**Supplementary material for the paper “Unravelling How Intermediary-Beneficiary Interaction Shapes Policy Implementation”**

**Questions of the questionnaire:**

1. What's your name? (do not include last names, or please use a pseudonym)
2. In which state do you live?
3. What is your postal code?
4. Indicate your gender:
5. How many people live in your home, including you?
6. What type of home do you live in? (Biparental/Monoparental/Other)
7. Do you have daughters or sons who live in your house?
8. How many daughters or sons live in your house?
9. How old are they?
10. Do people with disabilities live in your house?
11. How many people with disabilities live in your house?
12. What type of disability does each one have?
13. Do people over 65 years of age live in your house?
14. How many people over 65 live in your house?
15. How old is each elderly person who lives in your home?
16. How old are you?
17. What is your last degree of studies completed?
18. Are you currently studying?
19. What are you currently studying?
20. Is your study program full-time?
21. Do you have a paid job, that is, do you do any activity for which you receive payment?
22. If you have a paid job, are you self-employed or do you work for a company or organization?
23. Where do you work at?
24. How is your schedule? (fixed/flexible working hours)
25. Approximately how many hours a day do you dedicate to your work?
26. Do you have social security as a benefit of your work?
27. When you get sick, where do you get medical care?
28. How long has the domestic worker been working in your house?
29. Is she a live-in or a live-out domestic worker?
30. Is the domestic worker who works in your home married or living with her partner?
31. Does the domestic worker who works in your home have small children or parents caring for her?
32. Has the domestic worker who works in your home had to take them to your house when she has no one to take care of her daughters or sons?
33. How often do you pay the domestic worker who works in your house?
34. What type of work does the domestic worker who works in your home perform (always or occasionally)?
35. Does the domestic worker who works in your home have access to social security for the work she does in your home?
36. Since when has she been registered to the IMSS?
37. Under what modality is she registered to the IMSS?
38. What is the main reason why you registered the domestic worker in your home to the IMSS?
39. If you have any additional comments to your previous answer, add them below:
40. Who registered her to the IMSS?
41. Who carries out the procedure to make the monthly payment?
42. What is the main reason why you did not register the domestic worker in your home to the IMSS?
43. If you have any additional comments to your previous answer, add them below:
44. Do you know if the domestic worker who works in your home had previously had access to social security through another job?
45. When the domestic worker who works in your house gets sick, do you know where she is treated?
46. Do you know if the friends of the domestic worker who works in your home have social security?
47. Do you have friends who have given social security to their domestic workers?
48. Indicate the degree of agreement or disagreement with the following statements regarding the dynamic you have with the domestic worker who works in your home:

[It's like family. I help her with what I can (e.g. I buy her medicine when she needs it, I help her pay for her studies, or I help her with expenses for her children/parents)]

[She is very good at taking care of my children or my parents.]

[Our relationship is strictly work. I tell her what her tasks are, and she does them.]

[I hardly even see her. When I arrived she was already gone.]

[They are increasingly putting on bows (they demand more and want to do less)]

1. If you have any additional comments, please leave them here:

**Results of the questionnaire:**

1. **Employers’ household composition**

|  |  |
| --- | --- |
| **Household composition** | **Total** |
| Households with children | 105 |
| Households without children | 65 |
| Households with people with disabilities | 2 |
| Households with people 65+ years old | 10 |

|  |  |
| --- | --- |
| **Number of people living at employers’ home** | **Total** |
| 1 to 2 | 60 |
| 3 to 4 | 80 |
| 5 to 6 | 30 |

|  |  |
| --- | --- |
| **Employers’ occupation** | **Total** |
| Studying | 5 |
| Working | 131 |
| Both | 19 |
| None | 15 |

|  |  |  |
| --- | --- | --- |
| **Employers’ age** | **Total** | **Avg. age** |
| 20 to 35 | 49 | 31.2 |
| 36 to 64 | 117 | 42 |
| 65 or more | 4 | 72 |

1. **Employers'working conditions**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Number of daily working hours** | | **Employed** | **Self-employed** | **Volunteer** | **With social security** | **Without social security** |
| *4 hrs or less* | 15 | 12 | 3 | - | 1 | 14 |
| *5 to 8 hrs* | 85 | 54 | 19 | 12 | 53 | 32 |
| *9+ hrs* | 50 | 28 | 18 | 4 | 22 | 7 |

1. **Paid Domestic Workers’ working conditions**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | | **Format of the job** | | **Marital status** | | **PDW's dependants** | | **PDW’s tasks** | | | **Social Security** | |
| **Lenght of service** | | Live-in | Live-out | Married or Cohabiting | Single | Responsible for children or elderly | Without children or elderly | House cleaning | House cleaning, laundry and ironing | House cleaning, laundry and ironing, cooking and watching after the kids/elderly | Yes | No |
| Less than 6 months | 19 | 2 | 17 | 11 | 6 | 12 | 5 | 9 | 5 | 5 | 4 | 15 |
| Between 6 months and 1 year | 36 | 2 | 29 | 19 | 13 | 16 | 20 | 11 | 8 | 17 | 6 | 30 |
| Between 1 and 5 years | 35 | 8 | 27 | 20 | 14 | 17 | 18 | 10 | 10 | 15 | 10 | 25 |
| More than 5 years | 29 | 4 | 25 | 16 | 11 | 14 | 15 | 7 | 9 | 13 | 8 | 21 |

**Employers’ stated reasons for registering PDW’s to social security**

|  |  |  |  |
| --- | --- | --- | --- |
| **PDW’s status** | **Reason** | **Total** | **Additional Comments** |
| With social security | It is a labor right | 29 | "She is already a grown woman, she is a widow and lives with an independent daughter. I would like her to have a pension and social security." "It is only fair that people who do paid work have access to security" "She asked me not to pay it, but I explained to her that it is her right and it is also a contribution to her retirement." |
| She needs help | 3 | "She is pregnant" "So that she would have access to doctors for herself and her family, as well as retirement and housing." |
| She ask me for it | 1 | -- |
| Without social security | She already has social security (from a family member, for example) | 36 | "It is possible that she separates from her husband who gives her the insurance, we are looking with her at the possibility of enrolling her in the insurance through this job or through my husband's office." "When the reform regarding domestic workers came out, it was discussed that her registration be carried out but she did not agree given that her daughter already has her in social security. "She has another “stay-home” job where her employer provides her with IMSS." "I do pay her vacations, holidays and bonuses." "She prefers that I give her the money in cash instead of insuring her." "On occasions, I have accompanied her to private doctors and paid for them, when the doctor she attended did not cure her. "She has social security that is covered from the job she has during the weekdays, also as a domestic worker in a doctor's office. (…) But it is true that I have not understood how giving her social security would work in our specific situation: half-time (4-5 hrs) one day a week and with this other situation of her employment during the weekdays." |
| She only works at my house a few times a week, the rest she goes to other houses | 59 | "She has insurance on her husband's side and also on her eldest daughter's side." "We are a lot in this country that lack social security, you dont get it even if working in big companies"  "I would love to be able to provide you with social security; However, I do not know how the procedure should be done." "She works one day at my house, she has multiple places she works." "She goes on average once or twice a month, she works in other houses and I usually support her with money." "I will have to investigate more about registering her to social security...they have the right to social security" "My helper only works with me once a week and during 4 hours" "Not even I have social security" "She prefers that I pay her in cash" "She only works 1 day a week" "We support her financially when she gets sick, since the pandemic we take her to her house so she doesn't take public transportation." "Not providing social security protects me in some way in case I she sues me". "I have not organized myself with the other people she works with to register her" "In another job they already has IMSS" "The person who works with me works only once a week and on the day that is convenient for her. I have no idea if for the time she works with me I should register her to social security, although at this moment she has a social security from her husband" |
| I knew that there is specific insurance for them, but I don't know how it works | 11 | "She comes to my hous 3 hours a week aprox" "We pay for the day and her medicines every time she gets sick" |
| She prefers payment in cash | 22 | "I already had the experience of paying for insurance before, and when they went to the hospital they did not treat them well, they did not give them medicine and they did not give them a sick leave even if they needed it. We only paid for the very expensive insurance and terrible service. I ended up paying for appointments and medicines outside the IMSS. Besides, they leave you waiting a long time at the IMSS. Terrible service. "I selected the 'payment in cash' option, but in reality, I am looking for an agreement with her other employers since I know them (my sister, my former boss and my brother-in-law's partner) to see if we can jointly register her. Otherwise, I plan to register her alone or get her private insurance, whichever she prefers." "I haven't proposed to her to resgister her" |
| Because she doesnt want to use IMSS health services anyway | 4 | "There is no IMSS clinic in his town" "She only works with me 3 times a week and if she has any health problems, she goes to the doctor at the public health center so she does not need beign resigestred at the IMSS." |
| Due to high turnover. That is to say, it seems like an unnecessary procedure for the time he will be working at my house. | 1 |  |
| I didn't know there was specific insurance for them. | 1 |  |

**Questions guiding the semi structured interviews to employers who has registered their PDW’s to social security:**

1. For how long has [PDW’s name] been working with you?
2. What types of responsibilities she has?
3. Why did you decide to register her to social security?
4. Under which regime did you register her? Why?
5. How complex is the procedure for registering her?
6. Why do you think most people do not register their PDW?

**Questions guiding the semi structured interviews to employers who has not registered their PDW’s to social security:**

1. For how long has [PDW’s name] been working with you?
2. What types of responsibilities she has?
3. Have you heard of the new social security regime for PDW?
4. Why haven’t you registered her to social security?
5. Why do you think some people have already started to register their PDW?

**Questions guiding the semi structured interviews to PDWs who had been registered to social security:**

1. For how long have you been working with [the employer’s name]?
2. What types of responsibilities you have?
3. How many hours do you usually work?
4. What do you think about your working conditions? Why?
5. Who decided to enroll you in a social security regime?
6. Can you tell me how that happened?

**Questions guiding the semi structured interviews to PDWs who had not been registered to social security:**

1. For how long have you been working with [the employer’s name]?
2. What types of responsibilities you have?
3. How many hours do you usually work?
4. What do you think about your working conditions? Why?
5. Do you know you can get enrolled to a social security regime?
6. Have you asked [the employer’s name] to register you? Why?

**Questions guiding the semi structured interviews to IMSS’ public officials in charge of implementing the new regime:**

1. When did this new regime started operating?
2. In terms of the design of the regime, what has changed since then?
3. What has the implementation of this new regime has signified for the people that works at the IMSS?
4. How has the IMSS sorted out these new demands?
5. In your opinion, what are the mayor obstacles for increasing the number of PDW’s with social security? Why?