Collect: Metadata, enumerator ID, factory ID, respondent ID.

Note: During screening process, the respondent’s factory will be collected. Wherever [INSERT FACTORY NAME] appears in the survey instrument, survey programming should be used to populate the name of the respondent’s factory. For respondents that changed factories between recruitment and survey completion, if [INSERT NEW FACTORY NAME] appears in the survey instrument, survey programming should be used to populate the name of the respondent’s new factory.

**SURVEY SECTION 1.A: CORE DEMOGRAPHICS, HEALTH, AND WELL-BEING**

1. Gender (male/female)
2. How much schooling have you had?

*Select one (Drop down list of options):*

No schooling

Self-educated, learning from private teacher, or informal learning center

Some primary school (< class 5)

Finished primary school (class 5)

Some middle school (< class 8)

Completed middle school (class 8)

Some secondary school (< class 10)

SSC (completed 10th grade)

Between SSC and HSC (< HSC)

HSC

Vocational school

University

1. What is your current marital status? Response options: Single, Married, Widowed, Separated, Divorced, Other, please specify: ..................................
2. (If ever married), Do you have children? Select one: Yes; No.

**ASK QUESTIONS 6-10 IF ANSWER TO Q1 = “FEMALE” & ANSWER TO Q4 = “MARRIED”, OTHERWISE GO TO QUESTION 12.**

1. How old were you when you married your first husband? Drop down numeric: 1-80.  
   If 4=Widowed, Separated, or Divorced:
2. Who usually makes decisions about making major household purchases?
   * + - 1. Respondent
         2. Husband
         3. Respondent and husband/partner jointly
         4. Someone else
         5. Other
3. Who usually makes decisions about visits to your family or relatives?
   * + - 1. Respondent
         2. Husband
         3. Respondent and husband/partner jointly
         4. Someone else
         5. Other
4. Who usually makes decisions about health care for yourself?
   * + - 1. Respondent
         2. Husband
         3. Respondent and husband/partner jointly
         4. Someone else
         5. Other
5. How often do you do the following things with your husband? (choices: every day; several times a week; once a week; once a month; rarely; never)
   1. laugh together
   2. calmly discuss something
   3. confide in each other
   4. have a disagreement
6. “When two people marry, they usually share both good and bad moments. I would now like to ask you some questions about your feelings about what happens in marriages.” Is it okay for a husband to beat a wife sometimes?

* Yes
* Sometimes/It depends
* No
* Don’t know/Unwilling to answer

1. Is it okay for a wife to beat a husband sometimes?

* Yes
* Sometimes/It depends
* No
* Don’t know/Unwilling to answer

1. In the last two weeks, have you experienced any of the follow symptoms (select all that apply)
   1. Fever Select one: Yes; No.
   2. A cough: Yes; No.
   3. Difficulty breathing/shortness of breath? Select one: Yes; No.
   4. Headache? Select one: Yes; No.
   5. Diarrhea? Select one: Yes; No.
   6. Sore throat? Select one: Yes; No.
   7. Intense fatigue? Select one: Yes; No.
   8. Pain or stiffness in your back? Select one: Yes; No.
   9. Pain or stiffness in your arms or hands? Select one: Yes; No.
   10. Pain or stiffness in other parts of your body? Select one: Yes; No.
2. In the past 7 days, how often…

a. ...Have you felt nervous, anxious, or on edge?

b. ...Have you felt depressed?

c. ...Have you felt lonely?

d. ...Have you felt hopeful about the future?

e….. Being so restless that it is hard to sit still

f……. Becoming easily annoyed or irritable

g……. Feeling afraid, as if something awful might happen

Select one: Not at all; less than 1 day; 1-2 days; 3-4 days; 5-7 days

1. Please imagine a ladder with steps numbered from zero at the bottom to 10 at the top. The top of the ladder represents the best possible life for you and the bottom of the ladder represents the worst possible life for you.
   1. On which step of the ladder would you say you personally feel you stand at this time? *(responses: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10)*
   2. On which step do you think you will stand about five years from now? (ladder-future) *(responses: 0, 1, 2, 3, 4, 5, 6, 7, 8, 9, 10)*
2. In the past 30 days, have you or any household member experienced any of the following?

Select all that apply:

* Spent savings to cover living expenses
* Borrowed money to cover living expenses
* Sold assets to cover living expenses
* Relied on the help of [extended] family members to cover living expenses
* Skipped a meal because of lack of money or other resources
* Ate less than you thought you should because of lack of money or other resources

*SURVEY PROGRAMMING:*

*If* FACTORY MISSING*, skip to survey question 17.*

*Otherwise, if* FACTORY NAME AVAILABLE *continue.*

1. Are you currently working at [INSERT FACTORY NAME]? Working means that you are going to work in the factory regularly. If you are still employed but not going to work in the factory regularly, say No. Select one: Yes; No.

*Skip to question 19.*

*SURVEY PROGRAMMING:*

*If 16=No, skip to survey section 1.B.*

*If 16=Yes, skip to question 20.*

1. Are you working in the garment sector?

Select one: yes, no

*SURVEY PROGRAMMING:*

*If* 17=No*, skip to survey* section 1.B – question 10

*Otherwise, if 17=Yes, continue.*

1. What is the name of your factory?

Manually ENTER FULL NAME

Otherwise, continue.

1. How long have you been working at [INSERT FACTORY NAME incl PREVIOUSLY MENTIONED FACTORY]? *Select one:* DROP DOWN LIST OF YEAR-MONTH COMBINATIONS.
2. Including your current job, how long have you been working in garment factories all together? *Select one*: DROP DOWN LIST OF YEAR-MONTH COMBINATIONS.
3. What is your position at your factory? Drop down:

1 = Helper

2 = Operator

3 = Ironer

4 = Folder

5 = Knitter

6 = Linker

7 = Quality control inspector

8 = Cutter-man

9 = Technician or engineer

10 = Non-production worker

-99 = Other, Please specify: ……………………………………

**SURVEY SECTION 1.B: WORKERS WHO LEFT FACTORY BETWEEN RECRUITMENT & SURVEY**

1. What was the approximate most recent date that you went to work in [INSERT FACTORY NAME]? Drop downs: Day; Month; Year. Enter 1st of month is exact date is unknown
2. Why are you no longer working at [INSERT FACTORY NAME]? Select one:
   1. Factory permanently laid off (fired) you
   2. You quit
   3. Own illness
   4. Own pregnancy
   5. To care for a child or other family member
   6. You were tired of the work
   7. Your health was making it hard to keep doing garment work
   8. Preferred another type of work
   9. Wanted to return to village
   10. Other, please specify: \_\_\_\_\_\_\_\_\_\_\_\_.
3. If 2 = 2. You Quit: Why did you quit? Open-ended: \_\_\_\_\_\_.
4. How long did you work at [INSERT FACTORY NAME] all together? Select one: DROP DOWN LIST OF YEAR-MONTH COMBINATIONS.
5. How satisfied were you with your job at [INSERT FACTORY NAME] overall? *(Select one: Very dissatisfied; Dissatisfied; Neutral; Satisfied; Very satisfied)*
6. How satisfied were you with the following aspect of your job at [INSERT FACTORY NAME]: *(Select one: Very dissatisfied; Dissatisfied; Neutral; Satisfied; Very satisfied)*
   1. You were listened to
   2. You were treated with respect
   3. Career opportunities
   4. Job training and support
   5. Pay was fair for your job
7. Are you currently working at another garment factory? Select one: Yes; No.
8. If 7=Yes: What is the name of your new factory? *Select one: DROP DOWN. Include “Other, please specify: \_\_\_\_\_\_\_\_\_\_\_\_\_\_” option.*
9. If 7=Yes: What was the approximate first date that you went to work in [INSERT NEW FACTORY NAME FROM 8]? Drop downs: Day; Month; Year. Enter 1st of month is exact date is unknown

*Conditional survey logic: Skip to question 14.*

1. If 7=No: Are you currently working to earn an income? Select one: Yes; No.

*Conditional survey logic: If no, skip to question 13.*

1. What type(s) of work are you currently doing to earn an income? Select all that apply:
   1. Employed at firm that does not produce garments-related products.
   2. Self-employed/business owner with no employees.
   3. Business owner with at least one employee.
   4. Agricultural or day laborer.
   5. Other, please specify: \_\_\_\_\_\_\_\_\_\_\_.
2. What was your total income in each of the following months? *Instructions: Participant reports income from all sources.*
   1. [Insert reference month 1]: \_\_\_\_\_\_\_\_\_\_\_\_\_ Taka
   2. [Insert reference month 2]: \_\_\_\_\_\_\_\_\_\_\_\_\_ Taka
   3. [Insert reference month 3]: \_\_\_\_\_\_\_\_\_\_\_\_\_ Taka

*Conditional survey logic: Skip to question 16.*

1. If 10=No: What best describes your status? Select one:
   1. Homemaker
   2. Student
   3. Unemployed, searching for a job
   4. Unemployed, not searching for a job
   5. Other, please specify: \_\_\_\_\_\_\_\_\_\_\_.

*SURVEY PROGRAMMING:*

* *If 7=No, end survey.*
* *If 7=Yes, continue.*

1. Including your current job, how long have you been working in garment factories all together? *Select one*: DROP DOWN LIST OF YEAR-MONTH COMBINATIONS.
2. What is your position at [INSERT NEW FACTORY NAME FROM 8]? Drop down:

1 = Helper

2 = Operator

3 = Ironer

4 = Folder

5 = Knitter

6 = Linker

7 = Quality control inspector

8 = Cutter-man

9 = Technician or engineer

10 = Non-production worker

-99 = Other, Please specify: ……………………………………

*SURVEY PROGRAMMING (Respondents who complete Section 1.B who are employed in the garments sector, i.e., who have question 7 ==”Yes”): Respondent completes all survey sections (including referral section).*

**SURVEY SECTION 2: AWARENESS OF REPORTING MECHANISMS**

**Awareness of internal and external channels, including AK Helpline**

1. What channels inside your factory can workers use to report work-related issues or concerns? By channels inside your factory, we mean options for reporting work-related concerns or issues, such as reporting to your direct supervisor or another member of management, through an internal reporting system such as a suggestion box, through a committee, or through any other means that is available inside your factory. *Select all that apply:*

* Direct supervisor
* Assistant production manager
* Safety officer
* Welfare officer
* Human resource department
* Internal worker helpline
* Suggestion box
* Participation Committee
* Workers’ Welfare Association
* Safety Committee
* Sexual Harassment Committee
* Other worker representative
* Fire safety representative
* Factory security guard
* I don’t remember
* Other: ……………………………………………………………………………………………

1. For each of the following channels outside of your factory, can you tell me whether you are familiar with the channel? By channel outside of your factory, we mean options for workers to report their work-related issues or concerns to a third party. *Read the list aloud and select all that apply:*
2. Directorate of Inspection of Factories and Establishments (DIFE) Helpline
3. Amader Kotha Helpline
4. RMG Sustainability Council (RSC)’s Health and Safety Complaints Mechanism
5. None of the above

**SURVEY SECTION 3: JOB SATISFACTION**

1. How satisfied are you with your job overall? *(Select one: Very dissatisfied; Dissatisfied; Neutral; Satisfied; Very satisfied)*

2. How satisfied are you with the following aspect of your job: *(Select one: Very dissatisfied; Dissatisfied; Neutral; Satisfied; Very satisfied)*

1. You are listened to
2. You are treated with respect
3. Career opportunities
4. Job training and support
5. Pay is fair for your job
6. In the most recent full month, how many days of work did you miss? *Drop down: 0-31; Not applicable; I don’t know.*
7. If your factory unexpectedly closed, how long do you think that it would take you to find a different job in the garments sector? *(Select one: 0-1 days of looking (Immediately); 2-7 days of looking (About one week); Between 1-2 weeks of looking; Between 2-3 weeks of looking; Between 3-4 weeks of looking; Between 1-2 months of looking; Between 2-3 months of looking; More than 3 months of looking; Not possible to find a different job.)*
8. jo Select one: *Extremely willing; Very willing; Somewhat willing; Not very willing; Not at all willing.*
9. Suppose you felt that you had the skills to be promoted to the next higher position at your factory.
   1. How willing would you be to ask the management at your factory for a promotion?
   2. How willing would you be to quit your job if the management at your factory declined to give you a raise?

*For each question (a) and (b), select one: Extremely willing; Very willing; Somewhat willing; Not very willing; Not at all willing.*

1. How does your direct supervisor address you? Select one: **আপনি/তুমি/তুই**
2. How do you address your direct supervisor? Select one: **আপনি/তুমি/তুই**
3. How do you think your direct supervisor addresses other supervisors and managers?

Select one: **আপনি/তুমি/তুই**

**Last checked**

**SURVEY SECTION 4: HARASSMENT & REPORTING**

Read aloud: “We are now going to ask you several questions about the way supervisors and managers at your factory treat workers.”

**Section 4.1: Others’ Harassment**

*Survey programming: Section 4.1 includes questions about 2 different types of harassment: physical harassment and sexual harassment. In Section 4.1, each respondent will be asked about 1 type of harassment:*

* Randomly assign with 50% probability physical harassment or sexual harassment.

*(For research team: Physical harassment)*

*Read aloud: “*I am now going to ask you some questions about the issue of a supervisor or manager taking any of the following actions against a worker against their will:

* Hitting, slapping, or punching;
* Cutting or stabbing;
* Tripping;
* Otherwise intentionally being caused physical harm.”

1. In the past six months, how many people working on your floor at the factory do you think have experienced any of the following actions against their will from a supervisor or manager? *Open-ended numeric (codes: 9999 = “I don’t know”). Input twice and require to match.*

* Hitting, slapping, or punching;
* Cutting or stabbing;
* Tripping;
* Otherwise intentionally being caused physical harm

1. [Survey programming: If q19 > 0]: Of the [Input response from q19] people who experienced this issue, how many do you think reported this issue through any of the reporting channels available inside your factory? By channels inside your factory, we mean either reporting to your direct supervisor or another member of management, through an internal reporting system such as a suggestion box, through a committee, or through any other means that is available inside your factory. *Open-ended numeric (codes: 9999 = “I don’t know”). Input twice and require to match.*
2. [Survey programming: If q19 > 0]: How many *different* supervisors or managers do you think are responsible for this behavior? *Open-ended numeric (codes: 9999 = “I don’t know”). Input twice and require to match.*
3. Imagine that 100 workers from your factory experienced this issue and need to decide whether to report it. Of these 100 workers:
   1. How many do you think would be willing to report this issue through any channel?
   2. How many do you think would report this issue through any of the reporting channels available inside your factory? (By channels inside your factory, we mean either reporting to your direct supervisor or another member of management, through an internal reporting system such as a suggestion box, through a committee, or through any other means that is available inside your factory.) *Survey programming: Require response to be <= {Response from part a}.*

*Open-ended numeric (codes: 9999 = “I don’t know”). Input twice and require to match.*

1. If a worker decided not to report this issue, what are the main reasons why they would not report it? [Select all that apply:]

* The manager/supervisor will know and punish them at the factory (e.g., make them do a harder job, tell other managers they are not doing a good job, etc.)
* The manager/supervisor will know and threaten or hurt them outside the factory
* The worker will lose their job
* People will think it is the worker’s fault (Personal reputation)
* The worker will not stay anonymous
* Nothing will happen or it will take too long
* Upper management will side with the manager rather than with the worker
* If family knows, will not let the worker come to work
* I don’t know
* Other: [Write down answer]

1. I am going to read aloud several actions that the management could take in response to this issue. Imagine a worker at your factory were to experience this issue. Please tell me which action you think would be their most preferred action, second most preferred action, and so on, for management to take in response.

Actions (respondent ranks top 3 preferred actions):

* Manager is required to participate in training on what physical harassment is and on how to treat workers appropriately.
* Manager is warned that another occurrence of the misbehavior will result in firing.
* Manager is fired.
* Manager will be shadowed/monitored by the senior management for a few weeks.
* Worker is moved to a different production team on which they do not need to work with the manager.
* All managers are required to participate in training on what physical harassment is and on appropriate treatment of workers.
* All workers are required to participate in training on what physical harassment is and on appropriate treatment of workers.

1. Imagine you experienced this issue at your factory. Which option would you choose? [Select one:]

* Do nothing
* Do not report the issue at all and try to avoid the manager
* Do not report the issue to your factory’s management, but ask management to be moved to a different production team where you do not need to interact with the manager
* Report the issue to your factory’s management
* Wait until another worker experiences a similar issue and then report to your factory’s management together
* [Survey programming: If survey section 2, q2b is selected]: Make a report to the Amader Kotha Helpline
* Other [write down]

1. What would be your main concerns with reporting? [Select all that apply:]

* The manager/supervisor will know and punish me
* People will think it is my fault (Personal reputation)
* I will not stay anonymous
* Nothing will happen or it will take too long
* Upper management will side with the manager rather than with me
* If family knows, will not let me come to work
* I don’t know
* Other: [Write down answer]

*(For research team: Sexual harassment)*

*Read aloud: “*I am now going to ask you some questions about the issue of a supervisor or manager taking any of the following actions against a worker against their will:

* Made remarks about them in a sexual manner;
* Asked them to enter into a love or sexual relationship;
* Asked or forced them to perform sexual favors;
* Asked or forced them to meet outside of the factory or meet them alone in a way that made them feel uncomfortable;
* Touched them in a sexual manner or in a way that made them feel uncomfortable or scared;

*Survey programming: Randomly assign with 50% probability to include or not include the following statement in the list here and for question 28 (preferred: block randomization by factory x gender).*

* Shown them pictures of sexual activities.”

1. In the past six months, how many people working on your floor at the factory do you think have experienced any of the following actions against their will from a supervisor or manager? *Open-ended numeric (codes: 9999 = “I don’t know”). Input twice and require to match.*

* Made remarks about them in a sexual manner;
* Asked them to enter into a love or sexual relationship;
* Asked or forced them to perform sexual favors;
* Asked or forced them to meet outside of the factory or meet them alone in a way that made them feel uncomfortable;
* Touched them in a sexual manner or in a way that made them feel uncomfortable or scared;
* Shown them pictures of sexual activities. *(SURVEY PROGRAMMING: MAINTAIN SAME CONDITION AS ABOVE.)*

1. [Survey programming: If q28 > 0]: Of the [Input response from q28] people who experienced this issue, how many do you think reported this issue through any of the reporting channels available inside your factory? By channels inside your factory, we mean either reporting to your direct supervisor or another member of management, through an internal reporting system such as a suggestion box, through a committee, or through any other means that is available inside your factory. *Open-ended numeric (codes: 9999 = “I don’t know”). Input twice and require to match.*
2. [Survey programming: If q28 > 0]: How many *different* supervisors or managers do you think are responsible for this behavior? *Open-ended numeric (codes: 9999 = “I don’t know”). Input twice and require to match.*
3. Imagine that 100 workers from your factory experienced this behavior and need to decide whether to report it. Of these 100 workers:
   1. How many do you think would be willing to report this issue through any channel?
   2. How many do you think would report this issue through any of the reporting channels available inside your factory? (By channels inside your factory, we mean either reporting to your direct supervisor or another member of management, through an internal reporting system such as a suggestion box, through a committee, or through any other means that is available inside your factory.) *Survey programming: Require response to be <= {Response from part a}.*

*Open-ended numeric (codes: 9999 = “I don’t know”). Input twice and require to match.*

1. If a worker decided not to report this issue, what are the main reasons why they would not report it? [Select all that apply:]

* The manager/supervisor will know and punish them at the factory (e.g., make them do a harder job, tell other managers they are not doing a good job, etc.)
* The manager/supervisor will know and threaten or hurt them outside the factory
* The worker will lose their job
* People will think it is the worker’s fault (Personal reputation)
* The worker will not stay anonymous
* Nothing will happen or it will take too long
* Upper management will side with the manager rather than with the worker
* If family knows, will not let the worker come to work
* I don’t know
* Other: [Write down answer]

1. I am going to read aloud several actions that the management could take in response to this issue. Imagine a worker at your factory were to experience this issue. Please tell me know which action you think would be their most preferred action, second most preferred action, and so on, for management to take in response.

Actions (respondent ranks top 3 preferred actions):

* Manager is required to participate in training on what sexual harassment is and on how to treat workers appropriately.
* Manager is warned that another occurrence of the misbehavior will result in firing.
* Manager is fired.
* Manager will be shadowed/monitored by the senior management for a few weeks.
* Worker is moved to a different production team on which they do not need to work with the manager.
* All managers are required to participate in training on what sexual harassment is and on appropriate treatment of workers.
* All workers are required to participate in training on what sexual harassment is and on appropriate treatment of workers.

1. Imagine you experienced this issue at your factory. Which option would you choose? [Select one:]

* Do nothing
* Do not report the issue at all and try to avoid the manager
* Do not report the issue to your factory’s management, but ask management to be moved to a different production team where you do not need to interact with the manager
* Report the issue to your factory’s management
* Wait until another worker experiences a similar issue and then report to your factory’s management together
* [Survey programming: If survey section 2, q2b is selected]: Make a report to the Amader Kotha Helpline
* Other [write down]

1. What would be your main concerns with reporting? [Select all that apply:]

* The manager/supervisor will know and punish me
* People will think it is my fault (Personal reputation)
* I will not stay anonymous
* Nothing will happen or it will take too long
* Upper management will side with the manager rather than with me
* If family knows, will not let me come to work
* I don’t know
* Other: [Write down answer]

**Section 4.2: Own Harassment**

*Survey programming: Respondent is randomly assigned to versions 2high, 2low, 2switch. Proportion assigned to each version is 33%.*

**Version 2: Hard-garbling**

* Version 2high:

All questions: HG with 1 out of 5 responses automatically recorded as “Yes.”

* Version 2low:

All questions: HG with 1 out of 100 responses automatically recorded as “Yes.”

* Version 2switch:

First question: HG with 1 out of 5 responses automatically recorded as “Yes.”

Second question: HG with 1 out of 100 responses automatically recorded as “Yes.”

*Read aloud*: We are now going to ask you several questions about the way supervisors and managers at your factory treat you. For instance: "Has a supervisor or manager shouted at you in the past year? Yes or No?"

Each of the questions has a Yes or No answer.

Once the surveying is completed, no personally identifying information, like names or phone numbers, is kept. Only the [anonymous] version of the data is kept.

In addition, our system is setup so that if you respond YES, aside from me, no one will ever be able to know that this was your answer, not even the researchers.

Here is how our system works:

If you choose to respond YES (there is an issue), our system will record it as a YES for sure.

Importantly, if someone responds NO, the system will sometimes record the response as YES. Our system is set-up such that:

* Version 2high and 2switch: For every 5 interviews with workers, our system will assign by lottery a YES to at least 1 of these responses.
* Version 2low: For every 100 interviews with workers, our system will assign by lottery a YES to at least 1 of these responses.

This means that if you respond YES, we can guarantee that you won't be the only person saying YES. Anyone analyzing/studying the data would not know for sure whether any yes was due to a worker’s response or was an automatic response from the system.

The researchers are only interested in the total number of yes/no responses from all surveys. They can use the information from the system to figure this out without knowing who actually responded yes. Please be assured that your responses to the surveys will be kept as confidential as possible.

Comprehension question: Before we begin the survey questions, we would like to check whether we have explained our survey system clearly. Can you please tell me answer the following questions for me.

1. If you respond ``Yes,'' who can know this for sure?

[Select one: only me (the enumerator), only me (the enumerator) and the researchers, only the researchers, I am not sure]

1. [Version 2high and 2switch]: How many responses will the system automatically record as “Yes”?

[Select one: 0, 1 out of 5 responses, 1 out of 20 responses, 1 out of 100 responses, I am not sure]

[Version 2low]: How many responses will the system automatically record as “Yes” For every 100 interviews with workers?

[Select one: at least 1 response will be recorded as yes; at least 5 responses will be recorded as yes; at least 20 responses will be recorded as yes; I am not sure]

*Instructions to survey enumerator: Survey enumerator reports correct answers to respondent after asking both questions:*

“If you respond “Yes”, the system is designed so that no one can ever know this for sure, except for me and you.

* Version 2high and 2switch: For every 5 interviews with workers, the system will record at least 1 of these responses as yes, so we can guarantee that anyone who says yes will not be the only person saying yes.
* Version 2low: For every 100 interviews with workers, the system will record at least 1 of these responses as yes, so we can guarantee that anyone who says yes will not be the only person saying yes.

Note that we can chat about your answers before we record them for good, but I don't know whether the system would record a NO as a YES.”

1. Do you have any questions for me? Select one: Yes; No.

*Instructions: If yes, enumerator answers question(s) before continuing.*

*Survey programming:*

* + - * *If Section 1, Question 16 == No, and Section 1.B, Question 7 == No, skip to question 11.* 
        + *If Section 1, Question 16 == No, and Section 1.B, Question 7 == Yes, read aloud,*

*“I am first going to ask you about your current factory,* [INSERT NEW FACTORY NAME FROM SECTION 1.B QUESTION 8]*.* *Please answer about your experience since joining the factory. I will then ask you about your previous factory.”*

* + Otherwise, CONTINUE.

**Part A: Current Factory:**

*Survey programming:*

*All respondents respond to all questions in the same order; what changes is the garbling rate applied depending on whether it is Version 2high 2low or 2switch.*

*Survey programming:*

* + *If Section 1, Question 19 >= [survey date – 12 months], OR [survey date - Section 1.B, Question 9 >= 12 months], begin questions 3 and 6 “In the past year,”*
  + *Otherwise,* *begin questions 3 and 6 “Since you joined,”*

(For research team: physical harassment)

1. In the past year, has a manager or supervisor at your factory taken any of the following actions toward you against your will?

* Hit, slapped, or punched you;
* Cut or stabbed you;
* Tripped you;
* Otherwise intentionally caused you physical harm

*Select one: Yes; No.*

*Survey programming: the system randomly allocated HG Versions 2high, 2low, or 2switch above.*

*If Version == 2high or 2low, read the following out load before continuing to question 5.*

*Read out loud:*

I am going to ask you another question.

Skip to question 6.

*If Version == 2switch, then read the following out load before continuing to question 6:*

*Read out loud:*

I am now going to ask you a second question about the way supervisors and managers at your factory treat you. *Please listen carefully, as our system has changed.* If you choose to respond YES (there is an issue), our system will record it as a YES for sure. Importantly, if someone responds NO, the system will sometimes record the response as YES.

Before, our previous system was set-up such that for every 5 interviews with workers, at least 1 was recorded as a complaint. *Now,*our system is set-up such that for every 100 interviews with workers, there will be at least 1 recorded complaint. This means, we will record some answers automatically as YES, but less than before.

Comprehension question:

1. Before we begin the next survey question, we would like to check whether we have explained our survey system clearly. Can you please answer the following questions for me.

How many responses will the system automatically record as “Yes” For every 100 interviews with workers?

[Select one: at least 1 response will be recorded as yes; at least 5 responses will be recorded as yes; at least 20 responses will be recorded as yes; I am not sure]

*Instructions to survey enumerator: Survey enumerator reports correct answers to respondent after asking both questions:*

“If you respond “Yes”, the system is designed so that no one can ever know this for sure, except for me and you.

* For every 100 interviews with workers, the system will record at least 1 of these responses as yes, so we can guarantee that anyone who says yes will not be the only person saying yes.

1. Do you have any questions for me? Select one: Yes; No.

*Instructions: If yes, enumerator answers question(s) before continuing.*

(For research team: sexual harassment)

1. In the past year, has a manager or supervisor at your factory taken any of the following actions toward you against your will?

* Made remarks about you in a sexual manner;
* Asked you to enter into a love or sexual relationship;
* Asked or forced you to perform sexual favors;
* Asked or forced you to meet outside of the factory or meet them alone in a way that made you feel uncomfortable;
* Touched you in a sexual manner or in a way that made you feel uncomfortable or scared;
* Shown you pictures of sexual activities. . *(SURVEY PROGRAMMING: MAINTAIN SAME CONDITION AS PREVIOUS SECTION.)*

*Select one: Yes; No.*

*Survey programming:*

* + - * + *If Section 1, Question 16 == No, read aloud,*

*“I am now going to ask you about your previous factory,* [INSERT FACTORY NAME incl. PREVIOUSLY INPUTTED FACTORY]*.* *Please answer about your experience at* [INSERT FACTORY NAME incl. NEWLY INPUTTED FACTORY] *from one year ago until when you stopped working there.”*

* + Otherwise, SKIP TO NEXT SECTION.

**Part B: Previous Factory [USE SAME ELICITATION METHOD AS ABOVE]:**

1. Between one year ago and when you stopped working at the factory, did a manager or supervisor at the factory take any of the following actions toward you against your will?

* Hit, slapped, or punched you;
* Cut or stabbed you;
* Tripped you;
* Otherwise intentionally caused you physical harm

*Select one: Yes; No.*

1. Between one year ago and when you stopped working at the factory, did a manager or supervisor at the factory take any of the following actions toward you against your will?

* Made remarks about you in a sexual manner;
* Asked you to enter into a love or sexual relationship;
* Asked or forced you to perform sexual favors;
* Asked or forced you to meet outside of the factory or meet them alone in a way that made you feel uncomfortable;
* Touched you in a sexual manner or in a way that made you feel uncomfortable or scared;
* Shown you pictures of sexual activities. . *(SURVEY PROGRAMMING: MAINTAIN SAME CONDITION AS PREVIOUS SECTION.)*

*Select one: Yes; No.*

**SECTION 5: QUESTIONS ABOUT REPORTING**

*Read out loud:*

The researchers doing this survey are going to survey more garment workers like you in the future. We want to learn what system for asking about physical and sexual harassment would benefit workers the most.

1. What system do you think would benefit garment workers the most? [Choose one]
   1. Maintain the same system in this survey
   2. Ask the question directly
   3. Other\_\_\_ [open answer]
   4. Don’t know
2. Which system records automatically more reports as ‘yes’? *[Read options out loud and let them choose one]*
   1. One in which 1 in 5 reports of harassment are automatically recorded as ‘yes’
   2. One in which 1 in 20 reports of harassment are automatically recorded as ‘yes’
   3. One in which 1 in 100 reports of harassment are automatically recorded as ‘yes’
   4. Don’t know

*[Enumerator, please explain after saving the respondents’ answer that the true answer is a), that the system that records more reports as ‘yes’ is a system in which 1 in 5 reports of harassment are recorded as ‘yes’].*

1. What system do you think would benefit garment workers the most? [Choose one]
   1. One in which at least 1 in 5 workers responses are recorded as ‘yes’
   2. One in which at least 1 in 20 workers responses are recorded as ‘yes’
   3. One in which at least 1 in 100 workers responses are recorded as ‘yes’
   4. Other\_\_\_ [open answer]
   5. Don’t know *(If respondent says this, please read: “We are very interested in your thoughts on these systems. Even if you aren’t sure, would you be willing to take a guess?” )*
2. In the last six months or since you began working at this factory (if less than six months), have you reported any issues or concerns, through any channels available inside your factory? By channels inside your factory, we mean either reporting to your direct supervisor or another member of management, through an internal reporting system such as a suggestion box, through a committee, or through any other means that is available inside your factory. *Select one: Yes; No.*

“NO” Skips to next section.

“YES” Continues.

1. How many different issues or concerns have you raised in the past six months or since you began working at this factory (if less than six months)? *Select one:* 1 … 20; More than 20.

If question 2 > 1: Read aloud “Think about the most recent issue that you reported.”

1. How did you first report the issue? In other words, what was the first channel that you used? *Select one:*

* Direct supervisor
* Assistant production manager
* Safety officer
* Welfare officer
* Human resource department
* Internal worker helpline
* Suggestion box
* Participation Committee
* Workers’ Welfare Association
* Safety Committee
* Sexual Harassment Committee
* Other worker representative
* Fire safety representative
* Factory security guard
* I don’t remember
* Other: ……………………………………………………………………………………………

1. After raising your issue through this channel, was it resolved? *Select one: Yes, it was resolved to my satisfaction; Yes, but it was not resolved to my satisfaction; No.*

**SECTION 6: EARNINGS**

* + 1. In total, how much did you earn from your job at your factory in [REFERENCE MONTH]? Include bonuses you get regularly like attendance bonuses but not special bonuses like Eid bonuses. Open-ended numeric: AMOUNT IN TAKA

1. In [REFERENCE MONTH] how much were your regular hours of work per week, not including overtime?
2. On average, how many hours of overtime per week did you work in [REFERENCE MONTH] , if any?

**SECTION 7: REFERRALS**

1. Do you speak to any garment workers on the phone? Select one: Yes/No.

2. About how many workers have you ever spoken to using the phone that you use most frequently now? That is, their numbers would appear in your “recent calls” log.

3. We would like to survey more workers to learn about their experiences. We will provide you BDT 20 for each female worker and BDT 10 for each male worker (i.e., a name and phone number) that you give us, for up to 20 workers total. We will then use a lottery to choose one or more of them to call and ask if they would like to answer on the phone the same survey that you just completed. They will also receive 300 taka as a thank-you for their time. We would let them know that you provided a referral. Would you be willing to provide the names and phone numbers of family members or friends who are garment workers who may be willing to participate? Select one: Yes/No.

9. Please list up to 10 FEMALE workers whose phone numbers you have. When we call them, we will let them know that they were listed because we asked for referrals of both female and male workers. *Instructions to enumerator: Confirm the name, factory and phone number twice each. For phone numbers, input each phone number twice to make sure that they match.*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Name | Phone number | Phone number, re-enter to confirm | How long ago did you last speak with [name] on the phone? If you called them to check whether it was okay to refer them, please do not include this call. *Select one: Today; Yesterday; 2 days ago; 3-4 days ago; 5-6 days ago; 1 week ago; between 1-2 weeks ago; more than 2 weeks ago.* | Does [name] work in your factory? (yes/no) | If no to previous question: What factory does [name] work in? [use drop-down menu from MiB, including an “other” option. | | |
| 1 |  |  | | |  |  |  |  |
| 2 |  |  | | |  |  |  |  |
| 3 |  |  | | |  |  |  |  |
| 4 |  |  | | |  |  |  |  |
| 5 |  |  | | |  |  |  |  |
| 6 |  |  | | |  |  |  |  |
| 7 |  |  | | |  |  |  |  |
| 8 |  |  | | |  |  |  |  |
| 9 |  |  | | |  |  |  |  |
| 10 |  |  | | |  |  |  |  |
|  |  |  | | |  |  |  |  |

10. Please list up to 10 MALE workers whose phone numbers you have. When we call them, we will let them know that they were listed because we asked for referrals of both female and male workers. *Instructions to enumerator: Confirm the name, factory, and phone number twice each. For phone numbers, input each phone number twice to make sure that they match.*

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Name | Phone number | Phone number, re-enter to confirm | How long ago did you last speak with [name] on the phone? If you called them to check whether it was okay to refer them, please do not include this call. *Select one: Today; Yesterday; 2 days ago; 3-4 days ago; 5-6 days ago; 1 week ago; between 1-2 weeks ago; more than 2 weeks ago.* | Does [name] work in your factory? (yes/no) | If no to previous question: What factory does [name] work in? [use drop-down menu from MiB, including an “other” option. |  |
| 1 |  |  |  |  |  |  |  |
| 2 |  |  |  |  |  |  |  |
| 3 |  |  |  |  |  |  |  |
| 4 |  |  |  |  |  |  |  |
| 5 |  |  |  |  |  |  |  |
| 6 |  |  |  |  |  |  |  |
| 7 |  |  |  |  |  |  |  |
| 8 |  |  |  |  |  |  |  |
| 9 |  |  |  |  |  |  |  |
| 10 |  |  |  |  |  |  |  |
|  |  |  |  |  |  |  |  |

**SECTION 8: BELIEFS**

1. Do you think other workers from your factory will find out that you took our survey? Select one: Certainly not find out; Most likely not find out; Maybe; Most likely find out; Certainly find out.
2. Do you think managers from your factory will find out that you took our survey? Select one: Certainly not find out; Most likely not find out; Maybe; Most likely find out; Certainly find out.
3. How certain are you that your personal information and answers will remain private? Select one: Completely certain; somewhat certain; somewhat uncertain; Very uncertain.

**SECTION 9: INTERVIEWER COMMENTS**

Instructions: Please answer the following questions after completing the interview (after hanging up the phone with the respondent).

* + - 1. What is your impression of how well the respondent understood the questions being asked? Select one: Excellent; Good; Average; Somewhat badly; Very badly.
      2. What is your impression of how comfortable the respondent felt answering the questions being asked? Select one: Completely comfortable; Somewhat comfortable; Neutral (neither comfortable nor uncomfortable); Somewhat uncomfortable; Completely uncomfortable.
      3. What is your impression of whether the respondent trusts that the research team will not leak (make public or known to employers) their answers? Select one: Trusts completely; Trusts somewhat; Does not trust at all.
      4. Do you think the respondent answered honestly to personal and sensitive questions about their experiences of threats, physical and sexual harassment by managers at their factory?” Select one: Yes; No; I’m not sure.
      5. Did you feel the respondent was particularly rushing to finish the survey? Select one: Yes; No; A little.