

APPENDIX 1A: Survey Instrument

SURVEY QUESTIONNAIRE OF WORKING CONDITIONS FOR MIGRANT DOMESTIC WORKERS IN HONG KONG

This document shows the survey instrument used by Justice Centre Hong Kong to measure the prevalence of forced labour and trafficking for the purposes of forced labour amongst employed migrant domestic workers in Hong Kong in April 2015. The document shows the questions asked and which questions triggered which indicators. Responses were used to calculate whether a survey respondent could be counted as being in forced labour or having been trafficked for the purpose of forced labour.

Indicators are coded as follows:

UIS	Unfree recruitment, Involuntariness, Strong
UIM	Unfree recruitment, Involuntariness, Medium
UPS	Unfree recruitment, Menace of penalty, Strong
UPM	Unfree recruitment, Menace of penalty, Medium
WIS	Work and life under duress, Involuntariness, Strong
WIM	Work and life under duress, Involuntariness, Medium
WPS	Work and life under duress, Menace of penalty, Strong
WPM	Work and life under duress, Menace of penalty, Medium
IIS	Impossibility of leaving, Involuntariness, Strong
IIM	Impossibility of leaving, Involuntariness, Medium
IPS	Impossibility of leaving, Menace of penalty, Strong
IPM	Impossibility of leaving, Menace of penalty, Medium

Note: The questionnaire should be read in tandem with Appendix 4 showing the full list and definitions of the Justice Centre indicators for forced labour and trafficking for the purposes of forced labour.

The questionnaire was administered on e-tablets by teams of field researchers across 11 geographical zones in Hong Kong. Survey participants completed the questionnaire themselves in quiet spaces, and could choose the language in which they completed the survey, with a text-to-speech function for anyone with limited literacy. Written information in the native language and native speakers were also available to explain the study in more detail and answer any questions.

INTRODUCTION BEFORE INTERVIEW

“Hello, my name is from ORC International, an independent research company. We are commissioned by our client, Justice Centre Hong Kong, to understand migrant domestic workers’ recruitment and working conditions in Hong Kong. Justice Centre Hong Kong is an independent, non-profit, non-governmental organization working in Hong Kong with certain migrant groups.

My questions will take about 20-30 minutes of your time.

Are you currently working as a Migrant Domestic Worker in Hong Kong? Would you be willing to participate?

Please be totally open and honest in your responses and rest assured that all our questions are strictly for research purposes only; your results will be reported in an aggregated basis and will not be used against you in any cases. All the information you provide will be entirely anonymous and confidential.

Do you consent to this interview?

No – Terminate Interview

Yes – Continue

Thank you for participating in our survey.”

Interviewer Number:

Interview Location:

Interview Date:

SECTION A: DEMOGRAPHICS AND BACKGROUND

A1. What is your gender?

- ☐ Female
- ☐ Male
- ☐ Other

A2. Which of the following best represents your age range?

- ☐ Below 18 years old
- ☐ 18-23 years old
- ☐ 24-29 years old
- ☐ 30-34 years old
- ☐ 35-39 years old
- ☐ 40-45 years old
- ☐ 46-50 years old
- ☐ 51-55 years old
- ☐ 56-60 years old
- ☐ 61-65 years old
- ☐ Above 65 years old

A3. What country are you from?

- ☐ Indonesia
- ☐ Philippines
- ☐ Thailand
- ☐ India
- ☐ Sri Lanka
- ☐ Nepal
- ☐ Bangladesh
- ☐ Myanmar
- ☐ Other. Please specify [Open response] _____

A4. What province were you born in?

[Open response] _____

A5. Would you consider your home-town rural or urban?

- ☐ Rural
☐ Urban

A6. What is your highest completed level of education?

- ☐ No completed formal education
☐ Elementary (usually until 12 years old)
☐ Secondary (usually until 18 years old)
☐ Vocational training
☐ College
☐ University
☐ Postgraduate studies (Masters or PhD)

A7. Please select the description that best describes your marital status.

- ☐ Single without children
☐ Single with children (with youngest child below 12 years old)
☐ Single with children (with youngest child above 12 years old)
☐ Married without children
☐ Married with children (with youngest child below 12 years old)
☐ Married with children (with youngest child above 12 years old)
☐ Divorced / separate / widowed without children
☐ Divorced / separate / widowed with children (with youngest child below 12 years old)
☐ Divorced / separate / widowed with children (with youngest child above 12 years old)

A8. In what year did you first arrive in Hong Kong?

[Open response] _____

A9. How long have you been working in Hong Kong as a migrant domestic worker? Please exclude time out of Hong Kong between contracts, if any?

- ☐ Less than 1 year
☐ 1
☐ 2
☐ 3
☐ 4
☐ 5
☐ 6
☐ 7
☐ 8
☐ 9
☐ 10
☐ More than 10 years

A10. How many migrant domestic work contracts in total have you had in Hong Kong?

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10
- ☐ More than 10

A11. How many migrant domestic work employers have you had in total in Hong Kong?

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10
- ☐ More than 10

A12. Have you worked as a domestic worker in other countries?

- ☐ Yes
- ☐ No

A12a. In which other countries have you worked as a domestic worker?

Enter name of country: [Open response] _____

SECTION B: RECRUITMENT EXPERIENCE OF CURRENT JOB

QB1. Why did you become a domestic worker in Hong Kong for this current job?

Please choose as many answers from the list below as apply to you

- ☐ To support family
- ☐ To find work
- ☐ To earn higher income
- ☐ To leave an unhappy/difficult personal life
- ☐ To reduce debt
- ☐ To cope with disasters/conflict
- ☐ To cope with health costs
- ☐ My family forced me to

1.2 Coercive Recruitment (UIS)

<input type="checkbox"/>	I was tricked into coming by a broker/family friend	1.1 Deception about the Nature of the Work (UIS)
<input type="checkbox"/>	To have an adventure/experience travel	
<input type="checkbox"/>	Other. Please specify [Open response]	
<input type="checkbox"/>	_____	

QB2. Were you in Hong Kong when you secured your current contract?

- ☐ Yes [Go to QB3]
☐ No [Go to Qb15]

QB3. Did you use a Hong Kong-based placement agency?

- ☐ Yes
☐ No

QB4. What were the main reasons you used a Hong Kong placement agency?
Please choose as many answers from the list below as apply to you

- ☐ It was cheaper to use a Hong Kong placement agency than returning to my home country and starting the employment process all over again.
☐ It was faster to use a Hong Kong placement agency than returning to my home country and starting the employment process all over again.
☐ My government/consulate in Hong Kong said I must use a placement agency in Hong Kong.
☐ Other. Please specify [Open response] _____

QB5. You mentioned that you become a domestic worker [INSERT ANSWERS IN Q1]. Do you think the placement agency in Hong Kong took advantage of your difficult personal situation in your dealings with them?

- ☐ Yes 1.9 Abuse of Difficult Family Situation (UPM)
☐ No

QB5a. You mentioned that you become a domestic worker [INSERT ANSWERS IN Q1]. Do you think any other people in Hong Kong took advantage of your difficult personal situation in your dealings with them?

- ☐ Yes 1.9 Abuse of Difficult Family Situation (UPM)
☐ No

QB6. Did you have to pay for any of the following aspects of your current contract in Hong Kong?

		Yes	No	Don't remember / don't know
A	Placement Fees			
B	Food and lodging in Hong Kong while waiting for your job to begin			
C	Transport costs to Macau or Shenzhen while waiting for your job to begin.			

D	Food and lodging in Macau or Shenzhen while waiting for your job to begin.			
E	Contract certification at your consulate / government offices			
F	Other. Please specify [Open response] _____			

QB7. How did you pay for these costs? Please choose as many answers from the list below as apply to you.

- ☐ Used my savings
- ☐ Borrowed from family and friends
- ☐ Borrowed from broker
- ☐ Borrowed from the employment agency
- ☐ Borrowed from finance company
- ☐ Other: please specify [Open response] _____

QB8. How long will/did it take you to pay back the loans?

- ☐ Enter number [Open response] _____
- ☐ Refused
- ☐ Can't say / Don't know

QB9. What was your monthly instalment for repayment?

- ☐ Enter number [Open response] _____ $(QB8 * QB9 / C11 * 12) * 100 \geq 30\%$
1.8 Induced or Inflated Indebtedness (UIM)
- ☐ Refused
- ☐ Can't say / Don't know

QB10. Were you given a copy of the loan agreement?

- ☐ Yes
- ☐ No 1.11 Abuse of Lack of Information (UIM)
- ☐ Don't know

QB11. At the time you signed the loan agreement did you understand what you were signing and agree to the terms of the agreement?

- ☐ Yes
- ☐ No 1.10 Abuse of Lack of Education (language) (UIM)
- ☐ Don't know

QB12. Did you expect to pay money to secure this job in Hong Kong?

- ☐ Yes
- ☐ No
- ☐ Don't know

QB13. Do you feel that you had no choice but to keep working in Hong Kong because of the amount of money you paid to secure this job?

- ☐ Yes
☐ No
☐ Don't know

QB14. How does the actual nature of your current contract compare with the information you received beforehand?

Please use a scale of 0 to 6. (0 = didn't receive any information beforehand; 1 = much worse; 2 = worse; 3 = as promised / agreed; 4 = somewhat better; 5 = much better; 6 = don't remember)

		0	1	2	3	4	5	6
A	Living Conditions							
		1.7 Deceptive Recruitment (UIM)						
B	Wages							
		1.7 Deceptive Recruitment (UIM)						
C	Working Hours							
		1.7 Deceptive Recruitment (UIM)						
D	Nature of the Job							
		1.7 Deceptive Recruitment (UIM)						
E	Rest Hours							
		1.7 Deceptive Recruitment (UIM)						
F	Holidays (paid)							
		1.7 Deceptive Recruitment (UIM)						
G	Welfare & Benefits							
		1.7 Deceptive Recruitment (UIM)						

QB15. Who assisted you to organise the following aspects of your current job? Please choose as many answers from the list below as apply to you

(1 = Friends or family; 2 = Broker; 3 = Private recruitment agency; 4 = Government recruitment agency in your home country; 5 = Placement agency in Hong Kong; 6 = Myself; 7 = Not needed)

		1	2	3	4	5	6	7
A	Issue the Passport							
B	Issue the Visa							
C	Qualifications, certificates and/or endorsements							

D	Flights/transport to Hong Kong							
E	Medical examinations							
F	Insurance							
G	Training							
H	Job placement in Hong Kong							
I	Other. Please specify: [Open response] _____							

QB16. You mentioned that you became a domestic worker [INSERT ANSWERS IN Q1]. Do you think any of the people who assisted you to find your current job took advantage of your difficult personal situation in your dealings with them?

- ☒ Yes *1.9 Abuse of Difficult Family Situation (UPM)*
☐ No

QB16b. Who do you think took advantage of your difficult personal situation?
Please choose as many answers from the list below that apply to you.

- ☐ Friends or family
☐ Broker
☐ Private recruitment agency
☐ Government recruitment agency in your home country
☐ Placement agency in Hong Kong

QB17. Did you have to pay for any of the following aspects of your current job in Hong Kong?

Yes No Don't Remember/
Don't Know

A	Passport (other than the application fee itself)			
B	Visa (other than the application fee itself)			
C	Qualifications, certificates and/or endorsements			
D	Flights/transport			
E	Medical examinations			
F	Insurance			
G	Training			
H	Food & lodging at training facility			
I	Placement			
J	Food and lodging in Hong Kong while waiting for your job to begin			
K	Food and lodging in Macau or Shenzhen while waiting for your job to begin			

QB18. Did you pay for any services/costs related to your current job before you left your home country?

- ☐ Yes [Go to QB19]
☐ No [Go to QB24]

QB19. How did you pay? Please choose as many answers from the list below as apply to you.

- ☐ Used my savings
☐ Borrowed from family and friends
☐ Borrowed from broker
☐ Borrowed from the employment agency
☐ Borrowed from finance company
☐ Other: please specify [Open response] _____

QB20. How long will/did it take you to pay back the loans?

- ☐ Enter number [Open response] _____
☐ Refused
☐ Can't say / Don't know

QB21. What was your monthly instalment for repayment?

- ☐ Enter number [Open response] _____ $(QB20 * QB21 / C11 * 12) * 100 \geq 30\%$
1.8 Induced or Inflated Indebtedness (UIM)
☐ Refused
☐ Can't say / Don't know

QB22. Were you given a copy of the loan agreement?

- ☐ Yes
☐ No *1.11 Abuse of Lack of Information (UIM)*
☐ Don't know

QB23. At the time you signed the loan agreement did you understand what you were signing and agree to the terms of the agreement?

- ☐ Yes
☐ No *1.10 Abuse of Lack of Education (language) (UIM)*
☐ Don't know

QB24. Did you pay for any services / costs related to your current job after you got to Hong Kong?

- ☐ Yes [Go to QB25]
☐ No [Go to QB30]

QB25. How did you pay? Please choose as many answers from the list below as apply to you.

- ☐ Used my savings

<input type="checkbox"/>	Borrowed from family and friends
<input type="checkbox"/>	Borrowed from broker
<input type="checkbox"/>	Borrowed from the employment agency
<input type="checkbox"/>	Borrowed from finance company
<input type="checkbox"/>	Other: please specify [Open response]

QB26. How long will/did it take you to pay back the loans?

<input type="checkbox"/>	Enter number [Open response] _____
<input type="checkbox"/>	Refused
<input type="checkbox"/>	Can't say / Don't know

QB27. What was your monthly instalment for repayment?

<input type="checkbox"/>	Enter number [Open response] _____	$((QB20*QB21)+(QB26*QB27) / C11*12)*100 \geq 30\%$
<input type="checkbox"/>	Refused	1.8 Induced or Inflated Indebtedness (UIM)
<input type="checkbox"/>	Can't say / Don't know	

QB28. Were you given a copy of the loan agreement?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No 1.11 Abuse of Lack of Information (UIM)
<input type="checkbox"/>	Don't know

QB29. At the time you signed the loan agreement did you understand what you were signing and agree to the terms of the agreement?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No 1.10 Abuse of Lack of Education (language) (UIM)
<input type="checkbox"/>	Don't know

QB30. Did you expect to pay money to secure this job in Hong Kong?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Don't know

QB31. Do you feel that you had no choice but to keep working in Hong Kong because of the amount of money you paid to secure this job?

<input type="checkbox"/>	Yes
<input type="checkbox"/>	No
<input type="checkbox"/>	Don't know

QB32. Did you spend any time at recruitment training facility before you left your home country?

- ☐ Yes [Go to QB33]
☐ No [Go to QB39]

QB33. Were you free to leave the premises of the recruitment training facilities when you were not in classes or training?

- ☐ Yes
☒ No 1.2 Coercive Recruitment (UIS)

QB34. Was your passport kept from you during the whole period of your time at the recruitment training facility?

- ☒ Yes 1.6 Confiscation of Identity Papers or Travel Documents (UPS)
☐ No

QB35. Were any of your other identity documents confiscated at the recruitment facility?

- ☒ Yes 1.6 Confiscation of Identity Papers or Travel Documents (UPS)
☐ No

QB36. Were you kicked or slapped or punched or otherwise physically hurt while you were at the recruitment facility?

- ☒ Yes 1.3 Physical Violence during Recruitment (UPS)
☐ No

QB37. Were you subjected to any form of sexual abuse or intimidation while you were at the recruitment facility?

- ☒ Yes 1.4 Sexual Violence during Recruitment (UPS)
☐ No

QB38. Were you or your family threatened in any way (for example, with cancellation of your employment contract) while you were at the recruitment facility?

- ☒ Yes 1.5 Threats Against Family Members (UPS)
☐ No

QB39. Has the broker you used in securing your current job ever threatened you or your family?

- ☒ Yes 1.5 Threats Against Family Members (UPS)
☐ No

QB40. Was the contract you signed in your home country in a language that you could read and understand?

- ☐ Yes
☒ No 1.10 Abuse of Lack of Education (language) (UIM)

QB41. Were you given enough time to read through and understand the contract you signed in your home country?

☐ Yes
☒ No 1.11 Abuse of Lack of Information (UIM)

QB42. Did any of the people who assisted you to find your current job tell you to use a false passport, alter the details on your passport, or use false certificates/endorsements?

☒ Yes 2.20 Forced Engagement in Illicit Activities (WIM)
☐ No

QB43. Did any of the people who assisted you to find your current job tell you not to contact any authorities in Hong Kong or your consulate in Hong Kong, even if you were experiencing problems?

☐ Yes 1.13 False Information about Law or Attitude of Authorities (UIM)
☐ No

QB44. Did you receive any information about your rights as a Migrant Domestic Worker in Hong Kong in your own language before you left your home country?

☐ Yes
☒ No 1.11 Abuse of Lack of Information (UIM)

QB45. Did you decide that you didn't want to become a domestic worker in Hong Kong, but you were forced to go because you had already incurred debt?

☐ Yes 1.12 Abuse of Economic Vulnerabilities (UIM)
☐ No

QB46. When you arrived in Hong Kong, were you provided with a package of documents about working in Hong Kong before you left the airport?

☐ Yes
☐ No

QB47. Did the Hong Kong placement agency take them away from you?

☐ Yes 1.11 Abuse of Lack of Information (UIM)
☐ No

QB48. When you arrived in Hong Kong, did the Hong Kong placement agency replace your contract with another contract?

☐ Yes
☐ No

QB49. Was the new contract better or worse than the first contract you signed?

- ☐ Better
☐ The same
☒ Worse 1.1 Deception about the Nature of Work (UIS)

QB50. Did the Hong Kong placement agency advise you to tell your employer that you do not need a day off per week?

- ☒ Yes 1.13 False Information about Law or Attitude of Authorities (UIM)
☐ No

QB51. Did the Hong Kong placement agency take your passport off you when you arrived in Hong Kong and keep it?

- ☒ Yes 1.6 Confiscation of Identity Papers or Travel Documents (UPS)
☐ No

QB52. Did you, or have you borrowed money to get your passport back?

- ☒ Yes 1.8 Induced or Inflated Indebtedness (UIM)
☐ No

QB53. How does the actual nature of your current contract compare with the information you received beforehand?

Please use a scale of 0-6. (0 = didn't receive any information beforehand; 1 = much worse; 2 = worse; 3 = as promised / agreed; 4 = somewhat better; 5 = much better; 6 = don't remember)

		0	1	2	3	4	5	6
A	Living Conditions							
		1.7 Deceptive Recruitment (UIM)						
B	Wages							
		1.7 Deceptive Recruitment (UIM)						
C	Working Hours							
		1.7 Deceptive Recruitment (UIM)						
D	Nature of the Job							
		1.7 Deceptive Recruitment (UIM)						
E	Rest Hours							
		1.7 Deceptive Recruitment (UIM)						
F	Holidays (paid)							
		1.7 Deceptive Recruitment (UIM)						
G	Welfare & Benefits							

		1.7 Deceptive Recruitment (UIM)				
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SECTION C: EMPLOYMENT CONDITIONS OF CURRENT JOB

C1. Have you signed a contract for your current job and submitted it to the Hong Kong immigration department?

- ☐ Yes
☒ No 2.17 No Respect of Labour Laws (WIM)

C2. What is the nationality of your current employer?

- ☐ Local Chinese
☐ Non-local Chinese
☐ American
☐ British
☐ Other European
☐ Australian
☐ Canadian
☐ Korean
☐ Japanese
☐ India
☐ Taiwanese
☐ Malaysian
☐ Other: please specify [Open response] _____

C3. What are your sleeping arrangements with your current employer?

- | | |
|---|--|
| <input type="checkbox"/> Sharing room with child | 2.1 Being Under the Influence (WIS) +
2.4 Degrading Living Conditions (WIS) |
| <input type="checkbox"/> Sharing room with elderly | 2.1 Being Under the Influence (WIS) +
2.4 Degrading Living Conditions (WIS) |
| <input type="checkbox"/> Sharing room with another worker | 2.1 Being Under the Influence (WIS) +
2.4 Degrading Living Conditions (WIS) |
| <input type="checkbox"/> Sharing bed with child | 2.1 Being Under the Influence (WIS) +
2.4 Degrading Living Conditions (WIS) |
| <input type="checkbox"/> Sleeping in kitchen or other shared living space | 2.1 Being Under the Influence (WIS) +
2.4 Degrading Living Conditions (WIS) |
| <input type="checkbox"/> Separate room | 2.1 Being Under the Influence (WIS) |
| <input type="checkbox"/> Separate flat | 2.20 Forced Engagement in Illicit Activities (WIM) |
| <input type="checkbox"/> Other: please specify [Open response] _____ | |

C4. Do your living conditions with your current employer include any of the following: overcrowding; unsanitary or unsafe conditions; limited or no privacy; pest infestations; poor ventilation; no water or electricity; no working toilets, sinks or showers?

- ☐ Yes 2.4 Degrading Living Conditions (WIS)
☐ No

C5. How many hours a day do you usually work (excluding breaks or rest time)?

Enter number of hours: [Open response] _____

≥ 12 hours a day, 1 2.2 Excessive Working Days or Hours (WIS)

C6. Does your employer ever wake you up during the night and ask you to work?

- ☐ Yes, but very rarely
- ☒ Yes, occasionally 2.3 Forced to Work on Call (Day and Night) (WIS)
- ☐ Yes, all the time 2.3 Forced to Work on Call (Day and Night) (WIS)
- ☐ No

C7. How often does your current employer offer you a day off?

- ☐ At least once a week
- ☒ Once every two weeks 2.2 Excessive Working Days or Hours (WIS)
- ☐ Once every three weeks 2.2 Excessive Working Days or Hours (WIS)
- ☐ Once a month 2.2 Excessive Working Days or Hours (WIS)
- ☐ I am only occasionally allowed to take a day off 2.2 Excessive Working Days or Hours (WIS)
- ☐ I am never allowed to take a day off 2.2 Excessive Working Days or Hours (WIS)

C8. Do you do work before you leave for your day off and/or after you get back from your day off?

- ☒ Yes 2.2 Excessive Working Days or Hours (WIS)
- ☐ No

C9. Does your current employer compensate you on a pro-rotta basis of your monthly salary in return for work during day off?

- ☐ Yes
- ☐ No

C10. Do you feel you have a real choice to say yes or no when asked to work during day off?

- ☐ Yes
- ☒ No 2.21 Forced Tasks (WIM)

C11. What is your monthly salary as per your contract?

Enter amount in HK\$: [Open response] _____ Can't say / Don't know 99

< HK\$ 3,920, 2.15 Withholding of Wages (WPS)

C12. Does your employer ever give you less salary than your contract amount or no salary at all?

- ☐ I have never been paid a salary at all.
- ☐ I always receive less than the salary amount stated in my contract.
- ☐ I sometimes receive less than the salary amount stated in my contract.
- ☐ No, I always receive the salary amount stated in my contract.

- ☐ No, I always receive the salary amount stated in my contract or more.
- ☐ No, I always receive more than the salary amount stated in my contract.

C13. Why do you receive less salary than the amount stated in your contract?

- ☐ Repayment for salary advanced to me. *1.8 Induced or Inflated Indebtedness (UIM)*
- ☐ Repayment for loans to a third party. *2.15 Withholding of Wages (WPS)*
- ☐ Punishment for bad performance at work. *2.15 Withholding of Wages (WPS)*
- ☐ My broker/employment agency/placement agency in Hong Kong told me it is because I am new and don't have much experience. *2.15 Withholding of Wages (WPS)*
- ☐ Deductions for sick leave. *2.15 Withholding of Wages (WPS)*
- ☐ Don't know. *2.15 Withholding of Wages (WPS)*
- ☐ Other: please specify

C14. Does your employer pay all of your share of your rent?

- ☐ Yes
- ☒ No *2.19 Wage Manipulation (WIM)*

C15. Does your employer pay all of your share of your utility bills?

- ☐ Yes
- ☒ No *2.19 Wage Manipulation (WIM)*

C16. Does your employer pay all of your work related transport costs?

- ☐ Yes
- ☒ No *2.19 Wage Manipulation (WIM)*

C17. Does your employer pay you a food allowance?

- ☐ Yes (Go to C18)
- ☐ No (Go to C19)

C18. How much on average do you get paid for food allowance per month?

Enter amount in HK\$: [Open response] _____ Can't say / Don't know 99

< HK\$875, *2.19 Wage Manipulation (WIM)*

C19. Do you usually get enough food to eat?

- ☐ Yes
- ☒ No *2.19 Wage Manipulation (WIM)*

C20. Do you send remittances home?

- ☐ Yes (Go to C20a)
- ☐ No (Go to C22)

C20a. Approximately how much in remittances do you send home each month? Please tell me roughly as a percentage of your income.

- ☐ 1-10%
- ☐ 11-20%
- ☐ 21-30%
- ☐ 31-40%
- ☐ 41-50%
- ☐ 51-60%
- ☐ 71-80%
- ☐ 81-90%
- ☐ 91-100%

C21. In total how many people are dependent on the remittances you send home?

- ☐ 1
- ☐ 2
- ☐ 3
- ☐ 4
- ☐ 5
- ☐ 6
- ☐ 7
- ☐ 8
- ☐ 9
- ☐ 10
- ☐ 11+

C22. Does your employer ever threaten or do any of the following? Please choose as many answers from the list below as apply to you

(1 = No, never does this and never threatens me with this; 2 = Yes, threatens to do this; 3 = Yes, does or has done this; 4 = I know someone that this is happening to; 5 = not applicable)

		1	2	3	4	5
A	Withhold food / food allowance		2.11 Other Forms of Punishment (WPS)			
B	Deduct your salary		2.15 Withholding of Wages (WPS)			
C	Take away your time off from work		2.11 Other Forms of Punishment (WPS)			
D	Take away your phone		2.12 Confiscation of Mobile Phones (WPS)			
E	Cut off your internet or your access to the house phone.		2.7 Isolation (WPS)			
F	Lock you in the house		2.8 Locked in Workplace			

			<i>or Living Quarters (WPS)</i>		
G	Report you to the police, other authorities, or your broker or employment/placement agency for living out		<i>2.13 Denunciation to Authorities (threat or actual) (WPS)</i>		
H	Report you to the police other authorities, or your broker or employment/placement agency, for stealing		<i>2.13 Denunciation to Authorities (threat or actual) (WPS)</i>		
I	Report you to the police other authorities, or your broker or employment/placement agency, for working illegally		<i>2.13 Denunciation to Authorities (threat or actual) (WPS)</i>		
J	Hit, punch, kick or otherwise be physically violent		<i>2.10 Physical Violence in Workplace (threat or actual) (WSP)</i> Prompts assistance protocol		
K	Yell, scream, or use degrading language		<i>2.11 Other Forms of Punishment (WPS)</i>		
L	Sexually abuse you (unwanted touching, comments etc.)		<i>2.9 Sexual Violence in Workplace (threat or actual) (WPS)</i> Prompts assistance protocol		
M	Tell your family that you are doing a bad job or have been a bad person		<i>2.22 Informing Family (blackmail) (WPM)</i>		
N	Harm your family		<i>2.14 Threats Against Family Members (WPS)</i>		
O	Anything else? (Please Specify)				

C23. Does your employer 'safe keep' your money in the house or in a bank account for you?

- ☐ Yes (Go to C24)
☐ No (Go to C25)

C24. Do you have complete and free access to all of your money whenever you want to?

- ☐ Yes
☒ No *2.15 Withholding of Wages (WPS)*

C25. Does your employer hold your passport?

- ☐ Yes (Go to C26)

☐ No (Go to C27)

C26. Do you have complete and free access to your passport whenever you want to?

☐ Yes

☒ No 2.6 Confiscation of Identity Papers or Travel Documents (WPS)

C27. Do you ever have to work for people other than your employer without your consent?

☒ Yes 2.20 Forced Engagement in Illicit Activities (WIM)

☐ No

C28. Do you ever have to do work that is not in your contract without your consent?

☒ Yes 2.21 Forced Tasks (WIM)

☐ No

C29. Has your employer ever forced you to do work which you consider dangerous?

☒ Yes 2.16 Hazardous Work (WIM)

☐ No

C30. When you get sick, does your employer let you go to the doctor and pay for any medicine you need?

☐ Yes

☒ No 2.18 No Social Protection (WIM)

C31. Does your employer restrict your movement outside of the house?

☒ Yes 2.5 Limited Freedom of Movement and Communication (WIS)

☐ No

C32. Does your employer allow you to practice your faith?

☐ Yes

☒ No 2.4 Degrading Living Conditions (WIS)

C33. How often do you have contact with your friends and family?

☐ Almost every day

☐ Every week

☐ Once every two weeks

☒ Monthly 2.5 Limited Freedom of Movement and Communication (WIS)

☐ Less than once a month 2.5 Limited Freedom of Movement and Communication (WIS)

C34. Which of the following problems that you have experience, if any, disturbed you most?

☐ Problems related to the wages

- ☐ Problems related to emotional, physical and/or sexual abuse
- ☐ Problems related to working conditions (job duties, long working hours, dangerous work)
- ☐ Problems related to lack of communication with family and/or friends
- ☐ Problems related to living conditions
- ☐ Lack of freedom
- ☐ Other. Please specify [Open response] _____
- ☐ None

C35. Do you feel free to quit your current job or to change employers, even if you are not facing any mistreatment?

- ☐ Yes
- ☐ No

C35a. Why not? Please choose as many answers from the list below as apply to you

- | | |
|--|--|
| <input type="checkbox"/> Because all jobs in Hong Kong are like this. | |
| <input type="checkbox"/> Because I am still in debt and need to repay the debts. | 3.6 Financial Penalties (IPM) |
| <input type="checkbox"/> Because my Hong Kong placement agency told me that I have to stay. | 3.1 Reduced Freedom to Terminate (IIS) |
| <input type="checkbox"/> Because I am worried it looks bad to change employers. | 3.5 Exclusion from Future Employment (IPM) |
| <input type="checkbox"/> Because my employer would report me to the police or other authorities/my government. | 3.3 Denunciation to Authorities (IPS) |
| <input type="checkbox"/> Because my employer would threaten my family or tell them stories about me. | 3.4 Threats Against Family (IPS) |
| <input type="checkbox"/> Because my Hong Kong placement agency would threaten my family or tell them stories about me. | 3.4 Threats Against Family (IPS) |
| <input type="checkbox"/> Because my Hong Kong placement agency still has my passport. | 3.1 Reduced Freedom to Terminate (IIS) |
| <input type="checkbox"/> Because my passport/documents are forged/falsified and I am worried about being reported. | 3.3 Denunciation to Authorities (IPS) |
| <input type="checkbox"/> Because I am working illegally and I am worried about being reported. | 3.3 Denunciation to Authorities (IPS) |
| <input type="checkbox"/> Other: please specify [Open response] _____ | |

C36. Have you ever asked your Hong Kong placement agency to change employers, but they refused?

- ☒ Yes 3.2 No Freedom to Resign (IIS)
- ☐ No

C37. If you have ever faced any mistreatment while you were a domestic worker in Hong Kong, have you ever sought assistance from any of the following?

	No	Yes, it was helpful	Yes, but it made no	I have not been

difference mistreated

A	Your placement agency in Hong Kong				
B	The Hong Kong police				
C	The Hong Kong Immigration Department				
D	The Hong Kong Labour Department				
E	Your government or consulate in Hong Kong				
F	Your recruitment agency in your home country				
G	Your broker in your home country				
H	An NGO or trade union				
I	A doctor				
J	Other migrant workers or friends				
K	Your family back home				
L	A religious organisation				
M	Other: please specify [Open response] _____				

C38. If you have ever had debt from securing a domestic worker contract in Hong Kong, have you ever done other jobs (including non-domestic worker jobs) to earn more money to pay off these debts (with or without your employer's knowledge or consent)?

- ☐ Yes
☐ No

SECTION D: PREVIOUS CONTRACTS (ONLY FOR RESPONDENTS WHO HAVE HAD MORE THAN 1 CONTRACT IN HONG KONG)

D1. Have you ever found a new employer without using a Hong Kong placement agency or renewed your contract with the same employer but been forced to use a Hong Kong placement agency by your consulate or government in Hong Kong?

- ☐ Yes (Go to D2)
☐ No (Go to D3)

D2. Were the fees you paid to the Hong Kong placement agency greater or less than 10% of your first month's wages on the new contract?

- ☐ Less than 10%
☐ Equal to 10%
☐ More than 10%

D3. Have you paid money to your government or consulate in Hong Kong when you submitted your contract for approval?

- ☐ Yes
☐ No

D3a. How much did you pay?

Enter amount in HK\$: [Open response] _____
Refused 98; Can't say / Don't know 99

D4. Has your contract ever been terminated before it was completed?

- ☐ Yes (Go to D5)
☐ No (Go to D6)

D5. Why was your contract terminated early? Please choose as many answers from the list below as apply to you

- ☐ I had finished paying off my debts to the placement agency
☐ I got sick
☐ I got pregnant
☐ I refused to perform tasks which were not in my contract
☐ Other: please specify [Open response] _____
☐ Don't know

D6. Have you ever terminated a contract before your 2 years was completed?

- ☐ Yes (Go to D7)
☐ No (Thanks and close)

D7. Why did you decide to terminate your contract early? Please choose as many answers from the list below as apply to you

- ☐ I found a better job
☐ I had personal problems
☐ My employer was mistreating me
☐ My employer wanted me to perform tasks which were not in my contract.
☐ I got pregnant
☐ I got sick
☐ Other: please specify [Open response] _____

D8. Would you like us to report your case to Justice Centre to refer you to a non-governmental organisation (NGO) for immediate assistance?

- ☐ Yes (Record personal details)

☐
☐

NAME:
CONTACT NO:
EMAIL ADDRESS:
PREFER DATE/TIME OF CONTACT:

No

D9. Would you be willing to take part in a private interview with Justice Centre to talk more about your recruitment and employment experiences?

☐
☐

Yes (Record personal details)
NAME:
CONTACT NO:
EMAIL ADDRESS:
PREFER DATE/TIME OF CONTACT:

No

D10. Would you like more information about Justice Centre Hong Kong and this research?

☐
☐

Yes Provide information pamphlets on Justice Centre and research

No

D11. Would you like written information on some different organisations that can help if you ever have a problem in Hong Kong as a migrant domestic worker?

☐
☐

Yes Provide small handout listing different organisations that provide assistance to migrant domestic workers in Hong Kong. THANK AND CLOSE

No

THANK AND CLOSE

THIS IS THE END OF THE SURVEY. THANK YOU FOR YOUR PARTICIPATION