**NORC at University of Chicago**

**GCC Migrant Link Tracing Enrollment and Forced Labor Assessment  
March XX, 2021**

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| **0. Field Control** | | | |  | ***Pre-test notes*** |
| *1. county\_0* | Select county  1 = Nairobi   1. = Kiambu   3. = Muranga  4 = Kajiado  5 = Machakos | 1  2  3  4  5 |  |  |  |
| *2.sub\_county\_0* | Select sub-county |  |  |  |  |
| *3. supervisor* | Select supervisor name |  |  |  |  |
| *4. interviewer* | Select interviewer name |  |  |  |  |
| *5. start\_date* | Confirm the date of interview |  | |  |  |
| *6. start\_time* | Confirm start time |  | |  |  |
| *7. GPS* | Allow automatic recording of GPS coordinates |  | |  | *This is not captured on the script not unless it is capturing on the background* |
| *8. consent* | Has the respondent agreed to be interviewed today? | 0=No  1=Yes | 0  1 | *Enumerator, by selecting yes, you certify that the nature and purpose, the potential benefits, and possible risks associated with participating in this research have been explained to the respondent and he/she has verbally consented to participate* |  |
| *9. consent\_specify1* | [If consent=0] | 1=Refused  2=Temporarily unavailable  3=Other | 1  2  3 | *Temporarily unavailable refers to respondents who agree to participate, but are unable at this time.* |  |
| *10. consent\_specify2* | [If consent\_specify2=1, 2, or 3] Specify  [Skip to end] |  | |  |  |
| *11. age* | How old is the respondent?  [If age<18 skip to end] |  | |  |  |
| *12. language* | Select language of interview   1. Kiswahili 2. English 3. Other |  | 1  2  3 |  |  |
| *13. seed* | Is this respondent a seed? | 0=No  1=Yes | 0  1 | * *Skip to Section A* |  |

***For waves only:***

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| **Screener: for waves only** | | | ***Enumerator notes*** | ***Pre-test notes*** |
| *1. couponid* | Please show me the coupon that was given to you by the person who referred you. |  | *Scan the QR code on the respondent's coupon. If the QR code will not scan, scan the bypass QR code to manually enter the coupon number.* |  |
| *1b. qrcode* | [If couponcode = “enumeratorbypass”] Please manually enter the 7-digit numeric code on the coupon.  |\_\_|\_\_|\_\_|\_\_|\_\_|\_\_| |  |  |  |
| *2. recruiter* | What is your relationship to the person who provided you this coupon?   1. Spouse/Partner 2. Son/Daughter/Step-Child 3. Son-in-law/Daughter-in-law 4. Father/Mother 5. Father-in-Law/Mother-in-Law 6. Sister/Brother 7. Brother-in-Law/Sister-In-Law 8. Cousin/cousin-in-law 9. Neighbor 10. Friend 11. Colleague 12. Former colleague 13. Goes to same church/temple 14. Attend(ed) school together 15. Other |  | *Do not read list.* |  |
| *3. recruiter\_oth* | [If *recruiter*=15] Specific other: |  |  |  |
| *4. partic* | Have you been interviewed before for this study? 0. No  1. Yes | 0  1 |  |  |
| *5. partic\_ret* | [If *partic*=1] How many times have you been interviewed for this study? |  | * *If >5, skip to end* |  |
| *6. partic\_retc* | [If *partic*=1] Do you have the coupon [code(s)] from your previous interview(s)/referral(s)?  0. No  1. Yes | 0  1 | *If needed, use phone # to look up previous code(s). Record coupon codes for all previous interviews. Ask when/where R was last interviewed to narrow the search.*   * *if =0 skip to mobile* |  |
| *7. couponid2* | What is the first coupon code that you were given and redeemed by the other person(s) who referred you*?* | |\_\_|\_\_|\_\_|\_\_|\_\_|\_\_| |  |  |
| *8. couponid3* | [if *partic\_ret*>1] What is the second coupon code that you were given and redeemed by the other person(s) who referred you*?* | |\_\_|\_\_|\_\_|\_\_|\_\_|\_\_| |  |  |
| *9. couponid4* | [if *partic\_ret*>2] What is the third coupon code that you were first given and redeemed by the other person(s) who referred you*?* | |\_\_|\_\_|\_\_|\_\_|\_\_|\_\_| |  |  |
| *10. couponid5* | [if *partic\_ret*>3] What is the fourth coupon code that you were first given and redeemed by the other person(s) who referred you*?* | |\_\_|\_\_|\_\_|\_\_|\_\_|\_\_| |  |  |
| *11. mobile* | What is your mobile number? |  |  |  |

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| 1. **General information** | | | ***Enumerator notes*** | ***Pre-test notes*** |
| *1. county* | In what county do you live?   1. = Nairobi   2= Kiambu  3 = Muranga  4= Kajiado  5= Machakos  6= Other | 1  2  3  4  5  6 | * *Skip to section K* |  |
| *2. sub\_county* | In what sub-county do you live?  1 = Athia River  2 = Kalama  3 = Kangundo  4 = Kathiani  5 = Machakos  6 = Masinga  7 = Matungulu  8 = Mwala  9 = Yatta  10 = Murang’a East  11 = Kangema  12 = Mathiova  13 = BKahuro  14 = Murang’a South  15 = Gatanga  16 = Kigumo  17 = Kandara  18 = Aberdare Forest  19 = Gatundu North  20 = Gatundu South  21 = Githunguri  22 = Juja  23 = Kabete  24 = Kiambaa  25 = Kiambu  26 = Kikuyu  27 = Lari  28 = Limuru  29 = Ruiru  30 = Thika East  31 = Thika West  32 = Isinya  33 = Kajiado Central  34 = Kajiado North  35 = Kajiadp West  36 = Loitokitok  37 = Mashuuru  38 = Dagoretti  39 = Embakasi  40 = Kamukunji  41 = Kasarani  42 = Kibra  43 = Lang’ata  44 = Makadara  45 = Mathare  46 = Njiru  47 = Starehe  48 = Westlands |  |  |  |
| *3. work\_gcc* | Have you returned from working in the GCC in the last 2 years?   1. Yes 2. No   998. Refused  999. Don’t know | 1  0  998  999 | *GCC countries include: Bahrain, Kuwait, Oman, Qatar, Saudi Arabia, the UAE*   * *Skip to end of survey* * *Skip to end of survey* |  |
| *4. return1* | How many years and/or months ago did you return to Kenya from your most recent trip to the GCC?  Years \_\_\_\_  Months \_\_\_\_\_ |  | *Enumerator: if they are unable to note the exact timing, ask them to give their best guess*   * *If years > 1, skip to end of survey* * *If year==1 & months > 6, skip to end of survey* |  |
| *5. return2* | When exactly did you return from your most recent trip to the GCC?  Date [\_ \_]  Month [\_ \_]  Year [\_ \_ \_ \_]  998. Refused  999. Don’t know | 998  999 | *Enumerator: calculate the day, month, and year 6 months prior to “start\_date”. Confirm that return date is < 18 months (1.5 years) from date of interview*  *Enumerator: If they cannot remember the exact day, have them give their best guess. If a guess is not possible, please code 30 or 31 on the date to proceed.*   * If 998 or 999 skip to Section K | *A Respondent could only remember the month and the year*  *We were forced to code 1 on the date for the script to allow proceed* |
| *6. gcc\_country* | In which GCC country were you most recently working?   1. Bahrain 2. Kuwait 3. Oman 4. Qatar 5. Saudi Arabia 6. United Arab Emirates (UAE)   998. Refused  999. Don’t know | 1  2  3  4  5  6  -998  -999 | * If 998 or 999 skip to Section K |  |
| 1. *trip\_timing* | What is the reason for your most recent return home?   1. Contract ended 2. Job or employment ended (no contract) 3. Holiday, still under contract 4. Holiday and will go back (no contract) 5. COVID-19 (will not go back to same job) 6. COVID-19 (will go back to same job) 7. Other (specify) 8. Don’t know 9. Refused | 1  2  3  4  5  6  7  -998  -999 | *Enumerator: do not read options out aloud, but listen and choose the response that applies*  *If needed, ask or probe on their plans or intentions to go back to the same or a different job* |  |
| *8. trip\_timing\_specify* | Specify |  |  |  |
| *9. trip\_timing\_specify\_goback* | Do you plan or intend to go back to [*gcc\_country]* to the same job?   1. No 2. Yes   998. Refused  999. Don’t know |  |  |  |
| *10. country* | In what country were you born?   1. Kenya 2. Uganda 3. Somalia 4. Tanzania 5. S. Sudan 6. Ethiopia 7. Other (specify)   998. Refused  999. Don’t know | 1  2  3  4  5  6  7  -998  -999 | * *If country>1 🡪 skip to Section K* |  |
| *11. sex* | What is the respondent’s gender?   1. Male 2. Female 3. Other | 1  2  3 | *Enumerator: answer this based on your observations. If you cannot determine their sex based on observation, as the respondent.* |  |
| *12. ethnic* | What is your ethnicity?   * 1. Kikuyu   2. Luhya   3. Kalenjin   4. Luo   5. Kamba   6. Somali   7. Kisii   8. Mijikenda   9. Meru   10. Maasai   11. Turkana   12. Other   998. Refused  999. Don’t know | 1  2  3  4  5  6  7  8  9  10  11  12  -998  -999 |  |  |
| *13. lang* | What is the primary language you speak at home?   1. Kiswahili 2. English 3. Kikuyu 4. Luo 5. Kamba 6. Maa 7. Other | 1  2  3  4  5  6  7 |  |  |
| *14. religion* | What is your religion?   1. Christianity (does not specify) 2. Catholic 3. Protestant 4. Evangelical 5. African Instituted Churches 6. Orthodox 7. Other Christian 8. Islam 9. Hindu 10. Traditionalist 11. Other religion 12. No religion   998. Refused  999. Don’t know | 1  2  3  4  5  6  7  8  9  10  11  12  -998  -999 | *Enumerator: do not read aloud. Listen to the respondent and code based on their response. If they report that their religion is Christianity but do not specify the denomination, choose 1.* |  |
| *15. maritst* | What is your marital status?   1. Never married 2. Married – monogamous 3. Married – polygamous 4. Divorced 5. Widowed 6. Separated   998. Refused  999. Don’t know | 1  2  3  4  5  6  -998  -999 |  |  |
| *16. num\_child* | How many children do you have? \_\_\_\_\_\_\_\_\_\_\_ |  |  |  |
| *17. educ* | What is the highest level of schooling you have attended?   1. No formal schooling 2. Primary incomplete 3. Primary complete 4. Secondary incomplete 5. Secondary complete 6. College/tertiary incomplete 7. College/tertiary complete   998. Refused  999. Don’t know | 1  2  3  4  5  6  7  -998  -999 |  |  |

**Enumerator NOTE: beginning of FL assessment**

Thank you. In this next part of the interview, we may ask you about your experiences of abusive workplace conditions, including workplace physical and sexual violence. You may experience emotional or psychological stress as you recall your experiences. This research project has identified local organizations that may be able to support study participants who seek help. If you would like me to put you in contact with these organizations, please ask at any time.

**Enumerator NOTE: if *trip\_timing*= 1, 2, or 5 (they are home because their contract or job ended or because of COVID-19 and they won’t be returning to same job), use past tense for this section. If *trip\_timing* =3 or 4 (they are home during a break in their job or contract), use present tense for this section.**

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| --- | --- | --- | --- | --- | --- |
| 1. **Prescreener: general information** | | | | ***Enumerator notes*** | ***Pre-test notes*** |
| *1. prescreen\_arrive* | Thinking about your last trip to [*gcc\_country*], approximately when did you arrive in [*gcc\_country*]? | Month \_\_\_\_\_\_  Year \_\_\_\_\_\_ | | *If they are unable to give an exact date, ask them for an estimate.* | *In case you code a date later than arrival date, the script does not allow proceed* |
| *2. prescreen\_jobstart* | Now think back to your most recent/current job in [*gcc\_country*]. When did you start this job? | Month \_\_\_\_\_\_  Year \_\_\_\_\_\_ | | *If they are unable to give an exact date, ask them for an estimate.*  *Be sure this is ≤ prescreen\_arrive* | *This question should accept the date same as prescreen arrive or any later date* |
| *3. presecreen\_visa\_type* | Do you remember the type of visa you were holding at the time? | 1=Student visa  2=Working visa  3=Tourist visa  4=I was working without a work visa  5=Other (specify)\_\_\_ | |  | *A respondent was not able to recall the type of Visa she had*  *Adding a DON’T KNOW OPTION could be handy* |
| *4. prescreen\_industry* | In what industry was/is your most recent/current job? | 1=Construction  2=Domestic work  3=Hospitality  4=Manufacturing  5=Driving  6=Other (specify) 🡪 *prescreen\_industry\_oth*  -999=Don’t know  -998=Refused | 1  2  3  4  5  6  -999  -998 | **Listen to respondent and code answer according to response. Read options if respondent asks for clarification. If they are unable to report the industry, have them report their occupation and code accordingly.**  *If multiple jobs are held simultaneously, select the industry in which s/he spends the most time working.*  *Domestic work includes being hired for a family to take care of their elderly relatives, even if that relative is located in a hospital or clinic.* | **Some respondents did not understand the term industry context but rather stated their job occupation** |
| *5. prescreen\_industry\_oth* | [If *prescreen\_industry*=6] | Specify: | | ***If they are unable to report the industry in which their most recent or current job was, report the actual job here.*** |  |
| *6. prescreen\_worker* | About how many people work(ed) for your employer? | -999=Don’t know  -988=Refused | | *We are referring to the respondent’s direct employer. For example, if the employee works for an agency that contracts construction workers to different projects/job sites, we are talking about the number of employees contracted out by the agency, not the number of workers at the project/job site* |  |
| *7. prescreen\_worker\_est* | [if prescreen\_worker=998 or =999] It is OK if you don’t know the exact number. What is your best guess? | -999=Don’t know  -988=Refused | |  |  |
| *8. prescreen\_informal\_contract* | Did/do you have a written employment contract from your employer? | 0=No  1=Yes  2=Yes but it was in a language that the Respondent does not understand (like Arabic) and the information was not discussed  3=Yes but it was in a language that the respondent does not understand and the information was discussed verbally  -999=Don’t know  -998=Refused | 0  1  2  3  -999  -998 | *Enumerator: listen to the respondent and code according to their response* | *Guidance is needed on how to code this scenario*  *A respondent signed a contract but could not read through because it was written in ARABIC*  *She was told what was in the contract verbally* |
| *9. prescreen \_verbal* | Did/do you have a verbal contract from your employer? | 0=No  1=Yes  -999=Don’t know  -998=Refused | 0  1  -999  -998 |  |  |
| *10. prescreen\_expire* | [if *prescreen\_informal\_contract*=1or *prescreen\_verbal*=1]  Did/does your contract have an expiration date? | 0=No  1=Yes  -999=Don’t know  -998=Refused | 0  1  -999  -998 |  |  |
| *11. prescreen\_expire\_date* | [if *prescreen\_expire*=1] When did/does your contract expire? | Day \_\_\_\_\_\_  Month \_\_\_\_\_\_  Year \_\_\_\_\_\_ | | *If they are unable to give an exact date, ask them for an estimate.* | *This Question is asking those who never had a written contract*  *Pre screen informal contract* |
| *12. pre\_screen\_get\_job* | How did you obtain the job in [*gcc\_country*]? | 1=A family member already in [*gcc\_country*]  2=A friend already in [*gcc\_country*]  3=A government registered official job recruitment agency  4=A private recruitment agency (not registered with the government)  5= A recruitment agency (respondent unsure if it was registered or not)  6=An individual with connections of job placement in (GCC country)  7=I found it myself  8=Private broker/Human smuggler  9=Other \_\_\_\_\_\_\_\_\_\_\_\_ | | *Do not read response options. Listen to respondent and code answer according to response* | *Guidance on how to code when a respondent is not sure if the agency was registered or not* |
| 1. *prescreen\_fee* | Did you pay a recruitment fee to a broker or recruiter in order to secure your job in [*gcc\_country*]? I am referring to a fee besides costs for plane tickets, visas, health checks, etc. | 0=No  1=Yes – paid a fee during recruitment/prior to starting job  2=Yes – paid a fee only after arriving and beginning job  3=Don’t know – paid recruiter lump sum and unsure whether payment went towards recruitment fee or other expenses  -999=Don’t know (because other reason)  -998=Refused | 0  1  2  3  -999  -998 | *Do not read response options. Listen to respondent and code answer according to response*  *“Recruitment fee” = fee charged by recruiter/broker/employer for their services. DOES NOT include fees for mandatory expenses such as plane tickets, visas, health checks, etc.* |  |
| 1. *prescreen\_fee\_amt* | [If *prescreen\_fee*=1 OR = 2]How much was the fee? | -998  -999 | | *“Recruitment fee” = fee charged by recruiter/broker/employer for their services. DOES NOT include fees for mandatory expenses such as plane tickets, visas, health checks, etc*  -998 Refused  -999 if don’t know/don’t remember at all |  |
| 1. *prescreen\_fee\_est* | [If *prescreen\_fee*=3] I know you said you’re not sure how much the fee was because you paid a lump sum, but are you able to provide an estimate? |  | | *“Recruitment fee” = fee charged by recruiter/broker/employer for their services. DOES NOT include fees for mandatory expenses such as plane tickets, visas, health checks, etc*  -999 if don’t know/don’t remember at all |  |
| 1. *prescreen\_loan* | Did you or your family take out a loan for you to come to [*gcc\_country*] to work? | 0=No  1=Yes  -999=Don’t know  -998=Refused | 0  1  -999  -998 | *Loan is any money that is given to the respondent that has to be paid back. This includes money that was provided by family or friends.* |  |
| 1. *prescreen\_loan\_source* | [If *prescreen\_loan*=1] Who gave you the loan? | 1=Employer  2=Recruiter  3=Friend/family member  4=Bank  5=Other (specify) 🡪 *prescreen\_loan)source\_oth*  -999=Don’t know  -998=Refused | 1  2  3  4  5  -999  -998 | *Do not read response options. Listen to respondent and code answer according to response* |  |
| 1. *prescreen\_loan\_source\_oth* | [If *prescreen\_loan\_source*=5]Specify: |  | |  |  |
| 1. *prescreen\_loan\_amt* | [If *prescreen\_loan*=1] How much was the loan? | -999=Don’t know  -998=Refused | |  |  |

**Enumerator NOTE: if *trip\_timing*= 1, 2, or 5 or *trip\_timing\_specify\_goback=* 0 (they are home because their contract or job ended or because of COVID-19 and they won’t be returning to same job), use past tense for this section. If *trip\_timing* =3 or 4 or *trip\_timing\_specify\_goback*=1 (they are home during a break in their job or contract), use present tense for this section.**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1. **Screener**   I am now going to ask you some additional questions about your most recent/current job in [*gcc\_country]*. | | | | | | ***Enumerator notes*** | ***Pre-test notes*** |
| 1. Thinking about your most recent/current job in [*gcc\_country]*, did any of the following things happen to you at your job? | | 1= Yes | 0= No | -999= Don’t know | -998 = Refused | *Ensure respondent understands that we are only referring to their experiences at their most recent job in the GCC.* *Remind them throughout the module as needed.* |  |
| *2. screen\_loan* | [If *prescreen\_loan\_source=*1 or 2 or 3]You worked for little or no pay to repay a loan to your [employer/ recruiter/ friend/family member who helped you get this job] | 1= Yes | 0= No | -999= Don’t know | -998 = Refused | *Not including small loans/salary advances from employers to cover day-to-day expenses* | *If section B Qstn 16 on pre screen loan is No,this question should appear on the script* |
| *3. screen\_loan\_freq* | [if *screen\_loan==1]* How often would you say you worked for very little or no pay to repay a loan? | 1=Once | 2=more than once | 3=often |  |  |  |
| *4. screen\_reclocation* | You were told you would be working in one city or country but ended up in a different city or country without your permission | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| *5. screen\_ot* | Your employer made/makes you work overtime when you didn’t want to | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| *6. screen\_ot\_freq* | [if *screen\_ot==1]* How often would you say you worked overtime when you didn’t want to? | 1=Once | 2=more than once | 3=often |  |  |  |
| *7. screen\_nopay* | You worked/work long hours for very little or no pay. | 1= Yes | 0= No | -999= Don’t know | -998 = Refused | *Based on respondent’s subjective assessment* |  |
| *8. screen\_nopay\_freq* | [if *screen\_nopay==1]* How often would you say you worked long hours for very little or no pay? | 1=Once | 2=more than once | 3=often |  |  |  |
| *9. screen\_recduties* | You were hired to do a specific job but then were/are required to do something very different that you didn’t want to do | 1= Yes | 0= No | -999= Don’t know | -998 = Refused | *Refers to the job being fundamentally different, not just particular tasks.* |  |
| *10. screen\_withhold* | Your employer/recruiter/person who helped you get this job did/does not allow you to keep the money you earned | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| *11. screen\_withhold\_freq* | [if *screen\_withhold==1]* How often would you say you are not allowed to keep the money you earned? | 1=Once | 2=more than once | 3=often |  |  |  |
| *12. screen\_freedom* | Your employer forced/forces you to live at work or limited your freedom of movement | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| *13. screen\_abilitytoleave* | You felt/feel like you were not able to quit your job because if you did/do, your employer would withhold wages or be violent towards you or your family | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| *14. screen\_leave\_freq* | [if *screen\_abilitytoleave==1]* How often would you say you felt like you were not able to quit your job because your wages would be withheld or your employer would be violent towards you or your family? | 1=Once | 2=more than once | 3=often |  |  |  |
| *15. screen\_denunciation* | You felt/feel like you were/are not able to quit your job because if you did, your employer or supervisor would report you to the police or immigration authorities | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| 1. *screen\_denuc\_freq* | [if *screen\_denunciation==1]* How often would you say you felt like you were not able to quit your job because you would be reported to the police of immigration authorities? | 1=Once | 2=more than once | 3=often |  |  |  |
| 1. *screen\_abuse* | Your employer physically, verbally, or sexually abuse(d) you or others at your workplace to force you to work | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| 1. *screen\_abuse\_freq* | [if *screen\_abuse==1]* How often would you say you or others were physically, verbally, or sexually abused? | 1=Once | 2=more than once | 3=often |  | *If screen\_abuse refers to others at their workplace and they are unable to say how often others were abused, ask respondent to provide their best guess based on their observations and/or what they have heard or been told* |  |
| 1. *screen\_isolation* | Your employer prevents/prevented you from freely contacting family and friends when you were not working | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| 1. *screen\_isolation\_freq* | [if *screen\_isolation==1]* How often would you say you were prevented from freely contacting family and friends? | 1=Once | 2=more than once | 3=often |  |  |  |
| 1. *screen\_contract* | You felt you were not able to quit your job even though your contract has expired | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| 1. *screen\_contract\_freq* | [if *screen\_contract==1]* How often would you say you felt you could not quit your job? | 1=Once | 2=more than once | 3=often |  |  |  |
| 1. *screen\_inspect* | Your employer instructed/instructs you on what to do or say if the police came to inspect your workplace | 1= Yes | 0= No | -999= Don’t know | -998 = Refused | *Inspection for labor purposes, not for terrorism/safety activities or tax purposes* |  |
| 1. *screen\_inspect\_freq* | [if *screen\_inspect==1]* How often would you say you felt like you were instructed on what to do or say? | 1=Once | 2=more than once | 3=often |  |  |  |
| 1. *screen\_illicit* | Your employer forced/forces you to commit criminal/illicit activities | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| 1. *screen\_illicit\_freq* | [if *screen\_illicit==1]* How often would you say you felt like you were forced to commit criminal/illicit activities? | 1=Once | 2=more than once | 3=often |  |  |  |
| 1. *screen\_falseid* | You were/are provided with false identification by your employer | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| 1. *screen\_falseid\_freq* | [if *screen\_falseid==1]* How often would you say you felt like you were provided false identification? | 1=Once | 2=more than once | 3=often |  |  |  |
| 1. *screen\_drugs* | Your employer provided/provides you or others in your workplace with drugs or alcohol as a way to control you. | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| 1. *screen\_drugs\_freq* | [if *screen\_drugs==1]* How often would you say you felt like you or others were provided with drugs or alcohol? | 1=Once | 2=more than once | 3=often |  |  |  |
| 1. *screen\_deprivation* | Your employer did/does not let you eat, drink, or sleep | 1= Yes | 0= No | -999= Don’t know | -998 = Refused |  |  |
| 1. *screen\_deprivation\_freq* | [if *screen\_deprivation==1]* How often would you say you felt like you were not allowed to eat, drink, or sleep? | 1=Once | 2=more than once | 3=often |  |  |  |
| **If *screen\_[ALL]*=0, SKIP TO SECTION K. *If* *screen\_[ALL] >0, proceed to Section D.*** | | | | | | |  |

ENUMERATOR: Sections D-K refer to ***the respondent’s most recent/current job in [gcc\_country].*** Remind the respondent of this distinction throughout these sections as needed.

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| --- | --- | --- | --- | --- | --- |
| 1. **Living Conditions** | | | | ***Enumerator notes*** | ***Pre-test notes*** |
| *1. lc\_site* | Thinking still about your most recent job in [*gcc\_country* ], where did you live and sleep? | 1=Inside the building/ complex where I work (e.g. in a dorm connected to the factory or construction site, in a room in employer’s home)  2=Not inside the building/complex where I work (e.g. in a house, hostel, or apartment)  3=On the streets  4=Other (specify)  -999=Don’t know  -998=Refused | 1  2  3  4  -999  -998 | *Do not read response options. Listen to respondent and code answer according to response* |  |
| *2. lc\_site\_oth* | [If *lc\_site*=4] Specify |  | |  |  |
| *3. lc\_rent* | Did you pay rent to live there? | 0=No  1=Yes  -999=Don’t know  -998=Refused | 0  1  -999  -998 | *Rent includes direct payments or wage reductions* |  |
| *4. lc\_rent\_who* | [if *lc\_rent*=1] To whom did you pay rent? | 1=Employer, manager, or workplace supervisor  2=The person who helped me get this job  3=A family member or friend  4=Landlord who does not fall in any of above categories  5=Other, specify  -999=Don’t know  -998=Refused | 1  2  3  4  5  -999  -998 | *Do not read response options. Listen to respondent and code answer according to response*  *If there is overlap in any of these categories, choose the lowest number.*  *For example:*   * *If they pay rent to employer who is also the person who recruited them 🡪 1* * *If they pay rent to a family member or relative who is also the person who recruited them 🡪 2* |  |
| *5. lc\_rent\_who\_oth* | [if *lc\_rent\_who*=5] Specify: |  | |  |  |
| *6. lc\_norent\_who* | [if *lc\_rent*=0 or -999 or -998] Who provided your housing? | 1=Employer, manager, or workplace supervisor  2=The person who helped me get this job (recruiter)  3=A family member or friend  4=Landlord who does not fall in any of above categories  5=Other, specify  -999=Don’t know  -998=Refused | 1  2  3  4  5  -999  -998 | *Do not read response options. Listen to respondent and code answer according to response*  *If there is overlap in any of these categories, choose the lowest number.*  *For example:*   * *If they receive housing from employer who is also the person who recruited them 🡪 1* * *If they receive housing from a family member or relative who is also the person who recruited them* 🡪 *2* |  |
| *7. lc\_norent\_who\_oth* | [If *lc\_norent*=5] Specify |  | |  |  |
| *8. lc\_ freedom* | [if [*lc\_rent\_who*=1 or 2 or 5 or -999 or -998] OR [*lc\_norent\_who*=1 or 2 or 5 or -999 or -998]] Could you have lived somewhere else and still work at your job? | 0=No  1=Yes  -999=Don’t know  -998=Refused | 0  1  -999  -998 |  |  |
| *9. lc\_freedom\_why* | [If *lc\_freedom*=0] Why not? | 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=I can’t find another place  4=Other (specify)  -999=Don’t know  -998=Refused | 1  2  3  4  -999  -998 | *Do not read response options. Listen to respondent and code answer according to response* |  |
| *10. lc\_freedom\_why\_oth* | [If *lc\_freedom\_why*=4] Specify: |  | |  |  |
| *11. lc\_conditions* | [if [*lc\_rent\_who*=1 or 2 or 5 or -999 or -998] OR [*lc\_norent\_who*=1 or 2 or 5 or -999 or -998]]  Earlier you noted that you paid rent or were provided housing from someone other than a family member, friend, or landlord unconnected to your work. How would you describe the quality of your living conditions? | 1=Very good  2=Good  3=Adequate  4=Bad  5=Very bad  -998=Don’t know  -999=Refused | 1  2  3  4  5  -998  -999 | *Read response options and allow respondent to respond* | *Two respondents paused for some time before responding*  *Consider having a preamble before this question to ease the process* |
| *12. lc\_ roommates* | [[*lc\_rent\_who*=1 or 2 or 5 or -999 or -998] OR [*lc\_norent\_who*=1 or 2 or 5 or -999 or -998]]  How many people slept in the room you sleep in? | [Enumerator enter] | | *Enumerator: if they live in more than one place in a given week, have them report on the place in which they spend more of their time. For example: at least 4 nights a week.* | *Guidance required if you lived in two separate paces in a normal week ,do we code for one or both*  *And how do we capture this* |
| *13. lc \_safety* | [if [*lc\_rent\_who*=1 or 2 or 5 or -999 or -998] OR [*lc\_norent\_who*=1 or 2 or 5 or -999 or -998]]  Did you feel safe in your housing? | 0=No  1=Yes  -999=Don’t know  -998=Refused | 0  1  -999  -998 |  |  |
| *14. lc\_belongings* | [if [*lc\_rent\_who*=1 or 2 or 5 or -999 or -998] OR [*lc\_norent\_who*=1 or 2 or 5 or -999 or -998]]  Did you have a safe space in your housing to store your belongings? | 0=No  1=Yes  -999=Don’t know  -998=Refused | 0  1  -999  -998 |  |  |

|  |  |  |  |  |  |  |  |  |  |  |  |
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| 1. **Unfair Recruitment** | | | | | | | | ***Enumerator notes*** | | | ***Pre-test notes*** |
| [Enumerator read] I will now ask you to think back to the time when you were recruited to work at your most recent/current job in [*gcc\_country*] | | | | | | | | *Do not read response options. Listen to respondent and code answer according to response* | | |  |
| *1. ur\_work\_who* | Who decided that you should take your job? | | | 1=Myself  2=A relative  3=Recruiter/broker  4=The employer  5=My previous employer, who sent me here without my consent  6=Other (specify)  -999=Don’t know  -998=Refused | | 1  2  3  4  5  6  -999  -998 | | *Note: “employer” is the most recent/current employer. The  “previous employer” is any employer the respondent had before the most recent/current* | | |  |
| *2. ur\_work\_oth* | [If *ur\_work*\_*who*=6] Specify | | |  | | | |  | | |  |
| *3. ur\_ refusal* | [if *ur\_work\_who*=2 or 3 or 4 or 5 or 6 or -999 or -998] Even though you said someone else decided you should take the job, would you have been able to refuse? | | | 0=No  1=Yes  -999=Don’t know  -998=Refused | | 0  1  -999  -998 | |  | | |  |
| *4. ur\_refusal\_coercion* | [if *ur\_work*­\_*who*=2 or 3 or 4 or 5 or 6 or -999 or -998] What would have happened if you had refused to take the job? (Select all that apply) | | | 1. Physical violence 2. Physically restrained 3. Deprived of food, water and/or sleep 4. Sexual violence 5. Emotional violence 6. Harm to family or someone you care about 7. Legal action 8. Withholding of passport or other documents 9. Financial loss 10. I would be stranded because I am far from home and nowhere to go 11. Kept drunk/drugged 12. Use of police for intimidation 13. Other (specify) 14. Nothing/no repercussions   -999=Don’t know  -998=Refused | | 1  2  3  4  5  6  7  8  9  10  11  12  13  66  -999  -998 | | *Do not read response options. Listen to respondent and code answer according to response* | | |  |
| *5. ur\_refusal\_coercion\_oth* | [If *ur\_refusal\_coercion*=12] Specify | | |  | |  | |  | | |  |
| *6. ur\_exit\_cost1* | What would have happened if you refused to work when expected to do so?  *Enumerator: check all that apply.* | | | 1. Physical violence 2. Physically restrained 3. Deprived of food, water and/or sleep 4. Sexual violence 5. Emotional violence 6. Harm to family or someone you care about 7. Legal action 8. Withholding of passport or other documents 9. Financial loss 10. I would be stranded because I am too far from home and nowhere to go 11. Kept drunk/drugged 12. Use of policy for intimidation 13. Other (specify) 14. Nothing/no repercussions   -999. Don’t know  -998. Refused | | 1  2  3  4  5  6  7  8  9  10  11  12  13  66  999  998 | | *Do not read response options for the following questions. Listen to respondent, probing as necessary, and then code response.* | | |  |
| *7. ur\_exit\_oth* | [If ur\_exit\_cost1 = 12] Specify | | | | | | |  | | |  |
| *8. ur\_exit\_cost2* | What would have happened if you decided to move away or work for someone else?  *Enumerator: check all that apply.* | | | 1.Physical violence   1. Physically restrained 2. Deprived of food, water and/or sleep 3. Sexual violence 4. Emotional violence 5. Harm to family or someone you care about 6. Legal action 7. Withholding of passport or other documents 8. Financial loss 9. I would be stranded because I was too far from home and nowhere to go 10. Kept drunk/drugged 11. Use of police for intimidation 12. Other (specify) 13. Nothing/no repercussions   -999. Don’t know  -998. Refused | | 1  2  3  4  5  6  7  8  9  10  11  12  13  66  999  998 | | *Do not read response options for the following questions. Listen to respondent, probing as necessary, and then code response.* | | |  |
| *9. ur\_exit\_oth2* | Specify | | | | | | |  | | |  |
| *10. ur\_exit\_cost3* | Have you ever had a better job offer but were not allowed to accept it? | | | 1=Yes  0=No | | 1  0 | | *Note: this includes any job anywhere (GCC or elsewhere)* | | |  |
| [Enumerator read] I will now ask you to think back about the information you were provided by your [recruiter/ employer/ person who decided you should take your current/most recent job] to you when you were recruited or first onboarded. | | | | | | | | *Do not read response options for the following questions. Listen to respondent, probing as necessary, and then code response.* | | |  |
| *11. ur\_rec\_duties* | Before you started your job, did your recruiter or employer provide information about your job duties? [If information was provided, how was it provided? For example: was it promised or agreed upon verbally? Or written in your contract?] | | | 1=Did not discuss job duties  2=Job duties promised/agreed verbally  3=Job duties written in contract  4=Job duties promised/agreed verbally AND written in contract  -999=Don’t know  -998=Refused | | 1  2  3  4  -999  -998 | | *Enumerator: if the respondent had a written contract but it was in a language they didn’t understand (like Arabic) but they discussed this verbally, code as 2=Job duties promised/agreed verbally* | | | *Prompting was required to understand whether this was agreed verbally or with a written contract* |
| *12. ur\_real\_duties* | [If ur\_*rec\_duties=*2 or 3] Compared to the information you received from your recruiter/employer, are the job duties you actually perform…. | | | 1=Better  2=As promised/agreed  3=Different but equally good or bad  4=Worse  -999=Don’t know  -998=Refused | | 1  2  3  4  -999  -998 | | *Better/worse in terms of safety, physical difficulty of work. For example: a domestic worker might have been told she was going to watch children, but instead cleans the house. This is different but neither better nor worse.* | | |  |
| *13. ur\_rec\_wages* | Before you started your job, did your recruiter or employer provide information about your wages? [If yes] Please, describe For example: was it promised or agreed upon verbally? Or written in your contract?] | | | 1=Did not discuss wages  2=Wages promised/agreed verbally  3=Wages written in contract  -999=Don’t know  -998=Refused | | 1  2  3  -999  -998 | | *Enumerator: if the respondent had a written contract but it was in a language they didn’t understand (like Arabic) but they discussed this verbally, code as 2=Job duties promised/agreed verbally* | | | *Prompting needed to clarify on wages agreed verbally or under written*  *ADD BOTH AS OPTION* |
| 1. *ur\_real\_wages* | [If ur\_*rec\_wages=*2 or 3] Compared to the information you received from your recruiter/employer, are the wages you actually receive…. | | | 1=Higher  2=As promised/agreed  3=Different but receive alternative compensation that has a similar value  4=Lower  5=Haven’t reached payment period yet  -999=Don’t know  -998=Refused | | 1  2  3  4  5  -999  -998 | | *This refers to non-overtime wages.*  ***If paid per output:***  *Probe about how actual per-piece rate compares to what employer promised*  *If employer provided estimate of expected output, probe about whether respondent has actually been able to reasonably turn out this output*  *Enumerator: if they were paid for fewer days or months than what was expected (for example: they worked 10 months but were paid for 4, code that as 4=lower)* | | | *A Respondent mentioned that the wage she was told on contract was the same wage she was paid but she was only paid for 4months out of the 10months she had worked*  *If an optioncan be added of was paid for lessser days/months than the expected to best help in capturing responses* |
| 1. *ur\_rec\_hours* | Before you started your job, did your recruiter or employer provide information about your working hours? [If yes] Please, describe For example: was it promised or agreed upon verbally? Or written in your contract?] | | | 1=Did not discuss hours  2=Hours promised/agreed verbally  3=Hours written in contract  -999=Don’t know  -998=Refused | | 1  2  3  -999  -998 | | *Enumerator: if the respondent had a written contract but it was in a language they didn’t understand (like Arabic) but they discussed this verbally, code as 2=Job duties promised/agreed verbally* | | | Prompting was required to clarify on verbal or written agreement |
| 1. *wld\_contract* | [If ur\_*rec\_hours=*2 or 3] How many hours per week did your employer say you would work? | | |  | | | | *If respondent is unsure:*   1. *Ask them how many hours their employer said they would work per day* 2. *Ask them if they work that many hours every day of the week, or if they have any days off or shortened days.* | | |  |
| 1. *ur\_real\_hours* | [If ur\_*rec\_hours=*2 or 3] Compared to the information you received from your recruiter/employer, were the hours you actually worked…. | | | 1=Lower  2=As promised/agreed  3=Higher  -999=Don’t know  -998=Refused | | 1  2  3  -999  -998 | | This refers to non-overtime hours. This does not include hours for which the respondent was on “Standby” (i.e., were told to be prepared and ready to work on short notice) | | |  |
| 1. *ur\_rec\_ot* | Before you started your job, did your recruiter or employer provide information about your overtime requirements (amount of OT hours would likely be working)? [If yes] Please, describe For example: was it promised or agreed upon verbally? Or written in your contract?] | | | 1=Did not discuss overtime requirements  2=Overtime requirements promised/agreed verbally  3=Overtime requirements written in contract  -999=Don’t know  -998=Refused | | 1  2  3  -999  -998 | | *Enumerator: if the respondent had a written contract but it was in a language they didn’t understand (like Arabic) but they discussed this verbally, code as 2=Job duties promised/agreed verbally* | | | Prompting is required to clarify on verbal or written contract |
| 1. *ur\_real\_ot* | [If ur\_*rec\_ot =*2 or 3] Compared to the information you received from your recruiter/employer, were the overtime requirements (number of OT hours expected)… | | | 1=Lower  2=As promised/agreed  3=Higher  -999=Don’t know  -998=Refused | | 1  2  3  -999  -998 | | This refers to the number of OT hours expected to work | | |  |
| 1. *ur\_rec\_otpay* | Before you started your job, did your recruiter or employer provide information about your overtime pay? [If yes] Please, describe For example: was it promised or agreed upon verbally? Or written in your contract?] | | | 1=Did not discuss overtime pay  2=Overtime pay promised/agreed verbally  3=Overtime pay written in contract  -999=Don’t know  -998=Refused | | 1  2  3  -999  -998 | | *Enumerator: if the respondent had a written contract but it was in a language they didn’t understand (like Arabic) but they discussed this verbally, code as 2=Job duties promised/agreed verbally* | | | Prompting is required on verbal or written contract |
| 1. *ur\_real\_otpay* | [If ur\_*rec\_otpay=*2 or 3] Compared to the information you received from your recruiter/employer, was your overtime pay… | | | 1=Higher  2=As promised/agreed  3=Different but receive alternative compensation that has a similar value  4=Lower  -999=Don’t know  -998=Refused | | 1  2  3  4  -999  -998 | | This refers to OT pay only | | |  |
| 1. *ur\_rec\_housing* | [if [*lc\_rent\_who* =1 or 2] or [*lc\_norent\_who*=1 or 2]] Before you started your job, did your recruiter or employer provide information about your employer-provided living conditions? [If yes] Please, describe For example: was it promised or agreed upon verbally? Or written in your contract?] | | | 1=Did not discuss living conditions  2=Living conditions promised/agreed verbally  3=Living conditions written in contract  -999=Don’t know  -998=Refused | | 1  2  3  -999  -998 | | *Enumerator: if the respondent had a written contract but it was in a language they didn’t understand (like Arabic) but they discussed this verbally, code as 2=Job duties promised/agreed verbally* | | | Prompting is required on verbal or written contract |
| 1. *ur\_real\_housing* | [If *ur*\_*rec\_housing=*2 or 3] Compared to the information you received from your recruiter/employer, were your actual living conditions…. | | | 1=Better  2=As promised/agreed  3=Different but equally good or bad  4=Worse  -999=Don’t know  -998=Refused | | 1  2  3  4  -999  -998 | |  | | |  |
| 1. *ur\_rec\_location* | Before you started your job, did your recruiter or employer provide information about the city or country where you would be working? [If yes] Please describe For example: was it promised or agreed upon verbally? Or written in your contract?] | | | 1=Did not discuss job location  2=Job location promised/agreed verbally  3=Job location written in contract  -999=Don’t know  -998=Refused | | 1  2  3  -999  -998 | | *Enumerator: if the respondent had a written contract but it was in a language they didn’t understand (like Arabic) but they discussed this verbally, code as 2=Job duties promised/agreed verbally* | | | Prompting is required on verbal or written contract |
| 1. *ur\_real\_location* | [If *ur\_rec\_location*=2 or 3] Compared to the information you received from your recruiter/employer, was your actual job location… | | | 1=As promised/agreed  2=Different than promised, but I consented to the change  3=Different than promised, without my permission  -999=Don’t know  -998=Refused | | 1  2  3  -999  -998 | |  | | |  |
| 1. **Conditions of work and employment (work and life under duress)**   [Enumerator read] I will now ask you about your work conditions at your most recent/current job in [*gcc\_country]*. | | | | | | | | ***Enumerator notes*** | | | ***Pre-test notes*** |
| *1. wld\_ot* | | Think about a typical week in [*gcc\_country*]. How many hours did/do you work at your job? | |  | | | | *If respondent is unsure:*   1. *Ask them how many hours they work in a typical day.* 2. *Ask them if they work that many hours every day of the week, or if they have any days off or shortened days.* 3. *Finally, ask them if this week followed this typical schedule, or if there was something unusual about this week (e.g. a holiday, etc.)* | | |  |
| *2. wld\_ot\_who\_nc* | | [if *wld\_ot* >*48 & ur\_rec\_hours==1*] You said earlier that you did not discuss your working hours with your recruiter or employer before you started your job. Who decided that you were going to work [*wld\_ot*] hours a week? | | 1=Employer  2=Myself  3=Other  -999=Don’t know  -998=Refused | | | | 1  2  3  -999  -998 | | |  |
| *3. wld\_ot\_pay\_nc* | | [if *wld\_ot\_who\_nc*<998] Were you paid for each of the hours you worked in a week? In other words, did your pay rate change based on the number of hours you worked? | | 0=No  1=Yes  -999=Don’t know  -998=Refused | | | | 0  1  -999  -998 | | |  |
| *4. wld\_ot\_who* | | [if *wld\_ot* >*wld\_contract*] You said earlier that your contract was for [*wld\_contract*] hours per week. Who decided that you were going to work overtime hours? | | 1=Employer  2=Myself  3=Other  -999=Don’t know  -998=Refused | | | | 1  2  3  -999  -998 | | |  |
| *wld\_ot\_oth* | | [if *wld\_ot\_who*=3] Specify | |  | | | |  | | |  |
| *5. wld\_ot\_pay* | | [if *wld\_ot* >*wld\_contract*] You said earlier that your contract was for [*wld\_contract*] hours per week. Were you paid for the overtime hours you worked in a week? | | 0=No  1=Yes  -999=Don’t know  -998=Refused | | | 0  1  -999  -998 | | | *Overtime = anything over what was discussed with their employer*  *0 if will only be paid weekly wage (will not receive extra money for extra hours work)* |  |
| *6. wld\_ot\_pay\_rate* | | [if *wld\_ot\_pay*=1] Was your overtime pay rate more, less, or the same as your normal pay rate? | | 1=OT pay rate was less than normal hourly pay rate  2=OT pay rate was same as normal hourly pay rate  3=OT pay rate was more than normal hourly pay rate  -999=Don’t know  -998=Refused | | | 1  2  3  -999  -998 | | | **Do not read response options. Listen to respondent and code answer according to response** |  |
| *7. wld\_ot\_debt* | | [if *wld\_ot>wld\_contract* AND *prescreen\_loan*=1] Earlier you mentioned that you took a job to pay off a debt by you or your family. Is there a relationship between your overtime work and your job-related debt? | | 0=No  1=Yes, I choose to work OT to pay off debt  2=Yes, employer requires me to work OT to pay off debt  3=Yes, other (specify)  -999=Don’t know  -998=Refused | | | 0  1  2  3  -999  -998 | | | **Do not read response options. Listen to respondent and code answer according to response**  *Probe respondent about nature of relationship between debt and OT if respondent does not offer explanation* |  |
| *8. wld\_ot\_debt\_oth* | | [if *wld\_ot\_debt*=3] Specify: | |  | | | |  | | |  |
| *9. wld\_ot\_rent* | | [if *wld\_ot\_yr*>*wld\_contract* AND [*lc\_rent\_*who<3 or *lc\_site\_off*<3]] Earlier you mentioned that your employer. Is there a relationship between your overtime work and paying your housing expenses? | | 0=No  1=Yes, I choose to work OT to pay rent and other expenses  2=Yes, employer requires me to work OT to pay rent  3=Yes, other (specify)  -999=Don’t know  -998=Refused | | | 0  1  2  3  -999  -998 | | | **Do not read response options. Listen to respondent and code answer according to response** | **Should not be asked to those who never paid rent at 1c\_rent** |
| *10. wld\_ot\_rent\_oth* | | [if *wld\_ot\_rent*=3] Specify: | |  | | | |  | | |  |
| *11. wld\_ot\_debt\_nc* | | [if *wld\_ot* >*48 & ur\_rec\_hours==1* AND *prescreen\_loan*=1] Earlier you mentioned that you took a job to pay off a debt by you or your family. Is there a relationship between the number of hours you work and your job-related debt? | | 0=No  1=Yes, I choose to work OT to pay off debt  2=Yes, employer requires me to work OT to pay off debt  3=Yes, other (specify)  -999=Don’t know  -998=Refused | | | | 0  1  2  3  -999  -998 | | |  |
| *12. wld\_ot\_debt\_oth\_nc* | | [if *wld\_ot\_debt\_nc*=3] Specify: | |  | | | |  | | |  |
| *13. wld\_ot\_rent\_nc* | | [if *wld\_ot* >*48 & ur\_rec\_hours==1* AND [*lc\_rent\_*who<3 or *lc\_site\_off*<3]] Earlier you mentioned that your employer provided the housing. Is there a relationship between the number of hours you work and paying your housing expenses? | | 0=No  1=Yes, I choose to work OT to pay rent and other expenses  2=Yes, employer requires me to work OT to pay rent  3=Yes, other (specify)  -999=Don’t know  -998=Refused | | | | 0  1  2  3  -999  -998 | | |  |
| 1. *wld\_ot\_rent\_oth\_nc* | | [if *wld\_ot\_rent\_nc*=3] Specify: | |  | | | |  | | |  |
| 1. **Freedom of movement and possibility of leaving employer without risk** | | | | | | | | ***Enumerator notes*** | | | ***Pre-test notes*** |
| *1. ile\_freedom* | | | After your shift is over, did your employer allow you to move around freely in the community? For example, could you go buy food, visit friends, visit the pharmacy, etc? | | 0=No  1=Yes  2=Yes, but need a pass or special permission  -999=Don’t know  -998=Refused | | 0  1  2  -999  -998 | | | *If necessary, probe to ensure respondent isn’t simply stating whether they have time or not to move throughout community* |  |
| *2. ile\_docs* | | | Did your employer or recruiter hold any of your identification documents such as your passport or ID card? | | 0=No  1=Yes  -999=Don’t know  -998=Refused | | 0  1  -999  -998 | | | *0 if employer holds copies of respondent’s ID cards but respondent holds originals* |  |
| *3. ile\_docs\_access* | | | [if *ile\_docs*=1] If you wished to retrieve your documents from your employer or recruiter, would you have been be able to? | | 0= No  1=Yes, easily  2=Yes, but with difficulty  -999=Don’t know  -998=Refused | | 0  1  2  -999  -998 | | | **Do not read response options. Listen to respondent and code answer according to response** |  |
| 1. *ile\_docs\_access\_expl* | | | [if *ile\_docs\_access*=2] What would it have taken to retrieve your documents? | |  | | |  | | |  |
| 1. *ile\_leave* | | | [if *prescreen\_informal\_contract*=1 or *prescreen\_verbal*=1] Was it possible for you to leave your job before your contract was finished? | | 0=No  1=Yes, but with difficulty  2=Yes, without difficulty  -999=Don’t know  -998=Refused | | 0  1  2  -999  -998 | | | **Do not read response options. Listen to respondent and code answer according to response.** |  |
| 1. *ile\_penalty* | | | [If ile\_leave=0 OR 1] What would have happened if you left your job before your contract finished? This could be either consequences that were explicitly stated in your contract, or what you think would have happened. (Select all that apply) | | 1=Would not get passport back  2=Would be denounced to authorities  3=Would forfeit due wages  4=Would forfeit savings or insurance  5=Would have to pay fine to employer  6=Family or self would suffer violence by employer  7=Employer would get other employers in areas to boycott me or my family  8=Would have to pay for plane ticket back  9=Would not have job or source of income  10=Would get deported  11=Other (specify)  -999=Don’t know  -998=Refused  -997=N/A – do not have contract | | 1  2  3  4  5  6  7  8  9  10  11  -999  -998  -997 | | | **Do not read response options. Listen to respondent and code answer according to response.** |  |
| 1. *ile\_penalty\_oth* | | | [If ile\_penalty=11] Specify: | |  | | |  | | |  |
| 1. *ile\_penalty\_fee* | | | [If ile\_penalty=5] How much would the fine have been [unit of currency based on *gcc\_country*]?  Bahrain: Bahraini dinar (BHD)  Kuwait: Kuwaiti dinar (KWD)  Oman: Omani rial (omr)  Qatar: Qatari riya (Qar)  Saudi Arabia: Saudi Arabian Riyal (SAR)  UAE: UAE dirham (AED)  2.Kenyan Shillings  -998 Refused  -999 Don’t know | | Fill in the currency value according to respodent's anwser. The answer could be either in local currency or in Kenyan Shillings, but not both. | | |  | | |  |
| 1. **Intimidation or Violence as Means of Coercion** | | | | | | | | | ***Enumerator Notes*** | | ***Pre-test notes*** |
| *1. mp\_coercion* | | | Earlier you noted that you work(ed) harder or perform(ed) actions that are beyond what is typically expected for adequate work. This includes  [if ur\_real\_duties=4] performing duties that are worse than those your recruiter/employer told you; [if ur\_real\_wages=4] receiving wages that are lower than what you were told; [if ur\_real\_hours=3] working longer hours than what you were told; [if ur\_real\_otpay=4] receiving lower pay for overtime worked; [if ur\_real\_housing=4] having living conditions that were worse than what you were told; [if ur\_real\_location=3] having a job location that was different than promised and without your permission;  [If ile\_freedom=0 or = 2] your employer not allowing you to move freely in the community after your shift is over; [if lc\_freedom why] your employer/manager/supervisor not letting you live somewhere else and keep your job  [if screen\_withhold=1] not being paid or being allowed to keep the money you earned  [if screen\_loan=1] being forced to work for no or reduced pay to repay a loan to employer/recruitment agency  [if lc\_freedom=0 AND (lc\_conditions=5 AND lc\_roommates>8; or lc\_safety=0; or lc\_belongings=0; OR lc\_safety=0 AND lc\_belongings=0] having to live in employer-provided housing and the conditions were bad, you had to sleep with many roommates, you did not feel safe, and/or you did not have a safe space to store your belongings  [if (wld\_ot> wld\_contract AND (wld\_ot\_pay=0 OR wld\_ot\_pay\_rate=1)) OR wld\_ot\_who\_nc=1 AND wld\_ot\_pay\_nc=0] not being paid for working overtime or long hours compared to your normal rate  In order to make you do this/these actions, **did your employer do, or threaten to do** any of the activities noted below? | | | | | | *Enumerator, make clear that employer threatening fo=llowing penalties is sufficient even if they do not act on them.*  *Ensure that respondent understands that these threats are to make employee work harder or perform action that are beyond what is expected for adequate work.*  *Also ensure respondent understands that threats/actions must be connected to indicators mentioned above.* | |  |

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|  | Activity | 0= No | 1= Yes | -999= Don’t know | -998= Refused |  | ***Pre-test notes*** |
| *2. mp\_coercion\_threats* | Threats of sexual or physical violence |  |  |  |  |  |  |
| *3. mp\_coercion\_violence* | Enacting sexual or physical violence |  |  |  |  |  |  |
| *4. mp\_coercion\_nofood* | Deprivation of food or water |  |  |  |  |  |  |
| *5. mp\_coercion\_nosleep* | Deprivation of sleep |  |  |  |  |  |  |
| *6. mp\_coercion\_family* | Harming your family |  |  |  |  |  |  |
| *7. mp\_coercion\_boycott* | Convince other employers in area to boycott hiring me or my family |  |  |  |  |  |  |
| *8. mp\_coercion\_conditions* | Deterioration of working conditions |  |  |  |  | E.g. forced to work in more dangerous/uncomfortable place. |  |
| 1. *mp\_coercion\_isolation* | Isolation, confinement, or surveillance |  |  |  |  |  |  |
| 1. *mp\_coercion\_withhold* | Withholding of due wages (including OT wages) |  |  |  |  | Probe to ensure that they are threatened for reasons listed above, not as a result of under-performance. Also ensure that unfair withholding does not include withholding for taxes, etc. |  |
| 1. *mp\_coercion\_exclusion* | Exclusion from future employment or overtime |  |  |  |  | Probe to ensure that they are threatened for reasons listed above, not as a result of under-performance.  This does not refer to withholding of OT pay |  |
| 1. *mp\_coercion\_fee* | Fines/financial penalties |  |  |  |  | Employer would make employee pay fee or fine if they [do not work OT, try to leave, etc. – based on indicators]. This is separate from legal, contractually obligated fees |  |
| 1. *mp\_coercion\_extrawork* | Extra work as a punishment |  |  |  |  |  |  |
| 1. *mp\_coercion\_drugs* | Your employer provided you with drugs or alcohol to control you |  |  |  |  |  |  |
| 1. *mp\_coercion\_authorities* | Denunciation to authorities |  |  |  |  |  |  |
| 1. *mp\_coercion\_dismiss* | Dismissal |  |  |  |  | Probe to ensure that they are threatened for reasons listed above, not as a result of under-performance. |  |
| 1. *mp\_coercion\_papers* | Confiscation or withholding of identity papers |  |  |  |  |  |  |
| 1. *mp\_coercion\_debt* | Manipulation of amount of debt owed |  |  |  |  | For example, they increased the amount of the debt |  |
| 1. *mp\_exit\_cost* | [If any items in Section H [from *mp\_coercion\_threats*  to *mp\_coercion\_debt* ==1]  You mentioned some of these bad things were threatened or happened to you. Did you choose to stay at the job? |  |  |  |  | If No, Skip 🡪 Section I |  |
| 1. *mp\_exit\_cost\_what* | Why did you choose to stay at the job? | 1=Would not get passport back  2=Would be denounced to authorities  3=Would forfeit due wages  4=Would forfeit savings or insurance  5=Would have to pay fine to employer  6=Family or self would suffer violence by employer  7=Employer would get other employers in areas to boycott me or my family  8=Would have to pay for plane ticket back  9=Would not have job or source of income  10=Other (specify)  -999=Don’t know  -998=Refused  -997=N/A – do not have contract | | 1  2  3  4  5  6  7  8  9  10  -999  -998  -997 | | Do not read response options. Listen to respondent and code answer according to response |  |

Now we are coming to the end of this interview. Before we finish, we would like you to help us identify others like you who are: not family members, who currently live in the Nairobi Metro area (counties Nairobi, Kiambu, Muranga, Kaijado, Machakos), who have worked in and returned from GCC countries within the last 18 months, and who are at least 18 years old [If *seed = 0*,] and who did not provide you with a coupon to participate in this study. Can you help us? We will pay for you to bring your friends to us, and your friends will also get paid for participating in this survey. Here is how we do this. We would like you to tell us up to 7 people who are not family who you know well who fit these characteristics. Then I will choose three of them for you to give the coupon. This coupon has important information on it, such as the location of the interview, contact information for the study, and what the study is about. We can schedule a time for you to bring these friends of yours to us, and we will pay you *500 Kenyan Shillings* for each of these three people.

Now let me explain how this form works. This form helps us keep track of the referrals (or nominations), who include up to 7 members that you know who are not family members and who fit these characteristics: currently live in the Nairobi Metro area, have recently returned (within the last 18 months) from GCC countries, and who are at least 18 years old. We are only using this form to keep track of these nominations, in case some of them have been interviewed before. We also need to keep track of our payment to our respondents, such as yourself. We do this using the unique coupon codes that are on each coupon.

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| 1. **Network information** | | | ***Enumerator notes*** | ***Pre-test notes*** |
| *1. net\_count* | About how many migrants 18 years and older do you personally know by name/alias who have recently returned to Kenya from the GCC in the last 18 months, are not family members, and currently live in Nairobi Metro area? |  |  |  |
| *2. net\_nom* | Please tell me up to 7 people that you know well so that we can ask you to bring three of them in to join our survey. |  | *[See table below. Go through each item for each person, up to 7]* |  |

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| 1. **Nominations** | | | | | | |  |  |  |  |
| ***Person*** | What is his/her name?  Name | Which county does he/she currently live in?  Place | Can we have his/her mobile number for verification purposes?  Phone | sex\_w | age\_w | ethnicity\_w | maritst\_w | educ\_w | num\_child\_w |  |
|  |  | 1=Nairobi  2=Kiambu  3=Muranga  4=Kajiado  5=Machakos | [enumerator, try and get at least the last 3-4 digits of their phone number. If respondent does not know this, that is OK] | 0. Male  1. Female | Approximately how old were they on their last birthday?  \_\_\_\_\_\_ years | What is their ethnicity?   1. Kikuyu 2. Luhya 3. Kalenjin 4. Luo 5. Kamba 6. Somali 7. Other   998. Refused  999. Don’t know | What is their marital status?   1. Never married 2. Married – monogamous 3. Married – polygamous 4. Divorced 5. Widowed   Separated | What is the highest level of schooling [\_\_\_] have attended?   1. No formal schooling 2. Primary incomplete 3. Primary complete 4. Secondary incomplete 5. Secondary complete 6. College/tertiary incomplete 7. College/tertiary complete   998. Refused  999. Don’t know | How many children do they have? If you aren’t sure, make your best guess.  \_\_\_\_\_\_\_\_ |  |
| *recruit1* |  |  |  |  |  |  |  |  |  |  |
| *recruit2* |  |  |  |  |  |  |  |  |  |  |
| *recruit3* |  |  |  |  |  |  |  |  |  |  |
| *recruit4* |  |  |  |  |  |  |  |  |  |  |
| *recruit5* |  |  |  |  |  |  |  |  |  |  |
| *recruit6* |  |  |  |  |  |  |  |  |  |  |
| *recruit7* |  |  |  |  |  |  |  |  |  |  |

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| *refcoupons* | Thank you for identifying these network members.  Enumerator: please select the network members according to the criteria below. | [Enumerator: assign each recruit a day of the week, starting with recruit1 = Monday, recruit2=Tuesday, recruit3=Wednesday, and so on. Start with identifying the recruit that lines up with the day of the week that is today (for example: if today is Tuesday, start with recruit2), then select *every other nomination* until you have identified three referrals, returning back to the top of the list as needed. If they only nominated three or fewer, then select all three names. For each referral, scan one coupon and record the unique couponID in the corresponding recruit's [*couponID*]. |  |
| *refcoupons\_name* | We have selected the following people for you to refer into the study:  ${refname1}  ${refname2}  ${refname3}  Here are the ${numnom} coupon(s) for you to provide to each of the recruits. |  |  |
| *ref\_qc* | [If nomination >=3, and refcoupon selections <3] Enumerator: You've selected fewer than three referrals. Please go back to the list and select until three. |  |  |
| *refcoupon1* | Scan barcode for referral coupon #1 you are giving to the respondent. |  |  |
| *refcoupon2* | Scan barcode for referral coupon #2 you are giving to the respondent. [refcoupon2 != refcoupon1] |  |  |
| *refcoupon3* | Scan barcode for referral coupon #3 you are giving to the respondent. [refcoupon 3 ! = refcoupon 1, refcoupon2] |  |  |

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| 1. **End –** | | | | | **Pre-test notes** |
| *1. end* | Thank you for taking the time to speak with me, I’ve learned a lot from our conversation. | | | * *Skip to [result]* |  |
| *1b. noteligible* | Thank you for coming in today. Unfortunately you are not eligible for this study. | | |  |  |
|  | Enumerator instruction: Say goodbye and then complete the rest of the questionnaire. | | |  |  |
| *2. result* | Record result of interview | 1=Completed  2=Partially completed; will not be completed at a later date  3=Partially completed; will be completed at a later date  4=Other; specify | 1  2  3  4 |  |  |
| *3. result\_specify* | [If result=4] Specify |  |  |  |  |
| *4. cooperation* | In your opinion, how cooperative was the respondent? | 1=Cooperative  2=In-between  3=Uncooperative  -999=Don’t know | 1  2  3  -998 |  |  |
| *5. honesty* | In your opinion, how honest was the respondent when answering? | 1=Honest  2=In-between  3=Misleading  -999=Don’t know | 1  2  3  -998 |  |  |
| *6. endnote* | ENUMERATOR: Record any other notes about this interview. |  | |  |  |
| *7. end\_time* | Confirm end time |  | |  |  |