GFEMS KENYA RESEARCH PROGRAM

FORCED LABOR AMONG KENYAN MIGRANT WORKERS IN THE GULF COOPERATION COUNCIL (GCC) COUNTRIES: A PREVALENCE ESTIMATION REPORT

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ACRONYMS

CHTEA	Counter Human Trafficking Trust – East Africa
CI	Confidence Interval
CITI	Collaborative Institutional Training Initiative
DQA	Data Quality Assurance
DQR	Data Quality Review
FGD	Focus group discussion
GCC	Gulf Cooperation Council States
GFEMS	Global Fund to End Modern Slavery
HAART	Awareness Against Human Trafficking
TIP	U.S. Department of State's Office to Monitor and Combat Trafficking in Persons
KES	Kenyan Shilling
KII	Key informant interview
ILO	International Labor Organization
IRB	Institutional Review Board
KNBS	Kenya National Bureau of Statistics
NACOSTI	National Commission for Science, Technology and Innovation
NGO	Non-Government Organization
NIH	National Institute of Health
NORC	NORC at the University of Chicago
NSUM	National Scale-up Method
ODK	Open Data Kit
OLR	Overseas Labor Recruitment
QCO	Quality Control Officer
RDS	Respondent Driven Sampling
TIP	Trafficking in Persons
TVPA	Trafficking Victims Protection Act
UAE	United Arab Emirates
VLTS	Vincent Link-Tracing Sampling

EXECUTIVE SUMMARY

STUDY PURPOSE AND OBJECTIVES

The Global Fund to End Modern Slavery (GFEMS) aims to end modern slavery by making it economically unprofitable through interventions and experimental innovations implemented in collaboration with on-the-ground partners. With support from the U.S. Department of State's Office to Monitor and Combat Trafficking in Persons (TIP Office), GFEMS has launched a series of projects to combat forced labor among Kenyan migrant workers. As a part of this effort, GFEMS engaged NORC at the University of Chicago (NORC) to measure the prevalence of forced labor among recently returned Kenyan migrant workers from Gulf Cooperation Council (GCC) countries (e.g., Bahrain, Kuwait, Oman, Qatar, United Arab Emirates (UAE), Saudi Arabia). For this project, NORC applied rigorous methodologies focusing data collection in the Nairobi Metro area with the intent to gain precise estimates of forced labor for the target population.

RESEARCH METHODS

The study sampling strategy is based on Kenyan census data for the Nairobi Metro area. In addition, the study applied a new and innovative approach to approximating sampling weights to achieve population estimates of forced labor violations experienced among Kenyan migrant laborers who recently returned from working in the GCC countries. The analytical strategies employed here are intended to address common problems in conventional weighting methods for networked samples and therefore achieve more precise and efficient estimators of forced labor. Prevalence rates are estimated with the weighted average of the forced labor indicators.

The Kenya National Bureau of Statistics (KNBS) provided detailed emigration data from 2004 to 2019, including demographics, destination country, year and reason for departure, and remittances, which informed the number and location of target initial survey respondents. These data were further disaggregated by county, sub-county, division, location, and sub-location. The study team used these data as a guide to determine the distribution/number of seeds in our unique link-tracing estimation approach to commence the sample selection procedure for each county. The *total* initial seed count of 300 was spread proportionately across five counties in the Nairobi Metro area. As the initial seed sample forms the basis for the sampling design and inference procedure, this is a statistically optimal approach that results in a reliable strategy for inferring on population characteristics. Seeds were asked to nominate up to seven individuals in their personal network who were also in the target population, from which our enumerators randomly selected three to approach for inclusion in the next wave of interviews. Our end sample size was N=1,020.

MEASURING FORCED LABOR

The survey instrument for this study used an indicator-based approach. NORC's prior studies and existing literature in human trafficking research informed survey design. Our key measures of forced labor conform to the legal framework established by the Trafficking Victims Protection Act (TVPA) and the International Labor Organization (ILO 2012), and they represent the most agreed-upon indicators of forced labor currently utilized by the research community. The research team conducted a crosswalk exercise to ensure the survey instrument supports both legal frameworks.

To facilitate the analysis and interpretation of study findings, we first grouped the forced labor indicators into scaled categories of abuses based on perceived severity of infringement of

human rights by employers. Such an approach allows researchers to create a "scale-of-harm" rather than categorizing each violation as equal in possible negative impact. These categories include, starting with the most severe:

(1) Enacted or threatened infringement of physical integrity;
(2) Enacted or threatened restriction of personal freedom including physical movement and/or communication;
(3) Abusive and coercive employment practices to compel migrant workers to do something they did not want to; and
(4) Deceptive contracts, unfair or unsafe work arrangement, or lack of food and shelter.

Second, we applied a two-step scheme to establish the threshold of trafficking victimization, in which we measure "excessive" exit costs used by employers to deter or prevent a migrant worker from leaving an abusive work environment. Under this analytical approach, a migrant worker (1) must have experienced some forms of employer-perpetrated abuse or unfair labor practice, and (2) must have been unable to quit because of fear of serious consequences. While our "scale-of-harm" measures the degree of harm or injury inflicted upon the individual migrant worker, our two-step threshold scheme seeks to qualify what reported experiences may count as trafficking victimization.

KEY FINDINGS

There were extensive forced labor violations among surveyed respondents. We found that 98.73% of the sample, or 1,007 out of the total 1,020 respondents, reported having experienced at least one of the four categories of workplace labor abuses, or were unable to exit an abusive employment situation. We estimated the rate of forced labor among the Kenyan migrant labor population in GCC countries to be 98.24% with 95% confidence interval (CI) values between 96.65% and 99.82%. In essence, practically everyone heading to the GCC as a migrant worker from Kenya would become a victim of forced labor at some point. Findings from the ILO indicators (the presence of menace of penalty and involuntariness violations) were almost identical: 97.55% of our sample, or 995 out of 1,020 respondents, reported having experienced both types of violations at least once during their last stay in the GCC. We estimate the rate of violation based on ILO indicators to be 96.13%, with 95% CI values between 93.77% and 98.49%. In short, findings using either the NORC measures or the ILO indicators revealed essentially the same patterns of violations.

SPECIFIC FINDINGS ON NORC'S 4-CATEGORY SCALE OF HARM AND THE TWO-STEP THRESHOLD

4-Category Scale of Harm

(1) On **physical/sexual violence**, our study found that 65.20% or 665 of our respondents reported having experienced at least one of the measures. We estimate the population victimization rate to be 64.65% with CI between 59.63% and 69.67%.
(2) On **restriction of freedom**, 97.45% or 994 of the study respondents reported having encountered at least one of the listed violations. We estimate the rate of violation among the migrant worker population to GCC countries to be 97.00% with CI between 94.99% and 99.01%.

(3) On **abusive/coercive employment practices**, we found that 96.76% of the respondents experienced abusive labor practices or employment tactics by their employers to do things they did not want to do. We estimate the population estimate to be 95.90%, with 95% CIs between 93.55% and 98.26%.
(4) On **deceptive/unfair/unsafe work environment**, we found nearly all of our sampled subjects (98.43%) reported to having experienced at least one of the listed violations. We estimate the population victimization rate to be 97.56% with 95% CIs between 95.71% and 99.41%.

The Two-Step Threshold to Qualify for Trafficking Violations

On **excessive exit costs**, we found 98.73% of the sample reported having encountered one of the measured abuses and were unable to quit because of fears of serious consequences. We estimated the rate of this abuse in the general Kenyan migrant worker population to be 98.24% with CIs between 96.65% and 99.82%.

SPECIFIC FINDINGS ON ILO'S INDICATORS

On **menace of penalty**, we found that 97.55% of our respondents reported having experienced at least one of the measures. We estimate the population rate of violation to be 96.13% with 95% CIs between 93.77% and 98.49%.

On measures of **involuntariness**, we found that 98.73% of the respondents in our sample experienced at least one of the listed violations. We estimate the violation rate in the migrant labor population to be 98.24%, with 95% CIs between 96.65% and 99.82%.

CONCLUSIONS AND RECOMMENDATIONS

We find that the victimization of forced labor was pervasive among Kenyan migrant workers to the GCC. Practically every migrant worker from Kenya who ever worked in the GCC would be victimized through some form of forced labor abuses. The consistency of the high rates of violations across all measures was striking, whether by the ILO indicators or NORC's scale of harm indicators. Although employment-based abuses are not uncommon among migrant workers from developing countries, such high rates of forced labor violations are truly rare, if not unprecedented in current prevalence estimation research, and call for massive as well as systemic efforts to address the situation. Our findings inform the following recommendations:

Remove Legal Obligations to Employers. While additional data mining could yield more details on the labor sectors or other covariates associated with the likelihood of forced labor, this team believes the most fundamental change that will bring about the greatest effect in reducing forced labor is to un-tie / sever the legal obligations a worker has towards his/her employer, i.e., abolishing the *kafala* system.

Awareness Building. The pervasive violations detected by this study may also suggest that the concept of labor trafficking or forced labor is foreign to both employers and workers, or the society in general.

Policy Initiatives for All Governments Concerned. The Kenyan government can better protect workers by requiring employers to provide social welfare programs for their workers.

Close Inspection by Government Agencies. To reduce or prevent employer abuses, particularly in small family-operated businesses, government agencies in GCC countries should establish dedicated agencies to conduct scheduled as well as unscheduled inspections and have the legal authority to impose significant penalties in order to produce meaningful deterrence effects among employers.

Shelters and Service Providers in GCC Countries. There is much need for GCC countries to establish and make available workers' protection services to rescue or provide emergency shelter and other services to workers seeking to exit their abusive work environment.

The meticulous planning in our sampling procedure and the close supervision and quality control of our field team gives us confidence in these findings. Further, our confidence in the interpretations of the findings is strengthened by the fact that the reported rates of violations are consistent across multiple measures, and our point estimates as well as confidence interval values cluster closely. However, because of the potential political ramifications from what these findings may suggest, additional studies should be conducted to verify or replicate our findings. Whether these findings can be generalized to other migrant workers in GCC countries, or specific to Kenyans or "Africans" more generally remains unknown. We hope our study will call to action concerned government agencies and non-government organizations to find ways to improve and protect workers' rights and provide a safe and dignified work environment for Kenyan migrant laborers in the GCC.

1. INTRODUCTION

BACKGROUND AND CONTEXT

High unemployment and a growing youth population continue to push Kenyans to seek higher wages abroad (Atong 2018). In recent years, there has been an increase in low-skilled migration from East Africa to the Gulf Cooperation Council countries (GCC), with many migrants expecting to enter jobs in the domestic service sector. Recent data suggest that the Kenyan migrant population is one of the fastest growing unskilled labor migrant populations in the Gulf countries (Malit and Youha 2016a), with migrants often working with recruitment agencies located in Nairobi or Mombasa. Despite the lure of relatively high-paying jobs, these workers are often poor, do not speak host country languages, and lack strong in-country government and social support networks. These factors often leave migrants vulnerable to becoming victims of forced labor, physical abuse, verbal abuse, and sexual abuse.

In recent years, the Government of Kenya has sought to address these challenges through legislation around labor migration to GCC countries, as well as an emphasis on regulating formal recruitment channels in the overseas labor recruitment (OLR) sector. Despite these efforts, Kenyan migrants are still subjected to deceptive recruitment practices, forfeiture of identity documents, and abusive working conditions. Although abuse of Kenyan workers in Gulf countries is well-documented, prevalence estimates of this population, and the general Kenyan migrant in the region more generally, vary widely. Data from national ministries and embassies estimate approximately 100,000 Kenyans work in GCC countries, while other estimates indicate there may be up to 300,000 (Alexander 2015; Malit and Youha 2016b). Studies agree that such estimates are severely underestimated, as “only those who leave formally and report to embassies are reported” (DAI 2019). As such, further research is required to improve prevalence estimations, and identify additional channels for supporting prospective migrants and returnees. This study seeks to build on prevalence estimations, expand data on labor conditions in GCC countries, and examine the perspectives of returnee migrants.

STUDY PURPOSE AND OBJECTIVES

With funding from the U.S. Department of State’s Office to Monitor and Combat Trafficking in Persons (TIP Office), GFEMS has commissioned this team to estimate the prevalence of forced labor among recently returned Kenyan migrants from GCC countries (e.g., Bahrain, Kuwait, Oman, Qatar, United Arab Emirates (UAE), Saudi Arabia). Within the budgetary constraint, this study focused on the Nairobi Metro area. The goal is to produce precise estimates of forced labor in a well-defined target population.

2. RESEARCH METHODS

PREVALENCE ESTIMATION METHODOLOGY

Our approach for obtaining estimates is based on a link-tracing sampling design and class of inference procedures developed for such designs. The rationale for applying this method was that our target population—labor migrants who experienced forced labor in the GCC—are not evenly distributed and accessible in any population, thus making conventional probability-based sampling strategies difficult in field logistics or ineffective in estimation. In other words, forced labor victims may cluster in certain geographic locations which may not be visible to the research team *ex ante* and/or would be costly to map on a sufficient scale to achieve a conventional sampling frame. Moreover, probability-based sampling will likely miss hidden individuals in the population and thus produce estimates of trafficking far below what network-based sampling strategies will produce. This includes those based on respondent-driven sampling (RDS) and the network scale-up method (NSUM), or non-network-based strategies, such as mark-recapture.

When recruiting subjects who are hidden or irregularly distributed, two sampling strategies are frequently used to produce prevalence estimates—RDS and mark-recapture (or capture-recapture). Both strategies have been widely used in diverse contexts, yet both have inherent problems when applied to hidden populations. For example, RDS-based inference typically relies on unverifiable assumptions that impose heterophily constraints on the network structure. Moreover, RDS assumes that even with a relatively small set of initial sample seeds the target population is well-networked enough to obtain a census with enough sample waves. Mark-recapture methods typically rely on self-selection of individuals, and estimation requires that a mathematical model can be fitted to the pattern of captures across lists/samples of captured individuals to extrapolate and arrive at an estimate of the population size.

The type of link-tracing used in this study is called the Vincent Link-Tracing Sampling (VLTS), which combines the strengths of RDS and mark-recapture to provide an efficient way to estimate the size and characteristics of the hidden population. In summary: 1) link-tracing occurs in the same fashion as RDS but does not place any sampling constraints on the individuals and therefore the network sample is not restricted to forming a tree-like structure; 2) the design seeks “overlaps” between networks through multiple observations (i.e. redemption of more than one referral coupon) of individuals, giving rise to a more comprehensive and accurate representation of the population network; and 3) overlaps in respondents’ networks can be leveraged in a mark-recapture fashion for population size estimation. As such, link-tracing can produce estimates of high-risk populations cost-effectively and on a broad scale.

Regarding point and variance estimation of population quantities, we rely on sampling weights generated by an innovative and newly developed procedure introduced by Thompson (2020). The procedure is design-based and therefore does not rely on a network model for inference or classic RDS assumptions and corresponding diagnostic checks. The procedure entails selecting subsamples of the observed network sample based on a relatively small amount of reseeding and tracing links/branches to reach a predetermined subsample size of observed individuals. Sampling weights are inversely proportional to the number of times individuals are resampled through the algorithm. This resampling procedure has been shown to address and mitigate the bias in point estimators commonly encountered with RDS and other network sampling designs.

Population size estimation was conducted using the R programming language (R Core Team, 2016). This includes sample size calculations and calculation of sample weights. All summary statistical tables were created in STATA using the R-generated sample weights. Our data collection procedure permits for estimation of the population size based on a simple, yet statistically efficient, mark-recapture type of design-based estimator derived by Frank and Snijders (1994); a design-based approach is preferred for populations that are suspected to have high levels of clustering since elaborate network models do not have to be posited and tested for fit to the sample data. A detailed description of our sampling procedures, seed development, network plots, and population estimation approach is included in ANNEX I. SAMPLING PROCEDURES AND POPULATION ESTIMATIONS.

DATA COLLECTION PREPARATION AND MANAGEMENT

Survey Measurement

The survey instrument for this study used an indicator-based approach. NORC's prior studies, as well as existing survey literature in the field of human trafficking research, informed its development. Along similar efforts commonly adhered to by the research community, we sought to conform our key measures of forced labor in accordance with the legal framework established by the Trafficking Victims Protection Act (TVPA) and the International Labor Organization (ILO 2012). Specific elements in the instrument represent most, if not all, measurement items commonly found in prevalence studies currently available in the field. In other words, our instrument represents the most agreed-upon common indicators of forced labor or labor trafficking activities currently utilized by the research community on this topic (see ANNEX II. FORCED LABOR ASSESSMENT SURVEY INSTRUMENT).

The instrument went through several modifications with the help of our field team in Kenya, internal tests by the research staff, and cognitive tests with members of the target population, as is discussed in more detail in subsequent sub-sections. Moreover, as shown in ANNEX III. FORCED LABOR INDICATORS CROSSWALK, a crosswalk exercise was conducted by the team to ensure that the measures in the survey instrument support the legal frameworks of the U.S. TVPA and the International Labor Organization.

The survey instrument contains the following main domains: (1) demographic characteristics (e.g., age, gender, ethnicity, and family composition); (2) debt situation due to migration decisions (e.g., debt amount, borrowing sources); (3) measures of job experiences at workplace (e.g., types of jobs, overtime, payment terms); and (4) various forms of employer-perpetrated abuses, including violence, restriction of physical/communicative freedom, and exploitative practices.

Measuring Forced Labor

Scale of Harm

To facilitate the analysis and interpretation of study findings, this team further grouped the multitude of forced labor indicators into scaled categories of abuses based on perceived severity of infringement of human rights by employers. Prior research has used this method to establish the threshold of defining labor trafficking or forced labor, as well as to operationalize a conceptual spectrum upon which the complexity of human trafficking violations can be managed (Zhang, 2012; Zhang et al., 2014). These categories include, starting with the most severe:

(1) Enacted or threatened infringement of physical integrity, i.e., physical or sexual violence against a migrant worker or his/her family;
(2) Enacted or threatened restriction of personal freedom including physical movement and/or communication;
(3) Abusive and coercive employment practices to compel migrant workers to do something they did not want to; and
(4) Any deceptive contracts, unfair or unsafe work arrangement, or lack of food and shelter.

Two-Step Scheme

We then applied a two-step scheme to establish the threshold of trafficking victimization. Here, we measure "Excessive" exit costs used by employers to deter or prevent a migrant worker from leaving his/her job. This includes confiscation of one's accrued earnings, valuables, identification documents, deliberate efforts to tarnish/ruin someone's reputation, or threat to call in the authorities. Using this approach, a migrant worker must have (1) experienced some form of abuse or unfair labor practice, and (2) been unable to leave the job out of fear of serious repercussions.

While our measures included in the survey can accommodate other configurations in the grouping of human rights violations, we believe the Scale of Harm and two-step scheme as described here offers a convenient and intuitive way to convey what specific types of abuses we sought to uncover under the legal frameworks stipulated by the TVPA and ILO conventions. Further, the wide spectrum of measures increases flexibility that allows other researchers to reconfigure their own research questions in secondary data analysis. As shown later in the presentation of the findings, our scale of harm appeared to work well in concordance validity in this study. The more the perceived severity of the abuses, the fewer victims; and vice versa: the lesser the severity, the more victims.

FORMATIVE ANALYSIS

The purpose of formative assessment is to validate a proposed research design as well as gather key inputs required for survey logistics and planning. Because the link-tracing estimation strategies proposed for this study have not been previously conducted with the target populations and respondents, a formative assessment was conducted between September and November 2020 to test several critical assumptions that surfaced during the research design stage.

Formative assessment activities were informed by the research design report, a desk review, and consultative meetings/discussions with GFEMS, the TIP Office, local partners, and the local firm subcontracted by NORC to support in-country activities. Field activities were structured around a formative assessment objectives document, which outlined key items and parameters from the research design document that required further investigation (see ANNEX IV. FORMATIVE ASSESSMENT OBJECTIVES). Broadly speaking, these objectives included assessing:

- The extent to which target respondents are able and willing to speak with the research team; provide accurate data on themselves; and refer persons known to them to participate in the study;

- Ability of network-based referral chains to branch out to especially hidden or hard-to-reach respondents;
- Sample size calculation inputs including expected referral counts and participation rates;
- Optimal incentive amount to maximize survey participation and recruitment and minimize gaming;
- Logistical assumptions related to data collection including modalities, sampling, and budgetary inputs; and
- Quality of the draft survey instruments including content clarity, structure, and language; contextual appropriateness; and need for further clarification or enumerator guidance.

Methods for addressing the above included:

- Focus group discussions (FGDs) and semi-structured interviews with target population respondents;
- Field-testing of quantitative survey instruments with target population respondents; and
- Key informant interviews (KIIs) with stakeholders, including sector experts and NGOs.

Trace Kenya assisted with identifying and recruiting participants for FGDs, which were comprised of men or women who recently returned (within the last six months) from working in the GCC. FGDs had an average of 10 respondents and lasted around two hours. One FGD took place in Nairobi. A second FGD took place in Mombasa and included seven females and two males. Most of these participants had worked in Qatar and Saudi Arabia and stayed an average of two years based on their employment contracts, although a few returned prior to the end of their contract due to employer mistreatment. The most common type of work participants performed in the GCC was domestic work for females and security and plumbing for males. KIIs were conducted telephonically with representatives from Stop the Traffik, Awareness Against Human Trafficking (HAART), and Trace Kenya. Findings from the formative assessment informed the final research methodology, sampling strategy, and instrument design, as well as compensation for respondents. Respondents received 1200 Ksh for participating in the forced labor assessment and 500 Ksh for each successful respondent they recruited into the study. The formative assessment findings are featured in ANNEX V. FORMATIVE ASSESSMENT FINDINGS.

Instrument Pre-Test

A survey pre-test in November 2020 consisted of two phases. The first phase took place from November 16-18th, 2020 and involved an in-depth review of the survey instrument with a team of experienced interviewers. The goal of this review was to revise survey questions for clarity, structure, and language; ensure survey content was appropriate for Kenyan context; and refine/expand survey guides for the main enumerator training.

The second phase took place from November 20-22nd and consisted of a field-based practice exercise whereby enumerators tested surveys with target respondents in key geographic areas to further refine the tools. The second phase was designed to assess the duration/length of the questionnaires; assess tracking protocols/procedures and assumptions; test sampling and consent protocols/procedures; and identify any other risks in conducting field work.

Twenty respondents participated in the survey pre-test over the course of two days, none of whom knew each other. The target area included areas adjacent to Nairobi Metro: Nyeri and

Nakuru. Sampling quotas ensured participants varied in socio-economic status, ethnicity, language, and religious backgrounds so as to reflect variation in the larger population. Additional inclusion criteria include age diversity across age (e.g., early 20s, 30s, etc.), gender, timing of their return from the GCC (e.g., one month ago, 12 months ago), and, as much as possible, the timing of their contract (e.g., home between contracts, visiting during a break but contract has not yet ended).

To identify and recruit survey pre-test participants, Kantar Public worked with location administrative offices in the two selected regions to obtain critical information on potential respondents. The team identified and screened 35 potential respondents in order to achieve the desired sample composition. Five and 10 potential respondents were screened out in Nakuru and Nyeri, totaling 14 and six completed interviews in each area, respectively. Enumerators screened these potential respondents out due to their not fitting the inclusion criteria: many returned from the GCC and had been in Kenya for over 12 months. A summary of the sample and the findings from the survey pre-test and all recommended revisions to the questionnaires made during the formative assessment period are noted in ANNEX VI. PRE-TEST FINDINGS.

Interviewer Training

Training occurred in two phases. First, NORC directly trained the Survey Manager, Field Coordinator, and Supervisors to support the main training. This Supervisor training took place from March 9-15th and included a pre-test exercise to field and finalize the data collection instruments prior to the main training. A pilot exercise took place on March 13-14th, with a final debrief on the outcomes and recommendations with NORC on March 15th. Immediately following the Supervisor training, NORC worked closely with Kantar to update tools and protocols based on pre-test learnings and prepare for a five-day supervisor refresher training April 6-10th.

Supervisor training and pre-testing

The Supervisor training focused on orienting field management and supervisors to the study, data collection procedures, sampling, logistics, and administration of the tools. The training also included two sessions on conducting trauma-informed research. These sessions presented four separate modules developed in collaboration with a trauma-informed expert, which emphasized the physiological response to trauma and general and study-specific tools for minimizing re-traumatization among respondents. Modules included: (i) human trafficking and trauma; (ii) practical steps for conducting trauma-informed research; (iii) risk and response protocol; and (iv) vicarious trauma and self-care. A final debrief session was held to review context-specific scenarios in preparation for future trainings.

The training also included a pre-test that featured both a “lab review” and a field test of the data collection instruments. The purpose of the lab review was to draw on supervisors’ extensive research experience in Kenya to: improve comprehension and contextual appropriateness of the survey questions; ensure response options were clear, exhaustive, and mutually exclusive; and identify additional guidance that enumerators might need to help them clarify or probe respondents in cases where a question was unclear.

The survey instruments were updated based on the lab review, and Supervisors field tested them in the Nairobi Metro area with respondents similar to those targeted by the main study, but outside the sampling frame. The purpose of the field test was to: assess whether respondents struggled with understanding, comprehension, or recall; identify which tools/approaches were

helpful in improving comprehension and recall; determine if any questions were subject to response bias or perceived as overly sensitive by respondents; and identify any other unforeseen issues or challenges. Following the field test, NORC and Kantar conducted extended debrief sessions with the Supervisors to identify any necessary final adjustments to the instruments prior to the main training.

Supervisor refresher training

The refresher supervisor training included a combination of plenary sessions (led by the NORC team) and breakout review and practice sessions (led by field management) to further prepare supervisors for data collection, including field procedures and instruments. Review sessions covered study design, review of translated survey tools, use of tablets and survey software, sampling and tracking protocols, and review of trauma-informed research practices. After review, the refresher training focused on role play for trauma-informed research practices and administering the consent form, the OLR survey using SurveyCTO, and the phone screener. The final days of the training consisted of a final pilot exercise and debrief in nearby communities to ensure supervisors had adequate practice prior to launch. Teams then travelled to select counties to commence data collection, which took place from April 21st to July 4th.

Data Management and Quality Assurance

Data collection was tablet-based, utilizing SurveyCTO/Open Data Kit (ODK). Survey programming was conducted in-house by NORC and data collection platforms/servers were centrally managed by the research team. All tablets and servers were encrypted to ensure maximum data security. Data uploads were completed on a daily basis (connectivity permitting) to allow for real-time data quality reviews.

A DQA (Data Quality Assurance) protocol was established to set forth data quality standards/requirements and team member responsibilities in ensuring high quality data during field work. Data quality reviews (DQRs) were conducted by NORC's data management team at regular intervals throughout the course of data collection. The purpose of a DQR is to proactively identify and remedy issues related to survey programming, question clarity, and enumerator error/performance. The DQR procedures can be found in ANNEX VII. DATA QUALITY REVIEWS.

Research Ethics and Study Authorization

This study was conducted in line with human subjects research guidelines both in the United States and Kenya. NORC follows established protocols for gathering informed consent, protecting anonymity and identifying information, and ensuring ethical data collection—including from vulnerable populations. To ensure compliance with our high ethical standards, all research involving vulnerable populations must pass through formal Institutional Review Board (IRB) review prior to data collection and all research staff must complete a certified course in Protecting Human Research Participants through the National Institutes of Health (NIH) or Collaborative Institutional Training Initiative (CITI).

Field teams were extensively trained on research ethics, including confidentiality and informed consent procedures. Consent/assent was verbally attained from study participants, and all respondents were offered a printed consent/study information sheet signed/certified by the enumerator for record-keeping purposes. NORC also provided interviewers with contextually-grounded training on psychological first aid and trauma-informed research.

NORC sought and received approval from its internal IRB (Institutional Review Board), which follows a formal process for ensuring all research projects are conducted in accordance with the U.S. Federal Policy for the Protection of Human Subjects. NORC's IRB is registered with the U.S. Department of Health and Human Services Office of Human Research Protection and has a Federal-wide assurance (Federal-Wide Assurance FWA 00000142). The IRB takes an active role in helping guide protocols to meet the highest standards for human subject protections. NORC's IRB requires that research protocols provide sufficient detail to ensure that (1) the selection of subjects is equitable, subjects' privacy is protected, and data confidentiality is maintained; (2) informed consent is written in language that study participants can understand and is obtained without coercion or undue influence; and (3) appropriate safeguards to protect the rights and welfare of vulnerable subjects. NORC also obtained IRB approval from AMREF, a local IRB accredited by Kenya's National Commission for Science, Technology and Innovation (NACOSTI).

STUDY LIMITATIONS

While we are confident of our findings and their ramifications, some limitations exist that may pose challenges to the interpretation of our study findings.

Forced Labor Estimates on "Recently Returned Migrants" Only

A key limitation of the proposed design is that the estimates of forced labor will only reflect experiences of migrants who recently returned from the GCC (e.g., approximately 18 or fewer months prior to data collection). Because most labor contracts typically last 2-3 years, most estimates pertain to work conditions experienced during this time frame. The ability to extrapolate these counts beyond this period is significantly limited due to seasonality and fluctuations in GCC demand for overseas labor. Regardless, combining the prevalence estimate with other GCC migrant counts should be done with extreme caution.

The Impact of COVID-19 on Existing Labor Practices

The COVID-19 pandemic has affected employment practices across all labor sectors and its impact will be felt for years to come. Because of the timeframes within which these respondents worked in GCC countries (i.e., pre-COVID-19 work experiences), findings from this study may be susceptible to challenges for their relevancy as well as policy implications for the post-pandemic era. In other words, significant changes are taking place across most, if not all, labor sectors that would have profound implications on how migrant workers would be recruited and treated by employers in GCC countries or elsewhere. Our formative assessment during the project preparation phase found evidence of greater risk of abuse in some sectors of the GCC economies. These changes in employment practices are still taking place and past labor practices may or may not continue into the post-pandemic era. By design, our study was intended to measure the status quo, which would enable us to contemplate and implement interventions. Following the unprecedented interruption of the pandemic, we cannot tell if any of what we have captured in the data represent only the remnants of the past or what will happen to the migrant workers from Kenya in the future.

Populations Excluded from the Reach of Our Data Collection Activities

Our study by design excluded the most severe cases of forced labor, in which individuals may not safely return home due to threat from their employer or even illness or death while abroad. This includes domestic workers, who are reported to be more isolated than other types of

workers and to experience harsh treatment. Only those who were able to return from GCC countries were captured in our sampling. Further, our sampling may have also missed those migrant workers who had more positive or lucrative experiences and were less affected by the pandemic, and thus able and willing to stay overseas for a longer period of time.

GCC Countries' COVID-19 Guidelines are Determining Migrants' Movement Across Borders

Since the novel coronavirus emerged, countries around the world have forced businesses and worksites to close, including the construction sector, and have imposed internal and international travel bans. As a result, millions of migrant workers in the GCC are being quarantined in low-quality camps with no indication of when they will be allowed to return to their jobs, or even leave for home. In other cases, such as with undocumented Ethiopian workers in the United Arab Emirates and Saudi Arabia, migrant workers are being abruptly deported (Sheriff and Khan 2020; Ababa 2020). Conversely, individuals intending to migrate to the GCC are currently unable due to travel and work restrictions. As a result, the base population of interest—recently returned migrants from the GCC—in the months in which data were collected may not be representative of the base population of interest under normal circumstances.

Statistical Limitations

As noted earlier, the sampling and inference strategies possess both advantages and disadvantages relative to contemporary network-based approaches. The strategies have been primarily developed to enable efficient estimation of the study population and subpopulation sizes, which are typically the most sought-after quantities in studies on hard-to-reach populations. Other strategies are either limited or require unreasonable and possibly unverifiable assumptions for population size estimation, oftentimes when the population network is assumed to be generated for an elaborate model. The strategy also gives rise to a much richer data set since it encourages observations/records of nominations across sampled networks and repeat interviews (cf. the "network trees" which are obtained with applications of an RDS design), which can allow for sophisticated network-modeling procedures to be applied to infer on network parameters that govern attributes such as the cohesiveness and rate of transmission within the population.

The primary limitations of link-tracing are outlined as follows. First, since the initial sample forms the basis for both the design and inference components of this strategy, a moderately sized and representative initial sample is critical for efficient inference for population level quantities. Obtaining such a sample can be challenging for especially rare or elusive populations. Second, social links are almost always automatically mapped in network sampling designs when these are used as sampling paths for recruitment (i.e., through redemption of coupons). In this strategy, any untraced links within the final sample must be observed for the corresponding inference procedure to be applied. This has required post-data collection mapping based on covariate information, as was successfully applied in Vincent, Dank, and Zhang (2019). Such matching exercises will always be subjected to a degree of error, and the corresponding lessons learned will be applied to the analysis for this study to ensure such mapping exercises are as efficient as possible.

This study has leveraged the nomination and identifying information within the initial sample and across to the first wave to obtain a prevalence estimate and corresponding confidence interval. Further, the full sample link structure was completely observed to most efficiently apply the

innovative network analysis procedure, governed by the algorithm detailed in Thompson (2020), to mitigate limitations commonly encountered with studies based on network-based approaches.

3. FINDINGS

DEMOGRAPHIC CHARACTERISTICS

Our rigorous approach to initial seed selection in terms of geographic and demographic distributions (see ANNEX I. SAMPLING PROCEDURES AND POPULATION ESTIMATIONS) led to sample distributions that had few anomalies and were representative of the diverse underlying population. Using our unique link tracing and mark-recapture strategies, we estimate the population of recently returned migrants from GCC countries currently residing in Nairobi Metro to be 5,209. The jackknife procedure proposed by Frank and Snijders (1994) was used to obtain a standard error approximation of 1,131 with resulting 95% confidence interval of (2,992; 7,427).

Table 1: Respondent Demographics (Proportions)

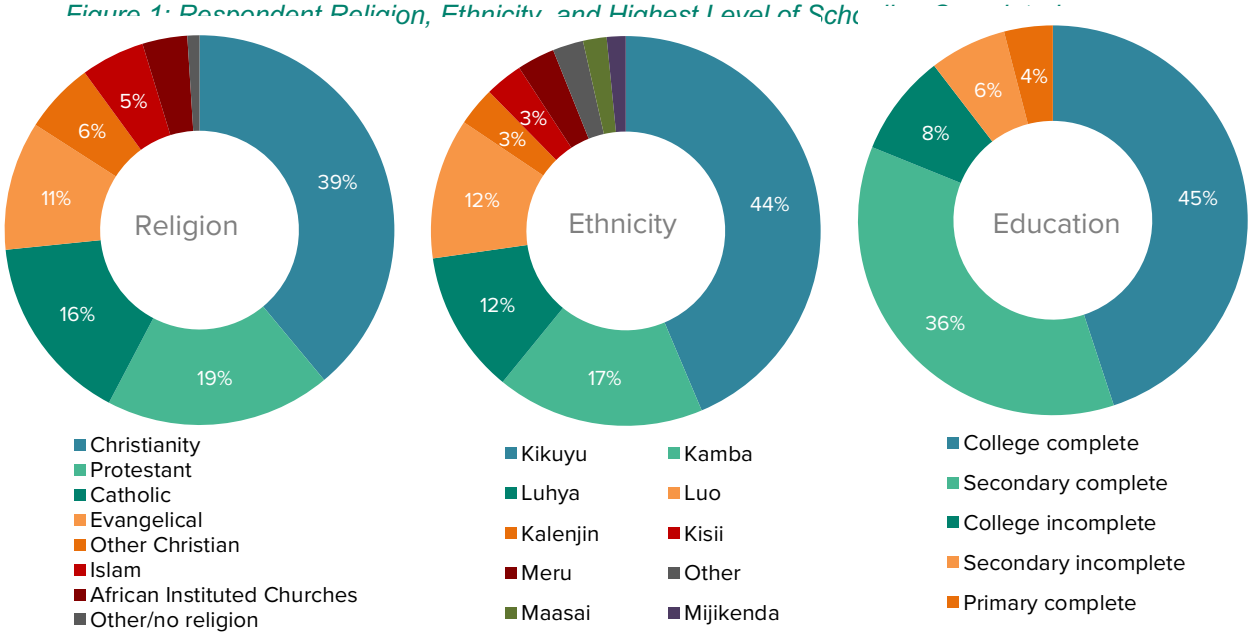
	Total Sample		County									
			Nairobi		Kiambu		Muranga		Kajiado		Machakos	
	Positive N**	Sample Statistic*	Seed	Total	Seed	Total	Seed	Total	Seed	Total	Seed	Total
Sex												
Male	475	46.57%	47	170	38	122	20	50	22	70	26	63
Female	545	53.43%	54	182	40	159	15	70	18	65	27	69
Age												
21-30	474	46.75%	58	183	38	115	14	65	20	59	20	52
31-40	497	49.01%	37	155	37	156	17	47	20	67	31	72
41-50	43	4.24%	5	13	2	8	4	8	0	9	2	5
Language spoken												
Kiswahili	661	64.80%	81	268	51	145	23	56	32	96	37	96
English	17	1.67%	4	9	0	1	2	2	3	3	0	2
Other	342	33.53%	16	75	27	135	10	62	5	36	16	34
Marital status												
Never married	262	25.71%	40	101	20	57	8	43	11	33	14	28
Married	588	57.70%	43	196	42	168	21	52	25	75	27	70
Divorced/widowed/ separated	169	16.58%	17	54	16	56	6	25	0	0	2	4
Number of children												
0 children	184	18.04%	28	66	17	45	7	31	10	26	12	16
1-2 children	523	51.27%	51	179	34	143	19	64	18	70	21	67
3+ children	313	30.69%	22	107	27	93	9	25	12	39	20	49

*Notes: *Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,020); ** Number of respondents identified as positive by the indicator.*

As shown in Table 1, the gender distribution was fairly even, with slightly more women (53.43%) than men (46.57%). This is consistent with the fact that a large number of Kenyans are employed as domestic workers in GCC countries, the majority of whom tend to be female. Kiswahili was the main language spoken at home, accounting for about two thirds of the sample (64.80%). The majority of the respondents were married (57.6%). Another quarter of the sample (25.71%) were never married. The remainder were either separated (13.44%), divorced (1.28%), or widowed (1.86%). The vast majority of the sample had children (81.96%). Nearly one-fifth of the sample (18.04%) did not have any children.

Most of our respondents belonged to various branches of Christianity, accounting for 91% of the sample. As shown in Figure 1, non-denominational Christians comprised the largest group (39%), followed by Protestants (19%), Catholics (16%), Evangelicals (11%), and other Christian (6%). Muslims only made up 5% of the sample. Ethnically, Kikuyu were the largest group in our sample (44%), followed by Kamba (17%), Luhya (12%), Luo (12%), and other ethnicities, as shown in Figure 1. Regarding education, migrant workers recently returned from GCC countries were well educated in general. Those who completed college degrees accounted for 45% of the sample, followed by people who completed secondary education 36%, college incompletes 8%, secondary incompletes 6%. Those with only primary education only made up 4% of the sample.

Figure 1: Respondent Religion, Ethnicity, and Highest Level of Sch

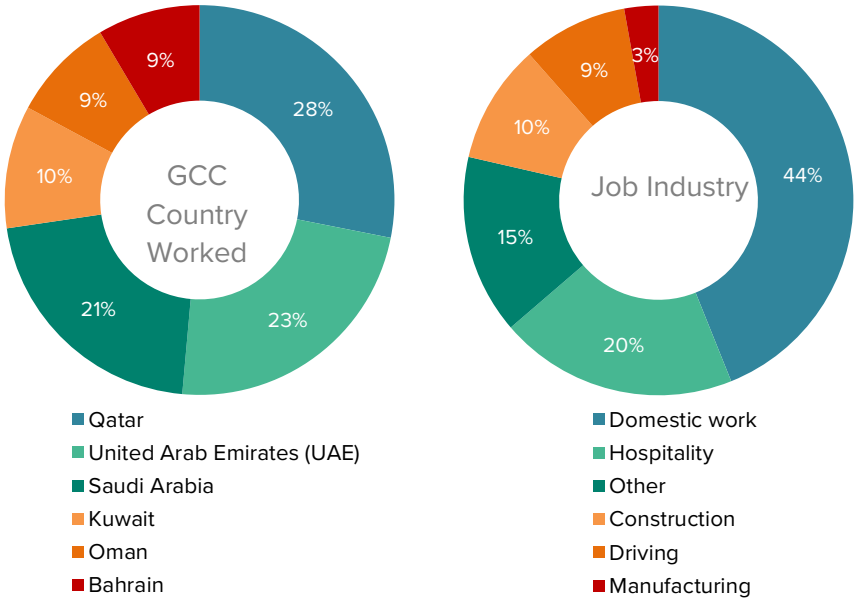


Notes: Categories were only included if they were reported by at least 2 percent of respondents, all other categories were then combined into other.

EMPLOYMENT CHARACTERISTICS

As shown in Figure 2, Kenyan migrants worked in all six GCC countries. Qatar was the top destination for employment among our respondents (28%) of the sample, followed by UAE (23%), Saudi Arabia (21%), Kuwait (10%), Oman, and Bahrain (both 9%). On job types, domestic work represented the largest share of all reported employment (44%), followed by hospitality (20%), construction (10%), driving (9%), and manufacturing (3%).

Figure 2: Respondent Country Worked and Job Industry



Notes: Categories were only included if they were reported by at least 2 percent of respondents, all other categories were then combined into other.

As shown in Table 2, the vast majority of the Kenyan migrant workers obtained work visas for their country of employment, accounting for closely to 92% of the sample, followed by a small number of tourist visas (6.03%) and student visas (1.21%). Very few respondents lived and worked in GCC countries without visas or under some other undocumented conditions.

Respondents reported various strategies in obtaining employment in GCC countries. Nearly half (43.63%) went through regular government registered recruitment agencies to secure an overseas job. Respondents also obtained jobs via recruitment agencies that were not registered with the government (16.37%), personal connections in GCC countries (14.90%), or friends already in GCC countries (14.31%). Less frequently, respondents obtained employment opportunities through government registered official jobs (5.20%), family members already in GCC countries (3.53%), and self-initiation (1.57%).

More than half of the sample, 57.87%, paid a fee to secure employment in GCC countries; 41.18% of respondents had to take out a loan to pay for the fee. As for the sources of loans, friends and family members represented the largest lending source, accounting for 75.95% of those who took out a loan, followed by banks (13.33%). In general, it was rare for migrant workers to borrow money directly from the recruiter (just 2.86%) or the employer (0.48% or 2 respondents).

The average amount of fees paid to secure a job in GCC countries amounted to 58,229.96 Kenyan Shilling (KES), or about $531 USD, with a standard deviation of 30,699.72 (about $278 USD) and range from a low of 2,000 KES (about $18 USD) to 300,000 KES (about $2,714 USD), suggesting wide variation in personal circumstances. Last, we found that the average amount of loans taken out by migrants was higher (66,423.81 KES or about $606 USD) than the average amount of fee paid to obtain a job in the GCC (58,229.96 KES). The standard deviation for the distribution of loans was 49,850.95, which also suggests a wide range of variations in the

amounts taken by individual migrant workers. The range of loans varied from 4,500 KES (about $41 USD) to 480,000 KES (about $4,349 USD).

Overall, migrants spent an average of 779.38 months (range 4-5508), or 2.13 years (range .01-15.1), abroad during their last trip to the GCC. This time away did not vary significantly across GCC countries.

Table 2: Employment Characteristics

	Positive N**	Sample Statistic*
Visa Type		
Student	12	1.21%
Working	915	91.96%
Tourist	60	6.03%
I was working without a visa	3	0.30%
Other	5	0.50%
How job was obtained		
Family member already in GCC country	36	3.53%
Friend already in GCC country	146	14.31%
Government registered official job	53	5.20%
Recruitment agency (not registered)	167	16.37%
Recruitment agency (registered or unsure)	445	43.63%
Individual with connections of job	152	14.90%
I found it myself	16	1.57%
Other	5	0.49%
Fee/loan to secure job		
Paid a fee to secure job	588	57.87%
Took out a loan	420	41.18%
Source of loan taken		
Employer	2	0.48%
Recruiter	12	2.86%
Friend/family member	319	75.95%
Bank	56	13.33%
Other	31	7.38%
Fee paid to secure a job in Kenyan Shilling (KES)		
Mean	58,229.96	
Standard Deviation	30,699.72	
Range	2,000.00	300,000.00

Loan amount Kenyan Shilling (KES)		
Mean	66,423.81	
Standard Deviation	49,850.95	
Range	4,500.00	480,000.00

*Notes: *Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,020); ** Number of respondents identified as positive by the indicator.*

Patterns of Forced Labor Violations

Actual or Threat of Physical/Sexual Violence

As shown in Table 3, we found that the actual or threat of physical violence among Kenyan migrant workers in GCC countries was rather pervasive: 65.20% of the sample reported having experienced some form of threatened or actual physical violence in the hands of their employers or people who worked for their employers. Specifically, the majority of respondents in our sample, 61.18% or 624 out of the total 1020, reported having experienced either threatened or actual physical or sexual violence by their employers who made their workers do things they did not want to do. We estimate the rate of violence in the general Kenyan migrant worker population currently living in the Nairobi Metro region in GCC countries was 61.98%, with confidence intervals between 56.92% and 67.05%.

More than one in four migrant workers in our sample, 29.80% or 304 out of 1,020 respondents, dared not leave their job before their contracts ended for fear of physical violence. We estimate the rate of fear for physical consequences if one were to quit his/her job before the contract would end was 28.90% in the Kenyan migrant worker population in general, with confidence intervals between 24.26% and 33.53%.

In addition, one quarter of the respondents in our sample, 25.78% or 263 out of 1020, had experienced physical or sexual violence in the hands of their employers who made them do things they did not want to do. We estimate that the rate of physical violence in the Kenyan migrant workers in GCC countries in general was 28.71%, with confidence intervals between 23.95% and 33.47%. Adding threats of violence to the equation, the rate of violation was even higher.

Table 3: Violation of Physical Integrity

Question	Positive N*	Sample Statistics**	Population Estimation	95% Conf. Intervals Lower	Upper
Employer threatened or enacted physical or sexual violence on you to make you do something you did not want to do.	624	61.18%	61.98%	56.92%	67.05%
Violence would occur to migrant worker if they dare to leave his/her job before the contract is finished.	304	29.80%	28.90%	24.26%	33.53%
Employer enacted physical or sexual violence on you to make you do something you did not want to do.	263	25.78%	28.71%	23.95%	33.47%

Employer harmed your family to make you do something you did not want to do, or threatened to do so.	23	2.25%	1.63%	0.49%	2.76%
Any of the above	***665***	***65.20%***	***64.65%***	***59.63%***	***69.67%***

*Notes: *Number of respondents identified as positive by the indicator; **Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,020).*

Far less frequently reported was enacted or threatened violence against a migrant worker's family, at 2.25% for the sample and 1.63% for the general migrant worker population in GCC countries, with 95% CI between 0.49% and 2.76%.

Restriction of Freedom in Movement/Communication

Table 4 presents estimates on restriction of freedom in movement and/or communication. We found that nearly all respondents, 97.45% or 994 out of 1,020, had experienced at least one form of this violation. Most common were reports that their employers withheld their identification documents so to make them do something they did not want, which was reported by 89.61% of the respondents, or 914 out of 1,020. We estimate the rate of withholding workers' identification documents was 88.04% for the Kenyan migrant worker population in general in GCC countries, with confidence intervals between 84.42% and 91.67%. Of particular interest was the widespread practice of confiscating or withholding migrant workers' identification documents by employers in GCC countries. The vast majority of the respondents in our sample, 89.22% or 910 out of 1,020, reported their employers or recruiters withheld their identification documents. We estimate this rate to be 87.56% among the migrant worker population in general, with confidence intervals between 83.91% and 91.21%.

The majority of the respondents in our sample, 78.53% or 801 out of 1,020, were unable to move around freely in their community even after their shift was over. For the migrant worker population in GCC countries in general, we estimate workers were unable to move around freely after their shift at the rate of 78.18%, with confidence intervals between 73.71% and 82.65%.

Nearly three-fourths of our sample (69.51% or 709 out of the 1,020 respondents) were not allowed to live somewhere else besides employer-provided housing regardless of their preference. The loss of freedom to choose one's own living quarters was estimated to be 70.65% among Kenyan migrant worker population in GCC countries in general, with confidence intervals between 65.99% and 75.31%.

Table 4: Restriction of Freedom in Movement/Communication

Question	Positive N*	Sample Statistics**	Population Estimation	95% Conf. Intervals Lower	Upper
Employer ever withheld your identity documents or threatened to do so to make you do something you did not want to do.	914	89.61%	88.04%	84.42%	91.67%
Employer or recruiter held your identification documents such as your passport or ID card.	910	89.22%	87.56%	83.91%	91.21%
After your shift is over, employer does not allow you to move around freely in the community.	801	78.53%	78.18%	73.71%	82.65%

(If respondent lives in employer-provided housing) not allowed to live somewhere else and keep your current job if one decided not to live in employer-provided housing.	709	69.51%	70.65%	65.99%	75.31%
Loss of freedom of movement or communication or being stranded if one quits before the contract is finished.	694	68.04%	67.98%	63.25%	72.71%
Employer isolated, confined, or surveilled you or threatened to do so.	477	46.76%	50.96%	45.81%	56.11%
Any of the above	***994***	***97.45%***	***97.00%***	***94.99%***	***99.01%***

*Notes: *Number of respondents identified as positive by the indicator; **Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,020).*

Similarly, 68.04% or 694 of the 1,020 respondents, reported that their employers would take away their freedom of movement and/or communication or leave them stranded in faraway places if they dare to quit before the contract was finished. We estimate the rate of victimization in the Kenyan migrant population in GCC countries in general to be 67.98%, with confidence intervals between 63.25% and 72.71%.

Last, close to half of the sample, 46.76% or 477 out of the total 1,020 respondents, reported that their employers utilized or threatened to use isolation, confinement, and surveillance to compel them to do things they did not want to do. We estimate this rate to be 50.96% among the Kenyan migrant workers in GCC countries in general, with confidence intervals between 45.81% and 56.11%.

Abusive and Coercive Employment Practices

Table 5 presents the victimization rates for a number of abusive labor practices or employment tactics utilized by employers to coerce their employees to do things they did not want to, or to grossly exploit migrant workers for profits. An overwhelming majority of the sample, 96.76% or 987 out of the total of 1,020 respondents in our study, reported having experienced at least one of the listed abuses at work. Specifically, the most common form of coercion for an employer to compel migrant workers to do things was to enact or threaten to inflict significant financial, legal and reputational costs on workers who dare to quit before their contact was finished: 814 out of the 1,020 respondents in our sample (79.80%) reported having experienced such abuses. We estimate the rate of these victimizations to be 79.20% in the general Kenyan migrant worker population in GCC countries, with confidence intervals between 75.08% and 83.33%.

The next most common form of coercion tactic used by employers to compel workers to do something they did not want to was withholding due wages, including overtime pay, or threatened to do so; 62.35% (636 out of the 1,020) of our respondents reported having experienced such abuses. We estimate the victimization rate on this abusive practice to be 64.28% among the Kenyan migrant workers in GCC countries in general, with confidence intervals between 59.30% and 69.26%.

Another commonly applied tactic was to denounce (or threaten to do so) migrant workers to the authorities to make them do something they did not want to; 58.24% or 594 out of the 1,020 respondents reported having experienced this type of abuses at work. We estimate the

population victimization rate on this type of abuses to be 61.79%, with confidence intervals between 56.78% and 66.80%.

Ruining one's reputation or threatening to do so was also used frequently by employers to control Kenyan migrant workers: 40.10% or 409 out of the 1,020 respondents in our sample reported that their employers either convinced other employers in their area to boycott hiring them or their family members or threatened to do so in order to make them do something they did not want to. We estimate that 39.89% of the Kenyan migrant workers in GCC countries in general have encountered this type of abuse, with confidence intervals between 34.91% and 44.88%.

One-fifth of Kenyan migrant workers (20.20%) were forced to work for no pay or for reduced pay to repay a loan to their employer or recruitment agency. We estimated this practice affected 19.21% of the general Kenyan migrant worker population in GCC countries, with confidence intervals between 15.20% and 23.21%.

The least frequent form of abuse was not being paid or not being allowed to keep the money one earned; 18.43% of the sample reported having experienced this form of abuse. We estimate the rate of this abuse on the general Kenyan migrant worker population to be 16.22%, with confidence intervals between 12.63% and 19.81%.

Table 5: Abusive and Coercive Employment Practices

Question	Positive N*	Sample Statistics**	Population Estimation	95% Conf. Intervals Lower	Upper
Significant financial/legal/reputational consequences if one quits before his/her contract is finished.	814	79.80%	79.20%	75.08%	83.33%
Employer unfairly withheld due wages, including overtime wages, or threatened to do so to make you do something you did not want to do.	636	62.35%	64.28%	59.30 %	69.26 %
Employer denounced you to the authorities to make you do something or threatened to do so.	594	58.24%	61.79%	56.78%	66.80 %
Employer convinced other employers in your area to boycott hiring you or your family, or threatened to do so to make you do something you did not want to do.	409	40.10%	39.89%	34.91%	44.88%
Employer manipulated the amount of debt you owed, or threatened to do so to make you do something you did not want to do	328	32.16%	33.21%	28.33%	38.09 %
Forced to work for no pay or for reduced pay to repay a loan to your employer or recruitment agency.	206	20.20%	19.21%	15.20%	23.21%
Not been paid or not been allowed to keep the money you earned.	188	18.43%	16.22%	12.63%	19.81%
Any of the above	***987***	***96.76%***	***95.90%***	***93.55 %***	***98.26 %***

*Notes: *Number of respondents identified as positive by the indicator; **Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,020).*

Deceptive/Unfair/Unsafe Work Environments

Table 6 presents the victimization experiences of various types of unfair or deceptive labor practices or unsafe work environments. Because of the varied range of abuses captured in our scale, nearly all respondents, 98.43% of the sample (or 1,004 out of 1,020), reported having experienced at least one of the listed abuses. The most commonly reported was deceptive recruitment tactics, where 97.84% or 998 out of the 1,020 respondents, claimed to have been deceived on some aspects of the employment opportunities when they showed up at the worksite. We estimated deceptive recruitment tactics to be pervasive, affecting 96.88% of the Kenyan migrant workers who took jobs in GCC countries, with confidence intervals between 94.79% and 98.97%.

More than half of the respondents, 58.33% or 595 out of the total sample, reported that their employers threatened to make their working conditions worse to make them do something they did not want to. We estimate this abusive employment practice was affecting 63.48% of the Kenyan migrant workers in the GCC countries in general, with confidence intervals between 58.55% and 68.42%. Another coercive tactic frequently used by employers was to threaten to dismiss migrant workers in order to get them to do something they did not want to. This practice was reported by 54.51% of the sample, or 556 out of the 1,020 respondents. We estimate that 57.30% of the migrant worker population in the GCC countries in general have experienced such a labor practice, with confidence intervals between 52.18% and 62.41%.

Depriving migrant workers of food and water, or of sleep, to compel them to do something they did not want to was also reported at fairly frequent rates. More than half of the sample, 52.84% or 539 out of the 1,020 respondents, reported having been deprived of sleep by their employers, and 39.51% of the sample, or 403 respondents, reported having been deprived of food and water by their employers at workplace. We estimate such a practice occurred at a rate of 41.04% among the general Kenyan migrant population, with confidence intervals between 35.98% and 46.10%.

Table 6: Deceptive/Unfair/Unsafe Work Environment

Question	Positive N*	Sample Statistics**	Population Estimation	95% Conf. Intervals	
				Lower	Upper
Some aspect of the job situations (duties, wages, hours, overtime pay, housing, or location) was worse than was promised by the recruiter.	998	97.84%	96.88%	94.79%	98.97%
Employer threatened to make your working conditions worse to make you do something you did not want to do.	595	58.33%	63.48%	58.55 %	68.42%
Employer dismissed you or threatened to dismiss you to force you to do something outside your understood scope of work.	556	54.51%	57.30%	52.18%	62.41%
Employer deprived you of sleep to make you do something you did not want to do.	539	52.84%	53.87%	48.72%	59.02 %

No extra pay for working overtime less than the normal rate.	511	50.10%	49.90%	44.75%	55.06 %
Employer made you work extra hours as punishment.	441	43.24%	49.67%	44.51%	54.83%
Employer excluded you from future employment or overtime opportunities to make you do something you did not want to, or threatened to do so.	427	41.86%	44.47%	39.35%	49.58 %
Employer imposed excessive taxes or fees on you to make you do something you did not want to, or threatened to do so.	418	40.98%	41.58%	36.52 %	46.64%
Employer deprived you of food or water to make you do something you did not want to do.	403	39.51%	41.04%	35.98%	46.10%
(For respondents living in employer-provided housing) not permitted to live somewhere else; worse living conditions; too many people sleep in the room you sleep in; unsafe housing; no space to store personal belongings.	346	33.92%	33.59%	28.76%	38.42%
Any of the above	***1004***	***98.43%***	***97.56%***	***95.71%***	***99.41%***

*Notes: *Number of respondents identified as positive by the indicator; **Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,020).*

Although working overtime was frequently sought after by migrant workers to earn extra income, 50.10% of our sample, or 511 out of 1,020 respondents, reported having worked overtime either for no pay or less than their normal rate. We estimate the rate for this type of exploitative labor practice affected about 49.90% of the Kenyan migrant worker population in general, with confidence intervals between 44.75% and 55.06%.

Furthermore, we found that 441 of our respondents, or 41.86%, reported that their employers made them work extra hours as punishment. We estimate such an employment practice occurred at a rate of 49.67% among the general Kenyan migrant worker population in GCC countries, with confidence intervals between 44.51% and 54.83%. On the flipside, we also found that 427 of the 1,020 respondents (or 41.86%) reported that their employers deliberately excluded (or threatened to do so) future employment or overtime opportunities as a tactic to make migrant workers do something they did not want to. We estimate this practice occurred at a rate of 44.47% among the general Kenyan migrant worker population, with confidence intervals between 39.35% and 49.58%.

We found that employers imposed excessive taxes or fees on 40.98% of the respondents (or 418 out of 1,020) (or threatened to do so) to make them do something they did not want to. We estimate the rate of this practice in the general Kenyan migrant worker population was 41.58%, with confidence intervals between 36.52% and 46.64%.

Finally, more than a third of the sample (33.92% or 346 out of 1,020) were not permitted to live in places other than employer-provided housing and endured worse living conditions than promised, such as unsafe housing, sharing a room where too many people slept in, or having no space to store personal belongings. We estimate that 33.59% of the general Kenyan migrant worker population experienced such poor living conditions while working in GCC countries, with confidence intervals between 28.76% and 38.42%.

Excessive Costs to Exit Abusive Work Environment

In our final analysis, we applied a two-step qualifying strategy, which has been used in several other studies (see Zhang et al., 2019; Vincent, Zhang, Dank, 2019), to define possible case of human trafficking or forced labor. This strategy contains two essential elements: (1) employer-initiated human rights violations and/or grossly unfair/exploitative labor practices that are coercive in nature, and (2) inability to exit without incurring severe penalties. In other words, to qualify as a potential victim of forced labor, one must have (1) experienced some type of abuse or rights violations at a workplace or under the care of an employer; and (2) found themselves unable to exit the work environment because they fear serious repercussions, i.e., consequences of leaving the abusive workplace or exit penalty.

This two-step qualifying approach emerged from a long unresolved problem in the definition of human trafficking—whether human trafficking should be measured as an incident, such as a criminal act or event, or as a state of existence, whereby repeated and prolonged exposures to rights abuses or unfair labor practices would qualify as human trafficking. There is an ill-defined tipping point over which certain acts should be classified as human trafficking activities. There is no consensus in the research community on the specific measures for this poorly defined tipping point, or threshold.

This two-step approach offers two clear advantages: (1) improved conceptual clarity, and more importantly, (2) pragmatism for field application. To avoid the simplicity of incident-based measures, as most criminologists would approach crime statistics, as well as to bypass the messy business of trying to quantify the duration of rights violations, this two-step approach argues that the hallmark of human trafficking lies in one's inability to exit an abusive work environment (be it labor or sex) without incurring significant costs. Therefore, exit cost/penalty is an equally important element to define the threshold of forced labor.

Table 7 presents estimates for exit-cost related violations. We found that few of the respondents in our sample were able to exit their work situations freely without having to face negative consequences. A total of 1,007 out of the 1,020 respondents, or 98.73%, reported at least one form of the excessive costs or barriers that would prevent them from leaving an unfair/abusive work situation.

The most frequent form of excessive costs was the inability to move away or work for someone else before one's contract is finished: 98.73% of the respondents reported that they could not do so because they would have faced serious consequences, including physical/sexual violence, deprivation of food and shelter, legal actions, or loss of accrued earnings. We estimated the situation of being unfree to quit a labor contract before it is finished is true in most, if not every Kenyan migrant worker's case. The population rate is estimated to be 98.24%, with confidence intervals between 96.65% and 99.82%.

Once respondents reported having experienced some forms of abuses or unfair treatments, we asked "why did you stay at the job?" We found that 804 out of the 1,020 respondents in our sample (or 78.82%) could not afford to leave because of fears of serious consequences, such as not being able to get passport back, being denounced to authorities, forfeiting due wages, having to pay fine to employer, or their families or themselves would suffer violence by employer. We estimate the rate of this rights abuse in the general Kenyan migrant worker population to be 78.62%, with confidence intervals between 74.47% and 82.77%.

Finally, we found that a small number of migrant workers (45 respondents or 4.41% of the sample) were coerced into accepting their job contracts because of serious consequences if they refused. When asked "what would have happened if you had refused to take the job?", these respondents claimed that they could face severe consequences, such as physical violence or restraint, emotional violence, possible harm to their family members, legal actions, or significant financial loss. Although somewhat rare relative to other forms of exit costs, we estimate the rate among the general migrant worker population to be 4.46% with confidence intervals between 2.31% and 6.97%.

Table 7: Excessive Costs to Exit Abusive Work Environment

Question	Positive N*	Sample Statistics**	Population Estimation	95% Conf. Intervals Lower	Upper
Unable to refuse work without consequences when expected to work.	1007	98.73%	98.24%	96.65%	99.82%
Unfree to move away or work for someone else without consequences.	1007	98.73%	98.24%	96.65%	99.82%
Stayed at job due to incidents of intimidation or violence as means of coercion.	804	78.82%	78.62%	74.47%	82.77%
Unable to refuse the job offer without consequences.	45	4.41%	4.64%	2.31%	6.97%
Any of the above	***1007***	***98.73%***	***98.24%***	***96.65%***	***99.82%***

*Notes: *Number of respondents identified as positive by the indicator; **Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,020).*

SUMMARY OF TRAFFICKING VIOLATIONS

To summarize the different dimensions of forced labor measures presented above, we collapsed all individual measures into the 4-cateogry scale of harm, our two-step threshold, and the ILO forced labor indicators, as shown in Table 8. On the 4-category scale of harm, our study found that 65.20% or N=945 of our respondents reported having experienced at least one of the most serious measures—**violation of physical integrity**. We estimate the population victimization rate to be 64.65% with confidence intervals between 59.63% and 69.67%. On **restriction of freedom**, 97.45% or N=993 of the study respondents reported having encountered at least one of the listed violations. We estimate the rate of violation among the migrant worker population to GCC countries to be 97.00% with confidence interval values between 94.99% and 99.01%. On **abusive/coercive employment practices**, we found that 96.76% of the respondents experienced abusive or coercive employment practices by their employers to do things they did not want to do. We estimate the population estimate to be 95.90%, with confidence intervals between 93.55% and 98.26%. On **deceptive/unfair/unsafe work environment**, we found nearly all of our respondents (98.43%) reported having experienced at least one of the listed violations. We estimate the population victimization rate to be 97.56% with confidence intervals between 95.71% and 99.41%.

Considering the varied rates of trafficking violations along these four categories, we explored the proportion of our respondents who checked off every one of the four categories or having

experienced the full spectrum of harms. We found that 663 of our sample, or 65%, reported having experienced at least one forced labor violations on all four categories. We estimated the population victimization rate to be 64.16%, with confidence intervals between 59.12% and 69.20%.

As for our two-step threshold scheme, we found 98.73% of the sample reported having encountered one of the **excessive costs** measures that prevented them from freely exiting an abusive work environment. We estimated the rate of the Kenyan migrant worker population in the Nairobi Metro area who were unable to quit an abusive job to be 98.24% with confidence intervals between 96.65% and 99.82%.

As shown in Table 8, using the ILO indicators, we found that 97.55% of our respondents reported having experienced at least one item on the **menace of penalty** measures. We estimate the population rate of violation to be 96.13% with confidence intervals between 93.77% and 98.49%. On measures of **involuntariness**, we found that 98.73% of the respondents in our sample experienced at least one of the listed violations. We estimate the violation rate in the migrant labor population to be 98.24%, with confidence intervals between 96.65% and 99.82%. When both the **menace of penalty** and **involuntariness** were combined to qualify for the ILO definition of forced labor, we found that 995 out of our sample, or 97.55%, would qualify as potential victims. We estimated the rate of forced labor under the ILO definition to be 96.13% among the migrant workers in the Nairobi Metro area, with confidence intervals between 93.77% and 98.49%.

Table 8: Summary of Key Forced Labor Indicators

Indicator	Positive N*	Sample Statistics**	Population Estimation	95% Conf. Intervals Lower	Upper
Scale of Harm (% positive)					
1. Violation of physical integrity	665	65.20%	64.65%	59.63%	69.67%
2. Restriction of freedom	994	97.45%	97.00%	94.99%	99.01%
3. Abusive/Coercive Employment Practices	987	96.76%	95.90%	93.55%	98.26%
4. Deceptive/unfair/unsafe work environment	1004	98.43%	97.56%	95.71%	99.41%
All of the Above (Complete Harm Spectrum)	***663***	***65.00%***	***64.14%***	***59.12%***	***69.20%***
Two-Step Threshold (% positive)					
5. Excessive costs to exit abusive work environment	1007	98.73%	98.24%	96.65%	99.82%
ILO Forced Labor Indicators (% positive)					
1. Menace of penalty	995	97.55%	96.13%	93.77%	98.49%

2. Involuntariness	1007	98.73%	98.24%	96.65 %	99.82%
ILO FL (1 menace + 1 involuntariness)	***995***	***97.55%***	***96.13%***	***93.77 %***	***98.49 %***

*Notes: *Number of respondents identified as positive by the indicator; **Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,020).*

4. CONCLUSIONS AND RECOMMENDATIONS

As shown in the above description of the findings, forced labor violations were pervasive and widespread. Our study findings suggest that practically every migrant worker from Kenya who ever worked in GCC countries would be victimized in some form of forced labor abuses. It should be noted that the consistency of the high rates of violations across all measures was striking, whether the ILO indicators or NORC's scale of harm indicators. There were few variations on the extensiveness of the forced labor violations among surveyed respondents. Using NORC's measurement, we found that 98.73% of the sample or 1,007 out of the total 1,020 respondents reported having experienced at least one of the listed violations in our scale of harm. We estimate the rate of victimization among the Kenyan migrant labor population in GCC countries to be 98.24% with confidence intervals between 96.65% and 99.82%. In other words, practically everyone heading to the GCC country as a migrant worker would become a victim of forced labor in some form. The findings based on the ILO forced labor indicators (a combination of menace of penalty and involuntariness violations) were similar: 97.55% of our sample or 995 out of 1,020 respondents reported having experienced both types of violations at least once during their last stay in GCC countries. We estimate the rate of violation based on ILO indicators to be 96.13%, with confidence intervals between 93.77% and 98.49%. In short, findings using either the NORC scale of harm or the ILO indicators revealed essentially the same patterns of violations.

COUNTER EXPLANATIONS

Considering the high prevalence of forced labor violations in our sample of Kenyan migrant workers in GCC countries, it is perhaps prudent to explore alternative interpretations of these somewhat extraordinary findings. After all, findings from this study appear to have shown a rate of forced labor far higher than most, if not all, other published prevalence estimation studies. Several possible factors may contribute to these unusual findings.

First, the instrument may have been too sensitive, thus detecting more violations than actually occurred, or picking up too many unfair but "trivial" employment practices. In other words, there may have been many false positives. While we acknowledge instrument sensitivity may be a problem and additional studies are needed for validation purposes, the instrument contains measures that are conventional and have been shared in either identical or similar formats by researchers in the field. In other words, our instrument reflects the most standard or status quo measurement of forced labor/labor trafficking in human trafficking research. However, such a conventional instrument may be precisely the problem because these measures have been designed and applied in situations with far less severe labor rights violations. It is in this context that our otherwise conventional instrument detected forced labor violations at a far greater rate than most other studies.

Second, GCC countries may be an anomaly. Some of the labor practices, common or culturally accepted in these countries, may be considered a clear sign of restriction of freedom. For instance, as reported earlier, we found that most employers in GCC countries withheld workers' identity papers thus preventing workers from moving around freely. Whether it is intended for safekeeping or as a blatant measure of preventing workers from violating agreed-upon work contracts, such a practice would automatically qualify as an indicator of loss of freedom in any labor trafficking study. It could also be that employers in GCC countries may be particularly aware of the legal restrictions or immigration control for migrant laborers and thus become adept at taking advantage of their vulnerable situations.

While we offer these possible counter explanations, the high levels of consistency in the reported rates of violations only increase point to improved validity in our interpretation because our point estimates and 95% CI values appeared to cluster closely. The meticulous planning in our sampling procedure and the close supervision and quality control of our field team gave us further confidence in the interpretations of these findings. Because of the potential political ramifications from what these findings may suggest, more studies are needed to verify or replicate our study findings. However, we hope our study will call to action concerned government agencies and non-government organizations to find ways to improve and protect workers' rights, and provide a safe and dignified work environment for these Kenyan migrant laborers.

RECOMMENDATIONS

Employment-based abuses are not uncommon for migrant workers from developing countries. However, the high rates of forced labor violations found in this study suggest that massive as well as systemic changes are required to ameliorate the situation. This study points out areas where both the Kenyan and GCC governments could take action and migrants themselves can reduce the chances of being victimized. Some of these actions may involve careful screening by the government agencies in all involved counties and avoidance by the migrant workers of certain trafficking-prone labor sectors or employers. Others may require committed government involvement in awareness-raising, screening of employers, and pre-departure training and education for the prospective migrant workers.

Remove Legal Obligation to Employers

While additional data mining could yield more details on the labor sectors or other covariates associated with the likelihood of forced labor, with such high rates of violations it is almost pointless to pinpoint the specific labor sectors or victim profiles because practically everyone surveyed in this study reported having experienced some form(s) of forced labor. It is this team's belief that the most fundamental change that will bring about the greatest effect in reducing forced labor is to un-tie/sever the legal obligations a worker has towards his/her employer, i.e., abolishing the *kafala* system. The *kafala* system, a legal mechanism widely practiced in the GCC countries that binds millions of migrant workers to their employers who sponsor their employment, has long been rife with labor abuses and exploitation. Migrant laborers ought to have at a minimum the freedom to escape an abusive work environment and/or be free to obtain a better employment opportunity. Changes in the guest worker program can be easily modified to increase the freedom of employment and of movement by migrant workers. It should be noted that Saudi Arabia and Qatar recently initiated reforms to allow foreign workers to leave the country without employers' permission or change jobs by transferring the sponsorship from one employer to another (Aljazeera, 2020). It remains unclear as to what and when measurable difference will result from these changes in law in GCC countries in the improvement of workers' rights.

Awareness Building

The high rate of forced labor violations prompted the question of how and why labor trafficking was so pervasive. One must wonder whether the concept of labor trafficking or forced labor remains mostly foreign to employers and workers, and the society in general. Our data suggest that perhaps few recognize their rights to dignified working conditions as defined in international

conventions, and respect for basic human rights in all circumstances. Awareness building is thus critically important to teach these migrant workers to understand issues of proper working conditions and human rights protection. As more migrant workers from Kenya become familiarized with these internationally recognized employment rights and benefits, collective awareness will lead to collective action.

Policy Initiatives for All Governments Concerned

The Kenyan government can better protect workers by requiring employers to provide social welfare programs for their workers. Significant policy changes need to take place to widen the coverage of government-sponsored welfare benefits because of the continued demand by major manufacturing sectors for stable supplies of workforce from rural areas.

Close Inspection by Government Agencies with Mandated Joint Liability Insurance

To reduce or prevent employer abuses, particularly in small family-operated businesses, the government agencies in GCC countries should establish dedicated agencies to conduct scheduled as well as unscheduled inspections to ensure proper working conditions and fair treatment of employees. More importantly these agencies must have legal authorities to impose significant penalties to produce meaningful deterrence effects among current and prospective employers. One potential regulatory scheme is to establish a liability insurance where both recruitment agencies and employers are asked to contribute. Financial compensations can be paid out from this insurance program or deducted from the bond for any verified cases of forced labor violations. However, the bond can be returned to the employer and recruitment agency is no labor violations are reported by migrant workers during their contract period.

Shelters and Service Providers in GCC Countries

Since most, if not all, Kenyan migrant workers heading to GCC countries are likely to encounter some forms of forced labor situations, pre-departure training of services and rescue venues in the host countries is of utmost importance. Adequate wealth exists in GCC countries to establish or make available workers' protection services to rescue or provide emergency shelter and other services to workers seeking to exit their abusive work environment. Such services need to be made aware among all migrant workers as part of the departure preparation and job training. It falls on the responsibility of the Kenyan government to develop and collect information about service providers (e.g., addresses of providers or shelters, types of services, contact information) in each of the GCC countries. Methods and appropriate processes must be developed, such as in the form of information cards or labor attaches in the GCC, so that all migrant workers can quickly access these services. As part of potential interventions, the Kenyan government should consider expanding its overseas posts for labor attaches who bear the clear responsibility for safeguarding migrant workers and monitoring and intervening in cases of severe violations. Deterrence effects can be achieved through diplomatic interventions on behalf of migrant workers for rights violations.

A National Action Plan for Intervention and Monitoring

The widespread employment-based abuse also calls for widespread intervention. Considering the political and cultural realities of the GCC countries, intervention efforts are perhaps easier to implement inside Kenya. As mentioned earlier, government agencies and international organizations have a target-rich environment to devise and test various intervention programs to

prepare and train GCC-bound migrant workers. A bold national plan and carefully planned monitoring mechanism are needed to ameliorate the current abhorrent employment conditions for Kenyan migrant workers.

ANNEXES

ANNEX I. SAMPLING PROCEDURES AND POPULATION ESTIMATIONS

Sample Size Calculations

The inference procedure described in Vincent and Thompson (2017) ensures an increase in precision with the Rao-Blackwellized estimators relative to their preliminary counterparts; a simulation study of a hard-to-reach Colorado Springs-based drug-using population has demonstrated that immense gains in precision may be expected even with a relatively small amount of adaptive link-tracing sampling. The preliminary version of these estimators bears a strong resemblance to the Lincoln-Petersen estimator (Chapman, 1951), and the two estimators are similar in terms of statistical properties and asymptotic characteristics. We evaluate the sample size required to reach a desired level of precision for this study based on the Lincoln-Petersen estimator (Chapman, 1951). In particular, we make use of the expressions and calculations outlined in Robson and Regier (1964). In order to derive the necessary sample size, we require 1) a value of α that reflects the precision of the estimator,[1] 2) a value of *p* to denote the level of accuracy, and 3) an initial, crude guess/estimate for the population size *N*.

Calculations are based on the two-sample mark-recapture estimator published results presented in Robson and Regier (1964) and are used to inform a suitable sample size. For these calculations, we set the precision and accuracy parameters to conservative values since the aforementioned Rao-Blackwell inference procedure will result in estimators whose accuracy will exceed thresholds based on conventionally accepted values for the parameters. We note here that sample size calculations based on the improved/Rao-Blackwellized versions are difficult to evaluate for a study such as ours since the resulting improved estimators strongly depend on the target population's network topology (that is, the behavior/pattern of referrals from individuals) as well as how sampling effort may be steered at each wave of recruitment. However, for projections on the expected increase in precision, see Vincent and Thompson (2017) and Vincent (2019).

We will set a precision of α = 0.10 and an accuracy level of $p = 0.4$. We assume the total population size of the at-risk OLR population in the study region of Kenya to be not more than 20,000 as this is taken to be a conservative upper bound on the population size based on the formative assessment. Our inference procedure requires a subset of referrals within the sample to be recruited and hence we will base numbers for recruitments on stringent criteria. Therefore, we will make the assumption that the average number of traceable nominations per individual is at a low value of one[2]. Following the setup outlined in Robson and Regier (1964), let *M* be the size of the initial sample (which is analogous to first sample captures). The sampling strategy will give rise to an expected number of $C = M + M$ traced referrals (which is analogous to second sample captures); the bulk of data collection will be carried out over two waves. Based on these sampling parameters the Lincoln-Petersen-type estimator for the population size is defined to be $\widehat{N} = \frac{MM}{R} = \frac{M^2}{R}$ where *R* is the number of referrals located in the initial sample (recaptures). We seek an initial

[1] (1— α) is the probability that the population estimate will be within 100p percent of the true population size.

[2] Calculations are based on pretest observations that indicate approximately one referral can successfully be made from each respondent.

sample size that satisfies:

$$1 - \alpha \leq P\left(-p < \frac{\widehat{N}-N}{N} < p\right). \quad (1)$$

Or, after rearranging:

$$1 - \alpha \leq P\left(\frac{M^2}{(1+p)N} < R < \frac{M^2}{(1-p)N}\right). \quad (2)$$

The random variable *R* follows a hyper-geometric distribution, and hence one can rely on the normal

approximation to the hyper-geometric distribution; setting $\mu = \frac{MC}{N} = \frac{M^2}{N}$ and $\sigma^2 =$

$\frac{M(N-M)C(N-C)}{N^2(N-1)} =$

$\frac{M^2(N-M)(N-M)}{N^2(N-1)}$ (see Seber, 1970 for details regarding the moments of the distribution of the

Lincoln-

Petersen estimator). With an initial sample size of *M* = 300 (and with an expected number of second sample captures in the form of interviewed referrals, and referrals of referrals to allow two additional waves of data collection, *C* = M + M =600), allocated through strategically assigning seeds proportionally across the study regions, the calculations show that the preliminary estimator based on this final sample size is close to meeting the above threshold. Hence, an appropriate final sample size is *M* + *C* = 900.

As the population size estimator may result in conservative estimates with small sample sizes, a simulation-based approach is used to reinforce the claim of precision on the sample size calculations. Recall that we are considering study regions with a suspected high concentration of OLR individuals and estimators based on a stratified setup, where strata are based on other combinations of factors of importance (such as gender and age), will be used. The proposed network sampling-based estimator bears a strong resemblance to the two-sample, bias adjusted mark-recapture Lincoln-Petersen estimator (Chapman, 1951). Hence, this estimator is used to give crude approximations to the performance of the preliminary versions of these estimators since their sampling distribution is likely to be a function of the actual network structure. The corresponding variance estimator is that presented in Seber (1970), on which the margin-of-error is directly based. It is noted here with importance that, as shown in Vincent (2019) and Vincent and Thompson (2017): 1) with the stratified setup one can expect efficiency gains of at least 25 percent over the margin-of-error based on these crude approximations, and 2) the Rao-Blackwellized versions of these estimators are likely to give rise to substantial gains in improvement in terms of the margin-of-error, and the magnitude of improvement is likely to be in the vicinity of one-half.

Table 9: Estimated Performance of the Network Sampling Strategy

Population Size	Mean	Standard Deviation	Margin-of-Error	Anticipated Upper Bound Margin-of-Error Sampling Estimator
10,000	10,333	2,403	4,390	1,646
15,000	15,027	4,667	8,144	3,054
20,000	20,140	7,506	12,668	4,751

Note: Simulation results for determining an appropriate sample size for the study. An array of simulation parameters is considered in order to assess a suitable sample size.

Table 9 presents disaggregated performance scores that can be expected an initial sample size of 300 and final sample size of 1000. The table presents the corresponding approximated mean of the estimate of the population size, standard deviation, and margin-of-error of the estimators when our proposed network sampling strategy is applied to areas of interest for varying population sizes. The quantity of interest (values in the right-most column), gives a conservative estimate of the margin-of-error for the network sampling strategy. The margin-of-error is approximately twice the standard deviation, to correspond with the expected half-length of the confidence interval based on 95 percent nominal levels and the central limit theorem.

The research team obtained access to census data from the Kenyan National Bureau of Statistics (KNBS) that captured information on emigrant counts from the study region to GCC countries. Such counts were disaggregated to the sub-location level and were used to proportionally allocate the desired number of individuals from the study population to be recruited for the initial sample within the counties. This is a statistically optimal approach since it ensures that the basis for the final sample is as reflective as possible in terms of geographic composition and will lead to as efficient estimators as possible.

Sampling Procedures- Seeds

Our sampling design required that our field team work closely with community contacts and agencies and approach sampled counties with a predetermined, generous number of seeds as our starting (or entry) points to access the hidden networked population from which the link-tracing commenced.

For data collection, NORC subcontracted with Kantar Public, an international data collection, research, and consultancy firm with headquarters in Nairobi and two additional regional offices in Kenya. Kantar was selected based on their experience managing logistically complex data collection activities in Kenya; ability to rapidly mobilize to recruit a large pool of experienced and qualified supervisors and enumerators; demonstrated expertise managing methodologically demanding mixed-methods research; experience using tablets for data collection; past performance conducting exercises of similar scope and scale; and value for money. Kantar also has established relationships with Kenyan government agencies, NGOs, and the local academic and research community.

The population of interest consisted of those individuals who met the following inclusion criteria:

- Currently reside in one of the 5 counties in Nairobi Metro (Nairobi City, Kiambu, Kajiado, Machakos, and Murang'a),

- At least 18 years of age, and
- Returned from working in one of the GCC countries in the last 18 months.

Kantar identified the seeds (i.e., the initial sample) in close collaboration with local NGOs, primarily Trace Kenya and Counter Human Trafficking Trust – East Africa (CHTEA). The detailed emigration data obtained from the KNBS informed the number and location of target initial seeds. These data included demographic information, including age, sex, and education level; destination countries; professional training; year of departure; reason for departure; and whether they sent remittances, for emigrants in 2019. These data were further disaggregated by county, sub-county, division, location, and sub-location. The study team used these data to provide county-specific migrant population parameters and determine the number of seeds per county, with a target *total* initial seed count of 300 spread proportionately across the five counties in Nairobi Metro area.

Sampling Procedures- Waves

In order to achieve our desired sample size of 1,000, our initial 300 seeds nominated and recruited individuals from within their personal network who also belonged to the study population. This process involved respondents, at the end of the forced labor assessment survey, providing up to seven nominations from their personal network and which meet the aforementioned criteria, from which the enumerators followed a predetermined procedure to randomly select three nominated individuals from the list to recruit for the next wave of interviews. These nominations had to fit the inclusion criteria for seeds, as well as additional criteria specifically for waves:

- They were not recruited into the study by a family member, and
- If they had already participated in the study, they were not recruited by the same individual.

These additional criteria worked to ensure the achieved sample was as diverse and representative of the underlying target population as possible. Although the county-specific location mattered for seeds, it did not for waves; and referrals for the next wave of interviews only needed to currently reside in one of the five study counties in Nairobi Metro. So, for example, seeds in Kajiado did not need to recruit participants who also currently reside in Kajiado.

Target Versus Actual Sample

The study team achieved 100% of the proposed sample size, as well as fulfilled the required number and location of seeds, as shown in Table 10. Table 10 presents the parameters for the target and actual location of initial seeds, as well as the total interviews conducted by county in the Nairobi Metro area. Both the field and NORC teams conducted weekly status checks on the interviews administered. These checks provided regular overviews on the location and demographic information (e.g., gender, destination country) of seeds and waves that had participated in the study thus far. Based on these descriptive statistics, the field team adjusted their recruitment procedures as needed.

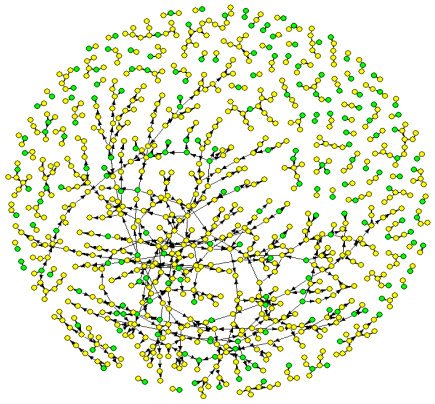
Table 10: Initial and Actual Seed and Wave Parameters

County	Total Emigrant Population Size Based on 2019 Census Data	Target Initial Seed Count	Actual Initial Seed Count	Total Interviews Conducted
Machakos	10,323	48	53	132
Murang'a	7,551	34	35	120
Kiambu	42,985	80	78	281
Kajiado	9,838	38	40	135
Nairobi City	70,278	100	101	352
Total	***140,975***	***300***	***307***	***1,020***

Network Plots and Population Estimations

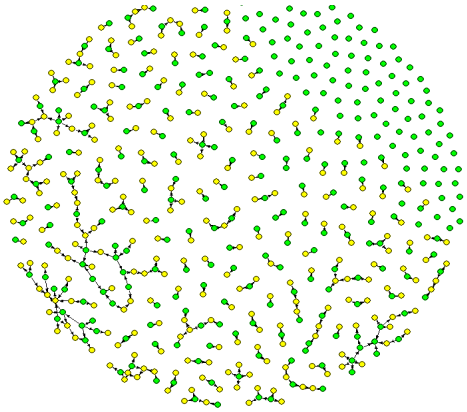
Central to our task of estimating the population of Kenyan migrant workers who recently returned from the GCC countries is constructing the network plots of the sample network. The following sections illustrate the results of our coupon redemption/link-tracing and matching process. The green nodes represent the initial sample (seeds) and the yellow nodes represent individuals who were selected after the initial sample (waves). Edges between nodes indicate a referral with the arrow indicating its direction. The first plot gives the fully observed network sample, where it can be seen that arrows stretch over waves and in both directions so as to capture observations/nominations from any one individual to another in the final sample. The second plot gives the initial sample and first wave, where it can be seen that the majority of the arrows emanate from the seed respondents.

Figure 3: Network Plot of Full Sample Where 101 Isolated Nodes are Removed



Notes: Network graph of OLR sample without isolated nodes, seeds in green.

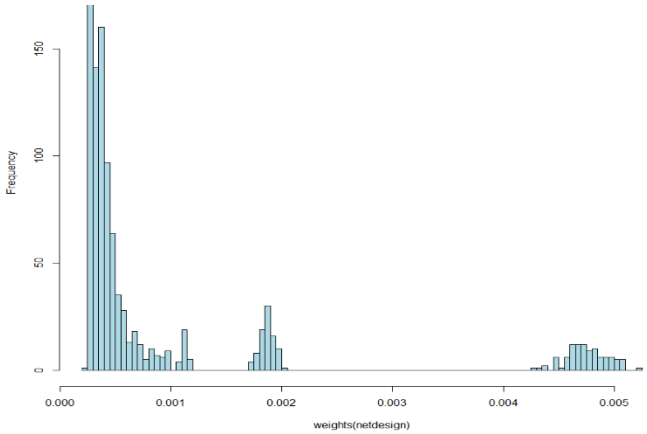
Figure 4: Network Plot of Seeds and First Wave



Notes: Network graph of first wave of OLR sample, seeds in green.

Figure 5 presents the distribution of the scaled sample weights. Recall that the recently introduced resampling procedure that is detailed in Thompson (2020) was used to calculate the sample weights. Note that the algorithm has a tendency to assign larger weights to the more isolated individuals and smaller weights to the more well-networked individuals; the mass at the right end of the histogram corresponds to the isolated nodes.

Figure 5: Sample Weights for OLR Respondents Based on Resampling Procedure



Our data collection procedure permits for estimation of the population size based on a simple, yet statistically efficient, mark-recapture type of design-based estimator derived by Frank and Snijders (1994); a design-based approach is preferred for populations that are suspected to have high levels of clustering since elaborate network models do not have to be posited and tested for fit to the sample data. Define the size of the initial sample to be n_0, number of links within the initial sample to be r, and number of links stretching out of the initial sample to be l. An estimate for the population size is $\widehat{N} = n_0 \times \frac{(l+r)}{r}$. This estimator depends on the network/link information emanating from the initial sample and is asymptotically consistent estimator for the population size *N* (see Frank and Snijders, 1994).

This estimator is akin to the two-sample mark-recapture estimator (Chapman, 1951) where n_0 is the size of the first sample, $l + r$ is the size of the second sample, and r is the number of recaptures in the second sample. Notice that the smaller the number of links within the initial sample (recaptures), the larger the estimate for the size of the population. As a result, we estimate the population of resident migrant Kenyans who recently returned from GCC countries to be 5,209. Applying the jackknife procedure proposed by Frank and Snijders (1994) to obtain a standard error approximation of 1,131, we estimate the 95% confidence intervals to vary between 2,992 and 7,427.

ANNEX II. FORCED LABOR ASSESSMENT SURVEY INSTRUMENT

See attachment “Forced Labor Assessment Survey”

ANNEX III. FORCED LABOR INDICATORS CROSSWALK

The survey instrument used an indicator-based approach to develop its questionnaire design. The following Indicator Map for Forced Labor of Adults describes the crosswalk between the ILO Forced labor indicators (ILO 2012) and the Forced Labor Assessment Survey used in the GFEMS Forced Labor Prevalence Estimation Study in Kenya.

Table 11: Forced Labor Indicators Crosswalk

Variable	ILO FL Indicator*		Mapped Survey Question(s)	
	Menace of Penalty	Involuntar-iness	Question	Response criteria
Abuse of vulnerability	X		Has your employer or recruiter held any of your identification documents such as your passport or ID card?	ile_docs_access=0 or 2
	X		Has your employer ever denounced you to the authorities to make you do something, or threatened to do so?	mp_coercion_authorities=1
Deception		X	Before you started your job, did your recruiter discuss [job factor X] with you? Compared to what was discussed, how was [job factor X] when you started?	ur_real_duties=4; OR ur_real_wages=4; OR ur_real_hours=3; OR ur_real_otpay=4; OR ur_real_housing=4; OR ur_real_location=1
Unfree recruitment	X	X	Who decided you should take your current job? What would have happened if you had refused to take the job?	ur_refusal_coercion>1
Restriction of movement		X	After your shift is over, does your employer allow you to move around freely in the community?	ile_freedom=0 or 2
		X	(If respondent lives in employer-provided housing) Would your employer let you live somewhere else and keep your current job if you decided you did not want to live in employer-provided housing?	lc_freedom_why=1
Isolation	X		Has your employer ever isolated, confined, or surveilled you, or threatened to do so?	mp_coercion_isolation=1
Physical and sexual violence	X		Has your employer ever threatened or enacted physical or sexual violence on you?	mp_coercion_violence=1
Intimidation and threats	X		Has your employer ever threatened or enacted physical or sexual violence on you [to make you do something you did not want to do]?	mp_coercion_violence=1; OR mp_coercion_threats=1
	X		Has your employer ever threatened or harmed your family [to make you do something you did not want to do]?	mp_coercion_family=1

	X		Has your employer ever convinced other employers in your area to boycott hiring you or your family, or threatened to do so [to make you do something you did not want to do]?	mp_coercion_boycott=1
	X		Has your employer ever threatened to make your working conditions worse to make you do something [to make you do something you did not want to do]?	mp_coercion_conditions=1
	X		Has your employer ever excluded you from future employment or overtime opportunities to make you do something, or threatened to do so [to make you do something you did not want to do]?	mp_coercion_exclusion=1
	X		Has your employer ever imposed excessive taxes or fees on you to make you do something, or threatened to do so?	mp_coercion_fee=1
	X		Has your employer ever dismissed your or threatened to dismiss you [to force you to do something you did not want to do that was outside of your understood scope of work?	mp_coercion_dismiss=1
Retention of identity documents	X		Has your employer ever withheld your identity documents or threatened to do so [to make you do something you did not want to do]	mp_coercion_docs=1
Withholding of wages	X		Has your employer ever unfairly withheld due wages, including overtime wages, or threatened to do so [to make you do something you did not want to do]?	mp_coercion_withhold=1
		X	Have you ever not been paid or not been allowed to keep the money you earned?	screen_withhold=1
Debt bondage		X	Have you ever been forced to work for no pay or for reduced pay to repay a loan to your employer or recruitment agency? (this could include a loan your family took rather than you individually)	screen_loan=1
	X	X	Is there a relationship between your overtime work and your job-related debt?	wld_ot_debt=1
	X		Has your employer ever manipulated the amount of debt you owed, or threatened to do so [to make you do something you did not want to do]?	mp_coercion_debt=1

Abusive working and living conditions	X	X	Has your employer ever deprived you of food or water [to make you do something you did not want to do]?	mp_coercion_nofood=1
	X	X	Has your employer ever deprived you of sleep [to make you do something you did not want to do]?	mp_coercion_nosleep=1
		X	(For respondents living in employer-provided housing) Could you have lived somewhere else and still work at your job? How would you describe the quality of your current living conditions? How many people sleep in the room you sleep in? Do you feel safe in your housing? Do you have a safe space in your housing to store your belongings?[3]	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)
Excessive overtime		X	Were you paid for working overtime? How did the overtime rate compare to your normal rate?	*wld_ot*>60 AND wld_ot_pay=0 OR wld_ot_yr>60 AND wld_ot_pay_rate=1
	X	X	Has your employer ever made you work extra hours as punishment?	wld_ot_yr>60 AND mp_coercion_extrawork
Impossibility of leaving employer	X	X	Is it possible for you to leave your job before your contract is finished? What would happen if you left your job before your contract finished?	ile_penalty<8

*Notes: *FL if at least one indicator of menace of penalty and one indicator of involuntariness*

[3] Indicator construction of "Abusive Living Conditions" based on Verite framework (Verite 2012).

ANNEX IV. FORMATIVE ASSESSMENT OBJECTIVES

Table 12: Formative Analysis Objectives

Study	Assumption	Testing Method
OLR	Provision of incentives for both seeds and recruits will not lead to gaming.	Informational interviews with NGOs targeting migrant workers; FGDs with returned and/or imminent migrants
OLR	Incentives (cash or in-kind) for seeds and recruits are optimized.	Information interviews with NGOs targeting migrant workers
OLR	A generous initial "representative" sample of seeds (returned migrants) can be identified and enrolled in the study.	Information interviews with NGOs targeting migrant workers; FGDs with returned migrants
OLR	Referral chains will move through networks of different types of migrants that may otherwise be isolated from one another (e.g., different sectors, different destination countries, male v. female, different regions/ethnicities/languages, etc.).	FGDs with returned migrants
OLR	Returned migrants will be willing to participate in the study and share their experiences	Information interviews with NGOs targeting migrant workers; FGDs with returned migrants
OLR	Returned migrants will be willing to recruit others into the study; recruits will enroll in sufficient numbers.	FGDs with returned migrants
OLR	Migrants will be willing to participate in the study and recruit others in their network	Information interviews with NGOs targeting migrant workers; FGDs with migrants
OLR	Study design exhaustively describes and minimizes the risk of harm to respondents.	Information interviews with NGOs targeting migrant workers
OLR	Selected modality of data collection (e.g., in person, cell phone) maximizes participation, minimizes bias, and does not systematically exclude certain subgroups	Information interviews with NGOs targeting migrant workers; FGDs with returned migrants
OLR	Study will proceed without interruption from local government or other authorities.	Informational interviews with NGOs targeting migrant workers
OLR	Recruitment procedures will be clear and accessible to respondents (i.e., coupon design, incentive schemes, and interview location).	FGDs with returned migrants

OLR	Interview sites can be set up that are easily accessible, safe, and non-stigmatizing.	Information interviews with NGOs targeting migrant workers
OLR	Administrative (e.g., census) data can be obtained to allow for stratified sampling.	Information interviews with NGOs targeting migrant workers
OLR	Administrative data can be obtained to construct geographic sampling frame within sub-counties (e.g., enumeration areas/maps).	Informational interviews
OLR	Focusing study on recently returned migrants will not lead to over- or under-estimation of the present status of forced labor (e.g., focusing on people who entered contracts 2-3 years ago, only those who have successfully returned to Kenya, etc.).	FGDs with returned migrants
OLR	Research team will have contact information for migrants in the GCC and will not lose touch with them once they are overseas	FGDs with returned migrants
OLR	Participation in the study will not have any negative consequences for returned migrants or their families	Informational interviews with NGOs targeting migrant workers; FGDs with returned migrants
OLR	Research team will be able to effectively collaborate with stakeholders (i.e. government, NGO and embassy representatives) associated with migrants workers	Information interviews with NGOs targeting migrant workers

ANNEX V. FORMATIVE ASSESSMENT FINDINGS

See attachment “Annex V – Formative Assessment Memo”

ANNEX VI. PRE-TEST FINDINGS

See attachment “Annex VI – Pre-test Findings”

ANNEX VII. DATA QUALITY REVIEWS

DQRs were conducted by NORC's data management team at regular intervals throughout the course of data collection. The purpose of a DQR is to proactively identify and remedy issues related to survey programming, question clarity, and enumerator error/performance. Specific issues that were checked during DQRs are summarized in the table below:

Table 13: Summary of Data Quality Review Issues

Data Quality Review Type	Description
Date/time verification	This check ensures that the start and end times of the surveys are logical (i.e., sequential and within the field period) and that the survey duration is not abnormally short or long.
Form completeness	This check determines whether any required variables in the form are missing.
ID verification	This check flags any unresolved duplicate IDs as well as cross-verifies components of manually entered IDs.
Speed violations	This check flags longer/more complex questions for which enumerators advance in the survey form more quickly than would be expected.
Soft check suppressions	An alternative to programming constraints, "soft checks" serve to alert enumerators to potential errors in either data entry or question interpretation (either by the enumerator or the respondent). Soft checks consist of a simple "select one" question immediately following the question of concern, where the enumerator is alerted to a possible error (using relevancy rules) and required to either go back in the form and edit the entry or select "continue" to advance in the form. This check summarizes all soft check suppressions alongside the recorded values.
"Don't know / no response" frequencies	This check flags variables for which the don't know/no response rate is five percent or more as well as cases where a given enumerator has at least five don't know/refused responses.
Open-ended response review	This check involves reviewing all open-ended responses (including "other: specify" entries and enumerator notes).
Outlier review	This check flags continuous numerical variables that are more than two standard deviations from the mean value.
Back checks	Back check analysis assesses discrepancies between original and back check data.
GPS coordinates	This check ensures locational accuracy and that enumerators are properly recording interview coordinates.

Following each round of DQR, the assessment team flagged areas of concern to Kantar in a cloud-based DQR log. Each issue was flagged based on urgency; a summary of urgency levels, illustrative issues, and required response times is presented in Table 14.

Issues flagged in the DQR log as "most urgent" (e.g., possible data falsification) were expected to be resolved in less than 24 hours whereas issues with less urgency (e.g., basic cleaning tasks that don't require enumerator recall) could be resolved within a few days. Over the course of data

collection, NORC flagged 19 DQR items to Kantar's management team—the majority of which were related to ID duplicates/discrepancies, variable outliers, and high frequency of "don't know" responses for certain enumerators and questions—all of which were addressed to NORC's satisfaction by the conclusion of field work.

Table 14: Summary of Urgency Levels, Examples, and Target Response Times for DQR Issues

Urgency Level	Examples of Issues	Response Time
Most Urgent	Suspected data falsification, enumerating incorrect sites or respondents, using incorrect versions of tools	<24 hours
High	Missing form submissions, excessive speed violations, excess replacements, not following ID protocols	48 hours
Medium	Confirming outliers, below target accompaniments	2-3 days
Low	Simple cleaning tasks that don't require enumerator recall	1 week

DAILY DEBRIEFS

At the end of each day of data collection, Kantar QCOs (Quality Control Officers) and the Field Coordinator gathered together with the teams of supervisors and facilitated an active discussion on how things went that day, with particular attention to challenges faced in completing the work. A Daily Debrief Guide was developed to assist field monitors in facilitating debriefs and included a number of questions and probes to help elicit important information from data collection team members.

The daily debrief guide comprised of observation/challenges encountered and the possible mitigations to the challenges, and if the challenges could not be tackled locally, the field team would escalate these to the NORC project team. The team also had a WhatsApp group that was a platform for trouble shooting some of the real-time field work challenges, especially those that were SurveyCTO oriented. At the end of each fieldwork day, Kantar held team debrief sessions to discuss the challenges faced as well as the error logs that had been flagged from NORC's real-time DQA.

SUPERVISOR FIELD CHECKS

In alignment with the study design and protocol, spot checks were made to determine if the scheduled interviews were with the right seed and correct wave. Field checks also involved confirming that the scheduled interviews were held at the respondents' preferred location and time. Finally, respondents were encouraged to reach out to either the Kantar Project Manager or Scheduler in case they had any complaints about the interview session.

BACK CHECKS

Back checks involve re-visiting or calling respondents several days after the original data collection effort to verify a subset of survey questions as well as ensure enumerators adhered to project-specific protocols related to sampling, informed consent, and professional conduct. Based on the Sampler/Scheduler contact sheet (where all scheduled interviews were recorded), back checks were done for 10% of interview cases for each supervisor assigned to the study. Telephone back checks were done 2 days after the scheduled interview. In some cases,

respondents would contact the team immediately after they completed their scheduled interviews, and back checks were completed at the same time.

Back checks were conducted by the Sampler/Scheduler and covered the following questions:

- Was informed consent obtained and the respondent given a copy of the consent form for their record?
- Was the enumerator rude or insensitive to the respondent at any point during the interview?
- Approximately how long did the interview take?
- How much compensation did respondents receive from the enumerator for their time?

ANNEX VIII. REFERENCES

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NORC at University of Chicago

GCC Migrant Link Tracing Enrollment and Forced Labor Assessment

March XX, 2021

0. Field Control				
1. county_0	Select county 1 = Nairobi 2 = 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			
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:

Screener: for waves only			***Enumerator 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	0	

	1. Yes	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?		

A. General information			***Enumerator 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 0. 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
6. gcc_country	In which GCC country were you most recently working? 1. Bahrain 2. Kuwait 3. Oman	1 2 3	

	4. Qatar 5. Saudi Arabia 6. United Arab Emirates (UAE) 998. Refused 999. Don't know	4 5 6 -998 -999	➔ If 998 or 999 skip to Section K
7. 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) 998. Don't know 999. 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? 0. No 1. 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	 1	*Enumerator: answer this based on your observations. If you cannot*

	2. Female 3. Other	2 3	*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.

B. Prescreener: general information			***Enumerator 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.*
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*

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)___		
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.*
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*
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*=1 or *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.*
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*
13. 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.*
14. prescreen_fee_amt	[If *prescreen_fee*=1 OR = 2] How much was the fee?	-998		*"Recruitment fee" = fee charged by recruiter/broker/employer for their services. DOES NOT include fees for mandatory expenses such as*

		-999		*plane tickets, visas, health checks, etc* -998 Refused -999 if don't know/don't remember at all
15. 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
16. 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.*
17. 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*
18. prescreen_loan _source_oth	[If *prescreen_loan_source*=5] Specify:			
19. 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.

C. Screener I am now going to ask you some additional questions about your most recent/current job in [*gcc_country]*.						***Enumerator 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*
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	

16. 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		
17. 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	
18. 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*
19. 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	
20. 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		
21. 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	
22. 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		

23. 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*
24. 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		
25. screen_illicit	Your employer forced/forces you to commit criminal/illicit activities	1= Yes	0= No	-999= Don't know	-998 = Refused	
26. 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		
27. screen_falseid	You were/are provided with false identification by your employer	1= Yes	0= No	-999= Don't know	-998 = Refused	
28. 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		
29. 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	
30. 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		
31. screen_deprivation	Your employer did/does not let you eat, drink, or sleep	1= Yes	0= No	-999= Don't know	-998 = Refused	
32. 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.

D. Living Conditions				***Enumerator 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*
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.*
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	

E. Unfair Recruitment				***Enumerator 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	1 2 3 4 5 6	*Do not read response options. Listen to respondent and code answer according to response*

		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) 66. Nothing/no repercussions -999=Don't know -998=Refused	7 8 9 10 11 12 13 66 -999 -998	
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) 66. 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 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 was too far from home and nowhere to go 11. Kept drunk/drugged 12. Use of police for intimidation 13. Other (specify) 66. 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	1=Did not discuss job duties 2=Job duties promised/agreed verbally 3=Job duties written in contract	1 2 3	*Enumerator: if the respondent had a written contract but it was in a language they didn't understand (like Arabic) but they discussed*

	provided? For example: was it promised or agreed upon verbally? Or written in your contract?]	4=Job duties promised/agreed verbally AND written in contract -999=Don't know -998=Refused	4 -999 -998	*this verbally, code as 2=Job duties promised/agreed verbally*
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*
14. 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)*

15. 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*
16. 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.*
17. 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)
18. 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*
19. 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

20. 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*
21. 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
22. 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*
23. 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	
24. 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*

25. 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	
F. 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***
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)	0 1 2 3	**Do not read response options. Listen to respondent and code answer according to response**

		-999=Don't know -998=Refused	-999 -998	
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	
14. wld_ot_rent_oth_nc	[if *wld_ot_rent_nc*=3] Specify:			

G. Freedom of movement and possibility of leaving employer without risk				***Enumerator 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**
4. ile_docs_access_expl	[if *ile_docs_access*=2] What would it have taken to retrieve your documents?			
5. 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.**
6. 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	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.**

		10=Would get deported 11=Other (specify) -999=Don't know -998=Refused -997=N/A – do not have contract		
7. ile_penalty_oth	[If ile_penalty=11] Specify:			
8. 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.		

H. Intimidation or Violence as Means of Coercion		Enumerator 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.*

Activity		0= No	1= Yes	-999= Don't know	-998= Refused	
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.
9. mp_coercion_isolation	Isolation, confinement, or surveillance					
10. 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.
11. 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
12. 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
13. mp_coercion_extrawork	Extra work as a punishment					
14. mp_coercion_drugs	Your employer provided you with drugs or alcohol to control you					
15. mp_coercion_authorities	Denunciation to authorities					
16. mp_coercion_dismiss	Dismissal					Probe to ensure that they are threatened for reasons listed above, not as a result of under-performance.
17. mp_coercion_papers	Confiscation or withholding of identity papers					
18. mp_coercion_debt	Manipulation of amount of debt owed					For example, they increased the amount of the debt

19. 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
20. 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		Do not read response options. Listen to respondent and code answer according to response

			-998 -997	

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.

I. Network information			***Enumerator 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]*

J. 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									

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]	

K. **End –**				
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		

NORC at the University of Chicago

FORMATIVE ASSESSMENT FINDINGS

Global Fund to End Modern Slavery Prevalence Estimation and Evaluation Research Program in Kenya

CONTENTS

I. INTRODUCTION

Formative assessment is developmental research conducted in preparation for a study employing novel methods and/or relying on untested functional and analytical assumptions.[1] The purpose of formative assessment is to validate a proposed research design as well as gather key inputs required for survey logistics and planning. Because the link-tracing estimation strategies proposed under the Global Fund to End Modern Slavery (GFEMS) Prevalence Estimation and Evaluation Research Program have not been previously conducted with the target populations and respondents, a formative assessment was conducted in September - November 2020 to test several critical assumptions that surfaced during the research design stage.

Planning for the formative assessment took place in June - August 2020. Formative assessment activities were informed by the research design report, a desk review, and consultative meetings/discussions with GFEMS, J/TIP, local partners, and the local firms subcontracted by NORC to support in-country activities (Kantar Public).

Field activities were structured around a formative assessment objectives document, which outlined key items and parameters from the research design document that required further investigation (see Annex A to this memo). Broadly speaking, these objectives included assessing:

- The extent to which target respondents are able and willing to speak with the research team; provide accurate data on themselves; and refer persons known to them to participate in the study;
- Ability of network-based referral chains to branch out to especially hidden or hard-to-reach respondents;
- Sample size calculation inputs including expected referral counts and participation rates;
- Logistical assumptions related to data collection including modalities, sampling, and budgetary inputs; and
- Quality of the draft survey instruments including content clarity, structure, and language; contextual appropriateness; and need for further clarification or enumerator guidance.

Methods for addressing the above included:

- Focus group discussions (FGDs) and semi-structured interviews with target population respondents;
- Field-testing of quantitative survey instruments with target population respondents; and
- Informational interviews with stakeholders, including sector experts and NGOs.

This memo presents key findings for the Overseas Labor Recruitment (OLR) from FGDs, KIIs, and field notes from the field-testing of survey instruments. Detailed findings and recommendations regarding the instruments themselves based on field-testing will be included with the Revised Research Design Document.

[1] For more extensive discussion on the purpose and objectives of formative assessment in the context of network-based prevalence research, see: World Health Organization (2013). Introduction to HIV/AIDS and sexually transmitted infection surveillance: Module 4: Introduction to respondent-driven sampling (No. WHO-EM/STD/134/E). Retrieved from https://apps.who.int/iris/handle/10665/116864

II. OLR: KEY FINDINGS

1. **Migrants are well-networked, referral chains will move through networks of migrants from different sectors, backgrounds and geographic locations.**

Coordinating efforts with NGOs proved to be a successful first step in identifying migrant study participants. NGOs have well-established relationships with a large pool of migrants who they provide support services to. In addition, NGOs have a prominent social media presence that expands their reach to a larger number of migrants with diverse profiles. Importantly, many noted that they provide support to returned migrants for an average of 12 months or one year, indicating that they are well networked with our target population: GCC migrants who have recently returned to Kenya.

A majority of migrants are well-networked and had connected with other migrants either in the course of travel to the GCC, such as at the airport, or through WhatsApp groups created to connect migrants with each other. Migrants also get to know each other if they are recruited through the same agent or are from the same county or city. Domestic workers generally have less freedom of movement while in the GCC and therefore are less likely to connect with other migrants while working abroad, although this varies by destination country. To expand diversity of study participants, WhatsApp groups connecting migrants from different sectors, geographic regions, and backgrounds are likely to be successful. At the same time, migrant networks often span across counties and are not limited to the study's geographic focus area of Nairobi Metro, which may have implications for recruiting.

> *"I have a WhatsApp group with 1200 members within 1 unit, of which if I use my group as a platform to give the members information and awareness in their homes without them having to leave and come for meetings."*
>
> ***- Focus group participant***

Importantly, some migrants change their contact information when they return to Kenya. A key informant reported that they do this so as to avoid being contacted by fellow migrants who had previously shared gifts with them to give to family members back home. In this case, connections made while in the GCC may be difficult to maintain and subsequently link back to as potential recruits. There is also a risk that the proposed recruitment method may exclude those technologically challenged or relatively lower income who either do not have access to or are not comfortable using WhatsApp.

Last, some respondents highlighted that there is a strong preference for Muslim migrants in the GCC, a preference that agents often consider as they prepare potential migrants for employment abroad. This may lead to an over-representation of Muslim migrant workers in the study and should be considered when identifying "seeds".

Recommendations:

i. Coordination with local NGOs will be critical to identifying returned migrants with diverse profiles, including geography, cell phone and social media activity, income, gender, and sector.

ii. WhatsApp should be leveraged to communicate with recently returned migrants and facilitate recruitment of participants.

iii. Clear inclusion criteria is essential to successful recruitment of subsequent link-tracing waves to ensure estimation aligns with target geographies.

2. **Returned migrants will be willing to participate in the study, share their experiences, and recruit participants for the study. On average, each migrant could make 3 study referrals.**

Both focus group and survey pre-test respondents reported a general willingness to participate in the study. The former, however, reported key conditions that were conducive to the sharing of potentially sensitive experiences while in the GCC. For example, they highlighted the safety and comfortability of the venue in which the group discussions were held and the well-established trust they have in the NGOs that reached out and recruited them for the study. Importantly, no respondent suggested that the nature of the study was too sensitive so as to limit participation, and further noted that the individual survey format, rather than group discussions, should minimize any potential discomfort for survey respondents.

Focus group and survey-pre-test respondents were also confident in their ability to recruit other migrants to participate in the study. They felt that participants would be able and willing to recruit others with relative ease and are sufficiently networked to do so. Respondents highlighted that they would be able to successfully recruit at least 3 other migrant participants for the study, likely from their communities or in the same geographic area. As referral chains can be limited by the area of residence, it would be important to first leverage NGO networks to recruit migrants from different counties, who would then recruit participants within their communities. This would help ensure geographic representation of migrants.

Similar to participants' own experiences, respondents noted that recruitment of other migrants into the study would be greater if the design emphasizes anonymity (e.g., name and phone number only for tracking purposes) and safety (e.g., private and comfortable area). They also highlighted potential scheduling constraints among recruits due to, for example, work or family conflicts. Survey pre-test respondents also noted that the recruitment script and outreach should more clearly and thoroughly explain the purpose of the study.

Recommendations:

i. Moderate assumptions for sampling ought to assume that each returned migrant knows 5 others like themselves, and can successfully recruit 3 other migrants on average. A more conservative input would be 2.

ii. Recruitment protocols should emphasize the anonymity, safety, and flexibility of the recruitment process to maximize response rates.

iii. Enrollment/intake schedules for the study should be flexible—including on evenings and weekends—in order to maximize response rates.

3. **Monetary and non-monetary incentives are optimized to maximize response rates, however, there is a risk of misrepresentation or gaming; recruitment procedures will be clear and accessible to respondents.**

Respondents highlighted monetary and non-monetary incentives to encourage migrant participation in the study. The consensus was that incentives should ideally cover at least transportation costs and a meal. While many suggestions emerged, respondents were in agreement that in addition to transportation fare and meals, an amount between 500 and 2000 KSh would be acceptable as an incentive to participate and,

for each participant they successfully recruit, up to 1000 Ksh. Providing transportation fare and other incentives would ensure that migrants from more remote areas also agree to participate in the study. In addition, providing airtime (cost of communication) to some returned migrants could increase their willingness to reach out to other migrants and recruit them for the study. Airtime incentives could also encourage and enable participants to reach out to migrants who are not part of WhatsApp groups and do not have a smartphone.

There was also consensus on providing some form of non-monetary incentives to participants. Many migrants undergo trauma and abuse in the GCC, reliving these experiences and sharing sensitive information could make them uncomfortable. Counselling services or NGO consultations at the interview site to provide necessary psychosocial support would encourage greater participation, and incentivize potential participants to take part in the study.

M-PESA is a convenient medium for providing incentives, however, researchers would need to verify that migrant numbers are registered on M-PESA. Moreover, some migrants may prefer using another family member or friend's registered number to receive incentives.

> *"The compensation we are talking about for example is that we have left responsibilities to attend these meetings i.e. family and business, what would be adequate would be a form of compensation where we can buy some food for our families…"*
>
> ***- Focus group participant***

FGDs suggested the importance of exercising caution while discussing incentives with potential participants. This is similar to what a key informant reported occurs with community organizations: that individuals pull stories from social media in order to receive support. Some FGD respondents suggested that researchers should identify respondents, communicate study objectives and purpose, gauge interest and then state the incentive amount. Survey respondents also suggested using passports or flight ticket stubs as proof they are a returned migrant. A second, related concern is how to track participation for link-tracing estimation purposes. Respondents reported that they would be willing to share personally identifiable data (e.g., name, phone number, demographic information), if it was kept safe and secure. This would also help mitigate the risks of falsification or misrepresentation in the study.

In contrast, other respondents stated that it would be better to clearly specify the incentive amount up front so there is no mismatch in participant expectations. If participants expect a certain amount of incentive but the actual amount does not match that, it could lead to discontent and their bad mouthing the study in their networks. Moreover, participants stated that if there was awareness that incentives were being offered for participation in the study, some people would try and misrepresent themselves as migrants from the GCC.

Participants reviewed a sample of the recruitment coupons, which local partners suggest referring to as *vouchers* in order to best communicate its purpose for study in the local context. FGDs suggested that the vouchers include a brief description about the theme of the discussion, some contact information or the organization website link so respondents can verify the identity, and background of the researchers. Survey pre-test respondents also highlighted the need for bright colors, a more professional presentation, such as thicker paper, and to note the anticipated duration of the interview.

Recommendations:

i. Participants should be offered transportation fare and meals. In addition, to encourage referrals participant can be provided with airtime to cover communication costs.

ii. Monetary incentives between 500 to 2000 KSh can be supplemented with access to counselors or NGO representatives to receive psychosocial support.

iii. Consider non-monetary incentives in the form of counselors and/or NGO representatives at interview sites to provide psychosocial support.

iv. Given that misrepresentation is possible, the study team should think through what steps they can take to mitigate for this. One option would be to determine the kind of document that can be reviewed when participants are registering. FGD participants suggested reviewing Iqamas, passports, or air tickets.

v. Thoughtful design is also required in order to track study participation. To address this, researchers need to be careful about maintaining records of participants, such as personally identifiable information.

4. **In-person data collection maximizes participation, minimizes bias, and does not systematically exclude certain subgroups of migrants.**

Leveraging NGOs to recruit participants was a plus due to the experience and trust they have established over the years with the target population. This resulted in a comfortable space and smooth discussions as the participants trusted the researchers and felt more enabled to share their experiences. KIIs and FGDs findings suggest that in-person data collection is more effective and maximizes migrant participation. Migrants may be suspicious about the motivations behind a study and given the sensitive topics of discussion may hesitate in agreeing to participate. Building trust to gather critical insights from survivors and other returned migrants is difficult using remote methods, therefore, in-person communication will help researchers build trust, develop a good rapport, and create a comfortable space for migrants to share their experiences.

Researchers were also encouraged to spend time building rapport and gaining the trust of migrants to engage them in the study and incentivize them to recruit other participants. A few respondents suggested that to gain trust, researchers should contact potential respondents through the phone and take the time to explain the study, clearly set out participant expectations, and then invite them for the in-person interviews. As noted above, survey pre-test respondents similarly suggested that recruitment (e.g., script and voucher) materials clearly and creatively present the purpose of the study to potential respondents in order to recruit those of all education levels. Rather than providing reading material at the study site, participants encouraged sharing visual and social-media (WhatsApp) based resources to outline study parameters and the importance of gathering insights from migrants. Many respondents stated that people were not drawn to reading material, so alternative methods would be more effective in disseminating information and incentivizing participation.

While the majority of participants felt comfortable discussing their experiences in a group setting, one FGD participant highlighted that returned migrants may feel more comfortable sharing their experiences on an individual basis, as noted above. Another consideration is that migrants who have suffered trauma

or abuse may be less willing to participate in the study. This can be mitigated by providing on-site counselling support and highlighting that as an incentive when recruiting participants.

Recommendations:

i. Researchers should put a greater emphasis on trust and rapport building through phone and in-person communication.

ii. Recruitment materials outlining the parameters of the study should be disseminated using visual means or through social media, rather than providing reading material.

5. **Accessible, safe, and non-stigmatizing interview sites can be set up; negative consequences of participation can be controlled or minimized**

As noted earlier, FGD and survey participants felt comfortable and safe in the interview space. Choosing a safe, decent venue such as a 3-star hotel, away from their residential areas, made participants feel comfortable and appreciated. In addition, they emphasized anonymity as a critical component of study protocol that increased confidence in both their participation, as well as their reported ability to successfully recruit other migrants. Respondents highlighted that if transportation fare and incentives were provided, returned migrants would make the effort to reach the interview site and enroll in the study.

Returned migrants also suggested that to encourage participation and make participants feel more secure about sharing their experiences, counsellors or NGO representatives who can provide support should be available at the FGD site. This would also help mitigate migrant trauma from narrating their experiences, and control negative consequences arising from discussing sensitive topics.

Recommendations:

i. Choose a safe, decent venue such as 3-star hotels, away from residential areas to make participants feel comfortable and appreciated.

ii. Incentives that reimburse travel costs to the venue would further increase participation.

iii. Maintaining participant confidentiality by assigning numbers as identifiers would encourage greater participation and sharing sensitive experiences.

6. **Other relevant findings**

The research team was able to effectively collaborate with stakeholders associated with migrant workers in order to plan and collect data for the Formative Assessment activities. Specifically, the team worked closely with Kantar Public and a number of local organizations (see Annex B) to both identify respondents for FGDs and survey-test and to participate in KIIs themselves. These partners were receptive to collaboration and supportive of the study's aims.

In addition, the study team has started collaborations with relevant government agencies to identify and obtain administrative data required to construct appropriate geographic sampling frames. Although the ideal data are not available—destination-specific migration data in target geographies—we are working closely with Kantar Public and the Kenyan Bureau of National Statistics (KNBS) to obtain general migration and socio-demographic data were possible.

Last, and of consequence for our target population, is the appropriate time reference for the forced labor prevalence estimation survey. Central to this concern is whether specific inclusion criteria (e.g., how we define "recently returned migrant") may bias current estimates of forced labor among migrants in the GCC. FGD and survey respondents reported that accurately recalling adverse experiences while abroad is not a concern; an individual who has experienced forced labor conditions will never forget these experiences. At the same time, one key informant reported that, among the returned migrants that they work with, many do not share details of their experiences until later, up to a year after they return to Kenya. This is in part due to the time it takes for them to develop trust in the organization, and may also be due to what these NGOS suggest are weakening support systems. This suggests that focusing the study target population on those who returned within the last year may under-estimate the prevalence of forced labor if a sub-section is not willing to discuss their experiences at that time.

Recommendations:

i. Continue to collaborate with stakeholders associated with migrant workers to ensure successful and efficient data collection.

ii. Thoughtful design should be given to the time reference used in the inclusion criteria for the study target population (e.g., recently returned migrants within the last 12 months; within the last 5 years).

NORC at the University of Chicago

OLR Survey Pre-Test Findings

Global Fund to End Modern Slavery (GFEMS) Kenya Prevalence Estimation and Evaluation Research Studies

OLR SURVEY PRE-TEST FINDINGS

Twenty respondents participated in the survey pre-test over the course of 2 days, none of whom knew each other. The target area included areas adjacent to Nairobi Metro: Nyeri and Nakuru. Sampling parameters ensured participants varied in socio-economic status, ethnicity, language, and religious backgrounds so as to reflect variation in the larger population. Additional inclusion criteria include age diversity across age (e.g., early 20s, 30s, etc.), gender, timing of their return from the GCC (e.g., 1 month ago, 12 months ago), and, as much as possible, the timing of their contract (e.g., home between contracts, visiting during a break but contract has not yet ended).

To identify and recruit survey pre-test participants, Kantar Public worked with the location administrative offices in the two selected regions to obtain critical information on potential respondents. The team identified and screened 35 potential respondents in order to achieve the desired sample composition. Specifically, 5 and 10 potential respondents were screened out in Nakuru and Nyeri, totaling 14 and 6 completed interviews in each area, respectively. Enumerators screened these potential respondents out due to their not fitting the inclusion criteria: many returned from the GCC and had been in Kenya for over 12 months. No respondents were screened out due to their eligibility for the forced labor portion.

1. Questionnaire duration and consent procedures

The questionnaire took between 45 and 75 minutes to administer, depending on respondents' comprehension of survey items and relevant questionnaire skip patterns. This is consistent with the anticipated duration. However, respondents felt that the consent script was too long and often led to what enumerators felt was a loss of interest in what the enumerator was saying. As such, we recommend streamlining the introductory script where possible.

2. Tracking protocols/procedures and assumptions

Note that a condensed field work schedule did not allow for testing tracking procedures. However, respondents noted that it is possible that, based on finalized incentive amounts, some will attempt to duplicate the vouchers in order to receive additional or fraudulent compensation. This confirms the importance of having a reliable tracking protocol or some control mechanism in place. Toward this end, most respondents indicated an ability and willingness to share personally identifying information about their potential recruits, such as name and phone number. A minority of respondents indicated they would not be willing to share identifying information. Another small number said they would, but only with their recruits' consent. We suggest revising the key demographic information captured of potential recruits in order to track individuals throughout the study in cases in which names or phone numbers are not provided by recruiters. Additionally, revise the questionnaire or contact procedures to allow for a respondent to contact potential recruits and follow up with the field team.

3. Sampling

Recruitment efforts in these two locations—Nakuru and Nyeri—used different approaches, much of which was determined by the condensed field period and necessary quick turnaround with recruitment. In the former, field staff worked closely with a local NGO, whereas they relied on administrative offices in Nyeri. This is because the local NGO that assisted with recruitment in Nakuru had previously conducted related work with multiple communities in the area and was already familiar with the target population. In Nyeri, our local data collection firm, Kantar Public, used an established working relationship with a regional coordinator at the local administrative offices. Regardless of recruitment strategy, the field team was able to recruit a diverse sample of recently returned migrants with regards to sector (e.g., domestic workers, construction sector, retail, hotel, and security), gender, and destination GCC country. They noted that females in general were more available and flexible to schedule for interview. As such, field work should plan for ample time to identify and recruit seeds for

link-tracing that fit the inclusion criteria, as well as allow for flexibility in scheduling interviews to enable individuals with diverse schedules to participate. In addition, the team should be prepared to use multiple approaches (e.g., local NGOs, local administrative offices) to identify seeds as needed.

Regarding recruitment of waves, respondents' estimated network size of recently returned migrants appeared to vary by sector, with domestic workers reporting knowing fewer than 5 recently returned migrants, and migrants in other sectors, such as construction, reporting knowing up to 100. However, nearly all respondents reported that most of their potential recruits would ultimately enroll in the study. Sampling approaches should thus be considerate of network sizes across sectors and adjust strategies to ensure the final sample achieves desired parameters.

The vouchers were generally well received and mostly seen as viable evidence that the process is legitimate. However, respondents expressed opportunities for improvement. For example, not all respondents understood what the voucher represented and required additional clarification to that effect. Also, respondents suggested various cosmetic or design revisions that may increase its "value" and readability, as well as limit duplication. Specifically, they noted that its size should resemble a common supermarket voucher, that it should be more colorful, and that it should include a watermark in order to avoid counterfeit vouchers. In light of these findings, the questionnaire script should be revised and expanded to include a standard, more detailed explanation to ensure respondents of varying education levels, backgrounds, and experiences understand the purpose and role of the voucher, which would inform how they reach out to and potentially recruit others. Additional consideration should be given to the voucher's size, color scheme, and final presentation.

4. Other risks in conducting field work

None of the survey respondents, especially the domestic workers, had difficulty with responding to any of the survey items. However, the local NGOs we worked with to identify and recruit respondents noted that some of the recently returned migrants in the domestic sector had experienced trauma while abroad. Field staff reported pauses in some participants' responses that may be attributed to thinking about these adverse experiences. In response, we suggest that field staff should have a list of relevant counseling and related service providers to provide respondents if interested. They should also be trained in conducting research among vulnerable populations.

5. OLR forced labor prevalence questionnaire issues

Below we present issues based on a review session with Kantar enumerators and staff; survey pre-test among recently returned migrants; and an internal debrief or pre-test findings among NORC researchers.

Question(s)	Issue	NORC recommendation	GFEMS/J/TIP response
General	During review, Kantar noted areas to expand the instructions to the enumerator to avoid confusion.	Revised the instrument accordingly.	
General	In an internal debrief, it was noted that *intensity* of forced labor is not assessed.	Revise the questionnaire to assess frequency or intensity to further inform variation in the nature of forced labor conditions by sector, location, gender, etc., where possible (e.g., once; more than once; often).	

Question referring to inclusion criteria for base population (work_gcc)	In its current form, the item is potentially confusing.	Revise the questionnaire to more directly assess whether the respondent is part of the base population: whether or not they have returned from working in the GCC in the last 18 months.	
All questions referring to forced labor conditions	In an internal debrief, it was noted that the questionnaire assesses forced labor experience (1) at any point during the respondent's last trip/contract/job in the GCC; and (2) at any point, ever, while the respondent was in the GCC, regardless of year, country, or job. This is because, in assessing the latter, the questions often read confusing and respondents were not able to consistently identify which job, country, or time period in which the forced labor occurred.	Suggest focusing on estimating forced labor only during the most recent trip/contract/job to minimize error and respondent burden.	
All questions referring to forced labor conditions	Enumerators were not consistent in how they phrased the questions with regards to the time reference period for forced labor.	Related to the comment above, revise the questionnaire to only assess FL experiences during their last trip/contract/job in the GCC	
Question in Section A (labor migration questions)	During review, it was noted to move this to the top of the section to screen earlier those who are not recently returned GCC migrants	Revised to move this to top of Section A	
Question in Section A (gender)	During review, Kantar noted that it is inappropriate to ask respondents their gender, and instead suggesting enumerators code it through observation	Revised the instrument, although include for any implemented telephonically.	
Section A (education)	During review, Kantar noted that education is better asked by a combination of level of schooling and whether they have attained some or completed that level	Revised the instrument to reflect these changes.	
Section A (mobile number)	During review, it was noted we should include an item asking for respondent's telephone number	Revised instrument accordingly.	
Section A	During review, we noted that some migrants may be home for reasons other than those listed.	Revise instrument to include categories that capture different reasons for their being home, such as holiday or job ended (no contract), or they returned home due to COVID-19.	
Section C (questions regarding contract)	In its current form, respondents may not be able to remember when exactly their contract was/is scheduled to end.	Revise to include a probe to estimate when they signed the contract and the agreed upon duration of the contract.	
Question regarding loan (prescreen_loan)	In its current form, respondents were confused about what a loan meant exactly. Specifically, respondents may not view money advanced by a family member, which the respondent needs to pay back, as a loan.	Revise instructions to the enumerator and survey item so that it is clear that a loan is an amount that is advanced or borrowed that will need to be paid back.	

Questions in Section E referring to unfair recruitment (e.g., Qs 121; ur_rec_duties)	The question is not clearly written. Respondents naturally respond with yes/no, whereas the answers are worded so that they agree or disagree with the question.	Revise the instruction to guide the interviewer or revise the response options so as to minimize enumerator confusion.	
Questions regarding overtime	In its current form, the questionnaire does not capture well the experiences of those who work over 48 hours/week, only those that work more than their contract.	Note: in its current form, the questionnaire uses ICLS guidelines (whether or not it was previously agreed with the employer). The questionnaire captures the ILO guidelines (whether they work more than 48 hours in a typical week) in item *wld_ot.* Generally, the overtime items use the former as a guide.	
Questions regarding overtime	In its current form, opinions on whether or not they are working more overtime than they anticipated or want does not adequately capture whether they choose to work or the overtime is forced upon them.	Note: this is loosely captured in the screener section (Section C), although suggest revising to capture more details on this in Section F.	
Questions screening for FL regarding loans or working long hours	In its current form, collapsing the experience of working long hours for "little or no pay" at times misses the distinction between the two. The nature of many jobs is that their wages or low; this misses whether they are working for no pay.	Consider revising to only "no pay" and/or refer to their agreed upon wage.	
Q 135, ur_real_location (job location)	In its current form, the question does not apply to those who did not discuss job location with their recruiter/employer prior to starting the job (Q 134, *ur_rec_location*)	Note: these items are assessing whether the respondent experienced fraudulent recruitment. Suggest no revision.	
Q 147, ile_leave (ability to leave job for another)	Its current form is confusing in that the respondent was not clear on intention or objective behind leaving the job.	Revise the question to provide context: "Was it possible for you to leave your job before your contract was finished? For example, if you wanted to leave your job permanently or to transfer or go to another job?"	
Q 148 ile_penalty (penalties for leaving job)	In its current form, it does not capture answers that emerged frequently during pre-test.	Revise to include: • Would get deported • Would have to buy own airfare home	