in the sample (Peterson et al., 2008). This type of experiment helps show how variations in question wording and ordering affect response distributions (Saris et al., 2004). In this study, respondents were randomly assigned into groups at the level of individual question series by the computer-assisted personal interviewing (CAPI) program that was used to administer the survey.

Cognitive interview

A subset of survey respondents was invited to participate in a cognitive interview designed to collect both methodological information about how respondents understood the survey questions and qualitative data about their labor experiences. Topics included recruitment, freedom of movement, debt, treatment by employer, and freedom to quit.

Administration and translation

Both the questionnaire and cognitive interview guide were designed for interviewer administration using tablets. The CAPI program guided the interviewer through the tools by automatically applying skips and filters. The program also included response constraints where relevant to improve data quality. The research tools were programmed using Census and Survey Processing System and administered using Android tablets.

Interviewers did not read responses options aloud. For most questions, respondents provided narrative responses that interviewers coded into the relevant response categories (or “other”).⁴ In a few cases, response options were included in the text of the question.

⁴ Responding to survey questions places a high cognitive burden on participants, often with little perceived reward (Lenzner et al., 2010). As conceptualized by Tourangau (1984), respondents go through four stages of cognition when presented with a survey question: decipher what is being asked, consult their memory to find relevant information, synthesize that information into an applicable response, and report this information as clearly as possible. This fourth step, reporting the information, often involves mapping the response to a set of pre-coded

Both tools were translated from English into Luo, Luganda, and Runyakitara using independent double-translation with team reconciliation, a best practice in multilingual survey research (Harkness et al., 2010; Mohler et al., 2016)

2.3. Ethical approvals

The study obtained ethical approvals from the ICF Institutional Review Board, the Makerere University College of Business and Management Sciences Research Ethics Committee, and the Uganda National Council for Science and Technology prior to the start of fieldwork.

2.4. Training and data collection

The Makerere University survey field team participated in a five-day training followed by a pretest and pretest debriefing. The ICF and Makerere study leaders jointly led the training. The training included discussion of ethics, interviewing techniques, respondent selection, tablet use, and quality control procedures. Training also included a question-by-question review of the questionnaire with the interviewers in groups according to language. During this review, interviewers discussed the translation and improved the translation accuracy and phrasing of questions. A subset of interviewers and one supervisor participated in an additional two-day training on cognitive testing led by ICF.

Quantitative and qualitative data collection took place from July to September 2023. The final survey sample included 843 respondents. Three percent of interviews took place in person, and the remaining interviews were audio calls by phone, WhatsApp, imo (an alternative communications application), or other similar platforms. The primary language of survey interview administration was Luganda for 408 respondents, English for 377 respondents, Runyakitara for 49 respondents, and other languages (including a mix of Luganda and English) for 8 respondents. Survey interview administration, including consent lasted approximately 1 hour and 15 minutes on average.

The final cognitive interview sample included 45 respondents.

2.5. Data analysis

Approximate survey weights were calculated taking into consideration the self-reported network size of respondents through Gile's Respondent-Driven Sampling Successive Sampling Estimator, which accommodates sampling without replacement. The *compute.weights* function from the R package *RDS* was used for computing the weights. Quantitative analyses were conducted using Stata 18.

The cognitive interviews were audio recorded and transcribed, and non-English interviews were translated into English. Qualitative analyses were conducted using the qualitative research software Dedoose.

3. FINDINGS

This section draws on both the quantitative survey data and qualitative cognitive interview data to offer findings regarding the measurement of various indicators of forced labor and forced labor itself. Topics of focus include hazardous living conditions, living conditions, freedom of movement, wages and debt, freedom to quit, violence, and measurement of forced labor. Some topics were explored in both the qualitative and quantitative instruments, while for others only qualitative or quantitative data were

response options. Mapping responses to pre-coded options is particularly challenging when the options are numerous or the options have no inherent relationship with each other (Smyth & Olson, 2020). Due to the complexity of the topics covered by the questionnaire in this study, we sought to minimize respondent burden by shifting the cognitive demand of mapping responses to pre-coded categories to the interviewer. During training, leaders explain the meaning and provide examples of each response option, and interviewers practice assigning responses to the options to reduce the difficulty of the task during fieldwork.

available for analysis. The findings close with a discussion of respondent perspectives on the survey experience.

All analyses were conducted using approximate survey weights. Tables show the unweighted number of respondents included in the estimate calculation (i.e., the denominator, denoted by “N”).

3.1. Hazardous working conditions

The study compares two methods to determine whether the indicator “work in hazardous conditions to which the worker has not consented, with or without compensation or protective equipment” applies—a condensed version and an expanded version. Respondents were randomly assigned to the condensed version or the expanded version by the CAPI program.

The **condensed version** asked respondents: *Does your work involve anything that risks your health or safety?* If yes, a respondent was then asked: *What are the risks to your health or safety?* The questionnaire included instructions to the interviewer to ask, “anything else?” at least twice before moving on. Interviewers selected the relevant responses on a pre-coded list of common occupational hazards or selected “other” and recorded the hazard in a text field. Any condensed version respondent who responded “yes” to *Does your work involve anything that risks your health or safety?* was routed to the subsequent forced labor indicator questions about hazardous work.

The **expanded version** first introduced the topic of hazards to respondents and then asked them whether they were exposed to a list of hazards, one by one. Respondents were then asked whether they were exposed to anything else they believe risked their health or safety. If they responded “yes,” they were asked to explain the hazard, and the interviewer recorded the hazard in a text field.

We would like to know about any dangerous work or work in hazardous conditions you do or did. Does or did your work often involve exposure to...

- ...excessive noise without appropriate protective equipment?*
- ...extreme heat without appropriate provisions for protection?*
- ...dangerous chemicals without appropriate protective equipment?*
- ...dangerous or sharp tools or heavy machinery without appropriate protective equipment?*
- ...carrying unreasonably heavy loads?*
- ...dust or strong fumes without appropriate protective equipment?*
- ...anything else you believe risks (risked) your health or safety?*

Any expanded version respondent who responded “yes” to any of the individual hazards, including “anything else,” was routed to the subsequent forced labor indicator questions about hazardous work.

Comparison

Consistent with previous research in survey methodology, asking about each individual item (the expanded version), increased the number of items identified, compared to asking generally and then asking the respondent to specify (the condensed version). On average, respondents reported 1.5 hazards using the expanded version, compared to 1.1 hazards using the condensed version (Table 3). However, the overall percentage of respondents reporting at least one hazard is not statistically significantly different by version. This means that, regardless of approach, approximately the same proportion of respondents would be routed to the forced labor indicator questions about hazardous work. The rate of involuntariness related to hazardous work was 49 percent for those who completed the condensed version and 51 percent for those who completed the expanded version, and this difference is not statistically significant.

The mean time to administer the hazard questions varied significantly by version. On average, it took one and a half minutes to complete the condensed version (93 seconds), compared to nearly three and a half minutes (205 seconds) to complete the expanded version.

Table 3. Dangerous and hazardous working conditions by question series version (weighted)

	Condensed version estimate	Expanded version estimate
Extreme heat without appropriate provisions for protection (%)	29.4	40.4 ¹
Dust or strong fumes without appropriate protective equipment (%)	12.3	25.3 ¹
Dangerous or sharp tools or heavy machinery without appropriate protective equipment (%)	15.5	11.4 ¹
Excessive noise without appropriate protective equipment (%)	9.7	20.2 ¹
Dangerous chemicals without appropriate protective equipment (%)	10.0	14.1 ¹
Carrying unreasonably heavy loads (%)	8.9	12.6 ¹
Accidents (for example, car accidents) (%)	10.4	7.6
Working or standing for unreasonable hours (%)	8.9	7.7
Other (%)	5.4	10.1
Mean number of hazards reported	1.1	1.5
Experienced at least one dangerous or hazardous working condition (%)	63.4	67.7
Experienced involuntariness related to hazardous work (%)	49.2	50.6
Mean time to administer series (seconds)	93	205
Number of respondents (N)	581	262

¹Respondent was asked about this hazard explicitly in the expanded version.

Recommendation

Our recommendation is to use the condensed approach in general studies of forced labor. The condensed approach identifies hazardous work at the same rate as the expanded version in much less time, reducing both respondent and interviewer burden. If needed, the follow-up question asking the respondent to identify the hazards experienced could be omitted to further reduce administration time, and doing so would allow more questionnaire space to explore other facets of forced labor.

Although the expanded version identifies more unique hazards, it does so at the expense of more than double the administration time without significantly increasing the identification of forced labor cases. It would therefore be advisable to use this approach only for studies with a significant focus on workplace hazards that seek to more accurately present the proportion of workers exposed to various hazards.

3.2. Housing conditions

The following two sections discuss the determination of whether housing is imposed by the employer, followed by whether the living conditions are degrading.

3.2.1. Whether housing is imposed by the employer

The involuntariness indicator “in degrading living conditions imposed by the employer, recruiter, or other third-party” requires establishing whether a respondent lives in housing “imposed by the employer, recruiter, or other third-party.” The study explored two ways to determine whether respondents live in housing imposed by the employer.

The **condensed version** asked respondents: *Does (Did) your employer, recruiter, or agent require you to live in housing they provided?* This version attempted to determine whether the respondent lives in mandatory housing with a single question. This question was cognitively demanding. It asked respondents to consider three entities (employers, recruiters, and agents). It also asked respondents to consider two conditions at the same time—whether their housing was provided by the employer and whether they are required to live in housing provided by the employer.

The **expanded version** divided these various concepts into separate questions. The series first asked whether the employer, recruiter, or agent provides the respondent's housing. If so, the interviewer asked whether the respondent could have lived elsewhere and still worked at their job. If not, the respondent is asked: *Why not?* Respondents were only considered to be living in housing imposed by the employer if their answer to *Why not?* is coded into the response category "Employer, manager, or recruiter would not let me/they require that I live here."

Comparison

As shown in Table 4, the responses to the initial question were nearly identical across versions, and this pattern was consistent when analyzed by language of administration. Among those assigned to the condensed version, 86 percent reported being required to live in housing provided by the employer, recruiter, or agent. Among those assigned to the expanded version, 86 percent report living in housing provided by the employer.

The 86 percent of respondents assigned to the expanded version who indicated that their employer, recruiter, or agent provides their housing were asked whether could have lived elsewhere. Half (49 percent) of these respondents indicated that they could have lived elsewhere, and half (50 percent) indicated that they could not. Among those who said that they could not, 80 percent said that they were required by an employer, manager, or recruiter to live there. Only this subset of respondents indicating that they were required to live there were categorized as "living in mandatory housing provided by the employer."

Among those assigned to the condensed version, 86 percent of respondents were considered to be living in mandatory housing provided by the employer. However, among those assigned to the expanded version, only 34 percent were considered to be living in mandatory housing provided by the employer. The comparison between the two series suggests that the condensed version was not accurately processed by respondents and that the expanded series was needed to accurately determine whether housing is imposed by the employer. The likely inclusion of respondents who live in housing provided by but not required by the employer resulted in a probable overestimation of the degrading living conditions indicator for respondents assigned to the condensed version. Twenty-one percent of respondents assigned to the condensed version were considered to have experienced degrading living conditions in housing mandated by the employer, compared to 7 percent of respondents assigned to the expanded version.

The mean time to administer the hazard questions varied significantly by version. The condensed series took an average of 34 seconds to administer, and the expanded series took an average of 62 seconds to administer.

Table 4. Mandatory housing question series version (weighted)

	Condensed version	Expanded version
	Does (Did) your employer, recruiter, or agent require you to live in housing they provided?	Does (Did) your employer, recruiter, or agent provide your housing?
Yes (%)	86.0	85.6
No (%)	13.7	14.4
Refused (%)	0.3	0.0
Number of respondents (N)¹	455	375
		Could you have lived somewhere else and still work at your job? ²
Yes (%)		48.9
No (%)		49.6
Don't know (%)		1.2
Refused (%)		0.3
Number of respondents (N)		325
		Why not? ³
Employer, manager, or recruiter would not let me/they require that I live here (%)		79.5
I can't afford to live somewhere else (%)		31.7
No other housing nearby (%)		3.1
Other (%)		1.9
Number of respondents (N)		156
Mean time to administer series (seconds)	34	62
Lives in mandatory housing provided by the employer	86.0	34.0
Experienced degrading living conditions in housing mandated by the employer	21.3	6.8

¹ Total N excludes 13 respondents who were not asked this question because they were self-employed.

² Asked of all of those who replied "Yes" in the previous question ("Does (Did) your employer, recruiter, or agent provide your housing?").

³ Multiple responses allowed. Asked of those who answered "No" in the previous question ("Could you have lived somewhere else and still work at your job?").

Recommendation

The similarity in the percentages in the condensed and expanded versions suggests that respondents may not have understood some essential components of the condensed question. Our recommendation is to use the expanded approach of the mandatory housing questions in all studies. Although the expanded series takes nearly twice as long to administer, our analysis suggests that it produces a much more accurate estimate of employer-imposed housing, which allows for a much more accurate estimate of degrading living conditions within employer-imposed housing.

3.2.2. Degrading living conditions

The involuntariness indicator "in degrading living conditions imposed by the employer, recruiter, or other third-party" also requires establishing whether a respondent lives in "degrading living conditions." To our knowledge, there is no standard, internationally recognized definition of degrading living conditions, although some regional reports provide their own definition of the indicator. An ILO policy document on forced labor in Europe states that this indicator refers to "being forced to live in unhealthy or overcrowded conditions or in places that do not meet minimum living standards (e.g., electricity, running water, toilet facilities)" (p. 7, Corbanese & Rosas, 2021). A European Union report on protecting migrant workers in the European Union states that degrading living conditions include "lack

of bedding, inadequate food, lack of running water and poor sanitary conditions” (p. 16, European Union Agency for Fundamental Rights, 2019). International recommendations on employer-provided housing can be found in ILO’s 1961 Workers’ Housing recommendation (Recommendation R115 - Workers’ Housing Recommendation, 1961 (No. 115), 1961); however, it is not clear whether failure to meet all of these recommendations constitutes degrading living conditions. The recommendations include, among others, an adequate supply of safe water; sewage and garbage disposal systems; “appropriate protection against heat, cold, damp, noise, fire, and disease-carrying animals, and, in particular, insects;” adequate sanitary, cooking, and storage facilities; adequate ventilation and natural and artificial light; and a minimum degree of privacy.

In the absence of a standard definition of degrading living conditions, we have developed a list of items that may indicate degrading living conditions, which we adapt to each study location. For the current study, the list included the following:

- No safe space in housing to store belongings
- Does not feel safe in housing
- Crowded sleeping quarters
- No clean water in or near housing
- Housing has major damage

Respondents were also asked to rate the quality of their housing as good, fair, or bad.

Figure 1 shows the percentage of respondents who indicated that each item applied to their housing (among respondents who were asked about all housing characteristics, $n=186$). Twenty-one percent described the quality of their housing as “bad,” which demonstrates that respondents do not universally find fault with employer housing when presented with a subjective question about housing quality. Each of the other characteristics applied to between 6 percent and 27 percent of respondents.

It is difficult to determine crowded sleeping quarters without knowing the size of the room, which respondents would be unlikely to estimate accurately (Volcic et al., 2013). Lacking a size measure, we use a simple count of the number of people sharing a room to determine crowdedness. In this study, 45 percent of respondents slept in a room containing 1 to 4 people, 39 percent slept in a room containing 5 to 8 people, and 16 percent slept in a room containing 9 or more people. The distribution of number of people per room suggests that nine or more people sharing a room was relatively unusual, which may indicate excessive crowding. We used nine or more people sharing a room to indicate crowded sleeping quarters for this analysis.

Figure 1. Housing characteristics (weighted)

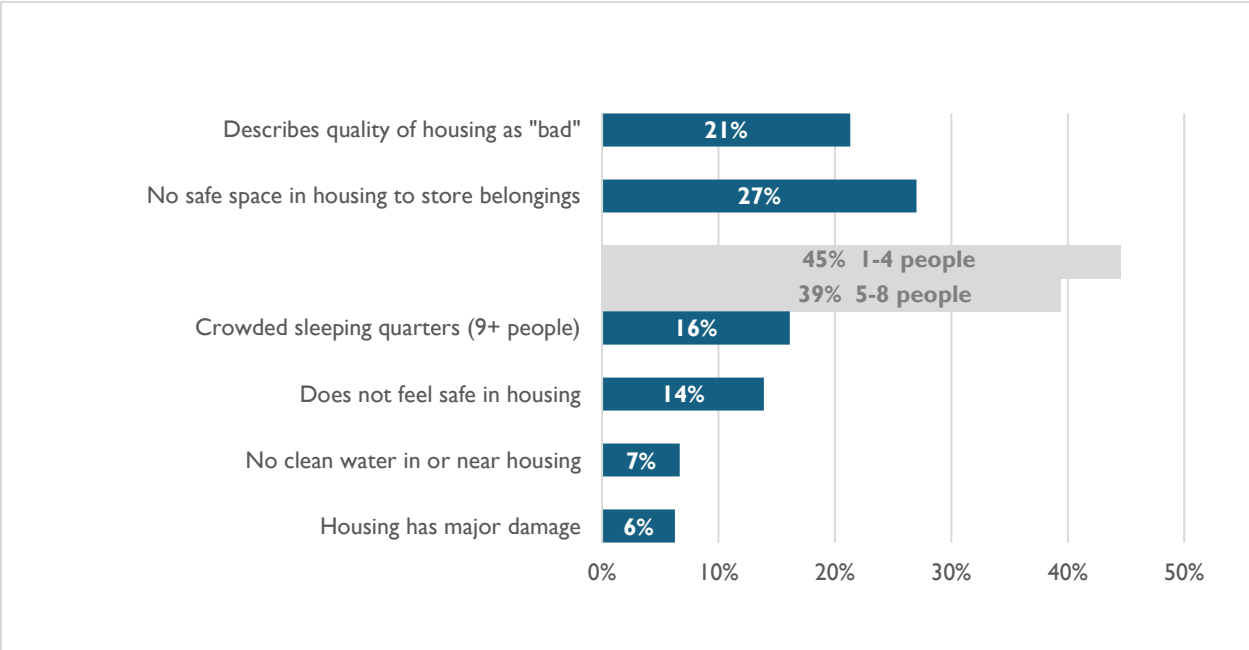
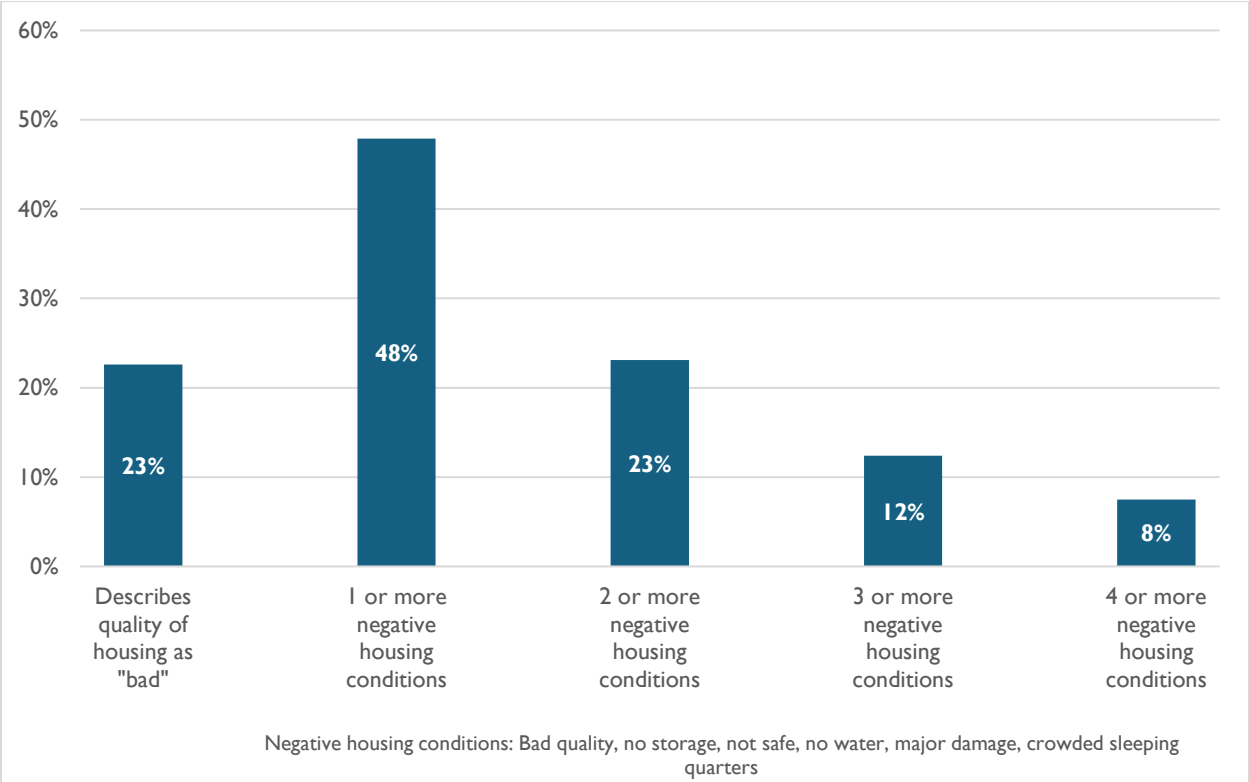


Figure 2 shows the percentage of respondents who described their housing quality as “bad,” as well as the distribution of respondents by number of negative housing conditions they reported (among respondents who were asked about all housing characteristics, n=186).

Figure 2. Percentage reporting “bad” quality housing and percentage of respondents by number of negative housing characteristics reported (weighted)



In previous studies of forced labor, we have used a threshold of two negative housing conditions to indicate “degrading living conditions.” In the current study, 23 percent of respondents reported 2 or more negative housing conditions. The same proportion of respondents, 23 percent, described their housing quality as “bad.”

Recommendation

The similarity in the proportion of those reporting two or more negative housing conditions and of those reporting “bad” housing quality suggests that future studies with limited question space can ask respondents a single question about housing quality and still capture degrading living conditions with the same level of accuracy: *How would you describe the quality of your living conditions? Would you say good, fair, or bad?*⁵ This option is important for surveys with limited space, because the housing characteristics section of the questionnaire was relatively time consuming due to the number of questions, taking on average nearly 3 minutes to complete (168 seconds). The housing quality question took on average 40 seconds to complete.

In studies with an emphasis on living conditions, particularly those with a focus on migrant workers who are likely to be housed by employers, it is likely worthwhile to ask multiple questions to understand the percentage of respondents experiencing various items that may constitute degrading living conditions. For these studies, given the lack of a standardized definition of “degrading living conditions,” it is important to consider the laws and norms regarding acceptable living conditions in the sector and country of study to develop an appropriate study-specific definition of “degrading living conditions.”

3.3. Freedom of movement

The study explored two ways of determining freedom of movement outside of work hours. Respondents who lived in mandatory employer-provided housing were randomly assigned to the condensed or expanded version.

The **condensed version** asked respondents: *Does your employer prevent you from leaving the area of your lodgings outside of work hours?* If the response was “yes,” the respondent was considered to have restricted freedom of movement.

The **expanded version** first asked respondents: *Are you free to leave the area of your lodgings outside of work hours?* If they answered “no,” respondents were then asked: *Who prevents you from coming and going outside of work hours?* Any expanded version respondent who answered employer, manager, workplace security, or recruiter was considered to have restricted freedom of movement.

Comparison

One-fourth of those assigned to the condensed version reported lacking freedom of movement (Table 5). The proportion of those assigned to the expanded version who reported lacking freedom of movement was half that rate (13 percent), a statistically significant difference. A large body of survey methodology literature demonstrates that respondents have a tendency to agree to statements (acquiescence bias), whether the responses are presented as agree-disagree, true-false, or yes-no (Vannette & Krosnick, 2014). The difference between the condensed and expanded versions demonstrates the important role that acquiescence bias may play in survey responses. In the condensed version, a “yes” response indicated a *lack* of freedom of movement, and in the first question of the expanded version, a “yes” response indicated the opposite. As a result, it is likely that the difference in the rates is due to acquiescence bias. The higher reports of lacking freedom of movement among those assigned to the condensed version may be due to this bias.

⁵ We caution researchers against expanding the response scale using intensity modifiers (for example, adding “very good” and “very bad”). In our previous multilingual research, we have observed the difficulty of accurately translating response scales with intensity modifiers. Attempting to do so may reduce quality and increase administration time. See Villar (2009) for a discussion of intensity modifiers in multilingual surveys.

Table 5. Mandatory housing question series version (weighted)

	Condensed version	Expanded version
	Does your employer prevent you from leaving the area of your lodgings outside of work hours?	Are you free to leave the area of your lodgings outside of work hours?
Yes (%)	24.7	87.3
No (%)	75.3	12.5
Refused (%)	0.0	0.2
Number of respondents (N)¹	289	252
		Who prevents you from coming and going outside of work hours? ²
Employer/manager/workplace security (%)		86.8
Recruiter (%)		13.2
Other (%)		2.5
Number of respondents (N)		21
Mean time to administer series (seconds)	37	88
Lacks freedom of movement outside of work hours	24.7	12.7

¹Total N excludes respondents who did not live in employer-mandated housing.

²Multiple responses allowed. Asked of all of those who replied “No” in the previous question (“Are you free to leave the area of your lodgings outside of work hours?”).

Recommendation

To reduce acquiescence bias, it is recommended to use the expanded version of this question series because the expanded version requires a “no” rather than a “yes” to indicate restriction of movement. In addition, while the expanded version increases the number of survey questions by one, the questions are less cognitively complex than the condensed version question. Additional research is needed to determine whether an alternative condensed version could capture the freedom of movement indicator with similar accuracy. Future research could test the expanded version against a condensed version in which a “no” response indicates a lack of freedom of movement, such as: *Does your employer allow you to leave the area of your lodgings outside of work hours?*

The findings here serve as a reminder to consider acquiescence bias in formulating survey questions about the forced labor indicators. This form of bias cannot be completely avoided, but acquiescence bias and other forms of satisficing can be minimized by avoiding agree-disagree and true-false question formulations, minimizing the cognitive burden of specific questions and the questionnaire overall, and encouraging respondent motivation (Krosnick, 1991; Vannette & Krosnick, 2014).

3.4. Wages and debt

The following sections discuss findings related to wages and debt. The first presents results from cognitive testing regarding the terms “wage deductions” and “withholding of wages.” The second combines data from the survey and cognitive testing to offer insights into the measurement of debt bondage.

3.4.1. Wage deductions and withholding of wages

In a previous study of labor conditions, we have observed confusion among both respondents and field workers regarding the terms “wage deduction” and “withholding of wages.” Our review of the literature found no standardized definitions of these terms. Although Article 8 of C095 - Protection of Wages Convention, 1949 (Convention C095 - Protection of Wages Convention, 1949 (No. 95), 1949) discusses

limitations of wage deductions, no definition of “wage deductions” is provided. A more recent ILO publication on the protection of wages does not offer a formal definition but states that deductions “represent the difference between the gross amount of [worker] earnings and the net amount they actually receive” (International Labour Office, 2003). A discussion of case law describes withholding of wages as the “deliberate retention of wages” (Muskat-Gorska, 2018). In the context of forced labor, withholding of wages may be a form of coercion that prevents workers from quitting because they fear losing their overdue wages.

Cognitive testing sought to explore how respondents understand these terms.

The term “wage deduction” was most commonly understood by respondents as “wage reduction.” A respondent explained, “To deduct’ is when your employer gives you an amount of money which is less than the agreed amount of money at the beginning of the contract.” Another said, “You get less of what you are supposed to get.” However, some respondents described deductions as wage reductions in response to an action. For example, one explained, “To deduct means cutting money from your earning for violations you may have committed to the company.” Some respondents referred to specific reasons for deductions, including deductions for missing work, for the cost of uniforms, and for mistakes at work, such as breaking something.

Respondents were also asked what it means to “withhold wages.” Example responses include the following:

- “‘To withhold’ is when the employer retains or keeps the employee’s salary without giving it to the employee.”
- “For example, in case you are supposed to receive salary for this month, and they don’t give it to you but they tell you to wait for next month.”
- “‘To withhold’ means I am supposed to be given but still they hold it and refuse to give it to me.”

Some respondents understood withholding of wages as wage deductions. For example, one said, “To withhold is like to refuse to give you, your money because you have done something bad,” and she gave the example of missing work. Another said, “For example, if you work for less hours or if you report late for work, yes, your salary maybe be withheld.” Several respondents entirely misunderstood the meaning of “to withhold.” One explained, “Withholding my salary means that nothing has been taken off, and [I] remain with my whole salary.” Another said, “‘To withhold’ is when you remain with the job you have been doing and it is not taken away or you are not fired.”

Recommendation

The findings suggest that researchers should not expect respondents to understand these terms. Instead, survey questions should paraphrase the terms in plain language or include definitions. Interviewer training should include a detailed discussion of these terms with examples if interviewers are expected to assign narrative responses to close-ended categories including these terms.

3.4.2. Debt

An indicator of coercion is “debt bondage or manipulation of debt.” Debt bondage and manipulation of debt can take many forms and include a variety of actors. It is challenging to determine the presence of this indicator without a time-consuming and intrusive battery of questions. In the current study, we included four questions related to debt, and in this section, we explore different ways to compute the presence of this indicator. We also present results of cognitive testing related to debt.

The following questions were asked to gather information about debt:

1. *Sometimes workers are in debt to their employers or recruiters, for example for recruitment fees. While working in your most recent job, were you ever or currently in debt to your employer or recruiter?*
2. *Did (do) you feel that the terms of payment of the debt were (are) reasonable?*
3. *Did (do) you feel your work or payments were (are) fairly applied to reduce your debt?*
4. *If you were (are) to leave your job before paying off your debt, what might happen?*

For question 4, respondents provided a narrative response, and interviewers categorized the answers into pre-coded response categories which included types of coercion, “other,” and “nothing.”

Cognitive testing showed that many respondents failed to consider all potential forms of employer debt when responding to question 1, which asked if the respondent has been in debt to their employer or recruiter. This finding is consistent with previous research, which shows that questions about a group of experiences garners fewer responses than individual questions about each type of experience (Fowler & Cosenza, 2009). Unsurprisingly, given that the question explicitly mentions recruitment fees, respondents most commonly considered their recruitment experience when responding to this question. Some considered recruitment fees only, and others considered other sources of recruitment debt, including fees for medical exams and passports and travel costs. Some considered pay advances; others did not. When asked whether they thought about debts related to pay advances when responding to this question, one responded, “I did not consider such debts, even when I knew that I was once given an advance,” and another responded, “Yes. Even right now I have a pending advance, and it’s the only debt I thought about.”

The phrase “terms of payment of the debt” prompted much discussion among the research team during translation and interviewer training. In previous studies, we have used the phrase “terms of the debt,” and the Ugandan research team found this phrase to be ambiguous. They argued that “terms of the debt” could be understood in many ways, including as simply the amount of the debt. A worker who was dissatisfied with the amount an employer was willing to advance might consider these terms unreasonable. The phrase “terms of payment of the debt” was agreed to be clearer and more straightforward to translate. In cognitive testing, the revised phrase was well understood by respondents.

The other challenging term in question 2 is the word “reasonable.” Although respondents were not confused by this term, they interpreted it in varying ways. Some thought about whether they were being charged excessive interest, and others seemed to consider the terms unreasonable because they did not understand the terms. When respondents were asked what they thought researchers meant by “reasonable,” responses included the following:

- “It means was it fair when I was paying back the debt or [whether] they over charged me when I was paying back the debt.”
- “I was given 300 dirhams [for] which the employer decided to deduct 100 dirhams per month for the first 3 months. This was unrealistic since I thought that this money had been given to us as starting capital. I did not expect to have this money paid back. This is why I said that the terms of that debt were not reasonable.”

Question 3, *Did (do) you feel your work or payments were (are) fairly applied to reduce your debt?*, was intended to determine whether the employer manipulated the debt such that the debt could not be repaid in a reasonable timeframe. The cognitive testing data suggested that most people did not understand this question as intended; rather, they understood it to be asking whether the terms of repayment were fair—essentially the same questions as the previous one about whether the terms were reasonable. Discussions about the question included the following comments:

- “I said no because I felt like it was a burden for me to pay back my debts in such an arrangement. That arrangement of paying the debt actually meant that I would never have any money left for me for personal use. But still, I cleared them all and came back home.”

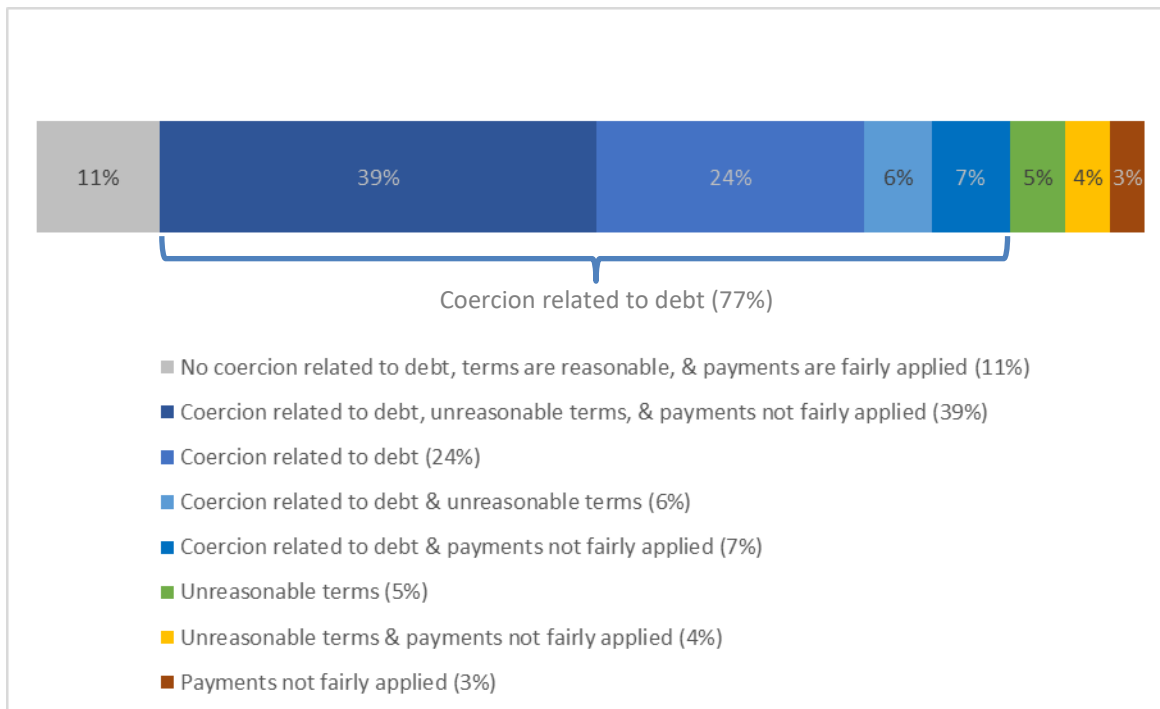
- “I feel I was overcharged, and I paid too much money; that is what I feel.”

A review of the survey findings related to these questions offers additional insights. Figure 3 shows the proportion of respondents with various configurations of responses to the four debt questions (among those with debt to an employer who were asked questions about terms and payments, n=82). A small minority (11 percent) of those with debt to an employer reported that they would face no coercion if they quit before repaying the debt, the terms were reasonable, and payments were fairly applied. Three-fourths of those with debt would face coercion if they tried to quit before repaying the debt. Only a small minority (12 percent) felt that the terms were unreasonable or the payments were unfairly applied but did not face coercion if they tried to quit. Among those who faced coercion, more than half also both considered the terms unreasonable and their payments unfairly applied. About one-third faced coercion but considered the terms reasonable and their payments fairly applied.

There is significant overlap among those who considered their terms unreasonable and their payments unfairly applied, which makes sense given the cognitive testing findings showing that respondents understood the two questions to have similar meanings. In addition, many respondents considered their terms to be reasonable and their payments to be fairly applied, which demonstrates that respondents do not universally find fault with their employers regarding loan terms and repayment.

Figure 3 highlights the importance of agreeing on a substantive definition of the indicator. For example, do respondents who face coercion if they attempt to quit before repaying their debt but have reasonable terms and payments fairly apply experience the debt bondage indicator?

Figure 3. Conditions of debt among those with debt to an employer or recruiter (weighted)



Note:

Sums based on percentages shown in this figure are imprecise due to rounding.

Table 6 explores the implications of this question in the context of the current study. If we only consider coercion, without considering whether the terms are reasonable or payments are fairly applied (Version 1 in Table 6), we would find that 77 percent of those in debt to an employer or recruiter are experiencing debt bondage. However, if we require the presence of coercion and either unreasonable terms or unfairly applied payments (Version 2 in Table 6), the rate of debt bondage would drop to 52

percent. Version 3 offers an even more liberal interpretation of the indicator, including anyone who faces coercion or unreasonable terms or unfairly applied payments. This version would result in 89 percent of respondents experiencing the debt bondage indicator.

Table 6. Comparing methods to determine debt bondage among those with debt to an employer or recruiter (weighted)

	Version 1	Version 2	Version 3
	In debt to employer and would face coercion if tried to quit before paying off debt	In debt to employer and would face coercion if tried to quit before paying off debt and feels terms of debt are unreasonable or payments were not fairly applied to reduce debt	In debt to employer and would face coercion if tried to quit before paying off debt or feels terms of debt are unreasonable or payments were not fairly applied to reduce debt
Debt bondage or manipulation of debt ¹ (%)	76.7	52.2	88.9
Mean time to administer series (seconds)	125	196	196
Number of respondents (N)	82	82	82

Recommendation

If exploring debt to employers and recruiters is of central importance to the study, it is advisable to ask about each potential form of debt that may apply in the setting (including, for example, various types of recruitment debt, pay advances, debts related to the procurement of tools and uniforms, and debts from company stores). Consolidating all debt into one question reduces administration time, but it also likely leads respondents to fail to include all debts they may have.

Considering the overlap in responses to questions 2 and 3 and the cognitive testing findings, it is recommended to exclude question 3 or to rephrase the question and subject it to further cognitive testing.

The balanced nature of responses to question 2 suggests that respondents were judicious in their assessment of the terms of the loans provided by employers. Although future research comparing more complete loan data to this subjective measure is needed, when survey space is limited, this single question offers valuable information about respondents' perceptions of the loan terms.

The quantitative findings highlight the importance of clearly defining the indicator so that the definition can be operationalized appropriately. Different ways of interpreting the indicator led to substantially different rates of debt bondage.

3.5. Freedom to quit

A key question in determining the presence of forced labor is determining an individual's ability to quit his or her job. Some workers may in theory be able to quit, but they may be dissuaded from doing so by negative consequences. We explored two ways to determine whether respondents have the freedom to quit their jobs. Respondents were randomly assigned to series version 1 or series version 2.

Version 1 first asked: *If you decided to stop working with this employer, could you leave without negative consequences by your employer?* The question covered the necessary information to determine whether involuntariness imposed by the employer was present. However, the question is cognitively burdensome. It asked respondents to consider a hypothetical (whether they could stop working) *and* the effect of the hypothetical in the same question (the consequences of stopping). It also used elevated

language (“negative consequences”) that can be difficult to understand. The complexity of this question made it difficult to translate effectively, and it becomes excessively long in some languages.

The phrase “negative consequences” was explored during cognitive testing. Most respondents understood the term and paraphrased it as “bad outcomes” or “bad things that can happen.” One respondent did not seem to understand the phrase and defined it more narrowly: “Negative consequences means talking bad things about you the employee by your employer” (Female, 26, hospitality sector, United Arab Emirates). As mentioned previously, the sample for this study was relatively well-educated. Respondents in other settings might have more difficulty with this language.

Those who responded that they could not stop working for the employer or could only do so after the probation period were asked: *Can you tell me in your own words how the employer or recruiter keeps (kept) you from quitting your job?* This follow-up question is relatively straightforward without the elevated language or multiple parts that complicate the initial question. Cognitive testing indicated that the question was well understood and did not pose problems for most respondents.

Version 2 was much simpler: *Could you quit this job at any time if you wanted to?* However, this version did not cover all the information to determine whether the employer was imposing involuntariness. A response of “no” could simply be the result of economic precarity rather than employment conditions. As a result, an involuntariness indicator was only applied if the respondent reported that they could not quit or could only do so after the probation period *and* they reported an indicator of coercion in the follow-up question: *What might happen if you quit this job?*

Cognitive testing indicated that both questions in this series were generally well understood. One respondent indicated that she understood the word “quit” in the sense of “exit” or “depart,” implying that she thought this question was asking about freedom of movement. In addition, the phrase “at any time” prompted some respondents to note that they could only quit after giving notice.

Comparison

Table 7 presents a comparison between the two versions. A greater percentage of migrants reported being unable to freely quit their jobs based on the initial questions in version 2 (59 percent) compared to version 1 (50 percent). This is unsurprising, given that version 1 included an additional condition about the absence of negative consequences by the employer. An involuntariness indicator was applied to all of those who reported being unable to stop working in version 1 and to those who reported being unable to quit in version 2 *and* reported coercion in the follow-up in version 2. There was no statistically significant difference in the reporting of involuntariness between the two versions.

Version 1 of the follow-up question identified a statistically significantly greater number of potential consequences to quitting than version 1 (1.6 compared to 1.2). This may be because version 1 directed respondents to consider how the employer prevents them from quitting, which helped focus their attention on elements of coercion, and version 2 asked about consequences more generally, which resulted in respondents considering how quitting will affect their own financial situations.

On average, the version 2 series took 9 seconds longer to administer compared to the version 1 series. Cognitive testing indicated that both series were well understood.

Table 7. Ability to quit by question series version (weighted)

	Version 1	Version 2
	If you decided to stop working with this employer, could you leave without negative consequences by your employer?	Could you quit this job at any time if you wanted to?
Yes (%)	49.9	41.1
Yes, but only after the probation period (%)	18.0	23.0
No (%)	31.6	35.9
Don't know (%)	0.5	0.0
Number of respondents (N)	405	425
	Can you tell me in your own words how the employer or recruiter keeps (kept) you from quitting your job? ¹	What might happen if you quit this job? ²
Threats or violence against respondent or respondent's family by employer/recruiter (%)	4.6	2.7
Restriction on respondent's movement (%)	10.5	3.7
Debt bondage or manipulation of debt (debt to employer/recruiter) (%)	10.7	7.3
Withholding of wages or other promised benefits (%)	19.3	18.3
Withholding of valuable documents (%)	36.4	19.7
Deportation or threats of deportation (%)	28.5	26.2
Exclusion from future employment (labor ban, deny no objection certificate (NOC)) (%)	34.9	30.5
Arrest/jail (%)	6.9	5.0
Other form of employer/recruiter coercion (%)	4.0	6.1
Nothing or no repercussions related to employer/recruiter ("nothing would happen") (%)	15.7	32.9
Don't know (%)	0.0	2.7
Mean number of potential consequences to quitting³	1.6	1.2
Number of respondents (N)	209	425
Mean time to administer series (seconds)	62	71
Experienced involuntariness related to limited freedom to terminate work contract (%)	51.1	52.7

¹ Asked of all of those who replied "Yes, but only after the probation period" or "No" in the previous question ("If you decide (decided) to stop working with this employer, can (could) you leave without negative consequences by your employer?")

² Asked of all of those who were asked the previous question ("Could you quit this job at any time if you wanted to?")

³ Excludes "Nothing" and "Don't know"

Recommendation

Version 1 was well understood by respondents, resulted in the same proportion of respondents experiencing involuntariness, identified more forms of coercion, and took less time to administer compared to version 2. Therefore, version 1 is recommended over version 2. To further reduce administration time and avoid confusion among less-educated respondents, future research should explore the effect of omitting the first question in the series and instead asking the version 1 follow-up question as a two-part series:

1. *Does your employer or recruiter do anything to keep you from quitting your job?*
2. *[IF YES] How does your employer or recruiter keep you from quitting your job?*

Pilot or cognitive testing during study preparation should ensure that respondents understand that the question refers to freedom to resign from one's job rather than freedom of movement. In addition, depending on the context, researchers should consider clarifying whether the question refers to quitting with proper notice either in the text of the question or in an "if needed" note to the interviewer.

3.6. Violence

An indicator of coercion is "threats or violence against workers or workers' families and relatives, or close associates." Violence is a sensitive topic and a concept that can be interpreted in many different ways. The study undertook cognitive testing to explore how respondents understood various questions about violence.

3.6.1 Discernment of question differences

During cognitive testing, respondents heard the following script:

I will now read for you another question you've already heard. 'Did your employer ever threaten you with violence or threaten someone you care about with violence?'

[Survey interviewer name] also asked you, 'Was your employer ever violent to you or violent to someone you care about?'

Do you hear any difference in these two questions? Please explain.

The purpose of these questions was to understand whether respondents differentiated between a question about *threats* of violence and a question about *actual* violence. Many respondents reported hearing no difference in the two questions. For example, one said:

Respondent: *I think they are the same questions.*

Interviewer: *What makes you say that the two questions are the same?*

Respondent: *What I get is that both questions are asking for whether my boss was ever violent to me or someone I care about.*

Some incorrectly identified the difference, suggesting that one asked about the respondent's own experience and the other about the experience of the people the respondent cares about or his or her colleagues. When asked whether there was any difference in the two questions, a respondent replied, "On my side, yes. These appear as two different questions. One is asking about my colleagues and another question is asking about me, personally."

The fact that many respondents could not accurately differentiate between the two questions during cognitive testing does not necessarily mean they would fail to understand each individual question. It may be that they were not able recall both questions accurately enough to compare yet could answer each individual question. However, it may also be the case that many respondents did hear the questions as asking the same thing or did misunderstand the difference between the two.

3.6.2 Understanding of terminology

Cognitive testing sought to understand respondents' comprehension and definition of the terms "someone you care about," "to witness," and "violence."

Respondents were asked what "**someone you care about**" meant to them. Most described categories of people such as family and friends, and many included colleagues at work. One said, "Someone I care about is like a friend or a relative or my fellow colleague I work with." Another explained that being foreigners leads to particular closeness among fellow Ugandans and Africans. To him, "[Someone you care about] means friendship. For example, while in this country, you feel like anyone from your home

country or continent is your brother or sister. We develop that brotherhood while at work because we are foreigners in this country and are always isolated.”

A few respondents were quite broad in their definitions of “someone you care about.” One said, “Someone who I have ever had some relationship with, maybe a friend or maybe a co-worker or any person I have ever met and had a good and memorable conversation.” Others described someone they care about more abstractly. A respondent explained, “If I care about you, it means anything that will hurt you will hurt me too even if it wasn’t me, but it will hurt me.” Another said, “It means someone I love and when that person is hurt, I feel the pain too.” These responses illustrate the importance of asking about violence to others that workers care about because harm to these individuals will also harm the worker.

In some cases, the phrase was understood as people the respondent cares for, as in helping to support. One said that someone you care about is “someone you take care of” and another referenced “family that depends on me for survival.”

Respondents were also asked how they would explain the term “**to witness**.” This cognitive testing question was intended to understand whether the respondents understood the term and could apply their understanding in the context of the questionnaire item. The term was used in several questions asking the respondent to recall whether they have witnessed their co-workers experience certain threats or actions. For example, survey respondents were asked, *Did you ever witness your employer threaten to lock up a co-worker or actually lock up a co-worker?* The motivation for the inclusion of the term “witness” was our previous research in labor conditions, during which we observed that workers tend to generalize the experience of workers in the sector. Respondents often require repeated prompting to report specifically their own experiences or those they observed personally.

Cognitive testing showed that the term “to witness” was well understood. One respondent said, “Witnessing is being at the place or scene where the action or something happens, and you see it.” Another stated, “To witness means that you have seen something happen.” Another explained, “To witness’ means that the incident happened in my presence, and I saw everything with my eyes.” Respondents had no difficulty in applying their understanding of the term to the context of the survey question.

Cognitive testing also captured respondent definitions of the word “**violence**.” Overall, respondents displayed a broad and inclusive definition of the term. Definitions of violence commonly included both physical and emotional or psychological violence. One respondent explained, “Violence is something physically done with an intention of hurting someone or even to kill them.” Respondents described physical violence using the words fighting, abusing, beating, and slapping. Regarding emotional or psychological violence, a respondent explained, “Someone can be violent through the way they talk.” Several respondents mentioned verbal abuse and harassment. Another said, “‘Violence’ to me happens when someone does things that hurt you or causes some damage to you. You know, someone can do something, seemingly small to them such as shouting at you, but then it pains you. This is violence.” The implication here is that whether the assault is physical or psychological, if it causes pain, it is violence.

Many respondents also included various forms of injustice under the broad category of violence. One respondent included workplace injury due to unreasonable requirements: “Our supervisors force us to work abnormally in uncomfortable ways which cause pain or harm to our bodies and it is the major form of violence I have experienced here.” Another said that violence is “going against someone’s rights” and gave the example of being sick and not being allowed to rest. Several respondents considered wage theft to be violence: “Violence can be, for example, we come expecting some money. Then we don’t actually get what is stated in the contract.” Others mentioned issues such as unreasonable working hours and unfair assignment of duties.

Some respondents considered discrimination to be violence. Asked what violence means to him, one said, “You might also mock me based on my physical appearance, for instance by my skin color, my gender and the positions we hold while at the workplace.”

3.6.3 Feelings about being asked about violence

Asking workers explicitly about whether they have experienced violence and if so, to describe it, raises concerns about retraumatizing respondents. To better understand the effect of this question, cognitive interviewers asked respondents how they felt about being asked about violence at their work. Among the 36 respondents who responded to this question, the majority (20 respondents) said that they felt neutral about the question, using words such as “ok,” “normal,” or “nothing.” Some explained that they felt ok because they had never experienced violence at work, and others felt ok because violence at work was so commonplace. One respondent said, “I felt normal because most times at work there is violence.”

Seven respondents said that the question prompted negative feelings. Some said that the word “violence” itself leads to negative feelings, and most said that they feel bad remembering negative experiences from their migrant labor. One said, “I did not feel good because I hate talking about my past experiences most especially during the time I was working in Dubai.” Another said, “I felt sad. I remembered the things I went through in the very beginning when I had just joined this workplace. I was being overworked.”

Nine respondents described positive feelings regarding the question. Many appreciated the opportunity to share their experience with someone. A respondent explained, “When she asked me the question, I felt like someone really cares and wants to know if there’s anything bad that can happen while I am at my workplace. I was like ‘oh, she is caring’ because it is rare for someone to ask about how you are treated at work.” Several said that describing their experience gave them a sense of relief. A migrant described her feelings: “I felt a sense of relief. I wasn’t ranting but you know when you talk about something, then you feel like, wow, finally someone is asking about this. I didn’t realize that we don’t talk about these things, like no one ever gave me the opportunity to talk about these things before the interview. So participating in the interview gave me some form of relief. It felt good that someone at least is listening.” Some expressed hope that by sharing they might prevent future suffering. One said that responding to this question made her feel good because “When I share the truth, I can easily help any person who wants to join me here in the Middle East as they will get a clear picture of where they want to come.”

Recommendation

The cognitive testing analysis serves as a general reminder of the importance of pretesting questions and considering how the cognitive burden placed on respondents can contribute to measurement error. Regarding “someone you care about,” researchers must consider how inclusive they want to be in their study. Researchers could instead refer to “close friends and family,” but it must be recognized that employers may have leverage over a worker through the employer’s actions toward someone in the broad category of someone the worker cares about, even if that person is not in the worker’s close circle.

Regarding “to witness,” using this verb seems to be an effective way to limit a respondent’s reports to occurrences witnessed firsthand.⁶ However, a study’s research goals should be carefully considered when phrasing questions. It may be important to determine whether a respondent has witnessed a particular threat or action; however, it must also be understood that workers are influenced by third person accounts of coercion in the workplace.

⁶ As discussed previously, the sample for this study was relatively well educated. Understanding of this term and others should be confirmed through pilot or cognitive testing in other settings.

Regarding “violence,” the breadth of definitions highlights the importance of clearly defining ambiguous terms in survey questions. Researchers must consider what types of violence to include and investigate how these subcategories of violence are understood by respondents.

Some respondents indicated feeling distressed by being asked explicitly about their experiences of violence. To reduce the risk of retraumatization, it is recommended that studies instead capture experiences of violence spontaneously offered by respondents in response to “What might happen if you refused?” type questions. If violence is of central importance to the research, requiring respondents to be asked explicitly about violence, the study team should ensure that referrals to support are offered to respondents.

3.7 Operationalization of forced labor indicators

There is ample evidence in the survey methods literature that the order of questions can significantly impact the response (Moore, 2002; Rasinski et al., 2012; Schuman & Presser, 1996). In the context of forced labor research, questionnaires typically include items related to involuntariness or workplace practices, followed by a related question to determine coercion related to that form of involuntariness or workplace practice. For example, a questionnaire may include an item asking whether a respondent works overtime, followed by a question to determine coercion, asking what might happen if the respondent refuses to work overtime. We use the term “Approach A” as shorthand to refer to this approach. In our review of forced labor research instruments, we did not identify any tools using the opposite approach—asking about coercion and *then* about workplace practices. We developed a series of questions to explore this approach, which we will refer to as “Approach B.” The questions included in both approaches were administered to all respondents, and the approaches were compared during the post-data collection analysis stage.

The study also included a third set of questions that identify forced labor indicators but that do not directly link involuntariness and coercion (“unlinked questions”). Unlinked questions include questions about access to documents, wages, living conditions, and hours of work (used to calculate abusive overtime).

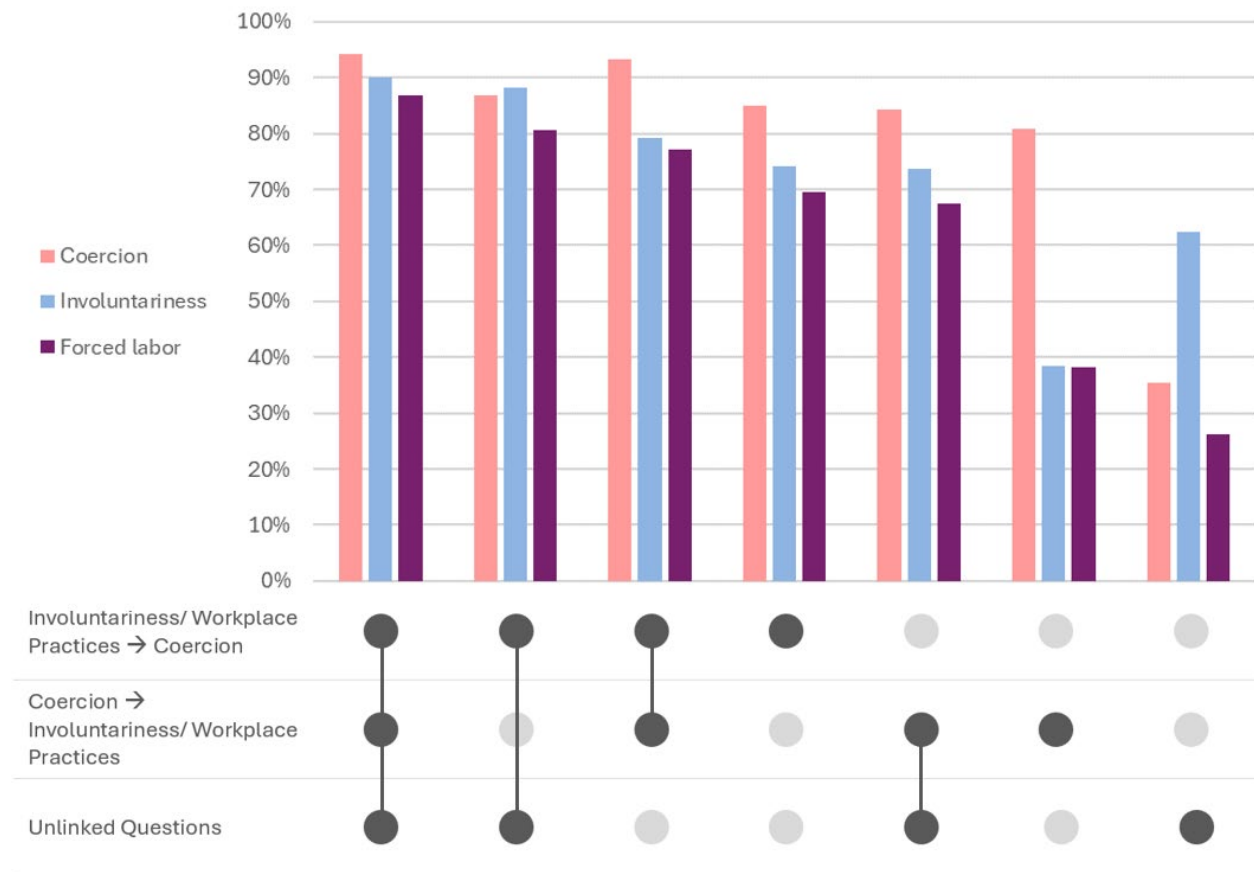
The following table provides example questions to illustrate each approach as well as example unlinked questions.

Approach A: Involuntary Work/Workplace Practices → Coercion	Approach B: Coercion → Involuntary Work/Workplace Practices	Unlinked Questions
<ul style="list-style-type: none"> • Does your employer impose a production quota/target? [Yes-No] <ul style="list-style-type: none"> ○ What might happen if you fail to meet the quota/target? [Coercive practices response categories] • Does your work involve anything that risks your health or safety? [Yes-No] <ul style="list-style-type: none"> ○ Could you have refused to do these hazardous activities? [Yes-No] ○ What might happen if you refused? [Coercive practices response categories] • Do (did) you ever work overtime? [Yes-No] <ul style="list-style-type: none"> ○ What might happen if you refused? [Coercive practices response categories] • If you decide (decided) to stop working with this employer, can (could) you leave without negative consequences by your employer? [Yes-No] <ul style="list-style-type: none"> ○ Can you tell me in your own words how the employer or recruiter keeps (kept) you from quitting your job? [Coercive practices response categories] <p>Coercive practices response categories:</p> <ul style="list-style-type: none"> • Threats or violence against respondent • Threats or violence against respondent’s family, relatives, or close associates • Restrictions on respondent’s movement • Debt bondage or manipulation of debt • Withholding of wages or other promised benefits • Withholding of valuable documents (such as identity documents, school certificates, or residence permits) • Deportation or threats of deportation • Exclusion from future employment • Denial of rights or privileges 	<ul style="list-style-type: none"> • Did your employer ever threaten to dismiss you or cancel your work visa or contract or actually dismiss you or cancel your work visa or contract? [Yes-No] <ul style="list-style-type: none"> ○ What led to this? [Involuntariness/workplace practices response categories] • Did your employer ever threaten to have you arrested or deported or actually have you arrested or deported? [Yes-No] <ul style="list-style-type: none"> ○ What led to this? [Involuntariness/workplace practices response categories] • Did you ever witness your employer threaten to have a co-worker arrested or deported or actually have a co-worker arrested or deported? [Yes-No] <ul style="list-style-type: none"> ○ What led to this? [Involuntariness/workplace practices response categories] • Was your employer ever violent to you or violent to someone you care about? [Yes-No] <ul style="list-style-type: none"> ○ What led to this? [Involuntariness/workplace practices response categories] <p>Involuntariness/workplace practices response categories:</p> <ul style="list-style-type: none"> • Reluctance to do job of a different nature • Reluctance to do overtime • Reluctance related to on-call work • Reluctance to do hazardous work • Reluctance to work for a different employer • Reluctance to continue working beyond contract end date • Employer thought I was working slowly/badly • Trying to skip/leave work when I am sick • I raised concerns about working/living conditions or attempted to unionize/organize workers • I tried/threatened to quit 	<ul style="list-style-type: none"> • Does (did) your employer or recruiter hold any of your important documents, such as your passport? [Yes-No] <ul style="list-style-type: none"> ○ Can (could) you access your documents if needed without fear of repercussions? [Yes-No] • Do you know the legal minimum wage for the type of work you do (did) in [FILL COUNTRY OF WORK]? [Yes-No] <ul style="list-style-type: none"> ○ On an average month, are (were) your earnings below the legal minimum wage? [Yes-No] • On average, how many days per week do (did) you work? <ul style="list-style-type: none"> ○ On average, how many hours per day do (did) you work?

Figure 4 presents the results of a comparison between the two approaches as well as the unlinked questions.

The results show that using the unlinked questions alone would lead to the identification of forced labor in only 26 percent of the sample. Used alone, Approach B is also ineffective at identifying the majority of cases, showing forced labor in only 38 percent of the sample. Approach B combined with the unlinked questions, Approach A alone, and Approach A and B together all identify the majority of cases of forced labor. Using Approach B combined with the unlinked questions, the rate is 67 percent; using Approach A alone, the rate is 70 percent; and using Approaches A and B together, the rate is 77 percent. Our traditional approach, Approach A combined with the unlinked questions, is effective and identifies forced labor in 81 percent of the sample. The addition of Approach B increases the rate of forced labor by 6 percentage points.

Figure 4. Coercion, involuntariness, and forced labor by approach (weighted)



Recommendation

We recommend that surveys on forced labor continue to present items related to involuntariness or workplace practices, followed by a related question to determine coercion related to that form of involuntariness or workplace practice (Approach A). In this study, asking about coercion followed by a question about the related workplace practice (Approach B) added relatively little value to our ability to identify cases of forced labor. However, the setting for this study is particularly exploitative, and workers experienced a median of five forced labor indicators. The coercion followed by workplace practice method (Approach B) may be more effective in identifying additional cases of forced labor in settings with a lower saturation of forced labor indicators. This topic merits further research.

3.8 Respondent perspectives on survey experience

Survey respondents were asked two close-ended questions about their experience participating in the survey. Their responses, presented in Table 8, suggest that most respondents (96.7 percent) felt that it was easy or very easy to respond to the questions posed, and most (96.4 percent) felt comfortable or very comfortable answering the questions.

Table 8. Difficulty and comfort in answering questions (weighted)

How easy or hard did you find it to answer these questions? Would you say very easy, easy, hard, or very hard?	
Very easy (%)	48.8
Easy (%)	47.9
Hard (%)	2.8
Very hard (%)	0.5
Don't know (%)	0.1
Number of respondents (N)	843
How comfortable did you feel answering these questions? Would you say very comfortable, comfortable, uncomfortable, or very uncomfortable?	
Very comfortable (%)	49.9
Comfortable (%)	46.5
Uncomfortable (%)	2.5
Very uncomfortable (%)	0.8
Don't know (%)	0.3
Number of respondents (N)	843

Cognitive testing responses provided more insight into how respondents felt about the experience. Cognitive testing respondents were asked to recall how they were left feeling after the survey. Of the 37 who responded to this question, 17 stated that they were left feeling happy, hopeful, or relieved. Some indicated that they appreciated the chance to share their stories. One said:

First and foremost, I felt relieved. I felt like I had shared my burdens to someone. You know most of us men are egocentric (laughs). I have so far spent four years in this country, close to five. Imagine I have spent all these years without having someone to sit down with or call to discuss about my working and living conditions. You can imagine that there is a lot, a lot, you are keeping in your heart. Even the conditions we live in, you end up emotionally drained. So, after talking to [interviewer name], honestly speaking, I felt like a very heavy burden had been lifted from me. I said, finally I have managed to share my experience with someone.

Another appreciated being spoken to respectfully: “I felt happy. By the way I want to appreciate you two people who have interviewed me for you have talked nicely to me right from the point of contact.”

Many respondents were left with positive feelings because they appreciated that someone cared to hear their story. A respondent said, “I don’t usually get people asking questions about my work, no one does. Except my mum and siblings, no one else does so I was just happy to share.” Another stated, “I felt a lot of peace and relief. The interview with [the interviewer] made me realize that people who work from the Middle East are being thought about and cared for as well.” One said, “I felt good that there are people thinking about us.”

Fifteen respondents were left with neutral feelings after the interview, stating that they felt “ok” or “normal.” A respondent explained, “Everything was normal to me since it was a very simple thing to do. Only holding a conversation! It was okay.”

Two respondents reported negative feelings immediately after the interview, and two others reported negative feelings later when reflecting on the interview. One said, “Whenever she asked me questions, I was making a flash back to exactly what happened while at work and that’s all. [...] You know there are things I remember, and they ruin my emotions.”

The negative feelings of the other three respondents were related to spying. Two worried that someone had been spying on them because the content of the survey too closely reflected their own experiences. One said that after the interview she was “left wondering where [the interviewer] got those questions from.” She explained, “The questions she asked were very personal that they made me feel like someone had told her what I had gone through while I was working in Dubai.” This respondent indicated that she has not continued to think about the survey after completing it. Another respondent reported feeling good about sharing her experience immediately after the interview but later became concerned. She said:

After the interview I kept wondering if someone was spying about my life. This is due to the fact that most of the questions [the interviewer] asked me were personal, and some of those things happened to me. [...] You know that feeling when you have something that you have never shared with anyone, and then someone you do not even know asks you about it. So, this was the same thing with some of the questions she asked me about, and this kept me wondering how she got to know about my experiences.

The third respondent who had concerns about spying felt “normal” immediately after the interview but then later wondered whether the interviewer was honest. When asked what he has been thinking about, he responded, “Like, are they spying on me and they want to report me to my employer, or they are genuine people, things like that.”

Three respondents described other feelings after the interview: surprise that someone was interested in his experience, feeling useful, and curious how the information would be used.

Respondents were asked whether they had thought about the survey in the time between survey administration and cognitive testing, and if so, the topic of their thoughts. Thirteen respondents mentioned thinking about how the study results would be used and either wondering whether the results would result in improvements or hoping that the results would lead to improvements in conditions for labor migrants. Eleven stated that they had not thought about the survey since its administration. Several mentioned that they knew they would be contacted for cognitive testing and wondered what would be asked or felt excited for the next interview. Two respondents mentioned the resource sheet shared by the research team with contact information for agencies and organizations with a mandate to help labor migrants. One was considering reaching out to some of these contacts, and the other planned to share the resource sheet with colleagues. As mentioned previously, two respondents mentioned concerns about spying.

Recommendation

Although retraumatization is a frequently mentioned concern in the study of forced labor, respondent reports indicate that the majority of respondents reported feeling comfortable both immediately after and in the days following survey administration. Many respondents reported that participation in the survey made them feel “good” or “relieved.” These findings suggest that pursuing this line of questioning does not violate ethical guidelines to avoid harm to respondents and they add evidence regarding the benefits of participation to respondents.

The respondent concerns about spying and confidentiality highlight the importance of interviewer training. Researchers should use caution to minimize perceptions of spying by thoroughly explaining the study, answering all respondent questions, and emphasizing the confidentiality of responses.

4 CONCLUSION

The study offers the following recommendations:

Hazardous working conditions

Our recommendation is to use the condensed approach in general studies of forced labor. The condensed approach identifies hazardous work at the same rate as the expanded version in much less time. If needed, the follow-up question asking the respondent to identify the hazards experienced could be omitted to further reduce administration time, and doing so would allow more questionnaire space to explore other facets of forced labor.

The expanded version identifies more unique hazards, but it does so at the expense of more than double the administration time without significantly increasing the identification of forced labor cases. It would therefore be advisable to use this approach only for studies with a significant focus on workplace hazards that seek to more accurately present the proportion of workers exposed to various hazards.

Living conditions

Our recommendation is to use the expanded approach in all studies. Although the expanded series takes nearly twice as long to administer, our analysis suggests that it produces a much more accurate estimate of employer-imposed housing, which allows for a much more accurate estimate of degrading living conditions in employer-imposed housing.

Given the lack of a standardized definition of “degrading living conditions,” it is important to first consider the laws and norms regarding acceptable conditions in the sector and country of study to develop an appropriate study-specific definition of “degrading living conditions.”

In studies with an emphasis on living conditions, particularly those with a focus on migrant workers who are likely to be housed by employers, it is likely worthwhile to ask multiple questions to understand the percentage of respondents experiencing various items that may constitute degrading living conditions. However, in studies focused on other topics, it is possible to reduce administration time while maintaining the indicator by asking a single question about housing quality: *How would you describe the quality of your living conditions? Would you say good, fair, or bad?*⁷

Freedom of movement

Additional research is needed to determine how to most accurately capture freedom of movement.

The findings here serve as a reminder to consider acquiescence bias in formulating survey questions about the forced labor indicators. This form of bias cannot be completely avoided, but acquiescence bias and other forms of satisficing can be minimized by avoiding agree-disagree and true-false question formulations, minimizing the cognitive burden of specific questions and the questionnaire overall, and encouraging respondent motivation (Krosnick, 1991; Vannette & Krosnick, 2014).

Wages and debt

The findings suggest that researchers should not expect respondents to understand the terms related to wages and debt. Instead, survey questions should paraphrase the terms in plain language or include

⁷ We caution researchers against expanding the response scale using intensity modifiers (for example, adding “very good” and “very bad”). In our previous multilingual research, we have observed the difficulty of accurately translating response scales with intensity modifiers. Attempting to do so may reduce quality and increase administration time. See Villar (2009) for a discussion of intensity modifiers in multilingual surveys.

definitions. Interviewer training should include a detailed discussion of these terms if interviewers are expected to assign narrative responses to close-ended categories including these terms.

If exploring debt to employers and recruiters is of central importance to the study, it is advisable to ask about each potential form of debt that may apply in the setting (including, for example, various types of recruitment debt, pay advances, debts related to the procurement of tools and uniforms, and debts from company stores). Although consolidating all debt into one question reduces administration time, it also likely leads respondents to fail to include all debts they may have.

Considering the overlap in responses to questions 2 and 3 and the cognitive testing findings, it is recommended to exclude question 3 or to rephrase the question and subject it to further cognitive testing.

The balanced nature of responses to question 2 suggests that respondents are judicious in their assessment of the terms of the loans provided by employers. Future research comparing more complete loan data to this subjective measure is needed, but when survey space is limited, this single question offers valuable information about the respondent's perception of the loan terms.

The quantitative findings highlight the importance of clearly defining the indicator so that the definition can be operationalized appropriately. Different ways of interpreting the indicator led to substantially different rates of debt bondage.

Freedom to quit

Version 1 was well understood by respondents, resulted in the same proportion of respondents experiencing involuntariness, identified more forms of coercion, and took less time to administer compared to version 2. Therefore, version 1 is recommended over version 2. To further reduce administration time and avoid confusion among less educated respondents, future research should explore the effect of omitting the first question in the series and instead asking the version 1 follow-up question as a two-part series:

1. *Does your employer or recruiter do anything to keep you from quitting your job?*
2. *[IF YES] How does your employer or recruiter keep you from quitting your job?*

Pilot or cognitive testing during study preparation should ensure that respondents understand that the question refers to freedom to resign from one's job rather than freedom of movement. In addition, depending on the context, researchers should consider clarifying whether the question refers to quitting with proper notice either in the text of the question or in an "if needed" note to the interviewer.

Violence

The cognitive testing analysis serves as a general reminder of the importance of pretesting questions and considering how the cognitive burden placed on respondents can contribute to measurement error.

Regarding "someone you care about," researchers must consider how inclusive they want to be in their study. Researchers could instead refer to "close friends and family," but it must be recognized that employers may have leverage over a worker through the employer's actions toward someone in the broad category of someone the worker cares about, even if that person is not in the worker's close circle.

Regarding "to witness," using this verb seems to be an effective way to limit a respondent's reports to occurrences witnessed firsthand.⁸ A study's research goals should be carefully considered when phrasing questions. It may be important to determine whether a respondent has witnessed a particular threat or

⁸ As discussed previously, the sample for this study is relatively well educated. Understanding of this and other terms should be confirmed through pilot or cognitive testing in other settings.

action; however, it must also be understood that workers are influenced by third person accounts of coercion in the workplace.

Regarding “violence,” the breadth of definitions highlights the importance of clearly defining ambiguous terms in survey questions. Researchers must consider what types of violence to include and investigate how these subcategories of violence are understood by respondents.

Some respondents indicated feeling distressed by being asked explicitly about their experiences of violence. It is recommended that studies instead capture experiences of violence spontaneously offered by respondents in response to “What might happen if you refused?” type questions. If violence is of central importance to the research, the study team should ensure that referrals to support are offered to respondents.

Operationalization of forced labor indicators

We recommend that surveys on forced labor continue to present items related to involuntariness or workplace practices, followed by a related question to determine coercion related to that form of involuntariness or workplace practice. In this study, asking about coercion followed by a question about the related workplace practice added relatively little value to our ability to identify cases of forced labor. However, the setting for this study is particularly exploitative, and workers experienced a median of five forced labor indicators. The coercion followed by workplace practice method may be more effective in identifying additional cases of forced labor in settings with a lower saturation of forced labor indicators. This topic merits further research.

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Researchers should use caution to minimize perceptions of spying by thoroughly explaining the study and answering all respondent questions.

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APPENDIX II: QUESTIONNAIRE

Response Criteria	Question Number	Questions and Responses	Involuntariness	Coercion
	date			
	time			
	deviceid			
	respondent id			
ASK ALL	intro	<p>[INTERVIEWER: MAKE SURE YOU TAILOR YOUR RESPONSE TO WHAT YOU HEAR. SMILE WHEN YOU DIAL!]</p> <p>[PARAPHRASE BELOW IF NEEDED]</p> <ul style="list-style-type: none"> • Hello, I'm _____ calling from Makerere University and ICF, a research firm. • [FILL IF REFERRER ALLOWS US TO SHARE NAME: NAME; FILL IF REFERRER DOES NOT ALLOW US TO SHARE NAME: Someone you know personally] gave us your number because they thought you might be interested in our study. • We are doing a research study on the labor experiences of Ugandans who have traveled to work in particular countries. • If you are eligible for the study and complete the interview, we'll give you 20,000 for your time. <p>[INTERVIEWER: ONCE YOU HAVE RAPPORT START SCREENER]</p> <p>The first questions to see if you're eligible take just a few minutes.</p>		
		SECTION 0. SCREENER		
ASK ALL	s0q01	How old are you?		
		NUMBER		
		-76. DON'T KNOW/REFUSED, 18 YRS OR OVER		
		-88. DON'T KNOW/REFUSED, UNDER 18 YRS OR UNKNOWN --> END INTERVIEW		
		[PROGRAMMING NOTE: IF UNDER AGE 18 OR -88 --> END INTERVIEW]		
ASK IF S0Q01 ≥ 18	s0q02	<p>What is your nationality?</p> <p>INTERVIEWER: SELECT ALL THAT APPLY</p>		

		1. UGANDAN		
		2. BURUNDIAN		
		3. CONGOLESE (DRC)		
		4. ETHIOPIAN		
		5. KENYAN		
		6. RWANDAN		
		7. SOMALI		
		8. SOUTH SUDANESE		
		9. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S0Q02 = 9	s0q02_other	RECORD OTHER:		
		[TEXT]		
ASK IF S0Q02 ≠ 1	s0q02a	Have you ever lived in Uganda?		
		1. YES		
		2. NO --> GO TO S0Q05		
		77. DON'T KNOW --> GO TO S0Q05		
		99. REFUSED --> GO TO S0Q05		
ASK IF S0Q02A = 1	s0q02b	How long did you live in Uganda? INTERVIEWER: RECORD ANSWER IN YEARS. FOR LESS THAN ONE YEAR, RECORD "0"		
		NUMBER OF YEARS --> GO TO S0Q05 IF LESS THAN 10 YEARS		
		-77. DON'T KNOW --> GO TO S0Q05		
		-99. REFUSED --> GO TO S0Q05		

ASK IF S0Q02 = 1 OR S0Q02B ≥ 10	s0q03	Are you currently working outside Uganda or have you worked outside of Uganda in the past 5 years, that is, since July 2018?		
		1. YES		
		2. NO --> GO TO S0Q05		
		77. DON'T KNOW --> GO TO S0Q05		
		99. REFUSED --> GO TO S0Q05		
ASK IF S0Q03 = 1	s0q03a	In what countries have you worked in the past 5 years? [INTERVIEWER: MARK ANY COUNTRY INDICATED BY RESPONDENT]		
		1. BAHRAIN		
		2. CYPRUS		
		3. EGYPT		
		4. IRAN		
		5. IRAQ		
		6. ISRAEL		
		7. JORDAN		
		8. KUWAIT		
		9. LEBANON		
		10. OMAN		
		11. PALESTINE		
		12. QATAR		
		13. SAUDI ARABIA		
		14. SYRIA		
		15. TURKEY		
		16. UNITED ARAB EMIRATES (UAE)/DUBAI/ABU DHABI		
		17. YEMEN		
		18. NONE OF THESE COUNTRIES		

		77. DON'T KNOW		
		99. REFUSED		
		[PROGRAMMING NOTE: IF AT LEAST 1 TARGET COUNTRY (1-17) --> GO TO CONSENT. IF NOT --> GO TO S0Q05]		
ASK IF IF AT LEAST 1 TARGET COUNTRY (1-17) IN S0Q03A	s0q04	Thinking about your work in [FILL COUNTRIES FROM S0Q03A] in the past 5 years, did you work in construction, for a construction company, or at a construction site?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S0Q04=2, 77, OR 99	s0q04a	Thinking about your work in [FILL COUNTRIES FROM S0Q03A] in the past 5 years, did you work in a restaurant, a hotel, or entertainment?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S0Q04A=2, 77, 99	s0q04b	Thinking about your work in [FILL COUNTRIES FROM S0Q03A] in the past 5 years, did you work in transportation or at an airport?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S0Q04B=2, 77, 99	s0q04c	Thinking about your work in [FILL COUNTRIES FROM S0Q03A] in the past 5 years, did you work in security or for a security company?		
		1. YES --> CONSENT		

		2. NO --> S0Q05		
		77. DON'T KNOW --> S0Q05		
		99. REFUSED --> S0Q05		
IF INELIGIBLE (EXCEPT DUE TO AGE)	s0q05	Thank you for this information. You are not eligible for our study.		
IF ELIGIBLE	s0q05a	Thank you for this information. You are eligible for our study. I am required to read a consent statement to you before we begin. INTERVIEWERS, FOR ONLINE INTERVIEWS, READ: I am required to audio record the reading of the consent and whether you agree. This recording will confidential and used only to confirm procedures have been followed. I will start the recroding now, and I will turn off the recorder before beginning the interview.		
SECTION 1: GENERAL INFORMATION AND RECRUITMENT				
ASK ALL	s1q00a	In what year did you first come to work in the [FILL COUNTRIES FROM S0Q03A]? INTERVIEW: RECORD THE START YEAR OF THE FIRST JOB, EVEN IF IN IT WAS IN AN INELIGIBLE SECTOR.		
ASK ALL	s1q01	Think about your most recent job in [FILL COUNTRIES FROM S0Q03A]. What is the main kind of work you did? INTERVIEWER: SELECT ALL THAT APPLY		
		1. SECURITY GUARD, BODY GUARD		
		2. TRADES WORKER (MECHANIC, PLUMBER, ELECTRICIAN, MASON, WELDER)		
		3. CONSTRUCTION LABORER		
		4. DRIVERS OR RIDERS (TRUCK DRIVER, TAXI DRIVER, FORKLIFT OPERATOR, DELIVERY)		
		5. LUGGAGE HANDLER		
		6. NIGHT CLUB HOSTESS, EXOTIC DANCER, SOCIAL ESCORT, BARTENDER		
		7. CLEANER (MAID, JANITOR)		

		8. PERSONAL CARE WORKER (NANNY, TEACHER'S AID, HEALTH AID)		
		9. SALES WORKER (SALESPERSON, CASHIER, STOCKER)		
		10. GARDENER, FARM WORKER, FISHERMAN, LOGGER		
		11. PERSONAL SERVICE WORKER (COOK, WAITER, BEAUTICIAN)		
		12. SECRETARY/CLERICAL		
		13. MANAGER/SUPERVISOR		
		14. PROFESSIONAL (NURSE, IT SPECIALIST, ENGINEER, TEACHER, ETC.)		
		15. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q01=15	s1q01_other	RECORD OTHER:		
		[TEXT]		
		In what type of business or setting did you work?		
ASK ALL	s1q01a	INTERVIEWER: SELECT ALL THAT APPLY		
		1. CONSTRUCTION		
		2. HOSPITALITY (RESTAURANT, HOTEL, ENTERTAINMENT)		
		3. TRANSPORTATION		
		4. SECURITY		
		5. MANUFACTURING		
		6. AGRICULTURE		
		7. HOME		
		8. HUMAN HEALTH AND SOCIAL WORK		
		9. OFFICE (NON MEDICAL)		
		10. OTHER		

		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q01A=10	s1q01a_other	RECORD OTHER:		
		[TEXT]		
IF S1Q01>6 AND S1Q01A>4	s1q02	Think about your second most recent job in [COUNTRIES]. What is the main kind of work you did?		
		1. SECURITY GUARD, BODY GUARD		
		2. TRADES WORKER (MECHANIC, PLUMBER, ELECTRICIAN, MASON, WELDER)		
		3. CONSTRUCTION LABORER		
		4. DRIVERS (TRUCK DRIVER, TAXI DRIVER, FORKLIFT OPERATOR)		
		5. LUGGAGE HANDLER		
		6. NIGHT CLUB HOSTESS, EXOTIC DANCER, SOCIAL ESCORT, BARTENDER		
		7. CLEANER (MAID, JANITOR)		
		8. PERSONAL CARE WORKER (NANNY, TEACHER'S AID, HEALTH AID)		
		9. SALES WORKER (SALESPERSON, CASHIER, STOCKER)		
		10. GARDENER, FARM WORKER, FISHERMAN, LOGGER		
		11. PERSONAL SERVICE WORKER (COOK, WAITER, BEAUTICIAN)		
		12. SECRETARY/CLERICAL		
		13. MANAGER/SUPERVISOR		
		14. PROFESSIONAL (NURSE, IT SPECIALIST, ENGINEER, TEACHER, ETC.)		
		15. OTHER		
		77. DON'T KNOW		
		99. REFUSED		

ASK IF S1Q02=15	s1q02_other	RECORD OTHER:		
		[TEXT]		
IF S1Q01>6 AND S1Q01A>4	s1q02a	In what type of business or setting did you work? INTERVIEWER: SELECT ALL THAT APPLY		
		1. CONSTRUCTION		
		2. HOSPITALITY (RESTAURANT, HOTEL, ENTERTAINMENT)		
		3. TRANSPORTATION		
		4. SECURITY		
		5. MANUFACTURING		
		6. AGRICULTURE		
		7. HOME		
		8. HUMAN HEALTH AND SOCIAL WORK		
		9. OFFICE (NON MEDICAL)		
		10. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q02A=10	s1q02a_other	RECORD OTHER:		
		[TEXT]		
IF S1Q02>6 AND S1Q02A>4	s1q03	Think about your third most recent job in [COUNTRIES]. What is the main kind of work you did?		
		1. SECURITY GUARD, BODY GUARD		
		2. TRADES WORKER (MECHANIC, PLUMBER, ELECTRICIAN, MASON, WELDER)		
		3. CONSTRUCTION LABORER		

		4. DRIVERS (TRUCK DRIVER, TAXI DRIVER, FORKLIFT OPERATOR)		
		5. LUGGAGE HANDLER		
		6. NIGHT CLUB HOSTESS, EXOTIC DANCER, SOCIAL ESCORT, BARTENDER		
		7. CLEANER (MAID, JANITOR)		
		8. PERSONAL CARE WORKER (NANNY, TEACHER'S AID, HEALTH AID)		
		9. SALES WORKER (SALESPERSON, CASHIER, STOCKER)		
		10. GARDENER, FARM WORKER, FISHERMAN, LOGGER		
		11. PERSONAL SERVICE WORKER (COOK, WAITER, BEAUTICIAN)		
		12. SECRETARY/CLERICAL		
		13. MANAGER/SUPERVISOR		
		14. PROFESSIONAL (NURSE, IT SPECIALIST, ENGINEER, TEACHER, ETC.)		
		15. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q03=15	s1q03_other	RECORD OTHER:		
		[TEXT]		
IF S1Q02>6 AND S1Q02A>4	s1q03a	In what type of business or setting did you work? INTERVIEWER: SELECT ALL THAT APPLY		
		1. CONSTRUCTION		
		2. HOSPITALITY (RESTAURANT, HOTEL, ENTERTAINMENT)		
		3. TRANSPORTATION		
		4. SECURITY		
		5. MANUFACTURING		

		6. AGRICULTURE		
		7. HOME		
		8. HUMAN HEALTH AND SOCIAL WORK		
		9. OFFICE (NON MEDICAL, e.g FINANCE)		
		10. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q03A=10	s1q03a_other	RECORD OTHER:		
		[TEXT]		
IF S1Q03>6 AND S1Q03A>4	s1q04	Thank you for this information. You are not eligible for our study. PROGRAMMING NOTE: END INTERVIEW		
IF S1Q01<7 OR S1Q01A<5 OR S1Q02<7 OR S1Q02A<5 OR S1Q03<7 OR S1Q03A<5	s1q05_m	I would like to ask you some more questions about this job. Please think about only this job as you're answering the rest of the questions in this interview. Approximately when did you start this job?		
		MONTH		
		1. JANUARY		
		2. FEBRUARY		
		3. MARCH		
		4. APRIL		
		5. MAY		
		6. JUNE		
		7. JULY		
		8. AUGUST		

		9. SEPTEMBER		
		10. OCTOBER		
		11. NOVEMBER		
		12. DECEMBER		
		77. DON'T KNOW		
		99. REFUSED		
	s1q05_y	YEAR		
		[YEAR] [PROGRAMMING NOTE: REQUIRE THAT YEAR BE EQUAL TO OR AFTER YEAR RECORDED IN S1Q00A]		
		77. DON'T KNOW		
		99. REFUSED		
ASK ALL	s1q06	Do you still have this job?		
		1. YES		
		2. NO		
ASK IF S1Q06 = 2	s1q06a_m	Approximately when did you leave this job?		
		MONTH		
		1. JANUARY		
		2. FEBRUARY		
		3. MARCH		
		4. APRIL		
		5. MAY		
		6. JUNE		
		7. JULY		
		8. AUGUST		
		9. SEPTEMBER		
		10. OCTOBER		

		11. NOVEMBER		
		12. DECEMBER		
		77. DON'T KNOW		
		99. REFUSED		
	s1q06a_y	YEAR		
		[YEAR]		
		77. DON'T KNOW		
		99. REFUSED		
		PROGRAMMING NOTE: IF ENDED BEFORE JULY 2018 OR DK/REF, END INTERVIEW		
ASK IF MORE THAN ONE COUNTRY IN S0Q03A	s1q07	In which country does/did this work take place?		
		[INSERT COUNTRIES SELECTED IN S0Q03A]		
		Next I would like to ask you a few questions about how you started in your job.		
		Did you get this job through a private recruitment company in Uganda?		
ASK ALL	s1q07a	INTERVIEWER: QUESTION REFERS TO THE REFERENCE JOB NOT THE FIRST JOB IN THE MIDDLE EAST (IF DIFFERENT)		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q07A=1	s1q07b	Was the private recruitment company licensed?		
		1. YES		
		2. NO		

		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q07A = 2	s1q08	Did anyone help you get this job?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q08 = 1	s1q08a	Who helped you get this job? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Anyone else?" BEFORE MOVING ON.		
		1. FAMILY MEMBER		
		2. FRIEND		
		3. BROKER		
		4. PREVIOUS EMPLOYER		
		5. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q08A=5	s1q08a_other	Please specify		
ASK IF S1Q08A1 = 3 OR 4	s1q08b	Were you free to refuse this work?	X if coercion in s1q08c	
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q08B=2	s1q08c	Why weren't you free to refuse this work?		

		INTERVIEWER: SELECT ALL THAT APPLY. ASK "Any other reason?" AT LEAST TWICE BEFORE MOVING ON.		
		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. DEBT BONDAGE OR MANIPULATION OF DEBT		X
		4. WITHHOLDING OF VALUABLE DOCUMENTS		X
		5. DEPORTATION OR THREATS OF DEPORTATION		X
		6. EXCLUSION FROM FUTURE EMPLOYMENT (LABOR BAN, DENY NO OBJECTION CERTIFICATE (NOC))		X
		8. OTHER		
		66. WORK OPPORTUNITIES ARE SCARCE/WOULD HAVE NO MONEY/ETC		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q08C=8	s1q08c_other	Please specify		
ASK ALL	s1q09	Before you started the job, did you receive information about the nature of the work you would be doing from a recruiter or your employer? INTERVIEWER: NATURE OF THE WORK REFERS TO THE FUNDAMENTAL DUTIES OF THE JOB, THE TYPE OF JOB		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q09 = 1	s1q09a	Is the nature of your work different from how it was described to you by a recruiter or your employer before you started?		
		1. YES		
		2. NO		
		77. DON'T KNOW		

		99. REFUSED		
ASK IF S1Q09A=1	s1q09b	Could you have refused the change in the nature of the work without fear of repercussions?		
		1. YES		
		2. NO	X	
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q09B=2	s1q09c	Why couldn't you have refused the change in the nature of the work? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "Any other reason?" TWICE BEFORE MOVING ON.]		
		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY BY EMPLOYER/RECRUITER		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. DEBT BONDAGE OR MANIPULATION OF DEBT (DEBT TO EMPLOYER/RECRUITER)		X
		4. WITHHOLDING OF WAGES OR OTHER PROMISED BENEFITS		X
		5. FINE OR DEDUCTION FROM WAGES		X
		6. WITHHOLDING OF VALUABLE DOCUMENTS		X
		7. DEPORTATION OR THREATS OF DEPORTATION		X
		8. EXCLUSION FROM FUTURE EMPLOYMENT (LABOR BAN, DENY NO OBJECTION CERTIFICATE (NO OBJECTION CERTIFICATE (NOC)))		X
		9. SUSPENSION OR REDUCED DAYS/HOURS/OVERTIME		X
		10. DENIAL OF RIGHTS OR PRIVILEGES		X
		11. DISMISSAL/CANCELLATION OF WORK VISA OR CONTRACT		X
		12. OTHER		
		66. NEEDED THE WORK/MONEY		
		77. DON'T KNOW		

		99. REFUSED		
ASK IF S1Q09C=10	s1q09c_other _rp	Which rights or privileges would be denied?		
ASK IF S1Q09C=12	s1q09c_other	Please specify		
ASK ALL	s1q10	Did/Do you work for an employer or for yourself?		
		1. EMPLOYER		
		2. SELF		
		77. DON'T KNOW		
		99. REFUSED		
SECTION 2: LIVING CONDITIONS & FREEDOM OF MOVEMENT				
	s2q01v	PROGRAMMING NOTE: RANDOMIZE 50/50: S2Q01V=1 OR 2		
ASK IF S1Q10=1 (EMPLOYED) AND S2Q01V=1	s2q01_v1	Does (Did) your employer, recruiter, or agent provide your housing?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S2Q01_V1=1	s2q01a_v1	Could you have lived somewhere else and still work at your job?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S2Q01A_V1= 2	s2q01b_v1	Why not? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY]		

		1. EMPLOYER, MANAGER, OR RECRUITER WOULD NOT LET ME/ THEY REQUIRE THAT I LIVE HERE		
		2. I CAN'T AFFORD TO LIVE SOMEWHERE ELSE		
		3. NO OTHER HOUSING NEARBY		
		4. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S2Q01B_V1=4 (OTHER)	s2q01b_v1_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED) AND S2Q01V=2	s2q01_v2	Does (Did) your employer, recruiter, or agent require you to live in housing they provided?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
s2qlong		PROGRAMMING NOTE: RANDOMIZE R INTO ONE OF THREE GROUPS WITH EQUAL PROBABILITIES (s2qlong =1,2, OR 3)		
ASK IF S2Q01A_V1=2 OR S2Q01_V2=1 (EMPLOYER MANDATED HOUSING)	s2q02	How would you describe the quality of your living conditions? Would you say good, fair, or bad?		
		1. GOOD		
		2. FAIR/OK/FINE		
		3. BAD	X (if mandated housing and at least one	

			other negative housing for long version)	
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S2Q01A_V1=2 OR S2Q01_V2=1 (EMPLOYER MANDATED HOUSING) AND s2qlong=1	s2q02a	Do (Did) you have access to clean water in or near your housing?		
		1. YES		
		2. NO	X if mandated housing and at least one other negative housing	
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S2Q01A_V1=2 OR S2Q01_V2=1 (EMPLOYER MANDATED HOUSING) AND s2qlong=1	s2q02b	Does (Did) your housing have any major damage?		
		1. YES	X if mandated housing and at least one	

			other negative housing	
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S2Q01A_V1= 2 OR S2Q01_V2=1 (EMPLOYER MANDATED HOUSING) AND s2qlong=1	s2q02c	Do (Did) you feel safe in your housing?		
		1. YES		
		2. NO	X mandate d housing and if at least one other negative housing	
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S2Q01A_V1= 2 OR S2Q01_V2=1 (EMPLOYER MANDATED HOUSING) AND s2qlong=1	s2q02d	Do (Did) you have a safe space in your housing to store your belongings?		
		1. YES		
		2. NO	X mandate d housing	

			and if at least one other negative housing	
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S2Q01A_V1=2 OR S2Q01_V2=1 (EMPLOYER MANDATED HOUSING) AND s2qlong=1	s2q02e	How many people sleep (slept) in the room you sleep (slept) in, including yourself?		
		1. 1-4 PEOPLE		
		2. 5-8 PEOPLE		
		3. 9 OR MORE PEOPLE	X mandate d housing and if at least one other negative housing	
		77. DON'T KNOW		
		99. REFUSED		
	s2q03	READ: Now I will ask you about your freedom of movement at work and outside of work. Please answer these questions about your work environment in general and disregard any special restrictions because of COVID-19. During working hours, can (could) you leave your work place if you had a family problem or if you were sick ?		
		1. YES		
		2. NO		
		77. DON'T KNOW		

		99. REFUSED		
	s2q03a	What might happen if you tried to leave your work place during working hours? INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY		
		1. SUBJECT TO DISMISSAL/CANCELLATION		
		2. LOST WAGES FOR HOURS/DAYS MISSED		
		3. SUBJECT TO FINES OR DEDUCTIONS EXCEEDING THE MISSED HOURS/DAYS		
		4. SUBJECT TO VERBAL ABUSE		
		5. SUBJECT TO THREATS OR ACTUAL VIOLENCE		
		6. PHYSICALLY UNABLE TO LEAVE		
		7. REPUTATION/WORK PRODUCT WOULD SUFFER		
		8. OTHER		
		66. NOTHING		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S2Q03A=8	s2q03a_other	_OTHER. Please specify		
	s2q04v	PROGRAMMING NOTE: RANDOMIZE 50/50: S2Q04V=1 OR 2		
ASK IF S2Q01A_V1= 2 OR S2Q01_V2=1 (EMPLOYER MANDATED HOUSING) AND S2Q04V=1	s2q04_v1	Are (were) you free to leave the area of your residence outside of work hours?		
		1. YES		
		2. NO		
		77. DON'T KNOW		

		99. REFUSED		
ASK IF S2Q04_V1=2	s2q04a_v1	Who prevents (ed) you from coming and going out of your residence outside of work hours? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY]		
		1. EMPLOYER/MANAGER/WORKPLACE SECURITY		X
		2. RECRUITER		X
		3. OUTSOURCING AGENCY		X
		4. FAMILY/SPOUSE		
		5. LEGAL RESTRICTION		
		6. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S2Q04A_V1=6	s2q04a_v1_other	Please specify		
ASK IF S2Q01A_V1=2 OR S2Q01_V2=1 (EMPLOYER MANDATED HOUSING) AND S2Q04V=2	s2q04_v2	Does (did) your employer or agency prevent you from leaving the area of your lodgings/residence outside of work hours?		
		1. YES		X
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q10=1 (EMPLOYED)	s2q05	Does (did) your employer or recruiter hold any of your important documents, such as your passport?		
		1. YES		

		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
	s2q05v	PROGRAMMING NOTE: RANDOMIZE 50/50: S2Q05V=1 OR 2		
ASK IF S2Q05=1 AND S2Q05V=1	s2q05a_v1	Can (could) you access your documents if needed without fear of repercussions?		
		1. YES		
		2. NO		X
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S2Q05=1 AND S2Q05V=2	s2q05a_v2	Can (could) you access your documents if needed?		
		1. YES		
		2. NO		X
		77. DON'T KNOW		
		99. REFUSED		
SECTION 3: DEBT AND PAYMENT				
ASK IF S1Q10=1 (EMPLOYED)	s3q01	Sometimes workers are in debt to their employers or recruiters, for example for recruitment fees. While working in your most recent job, were you ever or currently in debt to your employer or recruiter?		
		1. YES		X (IF 1, 2, 4, 5, 6, 7, OR 8 TO s3q01c)
		2. NO		
		77. DON'T KNOW		

		99. REFUSED		
	s3q01v	PROGRAMMING NOTE: RANDOMIZE 50/50: S3Q01V=1 OR 0		
ASK IF S3Q01=1 AND S3Q01V=1	s3q01a_v1	Did (do) you feel that the terms of payment of the debt were (are) reasonable?		
		1. YES		
		2. NO		X (IF NO TO s3q01b_v1)
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S3Q01=1 AND S3Q01V=1	s3q01b_v1	Did (do) you feel your work or payments were (are) fairly applied to reduce your debt?		
		1. YES		
		2. NO		X (IF NO TO s3q01a_v1)
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S3Q01=1	s3q01c	If you were (are) to leave your job before paying off your debt, what might happen? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Anything else?" AT LEAST TWICE BEFORE MOVING ON.		
		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY BY EMPLOYER/RECRUITER		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. WITHHOLDING OF WAGES OR OTHER PROMISED BENEFITS		
		4. FINE OR DEDUCTION FROM WAGES *BEYOND THE VALUE OF THE DEBT*		X

		5. WITHHOLDING OF VALUABLE DOCUMENTS		X
		6. DEPORTATION OR THREATS OF DEPORTATION		X
		7. EXCLUSION FROM FUTURE EMPLOYMENT (LABOR BAN, DENY NO OBJECTION CERTIFICATE (NOC))		X
		8. I WOULD BE ARRESTED OR PROSECUTED		X
		9. WITHHOLDING OF MATERIAL GOODS AS COLLATERAL		
		11. OTHER		
		66. NOTHING		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S3Q01C=11	s3q01c_other	Please specify		
ASK ALL	s3q02	Do you know the legal minimum wage for the type of work you do (did) in [FILL COUNTRY OF WORK]?		
		1. YES		
		2. NO		
		66. THERE IS NO LEGAL MINIMUM WAGE		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S3Q02 = 1	s3q02a	On an average month, are (were) your earnings below the legal minimum wage?		
		1. YES	X	
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK ALL	s3q02b	Think about your typical earnings from your work. Considering your experience and job duties, do you consider your pay to be (have been) high, about right, low, or very low?		

		1. HIGH		
		2. ABOUT RIGHT		
		3. LOW		
		4. VERY LOW		
		66. DO/DID NOT RECEIVE EARNINGS		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF s2qlong=2	s3q03	Does (did) your employer impose a quota/target?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S3Q03=1	s3q03a	Do (did) you consider the quota/target to be a reasonable amount for an individual worker working alone?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S3Q03=1	s3q03b	What might happen if you fail to meet the quota/target? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Anything else?" AT LEAST TWICE BEFORE MOVING ON.		
		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY BY EMPLOYER/RECRUITER		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. DEBT BONDAGE OR MANIPULATION OF DEBT (DEBT TO EMPLOYER/RECRUITER)		X
		4. WITHHOLDING OF WAGES OR OTHER PROMISED BENEFITS		X

		5. FINE OR DEDUCTION FROM WAGES		X
		6. WITHHOLDING OF VALUABLE DOCUMENTS		X
		7. DEPORTATION OR THREATS OF DEPORTATION		X
		8. EXCLUSION FROM FUTURE EMPLOYMENT (LABOR BAN, DENY NO OBJECTION CERTIFICATE (NOC))		X
		9. SUSPENSION OR REDUCED DAYS/HOURS/OVERTIME		X
		10. DENIAL OF RIGHTS OR PRIVILEGES		X
		11. DISMISSAL/CANCELLATION OF WORK VISA OR CONTRACT		X
		12. OTHER		
		66. NOTHING/ EARN LESS MONEY/ REPUTATION WOULD SUFFER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S3Q03B=10	s3q03b_other _rp	Which rights or privileges would be denied?		
ASK IF S3Q03B=12	s3q03b_other	Please specify		
SECTION 4: WORKING CONDITIONS				
ASK IF s2qlong=3	s4q01_l	We would like to know about any dangerous work or work in hazardous conditions you do or did. Does or did your work often involve exposure to... ...excessive noise without appropriate protective equipment?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF s2qlong=3	s4q01a_l	[READ IF NECESSARY: Does or did your work often involve exposure to..] ...extreme heat without appropriate provisions for protection?		

		INTERVIEWER, IF NEEDED: For example, sufficient breaks, not working during the hottest part of the day, drinking water available		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF s2qlong=3	s4q01b_l	[READ IF NECESSARY: Does or did your work often involve exposure to..] ...dangerous chemicals without appropriate protective equipment?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF s2qlong=3	s4q01c_l	[READ IF NECESSARY: Does or did your work often involve exposure to..] ...dangerous or sharp tools or heavy machinery without appropriate protective equipment?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF s2qlong=3	s4q01d_l	[READ IF NECESSARY: Does or did your work often involve exposure to..] ...carrying unreasonably heavy loads?		
		1. YES		
		2. NO		
		77. DON'T KNOW		

		99. REFUSED		
ASK IF s2qlong=3	s4q01e_l	[READ IF NECESSARY: Does or did your work often involve exposure to..] ...dust or strong fumes without appropriate protective equipment?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF s2qlong=3	s4q01f_l	[READ IF NECESSARY: Does or did your work often involve exposure to...] ...anything else you believe risks (risked) your health or safety?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q01F_L=1	s4q01f_l_othe r	Please explain.		
ASK IF s2qlong=1 OR 2	s4q01_s	Does your work involve anything that risks your health or safety?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
S4Q01_S=1	s4q01_t	What are the risks to your health or safety? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Anything else?" AT LEAST TWICE BEFORE MOVING ON.		

		1. EXCESSIVE NOISE WITHOUT APPROPRIATE PROTECTIVE EQUIPMENT		
		2. EXTREME HEAT WITHOUT APPROPRIATE PROVISIONS FOR PROTECTION		
		3. DANGEROUS CHEMICALS WITHOUT APPROPRIATE PROTECTIVE EQUIPMENT		
		4. DANGEROUS OR SHARP TOOLS OR HEAVY MACHINERY WITHOUT APPROPRIATE PROTECTIVE EQUIPMENT		
		5. CARRYING UNREASONABLY HEAVY LOADS		
		6. DUST OR STRONG FUMES WITHOUT APPROPRIATE PROTECTIVE EQUIPMENT		
		7. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q01_T=7	s4q01_t_othe r	RECORD OTHER		
S4Q01_L, S4Q01A_L, S4Q01B_L, S4Q01C_L, S4Q01D_L, S4Q01E_L, S4Q01F_L, OR S4Q01_S = 1	s4q02	Could you have refused to do these hazardous activities?		
		1. YES		
		2. NO	X	
		77. DON'T KNOW		
		99. REFUSED		
S4Q01_L, S4Q01A_L, S4Q01B_L, S4Q01C_L, S4Q01D_L, S4Q01E_L, S4Q01F_L,	s4q02a	What might happen if you had refused to do these hazardous activities? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Any other reason?" AT LEAST TWICE BEFORE MOVING ON.		

OR S4Q01_S = 1				
		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY BY EMPLOYER/RECRUITER		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. DEBT BONDAGE OR MANIPULATION OF DEBT (DEBT TO EMPLOYER/RECRUITER)		X
		4. WITHHOLDING OF WAGES OR OTHER PROMISED BENEFITS		X
		5. FINE OR DEDUCTION FROM WAGES		X
		6. WITHHOLDING OF VALUABLE DOCUMENTS		X
		7. DEPORTATION OR THREATS OF DEPORTATION		X
		8. EXCLUSION FROM FUTURE EMPLOYMENT (LABOR BAN, DENY NO OBJECTION CERTIFICATE (NOC))		X
		9. SUSPENSION OR REDUCED DAYS/HOURS/OVERTIME		X
		10. DENIAL OF RIGHTS OR PRIVILEGES		X
		11. DISMISSAL/CANCELLATION OF WORK VISA OR CONTRACT		X
		12. OTHER		
		66. NOTHING/ EARN LESS MONEY/ REPUTATION WOULD SUFFER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q02A= 10	s4q02a_other _rp	Which rights or privileges would be denied?		
ASK IF S4Q02A= 12	s4q02a_other	RECORD OTHER		
ASK IF S1Q10=1 (EMPLOYED)	s4q03	Does (did) your employer require you to work for other employers?		
		1. YES		
		2. NO		

		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q03=1 (WORKS FOR OTHER EMPLOYERS)	s4q03a	Could you have refused/can you refuse to work for other employers?		
		1. YES		
		2. NO	X	
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q03=1 (WORKS FOR OTHER EMPLOYERS)	s4q03b	What might have happened if you had refused/ what can happen if you refuse to work for other employers? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Any other reason?" AT LEAST TWICE BEFORE MOVING ON.		
		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY BY EMPLOYER/RECRUITER		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. DEBT BONDAGE OR MANIPULATION OF DEBT (DEBT TO EMPLOYER/RECRUITER)		X
		4. WITHHOLDING OF WAGES OR OTHER PROMISED BENEFITS		X
		5. FINE OR DEDUCTION FROM WAGES		X
		6. WITHHOLDING OF VALUABLE DOCUMENTS		X
		7. DEPORTATION OR THREATS OF DEPORTATION		X
		8. EXCLUSION FROM FUTURE EMPLOYMENT (LABOR BAN, DENY NO OBJECTION CERTIFICATE (NOC))		X
		9. SUSPENSION OR REDUCED DAYS/HOURS/OVERTIME		X
		10. DENIAL OF RIGHTS OR PRIVILEGES		X
		11. DISMISSAL/CANCELLATION OF WORK VISA OR CONTRACT		X
		12. OTHER		

		66. NOTHING/ EARN LESS MONEY/ REPUTATION WOULD SUFFER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q03B=10	s4q03b_other _rp	Which rights or privileges would be denied?		
ASK IF S4Q03B=12	s4q03b_other	Please specify		
ASK ALL	s4q04	On average, how many days per week do (did) you work?		
		[NUMBER] [PROGRAMMING NOTE: ALLOW 1-24, UP TO 2 DECIMAL PLACES]		
		77. DON'T KNOW		
		99. REFUSED		
ASK ALL	s4q04.1	On average, how many hours per day do (did) you work?		
		[NUMBER] [PROGRAMMING NOTE: ALLOW 1-24, UP TO 2 DECIMAL PLACES]	X if hrs/wk exceeds 70	
		77. DON'T KNOW		
		99. REFUSED		
ASK ALL	s4q04a	Do (did) you ever work overtime?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q04A=1	s4q04b	What might happen if you refused/what can happen if you refuse to work overtime? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Anything else?" AT LEAST TWICE BEFORE MOVING ON.		

		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY BY EMPLOYER/RECRUITER		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. DEBT BONDAGE OR MANIPULATION OF DEBT (DEBT TO EMPLOYER/RECRUITER)		X
		4. WITHHOLDING OF WAGES OR OTHER PROMISED BENEFITS		X
		5. FINE OR DEDUCTION FROM WAGES		X
		6. WITHHOLDING OF VALUABLE DOCUMENTS		X
		7. DEPORTATION OR THREATS OF DEPORTATION		X
		8. EXCLUSION FROM FUTURE EMPLOYMENT (LABOR BAN, DENY NO OBJECTION CERTIFICATE (NOC))		X
		9. SUSPENSION OR REDUCED DAYS/HOURS/OVERTIME		X
		10. DENIAL OF RIGHTS OR PRIVILEGES		X
		11. DISMISSAL/CANCELLATION OF WORK VISA OR CONTRACT		X
		12. OTHER		
		66. NOTHING/ EARN LESS MONEY/ REPUTATION WOULD SUFFER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q04B=10	s4q04b_other _rp	Which rights or privileges would be denied?		
ASK IF S4Q04B=12	s4q04b_other	Please specify		
ASK ALL	s4q05	Was there an agreed end date when you began working in this job?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		

ASK IF S4Q05=1	s4q05a	Did (have) you work(ed) beyond this agreed end date?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q05A=1	s4q05b	Could you have refused to change to the end date?		
		1. YES		
		2. NO	X	
		77. DON'T KNOW		
		99. REFUSED		
ASK ALL	s4q06	Can you raise/could you have raised concerns about your working conditions without fear of retaliation?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q06=2	s4q06a	What might happen if you raise(d) concerns about your working conditions? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Anything else?" AT LEAST TWICE BEFORE MOVING ON.		
		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY BY EMPLOYER/RECRUITER		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. DEBT BONDAGE OR MANIPULATION OF DEBT (DEBT TO EMPLOYER/RECRUITER)		X
		4. WITHHOLDING OF WAGES OR OTHER PROMISED BENEFITS		X
		5. FINE OR DEDUCTION FROM WAGES		X

		6. WITHHOLDING OF VALUABLE DOCUMENTS		X
		7. DEPORTATION OR THREATS OF DEPORTATION		X
		8. EXCLUSION FROM FUTURE EMPLOYMENT (LABOR BAN, DENY NO OBJECTION CERTIFICATE (NOC))		X
		9. SUSPENSION OR REDUCED DAYS/HOURS/OVERTIME		X
		10. DENIAL OF RIGHTS OR PRIVILEGES		X
		11. DISMISSAL/CANCELLATION OF WORK VISA OR CONTRACT		X
		12. OTHER		
		66. NOTHING/ EARN LESS MONEY/ REPUTATION WOULD SUFFER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q06A=10	s4q06a_other _rp	Which rights or privileges would be denied?		
ASK IF S4Q06A=12	s4q06a_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED)	s4q07	<p>READ: Now I would like to ask you some questions about some of the challenges you or your co-workers may have experienced in this work.</p> <p>INTERVIEWER: IF THE RESPONDENT MENTIONS MULTIPLE INSTANCES OF THESE ISSUES OCCURING, SELECT ALL APPLICABLE RESPONSE OPTIONS.</p> <p>Did your employer ever threaten you with violence or threaten someone you care about with violence?</p>		
		1. YES		X
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		

ASK IF S4Q07=1	s4q07a	What led to this? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "Anything else?" TWICE BEFORE MOVING ON.]		
		1. RELUCTANCE TO DO JOB OF A DIFFERENT NATURE	X	
		2. RELUCTANCE TO DO OVERTIME		
		3. RELUCTANCE RELATED TO ON-CALL WORK	X	
		4. RELUCTANCE TO DO HAZARDOUS WORK	X	
		5. RELUCTANCE TO WORK FOR A DIFFERENT EMPLOYER	X	
		6. RELUCTANCE TO CONTINUE WORKING BEYOND CONTRACT END DATE	X	
		7. EMPLOYER THOUGHT I WAS WORKING SLOWLY/BADLY		
		8. 8. TRYING TO SKIP/LEAVE WORK WHEN I AM SICK		
		9. I RAISED CONCERNS ABOUT WORKING/LIVING CONDITIONS OR ATTEMPTED TO UNIONIZE/ORGANIZE WORKERS		
		10. I TRIED/THREATENED TO QUIT	X	
		11. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q07A=11	s4q07a_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED)	s4q07b	Was your employer ever violent to you or violent to someone you care about?		
		1. YES		X
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q07B=1	s4q07c	What led to this?		

		[INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "Anything else?" TWICE BEFORE MOVING ON.]		
		1. RELUCTANCE TO DO JOB OF A DIFFERENT NATURE	X	
		2. RELUCTANCE TO DO OVERTIME		
		3. RELUCTANCE RELATED TO ON-CALL WORK	X	
		4. RELUCTANCE TO DO HAZARDOUS WORK	X	
		5. RELUCTANCE TO WORK FOR A DIFFERENT EMPLOYER	X	
		6. RELUCTANCE TO CONTINUE WORKING BEYOND CONTRACT END DATE	X	
		7. EMPLOYER THOUGHT I WAS WORKING SLOWLY/BADLY		
		8. TRYING TO SKIP/LEAVE WORK WHEN I AM SICK		
		9. I RAISED CONCERNS ABOUT WORKING/LIVING CONDITIONS OR ATTEMPTED TO UNIONIZE/ORGANIZE WORKERS		
		10. I TRIED/THREATENED TO QUIT	X	
		11. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q07C=11	s4q07c_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED)	s4q07d	Did you ever witness your employer threaten to commit violence or actually commit violence against a co-worker?		
		1. YES		X
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q07D=1	s4q07e	What led to this? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "Anything else?" TWICE BEFORE MOVING ON.]		
		1. RELUCTANCE TO DO JOB OF A DIFFERENT NATURE	X	

		2. RELUCTANCE TO DO OVERTIME		
		3. RELUCTANCE RELATED TO ON-CALL WORK	X	
		4. RELUCTANCE TO DO HAZARDOUS WORK	X	
		5. RELUCTANCE TO WORK FOR A DIFFERENT EMPLOYER	X	
		6. RELUCTANCE TO CONTINUE WORKING BEYOND CONTRACT END DATE	X	
		7. EMPLOYER THOUGHT THEY WERE WORKING SLOWLY/BADLY		
		8. TRYING TO SKIP/LEAVE WORK WHEN THEY WERE SICK		
		9. THEY RAISED CONCERNS ABOUT WORKING/LIVING CONDITIONS OR ATTEMPTED TO UNIONIZE/ORGANIZE WORKERS		
		10. THEY TRIED/THREATENED TO QUIT	X	
		11. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q07E=11	s4q07e_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED)	s4q08	Did your employer ever threaten to lock you up or actually lock you up?		
		1. YES		X
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q08=1	s4q08a	What led to this? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "Anything else?" TWICE BEFORE MOVING ON.]		
		1. RELUCTANCE TO DO JOB OF A DIFFERENT NATURE	X	
		2. RELUCTANCE TO DO OVERTIME		

		3. RELUCTANCE RELATED TO ON-CALL WORK	X	
		4. RELUCTANCE TO DO HAZARDOUS WORK	X	
		5. RELUCTANCE TO WORK FOR A DIFFERENT EMPLOYER	X	
		6. RELUCTANCE TO CONTINUE WORKING BEYOND CONTRACT END DATE	X	
		7. EMPLOYER THOUGHT I WAS WORKING SLOWLY/BADLY		
		8. TRYING TO SKIP/LEAVE WORK WHEN I AM SICK		
		9. I RAISED CONCERNS ABOUT WORKING/LIVING CONDITIONS OR ATTEMPTED TO UNIONIZE/ORGANIZE WORKERS		
		10. I TRIED/THREATENED TO QUIT	X	
		11. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q08=11	s4q08_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED)	s4q08b	Did you ever witness your employer threaten to lock up a co-worker or actually lock up a co-worker?		
		1. YES		X
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q08B=1	s4q08c	What led to this? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "Anything else?" TWICE BEFORE MOVING ON.]		
		1. RELUCTANCE TO DO JOB OF A DIFFERENT NATURE	X	
		2. RELUCTANCE TO DO OVERTIME		
		3. RELUCTANCE RELATED TO ON-CALL WORK	X	
		4. RELUCTANCE TO DO HAZARDOUS WORK	X	

		5. RELUCTANCE TO WORK FOR A DIFFERENT EMPLOYER	X	
		6. RELUCTANCE TO CONTINUE WORKING BEYOND CONTRACT END DATE	X	
		7. EMPLOYER THOUGHT THEY WERE WORKING SLOWLY/BADLY		
		8. TRYING TO SKIP/LEAVE WORK WHEN I AM SICK		
		9. I RAISED CONCERNS ABOUT WORKING/LIVING CONDITIONS OR ATTEMPTED TO UNIONIZE/ORGANIZE WORKERS		
		10. THEY TRIED/THREATENED TO QUIT	X	
		11. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q08C=11	s4q08c_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED)	s4q09	Did your employer ever threaten to dismiss you or cancel your work visa or contract or actually dismiss you or cancel your work visa or contract?		
		1. YES		X IF 1-10 except 7 for s4q09a
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q09=1	s4q09a	What led to this? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "Anything else?" TWICE BEFORE MOVING ON.]		
		1. RELUCTANCE TO DO JOB OF A DIFFERENT NATURE	X	
		2. RELUCTANCE TO DO OVERTIME		
		3. RELUCTANCE RELATED TO ON-CALL WORK	X	

		4. RELUCTANCE TO DO HAZARDOUS WORK	X	
		5. RELUCTANCE TO WORK FOR A DIFFERENT EMPLOYER	X	
		6. RELUCTANCE TO CONTINUE WORKING BEYOND CONTRACT END DATE	X	
		7. EMPLOYER THOUGHT I WAS WORKING SLOWLY/BADLY		
		8. TRYING TO SKIP/LEAVE WORK WHEN I AM SICK		
		9. I RAISED CONCERNS ABOUT WORKING/LIVING CONDITIONS OR ATTEMPTED TO UNIONIZE/ORGANIZE WORKERS		
		10. I TRIED/THREATENED TO QUIT	X	
		11. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q09A=11	s4q09a_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED)	s4q09b	Did you ever witness your employer threaten to dismiss a co-worker or cancel a co-worker's contract or work visa or actually dismiss a co-worker or cancel a co-workers contract or work visa?		X IF 1-10 except 7 for s4q09c
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q09B=1	s4q09c	What led to this? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "Anything else?" TWICE BEFORE MOVING ON.]		
		1. RELUCTANCE TO DO JOB OF A DIFFERENT NATURE	X	
		2. RELUCTANCE TO DO OVERTIME		
		3. RELUCTANCE RELATED TO ON-CALL WORK	X	
		4. RELUCTANCE TO DO HAZARDOUS WORK	X	

		5. RELUCTANCE TO WORK FOR A DIFFERENT EMPLOYER	X	
		6. RELUCTANCE TO CONTINUE WORKING BEYOND CONTRACT END DATE	X	
		7. EMPLOYER THOUGHT THEY WERE WORKING SLOWLY/BADLY		
		8. TRYING TO SKIP/LEAVE WORK WHEN I AM SICK		
		9. RAISED CONCERNS ABOUT WORKING/LIVING CONDITIONS OR ATTEMPTED TO UNIONIZE/ORGANIZE WORKERS		
		10. THEY TRIED/THREATENED TO QUIT	X	
		11. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q09C=11	s4q09c_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED)	s4q10	Did your employer ever threaten to deduct or withhold your wages or actually deduct or withhold your wages?		
		1. YES		X
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q10=1	s4q10a	What led to this? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "Anything else?" TWICE BEFORE MOVING ON.]		
		1. RELUCTANCE TO DO JOB OF A DIFFERENT NATURE	X	
		2. RELUCTANCE TO DO OVERTIME		
		3. RELUCTANCE RELATED TO ON-CALL WORK	X	
		4. RELUCTANCE TO DO HAZARDOUS WORK	X	
		5. RELUCTANCE TO WORK FOR A DIFFERENT EMPLOYER	X	

		6. RELUCTANCE TO CONTINUE WORKING BEYOND CONTRACT END DATE	X	
		7. EMPLOYER THOUGHT I WAS WORKING SLOWLY/BADLY		
		8. TRYING TO SKIP/LEAVE WORK WHEN I AM SICK		
		9. I RAISED CONCERNS ABOUT WORKING/LIVING CONDITIONS OR ATTEMPTED TO UNIONIZE/ORGANIZE WORKERS		
		10. I TRIED/THREATENED TO QUIT	X	
		11. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q10A=11	s4q10a_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED)	s4q10b	Did you ever witness your employer threaten to deduct or withhold wages from a co-worker or actually deduct or withhold wages from a co-worker?		
		1. YES		X
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q10B=1	s4q10c	What led to this? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "Anything else?" TWICE BEFORE MOVING ON.]		
		1. RELUCTANCE TO DO JOB OF A DIFFERENT NATURE	X	
		2. RELUCTANCE TO DO OVERTIME		
		3. RELUCTANCE RELATED TO ON-CALL WORK	X	
		4. RELUCTANCE TO DO HAZARDOUS WORK	X	
		5. RELUCTANCE TO WORK FOR A DIFFERENT EMPLOYER	X	
		6. RELUCTANCE TO CONTINUE WORKING BEYOND CONTRACT END DATE	X	

		7. EMPLOYER THOUGHT THEY WERE WORKING SLOWLY/BADLY		
		8. TRYING TO SKIP/LEAVE WORK WHEN I AM SICK		
		9. I RAISED CONCERNS ABOUT WORKING/LIVING CONDITIONS OR ATTEMPTED TO UNIONIZE/ORGANIZE WORKERS		
		10. THEY TRIED/THREATENED TO QUIT	X	
		11. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q10C=11	s4q10c_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED)	s4q11	Did your employer ever threaten to have you arrested or deported or actually have you arrested or deported?		X if 1-10
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q11=1	s4q11a	What led to this? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "Anything else?" TWICE BEFORE MOVING ON.]		
		1. RELUCTANCE TO DO JOB OF A DIFFERENT NATURE	X	
		2. RELUCTANCE TO DO OVERTIME		
		3. RELUCTANCE RELATED TO ON-CALL WORK	X	
		4. RELUCTANCE TO DO HAZARDOUS WORK	X	
		5. RELUCTANCE TO WORK FOR A DIFFERENT EMPLOYER	X	
		6. RELUCTANCE TO CONTINUE WORKING BEYOND CONTRACT END DATE	X	
		7. EMPLOYER THOUGHT I WAS WORKING SLOWLY/BADLY		

		8. TRYING TO SKIP/LEAVE WORK WHEN I AM SICK		
		9. I RAISED CONCERNS ABOUT WORKING/LIVING CONDITIONS OR ATTEMPTED TO UNIONIZE/ORGANIZE WORKERS		
		10. I TRIED/THREATENED TO QUIT	X	
		11. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q11A=11	s4q11a_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED)	s4q11b	Did you ever witness your employer threaten to have a co-worker arrested or deported or actually have a co-worker arrested or deported?		X if 1-10
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q11B=1	s4q11c	What led to this? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "Anything else?" TWICE BEFORE MOVING ON.]		
		1. RELUCTANCE TO DO JOB OF A DIFFERENT NATURE	X	
		2. RELUCTANCE TO DO OVERTIME		
		3. RELUCTANCE RELATED TO ON-CALL WORK	X	
		4. RELUCTANCE TO DO HAZARDOUS WORK	X	
		5. RELUCTANCE TO WORK FOR A DIFFERENT EMPLOYER	X	
		6. RELUCTANCE TO CONTINUE WORKING BEYOND CONTRACT END DATE	X	
		7. EMPLOYER THOUGHT THEY WERE WORKING SLOWLY/BADLY		
		8. TRYING TO SKIP/LEAVE WORK WHEN I AM SICK		

		9. I RAISED CONCERNS ABOUT WORKING/LIVING CONDITIONS OR ATTEMPTED TO UNIONIZE/ORGANIZE WORKERS		
		10. THEY TRIED/THREATENED TO QUIT	X	
		11. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q11C=11	s4q11c_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED)	s4q12	Other than what I've already asked you about, did your employer ever threaten or punish you in any other way?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q12=1	s4q12a	Could you tell me more about that?		
		[LARGE TEXT BOX]		
		77. DON'T KNOW		
		99. REFUSED		
	s4q13v	PROGRAMMING NOTE: RANDOMIZE 50/50: S4Q13V=1 OR 2		
ASK IF S1Q10=1 (EMPLOYED) AND S4Q13V=1	s4q13_v1	If you decide (decided) to stop working with this employer, can (could) you leave without negative consequences by your employer?		
		1. YES		
		2. YES, BUT ONLY AFTER THE PROBATION PERIOD	X	
		3. NO	X	
		77. DON'T KNOW		

		99. REFUSED		
ASK IF S4Q13_V1=2 OR 3	s4q13a_v1	Can you tell me in your own words how the employer or recruiter keeps (kept) you from quitting your job? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Anything else?" AT LEAST TWICE BEFORE MOVING ON.		
		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY BY EMPLOYER/RECRUITER		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. DEBT BONDAGE OR MANIPULATION OF DEBT (DEBT TO EMPLOYER/RECRUITER)		X
		4. WITHHOLDING OF WAGES OR OTHER PROMISED BENEFITS		X
		5. WITHHOLDING OF VALUABLE DOCUMENTS		X
		6. DEPORTATION OR THREATS OF DEPORTATION		X
		7. EXCLUSION FROM FUTURE EMPLOYMENT (LABOR BAN, DENY NO OBJECTION CERTIFICATE (NOC))		X
		8. ARREST/JAIL		X
		9. OTHER FORM OF EMPLOYER/RECRUITER COERCION		
		66. NOTHING OR NO REPERCUSSIONS RELATED TO EMPLOYER/RECRUITER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q13A_V1=10	s4q13a_v1_other	Please specify		
ASK IF S1Q10=1 (EMPLOYED) AND S4Q13V=2	s4q13_v2	Could you quit this job at any time if you wanted to?		
		1. YES		
		2. YES, BUT ONLY AFTER THE PROBATION PERIOD	X (IF at least 1: s4q13a_v	

			2_1 to _9)	
		3. NO	X (IF at least 1: s4q13a_v 2_1 to _9)	
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q10=1 (EMPLOYED) AND S4Q13V=2	s4q13a_v2	What might happen if you quit this job?		
		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY BY EMPLOYER/RECRUITER		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. DEBT BONDAGE OR MANIPULATION OF DEBT (DEBT TO EMPLOYER/RECRUITER)		X
		4. WITHHOLDING OF WAGES OR OTHER PROMISED BENEFITS		X
		5. WITHHOLDING OF VALUABLE DOCUMENTS		X
		6. DEPORTATION OR THREATS OF DEPORTATION		X
		7. EXCLUSION FROM FUTURE EMPLOYMENT (LABOR BAN, DENY NO OBJECTION CERTIFICATE (NOC))		X
		8. ARREST/JAIL		X
		9. OTHER FORM OF EMPLOYER/RECRUITER COERCION		
		66. NOTHING OR NO REPERCUSSIONS RELATED TO EMPLOYER/RECRUITER ("; NOTHING WOULD HAPPEN")		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q13A_V2= 10	s4q13a_v2_ot her	Please specify		

ASK IF S4Q13_V1=2 OR S4Q13_V2=2	s4q13b_num	How long was the probation period?		
		[NUMBER]		
	s4q13b_unit	1. DAYS		
		2. WEEKS		
		3. MONTHS		
		4. YEARS		
SECTION 5: FEEDBACK				
ASK ALL	s5q01	How easy or hard did you find it to answer these questions? Would you say very easy, easy, hard, or very hard?		
		1. VERY EASY		
		2. EASY		
		3. HARD		
		4. VERY HARD		
		77. DON'T KNOW		
		99. REFUSED		
ASK ALL	s5q02	How comfortable did you feel answering these questions? Would you say very comfortable, comfortable, uncomfortable, or very uncomfortable?		
		1. VERY COMFORTABLE		
		2. COMFORTABLE		
		3. UNCOMFORTABLE		
		4. VERY UNCOMFORTABLE		
		77. DON'T KNOW		
		99. REFUSED		
ASK ALL	s5q03	Is there anything else you want to tell us about how it felt to answer these questions?		

		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S5Q03 = 1	s5q03_text	Please specify		
SECTION 6: DEMOGRAPHICS				
ASK ALL	s6q01	Now just a few questions about you... We have to ask everyone this for our statistics. What is your gender?		
		1. MALE		
		2. FEMALE		
		3. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK ALL	s6q02	Have you ever attended school?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S6Q02 = 1	s6q02a	What's the highest level you have completed?		
		0. NO SCHOOL OR PRESCHOOL/NURSERY		
		1. SOME PRIMARY		
		2. COMPLETED PRIMARY		
		3. COMPLETED POST-PRIMARY SPECIALIZED TRAINING OR CERTIFICATE		
		4. SOME O-LEVEL SECONDARY		

		5. COMPLETED O-LEVEL SECONDARY		
		6. COMPLETED POST-O-LEVEL TRAINING OR CERTIFICATE		
		7. SOME A-LEVEL SECONDARY		
		8. COMPLETED A-LEVEL SECONDARY		
		9. COMPLETED POST-A-LEVEL TRAINING OR CERTIFICATE		
		10. COMPLETED UNDERGRADUATE DEGREE OR HIGHER		
		77. DON'T KNOW		
		99. REFUSED		
SECTION 7: NETWORK AND REFERRAL				
ASK ALL RESPONDENT S	s7q01	<p>I would like to ask you some questions about Ugandans you know who have worked and currently working in the Middle East in the past 5 years. First, I will ask you to estimate how many people you know, just to help us get a sense of how many Ugandans are working in the Middle East. Then, I will ask you for details about a few of these people.</p> <p>By the Middle East, I mean Bahrain, Cyprus, Egypt, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, the UAE/Dubai, and Yemen.</p> <p>How many Ugandans do you know by name who are currently working in or have worked in the Middle East in the past 5 years?</p> <p>[IF RESPONDENT IS UNSURE: Your best guess is fine.]</p>		
		NUMBER		
		-77. DON'T KNOW		
		-99. REFUSED		
ASK IF S7Q01 > 0	s7q02	<p>Of these Ugandans, how many work (ed) in either security; transportation; construction; or in a hotel, restaurant, or entertainment?</p> <p>[IF RESPONDENT IS UNSURE: Your best guess is fine.]</p>		
		NUMBER		
		-77. DON'T KNOW		

		-99. REFUSED		
ASK IF S7Q01= 0 or S7Q02= 0	s7q02a	Thank you for your time. My computer tells me you are not eligible to refer respondents to this study.		
ASK IF S7Q02 > 0	s7q03	We are interested in interviewing other Ugandans who have worked/are working in the Middle East. If you refer an eligible person who completes an interview, we will provide you with 10,000 US\$ and that person will also receive a token incentive. Can I ask you some more questions about people you may know?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
		[PROGRAMMING NOTE: SHOW ALL 4 S7Q04_PN##_NAME ON SAME SCREEN IF POSSIBLE]		
ASK IF (S7Q02>0 AND S7Q03 = 1)	s7q04_pn01_ name	[IF S7Q2>4, FILL "Thinking again about all the Ugandans you know who are currently working in or have worked in the Middle East in the past 5 years in security; transportation; construction; or in a hotel, restaurant, or entertainment, please choose four of these people you believe would be most likely to participate in an interview with us."] [IF S7Q2≤4, FILL "Earlier you told us you know [FILL: S7Q2] Ugandan(s) who are currently working in or have worked in the Middle East in the past 5 years in security; transportation; construction; or in a hotel, restaurant, or entertainment.] Could you please tell me the first names of these people? INTERVIEWER: IF R HESITATES OR YOU SENSE A REFUSAL COMING SAY: I don't need their full name. Just some way to refer to them, such as their first name, initials, or nickname. INTERVIEWER, WRITE NAME OF FIRST REFERRAL.		
		TEXT		
		77. DON'T KNOW		
		99. REFUSED		

ASK IF S7Q02>1 AND S7Q03 = 1	s7q04_pn02_ name	INTERVIEWER, WRITE NAME OF SECOND REFERRAL.		
		TEXT		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S7Q02>2 AND S7Q03 = 1	s7q04_pn03_ name	INTERVIEWER, WRITE NAME OF THIRD REFERRAL.		
		TEXT		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S7Q02>3 AND S7Q03 = 1	s7q04_pn04_ name	INTERVIEWER, WRITE NAME OF FOURTH REFERRAL.		
		TEXT		
		77. DON'T KNOW		
		99. REFUSED		
		[PROGRAMMING NOTE: REPEAT S7Q05-S79Q08B FOR EACH REFERRAL (S7Q03_PN01-04)]		
ASK IF ANY NAMES PROVIDED IN S7Q04	s7q05	Would you be willing to give us [FILL S7Q04_PN0#_NAME]'s contact information?		
		1. YES		
		2. NO NOT WILLING		
		3. NO WAY TO CONTACT		
		77. DON'T KNOW		
		99. REFUSED		

		[PROGRAMMING NOTE: SHOW S706 AND S706A ON SAME SCREEN IF POSSIBLE]		
ASK IF S705 = 1	s7q06	What is the best way to contact [FILL S7Q04_PN0#_NAME]? INTERVIEWER: RECORD PHONE NUMBER		
		NUMBER		
		76. NO PHONE NUMBER PROVIDED		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S705 = 1	s7q06a	INTERVIEWER: RECORD OTHER CONTACT INFORMATION PROGRAMMER: MAKE ANSWER OPTIONAL.		
		TEXT		
ASK IF S705 = 1	s7q07	Can we use your name when we contact [FILL S7Q04_PN0#_NAME]?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S707 = 1	s7q07a	What name does [FILL S7Q04_PN0#_NAME] know you by?		
		TEXT		
ASK IF S705 = 1	s7q07b	Which 2 languages does [FILL S7Q04_PN0#_NAME] speak most fluently?		
		[TEXT]		
ASK IF S705 = 1	s7q07c	I need to give you a coupon code that you should share with [FILL S7Q04_PN0#_NAME]. When I call to schedule an interview with [FILL S7Q04_PN0#_NAME], [FILL S7Q04_PN0#_NAME] must have this coupon code to ensure I've reached the correct person.		

		<p>IF ONLINE: Can I text you a coupon with this code you can share with [FILL S7Q04_PN0#_NAME]? It also includes our study phone number [FILL S7Q04_PN0#_NAME] can call to schedule an interview.</p> <p>IF PHYSICAL: SELECT NOT APPLICABLE</p>		
		1. YES		
		2. NO		
		3. NOT APPLICABLE (PHYSICAL INTERVIEW)		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S7Q07C = 2	s7q07d	No problem. Please share this code with [FILL S7Q04_PN0#_NAME]: [FILL UNIQUE_ID+PN]		
		[PROGRAMMING NOTE: GENERATE UNIQUE ID FOR CURRENT RESPONDENT (UNIQUE_ID). FOR EXAMPLE, INTERVIEWER ID (2 DIGIT) + MONTH+DAY+HOUR+MINUTE OF INTERVIEW START.]		
ASK IF S7Q05 = 2, 3, 77 OR 99	s7q08	<ul style="list-style-type: none"> •We're very interested in speaking with [FILL S7Q04_PN0#_NAME]. •Please consider giving him/her our study phone number. <p>IF ONLINE:Can I text you a coupon with this information you can share with [FILL S7Q04_PN0#_NAME]?</p> <p>IF PHYSICAL: SELECT NOT APPLICABLE</p>		
		1. YES		
		2. NO		
		3. NOT APPLICABLE (PHYSICAL COUPON)		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S7Q08 = 2	s7q08aa.	<p>Ok let me read the information to you. Are you ready to write it down?</p> <p>For more information, [FILL S7Q04_PN0#_NAME] can call: XXX-XXX-XXXX. He/she will need the following code: [FILL UNIQUE_ID+PN]</p>		

		This coupon expires: [FILL DATE 1 WEEK FROM CURRENT DATE] [FILL S7Q04_PN0#_NAME] will receive 20,000 USh if he/she is eligible, but compensation is not guaranteed.		
ASK IF S7Q08 = 1 SKIP FOR PN02-04	s7q08a	What phone number should I send it to?		
		NUMBER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S7Q07C= 1 OR 3 OR S7Q08 = 1 OR 3	s7q08b	IF ONLINE: TAKE A PICTURE OF THE BOX ON THE SCREEN AND TEXT IT TO [FILL PHONE NUMBER FROM S9Q08A] IF PHYSICAL: COPY THE COUPON CODE AND GIVE RESPONDENT THE COUPON [PROGRAMMING NOTE: DISPLAY INFO LIKE THIS: Coupon for Migrant Research Study More info call: XXX-XXX-XXXX ID: [FILL UNIQUE_ID+PN] Expiration: [FILL DATE 1 WEEK FROM CURRENT DATE] 20,000 USh IF ELIGIBLE *Compensation not guaranteed*]		
ASK IF S7Q08 = 2, 3, 77, 99	s7q09	INTERVIEWER: DID THE RESPONDENT ALLOW YOU TO READ ANY OF THE COUPON CODES OR TAKE A COUPON FROM YOU?		
		1. YES		
		2. NO		
ASK IF S7Q05 =1 OR S7Q08 = 1 OR S7Q09 = 1	s7q10	To find out if you are owed any tokens for helping us find additional participants, you'll need to call the study phone line in 2 weeks. The assistant will look you up in our system using a special token code. Let's create the token code together. What are the first 2 letters of your last name?		
		[2 CHARACTER TEXT]		
		00. DON'T KNOW/ REFUSED		

ASK IF S7Q05 =1 OR S7Q08 = 1 OR S7Q09 = 1	s7q10a	What is the first letter of your first name?		
		[1 CHARACTER TEXT]		
		00. DON'T KNOW/ REFUSED		
ASK IF S7Q05 =1 OR S7Q08 = 1 OR S7Q09 = 1	s7q10b	What is the first letter of your mother's first name?		
		[1 CHARACTER TEXT]		
		00. DON'T KNOW/ REFUSED		
ASK IF S7Q05 =1 OR S7Q08 = 1 OR S7Q09 = 1	s7q10c	What is your birth month?		
		01. JANUARY		
		02. FEBRUARY		
		03. MARCH		
		04. APRIL		
		05. MAY		
		06. JUNE		
		07. JULY		
		08. AUGUST		
		09. SEPTEMBER		
		10. OCTOBER		
		11. NOVEMBER		
		12. DECEMBER		
		00. DON'T KNOW/ REFUSED		
ASK IF S7Q05 =1 OR S7Q08	s7q10d	What are the last two digits of your birth year?		

= 1 OR S7Q09 = 1				
		[2 DIGIT NUMBER]		
		11. DON'T KNOW/ REFUSED		
		[PROGRAMMING NOTE: CREATE TOKEN_ID = S9Q09+S9Q09A+S9Q09B+S9Q09C+S9Q09D]		
ASK IF S7Q05 =1 OR S7Q08 = 1 OR S7Q09 = 1	s7q11	I have created the token ID you will use to see if any of you are owed a token. You will need to call our study phone line after 2 weeks have passed to see if you are owed a token. IF ONLINE: Can I text you a follow-up card with your token ID? IF PHYSICAL: SELECT NOT APPLICABLE		
		1. YES		
		2. NO		
		3. NOT APPLICABLE (PHYSICAL INTERVIEW)		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S7Q11 = 1 AND NO NUMBER PROVIDED IN S7Q08A	s7q11a	What phone number should I send it to?		
		NUMBER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S7Q11 = 1 OR 3	s7q11b	IF ONLINE: TAKE A PICTURE OF THE BOX ON THE SCREEN AND TEXT IT TO [FILL PHONE NUMBER FROM S9Q10A OR S9Q11A] IF PHYSICAL: COPY THE TOKEN ID AND GIVE RESPONDENT THE FOLLOW-UP CARD [PROGRAMMING NOTE: DISPLAY INFO LIKE THIS: Migrant Research Study		

		<p>Did I earn any tokens? Token ID: [FILL: TOKEN_ID] Call between [FILL: DATE 2 WEEKS FROM DATE OF INTERVIEW] and [FILL: DATE 4 WEEKS FROM DATE OF INTERVIEW] #: XXX-XXX-XXXX</p> <p>]</p>		
ASK IF S7Q11 = 2, 77, or 99	s7q11c	<p>Ok let me read the information to you. Are you ready to write it down?</p> <p>Token ID: [FILL: TOKEN_ID] Call between [FILL: DATE 2 WEEKS FROM DATE OF INTERVIEW] and [FILL: DATE 4 WEEKS FROM DATE OF INTERVIEW] #: XXX-XXX-XXXX</p>		
ASK ALL	s7q12	<p>We would like to reach out to some of the people we have interviewed to talk more about some of the topics we've been discussing. Would you be interested in being contacted again in case you are selected?</p>		
		1. YES		
		2. MAYBE		
		3. NO		
ASK IF S7Q12 = 1 or 2	s7q12a	<p>What is the best way to reach you?</p> <p>INTERVIEWER: RECORD PHONE NUMBER OR OTHER CONTACT INFO</p>		
		[TEXT]		
ASK ALL	conclusion	<p>I would like to thank you very much for helping me. I appreciate the time that you have taken. I realize that these questions may have been difficult for you to answer, but it is only by listening to people like you that we can really understand about the experiences of Ugandans who go to work overseas.</p> <p>Sometimes the questions I have asked might remind you of times when you, or people you know, have experienced difficulties in life and you may think that you would like to talk to someone about this. This might be now or at any time in the future. I have a list of organizations here that provide various types of services that may be of interest to you. Please contact them if you need help or wish to find out more information about what they offer. You can contact them whenever you would like to.</p>		

		Do you have any questions you would like to ask me? [ANSWER ANY QUESTIONS RESPONDENT HAS AND GIVE RESOURCE SHEET IF IN PERSON, OFFER PHONE NUMBERS IF BY PHONE]		
ASK ALL	intmode	INTERVIEWER: RECORD MODE OF INTERVIEW		
		1. IN PERSON		
		2. PHONE CALL		
		3. BOTIM		
		4. FACEBOOK MESSENGER		
		5. SKYPE		
		6. IMO		
		7. WHATSAPP		
		8. ZOOM		
		9. GOOGLE MEET		
		10. OTHER		
ASK IF INTMODE = 10	intmode_othe r	RECORD OTHER: [TEXT]		
ASK ALL	intlang	INTERVIWER: RECORD MAIN LANGUAGE OF INTERVIEW		
		1. LUGANDA		
		2. ENGLISH		
		3. LUO		
		4. RUNYANKOLE/RUKIGA		
		5. NGAKARIMOJONG		
		6. OTHER		
IF OTHER	intlang_other	PLEASE SPECIFY		
ASK ALL	zintobs	PLEASE RECORD ANY NOTES OR COMMENTS ABOUT THE INTERVIEW.		

		TEXT		
	end_time			