STUDY ON SAFETY, HEALTH, AND LABOR EXPLOITATION RISKS AMONG MYANMAR AND CAMBODIAN MIGRANTS IN THAILAND

PREVALENCE STUDY REPORT

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ACRONYMS

CI	Confidence Interval
CITI	Collaborative Institutional Training Initiative
DISAC	Diocesan Social Action of Suratthani Catholic Foundation
DQA	Data Quality Assurance
DQR	Data Quality Review
FGD	Focus group discussion
GBKK	Greater Bangkok
HRDF	Human Rights and Development Foundation
IJM	International Justice Mission
ILO	International Labor Organization
IRB	Institutional Review Board
LPN	Labour Protection Network
MWRN	Migrant Workers Rights Network
NGO	Non-Government Organization
NIH	National Institute of Health
NORC	NORC at the University of Chicago
ODK	Open Data Kit
RDS	Respondent Driven Sampling
THB	Thai Baht
TIP	Trafficking in Persons
US TIP Office	U.S. Department of State's Office to Monitor and Combat Trafficking in Persons

1. INTRODUCTION

For migrant workers, there are multiple layers of risk prior to, during, and directly after migration. At-risk migrant workers may experience different forms of exploitation during recruitment, migration, and employment, including insufficient legal, labor, and social protections, which increase their vulnerability to forced labor conditions (Verité, 2019; Bryant & Landman, 2020). The literature suggests that interventions acknowledging the complexity of trafficking by addressing multiple risk/protective factors and focusing on systems-level (vs. individual-level) change, are likely to be more effective (Zimmerman & Kiss, 2017; Bryant & Landman, 2020; Fabbri, et al., 2021; Zimmerman, et al., 2021). Therefore, it is critical for cross-border counter-trafficking programs to understand the risks and patterns of labor violations, financial abuses, and labor exploitation among migrant workers in both the source and destination countries.

International Justice Mission (IJM) works to secure justice for victims of slavery, sexual exploitation, and other forms of violent oppression. As part of its plan to inform current and future programming, with funding from the Walmart Foundation, IJM contracted NORC at the University of Chicago (NORC) to conduct a study to assess the safety and health risks among Cambodian and Myanmar migrant workers in Thailand. Data collection for the study took place from October 10 through November 5, 2022, in three provincial areas in Thailand, including Greater Bangkok (including Bangkok, Pathum Thani, Nonthaburi and Samut Prakan), Rayong, and Samut Sakhon. NORC produced a research report out of this study and IJM intends to provide a summary in this document. This summary contains relevant information for Royal Thai Government stakeholders.

2. EXECUTIVE SUMMARY

| RESEARCH BACKGROUND AND METHODOLOGY

◢ STUDY AIMS

The primary goal of this study was to assess the safety and health risks among Myanmar and Cambodian migrants. The research was intended to understand what puts adults who migrate for work at risk of harm, including labor violations, occupational hazards, financial abuses, and labor exploitation. The study also aimed to explore individuals' access to justice. The survey questionnaire drew on indicators developed for labor migration research and explored topics such as: work sectors; employment terms and conditions; labor recruitment; work contracts; occupational health and safety; living conditions; pay and pay arrangements; labor abuses; and knowledge of labor rights.

◢ SAMPLING APPROACH

The total target sample for this study was 1,200 migrant workers from Myanmar and Cambodia (targeting 600 per country), who were working in sampled areas in Thailand at the time of data collection. We applied respondent-driven sampling (RDS) to recruit participants in multiple steps.

First, we purposively selected three provinces in which we expected to find a large population of interest. The provinces chosen included Greater Bangkok, Rayong, and Samut Sakhon. These provinces were selected based on findings from the formative assessment.

Second, to meet the seed quota, NORC worked with NGOs and community leaders to identify and recruit about 150 Myanmar and 150 Cambodian migrant workers from the selected provinces to be surveyed. This initial group of respondents served as the study's "seeds" from whom we identified all other study participants. We ensured a good distribution of seeds across nationality, gender, and sectors to increase the likelihood that the final sample would be representative of the target population. When scheduling interviews, the data collection team asked respondents where they would like to be interviewed. They offered a central location but were willing to adjust based on respondents' preferences. The team ensured any place they conducted an interview had a private space where the conversation would not be overheard.

At the end of each survey, respondents would be asked if they knew and would be willing to share contact information for up to seven migrant workers from their country who currently live in their province and are at least 18 years old. Respondents were compensated for each person they successfully recruited into the study. If a respondent nominated more than three individuals to participate, three nominees were randomly selected to be invited to join the study. If a respondent nominated three or fewer individuals to participate, all nominees would be invited to join the study. We provided the seeds with up to three coupons. Each coupon had a unique QR code to match "waves" with their recruiter. We repeated this process with each wave of respondents until we reached the target sample size of 1,200 respondents.

Study Limitation: Most Vulnerable Migrants Potentially Excluded from the Reach of Data Collection Activities

The most vulnerable and abused migrant workers are likely the most difficult-to-reach populations and they may be excluded from the estimates of labor violations, financial abuses, and labor exploitation. The individuals who may be most difficult to reach might

include, for example, 1) migrant workers currently in jobs that limit their freedom of movement or the people they can communicate with, 2) migrant workers who have not disclosed or do not wish to disclose having been deceived or cheated for fear of being put in a government-run shelter, being stigmatized, or feeling ashamed, and 3) individuals who fear retribution by traffickers or local recruiters. Individuals who are exploited in particularly irregular conditions may also be more difficult to reach and obtain disclosure or linkages from.

Measuring Labor Exploitation and Abuses, Including Forced Labor

The survey instrument for this study used an indicator-based approach. This allows us to assess levels of labor exploitation and abuses including forced labor based on various legal frameworks by adding or removing indicators from the assessment criteria.

NORC's prior studies and existing literature in human trafficking research informed this survey design. In this report, our key measures of forced labor conform to the legal framework established by the International Labor Organization (ILO 2012), and they represent the most agreed-upon indicators of forced labor currently utilized by the research community. The research team conducted a crosswalk exercise to ensure the survey instrument supports both legal frameworks.

To facilitate the analysis and interpretation of study findings, we first grouped the forced labor indicators into scaled categories of abuses based on respondents' perceived severity of employers' infringement on their human rights in their current job. Such an approach allows researchers to create a "scale-of-harm" rather than categorizing each violation as equal in possible negative impact. These categories include, starting with the most severe:

1 | Enacted or threatened infringement of physical integrity;

2 | Enacted or threatened restriction of personal freedom including physical movement and/or communication;

3 | Abusive and coercive employment practices to compel migrant workers to do something they did not want to; and

4 | Deceptive contracts, unfair or unsafe work arrangements, or lack of food and shelter.

Second, we applied a two-step qualifying approach to establish non-forced labor abuses as well as the threshold of forced labor victimization, in which we measure "excessive" exit costs used by employers to deter or prevent a migrant worker from leaving an abusive work environment. Under this analytical approach, a migrant worker (1) must have experienced some forms of employer-perpetrated abuse or unfair labor practice, and (2) must have been unable to quit because of fear of serious consequences.

While our "scale-of-harm" measures the degree of labor abuse harm or injury inflicted upon the individual migrant worker, our two-step threshold scheme seeks to qualify what reported experiences may count as forced labor victimization.

| KEY FINDINGS

Social-family networks are the dominant recruitment channel among Myanmar and Cambodian migrant workers, with 81.67% of the respondents obtaining their job through family or friends in Thailand. Another 8.19% of the respondents found employment by themselves. Less commonly, respondents got their jobs via a third-party recruitment agency (6.09%), which could be registered or unregistered with the government.

Cambodian and Myanmar migrant workers were also impacted by financial burdens to fund their migration and employment in Thailand. Over four in 10 respondents had to take out a loan to pay recruitment fees and other expenses to secure the job opportunity. The average amount of loans taken was 14,948.9 THB (about 450 USD). The amount ranged from a low of 1,667 THB (around 50 USD) to 80,000 THB (around 2,400 USD). As for the source of loans, friends and family members again represented the largest lending source (71.98%), followed by employers (15.02%). The potentially overlapping roles of recruiters, employers, and lenders might further complicate a worker's vulnerable situation.

Migrant workers displayed varying levels of trust in the justice system or government authorities (including police, labor inspectors, etc.) in addressing abuses or grievances while working overseas. Migrant workers were asked to respond to a hypothetical scenario where they encountered any harmful or abusive practices during employment in Thailand. 63.61% of respondents said they would report the experience to the authorities. However, among the 13.08% of respondents who mentioned having experienced or observed unfair/illegal treatment from employers in their workplace, the proportion who managed to report the incident was only 18.12%. The difference in the percentages of people willing to seek judicial remedy and who actually reported abuses underlined the migrant workers' barriers to engaging with the justice system effectively. Main factors preventing respondents from reporting included 1) unfamiliarity with reporting procedures; 2) fear of retaliation and unexpected consequences; and 3) lack of awareness of one's rights.

Workplace injuries were common among Myanmar and Cambodian migrant workers, with 22.19% reporting serious injuries related to work, and 15.52% injured more than once. The findings were fairly consistent across nationalities but showed some differences by gender and employment sector. A higher fraction of male workers (28.5%) reported work-related injuries compared to females (14.91%). Male migrant workers were also twice as likely to be injured a few or many times (20.85%) than female migrant workers (9.57%). Migrant workers in the fishing industry reported a much higher incidence of serious workplace injuries (44%), which almost doubled the overall 22%. Particularly, 35% of the fishermen were injured more than once, which further highlighted the hazardous nature of this occupation. Among the migrant workers who reported workplace injuries, a vast majority (82.23%) received medical care for their injuries. The findings again varied by gender and industry. Three in 10 respondents who sought medical care paid for the treatment on their own.

Among Myanmar and Cambodian migrant workers, most did not have a written employment contract, and many of those who did have written employment contracts could not read them for themselves. Only 34% of surveyed respondents had a written employment contract either with their employer or recruiter/broker. Among them, 73% were able to read the contract for themselves before signing. Those who were not able to read the contract for themselves (27%) was mainly because the contract was not written in a language they could read (66%) as well as because they cannot read (26%)

A small, but significant percentage of Myanmar and Cambodian migrant workers reported actual or threatened violence by their employers. 2.73% of respondents reported that their current employer threatened or enacted, or purely enacted, physical or sexual violence on them to make them do something they did not want to do. When the results are disaggregated by nationality, we see that the share of Myanmar nationals who reported at least one violation of physical integrity is slightly higher than the share of Cambodian nationals (4.24% vs. 1.32%, respectively).

One out of five Myanmar and Cambodian migrant workers reported employers restricting their freedom of movement. Most common were reports from respondents living in employer-provided housing that they were not allowed to live outside of employer-provided housing and keep their job (13.36%) or reports that an employer does not allow an employee to move around freely in the community after their shift is over (5.00%). However, in construction or fishing industries, it was likely that living in employer-provided housing was often an industry norm that constituted a prerequisite for employment. Thus, excluding the restriction of housing violation reported among migrant workers in the construction or fishing industries, we estimated that 14% of migrant workers experienced violations on their freedom of movement.

A little more than a quarter of Myanmar and Cambodian migrant workers experienced abusive and coercive employment practices. Specifically, the most common coercion technique reported was for a current employer to inflict (or threaten to inflict) significant financial, legal and reputational costs on workers who quit before their contact was finished: 22.45% of respondents reported having experienced such abuses. The next most common coercion tactic used by current employers to compel workers to do something they did not want to was not paying workers or not allowing them to keep the money they earned (7.03%).

The ILO indicator, NORC scale of harm, and NORC's two-step threshold provided insights into labor abuse and forced labor patterns among the Cambodian and Myanmar migrant workers in selected regions in Thailand. The extensiveness of forced labor violations among the respondents varied somewhat between the measures. Using ILO's forced labor indicators (a combination of the menace of penalty and involuntariness violations), we estimated that every 1.7 in 10 migrant workers from Cambodia and every 1.8 in 10 from Myanmar were likely to experience both violations at least once during their employment in Thailand. Using NORC's measurement, the estimated victimization rates in any of the listed violations in our scale of harm ranged from 1.32-4.24% in the most severe type (violation of physical integrity) to 27.09-30.30% in moderate types of violation (abusive/coercive employment practices). On excessive exit costs, we estimated that 19.74% of Cambodian migrant workers and 22.27% of Myanmar migrant workers in sampled areas in Thailand encountered one of the abuses measured in the study and were unable to quit because of fears of serious consequences. The consequences included confiscation of one's accrued earnings, valuables, identification documents, deliberate efforts to ruin someone's reputation, or threats to call in the authorities.

| SPECIFIC FINDINGS ON ILO'S INDICATORS

On **menace of penalty**, we estimate that 17.98% of Cambodian migrant workers and 20.20% of Myanmar migrant workers in the selected regions in Thailand have experienced at least one of the listed violations.

On **measures of involuntariness**, we estimate Cambodian migrant workers' rate of victimization to be 26.21-34.78%. The fraction is 25.88-27.80% among Myanmar migrant workers.[1]

When both the **menace of penalty** and **involuntariness** were combined to qualify for the ILO definition of forced labor, we found that 17.05-17.24% of respondents would qualify as potential victims (16.30-16.68% of Cambodian nationals and 17.82%[2] of Myanmar nationals).

◢ LABOUR ABUSES: SPECIFIC FINDINGS ON NORC'S 4-CATEGORY SCALE OF HARM AND THE TWO-STEP THRESHOLD

4-Category Scale of Harm

1 On **physical/sexual violence**, we estimate that 1.32% of Cambodian migrant workers and 4.24% of Myanmar migrant workers in the selected regions in Thailand have experienced at least one of the measures.

2 On **restriction of freedom**, we estimate the rate of victimization among the migrant worker population from Cambodia and Myanmar to be 14.98-23.46% and 12.82-16.58%, respectively.

3 On **abusive/coercive employment practices**, we estimate that 27.09% of Cambodian migrant workers and 30.30% of Myanmar migrant workers in the selected regions in Thailand have experienced abusive labor practices or employment tactics.

4 On **deceptive/unfair/unsafe work environment**, we estimated 4.16% of Cambodian migrant labor and 7.83% of Myanmar migrant labor in the selected regions in Thailand have experienced at least one of the listed violations.

1   The findings in this category ("involuntariness") and in the "restriction of freedom" category below were presented in the form of a range, because we took into account the fact that respondents in the construction and fishing industries might be mandatorily required to live in employer-provided housing as part of the industry norm. As a result, we separated the estimates with and without the violations reported in the subcategory on "restriction of housing choices" among workers in these two industries, and reported them as the two ends of the range.

2   The two approaches described above provided us with the same point estimates for Myanmar respondents, thus, the result here was reported as a single value instead of a range.

The Two-Step Threshold to Qualify for Forced Labor Violations

On excessive exit costs, we estimate that 19.74% of the Cambodian migrant worker population and 22.27% of the Myanmar migrant work population in the selected regions in Thailand have encountered one of the measured abuses and were unable to quit because of fears of severe consequences.

Figure 1: Summary of Key Forced Labor Indicators

ILO Indicators

Indicator	Cambodian	Myanmar	Overall
Menace of Penalty	17.98%	20.20%	19.07%
Involuntariness	34.78%	27.80%	31.35%
ILO FL (1 menace + 1 involuntariness)	16.68%	17.82%	17.24%

NORC Scale of Harm

Indicator	Cambodian	Myanmar	Overall
Violation of physical intergrity	1.32%	4.24%	2.76%
Restriction of freedom	23.46%	16.58%	20.08%
Abusive/coercive employment practices	27.09%	30.30%	28.67%
Deceptive/unfair/unsafe work environment	4.16%	7.83%	5.97%
All of the above (maximum victimization)	0.38%	2.15%	1.25%

Two-Step Threshold

Indicator	Cambodian	Myanmar	Overall
Excessive cost to exit abusive work environment	19.74%	22.27%	20.98%

■ Cambodian migrant workers   ■ Myanmar migrant workers   ■ Overall

The forced labor violation patterns show divergence across the sectors where Cambodian and Myanmar migrant workers are employed. Particularly, respondents working in the fishing industry exhibited the highest victimization rates across all forced labor indicators. Migrant workers in other industries such as construction and service industries were also more likely to suffer from certain types of abuses compared to other professions.

| RECOMMENDATIONS

Design Interventions that May Expose the Hidden Vulnerability of Recruitment Chains of Acquaintance. For Myanmar and Cambodian migrant workers, the most prevalent recruitment channel is through family or friends' ties in Thailand. This informal channel could be a double-edged sword. For one, this provides a convenient and relatively credible source for many job seekers searching for overseas employment. For another, such a channel could lower migrant workers' level of scrutiny when weighing the risks associated with particular job opportunities. While many programs combatting trafficking for forced labor focus on the license and competency of recruitment agencies or brokers, our data showed that a non-negligible percent of jobs obtained through friends and family were cases marked by forced labor violations. In this sense, the assumption that friends and family is safe recruitment channel may not always be true. Additionally, family and friends also serve as primary lenders to migrant workers in financing their migration costs. The potential overlapping of recruiter and lender would further complicate the migrant workers' vulnerable status.

Take into Consideration Industry-specific Vulnerabilities to Forced Labor Violations. Our data reveal that some industries, such as fishing and service industries , are particularly impacted by forced labor violations, such as abusive and/or coercive employment practices, which could look like a worker facing significant financial, legal, or reputational consequences if they quit before the contract ends, and restriction of freedom (including being forced to live in employer-provided housing as a condition of employment), among others. Furthermore, certain job types are more likely to witness specific forms of abuse. For example, a higher fraction of fishing workers experienced deceptive, unfair or unsafe work environment; meanwhile, workers in the service industry reported a higher incidence of coercive employment practices. In response, the Thai government can focus its labor inspection efforts on the industries that experience the highest prevalence of migrant labor abuses. Within each industry, the Thai government labor inspectors can also pay special attention to the most common signs of labor abuses. For example, when inspecting construction sites, they may look for signs of restricted freedom of movement, but when inspecting factories, they may look for signs of abusive/coercive employment practices. For migrant workers seeking employment in those areas, labor rights organizations can provide consultation services to help them identify red flags in the terms and conditions of their labor contracts.

Enhance Awareness within Migrant Worker Communities Regarding the Living and Employment Rights and Legal Protections They are Entitled to Before Departure and During Their Stay in Thailand. Many migrant workers from Cambodia and Myanmar lack awareness of their living and employment rights and legal protections they are entitled to. The information gap increases their vulnerability to unsafe migration and abusive work environments. Therefore, it is crucial to improve the awareness of migrant workers before their departure. For example, government agencies and social organizations can launch education campaigns and outreach efforts to these migrants on employment, contracts, potential risks involved, types of common exploitation and abuses, and practical knowledge or practices on protecting their rights and seeking assistance in the destination country. As more migrant workers become familiar with these internationally recognized labor rights and benefits, collective awareness will also lead to collective action to improve the situation in general.

Provide clear guidance to migrant workers on resources, legal services, and safe reporting channels available if a certain violation occurs. Migrant workers face barriers to effectively engaging with the justice system despite their trust in the authorities and willingness to seek help from them. When it comes to reporting harmful work practices, migrant workers often fail to identify the appropriate agencies to address

their complaints. Clear policy guidance and reporting mechanisms must be provided, so migrant workers themselves or staff from labor rights organizations who receive complaints can know exactly which institution(s) has jurisdiction and what procedures they can follow in different circumstances. Specifically, relevant government or non-government organizations should be staffed by well-trained professionals who know how to effectively interact with migrant workers in various settings, provide initial responses, detect problems, and refer for proper actions.

Ensure Comprehensive Procedures on Victim Assistance and Protection. Government institutions that are responsible for processing those complaints need to develop a comprehensive support system to protect victims who report labor abuses. Procedures should be established to ensure the safety and confidentiality of the reporters/victims, mitigate risks of retaliation, and provide tools for them to follow up with the investigation. In this way, the Thai authorities can promote confidence, transparency, and accountability in how they take care of the labor affairs of migrant workers. Migrant workers would be more willing to convert their trust to actual engagement and collaborate with the justice agencies to hold offenders appropriately accountable.

3. RESEARCH FINDINGS

| DEMOGRAPHIC CHARACTERISTICS

A total of 1,282 individuals were surveyed. As shown in **Table 1**, the gender distribution skewed slightly male, with more men (53.43%) than women (46.57%). Nearly half of respondents were 31-45 years old (47.74%). The next largest proportion of respondents were 18-30 years old (31.15%), followed by 41-50 years old (18.15%). Only 2.96% of the sample was 51-60 years of age and older.

Table 1: Respondent Demographics (Proportions)

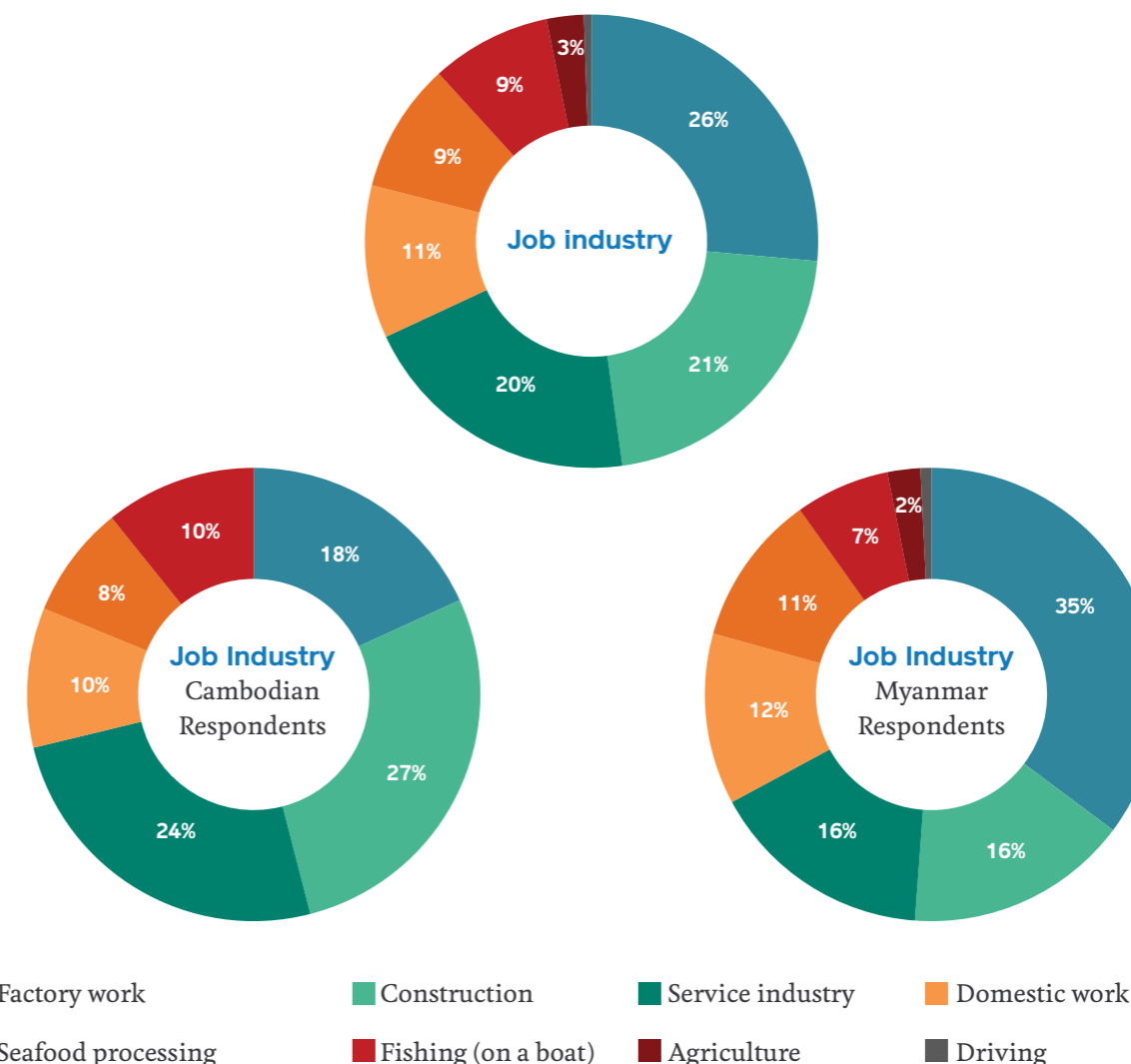|	Total Sample	
	Positive N**	**Sample Statistic***
Sex		
Male	686	53.43%
Female	596	46.49%
Age		
18–30	399	31.12%
31–40	612	47.74%
41–50	233	18.15%
51–60	38	2.96%
Source Country		
Cambodia	643	50.16%
Myanmar	639	49.84%

| EMPLOYMENT CHARACTERISTICS

As shown in Figure 2, factory work represented the largest share of all reported employment (26%), followed by construction (21%), service industry (20%)[3], and domestic work (11%)[4]. 9% of respondents worked in seafood processing, and another 9% engaged in fishing (on a boat). The distribution varied by nationality, gender, and age groups. Notably, 35% of Myanmar respondents engaged in factory work, compared to 18% of Cambodian respondents. However, Cambodian respondents had greater representation in construction work (27%) and the service industry (24%) compared to the shares Myanmar respondents (16% for both industries).

In terms of noteworthy gender differences, there were far more male respondents (204) engaged in construction work than female (71). This dynamic was flipped for domestic work (127 female respondents vs. 13 male respondents). Additionally, 87 female respondents were engaged in seafood processing (compared to 32 male respondents), while 106 male respondents were fishing (compared to four female respondents). Roughly the same number of male and female respondents were engaged in factory work and the service industry. Finally, with respect to differences by age, we notice that the industry with the most young people (age 18-30) is factory work (115 respondents), while fishing represents the smallest share (19 respondents).

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3   "Service industry" refers to professions that do not involve the production of material or physical goods. Examples including catering, hospitality, tourism, etc. In the context of this instrument/study, it does not include services that are performed within private households.

4   "Domestic work" refers to services that are performed within the scope of a residence. People in the domestic work sector provide direct and indirect care services to a private household(s). It includes being hired for a family to take care of their children or elderly relatives, even if that relative is located in a hospital or clinic.

Figure 2: Respondent Job Industry (overall and by nationality)

- Factory work
- Construction
- Service industry
- Domestic work
- Seafood processing
- Fishing (on a boat)
- Agriculture
- Driving

◢ How Job was Obtained

Respondents reported various strategies for obtaining employment in Thailand. Over half (56.46%) reported that a friend was already living in Thailand. When summed with the percentage of respondents who already had a family member living in Thailand (25.23%), a majority (81.69%) of respondents obtained jobs through a social network. Other recruitment channels included self-initiation (8.18%), a recruitment agency with unknown registration status (3.12%), a private broker or human smuggler (3.04%), a government registered official job recruitment agency (1.71%), a private recruitment agency not registered with the government (1.25%), or an individual with connections of job placement in Thailand (0.93%). When asked what would happen if respondents refused to take the job, the majority (78.18%) said nothing would happen or there would be no repercussions. However, slightly over 10% said they would face financial loss.

Table 2: Top choices for what would happen if refused to take the job

	Overall	**Cambodian nationals**	**Myanmar nationals**
Financial loss	11.27%	9.04%	13.41%
Nothing/no repercussions	78.18%	76.13%	80.15%

◢ Source of Fees/Loans to Secure Job

A third of the sample, 32.01%, paid a fee to secure employment in Thailand; nearly half (42.69%) of respondents had to take out a loan to pay for the fee. Loans were defined as any money that is given to the respondent that has to be paid back, including money that was provided by family or friends.

As for the sources of loans, friends and family members represented the largest lending source, accounting for 72.03% of those who took out a loan, followed by current employers (14.99%) and private brokers (9.69%). Respondents reported borrowing money less frequently from banks (2.93%) or a recruiter (2.38%).

Table 3: Employment Characteristics

	Positive N**	Sample Statistic*	Cambodian respondents (n = 643)	Myanmar respondents (n = 639)
How the job was obtained				
A family member already in Thailand	323	25.20%	145	178
A friend already in Thailand	724	56.47%	397	327
A government registered official job recruitment agency	22	1.72%	5	17
A private recruitment agency (not registered with the government)	16	1.25%	3	13
A recruitment agency (respondent unsure if it was registered or not)	40	3.12%	13	27
An individual with connections of job placement in Thailand	12	0.94%	5	7
I found it myself	105	8.19%	46	59
Private broker/Human smuggler	39	3.04%	28	11
Other (specify)	1	0.08%	1	0
Fee/loan to secure job				
Paid a fee to secure job	410	32.01%	208	202
Took out a loan	546	42.69%	292	254
Source of loan taken				
Current Employer	82	15.02%	54	28
Recruiter for current job	13	2.38%	7	6
Private broker	53	9.71%	32	21
Friend/family member	393	71.98%	196	197
Bank	16	2.93%	6	10
Other	7	1.28%	1	6

*Notes: *Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,282); ** Number of respondents identified as positive by the indicator.*

◢ Amount of Fees/Loans Incurred to Secure Job

The average amount of recruitment fees paid to secure a job in the destination countries amounted to 14,940.10 Thai Baht (THB), or about $430 USD, and ranged from a low of 500.00 THB (about $14 USD) to 50,000.00 THB (about $1,438 USD), suggesting wide variation in personal circumstances

4.76% of the sample were unsure whether the lump sum payment they made to the recruiter included other expenses beyond recruitment fees. Therefore, we separately calculated the average and range of the fee they reported. The average amount was actually lower (10,188.52 THB, or about $293 USD), ranging from 2,500.00 THB (about $72 USD) to 25,000.00 THB (about $719 USD). Last, we found that the average amount of loans taken out by migrants (14,948.90 THB, or about $430 USD) was consistent with the average fee paid to obtain a job. As shown in Figure 5, there were also wide variations in the amounts taken by individual migrant workers, ranging from 1,666.67 THB (about $48 USD) to 80,000.00 THB (about $2,300 USD).

Table 4: Amount of Fees and Loans

	Overall (n = 1,282)	Cambodian respondents (n = 643)	Myanmar respondents (n = 639)
Fee paid to secure a job in Thai Baht			
Recruitment Fee Only			
Mean	14,940.10	15,413.12	14,387.76
Standard Deviation	8,514.93	8,386.61	8,655.76
Range	(500.00, 50,000.00)		
Lump sum (May or may not include other expenses)			
Mean	10,188.52	8,650.00	10,939.02
Standard Deviation	5,909.85	5,479.87	6,030.34
Range	(2,500.00, 25,000.00)		
Loan amount in Thai Baht			
Mean	14,948.90	14,270.76	15,712.81
Standard Deviation	8,384.86	8,249.73	8,486.01
Range	(1,666.67, 80,000.00)		

Figure 3: Distribution of the Loan Amount in Thai Bhat
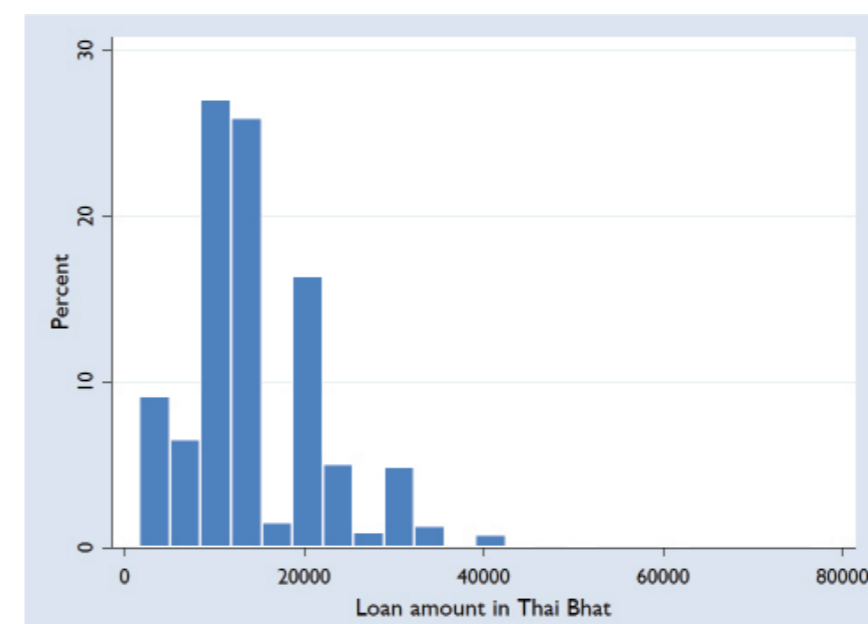
◢ Written and Verbal Employment Contracts

Only 34% of surveyed respondents had a written employment contract either with their employer or recruiter/broker. Among them, 73% were able to read the contract for themselves before signing. Those who were not able to read the contract for themselves (27%) was mainly because the contract was not written in a language they could read (66%) as well as because they cannot read (26%).

Those with no written agreement contract (66%) were asked if they have a verbal contract. More than 90% of them said that they verbally agreed to their job contract. These findings suggest that surveyed migrant workers are vulnerable due to the absence of a written contract or their lack of understanding of the contents of the written contract.

Table 5: Written and Verbal Employment Contracts

Question	Answer	Positive N	Sample Statistics	Cambodian respondents	%	Myanmar respondents	%
Do you have a written employment contract?	Yes	437	34.11%	202	31.46%	235	36.78%
	No	844	65.89%	440	68.54%	404	63.22%
Before you signed the contract, were you able to read the contract for yourself?	Yes	320	73.39%	147	73.13%	173	73.62%
	No	116	26.61%	54	26.87%	62	26.38%
Why were you not able to read the contract for yourself?	I was never given a copy of the contract	8	6.90%	3	5.56%	5	8.06%
	The contract was written in a language that I could not read	77	66.38%	37	68.52%	40	64.52%
	I cannot read	30	25.86%	14	25.93%	16	25.81%
	Other (specify)	1	0.86%	0	0.00%	1	1.61%
Do you have a verbal employment contract?	Yes	792	93.84%	420	95.45%	372	92.08%
	No	52	6.16%	20	4.55%	32	7.92%
[If written contract = Yes or verbal contract = Yes] Who is your contract with?	Employer	1133	92.49%	575	92.74%	558	92.23%
	Recruiter/broker	92	7.51%	45	7.26%	47	7.77%

| WORKPLACE INJURY AND MEDICAL CARE

The questionnaire also asked respondents a set of questions regarding their experience of work-related injuries and attempt to seek medical treatment after the injury. 22.19% of respondents reported having had serious injuries resulting from their work or workplace accidents, and 15.52% were seriously injured more than once. The percentages did not vary much by nationality.

Table 6: Frequency of serious injuries* resulting from work or a workplace accident (Overall and by nationality)

Frequency	Overall	Cambodian Nationals	Myanmar Nationals
Injured once	6.57%	6.71%	6.41%
Injured a few times	12.16%	11.59%	12.76%
Injured many times	3.36%	2.82%	3.93%
No injury	77.91%	78.89%	76.89%

*Note: "Serious injury" refers to injuries that caused pain for more than two days.*

Across genders, nearly three in 10 male respondents (28.5%) reported having been seriously injured at least once in their workplace. The proportion was relatively higher compared to that among female respondents (14.91%). Male migrant workers were also twice as likely to be injured a few or many times (20.85%) as female migrant workers (9.57%).

Table 7: Frequency of serious injuries resulting from work or a workplace accident (Overall and by gender)

Frequency	Overall	Female	Male
Injured once	6.57%	5.35%	7.65%
Injured a few times	12.16%	7.44%	16.38%
Injured many times	3.36%	2.13%	4.47%
No injury	77.91%	85.09%	71.50%

When viewed through a sectoral lens, migrant workers in the fishing industry reported a much higher incidence of serious workplace injuries (44%), which almost doubled the overall 22%. Particularly, 35% of the fishermen were injured more than once, which further highlighted the hazardous nature of this occupation.
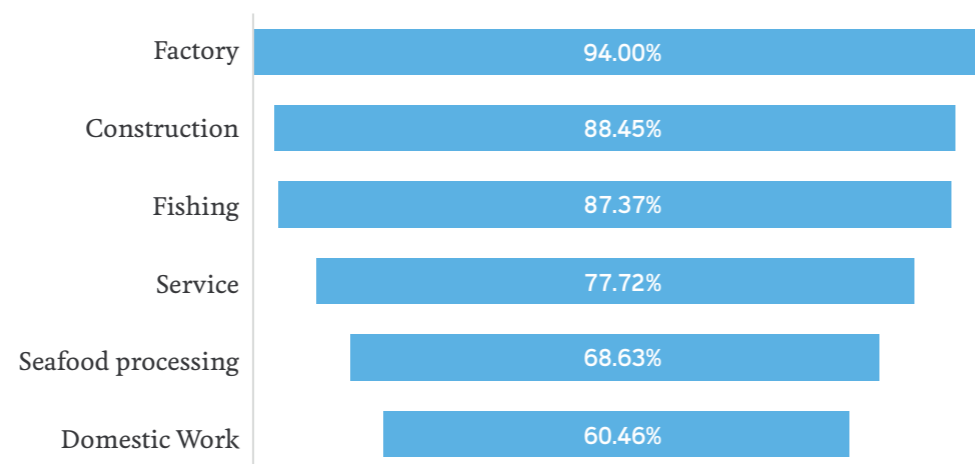
Figure 4: Frequency of serious injuries resulting from work or a workplace accident (Overall and by industry)
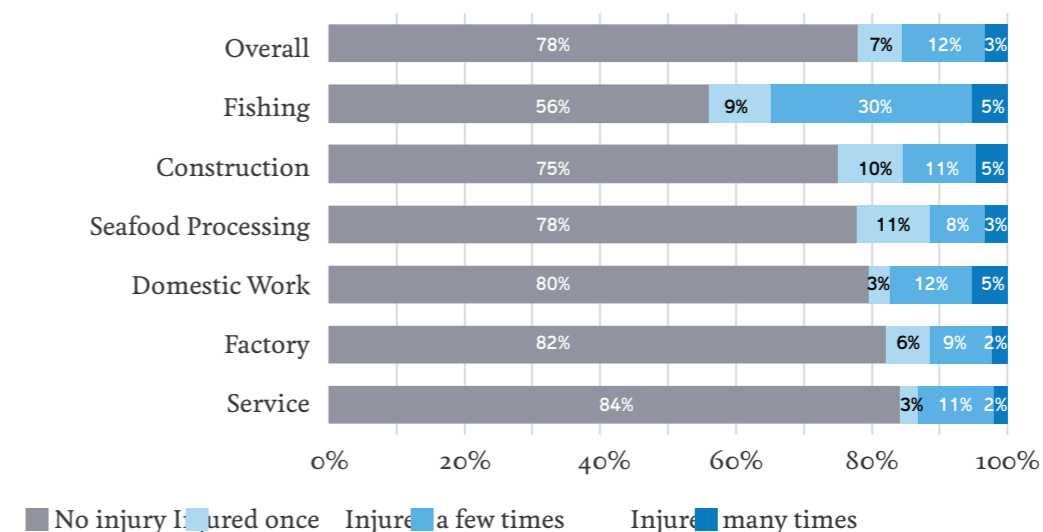
Among the migrant workers who reported injuries resulting from work or workplace accidents, 83.23% received medical care from a doctor or nurse for their injuries. The percentage was slightly higher (85.61%) among Cambodian migrant workers who reported injuries, compared to Myanmar migrant workers (80.95%).
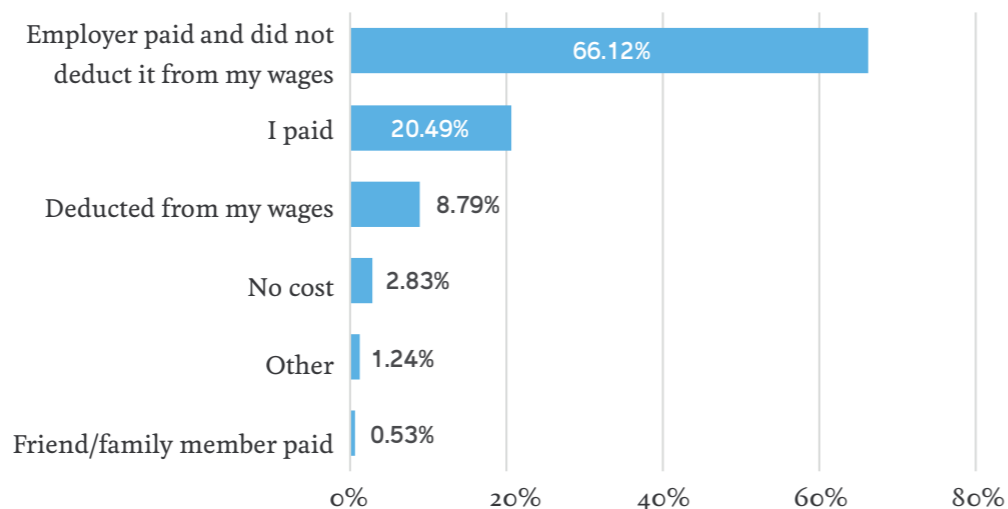
More male migrant workers (85.08%) received medical treatment for their injuries than female migrant workers (79.31%). The percentages also varied by industry, as shown in Figure 5. The differences across gender and sector were likely attributed to the frequency and type of the injuries they experienced.

Figure 5: Percentage of respondents receiving medical care for their injuries (by industry)

A horizontal bar chart showing:
- Factory: 94.00%
- Construction: 88.45%
- Fishing: 87.37%
- Service: 77.72%
- Seafood processing: 68.63%
- Domestic Work: 60.46%

Respondents who sought medical treatment for their injuries were followed up with a question on who paid for their treatment. Two-thirds had the medical care covered by their employers. 20.49% paid on their own, and 8.79% made their payment through wage deductions.

Figure 6: Who paid for this medical care?

A horizontal bar chart showing:
- Employer paid and did not deduct it from my wages: 66.12%
- I paid: 20.49%
- Deducted from my wages: 8.79%
- No cost: 2.83%
- Other: 1.24%
- Friend/family member paid: 0.53%

A further tabulation between the frequency of serious injuries reported and the fraction of those respondents seeking medical care showed some negative correlation. Respondents who more frequently experienced severe workplace injuries were less likely to receive medical care for their injuries. While the study was not designed to explore causal linkages, our data implied some possible explanations behind the inverse relationship: 1) three in 10 respondents who sought medical care paid for the treatment on their own, either through out-of-pocket or wage deductions. The implicated costs for the treatment might discourage some migrant workers from receiving medical care,

especially if injuries occurred more frequently; 2) some industry-related factors may also affect the probability to seek medical attention for their injuries.

Table 8: Crosstab of frequency of workplace injuries and the percentage of respondents receiving medical treatment

Frequency	Percentage of respondents receiving medical care for their injuries
Injured once	90.64%
Injured a few times	83.38%
Injured many times	68.27%

PATTERNS OF LABOR VIOLATIONS, FINANCIAL ABUSES, AND LABOR EXPLOITATION

Only 7% of surveyed respondents have ever not been paid or not allowed to keep the money they earned.

Table 9: Not being paid or not allowed to keep the money earned

	Overall	Cambodian nationals	Myanmar nationals
Yes	7.06%	7.08%	7.05%
No	92.94%	92.92%	92.95%

For those who work overtime and take out a loan, when asked if they have ever been forced to work for little or no pay to repay a loan, the majority of them (96%) said no.

Table 10: Ever been forced to work for little or no pay

	Overall	Cambodian nationals	Myanmar nationals
Yes	11.27%	9.04%	13.41%
No	3.48%	5.41%	1.68%

◢ ACTUAL OR THREAT OF PHYSICAL/SEXUAL VIOLENCE

2.73% of respondents reported that their current employer threatened or enacted, or purely enacted, physical or sexual violence on them to make them do something they did not want to do. When the results are disaggregated by nationality, we see that the share of Myanmar nationals who reported at least one violation of physical integrity is slightly higher than the share of Cambodian nationals (4.24% vs. 1.32%, respectively).

Table 11: Violation of Physical Integrity

Question	Overall	Cambodian nationals	Myanmar nationals
Employer threatened or enacted physical or sexual violence on you to make you do something you did not want to do.	2.73%	1.32%	4.18%

RESTRICTION OF FREEDOM IN MOVEMENT/COMMUNICATION

Table 12 presents estimates on restriction of freedom in movement and/or communication. We found that a fifth of respondents, 20.08%, had experienced at least one form of this violation.

Most common were reports from respondents living in employer-provided housing that they were not allowed to live outside of employer-provided housing and keep their job (13.36%) or reports that an employer does not allow an employee to move around freely in the community after their shift is over (5.00%). However, in construction or fishing industries, it was likely that living in employer-provided housing was often an industry norm that constituted a prerequisite for employment. Thus, the requirement that employees were restricted to live in employer-provided housing was not necessarily counted as a violation.

To account for this specific circumstance, we provided an alternative estimation that excluded the reported housing restriction among migrant workers in these two industries. By simultaneously reporting these two figures, we took into account the industry-specific dynamics while not negating the fact that there was still potential violation of freedom related to the employee's mandatory housing arrangement in these two industries. We expected the true prevalence rate in this sub-indicator to range between 5.56% to 13.36%, and the estimation on the restriction of freedom in the entire category to be 13.92% to 20.08%. The two calculation approaches also slightly changed the overall estimates of ILO forced labor indicators. We presented these findings in the form of a range rather than a point estimate in those cases.

Less common among migrant workers in the selected regions in Thailand were reports of employers or recruiters holding identification documents and not returning them if asked (2.02%).

23.46% of Cambodian nationals reported experiencing at least one form of violation related to restriction of freedom in movement and/or communication, compared to 16.58% of Myanmar nationals. Of particular note is 17.06% of Cambodian respondents (who already were living in employer-provided housing) reported that they were not allowed to live outside of employer-provided housing and keep their job. This figure is higher than the share of Myanmar nationals (9.53%).

Table 12: Restriction of Freedom in Movement/Communication

Question	Overall	Cambodian nationals	Myanmar nationals
Any of the below	20.08% (13.92%*)	23.46% (14.98%*)	16.58% (12.82%*)
Employer ever withheld your identity documents or threatened to do so to make you do something you did not want to do.	0.55%	0.16%	0.95%
Employer or recruiter held your identification documents such as your passport or ID card against your will.	2.02%	1.71%	2.35%
After your shift is over, employer does not allow you to move around freely in the community.	5.00%	4.92%	5.09%
(If respondent lives in employer-provided housing) not allowed to live somewhere else and keep your current job if one decided not to live in employer-provided housing.	13.36% (5.56%*)	17.06% (6.87%*)	9.53% (4.21%*)
Loss of freedom of movement or communication or being stranded if one quits before the contract is finished.	0.99%	0.63%	1.37%
Employer isolated, confined, or surveilled you or threatened to do so.	2.37%	1.89%	2.87%

*Note: * marks the prevalence estimates excluding the restriction of housing violation reported among migrant workers in the construction or fishing industries. The actual estimates can be interpreted as a range between the two numbers.*

For those who have their identification documents held by their employer or recruiter (15% of surveyed respondents), 88% of them can get those documents back at any time they wanted.

◄ ABUSIVE AND COERCIVE EMPLOYMENT PRACTICES

A little more than a quarter of migrant workers surveyed, 28.67%, reported having experienced at least one of the listed abuses at work. Specifically, the most common coercion technique reported was for a current employer to inflict (or threaten to inflict) significant financial, legal and reputational costs on workers who quit before their contact was finished: 22.45% of respondents reported having experienced such abuses.

The next most common coercion tactic used by current employers to compel workers to do something they did not want to was not paying workers or not allowing them to keep the money they earned (7.03%).

Less prevalent coercion tactics that respondents reported were current employers denouncing (or threatening to denounce) migrant workers to the authorities (1.91%), forcing workers to work for no pay/reduced pay to repay a loan to their current employer or recruitment agency (0.42%), manipulating (or threatening to manipulate) the amount of debt they owed to make them do something they did not want to do (0.42%), convincing (or threatening to convince) other current employers in their area to boycott hiring them or their family members (0.38%), or withholding (or threatening to withhold) due wages, including overtime pay (0.27%).

Table 13: Abusive and Coercive Employment Practices

Question	Overall	Cambodian nationals	Myanmar nationals
Any of the below	28.67%	27.09%	30.30%
Significant financial/legal/reputational consequences if one quits before his/her contract is finished.	22.45%	21.26%	23.69%
Employer unfairly withheld due wages, including overtime wages, or threatened to do so to make you do something you did not want to do.	0.27%	0.00%	0.55%
Employer denounced you to the authorities to make you do something or threatened to do so.	1.91%	1.32%	2.52%
Employer convinced other employers in your area to boycott hiring you or your family, or threatened to do so to make you do something you did not want to do.	0.38%	0.38%	0.39%
Employer manipulated the amount of debt you owed, or threatened to do so to make you do something you did not want to do	0.42%	0.19%	0.65%
Forced to work for no pay or for reduced pay to repay a loan to your employer or recruitment agency.	0.42%	0.38%	0.46%
Not been paid or not been allowed to keep the money you earned.	7.03%	7.03%	7.03%

◄ DECEPTIVE/UNFAIR/UNSAFE WORK ENVIRONMENTS

The most reported abuses were some aspects of the job (such as duties, wages, hours, overtime pay, housing, or location) being worse than was promised by the recruiter (2.49%) and current employers imposing (or threatening to impose) excessive taxes or fees on respondents to make them do something they did not want to (2.26%).

1.68% of respondents reported they were not permitted to live in places other than current employer-provided housing and endured worse living conditions than promised, such as unsafe housing, sharing a room where too many people slept in, or having no space to store personal belongings. Slightly less prevalent were reports that current employers threatened to make workers' working conditions worse (1.32%).

Table 14: Deceptive/Unfair/Unsafe Work Environment

Question	Overall	Cambodian nationals	Myanmar nationals
Any of the below	5.97%	4.16%	7.83%
Some aspect of the job situations (duties, wages, hours, overtime pay, housing, or location) was worse than was promised by the recruiter.	2.49%	1.36%	3.65%
Employer threatened to make your working conditions worse to make you do something you did not want to do.	1.32%	0.82%	1.83%
Employer deprived you of sleep to make you do something you did not want to do.	0.10%	0.00%	0.20%
No extra pay for working overtime less than the normal rate.	0.29%	0.38%	0.20%
Employer made you work extra hours as punishment.	0.64%	0.38%	0.91%
Employer excluded you from future employment or overtime opportunities to make you do something you did not want to, or threatened to do so.	0.38%	0.38%	0.39%
Employer imposed excessive taxes or fees on you to make you do something you did not want to, or threatened to do so.	2.26%	1.70%	2.84%
Employer deprived you of food or water to make you do something you did not want to do.	0.00%	0.00%	0.00%
Respondents not permitted to live in places other than employer-provided housing AND enduring worse living conditions (such as unsafe housing, sharing a room where too many people slept in, or having no space to store personal belongings).	1.68%	0.85%	2.55%

◢ EXCESSIVE COSTS TO EXIT ABUSIVE WORK ENVIRONMENT

20.98% of migrant workers in the selected regions in Thailand reported at least one form of the excessive costs or barriers that would prevent them from leaving an unfair/abusive work situation. The most frequently reported form of excessive costs was the inability to move away or work for someone else before the contract is finished without facing serious consequences (17.08%). We constructed this indicator based on the percentage of respondents who reported at least one serious consequence would happen if they decided to move away or work for someone else, including physical/sexual violence, deprivation of food and shelter, legal actions, or loss of accrued earnings, among others.[5] The study considered any of these consequences severe enough to significantly increase respondents' cost to leave.

At a similar incidence rate, 15.61% of respondents claimed they were unable to refuse work without serious consequences when they were expected to work.

Finally, we found that a relatively smaller number of migrant workers (5.04%) were coerced into accepting their job contracts because of serious consequences if they refused. Comparatively similar shares of Cambodian and Myanmar nationals reported having experienced some forms of abuses or unfair treatments (19.74% and 22.27%, respectively).

Table 15: Excessive Costs to Exit Abusive Work Environment

Question	Overall	Cambodian nationals	Myanmar nationals
Any of the below	20.98%	19.74%	22.27%
Unable to refuse work without consequences when expected to work.	15.61%	13.69%	17.60%
Unfree to move away or work for someone else without consequences.	17.08%	15.45%	18.76%
Stayed at job due to incidents of intimidation or violence as means of coercion.	2.21%	1.10%	3.36%
Unable to refuse the job offer without consequences.	5.04%	5.23%	4.83%

The majority of surveyed respondents (75%) decided that they should take the job on their own. For those who did not decide to take the job on their own (25% in total), when asked what they think would happen if they had refused to take the job, many (80%) positively said that nothing bad would happen to them. Only 13% of them said they would face financial loss (and this could be from not earning from the job itself).

Five percent of surveyed respondents said that they were mistreated or threatened; for example, physically hurt, threaten them or family with violence, isolate them, etc. Among them (71 respondents), almost 83% decided to still stay at the job. When asked why they decided to do so, the main reasons were not having a job or source of income (86%), being forfeited due wages (30%), and not getting passport back (9%).

Table 16: Main reasons of staying at the job after being threatened (n = 59)

Question	Overall	Cambodian nationals	Myanmar nationals
Would not get passport back	9.03%	1.87%	13.26%
Would forfeit due wages	30.56%	30.84%	30.39%
Would not have job or source of income	86.81%	88.79%	85.64%

Note: The responses are multi-select, so response options will not necessarily add up to 100 percent.

◢ SUMMARY OF FORCED LABOR VIOLATIONS

ILO Indicators

As shown in Table 16, using the ILO indicators, we found that 19.07% of respondents reported having experienced at least one item on the **menace of penalty** measures. On measures of **involuntariness**, we found that 26.04-31.35% of respondents in experienced at least one of the listed violations. When both the **menace of penalty** and **involuntariness** were combined to qualify for the ILO definition of forced labor, we found that 17.05-17.24% of respondents would qualify as potential victims (16.30-16.68% of Cambodian nationals and 17.82% of Myanmar nationals).

NORC Scale of Harm

On the 4-category scale of harm, our study found that 2.76% of migrant workers in the selected regions in Thailand reported having experienced at least one of the most serious measures—**violation of physical integrity**.

On **restriction of freedom**, 13.92-20.08% of respondents reported having encountered at least one of the listed violations. On **abusive/coercive employment practices**, we found that 28.67% of the respondents experienced one or more abusive or coercive employment practices by their employers to do things they did not want to do. On **deceptive/unfair/unsafe work environment,** we found 5.97% of respondents reported having experienced at least one of the listed violations.

Considering the varied rates of forced labor violations along these four categories, we explored the proportion of our respondents who checked off every one of the four categories or having experienced the full spectrum of harms. We found that 1.25% of the migrant worker population in selected regions in Thailand experienced forced labor violations in all four categories. Disaggregated by nationality, 0.38% of Cambodian nationals and 2.15% of Myanmar nationals experienced forced labor violations in all four categories.

Two-step Threshold

In our final analysis, we applied a two-step qualifying strategy, which has been used in several other studies (see Zhang et al., 2019; Vincent, Zhang, Dank, 2019), to define a possible case of forced labor. This strategy contains two essential elements: (1) employer-initiated human rights violations and/or grossly unfair/exploitative labor practices that are coercive in nature, and (2) inability to exit without incurring severe penalties. In other words, to qualify as a potential victim of forced labor, one must have (1) experienced some type of abuse or rights violations at a workplace or under the care of a current employer; and (2) found themselves unable to exit the work environment because they fear serious repercussions, i.e., consequences of leaving the abusive workplace or exit penalty.

20.98% of respondents reported having encountered one of the **excessive costs** measures that prevented them from freely exiting an abusive work environment.

Table 17: Summary of Key Forced Labor Indicators

Indicator	Overall	Cambodian Nationals	Myanmar Nationals
ILO Forced Labor Indicators (% positive)			
1. Menace of penalty	19.07%	17.98%	20.20%
2. Involuntariness	31.35% (26.04%*)	34.78% (26.21%*)	27.80% (25.88%*)
ILO FL (1 menace + 1 involuntariness)	17.24% (17.05%*)	16.68% (16.30%*)	17.82% (17.82%*)
Scale of Harm (% positive)			
1. Violation of physical integrity	2.76%	1.32%	4.24%
2. Restriction of freedom	20.08% (13.92%*)	23.46% (14.98%*)	16.58% (12.82%*)
3. Abusive/Coercive Employment Practices	28.67%	27.09%	30.30%
4. Deceptive/unfair/unsafe work environment	5.97%	4.16%	7.83%
All of the Above (Complete Harm Spectrum)	1.25%	0.38%	2.15%
Two-Step Threshold (% positive)			
5. Excessive costs to exit abusive work environment	20.98%	19.74%	22.27%
All of the above	1.22%	0.38%	2.09%

*Note: * marks the prevalence estimates excluding the restriction of housing violation reported among migrant workers in the construction or fishing industries. The actual estimates can be interpreted as a range between the two numbers.*

We also observed variations when comparing the findings across four **primary industries** where Cambodian and Myanmar migrant laborers worked (Table 18). The percentage of migrant workers who qualified under the ILO definition of forced labor was highest in the fishing industry (24-25%), followed by the service industry (22%), construction (15-16%), and factory work (15%). Additionally, of all sectors included in this study, the fishing industry was marked with the highest rates of forced labor violations across all four dimensions included in NORC's scale of harm: violation of physical integrity (9%), restriction of freedom (17-42%), abusive/coercive employment practices (38%), and deceptive/unfair/unsafe work environment (17%). Applying the two-step threshold, migrant workers in fishing once again exhibited the highest reported incidence rate of excessive costs to exit an abusive work environment (30%). For some industries, due to the relatively small sample size, the margins of error can be large. For full tables including 95% confidence intervals for each industry, please see **ANNEX IV: ADDITIONAL TABLES.**

Table 18: Key Forced Labor Indicators by Industry

	Construction (n = 275)	Factory Work (n = 338)	Service Industry (n = 259)	Fishing (n = 110)	Overall
ILO Forced Labor Indicators (% positive)					
Menace of Penalty	16.69%	17.05%	23.48%	26.83%	19.07%
Involuntariness	37.36% (21.15%*)	21.46%	34.10%	48.01% (27.01%*)	31.35% (26.04%*)
ILO FL (1 menace + 1 involuntariness)	15.64% (15.20%*)	15.08%	22.36%	24.79% (23.68%*)	17.24% (17.05%*)
NORC Scale of Harm					
Violation of physical integrity	2.53%	1.67%	1.61%	9.25%	2.76%
Restriction of freedom	30.73%** (11.92%*)	7.75%	15.04%	41.54%** (17.21%*)	20.08% (13.92%*)
Abusive/coercive employment practices	28.19%	25.58%	32.17%	37.65%	28.67%
Deceptive/unfair/ unsafe work environment	6.18%	3.16%	6.84%	16.65%	5.97%
All of the above (maximum victimization)	1.49%	0.12%	0.64%	6.66%	1.25%
Two-Step Threshold					
Excessive costs to exit abusive work environment	19.81%	20.99%	22.44%	29.88%	20.98%

*Note: * marks the prevalence estimates excluding all restriction of housing violation reported among migrant workers in the construction or fishing industries. The actual estimates can be interpreted as a range between the two numbers. ** The estimates vary significantly because the change of calculation approach stated above directly affects this category in this sector.*

| INTERACTION WITH JUSTICE SYSTEM

We also explored the migrant workers' attitudes and trust in the justice system, when facing or observing abusive treatment in their workplace. We measured the trust in justice system by asking respondents a group of questions about whether they had reported any labor abuse to the authorities in the past, whether they would do so in the case of being victimized in the future, and why.

◢ HYPOTHETICAL ENGAGEMENT WITH THE JUSTICE SYSTEM

Respondents were asked a series of questions in a hypothetical scenario where they were physically harmed, restrained, or abused while working in the selected regions in Thailand (Figure 7). In the potential case of victimization, respondents would trust Thai police officers (43.59%) and family members (30.28%) as their primary sources of help. The option was followed by Thai government labor inspectors (18.12%), community leaders (10.59%), and officials from their countries' embassy in Thailand (7.47%). However, a non-negligible proportion of respondents (14.47%) stated that they would not trust any person or entity to respond to such a situation.

Only a small fraction of respondents (5.42%) mentioned NGOs or other social organizations as a potential source of help. A possible explanation for this low percentage could be that we limited the scenario to relatively more urgent or severe cases of victimization. The authorities and family members are likely to be the first channels they could think of in their responses.

Figure 7: Which of the following people would respondents trust to seek help?
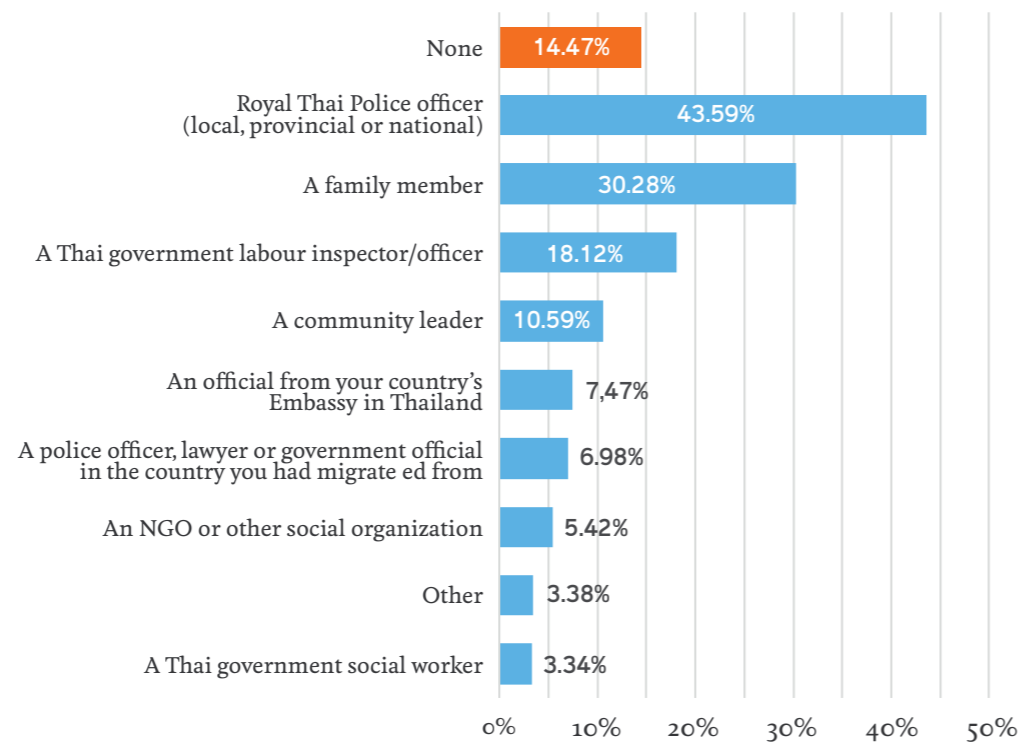
Sixty-four percent of respondents said they would report such an incident if they became victims while working overseas. Among those who said they would report the event to any government official (64% of survey respondents), almost all (95%) said they would be willing to participate through the entire legal process. The main reasons that would prompt them to reach out to the authorities included: demanding justice for their suffering (68%), wanting to prevent others from experiencing similar mistreatment (52%), and a sense of duty to do so (37%) (Figure 8).

Figure 8: What would prompt respondents to report the violation?
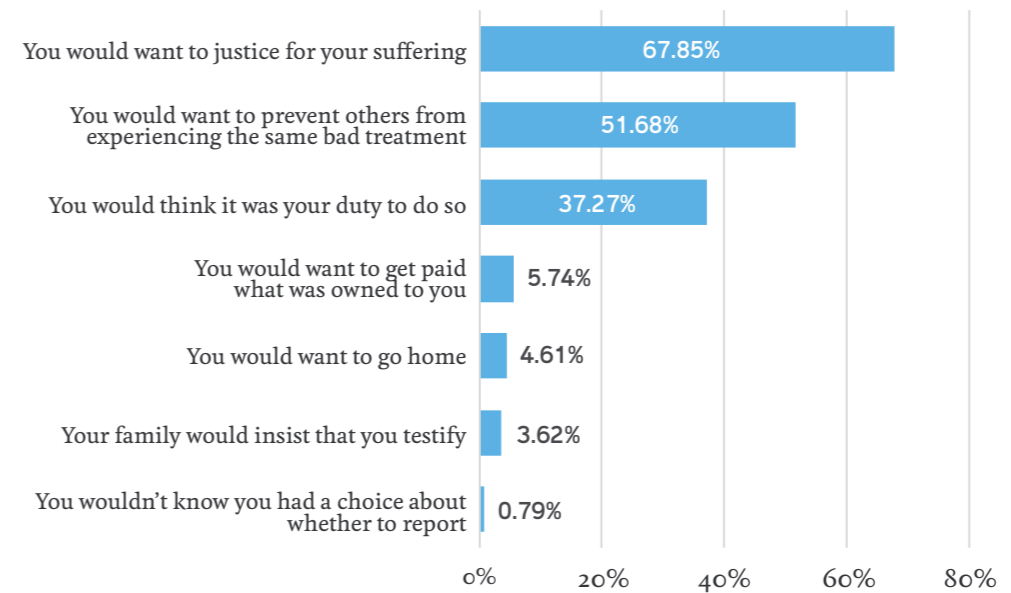
These respondents were then followed up to identify the agencies to which they would report the event. About two-thirds selected the Royal Thai Police (65.00%), one-third chose Thai government labor inspectors (32.05%), and 13.68% would go to officials from their country's embassy in Thailand (Figure 9).

Figure 9: Which agencies would respondents report the crime to?
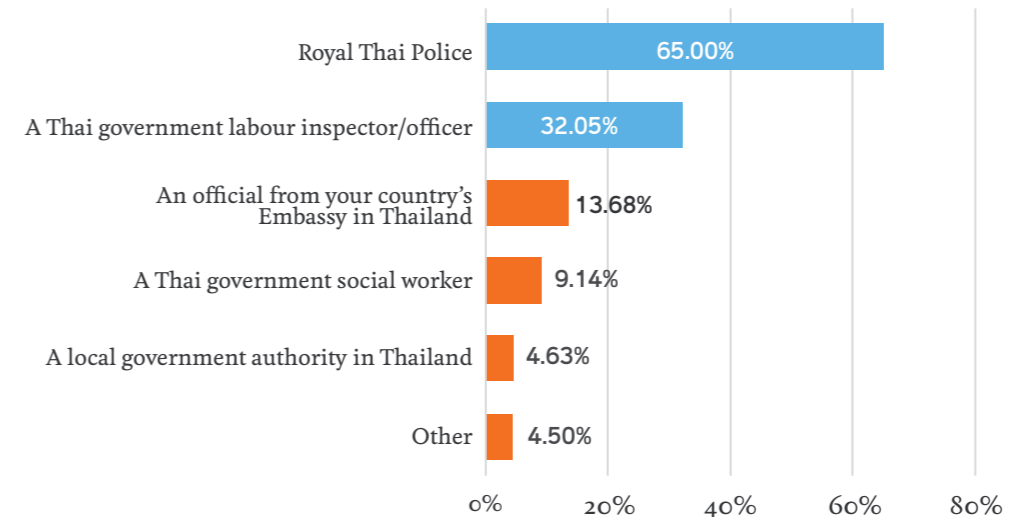
Notes: Categories were only included if they were reported by at least 2 percent of respondents, all other categories were then combined into other.

The other one third of respondents (36.39%) said they would not report the event to any entities if they encountered abuses in future work (Figure 10). The main reasons for their hesitancy to report their grievance were lack of information and fear of consequences. Nearly half of these respondents (48.01%) said they would not know whom to contact, 45.01% would fear retaliation from the perpetrators, and around 26% would be unsure if government officials would punish them instead or if such abuses were illegal and laws would protect them

Figure 10: Why would respondents decide not to report the event

You wouldn't know who to contact	48.01%
You would be afraid of those who had trafficked you	45.01%
You would be afraid that the government official would punish you	25.89%
You wouldn't know if it was illegal/wouldn't know your rights	25.71%
You wouldn't want family and friends to know what had happened to you	14.75%
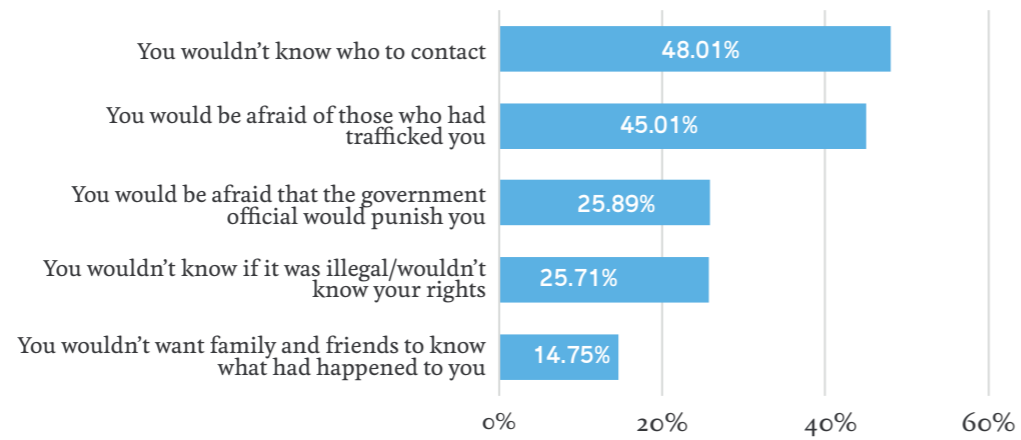
◢ **PAST EXPERIENCE WITH JUSTICE SYSTEM**

Thirteen percent of the study participants reported having experienced or observed unfair or illegal treatment from current employers or recruiters. Slightly less than a fifth (18.12%) of those victims reported their harmful treatment to the authorities, in contrast to the 63.61% who would report in hypothetical scenarios. The difference in proportion between intention and actual behavior underlined the migrant workers' barriers to engaging with the justice system effectively.

As shown in Figure 11, the majority of victims who decided against reporting their experience, their main concerns were consistent with what we observed in the hypothetical question: 1) a lack of a clear guidance on the reporting route (59.50%); 2) a fear of retaliation from current employers (52.28%); and 3) inadequate awareness or perception regarding their rights against workplace abuses (29.98%). The last concern was further corroborated by another finding in our study, which indicated that 62.08% of respondents had never heard about their rights or laws about working in Thailand before their departure.

Figure 11: Why did respondents decide not to report these experiences?

Didn't know who to contact	59.50%
You were afraid of those who had mistreated you	52.28%
Didn't know it was illegal/didn't know your rights	29.98%
You were afraid that the government officials would punish you	17.74%
You didn't want family and friends to know what had happened to you	6.12%
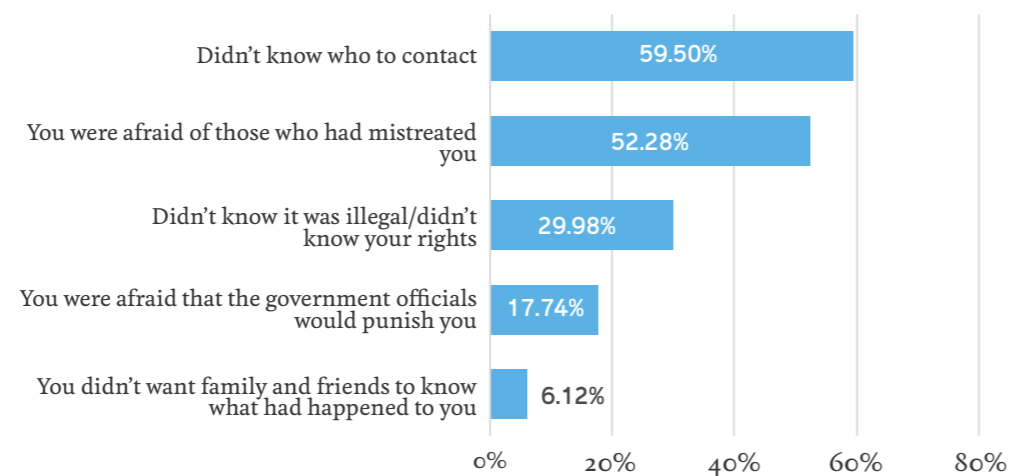
4. CONCLUSION

Social-family networks are the dominant recruitment channel among Myanmar and Cambodian migrant workers, with 81.67% of the respondents obtaining their job through family or friends in Thailand. Another 8.19% of the respondents found employment by themselves. Less commonly, respondents got their jobs via a third-party recruitment agency (6.09%), which could be registered or unregistered with the government.

Cambodian and Myanmar migrant workers were also impacted by financial burdens to finance their migration and employment in Thailand. Over four in 10 respondents had to take out a loan to pay recruitment fees and other expenses to secure the job opportunity. The average amount of loans taken was 14,948.9 THB (about 450 USD). The amount ranged from a low of 1,667 THB (around 50 USD) to 80,000 THB (around 2,400 USD). As for the source of loans, friends and family members again represented the largest lending source (71.98%), followed by employers (15.02%). The potentially overlapping roles of recruiters, employers, and lenders might further complicate a worker's vulnerable situation and potentially make it more challenging for workers to leave an employment situation that features forced labor violations.

Workplace injuries were not uncommon among Myanmar and Cambodian migrant workers, with 22.19% reporting serious injuries related to work, and 15.52% injured more than once. The findings were fairly consistent across nationalities but showed some differences by gender and employment sector. A higher fraction of male workers (28.5%) reported work-related injuries compared to females (14.91%). Migrant workers in the fishing industry reported a much higher incidence of serious workplace injuries (44%), which almost doubled the overall 22%. Among the migrant workers who reported workplace injuries, a vast majority (82.23%) received medical care for their injuries. The findings again varied by gender and industry. Three in 10 respondents who sought medical care paid for the treatment on their own.

As shown in the findings above, the ILO indicator, NORC scale of harm, and NORC's two-step threshold provided insights into forced labor patterns among the population of interest. The extensiveness of forced labor violations among the respondents varied somewhat between the measures.

Using the **ILO forced labor indicators** (a combination of the menace of penalty and involuntariness violations), we estimated that every 1.7 in 10 migrant workers from Cambodia and every 1.8 in 10 from Myanmar were likely to experience both violations at least once during their employment in Thailand. Using NORC's measurement, the estimated victimization rates in any of the listed violations in our **scale of harm** ranged from 1.32-4.24% of persons interviewed in the most severe type (violation of physical integrity) to 27.09-30.30% in moderate types of violation (abusive/coercive employment practices). On **excessive exit costs**, we estimated that 19.74% of Cambodian migrant workers and 22.27% of Myanmar migrant workers in sampled areas in Thailand encountered one of the abuses measured in the study and were unable to quit because of fears of serious consequences. The consequences included confiscation of one's accrued earnings, valuables, identification documents, deliberate efforts to ruin someone's reputation, or threats to call in the authorities.

Additionally, the results showed divergence across the sectors where Cambodian and Myanmar migrant workers were employed. Particularly, respondents working in the fishing industry exhibited the highest victimization rates across all forced labor indicators (24.79%, compared to the overall rate of 17.24%). Migrant workers in other industries such as construction and service industries were also more likely to suffer from certain types of abuses compared to other professions. For example, migrant workers in the service industry reported the second highest victimization rate in abusive or coercive employment practices (32.17%, compared to the overall rate of 28.67%).

The study participants displayed varying levels of trust in the justice system in addressing abuses or grievances while working overseas. Migrant workers were asked to respond to a hypothetical scenario where they encountered any harmful or abusive practices during employment in Thailand. 63.61% of respondents said they would report the experience to the authorities. However, among the 13.08% of respondents who mentioned having experienced or observed unfair/illegal treatment from current employers in their workplace, the proportion who managed to report the incident was only 18.12%. The difference in the percentages of people willing to seek judicial remedy and who actually reported abuses underlined the migrant workers' barriers to engaging with the justice system effectively. Main factors preventing respondents from reporting included 1) unfamiliarity with reporting procedures; 2) fear of retaliation and unexpected consequences; and 3) lack of awareness of one's rights.

5. IJM'S CONCLUSION

This study shows that several safety and health risks exist among Myanmar and Cambodian migrant workers in Thailand. The study reveals the characteristics of these risks, with the aim of assisting policymakers and practitioners to target their efforts to addressing these specific risks. While a variety of different levels of health, safety, financial and labor abuses exist, including approximately 17% of migrant workers surveyed who would qualify for the ILO definition of forced labor, the study notably reveals that the most common threats or means of forced control of migrant workers are not physical abuse or physical violence.

Although the physical violence rate among migrant workers is low (2.73%), the study reveals how other means of controls/coercion that lead to labor violations and exploitation are common. These include employers who inflict or threaten to inflict significant financial, legal, and reputational costs on workers who quit before their contract is finished (22%) and restricted freedom of movement (around 15%). Many of these abuses prevented migrant workers from freely exiting an abusive work environment (20.98%). Additionally, other lessor violations remain. These include migrant workers not having written contracts (66%) and not being able to read or understand the written contracts if they have one (27%). Migrant workers experienced serious injuries related to work (22%), especially among male migrant workers and among workers in the fishing industry.

In addition, the levels of trust in the justice system or government authorities (including police, labor inspectors, etc.) in addressing abuses or grievances while working overseas is not high, as found by the study. This could be the main cause of under reporting of labor violations and exploitation. It is even more important for relevant government entities to inspect and correctly identify potential victims. Therefore, as suggested by the study, inspection and identification should go beyond physical abuses.

6. RECOMMENDATIONS

◀ DESIGN INTERVENTIONS THAT MAY EXPOSE THE HIDDEN VULNERABILITY OF RECRUITMENT CHAINS OF ACQUAINTANCE

For Myanmar and Cambodian migrant workers, the most prevalent recruitment channel is through family or friends' ties in Thailand. This informal channel could be a double-edged sword. For one, this provides a convenient and relatively credible source for many job seekers searching for overseas employment. For another, such a channel could lower migrant workers' level of scrutiny when weighing the risks associated with particular job opportunities. While many programs combatting trafficking for forced labor focus on the license and competency of recruitment agencies or brokers, our data showed that a non-negligible percent of jobs obtained through friends and family were cases marked by forced labor violations. In this sense, the assumption that friends and family is safe recruitment channel may not always be true. Additionally, family and friends also serve as primary lenders to migrant workers in financing their migration costs. The potential overlapping of recruiter and lender would further complicate the migrant workers' vulnerable status.

◀ TAKE INTO CONSIDERATION INDUSTRY-SPECIFIC VULNERABILITIES TO FORCED LABOR VIOLATIONS

Our data reveal that some industries, such as fishing and service industries, are particularly impacted by forced labor violations, such as abusive and/or coercive employment practices, which could look like a worker facing significant financial, legal, or reputational consequences if they quit before the contract ends, and restriction of freedom (including being forced to live in employer-provided housing as a condition of employment), among others. Furthermore, certain job types are more likely to witness specific forms of abuse. For example, a higher fraction of fishing workers experienced deceptive, unfair or unsafe work environment; meanwhile, workers in the service industry reported a higher incidence of coercive employment practices. In response, the Thai government can focus its labor inspection efforts on the industries that experience the highest prevalence of migrant labor abuses. Within each industry, the Thai government labor inspectors can also pay special attention to the most common signs of labor abuses. For example, when inspecting construction sites, they may look for signs of restricted freedom of movement, but when inspecting factories, they may look for signs of abusive/coercive employment practices. For migrant workers seeking employment in those areas, labor rights organizations can provide consultation services to help them identify red flags in the terms and conditions of their labor contracts.

◀ ENHANCE AWARENESS WITHIN MIGRANT WORKER COMMUNITIES REGARDING THE LIVING AND EMPLOYMENT RIGHTS AND LEGAL PROTECTIONS THEY ARE ENTITLED TO BEFORE DEPARTURE AND DURING THEIR STAY IN THAILAND

Many migrant workers from Cambodia and Myanmar lack awareness of their living and employment rights and legal protections they are entitled to. The information gap increases their vulnerability to unsafe migration and abusive work environments. Therefore, it is crucial to improve the awareness of migrant workers before their departure. For example, government agencies and social organizations can launch education campaigns and outreach efforts to these migrants on employment, contracts, potential risks involved, types of common exploitation and abuses, and practical knowledge or practices on protecting their rights and seeking assistance in the destination country. As more migrant workers become familiar with these internationally recognized labor rights and benefits, collective awareness will also lead to collective action to improve the situation in general.

PROVIDE CLEAR GUIDANCE TO MIGRANT WORKERS ON RESOURCES, LEGAL SERVICES, AND SAFE REPORTING CHANNELS AVAILABLE IF A CERTAIN VIOLATION OCCURS

Migrant workers face barriers to effectively engaging with the justice system despite their trust in the authorities and willingness to seek help from them. When it comes to reporting harmful work practices, migrant workers often fail to identify the appropriate agencies to address their complaints. Clear policy guidance and reporting mechanisms must be provided, so migrant workers themselves or staff from labor rights organizations who receive complaints can know exactly which institution(s) has jurisdiction and what procedures they can follow in different circumstances. Specifically, relevant government or non-government organizations should be staffed by well-trained professionals who know how to effectively interact with migrant workers in various settings, provide initial responses, detect problems, and refer for proper actions.

ENSURE COMPREHENSIVE PROCEDURES ON VICTIM ASSISTANCE AND PROTECTION

Government institutions that are responsible for processing those complaints need to develop a comprehensive support system to protect victims who report labor abuses. Procedures should be established to ensure the safety and confidentiality of the reporters/victims, mitigate risks of retaliation, and provide tools for them to follow up with the investigation. In this way, the Thai authorities can promote confidence, transparency, and accountability in how they take care of the labor affairs of migrant workers. Migrant workers would be more willing to convert their trust to actual engagement and collaborate with the justice agencies to hold offenders appropriately accountable.

ANNEXES

| ANNEX I: RESEARCH METHODS

FORMATIVE ASSESSMENT

Formative assessment is developmental research conducted in preparation for a study employing novel methods and/or relying on untested functional and analytical assumptions.[5] The purpose of formative assessment is to validate a proposed research design as well as gather key inputs required for survey logistics and planning. Because the link-tracing estimation strategies proposed under the **Study on Safety, Health, and Labor Exploitation Risks Among Myanmar and Cambodian Migrants in Thailand** have not been previously conducted with the target populations and respondents, a formative assessment was conducted in May through August 2022 to test several critical assumptions that surfaced during the research design stage.

Formative assessment activities were informed by the research design report, a desk review, and consultative meetings/discussions with IJM and CHHAT Group/Cream Consulting, the local firms subcontracted by NORC to support in-country activities.

Field activities were structured around a formative assessment objectives document, which outlined key items and parameters from the research design document that required further investigation. Broadly speaking, these objectives included assessing:

- The extent to which target respondents are able and willing to speak with the research team; provide accurate data on themselves; and refer persons known to them to participate in the study;

- Ability of network-based referral chains to branch out to especially hidden or hard-to-reach respondents;

- Sample size calculation inputs including number and characteristics of seeds and expected referral counts/participation rates; and

- Logistical assumptions related to data collection including modalities, sampling, primary and secondary sampling units, locations, and budgetary inputs.

Methods for addressing the above included:

- Informational interviews with stakeholders, including sector experts and NGOs; and

- Semi-structured interviews with target population respondents.

Cream Consulting identified and recruited participants for interviews based on the following inclusion criteria: men or women who are migrant workers, 18 years of age or older, from Myanmar or Cambodia. A total of 14 interviews were conducted. The gender (male and female) and citizenship (Cambodia and Myanmar) distributions were equal

within the sample, and the group represented a diverse array of industries. Key informant interviews (KIIs) were conducted using an online platform (Zoom) or in person with representatives from Labour Protection Network (LPN), Migrant Workers Rights Network (MWRN), Human Rights and Development Foundation (HRDF), Diocesan Social Action of Suratthani Catholic Foundation (DISAC), and Migrant Working Group.

PREVALENCE ESTIMATION METHODOLOGY

The primary methodological approach applied in this study is respondent-driven sampling (RDS). The rationale for applying this method was that our target population—labor migrants who experienced labor violations, financial abuses, and labor exploitation in the selected regions in Thailand—are not evenly distributed and accessible in any population, thus making conventional probability-based sampling strategies difficult in field logistics or ineffective in estimation. In other words, victims of labor violations, financial abuses, and labor exploitation may cluster in certain geographic locations which may not be visible to the research team ex ante and/or would be costly to map on a sufficient scale to achieve a conventional sampling frame. Moreover, probability-based sampling will likely miss hidden individuals in the population and thus produce estimates of abuse and exploitation far below what a network-based sampling strategy (e.g., RDS) will produce.

RDS takes advantage of the relations between the target population to design a sampling strategy. By relying upon multiple waves of data collection, respondents inform the survey team of other individuals that comply with the criteria of the study population to be interviewed. Typically, a study involving RDS starts by interviewing an initial set of individuals pertaining to the study population contacted by local actors such as non-governmental organizations (NGOs), public agencies, multilateral organizations, and churches. These first respondents, called "seeds," are given an incentive for their participation in the survey and offered additional incentives if they can refer other individuals that comply with the study population definition. In the second wave of data collection, the referred individuals are invited to be interviewed and asked again to refer further candidates for the next round of interviews.

A RDS sample begins with a convenience sample, and it is expected that "through many waves of sampling, the dependence of the final sample on the initial convenience sample is reduced" (Heckathorn, Cameron, 2017). It is commonly known that samples produced by waves of referrals are biased because people tend to recruit others like themselves instead of randomly. To overcome this, we purposely select a large number of initial seeds and work to ensure that the characteristics of the seeds vary in similar ways to the underlying population, so they can "branch out" through all different types of networks. In addition, each study participant is limited in the number of participants s/he can recruit to ensure the sample is not just from closed networks but is allowed to branch out far and wide. As waves recruit subsequent waves and the sample population grows, the sample is expected to diverge from the original convenience sample (i.e., the original seeds). The design also allows and looks for "overlaps" between networks through multiple observations (i.e., redemption of more than one referral coupon) of individuals, which would give rise to a more comprehensive and accurate representation of the population network.

For the sample weighting scheme, we employed the Volz-Heckathorn estimator, also known as the RDS-II estimator, as it is an improved version of the seminal RDS-I estimator (Volz & Heckathorn, 2008). The calculation of sample weights was conducted using the R programming language. All summary statistical tables were created in STATA using the R-generated sample weights.

◢ **Sampling Design**

We used a multi-step approach to sampling respondents. First, we purposively selected three provincial areas in which we expected to find a large population of Myanmar and Cambodia migrant workers. The NGO stakeholders and migrant workers, who were interviewed in the formative assessment, reported that large Myanmar and Cambodia migrant worker populations can be found in the following areas:

- Big cities with need for laborers in construction and service industry (e.g., Bangkok)

- Provinces with fisheries/seafood processing (e.g., Samut Sakhon, Rayong)

- Provinces with other industries, such as factories and agriculture (e.g., Rayong, Bangkok and vicinities)

Overall, the formative assessment identified 10 provinces with large migrant worker populations: Bangkok, Samut Sakhon, Samut Prakan, Chonburi, Pathum Thani, Nonthaburi, Nakhon Pathom, Chiang Mai, Surat Thani, and Phuket. Notably, all the migrant-serving NGOs interviewed had offices in Samut Sakhon, where there are over 200,000 legal Myanmar migrant workers. Greater Bangkok (which includes Bangkok, Pathum Thani, Nonthaburi and Samut Prakan), Rayong, and Samut Sakhon were selected as the study regions because these provincial areas host a good mix of migrant workers from both Cambodia and Myanmar working in a variety of industries (e.g., construction, the service industry, factories, fishing, domestic work). Because we used a purposive selection of provincial areas, the results are not generalizable to the entire population of Cambodian and Myanmar migrant workers in Thailand, from a statistical standpoint. However, by choosing areas with a good mix of industries and a large migrant labor force, we expected that the results would reflect the characteristics and experience of a broader population of interest.

Figure 12: Sampled study regions in yellow dots: Greater Bangkok, Rayong, and Samut Sakhon
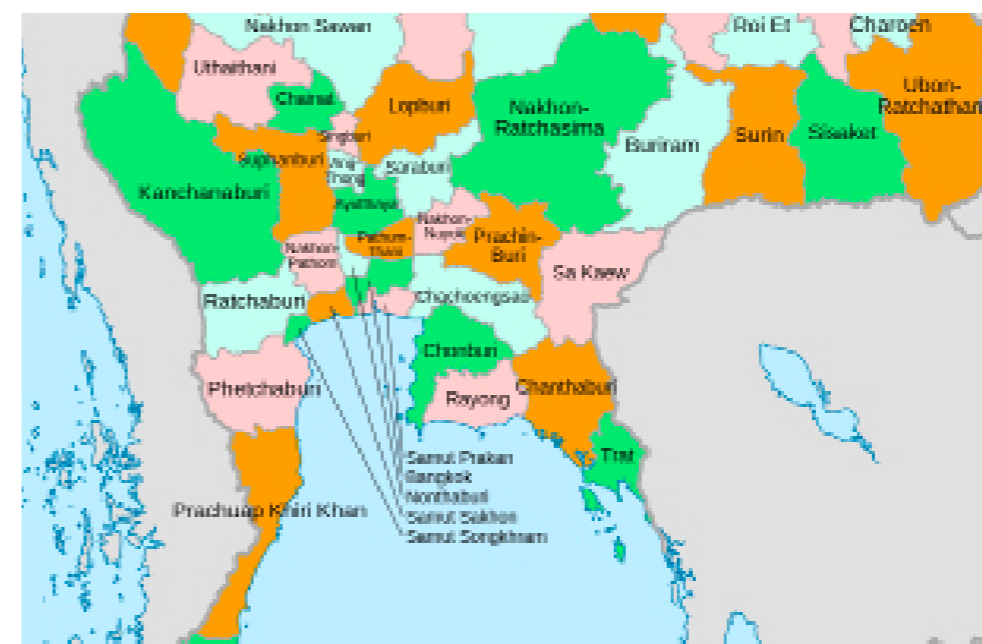
Map source: Wikipedia geographic image maps, https://en.wikipedia.org/wiki/Template:Provinces_of_Thailand_Image_Map

Myanmar) across the three provinces. This sample size allowed us to minimize the margin of error for country of origin-specific forced labor prevalence estimates with the budget and time available. Based on an assumption that the prevalence of forced labor would be less than or equal to 30%, and accounting for the design effect, we estimated that the margin of error for the prevalence estimates would be 0.064 with this sample size.

Second, NORC worked with NGOs and community leaders to identify and recruit about 150 Myanmar and 150 Cambodian migrant workers from the selected provinces to be surveyed. This initial group of respondents served as the study's seeds from whom we identified all other study participants. Formative assessment results showed that most Myanmar migrant workers tend to know other Myanmar migrant workers from a variety of industries, but Cambodian migrant workers, as well as Myanmar migrant workers in the fisheries and domestic service tend to only know other migrant workers who are working in the same sectors that they do. Since we knew that some migrant workers would be more likely to refer other migrant workers in the same sector than they were to refer migrant workers in other sectors, we recognized that we needed to ensure that the seeds we recruited were from a variety of sectors. To ensure a good distribution of seeds across provinces, genders, and sectors, the data collection team aimed to hit the following soft targets for distribution:

Table 19: Soft Targets for Seed Distribution

	Cambodian Seeds # (%)	Myanmar Seeds # (%)	Total # (%)
Gender			
Male	90 (60%)	90 (60%)	180 (60%)
Female	60 (40%)	60 (40%)	120 (40%)
Provincial Area*			
Greater Bangkok	30 (20%)	40 (27%)	70 (23%)
Rayong	80 (53%)	30 (20%)	110 (37%)
Samut Sakhon	40 (27%)	80 (53%)	120 (40%)
Sector**			
Fishing	--	--	60-75 (20-25%)
Factory	--	--	45-60 (15-20%)
Construction	--	--	45-60 (15-20%)
Service	--	--	45-60 (15-20%)
Domestic Work	--	--	45-60 (15-20%)
Agriculture and Other	--	--	<15 (<5%)

Note:
* We recruited different numbers of Myanmar and Cambodian migrant workers in each provincial area, based on the estimated population sizes of migrant workers from each country in each provincial area.
** We only set overall soft quotas for the sectors. We did not set country of origin-specific soft quotas for the sectors because many sectors tend to have more migrant workers from one country than another.

In each community, the data collection team identified a central place in which to hold surveys. NGO stakeholders believed the best places to conduct surveys included:

- NGO facilities

- Migrant workers' community centers

- Home of respondent or friend who invited them to participate, where target respondent feels safe

IJM staff also recommended meeting with respondents near temples since those are places where migrant workers already spend time, so it would not draw the suspicion of supervisors, who may be watching their employees.

When scheduling interviews, the data collection team asked respondents where they would like to be interviewed. They offered a central location but were willing to adjust based on respondent's preferences. The team ensured any place they conducted an interview had a private space where the conversation would not be overheard.

To identify wave respondents, at the end of each survey, respondents would be asked if they knew and would be willing to share contact information for up to seven migrant workers from their country, who currently live in their province, and who are at least 18 years old.

To minimize selection bias, interviewees were compensated for their time. To prevent undue influence or coercion, these incentive amounts were established based on estimated real costs (e.g., travel, meals) and opportunity costs (e.g., wages they could have been earning otherwise) of participating in the study. During the FA phase, we conducted FGDs with migrant workers to validate the appropriate compensation amounts. Respondents were compensated with small gifts for participating in the study and for each person they successfully recruited into the study. The gifts included useful, day-to-day household goods, such as towels, rice, instant noodles, and cooking oil. These gifts were welcomed by respondents, as they helped them save not only the cost of the product, but also the cost to travel and purchase the item.

If a respondent nominated more than 3 individuals to participate, 3 nominees were randomly selected to be invited to join the study. If a respondent nominated 3 or fewer individuals to participate, all nominees would be invited to join the study. We provided the seeds with up to three coupons. Each coupon had a unique QR code to match "waves" with their recruiter. The number of waves was not constrained; in some instances, a seed might only recruit one person who does not recruit anyone else, while another seed could generate 3 or 4 waves. We repeated this process with each wave of respondents until we reached the target sample size of at least 1,200 respondents.

The survey instrument for this study represents the most agreed-upon common indicators of forced labor violations currently utilized by the research community on this topic (see ANNEX II. SURVEY INSTRUMENT). The survey instrument covers many topics including but not limited to safety and health risks, occupational hazards, financial abuses, labor exploitation, access to justice, employment terms and conditions, labor recruitment, work contracts, living conditions, pay and pay arrangements, and knowledge of labor rights.

The instrument went through several modifications with the help of our field team in Thailand, internal tests by the research staff, and cognitive tests with members of the target population, as is discussed in more detail in subsequent sub-sections. Moreover, a crosswalk exercise was conducted by the team to ensure that the measures in the survey instrument support the legal frameworks of the International Labor Organization.

The survey instrument contains the following main domains: (1) demographic characteristics (e.g., age, gender, ethnicity, and family composition); (2) debt situation due to migration decisions (e.g., debt amount, borrowing sources); (3) measures of job experiences at current workplace (e.g., types of jobs, overtime, payment terms); and (4) various forms of employer-perpetrated abuses, including violence, restriction of physical/communicative freedom, and exploitative practices.

◢ MEASURING FORCED LABOR

For this study, we used standard ILO indicators of forced labor, and grouped and analyzed them in two ways. We first reported the two primary dimensions standard ILO indicators looked for, including "Involuntariness" and "Menace of Penalty", to characterize someone in a forced labor situation. In addition, we proposed a multi-dimensional approach, the "scale of harm", in which we qualitatively assign a level of harm to each set of indicators. We described the details of our criteria below.

Scale of Harm

To facilitate the analysis and interpretation of study findings, this team further grouped the existing forced labor indicators into scaled categories of abuses based on perceived severity of infringement of human rights by employers. Prior research has used this method to establish the threshold of defining forced labor, as well as to operationalize a conceptual spectrum upon which the complexity of this form of violations can be managed (Zhang, 2012; Zhang et al., 2014). These categories include, starting with the most severe:

1 | Enacted or threatened infringement of physical integrity, i.e., physical or sexual violence against a migrant worker or his/her family;

2 | Enacted or threatened restriction of personal freedom including physical movement and/or communication;

3 | Abusive and coercive employment practices to compel migrant workers to do something they did not want to; and

4 | Any deceptive contracts, unfair or unsafe work arrangement, or lack of food and shelter.

Two-Step Threshold

We then applied a two-step qualifying approach to establish the threshold of forced labor victimization. Here, we measure "Excessive" exit costs used by employers to deter or prevent a migrant worker from leaving his/her job. This includes confiscation of one's accrued earnings, valuables, identification documents, deliberate efforts to tarnish/ruin someone's reputation, or threat to call in the authorities. Using this approach, a migrant worker must have (1) experienced some form of abuse or unfair labor practice, and (2) been unable to leave the job out of fear of serious repercussions.

While our measures included in the survey can accommodate other configurations in the grouping of human rights violations, we believe the Scale of Harm and two-step threshold as described here offers a convenient and intuitive way to convey what specific types of abuses we sought to uncover under the legal frameworks stipulated by ILO conventions. Further, the wide spectrum of measures increases flexibility that allows other researchers to reconfigure their own research questions in secondary data analysis.

◢ DATA COLLECTION PREPARATION AND MANAGEMENT

Data collection activities included a survey instrument administered in three provincial areas of Thailand (Greater Bangkok, Rayong, and Samut Sakhon). Supporting activities include the screener to determine potential respondents' eligibility to participate in the study (i.e., whether they fit the inclusion criteria). Data collection instruments for the portion of the survey focused on forced labor were structured around forced labor statistical definitions used by the ILO and government of Thailand and were refined in consultation with IJM and during a formative assessment period. Detailed parameters of data collection tools including sampling approach, estimated duration of respondent interaction, and topics covered are outlined in Table 2. Final data collection instruments are featured in ANNEX II. SURVEY INSTRUMENT.

Table 20: Data Collection Activities and Parameters

Activity	Target sample	Estimated duration	Purpose	Survey topics
Survey	1,200 Cambodian and Myanmar migrant workers in Greater Bangkok, Rayong, and Samut Sakhon	60 min.	Assess safety, health, and labor exploitation risks; asses patterns of labor violations, financial abuses, and labor exploitation, and assess willingness to rely on the justice system	• Demographic information • General details on most recent job in Thailand • Patterns of labor violations, financial abuses, and labor exploitation • Assessment of safety, health, and labor exploitation risks • Assessment of forced labor indicators: Living conditions, unfair recruitment, conditions of work and employment (work and life under duress), freedom of movement and possibility of leaving employer without risk, intimidation as means of coercion • Past experience interacting with the justice system • Hypothetical willingness to interact with the justice system • Knowledge of other eligible community members

◢ TRAINING AND FIELD WORK

For data collection, NORC subcontracted with CHHAT Group/Cream Consulting, a local data collection, research, and consultancy firm in Thailand. Cream Consulting was selected based on their experience managing data collection activities in Thailand; ability to rapidly mobilize to recruit a large pool of experienced and qualified interviewers; demonstrated expertise managing mixed-methods research; experience using tablets for data collection; past performance conducting exercises of similar scope and scale; and value for money.

Interviewer Training and Piloting

NORC conducted a one-and-a-half-day English-language training of trainers with Cream's core leadership team, which took place September 22-23, 2022. After this, the core leadership team conducted two separate sessions for enumerator training and translator training in addition to a pilot test with the enumerators. The trainings were focused on orienting participants to the study, data collection procedures, sampling, logistics, respondent screening, informed consent, survey administration, confidentiality, and trauma-informed research practices. In addition, both trainings included a review of survey comprehension and training on the use of tablets and the software to input survey data. The purpose of the review was to draw on the team's extensive research experience and skills to improve comprehension and contextual appropriateness of the survey questions; ensure response options were clear, exhaustive, and mutually exclusive; and identify additional guidance that interviewers might need to help them clarify or probe respondents in cases where a question was unclear as written.

The enumerator training also included a field pilot of the survey instrument among 12 respondents (six Myanmar and six Cambodian migrant workers in several sectors in Samut Sakhon). The purpose of the field test was to assess whether respondents struggled with understanding, comprehension, or recall; identify which tools/approaches were helpful in improving comprehension and recall; determine if any questions were subject to response bias or perceived as overly sensitive by respondents; and identify any other unforeseen issues or challenges. Following the field test, NORC and Cream Consulting conducted extended debrief sessions with the enumerators to identify any necessary final adjustments to the instruments prior to the main training.

Following the training, 40 interviewers and translators were selected to participate in field work. The selected teams participated in additional team training with a "mock-up test" (the pairs would role play the interviews to ensure thorough understandings of the instrument).

Selected teams then travelled to their respective provinces to commence data collection, which took place from October 10 to November 5, 2022. A total of 1,282 interviews were conducted, including 322 seed and 960 wave responses. Table 21: Final Sample Size summarizes the actual seed and wave size achieved by province and respondents' nationality.

Data Quality Assurance

Data collection was tablet-based, utilizing SurveyCTO/Open Data Kit (ODK). Survey programming was conducted in-house by NORC and data collection platforms/servers were centrally managed by the research team. All tablets and servers were encrypted to ensure maximum data security. Data uploads were completed on a daily basis (connectivity permitting) to allow for real-time data quality reviews.

A DQA (Data Quality Assurance) protocol was established to set forth data quality standards/requirements and team member responsibilities in ensuring high quality data during field work. Data quality reviews (DQRs) were conducted by NORC's data management team at regular intervals throughout the course of data collection. The purpose of a DQR is to proactively identify and remedy issues related to survey programming, question clarity, and enumerator error/performance.

Research Ethics and Study Authorization

This study was conducted in line with human subjects research guidelines both in the United States and Thailand. NORC follows established protocols for gathering informed consent, protecting anonymity and identifying information, and ensuring ethical data collection—including from vulnerable populations. To ensure compliance with our high ethical standards, all research involving vulnerable populations must pass through formal Institutional Review Board (IRB) review prior to data collection and all research staff must complete a certified course in Protecting Human Research Participants through the National Institutes of Health (NIH) or Collaborative Institutional Training Initiative (CITI).

Field teams were extensively trained on research ethics, including confidentiality and informed consent procedures. Consent/assent was verbally attained from study participants, and all respondents were offered a printed consent/study information sheet signed/certified by the enumerator for record-keeping purposes. Training sessions also provided interviewers with contextually-grounded training on psychological first aid and trauma-informed research.

NORC sought and received approval from its internal IRB (Institutional Review Board), which follows a formal process for ensuring all research projects are conducted in accordance with the U.S. Federal Policy for the Protection of Human Subjects. NORC's IRB is registered with the U.S. Department of Health and Human Services Office of Human Research Protection and has a Federal-wide assurance (Federal-Wide Assurance FWA 00000142).

Table 21: Final Sample Size

	Cambodian migrant workers		Myanmar migrant workers		Row Total
	Achieved seed	Achieved Waves	Achieved seed	Achieved Waves	
Greater Bangkok	38	122	42	152	354
Samut Sakhon	43	133	87	255	518
Rayong	82	225	30	73	410
Total	**163**	**480**	**159**	**480**	**1,282**

While we are confident of our findings and their implications, some limitations exist that may pose challenges to the interpretation of our study findings.

ESTIMATES OF LABOR VIOLATIONS, FINANCIAL ABUSES, AND LABOR EXPLOITATION APPLY ONLY TO THE MIGRANTS' CURRENT JOB

Individual migrant workers were only asked about their current job/work experience, in which they may have been employed for a relatively short or longer period of time. Suppose a respondent has migrated multiple times or had multiple jobs within the current migration and reports that s/he has not experienced abuse and exploitation in their current position. In that case, that does not necessarily mean that s/he has never experienced labor violations, financial abuses, or labor exploitation.

POPULATIONS EXCLUDED FROM THE REACH OF OUR DATA COLLECTION ACTIVITIES

The most difficult-to-reach populations may be excluded from the estimates of labor violations, financial abuses, and labor exploitation. The individuals who may be most difficult to reach might include, for example, 1) migrant workers currently in jobs that limit their freedom of movement or the people they can communicate with, 2) migrant workers who have not disclosed or do not wish to disclose having been deceived or cheated for fear of being put in a government-run shelter, being stigmatized, or feeling ashamed, and 3) individuals who fear retribution by traffickers or local recruiters. Individuals who are exploited in particularly irregular conditions may also be more difficult to reach and obtain disclosure or linkages from.

STATISTICAL LIMITATIONS

A primary limitation of the RDS approach is its potential bias related to implementation errors. As we noted earlier, since initial seeds form the basis of the sampling design, a moderately-sized and representative initial sample is critical for efficient inference for population-level estimates. Obtaining such a sample can be challenging for especially marginalized or elusive populations within a short period of time. For example, in Samut Sakhon where long-tripped fishing boats were more prevalent, workers in fishing typically stayed several weeks or months at sea. The one-month period of fieldwork did not allow the recruitment of a representative size of these long-tripped fishers, in contrast to the fishermen recruited in Rayong who normally took shorter trips and were more accessible.

THE IMPACT OF COVID-19 ON EXISTING LABOR PRACTICES

Countries' COVID-19 guidelines influence migrants' movement within Thailand and across borders. Over the past two and a half years, dynamic COVID-19 guidelines regarding entry, quarantine, and/or isolation have impacted people's ability to migrate to Thailand for work or move freely around their workplace. As a result, the base population of interest—current Myanmar and Cambodian migrant workers—may not be representative of the base population of interest under normal circumstances, and rate of labor violations, financial abuses, and labor exploitation estimated at this time may not be directly comparable to an estimate made in the future when the pandemic has passed.

| ANNEX II: DEMOGRAPHIC AND EMPLOYMENT CHARACTERISTICS

DEMOGRAPHIC CHARACTERISTICS

The gender distribution skewed slightly male, with more men (53.43%) than women (46.57%). Nearly half of respondents were 31-45 years old (47.74%). The next largest proportion of respondents were 18-30 years old (31.15%), followed by 41-50 years old (18.15%). Only 2.96% of the sample was 51-60 years of age and older.

Table 22: Respondent Demographics (Proportions)

	Total Sample		Province					
	Positive N**	Sample Statistic*	Greater Bangkok		Rayong		Samut Sakhon	
			Seed	Total	Seed	Total	Seed	Total
Sex								
Male	686	53.43%	46	200	73	232	77	254
Female	596	46.49%	34	154	39	178	53	264
Age								
18–30	399	31.12%	24	121	16	96	40	182
31–40	612	47.74%	37	179	61	214	56	219
41–50	233	18.15%	17	52	31	88	29	93
51–60	38	2.96%	2	2	4	12	5	24
Source Country								
Cambodia	643	50.16%	38	160	82	307	43	176
Myanmar	639	49.84%	42	194	30	103	87	342
Ethnicity								
Bamar	414	32.29%	31	157	25	79	49	178
Khmer	633	49.38%	38	160	79	296	43	177
Mon	154	12.01%	4	23	1	4	29	127
Dawei	41	3.20%	2	5	5	22	4	14
Other***	40	3.12%	5	9	2	9	5	22
Language of Interview								
Khmer	26	2.03%	1	7	1	5	7	14
Khmer + Thai	114	8.89%	9	30	14	59	4	25
Burmese	47	3.67%	6	15	2	237	19	25
Burmese + Thai	234	18.25%	11	53	7	16	33	165
Thai	861	67.16%	33	249	88	323	67	289

*Notes: *Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,282); ** Number of respondents identified as positive by the indicator. *** Categories reported by fewer than 2 percent of respondents were combined into "other". Ethnicities included in the "Other" category were Karen, Rakhine, and Pa-O.*

Ethnically, nearly half (49%) of respondents identified as Khmer. Making up the other half were respondents identifying as Bamar (32%), Mon (12%), Dawei (3%), and Other(3%). In terms of the languages used in the interview, two-thirds (67%) of the respondents chose to be interviewed in Thai. The other one-third (33%) were interviewed in their mother tongue or a combination of Thai and their native language, Khmer or Burmese.

Regarding education (Figure 13), roughly 40% of migrant workers received either no formal schooling or an incomplete primary education. The largest group (42%) had completed primary education. Those who completed some or all secondary education accounted for 19% of the sample.
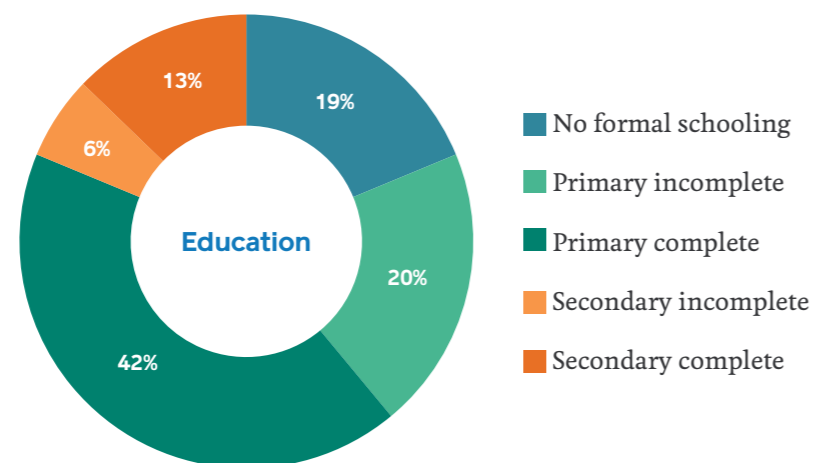
Education

- No formal schooling — 19%
- Primary incomplete — 20%
- Primary complete — 42%
- Secondary incomplete — 6%
- Secondary complete — 13%

Notes: Categories were only included if they were reported by at least 2 percent of respondents, all other categories were then combined into other.

◢ EMPLOYMENT CHARACTERISTICS

As shown in Figure 14, factory work represented the largest share of all reported employment (26%), followed by construction (21%), service industry (20%)6, and domestic work (11%)7. 9% of respondents worked in seafood processing, and another 9% engaged in fishing (on a boat). The distribution varied by nationality, gender, and age groups. Notably, 35% of Myanmar respondents engaged in factory work, compared to 18% of Cambodian respondents. However, Cambodian respondents had greater representation in construction work (27%) and the service industry (24%) compared to the shares Myanmar respondents (16% for both industries). In terms of noteworthy gender differences, there were far more male respondents (204) engaged in construction work than female (71). This dynamic was flipped for domestic work (127 female respondents vs. 13 male respondents). Additionally, 87 female respondents were engaged in seafood processing (compared to 32 male respondents), while 106 male respondents were fishing (compared to four female respondents). Roughly the same number of male and female respondents were engaged in factory work and the service industry. Finally, with respect to differences by age, we notice that the industry with the most young people (age 18-30) is factory work (115 respondents), while fishing represents the smallest share (19 respondents).

Figure 14: Respondent Job Industry (overall and by nationality)

Job industry

26%, 21%, 20%, 11%, 9%, 9%, 3%

Job Industry Cambodian Respondents

18%, 27%, 24%, 10%, 8%, 10%

Job Industry Myanmar Respondents

35%, 16%, 16%, 12%, 11%, 7%, 2%

- Factory work
- Construction
- Service industry
- Domestic work
- Seafood processing
- Fishing (on a boat)
- Agriculture
- Driving

Notes: Categories were only included if they were reported by at least 2 percent of respondents, all other categories were then combined into other.

Table 23: Respondent Job Industry (by gender)

	Male respondents (n = 686)	Female respondents (n = 596)
Factory work	176	162
Construction	204	71
Service industry	123	136
Domestic work	13	127
Seafood processing	32	87
Fishing (on a boat)	106	4
Other*	32	9

Notes: Categories were only included if they were reported by at least 2 percent of respondents, all other categories were then combined into other.

Table 24: Respondent Job Industry (by age groups)

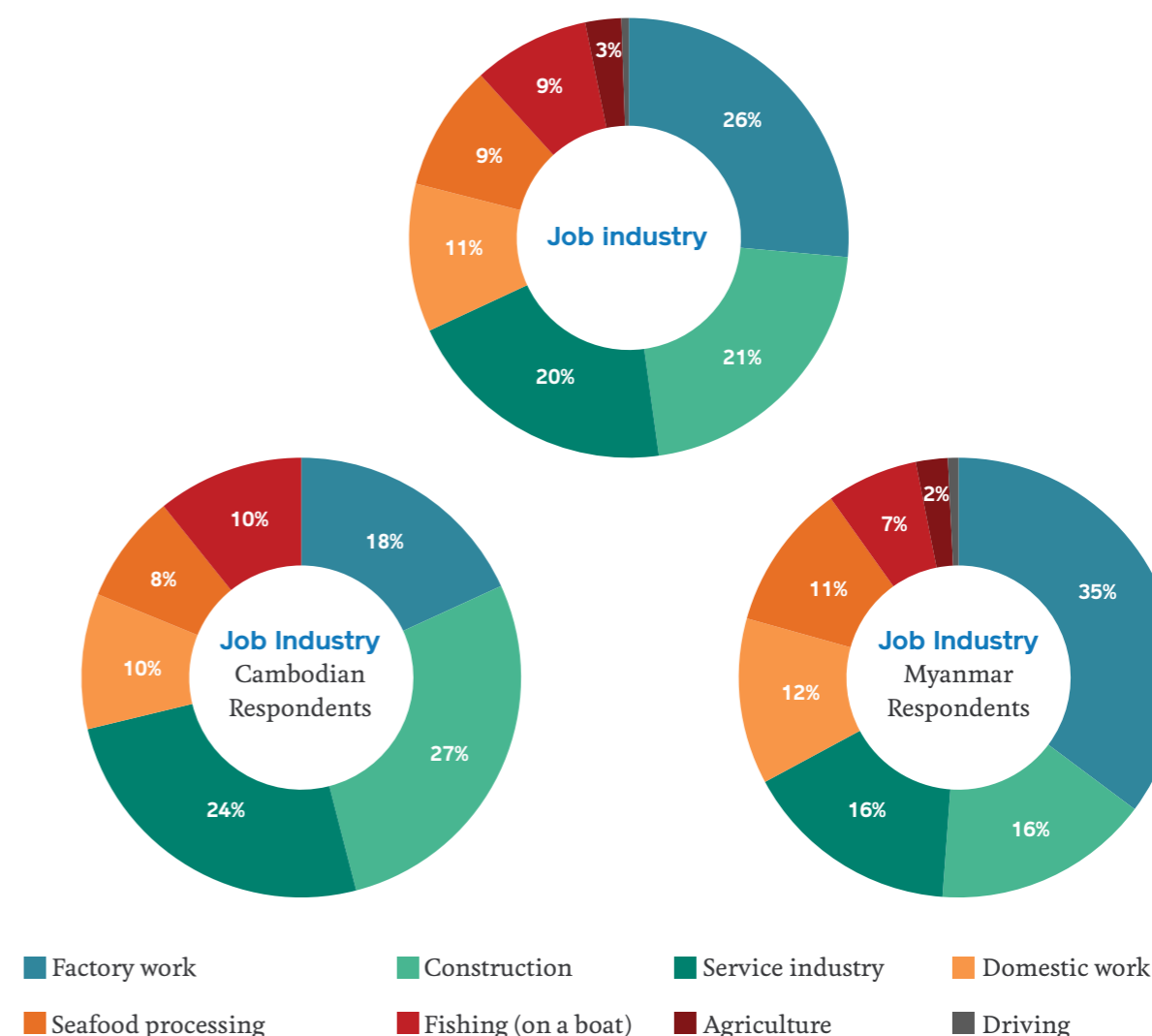|	Age 18-30 (n = 399)	Age 31-40 (n = 612)	Age 41-50 (n = 233)	Age 51-60 (n = 38)
Factory work	115	170	48	5
Construction	84	134	50	7
Service industry	98	119	34	8
Domestic work	39	62	33	6
Seafood processing	33	50	29	7
Fishing (on a boat)	19	61	27	3
Other	11	16	12	2

Notes: Categories were only included if they were reported by at least 2 percent of respondents, all other categories were then combined into other.

Prior Migration Experience and Visa Type

As shown in Table 25, the majority of migrant workers (96.64%) have never migrated for work before their current job. Even though most migrant workers in our sample were first-timer migrants, their duration of stay on the current trip varied significantly. Overall, migrant workers spent an average of 92.69 months (range 2 – 423) or 7.72 years (range 0.17 – 35.25), since their most recent arrival in Thailand. On average, the time migrant workers spent on their current job was 72.27 months (range 1- 423) or 6.02 years (range 0.08 – 35.25), slightly shorter than the duration of their stay.

There were a variety of work visas respondents reported obtaining: most common was the pink card (78.97%), followed by the red passport (36.76%), the black passport (28.82%), a visa (12.23%), a green book (10.83%), and a blue book (0.16%). Only 4.83% of respondents reported working without any legal documentation. For a detailed description of the different types of stay and work permits, see Table 26.

Table 25: Prior Migration Experience and Visa Type

	Positive N**	Sample Statistic*	Cambodian respondents (n = 643)	Myanmar respondents (n = 639)
Number of times previously migrated for work				
I have never migrated for work before the most recent experience	1236	96.64%	618	618
I have made a distinct number of trips abroad for work	43	3.36%	24	19
Visa Type				
Blue book	2	0.16%	0	2
Red passport	472	36.82%	153	319
Green book	138	10.76%	7	131
Black passport	370	28.86%	355	15
Visa	157	12.25%	67	90
Pink card	1012	78.94%	498	514
I am working without any legal documentation	62	4.84%	31	31
Other (specify)	33	2.57%	18	15

*Notes: *Number of respondents identified as positive by the indicator; **Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,282).*

Table 26: Summary of Different Types of Stay and Work Permits

Document	Description
Pink card	Temporary work permits issued to migrant workers who irregularly worked in Thailand and later regularized their immigration status with the Thai government. Certain restrictions apply regarding pink card holders' ability to travel between Thai provinces.
Red passport	Passport issued by Cambodian or Burma governments to migrant workers to work in foreign countries.
Black passport (Cambodian Travel documents for working overseas)	A travel document issued by the Cambodian authorities to the Cambodian workers inside Thailand. It was implemented under the collaboration between the Cambodian ministry of labor and its Thai counterpart, as part of the regularization process for undocumented migrant workers in Thailand since 2017. The workers can apply for the travel document, unofficially called a "black passport", without returning to their home country. The documentation can allow migrant workers to work in Thailand for up to five years.
Green book (Certificate of Identity)	A certificate of identity issued by Myanmar's Ministry of Labour, Immigration, and Population to migrants inside Thailand. This documentation is mostly applied to Myanmar migrant workers in Thailand. The green passport will replace the purpose of the current pink card as a permission to stay and work in Thailand. Different from the pink card, holders of the CI can travel freely around Thailand.
Blue book (Work permit)	Thai work permit which allows foreign nationals to work in Thailand as skilled professionals.
Visa	Entry permission issued by Thai authorities

| ANNEX III: RESEARCH OVERVIEW

◢ Study Aims

The primary goal of this study is to assess the safety and health risks among Myanmar and Cambodian migrants. The research is intended to understand what puts adults who migrate for work at risk of harm, including labor violations, occupational hazards, financial abuses, and labor exploitation. As secondary goals, the study also aims to 1) explore individuals' access to justice and 2) demonstrate replicable methods for future similar studies.

◢ Study Methods

Local collaboration. The study methods will be co-designed with an experienced Thai research institute, which will also conduct all data collection. The study design will also benefit from consultation with local groups.

Formative assessment. This research will begin with a formative assessment to determine the most effective approaches to our study design and identify viable locations for the fieldwork. The formative assessment will include key informant interviews, focus group discussions, reviewing administrative data and instrument testing. Final decisions about the methodology, including, for example, the sampling, research design, study locations will be made based on the findings of the formative assessment.

Sample population. The research will be conducted with current Myanmar and Cambodia migrant workers, both women and men, over the age of 18, who have migrated for various forms of work. We aim to survey 2,000 migrant workers in total—1,000 Myanmar migrant workers and 1,000 Cambodian migrant workers.

Sampling methods. We will employ a multi-step approach to sampling respondents. First, we will partition the study region into well-defined geographically-based primary sampling units (PSUs). Depending on findings from the formative assessment, PSUs may be selected purposively or with a population proportional to size (PPS) measure, based on either the general population or suspected number of Myanmar and Cambodian migrant workers.

Within each PSU, we will use respondent-driven sampling (RDS) to recruit migrant workers into the study. We will first identify a total of 300 Myanmar and 300 Cambodian migrant workers to serve as the initial wave of respondents. Then, we will ask each respondent to invite up to three other migrant workers that they know to contact us to take the survey. We will also ask these new respondents to recruit up to three other migrant workers to contact us, continuing this pattern until we have successfully surveyed 1,000 Myanmar and 1,000 Cambodian migrant workers.

Study Instrument. The survey questionnaire will draw on indicators developed for labor migration research. The study instrument will explore topics such as: work sectors; employment terms and conditions; labor recruitment; work contracts; occupational health and safety; living conditions; pay and pay arrangements; labor abuses; and knowledge of labor rights.

Ethical protocol. The study design will include a robust ethical and safety protocol to ensure no harm comes to the participants because of their participation in the study. The protocol will be based on well-tested ethics and safety guidance used in previous studies with migrant workers. The study will also undergo ethical review by an Institutional Review Board.

Fieldwork. Fieldwork will be carried out by our local research partner. Fieldworker training will be carried out to prepare data collectors to carry out the study following the study protocol and maintain participant confidentiality and anonymity. All fieldwork will be supervised for quality control and adherence to data collection processes.

Data analysis and data security. We will use the study data to estimate the number and proportion of Myanmar and Cambodian migrant workers who are engaged in various forms of labor and who have experienced a variety of health and safety outcomes. We will aim to disaggregate these statistics by geographic region, gender, age, and other key variables. The research will use rigorous procedures for data security, including tablet-based data collection and daily data uploads to centrally managed platforms, which are designed to prevent disclosure of sensitive data.

◢ Research Dissemination and Use

Research findings will be used to generate programmatic recommendations specifically for IJM, but which can be useful to other institutions working to prevent abuses in labor migration from Myanmar and Cambodia. Findings will also be designed to inform government policies related to labor migration, especially policy implications for the health and safety of Myanmar and Cambodian migrant workers. IJM will lead in the dissemination of the findings to practitioners, policy makers, and stakeholders in Thailand, Myanmar, and Cambodia.

| ANNEX IV: ADDITIONAL TABLES

Table 27: Summary of Key Forced Labor Indicators: Construction Only (n = 275)

Indicator	Sample Statistics[1]	Positive N[2]	Population Estimation	95% Conf. Intervals	
				Lower	Upper
NORC Scale of Harm (% positive)					
1. Violation of physical integrity	3.27%	9	2.53%	0.69%	4.38%
2a. Restriction of freedom	31.64%	87	30.73%	24.93%	36.53%
2b. Restriction of freedom[3]	12.36%	34	11.92%	7.95%	15.89%
3. Abusive/coercive employment practices	28.73%	79	28.19%	23.05%	33.34%
4. Deceptive/unfair/unsafe work environment	6.18%	17	6.18%	3.20%	9.17%
All of the above (maximum victimization)	**2.18%**	**6**	**1.49%**	**0.13%**	**2.85%**
Two-Step Threshold (% positive)					
5. Excessive costs to exit abusive work environment	20.36%	56	19.81%	15.16%	24.47%
All of the above	**2.18%**	**6**	**1.49%**	**0.13%**	**2.85%**
ILO Forced Labor Indicator (% positive)					
1. Menace of Penalty	16.36%	45	16.69%	12.09%	21.28%
2a. Involuntariness	20.73%	57	21.15%	16.26%	26.05%
2b. Involuntariness3					
ILO FL (1 menace + 1 involuntariness)	**14.91%**	**41**	**15.20%**	**10.80%**	**19.59%**

Notes: 1Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,282); 2 Number of respondents identified as positive by the indicator; 3 The prevalence estimates excluding all restriction of housing violation reported among migrant workers in the construction or fishing industries. The actual estimates can be interpreted as a range between the two numbers.

Table 28: Summary of Key Forced Labor Indicators: Factory Work Only (n = 338)

Indicator	Sample Statistics[1]	Positive N[2]	Population Estimation	95% Conf. Intervals	
				Lower	Upper
NORC Scale of Harm (% positive)					
1. Violation of physical integrity	2.07%	7	1.67%	0.32%	3.02%
2. Restriction of freedom	7.69%	26	7.75%	4.75%	10.75%
3. Abusive/coercive employment practices	26.33%	89	25.58%	20.78%	30.38%
4. Deceptive/unfair/unsafe work environment	3.25%	11	3.16%	1.22%	5.10%
All of the above (maximum victimization)	**0.30%**	**1**	**0.12%**	**-0.11%**	**0.35%**
Two-Step Threshold (% positive)					
5. Excessive costs to exit abusive work environment	20.71%	70	20.99%	16.47%	25.51%
All of the above	**0.30%**	**1**	**0.12%**	**-0.11%**	**0.35%**
ILO Forced Labor Indicator (% positive)					
1. Menace of Penalty	17.16%	58	17.05%	12.84%	21.26%
2a. Involuntariness	21.30%	72	21.46%	16.90%	26.02%
ILO FL (1 menace + 1 involuntariness)	**15.38%**	**52**	**15.08%**	**11.09%**	**19.08%**

Notes: 1Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,282); 2 Number of respondents identified as positive by the indicator.

Table 29: Summary of Key Forced Labor Indicators: Service Industry Only (n = 259)

Indicator	Sample Statistics[1]	Positive N[2]	Population Estimation	95% Conf. Intervals	
				Lower	Upper
NORC Scale of Harm (% positive)					
1. Violation of physical integrity	1.54%	4	1.61%	-0.05%	3.27%
2. Restriction of freedom	14.67%	38	15.04%	10.38%	19.69%
3. Abusive/coercive employment practices	31.27%	81	32.17%	26.37%	37.96%
4. Deceptive/unfair/unsafe work environment	6.18%	16	6.84%	3.51%	10.16%
All of the above (maximum victimization)	**0.77%**	**2**	**0.64%**	**-0.35%**	**1.64%**
Two-Step Threshold (% positive)					
5. Excessive costs to exit abusive work environment	21.24%	55	22.44%	17.08%	27.79%
All of the above	**0.39%**	**1**	**0.48%**	**-0.46%**	**1.43%**
ILO Forced Labor Indicator (% positive)					
1. Menace of Penalty	21.62%	56	23.48%	18.11%	28.85%
2a. Involuntariness	32.43%	84	34.10%	27.98%	40.21%
ILO FL (1 menace + 1 involuntariness)	**20.46%**	**53**	**22.36%**	**17.07%**	**27.64%**

Notes: 1Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,282); 2 Number of respondents identified as positive by the indicator.

Table 30: Summary Key Forced Labor Indicators: Fishing (on a boat) Only (n = 110)

Indicator	Sample Statistics[1]	Positive N[2]	Population Estimation	95% Conf. Intervals	
				Lower	Upper
NORC Scale of Harm (% positive)					
1. Violation of physical integrity	9.09%	10	9.25%	3.58%	14.92%
2a. Restriction of freedom	33.64%	37	37.65%	28.14%	47.17%
2b. Restriction of freedom[3]	14.55%	16	17.21%	9.53%	24.88%
3. Abusive/coercive employment practices	13.64%	15	16.65%	9.19%	24.12%
4. Deceptive/unfair/unsafe work environment	13.64%	15	16.65%	9.19%	24.12%
All of the above (maximum victimization)	**5.45%**	**6**	**6.66%**	**1.54%**	**11.78%**
Two-Step Threshold (% positive)					
5. Excessive costs to exit abusive work environment	27.27%	30	29.88%	21.19%	38.57%
All of the above	**5.45%**	**6**	**6.66%**	**1.54%**	**11.78%**
ILO Forced Labor Indicator (% positive)					
1. Menace of Penalty	24.55%	27	26.83%	18.23%	35.42%
2a. Involuntariness					
2b. Involuntariness[3]	22.73%	25	27.01%	18.28%	35.74%
ILO FL (1 menace + 1 involuntariness)	**20.00%**	**22**	**23.68%**	**15.38%**	**31.99%**

Notes: 1Sample statistics reflect the percentage of those identified as positive of the indicator based on the total sample size (N=1,282); 2 Number of respondents identified as positive by the indicator; 3 The prevalence estimates excluding all restriction of housing violation reported among migrant workers in the construction or fishing industries. The actual estimates can be interpreted as a range between the two numbers.

NORC at University of Chicago
IJM Assessment on Labor Violations, Financial Abuses, and Labor Exploitation: Thailand
September–October 2022

0a. Field Control			Enumerator Notes
1. province_0	Select province	1 = Greater Bangkok 2 = Samut Sakhon 3 = Rayong	ENUMERATOR: Do not ask respondent. Answer based on interview context.
2.district_0	Select district	(Response options to be added once districts are selected) 1 = xx 2 = xx 3 = xx 4 = xx 5 = xx	ENUMERATOR: Do not ask respondent. Answer based on interview context.
3. commune_0	Select tambon	(Response options to be added once communes are selected) 1 = xx 2 = xx 3 = xx 4 = xx 5 = xx	ENUMERATOR: Do not ask respondent. Answer based on interview context.
6. supervisor	Select your supervisor's name	(Response options to be added once supervisors are selected) 1 = xx 2 = xx 3 = xx 4 = xx 5 = xx	ENUMERATOR: Do not ask respondent. Answer based on interview context.
7. interviewer	Select the interviewer's name	(Response options to be added once enumerators are selected) 1 = xx 2 = xx 3 = xx 4 = xx 5 = xx	ENUMERATOR: Do not ask respondent. Answer based on interview context.
8. start_date	Confirm the date of interview	[Date response]	ENUMERATOR: Do not ask respondent. Answer based on interview context.
9. start_time	Confirm start time	[Time response]	ENUMERATOR: Do not ask respondent. Answer based on interview context. Use 24-hour clock.
11. language	Document the language of interview	1 = Khmer 2 = Burmese 3 = Thai 4 = English 5 = Other	ENUMERATOR: Do not ask respondent. Answer based on interview context. Select all that apply. If the interview is conducted in Thai with a translator present, please select "Thai" and the language of the translation.
12. language_other	[If language = 5] Specify other:	[Open-ended text response]	ENUMERATOR: Do not ask respondent. Answer based on interview context.
13. seed	Is this person a "seed" respondent? (A "seed" respondent is a person who was purposefully selected into the study, not recruited by a previous survey respondent.)	0 = No 1 = Yes	ENUMERATOR: Do not ask respondent. Answer based on interview context.

Assessment on Labor Violations, Financial Abuses, and Labor Exploitation Consent Form

Hello, and thank you for taking the time to speak with me today. My name is [Interviewer Name], and I work with Cream Consulting, a local organization that conducts research in the social sciences. Cream Consulting is working with International Justice Mission, a local non-profit group serving migrant workers, to study the experiences of Cambodian and Myanmar migrant workers in Thailand. The goal of this survey is to learn about migrants' experiences abroad, including working conditions.

[For seeds] You were identified by [an NGO/community leader] as someone who may be interested in participating in the survey.

[For waves] You were identified by someone you know as someone who may be interested in participating in this survey.

I am going to read to you some information about the study, including what you will be asked to do, and then you can decide if you want to participate or not.

If you choose to participate in this interview, I will ask various questions about your job experiences while in Thailand. This interview is expected to last about 60 minutes. You can let me know if any question I ask is unclear or you are not sure how to answer.

As part of this research, we may ask you about your experiences of abusive workplace conditions, including workplace physical and sexual violence. Some people experience emotional or psychological stress as they answer such questions. This research project has identified local organizations that may be able to support study participants who seek help. If you would like the contact information for these organizations, please ask.

If you do not want to be interviewed, you do not have to be. No one will be upset if you do not want to be involved, or if you change your mind. You can skip any question you do not want to answer and can stop the survey at any time.

It is important that you know that we will take all steps to protect your privacy. Anything we discuss is confidential. This means that only the research team will know your individual answers and only aggregated data will be presented in reports. No answers will ever be able to be traced back to you and no one else needs to know that you participated in the interview. We will not share your name or any other details, such as where you live or your employer. I signed a pledge of confidentiality when I was hired to conduct this interview, and I take it very seriously.

We know your time is valuable. To compensate you for time today, we will give you [a small gift] for participating. Besides this compensation, there are no direct benefits to you for participating in this interview. The benefit of this activity is that it supports reliable research on exploitative labor practices faced by migrants so that projects can better serve workers like yourself in the future.

- | Do you have any questions?

- | Do you agree to participate?

If you have any questions at a later time, you may contact: [Insert Name and Contact Information of Senior Manager of Local Research Partner].

0a. Field Control (Continued)			Enumerator Notes
13. consent	Has the respondent agreed to be interviewed today?	0 = No 1 = Yes	
14. signature			ENUMERATOR: By signing below, you certify that the nature and purpose, the potential benefits, and possible risks associated with participating in this research have been explained to the respondent, and he/she has verbally consented to participate.
15. consent_specify1	[If consent = 0] Why didn't the respondent agree to be interviewed?	1 = Refused 2 = Temporarily unavailable 3 = Other	ENUMERATOR: Temporarily unavailable refers to respondents who agree to participate but are unable to take the survey at this time.
16. consent_specify2	[If consent_specify1 = 1, 2, or 3] Please provide more information	[Open-ended text response]	▶ Skip to end

0b. Wave Screener			Enumerator notes
1. couponid	Please show me the coupon that was given to you by the person who invited you to participate in this study.	[Entry from scanned QR code]	Scan the QR code on the respondent's coupon. If the QR code will not scan, scan the bypass QR code to manually enter the coupon number.
2. qrcode	[If couponid = enumeratorbypass] Please manually enter the 7-digit numeric code on the coupon.	|__|__|__|__|	

3. recruiter	What is your relationship to the person who provided you this coupon?	1 = Spouse/Partner 2 = Son/Daughter/Step-Child 3 = Son-in-law/Daughter-in-law 4 = Father/Mother 5 = Father-in-Law/Mother-in-Law 6 = Sister/Brother 7 = Brother-in-Law/Sister-In-Law 8 = Cousin/cousin-in-law 9 = Neighbor 10 = Friend 11 = Colleague 12 = Former colleague 13 = Goes to same church/temple 14 = Attend(ed) school together 15 = Other (specify)	Do not read response options. Listen to respondent and code answer according to response. If recruiter = <8 à skip to End
4. recruiter_oth	[If recruiter = 15] Specify:	[Open-ended text response]	
5. partic	Have you been interviewed before for this study?	0 = No 1 = Yes	
6. partic_ret	[If partic = 1] How many times have you been interviewed for this study?	[Open-ended numeric response]	▶ If > 5 à skip to end Enter -998 for "refused" and -999 for "don't know."
7. partic_retc	[If partic=1] Do you have the phone number(s) of the person(s) who previously recruited you to participate in this study?	0 = No 1 = Yes	▶ If partic_retc = 0 à skip to Section A

A. General Information			Enumerator notes
1. age	How old are you?	[Open-ended numeric response]	▶ If age < 18 skip to end
age_check	Enumerator: You entered an age above 100 years old. Are you sure this is correct? If not, click "Previous" and correct the respondent's age.	0 = No (go to the previous page and correct the response) 1 = Yes	
2. province	What province do you live in?	(Response options to be added once provinces are selected) 1 = Greater Bangkok 2 = Rayong 3 = Samut Sakhon 4 = Other	▶ If province = 4 skip to not eligible in Section M
3. district	What district do you live in?	1 = xxx 2 = xxx 3 = xxx 4 = xxx 5 = xxx	
4. village	What village do you live in?	1 = xxx 2 = xxx 3 = xxx 4 = xxx 5 = xxx	
5. citizen	What country are you a citizen of? (In other words, what is your nationality?)	1 = Cambodia 2 = Myanmar 3 = Other -998 = Refused -999 = Don't know	
6. country	[If citizen = 3 OR -998 OR -999] What country were you born in?	1 = Cambodia 2 = Myanmar 3 = Thailand 4 = Vietnam 5 = Laos 6 = Other (specify) -998 = Refused -999 = Don't know	▶ If country ≠ 1 or 2 AND citizen ≠ 1 or 2 skip to not eligible in Section M
7. country_specify	[If country = 6] Specify other:	[Open-ended text response]	

8. mig_before	How many times have you migrated abroad for work prior to your current trip?	0 = I have never migrated for work before this trip 1 = I have made a distinct number of trips abroad for work 2 = I migrate daily for work 3 = I migrate weekly for work 4 = Other (specify) -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. A trip is a single period of time when the respondent considers themselves to be living in Thailand.
9. mig_before_num	[If mig_before = 1] How many distinct trips has the respondent taken?	[Open-ended numeric response]	
10. mig_before_num_check	Enumerator: You reported that the respondent has migrated more than 600 times. Are you sure this is correct? If not, go to the previous question and correct the distinct number of trips the respondent has taken.	0 = No (go to the previous page and correct the response) 1 = Yes	
11. mig_before_oth	[If mig_before = 4] Specify other:	[Open-ended text response]	
12. sex	What is your gender?	1 = Male 2 = Female 3 = Other	
13. ethnic	What is your ethnicity?	1 = Bamar 2 = Dawei 3 = Khmer 4 = Mon 5 = Myeik 6 = Rakhine 7 = Karen 8 = Pa-O 9 = Shan 10 = Other -998 = Refused -999 = Don't know	
14. ethnic_oth	[If ethnic = 4] Specify other:	[Open-ended text response]	

| 15. education | What is the highest level of schooling you have attended? | 1 = No formal schooling
2 = Primary incomplete
3 = Primary complete
4 = Secondary incomplete
5 = Secondary complete
6 = College/tertiary incomplete
7 = College/tertiary complete
8 = Post-graduate (Master, PhD)
-998 = Refused
-999 = Don't know | |

ENUMERATOR NOTE: The next section begins the assessment

[READ] Thank you. In this next part of the interview, we will ask you questions about your current job in Thailand.

B. Pre-Screener: General Information			Enumerator notes
1. prescreen_arrive	Think about your current trip to Thailand. Approximately when did you arrive in Thailand?	Month: [Response options for January through December] Year: [Open-ended numeric response] Refused/Don't Know	ENUMERATOR: If they are unable to give an exact month or year, ask them for an estimate. If the respondent lives near the border and crosses daily for a job, tell them to tell you when they started working in their current job.
2. prescreen_jobstart	Now think about your current job in Thailand. When did you start this job?	Month: [Response options for January through December] Year: [Open-ended numeric response] Refused/Don't Know	ENUMERATOR: If they are unable to give an exact month or year, ask them for an estimate. This is referring to the last job they worked abroad. It does not have to have started more than 18 months ago.
3. prescreen_visa_type	What type(s) of legal documentation to migrate, if any, you do you currently have?	1 = Blue passport 2 = Red passport 3 = Green passport 4 = Black passport 5 = Visa 6 = Pink card 7 = I am working without any legal documentation 8 = Other (specify) -998 = Refused -999 = Don't know	Select all that apply.
4. prescreen_visa_oth	[If prescreen_visa_type = 8] Specify other:	[Open-ended text response]	

5. prescreen_industry	What industry is your current job in?	1 = Fishing (on a boat) 2 = Seafood processing 3 = Agriculture 4 = Construction 5 = Domestic work 6 = Service industry 7 = Factory work 8 = Driving 9 = Other -999 = Don't know -998 = Refused	ENUMERATOR: Listen to respondent and code answer according to response. Only read options if respondent asks for clarification. If they are unable to report the industry, have them report their occupation and probe to try to understand what industry they worked in. But remember, the goal is to understand the industry the respondent was working in, not the type of job they were doing. So, for example, if they say they worked as a cleaner, ask them where they worked. If they cleaned in a home, that is domestic work; in a hotel, that is hospitality; in a factory, that is manufacturing; etc. If you are unable to code the industry even after probing, choose "Other" and report the actual job and any other details you learned through probing in the next question, "Specify other". If the respondent held multiple jobs simultaneously, select the industry in which s/he spent the most time working. Domestic work includes being hired for a family to take care of their children or elderly relatives, even if that relative is located in a hospital or clinic.
6. prescreen_industry_oth	[If prescreen_industry = 9] Specify other:	[Open-ended text response]	
7. prescreen_written	Do you have a written employment contract? (In other words, did you sign on any paper when you first started the job?)	0 = No 1 = Yes -999 = Don't know -998 = Refused	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. Emphasize that we are asking about a formal contract, not an informal agreement.
8. prescreen_read	[If prescreen_written = 1] Before you signed the contract, were you able to read the contract for yourself?	0 = No 1 = Yes -999 = Don't know -998 = Refused	

9. prescreen_read_why	[If prescreen_read = 0] Why were you not able to read the contract for yourself?	1 = Because I was never given a copy of the contract 2 = Because the contract was written in a language that I could not read 3 = Because I cannot read 4 = Other (specify) -999 = Don't know -998 = Refused	
10. prescreen_read_why_other	[If prescreen_read_why = 4] Specify other:	[Open-ended text response]	
11. prescreen_verbal	Do you have a verbal employment contract? (In other words, did the recruiter or employer make any verbal promises about the job you would be doing or your working conditions, hours, or pay?)	0 = No 1 = Yes -999 = Don't know -998 = Refused	
12. prescreen_contractwho	[If prescreen_written = 1 OR prescreen_verbal = 1] Who is your contract with?	1 = Recruiter/broker 2 = Employer 3 = Other (specify) -999 = Don't know -998 = Refused	
13. prescreen_contractwho_other	[If prescreen_contractwho = 3] Specify other:	[Open-ended text response]	
14. prescreen_get_job	How did you obtain your current job?	1 = A family member already in Thailand 2 = A friend already in Thailand 3 = A government registered official job recruitment agency 4 = A private recruitment agency (not registered with the government) 5 = A recruitment agency (respondent unsure if it was registered or not) 6 = An individual with connections of job placement in Thailand 7 = I found it myself 8 = Private broker/Human smuggler (someone who helps them migrate illegally) 9 = Other _____	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response.

15. prescreen_get_job_oth	[If prescreen_get_job = 9] Specify other:		
16. prescreen_fee	Did you pay a recruitment fee to a broker or recruiter in order to secure your current job in Thailand? I am referring to a fee other than the costs of plane tickets, visas, health checks, etc.	0 = No 1 = Yes – paid a fee during recruitment/prior to starting job 2 = Yes – paid a fee only after arriving and beginning job 3 = Don't know – paid recruiter lump sum and unsure whether payment went towards recruitment fee or other expenses -998 = Refused -999 = Don't know (because other reason)	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. "Recruitment fee" = fee charged by recruiter/broker/employer for their services. DOES NOT include fees for mandatory expenses such as plane tickets, visas, required health checks, etc.
17. prescreen_fee_amt	[If prescreen_fee = 1 or 2] How much was the fee?	[Open-ended numeric response] In [Thai baht] or [Open-ended numeric response] In Cambodian Riel or [Open-ended numeric response] In Myanmar kyat or [Open-ended numeric response] In US Dollars Refused/Don't know? 1 = Provided an answer above -998 = Refused -999 = Don't know	ENUMERATOR: Include both the amount and the unit of currency in the response. "Recruitment fee" = fee charged by recruiter/broker/employer for their services. It DOES NOT include fees for mandatory expenses such as plane tickets, visas, health checks, etc. Fill in the currency value according to respondent's answer and check the appropriate monetary unit. The answer could be either in local currency OR in Cambodian riel OR in Myanmar kyat OR in US dollars, but not in multiple types of currency.

18. prescreen_fee_est	[If prescreen_fee = 3] I know you said you're not sure how much the fee was because you paid a lump sum, but are you able to provide an estimate?	[Open-ended numeric response] In [Thai baht] or [Open-ended numeric response] In Cambodian Riel or [Open-ended numeric response] In Myanmar kyat or [Open-ended numeric response] In US Dollars Refused/Don't know? 1 = Provided an answer above -998 = Refused -999 = Don't know	ENUMERATOR: Include both the amount and the unit of currency in the response. "Recruitment fee" = fee charged by recruiter/broker/employer for their services. It DOES NOT include fees for mandatory expenses such as plane tickets, visas, health checks, etc. Fill in the currency value according to respondent's answer and check the appropriate monetary unit. The answer could be either in local currency OR in Cambodian riel OR in Myanmar kyat OR in US dollars, but not in multiple types of currency. Use response "Don't know" only if they don't know/don't remember at all.
19. prescreen_loan	Did you or your family take out a loan for you to come to Thailand to work?	0 = No 1 = Yes -999 = Don't know -998 = Refused	ENUMERATOR: "Loan" is any money that is given to the respondent that has to be paid back. This includes money that was provided by family or friends. ▸ If prescreen_loan = 0 or -999 or -998 ▸ skip to prescreen_fund
20. prescreen_loan_source	[If prescreen_loan = 1] Who gave you the loan?	1 = Employer 2 = Recruiter 3 = Private broker 4 = Friend/family member 5 = Bank 6 = Other -999 = Don't know -998 = Refused	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. Select all that apply
21. prescreen_loan_source_oth	[If prescreen_loan_source = 6] Specify other:	[Open-ended text response]	

22. prescreen_loan_amt	[If prescreen_loan = 1] How much was the loan?	[Open-ended numeric response] In [Thai baht] or [Open-ended numeric response] In Cambodian Riel or [Open-ended numeric response] In Myanmar kyat or [Open-ended numeric response] In US Dollars Refused/Don't know? 1 = Provided an answer above -998 = Refused -999 = Don't know	ENUMERATOR: Include both the amount and the unit of currency in the response. Fill in the currency value according to respondent's answer and check the appropriate monetary unit. The answer could be either in local currency OR in Cambodian riel OR in Myanmar kyat OR in US dollars, but not in multiple types of currency.
23. prescreen_loan_owe	How much of the loan is still owed?	1 = The loan is paid off 2 = Less than half of the loan is outstanding 3 = More than half of the loan is outstanding 4 = None of the loan has been paid yet -999 = Don't know -998 = Refused	
24. prescreen_fund	Other than loans, what sources of funding, if any, did you use to migrate to Thailand?	1 = From own resources/ savings 2 = Household savings/ resources 3 = Gift from family or friend in [country] 4 = Gift from family or friend in Thailand 5 = All my funding came from loans 6 = Other	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response.
25. prescreen_fund_specify	[If prescreen_fund = 6] Specify other:	[Open-ended text response]	

ENUMERATOR NOTE: The next section refers to the respondent's current job in Thailand. Remind the respondent of this distinction throughout this section, as needed.

C. Living Conditions

#	Variable	Question	Response options	Enumerator notes
1.	lc_site	Still thinking about your current trip to work in Thailand, where do you live and sleep most of the time?	1 = Inside the building/ complex where I worked (e.g. in a dorm connected to the factory, in a temporary structure at a construction site, in a room in employer's home) 2 = Not inside the building/ complex where I work (e.g. in a house, hostel, or apartment) 3 = On the streets 4 = Other (specify) -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. For respondents whose current job is on a fishing boat, if they typically sleep on the fishing boat, record this as "1 = Inside the building/ complex where I worked (e.g. in a dorm connected to the factory or construction site, in a room in employer's home)". If the respondent lived in more than one place while working at this job, ask about the place they lived most of the time/the longest amount of time.
2.	lc_site_oth	[If lc_site = 4] Specify other:	[Open-ended text response]	
3.	lc_rent	Do you pay rent to live there?	0 = No 1 = Yes -998 = Refused -999 = Don't know	ENUMERATOR: Rent includes direct payments or wage reductions.
4.	lc_rent_who	[If lc_rent = 1] To whom do you pay rent?	1 = Employer, manager, or workplace supervisor 2 = The person who helped me get this job 3 = A family member or friend 4 = Landlord who does not fall in any of above categories 5 = Other (specify) -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. If there is overlap in any of these categories, choose the response option that comes first in the list. For example: - If they pay rent to an employer who is also the person who recruited them, choose "Employer, manager, or workplace supervisor". - If they pay rent to a family member or relative who is also the person who recruited them, choose "The person who helped me get this job".
5.	lc_rent_who_oth	[If lc_rent_who = 5] Specify other:	[Open-ended text response]	
6.	lc_norent_who	[If lc_rent = 0 or -999 or -998] Who provides your housing?	1 = Employer, manager, or workplace supervisor 2 = The person who helped me get this job (recruiter) 3 = A family member or friend 4 = Landlord who does not fall in any of above categories 5 = Other (specify) -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. If there is overlap in any of these categories, choose the response option that comes first in the list. For example: - If they receive housing from an employer who is also the person who recruited them, choose "Employer, manager, or workplace supervisor". - If they receive housing from a family member or relative who is also the person who recruited them, choose "The person who helped me get this job".
7.	lc_norent_who_oth	[If lc_norent = 5] Specify:	[Open-ended text response]	
8.	lc_rent_paycheck	[If lc_rent = 1 or 2] OR [lc_norent_who = 1 or 2] Is payment for your housing or accommodations deducted from your paycheck?	0 = No 1 = Yes -998 = Refused -999 = Don't know	
9.	lc_freedom	[If [lc_rent_who = 1 or 2 or 5 or -999 or -998] OR [lc_norent_who = 1 or 2 or 5 or -999 or -998]] Could you live somewhere else and still work at your job?	0 = No 1 = Yes -998 = Refused -999 = Don't know	
10.	lc_freedom_why	[If lc_freedom = 0] Why not?	1 = Employer, manager, or recruiter would not let me/ they require that I live here 2 = I can't afford to live somewhere else 3 = I can't find another place 4 = Other (specify) -999 = Don't know -998 = Refused	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response.
11.	lc_freedom_why_oth	[If lc_freedom_why = 4] Specify other:	[Open-ended text response]	

12. lc_conditions	[If [lc_rent_who = 1 or 2 or 5 or -999 or -998] OR [lc_norent_who = 1 or 2 or 5 or -999 or -998]] Earlier you noted that you pay rent or are provided housing from someone other than a family member, friend, or landlord unconnected to your work. How would you describe the quality of your living conditions?	1 = Very good 2 = Good 3 = Adequate 4 = Bad 5 = Very bad -998 = Refused -999 = Don't know	ENUMERATOR: Read response options and allow respondent to choose.
13. lc_roommates	[If [lc_rent_who = 1 or 2 or 5 or -999 or -998] OR [lc_norent_who = 1 or 2 or 5 or -999 or -998]] How many people sleep in the room you sleep in?	[Open-ended numeric response]	ENUMERATOR: If they lived in more than one place during their job, have them report on the place in which they spend most of their time.
14. lc_safety	[If [lc_rent_who = 1 or 2 or 5 or -999 or -998] OR [lc_norent_who = 1 or 2 or 5 or -999 or -998]] Do you feel safe in your housing?	0 = No 1 = Yes -998 = Refused -999 = Don't know	
15. lc_belongings	[If [lc_rent_who = 1 or 2 or 5 or -999 or -998] OR [lc_norent_who = 1 or 2 or 5 or -999 or -998]] Do you have a safe space in your housing to store your belongings?	0 = No 1 = Yes -998 = Refused -999 = Don't know	

ENUMERATOR NOTE: The next section refers to the respondent's current job in Thailand. Remind the respondent of this distinction throughout this section, as needed.

D. Unfair Recruitment			Enumerator notes
[READ] I will now ask you to think back to the time when you were recruited to work at your current job in Thailand.			ENUMERATOR: Throughout this section, do not read response options. Listen to respondent and code answer according to response
1. ur_work_who	Who decided that you should take your job?	1 = Myself, alone 2 = A relative 3 = Myself, with my family 4 = Recruiter/broker 5 = The employer 6 = My previous employer, who sent me here without my consent 7 = Other (specify) -998 = Refused -999 = Don't know	ENUMERATOR: "Employer" is the current employer. "Previous employer" is any employer the respondent had before the current employer.
2. ur_work_oth	[If ur_work_who = 7] Specify other:	[Open-ended text response]	
3. ur_refusal	[If ur_work_who ≠ 1] Even though someone else decided you should take the job, would you have been able to refuse?	0 = No 1 = Yes -999 = Don't know -998 = Refused	
4. ur_refusal_coercion	[If ur_work_who ≠ 1] What would have happened if you had refused to take the job?	1 = Physical violence 2 = Physically restrained 3 = Deprived of food, water and/or sleep 4 = Sexual violence 5 = Emotional violence 6 = Harm to family or someone you care about 7 = Legal action 8 = Withholding of passport or other documents 9 = Financial loss 10 = I would be stranded because I am far from home and nowhere to go 11 = Kept drunk/drugged 12 = Use of police for intimidation 13 = Other (specify) 66 = Nothing/no repercussions -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent, probing as necessary, and then code response. Select all that apply.

5. ur_refusal_ coercion_oth	[If ur_refusal_coercion = 13] Specify other:	[Open-ended text response]	
6. ur_exit_cost1	At your current job, what would happen if you did not work when expected to do so?	1 = Physical violence 2 = Physically restrained 3 = Deprived of food, water and/or sleep 4 = Sexual violence 5 = Emotional violence 6 = Harm to family or someone you care about 7 = Legal action 8 = Withholding of passport or other documents 9 = Financial loss 10 = I would be stranded because I am too far from home and nowhere to go 11 = Kept drunk/drugged 12 = Use of policy for intimidation 13 = Other (specify) 66 = Nothing/no repercussions -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent, probing as necessary, and then code response. Select all that apply.
7. ur_exit_oth	[If ur_exit_cost1 = 13] Specify other:	[Open-ended text response]	
8. ur_exit_cost2	What would happen if you decided to move away or work for someone else?	1 = Physical violence 2 = Physically restrained 3 = Deprived of food, water and/or sleep 4 = Sexual violence 5 = Emotional violence 6 = Harm to family or someone you care about 7 = Legal action 8 = Withholding of passport or other documents 9 = Financial loss/would not be paid what I was owed 10 = I would be stranded because I am too far from home and nowhere to go 11 = Kept drunk/drugged 12 = Use of policy for intimidation 13 = Other (specify) 66 = Nothing/no repercussions -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent, probing as necessary, and then code response. Select all that apply.

9. ur_exit_oth2	[If ur_exit_cost2 = 13] Specify other:	[Open-ended text response]	
10. ur_exit_cost3a	While working at your current job, have you ever received another job offer that you wanted to take?	1 = Yes 0 = No -998 = Refused -999 = Don't know	ENUMERATOR: "Another job offer" includes any job anywhere.
11. ur_exit_cost3b	Were you allowed to accept this job?	1 = Yes 0 = No -998 = Refused -999 = Don't know	
I will now ask you to think back to the information you were provided by your recruiter, employer, or the person who decided you should take your current job when you were recruited, hired or first started the job.			ENUMERATOR: Throughout this section, do not read response options for the following questions. Listen to respondent, probing as necessary, and then code response.
12. ur_rec_duties	Before you started your job, did your recruiter or employer tell you what sector you would be working in? [If yes] Please, describe. For example: was it promised or agreed upon verbally? Or written in your contract?	1 = Did not discuss sector 2 = Sector promised/agreed verbally 3 = Sector written in contract 4 = Sector promised/agreed verbally AND written in contract -998 = Refused -999 = Don't know	ENUMERATOR: If the respondent had a written contract but it was in a language they didn't understand (like Thai) and they did not discuss this verbally, code as " Did not discuss sectors". If the respondent had a written contract but it was in a language they didn't understand (like Thai) but they discussed this verbally, code as "Sectors promised/agreed verbally".
13. ur_real_duties	[If ur_rec_duties = 2 or 3 or 4] Compared to the information you received from your recruiter/employer, is the sector you actually work in…	1 = Better 2 = As promised/agreed 3 = Different but equally good or bad 4 = Worse -998 = Refused -999 = Don't know	ENUMERATOR: "Better" or "worse" in terms of safety and physical difficulty of the work. For example: a domestic worker might have been told she was going to watch children, but instead cleans the house. This is different but neither better nor worse in terms of safety and physical difficulty of the work.

14. ur_rec_wages	Before you started your job, did your recruiter or employer provide information about your wages? [If yes] Please, describe. For example: was it promised or agreed upon verbally? Or written in your contract?	1 = Did not discuss wages 2 = Wages promised/agreed verbally 3 = Wages written in contract 4 = Wages promised/agreed verbally AND written in contract -998 = Refused -999 = Don't know	ENUMERATOR: If the respondent had a written contract but it was in a language they didn't understand (like Thai) and they did not discuss this verbally, code as "Did not discuss wages". If the respondent had a written contract but it was in a language they didn't understand (like Thai) but they discussed this verbally, code as "Wages promised/agreed verbally".
15. ur_real_wages	[If ur_rec_wages = 2 or 3 or 4] Compared to the information you received from your recruiter/employer, are the wages you actually receive…	1 = Higher 2 = As promised/agreed 3 = Different but receive alternative compensation that has a similar value 4 = Lower 5 = Haven't reached payment period yet -998 = Refused -999 = Don't know	ENUMERATOR: This refers to non-overtime wages. If paid per output: Probe about how actual per-piece rate compares to what employer promised. If employer provided estimate of expected output, probe about whether respondent has actually been able to reasonably turn out this output. If they were paid for fewer days or months than they worked (for example: they worked 10 months but were paid for 4 months), code that as "Lower".
16. ur_rec_hours	Before you started your job, did your recruiter or anyone at your employer provide information about your working hours? [If yes] Please, describe. For example: was it promised or agreed upon verbally? Or written in your contract?	1 = Did not discuss hours 2 = Hours promised/agreed verbally 3 = Hours written in contract 4 = Hours promised/agreed verbally AND written in contract -998 = Refused -999 = Don't know	ENUMERATOR: If the respondent had a written contract but it was in a language they didn't understand (like Thai) and they did not discuss this verbally, code as "Did not discuss hours". If the respondent had a written contract but it was in a language they didn't understand (like Thai) but they discussed this verbally, code as "Hours promised/agreed verbally".
17. ur_num_hours_day	[If ur_rec_hours=2 or 3 or 4] On the days that you worked, how many hours per day did your employer say you would work? **Warning: There are only 24 hours in a day, so the response must be less than or equal to 24.**	[Open-ended numeric response] Refused/Don't know? 1 = Provided an answer above -998 = Refused -999 = Don't know	

18. ur_num_days	[If ur_num_hours_day ≠ -998 or -999] How many days per week did your employer say you would work? **Warning: There are only 7 days in a week, so the response must be less than or equal to 7.**	[Open-ended numeric response] Refused/Don't know? 1 = Provided an answer above -998 = Refused -999 = Don't know	
18. ur_real_hours	[If ur_rec_hours=2 or 3 or 4] Compared to the information you received from your recruiter/employer, are the hours you actually worked each week…	1 = Lower 2 = As promised/agreed 3 = Higher -998 = Refused -999 = Don't know	ENUMERATOR: "The hours you actually worked" refers to non-overtime hours. It does not include hours for which the respondent was on "Standby" (i.e., were told to be prepared and ready to work on short notice).
19. ur_rec_location	Before you started your job, did your recruiter or employer provide information about the city or province where you would be working? [If yes] Please describe. For example: was it promised or agreed upon verbally? Or written in your contract?	1 = Did not discuss job location 2 = Job location promised/agreed verbally 3 = Job location written in contract 4 = Job location promised/agreed verbally AND written in contract -998 = Refused -999 = Don't know	ENUMERATOR: If the respondent had a written contract but it was in a language they didn't understand (like Thai) and they did not discuss this verbally, code as "Did not discuss job location". If the respondent had a written contract but it was in a language they didn't understand (like Thai) but they discussed this verbally, code as "Job location promised/agreed verbally".
20. ur_real_location	[If ur_rec_location = 2 or 3 or 4] Compared to the information you received from your recruiter/employer, is your actual job location…	1 = As promised/agreed 2 = Different than promised, but I consented to the change 3 = Different than promised, without my permission -998 = Refused -999 = Don't know	

ENUMERATOR NOTE: The next section refers to the respondent's current job in Thailand. Remind the respondent of this distinction throughout this section, as needed.

E. Conditions of work and employment (work and life under duress)			Enumerator notes
[READ] I will now ask you about your work conditions at your current job in Thailand.			
1. wld_ot_hour	Think about a typical day when you are working. How many hours per day do you work at your job? **Warning: There are only 24 hours in a day, so the response must be less than or equal to 24.**	[Open-ended numeric response] Refused/Don't know? 1 = Provided an answer above -998 = Refused -999 = Don't know	
2. wld_ot_day	Think about a typical week. How many days per week do you work at your job? **Warning: There are only 7 days in a week, so the response must be less than or equal to 7.**	[Open-ended numeric response] Refused/Don't know? 1 = Provided an answer above -998 = Refused -999 = Don't know	
3. wld_ot_pay	[If wld_ot > ur_num_hours] You said earlier that your contract was for [ur_num_hours_day] hours per day and [ur_num_days] days per week. Are you paid extra for the additional hours you work in a week?	0 = No 1 = Yes -998 = Refused -999 = Don't know	ENUMERATOR: If the respondent was paid a weekly wage and did not receive extra money for extra hours worked, code as "No".
4. wld_ot_debt	[If [wld_ot > ur_num_hours AND prescreen_loan = 1] or if [wld_ot > 48 AND ur_rec_hours = 1 AND prescreen_loan=1] Earlier you mentioned that you took out a loan to come to Thailand. Is there a relationship between your overtime work and your job-related debt?	0 = No 1 = Yes, I chose to work OT to pay off debt 2 = Yes, my employer required me to work OT to pay off debt 3 = Yes, other (specify) -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. If the respondent does not offer explanation, probe them about the nature of the relationship between their debt and overtime work.
5. wld_ot_debt_oth	[If wld_ot_debt = 3] Specify other:	[Open-ended text response]	
6. wld_loan	[If [wld_ot > ur_num_hours AND prescreen_loan = 1] or if [wld_ot > 48 AND ur_rec_hours = 1 AND prescreen_loan=1] Have you ever been forced to work for little or no pay to repay a loan to your employer, recruiter, or the person who helped you get this job?	1 = Yes 0 = No -998 = Refused -999 = Don't know	ENUMERATOR: "A loan to your employer, recruiter, or the person who helped you get the job" does not include small loans/salary advances from employers to cover day-to-day expenses.

7. wld_withhold	Have you ever not been paid or not been allowed to keep the money you earned?	1 = Yes 0 = No -998 = Refused -999 = Don't know	
8. wld_injury	How many times have you had a serious injury resulting from your work or from a workplace accident? By serious injury, we mean an injury that caused pain for more than two days.	1 = Injured once 2 = Injured a few times 3 = Injured many times 4 = No injury -998 = Refused -999 = Don't know	
9. wld_injury_doc	[If wld_injury = 1, 2, or 3] Did you receive medical care from a doctor or nurse for any of these injuries?	0 = No 1 = Yes -998 = Refused -999 = Don't know	
10. wld_injury_pay	[If wld_injury_doc = 1] Who paid for this medical care?	1 = No cost 2 = I paid 3 = Deducted from my wages 4 = Employer paid and did not deduct it from my wages 5 = Friend/family member paid 6 = I still owe money to the medical facility 7 = Borrow from others (not the employer) 8 = Other -998 = Refused -999 = Don't know	
11. wld_injury_pay_oth	[If wld_injury_pay = 8] Specify other:	[Open-ended text response]	

ENUMERATOR NOTE: The next section refers to the respondent's current job in Thailand. Remind the respondent of this distinction throughout this section, as needed.

F. Freedom of movement and possibility of leaving employer without risk			Enumerator notes
1. ile_freedom	When your shift is over, does your employer allow you to move around freely in the community? For example, could you go buy food, visit friends, visit the pharmacy, etc.?	0 = No 1 = Yes 2 = Yes, but need a pass or special permission -998 = Refused -999 = Don't know	ENUMERATOR: If necessary, probe to ensure respondent isn't simply stating whether they have time or not to move throughout community.
2. ile_docs1	Does your employer or recruiter hold any of your identification documents, such as your passport or ID card?	0 = No 1 = Yes -998 = Refused -999 = Don't know	ENUMERATOR: If employer holds copies of respondent's ID cards but respondent holds originals, code as "No".
3. ile_docs2	Can you get those identification documents back from your employer or recruiter at any time you wanted?	0 = No 1 = Yes -998 = Refused -999 = Don't know	
4. ile_penalty	What would happen if you left your job before your contract finished? This could be either consequences that are explicitly stated in your contract or what you think would happen.	1 = Would not get passport back 2 = Would be denounced to authorities, such as the police 3 = Would forfeit due wages 4 = Would forfeit savings or insurance 5 = Would have to pay fine to employer 6 = Family or self would suffer violence by employer 7 = Employer would get other employers in areas to boycott me or my family 8 = Would have to pay for plane ticket back home 9 = Would not have job or source of income 10 = Would get deported 11 = Other (specify) 66 = Nothing/no repercussions -997 = N/A – do not have contract -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response.
5. ile_penalty_oth	[If ile_penalty = 11] Specify other:	[Open-ended text response]	

| 6. ile_penalty_fee | [If ile_penalty = 5]
How much would the fine be? | [Open-ended numeric response]
In [Thai baht]
or
[Open-ended numeric response]
In Cambodian Riel
or
[Open-ended numeric response]
In Myanmar kyat
or
[Open-ended numeric response]
In US Dollars
Refused/Don't know?
1 = Provided an answer above
-998 = Refused
-999 = Don't know | ENUMERATOR: Fill in the currency value according to respondent's answer and check the appropriate monetary unit. The answer could be either in local currency OR in Cambodian riel OR in Myanmar kyat OR in US dollars, but not in multiple types of currency. |

ENUMERATOR NOTE: The next section refers to the respondent's current job in Thailand. Remind the respondent of this distinction throughout this section, as needed.

G. Intimidation or Violence as Means of Coercion						Enumerator notes
1. mp_coercion	Has your employer ever done, or threatened to do, any of the following activities?					ENUMERATOR: Make clear that their employer threatening the following penalties should be reported as "Yes", even if they never acted on the treats.
Activity		0 = No	1 = Yes	-998 = Refused	-999 = Don't know	
1.1. mp_coercion_threats	Threaten you or your family with violence					
1.2. mp_coercion_physicalviolence	Hit, slap, punch, kick, or physically hurt you in any way					
1.3. mp_coercion_sexualviolence	Sexually abuse you					
1.4. mp_coercion_nofood	Deprive you of food or water					
1.5. mp_coercion_nosleep	Deprive you of sleep					
1.6. mp_coercion_family	Harm your family					
1.7. mp_coercion_boycott	Convince other employers in the area to boycott hiring your or your family					

1.8. mp_coercion_conditions	Make your working conditions worse					ENUMERATOR: An example of "making working conditions worse" would be forcing the respondent to work in a more dangerous/uncomfortable place.
1.9. mp_coercion_isolation	Isolate, confine, or surveil you					
1.10. mp_coercion_ot	Force you to work additional hours to pay off a debt					
1.11. mp_coercion_withhold	Withhold wages that were due to you (including overtime wages)					ENUMERATOR: Probe to ensure that threats or withholding of wages were not because of the respondent's under-performance. Also ensure that "withholding" does not include withholding for taxes, etc.
1.12. mp_coercion_exclusion	Exclude you from future employment or overtime					ENUMERATOR: Probe to ensure that threats or exclusion from future employment or overtime were not because of the respondent's under-performance.

"Exclusion from future overtime" does not refer to withholding of overtime pay. |
1.13. mp_coercion_fee	Charge you with fines/financial penalties					ENUMERATOR: "Charge you with fines/financial penalties" means that the respondent's employer would make them pay a fee or fine if they exercised worker's rights (e.g., did not work overtime, tried to leave, etc.). This does not include legal, contractually obligated fees.
1.14. mp_coercion_extrawork	Give you extra work as a punishment					
1.15. mp_coercion_authorities	Turn you in to authorities, such as the police					
1.16. mp_coercion_papers	Confiscate or withhold identity papers from you					
1.17. mp_coercion_debt	Manipulate the amount of debt you owed					ENUMERATOR: An example of "manipulating the amount of debt you owed" would be increasing the amount of the debt in the employer's records even though the respondent did not borrow any more money.

2. mp_coercion_others	Have you ever seen or heard about your employer doing, or threatening to do, any of the following to a coworker?				
Activity		0 = No	1 = Yes	-998 = Refused	-999 = Don't know
2.1. mp_coercion_others_threats	Threaten them or their families with violence				
2.2. mp_coercion_others_physicalviolence	Hit, slap, punch, kick, or physically hurt them in any way				
2.3. mp_coercion_others_sexualviolence	Sexually abuse them				
2.4. mp_coercion_others_fee	Charge them with fines/ financial penalties				ENUMERATOR: "Charge them with fines/financial penalties" means that the respondent's employer would make them pay a fee or fine if they exercised worker's rights (e.g., did not work overtime, tried to leave, etc.). This does not include legal, contractually obligated fees.
2.5. mp_coercion_others_authories	Turn them in to authorities, such as the police				
3. mp_exit_cost	[If any items in Section H [from mp_coercion_threats to mp_coercion_debt] = 1]

When answering the questions above, you mentioned that at least one of these bad things were threatened or happened to you. Did you stay at the job after that? | 0 = No
1 = Yes
-998 = Refused
-999 = Don't know | | | ▶ If mp_exit_cost = 0
☐ skip to hist_coercion_report in Section I |

4. mp_exit_cost_what	Why did you stay at the job after these bad things were threatened or happened to you?	1 = Would not get passport back 2 = Would be denounced to authorities, such as the police 3 = Would forfeit due wages 4 = Would forfeit savings or insurance 5 = Would have to pay fine to employer 6 = Family or self would suffer violence by employer 7 = Employer would get other employers in areas to boycott me or my family 8 = Would have to pay for plane ticket back home 9 = Would not have job or source of income 10 = Other (specify) -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. Select all that apply.
5. mp_exit_cost_what_oth	[If mp_exit_cost_what = 10] Specify other:		

H. Past experience with the justice system			Enumerator notes
1. hist_coercion_experience	People working outside of their home country sometimes experience bad treatment from employers or recruiters, such as being cheated, taken advantage of, or abused. Thinking about your current job in Thailand, have you ever experienced or observed someone else experiencing that kind of bad treatment from an employer or recruiter?	1 = Yes 0 = No -998 = Refused -999 = Don't know	
2. hist_coercion_report	Did you report this bad treatment to any government officials, like the police, a social worker, a village chief, or a labor inspector?	1 = Yes 0 = No -998 = Refused -999 = Don't know	
3. hist_who_report	[If hist_coercion_report = 1] To whom did you report these experiences?	1 = Royal Thai Police (local, provincial or national) 2 = A Thai government labour inspector/officer 3 = A Thai government social worker 4 = A Thai government Port In Port Out (PIPO) officer 5 = A Thai government immigration officer 6 = Department of Special Investigation 7 = A Thai government Marine Police officer 8 = A local government authority in Thailand (village chief, district officer, etc.) 9 = A Thai government health officer 10 = An official from your country's Embassy in Thailand 11 = A Health officer 12 = Other (specify) -998 = Refused -999 = Don't know	
4. hist_who_oth	[If hist_who_report = 6] Specify other:	[Open-ended text response]	

5. hist_why_report	[If hist_coercion_report = 1] Why did you decide to report these experiences?	1 = You wanted to get paid what was owed to you 2 = You wanted to go home 3 = You wanted to prevent others from experiencing the same bad treatment 4 = You thought it was your duty to do so 5 = You wanted justice for your suffering 6 = Your family insisted that you testify 7 = You were threatened by the government officials if you didn't testify 8 = You didn't know you had a choice about whether to report 9 = Other (specify) -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. Select all that apply.
6. hist_why_oth	[If hist_why_report = 9] Specify other:		
7. hist_why_not	[If hist_coercion_report = 0] Why did you decide not to report these experiences?	1 = Didn't know it was illegal/didn't know my rights 2 = Didn't know who to contact 3 = You were afraid of those who had mistreated you 4 = You were afraid that the government officials would punish you 5 = You didn't want family and friends to know what had happened to you. 6 = Other -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. Select all that apply.
8. hist_why_not_oth	[If hist_why_not = 6] Specify other:	[Open-ended text response]	
9. hist_rights	Before you left home, had you heard anything about your rights or laws in Thailand?	0 = No 1 = Yes -998 = Refused -999 = Don't know	

10. hist_cheat	[If mig_before > 0] During any of your previous migrations, were you ever cheated out of a lot of money by an employer or recruiter?	0 = No 1 = Yes -998 = Refused -999 = Don't know	

[READ] Now, I'm going to ask you about some hypothetical situations. These questions are not asking about what you have done in the past but what you think you might do if you experienced this situation in the future.

I. Reliance on the justice system			Enumerator notes
1. rel_trust	If you were physically harmed or restrained or threatened with physical harm, restraint, or another form of abuse while you were working in Thailand, which of the following people would you trust to help you?	1 = A Royal Thai Police officer (local, provincial or national) 2 = A Thai government labour inspector/officer 3 = A Thai government social worker 4 = A Thai government Port In Port Out (PIPO) officer 5 = A Thai government immigration officer 6 = Department of Special Investigation 7 = A Thai government Marine Police officer 8 = A local government authority in Thailand (village chief, district officer, etc.) 9 = A Thai government health officer 10 = A Thai judge or lawyer 11 = A police officer, lawyer, or government official in the country you had migrated from 12 = An official from your country's Embassy in Thailand 13 = An NGO or other social organization 14 = A religious leader 15 = A family member 16 = A health worker 17 = A community leader 18 = None -998 = Refused -999 = Don't know	ENUMERATOR: Select all that apply.

2. rel_report	It is illegal for an employer or supervisor to physically harm or restrain or threaten to harm, restrain, or abuse an employee. If this happened to you while you were working in Thailand on a future job, would you report the event to any government official, such as the police, a social worker, a village chief, or a labor inspector?	1 = Yes 0 = No -998 = Refused -999 = Don't know	
3. rel_report_agency	[If rel_report = 1] To which of these agencies would you report the event?	1 = Royal Thai Police (local, provincial or national) 2 = A Thai government labour inspector/officer 3 = A Thai government social worker 4 = A Thai government Port In Port Out (PIPO) officer 5 = A Thai government immigration officer 6 = Department of Special Investigation 7 = A Thai government Marine Police officer 8 = A local government authority in Thailand (village chief, district officer, etc.) 9 = A Thai government health officer 10 = An official from your country's Embassy in Thailand 11 = A Health officer 12 = Other (specify) -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. Select all that apply.
4. rel_report_ag_oth	[If rel_report_agency = 12] Specify other:	[Open-ended text response]	

5. rel_why_report	[If rel_report = 1] Why would you decide to report the event?	1 = You would want to get paid what was owed to you 2 = You would want to go home 3 = You would want to prevent others from experiencing the same bad treatment 4 = You would think it was your duty to do so 5 = You would want justice for your suffering 6 = Your family would insist that you testify 7 = You would be threatened by the government officials if you didn't testify 8 = You wouldn't know you had a choice about whether to report 9 = Other (specify) -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. Select all that apply.
6. rel_why_report_oth	[If rel_why_report = 9] Specify other:	[Open-ended text response]	
7. rel_participate	[If rel_report = 1] After reporting the event, would you be willing to participate through the entire process, including a police investigation, evidence gathering, victim identification, and trial in court, until the event is resolved?	1 = Yes 0 = No -998 = Refused -999 = Don't know	

8. rel_why_not	[If rel_report = 0] Why would you decide not to report the event?	1 = You wouldn't know if it was illegal/wouldn't know your rights 2 = You wouldn't know who to contact 3 = You would be afraid of those who had trafficked you 4 = You would be afraid that the government officials would punish you 5 = You wouldn't want family and friends to know what had happened to you. 6 = Other -998 = Refused -999 = Don't know	ENUMERATOR: Do not read response options. Listen to respondent and code answer according to response. Select all that apply.
9. rel_why_not_oth	[If rel_why_not = 6] Specify other:	[Open-ended text response]	

Now I'm going to ask you about some things you may have experienced in the last two weeks.

J. Mental Health Scale			Enumerator notes
1. mh_scale	Over the last two weeks, how often have you been bothered by the following problems?		
1.1. mh_nervous	Feeling nervous, anxious or on the edge?	0 = Not at all (0 days) 1 = Several days (1-7 days) 2 = More than seven days (8-11 days) 3 = Nearly every day (12-14 days) -998 = Refused -999 = Don't know	
1.2. mh_worry	Not being able to stop or control worrying	0 = Not at all 1 = Several days 2 = More than seven days 3 = Nearly every day -998 = Refused -999 = Don't know	
1.3. mh_interest	Having little interest or pleasure in doing things	0 = Not at all 1 = Several days 2 = More than seven days 3 = Nearly every day -998 = Refused -999 = Don't know	

1.4. mh_depressed	Feeling down, depressed or hopeless	0 = Not at all 1 = Several days 2 = More than seven days 3 = Nearly every day -998 = Refused -999 = Don't know	

Now we are coming to the end of this interview. Before we finish, we would like you to help us identify others like you who are: migrant workers from [country], who currently live in [province], and who are at least 18 years old. [If seed = 0 Please do not include any person who provided you with a coupon to participate in this study.] Can you help us? If you are able to bring your friends to us, we will compensate you for your time, and your friends will also get paid for participating in this survey. Here is how we do this. We would like you to tell us up to 7 people who are not immediate family members, who you would be comfortable inviting to take this survey, and who fit these characteristics. Then I will choose three of them for you to give the coupon. This coupon has important information on it, such as the location of the interview, contact information for the study, and what the study is about. We can schedule a time for you to bring these friends of yours to us, and we will pay you [incentive amount] THB for each of these three people.

Now let me explain how this form works. This form helps us keep track of the referrals (or nominations), who include up to 7 members that you know, who are not immediate family members, and who fit these characteristics: migrant workers from [country], who currently live in [province], and who are at least 18 years old. We are only using this form to keep track of these nominations, in case some of them have been interviewed before. We also need to keep track of our payment to our respondents, such as yourself. We do this using the unique coupon codes that are on each coupon.

K. Network information			Enumerator notes
1. net_count	About how many Cambodian or Myanmar migrant workers 18 years and older do you know by name/alias, who live in [province] and are not part of your immediate family?	[Open-ended numeric response]	

Please tell me up to 7 people that you know well enough to feel comfortable inviting them to join our survey. [Enter in Section L below. Go through each item for each person, up to 7 people.]

Person	name_nom#	place_nom#	phone_nom#	sex_nom#	age--_nom#	ethnic_nom#	industry_nom#	child_nom#	select_nom#
	What is his/her name? [Open-ended text response]	In which province does he/she currently live? (Response options to be added once provinces are selected) 1 = xx 2 = xx 3 = xx 4 = xx 5 = xx	Can we have his/her mobile number for verification purposes? [Phone number response] Try to get at least the last 3-4 digits of their phone number. If respondent does not know this, that is OK.	What is his/her gender? 1 = Male 2 = Female 3 = Other	Approximately how old were they on their last birthday? _____ years [Open-ended numeric response]	What is their ethnicity? (Response options to be with input from IJM) 1 = xx 2 = xx 3 = xx 4 = Other -998 = Refused -999 = Don't know	What industry do they work in? 1 = Fishing (on a boat) 2 = Seafood processing 3 = Agriculture 4 = Construction 5 = Domestic work 6 = Service industry 7 = Factory work 8 = Driving 9 = Other -999 = Don't know -998 = Refused	How many children do they have? If you aren't sure, make your best estimate. [Open-ended numeric response]	Was this nomination selected? Do not ask respondent. Enumerator to complete. 0 = No 1 = Yes
recruit1									
recruit2									
recruit3									
recruit4									
recruit5									
recruit6									
recruit7									

	L. Nominations		Enumerator notes
refcoupons	Thank you for identifying these network members. Enumerator: Please select the network members according to the criteria below.	[Enter response in above nomination table under select_nom#.]	Assign each recruit a day of the week, starting with recruit1 = Monday, recruit2 = Tuesday, recruit3 = Wednesday, and so on. Start by identifying the recruit that lines up with the day of the week that is today. For example, if today is Tuesday, start with recruit2. Then select every other nomination until you have identified three referrals, returning back to the top of the list as needed. For example, if today is Friday, select recruit5 = Friday, recruit7 = Sunday, and recruit2 = Tuesday, skipping recruit1 as part of the every other nomination pattern. If they nominated fewer than seven recruits and returning to the top of the list brings you to a recruit that has already been selected, move to the next recruit. For example, if they nominated four recruits and today is Monday, select recruit1 = Monday, recruit3 = Wednesday, and recruit2 = Tuesday. If they nominated three or fewer, then select all names. For each referral, scan one coupon and record the unique couponID in the corresponding recruit's [couponID].
ref_qc	[If nominations >= 3 and refcoupon selections < 3] Enumerator: You've selected fewer than three referrals. Please go back to the list and select until three. [refcoupon selections > 3] Enumerator: You've selected more than three referrals. Please go back to the list and select only three.	[Update responses in above nomination table under select_nom#.]	

refcoupons_name	We have selected the following people for you to refer into the study: ${refname1} ${refname2} ${refname3} Here are the ${numnom} coupon(s) for you to provide to each of the recruits.	[No response required]	
refcoupon1	Enumerator: Scan barcode for referral coupon #1 you are giving to the respondent.	|__|__|__|__|__|	
refcoupon2	Enumerator: Scan barcode for referral coupon #2 you are giving to the respondent.	|__|__|__|__|__|	Survey Programming Note: refcoupon2 ≠ refcoupon1.
refcoupon3	Enumerator: Scan barcode for referral coupon #3 you are giving to the respondent.	|__|__|__|__|__|	Survey Programming Note: refcoupon3 ≠ refcoupon1 or refcoupon2.

M. End			Enumerator notes
end	Thank you for taking the time to speak with me, I've learned a lot from our conversation.	[No response required]	ENUMERATOR: Debrief the interview using trauma-informed research skills. Share with them the list of resources, give them compensation, and leave. Then complete the rest of the questionnaire. ▶ Skip to result
noteligible	Thank you for coming in today. Unfortunately, you are not eligible for this study.	[No response required]	ENUMERATOR: Say goodbye and then complete the rest of the questionnaire.
1. result	Record result of interview	1 = Completed 2 = Partially completed; will not be completed at a later date 3 = Partially completed; will be completed at a later date 4 = Other (specify)	
2. result_specify	[If result = 4] Specify other:	[Open-ended text response]	
3. format	Was this survey completed on the tablet or on paper?	1 = Tablet 2 = Paper	

4. cooperation	In your opinion, how cooperative was the respondent?	1 = Cooperative 2 = In-between 3 = Uncooperative -999 = Don't know	
5. honesty	In your opinion, how honest was the respondent when answering?	1 = Honest 2 = In-between 3 = Misleading -999 = Don't know	
6. endnote	Record any other notes about this interview.	[Open-ended text response]	
7. end_time	Confirm end time	[Time response]	ENUMERATOR: Use 24-hour clock.

| ANNEX VI: REFERENCES

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