

Codebook

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

Q5. 1a_eligibility: Whether the respondent have worked as a domestic worker in the past 12 months.

- (0) Yes
- (1) No

6. 1b_most_recent: How long were you/have you been in your most recent domestic worker role?

- (0) One month or less
- (1) Between one and six months
- (2) Between six months and one year
- (3) Between one year and three years
- (4) More than three years

7. 1c. How often do you stay overnight in your workplace?

- (0) Never
- (1) Once a month
- (2) At least once a week
- (3) I live at my workplace full-me

8. Nationality: What is your nationality?

- (0) British
- (1) Other, please specify

9. 2b. How long have you been in the UK?

- (0) Less than 3 months
- (1) Between three months and one year
- (2) Between one and three years
- (3) More than three years

10. gender: What is your gender?

- (0) Male
- (1) Female
- (2) Non-binary
- (3) Prefer not to say

11. Age: What is your age?

- (0) Under 18
- (1) 18-20
- (2) 21-22
- (3) 23-25
- (4) 26-35

- (5) 35-40
- (6) 45+

12. 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?

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

13. *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.

14. *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.

15. 3a: How long have you been working (part-me or full-me) in the domestic work industry in the UK?

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

16. 3b: In terms of weekly hours, I work:_____

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

17. 3c: On average, how many hours do you/did you work each day?

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

18-0. 3d: Please select the tasks that you were/ are required to perform (Please select all that apply)

- (0) Cleaning the house
- (1) Washing up and drying dishes
- (2) Taking care of an adult
- (3) Cooking
- (4) Taking care of a child
- (5) Grocery shopping
- (6) Other work in or for a household (please specify)

19. 4a: To what extent would you say you enjoy your job and working conditions?

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

20. 4b: Employer Relations: What best describes your relationship with your most recent employer?

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

21. 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

22. 4d: How much do you like your profession?

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

23. 4e: How satisfied are you with your working conditions?

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

24. 4f: Do you ever feel like moving from your current job to another employer?

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

25. 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?

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

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

26-a. 4h2: Nature of supervision (the way your employer checks your work)

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

26-b. 4h3: The basic level of pay

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

26-c. 4h4: Opportunities for increasing earnings through overtime

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

26-d. 4h5: Opportunities for increasing earnings through promotion

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

26-e. 4h6: Your relationship with your co-workers

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

26-f. 4h7: Any childcare or childcare-related benefits

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

26-g. 4h8: The holidays that you are allowed

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

27. 4i: Taken as a whole, did the pay and benefits in your most recent role meet your expectations?

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

28. 4j: How important do you feel your safety in the workplace is to your employer?

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

29. 5a1: Have you ever been forced to do any work by your employer or household against your will?

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

30. 5a2: Do you have control over the times of the day that you work?

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

31. 5a3: Do you have the freedom to decide how you do your tasks?

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

32. 5a4: In your most recent job, have you ever felt that you could not leave your work premises?

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

33. 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

34. 5a6: How would you describe your working conditions?

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

35. 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

36. 5b1: How much are you paid an hour, before tax and other deductions?

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

37. 5b2: How frequently are you paid?

- (0) Daily

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

38. 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

39. 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?

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

40. 5b5: Were you already in the UK or overseas when you incurred the debt?

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

41. 5b6: Did the debt cover your travel to come to the UK?

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

42. 5b7: Has your pay ever been withheld by your employer?

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

43. 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

44. 5c1: Have you experienced any forms of abuse, harassment, or physical violence?

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

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

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

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

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

45. 5c2: Have you been forced, deceived or threatened into poor working conditions?

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

46. 5c3: Can you choose whether or not to stay permanently in the household overnight?

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

47. 5c4: Has your employer ever threatened or intimidated you?

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

48. 5c5: Has your employer ever verbally abused you (e.g. shouted, insulted, tried to humiliate you, or called you names, etc.)?

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

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

49. 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

50. 5d1: Do you have the option to negotiate your working arrangements?

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

51. 5d2: Do you have a written statement or a signed contract with your agency or employer?

- (0) Yes
- (1) No

- (2) I don't know

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

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

52. 5d3: Are you self-employed, work as an employee, or work under a domestic work agency (agency worker)?

- (0) Self-employed – black
(1) Employee - red
(2) Agency worker - brown

53. 5d4: Would you like to check the employment protection to which you are entitled?

- (0) Yes
(1) No

54. 5d4-a: Please ck the option that applies to you:

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

55. 5d4-b: Please mark, if you have NOT received any of the following (you can select more than one option): privately employed (employee)

- (0) Protection from unlawful deductions from wages
(1) 5.6 weeks of paid annual leave (both part-me and full-me)
(2) 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.
(3) To work no more than 48 hours on average per week or to opt out of this right if you choose
(4) Protection against unlawful discrimination
(5) Protection for 'whistle blowers' who report wrongdoing in the workplace
(6) Sick pay
(7) Maternity pay
(8) Paternity pay
(9) Parental pay

57. 5d4-c: Please mark if you have NOT received the following information as part of your contract (you can select more than one option): (agency worker)

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

58. 5d5: Who is your employer?

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

59. 5d6: How did you get your most recent job?

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

60. 5d7: How good is a match there between your skills and qualifications and the requirements of your role?

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

61. 5d8: Does your weekly rest last longer than 24 hours consecutively?

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

62. 5d9: How often have you worked over me than that you felt was excessive?

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

63. 5d10: Do you feel you suffer from a lack of privacy in your work?

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

64. 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

65: Do you have friends outside your work?

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

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

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

67. 5e3: Please ck all that apply to you:

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

68. 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

69. 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?

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

70. 5f2: Has your employer, or their agent, withheld from you your travel and identity documentation?

- (0) Yes, always
- (1) Often

- (2) Sometimes
- (3) Never
- (4) I don't know

71. 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

72. 5f4: Do you feel your working environment is safe and healthy?

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

73. 5f5: Do you have access to medical care?

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

74. 5f6: Do you know personally of any other domestic workers who do not have access to medical care? If so, how many?

Numerical value

75. 5f7: Other than family or friends, have you met with anyone who wanted to check on your wellbeing or working conditions?

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

76. 5f8: Do you have access to good-quality food, water and sanitation?

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

77. 5f9: Do you know personally of any other domestic workers who suffer from bad environmental conditions? If so, how many?

Numerical value

78. 5f10: Do you know who might help you if you are not being properly paid or properly treated?

- (0) Yes

(1) No

79. 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

80. 5f12: Have you or someone you know personally been advised to enter the NRM?

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

81. 5f13: How accessible did you find the NRM system?

- (0) Very accessible
- (1) Fairly accessible
- (2) Fairly inaccessible
- (3) Very inaccessible
- (4) No opinion

82. 5f14: Which, if any, organisation supported your referral?

- (0) the police
- (1) the Home Office
- (2) 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

83. 5f15: Do you know personally of any other domestic workers who went through the NRM system? If so, how many? Numerical value

84. 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

85. 5f17: In what, if any, ways could the NRM system be made more accessible for domestic workers?

Text

87. 5f18: Why did you not want to be referred?

Text

88. 5f15: Do you know personally of any other domestic workers who went through the NRM system? If so, how many? Numerical value

89. 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

90. 5f17: In what, if any, ways could the NRM system be made more accessible for domestic workers? Text

92. 5f14: Which, if any, organisations supported your referral?

(0) the police

(1) the Home Office

(2) UK Visas and Immigration (4) Border Force

(3) Immigration Enforcement

(4) National Crime Agency

(5) A local authority

(6) Gangmasters and Labour Abuse Authority (GLAA)

(7) Salvation Army

(8) Migrant Help

(9) Medaille Trust

(10) Kalayaan

(11) Barnardo's

(12) Unseen

(13) NSPCC (CTAC)

(14) BAWSO

(15) New Pathways

(16) Refugee Council

(17) Other (please specify)

(18) I did not receive any formal support

(19) Other

93. 5f17: In what, if any, ways could the NRM system be made more accessible for domestic workers? Text

95. 5f18: Why did you not want to be referred?

Text

96. 5f17: In what, if any, ways could the NRM system be made more accessible for domestic workers? Text

98. 6a: What do you think is the most satisfying aspect of your work?

Text

99. 6b: What do you think is the most unsatisfactory aspect of your work?

Text

100. 6c: Are there ways your work could be done that would make it easier for you? Text

101. 6d: Please add any further comments

Text

102. 6e: With the questions asked above, what do you feel best describes the working conditions that you experience as a domestic worker?

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

103. 6f: Tick as many as that applies to what you want to do next

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