Ugandan Labor Migrants to the Middle East: Labor Conditions

Final Report

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EXECUTIVE SUMMARY

This report presents findings related to the work and living experiences of Ugandan overseas labor migrants in the Middle East. This study used respondent-driven sampling (RDS), a network-based sampling approach that approximates probability sampling, to select survey respondents. The study findings are drawn from a survey of 843 migrants and qualitative cognitive interviews with 38 migrants. To be eligible for the survey, respondents had to be Ugandan, be age 18 or older, and have worked in construction, security, transportation, or hospitality in the Middle East in the 5 years preceding the survey. Data collection took place from July to September 2023. Three percent of interviews took place in person, and the remaining interviews were by phone.

All estimates were calculated using survey weights and are representative of Ugandan migrants to the Middle East in the past five years who worked in one of the target sectors (construction, hospitality, transportation, security). In total, 87 percent of migrants experienced forced labor. Migrants were considered to have experienced forced labor if they experienced at least one indicator of involuntary work and at least one indicator of coercion according to International Labour Organization guidelines. There were no notable trends in the rate of forced labor by age, gender, country of work, or level of education. Forced labor occurred among respondents of all levels of education, including among university-educated migrants. Ninety-one percent of migrants working in construction experienced forced labor, compared to 90 percent of those in transportation, 86 percent of those in security, and 83 percent of those in hospitality.

The most common indicators of involuntariness were abusive overtime (55 percent), limited freedom to terminate the work contract (51 percent), and inability to refuse to do hazardous work (50 percent).The most common forms of coercion were abuse of vulnerability (83 percent), including threats of dismissal (60 percent), threats of deportation (59 percent), and threats of exclusion from future employment (34 percent); withholding of wages or other promised benefits (82 percent); withholding of valuable documents (39 percent); and violence or threats of violence (36 percent). Most migrants (94 percent) experienced more than the minimum two indicators (one of involuntariness and one of coercion). Workers experienced a median of 5 forced labor indicators, and 66 percent of workers experienced 5 or more indicators.

The findings are limited by limitations associated with RDS. RDS cannot account for members of the target population who have no connections. Therefore, workers who are still in the Middle East and have employers who limit their communication are likely the most exploited workers, and these workers are excluded from the sample. The study is also limited by the relatively large number of seeds and the consequent short referral chains due to logistical constraints, including a relatively narrow data collection window. This approach may amplify the influence of seed characteristics on the final sample, compared to designs with fewer seeds and longer chain growth periods. To mitigate this limitation, the researchers recruited a diverse pool of seeds with regard to gender, sector of work, country of work, and language. Finally, the accuracy of a respondent's network size, used in weighting, may be affected by reporting errors and incentive structures. Respondents may not be able to accurately state how many members of the target population they know (reporting errors), and they may report having more connections than they do in fact have to maximize their opportunities to receive incentives for referrals.

The study offers several recommendations for improving working conditions among Ugandan labor migrants in the Middle East:

- The Government of Uganda should continue to strengthen the content and implementation of existing bilateral agreements with labor migration destination countries and continue to work toward establishing agreements where none yet exist.

- The Government of Uganda should ensure that existing regulations of recruitment agencies are fully implemented. The findings of this study suggest that recruitment agencies are violating provisions of the Employment (Recruitment of Uganda Migrant Workers) Regulations of 2021.[1] The government should also increase accountability of recruitment agencies regarding the working and living conditions of migrants they place by reinstating "Part X – Welfare and employment services; 69. Agencies to assist workers" of the Employment (Recruitment of Ugandan Migrant Workers Abroad) Regulations of 2005.[2] The 2021 regulations exclude these important safeguards.
- Governments of countries in the Middle East should ensure that labor laws protect the rights of all workers, including migrant workers, according to international standards. They should also review labor laws and visa programs to ensure that migrant workers are free to leave exploitative workplaces, including during their probation periods. Governments should consider modifying employment-based visa programs to strengthen the rights of migrant workers.

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[1] Government of Uganda. (2021). The Employment (Recruitment of Uganda Migrant Workers) Regulations. https://www.ilo.org/dyn/migpractice/docs/228/Rules
[2] Government of Uganda. (2005). The Employment (Recruitment of Uganda Migrant Workers) Regulations. https://ulii.org/akn/ug/act/si/2005/62/eng%402005-07-15

1. INTRODUCTION

This report presents findings related to the work and living experiences of Ugandan overseas labor migrants in the Middle East. The data used in this report come from a methodological study intended to provide insights into the measurement of forced labor through surveys.

This report first presents background information, followed by a discussion of the study design and implementation. The third section explores the rate of forced labor among migrant workers as well as their working conditions. Finally, the report provides a conclusion.

1.1. Overseas labor recruitment in Uganda

Over the past 10 years, the Middle East has become an increasingly popular destination for Ugandan labor migrants.[3] The increase in outmigration has been attributed to the large numbers of youth in Uganda and the economic conditions in Uganda, including a lack of employment and financing for entrepreneurship.[4] The growth of the Middle East as a destination has been attributed to the abundance of job opportunities there as well as the relative ease of gaining a work visa, compared to other migrant destinations such as Europe and North America.[5] Previous research and ample media coverage suggest that Ugandan migrants to the Middle East are routinely subjected to significant labor abuses, including long working hours, physical and verbal abuse, wage theft, degrading living conditions, restrictions of movement, and others.[6] The construction boom in Qatar in preparation for the 2022 World Cup was supported by migrant labor, including migrants from Uganda. There have been many reports of the abuse suffered by these migrants,[7] and some reports suggest that East Africans experienced the most abuse.[8]

Although Ugandan domestic workers in the Middle East have been recently studied in depth,[9] less is known about other sectors in which Ugandan migrants typically work, including construction, security, transportation, and hospitality. In addition, although forced labor among men in agriculture and construction has been studied in many contexts, limited research is available exploring forced labor of men in service sectors, including those explored in this study (security, transportation, and hospitality). Therefore, this study, which includes both men and women, helps fill these gaps by offering a representative estimate of forced labor among Ugandan migrant workers in transportation, security, hospitality, and construction in the Middle East.

1.2. Definitions

Forced labor

This study uses the definition of forced labor contained in International Labour Organization (ILO) Convention 29 (1930): "The term forced or compulsory labour shall mean all work or service which is

[3] Center for Policy Analysis and Uganda Parliamentary Forum on Youth Affairs, The State of Youth Report; Global Alliance Against Traffic in Women, 2020, Women's Labour Migration on the Africa-Middle East Corridor: Experiences of Migrant Domestic Workers from Uganda

[4] Federation of Uganda Employers. (2022). Member briefing: Sustainable migration: Migration policies in view of changing employment landscape. https://www.ilo.org/wcmsp5/groups/public/---ed_dialogue/---act_emp/documents/publication/wcms_849258.pdf; Okafor, C. (2023). Thousands of Ugandans are migrating to the Middle East in search of menial jobs. *Business Insider Africa.* https://africa.businessinsider.com/local/markets/thousands-of-ugandans-are-migrating-to-the-middle-east-in-search-of-menial-jobs/zetmez0

[5] Atong, K., Mayah, E., & Odigie, A. (2018). Africa labour migration to the GCC states: The case of Ghana, Kenya, Nigeria and Uganda. Africa Regional Organisation of the International Trade Union Confederation. https://www.ituc-africa.org/IMG/pdf/ituc-africa_study-africa_labour_migration_to_the_gcc_states.pdf

[6] https://www.hrw.org/news/2021/01/13/uae-reality-abuses-contradicts-tolerance-rhetoric; https://www.economist.com/middle-east-and-africa/2022/09/15/in-the-gulf-99-of-kenyan-migrant-workers-are-abused-a-poll-finds; https://www.ilo.org/beirut/areasofwork/labour-migration/WCMS_514910/lang--en/index.htm

[7] For example, see https://www.equidem.org/reports/if-we-complain-we-are-fired and https://www.hrw.org/news/2022/11/17/fifa/qatar-migrant-workers-call-compensation-abuses

[8] https://www.thecitizen.co.tz/tanzania/news/east-africa-news/east-africans-abused-most-in-qatar-4026824

[9] https://gfems.org/reports/prevalence-estimate-forced-labor-among-ugandan-workers-in-the-gulf-cooperation-council/

exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily." The definition of forced labor was operationalized according to guidance in the 20th International Conference of Labour Statisticians (ICLS) *Guidelines Concerning the Measurement of Forced Labour* (2018).[10] According to the ICLS guidelines, "a person is classified as being in forced labour if engaged during a specified reference period in any work that is both under the threat of menace of a penalty and involuntary" (p. 2). Following these guidelines, respondents in this study were considered to have experienced forced labor if they experienced at least one indicator of menace of penalty (hereafter referred to as "coercion") and at least one indicator of involuntary work.

Middle East

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

Ugandan

A person is considered "Ugandan" for this study if he or she reported having Ugandan nationality or having lived in Uganda for 10 years or more.

2. STUDY DESIGN AND IMPLEMENTATION

The study findings are drawn from a survey of 843 migrants and qualitative cognitive interviews with 38 migrants.

2.1. Sampling methodology

To be eligible for the survey, respondents had to be Ugandan, age 18 or older, and have worked in construction, security, transportation, and hospitality in the Middle East in the 5 years preceding the survey.

This study used a respondent-driven sampling (RDS) design to select survey respondents. RDS is a network-based sampling approach that approximates probability sampling and allows for the calculation of selection probabilities and survey weights. These weights account for the differing sizes of respondents' networks in accordance with RDS theory, which takes into account recruitment biases. For this study, weights were calculated taking into consideration the self-reported network size of respondents through Gile's RDS Successive Sampling Estimator, which accommodates sampling without replacement. The *compute.weights* function from the R package *RDS* was used for computing the weights.

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

Figure 1 shows the structure of recruitment for this study. The dot color indicates the depth of recruitment (number of waves). The maximum chain length was 15 waves (see Figure 2 for the number of respondents per each number of waves).

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[10] ILO. (2018). Guidelines concerning the measurement of forced labour. ICLS/20/2018/Guidelines. Geneva: ILO. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meetingdocument/wcms_648619.pdf.
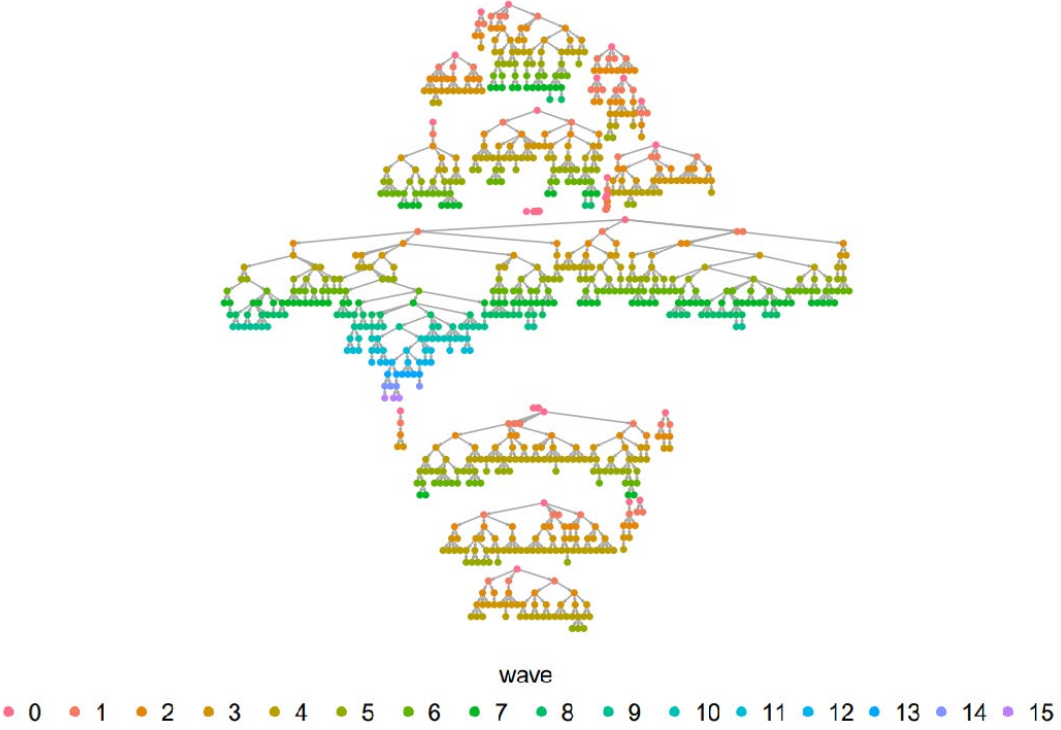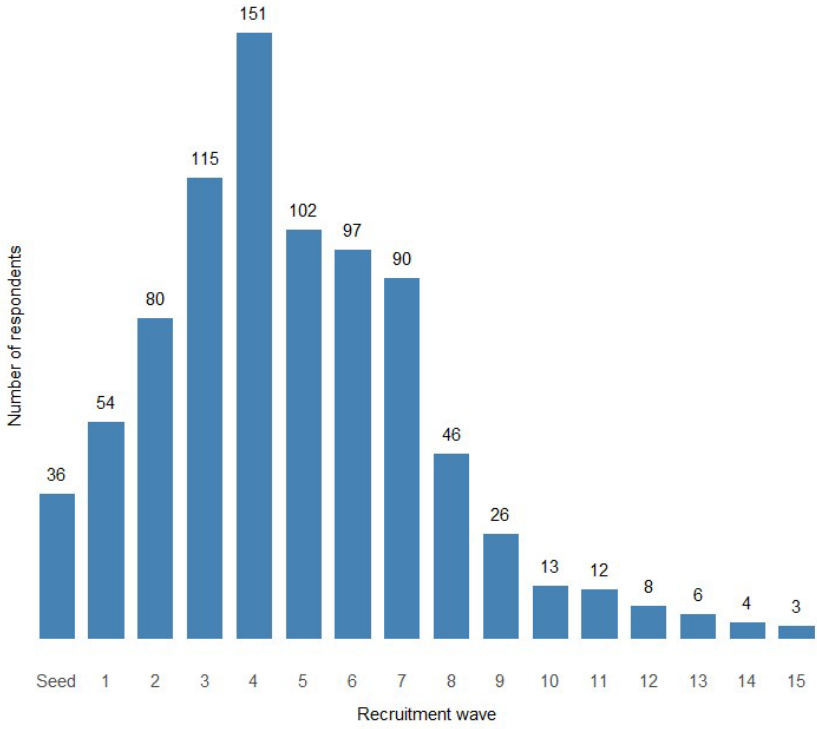
Figure 1. RDS recruitment trees plot

Figure 2. Number of respondents per wave

An important drawback of this methodology is that although weighting can address the decreased likelihood of including eligible individuals with limited connections, it cannot account for those who have no connections at all. Workers who were still in the Middle East and had employers who limited their communication were likely the most exploited workers, and these workers were excluded from the sample. As a result, the estimations in this study may underestimate the true rate of forced labor. Another limitation arises from the relatively large number of seeds and the consequent short referral chains due to logistical constraints, including a relatively narrow data collection window. This approach may amplify the influence of seed characteristics on the final sample, compared to designs with fewer seeds and longer chain growth periods. To mitigate this limitation, the researchers recruited a diverse pool of seeds with regard to gender, sector of work, country of work, and language. Finally, the accuracy of a respondent's network size, used in weighting, may be affected by reporting errors and incentive structures. Respondents may not have been able to accurately state how many members of the target population they know (reporting errors), and they may have reported having more connections than they actually had to maximize their opportunities to receive incentives for referrals.

Qualitative respondents were selected purposively among survey respondents to ensure a diverse range of sectors, destination countries, languages, and reported comfort with the survey experience.

2.2. Development of research tools

Survey

The questionnaire included questions matched to the indicators of forced labor laid out in the 20th ICLS guidelines.[11] The ICLS guidelines include indicators of both coercion and involuntary work.

For this study, indicators of involuntariness include being unable to refuse the job, work of a different nature than promised without consent, degrading living conditions, insufficient wages defined as below minimum wage, inability to refuse to work in hazardous conditions, being required to work for other employers without consent, involuntary excessive overtime, being required to work longer than agreed, and inability to quit the job without consequences imposed by the employer. Indicators of coercion include limited freedom of movement; withholding of wages or other promised benefits; abuse of workers' vulnerability through denial of rights or privileges, threats of dismissal, or deportation; threats or violence; withholding of important documents; and coercion related to debt bondage.

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

- Hard to See, Harder to Count: Survey Guidelines to Estimate Forced Labour of Adults and Children (ILO, 2012)[12]
- Forced Labor in the Production of Electronic Goods in Malaysia (Verité, 2014)[13]
- Improving Human Trafficking Victim Identification—Validation and Dissemination of a Screening Tool (U.S. Department of Justice, 2014)[14]

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[11] ILO. (2018). Guidelines concerning the measurement of forced labour. ICLS/20/2018/Guidelines. Geneva: ILO. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/meetingdocument/wcms_648619.pdf.

[12] ILO. (2012). Hard to see, harder to count Survey guidelines to estimate forced labour of adults and children. Geneva: ILO. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---declaration/documents/publication/wcms_182096.pdf.

[13] Verite. (2014). Forced labor in the production of electronic goods in Malaysia: A comprehensive study of scope and characteristics. https://www.verite.org/wp-content/uploads/2016/11/VeriteForcedLaborMalaysianElectronics2014.pdf.

[14] Simich, L., et al. (2014). Improving human trafficking victim identification - Validation and dissemination of a screening tool. https://www.ojp.gov/pdffiles1/nij/grants/246712.pdf . https://www.ojp.gov/pdffiles1/nij/grants/246712.pdf

- Food and Beverage Tool 07: Protections Against Trafficking in Persons: Conducting Migrant Worker Interviews (Responsible Sourcing Tool, n.d.)[15]

The questionnaire used in this study was adapted from other forced labor studies that ICF has conducted in Nepal and Suriname,[16] as well as questions from the ILO SIMPOC questionnaires,[17] with significant revisions to align to the ICLS guidelines. In cases for which measures were not available or appropriate, researchers wrote survey questions that addressed key constructs most directly. The questionnaire was formatted as a spreadsheet in which each response category was tied to a forced labor indicator, differentiating between coercion and involuntary work indicators. (See *Appendix II* for the questionnaire showing which response categories tied to indicators of coercion and involuntary work.) Any case with both an indicator of coercion and an indicator of involuntary work was considered to be a case of forced labor.

Cognitive interview

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

Administration and translation

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

Both tools were translated from English into Luo, Luganda, and Runyakitara.

2.3. Ethical approvals

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

2.4. Data collection

Data collection took place from July to September 2023. The final survey sample included 843 respondents. Three percent of interviews took place in person, and the remaining interviews were audio calls by phone, WhatsApp, imo, or other similar platforms. The final cognitive interview sample included 38 respondents.

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[15] Responsible Sourcing Tool. Protections against trafficking in persons: Conducting migrant worker interviews. Accessed October 26, 2022. https://www.responsiblesourcingtool.org/uploads/47/RST-Food-and-Bev-Tool-07-Conducting-Migrant-Worker-Interview.pdf
[16] ICF International. (2012). Children working in the carpet industry in India, Nepal and Pakistan: Summary report of the Carpet Research Project. https://ecommons.cornell.edu/bitstream/handle/1813/79465/ILAB_Summary_Report.pdf; ICF International. (2012). Child labor in the small-scale gold mining industry in Suriname. https://www.dol.gov/agencies/ilab/child-labor-small-scale-gold-mining-industry-suriname
[17] International Labour Organization. (2007). SIMPOC questionnaires for stand-alone national child labour surveys. https://www.ilo.org/ipec/Informationresources/WCMS_IPEC_PUB_4946/lang--en/index.htm

3.   FINDINGS

This section provides an analysis of respondent background characteristics and job characteristics, the prevalence and characteristics of forced labor, recruitment experiences, and working experiences.

All estimates were calculated using survey weights and are representative of Ugandan migrants to the Middle East in the past five years who worked in one of the target sectors (construction, hospitality, transportation, security). This target population is referred to as "migrants" and "workers" in the following sections for brevity. Missing responses ("don't know" and "refused") are excluded from the denominator for all estimates. Tables show the unweighted number of respondents included in the estimate calculation (i.e., the denominator, denoted by "N").

3.1.   Sample characteristics

Table 1 presents the demographic characteristics of the target population as well as the characteristics of their most recent jobs in the target sectors in the Middle East. Most migrants were between 20 to 40 years of age. Eighty percent of migrants were male, and 20 percent were female. The larger proportion of men in the sample relates to the sectors of study (construction, hospitality, transportation, security), most of which employ more men than women in the Middle East. Previous research suggests that most female Ugandan migrants to the Middle East engage in domestic work.[18] As mentioned previously, Ugandan domestic workers have recently been studied in depth, and less is known about migrant workers in other sectors. In addition, forced labor among men in construction and agriculture has been studied in multiple contexts, but less is known about forced labor among men in service sectors, such as hospitality, transportation, and security. This study helps fill these information gaps.

Nearly all migrants completed primary school or higher (99 percent), and one-fifth (21 percent) completed an undergraduate degree or higher. Among those who completed an undergraduate degree or higher, 43 percent worked in security, 25 percent worked in hospitality, 25 percent worked in transportation, and 16 percent worked in construction.[19] More than half of migrants (54 percent) worked in the UAE, 34 percent in Qatar, 8 percent in Saudi Arabia, and 0.7 percent in Kuwait. The remaining 3 percent worked in Bahrain, Egypt, Iraq, Jordan, Oman, or Turkiye. Two-thirds of migrants (66 percent) were still in their jobs in the target sectors in the Middle East, and the remaining one-third ended their jobs in the target sectors in the past 5 years. Migrants were relatively evenly distributed across the target sectors, with 31 percent in security, 28 percent in hospitality, 24 percent in transportation, and 22 percent in construction.

Table 1. Respondent background and job characteristics (weighted)

	%
Age (years)	
20–25	12.9
26–30	38.5
31–35	28.5
36–40	15.8
41+	4.3
Gender	
Male	79.9
Female	20.0

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[18] ICF International. (2022). Respondent-driven sampling study of Ugandan labor migrants in the Middle East: Global Fund to End Modern Slavery. https://www.gfems.org/wp-content/uploads/2022/03/GFEMS-OLR-Study-FINAL.pdf
[19] Percentages do not equal 100 percent due to rounding.

	%
Other	0.1
Educational attainment	
Less than primary	1.5
Completed primary	11.7
Completed ordinary level (O-level) secondary	29.8
Completed advanced level (A-level) secondary	19.9
Completed post A-level training or certificate	16.4
Completed undergraduate degree or higher	20.7
Country of job	
UAE	53.8
Qatar	34.2
Saudi Arabia	8.4
Kuwait	0.7
Other	2.8
Still has reference job	66.2
Sector[1]	
Security	31.1
Hospitality	28.4
Transportation	24.2
Construction	21.8
Number of respondents (N)	843

[1] The most recent job of some workers included more than one sector, for example a security guard at a construction site.

3.2. Forced labor indicators and prevalence

As described in *Section 2.2. Development of research tools*, workers were considered to have experienced forced labor if they had both an indicator of involuntariness and an indicator of coercion. This section presents findings related to the prevalence and nature of forced labor among migrants. In total, **87 percent of migrants experienced forced labor** (Table 2). This finding is similar to the rate of forced labor among East African labor migrants to the Middle East identified by other recent studies. Research by ICF in 2021 using a similar methodology but with a focus on Ugandan domestic workers in the Middle East found that 89 percent of migrants have experienced human trafficking.[20] Although that study measured the prevalence of human trafficking rather than forced labor, there is substantial overlap between the indicators. A 2021 study using link-tracing, a variation of RDS, found that 98 percent of Kenyan labor migrants to the Gulf Cooperation Council states experience forced labor according to the ILO definition.[21]

In the current study, there were no notable trends in the rate of forced labor by age, gender, or level of education. The rates of forced labor were similar for the main countries represented in the study—86 percent among workers in the UAE, 88 percent among workers in Qatar, and 90 percent among workers in Saudi Arabia. The smaller number of workers in other countries had slightly lower rates of forced labor. Ninety-two percent of migrants working in construction experienced forced labor, compared to 90 percent of those in transportation, 86 percent of those in security, and 83 percent of those in hospitality.

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[20] ICF International. (2022). Respondent-driven sampling study of Ugandan labor migrants in the Middle East: Global Fund to End Modern Slavery. https://www.gfems.org/wp-content/uploads/2022/03/GFEMS-OLR-Study-FINAL.pdf
[21] NORC at the University of Chicago. (2021). Forced labor among Kenyan migrant workers in the Gulf Cooperation Council (GCC) countries: A prevalence estimation report. https://www.gfems.org/wp-content/uploads/2022/03/Kenya-OLR-to-GCC_-Final-Report.pdf

3.2.1. Prevalence of forced labor

Table 2. Prevalence of forced labor among employed workers by demographic characteristics (weighted)

	%
Total	86.8
Age (years)	
20–25	89.8
26–30	87.9
31–35	82.8
36–40	88.1
41+	89.1
Gender	
Male	87.2
Female	84.9
Other	100.0
Educational attainment	
Less than primary	84.9
Completed primary	85.2
Completed ordinary level (O-level) secondary	88.7
Completed advanced level (A-level) secondary	90.3
Completed post A-level training or certificate	83.6
Completed undergraduate degree or higher	83.2
Country of work	
UAE	86.1
Qatar	88.3
Saudi Arabia	90.4
Kuwait	86.1
Other	70.7
Sector[1]	
Security	85.5
Hospitality	82.9
Transportation	90.0
Construction	91.8
Number of respondents (N)	**843**

[1] The most recent job of some workers included more than one sector, for example a security guard at a construction site.

3.2.2. Indicators of involuntariness and coercion

As shown in Table 3, 90 percent of migrants experienced at least one indicator of involuntariness. The most common indicators of involuntariness, each experienced by approximately half of migrants, were abusive overtime, limited freedom to terminate the work contract, and inability to refuse to do hazardous work.

Fifty-five percent of migrants experienced abusive overtime, which was defined for this study as working more than 70 hours per week on average. On average, workers experiencing abusive overtime work 80.5 hours per week. Migrants in Saudi Arabia (58 percent) and UAE (53 percent) had the highest rate of abusive overtime, and migrants in Qatar (43 percent) and Kuwait (32 percent) had lower rates.

Fifty-one percent of migrants had limited freedom to terminate their work contract (see Section *3.3.4. Freedom to quit* for more details).

Fifty percent of workers could not refuse to do hazardous work. The most commonly reported hazard was extreme heat without appropriate provisions for protection (33 percent). Exposure to extreme heat is a serious and potentially lethal concern in the Middle East, where summer temperatures can reach 131°F (55°C).[22,23] Other common hazards included dust or strong fumes without appropriate protective equipment (16 percent) and dangerous or sharp tools or heavy machinery without appropriate protective equipment (14 percent) (see Table A-1 in *Appendix 1*).

The proportion experiencing involuntary hazardous work and the most common hazards varied by sector. Sixty-five percent of security workers could not refuse to do hazardous work, and the most common hazards in this sector were extreme heat and dangerous or sharp tools or heavy machinery. Fifty-two percent of transport workers could not refuse to do hazardous work, and the most common hazards in this sector were extreme heat and dust or strong fumes. Forty-eight percent of hospitality workers could not refuse to do hazardous work, and the most common hazards in this sector were dangerous chemicals without appropriate protective equipment, likely due to exposure to chemicals for cleaning without appropriate protection, and extreme heat. Forty-two percent of security workers could not refuse to do hazardous work, and the most common hazards in this sector were extreme heat and dust or strong fumes.

Other indicators of involuntariness included deceptive recruitment about the nature of the work (27 percent; see *Section 3.3.1. Recruitment* for more details), very low wages (20 percent), degrading living conditions in employer-mandated housing (15 percent), being required to work for other employers without agreement (14 percent), being required to work beyond the agreed upon time without agreement (10 percent), and being unable to refuse the job (0.1 percent).

The percentage of workers who are paid very low wages, 20 percent, is likely an underestimate. Although 24 percent of migrants consider their earnings to be very low (Table A-2 in *Appendix 1*), this study uses earnings below the legal minimum wage as reported by the respondent as the threshold for this indicator. However, many workers did not know the minimum wage in their destination country or worked in a country without a minimum wage (see Table A-3 in *Appendix 1*). Those who did not know the minimum wage or worked in a country without a minimum wage were considered not to have very low wages for this analysis, but it is likely that many of these workers did in fact earn below the minimum wage, resulting in an underestimate for this indicator.

Table 3. Respondents experiencing indicators of involuntariness (weighted)

	%
Abusive overtime requirements not previously agreed	55.0
Limited freedom to terminate work contract	51.2
Could not refuse to do hazardous work	49.6
Work of different nature without consent	26.8
Very low or no wages (defined as below minimum wage)	19.5
Degrading living conditions	14.6
Required to work for other employer without agreement	13.7
Required to work longer	10.2
Unable to refuse job	0.1
Experienced at least one indicator of involuntariness	**90.1**
Number of respondents (N)	**843**

[22] Alahmad, B., Khraishah, H., Royé, D., Vicedo-Cabrera, A. M., Guo, Y., Papatheodorou, S. I., Achilleos, S., Acquaotta, F., Armstrong, B., Bell, M. L., Pan, S. C., de Sousa Zanotti Stagliorio Coelho, M., Colistro, V., Dang, T. N., Van Dung, D., De' Donato, F. K., Entezari, A., Guo, Y. L., Hashizume, M., Honda, Y., … Koutrakis, P. (2023). Associations Between Extreme Temperatures and Cardiovascular Cause-Specific Mortality: Results From 27 Countries. *Circulation, 147*(1), 35–46. https://doi.org/10.1161/CIRCULATIONAHA.122.061832
[23] Human Rights Watch. (2023). *Gulf States: Migrant Workers at Serious Risk from Dangerous Heat.* https://www.hrw.org/news/2023/05/31/gulf-states-migrant-workers-serious-risk-dangerous-heat

Table 4 presents the indicators of coercion experienced by migrants. Nearly all migrants (94 percent) experienced at least one indicator of coercion. Abuse of vulnerability (83 percent) was the most common indicator of coercion. Abuse of vulnerability includes threats of dismissal (60 percent), threats of deportation (59 percent), and threats of exclusion from future employment (34 percent) (see Section *3.3.3. Treatment by employers* for more details). Many migrants experienced withholding of wages or other promised benefits (82 percent). Thirty-nine percent of workers did not have access to important documents such as their passport. More than one-third of migrants (36 percent) experienced threats of violence or experienced violence or observed threats or violence directed at co-workers (see Section *3.3.3. Treatment by employers* for more details). More than one-fourth (28 percent) experienced restrictions on their movement, and 20 percent experienced debt bondage or manipulation of debt (see Section *3.3.2. Debt, deductions, and delayed payment* for more details).

Table 4. Respondents experiencing indicators of coercion (weighted)

	%
Abuse of workers' vulnerability through the denial of rights or privileges, threats of dismissal or deportation (includes exclusion from future employment, family penalties)[1]	83.0
Dismissal or threats of dismissal	*60.2*
Deportation or threats of deportation	*59.4*
Threats of exclusion from future employment	*34.3*
Family would lose jobs, land, assets	*20.5*
Denial of rights or privileges	*0.9*
Withholding of wages or other promised benefits	82.0
Withholding of valuable documents (such as identity documents or residence permits)	39.3
Threats or violence against workers or workers' families and relatives, or close associates	36.2
Restrictions on workers' movement	27.5
Debt bondage or manipulation of debt	20.1
Experienced at least one indicator of coercion	**94.2**
Number of respondents (N)	**843**

[1] Some workers experienced multiple types of abuse of vulnerability.

Figure 1 presents the most common combinations of coercion and involuntariness indicators reported by migrants who experience forced labor. Half (49 percent) of workers experiencing forced labor report both abusive overtime and some type of abuse of vulnerability. A similar proportion (49 percent) report abusive overtime and withholding of wages or other promised benefits. The other most common combinations of coercion and involuntariness are as follows:

- Limited freedom to terminate work contract accompanied by abuse of vulnerability (48 percent of those experiencing forced labor)
- Limited freedom to terminate work contract accompanied by withholding of wages or other promised benefits (46 percent of those experiencing forced labor)
- Inability to refuse hazardous work accompanied by abuse of vulnerability (45 percent of those experiencing forced labor)
- Inability to refuse hazardous work accompanied by withholding of wages or other promised benefits (45 percent of those experiencing forced labor)

Figure 1. Heatmap of coercion and involuntariness indicators among migrants who experienced forced labor (weighted)
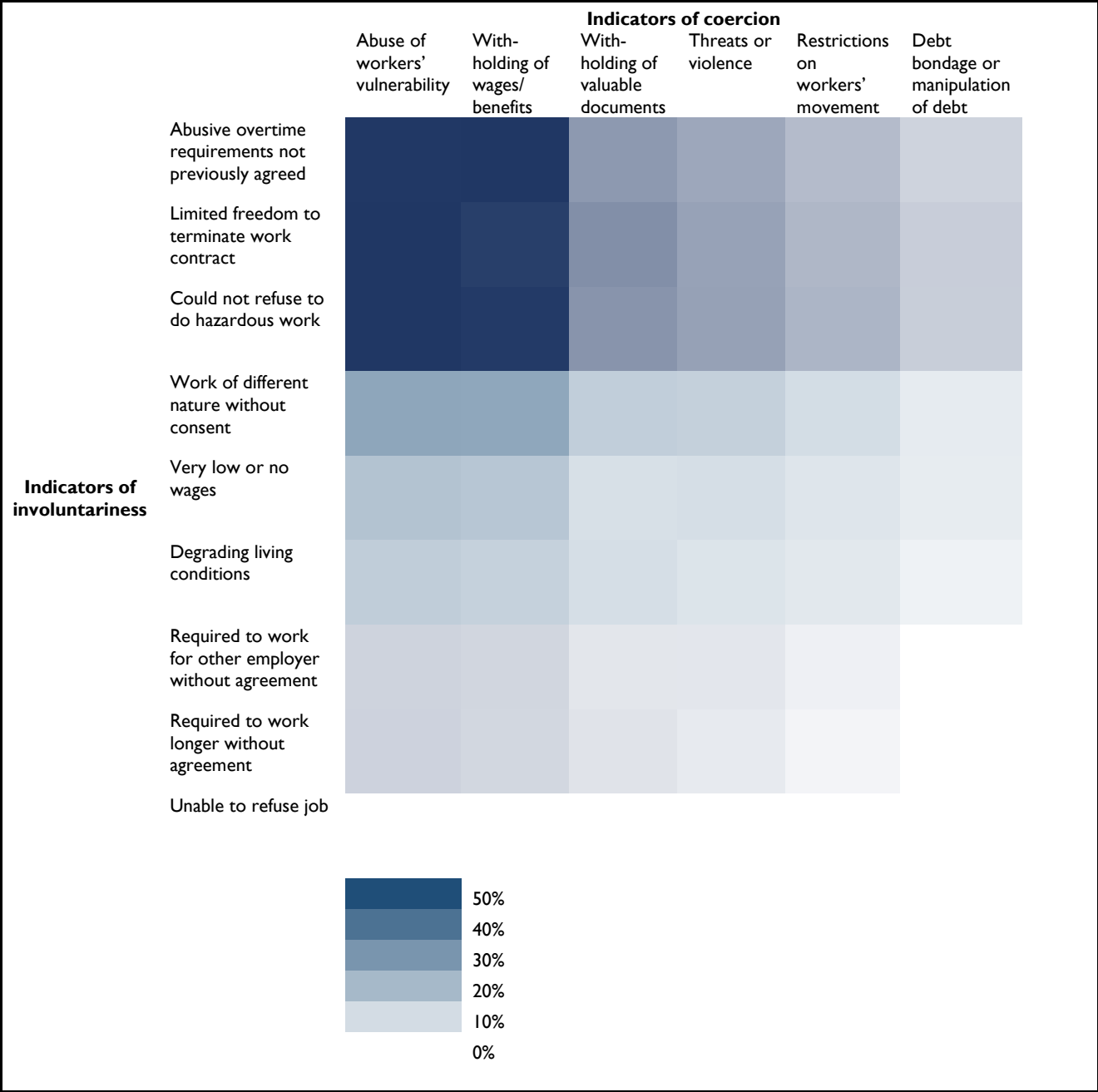
Note: See Table A-4 in *Appendix 1* for associated percentages in table format.

As discussed previously, a minimum of one indicator of involuntariness and one indicator of coercion were required to qualify as a case of forced labor. However, most migrants (94 percent) experienced more than the minimum 2 indicators. Figure 2 shows the percentage of migrants by the number of indicators they experienced, including indicators of involuntariness, indicators of coercion, and the total number of indicators. The median number of forced labor indicators experienced by workers was 5, and 66 percent of workers experienced 5 or more indicators.

Figure 2. Number of indicators of forced labor experienced by migrants who experienced forced labor (weighted)
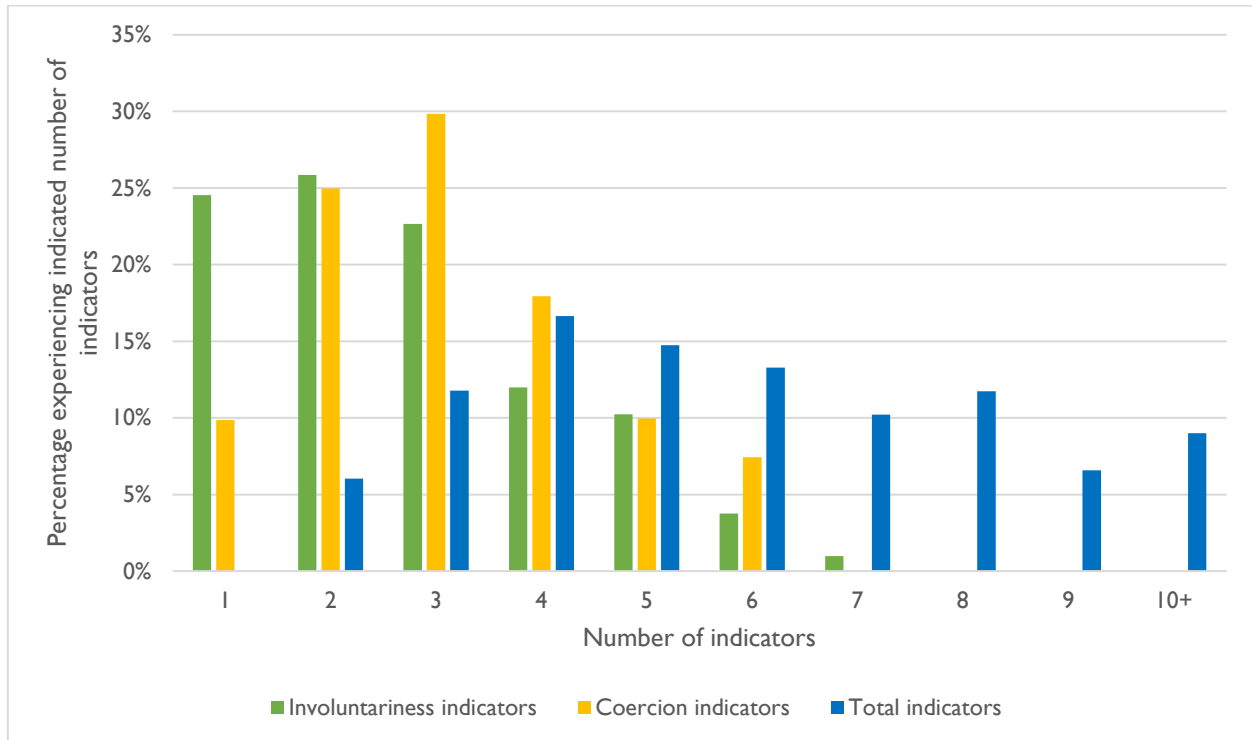
3.3. Working conditions

This section incorporates respondent narratives to provide more details about the recruitment, financial, and working conditions of migrants.

3.3.1. Recruitment

Only two respondents were unable to refuse their jobs, but more than one-fourth were deceived about the nature of the work they would be doing. One respondent described her arrival in Qatar:

> We were promised different jobs while in Uganda, but on reaching here, we were told that we were going to work as house maids, receptionists, and cleaners in hotels and restaurants which was different from what I had been promised while still in Uganda. I immediately started crying, tried calling the agent who was nowhere to be seen. He had disappeared. (Female, 32, hospitality sector, Qatar)

Another respondent said that recruitment companies charge "exorbitant fees" and do not always deliver the promised job. He provided the example of a Ugandan friend who sold his shop to pay recruitment fees:

He was told he going to work with Fly Emirates as a cleaner. When he reached in UAE, they failed to fulfill what they had promised. (Male, 33, hospitality sector, UAE)

Fifty-nine percent of migrants got their jobs through private recruitment agencies, with 46 percent through licensed agencies and 2 percent through unlicensed agencies (n=17) (Table 5). Eleven percent of respondents did not know whether their agency was licensed. Most qualitative respondents chose an agency based on personal referrals, and few considered whether the agency was officially licensed. An interview excerpt exemplifies how many respondents chose their agency:

Interviewer: What made you pick that agency among all the agencies in Uganda?

Respondent: Well, I think, it is because my brother told me to go there, which is why I went there.

Interviewer: Was it licensed

Respondent: I think so. I am not sure because I did not ask. (Female, 24, transportation sector, Saudi Arabia)

Although the small sample sizes preclude conclusive analysis, migrants who got their jobs through unlicensed agencies or agencies of unknown status had higher rates of forced labor and experienced higher numbers of indicators of forced labor compared to those who used licensed agencies. One-fourth (26 percent) of migrants did not go through recruitment agencies but rather were helped to get their job by an individual such as a friend or family member. On average, these workers experienced lower rates of forced labor and fewer indicators of forced labor compared to workers who got their jobs through an agency. Fourteen percent of migrants did not get their jobs through an agency or individual but rather sought out their jobs themselves. These migrants had the lowest rates of forced labor and the smallest number of forced labor indicators.

These results, although not conclusive, suggest that the means of acquiring one's job in the Middle East may have an impact on the labor experiences in the job. This line of inquiry merits further study in future research.

Table 5. How respondent got job (weighted)

	Experienced forced labor %	Number of indicators of forced labor (mean)	Total %
Private recruitment agency	90.5	5.7	59.3
Licensed	*89.7*	*5.6*	*46.1*
Unlicensed	*97.1*	*6.7*	*2.0*
Respondent doesn't know if licensed	*92.7*	*6.1*	*11.2*
Individual helped get job (friend, family, broker, other)	86.4	5.1	26.3
No one helped get job	71.6	4.0	14.4
Number of respondents (N)			**843**

The distribution across the methods of obtaining the job was similar for workers across education levels.

3.3.2.   Debt, deductions, and delayed payment

Respondent narratives included many stories of debt bondage, pay deductions, and delayed payment. Most qualitative respondents who experienced debt bondage had debt related to recruitment or travel. A restaurant server told interviewers about being unable to quit her job due to recruitment debt. She explained that she was required to work from 7 am to midnight, 7 days per week, with no breaks even for illness. She said:

I wanted to quit that job, yet I couldn't because I needed the money to at least clear off the debt I had with the other man [agent/broker] who had facilitated my travel and recruitment process. (Female, 26, hospitality sector, UAE)

Another worker who had to repay his recruitment costs through his salary expressed his frustration with the situation:

If you read the law, it states that employers should not ask for work visa cost or deduct it from their worker's salary in order to cover for the cost of processing a work visa. If you try to report it, the laws will not support or protect you. They will keep confusing you and they will never handle your case. That is another case [issue] that is there. (Male, 28, security sector, UAE)

In addition to deductions for travel and recruitment costs, migrants described deductions for uniforms and tools. A construction worker in Qatar recalled:

They did not pay us for the first month we worked, and they said that it was the money they used to purchase our uniforms and shoes. (Male, 22, construction sector, Qatar)

Another worker experienced similar deductions for uniforms as well as punitive deductions:

Interviewer: Has your employer ever deducted from your pay for the purchasing of uniforms or tools?

Respondent: Yes, he deducted the money for the mobile phone and the uniform.

Interviewer: Has your employer ever deducted from your pay as a punishment for a mistake?

Respondent: Yes. We have an application that we use to report issues related to salary, or make a complaint on anything. After submitting our complaint, that month they deducted 200 dirhams from our salaries because we complained. (Male, 23, transportation sector, Saudi Arabia)

A few respondents described experiencing regular wage theft, such as this example:

Companies here usually pay the exact salary for the first 20 days of the month and then reduce payment for the last days and overtime. They claim that if they paid all the money one has earned, the companies wouldn't make profits in any way. (Male, 38, security sector, UAE)

Many qualitative respondents indicated that their payments were regularly late. One construction worker in Qatar, when asked how often he is paid late, replied:

Every time. We have no particular date at which we get our salaries. (Male, 22, construction sector, Qatar)

This construction worker is also owed eight months of back overtime pay.

A security sector respondent said he has been paid late "so many times." Asked why, he responded:

Sometimes they said they had no money given that the locations at which we worked hadn't sent them money, and sometimes they just said they have no money, and that's how we used to work. (Male, 32, security sector, Qatar)

Asked why he was paid late, a transportation worker explained:

The employers don't give us reasons because we are nothing to them. It's like owning… let's say a goat. When you delay to take it to graze, will you tell it that you are sorry? Would you tell your goat that you were busy that is why you did not take it to eat in time? (Male, 23, transportation sector, Saudi Arabia)

The transportation worker is emphasizing the dehumanization he experienced as a migrant worker, and his feelings were echoed by many migrants in their descriptions of their experiences.

3.3.3. Treatment by employers

As discussed in *Section 3.2.2. Indicators of involuntariness and coercion*, abuse of workers' vulnerability and threats of violence or violence are very common forms of coercion experienced by workers. Migrant workers may have multiple sources of vulnerability. They may depend on their employers for accommodations, transportation, food, or their work visa. They may not know the local language or local laws. They may not know where or how to access help locally, or they may not have the means to contact potential sources of help. Many used all their savings or took out loans in Uganda to cover the costs of migration and could face financial ruin by returning back home without substantial earnings. Employers exploit the vulnerability of migrant workers to coerce them to work longer, harder, or in tasks they would otherwise decline.

Nearly two-thirds of surveyed workers reported having been threatened with dismissal, and nearly as many reported having been threatened with deportation. Such threats were common in the qualitative narratives as well. The reasons for having been threatened with dismissal varied, but common themes included asking for time off for illness, refusing to work beyond the end of their shift, and objecting to hazardous work activities. Asked about threats of dismissal, a 35-year-old security worker recalled:

> Respondent: I remember there is a day I delayed to go to the bus, and the bus left me because I was feeling unwell, so, when my employer came, I tried to explain to him what had happened to me but he said, 'Hey, okay, you are going to go home, you are going to go home and you know very well, you have only spent here two months and you have a lot of problems.'
>
> Interviewer: By going home, what was he meaning?
>
> Respondent: He was meaning; we Africans, we Ugandans, yes to cancel my contract and 'you know very well, you are poor, what are you going to go home with, if I cancel your contract now?' So, make sure go to work, so, I had to go to work even if I was sick, I had to go and work, yes. (Male, 35, security sector, Iraq)

This worker's employer was aware of the worker's vulnerability and took advantage of it to force the worker to come in despite his illness.

Some qualitative respondents emphasized the regularity with which they heard threats of dismissal. Asked about threats of dismissal, a hospitality worker said:

> It is a daily thing. It happens every day. They always say, I am going to terminate you, I am going to cancel you. (Female, 42, hospitality sector, UAE)

A security worker responded similarly, stating:

> In this place cancelling your visa or your contract is so easy; it's like eating breakfast, lunch, and dinner. It's normal to the employers to speak freely while violating the employees' rights. They always threaten to cancel or terminate contracts. Often times they say, 'I will cancel you, I will terminate you.' […] I have heard that said to me a thousand times. (Female, 38, security sector, UAE)

A few qualitative respondents mentioned defending themselves against such threats in the face of requests for sick leave or other rights using their contracts. A construction worker explained:

> Always, the contract will back you up in case of any denial. It is when you show them that you are not ignorant and you very much know the law, that then they do not mistreat you. But if you are ignorant, then they take advantage of that to deny you some rights and mistreat you too for their personal gains. (Male, 27, construction sector, Qatar)

More commonly, employers reacted punitively to workers' attempts to exert their rights. A security sector worker recalled:

There are things we were demanding for that were stipulated in the contract, but the employer had refused to give them to us. […] So, we also decided to strike till he agrees to our terms. During the strike, he threatened to cancel our visas. We were asked to choose between agreeing to the working conditions or get our visas cancelled. (Male, 32, security sector, Qatar)

Threats of dismissal or visa cancellation are particularly effective in this context because most migrants' visas are linked to a particular job. This means that, for most migrants, dismissal means returning home and forgoing the earnings they hoped to achieve abroad.

Many workers are also limited in their ability to search for other work due to not having access to their identification documents. A security worker explained:

The company clearly know it that what they are paying us is little. So, I tried to ask my employer to increase my salary, and he said what he was paying me is what we are agreed in the contract or otherwise, he will cancel my contract, and I go back home. So, for them they have a belief that if they leave the documents with us, we can easily go out there and look for other better paying jobs and leave their companies. But if they keep these things [documents] with them, they know you have nowhere to go. You cannot go back to your country, […] you cannot change to another company without informing them. Because they have everything of yours. (Male 35, security sector, Iraq)

More than one-third of migrants either witnessed or experienced threats of violence or actual violence by their employers. The qualitative data indicate that the term "violence" was interpreted broadly and variously and included physical, psychological, and verbal abuse. The most common examples provided by respondents included verbal threats of violence and slaps. A few respondents described more significant physical punishment. A transportation worker who worked in a prison recalled a situation in which his co-workers were subjected to physical punishment as a result of their protesting delayed pay. He stated:

There was a time I saw my employer use electric shock on the workers as a form of punishment. Some were even denied food. They were being punished for demonstrating over delayed pay. (Male, 23, transportation sector, Saudi Arabia)

Although not included as a topic in the interview guide, many qualitative respondents spontaneously mentioned the significant racism that African labor migrants face in the Middle East and tied their exploitation to racism. A security worker who was threatened with violence by his Indian manager said that locals often establish companies and then *"give them to be directly run by managers who are Filipinos, Indians, things like that, yes but you find that they, Filipinos and Indians, are racists to Africans"* (Male, 28, security sector, UAE).

3.3.4.   Freedom to quit

Fifty-one percent of migrants had limited freedom to terminate their work contract. Among those who reported limited ability to quit, 69 percent indicated that they could not quit their jobs if they wanted to, and 31 percent indicated that they could quit only after their probation period. Most (79 percent) of those who could only quit after the probation period had a probation period of 6 months. Table 6 shows what respondents believe might happen if they tried to quit.

Table 6. Perceived consequence of quitting (weighted)

	Unable to quit during probation period %	Unable to quit job generally %	Total %
Exclusion from future employment (labor ban, deny no objection certificate)	23.3	50.1	40.2

	Unable to quit during probation period %	Unable to quit job generally %	Total %
Deportation or threats of deportation	27.6	41.6	35.8
Withholding of valuable documents	22.2	40.0	33.4
Withholding of wages or other promised benefits	24.1	24.9	23.7
Debt bondage or manipulation of debt (debt to employer/recruiter)	15.4	8.9	11.2
Restriction on respondent's movement	14.4	5.9	8.2
Arrest/jail	5.6	8.7	7.9
Threats or violence against respondent or respondent's family by employer/recruiter	0.6	6.5	4.7
Other form of employer/recruiter coercion	9.8	3.1	5.2
Number of respondents (N)	**134[1]**	**270[1]**	**426[1]**

[1]A total of 22 respondents lack information about whether they were unable to quit during the probation period or more generally. These respondents were considered unfree to quit because of their response to questions S4Q07A, S4Q07C, S4Q07E, S4Q08A, S4Q08C, S4Q09A, S4Q09C, S4Q10A, S4Q10C, S4Q11A, or S4Q11C (see *Appendix II: Questionnaire*).

Many qualitative respondents described an inability to quit during the probation period. For example, a security guard described trying to quit his job soon after arrival. He explained:

I realized that I couldn't continue doing this kind of work given that it was life threatening. As I was doing that job, I raised a complaint to the company, [name redacted], which had brought me in Abu Dhabi, and they advised me to work past the grace period, that is, one year and then return home. (Male, 38, security sector, UAE)

Asked whether she could quit her job during the probation period, a hospitality sector worker in Qatar replied:

I don't think it was possible. For example, there is a girl who wanted to change from one job to another and our bosses told her that she could only quit after at least 12 months on this current job. So, I think I couldn't quit. (Female, 24, hospitality sector, Qatar)

Another hospitality worker in Qatar said it was "impossible" to quit during the probation period. When asked why, he replied:

Because it was against one of the laws we signed before we started to work. All workers were supposed to work for at least six months before they can start thinking about quitting. (Male, 23, hospitality sector, Qatar)

Many respondents indicated that there were legal restrictions on quitting before the end of the probation period. It was beyond the scope of this study to examine the legal framework in the various destination countries, but the respondents' narratives demonstrate their perceptions of the legal restrictions. A security worker in Qatar explained:

And most of the time you cannot quit your job before completing your probation period because you will be penalized. It's the law of the country, it's not a company law. The companies are governed by the country law. (Male, 33, security sector, Qatar)

A respondent who worked in the UAE said her employer *"always referred to the Ministry of Labor policy which required employees to work for at least six months before they can quit"* (Female, 26, hospitality sector, UAE). Others said that if a worker leaves before the end of the probation period, the worker would be banned from working in the destination country and must leave the country. Others referenced a fine or deportation:

> *If I change my employer before six months have ended, the government itself gives me a fine and if your boss is strict, you can also be deported by law.* (Male, 29, hospitality sector, UAE)

Another respondent described the situation of a co-worker who wanted to change jobs:

> *They asked her to work for at least one year (12 months) under the company and then she could think of quitting and when she insisted her salary was deducted and she was promised to be deported without any pay.* (Female, 24, hospitality sector, Qatar)

Among survey respondents who could not quit during the probation period, 23 percent reported that quitting would result in exclusion from future work, including through a legal ban, and 28 percent reported that quitting would result in deportation.

A security worker in Qatar said that failure to work the full probation period could cause the employer to *"report you to the police"* (Male, 32, security sector, Qatar), and 6 percent of those who could not quit during the probation period said that doing so could result in being arrested or sent to jail.

Although many respondents referenced legal restrictions, some were prevented from leaving during the probation period by the employer's withholding of documents. Document retention was reported by 22 percent of respondents who were unable to quit during the probation period. A hospitality worker explained:

> *I remembered the different times when I wanted to leave the job but then my boss had my travel documents. All my travel documents, passport etc. were taken away from me and he kept them until when I finished the first six months at work, which was probation and then I could access them. So, there was no way I could leave when he had my documents and could only leave after probation when I got my documents.* (Female, 26, hospitality worker, UAE)

Some respondents seemed to find the limitations of the probation period justifiable, *but* others objec*ted* to the restrictions. One respondent explained:

> *In case you are mistreated on that job before completing the probation period […] a worker has no choice, he has to accept every condition in his company or her company. […] This hurts and stresses workers because the probation period of six months is long.* (Male, 28, security sector, UAE)

Other respondents indicated that they could not quit during the entire period of their contract. *When a*sked why she could not quit, a transportation worker in Saudi Arabia said:

> *When you leave or quit when you are not yet done with your contract, you can be imprisoned or asked to pay a certain amount of money, a fine to the company. It is usually a lot of money which you may not have.* (Female, 24, transportation sector, Saudi Arabia)

Among those who said that they could not quit their job in general (not just during the probation period), 9 percent reported arrest or jail as a potential consequence.

A security worker in Iraq explained why he could not quit his job:

> *You can't just leave like that, they will do anything, they will do anything like, for example, like keeping your passport. You cannot go anywhere; you cannot apply to any other company; they will ask you for all these documents, so they will make you stay, so they will keep you there because whenever you could think of leaving their company, they could do anything to make sure you stay there, you stay there as they use you the way they want.* (Male, 35, security sector, Iraq)

Forty percent of those unable to quit their job in general reported document retention. Others said that while they could quit, doing so would have negative consequences. A respondent indicated that it is necessary to repay the cost of the work permit even if one quits after the end of the probation period. She described the process of quitting:

You can quit; you write to them, and you pay them. Remember they made for you a working permit which cost money. (Female, 42, hospitality sector, UAE)

Some said that quitting would result in their being sent back to Uganda. It was not possible to change jobs within the country. A security worker in Qatar explained:

I cannot quit and change to another company right now; it's a very long process. I have to quit and return back home and start again afresh the process of getting another job. (Male, 33, security sector, Qatar)

Another security worker in Qatar indicated that some companies would provide a recommendation to workers who complete their contracts, allowing them to seek another job in Qatar without returning home. Other companies refuse to provide a recommendation and require the migrant to return home. Another respondent explained that he can quit at any time after the probation period, but if he quits before the end of his contract, he would have to buy his own plane ticket home.

Many respondents indicated that they could not quit without providing notice of one to two months. A security worker in Qatar explained the consequences of quitting without providing the required notice:

The company will have to deduct my one month basic salary and my other benefits for not informing them. So, you either give the company one month notice or you pay the penalty, but you choose between the two. (Male, 33, security sector, Qatar)

A hospitality worker in the UAE said that failing to give notice would result in being banned from working in the UAE for one year and having to pay a fine. Regarding the fine, he explained:

They can find you at the airport and say you cannot leave until when you pay. When you are leaving, you have to reach an agreement with the employer so that he lets you go. (Male, 28, hospitality sector, UAE)

Although the specifics varied, many qualitative respondents described barriers to quitting their jobs. One respondent shared his perspective on the underlying reason it is difficult for migrant workers to quit:

This is due to the fact that most of these companies consider their employees as assets. They feel that since they got you from Africa, they are entitled to manage all your actions and movements. It is as if they own you. (Male, 38, security sector, UAE)

4.   CONCLUSION

This report has described the widespread exploitation experienced by Ugandan labor migrants in the Middle East. Eighty-seven percent of these workers experienced forced labor in their most recent job in the past five years. The most commonly experienced indicators of involuntariness included abusive overtime, limited freedom to quit, and inability to refuse hazardous work. The most common indicators of coercion were abuse of workers' vulnerability through the denial of rights or privileges, threats of dismissal, or threats of deportation; withholding of wages or other promised benefits; withholding of valuable documents; and threats of violence or violence. Most workers experience multiple forms of exploitation. The median number of forced labor indicators experienced by workers was 5, and 66 percent of workers experienced 5 or more indicators. Taken together, the findings presented in this report provide evidence that Ugandan workers in construction, hospitality, security, and transportation are highly exploited in the Middle East.

The study offers several recommendations for improving working conditions among Ugandan labor migrants in the Middle East:

- The Government of Uganda should continue to strengthen the content and implementation of existing bilateral agreements with labor migration destination countries and continue to work

toward establishing agreements where none yet exist. The findings of this study indicate that the labor rights violations these agreements are intended to prevent continue to occur.

- The Government of Uganda should ensure that existing regulations of recruitment agencies are fully implemented. The findings of this study suggest that recruitment agencies are violating provisions of the Employment (Recruitment of Uganda Migrant Workers) Regulations of 2021.[24] For example, the regulations strictly limit the amounts that workers can be required to pay during recruitment, but many respondents in this study mentioned having significant debts due to recruitment and being unable to leave their positions until the debts have been paid.

  The government should also increase accountability of recruitment agencies regarding the working and living conditions of migrants they place by reinstating "Part X – Welfare and employment services; 69. Agencies to assist workers" of the Employment (Recruitment of Ugandan Migrant Workers Abroad) Regulations of 2005.[25] The 2021 regulations exclude these important safeguards. Ensuring that recruitment agencies have an obligation towards the migrants they place once these migrants are abroad is critical because their sending agency is often the first point of contact for a migrant worker who is being exploited. A respondent lamented that some migrant workers in the Middle East "are really suffering, and even if they send messages back home to their [recruitment] companies, they don't receive any kind of help from the companies that took them to work in the Middle East."

- Governments of countries in the Middle East should ensure that labor laws protect the rights of all workers, including migrant workers, according to international standards. They should also review labor laws and visa programs to ensure that migrant workers are free to leave exploitative workplaces, including during their probation periods. Governments should consider modifying employment-based visa programs to strengthen the rights of migrant workers.

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[24] Government of Uganda. (2021). The Employment (Recruitment of Uganda Migrant Workers) Regulations. https://www.ilo.org/dyn/migpractice/docs/228/Rules
[25] Government of Uganda. (2005). The Employment (Recruitment of Uganda Migrant Workers) Regulations. https://ulii.org/akn/ug/act/si/2005/62/eng%402005-07-15

APPENDIX 1: ADDITIONAL TABLES

Table A-1. Dangerous and hazardous working conditions (weighted)

	%
Extreme heat without appropriate provisions for protection	32.8
Dust or strong fumes without appropriate protective equipment	16.4
Dangerous or sharp tools or heavy machinery without appropriate protective equipment	14.2
Excessive noise without appropriate protective equipment	13.0
Dangerous chemicals without appropriate protective equipment	11.3
Carrying unreasonably heavy loads	10.0
Accidents (for example, car accidents)	9.5
Working or standing for unreasonable hours	8.6
Experienced at least one dangerous or hazardous working condition	**64.7**
Number of respondents (N)	**843**

Table A-2. Respondent's opinion on earnings considering his or her experience and job duties (weighted)

	%
High	4.8
About right	30.9
Low	40.7
Very low	23.7
Number of respondents (N)	**836**

Table A-3. Knowledge of local minimum wage (weighted)

	%
Knows minimum wage	64.4
Does not know minimum wage	33.6
There is no minimum wage	2.1
Number of respondents (N)	**842**

Table A-4. Relationship between coercion and involuntariness indicators among migrants who experienced forced labor (weighted)

		Indicators of Coercion					
		Abuse of workers' vulnerability	With-holding of wages/ benefits	With-holding of valuable documents	Threats or violence	Restrictions on workers' movement	Debt bondage or manipulation of debt
Indicators of Involuntariness	Abusive overtime requirements not previously agreed	49%	49%	27%	24%	19%	14%
	Limited freedom to terminate work contract	48%	46%	28%	24%	19%	14%
	Could not refuse to do hazardous work	45%	45%	24%	21%	17%	11%
	Work of different nature without consent	25%	25%	14%	13%	10%	6%
	Very low or no wages	17%	16%	9%	9%	8%	6%
	Degrading living conditions	14%	13%	9%	8%	7%	4%
	Required to work for other employer without agreement	14%	13%	9%	9%	7%	4%
	Required to work longer without agreement	13%	12%	9%	8%	6%	3%
	Unable to refuse job	0%	0%	0%	0%	0%	0%

APPENDIX II: QUESTIONNAIRE

Response Criteria	Question Number	Questions and Responses	Involunt ariness	Coer cion
	date			
	time			
	deviceid			
	respondent id			
ASK ALL	intro	[INTERVIEWER: MAKE SURE YOU TAILOR YOUR RESPONSE TO WHAT YOU HEAR. SMILE WHEN YOU DIAL!] [PARAPHRASE BELOW IF NEEDED] • Hello, I'm _____calling from Makerere University and ICF, a research firm. • [FILL IF REFERRER ALLOWS US TO SHARE NAME: NAME; FILL IF REFERRER DOES NOT ALLOW US TO SHARE NAME: Someone you know personally] gave us your number because they thought you might be interested in our study. • We are doing a research study on the labor experiences of Ugandans who have traveled to work in particular countries. • If you are eligible for the study and complete the interview, we'll give you 20,000 for your time. [INTERVIEWER: ONCE YOU HAVE RAPPORT START SCREENER] The first questions to see if you're eligible take just a few minutes.		
		SECTION 0. SCREENER		
ASK ALL	s0q01	How old are you?		
		NUMBER		
		-76. DON'T KNOW/REFUSED, 18 YRS OR OVER		
		-88. DON'T KNOW/REFUSED, UNDER 18 YRS OR UNKNOWN --> END INTERVIEW		
		[PROGRAMMING NOTE: IF UNDER AGE 18 OR -88 --> END INTERVIEW]		
ASK IF S0Q01 ≥ 18	s0q02	What is your nationality? INTERVIEWER: SELECT ALL THAT APPLY		

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

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

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

		2. NO --> S0Q05		
		77. DON'T KNOW --> S0Q05		
		99. REFUSED --> S0Q05		
IF INELIGIBLE (EXCEPT DUE TO AGE)	s0q05	Thank you for this information. You are not eligible for our study.		
IF ELIGIBLE	s0q05a	Thank you for this information. You are eligible for our study. I am required to read a consent statement to you before we begin. INTERVIEWERS, FOR ONLINE INTERVIEWS, READ: I am required to audio record the reading of the consent and whether you agree. This recording will confidential and used only to confirm procedures have been followed. I will start the recroding now, and I will turn off the recorder before beginning the interview.		
		SECTION 1: GENERAL INFORMATION AND RECRUITMENT		
ASK ALL	s1qo0a	In what year did you first come to work in the [FILL COUNTRIES FROM S0Q03A]? INTERVIEW: RECORD THE START YEAR OF THE FIRST JOB, EVEN IF IN IT WAS IN AN INELIGIBLE SECTOR.		
ASK ALL	s1q01	Think about your most recent job in [FILL COUNTRIES FROM S0Q03A]. What is the main kind of work you did? INTERVIEWER: SELECT ALL THAT APPLY		
		1. SECURITY GUARD, BODY GUARD		
		2. TRADES WORKER (MECHANIC, PLUMBER, ELECTRICIAN, MASON, WELDER)		
		3. CONSTRUCTION LABORER		
		4. DRIVERS OR RIDERS (TRUCK DRIVER, TAXI DRIVER, FORKLIFT OPERATOR, DELIVERY)		
		5. LUGGAGE HANDLER		
		6. NIGHT CLUB HOSTESS, EXOTIC DANCER, SOCIAL ESCORT, BARTENDER		
		7. CLEANER (MAID, JANITOR)		

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

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

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

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

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

		9. SEPTEMBER		
		10. OCTOBER		
		11. NOVEMBER		
		12. DECEMBER		
		77. DON'T KNOW		
		99. REFUSED		
	s1q05_y	YEAR		
		[YEAR] [PROGRAMMING NOTE: REQUIRE THAT YEAR BE EQUAL TO OR AFTER YEAR RECORDED IN S1QO0A]		
		77. DON'T KNOW		
		99. REFUSED		
ASK ALL	s1q06	Do you still have this job?		
		1. YES		
		2. NO		
ASK IF S1Q06 = 2	s1q06a_m	Approximately when did you leave this job?		
		MONTH		
		1. JANUARY		
		2. FEBRUARY		
		3. MARCH		
		4. APRIL		
		5. MAY		
		6. JUNE		
		7. JULY		
		8. AUGUST		
		9. SEPTEMBER		
		10. OCTOBER		

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

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

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

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

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

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

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

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

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

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

		99. REFUSED		
ASK IF S2Q04_V1=2	s2q04a_v1	Who prevents (ed) you from coming and going out of your residence outside of work hours? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY]		
		1. EMPLOYER/MANAGER/WORKPLACE SECURITY		X
		2. RECRUITER		X
		3. OUTSOURCING AGENCY		X
		4. FAMILY/SPOUSE		
		5. LEGAL RESTRICTION		
		6. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S2Q04A_V1= 6	s2q04a_v1_ot her	Please specify		
ASK IF S2Q01A_V1= 2 OR S2Q01_V2=1 (EMPLOYER MANDATED HOUSING) AND S2Q04V=2	s2q04_v2	Does (did) your employer or agency prevent you from leaving the area of your lodgings/residence outside of work hours?		
		1. YES		X
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q10=1 (EMPLOYED)	s2q05	Does (did) your employer or recruiter hold any of your important documents, such as your passport?		
		1. YES		

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

		99. REFUSED		
	s3q01v	**PROGRAMMING NOTE: RANDOMIZE 50/50: S3Q01V=1 OR 0**		
ASK IF S3Q01=1 AND S3Q01V=1	s3q01a_v1	Did (do) you feel that the terms of payment of the debt were (are) reasonable?		
		1. YES		
		2. NO		X (IF NO TO s3q01b _v1)
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S3Q01=1 AND S3Q01V=1	s3q01b_v1	Did (do) you feel your work or payments were (are) fairly applied to reduce your debt?		
		1. YES		
		2. NO		X (IF NO TO s3q01a_ v1)
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S3Q01=1	s3q01c	If you were (are) to leave your job before paying off your debt, what might happen? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Anything else?" AT LEAST TWICE BEFORE MOVING ON.		
		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY BY EMPLOYER/RECRUITER		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. WITHHOLDING OF WAGES OR OTHER PROMISED BENEFITS		
		4. FINE OR DEDUCTION FROM WAGES *BEYOND THE VALUE OF THE DEBT*		X

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

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

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

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

		99. REFUSED		
ASK IF s2qlong=3	s4q01e_l	[READ IF NECESSARY: Does or did your work often involve exposure to..] …dust or strong fumes without appropriate protective equipment?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF s2qlong=3	s4q01f_l	[READ IF NECESSARY: Does or did your work often involve exposure to…] …anything else you believe risks (risked) your health or safety?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q01F_L=1	s4q01f_l_other	Please explain.		
ASK IF s2qlong=1 OR 2	s4q01_s	Does your work involve anything that risks your health or safety?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
S4Q01_S=1	s4q01_t	What are the risks to your health or safety? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Anything else?" AT LEAST TWICE BEFORE MOVING ON.		

		1. EXCESSIVE NOISE WITHOUT APPROPRIATE PROTECTIVE EQUIPMENT		
		2. EXTREME HEAT WITHOUT APPROPRIATE PROVISIONS FOR PROTECTION		
		3. DANGEROUS CHEMICALS WITHOUT APPROPRIATE PROTECTIVE EQUIPMENT		
		4. DANGEROUS OR SHARP TOOLS OR HEAVY MACHINERY WITHOUT APPROPRIATE PROTECTIVE EQUIPMENT		
		5. CARRYING UNREASONABLY HEAVY LOADS		
		6. DUST OR STRONG FUMES WITHOUT APPROPRIATE PROTECTIVE EQUIPMENT		
		7. OTHER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q01_T=7	s4q01_t_other	RECORD OTHER		
S4Q01_L, S4Q01A_L, S4Q01B_L, S4Q01C_L, S4Q01D_L, S4Q01E_L, S4Q01F_L, OR S4Q01_S = 1	s4q02	Could you have refused to do these hazardous activities?		
		1. YES		
		2. NO	X	
		77. DON'T KNOW		
		99. REFUSED		
S4Q01_L, S4Q01A_L, S4Q01B_L, S4Q01C_L, S4Q01D_L, S4Q01E_L, S4Q01F_L,	s4q02a	What might happen if you had refused to do these hazardous activities? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Any other reason?" AT LEAST TWICE BEFORE MOVING ON.		

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

		99. REFUSED		
ASK IF S4Q13_V1=2 OR 3	s4q13a_v1	Can you tell me in your own words how the employer or recruiter keeps (kept) you from quitting your job? INTERVIEWER: SELECT ALL THAT APPLY. ASK "Anything else?" AT LEAST TWICE BEFORE MOVING ON.		
		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY BY EMPLOYER/RECRUITER		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. DEBT BONDAGE OR MANIPULATION OF DEBT (DEBT TO EMPLOYER/RECRUITER)		X
		4. WITHHOLDING OF WAGES OR OTHER PROMISED BENEFITS		X
		5. WITHHOLDING OF VALUABLE DOCUMENTS		X
		6. DEPORTATION OR THREATS OF DEPORTATION		X
		7. EXCLUSION FROM FUTURE EMPLOYMENT (LABOR BAN, DENY NO OBJECTION CERTIFICATE (NOC))		X
		8. ARREST/JAIL		X
		9. OTHER FORM OF EMPLOYER/RECRUITER COERCION		
		66. NOTHING OR NO REPERCUSSIONS RELATED TO EMPLOYER/RECRUITER		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q13A_V1= 10	s4q13a_v1_ot her	Please specify		
ASK IF S1Q10=1 (EMPLOYED) AND S4Q13V=2	s4q13_v2	Could you quit this job at any time if you wanted to?		
		1. YES		
		2. YES, BUT ONLY AFTER THE PROBATION PERIOD	X (IF at least 1: s4q13a_v	

			2_1 to _9)	
		3. NO	X (IF at least 1: s4q13a_v2_1 to _9)	
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S1Q10=1 (EMPLOYED) AND S4Q13V=2	s4q13a_v2	What might happen if you quit this job?		
		1. THREATS OR VIOLENCE AGAINST RESPONDENT OR RESPONDENT'S FAMILY BY EMPLOYER/RECRUITER		X
		2. RESTRICTION ON RESPONDENT'S MOVEMENT		X
		3. DEBT BONDAGE OR MANIPULATION OF DEBT (DEBT TO EMPLOYER/RECRUITER)		X
		4. WITHHOLDING OF WAGES OR OTHER PROMISED BENEFITS		X
		5. WITHHOLDING OF VALUABLE DOCUMENTS		X
		6. DEPORTATION OR THREATS OF DEPORTATION		X
		7. EXCLUSION FROM FUTURE EMPLOYMENT (LABOR BAN, DENY NO OBJECTION CERTIFICATE (NOC))		X
		8. ARREST/JAIL		X
		9. OTHER FORM OF EMPLOYER/RECRUITER COERCION		
		66. NOTHING OR NO REPERCUSSIONS RELATED TO EMPLOYER/RECRUITER ("; NOTHING WOULD HAPPEN")		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S4Q13A_V2= 10	s4q13a_v2_other	Please specify		

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

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

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

		-99. REFUSED		
ASK IF S7Q01= 0 or S7Q02= 0	s7q02a	Thank you for your time. My computer tells me you are not eligible to refer respondents to this study.		
ASK IF S7Q02 > 0	s7q03	We are interested in interviewing other Ugandans who have worked/are working in the Middle East. If you refer an eligible person who completes an interview, we will provide you with 10,000 USh and that person will also receive a token incentive. Can I ask you some more questions about people you may know?		
		1. YES		
		2. NO		
		77. DON'T KNOW		
		99. REFUSED		
		[PROGRAMMING NOTE: SHOW ALL 4 S7Q04_PN##_NAME ON SAME SCREEN IF POSSIBLE]		
ASK IF (S7Q02>0 AND S7Q03 = 1)	s7q04_pn01_name	[IF S7Q2>4, FILL "Thinking again about all the Ugandans you know who are currently working in or have worked in the Middle East in the past 5 years in security; transportation; construction; or in a hotel, restaurant, or entertainment, please choose four of these people you believe would be most likely to participate in an interview with us."] [IF S7Q2≤4, FILL "Earlier you told us you know [FILL: S7Q2] Ugandan(s) who are currently working in or have worked in the Middle East in the past 5 years in security; transportation; construction; or in a hotel, restaurant, or entertainment.] Could you please tell me the first names of these people? INTERVIEWER: IF R HESITATES OR YOU SENSE A REFUSAL COMING SAY: I don't need their full name. Just some way to refer to them, such as their first name, initials, or nickname. INTERVIEWER, WRITE NAME OF FIRST REFERRAL.		
		TEXT		
		77. DON'T KNOW		
		99. REFUSED		

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

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

		IF ONLINE: Can I text you a coupon with this code you can share with [FILL S7Q04_PN0#_NAME]? It also includes our study phone number [FILL S7Q04_PN0#_NAME] can call to schedule an interview. IF PHYSICAL: SELECT NOT APPLICABLE		
		1. YES		
		2. NO		
		3. NOT APPLICABLE (PHYSICAL INTERVIEW)		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S7Q07C = 2	s7q07d	No problem. Please share this code with [FILL S7Q04_PN0#_NAME]: [FILL UNIQUE_ID+PN]		
		[PROGRAMMING NOTE: GENERATE UNIQUE ID FOR CURRENT RESPONDENT (UNIQUE_ID). FOR EXAMPLE, INTERVIEWER ID (2 DIGIT) + MONTH+DAY+HOUR+MINUTE OF INTERVIEW START.]		
ASK IF S7Q05 = 2, 3, 77 OR 99	s7q08	•We're very interested in speaking with [FILL S7Q04_PN0#_NAME]. •Please consider giving him/her our study phone number. IF ONLINE:Can I text you a coupon with this information you can share with [FILL S7Q04_PN0#_NAME]? IF PHYSICAL: SELECT NOT APPLICABLE		
		1. YES		
		2. NO		
		3. NOT APPLICABLE (PHYSICAL COUPON)		
		77. DON'T KNOW		
		99. REFUSED		
ASK IF S7Q08 = 2	s7q08aa.	Ok let me read the information to you. Are you ready to write it down? For more information, [FILL S7Q04_PN0#_NAME] can call: XXX-XXX-XXXX. He/she will need the following code: [FILL UNIQUE_ID+PN]		

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

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

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

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

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

		TEXT		
	end_time			