# Respondent-Driven Sampling Study of Ugandan Labor Migrants in the Middle East

# Global Fund to End Modern Slavery (GFEMS) Final Report

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# ACRONYMS

| | |
|---|---|
| CAPI | computer-assisted personal interviewing |
| ILO | International Labour Organization |
| MGLSD | Ministry of Gender, Labour and Social Development |
| RDS | respondent-driven sampling |
| SE | standard error |
| UAE | United Arab Emirates |

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# ACKNOWLEDGMENTS

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# EXECUTIVE SUMMARY

## Background

In September through October 2021, ICF and the Department of Social Work and Social Administration, Makerere University, conducted a respondent-driven sampling (RDS) study in Uganda. The RDS study targeted migrant workers who currently work in the Middle East or who have worked in the Middle East in the past 3 years to explore the prevalence and characteristics of human trafficking experienced during their recruitment and employment. To our knowledge, this study is the first to explore the characteristics of working and living conditions among Ugandans working in the Middle East using a representative sample, as well as the first to offer a prevalence estimate of human trafficking for Ugandans in the Middle East. The purpose of this study is to inform Global Fund to End Modern Slavery-funded programming on more effective methods to reduce the risk of human trafficking and support survivors of human trafficking in Uganda.

## Methods

The sample was recruited using RDS, a network-based sampling method that overcomes the traditional biases associated with similar approaches by approximating probability sampling methods and allowing for the calculation of selection probabilities and survey weights. The RDS weights reflect the varying sizes of respondents' networks as established in RDS theory, which adjusts for recruitment biases. Initial participants in an RDS study (i.e., seeds) are recruited through convenience sampling methods. Each of these seeds recruits peers by referral, allowing researchers to access members of typically hard-to-reach populations who may not otherwise be accessible.

The respondents (seeds) in this study were recruited with the support of the Ministry of Gender, Labour and Social Development, the Uganda Association of External Recruitment Agencies and its member agencies, nongovernmental organizations working with returned migrants, and the personal contacts of the research team. Twenty-nine seeds were recruited based on the range of ages, professions, and destination countries. The majority of the seeds (21) were female, and 8 were male. The seeds recruited additional respondents, who then recruited other respondents. To encourage participation and referrals of peers, respondents were offered an incentive for referring other respondents who successfully completed an interview. The final sample size included 408 respondents who were Ugandans ages 18 or older and who either currently work in the Middle East, or have worked in the Middle East in the past 3 years.

## Findings

The estimates presented below were calculated using survey weights and are representative of Ugandan migrants who are currently working in the Middle East or have worked in the Middle East in the past 3 years.

**Recruitment:** Our findings suggest that many Ugandan migrants in the Middle East continue to experience unethical recruitment, despite attempts by governments and other parties to curb unethical practices. Seventeen percent of migrants experienced deceptive recruitment about their job duties, and more than one-third of migrants (39 percent) experienced deceptive recruitment about other aspects of employment. Nearly one-third of migrants (29 percent) experienced recruitment linked to debt, and nearly half of migrants (47 percent) paid recruitment fees, despite global efforts to eliminate recruitment fees.[1] Our findings do suggest that recruitment practices may be improving because migrants who

[1] International Labour Organization, 2016, General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs.

started their job within the last year experienced the lowest rates of these forms of unethical recruitment, compared to migrants who started more than a year ago.

**Working conditions:** Overall, many migrants experienced exploitative working conditions. More than one-fourth of migrants (28 percent) lacked a written contract. Migrants worked an average of 99 hours per week, and nearly one-third of migrants (30 percent) worked more than 120 hours per week on average. More than one-third of migrants (38 percent) reported excessive on-call hours. About one-third of migrants (30 percent) were exposed to hazardous work without protective gear.

**Impact of COVID-19:** Almost half of migrants who worked in their most recent job before the start of the COVID-19 pandemic as well as during the pandemic indicated a change in working conditions or job duties as a result of COVID-19. The most common changes included increased workload or working hours, reduced freedom of movement, and withholding of wages.

**Living conditions:** About one-fourth of all migrants (24 percent) experienced degrading living conditions in mandatory employer-provided housing. Many migrants who lived in mandatory employer-provided housing felt that their living conditions were bad or very bad (28 percent), felt that their housing may be harming their health (43 percent), and felt unsafe in their housing (31 percent).

**Personal life and liberties:** A majority of migrants experienced restrictions in their personal life and liberties. Most migrants (90 percent) had had their identification documents held, and an estimated 74 percent of these migrants could not access their documents upon request. More than half of all migrants were under constant surveillance at work (58 percent) and at home (55 percent). About one-fifth of migrants either "rarely" (15 percent) or "never" (4 percent) communicated with family and friends. Regarding freedom of movement, most migrants either never (79 percent) or rarely (11 percent) moved around in their communities. Overall, more than two-thirds of migrants (69 percent) lacked either freedom of movement or freedom of communication due to employer restrictions.

**Human trafficking:** The majority (89 percent) of migrants reported experiences consistent with human trafficking as defined by the Palermo Protocol using the guidelines set forth by the African Programming and Research Initiative to End Slavery in Human Trafficking Statistical Definitions: Prevalence Reduction Innovation Forum, July 2020.[2] Slightly more than one-fourth (27 percent) of migrants experienced severe exploitation. Female migrants and domestic workers experienced greater rates of human trafficking and severe exploitation than male migrants and workers in other sectors. In our regression model, unethical recruitment showed a significant increase in the prevalence of non-recruitment-related human trafficking and severe exploitation.

## Limitations

Data collection occurred during the COVID-19 pandemic, and changes related to the pandemic may have affected our results. A similar study undertaken before or after the pandemic may yield different findings.

A general limitation of RDS methods is that although weighting compensates for the reduced probability of capturing eligible individuals who are not well connected, the approach cannot cover persons who are not connected at all. In this study, the group of those who are not well connected likely includes

[2] According to the guidelines, an individual is considered to have experienced human trafficking in the following three scenarios:
- The person experienced one of the three most severe indicators (hereditary slavery, having been sold, or no freedom of movement and communication).
- The person experienced at least two "strong" indicators in different categories.
- The person experienced at least one "strong" indicator and three "medium" indicators.

migrants who are still working abroad who are not allowed to communicate freely with friends and family at home and thus may be in positions in which they are more exploited.

Moreover, due to logistical constraints, this study had a relatively large number of seeds, and therefore relatively short referral chains. In addition, the predominance of females and domestic workers as seeds may have led to an overrepresentation of females and domestic workers in our sample.

Weights and estimates based on RDS are premised on a semi-probability sampling method (at best). Therefore, it is difficult to compute the variance of the RDS sample estimates, including the estimated prevalence. Estimated standard errors involve approximations related to the RDS assumptions.

## Recommendations

We offer several recommendations for improving the working conditions of Ugandan migrants to the Middle East. We urge **the governments of countries in the Middle East** to reform the sponsorship system to improve the rights of labor migrants. We recommend that **employers in the Middle East** improve their treatment of overseas workers to increase retention and decrease costs related to turnover. **The Government of Uganda** should continue efforts to strengthen the content and application of existing bilateral agreements and to establish agreements with additional countries. The Government of Uganda should enforce existing regulations requiring overseas labor recruitment agencies to ensure the welfare of workers deployed overseas. The Government of Uganda should ensure that there are government-affiliated resources available locally in countries with Ugandan migrant workers. **Overseas labor recruitment agencies** should work toward abolishing recruitment fees and meet their mandate to ensure the welfare of overseas workers. We urge civil society actors to put pressure on overseas recruitment agencies to act ethically and on the Government of Uganda to enforce laws related to recruitment agencies.

# 1. STUDY OBJECTIVES AND BACKGROUND

## 1.1. Objective of the study

The objective of this study was to create a population-based measure of human trafficking prevalence among migrants from Uganda in the Middle East.[3] In September–October 2021, ICF and the Department of Social Work and Social Administration, Makerere University undertook a respondent-driven sampling (RDS) study to measure the characteristics of human trafficking as well as to estimate the prevalence of human trafficking among all migrants from Uganda who are currently working in the Middle East or have worked in the Middle East in the past 3 years. The purpose of this study is to inform Global Fund to End Modern Slavery-funded programming on more effective methods to reduce the risk of human trafficking and support survivors of human trafficking in Uganda.

This report first presents background information, followed by a discussion of the study design and study implementation. *Section 4. Findings* explores both the characteristics of human trafficking and the prevalence of human trafficking among migrants. Finally, we discuss limitations and provide a conclusion and recommendations.

## 1.2. Overseas labor recruitment in Uganda

There is a long history of overseas migration from Uganda, with the International Organization for Migration estimating in a 2013 study that as many as 3 million Ugandans live in diaspora communities.[4] High unemployment rates and a large youth population are key factors in overseas migration from Uganda, because people are faced with limited job opportunities while demand increases for workers in certain sectors abroad.[5] Over the past decade, the Middle East has become an increasingly common destination for migrants emigrating from Uganda in search of employment. Countries such as Saudi Arabia, Qatar, Jordan, the United Arab Emirates (UAE), and Oman have specifically seen larger numbers of migrants from Uganda moving for unskilled and semi-skilled jobs.[6] Domestic work is the most common type of work for migrant workers from Uganda in the Middle East. Other less common jobs include hospitality workers, construction workers, security guards, and drivers. There is a higher demand for female labor migrants to the Middle East due to the high demand for female domestic workers.[7]

[3] For the purpose of this study,17 countries were considered to be part of Middle East: Bahrain, Cyprus, Egypt, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, the United Arab Emirates, and Yemen.
[4] International Organization for Migration, 2013, Migration in Uganda: A Rapid Country Profile; Orozco, M, 2008, Remittance transfers, its market place and financial intermediation in Uganda: Preliminary findings, lessons and recommendations
[5] Center for Policy Analysis and Uganda Parliamentary Forum on Youth Affairs, The State of Youth Report; Parliament of the Republic of Uganda, 2019, Preliminary Report of the Committee on Gender Labour and Social Development on the Externalisation of Labour Phenomenon
[6] 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
[7] Global Alliance Against Traffic in Women, 2020, Women's Labour Migration on the Africa-Middle East Corridor: Experiences of Migrant Domestic Workers from Uganda

Studies by the Center for Policy Analysis from 2019 and the Uganda Parliamentary Forum on Youth Affairs indicate that 70,000 Ugandans, of whom more than 64 percent are youth, were recruited for work in the Middle East between fiscal year 2014/15 to fiscal year 2016/17, and 50,000 Ugandan workers sought jobs on their own.[8] Initial research indicates that education levels vary among these migrant workers, but women with lower levels of educational attainment seek work abroad at higher rates.[9]

The exploitation of migrant workers has been known to take place in various situations. A 2019 Preliminary Report of the Committee on Gender, Labour and Social Development on the Externalisation of Labour Phenomenon identified three channels for Ugandan migration: (1) licensed recruitment companies, (2) individuals sourcing jobs themselves, and (3) unlicensed companies or individuals.[10] Job placement through licensed recruitment agencies is intended to minimize possible exploitation both pre- and post-departure, but migrant workers continue to report instances of not being provided employment contracts or pre-departure training, both of which are required by law.[11] In addition, a 2020 qualitative study from the Global Alliance Against Traffic in Women found that women moving to the Gulf Cooperation Council countries for employment as domestic workers came from different educational backgrounds, including individuals with limited formal education as well as individuals trained in development studies and other professions.[12] Although the jobs may be the same regardless of educational attainment, the risks in taking on the work, both in the domestic labor sector and other markets, are not equal. The Global Alliance Against Traffic in Women found that financial literacy, English fluency, contract negotiation and interpretation skills, and other factors impacted by education level created varied vulnerabilities to exploitation among migrant workers.[13]

According to the 2020 and 2021 U.S. Department of State Trafficking in Persons Reports, Ugandan migrants were also subjected to sex and labor trafficking in the Middle East, including in Iraq, Egypt, Turkey,[14] the UAE, Saudi Arabia, Oman, Qatar, Kuwait, and Bahrain.[15] The 2020 Trafficking in Persons Report also referenced allegations made by media and government officials that Ugandan girls faced debt bondage and were being sold in "slave markets" in the UAE.[16] A key informant from the Migrant

[8] Center for Policy Analysis, The Externalization of Labour Bill: Why Uganda needs to embrace but regulate the labour export industry; Center for Policy Analysis and Uganda Parliamentary Forum on Youth Affairs, The State of Youth Report; Parliament of the Republic of Uganda, 2019, Preliminary Report of the Committee on Gender Labour and Social Development on the Externalisation of Labour Phenomenon

[9] Population Council, 2013, The Adolescent Girls Vulnerability Index: Guiding Strategic Investment in Uganda; Global Alliance Against Traffic in Women, 2020, Women's Labour Migration on the Africa-Middle East Corridor: Experiences of Migrant Domestic Workers from Uganda; Interviews with Banya, Lutaro, Mubiru, Tumwesigye

[10] Parliament of the Republic of Uganda, 2019, Preliminary Report of the Committee on Gender Labour and Social Development on the Externalisation of Labour Phenomenon

[11] MOU Saudi Arabia, January 2016, "Agreement on General Recruitment Between the Ministry of Gender, Labor and Social Development in the Republic of Uganda and the Ministry of Labor and Social Development in the Kingdom of Saudi Arabia"; Bilateral Agreement Jordan, November 2016, "Bilateral Agreement Between the Government of the Hashemite Kingdom of Jordan and the Republic of Uganda Concerning the Recruitment and Employment of Ugandan Migrant Workers"; MOU UAE, 2019, "Memorandum of Understanding Between the Government of the Republic of Uganda and the Government of the United Arab Emirates in the Field of Manpower and Domestic Worker Protocol"; Global Alliance Against Traffic in Women, 2020, Women's Labour Migration on the Africa-Middle East Corridor: Experiences of Migrant Domestic Workers from Uganda

[12] Global Alliance Against Traffic in Women, 2020, Women's Labour Migration on the Africa-Middle East Corridor: Experiences of Migrant Domestic Workers from Uganda

[13] Global Alliance Against Traffic in Women, 2020, Women's Labour Migration on the Africa-Middle East Corridor: Experiences of Migrant Domestic Workers from Uganda

[14] U.S. Department of State, 2020, Trafficking in Persons Report

[15] U.S. Department of State, 2021, Trafficking in Persons Report

[16] U.S. Department of State, 2020, Trafficking in Persons Report

Workers' Voice Organisation[17] further detailed the exploitation and abuse being reported by migrant workers in the country:

> *…most of the modern-day slavery or kind of bad evil is in UAE and girls report this. The most cases we have got come from there where the girls are lined up, sold like bananas.*

Reports such as this, along with regular allegations of abuse by migrant workers, including long work hours, restrictions on movement and communication, physical and sexual abuse, and even torture and death, demonstrate the types of exploitation sometimes committed against and risks faced by Ugandan migrants in the Middle East.[18]

To strengthen its labor migration regulatory framework and address concerns of abuse and exploitation, the Government of Uganda has enacted various laws and programs.[19] For example, the most important legal instrument for protecting the rights of overseas migrant workers from Uganda, The Employment (Recruitment of Uganda Migrant Workers) Regulations, 2021, provides the legal parameters for recruiting migrant workers and requires private recruitment agencies be licensed by the government. The Government of Uganda has also formalized labor migration with specific countries through the development and implementation of bilateral agreements.[20] Although these agreements establish protocols for the safe migration and placement of Ugandan migrants, gaps in implementation and subsequently protections persist.[21] For example, even in the countries in which bilateral agreements exist, barriers to assistance persist, particularly in relation to stakeholder coordination and assistance available to migrant workers at embassies and consulates in the Middle East.[22]

[17] Migrant Workers' Voice Labour Organisation, "was founded in 2017, and registered officially in 2019, (migrant workers voice labour organisation) commitment is to fight for and promote rights of migrant workers through legitimate means of sensitization, guidance and counselling, empowerment and development, rescue and preventing migrant workers from being exposed to human trafficking and smuggling." Interview on April 6, 2020.

[18] Parliament of the Republic of Uganda, 2019, Preliminary Report of the Committee on Gender Labour and Social Development on the Externalisation of Labour Phenomenon; Global Alliance Against Traffic in Women, 2020, Women's Labour Migration on the Africa-Middle East Corridor: Experiences of Migrant Domestic Workers from Uganda

[19] The Guidelines on the Recruitment and Placement of Ugandan Migrant Works Abroad, 2015; the Employment (Recruitment of Ugandan Migrant Workers) Regulations 2021; National Diaspora Policy; 2019 The Prevention of Trafficking in Persons Regulations

[20] MOU Saudi Arabia, January 2016 "Agreement on General Recruitment Between the Ministry of Gender, Labor and Social Development in the Republic of Uganda and the Ministry of Labor and Social Development in the Kingdom of Saudi Arabia"; Bilateral Agreement Jordan, November 2016, "Bilateral Agreement Between the Government of the Hashemite Kingdom of Jordan and the Republic of Uganda Concerning the Recruitment and Employment of Ugandan Migrant Workers"; MOU UAE, 2019, "Memorandum of Understanding Between the Government of the Republic of Uganda and the Government of the United Arab Emirates in the Field of Manpower and Domestic Worker Protocol"

[21] Reports of ongoing abuses in countries with bilateral agreements are included in interviews with Kayonde, Mugerwa, Nalubega, Tumwesigye, and Taremwa.

[22] Interviews in which issues regarding seeking assistance through embassies and consultants were mentioned Kayonde, Mubiru, Namuddu. U.S. Department of State, 2019, Trafficking in Persons Report; Parliament of the Republic of Uganda, 2019, Preliminary Report of the Committee on Gender Labour and Social Development on the Externalisation of Labour Phenomenon; Global Alliance Against Traffic in Women, 2020, Women's Labour Migration on the Africa-Middle East Corridor: Experiences of Migrant Domestic Workers from Uganda

# 2. STUDY DESIGN

## 2.1. Sampling methodology

### 2.1.1. Sampling overview

This study, based on an RDS design, focuses on the subpopulation of Ugandans who are currently working or have worked in the Middle East in the past 3 years. The sample includes adults ages 18 or older. This single-time point study examines the recruitment and labor conditions of labor migrants and supports the estimation of the proportion of these migrants who experienced human trafficking.

The planned sample size was 400 individuals. Interviews could take place in-person, for respondents in the Kampala region, or by phone or social media app. Conducting interviews by phone or virtually allowed us to include a particularly hard-to-reach population—current migrants in the Middle East.

### 2.1.2. Respondent-driven sampling

RDS is a network-based sampling method that overcomes the traditional biases associated with similar approaches (e.g., chain-referral and snowball sampling) by approximating probability sampling methods and allowing for the calculation of selection probabilities and survey weights.

RDS works well for surveying rare and hard-to-survey groups because it relies on the premise that those best able to access members of rare populations are their own peers. Initial participants in an RDS study (i.e., seeds) are recruited through convenience sampling methods. Each of these seeds recruits peers by referral, allowing researchers to access members of typically hard-to-reach populations who may not otherwise be accessible. Each seed is limited in the number of participants it can recruit, minimizing the influence of seeds on subsequent waves (i.e., individuals recruited by an initial seed=wave 1; individuals recruited by wave 1 participants=wave 2). For more details on RDS, see *Appendix A: RDS sampling approach*.

As waves recruit subsequent waves and the sample grows, the effects of the original seeds attenuate. As an RDS sample expands across waves, the sample diverges from the convenience sample (i.e., from the subset of initial seeds), thus approximating a probability sample. Our plan called for a relatively large number of seeds (approximately 30), and relatively small chain lengths, to allow better control of the total sample size and the eligibility of recruited individuals. In addition, this approach helped limit the length of the data collection period. The total sample size, 400 completed interviews, as well as the number of seeds (30) and average expected chain length, all struck a balance between the analytic needs and what could be achieved in the given period in the specified location (Kampala). The goal of 400 completed interviews was designed to allow precise analyses for the entire sample as well as by subgroups, such as by sector and country of job.

### 2.1.3. Weighting and estimation

Each respondent was asked how many Ugandans he or she knows by name, who are ages 18 or older, who are currently working in or have worked in the Middle East in the past 3 years. This network size was used for weighting. RDS respondents were weighted using Gile and Handcock's RDS successive-sampling estimation to reflect the varying sizes of respondents' networks and the without-replacement sampling process.[23] The RDS weights reflect the network sizes as established in the theory of this sampling method, which adjusts for recruitment biases.[24] The respondents with a small network size

[23] Gile, K. J., & Handcock, M. S. (2010). Respondent-driven sampling: An assessment of current methodology. *Sociological Methodology, 40*(1), 285-327. https://doi.org/10.1111/j.1467-9531.2010.01223.x

[24] Heckathorn, D. D. (1997). Respondent-driven sampling: A new approach to the study of hidden populations. *Social Problems, 44*(2), 174-199. https://doi.org/10.2307/3096941

were weighted more heavily than the respondents with a large network size to compensate for the likelihood that respondents with small networks are underrepresented. The weighting for network size distinguishes RDS from other, non-probabilistic referral-based sampling methods. Weighted estimates in *Section 4. Findings* reflect the differential probabilities of selection for respondents in networks of varying sizes.

The prevalence of human trafficking among Ugandan migrants to the Middle East can be estimated from the RDS sample.

## 2.2. Development of key measures and questionnaire

### 2.2.1. Definitions

*Human trafficking*

The definition of human trafficking used in this study is derived from the Palermo Protocol. Human trafficking is defined as, "the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs."[25,26]

**Figure 1. Map of the Middle East**


*Middle East*

For this study, 17 countries were considered to be part of the Middle East: Bahrain, Cyprus, Egypt, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, the UAE, and Yemen.

*Ugandan*

For this study, a person was considered "Ugandan" if he or she reported having Ugandan nationality or having lived in Uganda for 10 or more years.

### 2.2.2. Operationalizing the definition of human trafficking

We operationalized the definition of human trafficking using the guidelines set forth by the African Programming and Research Initiative to End Slavery in Human Trafficking Statistical Definitions: Prevalence Reduction Innovation Forum, July 2020. These guidelines include a list of indicators that, "describe the 'Acts' and 'Means' required by the Palermo Protocol." The indicators are grouped into

[25] United Nations. (2000). Protocol to Prevent, Suppress and Punish Trafficking in Persons Especially Women and Children, supplementing the United Nations Convention against Transnational Organized Crime. Adopted and opened for signature, ratification and accession by General Assembly resolution 55/25 of 15 November 2000. https://www.ohchr.org/en/professionalinterest/pages/protocoltraffickinginpersons.aspx

[26] The removal of organs was outside the scope of this study.

seven categories: recruitment, employment practices and penalties, personal life and properties, degrading conditions, freedom of movement, debt or dependency, and violence and threats of violence. Each category contains several "strong" and "medium" indicators. Table B-1 in Appendix B lists all the indicators, provides both the substantive and statistical definition of each indicator, and indicates whether each indicator is "strong" or "medium."

According to the guidelines, an individual is considered to have experienced human trafficking in the following three scenarios:

- The person experienced one of the three most severe indicators (hereditary slavery, having been sold, or no freedom of movement and communication).
- The person experienced at least two "strong" indicators in different categories.
- The person experienced at least one "strong" indicator and three "medium" indicators.

After conducting background research to understand the types of exploitation most commonly experienced by Ugandan migrants in the Middle East, we began developing survey questions aligned with the indicators we expected to be relevant to these migrants. The following studies and instruments provided guidance during the development of the questionnaire items:

- Guidelines Concerning the Measurement of Forced Labour (20th International Conference of Labour Statisticians, 2018)
- Improving Human Trafficking Victim Identification—Validation and Dissemination of a Screening Tool (Simich, et al., 2014)
- Food and Beverage Tool 07: Protections Against Trafficking in Persons: Conducting Migrant Worker Interviews (Responsible Sourcing Tool, n.d.)
- Forced Labor in the Production of Electronic Goods in Malaysia (Verité, 2014)
- Hard to See, Harder to Count: Survey Guidelines to Estimate Forced Labour of Adults and Children (International Labour Organization, 2012)

We adapted some previously used survey questions, and in cases in which questions were not available or appropriate, we wrote survey questions that most directly addressed key constructs. We then created a spreadsheet in which we indicated whether each response category was tied to a human trafficking indicator and, if so, which indicator. Nearly all our survey questions mapped directly to these indicators due to the need to keep the interview relatively short. Past experience has shown that phone interviews need to be relatively short to prevent mid-interview dropouts. In addition, we were sensitive to the limited free time available to many current migrants.

### 2.2.3. Computer-assisted personal interviewing program

The worker questionnaire was designed for interviewer administration using tablets. The computer-assisted personal interviewing (CAPI) program guided the interviewer through the questionnaire by automatically applying skips and filters. The program also included response constraints where relevant to improve data quality. The questionnaires were programmed using CSPro and administered using Android tablets.

### 2.2.4. Translation

The questionnaire and informed consent statement were translated from English into three local languages in Uganda: Luganda, Runyakitara, and Luo. These languages were selected based on preliminary research suggesting English, Luganda, Runyakitara, and Luo to be the most common languages spoken by labor migrants to the Middle East.

# 3. STUDY IMPLEMENTATION

## 3.1. Ethical considerations

We obtained ethical approvals from the ICF Institutional Review Board and Ugandan in-country ethics review boards (the Makerere University School of Social Sciences Research Ethics Committee and the Uganda National Council for Science and Technology) prior to the start of fieldwork.

### 3.1.1. Informed consent

Interviewers read a consent statement to all respondents, which included detailed information about the study, objectives, risks, and benefits, and emphasized voluntary participation. Respondents could ask questions and were assured of confidentiality before the interview continued. In-person respondents indicated consent by appending a signature or a thumbprint on the consent form if they agreed to take part in the interview. For interviews conducted online or by phone, interviewers read the consent form to the respondents, and the consenting process was audio recorded with permission from the respondent. After audio recording the consent, the interviewer completed a printed copy of the consent form with a time stamp in place of the participant's signature or thumbprint. The CAPI program prompted interviewers to record whether the respondent consented to participate. Interviewers then continued with the interview if the respondent provided consent.

## 3.2. Training and preparation activities

Prior to the start of training and fieldwork, ICF developed a field procedure manual. The manual was used for the survey training and to provide guidance to interviewers and supervisors on field procedures. The manual described the study design and goals and the role and responsibility of interviewers. It provided guidance for conducting an interview and building rapport with respondents. The manual included detailed instructions for tracking coupons and incentives, ensuring data quality, and conducting the interview.

*Field team training in Kampala, Uganda*

Makerere University conducted field team training from September 7 to 11, 2021. ICF provided technical support and guidance virtually during training. During the training, ICF and Makerere University survey leadership introduced the study design and its objectives and discussed general interviewing techniques and expectations of staff. There was a substantial emphasis on ethics, with discussions of the consenting process, procedures for maintaining confidentiality, and the child protection protocol. The field team learned to use the CAPI program developed by ICF for data entry. The training also included a discussion of respondent recruitment and eligibility and a question-by-question discussion of the questionnaire.

Following training, interview team members conducted a 1-day pretest with 24 returned migrants who had worked in the Middle East (UAE, Jordan, Egypt, Saudi Arabia, and Oman) and were currently in Kampala. The pretest respondents included 21 women and 3 men. Most were domestic workers, but there was also a secretary, a shop attendant, a waiter, and a driver. After the pretest, the survey leadership and field team met for debriefing and feedback. During the debriefing, the field team identified and corrected a few remaining issues in the translation of the questionnaire and in the programming of the skip patterns. We also revised some response categories based on the responses from pretest participants and updated and finalized the questionnaire after the pretest.

## 3.3. Data collection

Fieldwork took place from September 15 to October 14, 2021. Two quality controllers, two field appointments officers/receptionists, one IT specialist/programmer, one project manager/study coordinator, one assistant study director, and one study director provided support in the field. There were 4 teams of 4–5 interviewers (for a total of 19 interviewers), each led by a supervisor. Of the 19 interviewers, 15 were female and 4 were male. When the receptionists spoke with potential respondents, they asked whether they would prefer to be interviewed by a man or a woman and scheduled accordingly.

Receptionists also asked the preferred language of interview and scheduled with an interviewer who spoke that language.

### 3.3.1. Recruitment of respondents

In this study, the seeds were enlisted with the aid of various sources, including the Ministry of Gender, Labour and Social Development (MGLSD) (3 seeds), Uganda Association of External Recruitment Agencies and its member agencies (2 seeds), nongovernmental organizations[27] working with returned migrants (11 seeds), referrals by pilot or ineligible[28] participants (3 seeds), and the personal contacts of the research team (10 seeds). A total of 29 seeds were recruited. There were two additional seeds who declined to participate; one was uninterested, and one was not comfortable participating. The industry of the job most recently worked in the Middle East was domestic work for 18 seeds, transportation for 4 seeds, hospitality for 2 seeds, manufacturing for 2 seeds, construction for 1 seed, and "some other industry" for 2 seeds. Their jobs were located in Saudi Arabia (14 seeds), Oman (5 seeds), UAE (3 seeds), Jordan (3 seeds), Bahrain (1 seed), and Iraq (1 seed). Despite the research team's attempt to have a balance between genders, 21 seeds were female, and 8 were male.

Toward the end of each interview, the interviewer explained to each respondent that the study was looking for additional people who met the eligibility requirements. Respondents who said they knew no other individuals who met the criteria were not asked to refer anyone to the study. Respondents who knew others were asked to name up to four migrants to refer to the study. Respondents could either provide contact information for these individuals to the interviewer directly, or the interviewer would provide a referral coupon to the respondent to share with his or her referral. Toward the end of the data collection period, some respondents were asked to refer fewer than 4 referrals or none to limit the study sample size to approximately 400 respondents.

Respondents were offered a monetary token of appreciation for completion of an interview and for referring other respondents who successfully completed an interview. Respondents received 20,000 Ugandan Shillings (approximately US$6) for completing an interview and 10,000 Ugandan Shillings

[27] The organizations were Willow International, Rahab Uganda, Make a Child Smile Uganda, and Dignified Uganda.
[28] One migrant was interviewed but then removed from the sample due to having stopped working overseas more than 3 years before the interview. This migrant's eligible recruits were included in the sample.

(approximately US$3) for each successful referral. The study team consulted with organizations working with the study population to determine an appropriate amount.

### 3.3.2. Final sample

The final sample includes 408 Ugandans ages 18 or older who were currently working in the Middle East or had worked in the Middle East in the past 3 years.

Figure 2 shows the structure of recruitment for this study. The shading indicates the depth of recruitment (waves). The maximum chain length was nine waves (see Figure 3 for the number of respondents per each number of waves).

**Figure 2. Recruitment trees plot**

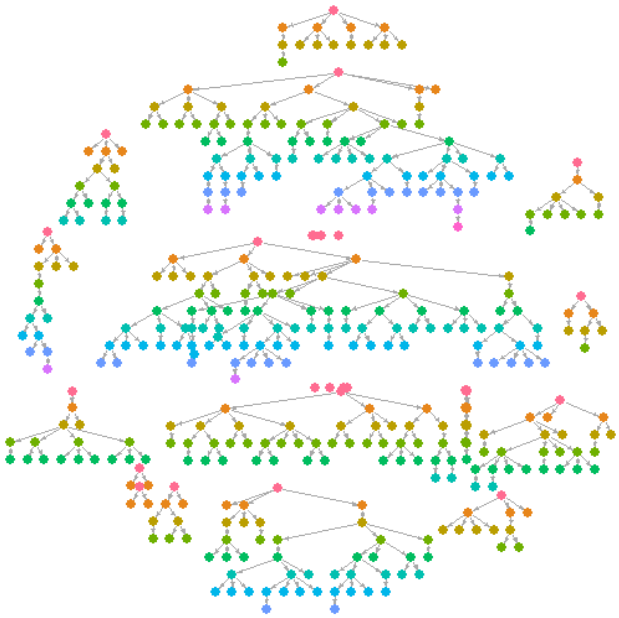
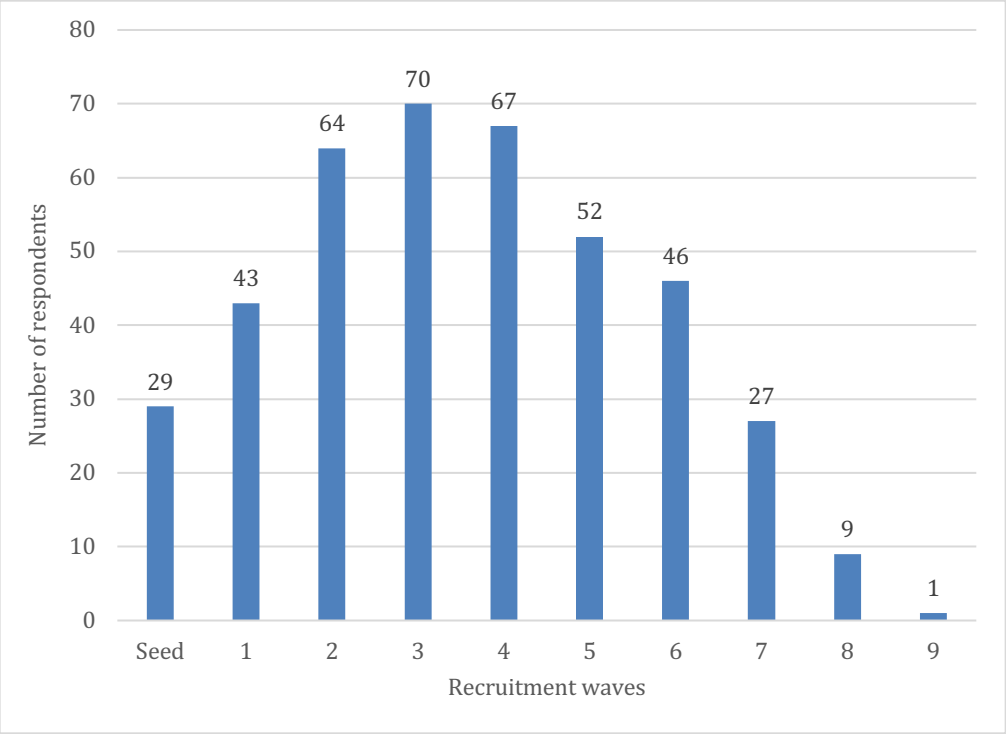


**Figure 3. Number of respondents per wave**

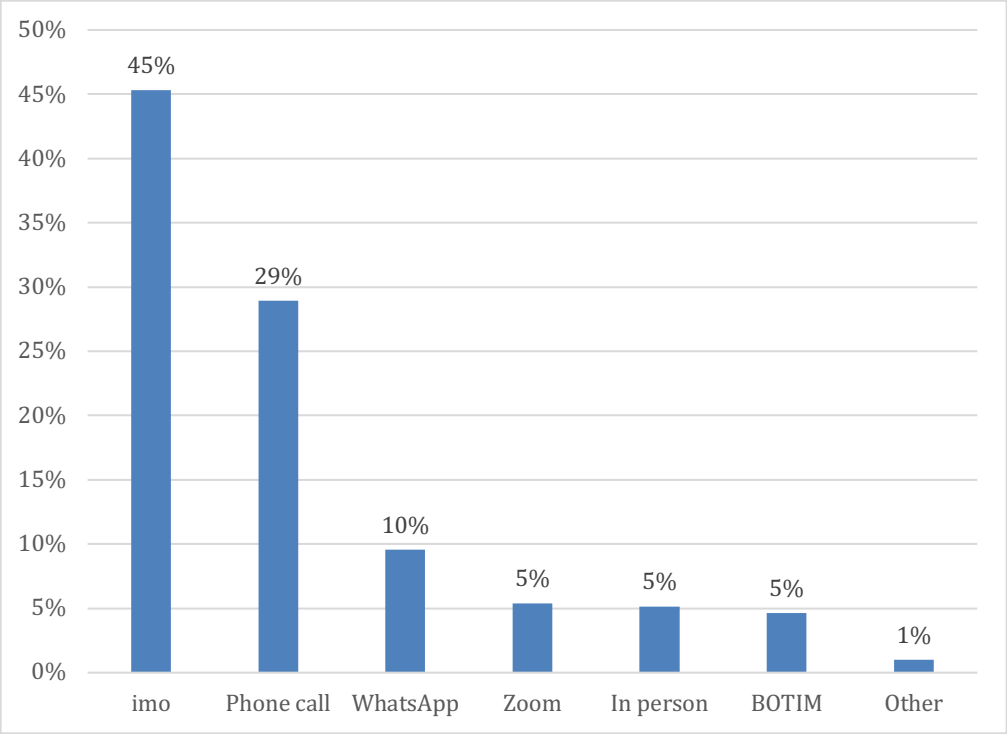



As mentioned previously, respondents were asked to name up to four migrants to refer to the study, and they could either provide contact information for these individuals to the interviewer directly, or the interviewer would provide a referral coupon to the respondent to share with his or her referral. Respondents named 1,037 potential referrals. Many presumed coupon-holders never called to participate in the study. In cases in which the respondent provided the referral's contact information, in some cases the phone number did not work, or the person did not answer calls or return messages from the research team. Others accepted to participate but did not actually complete an interview due to scheduling or connectivity challenges. Others declined because they were uninterested or felt that participating could jeopardize their job. In total, 379 of the 1,037 potential referrals completed an interview.

### 3.3.3. Mode of data collection

Interviews were conducted in person (5 percent), by phone (29 percent), and online (66 percent) using platforms such as imo or WhatsApp. Figure 4 shows the distribution of respondents by interview method. Video calling was used for at least part of the interview in eight of the online interviews.

**Figure 4. Mode of data collection**




### 3.3.4. Data quality control

To ensure high-quality data, supervisors were instructed to observe at least 10 percent of interviews conducted by their team. Supervisors regularly reviewed completed questionnaires and provided feedback to interviewers. ICF also conducted quality control checks on the data during the fieldwork period and found no irregularities. Many quality control features, such as skip patterns and validation rules, were built into the CAPI data entry system. The project manager and receptionists used an interview and coupon tracking spreadsheet to record interviews, coupons, and payments. Study leadership regularly aggregated and reviewed the coupon tracking spreadsheet to monitor the progress of fieldwork.

### 3.3.5. Qualitative data

Although the primary purpose of the study was to collect quantitative data about migrants, the study also collected qualitative data. Interviewers took notes while administering the questionnaire, and in some cases, with permission from respondents, interviewers audio recorded interviews and later transcribed key quotes from the recordings. Interviewers also participated in debriefing sessions to reflect on early findings from the quantitative analysis. Notes from these meetings serve as an additional source of qualitative data. The qualitative data were organized thematically in alignment with the quantitative analysis. Selected quotations and anecdotes were added to this report to provide additional context to the quantitative findings.

### 3.3.6. Safety measures

The field team training included a discussion of safety and COVID-19 prevention protocols. For in-person interviews, field teams made efforts to minimize the risk of COVID-19 through wearing masks, using hand sanitizer, and maintaining physical distance whenever possible.

### 3.3.7. Data collection challenges

The research team faced some logistical and technical issues during fieldwork. Some respondents were hesitant to participate in the study. Some worried that their information would be shared with the government without their consent. Others feared reprisal, particularly from recruitment agencies. To mitigate this challenge, we placed emphasis on rapport building and had a very thorough process of consent. For interviews conducted online or by phone, there were challenges around internet connectivity or network issues. Respondents still in their jobs also had very limited availability for interviews. We addressed these challenges by following up repeatedly in the case of dropped calls and being extremely flexible with day and night scheduling of interviews. Finally, despite being informed during the consenting process that we were conducting research only, many respondents asked interviewers for help with their situations. Interviewers shared a list of service providers with these respondents.

# 4. FINDINGS

This section provides an analysis of respondent background characteristics and job characteristics, recruitment experiences, working and living conditions, and the prevalence and characteristics of human trafficking.

All estimates were calculated using survey weights and are representative of Ugandan migrants who have worked in the Middle East in the past 3 years. Standard errors (SE) are presented for all estimates. Missing responses ("don't know" and "refused") are excluded from the denominator for all estimates. The background and prevalence tables show the unweighted number of respondents in each category (i.e., the numerator, denoted by "n"). The remaining tables show the unweighted number of respondents included in the estimate calculation (i.e., the denominator, denoted by "N").

Most estimates are presented for all respondents and by job start date cohorts. Tables presenting estimates by cohort use column percentages, meaning that they show the percentage of migrants in each row among those in the cohort indicated in that column.

Estimates are not presented by cohort when the table includes estimates of a subsample. In these cases, sample sizes are too small to report by cohort and are reported for the total only.

## 4.1. Respondent and job characteristics

This section presents the demographic characteristics of respondents as well as the characteristics of their most recent jobs in the Middle East. Both tables in this section include the number of respondents in each category (i.e., indicator numerator, denoted by "n") as well as the estimated proportion of the overall Ugandan migrant population and the SE.

Table 1 presents migrant's background characteristics. A majority of migrants (about 72 percent) were between 20 and 30 years old, followed by 17 percent of migrants who were between 31 and 35 years old. A minority of migrants, approximately 11 percent, were 36 years or older. Eighty-eight percent of migrants were female, and 12 percent were male.

Regarding educational attainment, a majority of migrants (about 81 percent) had at least completed primary school, and 12 percent of migrants had completed upper secondary or higher education. In addition, 8 percent of migrants had received vocational and technical training. A minority of migrants (10 percent) had only attended some preschool or primary school, and 1 percent of migrants had not received any formal schooling.

**Table 1. Respondent background characteristics (weighted)**

| | % (SE) | n |
|---|---|---|
| **Age (years)** | | |
| 18–19 | 0.0% (0.0) | 0 |
| 20–25 | 36.1% (3.0) | 138 |
| 26–30 | 35.5% (2.9) | 155 |
| 31–35 | 16.9% (2.5) | 65 |
| 36–40 | 8.1% (1.6) | 34 |
| 41–45 | 3.0% (1.1) | 13 |
| 46+ | 0.3% (0.2) | 3 |
| **Gender** | | |
| Male | 11.8% (2.0) | 53 |
| Female | 88.2% (2.0) | 355 |

| | % (SE) | n |
|---|---|---|
| **Educational attainment** | | |
| No formal schooling | 1.0% (0.5) | 5 |
| Some preschool or primary | 9.5% (1.9) | 35 |
| Completed primary | 68.8% (2.8) | 260 |
| Completed upper secondary or higher | 12.4% (1.7) | 72 |
| Vocational and technical training | 8.1% (1.6) | 36 |

Throughout the interview, respondents were asked to consider their most recent job in the Middle East. Table 2 presents the characteristics of the respondents' most recent jobs in the Middle East. About two-thirds of these jobs (64 percent) were located in Saudi Arabia, and the remaining one-third were located in either the UAE (13 percent), Oman (13 percent), Jordan (6 percent), or another location (4 percent). The other countries included Bahrain, Egypt, Iraq, Lebanon, and Qatar.

To be eligible for the study, all respondents had to have worked in the Middle East in the 3 years prior to the interview (September 2018 to September 2021); however, their current work status was not relevant for eligibility. At the time the survey was administered, about two-thirds of migrants (62 percent) were still working in their most recent job in the Middle East. For brevity, we refer to those who were still working at their most recent job in the Middle East as "current migrants" and to those who were no longer working at their most recent job in the Middle East as "former migrants"[29] in the rest of this section and in *Section 6. Conclusion*.

Table 2 shows the amount of time the migrant had held his or her job at the time of the interview and includes both current and former migrants. About one-fourth of migrants (26 percent) had held their jobs for less than12 months, and less than one-fourth of migrants (18 percent) had held their jobs for 1 to 2 years. About one-third had held their jobs for between 2 to 3 years (34 percent), and approximately one-fourth of migrants (23 percent) held their jobs for 3 or more years.

Some respondents began their jobs just before the administration of the survey, and others began up to 10 years ago (but must have continued working in the job until at least September 2018 to be eligible for the study). We divided the sample into four job start date cohorts:

- Member of Cohort I started their jobs before October 2018 (23 percent).
- Members of Cohort II started their jobs between October 2018 and September 2019 (34 percent).
- Members of Cohort III started their jobs between October 2019 and September 2020 (17 percent).
- Members of Cohort IV started their jobs between October 2020 and September 2021 (26 percent).

Table 2 also presents the migrants' industry and occupation. Industry refers to the type of activity that happens at the place where the migrant works. Occupation refers to the kind of work undertaken by the migrant. The majority of migrants were involved in the domestic work industry (84 percent). Other industries included transportation (4 percent), construction (4 percent), and hospitality (3 percent). Regarding occupation, four-fifths of migrants (80 percent) worked as a cleaner, and a minority of migrants worked as either a personal care worker (5 percent), security guard (3 percent), or other occupation (12 percent). Other occupations included plant and machine operators, assembly line workers, personal services, and secretary and clerical workers.

[29] "Former migrants" is meant to be a concise way to refer to former labor migrants to the Middle East. Individuals in the "former migrants" group may in fact still be working overseas, outside of the Middle East, or living in the Middle East but no longer working.

### Table 2. Job characteristics (weighted)

| | % (SE) | n |
|---|---|---|
| **Country of job** | | |
| Saudi Arabia | 64.2% (3.0) | 265 |
| UAE | 13.4% (2.1) | 57 |
| Oman | 12.9% (2.3) | 44 |
| Jordan | 5.7% (1.5) | 22 |
| Other | 3.6% (1.0) | 20 |
| **Currently has job in Middle East** | 62.4% (3.0) | 269 |
| **Length of time in job**[i] | | |
| >12 months | 26.1% (2.8) | 97 |
| 1–2 years | 17.5% (2.2) | 80 |
| 2–3 years | 33.5% (2.9) | 139 |
| 3+ years | 22.9% (2.7) | 92 |
| **Job start date cohort** | | |
| Cohort I (started job before October 2018) | 22.7% (2.7) | 91 |
| Cohort II (started job October 2018 to September 2019) | 34.0% (2.9) | 141 |
| Cohort III (started job October 2019 to September 2020) | 17.2% (2.2) | 79 |
| Cohort IV (started job October 2020 to September 2021) | 26.1% (2.8) | 97 |
| **Industry** | | |
| Domestic work | 84.1% (2.3) | 343 |
| Transportation | 3.7% (1.1) | 15 |
| Construction | 3.6% (1.4) | 14 |
| Hospitality | 2.6% (0.8) | 10 |
| Manufacturing | 2.5% (1.2) | 10 |
| Other | 3.3% (1.0) | 13 |
| **Occupation**[ii] | | |
| Cleaner (maid, janitor) | 79.9% (2.6) | 326 |
| Personal care worker (nanny, teacher's aid, health aid) | 4.8% (1.5) | 17 |
| Security guard, bodyguard | 3.0% (0.9) | 16 |
| Other | 12.2% (2.1) | 49 |

[i] Includes both those currently working in the Middle East and those no longer working in the Middle East
[ii] Multiple responses possible

Table 3 compares some key statistics from our study seeds and study sample with labor migrant data provided by the MGLSD. The statistics provided by the government include migrants who followed the formal, legal process for labor migration abroad. Government statistics do not include migrants who used alternative migration routes, such as traveling on a tourist visa or circumventing the Ugandan process by flying to the Middle East from Kenya. Our questionnaire did not include questions about the legal process of migration, but it is likely that our sample includes both formal and informal migrants. The statistics provided by the government therefore are not perfectly comparable to ours.

Although 87 percent of our respondents were female, 63 percent of migrants in the MGLSD data were female. Similarly, 83 percent of our respondents worked in domestic work, and 64 percent of migrants in the MGLSD data worked in domestic work. It could be that many female domestic workers migrate through informal channels. It may also be that female domestic workers are better networked than male migrants working in other sectors, leading to overrepresentation in the RDS sample. The percentage of our respondents working in Saudi Arabia (65 percent) was similar to the percentage of migrants in the MGLSD data working in Saudi Arabia (57 percent).

**Table 3. Study seeds and study sample compared with statistics from MGLSD**

| | Study seeds | Study sample (unweighted) | MGLSD statistics |
|---|---|---|---|
| Female | 72.4% | 87.0% (1.7) | 62.7%[i] |
| Domestic work | 62.1% | 83.3% (1.8) | 63.6%[ii] |
| Saudi Arabia | 48.3% | 65.0% (2.3) | 57.1%[iii] |

[i] Includes 38,232 migrants to Afghanistan, Bahrain, Iraq, Jordan, Kuwait, Qatar, Saudi Arabia, Somalia, and UAE; disaggregated statistics excluding the 800 migrants to Afghanistan and Somalia are not available; combined data from 2019 to 2021
[ii] Includes the following job categories: house maid, cleaner, and female cleaner; includes 37,432 migrants to Bahrain, Iraq, Jordan, Kuwait, Qatar, Saudi Arabia, and UAE; combined data from 2019 to 2021
[iii] Includes 64,149 migrants to Bahrain, Iraq, Jordan, Kuwait, Qatar, Saudi Arabia, and UAE; combined data from 2016 to 2021

## 4.2. Recruitment process

This section presents findings related to the recruitment of migrants. Tables in this section and through the remaining findings show the unweighted number of respondents included in the estimate calculation (i.e., indicator denominator, denoted by "N").

Table 4 presents findings related to various aspects of recruitment. Seventeen percent of migrants experienced deceptive recruitment about their job duties. Deceptive recruitment about job duties occurred when the actual job was fundamentally different from the job described during recruitment, and the respondent considered the actual job duties worse than the described job duties. For example, one respondent, Leila[30] (see case study at the end of *Section 4.3. Working conditions*), explained that upon arrival at the destination country, "I was then given a contract to sign which was saying that I was going to work as a house maid. I first refused because I was told that I was going to work in a supermarket as I left Uganda and the gentleman told me that I had signed a fake contract in Uganda." More than one-third of migrants (39 percent) experienced deceptive recruitment about other aspects of employment, including working and living conditions, legal status, and compensation. One respondent, Roland (see case study at the end of this section), described deceptive recruitment regarding pay: "I was made to sign two contracts, one from Uganda and the other from Saudi, and the two contracts didn't have the same salary. The one from Uganda had high salary compared to that from Saudi Arabia."

Nearly one-third of migrants (29 percent) experienced recruitment linked to debt, for example through a pay advance or loan from a recruiter. Nearly half of migrants (47 percent) paid recruitment fees, despite global efforts to eliminate recruitment fees. Four respondents experienced coercive recruitment (not shown in Table 4), such as physical violence or physical restraint.

The percentage of migrants experiencing each form of deceptive recruitment, the percentage for whom recruitment was linked to debt, and the percentage paying recruitment fees were all lowest for Cohort IV, the most recently recruited cohort. These finding suggest that the conditions of recruitment may have improved recently.

**Table 4. Recruitment by job start date cohort (weighted)**

| | **Total** % (SE) | **Cohort I** Started before Oct. 2018 % (SE) | **Cohort II** Started Oct. 2018 to Sept. 2019 % (SE) | **Cohort III** Started Oct. 2019 to Sept. 2020 % (SE) | **Cohort IV** Started Oct. 2020 to Sept. 2021 % (SE) |
|---|---|---|---|---|---|
| Deceptive recruitment about job duties | **16.7% (1.8)** | 17.8% (4.6) | 23.8% (4.8) | 14.8% (4.2) | 6.9% (2.5) |

[30] All names have been changed.

| | Total % (SE) | Cohort I Started before Oct. 2018 % (SE) | Cohort II Started Oct. 2018 to Sept. 2019 % (SE) | Cohort III Started Oct. 2019 to Sept. 2020 % (SE) | Cohort IV Started Oct. 2020 to Sept. 2021 % (SE) |
|---|---|---|---|---|---|
| Deceptive recruitment about other aspects of employment or living conditions | **38.7% (3.0)** | 46.2% (6.8) | 40.1% (5.2) | 41.2% (6.7) | 28.7% (5.3) |
| Recruitment linked to debt | **29.4% (2.7)** | 31.4% (6.2) | 29.4% (4.6) | 41.6% (6.6) | 19.5% (4.3) |
| Paid recruitment fees | **47.2% (3.1)** | 48.4% (6.8) | 47.6% (5.2) | 52.2% (6.9) | 42.2% (6.2) |
| **Number of respondents (N)** | **408** | 91 | 141 | 79 | 97 |

We created an index of most to least ethical recruitment based on the number of unethical recruitment practices experienced by the migrant (Table 5). Unethical recruitment practices included deceptive recruitment about job duties, deceptive recruitment about other aspects of employment or living conditions, recruitment linked to debt, payment of recruitment fees, and coercive recruitment. Migrants were placed into four groups: most ethical (0 unethical practices), more ethical (1 unethical practice), less ethical (2 unethical practices), and least ethical (3 or more unethical practices). One-fourth (24 percent) of migrants were in the most ethical recruitment group. Those who experienced the most ethical recruitment were recruited without deceptive recruitment, recruitment linked to debt, payment of recruitment fees, or coercive recruitment. An estimated 37 percent of migrants were in the more ethical recruitment group, 21 percent were in the less ethical group, and 18 percent were in the least ethical group.

Notably, Cohort IV experienced the highest rate of most ethical recruitment (37 percent, compared to 18 percent to 22 percent for Cohorts I, II, and III), reinforcing the possibility suggested in Table 4, that recruitment conditions may be improving. Only 10 percent of migrants in Cohort IV experienced least ethical recruitment, compared to 20 percent of Cohort I, 19 percent of Cohort II, and 24 percent of Cohort III. The difference between the average number of unethical recruitment practices experienced by Cohort IV (1.0 practices) and other cohorts (1.5 practices) is statistically significant at p=0.000.

### Table 5. Ethicality of recruitment by job start date cohort (weighted)

| Ethicality of recruitment | Number of unethical recruitment practices experienced | Total % (SE) | Cohort I Started before Oct. 2018 % (SE) | Cohort II Started Oct. 2018 to Sept. 2019 % (SE) | Cohort III Started Oct. 2019 to Sept. 2020 % (SE) | Cohort IV Started Oct. 2020 to Sept. 2021 % (SE) |
|---|---|---|---|---|---|---|
| Most ethical | 0 | **24.4% (2.8)** | 22.3% (5.9) | 18.1% (3.7) | 20.6% (6.0) | 36.9% (6.6) |
| More ethical | 1 | **37.2% (3.1)** | 34.8% (6.8) | 43.1% (5.2) | 29.5% (6.3) | 36.7% (6.2) |
| Less ethical | 2 | **20.5% (2.4)** | 22.8% (5.0) | 19.5% (4.3) | 25.6% (6.0) | 16.3% (3.8) |
| Least ethical | 3+ | **17.9% (2.2)** | 20.1% (5.3) | 19.2% (3.8) | 24.3% (5.4) | 10.0% (3.2) |
| **Number of respondents (N)** | | **408** | 89 | 142 | 98 | 79 |

## Case study: Roland

Roland is a 28-year-old male who worked in Saudi Arabia from January 2019 through April 2021. Roland's experience, like many other Ugandan migrant workers in the Middle East, had been fraught with various challenges, ranging from deceptive recruitment to employer-imposed poor living conditions.

Beginning with his pre-deployment experience, Roland paid forward a fee to a company in Uganda that informed him of a driver position that was available in Saudi Arabia. The company was meant to make all the preparations necessary for him to take the job. When the time came to leave for Saudi Arabia, to Roland's surprise, the driver position was no longer available. Moreover, the company now also expected him to pay additional fees to refund them his original processing fee. As a result, Roland had no choice but to accept an alternative job in Saudi Arabia (offered by the company in Uganda) to earn the money to pay the company back.

When Roland took the new job, he was given two different employment contracts to sign. The employment contract from Uganda displayed a higher salary than that displayed in the employment contract from Saudi Arabia. By the time Roland arrived in Saudi Arabia, he had no alternative but to continue working under deceptive salary terms.

> "… [my employer] bought me at 8m Ugandan shillings so I must do anything he says because I am his property and he bought me to get profit."

Roland's employer would go on to sell his labor services to other companies, such as hotels, to gain profit.

Eventually, Roland found himself in a situation in which his employer refused to give him food or pay his salary. The situation then worsened during the COVID-19 pandemic, and Roland and other workers were left with no work and had to live in densely populated employer-provided housing with less than adequate food provisions.

### 4.3. Working conditions

This section presents findings related to working conditions, including whether the respondent had a signed contract, hours worked per week, overtime beyond the legal limit, hazardous work, and changes in working duties and conditions due to COVID-19.

Table 6 highlights the frequency at which migrants had a written contract by cohort. Across cohorts, a total of about three-fourths of migrants (72 percent) had a written contract. Cohort IV comprises the highest proportion of migrants that had a written contract (80 percent). Contracts are generally signed during the recruitment process, so the finding that Cohort IV has the highest rate of written contracts provides further support to the possibility that recruitment conditions are improving.

Due to interview time limitations, the questionnaire for this study did not explore the nuances of work contracts, such as whether the migrant was offered the opportunity to read the contract, whether the contract was written in a language that the migrant understood, whether the migrant had sufficient literacy to understand the contract, whether the migrant signed more than one contract, and if so, whether the contracts differed. However, respondents mentioned some of these situations in conversation with interviewers. For example, both respondent quotes included in *Section 4.2. Recruitment process* mention having signed conflicting contracts in Uganda and in the destination country.

### Table 6. Written contract by job start date cohort (weighted)

| | Total % (SE) | Cohort I Started before Oct. 2018 % (SE) | Cohort II Started Oct. 2018 to Sept. 2019 % (SE) | Cohort III Started Oct. 2019 to Sept. 2020 % (SE) | Cohort IV Started Oct. 2020 to Sept. 2021 % (SE) |
|---|---|---|---|---|---|
| Has written contract | **71.8% (2.7)** | 65.7% (6.5) | 75.0% (4.4) | 61.8% (6.4) | 79.5% (4.9) |
| **Number of respondents (N)** | **404** | 90 | 138 | 79 | 97 |

Nearly half of migrants were made to perform additional services or had additional responsibilities, beyond what was agreed, without due compensation (47.9 percent; Table B-1 in Appendix B). In some cases, work hours extended beyond those agreed; in other cases, migrants were required to do work beyond the scope agreed, such as house maids taking goats to graze. Many domestic workers also told interviewers that they were made to work at the homes of their employer's relatives without additional compensation. For example, one respondent stated, "I worked as a house maid, and my major duty was cleaning, but I was working in different homes and the work was too much and that is not what I agreed with my employer." Another explained, "The house helper of my employer's mother also left during COVID-19, and the burden of work fell on me, while at the same time I work for my employer during the week. I am taken to her mother's house over the weekend to do her house chores, and I am not paid for this extra work and time."

Most migrants reported working very long hours. One respondent described her schedule to her interviewer, stating, "I would always go to bed the earliest was at 1 a.m. in the morning. By 6 a.m., I had to be awake, no eating, no resting. They told me if I ate, I would grow fat and not perform well my duties." Another house maid described her long hours, stating, "It was really very hard for us because we would work all day in the house, then at night when we are supposed to be resting, we would be baking so that in the morning madam [the employer] takes the products for sell at her shop."

International recommendations for the maximum hours per week of work vary. More than 100 years ago, International Labour Organization (ILO) conventions began recommending a 48-hour work week.[31] Since 1935, the ILO has recommended a 40-hour work week.[32] Only 4 percent of migrants worked the recommended 40 hours per week or less (Table 7). The Ethical Trading Initiative, an alliance promoting workers' rights internationally, states that weekly work hours should not exceed 60 hours.[33] The weekly work hours of 82 percent of migrants exceed this 60 hour per week threshold. Nearly one-third of migrants (30 percent) worked more than 120 hours per week, three times the ILO-recommended limit. Cohort III has the largest proportion of workers in this most exploitative category (44 percent), and Cohort IV has the lowest (22 percent). Cohort IV has the highest percentage of migrants working 60 or fewer hours per week (33 percent).

### Table 7. Hours worked per week by job start date cohort (weighted)

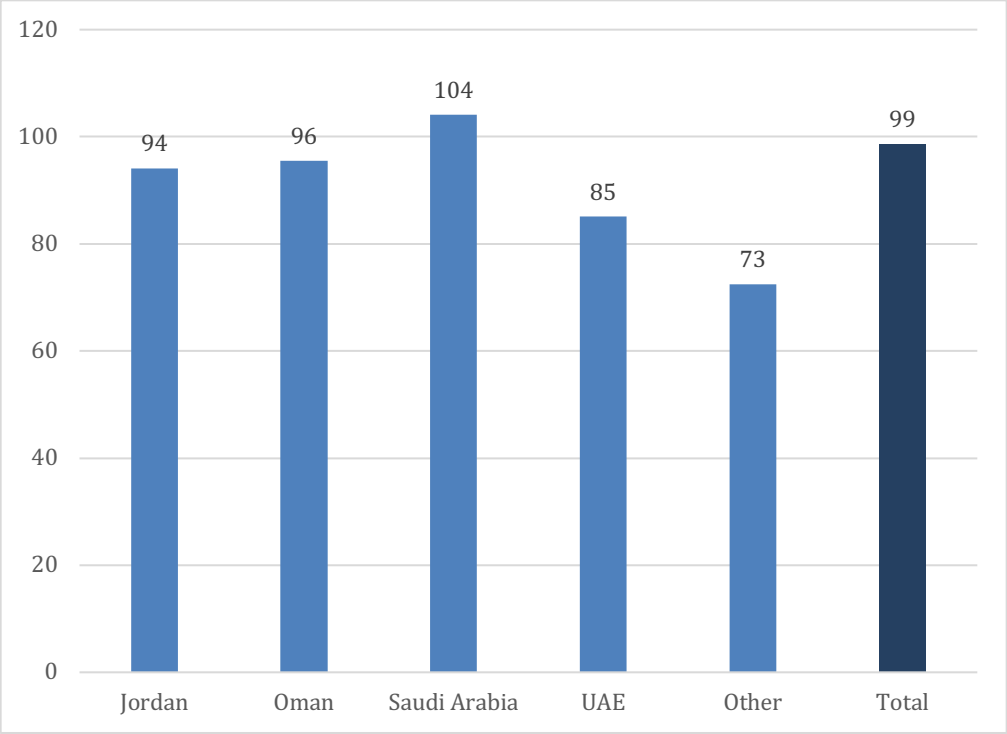
| | Total % (SE) | Cohort I Started before Oct. 2018 % (SE) | Cohort II Started Oct. 2018 to Sept. 2019 % (SE) | Cohort III Started Oct. 2019 to Sept. 2020 % (SE) | Cohort IV Started Oct. 2020 to Sept. 2021 % (SE) |
|---|---|---|---|---|---|
| >=40 | **3.9% (1.3)** | 4.5% (2.1) | 2.3% (2.0) | 0.4% (0.4) | 8.0% (3.6) |
| 41–60 | **14.1% (2.1)** | 11.2% (4.0) | 12.8% (3.4) | 4.8% (1.8) | 24.5% (5.6) |

[31] ILO Hours of Work (Industry) Convention, 1919 (No. 1); ILO Hours of Work (Commerce and Offices) Convention, 1930 (No. 30)
[32] ILO Forty-Hour Week Convention, 1935 (No. 47); ILO Reduction of Hours of Work Recommendation, 1962 (No. 116)
[33] Ethical Trading Initiative (n.d.). Base code clause 6: Working hours are not excessive. https://www.ethicaltrade.org/eti-base-code/6-working-hours-are-not-excessive

| | Total % (SE) | Cohort I Started before Oct. 2018 % (SE) | Cohort II Started Oct. 2018 to Sept. 2019 % (SE) | Cohort III Started Oct. 2019 to Sept. 2020 % (SE) | Cohort IV Started Oct. 2020 to Sept. 2021 % (SE) |
|---|---|---|---|---|---|
| 61–80 | **10.0% (1.6)** | 8.8% (3.8) | 13.0% (2.9) | 8.2% (3.3) | 8.3% (2.7) |
| 81–100 | **20.6% (2.7)** | 26.6% (6.2) | 21.8% (4.5) | 7.9% (3.2) | 22.1% (5.8) |
| 101–120 | **21.3% (2.5)** | 21.3% (6.0) | 19.5% (3.9) | 34.7% (6.8) | 14.6% (4.2) |
| 120+ | **29.8% (2.9)** | 27.3% (5.9) | 30.4% (5.0) | 43.7% (6.8) | 22.2% (5.4) |
| **Number of respondents (N)** | **408** | 91 | 141 | 79 | 97 |

Figure 5 shows the mean hours worked per week by country. Across all countries, the average was 99 hours per week. This is the equivalent of about 14 hours per day, 7 days per week, or 16.5 hours per day, 6 days per week. Migrants working in Saudi Arabia averaged 104 hours per week, the highest among the 4 main destination countries. The next highest were Oman, at 96 hours per week, and Jordan, at 94 hours per week. Migrants in the UAE worked an average of 85 hours per week, the lowest of the main destination countries. Migrants working in less common destination countries, including Bahrain, Egypt, Iraq, Lebanon, and Qatar, averaged 73 hours per week.

**Figure 5. Mean hours worked per week by country (weighted)**




Legal limits on hours of work vary by country, and they also vary within country by sector, by whether the worker is a migrant worker, by the level of arduousness of the work, and by religion during Ramadan. It is outside the scope of this study to analyze the regulatory framework for each country. Instead, we present the percentage of migrants who worked overtime beyond the legal limit according to respondent reports (Table 8). Approximately two-thirds or more of migrants reported working overtime beyond the legal limit across Cohort I (67 percent), Cohort II (72 percent), and Cohort III (63 percent). About half of the migrants in Cohort IV (57 percent) reported working overtime beyond the legal limit.

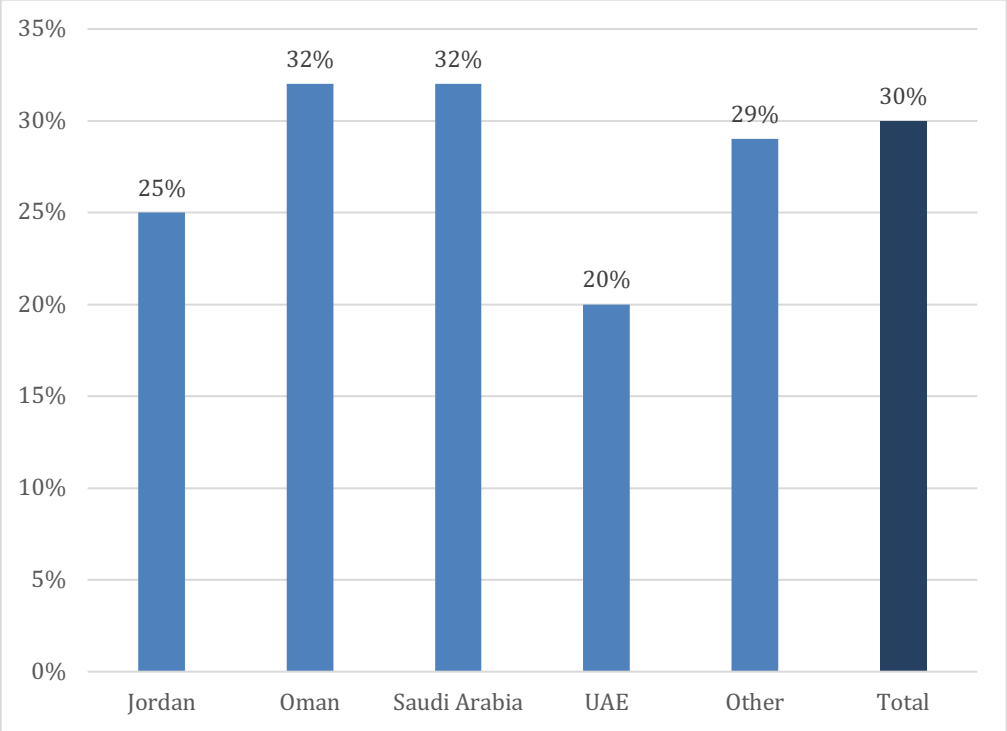
**Table 8. Worked overtime beyond legal limit by job start date cohort (weighted)**

| | Total % (SE) | Cohort I Started before Oct. 2018 % (SE) | Cohort II Started Oct. 2018 to Sept. 2019 % (SE) | Cohort III Started Oct. 2019 to Sept. 2020 % (SE) | Cohort IV Started Oct. 2020 to Sept. 2021 % (SE) |
|---|---|---|---|---|---|
| Overtime beyond legal limit | **65.3% (3.1)** | 66.5% (6.6) | 72.1% (4.8) | 63.4% (6.9) | 56.7% (6.5) |
| **Number of respondents (N)** | **388** | 86 | 132 | 76 | 94 |

Migrants were also asked about excessive on-call hours. More than one-third of migrants indicated that they were made to be available day and night without adequate compensation, outside the scope of the contract (38.2 percent; Table B-1 in Appendix B). For example, one respondent who was charged with caring for an elderly household member told her interviewer that she was always on call, including overnight.

About one-third of all migrants (30 percent) were exposed to hazardous work without protective gear (Figure 6). The questionnaire did not explore the specifics, but respondents described various hazards to the interviewers over the course of the interview. A common complaint was the requirement to use bleach for cleaning, especially during the COVID-19 pandemic. Migrants described having to clean toilets with bleach with no gloves, resulting in chemical burns on their hands. Some described respiratory problems due to the fumes from cleaning agents. Respondents also described dangerous situations related to cleaning high places. For example, one respondent was required to perch on a balcony railing many stories above ground to clean the exterior windows.

**Figure 6. Hazardous work without protective gear by country (weighted)**




Nearly two-thirds of respondents worked in their most recent job before the start of the COVID-19 pandemic as well as during the pandemic. Almost half of these migrants (42 percent) indicated a change in working conditions or job duties as a result of COVID-19 (Table 9). Migrants who stated

that their work or working conditions changed as a result of COVID-19 were asked an open-ended question about the types of changes they experienced.

More than one-fourth of migrants who reported a change due to COVID-19 (28 percent) reported some form of increased workload or work hours. Many migrants held positions as domestic workers, and they were often faced with increased responsibilities, ranging from having more visitors and chores to take care of, to having more childcare-related duties in cases in which lockdown led to their employer's children being home during the day. Conversely, several migrants (11 percent of those who reported a change due to COVID-19) reported that COVID-19 instead reduced their work duties in cases in which their employers chose to host fewer guests than usual. A few migrants (9 percent of those who reported a change due to COVID-19) indicated being left with fewer hours of work than usual, or the total suspension of work for several months throughout the pandemic.

Approximately one-fifth of migrants who reported a change due to COVID-19 (17 percent) reported some form of reduced freedom of movement, either within the community or internationally. With various international travel restrictions in place, several migrants reported difficulties in traveling back home, resulting in prolonged stays with their employers. In some cases, migrants indicated that their employers took advantage of these circumstances, sometimes by further mistreating them or by withholding pay. One migrant reported, "They did not pay me for 4 months because my contract was done but yet air transport was closed; therefore, I worked and I was not given money for the 4 months past my contract time."

In addition, it is evident that COVID-19-related lockdowns and restrictions have had a substantial impact on various aspects of personal finances and daily work life. Migrants reported various negative financial consequences, such as the withholding of wages (16 percent of those who reported a change due to COVID-19), the reduction of wages (9 percent of those who reported a change due to COVID-19), and delayed payments (6 percent of those who reported a change due to COVID-19), often as a result of their employers claiming to not have the resources to provide adequate payment. One migrant noted, "They stopped paying me during the COVID-19 times because the boss said that she was not working at the time so she would not pay me. I worked for free for some months…"

Other changes experienced by migrants included issues that resulted in negative health consequences (9 percent of those who reported a change due to COVID-19), the loss of jobs or the need to find a new job (7 percent of those who reported a change due to COVID-19), mistreatment by employers (4 percent of those who reported a change due to COVID-19), and increased pandemic precautions at work (3 percent of those who reported a change due to COVID-19).

### Table 9. Working conditions or job duties changed due to COVID-19 (weighted)

| | % (SE) | N |
|---|---|---|
| **Working conditions or job duties changed as a result of COVID-19** | 42.0% (3.9) | 245 |
| **Changes due to COVID-19**[i] | | 109 |
| Increased workload or work hours | 28.3% (5.4) | |
| Reduced freedom of movement | 17.3% (5.0) | |
| Withholding of wages (not paid or not adequately paid) | 15.6% (4.9) | |
| Decreased work duties | 10.6% (4.0) | |
| Negative impact on health | 9.0% (2.8) | |
| Lack of work/reduced work hours | 8.9% (3.0) | |
| Reduction of wages | 8.6% (2.9) | |
| Loss or change of job | 7.4% (3.8) | |
| Delayed payment | 5.6% (2.1) | |
| Mistreatment by employer | 4.3% (2.1) | |

| | % (SE) | N |
|---|---|---|
| Increased pandemic precautions at work | 2.5% (1.4) | |
| Other | 7.5% (2.7) | |

[i] Multiple responses possible

## Case study: Leila

Leila was a female domestic worker in Saudi Arabia from June 2019 to July 2020.

Leila was out of school and did not have any viable work options, so one day she spoke to a broker who promised her a job at a supermarket abroad. When Leila arrived in Saudi Arabia, she was transferred to another recruitment agency and her passport was taken away. On the third day, Leila was given a work contract to sign for a house maid position. Leila at first refused to sign the contract, because she was originally told she would be working in a supermarket. However, she was informed that the original contract she signed in Uganda was fake. Leila found herself with no other options but to sign the work contract for the house maid position.

For some time, Leila's work seemed to be going well. However, it was not long until her employer began to give her many duties, with little time to rest, under duress.

Leila's employer was ill and needed a kidney transplant. Without Leila's knowledge or consent, the employer scheduled an appointment for the removal of Leila's kidney, so it could be transplanted to her employer. On the day of the scheduled operation, Leila realized what her employer had been planning and refused to sign the necessary patient documents. Leila did not undergo the operation and was severely beaten upon her return home.

Soon Leila escaped and returned to the recruitment office. Leila was transferred to another employer who mistreated her through physical abuse, denial of food, and withholding of payment. As Leila reported,

> " … one day [my employer] found me mopping and she pushed me from the third floor and I fell down to the ground floor…"

Leila's second employer then intentionally locked her out of the home, forcing her to leave. Afterward, Leila informally worked for a third employer who also mistreated her. After running away, Leila was forced to sleep on the street by the recruitment office because it was closed due to COVID-19. An officer found Leila on the street and arrested and imprisoned her for 1 week.

Eventually, Leila found herself at the Ugandan Embassy in Saudi Arabia. United Nations personnel visited the embassy to interview Ugandans who wanted to return home. The United Nations then provided flight tickets to those who wanted to return to Uganda, including Leila. Although Leila was able to return to Uganda, she was never able to retrieve her personal belongings or identity documents.

### 4.4. Personal life and liberties

This section presents findings related to respondent living conditions as well as the degree of freedom they experienced in their lives while in the Middle East.

Table 10 presents information about the living conditions experienced by migrants. Approximately two-thirds of migrants (64 percent) were required to live in employer-provided housing. Among those migrants, 34 percent considered their living conditions "good" or "very good," 28 percent considered their living conditions "bad" or "very bad," and 37 percent considered them "neither good nor bad."

Almost half (43 percent) of those required to live in employer-provided housing felt their housing may be harming their health.[34]

Approximately one-third (31 percent) of those required to live in employer-provided housing felt unsafe in their housing, and a similar percentage (34 percent) lacked safe space to store their belongings. An estimated one-fourth of all migrants (24 percent) can be considered to have experienced degrading living conditions, as defined by this study, in mandatory employer-provided housing.

### Table 10. Living conditions (weighted)

| | % (SE) | N |
|---|---|---|
| **Required to live in employer-provided housing** | 63.6% (3.0) | 408 |
| **Quality of living conditions** | | 261 |
| Very good | 6.8% (1.9) | |
| Good | 27.5% (3.6) | |
| Neither good nor bad | 37.3% (3.7) | |
| Bad | 14.1% (2.4) | |
| Very bad | 14.3% (2.8) | |
| **Feels housing may be harming health** | 42.6% (3.8) | 261 |
| **Feels unsafe in housing** | 31.1% (3.5) | 260 |
| **Lacks safe space to store belongings** | 33.7% (3.7) | 261 |
| **Degrading living conditions** | 24.0% (2.6) | 408 |

Most migrants (90 percent) had had their identification documents held (Table 11). As one respondent stated, "When I landed in Saudi Arabia, I was handed over to another recruitment agency there and my passport was taken away from me." Those, like the quoted respondent, who reported having had their documents held, were asked who held them. In most cases (87 percent), the employer in the work country held the documents. In some cases, the employment agency in the work country (11 percent) or the recruitment agency in the home country (2 percent) held the documents. All migrants who had documents held by an employer, employment agency, or recruitment agency were asked whether they had access to the documents upon request and whether they feared repercussions if they asked to access their documents. An estimated 74 percent of these migrants could not access their documents upon request (63.7 percent of *all* migrants; Table B-1 in Appendix B), and 76 percent of these migrants feared repercussions if they asked to access their documents (65.8 percent of *all* migrants; Table B-1 in Appendix B).

### Table 11. Access to personal documents (weighted)

| | % (SE) | N |
|---|---|---|
| **Someone held documents** | 90.4% (1.8) | 407 |
| **Who held documents**[i] | | 372 |
| Employer in my work country | 86.7% (2.3) | |
| Employment agency in my work country | 11.0% (2.0) | |

[34] The fact that 28 percent considered their living conditions "bad" or "very bad" and 43 percent felt their housing may be harming their health indicates that some respondents who consider their housing "very good," "good," or "neutral" considered their living conditions to be harming their health. There are several potential explanations for this apparent discrepancy. First, respondents may have interpreted the term "living conditions" more broadly than the term "housing," which may have been considered just one element of living conditions. Second, respondents may have been satisfied with their living conditions overall but still worried about effects on their health. For example, one respondent told an interviewer that the employer turned off the air conditioning in her room as punishment, potentially harming her health. Others described the physical proximity of their employers as potentially harming their health, either through repeatedly being awakened to perform job duties or due to actual or potential sexual abuse.

| | % (SE) | N |
|---|---|---|
| Recruitment agency in home country | 2.3% (1.2) | |
| Friend of family | 0.8% (8.5) | |
| **No access to documents upon request** | 74.2% (2.9) | 351 |
| **Fear repercussion if asked access to documents** | 76.2% (2.8) | 350 |

[i] Multiple responses possible

A little more than half of all migrants were under constant surveillance at work (58 percent), as shown in Table 12. Slightly more than half of all migrants were under constant surveillance at home (55 percent). For example, one respondent told the interviewer, "I always fear because everywhere there are cameras even in my room." The proportion of migrants who experienced constant surveillance at work was similar for respondents in Cohort I (56 percent), Cohort II (57 percent), and Cohort IV (53 percent). However, Cohort III was much higher at 70 percent. Following a similar pattern, the proportion of migrants who experienced constant surveillance at home was similar for respondents in Cohort I (55 percent), Cohort II (49 percent), and Cohort IV (52 percent). The percentage was much higher for Cohort III at 71 percent. One potential factor that may have contributed to the spike in surveillance at work and at home among Cohort III may be the fact that migrants in Cohort III started their jobs during the first months of the COVID-19 pandemic. It may be that employers imposed increased surveillance to ensure that pandemic-related instructions were being followed.

### Table 12. Surveillance by job start date cohort (weighted)

| | **Total** % (SE) | **Cohort I** Started before Oct. 2018 % (SE) | **Cohort II** Started Oct. 2018 to Sept. 2019 % (SE) | **Cohort III** Started Oct. 2019 to Sept. 2020 % (SE) | **Cohort IV** Started Oct. 2020 to Sept. 2021 % (SE) |
|---|---|---|---|---|---|
| Under constant surveillance at work | **58.0% (3.1)** | 56.0% (6.7) | 57.0% (5.2) | 70.2% (6.4) | 53.0% (6.6) |
| Under constant surveillance at home | **54.8% (3.2)** | 55.3% (6.7) | 49.0% (5.4) | 71.2% (6.0) | 51.8% (6.5) |
| **Number of respondents (N)** | **393** | 90 | 135 | 74/73[i] | 94 |

[i] N for "Under constant surveillance at work" is 74 for Cohort III. N for "Under constant surveillance at home" is 73 for Cohort III.

Migrants were asked how often they were able to communicate with friends and family far away. About half of migrants (55 percent) were able to communicate with friends and family "frequently" (Table 13). One-fourth of migrants (26 percent) were "sometimes" able to communicate with friends and family, and about one-fifth of migrants either "rarely" (15 percent) or "never" (4 percent) communicated with friends and family.

Respondents reporting that they were "rarely," "sometimes," or "frequently" able to communicate were asked how openly they could speak about their experience during this communication. More than half of these migrants (57 percent) could speak very openly, and one-fourth (23 percent) could speak somewhat openly, but one-fifth (20 percent) could not speak openly.

Migrants who stated that they "never," "rarely," or "sometimes" communicated with those far away and those who stated that their communication was "not open" or "somewhat open" were asked the reasons for the limitations on their communication, and multiple responses were possible. In some cases, the limitation was due to the employer, employment agent, or recruiter. One-third of migrants who had limited communication did so because their employer or agent monitored outside communication (38 percent). Some respondents described having their phones bugged. Others explained that their bosses listened when they made a call and that they lacked a private space to make calls. One explained that the boss "gave me 1 hour per week yet monitored. I would make calls in her presence."

Nearly one-fifth of migrants with limited communication reported that their communication was limited because they were forbidden outside communication by their employer or agent (18 percent). In other cases, their employer obstructed outside communication (7 percent of those with limited communication), such as by giving migrants extra work whenever they used the phone or by confiscating their phones (2 percent of those with limited communication). For example, one respondent described her attempt to leave her employer, resulting in the loss of her phone:

> *They said no, you have to work for two years. I told them me I can't manage working for you, you are very many [there are very many of you], I do everything, you don't want me to eat, I don't rest and they still insisted. I called the office and I was told to tell my bosses to take me back to office but they still refused. I told them okay, take me to Police, they still refused. The situation became tough when I told them to take me to Police—they said I want to tarnish their name that they are mistreating me. They started piling up work on me, they didn't want to see me seated, they took my phone.*

Some migrants offered reasons more indirectly related or not related to their employers. One-third of migrants who had limited communication explained that they were too busy or had too little free time to communicate (33 percent). Other migrants cited challenges such as limited access to Wi-Fi, data, or a device (13 percent).

### Table 13. Freedom of communication (weighted)

| | % (SE) | N |
|---|---|---|
| **Frequency of communication**[i] | | 408 |
| Never | 4.2% (1.2) | |
| Rarely | 14.9% (2.3) | |
| Sometimes | 25.6% (2.7) | |
| Frequently | 55.1% (3.1) | |
| **Openness of communication**[ii] | | 389 |
| Not open | 19.5% (2.5) | |
| Somewhat open | 23.2% (2.6) | |
| Very open | 57.2% (3.2) | |
| **Reason for limited communication**[iii] | | 220 |
| Employer/agent monitored outside communication | 38.1% (4.0) | |
| Too busy/limited free time | 33.0% (4.0) | |
| Employer/agent forbade outside communication | 17.5% (3.0) | |
| Limited access to Wi-Fi/data/device | 12.8% (2.5) | |
| Didn't want to burden/worry family | 8.0% (2.0) | |
| Employer obstructed outside communication | 6.7% (2.0) | |
| Recruiter/employer/agent confiscated phone | 2.2% (1.0) | |
| Other | 5.2% (2.3) | |

[i] Based on the question, "How often were you able to communicate with friends and family far away, either by phone calls, texts, internet messages, or some other way? Would you say never, rarely, sometimes, or frequently?"
[ii] Based on the question, "How openly could you speak about your experience when communicating with friends and family far away? Would you say not openly, somewhat openly, or very openly?"
[iii] Based on the question, "Why was your communication limited?" Those with who "frequently" communicated or whose communication was "very open" were excluded from this question. Multiple responses possible.

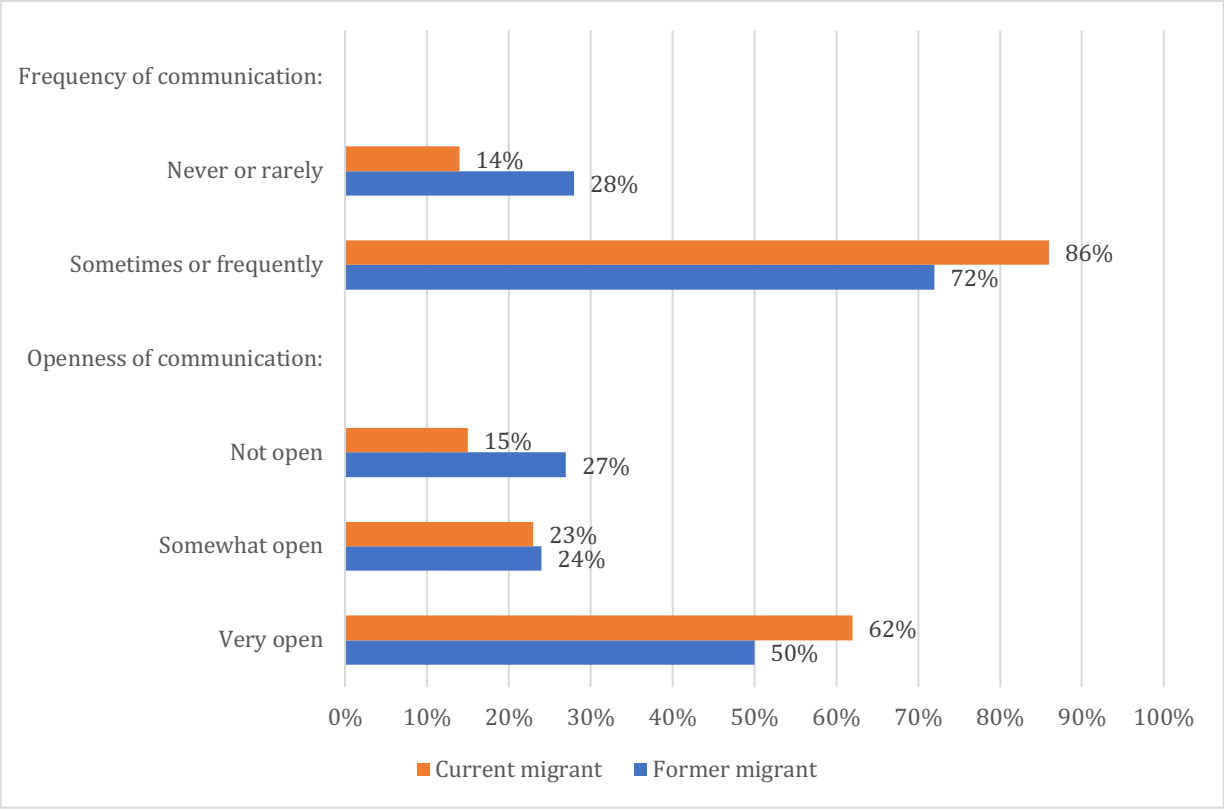
Figure 7 compares the freedom of communication between former migrants and current migrants. Overall, current migrants reported greater freedom of communication than former migrants. The percentage of former migrants reporting that they "never" or "rarely" communicated was twice that of current migrants (28 percent compared to 14 percent). Conversely, a greater percentage of current migrants than former migrants reported "sometimes" or "frequently" communicating (86 percent compared to 72 percent). The findings for openness of communication showed a similar

pattern. The proportion of former migrants reporting that their communication was "not open" (i.e., that it was limited in some way) was nearly twice that of current migrants (27 percent compared to 15 percent). The percentage reporting "somewhat open" communication was similar between the groups. A greater percentage of current migrants than former migrants reported "very open" communication (62 percent compared to 50 percent).

We propose three possible explanations for the finding that former migrants reported more limited communication than current migrants. First, the difference in freedom of communication between the groups may be a result of sampling bias. It is likely that our sample of current migrants is skewed toward those with more freedom of communication. Former migrants were not constrained by their employers' policies restricting communication. It is therefore possible that we achieved a more representative sample of former migrants (see discussion in *Section 5. Study limitations)*.

A second possibility is that the situation may have improved during the 3 years preceding the study. Current migrants may have more freedom of communication than former migrants. Third, current migrants may have become habituated to the limitations required by their employers. Former migrants who have returned home may look back on their experience and consider their previous freedom of communication more restrictive in retrospect, especially in comparison to the complete freedom of communication they have after leaving the job.

**Figure 7. Freedom of communication by whether migrant is still working in the Middle East (weighted)**




To explore freedom of movement, respondents were asked how often they were able to go to the store, visit friends, attend religious services, or do other things they wanted to do when not working. Most migrants either responded with "never" (79 percent) or "rarely" (11 percent) (Table 14). A minority of migrants (10 percent) reported that they were frequently able to go to the store, visit friends, attend religious services, or do other things they wanted to do when not working.

Those who responded "never" or "rarely" were asked the reasons for the limitations on their movement. Three-fourths of migrants with limited movement (74 percent) reported that their employers prohibited free movement. Several respondents described being locked in the house, their bedroom, or a bathroom. One respondent explained, "We have no freedom of movement. Here, for us, we don't move, and they only move with me whenever they go for a long visit, only when they are going to sleep there. But when they know they are going to take few hours, they lock me inside the house which scares me because what if the house catches fire?" Nearly one-fourth (23 percent) indicated that their employers monitored their movement. Five percent of migrants with limited movement reported that they did not have enough free time for these activities.

A minority of migrants provided reasons for limited movement unrelated to their employers. These included harassment or safety concerns (4 percent), having nowhere to go or no desire for movement (4 percent), and a lack of cultural or language skills (3 percent).

### Table 14. Freedom of movement (weighted)

| | % (SE) | N |
|---|---|---|
| **Frequency of movement within community** | | 408 |
| Never | 78.6% (2.5) | |
| Rarely | 11.4% (2.0) | |
| Frequently | 10.0% (1.7) | |
| **Reason for limited movement**[i] | | 354 |
| Freedom of movement prohibited by employer | 74.3% (3.0) | |
| Movement monitored by employer | 22.9% (3.0) | |
| Too busy/limited free time | 5.3% (1.5) | |
| Harassment or safety | 4.2% (1.4) | |
| Didn't know anyone or anywhere to go/No desire to move | 3.7% (1.2) | |
| Lack of cultural or language skills | 3.3% (1.2) | |
| Allowed to move on off day only | 2.0% (1.0) | |
| Women must stay home to pray | 2.0% (1.1) | |
| Lack of documents | 1.8% (0.6) | |
| Lack or cost of transport | 1.2% (0.5) | |
| Believes or was told no legal right to move | 0.6% (3.8) | |
| Other | 0.8% (0.4) | |

[i] Multiple responses possible

Overall, more than two-thirds of migrants (68.6 percent; Table B-1 in Appendix B) lacked either freedom of movement or freedom of communication due to employer restrictions.

Several respondents told interviewers that employers had this level of control over their lives because employers felt that they owned the migrants. Although none of the survey questions directly addressed human ownership, being owned, having been purchased, and being sold were repeated themes in respondent conversations with interviewers.

For example, one respondent stated that her employer "even threatened to kill me if I don't have sex with him and if I told his wife of what is happening." She called and explained the situation to the agencies she had worked with in Uganda and Saudi Arabia and was told, "It's very normal. Other girls do it so as to get more money so go on and do what he is saying." The respondent recounted, "The lady also told me direct to my ears that I was bought from this company in Saudi Arabia at 10m Ugandan shillings so I should do whatever am told to do so as to pay back that money." Another respondent recalled expressing her desire to come back to Uganda and being told that her employer "paid a lot of money to own me" and that she "should pay him back that money and then come back."

Several respondents mentioned having been sold by an original employer to a new employer without their consent or by the in-country agency to a new employer without their consent.

### Case study: Mirriam

Mirriam, a 33-year-old female, worked in Oman from July 2018 through October 2020 as a house maid. Throughout her time as a house maid, Mirriam faced multiple forms of sexual violence and threats of violence, in addition to severe infringements on her freedom of movement.

During the daytime, Mirriam would tend to her work duties in the home. During the late afternoon and into the evening, she would be expected to tend to the family farm, which was about a mile away from the home. On the daily trips to the farm, the eldest son, on numerous occasions, attempted to force himself upon Mirriam. He also subjected her to various unwanted sexual acts.

By the time Mirriam's work contract ended, the airports in her region had closed, and she was unable to return home. Mirriam's employers continued to make her work and denied her request to have her work duties reduced. When Mirriam refused to work, the son of her employer threatened to kill her. Mirriam's employers went as far as reporting her to her agent's office. The agent's office informed the employer that if they were to leave Mirriam at the office, they would need to continue supporting her, for example, with food. The employer did not want to do this, so they ended up taking Mirriam back to the house.

> "I was taken back to the house, but since I had reported them, I knew my life was not safe, so I started to prepare my exit."

When the airports reopened, Mirriam attempted to leave the country. However, airport personnel informed her that she was unable to leave and advised her to go to the labor court. The labor court requested Mirriam to bring in her employer to clear her. Her employer then showed up to the labor court only to inform them that he had concerns that Mirriam would cause trouble and did not want to take any responsibility. As a result, Mirriam was imprisoned for a month and a half until she was finally able to leave the country and return to Uganda.

## 4.5. Prevalence and characteristics of human trafficking

The study used the guidelines described in *Section 2.2.2. Operationalizing the definition of human trafficking* to create indicators of human trafficking linked to questionnaire items. Table B-1 in Appendix B provides the estimated percentage of all migrants who experienced each human trafficking indicator.

As described in *Section 2.2.2,* any individual who experienced one of the three most severe indicators (hereditary slavery, having been sold, or no freedom of movement and communication), experienced at least two "strong" indicators in different categories, or experienced at least one "strong" indicator and three "medium" indicators is considered to have experienced human trafficking. Using this method, we find that the majority of migrants (89 percent) experienced human trafficking (Table 15). Considering human trafficking by age, the youngest category of migrants, ages 20 to 25, experienced the highest rate of human trafficking at 95 percent. Three-fourths of male migrants and 91 percent of female migrants experienced human trafficking. There was some variability in the percentages of human trafficking by country of work. Of the four most common destinations countries, migrants working in Saudi Arabia experienced the highest rate of human trafficking (93 percent), followed by Oman (83 percent), UAE (79 percent), and Jordan (76 percent). Nearly all (94 percent) migrants working in other countries experienced human trafficking. Other countries included Bahrain, Egypt,

Iraq, Lebanon, and Qatar. The percentage of domestic workers who experienced human trafficking was higher than that of migrants working in other sectors (91 percent compared to 78 percent).

We also explored the rate of human trafficking by length of time in the job, job start date cohort, and whether still working in the job. Those who had held their jobs more than 3 years had a lower rate of human trafficking than those who had held their jobs a shorter length of time (83 percent for more than 3 years compared to 86 percent for less than 1 year, 98 percent for 1 to 2 years, and 91 percent for 2 to 3 years). It may be that those who chose to stay in their job more than 3 years did so because they were treated relatively well. Following the same pattern, those who started the job between 2011 and October 2018 had the lowest rate of human trafficking (83 percent). Migrants who started their jobs before October 2018 but were still working 2018 to 2021 (an eligibility requirement for the study) may be those who were treated relatively well. Migrants who started working between October 2019 and September 2020 experienced the highest rate of human trafficking (98 percent), perhaps due to the severe limitations on freedom of movement and increased hazardous work experienced early in the COVID-19 pandemic. Although 87 percent of those still working in the Middle East (current migrants) experienced human trafficking, 93 percent of those no longer working in the Middle East (former migrants) experienced human trafficking.

### Table 15. Prevalence of human trafficking (weighted)

| | % (SE) | n |
|---|---|---|
| **Total** | 88.9% (2.0) | 362 |
| **Age (years)** | | |
| 20–25 | 95.4% (1.8) | 130 |
| 26–30 | 83.9% (4.0) | 133 |
| 31–35 | 89.2% (5.2) | 58 |
| 36–40 | 91.3% (5.2) | 29 |
| 41–45 | 64.6% (19.3) | 10 |
| 46+ | 77.6% (21.7) | 2 |
| **Gender** | | |
| Male | 76.0% (7.9) | 41 |
| Female | 90.6% (2.0) | 321 |
| **Country of Work** | | |
| Saudi Arabia | 93.0% (2.2) | 249 |
| UAE | 78.9 (7.0) | 44 |
| Oman | 83.4% (5.3) | 31 |
| Jordan | 75.8% (12.9) | 19 |
| Other | 94.3% (5.5) | 19 |
| **Whether domestic worker** | | |
| Domestic worker | 90.9% (2.1) | 309 |
| Not domestic worker | 78.3% (6.5) | 53 |
| **Length of time in job** | | |
| >12 months | 85.5% (5.1) | 86 |
| 1–2 years | 98.4% (1.0) | 77 |
| 2–3 years | 90.8% (3.2) | 126 |
| 3+ years | 82.8% (4.6) | 73 |
| **Job start date cohort** | | |
| Cohort I (started job before October 2018) | 82.7% (4.7) | 72 |
| Cohort II (started job October 2018 to September 2019) | 90.9% (3.1) | 128 |
| Cohort III (started job October 2019 to September 2020) | 98.3% (1.0) | 76 |
| Cohort IV (started job October 2020 to September 2021) | 85.5% (5.1) | 86 |

| | % (SE) | n |
|---|---|---|
| **Job status** | | |
| No longer working in Middle East (former migrant) | 92.9% (2.7) | 129 |
| Still working in Middle East (current migrant) | 86.6% (2.8) | 233 |

A subset of those who experienced human trafficking experienced severe exploitation. For this study, severe exploitation is defined as having experienced violence or threats of violence or psychological abuse by the employer. In total, slightly more than one-fourth (27 percent) of migrants experienced severe exploitation (Table 16). One-fifth of migrants (20 percent) were psychologically abused. Examples of psychological abuse include having been screamed or cursed at, being threatened with denunciation to authorities, and being blackmailed. Respondents also described threats to destroy their identification documents and threats of being sent to another worksite with even worse conditions. One respondent recalled being told that if she failed to finish her contract, her employer would burn her passport and she would spend the rest of her life in Saudi Arabia.

Sixteen percent experienced violence or threats of violence. For example, one migrant stated, "It brings a big problem when I say am not going to do this work, like she slapped me because I said am not going to do something, and there was nothing I could do because it's like I am in prison when we are here." Another respondent, Mirriam (see case study at the end of *Section 4.4. Personal life and liberties*), stated,

> *My contract ended during the time when the airports were still closed. I was tired of working, and I wanted to stop, but they kept making me work all the time. I requested them that since my contract had ended to reduce the house chores and assign them to someone else or find someone else, things like washing cars and lifting heavy things upstairs. When they declined that request, I refused to work at all. The son of my boss threatened to kill me as he was forcing me to work.*

Similar to the estimates of human trafficking, female migrants (28 percent) and domestic workers (27 percent) experienced greater rates of severe exploitation than male migrants (18 percent) and migrants working in sectors other than domestic work (22 percent). Migrants in Oman experienced the highest rate of severe exploitation (34 percent), followed by Saudi Arabia (29 percent), Jordan (17 percent), UAE (16 percent), and the less common destination countries (12 percent).

As with the human trafficking estimates, those who began working during the early months of the COVID-19 pandemic experienced the highest rate of severe exploitation (42 percent). The most recent cohort, those who began working October 2020 to September 2021, experienced the lowest rate of severe exploitation (14 percent). This could be because labor conditions are improving; it could also be that severe exploitation takes time to manifest, and the new arrivals have not been in their jobs long enough to experience it.[35] The results by length of time in job support this interpretation. Those who have been in their jobs less than 1 year experienced the lowest rate of severe exploitation (14 percent), compared to those who had been in their jobs 1 to 2 years (41 percent), 2 to 3 years (26 percent), and 3 or more years (32 percent).

The percentage of former migrants who experienced severe exploitation is almost double that of current migrants (39 percent compared to 19 percent).

[35] An alternative explanation could be the potential sample bias related to Cohort IV discussed in *Section 4.4* and *Section 5*. However, our analysis does not support this explanation. When considering only migrants with access to communication (meaning their frequency of communication is "sometimes" or "frequently" and their openness of communication is "somewhat open" or "very open"), Cohort IV still experiences the lowest rate of severe exploitation (6.6 percent, compared to 23.8 percent for Cohort I, 13.2 percent for Cohort II, and 24.8 percent for Cohort IV).

### Table 16. Prevalence of severe exploitation (weighted)

| | Total severe exploitation % (SE) | Violence or threats % (SE) | Psychological abuse % (SE) |
|---|---|---|---|
| **Total** | **26.6% (2.6)** | 16.2% (2.2) | 20.0% (2.3) |
| **Age (years)** | | | |
| 20–25 | **26.4% (4.5)** | 19.0% (4.3) | 20.1% (4.0) |
| 26–30 | **24.6% (4.2)** | 15.4% (3.5) | 16.7% (3.6) |
| 31–35 | **28.3% (6.5)** | 10.6% (3.6) | 24.4% (6.2) |
| 36–40 | **36.6% (10.5)** | 24.4% (10.1) | 25.8% (8.7) |
| 41–45 | **12.3% (8.2)** | 0 | 12.3% (8.2) |
| 46+ | **5.1% (30.7)** | 51.2% (30.7) | 51.2% (30.7) |
| **Gender** | | | |
| Male | **17.5% (7.2)** | 7.2% (6.3) | 17.5% (7.2) |
| Female | **27.8% (2.8)** | 17.4% (2.4) | 20.3% (2.5) |
| **Country of work** | | | |
| Saudi Arabia | **29.2% (3.3)** | 18.4% (2.9) | 20.5% (2.8) |
| UAE | **15.7% (6.6)** | 10.9% (6.4) | 15.7% (6.6) |
| Oman | **33.6% (9.1)** | 20.8% (7.6) | 25.8% (8.6) |
| Jordan | **16.5% (8.4)** | 3.0% (3.0) | 16.5% (8.4) |
| Other | **11.5% (6.0)** | 2.7% (2.0) | 11.5% (6.0) |
| **Whether domestic worker** | | | |
| Domestic worker | **27.4% (2.9)** | 16.8% (2.4) | 19.6% (2.4) |
| Not domestic worker | **22.2% (7.1)** | 13.3% (6.6) | 21.6% (7.1) |
| **Length of time in job** | | | |
| >12 months | **13.7% (4.6)** | 9.3% (4.3) | 8.5% (3.4) |
| 1–2 years | **40.8% (6.6)** | 28.4% (6.2) | 25.6% (5.5) |
| 2–3 years | **25.6% (4.2)** | 16.2% (3.7) | 22.9% (4.1) |
| 3+ years | **31.8% (6.1)** | 14.9% (4.6) | 24.4% (5.8) |
| **Job start date cohort** | | | |
| Cohort I (started job before October 2018) | **32.1% (6.2)** | 15.1% (4.7) | 24.6% (5.8) |
| Cohort II (started job October 2018 to September 2019) | **25.2% (4.2)** | 16.0% (3.6) | 22.6% (4.0) |
| Cohort III (started job October 2019 to September 2020) | **41.5% (6.7)** | 28.8% (6.3) | 26.0% (5.6) |
| Cohort IV (started job October 2020 to September 2021) | **13.7% (4.6)** | 9.3% (4.4) | 8.5% (3.4) |
| **Job status** | | | |
| No longer working in Middle East (former migrant) | **38.9% (5.0)** | 28.7% (4.6) | 28.0% (4.6) |
| Still working in Middle East (current migrant) | **19.1% (2.8)** | 8.7% (2.2) | 15.1% (2.5) |
| **Number of respondents (N)** | **408** | **408** | **408** |

The operationalization of human trafficking used in this study encompasses both the recruitment experience and the experience in the destination country. To provide a deeper understanding of human trafficking, we explore the relationship between these two different components of human trafficking. To do so, we created a measure of human trafficking excluding the recruitment-related components. We then looked at the prevalence of non-recruitment-related human trafficking by the

ethicality of the recruitment experience using the four categories of ethicality of recruitment presented in Table 5.

As shown in Figure 8, there appears to be a clear correlation between the degree to which recruitment agencies violated ethical practices and the percentage of migrants experiencing human trafficking indicators during their in-country experience. For each additional unethical recruitment practice, the percentage of those experiencing non-recruitment-related human trafficking increases by 6 to 12 percentage points. Although 72 percent of those in the most ethical recruitment group experienced non-recruitment-related human trafficking, nearly all of those in the least ethical recruitment group (99 percent) experienced non-recruitment-related human trafficking.

**Figure 8. Prevalence of non-recruitment-related human trafficking by number of unethical recruitment practices experienced (weighted)**

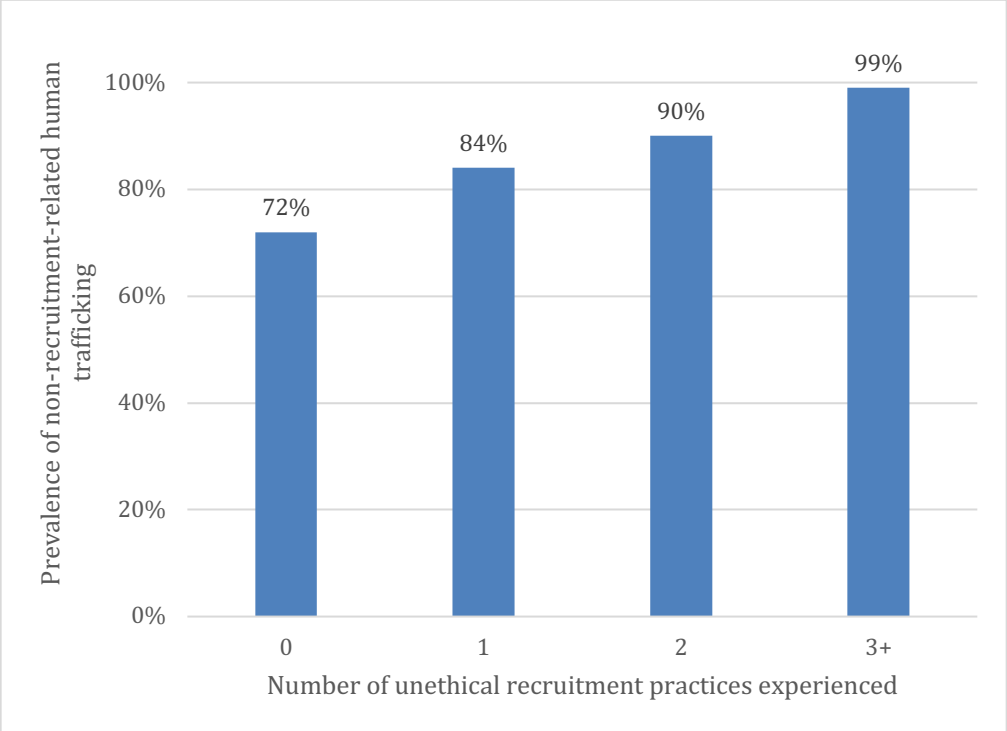



Table 17 explores the relationship between ethicality of recruitment and prevalence of non-recruitment-related human trafficking in a multivariate logistic regression model. This model goes beyond the descriptive analysis in Figure 8 by adjusting for age, gender, educational attainment, country of job, and job status. Ethical recruitment, measured continuously by the number of unethical recruitment practices experienced (ranging from 0 to 5), showed a significant effect on the prevalence of non-recruitment-related human trafficking and severe exploitation. With each increasing number of unethical recruitment practices experienced, the odds of both human trafficking (odds ratio [OR]=2.7) and severe exploitation (OR=2.9) nearly triples. Although we have a small sample size and large confidence intervals, the models demonstrate a strong association. Compared to the most ethical recruitment (0 unethical practices), those experiencing more than 3 unethical practices, had 74 times the odds of non-recruitment-related human trafficking and 37 times the odds of severe exploitation.

### Table 17. Adjusted odds ratios and 95 percent confidence intervals for the effect of recruitment ethicality on prevalence of human trafficking and severe human exploitation

| Ethicality of recruitment | Number of unethical recruitment practices experienced | Human trafficking adjusted OR[i] | 95% CI | Severe exploitation adjusted OR[i] | 95% CI |
|---|---|---|---|---|---|
| Most ethical | **0** | **REF** | -- | **REF** | -- |
| More ethical | **1** | 2.60 | 0.96–7.08 | 3.55 | 0.70–18.14 |
| Less ethical | **2** | 4.35 | 1.35–13.99 | 9.94 | 1.85–53.32 |
| Least ethical | **3+** | 73.80 | 12.48–436.51 | 36.92 | 6.41–212.57 |
| **Continuous (0–5 unethical recruitment practices experienced)** | | 2.69 | 1.65–4.38 | 2.88 | 1.99–4.17 |

CI=confidence interval
[i] Fully adjusted for age, gender, educational attainment, country of job, and job status

We also examined the effect of other predictors in the model, as seen in Table 18. Females were much more likely to experience human trafficking (OR=9.2). However, this association could be driven by job sector and specifically whether the job involves domestic work, because gender and job sector were highly correlated (r=0.81). Country of work was not a significant predictor of severe exploitation but seemed to have some effect on the prevalence of human trafficking. Jordan and Oman had significantly decreased levels of human trafficking compared to Saudi Arabia. Age and educational attainment did not have strong influences in the model.

### Table 18. Odds ratios and 95 percent confidence intervals for predictors of human trafficking and severe human exploitation

| Predictor | Human trafficking OR (95% CI) | Severe exploitation OR (95% CI) |
|---|---|---|
| **Ethical recruitment (continuous)** | 2.69 (1.65–4.38)[i] | 2.88 (1.99–4.17)[i] |
| **Age (continuous)** | 0.96 (0.90–1.03) | 1.02 (0.96–1.08) |
| **Gender** | | |
| Male | **REF** | **REF** |
| Female | 9.21 (1.50–56.49)[i] | 1.91 (0.40–9.14) |
| **Country** | | |
| Saudi Arabia | **REF** | **REF** |
| Jordan | 0.17 (0.04–0.72) | 0.41 (0.12–1.39) |
| Oman | 0.29 (0.10–0.86) | 1.01 (0.38–2.71) |
| UAE | 0.40 (0.10–2.56) | 0.33 (0.09–1.26) |
| Other | 0.40 (0.06–1.62) | 0.29 (0.06–1.34) |
| **Job status** | | |
| Currently in job | **REF** | **REF** |
| No longer in job | 2.12 (0.90–4.98) | 2.22 (1.20–4.09)[i] |
| **Educational attainment** | | |
| No formal schooling or some preschool or primary | **REF** | **REF** |
| Completed primary | 1.79 (0.47–6.73) | 0.59 (0.21–1.68) |
| Completed upper secondary or higher | 2.21 (0.49–9.99) | 1.71 (0.49–5.96) |
| Vocational and technical training | 0.62 (0.15–2.60) | 1.25 (0.34–4.36) |

CI=confidence interval
[i] P-value<0.05

Our research design does not allow us to shed any light on *why* recruitment and in-country human trafficking are related. Perhaps individuals who are able to self-advocate for better recruitment conditions are also able to self-advocate for better working conditions. It may be that recruitment agencies with more ethical practices are affiliated with destination country agencies with more ethical practices. Perhaps recruitment agencies with more ethical practices are better advocates for their migrants even after their arrival in the destination country. Without knowing the reason for the association, it is impossible to know whether improving recruitment agency practices in Uganda would improve in-country human trafficking conditions, but our results suggest that this is a promising area for future research.[36]

[36] For example, a multi-year study randomizing recruitment agencies to control and intervention groups. Intervention agencies would receive training such as the International Organization for Migration's IRIS program. Implementation of new practices would be evaluated. Migrants recruited by both control and intervention agencies would be followed over time to learn both about their recruitment experience and their work experience.

# 5. STUDY LIMITATIONS

This section highlights the most salient study limitations, how they were addressed in the design and analysis when possible, and guidelines for interpreting results.

Data collection occurred during the COVID-19 pandemic, which caused illness and death, closed schools, disrupted trade and livelihoods, and limited social activities throughout the world. All of these changes may have affected our results. A similar study undertaken before or after the pandemic may yield different findings. To provide insights into the influence of the pandemic on our findings, we asked respondents how COVID-19 has changed their work and presented a summary of responses in *Section 4. Findings*.

Another limitation is the short length of the interview. Using phone and virtual interviews allowed us to reach respondents who would otherwise have been inaccessible, but it also necessitated a much shorter interview than would have been possible in person. As a result, we limited the survey questions to basic demographics and items needed to identify human trafficking using the guidelines described in *Section 2.2.2. Operationalizing the definition of human trafficking*. We were unable to gather information regarding route of migration (formal versus informal), types of recruitment agencies, or further details of exploitation.

A general limitation of RDS methods is that although weighting compensates for the reduced probability of capturing eligible individuals who are not well connected, the approach cannot cover persons who are not connected at all. In this study, the group of those who are not well connected likely includes migrants who are still working abroad who are not allowed to communicate freely. Our finding that respondents who have returned home report greater restrictions on communication compared to respondents who are still working abroad (Figure 7) suggests that we may have achieved a more representative sample of returned migrants, who are no longer constrained by their employers' policies, compared to current migrants. It is likely that our sample of current migrants is skewed toward those with more freedom of communication. Those with more freedom of communication may be treated better overall, which means that the sample of current migrants may be skewed towards those with better treatment.

Another limitation of our study is related to the relatively large number of seeds and therefore relatively short referral chains, dictated by logistical constraints such as the narrow data collection window. With this approach, the characteristics of the seeds may have a larger impact on the final sample than in a design with few seeds that allows many months for the chains to grow. For example, nearly three-fourths of our seeds were female, and almost two-thirds of seeds worked in domestic work. The predominance of females and domestic workers as seeds may have led to an overrepresentation of females and domestic workers in our sample. To explore this possibility, we compare our study sample with MGLSD statistics in Table 3. Although the MGLSD statistics are not perfectly comparable, the comparison does suggest that females and domestic workers are overrepresented in our sample.

Finally, weights and estimates based on RDS are premised on a semi-probability sampling method (at best). Therefore, it is difficult to compute the variance of the RDS sample estimates, including the estimated prevalence. Estimated standard errors involve approximations related to the RDS assumptions.

# 6. SUMMARY AND CONCLUSION

Despite efforts by the government and others to improve recruitment practices, many Ugandan migrants to the Middle East continue to experience unethical recruitment. Seventeen percent of migrants experienced deceptive recruitment about their job duties, and more than one-third of migrants (39 percent) experienced deceptive recruitment about other aspects of employment. Nearly one-third of migrants (29 percent) experienced recruitment linked to debt, and nearly half of migrants (47 percent) paid recruitment fees, despite global efforts to eliminate recruitment fees paid by workers. Migrants who started their job within the last year experienced the lowest rates of these forms of unethical recruitment, compared to migrants who started more than 1 year ago.[37] This finding suggests that recruitment practices may be improving. The abuse of labor migrants overseas has recently attracted a lot of attention within Uganda;[38] it is therefore possible that public outcry is contributing to an improved situation.

In addition to unethical recruitment practices, many migrants experienced exploitative working conditions. More than one-fourth of migrants (28 percent) lacked a written contract. Migrants worked an average of 99 hours per week, and nearly one-third of migrants (30 percent) worked more than 120 hours per week on average. More than one-third of migrants (38 percent) reported excessive on-call hours. About one-third of all migrants (30 percent) were exposed to hazardous work without protective gear.

Almost half of migrants (42 percent) who worked in their most recent job before the start of the COVID-19 pandemic as well as during the pandemic indicated a change in working conditions or job duties as a result of COVID-19. The most common changes included increased workload or working hours, reduced freedom of movement, and withholding of wages.

An estimated one-fourth of all migrants (24 percent) experienced degrading living conditions in mandatory employer-provided housing. Many migrants who lived in mandatory employer-provided housing felt that their living conditions were bad or very bad (28 percent), felt their housing may be harming their health (43 percent), and felt unsafe in their housing (31 percent).

A substantial proportion of migrants experienced restrictions in their personal life and liberties. Most migrants (90 percent) had had their identification documents held, and an estimated 74 percent of these migrants could not access their documents upon request. More than half of all migrants were under constant surveillance at work (58 percent), and a similar percentage were under constant surveillance at home (55 percent). About one-fifth of migrants either rarely (15 percent) or never (4 percent) communicated with family and friends. Common reasons for limited communication included the employer monitoring outside communication, the employer forbidding outside communication, and having too little free time for outside communication. Movement around the community was rare among migrants; most migrants either never (79 percent) or rarely (11 percent) moved around within their host communities. The main reasons for lack of movement were being forbidden by the employer to move freely or having movement monitored by the employer. Overall, more than two-thirds of migrants (69 percent) lacked either freedom of movement or freedom of communication due to employer restrictions.

**The majority (89 percent) of Ugandan migrants to the Middle East in the past 3 years have experienced human trafficking.** Slightly more than one-fourth (27 percent) of migrants

[37] An alternative explanation could be the potential sample bias related to Cohort IV discussed in *Section 4.4* and *Section 5*. However, when considering only migrants with access to communication (meaning their frequency of communication is "sometimes" or "frequently" and their openness of communication is "somewhat open" or "very open"), the pattern remains the same (Table D-1 in Appendix D). This suggests there may in fact be improvement in recruitment conditions.
[38] Parliament of the Republic of Uganda, 2021, MPs furious over government management of labour exportation.

experienced severe exploitation. Female migrants and domestic workers experienced greater rates of human trafficking and severe exploitation than male migrants and workers in other sectors. In our regression model, unethical recruitment showed a significant increase in the prevalence of non-recruitment-related human trafficking and severe exploitation. With each increasing number of unethical recruitment practices experienced, the odds of both human trafficking and severe exploitation nearly tripled. Although our research cannot determine causality, the results suggest that better recruitment practices may lead to better working conditions. This is an important area for future intervention and research.

To our knowledge, this study is the first to explore the characteristics of working and living conditions among Ugandans working in the Middle East using a representative sample and the first to offer a prevalence estimate of human trafficking for Ugandans in the Middle East. Likewise, it is one of the first studies globally to include current labor migrants in a study using probability methods to determine prevalence of human trafficking. Previous studies have tended to focus on returned migrants due to the inaccessibility of current migrants. The study offers insights into the experiences of Ugandan migrants to the Middle East to allow for more relevant and effective programming targeting this population.

Our findings demonstrate that, despite efforts by the government and others to improve recruitment practices and working conditions, many Ugandan migrants to the Middle East continue to experience unethical recruitment and harsh conditions, including abuse, lack of free movement, constant surveillance, and monitored or curtailed communication. These unethical practices during recruitment and at work are carried out both by recruitment agencies in Uganda and by employers in the Middle East. Unethical practices by the labor recruitment agencies include deception during recruitment, offering no support when cases of abuse are reported, and, in some cases, outrightly encouraging the workers to normalize the abuse they experience.

Money is the driving force behind this exploitation. Recruitment agencies exploit Ugandans who are hopeful of improving their financial situations. After workers have arrived in the Middle East, employers use money as a trap to keep the workers in their abusive jobs. As the study has revealed, when workers attempt to report their adverse conditions, they may be reminded of the money paid for them during recruitment. The implication is that the workers are owned, they are objects, and they have little voice.

However, perhaps due to ongoing advocacy campaigns in Uganda and elsewhere about the inhumane treatment of workers, overseas recruitment practices appear to be improving. Migrants who started their job within the last year experienced lower rates of unethical recruitment compared to migrants who started more than a year ago. It remains to be seen whether these improvements can be sustained long term and whether improvements in recruitment translate into ultimate improvement of welfare for all labor migrants.

# 7. RECOMMENDATIONS

We offer several recommendations for improving the working conditions of Ugandan migrants to the Middle East. We urge **the governments of countries in the Middle East** to reform the sponsorship system to improve the rights of labor migrants. Although there have been efforts to reform the kafala or sponsorship system, which ties migrants to specific employers and limits their freedom to terminate their jobs and leave the country, several respondents described situations in which they were unable to leave their work country because their employer had not given permission.

We urge **employers in the Middle East** to improve their treatment of overseas workers. Although our research design does not allow conclusive statements about causality, our findings suggest that workers who are treated well may stay in their positions longer term. It is in the employer's interest to retain employees, given the high costs of turnover in terms of recruiting and training replacements.

We urge **the Government of Uganda** to continue efforts to strengthen the content and application of bilateral agreements with Saudi Arabia, Jordan, and the UAE, and to continue to work to establish agreements with other common destination countries.

We recommend more stringent enforcement of The Employment (Recruitment of Uganda Migrant Workers) Regulations, 2021.[39] The Regulations indicate that recruitment agencies may be suspended in relation to the exploitation of a migrant worker and that the license may be revoked due to "placement of migrant workers in jobs which are harmful to public health or morality." The Regulations also prohibit deceptive recruitment and substitution of contracts.

It is clear from the findings presented in this report that recruitment agencies are routinely failing to meet these obligations. We urge the government to consistently suspend or revoke the license of agencies that fail to meet these obligations.

We applaud the plan to place Ugandan Labour Attachés in countries with large numbers of Ugandan labor migrants.[40] Our respondents recounted repeated instances of being unable to find help in their destination countries, and we hope that this move will provide future migrants with more in-country support. We therefore encourage the government to empower these representatives to provide meaningful and timely assistance to migrants experiencing exploitation.

We urge **overseas labor recruitment agencies** to abolish recruitment fees and to take responsibility for the welfare of migrants after they are placed in a position overseas. As noted above, agencies have a legal obligation to ensure that overseas workers are protected. We urge **civil society organizations** to continue to put pressure on overseas labor recruitment agencies to meet their mandate and on the Government of Uganda to enforce regulations related to these agencies and to improve its on-the-ground support to workers in the Middle East.

Our findings suggest several **methodological recommendations for future research.** We encourage future researchers to consider RDS as an effective method to reach both current and former migrants, with the caveat that the sample of current migrants may be biased toward those with better treatment. The indicators in the African Programming and Research Initiative to End Slavery guidelines for measuring forced labor provide a useful framework for the development of research tools. We recommend that future researchers carefully consider the reference period and consider the balance between ease of response for the respondent and usefulness for analysis. Researchers must also consider how to incorporate the recruitment experience if using a short reference period. Finally, we encourage future research intending to measure human trafficking to incorporate a

[39] Government of Uganda, 2021, The Employment (Recruitment of Uganda Migrant Workers) Regulations.
[40] Business & Human Rights Resource Centre, 2021, Uganda: Govt. commit to labour agreement review and fair recruitment efforts.

qualitative component. The qualitative data provide deeply valuable context to the quantitative findings, which is especially important when collecting data remotely.

We also suggest several **topics for future research.** Some of our respondents mentioned having been sold to other employers. Our research did not explicitly explore the sale of human beings, but questions on this topic should be included in future research on modern slavery in the Middle East. Another area of research could be to explore the effects of programming to increase the self-advocacy of migrants. One respondent told her interviewer that she teaches newly arriving domestic workers how to ensure decent treatment. Future research could explore whether this type of informal exchange could be formalized and scaled, and if so, whether it is effective in improving working conditions. Finally, future research should explore the relationship between the conditions of recruitment and the conditions of work overseas. A randomized controlled trial could establish whether improving recruitment conditions in fact leads to an improvement in working conditions.

# APPENDIX A: RDS SAMPLING APPROACH

Nontraditional sampling methods are required to effectively study hard-to-reach populations (defined as rare or elusive and with no efficient sampling frame). Respondent-driven sampling (RDS) is an effective sampling method for certain hard-to-reach populations, given that key assumptions about the population are met. RDS is a network-based sampling method that overcomes the traditional biases associated with similar approaches (e.g., chain-referral and snowball sampling) by calculating selection probabilities. For hidden population estimates in particular, RDS "assumes that those best able to access members of hidden populations are their own peers."[41] RDS is appropriate when:

- The population is socially networked to each other.
- Members of the population can identify each other.
- There is no available list or frame from which the population can be sampled.
- The population is large enough that the target sample size can be reached.

RDS is often used for populations that are stigmatized or engaged in illegal or clandestine behaviors, such as people engaged in commercial sex, injection drug users, and sexual orientation minorities.

RDS has been used in studies of vulnerable and exploited children, including a study of diamond mine workers under age 18 in Sierra Leone[42] and children 10–17 years of age engaged in street work in Albania.[43] The study of Albanian street children found that children formed strong social networks related to their work. RDS will work best in a population in which social networking is strong. If members of the population are isolated from each other and unable to identify others, this method would not be effective.

## RDS methods overview

- An RDS study starts with researchers recruiting a small number of carefully selected seeds. Seeds are the start of all recruitment trees.
- Seeds are provided an incentive for participation in a survey interview and given a set number of recruitment coupons to distribute to others in their social network who are part of the target study population.
- The seed is given an additional incentive for each successful recruit, which is tracked by the coupon number on the coupon. A recruit is successful if the person is eligible and chooses to complete the interview.
- After a recruit has completed the interview, he or she receives coupons to distribute, to recruit additional study participants in the same manner that they were recruited themselves, and to receive additional incentives for each recruit.
- Each additional recruit provides a new branch to the recruitment tree started by the seed.
- Each participant is asked questions to estimate the number of people in his or her social network in the target population. This information, combined with tracking of recruitment,

[41] Heckathorn, D. D. (1997). Respondent-driven sampling: a new approach to the study of hidden populations. *Social problems, 44*(2), 174-199.
[42] Bjørkhaug, I., & Hatløy, A. (2009). Utilization of respondent-driven sampling among a population of child workers in the diamond-mining sector of Sierra Leone. *Global Public Health, 4*(1), 96-109.
[43] Johnston, L. G., Thurman, T. R., Mock, N., Nano, L., & Carcani, V. (2010). Respondent-driven sampling: A new method for studying street children with findings from Albania. *Vulnerable Children and Youth Studies, 5*(1), 1-11.

allows analysts to estimate a probability of the person participating in the study for weighted analysis.

## Recruitment seeds, waves, and chains

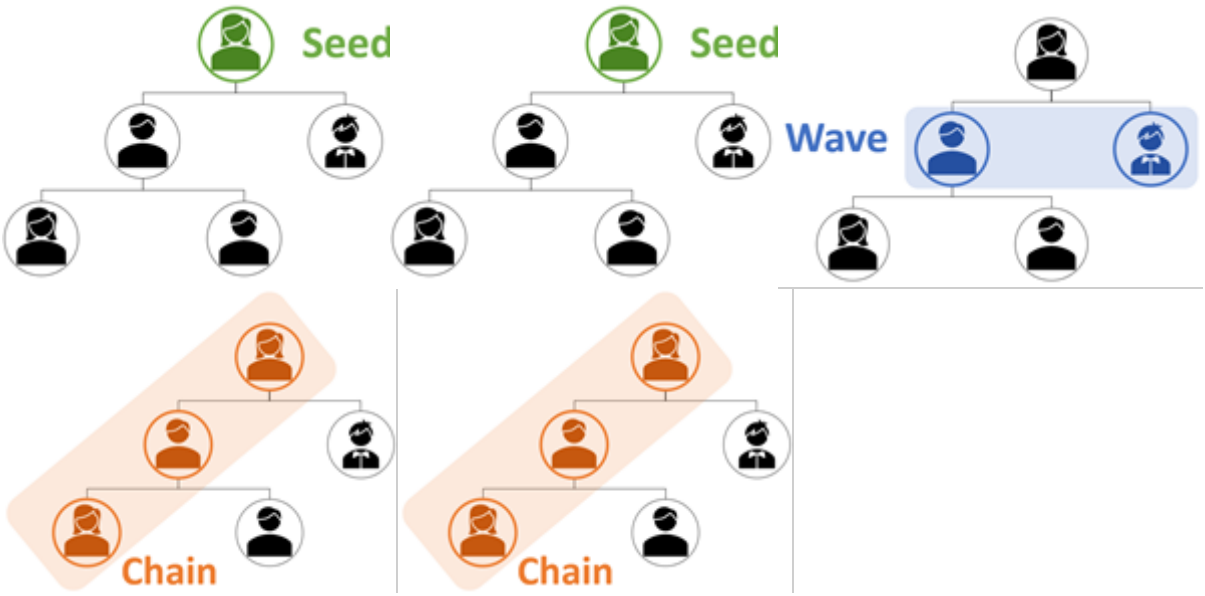



**Figure A1. RDS recruitment tree components**

Initial participants in an RDS study (i.e., seeds) are recruited through convenience sampling methods. Just as with a plant, the seed leads to growing branches of recruitment to form recruitment trees. The components of a recruitment tree can be described by three components: seeds, waves, and chains.

Seeds are the initial participants and recruit peers by referral, allowing researchers to access—in a systematic way—members of typically hard-to-reach populations who may not otherwise be accessible, but each seed is limited in the number of participants it can recruit, minimizing the influence of seeds on subsequent waves (i.e., individuals recruited by an initial seed=wave 1, individuals recruited by wave 1 participants=wave 2). As waves recruit subsequent waves and the sample population grows, the effects of the original seeds attenuate. According to Heckathorn (2011), as an RDS sample expands across waves, the sample diverges from the convenience sample (i.e., seeds) as long as the number of respondents is sufficiently large.[44] The divergence grows asymptotically large as new referrals converge on an "equilibrium" wherein the sample's aggregate demographics cease to significantly vary and are representative of the underlying population.

## Seeds

Seeds are identified through formative research and selected intentionally for the study. Wejnert and Heckathorn (2008) note:

> *Seeds should be well-motivated and enthusiastic; and hence willing to recruit their peers; and they should be sociometric stars, individuals whose high regard among their peers enables them to recruit their peers, while also instilling in them motivation to continue the peer recruitment process… These are*

[44] Heckathorn, D. D. (2011). Comment: Snowball versus respondent-driven sampling. *Sociological methodology, 41*(1), 355-366.

> *individuals who maintain many ties and are highly regarded within the target population. Such individuals can more easily promote participation and accelerate recruitment.*[45]

Carefully selected seeds allow recruitment to start up faster and increase the chance of success in the study. This is particularly important in a study in which participants may be wary of researchers and gaining trust may be a challenge. Learning about the study from a trusted peer will help communicate to the community that the study is legitimate and worthwhile. Working with community-based organizations or individuals already known to researchers will allow researchers to identify potential seeds. It should be noted that if for any reason seeds choose not to recruit or are not successful, researchers can re-seed the study by recruiting additional seeds. However, this can lead to delays and extend the total time needed in the field to reach the target sample size.

Researchers may be strategic in selecting seeds. Seeds tend to recruit people who are more like themselves than the overall population (homophily). Although this does introduce some seed bias (which can be taken into account through analytic techniques designed for RDS studies), it can be an advantage. For example, if there is a demographic group that is anticipated to have a lower propensity to respond, researchers may select more seeds from this demographic group than others to increase the odds of having more recruits in the sample from the group.

As seeds are a convenience sample, they should make up a low proportion of the overall number of respondents in the study. If the study includes too many seeds relative to the number of recruits, the recruitment trees will not grow sufficiently to allow for the survey to approximate a probability design. Thus, the number of seeds should balance desired recruitment speed and efficiency, the target sample size, and proportion of seeds in the final dataset.

## Recruits

Referrals are tracked to permit researchers to assess and adjust for recruitment biases in the analysis; however, this approach does not require subjects to identify their peers. Recruits choose whether or not to contact researchers rather than researchers contacting them.

In this manner, RDS not only offers a mechanism for rapid recruitment while preserving the identities of participants in hidden populations but also accounts for the influence of specific seeds on the overall estimate. This weighting for network size separates RDS from other referral-based sampling methods that lack the rigor necessary to be considered *probabilistic.*

RDS recruitment starts slowly and then picks up speed as chains grow longer and increasing numbers of previous participants are actively recruiting. A challenge of RDS for researchers is that there is little control they can exert on the pace of recruitment, other than requesting that seeds recruit within a target timeframe. It is up to seeds and recruits when they distribute their coupons and when they contact researchers to participate in the study. Further, in the early phases after seeds have completed their surveys, it may appear nothing is occurring as researchers wait to be contacted by the seeds' recruits. It will not be clear whether coupons have been distributed but not yet returned, never distributed, or distributed to persons who have chosen not to participate. This can make it difficult to identify when to be patient and when to re-seed. To take this into account, researchers should plan for some flexibility in the fielding timeline, particularly in a population or setting in which RDS has not been previously conducted and there is less information available to estimate how quickly recruitment is likely to occur. As described previously, selecting enthusiastic seeds can also increase the chances of a quick start to the recruitment process.

[45] Wejnert, C., & Heckathorn, D. D. (2008). Web-based network sampling: Efficiency and efficacy of respondent-driven sampling for online research. *Sociological Methods & Research, 37*(1), 105-134.

## Respondent management

For the payment of referral incentives, it is not necessary to collect a participant's name or contact information; rather, a series of questions can be used to create a unique identifier and physical description of identifying characteristics collected. This information serves two purposes: it allows researchers to find the person in the coupon management system to identify whether they are owed incentives for successful recruitment, and it allows researchers to check previous records if they suspect a person may be attempting to use their own coupons (or otherwise participate multiple times).

# APPENDIX B: HUMAN TRAFFICKING STATISTICAL DEFINITION

### Table B-1. Human trafficking indicators[46]

| Code | Type | Substantive definition | Statistical definition | Weighted estimate % (SE) |
|---|---|---|---|---|
| | | **Recruitment** | | |
| R1 | Strong | Coercive recruitment (abduction, confinement during the recruitment process) | S1Q08B=1 OR S1Q08B=2 OR S1Q08B=3 OR S1Q08B=4 OR S1Q08B=5 OR S1Q08B=6 | 0.5% (0.3) |
| R2 | Strong | Deceptive recruitment (nature of services or responsibilities required) | S2Q01B=3 | 16.7% (1.8) |
| R3 | Medium | Deceptive recruitment (regarding working conditions, content or legality of relevant contract, housing and living conditions, legal documentation or acquisition of legal status, location or employer, compensation/benefits, promise of marriage/love) | S2Q02B=3 OR S2Q03B=3 OR S2Q04A=2 OR S2Q05B=2 OR S2Q06B=2 OR S2Q07A=2 | 38.7% (3.0) |
| R4 | Medium | Paid recruitment fees | S1Q11=1 | 47.2% (3.1) |
| | | **Employment practices and penalties** | | |
| EP1 | Strong | Had your pay, other promised compensation and/or benefits withheld and if you leave you will not get them | S6Q09A=5 | 3.3% (1.2) |
| EP1 | Medium[47] | Threat of having pay or other compensation/benefits withheld | S6Q09A=4 | 4.6% (1.4) |
| EP2 | Strong | High or increasing debt related to an employer or other person who controls earnings (by falsification of accounts, inflated prices for goods/services purchased, reduced value of goods/services produced, excessive interest rate on loans, etc.) | S3Q01A=1 | 5.4% (1.2) |
| EP3 | Medium | High or increasing debt related to a recruiter, intermediary, or other individual (by falsification of accounts, inflated prices for goods/services purchased, reduced value of goods/services produced, excessive interest rate on loans, etc.) | S3Q02A=1 | 8.0% (1.6) |
| EP4 | Medium | Made to work overtime beyond legal limits | S3Q04A=2 OR S6Q04=1 | 60.7% (3.1) |
| EP5 | Medium | Made to perform additional services or responsibilities (beyond what was agreed) without due compensation | S6Q05=1 | 47.9% (3.1) |

[46] Adapted from Human Trafficking Statistical Definitions: Prevalence Reduction Innovation Forum, July 2020, pages 12-13
[47] Added for this study; not in original table in Human Trafficking Statistical Definitions: Prevalence Reduction Innovation Forum, July 2020

| Code | Type | Substantive definition | Statistical definition | Weighted estimate % (SE) |
|---|---|---|---|---|
| EP6 | Medium | Ever not received or had withheld promised wages, benefits, or other compensation | S6Q08A=6 | 6.0% (1.5) |
| EP7 | Medium | Recruitment linked to debt (advance or loan) | S1Q09=1 OR S1Q10A=3 OR S1Q10A=4 OR S1Q12=1 | 26.1% (2.6) |
| EP8 | Medium | Absence of a formal contract | S1Q13=2 | 28.2% (2.7) |
| EP9 | Medium[48] | Made to pay a fine | S6Q09A=6 | 3.0% (0.9) |
| **Personal life and properties** | | | | |
| PL1 | Strong | Another individual has control over any meaningful part of your personal life (e.g., blackmail, religious retribution, or exclusion from future employment, community, personal or social life) | S6Q08A=12 OR S6Q09A=9 | 6.3% (1.6) |
| PL2 | Strong | Another individual has transferred control over any meaningful part of your personal life | Not applicable[49] | N/A |
| PL3 | Strong | Made to work or engage in commercial sex in order to repay outstanding debt or wage advance | S3Q04A=1 | 0.0% (0.0) |
| PL4 | Medium | Made to work or engage in commercial sex for employer's private home or family | Not applicable | N/A |
| PL5 | Medium | Confiscation of mobile phones or other communication methods as a way to have control over you | S4Q10B=5 | 1.2% (0.5) |
| **Degrading conditions** | | | | |
| DC1 | Strong | Made to be available day and night without adequate compensation outside of the scope of the contract | S4Q08A=2 | 38.2% (3.0) |
| DC2 | Medium | Made to complete hazardous and/or arduous services without proper protective gear | S6Q06=1 | 29.9% (2.8) |
| DC3 | Strong | Made to engage in illicit activities | S3Q04A=3 OR S6Q07=1 | 5.1% (1.2) |
| DC4 | Medium | Made to live in degrading conditions (e.g., housing or shelter is unclean, provides no privacy, or is otherwise insufficient in a way that harms your health) | (S4Q02=5 & (S4Q03=3 OR S4Q05=2 OR S4Q06=2 OR S4Q04=1)) OR ((S4Q04=1 & S4Q05=2) OR (S4Q04=1 & S4Q06=2) OR (S4Q05=2 & S4Q06=2)) | 24.0% (2.6) |

[48] Added for this study; not in original table in Human Trafficking Statistical Definitions: Prevalence Reduction Innovation Forum, July 2020

[49] To limit length of questionnaire, not all potential indicators were explored in this study.

| Code | Type | Substantive definition | Statistical definition | Weighted estimate % (SE) |
|---|---|---|---|---|
| **Freedom of movement** | | | | |
| FM1 | Strong | Confiscation of or loss of access to identity papers or travel documents | S5Q01B=2 OR S6Q09A=10 | 63.7% (3.0) |
| FM1 | Medium[50] | Feared consequences if asked for documents | S5Q01C=1 | 65.8% (2.9) |
| FM2 | Strong | Constant surveillance of personal spaces by employer, recruiter, or other individuals | S4Q07=1 | 54.8% (3.1) |
| FM3 | Strong | No freedom of movement and communication | S4Q09A=4 OR S4Q10B=3 OR S6Q09A=11 | 68.6% (2.9) |
| FM4 | Medium | Limited freedom of movement and communication (e.g., supervised communication, movement restricted or surveilled during off hours) | S4Q09A=5 OR S4Q10B=4 OR S4Q10B=9[51] | 37.6% (3.0) |
| FM5 | Medium | Constant surveillance of place of work | S6Q01=1 | 58.0% (3.1) |
| **Debt or dependency** | | | | |
| DD1 | Strong | Had a debt imposed on you without your consent | S3Q03=1 | 7.7% (1.7) |
| DD2 | Strong | Tradition, birth/descent into hereditary slavery or bonded status | Not applicable | N/A |
| DD3 | Medium | Pre-existence of an intimate or dependent relationship such as romantic or familial relationship | Not applicable | N/A |
| DD4 | Medium | Unable to refuse to provide services | S3Q04A=4 | 1.9% (0.8) |
| V1 | Strong | Physical violence inflicted in front of you on other individuals | S6Q08A=1 OR S6Q09A=1 | 9.7% (1.8) |
| V2 | Strong | Ever been sold or witness ownership of another person in your situation being sold for labor or for sex | Not applicable | N/A |
| V3 | Strong | Physical violence against you or someone you care deeply about | S6Q08A=2 | 4.1% (1.2) |
| V4 | Strong | Sexual violence against you or someone you care deeply about | S6Q08A=3 OR S6Q09A=2 | 2.9% (1.0) |
| V5 | Medium | Threat of denunciation to authorities against you or someone you care deeply about | S6Q08A=8 OR S6Q09A=7 | 5.8% (1.3) |
| V6 | Medium | Emotional/psychological abuse against you or someone you care deeply about | S6Q08A=5 OR S6Q08A=7 OR S6Q08A=10 ORS6Q08A=11 | 1.5% (2.0) |

[50] Added for this study; not in original table in Human Trafficking Statistical Definitions: Prevalence Reduction Innovation Forum, July 2020

[51] Response category is "Employer obstructed outside communication." Category does not appear in questionnaire; it was created during recode of open-ended "other" responses.

| Code | Type | Substantive definition | Statistical definition | Weighted estimate % (SE) |
|---|---|---|---|---|
| V7 | Medium | Threat of harm to your personal or professional reputation | S6Q08A=9 OR S6Q09A=8 | 4.2% (1.1) |
| V8 | Medium | Threats of violence against you or someone you care deeply about | S6Q08A=4 OR S6Q09A=3 | 8.6% (1.9) |

SE=standard error

# APPENDIX C: QUESTIONNAIRE

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | **Introduction** |
| INTRO | ASK ALL | [INTERVIEWER: MAKE SURE YOU TAILOR YOUR RESPONSE TO WHAT YOU HEAR. SMILE WHEN YOU DIAL!]<br><br>[PARAPHRASE BELOW IF NEEDED]<br><br>• Hello, I'm _____calling from Makerere University and ICF, a research firm.<br>• [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.<br>• We are doing a research study on the labor experiences of Ugandans who have traveled to work in particular countries.<br>• If you are eligible for the study and complete the interview, we'll give you _____ for your time.<br><br>[INTERVIEWER: ONCE YOU HAVE RAPPORT START SCREENER]<br><br>The first questions to see if you're eligible take just a few minutes. |
| | | 01 YES – CONTINUE |
| | | 02 NO – NOT A GOOD TIME [GO TO CALL BACK SCREEN] |
| | | 10 CALL BACK |
| | | 20 REFUSAL |
| | | D3 ANSWERING MACHINE |
| | | B2 BUSY |
| | | DA DEAD AIR |
| | | HU HANG UP |
| | | WN WRONG NUMBER |
| | | NA NO ANSWER |
| | | **Section 0: Screener** |
| S0Q01 | ASK ALL | 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]* |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| S0Q02 | ASK IF S0Q01 ≥ 15 | What is your nationality?<br><br>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 |
| S0Q02_OTHER | ASK IF S0Q02 = 9 | RECORD OTHER: |
| | | [TEXT] |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S0Q02A | ASK IF S0Q02 ≠ 1 | Have you ever lived in Uganda? |
| | | 1. YES |
| | | 2. NO --> *GO TO S0Q04* |
| | | 77. DON'T KNOW --> *GO TO S0Q04* |
| | | 99. REFUSED --> *GO TO S0Q04* |
| S0Q02B | ASK IF S0Q02A = 1 | How long did you live in Uganda?<br><br>INTERVIEWER: RECORD ANSWER IN YEARS.<br>FOR LESS THAN ONE YEAR, RECORD "0" |
| | | NUMBER OF YEARS --> *GO TO S0Q04 IF LESS THAN 10 YEARS* |
| | | -77. DON'T KNOW --> *GO TO S0Q04* |
| | | -99. REFUSED --> *GO TO S0Q04* |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| S0Q03 | ASK IF S0Q02 = 1 OR S0Q02B ≥ 10 | Are you currently working outside Uganda or have you worked outside of Uganda in the past 3 years, that is, since September 2018? |
| | | 1. YES |
| | | 2. NO --> *GO TO S0Q04* |
| | | 77. DON'T KNOW --> *GO TO S0Q04* |
| | | 99. REFUSED --> *GO TO S0Q04* |
| S0Q03A | ASK IF S0Q03 = 1 | In what countries have you worked in the past 3 years?<br>[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/DUBAI |
| | | 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 --> CONTINUE TO S0Q04]* |
| S0Q04 | ASK IF INELIGIBLE (EXCEPT DUE TO AGE) | Thank you for this information. You are not eligible for our study. |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | **Consent** |
| S0Q05_CONSENT | ASK ALL | You are eligible for this study. I am required to read a consent statement to you before we begin.<br><br>Introduction Hello. My name is _____. I am working with Makerere University Department of Social Work and Social Administration in collaboration with International Consulting Firm (ICF). We are conducting a research study on the labor experiences of Ugandans who have traveled to work in the Gulf Cooperation Council (GCC) and the Middle East Countries (including: Bahrain, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, the United Arab Emirates and Yemen). This study looks at the impact of recent trend in overseas migration from Uganda to the GCC in the last 3 years, including migrant workers' vulnerabilities to trafficking and labor exploitation. The study is conducted on behalf of, and funded by the Global Fund to End Modern Slavery, also known as GFEMS. The study intends to interview up to 400 individuals who are 18+ years and have worked in the middle east countries in the last three years.<br><br>WHY ARE THEY DOING THIS STUDY?<br>The focus of the prevalence study, and its resulting prevalence estimates, is migrant laborers who have worked in GCC countries in recent years. The purpose of the study is to estimate the prevalence, or proportion, of these workers experiencing forced labor conditions. The study also explores the characteristics of overseas labor, including hours worked, remuneration, freedom of movement, and recruitment.<br><br>WHAT THE RESPONDENT WILL BE ASKED TO DO?<br>You will be asked questions about your working and living condition while you were working overseas. The interview will take approximately 45 minutes.<br><br>VOLUNTARY STATEMENT<br>Participating in this study is totally voluntary. You may ask me to stop if you are uncomfortable, and you may also decide not to answer questions you are not comfortable with. Not participating in the study will not result in any penalty.<br><br>RISKS AND BENEFITS OF BEING IN THE STUDY<br>The risk of doing this interview is that some of our questions may be very personal and might bring up painful memories. If you feel uncomfortable answering any of the questions, it is okay for you to skip those questions. If the interview becomes too tiring or upsetting, we can take a break, reschedule, or stop the interview. There are no direct benefits from participating in this interview. However, your responses will help us learn more about the needs and experiences |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | of migrant laborers to the GCC countries and the middle East in as far as trafficking, forced labor conditions, and exploitation is concerned. Additionally, the information you give will inform future programming to help labor migrants. to focus interventions and assess the impacts and value of those interventions.<br><br>CONFIDENTIALITY<br>Everything you say is confidential. None of your family, friends, or any other person will know what you tell us. Your name will not be used in any report. Data from this study may be shared with other researchers or made available in public databases for the purposes of advancing research on these topics. Prior to doing so, all personally identifying information will be removed.<br><br>COMPENSATION/REMBURSEMENT<br>We know your time is valuable. You will receive a total of twenty thousand Uganda shillings (20,000 UGX) for your time and participation, and any airtime or data you may have used for purposes of this study.<br><br>FEEDBACK AND DISSEMINATION<br>Findings of this study will be presented in form of a report, policy briefs and journal article which will be shared with program implementers and policy makers, and also made public to enable access for any person or organization interested in improving labor migration and the experiences of labor migrants.<br><br>ETHICAL CLEARANCE<br><br>This research study has been approved by the International Consulting Firm (ICF) Internal Research Ethic Review Board, Makerere University School of Social Sciences Research Ethics Committee (MAKSSREC), and the Uganda National Council of Science and Technology (UNCST)<br><br>WHAT IF YOU HAVE ANY QUESTIONS?<br>If you have any questions or concerns about this study, you may contact our leader Dr. Eddy Walakira at +256772490330 or +256701443737 or +256775558052 Email: ewalakira@gmail.com<br><br>If the researchers cannot be reached, or if you would like to talk to someone other than the researcher(s) about; (1) questions, concerns or complaints, (2) your rights, (3) research-related injuries, or (4) other issues, please contact: |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | Assoc. Prof. Neema Stella<br>The Chair Makerere University, School of Social Sciences Research Ethics Committee<br>Telephone: +256- 772 457576<br>E-mail: sheisim@yahoo.com<br><br>And, The Executive Secretary The Uganda National Council of Science and Technology, Kimera Road. Ntinda P. O. Box 6884 Kampala, Uganda<br>Telephone: (256) 414 705500<br>Fax: +256-414-234579<br>Email: info@uncst.go.ug<br><br>Do you have any questions about the survey? [IF YES, ANSWER BEFORE CONTINUING]<br><br>STATEMENT OF CONSENT<br>I have read the above information or had the above information read to me. I have received answers to the questions I have asked. I consent to participate in this research.<br>I am at least ……. years of age.<br><br>Name of participant: _____<br>Signature or thumbprint: _____<br>Date_____<br>Name of Person obtaining consent: _____<br>Signature: _____<br>Date_____<br><br>Witness of person in case person does not know how to read and write with understanding:<br>Name of person witnessing consent: _____<br>Signature: _____<br>Date_____<br><br>Researcher TICK/Mark the box to indicate mode of interaction<br>Physical interview / Electronic interview |
| | | 1. YES |
| | | 2. NO --> *END INTERVIEW* |
| | | **Section 1: General Information & Recruitment** |
| S1Q01 | ASK IF S0Q03A = MORE THAN | In which of these countries did you work most recently: [FILL COUNTRIES FROM S0Q03A]? |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | ONE COUNTRY (1-6) | |
| | | 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/DUBAI |
| | | 17. YEMEN |
| | | *[PROGRAMMING NOTE: SET SELECTED COUNTRY = REFERENCE_COUNTRY]* |
| JOB_REFERENCE_INTRO | ASK ALL | For the following questions, please think about your most recent job in [REFERENCE_COUNTRY]. If you worked multiple jobs at the same time, please think about your primary job. |
| S1Q04 | ASK ALL | In what industry or business was your most recent job? |
| | | 1. CONSTRUCTION |
| | | 2. DOMESTIC WORK |
| | | 3. HOSPITALITY |
| | | 4. MANUFACTURING |
| | | 5. TRANSPORTATION |
| | | 6. AGRICULTURE |
| | | 7. OTHER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q04_OTHER | ASK IF S1Q04 = 7 | RECORD OTHER: |
| | | [TEXT] |
| | | 77. DON'T KNOW |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 99. REFUSED |
| S1Q05 | ASK ALL | What is the main kind of work you did? [LISTEN AND SELECT ALL THAT APPLY] |
| | | 1. SECURITY GUARD, BODY GUARD |
| | | 2. CLEANER (MAID, JANITOR) |
| | | 3. PERSONAL CARE WORKER (NANNY, TEACHER'S AID, HEALTH AID) |
| | | 4. SALES WORKER (SALESPERSON, CASHIER, STOCKER) |
| | | 5. DRIVERS (TRUCK DRIVER, TAXI DRIVER, FORKLIFT OPERATOR) |
| | | 6. FARM WORKER, FISHERMAN, LOGGER |
| | | 7. TRADES WORKER (MECHANIC, PLUMBER, ELECTRICIAN, MASON, WELDER |
| | | 8. CONSTRUCTION LABORER |
| | | 9. PLANT AND MACHINE OPERATOR AND ASSEMBLER (FACTORY, MINE) |
| | | 10. ASSEMBLY LINE WORKER, MANUFACTURING LABORER |
| | | 11. MINING LABORER |
| | | 12. PERSONAL SERVICE WORKER (COOK, WAITER, BEAUTICIAN) |
| | | 13. NIGHT CLUB HOSTESS, EXOTIC DANCER, SOCIAL ESCORT, BARTENDER |
| | | 14. SEX WORKER |
| | | 15. SECRETARY/CLERICAL |
| | | 16. MANAGER/SUPERVISOR |
| | | 17. PROFESSIONAL (NURSE, IT SPECIALIST, ENGINEER, TEACHER, ETC.) |
| | | 18. OTHER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q05_OTHER | ASK IF S1Q05 = 18 | RECORD OTHER: |
| | | [TEXT] |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q06 | ASK ALL | Approximately when did you start this job? |
| S1Q06_m | | MONTH |
| | | 1. JANUARY |
| | | 2. FEBRUARY |
| | | 3. MARCH |
| | | 4. APRIL |
| | | 5. MAY |
| | | 6. JUNE |
| | | 7. JULY |
| | | 8. AUGUST |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 9. SEPTEMBER |
| | | 10. OCTOBER |
| | | 11. NOVEMBER |
| | | 12. DECEMBER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q06_y | | YEAR |
| | | 1. 2010 AND BEFORE |
| | | 2. 2011 |
| | | 3. 2012 |
| | | 4. 2013 |
| | | 5. 2014 |
| | | 6. 2015 |
| | | 7. 2016 |
| | | 8. 2017 |
| | | 9. 2018 |
| | | 10. 2019 |
| | | 11. 2020 |
| | | 12. 2021 |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q07 | ASK ALL | Do you still have this job? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q07A | ASK IF S1Q07 = 2 | Approximately when did you leave this job? |
| S1Q07A_m | | MONTH |
| | | 1. JANUARY |
| | | 2. FEBRUARY |
| | | 3. MARCH |
| | | 4. APRIL |
| | | 5. MAY |
| | | 6. JUNE |
| | | 7. JULY |
| | | 8. AUGUST |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 9. SEPTEMBER |
| | | 10. OCTOBER |
| | | 11. NOVEMBER |
| | | 12. DECEMBER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q7A_y | | YEAR --> *PROGRAMMING NOTE: IF MORE THAN 3 YEARS AGO, END INTERVIEW* |
| | | 1. 2018 |
| | | 2. 2019 |
| | | 3. 2020 |
| | | 4. 2021 |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q08 | ASK ALL | Who decided that you should take this job?<br>[INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY] |
| | | 1. MYSELF |
| | | 2. A RELATIVE |
| | | 3. RECRUITER/BROKER |
| | | 4. THE EMPLOYER |
| | | 5. OTHER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q08_OTHER | ASK IF S1Q08 = 5 | RECORD OTHER: |
| | | [TEXT] |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q08A | ASK IF S1Q08 = 3 OR 4 | Even though you said someone else decided you should take this job, would you have been able to refuse? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q08B | ASK IF S1Q08A = 2 | Why couldn't you refuse?<br>[INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY] |
| | | 1. PHYSICAL VIOLENCE |
| | | 2. PHYSICALLY RESTRAINED |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 3. DEPRIVED OF FOOD, WATER, OR SLEEP |
| | | 4. HARM TO SOMEONE I CARE ABOUT |
| | | 5. LEGAL ACTION |
| | | 6. WITHOLDING OF PASSPORT OR OTHER DOCUMENTS |
| | | 7. NEEDED THE MONEY/ NO OTHER JOBS |
| | | 8. OTHER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q08B_OTHER | ASK IF S1Q08B = 8 | RECORD OTHER: |
| | | [TEXT] |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| RECRUIT_COST_INTRO | ASK ALL | There can be a lot of expenses involved in getting a job overseas, such as recruitment and service fees, travel and visa costs, medical exam costs, orientation and training fees, police verification, and commissions. |
| S1Q09 | ASK ALL | Did you ever have you pay deducted to cover these costs? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q10 | ASK ALL | Did you or someone else borrow money in order to pay these costs? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q10A | ASK IF S1Q10 = 1 | From whom?<br>[INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY] |
| | | 1. FAMILY OR FRIEND |
| | | 2. LENDER |
| | | 3. RECRUITER |
| | | 4. EMPLOYER |
| | | 5. OTHER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q10A_OTHER | ASK IF S1Q10A = 5 | RECORD OTHER: |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | [TEXT] |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q11 | ASK ALL | Besides costs for plane tickets, visas, or health checks, did you pay a recruitment fee to a broker or recruiter in order to secure your job in [REF_COUNTRY]? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q12 | ASK ALL | Did you receive a pay advance as part of your recruitment? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S1Q13 | ASK ALL | Did you have a written employment contract from your employer? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| | | **Section 2: Expectations versus Reality** |
| S2Q01 | ASK ALL | Before you started your job, did your recruiter or employer provide information about your job duties? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q01A | ASK IF S2Q01 = 1 | Were the job duties you actually performed the same as what was described? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q01B | ASK IF S2Q01A = 2 | Compared to what was described beforehand, were the job duties that you actually performed better, neither better nor worse, or worse? |
| | | 1. BETTER |
| | | 2. NEITHER BETTER NOR WORSE |
| | | 3. WORSE |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q02 | ASK ALL | Before you started your job, did your recruiter, employer, or contract provide information about your working conditions, for example your working hours or indoor versus outdoor work site? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q02A | ASK IF S2Q02 = 1 | Were the working conditions you experienced the same as what was described? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q02B | ASK IF S2Q02A = 2 | Compared to what was described beforehand, were the working conditions that you experienced better, neither better nor worse, or worse? |
| | | 1. BETTER |
| | | 2. NEITHER BETTER NOR WORSE |
| | | 3. WORSE |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q03 | ASK ALL | Before you started your job, did your recruiter, employer, or contract provide information about any employer-provided living conditions? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q03A | ASK IF S2Q03 = 1 | Were the living conditions you experienced the same as what was described? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q03B | ASK IF S2Q03A = 2 | Compared to how they were described beforehand, were the living conditions that you experienced better, neither better nor worse, or worse? |
| | | 1. BETTER |
| | | 2. NEITHER BETTER NOR WORSE |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 3. WORSE |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q04 | ASK ALL | Did your recruiter, employer, or contract promise you specific a specific legal status in [REF_COUNTRY] at the time you were recruited, for example a legal work visa, legal residency, or a path to citizenship? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q04A | ASK IF S2Q04 = 1 | In [REF_COUNTRY], was your legal status the same as was promised? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q05 | ASK ALL | Before you started your job, did your recruiter or employer provide information about the city or country where you would be working? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q05A | ASK IF S2Q05 = 1 | Was your actual job location the same as what was described? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q05B | ASK IF S2Q05A = 2 | Did you consent to the change in location? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q06 | ASK ALL | Before you started your job, did your recruiter or contract provide information about who your employer would be? |
| | | 1. YES |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q06A | ASK S2Q06 = 1 | Was your actual employer the same as what was described? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q06B | ASK IF S2Q06A = 2 | Did you consent to the change in employer? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q07 | ASK ALL | Sometimes, before starting work you make an agreement with a recruiter or in a contract about the amount of money you will make, but when you start the job, you make more or less money than was agreed. Thinking about your most recent job in [REFERENCE_COUNTRY], did you make a different amount of money from what was agreed? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S2Q07A | ASK IF S2Q07 = 1 | Compared to what you were promised beforehand, was the amount of money you made in [REFERENCE_COUNTRY] higher or lower? |
| | | 1. HIGHER |
| | | 2. LOWER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| | | **Section 3: Debt** |
| DEBT_INTRO | ASK ALL | The next questions will ask about debt. Please include all forms of debt including money that you were given before you did the work. |
| S3Q01 | ASK ALL | While working in your most recent job in [REFERENCE_COUNTRY], were you ever in debt to someone who controlled your earnings, like your employer or agent? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| S3Q01A | ASK S3Q01 = 1 | Did you ever feel this debt was unfairly high or increasing because of falsified records, very high prices for goods or accommodations paid to your employer, or excessive interest rates on loans from your employer? [INTERVIEWER: SELECT YES IF ANY OF THESE CONDITIONS ARE TRUE] |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S3Q02 | ASK ALL | While working in your most recent job in [REFERENCE_COUNTRY], were you ever in debt to someone who helped you get your job, like a recruiter or broker? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S3Q02A | ASK IF S3Q02 = 1 | Did you ever feel this debt was unfairly high or increasing because of falsified records or excessive interest rates on loans from your recruiter? [INTERVIEWER: SELECT YES IF EITHER OF THESE CONDITIONS IS TRUE] |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S3Q03 | ASK IF S3Q01 = 1 OR S3Q02 = 1 | Did you recruiter or employer impose a debt on you without your consent? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S3Q04 | ASK IF S3Q01 = 1 OR S3Q02 = 1 | Did your employer or recruiter ever make you do things to repay your debt? [IF NEEDED: For example, illicit activities, excessive overtime, work against your will] |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S3Q04A | ASK IF S3Q04 = 1 | What did they make you do?<br>[LISTEN AND SELECT ALL THAT APPLY] |
| | | 1. COMMERCIAL SEX WORK |
| | | 2. EXCESSIVE OVERTIME |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 3. ILLEGAL OR CRIMINAL ACTIVITIES |
| | | 4. WORK AGAINST YOUR WILL UNTIL YOU HAVE REPAID THE DEBT |
| | | 5. OTHER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S3Q04A_OTHER | ASK IF S3Q04A = 5 | RECORD OTHER: |
| | | [TEXT] |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| | | **Section 4: Living Conditions and Personal Life** |
| S4Q01 | ASK ALL | Now a few questions about your living conditions while working your most recent job in [REFERENCE_COUNTRY]...<br><br>Did your employer, recruiter, or agent provide your housing? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q01A | ASK IF S4Q01 = 1 | Could you have lived somewhere else and still work at your job? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q01B | ASK IF S4Q01A = 2 | Why not?<br>[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. I CAN'T FIND ANOTHER PLACE |
| | | 4. OTHER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q01B_OTHER | ASK IF S4Q01B = 4 | RECORD OTHER: |
| | | [TEXT] |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q02 | ASK IF S4Q01B = 1 | How would you describe the quality of your living conditions? Would you say very good, good, bad, or very bad? |
| | | 1. VERY GOOD |
| | | 2. GOOD |
| | | 3. NEITHER GOOD NOR BAD |
| | | 4. BAD |
| | | 5. VERY BAD |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q03 | ASK IF S4Q01B = 1 | How many people slept in the room you sleep in, including yourself? |
| | | 1. 1-4 PEOPLE |
| | | 2. 5-8 PEOPLE |
| | | 3. 9 OR MORE PEOPLE |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q04 | ASK IF S4Q01B = 1 | Did you feel that your housing may be harming your health? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q05 | ASK IF S4Q01B = 1 | Did you feel safe in your housing? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q06 | ASK IF S4Q01B = 1 | Did you have a safe space in your housing to store your belongings? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| S4Q07 | ASK ALL | Were you under constant surveillance at home, for example by guards, supervisors, or video cameras? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q08 | ASK ALL | Did your employer make you be available day and night outside of regular work hours? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q08A | ASK IF S4Q08 = 1 | Were you paid adequately for this time? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q09 | ASK ALL | How often were you able to go to the store, visit friends, attend religious services, or do other things you wanted to do when you were not working? Would you say never, sometimes, or frequently? |
| | | 1. NEVER |
| | | 2. SOMETIMES |
| | | 3. FREQUENTLY |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q09A | ASK IF S4Q09 = 1 OR 2 | Why not?<br>[INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY] |
| | | 1. HARASSMENT OR SAFETY |
| | | 2. LACK OR COST OF TRANSPORT |
| | | 3. LACK OF DOCUMENTS |
| | | 4. FREEDOM OF MOVEMENT PROHIBITED BY EMPLOYER |
| | | 5. MOVEMENT MONITORED BY EMPLOYER |
| | | 6. LACK OF CULTURAL OR LANGUAGE SKILLS |
| | | 7. OTHER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| S4Q09A_OTHER | ASK IF S4Q09A = 7 | RECORD OTHER: |
| | | [TEXT] |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q10 | ASK ALL | How often were you able to communicate with friends and family far away, either by phone calls, texts, internet messages, or some other way? Would you say never, rarely, sometimes, or frequently? |
| | | 1. NEVER |
| | | 2. RARELY |
| | | 3. SOMETIMES |
| | | 4. FREQUENTLY |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q10A | ASK IF S4Q10 ≠ 1 | How openly could you speak about your experience when communicating with friends and family far away? Would you say not openly, somewhat openly, or very openly? |
| | | 1. NOT OPENLY |
| | | 2. SOMEWHAT OPENLY |
| | | 3. VERY OPENLY |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q10B | ASK IF S4Q10 = 1, 2, OR 3 OR S4Q10A = 1 OR 2 | Why was your communication limited?<br>[INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "any other reason?" TWICE BEFORE MOVING ON] |
| | | 1. COULDN'T AFFORD ACCESS/DEVICE |
| | | 2. NO PHONE/COMPUTER AVAILABLE |
| | | 3. EMPLOYER/AGENT FORBADE OUTSIDE COMMUNICATION |
| | | 4. EMPLOYER/AGENT MONITORED OUTSIDE COMMUNICATION |
| | | 5. RECRUITER/EMPLOYER/AGENT CONFISCATED PHONE |
| | | 6. TOO BUSY/NO FREE TIME |
| | | 7. DIDN'T WANT TO BURDEN/WORRY FAMILY |
| | | 8. OTHER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S4Q10B_OTHER | ASK IF S4Q10B = 8 | RECORD OTHER: |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | [TEXT] |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| | | **Section 5: Access to Documents** |
| S5Q01 | ASK ALL | Please continue to think about the time while you were working at your most recent job in [REFERENCE_COUNTRY].<br><br>Did anyone hold your identification documents, like a passport, driver's license, birth certificate, or other government-issued ID, for you? |
| | | 1. YES |
| | | 2. NO |
| | | 3. I DON'T HAVE ANY DOCUMENTS |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S5Q01A | ASK IF S5Q01 = 1 | Who held your documents? [INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY] |
| | | 1. RECRUITER IN MY HOME COUNTRY |
| | | 2. EMPLOYMENT AGENCY IN MY WORK COUNTRY |
| | | 3. EMPLOYER IN MY WORK COUNTRY |
| | | 4. FRIEND OR FAMILY |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S5Q01B | ASK IF S5Q01A = 1, 2, OR 3 | Could you access your documents upon request? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S5Q01C | ASK IF S5Q01A = 1, 2, OR 3 | Did you fear repercussions if you asked to access your documents? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| | | **Section 6: Working conditions** |
| S6Q01 | ASK ALL | Now I'll ask about your working conditions… |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | Were you under constant surveillance at work, for example by guards, supervisors, or video cameras? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S6Q02 | ASK ALL | How many hours did you usually work each day on days that you worked? [INTERVIEWER: IF NEEDED SAY: "Was that a usual day?"] |
| | | __ [2 CHARACTER FIELD; VALIDATE 1-24] |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S6Q03 | ASK ALL | How many days did you usually work each week? |
| | | __ [1 CHARACTER FIELD; VALIDATE 1-7] |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S6Q04 | ASK ALL | Did your employer ever make you work overtime beyond the legal limit in [REF_COUNTRY]? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S6Q05 | ASK ALL | Did you employer ever make you do extra work, beyond what was agreed, without paying you for this work? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S6Q06 | ASK ALL | Did your employer ever make you do dangerous work without protective gear? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S6Q07 | ASK ALL | Did you employer ever make you do illegal things as part of your work? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| S6Q08 | ASK ALL | Now think about all the types of work you did for your employer. Which of the following best describes how your bosses managed you? [READ OPTIONS AND SELECT ALL THAT APPLY] |
| | | 1. My boss didn't really manage me at all. |
| | | 2. My boss encouraged me to work harder to meet a reasonable goal. |
| | | 3. My boss did things or threatened to do things to make me do an unreasonable amount of work or to do extra work that wasn't part of my job. |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S6Q08A | ASK IF S6Q08 = 3 | What did they do or threaten to do?<br>[INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "anything else?" TWICE BEFORE MOVING ON] |
| | | **VIOLENCE** |
| | | 1. PHYSICAL VIOLENCE INFLICTED IN FRONT OF R ON OTHER INDIVIDUALS |
| | | 2. PHYSICAL VIOLENCE AGAINST R OR SOMEONE R CARES ABOUT |
| | | 3. SEXUAL VIOLENCE AGAINST R OR SOMEONE R CARES DEEPLY ABOUT |
| | | 4. THREATS OF VIOLENCE AGAINST R OR SOMEONE R CARES ABOUT |
| | | **FINANCIAL** |
| | | 5. THREATENED TO WITHHOLD PROMISED COMPENSATION/BENEFITS |
| | | 6. ACTUALLY WITHHELD WAGES |
| | | **PSYCHOLOGICAL ABUSE** |
| | | 7. SCREAMING OR CURSING AT WORKERS |
| | | 8. THREAT OF DENUNCIATION TO AUTHORITIES AGAINST R OR SOMEONE R CARES ABOUT |
| | | 9. THREAT OF HARM TO YOUR PERSONAL OR PROFESSIONAL REPUTATION |
| | | 10. THREATENED TO GIVE WORSE JOB DUTIES |
| | | 11. THREATENED TO DISMISS FROM JOB |
| | | 12. BLACKMAIL |
| | | 13. OTHER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S6Q08A_OTHER | ASK IF S6Q08A = 13 | RECORD OTHER: |
| | | [TEXT] |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| S6Q09 | ASK ALL | Did your employer ever do anything or threaten to do something to keep you from quitting this work? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S6Q09A | ASK IF S6Q09 = 1 | What did they do?<br>[INTERVIEWER: LISTEN AND SELECT ALL THAT APPLY. ASK "anything else?" TWICE BEFORE MOVING ON] |
| | | **VIOLENCE** |
| | | 1. PHYSICAL VIOLENCE INFLICTED IN FRONT OF R ON OTHER INDIVIDUALS |
| | | 2. SEXUAL VIOLENCE AGAINST R OR SOMEONE R CARES DEEPLY ABOUT |
| | | 3. THREATS OF VIOLENCE AGAINST R OR SOMEONE R CARES ABOUT |
| | | **FINANCIAL** |
| | | 4. THREATENED TO WITHHOLD COMPENSATION/BENEFITS |
| | | 5. ACTUALLY WITHHELD COMPENSATION/BENEFITS |
| | | 6. WOULD HAVE TO PAY A FINE |
| | | **PSYCHOLOGICAL ABUSE** |
| | | 7. THREAT OF DENUNCIATION TO AUTHORITIES AGAINST R OR SOMEONE R CARES ABOUT |
| | | 8. THREAT OF HARM TO YOUR PERSONAL OR PROFESSIONAL REPUTATION |
| | | 9. BLACKMAIL |
| | | **OTHER** |
| | | 10. WITHHELD PASSPORT OR OTHER DOCUMENTS |
| | | 11. WOULD NOT HAVE BEEN ABLE TO PHYSICALLY LEAVE PREMISES |
| | | 12. OTHER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S6Q09A_OTHER | ASK IF S6Q09A = 12 | RECORD OTHER: |
| | | [TEXT] |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| | | **Section 7: Demographics** |
| S7Q01 | ASK ALL | Now just a few questions about you…<br><br>What is your gender? |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 1. MALE |
| | | 2. FEMALE |
| | | 3. OTHER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S7Q01b | ASK ALL | How old were you when you first worked outside of Uganda? |
| | | ____ YEARS |
| | | -77. DON'T KNOW |
| | | -99. REFUSED |
| S7Q02 | ASK ALL | Have you ever attended school? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S7Q02A | ASK IF S7Q02 = 1 | What's the highest class you have completed? |
| | | 0. PRESCHOOL/NURSERY |
| | | 1. P1 |
| | | 2. P2 |
| | | 3. P3 |
| | | 4. P4 |
| | | 5. P5 |
| | | 6. P6 |
| | | 7. P7 |
| | | 8. S1 |
| | | 9. S2 |
| | | 10. S3 |
| | | 11. S4 |
| | | 12. S5 |
| | | 13. S6 |
| | | 14. UNIVERSITY |
| | | 15. FAL (FUNCTIONAL ADULT LITERACY) |
| | | 16. VOCATIONAL & TECHNICAL INSTITUTIONS |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S7Q03 | ASK ALL | Do you live in Uganda currently? |
| | | 1. YES |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S7Q03A | ASK IF S7Q03 = 1 | Which sub-region do you live in? |
| | | 1. ACHOLI |
| | | 2. ANKOLE |
| | | 3. BUGANDA |
| | | 4. BUGISU |
| | | 5. BUKEDI |
| | | 6. BUNYORO |
| | | 7. BUSOGA |
| | | 8. CENTRAL I |
| | | 9. CENTRAL II |
| | | 10. ELGON |
| | | 11. KAMPALA |
| | | 12. KARAMOJA |
| | | 13. KIGEZI |
| | | 14. LANGO |
| | | 15. RWENZORI_ |
| | | 16. SEBEI__ |
| | | 17. TESO |
| | | 18. TORO |
| | | 19. WEST NILE_ |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S7Q03B | ASK IF S7Q03 = 2 | Where do you live currently? |
| | | TEXT |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| | | **Section 8: COVID-19** |
| S8Q01 | ASK IF S1Q06 IS BEFORE FEBRUARY 2020 (OR BEFORE | Did your working conditions or job duties change as a result of COVID-19? |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | 2020 IF 77/88 TO MONTH) AND (ASK IF S1Q07 = 1 OR S1Q07A IS AFTER FEBRUARY 2020 (OR ANYTIME IN 2020 IF 77/99 TO MONTH)) | |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S8Q01A | ASK IF S8Q01 = 1 | How? |
| | | TEXT |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| | | **Section 9: Network & Referral** |
| S9Q02 | ASK ALL RESPONDENTS | In a moment I will ask you how many Ugandans you know who have worked in the Middle East in the past 3 years. By the Middle East, I mean Bahrain, Cyprus, Egypt, Iran, Iraq, Israel, Jordan, Kuwait, Lebanon, Oman, Palestine, Qatar, Saudi Arabia, Syria, Turkey, the United Arab Emirates, and Yemen.<br><br>How many Ugandans you know by name, who are age 18 or older, who are currently working in or have worked in the Middle East in the past 3 years?<br><br>[IF RESPONDENT IS UNSURE: Your best guess is fine.] |
| | | NUMBER |
| | | -77. DON'T KNOW |
| | | -99. REFUSED |
| S9Q02A | ASK IF ~~S9Q1+~~S9Q2 = 0 | Thank you for your time. My computer tells me you are not eligible to refer respondents to this study. |
| S9Q03 | ASK IF ~~S9Q1+~~S9Q2 > 0 | We are interested in interviewing other Ugandans who have worked 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? |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| | | *[PROGRAMMING NOTE: SHOW ALL 4 S9Q04_PN##_NAME ON SAME SCREEN IF POSSIBLE]* |
| S9Q04_PN01_NAME | ASK IF (~~S9Q01+~~S9Q02> 0 AND S9Q03 = 1) | [IF S9Q2>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 3 years, please choose four of these people you believe would be most likely to participate in an interview with us."]<br><br>[IF S9Q2≤4, FILL "Earlier you told us you know [FILL: S9Q2] Ugandan(s) who are currently working in or have worked in the Middle East in the past 3 years.]<br><br>Could you please tell me the first names of these people?<br><br>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.<br><br>INTERVIEWER, WRITE NAME OF FIRST REFERRAL. |
| | | TEXT |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S9Q04_PN02_NAME | ASK IF ~~S9Q01+~~S9Q02>1 AND S9Q03 = 1 | INTERVIEWER, WRITE NAME OF SECOND REFERRAL. |
| | | TEXT |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S9Q04_PN03_NAME | ASK IF ~~S9Q01+~~S9Q02>2 AND S9Q03 = 1 | INTERVIEWER, WRITE NAME OF THIRD REFERRAL. |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | TEXT |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S9Q04_PN04_NAME | ASK IF ~~S9Q01+~~S9Q02>3 AND S9Q03 = 1 | INTERVIEWER, WRITE NAME OF FOURTH REFERRAL. |
| | | TEXT |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| | | *[PROGRAMMING NOTE: REPEAT S9Q05-S9Q08B FOR EACH REFERRAL (S9Q03_PN01-04)* |
| S9Q05 | ASK IF ANY NAMES PROVIDED IN S9Q04 | Would you be willing to give us [FILL S9Q04_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 S906 AND S906A ON SAME SCREEN IF POSSIBLE]* |
| S9Q06 | ASK IF S905 = 1 | What is the best way to contact [FILL S9Q04_PN0#_NAME]?<br><br>INTERVIEWER: RECORD PHONE NUMBER |
| | | NUMBER |
| | | 76. NO PHONE NUMBER PROVIDED |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S9Q06A | ASK IF S905 = 1 | INTERVIEWER: RECORD OTHER CONTACT INFORMATION |
| | | TEXT |
| | | 76. NO CONTACT INFO PROVIDED |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S9Q07 | ASK IF S905 = 1 | Can we use your name when we contact [FILL S9Q04_PN0#_NAME]? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 99. REFUSED |
| S9Q07A | ASK IF S907 = 1 | What name does [FILL S9Q04_PN0#_NAME] know you by? |
| | | TEXT |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S9Q07B | ASK IF S905 = 1 | Which 2 languages does [FILL S9Q04_PN0#_NAME] speak most fluently? |
| | | [TEXT] |
| | | *[PROGRAMMING NOTE: GENERATE UNIQUE ID FOR CURRENT RESPONDENT (UNIQUE_ID). FOR EXAMPLE, INTERVIEWER ID (2 DIGIT) + MONTH+DAY+HOUR+MINUTE OF INTERVIEW START.]* |
| S9Q08 | ASK IF S9Q05 = 2, 3, 77 OR 99 | •We're very interested in speaking with [FILL S9Q04_PN0#_NAME].<br>•Please consider giving him/her our study phone number.<br>•If [FILL S9Q04_PN0#_NAME] is interested in participating, s/he can call us at XXXXXXX.<br>•S/he will need to have the following ID number: [FILL UNIQUE_ID+PN] and call by [FILL DATE 1 WEEK FROM CURRENT DATE].<br>•Can I text you a coupon with this information you can share with [FILL S9Q04_PN0#_NAME]? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S9Q08A | ASK IF S9Q08 = 1<br>SKIP FOR PN02-04 | What phone number should I send it to? |
| | | NUMBER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S9Q08B | ASK IF NUMBER PROVIDED IN S9Q08A | INTERVIEWER: TAKE A PICTURE OF THE BOX ON THE SCREEN AND TEXT IT TO [FILL PHONE NUMBER FROM S9Q08A]<br><br>[PROGRAMMING NOTE: DISPLAY INFO LIKE THIS:<br><br>Coupon for Migrant Research Study<br>More info call: XXX-XXX-XXXX<br>ID: [FILL UNIQUE_ID+PN]<br>Expiration: [FILL DATE 1 WEEK FROM CURRENT DATE] |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 20,000 USh IF ELIGIBLE<br>*Compensation not guaranteed*<br>] |
| S9Q09 | ASK IF S9Q05 = 2, 3, 77 OR 99 | INTERVIEWER: DID THE RESPONDENT AGREE TO SHARE THE STUDY INFO WITH ANYONE? (SELECT YES EVEN IF TENTATIVE AGREEMENT) |
| | | 1. YES |
| | | 2. NO |
| S9Q10 | ASK IF PROVIDED ANY CONTACT INFO IN S9Q06 OR S9Q06A OR IF S0Q09 = 1 | 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.<br><br>What are the first 2 letters of your last name? |
| | | [2 CHARACTER TEXT] |
| | | 00. DON'T KNOW/ REFUSED |
| S9Q10A | ASK IF PROVIDED ANY CONTACT INFO IN S9Q06 OR S9Q06A OR IF S0Q09 = 1 | What is the first letter of your first name? |
| | | [1 CHARACTER TEXT] |
| | | 0. DON'T KNOW/ REFUSED |
| S9Q10B | ASK IF PROVIDED ANY CONTACT INFO IN S9Q06 OR S9Q06A OR IF S0Q09 = 1 | What is the first letter of your mother's first name? |
| | | [1 CHARACTER TEXT] |
| | | 0. DON'T KNOW/ REFUSED |
| S9Q10C | ASK IF PROVIDED ANY CONTACT INFO IN S9Q06 OR S9Q06A OR IF S0Q09 = 1 | What is your birth month? |
| | | 01. JANUARY |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | 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 |
| S9Q10D | ASK IF PROVIDED ANY CONTACT INFO IN S9Q06 OR S9Q06A OR IF S0Q09 = 1 | What are the last two digits of your birth year? |
| | | [2 DIGIT NUMBER] |
| | | 11. DON'T KNOW/ REFUSED |
| | | *[PROGRAMMING NOTE: CREATE TOKEN_ID = S9Q09+S9Q09A+S9Q09B+S9Q09C+S9Q09D]* |
| S9Q11 | ASK IF PROVIDED ANY CONTACT INFO IN S9Q06 OR S9Q06A OR IF S0Q09 = 1 | 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. Can I text you a follow-up card with your token ID? |
| | | 1. YES |
| | | 2. NO |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S9Q11A | ASK IF S9Q11 = 1 AND NO NUMBER PROVIDED IN S9Q08A | What phone number should I send it to? |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | NUMBER |
| | | 77. DON'T KNOW |
| | | 99. REFUSED |
| S9Q11B | ASK IF S9Q11 = 1 | INTERVIEWER: TAKE A PICTURE OF THE BOX ON THE SCREEN AND TEXT IT TO [FILL PHONE NUMBER FROM S9Q10A OR S9Q11A]<br><br>[PROGRAMMING NOTE: DISPLAY INFO LIKE THIS:<br><br>Migrant Research Study<br>Did I earn any tokens?<br>Token ID: [FILL: TOKEN_ID]<br>Call between [FILL: DATE 2 WEEKS FROM DATE OF INTERVIEW] and [FILL: DATE 4 WEEKS FROM DATE OF INTERVIEW]<br>#: XXX-XXX-XXXX<br><br>] |
| S9Q11C | ASK IF S9Q11 = 2, 77, or 99 | Ok let me read the information to you. Are you ready to write it down?<br><br>Token ID: [FILL: TOKEN_ID]<br>Call between [FILL: DATE 2 WEEKS FROM DATE OF INTERVIEW] and [FILL: DATE 4 WEEKS FROM DATE OF INTERVIEW]<br>#: XXX-XXX-XXXX |
| CONCLUSION | ASK ALL | Thank you and have a nice day! |
| INTMODE | ASK ALL | INTERVIEWER: RECORD MODE OF INTERVIEW |
| | | 01. IN PERSON |
| | | 02. PHONE CALL |
| | | 03. BOTIM |
| | | 04. FACEBOOK MESSENGER |
| | | 05. SKYPE |
| | | 06. TIKTOK |
| | | 07. WHATSAPP |
| | | 08. ZOOM |
| | | 09. OTHER |
| INTMODE_OTHER | ASK IF INTMODE = 09 | RECORD OTHER: |
| | | [TEXT] |
| ZINTOBS | ASK ALL | PLEASE RECORD ANY NOTES OR COMMENTS ABOUT THE INTERVIEW. |

| Question No. | Response Criteria | Question & Response Categories |
|---|---|---|
| | | TEXT |

# APPENDIX D: ADDITIONAL TABLES

### Table D-1. Mean number of unethical recruitment practices by cohort (weighted)

| | Total % (SE) | Cohort I Started before Oct. 2018 % (SE) | Cohort II Started Oct. 2018 to Sept. 2019 % (SE) | Cohort III Started Oct. 2019 to Sept. 2020 % (SE) | Cohort IV Started Oct. 2020 to Sept. 2021 % (SE) |
|---|---|---|---|---|---|
| **Number of unethical recruitment practices (mean)** | | | | | |
| Full sample | **1.4 (.07)** | 1.5 (.16) | 1.5 (.11) | 1.6 (.16) | 1.0[1] (.12) |
| Subsample with access to communication[2] | **1.2 (.08)** | 1.3 (.19) | 1.2 (.11) | 1.4 (.18) | .89[3] (.14) |

SE=standard error

[1] The difference between Cohort IV and the other three cohorts is statistically significant (p=0.000).

[2] Those who are considered to have access to communication reported their frequency of communication as "sometimes" or "frequently" and their openness of communication as "somewhat open" or "very open."

[3] The difference between Cohort IV and the other three cohorts is statistically significant (p=0.021).

### Table D-2. Mean hours worked per week by country (weighted)

| | Hours (SE) | N |
|---|---|---|
| Jordan | 94.1 (7.2) | 21 |
| Oman | 95.5 (4.5) | 44 |
| Saudi Arabia | 104.1(2.0) | 263 |
| UAE | 85.1 (4.2) | 57 |
| Other | 72.5 (5.2) | 20 |
| **Total** | **98.7 (1.6)** | **405** |

SE=standard error

### Table D-3. Hazardous work without protective gear by country (weighted)

| | % (SE) | N |
|---|---|---|
| Jordan | 24.8% (9.7) | 22 |
| Oman | 32.3% (9.0) | 44 |
| Saudi Arabia | 32.0% (3.4) | 265 |
| UAE | 19.6% (7.1) | 56 |
| Other | 29.3% (12.0) | 20 |
| **Total** | **29.9% (2.8)** | **407** |

SE=standard error

### Table D-4. Freedom of communication by whether migrant is still working in Middle East (weighted)

| | Total % (SE) | Former migrant % (SE) | Current migrant % (SE) |
|---|---|---|---|
| **Frequency of communication with friends and family far away** | | | |
| Never or rarely | **19.1% (2.5)** | 27.7% (4.7) | 14.0% (2.7) |
| Sometimes or frequently | **80.8% (2.5)** | 72.3% (4.7) | 86.0% (2.7) |
| **Openness of communication** | | | |
| Not open | **19.5% (2.5)** | 26.8% (4.7) | 15.4% (2.7) |
| Somewhat open | **23.2% (2.6)** | 23.5% (4.5) | 23.2% (3.2) |
| Very open | **57.2% (3.2)** | 49.7% (2.5) | 61.6% (3.7) |
| **Number of respondents (N)** | **408** | 139 | 269 |

SE=standard error

### Table D-5. Prevalence of non-recruitment-related human trafficking by ethicality of recruitment (weighted)

| Ethicality of recruitment | Number of unethical recruitment practices experienced | Prevalence of non-recruitment-related human trafficking | N |
|---|---|---|---|
| Most ethical | **0** | 72.3% (6.1) | 89 |
| More ethical | **1** | 83.9% (3.7) | 142 |
| Less ethical | **2** | 89.5% (4.2) | 98 |
| Least ethical | **3+** | 98.9% (0.7) | 79 |
| **Total** | | **84.9% (2.3)** | **408** |