

Codebook - RDS Variables

id: The unique id number of the respondent

phone: the phone number of the respondent

referral_1; referral_2; referral_3; referral_4; referral_5: the id of the respondents that are introduced by this respondent

1a_eligibility: Whether the respondent have worked as a domestic worker in the past 12 months.

(1) Yes

(2) No

1b_most_recent: How long were you/have you been in your most recent domestic worker role?

(1) One month or less

(2) Between one and six months

(3) Between six months and one year

(4) More than three years

1c. How often do you stay overnight in your workplace?

(1) Never

(2) Once a month

(3) At least once a week

(4) I live at my workplace full-time

Nationality: What is your nationality?

(1) British

(2) Other, please specify

2b. How long have you been in the UK?

(1) Less than 3 months

(2) Between three months and one year

(3) Between one and three years

(4) More than three years

gender: What is your gender?

(1) Male

(2) Female

(3) Non-binary

(4) Prefer not to say

Age: What is your age?

(1) Under 18

(2) 18-20

(3) 21-22

(4) 23-25

(5) 26-35

(6) 45+

2e: If you come from overseas, do you believe that you have to stay in the job you are in as a condition to stay in the UK?

- (1) Yes
- (2) No
- (3) I don't know
- (4) I don't come from overseas

2f_howmany_population: Do you know personally of any other domestic workers who are engaged in domestic work in the UK (please answer based on the number of domestic workers whose contact details you have in your contacts list on your mobile phone)? If so, how many? (Please indicate the number, or state '0' if this does not apply to anyone you know).

Numerical value.

2g_howmany_dissatisfied: do you know anyone personally of any other domestic workers who are DISSATISFIED with their current working conditions? If so, how many? (Please indicate the number, or state '0' if this does not apply to anyone you know).

Numerical value.

3a: How long have you been working (part-time or full-time) in the domestic work industry in the UK?

- (1) Under a year
- (2) One to three years
- (3) Between three years and five years
- (4) Between five years and ten years
- (5) Over ten years

3b: In terms of weekly hours, I work: _____

- (1) 0-5 hours
- (2) 6-12 hours
- (3) 13-16 hour
- (4) 17-35 hours
- (5) 35-40 hours
- (6) 40-45 hours
- (7) 45-70 hours
- (8) 70+ hours

3c: On average, how many hours do you/did you work each day?

- (1) Under 8 hours
- (2) 8-12 hours
- (3) 12-20 hours
- (4) Up to 24 hours

3d: Please select the tasks that you were/ are required to perform (Please select all that apply)

- (1) Cleaning the house
- (2) Washing up and drying dishes
- (3) Taking care of an adult
- (4) Cooking
- (5) Taking care of a child

- (6) Grocery shopping
- (7) Other work in or for a household (please specify)

4a: To what extent would you say you enjoy your job and working conditions?

- (1) Strongly Agree
- (2) Agree
- (3) Neither agree or disagree
- (4) Disagree
- (5) Strongly disagree

4b: Employer Relations: What best describes your relationship with your most recent employer?

- (1) We are close like a family
- (2) We became friends
- (3) We are not so close, but we respect each other
- (4) We don't have any interaction apart from my job
- (5) They disrespect me and only see me as a paid worker

4c: Do you know personally of any other domestic workers who do NOT have good relations with their employers? If so, how many? (Please indicate the number or state '0' if this does not apply to anyone you know). Insert number here

Numerical value

4d: How much do you like your profession?

- (1) I enjoy my profession
- (2) I am good at it but do not like it
- (3) Neutral
- (4) I don't enjoy it
- (5) I don't know

4e: How satisfied are you with your working conditions?

- (1) Very Satisfied
- (2) Satisfied
- (3) Neutral
- (4) Not satisfied
- (5) Extremely unsatisfied

4f: Do you ever feel like moving from your current job to another employer?

- (1) Always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

4g: We want to understand the extent of job satisfaction problems, do you know personally of any other domestic workers who do NOT enjoy their work? If so, how many? (Please indicate the number or state '0' if this does not apply to anyone you know)

Numerical value

Which of the following elements are important to your satisfaction?

4h1: Flexible working arrangements (your ability to reduce the number of the hours, or when, you work)

- (1) Very Important
- (2) Important
- (3) Neutral
- (4) Not so Important
- (5) Not a concern at all
- (6) I don't know

4h2: Nature of supervision (the way your employer checks your work)

- (1) Very Important
- (2) Important
- (3) Neutral
- (4) Not so Important
- (5) Not a concern at all
- (6) I don't know

4h3: The basic level of pay

- (1) Very Important
- (2) Important
- (3) Neutral
- (4) Not so Important
- (5) Not a concern at all
- (6) I don't know

4h4: Opportunities for increasing earnings through overtime

- (1) Very Important
- (2) Important
- (3) Neutral
- (4) Not so important
- (5) Not a concern at all
- (6) I don't know

4h5: Opportunities for increasing earnings through promotion

- (1) Very Important
- (2) Important
- (3) Neutral
- (4) Not so important
- (5) Not a concern at all
- (6) I don't know

4h6: Your relationship with your co-workers

- (1) Very Important
- (2) Important
- (3) Neutral
- (4) Not so important
- (5) Not a concern at all

(6) I don't know

4h7: Any childcare or childcare-related benefits

- (1) Very Important
- (2) Important
- (3) Neutral
- (4) Not so important
- (5) Not a concern at all
- (6) I don't know

4h8: The holidays that you are allowed

- (1) Very Important
- (2) Important
- (3) Neutral
- (4) Not so Important
- (5) Not a concern at all
- (6) I don't know

4i: Taken as a whole, did the pay and benefits in your most recent role meet your expectations?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

4j: How important do you feel your safety in the workplace is to your employer?

- (1) Very important
- (2) Important
- (3) Neutral
- (4) Not so important
- (5) Not a concern at all
- (6) I don't know

5a1: Have you ever been forced to do any work by your employer or household against your will?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5a2: Do you have control over the times of the day that you work?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5a3: Do you have the freedom to decide how you do your tasks?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5a4: In your most recent job, have you ever felt that you could not leave your work premises?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5a5: Do you know personally of any other domestic workers that are currently experiencing any restrictions on their freedom? If so, how many? (Please indicate the number, or state '0' if this does not apply to anyone you know)

Numerical value

5a6: How would you describe your working conditions?

- (1) Very good
- (2) Good
- (3) Acceptable
- (4) Poor
- (5) Unacceptable

5a7: Do you know personally of any other domestic workers that suffer from bad working conditions? If so, how many? (Please indicate the number or state '0' if this does not apply to anyone you know)

Numerical value

5b1: How much are you paid an hour, before tax and other deductions?

- (1) 0 - £5.27
- (2) £5.28 - £7.48
- (3) £7.49 - £10.17
- (4) £10.18 - £10.41
- (5) £10.42 and over
- (6) I don't know

5b2: How frequently are you paid?

- (1) Daily
- (2) Weekly
- (3) Monthly
- (4) It varies
- (5) I don't know

5b3: Can you tell me what the hourly legal minimum wage is for the work that you do? (Please enter this in the format of £xx.xx per hour, or state "0" if you do not know)

Numerical value

5b4: Do you have to use some or all of what you earn to pay off a debt to someone who helped you find work?

- (1) Yes
- (2) No
- (3) I don't know

5b5: Were you already in the UK or overseas when you incurred the debt?

- (1) Yes
- (2) No
- (3) I don't know

5b6: Did the debt cover your travel to come to the UK?

- (1) Yes
- (2) No
- (3) I don't know

5b7: Has your pay ever been withheld by your employer?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5b8: Do you know personally of any other domestic workers who have experienced problems with debt or pay? If so, how many? (Please indicate the number, or state '0' if this does not apply to anyone you know)

Numerical value

5c1: Have you experienced any forms of abuse, harassment, or physical violence?

- (1) Yes
- (2) No
- (3) Prefer not to say

5c1-a: Have you suffered any injuries as a result of the assault?

- (1) Yes
- (2) No
- (3) Prefer not to say

5c1-b: Have you ever experienced sexual violence?

- (1) Yes
- (2) No
- (3) Prefer not to say

5c2: Have you been forced, deceived or threatened into poor working conditions?

- (1) Yes
- (2) No
- (3) Prefer not to say

5c3: Can you choose whether or not to stay permanently in the household overnight?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5c4: Has your employer ever threatened or intimidated you?

- (1) Yes
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5c5: Has your employer ever verbally abused you (e.g. shouted, insulted, tried to humiliate you, or called you names, etc.)?

- (1) Yes, Often
- (2) Yes, Sometimes
- (3) Maybe once or twice
- (4) Never
- (5) I don't know

5c5-a: How often does this happen per month on average?

Numerical value

5c6: Do you know personally of any other domestic workers that have had any experiences related to the use of threat or force? If so, how many? (Please indicate the number, or state '0' if this does not apply to anyone you know)

Numerical value

5d1: Do you have the option to negotiate your working arrangements?

- (1) Yes
- (2) No
- (3) I don't know

5d2: Do you have a written statement or a signed contract with your agency or employer?

- (1) Yes
- (2) No
- (3) I don't know

5d2-a: If so, have you been requested to perform additional unpaid tasks outside your agreed responsibilities?

- (1) Yes
- (2) No
- (3) I don't know

5d3: Are you self-employed, work as an employee, or work under a domestic work agency (agency worker)?

- (1) Self-employed
- (2) Employee
- (3) Agency worker

5d4: Would you like to check the employment protections to which you are entitled?

- (1) Yes
- (2) No

5d4-a: Please tick the option that applies to you:

- (1) 1. employment protections for a privately-employed worker
- (2) 2. employment protection for an agency worker
- (3) 3. return to main survey

5d4-b: Please mark, if you have NOT received any of the following (you can select more than one option):

- (1) Protection from unlawful deductions from wages
- (2) 5.6 weeks of paid annual leave (both part-time and full-time)
- (3) The statutory minimum length of rest breaks: one 20 minute rest break during working day for more than 6 hours of each work day; 11 hours rest between working days and a 24 hour break without any work each week.
- (4) To work no more than 48 hours on average per week or to opt out of this right if you choose
- (5) Protection against unlawful discrimination
- (6) Protection for 'whistle blowers' who report wrongdoing in the workplace
- (7) Sick pay
- (8) Maternity pay
- (9) Paternity pay
- (10) Parental pay

5d4-c: Please mark if you have NOT received the following information as part of your contract (you can select more than one option):

- (1) The minimum rate of pay you can expect
- (2) A sample payslip giving an estimate of your take home pay after things like National Insurance, Income Tax or private healthcare
- (3) Who is paying you
- (4) If you have any fees to pay
- (5) If you're entitled to any benefits

5d5: Who is your employer?

- (1) A private individual
- (2) An agency
- (3) I'm self-employed
- (4) Other (please specify)
- (5) I don't know

5d6: How did you get your most recent job?

- (1) Personal referral

- (2) Responding to a private advertisement
- (3) Through a UK-based agency
- (4) Through an agency based overseas
- (5) Other (please specify)

5d7: How good is a match there between your skills and qualifications and the requirements of your role?

- (1) There is a good match
- (2) I am over-qualified for this role
- (3) I am underqualified for this role
- (4) I don't know

5d8: Does your weekly rest last longer than 24 hours consecutively?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5d9: How often have you worked overtime than that you felt was excessive?

- (1) Always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5d10: Do you feel you suffer from a lack of privacy in your work?

- (1) Always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5d11: Do you know personally of any other domestic workers who have experienced any of the above related to labour rights? (Including working excessive overtime, a failure to obtain daily or weekly breaks or annual leave) If so, how many? (Please indicate the number, or state '0' if this does not apply to anyone you know)

Numerical value

5e1: Do you have friends outside your work?

- (1) Yes
- (2) No
- (3) I don't know

5e2: Do you feel you rely too much on your employer for emotional support?

- (1) Yes
- (2) Often
- (3) Sometimes

- (4) Never
- (5) I don't know

5e3: Please tick all that apply to you:

- (1) I am generally comfortable and happy.
- (2) I am generally fearful and anxious.
- (3) I am interested and engaged in activities outside my work.
- (4) I am not interested or engaged in activities outside my work.
- (5) I am generally happy, calm and peaceful.
- (6) I am generally shifting between sadness and aggression.
- (7) I believe I can trust others around me.
- (8) I find it difficult to trust others.
- (9) I can make my own decisions.
- (10) I find it difficult to make even simple decisions.
- (11) I don't have any problems with concentration or memory.
- (12) I often have problems with concentration and memory.
- (13) Other, please specify

5e4: Do you know personally of any other domestic workers who suffer from mental ill health? If so, how many? (Please indicate the number, or state '0' if this does not apply to anyone you know)
Numerical value

5f1: Does your agent or employer ever speak to people in authority (e.g. government official; local authority representative or inspection agency) on your behalf?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5f2: Has your employer, or their agent, withheld from you your travel and identity documentation?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5f3: Do you know personally of any other domestic workers who do not have access to their own travel and identity documents? If so, how many? (Please indicate the number, or state '0' if this does not apply to anyone you know)
Numerical value

5f4: Do you feel your working environment is safe and healthy?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5f5: Do you have access to medical care?

- (1) Yes
- (2) No
- (3) I don't know

5f6: Do you know personally of any other domestic workers who do not have access to medical care?
If so, how many?

Numerical value

5f7: Other than family or friends, have you met with anyone who wanted to check on your wellbeing or working conditions?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5f8: Do you have access to good-quality food, water and sanitation?

- (1) Yes, always
- (2) Often
- (3) Sometimes
- (4) Never
- (5) I don't know

5f9: Do you know personally of any other domestic workers who suffer from bad environmental conditions? If so, how many?

Numerical value

5f10: Do you know who might help you if you are not being properly paid or properly treated?

- (1) Yes
- (2) No

5f11: Do you know personally of any other domestic workers who do NOT know where to go for help? If so, how many?

Numerical value

5f12: Have you or someone you know personally been advised to enter the NRM?

- (1) I have been advised to enter the NRM and was referred
- (2) I was advised, but decided not to enter the NRM
- (3) I know someone personally who was advised to enter the NRM and was referred
- (4) I know someone personally who was advised to enter then NRM, but decided not to
- (5) No
- (6) I don't know

5f13: How accessible did you find the NRM system?

- (1) Very accessible
- (2) Fairly accessible

- (3) Fairly inaccessible
- (4) Very inaccessible
- (5) No opinion

5f14: Which, if any, organisations supported your referral?

- (1) the police
- (2) the Home Office
- (3) UK Visas and Immigration
- (4) Border Force
- (5) Immigration Enforcement
- (6) National Crime Agency
- (7) A local authority
- (8) Gangmasters and Labour Abuse Authority (GLAA)
- (9) Salvation Army
- (10) Migrant Help
- (11) Medaille Trust
- (12) Kalayaan
- (13) Barnardo's
- (14) Unseen
- (15) NSPCC (CTAC)
- (16) BAWSO
- (17) New Pathways
- (18) Refugee Council
- (19) Other (please specify)
- (20) I did not receive any formal support
- (21) Other

5f15: Do you know personally of any other domestic workers who went through the NRM system? If so, how many?

Numerical value

5f16: Do you know personally of any other domestic workers who have suffered from severe forms of labour exploitation such as human trafficking or modern slavery who have NOT used the NRM? If so, how many?

Numerical value

5f17: In what, if any, ways could the NRM system be made more accessible for domestic workers?

Text

5f18: Why did you not want to be referred?

Text

6a: What do you think is the most satisfying aspect of your work?

Text

6b: What do you think is the most unsatisfactory aspect of your work?

Text

6c: Are there ways your work could be done that would make it easier for you?

Text

6d: Please add any further comments

Text

6e: With the questions asked above, what do you feel best describes the working conditions that you experience as a domestic worker?

- (1) Decent work
- (2) Acceptable work
- (3) Neither decent work nor exploitation
- (4) Minor Exploitation
- (5) Severe Exploitation
- (6) I don't know

6f: Tick as many as that applies to what you want to do next

- (1) I am happy to carry on with my job as it is
- (2) I would like help to make changes to my job
- (3) I would like to move to do the same type of work but in a different place
- (4) I would like to do a different job (please explain what)
- (5) I don't know
- (6) Other