



ESTIMATING THE PREVALENCE OF FORCED LABOR AMONG DOMESTIC WORKERS IN TANZANIA

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Estimating the Prevalence of Forced Labor Among Domestic Workers in Tanzania

Abstract

As part of the Prevalence Reduction Innovation Forum (PRIF), a prevalence study was conducted on forced labor among domestic workers who worked abroad and have returned to Tanzania. Two estimation methods were used: (1) Stratified Random Simple Random Sampling (STSRs) (or Household Enrollment Sampling) with a final N=1,052, and (2) Multi-Wave Snowball or Link Tracing Sampling (LTS) with a final N=788. Both methodologies found that over half of domestic workers in Tanzania were victims of domestic servitude while working abroad.

Overall, both sampling methods were relatively effective in producing population estimates on the scope of domestic servitude for women who have returned to Tanzania after working abroad. These two estimation strategies provided somewhat different estimates for the population size, and even within the LTS study the population size estimates were fairly discrepant. Both sampling strategies required a high level of planning and care to obtain efficient estimates. From the perspective of applied social sciences, both estimation strategies appeared to have worked relatively well. From an operational standpoint, STSRs approach was much easier to implement because of the significantly reduced complexity in tracking and tracing links, which is required for LTS. Additionally, it was found that a multi-wave sampling design is not best suited for estimating the size of a hidden domain of a highly mobile population, such as the one in the context of this study.

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LIST OF ACRONYMS

AME	Average Marginal Effect
APRIES	African Programming & Research Initiative to End Slavery
CI	Confidence Interval
CLT	Central Limit Theorem
COMHESWA	Community Health and Social Welfare Africa
COSTECH	Tanzania Commission for Science and Technology
DS	Domestic Servitude
FL	Forced Labor
G-NSUM	Generalized Network Scale-Up Method
HCG	Homily Configuration Graph
HH	Household (Survey)
HT	Human Trafficking
IEC	Information, Education, and Communication
IOM	International Organization for Migration
IRB	Institutional Review Board
JTIP	U.S. Department of State's Office to Monitor and Combat Trafficking in Persons
LTS	Link-Tracing Sampling
MCMC	Markov chain Monte Carlo
MoU	Memorandum of Understanding
MSE	Multiple Systems Estimation
NE4NS	New Estimates for Network Sampling
NSUM	Network Scale-Up Method
OR	Odds Ratio
PNS-PSE	Privatized Network Sampling Population Size Estimation
PPS	Probability Proportional to Size

PRIF	Prevalence Reduction Innovation Forum
RDS	Respondent Driven Sampling
SADC	Southern African Development Community
SE	Standard Error
SS-PSE	Successive Sampling Population Size Estimation
STSRs	Stratified Simple Random Sampling
TaESA	Tanzania Employment Services Agency
TIP	Trafficking in Persons
TVPA	Trafficking Victims Protection Act
TZS	Tanzanian Shillings
VF	Visibility Factor
VH	Volz-Heckathorn

EXECUTIVE SUMMARY

This study was one of the six projects funded under the Prevalence Reduction Innovation Forum (PRIF) Program at the University of Georgia to advance the knowledge and understanding of prevalence estimation strategies in human trafficking research. This team evaluated two sampling strategies commonly used to study hard-to-reach populations — (1) multistage probability proportional to size (PPS) sampling (which was later revised to a stratified simple random sampling (STSRs) design) and (2) link-tracing sampling (LTS), within a well-defined geographical area focused on returned domestic workers in Tanzania. Findings from this study will also serve as a baseline, against which the impact of an intervention program can be measured.

RESEARCH DESIGN

To ensure measurement consistency across all teams, PRIF in collaboration with the U.S. Department of State, developed a set of common measures and counting rules to operationalize the legal definition of human trafficking on three key elements — acts, means, and purpose. Of the total 39 common indicators established, PRIF further selected 12 core indicators for all teams to include in their survey questionnaires.

Two operational thresholds were used to define a potential victim of forced labor. For prevalence estimation, respondents who met either threshold are considered potential victims of human trafficking.

Threshold 1 consists of two key indicators: a) Having to perform sex acts to pay off debt or receive wages; or b) Losing freedom of movement due to surveillance, experiencing isolation within the workplace, or losing the freedom to communicate with friends or family.

Threshold 2 is made up of 10 indicators that fall in several categories of abuses pertaining to recruitment, employment practices and penalties, personal life and properties, degrading work conditions, debt bondage, and violence. Respondents who reported experiencing at least two or more indicators from two measurement categories were considered potential victims.

***Method 1:** Multi-Stage Probability Proportional to Size (PPS) Sampling – Revised to a Stratified Simple Random Sampling (STSRs) Design*

STSRs is a conventional approach which is based on a sampling frame which consists of a list of the sampling units in the study regions where the study population has been identified. The study research team initially developed a multistage sampling design based on a sampling frame constructed from geographically-based auxiliary information and population counts where the individuals were ultimately taken to be the sampling units, thanks to our collaboration with Community Health and Social Welfare Africa (COMHESWA) in Tanzania, and consequently their connections with the various government agencies. Our choice of a multi-stage PPS sampling method was to establish a comparison reference that is based on the fact that it is the most conventionally-used method for a large-scale social survey. Due to a lack of existing government data, COMHESWA mapped out the locations of returned domestic workers in three districts: Temeke in Dar es Salaam and Mjini and Mjini Magharibi in Unguja, Zanzibar. Unfortunately, within the mapping exercise mentioned above and due to the transient nature of the population of individuals (acting as the sampling units), wards/districts could not be appended as auxiliary information for all individuals identified for the sampling frame. We therefore decided to select a random sample from the full mapping list and include a subset of newly found individuals during observation for the sample as there was a sizable number of them. With this random sample of individuals, we modeled sample selection as if it arose through a stratified random sampling design based on observed and unobserved district/wards for each selected participant. Although strategies based on conventional/traditional sampling designs are the most widely applied methods

and the gold standard for most large social surveys, we remain unclear about its ability to accurately assess the prevalence of forced labor among hard-to-reach or unevenly distributed populations primarily due to coverage issues relating to the ability to access or reluctance to interview hidden and more isolated individuals.

Method 2: Multi-Wave Snowball/Link Tracing (LTS) Sampling

Probability-based sampling often does not provide full/adequate coverage of hard-to-reach populations, especially when they are concentrated in hidden pockets of the target population comprised of the more isolated/stigmatized. Network-based survey strategies have been popularized in recent decades because of increased efforts to understand how diseases spread or how to enumerate unique populations that are unevenly distributed, e.g., substance misusers, sex workers, and victims of human trafficking.

Because of the nature of their highly skewed (or hidden) distributions, estimation of population values from conventional strategies have been problematic. However, network-based (also known as link-tracing) sampling strategies may face challenges when deriving estimates of population quantities because link-traced individuals are recruited into the sample with (unobservable) unequal probabilities due to their network size or recruitment preferences. By imposing a network-based recruitment strategy using our time-tested field methods, we achieved multiple “entry points” to recruit people of diverse characteristics into our sample. This is expected to serve well for efficiently approximating sample inclusion probabilities with a newly developed design-based approach (Thompson, 2020), also known as ‘NE4NS’¹, and applications of novel population size estimation procedures, both of which were expected to aid with obtaining efficient estimates of population quantities.

For many hard-to-reach populations, such as people living with HIV or substance misusers, there are no known sampling frames on which a probability-based sampling design can be based. Further, researchers will not necessarily have complete control over the sample selection procedure. Hence, the motivation for using a network sampling design for data collection and observations.

Due to the study team’s inability to control the sample selection procedure, one approach is to model a network sampling design’s initial sample selection procedure as if it arises from a Bernoulli sampling design (such a design is similar to a simple random sampling design but allows for a variable sample size); see Frank and Snijders (1994) for further details and Vincent (2018) for extensions on the method and which permit for a stratified setup for sampling and inference purposes. Hence, we began data collection for the study with the selection of a well-dispersed and spaced-out initial sample whose composition matches what we expected a Bernoulli/simple random sampling design would give in terms of key demographics, based on auxiliary information and local partner’s insights. In the context of this study, we selected a relatively large number of “seeds” (or entry points) over a well-dispersed geographical area from which link-tracing sampling follows from each “seed”, and to facilitate population size estimation we model the selection of the initial sample as if it arises from a random sampling design. All additional waves of respondents were based on tracing a subset of links out to the corresponding nominations of those individuals recently selected for the sample. Sampling continued in this pattern until two waves were reached.

¹The name ‘NE4NS’ is taken to reflect the title of the Thompson (2020) paper, “New Estimates for Network Sampling”.

Add-On: Network Scale-Up Method (NSUM)

All PRIF teams were instructed to include an NSUM component in their study, and we included this method in the STSRS survey. NSUM assumes that people's social networks are on average representative of the general population in which one lives. For example, suppose a sample of respondents know an average of 300 people each (i.e., the size of their personal network) and they reported that on average two from their personal network died from a specific earthquake. Then, under general conditions, we can estimate that approximately 2/300 of the general population have died from this earthquake. A full design and typical application of NSUM was outside the scope of this proposed study because the long list of network measures makes it impractical to implement in our PPS survey which was already long and comprehensive in scope. Instead, we included a minimal set of questions to elicit the number of acquaintances of the respondent according to several personal-characteristics.

ANALYSIS AND FINDINGS

STSRS vs. LTS in Estimating Populations

Our STSRS data collection reached a final sample of 1,052 unique individuals, while LTS resulted in a final sample size of 788. Based on the STSRS data mapping exercise and newly found individuals during observation, we were able to exhaustively identify 2180 members of the target population, i.e., the population of recently returned migrant workers. Approximating the selection probabilities of the newly found individuals at the time of observations is virtually impossible, and hence an efficient estimate of the population size cannot be obtained. Based on LTS, due to sparse network overlap and the fact that we could not reach the desired sample size, point estimates for the target population differed and ranged from approximately 2000 to 16,000.

Estimating Trafficking Victims: STSRS, LTS, and NSUM

We applied the two thresholds established by PRIF in estimating the number of potential victims in Tanzania and applied the rate of victimization to the estimated population obtained by either STSRS or LTS. Although either of the threshold qualifies respondents as potential victims of human trafficking, we opted to add estimates for Threshold 1 and Threshold 2 separately for greater precision and analytical clarity in our comparison.

The STSRS sample had an overall rate of domestic servitude at 69.1% (weighted population estimate of 68.5%). The LTS sample had an overall rate of 59.9% (weighted population estimation 59.1%). In other words, over half of returned domestic workers in Tanzania were victims of domestic servitude while working abroad. Further, there were differences found between the two estimation strategies using the 12 key indicators that made up the two thresholds.

As anticipated, when both thresholds were separated, both estimation strategies produced a lower prevalence rate on Threshold 1, made up of more stringent indicators, than that of Threshold 2. From the STSRS sample, 38.1% of the sample met Threshold 1 with a population-estimated rate of 36.1%. The LTS sample found a lower proportion of domestic workers meeting this threshold at 27.5% with a population-estimated rate of 27.0%.

We found that larger proportions of the respondents from both samples qualified as potential victims under Threshold 2. In the STSRS sample, 65.5% (65.1% population adjusted) of domestic workers may be potential victims of domestic servitude. In the LTS sample, 56.5% (55.4% population estimation) met this threshold for

trafficking victimization. Upon a closer examination of the composite items, we found that over 75% of both samples reported losing access to their identity papers, which substantially contributed to the overall proportion of respondents who met Threshold 2.

Help-seeking

In both samples, most domestic workers who reported “ever” experiencing workplace abuse stated they did not seek help for their exploitative situations (Table 17). Of those who reported experiencing any of the workplace abuses in the survey, 55.6% of workers in the STSRS sample (55.8% adjusted population) and 50.6% of workers (49% in the NE4NS adjusted population) in the LTS sample reported seeking help. In both samples, workers reported getting help mainly from the Tanzanian embassy/consulate (33.4% of the sample of STSRS workers and 35.5% of the sample of LTS workers) or from an employment agency/broker (19.7% of the STSRS sample and 21.9% of the LTS sample). For both samples, the most common services received were mental health support (17.1% of the PPS sample and 21.2% of the LTS sample) or help returning to Tanzania (22.2% of PPS workers and 19.9% of LTS workers).

Risk/Protective Factors Associated with Domestic Servitude

Several interesting patterns emerged in our analyses of risk/protective factors associated with likelihood of encountering trafficking violations. First of all, few (if any) demographic variables were predictive of trafficking violations. Secondly, employer-employee relationships were not predictive of HT violations. The only consistent finding is the number of breaks a domestic worker was allowed to take during a working day, and whether a domestic worker was forced to start their day before 5 am or finish their work after 10 pm. In both cases, the fewer breaks and extreme working hours were clearly predictive of increased likelihood of encountering trafficking violations.

Additionally, we found that Tanzanian domestic workers were primarily traveling to Oman, with 1,617 of individuals (87.88% of the total sample) reporting that as the last country in which they worked, followed by the United Arab Emirates with 130 individuals (7.06% of the total sample). Other countries where multiple respondents reported working in were Iraq, Kenya, and Egypt. Several of these countries have Memorandums of Understanding (MoUs) with Tanzania, which may provide leverage points for improving the treatment of domestic workers in these countries.

By and large, findings from our multivariate analyses appear to suggest that the vulnerability of being victimized could not be predicted by any demographic profiles or necessarily attributed to the type of work one chose to engage in. More likely than not, one’s situational factors, specific working conditions under unscrupulous employers as well as personal psychological resiliency and preparedness may be more influential in mediating HT victimization risks.

COMPARISON OF ESTIMATION STRATEGIES

The estimation strategies provided vastly different estimates for the population size, due in part to difficulties in accurately estimating population size based on the household methodology (the design was based on exhaustively searching for and mapping all potential respondents) and small networks with sparse overlap that weren’t sizable enough to reach the desired LTS sample size. However, from the perspective of applied social science, both estimation strategies appeared to have worked relatively well at accessing the target population but produced discrepant estimates. From an operational point of view, the STSRS approach was much easier to implement because of the significantly reduced complexity in tracking and tracing which is

required for LTS. LTS requires an elaborate tracking scheme in order to be able to trace the respondents' referrals and any "recaptures". This introduced a lot of erroneous data code entries both in Qualtrics and the tracking sheets. That said, the LTS method did end up being less expensive overall, as the STSRS required large financial resources to complete the mapping exercise for constructing the sample frame; thus, in contexts with limited national census data or knowledge of population demographics, LTS might be an effective option. Our NSUM was not a full-fledged design because it was added as a third method after the funding was awarded for PPS/STSRS and LTS, and we were not able to ask the full breadth of NSUM questions due to time constraints. Thus, the data was not conducive to measuring a respondent's social network with high levels of precision.

STUDY LIMITATIONS

This study has several limitations which shed light on possible avenues for future research. The most salient ones include:

- Data collection activities were limited to daylight hours, thus systematically missing those who were available outside these hours.
- Data collection was limited to three districts in Tanzania Mainland and Zanzibar (Unguja Island), thus limiting its generalizability, especially due to the transitory nature of this population.
- Because our primary goal was to compare STSRS and LTS estimation methodologies, we were unable to implement a full-fledged NSUM design, thus making any NSUM-related conclusions open to alternative interpretations.
- The transitory nature of this population made it difficult to get an accurate estimate of network size and linkages for the LTS portion as many individuals in participants' network did not permanently reside within the study sites and thus were not eligible for participation.

RECOMMENDATIONS

GENERAL RESEARCH RECOMMENDATIONS

1. More research needs to be done on the demand side to investigate employer perceptions and experiences with Tanzanian domestic workers.
2. More research needs to be done targeting Tanzanian men and minors that migrate abroad for work.
3. More research needs to be done on the push and pull factors that compel individuals to work abroad, as well as the impacts this has on their families.
4. Review the survey questions for the link-tracing portion as the information requested may be too personal or obscure for the respondent to be expected to know, thus limiting the efficacy of this methodology in accurately identifying potential study participants.

PROGRAMMATIC RECOMMENDATIONS

1. Facilitate community sensitization and awareness building of TIP issues through information, education and communication (IEC) materials utilizing engaging and accessible methods for disseminating this information.
2. Establish/improve psychosocial care and support services to TIP victims.
3. Support provision of formal and informal vocational trainings with job placements for community members.

POLICY RECOMMENDATIONS

1. Integrate TIP in other sectors of government to affect policies regarding gender, employment, and labor. For instance, addressing issues with the minimum wage for unskilled labor such as domestic workers would improve labor protections for informal employment within Tanzania.
2. Review various TIP related laws both at local and international level for their comprehensiveness.
3. Assess international labor policies in order to understand their TIP policies, which will allow the Tanzanian government to more accurately suggest locations abroad that have protections in place for non-national domestic workers.
4. Review Terms of Reference for international relations, focusing on countries producing and employing trafficked staff. For instance, establishing an MoU between Tanzania and the countries where most domestic workers prefer to go to work to improve protections of Tanzanian citizens abroad.
5. Review the role of the police/Interpol with regard to TIP and identify areas where they can be better integrated into identification, outreach, and engagement efforts.
6. Investigate how the National Social Security Fund or other related social security funds can capture and support domestic workers working abroad.
7. Amplify the TIP agenda through regional integration platforms like the Southern African Development Community (SADC) and the East Africa Community.
8. Facilitate anti-trafficking organization capacity building and support for the National Anti-trafficking in Persons Committee and coordinate government efforts in countering TIP.
9. Evaluate implementation status of the National Anti-Trafficking in Persons Plan of Action (2021-2024) to date and identify weaknesses in the plan.
10. Facilitate integration of TIP into the training curriculum for organizations in the public and private sector, including police, migration officers, and social workers.
11. Improve reporting systems for trafficking-related offenses at the downstream/community level.
12. Conduct awareness campaigns via multi-media and public announcements to boost the knowledge of domestic workers' legal protections.
13. Establish domestic worker information management systems at the local level in order to facilitate effective documentation and monitoring.
14. Incorporate capacity building for all embassy staff to assess, intervene, and link domestic workers to supportive resources.

BACKGROUND AND PROBLEM STATEMENT

In response to continued challenges in prevalence estimations of human trafficking (HT) or forced labor (FL) around the world, the Office to Monitor and Combat Trafficking in Persons (JTIP) at the U.S. Department of State, through the African Programming & Research Initiative to End Slavery (APRIES) at the University of Georgia, funded six teams to assess different prevalence estimation strategies in different labor sectors. This study seeks to estimate the prevalence of domestic servitude (DS) for those women who worked abroad and returned to Tanzania using two sampling strategies commonly associated with research on hard-to-reach populations — (1) multi-stage probability proportional to size (PPS) sampling, which was later revised to stratified simple random sampling (STSR) and (2) multi-wave link-tracing sampling (LTS). By conducting a head-to-head comparison within a well-defined geographical area on a specific target population — former domestic workers in two regions in Tanzania - we hope to assess the relative adequacies and consequences in generating population estimations on DS of Tanzanian women who have returned from working abroad. A second goal of this study is to build the capacity of the local research community in Tanzania to become familiar with these proposed sampling strategies and field procedures.

CHALLENGES IN ESTIMATING HUMAN TRAFFICKING PREVALENCE IN TANZANIA

Research on modern slavery faces many challenges in producing reliable estimations on the prevalence of the problem (Zhang, 2012). The hidden and complex nature of forced labor and exploitation, as well as the proliferation of inconsistent definitions and indicators, has resulted in varied prevalence estimation and a range of interpretations. In recent years, researchers have applied different strategies in prevalence estimations that all claim to be superior to other methodologies to measure hard-to-reach populations in certain contexts (Zhang & Vincent, 2017). These include variant versions of probability-based sampling, multiple systems estimation (a generalization of mark-recapture) methods, variant versions of network scale-up methods, respondent-driven sampling, and other link-tracing strategies. As a result, vastly different figures have appeared in agency reports and journal articles about the scale of the problem either locally or globally.

Research on human trafficking or modern slavery often defies conventional probability-based sampling. The “invisibility” of human trafficking is in part a product of the demographics of the population most at risk. In social science, efforts to replicate studies are rare because they are expensive and less attractive for funding purposes. Without replication, what we may observe and infer in one location on one target population may not hold when the same prevalence estimation methods are applied in another country to another target population. As opposed to our concerns over internal validity developing precise measurement of human trafficking activities, the emphasis here in this study was to compare our estimation methods across the two strategies.

Little research has been done on trafficking prevalence among domestic workers working abroad, and trafficking prevalence in Tanzania is hampered by a lack of coordinated trafficking efforts or unified reporting protocol of trafficking data from different regions in Tanzania. Domestic workers are uniquely vulnerable to trafficking because most domestic workers lack benefits and/or protections commonly extended to other workers. Many domestic workers are introduced to this work by brokers that may exploit or traffic them. Many domestic workers who go overseas also are often without legal immigration status in the destination countries, or their employers may confiscate their identity cards. Other abuses and poor employment conditions that confront domestic workers include lacking the ability to move freely, having to remain in their household or employment location, or being subjected to abuses by their employers.

Simultaneously, domestic labor is most often an unregulated kind of work, which also means that labor inspectors and/or other officials lack the legal authority to inspect the conditions under which domestic workers perform their tasks. This lack of jurisdiction also shapes the vulnerable conditions domestic workers face. Such abuses are compounded by the limited social networks and community support systems in place for many domestic workers. Without these social networks and authorized protection mechanisms in place to assist workers in the informal sector, domestic workers are vulnerable to sexual and labor exploitation. All these factors create conditions for rampant abuses that often go undetected, and their poor employment conditions are frequently ignored by government entities and the public in general.

Although there are anti-trafficking efforts in Tanzania, many of these efforts happen with an acute lack of understanding of the full magnitude and patterns of transnational trafficking for domestic servitude of Tanzanian domestic workers. The available data and methodologies that have been put into practice are inadequate and fails to capture the full range of experiences from Tanzanian individuals and stakeholders in this sector. The present study seeks to address these gaps in trafficking prevalence data in Tanzania by testing the robustness of two methodological approaches and building local capacity in the design, testing, and dissemination of human trafficking prevalence data, all of which will be essential for developing targeted policy responses.

RESEARCH DESIGN

PROJECT GOALS AND OBJECTIVES

This study is part of a rare opportunity in which the funding agency was interested in advancing the science of measurement and sampling methodology and asked all proposing teams to parse specific prevalence estimation techniques for their relative robustness and merits.

This study had two main goals:

1. To document the robustness of two methodological approaches in human trafficking prevalence estimation.
2. To identify and build the capacity of human trafficking teams in the design, testing, and dissemination of human trafficking prevalence data in Tanzania.

Subsumed under these two main project aims are a list of specific objectives, separated into two categories:

METHODOLOGICAL OBJECTIVES FOR INVESTIGATION

1. How does one research method compare to the other in terms of producing prevalence estimates of domestic servitude for women who have returned to Tanzania from working abroad, in terms of precision and robustness in error reduction?
2. What are the differences in the amount of time and costs associated with each type of data collection?
3. Which data collection method seems better suited for this population in Tanzania?
4. Will either data collection method tested in this study be able to generalize in other labor sectors?
5. What errors and/or unreasonable assumptions are practitioners likely to make when applying the corresponding inference procedures (made through publicly available statistical software) to data sets collected through sophisticated/innovative and novel network-based sampling strategies on hidden populations? How can such errors or unreasonable assumptions be remedied/addressed?

CAPACITY BUILDING OBJECTIVES FOR INVESTIGATION

1. What lessons can be learned in implementing two separate research designs across the same population, in terms of project management, staff training, staff supervision, and fluency in transition from one method to another in the field?
2. What are the cost-benefits (or cost differentials) in staffing arrangement, training, and field activities between the two field methods?
3. How may the research project improve the local team's capacity for future projects of similar or larger scale?
4. What experiences and lessons may this project produce to share with other African countries on field surveys on human trafficking related topics?

SURVEY INSTRUMENT DEVELOPMENT

Our survey instrument included the following major domains of measures: (1) demographic characteristics (e.g., age, gender, ethnicity, family composition, and living situations); (2) migration decisions and debt situations (e.g., debt amount, borrowing sources); (3) work conditions and earning experience (e.g., type of

jobs, weekly earnings); (4) multiple measures of experiences at workplace (e.g., types of jobs, overtime, payment terms); (5) forms of workplace abuse, including violence, restriction of physical/communicative freedom, and other abusive labor practices. The survey instrument is included in **Appendix B**. Further, the instrument also includes items required by the sampling method for which it is designed, such as those based on nominations as required by the link-tracing methodology, as well as items needed to accommodate the NSUM data collection.

DEFINITION OF FORCED LABOR

For this study, terminologies such as domestic servitude (DS), human trafficking (HT), or forced labor (FL) are interchangeable. All PRIF teams were asked to apply the same measures when defining HT violations. Through extensive deliberations among 19 lead investigators based on the principles established by Trafficking Victims Protection Act (TVPA)/Palermo Protocol along the three key elements of human trafficking (acts, means, and purpose), PRIF developed an instrument of 39 common indicators covering seven domains of measures: (1) recruitment (R), (2) employment practices and penalties (EP), (3) personal life and properties (PL), (4) degrading conditions (DC), (5) freedom of movement (FM), (6) debt or dependency (DD), and (7) violence and threats of violence (V) (Okech et al., 2021). Of these 39 common indicators, PRIF selected 12 core indicators for all teams to include in their individual instruments to achieve consistency, thus enabling a meta-analysis across the data collected from all project sites. More specifically, these 12 key indicators are as follows:

1. RECRUITMENT (R)
 - a. R1S — Coercive recruitment (abduction, confinement during the recruitment process)/feeling obliged during recruitment to work; and
 - b. R2S — Deceptive recruitment (nature of services or responsibilities required)
2. EMPLOYMENT PENALTIES AND PRACTICES (EP)
 - a. EP1S - Had your pay, other promised compensation and/or benefits withheld and if you leave you will not get them; and
 - b. P2S - High or increasing debt related to an employer or other person who controls earnings (by falsification of accounts, inflated prices for goods/services purchased, reduced value of goods/services produced, excessive interest rate on loans, etc.)
3. PERSONAL LIFE AND PROPERTIES (PL)
 - a. PL1S — Another individual has control over any meaningful part of your personal life (i.e., blackmail, religious retribution, or exclusion from future employment, community, personal or social life, etc.); and
 - b. PL3S — Made to work or engage in commercial sex to repay outstanding debt or wage advance.
4. DEGRADING CONDITIONS (DC)
 - a. DC1S — Made to be available day and night without adequate compensation outside the scope of the contract.
5. FREEDOM OF MOVEMENT (FM)
 - a. FM1S — Confiscation of or loss of access to identity papers or travel documents
 - b. FM3S — No freedom of movement or communication
6. DEBT OR DEPENDENCY (DD)
 - a. DD1S — Had a debt imposed on you without your consent.
7. VIOLENCE AND THREATS OF VIOLENCE (V)
 - a. V3S — Physical violence against you or someone you care deeply about.
 - b. V4S — Sexual violence against you or someone you care deeply about.

To qualify as a potential victim of forced labor in the context of this study, thresholds were established as stipulated by the PRIF Human Trafficking Core Indicators. Of all the indicators listed above, two were considered more severe in violations of human rights and dignity than others, and therefore a positive response to either would qualify one as a potential victim of HT. We labeled this group as Threshold 1:

- Having to perform sex acts to pay off debt or receive wages (PL3S); or
- Losing their freedom of movement through surveillance, isolation, or being locked in the workplace, or losing freedom to communicate with friends or family (FM3S)

For the remaining 10 indicators, a respondent needed to report two or more of the indicators to qualify as a potential victim, and thus we labeled this group Threshold 2. For prevalence estimation, respondents who reported having experienced violations that met either threshold will be considered potential victims of HT. Furthermore, findings for each of the 12 key constituent indicators are also presented. We presented the analysis at such a granulated level solely for the purpose of instrument diagnosis and methods assessment. Readers should be reminded to consider the combined category (i.e., either Threshold 1 or Threshold 2 as presented in Table 17) as the overall prevalence rate of trafficking victimization. Aside from these specific indicators, prevalence estimation must also consider the timeframe of when such violations occurred - e.g., at the present (or point prevalence), within the past 12 months, or the respondent's lifetime (as in "Have you ever used illicit substances?"). In this study, our measurement focused on returned domestic workers' HT experiences (1) at their most recent overseas job; and (2) their lifetime exposure to trafficking violations.

TARGET POPULATION AND BOUNDARIES OF SAMPLING ACTIVITIES

Our study population was limited to adult domestic workers (i.e., 18 years or older) who had returned within the last two years to Zanzibar or Tanzania from working as domestic workers in another country and who currently live in the Temeke District in Dar es Salaam and Mjini or Mjini Magharubi in Unguja, Zanzibar. For this study, districts within Dar es Salaam and Zanzibar were selected because of the high concentrations of the target populations. Our choice of these sites is supported by evidence of the prevalence of trafficking both domestic and transnational. Based on an IOM assessment of trafficking in East Africa in 2008, Iringa and Mbeya are perceived to be the main sending and transit regions for trafficked individuals, while Zanzibar, Mwanza, and Dar es Salaam -- the largest commercial city -- are the main destination regions. Zanzibar and Dar es Salaam are also found to be source and transit points for transnational trafficking to the Middle East, India, Southern Africa, and Europe.

For our data collection strategies, we held a few assumptions to specify the boundaries (or limitations) of our study design. First, because we focused on Tanzanian women who returned to Tanzania after working abroad as domestic workers, we were only able to estimate the prevalence of domestic servitude for those who worked outside of Tanzania and returned to Tanzania and not as domestic workers in Tanzania. Based on the local field team's knowledge of the target population and where they reside, we limited our data collection to three districts within Tanzania Mainland and Zanzibar. However, given the transient nature of the population, it took a considerable amount of time and resources to track the women down, and in the case of the LTS survey, we were unable to reach the full 1,000 surveys. In addition, many potential respondents had returned overseas following the resumption of international travel after the COVID-19 pandemic.

Our study design and field procedures were reviewed and approved by the New York University Institutional Review Board (IRB) ethics committee and the Tanzania Commission for Science and Technology (COSTECH) to ensure that they complied with the legal regulations and cultural norms of the country. Data collection was

carried out by our local partner, COMHESWA, who is experienced in large-scale social surveys and with native familiarity in the socio-cultural practices of Tanzania Mainland and Zanzibar. No North American-based researchers were involved in any direct contact with research subjects. Further, no data collection took place prior to the formal approval of these field procedures.

HOUSEHOLD STSRS SURVEY VS. LINK-TRACING SAMPLING IN POPULATION ESTIMATION

The focus of our study was on using STSRS and LTS. STSRS is a more conventional prevalence method based on a sampling frame which consists of a compiled list of all households/individuals in the study regions where domestic workers have been identified; a sample of these households is then chosen for enumerators to approach to conduct surveys. LTS, on the other hand, also utilizes this sampling frame to identify and randomly select the 'seeds' to begin recruitment, but recruitment is then driven by participants referring other domestic workers within their network.

STRATIFIED SIMPLE RANDOM SAMPLING

For the household survey methodology, it was first necessary to generate a sampling frame. Our local partner attempted to obtain administrative data sources specific to Tanzanian domestic workers who recently returned from overseas, which would serve as the foundation of our sampling frame. However, there was little administrative data that was usable in the end. Consequently, our field team canvassed Temeke District in Dar es Salaam and Mjini or Mjini Magharibi in Unguja, Zanzibar to map out the housing arrangements and sectors, and then systematically screened through a geographically based scheme for eligible candidates to participate in the survey. The field team would visit a household at least two times before they moved on to the next household on the sampling frame. In other words, the field team conducted an exhaustive search for members of the study population in the two study regions of Dar es Salaam and Zanzibar.

Sampling and Data Collection Activities

The household/individual mapping exercise was staged across two phases. Household level data for Mitaas and Shehias² for this research were non-existent, so phase one began by generating a sampling frame before data collection commenced. The sampling frame was based on census data for all 66 Mitaas in Temeke and 56 Shehias in Zanzibar. Mapping out the study population and generating the preliminary sampling frame took ten days in Temeke and six days in Zanzibar, although an additional mapping exercise was later undertaken to identify more potential subjects. An additional mapping exercise was necessary since the team did not identify a minimum of 500 former domestic workers to interview during the initial mapping exercise. Enumerators then visited each systematically identified household as part of screener information gathering to determine the number of residents that will be visited for the survey phase. At this phase, enumerators recorded the names and contact information as well as GIS location of households. Enumerators also collected proxy contact information for domestic workers who were not present during the initial

² Mitaas and Shehias are the lowest local government administrative units in Tanzania Mainland and Zanzibar. Mitaas are the smallest (street or block) units in urban areas in mainland Tanzania. Shehias are the lowest administrative units in Zanzibar. Mitaas and Shehias are important public service planning units and have been used to deliver popular public health services such as malaria control, general health promotion and census.

information visit. In a further attempt to exhaustively map/find all members of the study population, after approaching a household and recording information the enumerators asked if people living in the house knew of any of their immediate neighbors who were domestic workers and had recently returned from overseas. Neighbors within 50 meters of the reference house were eligible for inclusion in the mapping. Enumerators continued the exercise until they reached a **minimum** of 500 households in Temeke and 500 households in Mjini and Mjini Magharubi. The phase concluded with a compiled list of all identified households, names of domestic workers and their contact information or proxies. The mapping exercise was not able to be directly linked to the survey instrument; however, by tracking phone numbers, 273 individuals from Temeke and 219 individuals from Zanzibar were found to have participated in both the mapping exercise and household survey data collection, although the actual number may be higher.

After identifying the households with domestic workers who had returned from working abroad within the past 24-months, enumerators returned to a sample of households randomly selected from the sampling frame for survey interviews during phase two. Enumerators spent 6 days a week and an average of 7 hours per day conducting interviews and household survey data collection for Temeke and Zanzibar was completed in six weeks. All data for the household survey was collected at the homes of participants or at a place of their choosing. Enumerators collected data using an online Qualtrics survey. Each enumerator was assigned a tablet for administering the survey. After collecting data, participants uploaded the surveys through a Wi-Fi-enabled network.

Our field activities resulted in a mapping of 1,450 households in Temeke and 1,080 in Mjini and Mjini Magharibi (this includes households where there weren't any individuals available to take the survey). We shall refer to the listing of these individuals as the "sample frame". A total sample of 500 individuals were selected at random from the corresponding frames for each region. Recruitment efforts revealed that not all such selected individuals could be located, and therefore a substitute list was added. Still yet, due to the transient nature of the study population, the field team relied on additional recruitment from both individuals on the frame and not selected for the sample as well as any additional individuals found during data collection and who were not listed on the frame. The additional recruitment was necessary because after the initial mapping was completed, and the researchers went back to the homes selected for the survey from the frame, not all 500 individuals selected to participate were available or able to take the survey. Some had traveled abroad for work, others were travelling in other parts of Tanzania, while other women were not allowed to participate by their husbands or other family members. During the additional recruitment phase, the researchers immediately surveyed the women who were available and consented to participate in the study. The final sample size was 549 for Dar es Salaam and 503 for Zanzibar.

Given the observation latitude and longitude coordinates of the interview locations for a subset of 266 sampled individuals in Dar es Salaam, their corresponding wards of residence could be observed. Table 1 provides the sample and population distribution (based on the sample frame) for Dar es Salaam. The population count column sums to 1,365 as not all individuals on the frame could successfully be mapped to a ward.

Table 1: Sample and population counts by wards for study population in Dar es Salaam.

	Sample Count	Population Count
Ward		
Buza	25	48

Chamazi	54	151
Changombe	3	40
Charambe	5	38
Keko	9	107
Kiburugwa	13	141
Kijichi	10	68
Kilakala	5	24
Kurasini	1	31
Makangarawe	13	190
Mbagala	2	105
Mbagala Kuu	24	41
Mianzini	21	76
Mtoni	34	66
Sandali	13	47
Tandika	33	162
Temeke	1	30
Unobserved	283	
Total	549	1,365

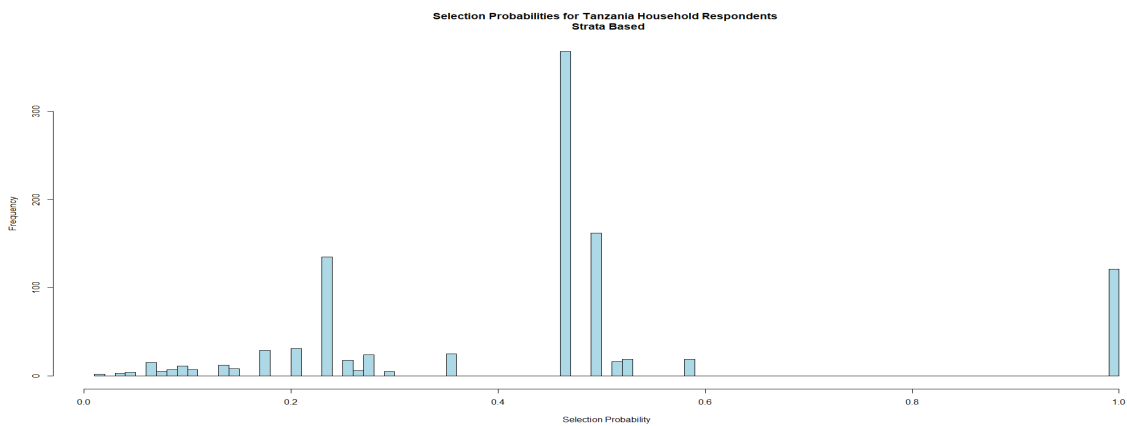
Unforeseen challenges resulted in confirming that only a subset of the sampled respondents were in the sampling frame; 174 of the 549 respondents from Dar es Salaam and 217 of the 503 respondents from Zanzibar were confirmed to be in the frame. However, the field team did record that the actual number of 302 of the 549 respondents from Dar es Salaam and 368 of the 503 respondents from Zanzibar were in the frame; individuals not originally mapped for the frame make up the balance. These observations were used in the sample weighting procedure (see below), and hence a logistic regression analysis based on key demographic variables was used to determine which of the $302-174 = 128$ respondents from Dar es Salaam and $368-217=151$ respondents from Zanzibar, that were not confirmed to be in the frame, were most likely to be in the frame. The corresponding indicator for these individuals was updated with this information.

Sample Weighting

Sample selection probabilities are modeled as if a simple random sample is selected from each ward/region, i.e., through treating the wards/regions as strata. Given the reduced information for those respondents from Dar es Salaam with an unknown ward location, the research team decided to assign these individuals a

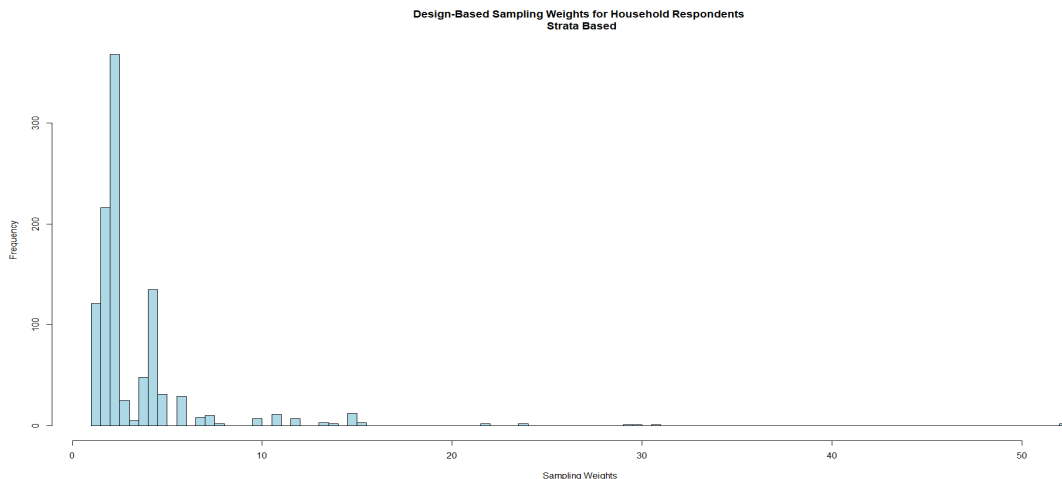
uniform selection probability of one as their corresponding sample weight would then result in a relatively smaller contribution to estimation. Further, those who are unknown to be in the frame were decided to be given half their original selection probability as it is believed that such individuals would be more difficult to find and recruit. These choices are rather subjective and may be considered contentious, as the assignments of such weights may under-weight the majority of the respondents. Alternatives may be to consider assigning the average sample weight to such individuals. However, there is some reassurance that the sensitivity analyses produced similar estimates (see below). Figure 1 presents the histogram of the resulting approximated selection probabilities.

Figure 1: Histogram of approximated selection probabilities for Tanzania household respondents. The values at one correspond to individuals whose ward location could not be observed.



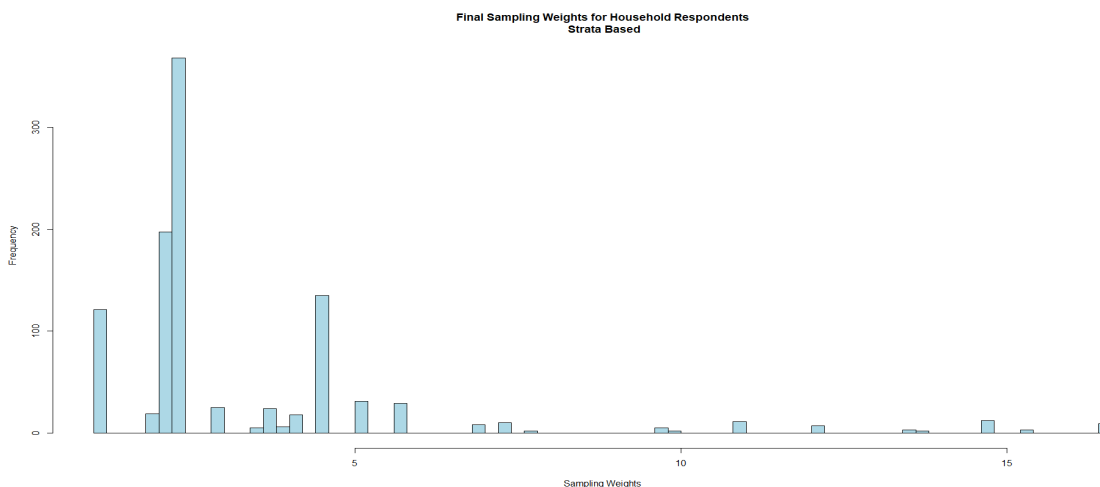
The inverse of the sample selection probabilities is taken to be the design sample weights. Figure 2 presents a histogram of these values.

Figure 2: Sampling design weights for household respondents.



Finally, a weight trimming procedure, as suggested by Battaglia et al. (2004), is used to trim the weights to a maximum of five times the mean. Figure 3 presents the final sampling weights.

Figure 3: Final sampling weights for Tanzania household respondents.



Sensitivity to Misspecification of Weights

Given the unforeseen challenges in the field with data collection, an analysis is undertaken to determine the sensitivity of the point estimates to weight misspecifications. Table 2 provides the point estimates and standard errors for key demographic and survey variables based on the aforementioned final set of weights, sample weights based on assuming a simple random sample within each region, and those based on assuming a simple random sample across both regions.

Table 2: Point estimates with standard errors in parentheses based on the proposed set of sample weights and those based on assuming simple random sampling (SRS) within or across the two study regions.

Variable		Strata-Based Estimate	SRS within Regions	SRS across Regions
Age				
	18-25	0.0840 (0.0101)	0.0801 (0.0039)	0.0779 (0.0063)
	26-40	0.7110 (0.0137)	0.7044 (0.0059)	0.7006 (0.0108)
	41-60	0.1995 (0.0106)	0.2109 (0.0050)	0.2167 (0.0097)
	61 and older	0.0029 (0.0010)	0.0038 (0.0008)	0.0038 (0.0014)

	Unknown	0.0013 (0.0009)	0.0008 (0.0001)	0.0010 (0.0007)
Children				
	Yes	0.8528 (0.0123)	0.8607 (0.0046)	0.8612 (0.0082)
Q112 (forced to do something they did not want to do)				
	Yes	0.1711 (0.0132)	0.1769 (0.0062)	0.1743 (0.0090)
Q97 (Prevented from communication with family)				
	Yes	0.1758 (0.0126)	0.1792 (0.0063)	0.1809 (0.0092)
Q96 (Forbidden from leaving worksite)				
	Yes	0.6351 (0.0169)	0.6361 (0.0079)	0.6316 (0.0115)

Across the three weighting schemes, the point estimates for each variable are in close agreement. The standard errors with the post-stratification scheme are notably higher, and hence this weighting scheme is proposed since higher standard errors could assist with accounting for sample weighting misspecifications. With respect to the study population size, there is no clear argument on how to calculate an estimate since the weighting scheme is ad-hoc and not based on census information or the true sample selection Probabilities. **The field team reported successfully finding 2,180 potential study subjects during the time of mapping and interview. Hence, this number would serve as a lower bound for the study population size.**

LINK-TRACING SAMPLING (LTS)

In recent years, some variants of network-based sampling strategies have been popularized, such as respondent driven sampling (RDS) (Heckathorn 1997, 2002). Because such populations are highly skewed in terms of clustering, hidden, or difficult to survey, estimation of population values from conventionally collected sample data has been problematic. However, data sets arising from network-based (or link tracing) sampling strategies may be difficult to derive population estimates upon because link-traced individuals are recruited in the sample with (unobservable) unequal probabilities due to their network size or recruitment preferences (Thompson, 2020).

In this study, we extended on the current methods as we applied a novel link-tracing-based sampling strategy based on selecting a generously-sized initial sample that can be argued to be somewhat representative of the hidden population in terms of key demographics. The primary motivations for using this approach were to avoid any inherent biases that would result from over-sampling from the core/well-connected areas of the networked population, and to permit for implementing a wide range of procedures for study population size estimation.

These initial respondents, also known as “seeds” (or entry points), were instructed to recruit additional respondents through chain referrals making it akin to the RDS recruitment procedure. However, our design allowed for only two waves of recruitment in addition to selection of the “seed” wave, unlike the conventional RDS procedure which could go out as many waves as the budget would sustain. In contrast to typical RDS approaches, since the majority of the study population was immediately accessible, this approach aims to sample wide rather than deep in order to quickly achieve a more representative sample of the hidden population.

Furthermore, we also sought repeat coupon redemptions among respondents in the sense that one person may receive referral coupons more than once because they belong to two or more overlapping social networks. This approach would permit additional observations of the sampled network, over and above what a conventional RDS approach would give and allow for a wider class of estimation procedures to be applied. In addition, our approach asks for covariate information of the respondents’ personal network members so that any untraced links can be appended within the final networked sample. This method is akin to what is known as “RDS+” (Thompson, 2020).

The identification of overlaps essentially creates a mark-recapture type of data set, permitting estimation of population quantities (in particular, prevalence and size) to be made with a greater level of statistical efficiency. The estimation strategy then relies less on direct RDS-type connections between waves of recruitments, but on links within personal networks of all respondents in the final sample. This design-based focused population estimation strategy is well-argued to increase the accuracy of estimates of population quantities over those typically observed with traditional RDS estimation procedures (Thompson, 2020). The properties of these estimation strategies will be compared against those based on standard RDS estimators (Heckathorn and Cameron, 2017). We note that, although the high levels of mobility among returned Tanzanian domestic workers limited the ability for clear linkages to be made across the target population, this body of evidence can be used to adapt such sampling methodologies in the future.

Because of the rigid sampling procedure, for the purpose of achieving representativeness, probability-based sampling does not take into consideration that individuals of research interests are highly concentrated in pockets of the target population and may only be accessible through a peer-recruitment strategy. Network-based (or link tracing) survey strategies have been popularized in recent decades because of increased efforts to understand how diseases spread or how to enumerate unique populations that are unevenly distributed, e.g., substance misusers, sex workers, or victims of human trafficking. Because of the nature of their highly skewed (and hidden) distributions, estimation of population values from conventional strategies has been problematic. We applied a network-based recruitment approach to sample from diverse groups of domestic workers who had returned from overseas throughout the districts of Temeke, Dar es Salaam; Mjini Magharibi and Mjini, in Zanzibar.

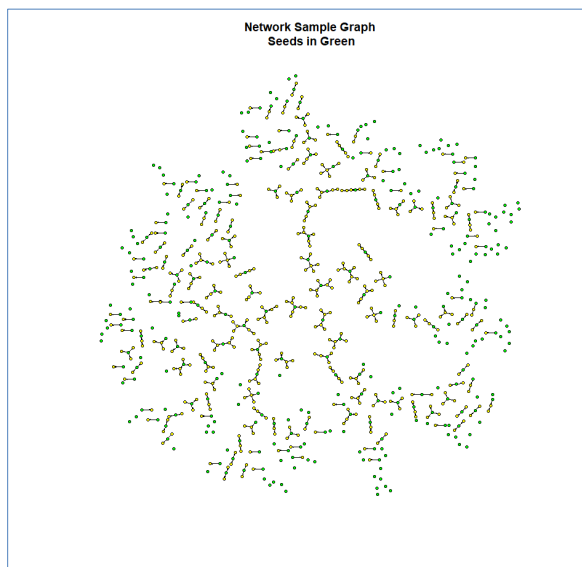
This phase of data collection was conducted in tandem with the previous STSRS study. For the link-tracing portion, research participants were interviewed at COMHESWA offices in Temeke and at Jamhuri grounds in Zanzibar. Centralizing link-tracing data collection was deemed necessary to prevent duplication. All

participants were asked to produce their passports as proof of overseas travel and work. We were initially planning to recruit a total of 100 seeds in both regions; however, due to the mobile nature of the target population, it became necessary to expand the number of seeds in later waves to try to capture more linkages. Our total number of seeds across the three districts was 347.

With our local partner organizations, we identified and built a roster for all sites where domestic workers tend to congregate and approached an initial sample of 100 domestic workers to act as seeds. These seeds were then assigned a unique tracking number and invited to attend an interview at COMHESWA offices. After the interview, participants were asked whether they knew other domestic workers who had returned from working abroad within the past 24-months and issued referral cards to hand to their acquaintances. Each individual was provided with an incentive to recruit up to three other individuals, which were randomly chosen by the enumerators from a list of seven referrals, who also work directly in the domestic work sector. Individuals who chose to participate were also offered incentives and invited to participate in the next wave of survey referrals.

The design commenced with the selection of 100 seeds, and an additional 247 were recruited due to the inability to trace links from the majority of the original 100 seeds. From the seeds, 307 women were recruited for the first wave, 133 for the second wave, and one additional observation was made for the third wave. The final sample size is 788. Survey collection for the link tracing portion took 7 weeks to complete in Tanzania Mainland and Zanzibar. Figure 4 provides a visual illustration of the observed sample network based solely on first-time coupon redemptions (multiple redemptions accounted for 1% of the total sample size, and such observations are incorporated in the RDS+ type of analysis), based on 441 links/coupon redemptions.

Figure 4: Network Sample Graph with Seeds in Green and Referrals in Yellow

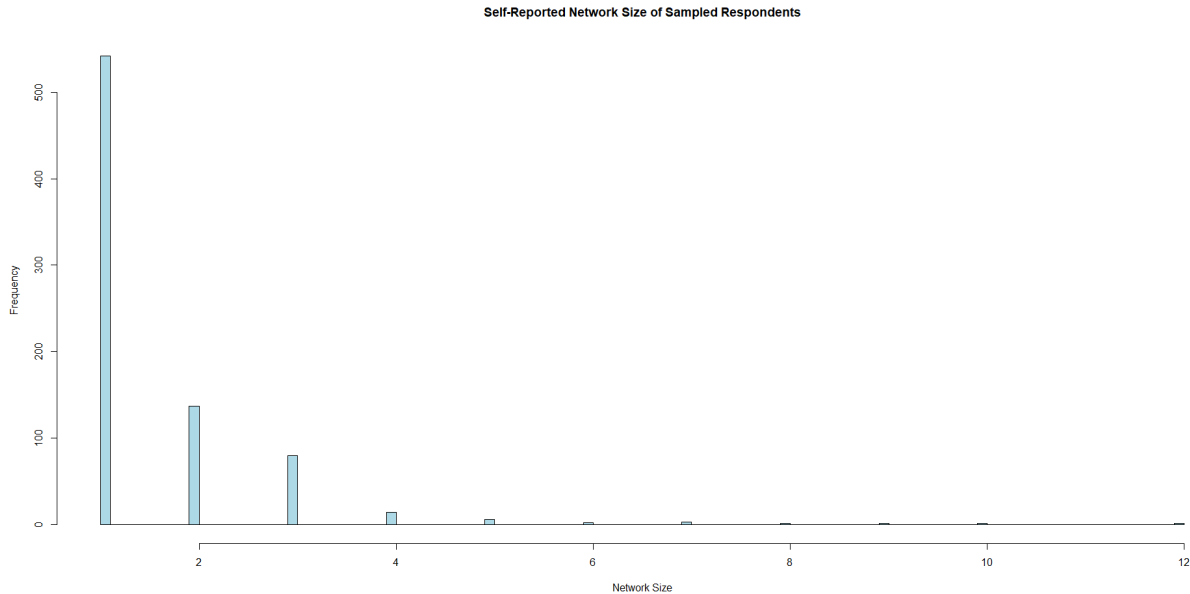


The first analysis is based on first-time coupon redemptions, so that RDS-based weighting schemes could be explored. Several sets of sample weights were explored for this study. The first is based on the Volz-Heckathorn (VH) weighting procedure (Volz and Heckathorn, 2008), which assigns the weights based on the self-reported network size. The self-reported network size is initially taken to be the response to the question “Q143 About how many migrants do you personally know who are 18 years and older, have returned to Tanzania/Zanzibar within the last two years from working as domestic workers in another country, are not family members, and currently live in X area?” where X is the district of the interview. A large number of the sample respondents reported either zero or gave no response to this

question, and such responses were edited to be one so as to permit for VH weighting. This question was pilot tested prior to going into the field and worked, which lead us to believe that it would yield more results. The self-reported network size for each respondent was then updated to be the maximum of their response to this

question and the number of coupons they passed out and which were redeemed. Figure 5 presents a histogram of the resulting self-reported network sizes.

Figure 5: Self-Reported Network Size of Sampled Respondents



Before RDS weighting procedures can be applied, a population size estimate is required as an input for the weighting procedure for standard error calculations as the Salganik uncertainty estimator is used with the Volz-Heckathorn weighting scheme (Salganik, 2006); note that the sample weights are scaled to sum to the population size estimate. The successive sampling population size estimation (SS-PSE) procedure delineated in Handcock et al. (2015), which is based on a Bayesian framework, was applied to the RDS data set. Results based on a Poisson weighted measurement error model gave rise to unstable estimates. Therefore, for the reported estimates below, no measurement error model was applied. As there was little to no prior information on the population size, a flat prior distribution was used. A total of 30,000 Markov chain Monte Carlo (MCMC) iterations, of which the first 5000 were discarded as burn in, were used for approximating the posterior distribution of the population size. Every tenth MCMC observation was retained for calculation of the posterior statistics. The wave of the interview was taken to be the recruitment time.

The posterior mean was found to be 1000, with a 95% probability interval of (865; 1236). We note that, for cases where the posterior is highly skewed, the median may serve as a robust alternative. Figures 6 and 7 present a histogram of the posterior distribution and trace plots of the model parameters, respectively. The trace plots confirm that the choices of the length of the MCMC chain and interval for observation retention

reached convergence and was of sufficient length. Note that the μ and σ parameters respectively refer to the mean and standard deviation of the unit size (which is analogous to the degree) distribution.

Figure 6: Posterior Distribution of Population Size

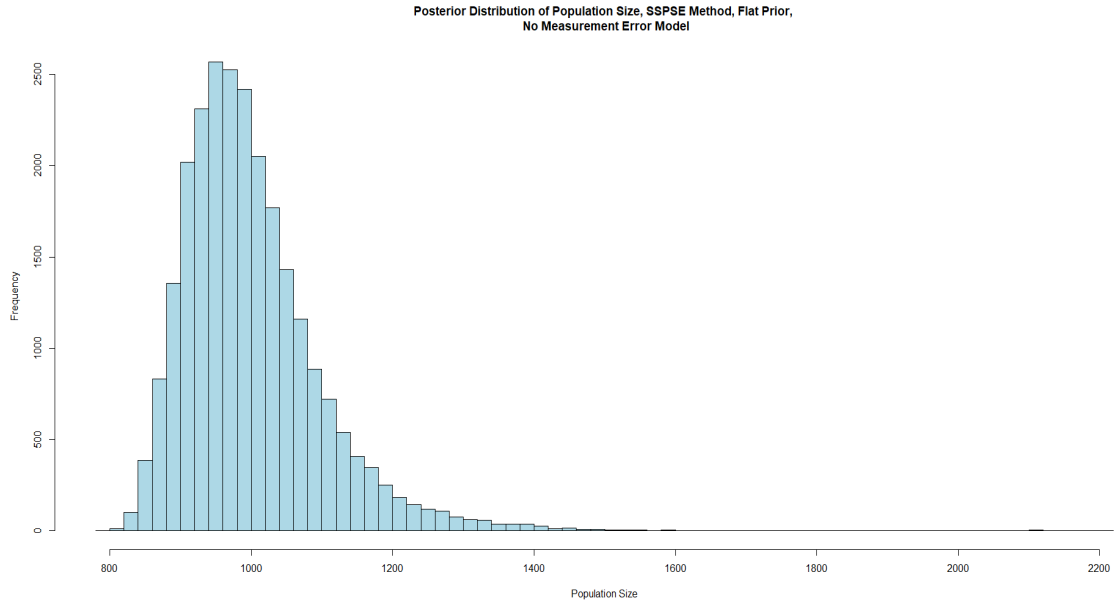
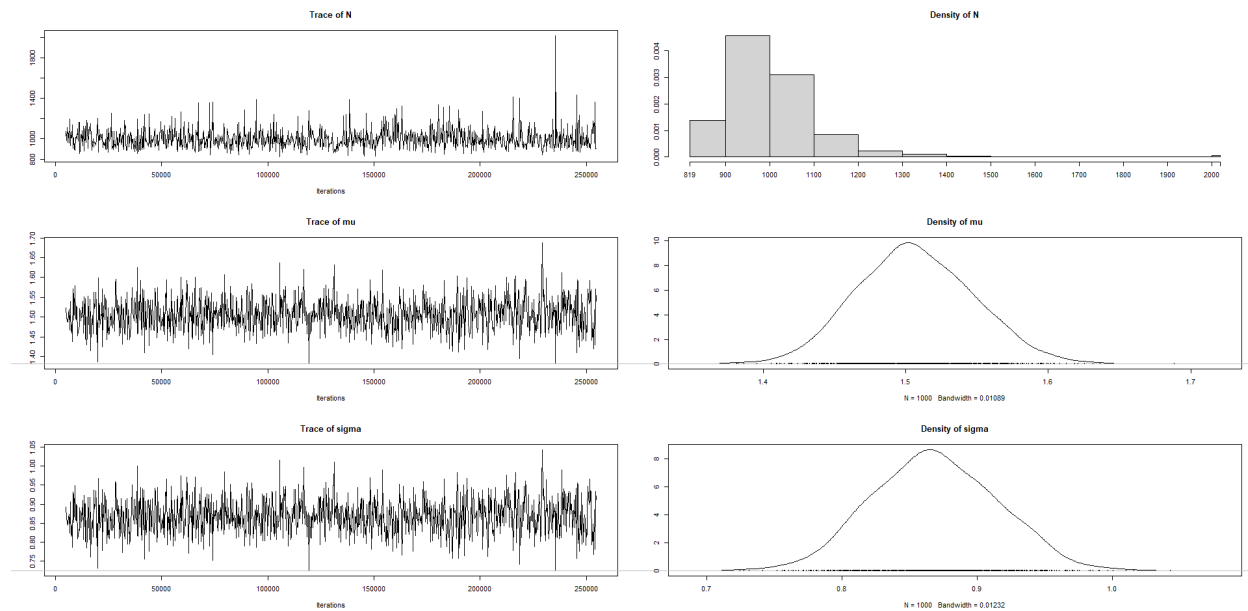


Figure 7: Model Parameter Trace Plots



For the RDS weighting procedures, the posterior mean of the SS-PSE was taken to be the population size (i.e., 1000). As the SS-PSE method relies on the degree sequence of the sampled individuals, and since only two

waves of observation were obtained, it is likely that the SS-PSE method will not give a reliable estimate and should therefore be treated as exploratory for this study's analysis; ; see Figure 8 showing a plot of network size by wave, which reveals network sizes are typically small and may not be useful for such estimation procedures. However, RDS weighting procedures are oftentimes robust to misspecification of the population size and honest standard errors of estimates of population quantities may still be obtained for such cases.

Figure 8: Plot of Network Size by Wave

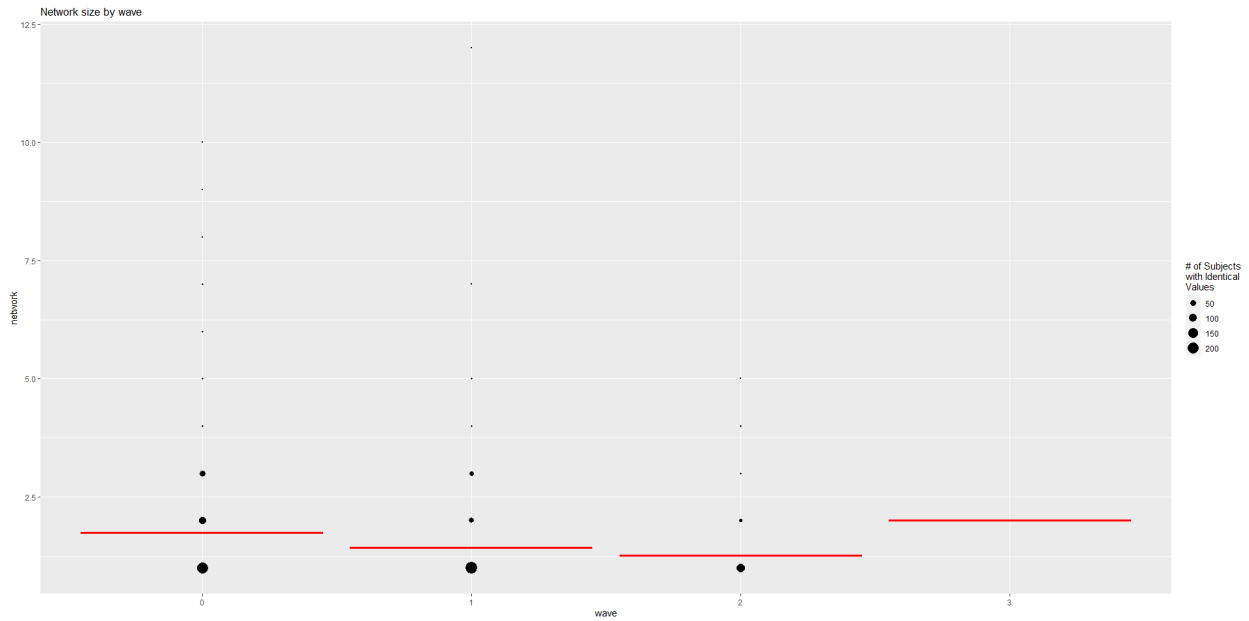
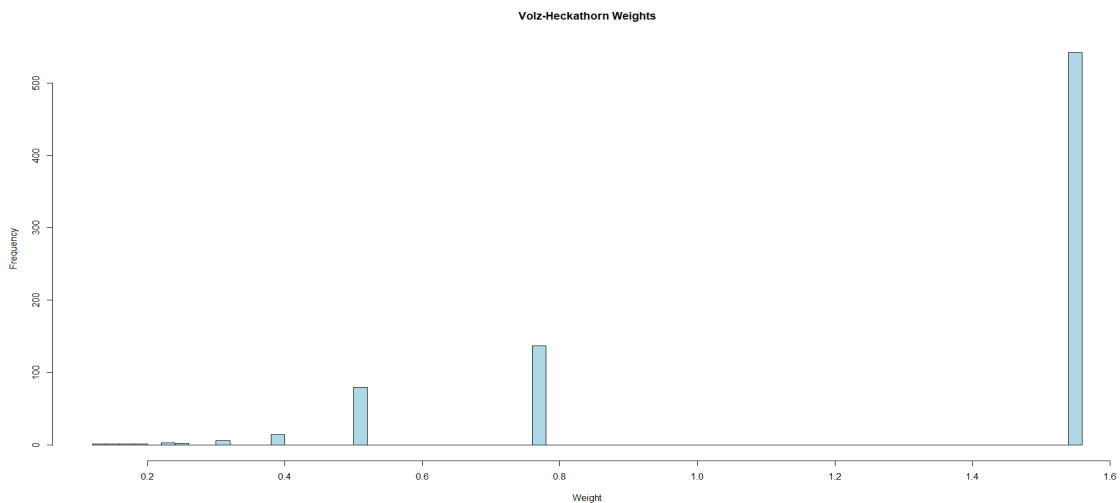


Figure 9 presents a histogram of the Volz-Heckathorn weights, which sum to 1000.

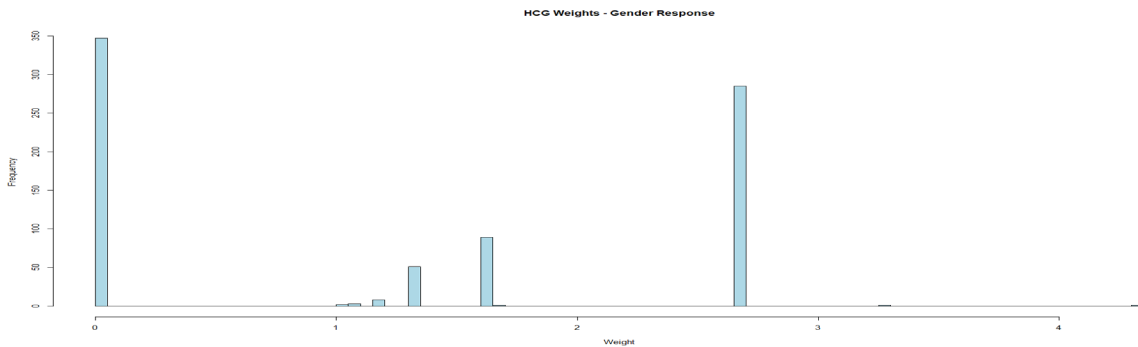
Figure 9: Volz-Heckathorn Weights



As expected, due to the seed sample size, diagnostic plots showed rapid convergence and no issues relating to bottlenecks with the estimates based on the VH weights for key demographic variables.

The second weighting procedure was based on the homophily configuration graph (HCG) weighting scheme (Fellows, 2019), which is tailored for proportional/categorical variables and which bases estimation on the assumption that either classic RDS assumptions hold true or that the population network is well approximated by an HCG. This weighting scheme is well-suited for this study since 1) it does not rely on Markov assumptions, and 2) is robust to limitations commonly encountered with RDS estimation when sampling is based on short RDS chains (Fellows, 2019). The weights are a function of the survey variable, so they may change from one variable to the other (see Fellows, 2019), and Figure 10 presents a histogram of the HCG weights for the gender variable.

Figure 10: HCG Weights for the Gender Variable



Finally, the resampling procedure outlined in Thompson (2020) is applied to the network observations and is based on an exhaustive number of iterations (100,000) where the approximate proportion of the reseeded initial sample size was set to 30% of the targeted final subsample size of 400. The reseeded initial sample size was chosen to reflect the initial sample size of the full sample, and the targeted final subsample size is taken to align with the choices made for the simulation studies in Thompson (2020).

Figure 11 presents a histogram of the resulting weights, which have been scaled to sum to unity; note that an estimate of the population size is not required since the corresponding estimation procedure is based on an estimator akin to the generalized unequal probability estimator. The mass of relatively large weights corresponds to the isolated individuals as these individuals were less likely to be selected for the sample.

Figure 11: Sample Weights Based on Resampling Procedure

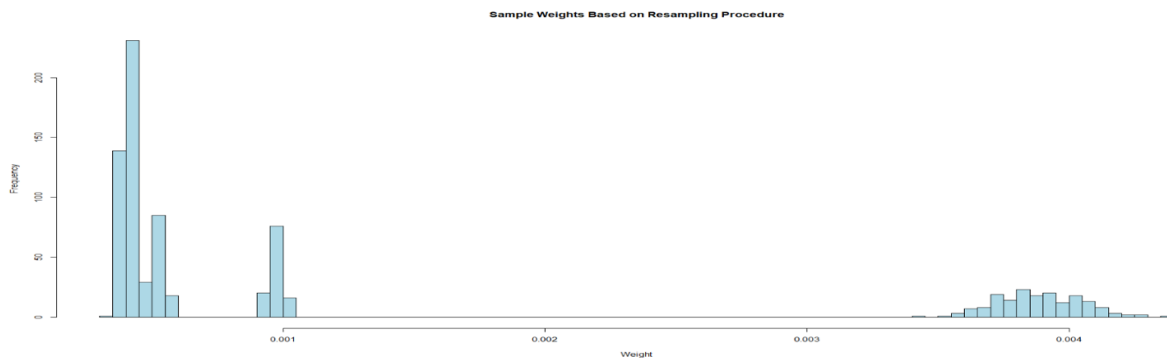
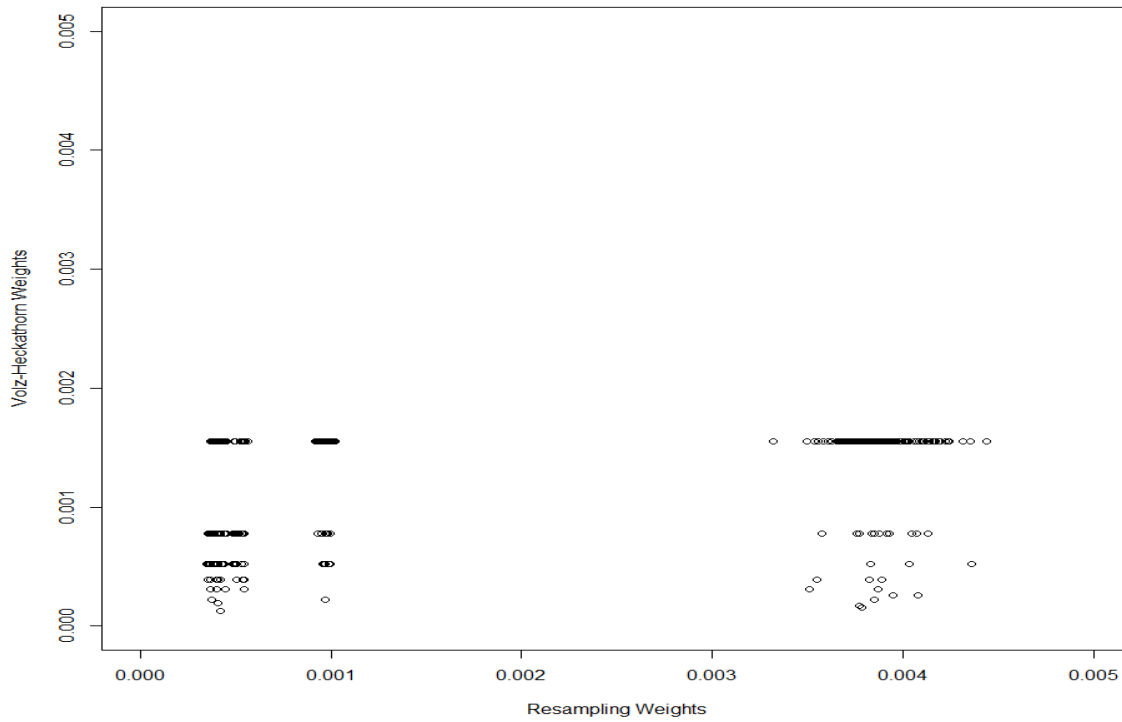


Figure 12 presents a scatterplot of the resampling-based and VH weights. The correlation measure is approximately 0.20. In many cases, individuals self-report as having a relatively small network size and hence receive a large VH weight. In contrast, as they were recruited by a well-connected individual there are many

sample paths leading to this individual. Hence the reason for a small weight approximated by the resampling procedure. The cloud of points in the bottom right corner corresponds to those individuals in the sample that were relatively isolated from the rest of the sample, most of which self-reported a moderate network size.

Figure 12: Scatterplot of the Resampling and VH Weights



Additional mapping for the RDS+ type of estimation procedure was based primarily on multiple redemption of coupons and mobile numbers as provided by the respondent for their own mobile number and those in their personal network. This resulted in an additional 53 links observed within the final sample. Figure 13 gives a plot of the network sample based on the links observed through coupon redemption as well as additional mapping and can be compared to Figure 4 to visualize the additional links which were observed. Of particular note is 1) the number of disconnected components, which reinforces the need for multiple entry points when conducting an RDS type of analysis, and 2) few links were observed within the initial sample as well as to those outside the initial sample with the post-data linking exercise and hence population size estimation procedures are likely to give estimates with a low level of precision.

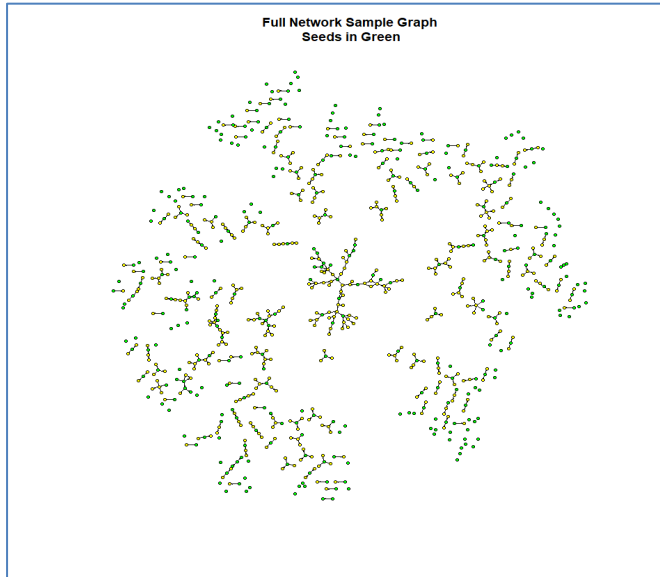
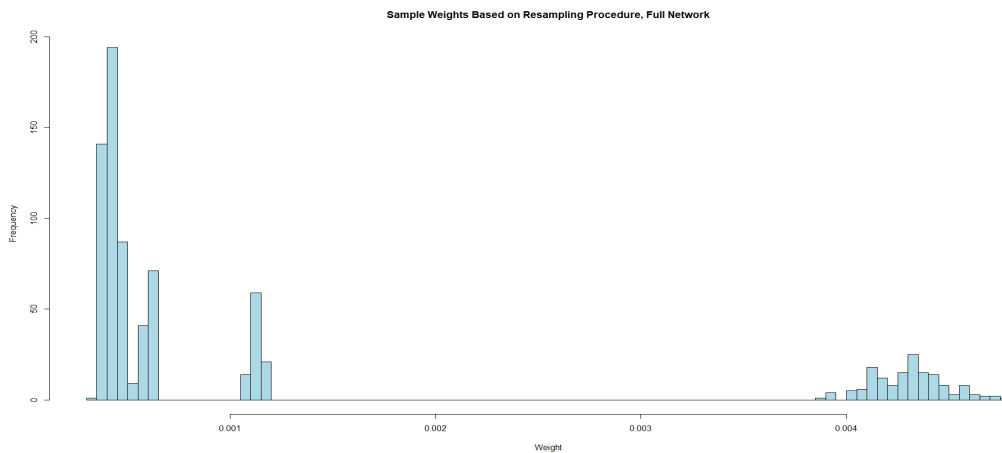


Figure 13: Full Network Sample Graph with Seeds in Green and Referrals in Yellow

The Thompson (2020) resampling procedure was applied to this data set based on the same sampling parameters used for the RDS data set. Figure 14 presents a histogram of the resampling weights. The correlation between these weights and those based on the same procedure applied to the RDS data set is approximately 91%; less isolated individuals were observed in the RDS+ data set, which resulted in approximations for their weights to be smaller than those based on the RDS setup.

Figure 14: Sample Weights Based on Resampling Procedure



Privatized Network Sampling Population Size Estimation (PNS-PSE) leverages the reported non-recruitment connections (alters) in order to estimate population size. The intuition is that if many of the reported alters are in the RDS sample, or are reported as alters by other subjects, then the population size is likely to be relatively small. Conversely, if none of the alters are seen in the sample or are reported as alters by other individuals, the population size is likely to be large.

Khan et al. (2018) developed a mathematical estimator based on this intuition, which was further improved by Fellows (2022). These estimators explicitly deal with the complexity of estimating population size off of a link tracing design, such as heterogeneity of capture due to differing network degrees and network clustering. Fellows (2022) describes three estimators. The Cross-Sample estimator leverages the rate that alters appear in the RDS sample, the Cross-Alter estimator leverages the rate at which an individual's alters appear in other subjects' alter lists, and the Cross-Network estimator leverages both of these pieces of information.

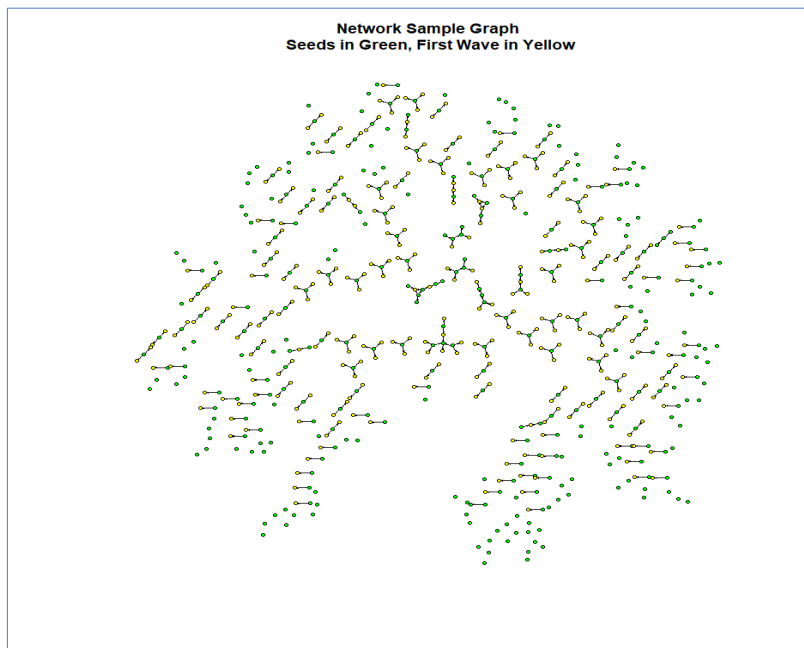
The PNS-PSE procedure was applied to the data set based solely on the mobile phone number mappings; a total of 242 links within the data set were used for the estimation procedure. A total of 1082 unique individuals were observed through observation and mobile number mappings. The estimation procedure gives three estimates for the population size as presented in Table 3. The 95% confidence intervals (CIs) are based on 1000 bootstrap resamples. For some bootstrap resamples, there were no matches and hence the population size is estimated to be infinity.

Table 3: Point Estimates for Population Size with CI

Method	Point Estimate	Confidence Interval
Network	2126	(1082; ∞)
Alter	4254	(1082; ∞)
Sample	1670	(1185; 2352)

The Frank and Snijders (1994) estimate, which is a mark-recapture type of estimate and is based on the ratio of the number of links observed within the initial sample to the number of links to individuals outside the initial sample, is applied to this data set. Figure 15 gives a plot of the information used for this estimator.

Figure 15: Network Sample Graph of First Wave Respondents



Two estimates were calculated, where one is based on the assumption that all links are reciprocated and the other is based directly on the observed directional links; we note here that the survey questionnaire did not ask for confirmation of the existence of reciprocated links, and so the estimates should be taken as exploratory as some reciprocated links may exist over and above what was observed. For the former, the point estimate was evaluated to be 4904 with a 95% CI of (1853; 7957). For the latter, the point estimate is evaluated to be 9091 with a 95% CI of (3551; 14,630).

A Rao-Blackwellization scheme analogous to that presented in Vincent and Thompson (2017) was applied to the data set; the estimation procedure is a computationally intensive one that searches for sample reorderings, so that some units in the first wave are treated as hypothetically belonging to the initial sample and vice-versa, and bases improved estimation on a weighted average of the set of Frank and Snijders (1994) estimates corresponding to the sample reorderings. For the

data set that assumes all links are reciprocated, this resulted in an improved point estimate of 5667 with a 95% CI of (1468; 9866). For that based on the data set that does not assume reciprocity, the improved estimate is 15,868 with a 95% confidence interval of (12,426; 29,311).

Mark-recapture types of estimates were also obtained based on constructing sampling occasions corresponding to mappings based on mobile numbers. The 347 seeds were randomly assigned to different sets and nominations/mapping from each set comprised a sampling/capture occasion. This approach was repeated several times to give either three or four sampling occasions.

Estimates based on closed population loglinear models, as can be obtained with the Rcapture package (Baillargeon and Rivot, 2007), were within the range of 8000-9000. However, most estimates were returned with warnings. The sparse overlap in the lists encouraged a sparse multiple systems estimation (MSE) procedure (Chan et al., 2021), which was found to be within the range of 11,000-12,000. Here is an example of one outcome: The number of captures for the four sampling occasions was 97, 88, 77, and 82. A total of 334 individuals were captured once and five were captured twice. The sparse MSE point estimate was 11,960 and with a 95% CI of (4021; 37,020). Population estimates using various methods are presented below in Table 4 with standard errors (SE) in parentheses.

Table 4. Study Population Size Estimates

Study Methodology	Estimator	Population Estimate (SE)
PPS	Mapped	2,180 (NA)
Link Tracing	SS-PSE	1000 (120)
	PNS-PSE (Network)	2126 (undefined)
	PNS-PSE (Alter)	4254 (undefined)
	PNS-PSE (Sample)	1670 (341)
	Frank and Snijders - reciprocated links	4904 (1527)
	Frank and Snijders - directional links	9091 (5539)
	Improved - Frank and Snijders - reciprocated links	5667 (2104)

	Improved - Frank and Snijders - directional links	15,868 (6722)
	Sparse MSE	11,960 (3970)

ADD-ON: NETWORK SCALE-UP METHOD (NSUM)

All PRIF teams were instructed to include a NSUM component as a third estimation method. As detailed in Salganik et al. (2011a), the NSUM has gained much attention in recent years as it serves as a cost-friendly way to estimate the size/prevalence of hard-to-reach populations. An early and well-known application of this method for estimating an unknown population size was made by a team of anthropologists, mathematicians, and social network analysts who were attempting to estimate the number of deaths from the large earthquake in Mexico in the fall of 1985. The method rests on the assumption that people’s social networks (i.e., the set of people that one knows) are on average representative of the general population in which one lives (Bernard et al., 1991; Killworth et al., 1990). Estimation is explained by example: suppose a sample of respondents know 300 people each on average as the size of their personal network and on average they reported two from their personal network died from the earthquake. We can then estimate that approximately 2/300 of the general population may have died from the earthquake. Because census-level information or known subpopulations exist, we can apply this method to estimate the size of a target population.

NSUM is an approach that is generally based on sampling from the more general population, possibly based on a frame composed of listed households in a geographic region, and which uses an indirect but network-based method to estimating population size/prevalence of a subpopulation of interest (McCarty et al., 2001). With the NSUM, oftentimes a sample is selected from the general population and respondents are asked about the composition of their personal network along with the number of individuals they know that identify as part of the hidden population. The sample networks are mathematically combined, and with the aid of population counts based on census information are then scaled up to obtain an estimate of the size of the hidden population. This study made use of an ad hoc and experimental variant of the NSUM. We conducted the NSUM analysis to provide an estimate of prevalence rate.

A full-fledged design and implementation of the NSUM methodology was outside the scope of this proposed study, as this study was primarily concerned with evaluating PPS/STSRs and multi-wave link-tracing sampling estimation strategies to identify their relative benefits and drawbacks. Because a proper setup for a true NSUM design would require multiple items be added to measure respondents’ social networks as well as known populations, it would be impractical for this study to accommodate a much longer questionnaire.

The NSUM can be attached to any probability-based sampling method because it requires only a set of uniquely designed questions to elicit responses on respondents’ knowledge of (1) people within their own personal network of particular characteristics (i.e., victims of FL), and (2) estimations of some known subpopulations as frames of reference. There are several approaches to estimating personal network sizes, including summation- and reference-based NSUM (Maltiel et al., 2015), and those based on more generalized NSUM (G-NSUM) models (Feehan & Salganik, 2016). With the reference-based NSUM, essentially respondents are asked a list of “how many X do you know” questions where X corresponds to several subpopulations of known and unknown size. Known groups correspond to “reference groups” where the size and scope has

been measured, such as people in the United States who have diabetes; unknown groups correspond to the target population of interest (e.g., sex workers). Because NSUM does not ask respondents to identify any individuals with particular characteristics (including themselves), it is presumed to be able to improve honesty in the response.

In this study, we included a minimal set of questions to elicit the number of acquaintances (appropriately defined) of the respondent according to several (less than 10) personal-characteristic categories. These items were included in the questionnaire for the PPS/STSRs component. It should be noted that we were asked to include NSUM measures in only one of the two sampling methods. We opted to include the NSUM items in the PPS/STSRs instrument because NSUM works best when administered alongside a probability-based methodology.

NSUM requires only a single random/probability sample and has gained much popularity in efforts to estimate characteristics on hard-to-reach populations (Josephs et al., 2022). However, population size estimation relying on the classic NSUM requires going through the trouble of checking if the NSUM assumptions related to homogeneity of the underlying network are met. Feehan and Salganik (2016) introduced the generalized NSUM (or G-NSUM) that incorporates unequal sampling weights and relaxes some of these assumptions.

However, a properly designed NSUM to estimate the prevalence of HT or other stigmatized activities would require an elaborate and cumbersome list of measures to gauge the size of the respondent's social network, which in the context of this study is likely to engender survey fatigue after asking the long list of other critical items in the survey instrument. NSUM assumes one's social network represents the total number of individuals that the respondent recognizes by sight or name, preferably contacted in the last several years and can still contact (Laga et al., 2021). To ask the respondent to recall all the people they know will involve questions that systematically comb through one's family and social activities nearby as well as correspondence with contacts with which they have not recently been in touch. As one can imagine, the number of items can quickly add up to lengthen the questionnaire significantly.

After consultation with an expert from the funding agency, we agreed with several other research teams under this round of funding to collectively use seven items to provide a so-called NSUM-like measurement. Also, per agreement with the funding agency, the NSUM items were only used in the PPS/STSRs questionnaire and not in the LTS questionnaire. Because the survey for the PPS method was already long and detailed, we were conscientious of the limited time prospective respondents were able to afford when participating in our survey. We were only able to ask a limited number of questions to approximate an NSUM-like measurement of one's social network, including a total count of distinct contacts listed within their mobile phones.

Estimation

NSUM estimation in the context of this study requires an estimate of the size of the domestic worker population. NSUM calculations are based on the sample weights, and the weights sum to a value of 3,482. Hence, solely for the purposes of NSUM calculations, the study population size is taken to be estimated at this value. However, we reiterate that this is not necessarily an efficient estimate of the study population size since the STSRs design was based on auxiliary information relating to the general population and inclusion of individuals (with unknown selection probabilities) found off the sampling frame.

Point estimates for the NSUM variables are based on the ratio of the sum of the weighted observations of the corresponding variable (for example, the count of those in the personal network of domestic workers with the trafficking indicator) and the sum of the weighted personal network size in terms of domestic workers, multiplied against the supposed number of domestic workers. Define the former to be \hat{X} and the latter to be \hat{Y} , and $\hat{Z} = \hat{X}\hat{Y}$. In order to obtain a variance estimator for \hat{Z} , an approximation to the covariance of \hat{X} and \hat{Y} is required. A reliable estimate for this value can be challenging to analytically derive. For this reason, the variables are treated as independent, and their covariance is set to zero. The corresponding variance expression is therefore taken to be $\widehat{Var}(\hat{Z}) = \widehat{Var}(\hat{X})\widehat{Var}(\hat{Y}) + \widehat{Var}(\hat{X})\hat{Y}^2 + \widehat{Var}(\hat{Y})\hat{X}^2$. Hence, the CIs should be taken as conservative.

To mitigate transmission bias, a visibility factor (VF) can be used to inflate the NSUM estimates (Haghdost et al., 2018). Essentially, questions are asked about the number or percentage of those in a respondent's personal network that know if they truly do or do not possess the characteristic of interest. A VF is then based on a weighted average of such responses, in the form of a percentage, and the NSUM estimate is inflated by this factor. In our study, we made use of the Q140 responses to calculate VFs for each of the trafficking indicators. In summary, the VF was taken to be the arithmetic mean, across those that possess the trafficking indicator, of the percentage of individuals in their personal network and which are truly aware that they possess the indicator. At this time, variance estimates are conditional on this value and do not account for any inherent variability in the estimation of the VF. Table 5 presents the individual-level- and NSUM-based estimates with 95% CIs.

Table 5: Individual-level- and NSUM-based estimates with 95% confidence intervals

Variable	Individual- Level Point Estimate	Individual- Level Confidence Interval	NSUM Point Estimate	NSUM Confidence Interval	NSUM with VF Point Estimate	NSUM with VF Confidence Interval
Deceptive Recruitment	624	(531; 719)	698	(684; 711)	1,785	(1,750; 1,820)
Made Avail. Day and Night	1,413	(1,303; 1,522)	631	(619; 644)	1,463	(1,434; 1,493)
Lacked Freedom	2,676	(2,557; 2,795)	942	(923; 961)	2,538	(2,488; 2,588)
Physical Violence	556	(477; 636)	317	(311; 324)	997	(978; 1,017)

ANALYSIS AND FINDINGS

In this section, we present the unweighted and weighted estimates for the survey variables. We chose to present both sets of statistics side by side for easy comparison. The raw (or unweighted) sample statistics are presented first followed by the population-adjusted statistics from both prevalence estimation strategies for

easy comparison. These descriptive tables represent the most straightforward findings on the key measures. To avoid clutter, additional tables are included in [Appendix A](#) to report the CIs on all survey items, as well as significance tests to highlight any major differences between the two samples. Statistical analysis comprises three major components: (1) a comparison of the different population estimation strategies applied in this study; (2) descriptive and weighted estimation of population characteristics of specific trafficking measures; and (3) inferential statistics to explore risk/protective factors associated with HT victimization using the two primary estimation strategies.

The design we used was not a typical RDS one and so the VH and HCG procedures should be considered as exploratory ones. However, we present estimates based on the core LTS data set that does not include link observations for multiple coupon redemptions and which therefore conforms with an RDS setup. Several sample weighting procedures were explored for this study, namely the VH (Volz and Heckathorn, 2008), HCG (Fellows, 2019), and Thompson (2020) resampling weighting procedures; the Thompson (2020) procedure was applied to both the RDS and RDS+ data sets. In this report, we present the estimates based on the Thompson (2020) resampling procedure applied to the RDS data set as 1) the VH and HCG procedures are typically applied to standard RDS data sets, and 2) the RDS+ data set may have some inherent error in the post-data linking. However, we note here that we typically found only a small to moderate amount of disagreement in the weighted estimates for most survey variables across all weighting procedures. We present estimates for weighted estimates based on all procedures for a select subset of survey variables of high interest to the research team. Since NE4NS appeared to generate the most conservative and somewhat consistent outcomes, we opted to present population estimates based on the NE4NS-weighting scheme.

DEMOGRAPHIC PROFILES

As shown in Table 6, over 70% of domestic workers in Tanzania were between the ages of 26 and 40 in both samples. The overwhelming majority of domestic workers captured were women, with about 99% in both samples identifying as women. Similar numbers of respondents reported being currently married in a monogamous relationship in both samples, with about 32% of participants from STSRS and 36% from LTS. Additionally, about 28% of both samples reported being never married. Most respondents in both samples reported having at least one child, with almost a third of respondents reporting three or more children. In both samples, over 90% of respondents reported that their highest level of education was either primary school or ordinary level. Most participants also identified as Muslim in both samples, with 95% identifying as Muslim in STSRS and 93% in LTS. As expected, because data collection activities for both prevalence estimation strategies took place in the same geographical regions and were based on the same sampling design, few remarkable differences existed between the two samples.

	Household Survey		Link Tracing	
	Sample* (N=1052) %	Population Adjusted** %	Sample* (N=788) %	NE4NS - Population Adjusted** %
Gender				
Female	98.8(1039)	98.3	99.1(781)	99.4

Male	1.0(11)	1.5	0.8(6)	0.6
Non-binary / third gender	0.2(2)	0.1	0.1(1)	0.0
Age Group				
18-25	7.8(82)	8.5	5.7(45)	6.0
26-40	70.1(737)	71.1	73.5(579)	70.9
41-60	21.7(228)	19.9	20.7(163)	22.7
61 and older	0.4(4)	0.3	0.1(1)	0.4
I do not know	0.1(1)	0.1	NA	NA
Marital status				
Currently married - monogamous relationship	31.9(336)	30.8	35.5(280)	33.7
Currently married - polygamous relationship	9.4(99)	8	8.4(66)	11.8
Divorced	11.6(122)	10.6	16.7(132)	13.8
Never married	28.3(298)	32.3	27.6(218)	28.8
Other	0.3(3)	0.2	0.1(1)	0.4
Separated	13.0(137)	13	6.0(47)	5.4
Widowed	5.4(57)	5	5.6(44)	6.2
Number of Children				
0	13.9(146)	14.7	14.8(117)	14.4
1	23.7(249)	25	24.5(193)	23.9
2	22.5(237)	22.2	23.7(187)	23.4
3	17.9(188)	17.6	18.1(143)	18.2
4	9.5(100)	8.5	8.9(70)	9.3
5 or more	12.2(128)	11.6	9.8(77)	10.7
I do not know	0.4(4)	0.3	0.1(1)	0.1
Education				

Advanced Level (V-VI)	0.6(6)	0.5	0.4(3)	0.1
Bachelor's Degree	0.1(1)	0.1	0.5(4)	0.3
I do not know	0.1(1)	0.1	0.1(1)	0.0
Madrassa/Islamic School	0.2(2)	0.1	0.6(5)	0.9
No Education/Illiterate	2.4(25)	2.3	1.6(13)	1.3
No Formal Education/Literate	1.2(13)	1.4	2.3(18)	3.3
Ordinary Level (Form 1-4)	38.5(405)	37.2	41.0(323)	35.2
Other	0.4(4)	0.4	1.0(8)	1.7
Prefer not to say	0.3(3)	0.2	NA	NA
Primary School (Standard 1-7)	54.8(576)	56.2	50.2(396)	54.9
Vocational School/Some College	1.5(16)	1.6	2.2(17)	2.3
Religion				
Christian	4.9(52)	5.8	6.6(52)	5.9
I do not know	0.1(1)	0.1	0.1(1)	0.0
Muslim	95.0(999)	94.2	93.1(734)	93.7
No religion	NA	NA	0.1(1)	0.4

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Financial Strains

As shown in Table 7, the average household income reported in the STSRS sample was 3,012,580 Tanzanian Shillings (TZS), while for LTS the average reported was 2,629,306 TZS, with around 97% of both samples reporting that someone else contributes to household income. Similar percentages were reported between the samples on cost of their children's education, with 38.1% in the STSRS sample and 42% in the LTS sample reporting spending more than 300,000 TZS per year on their children's education. Again, few significant differences existed between the two samples.

Table 7. Financial Strains				
	Household Survey		Link Tracing	
	Sample* (N=1052) %	Population Adjusted** %	Sample* (N=788) %	NE4NS - Population Adjusted** %

Cost for Children's Education				
100,000 TZS*** or less	6.1(64)	6.6	6.0(47)	5.9
100,001 - 200,000 TZS	10.0(105)	10.6	7.7(61)	6.8
200,001 - 300,000 TZS	11.1(117)	11.1	16.2(128)	14.4
I do not have children	13.9(146)	14.7	14.8(117)	14.4
I do not know	19.3(203)	19.1	12.2(96)	13.1
More than 300,000 TZS	38.1(401)	36.4	41.9(330)	44.6
Prefer not to say	1.5(16)	1.4	1.1(9)	0.7
Does anyone else contribute to the household income? (Choose all that apply)				
Sample size (N)	1051		787	
Spouse	38.0(399)	36.4	43.3(341)	46.1
Parent	20.6(217)	20.1	17.4(137)	15.1
Child	3.8(40)	4.1	4.1(32)	5.6
Sibling	16.2(170)	16.9	14.6(115)	13.7
Grandparent	1.0(10)	0.9	0.3(2)	0.4
Aunt/uncle	1.9(20)	2.2	1.1(9)	0.7
In-laws	2.3(24)	1.8	1.1(9)	1.4
Other relatives	4.6(48)	4.4	3.1(24)	3.0
Friends	21.7(228)	22.2	22.9(180)	21.2
No one	2.7(28)	3.1	2.9(23)	2.2
Other	7.6(80)	7.2	4.3(34)	4.6
Q25 What was your general household income last year? (in TZS)				
Mean	3012580	3001043	2629306.2	2007898.26
Std. Dev.	2470727.1	2468220.6	3362759.5	185859.00
Range	0-9600000	0-9600000	0-12000000	-
95% CI	-	-	-	(1643622, 2372174)

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights, ***\$1 = 2,357 TZS

Employer Information

As shown in Table 8, many domestic workers did not participate in government-sponsored trainings on overseas employment conducted by the Tanzania Employment Services Agency (TaESA). Only about 14% of STSRS respondents and 18.5% of LTS respondents reported that they attended a pre-departure training by TaESA, and almost equivalent percentages reporting that they did not know what TaESA was. The need for better pre-departure training and awareness was apparent as 43-44% of participants in both samples did not know their employer was supposed to take them to the Tanzanian embassy on arrival in their destination country, although 30% in the STSRS sample and about 25% in the LTS sample reported that they were taken to the embassy upon arrival. Additionally, around 91% of the sample did not want to disclose whether their employer had paid the recruitment fee. Of those that answered their employer had paid the recruitment fee, 28.6% of the STSRS sample and almost half that at 13.9% of the LTS sample reported that their employer had removed the recruitment fee from their salary.

Table 8. Employer Information				
	Household Survey		Link Tracing	
	Sample* (N=1052) %	Population Adjusted** %	Sample* (N=788) %	NE4NS - Population Adjusted** %
Did you attend pre-departure training by TaESA prior to leaving				
I do not know what TaESA is	11.1(117)	8.2	14.4(113)	13.7
No	74.6(785)	79.5	66.8(524)	69.1
Prefer not to say	NA	NA	0.3(2)	0.4
Yes	14.3(150)	12.3	18.5(145)	16.8
Did your employer take you to the Tanzania embassy upon arriving?				
I do not know	0.8(8)	0.6	0.7(5)	1.3
No, but they did take me to the embassy for another country	0.9(9)	1.5	0.5(4)	0.6
No, I didn't know they were supposed to take me	43.3(444)	43.1	43.9(336)	43.4
No, I knew they were supposed to but they did not	25.1(257)	25.4	30.1(230)	29.9
Yes	30.0(307)	29.5	24.8(190)	24.8
Did the employer/intermediary pay the recruitment fee?				

I do not know	1.1(12)	0.9	8.3(5)	8.4
No	4.4(46)	5.1	40.0(24)	31.8
Prefer not to say	91.1(958)	90.8	NA	NA
Yes	3.4(36)	3.2	51.7(31)	59.9
If yes, did employer remove the fee from your salary?				
I do not know	8.9(5)	9.4	5.6(2)	16.0
No	62.5(35)	57.3	80.6(29)	64.2
Yes	28.6(16)	33.3	13.9(5)	19.8

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

PRIF INDICATORS

Abuses During Recruitment Phase

Table 9 depicts the proportion of domestic workers who reportedly experienced abuse during recruitment either for their current job or ever. Feeling obligated during recruitment to work for a job was the most reported, with almost 80% of STSRS respondents and over 87% of LTS respondents expressing feeling cheated or lied to about the nature of their job or specific responsibilities of the work they were supposed to do. There were comparatively fewer workers in the STSRS sample who reported ever feeling cheated or lied to about the nature of a job, with about 67% of the STSRS sample and 87% of LTS workers indicating they had experienced this.

Of the 168 STSRS respondents and 114 LTS respondents who reported some abuse or deception during recruitment in their current job, over half reported that their responsibilities in the current job, the nature of the job, the hours of the job, or their time off were different from what they were told. Almost 80% of STSRS respondents and about 84% of LTS workers stated their hours in their current job was different from what was presented to them, with 73-82% of workers in both samples having experienced this type of situation ever.

Although the two estimation strategies had a few slight differences, both revealed similar and consistent patterns of abuses that occurred to the respondents during the recruitment phase of their employment. In short, it was not difficult to find domestic workers, regardless of which sampling method was used, who were either pressured into taking a job, felt cheated afterwards, and experienced gross misrepresentations of the nature of their anticipated jobs or differences in promised pay. It should be noted that being abducted, confined, kidnapped, or held against one’s will during the recruitment phase did occur to some of these workers, albeit in small numbers.

Table 9. Abuses During Recruitment

	In Current Job %	Population Adjusted Current %	Ever Happened %	Population Adjusted Ever %
(1) Household Survey				
Sometimes people are obliged to work at a job against their will. During the recruitment process, did any of the following happen to you? (Select all that apply) (R1S/R2S)				
Sample size (N)	191		266	
Felt obliged during recruitment to work for a job (R1S)	14.1(27)	12.9	15.4(41)	12.6
Were abducted, confined, kidnapped, or held against your will by your employer or people who worked for your employer (R1S)	2.1(4)	1.6	2.3(6)	1.6
Felt cheated or lied to about the nature of your job or specific responsibilities of the work you were supposed to do (R2S)	79.1(151)	86.1	66.9(178)	71
Were required to do things that were completely different from what you were led to believe (R2S)	12.6(24)	16.4	27.1(72)	29.2
Thinking about the most recent time this happened, can you tell me what lies/misrepresentations were used regarding the nature of the services to deceive you into accepting the job? (Select all that apply) (R2S)				
Sample size (N)	168		233	
Responsibilities were different from what was told	68.5(115)	65.9	71.7(167)	68.4
Nature of work was different	56.5(95)	60.2	48.9(114)	50.1
Hours of work were different	79.8(134)	76.8	73.8(172)	69.7
Vacation/time off was different	69.0(116)	70.2	66.5(155)	65.9
Other	4.2(7)	6.8	4.3(10)	6.5

Prefer not to say	0.0(0)	0	0.0(0)	0
Not Applicable	0.0(0)	0	0.0(0)	0
	In Current Job %	NE4NS - Population Adjusted Current %	Ever Happened %	NE4NS - Population Adjusted Ever %

(2) Link Tracing

Q40: Sometimes people are obliged to work at a job against their will. During the recruitment process, did any of the following happen to you? (Select all that apply) (R1S/R2S)

Sample size (N)	120		123	
Felt obliged during recruitment to work for a job (R1S)	9.2(11)	7.2	8.9(11)	7.1
Were abducted, confined, kidnapped, or held against your will by your employer or people who worked for your employer (R1S)	0.8(1)	2.3	0.8(1)	2.3
Felt cheated or lied to about the nature of your job or specific responsibilities of the work you were supposed to do (R2S)	87.5(105)	85.3	87.0(107)	84.8
Were required to do things that were completely different from what you were led to believe (R2S)	10.0(12)	18.2	10.6(13)	18.6

Q41 Thinking about the most recent time this happened, can you tell me what lies/misrepresentations were used regarding the nature of the services to deceive you into accepting the job? (Select all that apply) (R2S)

Sample size (N)	114		117	
Responsibilities were different from what was told	59.6(68)	73.1	59.8(70)	73.1
Nature of work was different	48.2(55)	46.6	47.9(56)	46.3
Hours of work were different	84.2(96)	81.0	82.1(96)	80.0
Vacation/time off was different	93.0(106)	89.1	91.5(107)	88.3
Other	0.9(1)	0.4	1.7(2)	0.6

Prefer not to say	0.0(0)	0.0	0.0(0)	0.0
Not Applicable	0.0(0)	0	0.0(0)	0

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Abusive Employment Practices and Penalties

Table 10 shows that 20.4% of the STSRS sample reported their employer withheld compensation and/or benefits to prevent them from leaving their current job, with 23.7% of the sample reporting this type of situation had ever happened to them. This differed from the LTS sample, which indicated that about 12% had experienced this type of situation and about 14% reported that this had ever happened. The amount of compensation withheld for the STSRS sample averaged 1,741,212 TZS. The LTS sample differed greatly from this, with the amount of compensation withheld averaging about 11,284 TZS, although the population-adjusted estimate was 1,419,490 TZS.

In their current job, about 15% of STSRS workers reported their employer reduced the value of goods or services they provided and about 13% of the STSRS sample reported their employer charged them fees or inflated the prices for goods and services they purchased from their employer. The LTS sample showed about half this, with about 4% indicating that their employer reduced the value of goods or services they provided and 7.6% reporting that their employer charged them fees or inflated the prices for goods and services they purchased.

Table 10. Abusive Employment Practices and Penalties				
	In Current Job %	Population Adjusted Current %	Ever Happened %	Population Adjusted Ever %
(1) Household Survey				
Sometimes people work for employers who do not let them leave their jobs. Has your employer or people who work for your employer				
1. Withheld your compensation and/or benefits to prevent you from leaving? (EP01)	20.4(215)	19.3	23.7(249)	22.7
2. Told you that you would lose your compensation already earned if you decided to quit?	15.6(164)	15.3	25.7(270)	24.8
How much was withheld? (In TZS***)				
Mean	1741212	2022500.2	1559519.8	1877735.1
(Std. Dev.)	2613091.4	3305074.5	2510337	3284841.9

[Range]	1-21000000	1-21000000	0-21000000	0-21000000
Have you ever felt that an employer/broker or whoever economically benefits from your labor				
Charged you fees or inflated the prices for goods/services you purchased from your employer (EP02) (1)	12.7(133)	11.3	11.2(117)	10.3
Reduced the value of goods you produced or services you provided (EP02) (2)	14.9(156)	13.4	8.7(91)	6.9
Tried to reduce your compensation by charging you excessive fees for things such as rent, food, or other items you consumed at the workplace (EP02) (3)	6.1(64)	5.1	6.0(63)	5.4
	In Current Job %	NE4NS - Population Adjusted Current %	Ever Happened %	NE4NS - Population Adjusted Ever %
(2) Link Tracing				
Sometimes people work for employers who do not let them leave their jobs. Has your employer or people who work for your employer				
1. Withheld your compensation and/or benefits to prevent you from leaving? (EP01)	12.2(96)	13.1	13.9(110)	14.1
2. Told you that you would lose your compensation already earned if you decided to quit?	11.4(90)	11.2	15.1(119)	13.7
How much was withheld? (In TZS)				
Mean	11284.9	1419489.88	5241	1362463.25
(Std. Dev.)	70455.9	323724	48007.6	242619
[Range]	1-440000	-	1-440000	-
95% CI	-	(785002, 2053978)	-	(886938, 1837989)

Have you ever felt that an employer/broker or whoever economically benefits from your labor				
Charged you fees or inflated the prices for goods/services you purchased from your employer (EP02) (1)	7.6(60)	9.6	8.8(69)	10.2
Reduced the value of goods you produced or services you provided (EP02) (2)	3.9(31)	3.4	11.0(87)	10.4
Tried to reduce your compensation by charging you excessive fees for things such as rent, food, or other items you consumed at the workplace (EP02) (3)	2.5(20)	3.7	4.2(33)	4.8

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights, ***\$1 = 2,357 TZS

Violations of Personal Life and Property

As shown in Table 11, participants reported more abuses in their personal life in the STSRS sample than the LTS sample. Within the STSRS sample, the most common method of control was the use of threats or actual isolation from their friends, with 12.5% of the sample reporting this in their current job and 14.4% reporting experiencing this ever. The next most common method of control in the PPS sample were threats to exclude them from future employment, with 8.3% reporting this occurring in their current job and 10.7% reporting this ever happening.

The most common form of control in the LTS estimate was also being controlled by the use of threats or actually being isolating from their friends, but the estimates were less than half that of the STSRS sample, with 5.4% reporting being controlled this way in their current job and 6% reporting that this had ever happened to them. Only 3.3% of LTS respondents in their current job reported being controlled by receiving threats to exclude them from future employment, and 4.9% reported this experience in any job.

Table 11. Personal Life and Property				
	In Current Job %	Population Adjusted Current %	Ever Happened %	Population Adjusted Ever %
(1) Household Survey				

Sometimes, employers want to have control over people's lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways?				
Controlled through blackmail, that is threatened to reveal something personal/embarrassing about you (PL1S/PL02/PL04)	3.9(41)	3.7	3.9(41)	3.8
Controlled through religious retribution (any punishment because of your religious beliefs or practices) (PL1S/PL02/PL04)	5.5(57)	4.7	6.8(71)	5.9
Controlled by threatening to exclude you from future employment opportunities (PL1S/PL02/PL04)	8.3(86)	7.1	10.7(111)	9.5
Controlled you by threatening to, or actually isolating you from your family (PL1S/PL02/PL04)	4.9(51)	5.1	5.5(57)	5.1
Controlled you by threatening to, or actually isolating you from your friends (being ostracized) (PL1S/PL02/PL04)	12.5(130)	12.4	14.4(150)	13.5
Controlled you by making you perform sex acts to pay off your outstanding debt or wage advance (PL1S/PL02/PL04)	6.8(71)	6.2	7.7(80)	6.4
	In Current Job %	NE4NS - Population Adjusted Current %	Ever Happened %	NE4NS - Population Adjusted Ever %
(2) Link tracing				
Sometimes, employers want to have control over people's lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways?				
Controlled through blackmail, that is threatened to reveal something personal/embarrassing about you (PL1S/PL02/PL04)	1.0(8)	1.0	1.2(9)	1.4

Controlled through religious retribution (any punishment because of your religious beliefs or practices) (PL1S/PL02/PL04)	2.1(16)	2.6	2.6(20)	3.9
Controlled by threatening to exclude you from future employment opportunities (PL1S/PL02/PL04)	3.3(26)	2.8	4.9(38)	5.6
Controlled you by threatening to, or actually isolating you from your family (PL1S/PL02/PL04)	2.6(20)	2.1	2.8(22)	3.0
Controlled you by threatening to, or actually isolating you from your friends (being ostracized) (PL1S/PL02/PL04)	5.4(42)	4.9	6.0(47)	5.8
Controlled you by making you perform sex acts to pay off your outstanding debt or wage advance (PL1S/PL02/PL04)	3.3(26)	2.8	4.6(36)	4.7

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Degrading Working Conditions

Table 12 reports the percentage of domestic workers who were required to be available to their employer day and night, or to work extra hours without adequate pay. In the STSRS sample, over 33% of workers said they experienced such situations in their current job, while 42.6% reported this type of situation had ever happened to them. Within the LTS sample, about 30% report this experience in their current job and 34.2% report that it has ever happened.

Domestic workers in both samples were required to be available an average of 6.3 days a week, with similar population estimates for both. In terms of how many days per week they were required to work extra hours, almost 55% of STSRS workers reported having to work extra hours 5 or more days per week. The population estimate for this was slightly lower at 47.7%. In the LTS sample, 37% reported having to work extra hours 5 or more days per week, with a population estimate of about 35%.

Table 12. Degrading Conditions				
	In Current Job %	Population Adjusted Current %	Ever Happened %	Population Adjusted Ever %
(1) Household Survey				

Has your employer ever required you to be available day and night or to work extra hours without adequate pay outside the scope of your contract (these are not compensated overtime hours)? (DC1S)				
Yes	33.5(352)	32	42.6(448)	40.6
On average, how many days per week were you required to be available?				
Mean	6.3	6.2	-	-
(Std. Dev.)	1.1	1.1	-	-
[Range]	[1,7]	[1,7]	-	-
On average, how many days per week were you required to work extra hours?				
1 to 2 days	24.7(111)	28.1	-	-
3 to 4 days	10.9(49)	14.4	-	-
5 or more	54.8(246)	47.7	-	-
I do not know	8.0(36)	8.5	-	-
Prefer not to say	1.6(7)	1.3	-	-
	In Current Job %	NE4NS - Population Adjusted Current %	Ever Happened %	NE4NS - Population Adjusted Ever %

(2) Link Tracing

Has your employer ever required you to be available day and night or to work extra hours without adequate pay outside the scope of your contract (these are not compensated overtime hours)? (DC1S)				
Yes	29.9(236)	31.2	34.2(270)	35.3
On average, how many days per week were you required to be available?				
Mean	6.3	6.17	-	-
(Std. Dev.)	0.9	0.11	-	-
[Range]	[1,7]	-	-	-
95% CI	-	(5.95, 6.39)	-	-
On average, how many days per week were you required to work extra hours?				

1 to 2 days	43.3(117)	46.2	-	-
3 to 4 days	18.9(51)	17.4	-	-
5 or more	37.0(100)	35.2	-	-
I do not know	0.7(2)	1.2	-	-
Prefer not to say	43.3(117)	NA	-	-

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Restriction of Freedom of Movement

Table 13 shows frequencies of workers who report having their freedom of movement or communication restricted. Within the STSRS sample, 76% reported their current employer had taken their identity papers or made it so they were unable to access them, while about 81% said this had ever happened. Of those that had experienced an employer confiscating their identity papers or making workers unable to access those papers, over 99% reported the document confiscated was their passport. Compared to the STSRS sample, similar proportions of LTS respondents reported their current employer confiscated their identity papers or made it so they were unable to access them at 79.3% and about 82% said that this had ever happened to them. Over 99% of both samples reported that they had their passports confiscated. It is important to note that it is commonplace for Tanzanian domestic workers to hand their passports to their employers upon arrival, and it is not seen as a control tactic, at least initially. However, confiscating personal documents is often abused in the Kafala system in the Gulf Countries.

In terms of limiting freedom of movement, the most common tactic by current employers for the STSRS sample was being forbidden from leaving the workplace (in almost all cases this was the employer's home) with 51.6% of respondents reporting these restrictions in their current job. Almost 39% reported that they were restricted on where they could go during non-work hours, being forbidden from leaving the workplace was also the most common restriction in the LTS sample at 43.4% and 25.4% of the sample reported being restricted as to where they could go during non-work hours. Regarding limitations on ability to communicate, about 51.6% of the STSRS sample reported having their phones confiscated, while only about 12% of the LTS sample reported this. About 41% of each sample reported that a common restriction was not being allowed to have visitors. Both samples reported relatively high levels of being forced to work when they didn't want to, with about 33% of the STSRS sample and 24% of the LTS sample reporting this. Both samples also had significant rates of not being permitted to seek medical services, with about 20% of the STSRS sample and 15% of the LTS sample.

Table 13. Freedom of Movement

	In Current Job %	Population Adjusted Current %	Ever Happened %	Population Adjusted Ever %
(1) Household Survey				

Has your employer/people who work for your employer ever taken/confiscated your identity papers or made it so you were unable to access your identity papers (e.g. passport, work permit)? (FM1S)				
Yes	76.0(799)	75.8	81.1(844)	80.6
If yes, which documents (check all that apply)? (FM1S)				
Sample Size (N)	799		843	
Passport	99.4(794)	99.3	99.4(838)	99.1
Identify Card	53.7(429)	51.8	54.6(460)	52.8
Visa	42.4(339)	39	42.9(362)	39.5
Work Permit	31.3(250)	28.5	31.1(262)	28.2
Birth Certificate	1.8(14)	1.1	2.1(18)	1.7
Other	1.4(11)	1.9	1.3(11)	1.8
Sometimes, employers want to have control over people's lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways? (PL1S)				
You were forbidden from leaving the work site (FM3S)	51.6(533)	50.9	63.2(655)	63.5
You were kept under surveillance (FM3S)	4.2(43)	4	4.6(48)	4.4
You were kept in an isolated place with nowhere to go (FM3S)	6.0(62)	5.3	6.5(67)	5.7
You were locked in the workplace or living quarters (FM3S)	13.1(135)	11.8	15.5(161)	14.3
You were restricted on where you could go during non-work hours	38.8(401)	38.1	43.3(449)	42.8
Your phone was confiscated (FM3S) (25)	51.6(533)	50.9	22.1(230)	21.1
You were prevented or restricted from communicating freely with your family, including making or receiving phone calls to/from them (FM3S) (7)	4.2(43)	4	25.1(261)	24.4

You were prevented or restricted from communicating freely with other workers (8)	6.0(62)	5.3	29.9(311)	29
You were prevented or restricted from communicating freely with others outside the workplace (9)	13.1(135)	11.8	29.9(311)	29
You were not permitted to seek or receive medical services when you fell ill (10)	20.4(212)	18.7	22.9(238)	20.3
You were not allowed to have visitors (11)	41.0(426)	39	47.6(496)	46.5
You were forced to work when you refused to (12)	33.0(343)	31.5	38.9(405)	36.7
	In Current Job %	NE4NS - Population Adjusted Current %	Ever Happened %	NE4NS - Population Adjusted Ever %

(2) Link Tracing

Has your employer/people who work for your employer ever taken/confiscated your identity papers or made it so you were unable to access your identity papers (e.g. passport, work permit)? (FM1S)

Yes	79.3(626)	80.9	81.9(638)	83.1
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If yes, which documents (check all that apply)? (FM1S)

Sample Size (N)	625		637	
Passport	99.5(622)	99.4	99.5(634)	99.4
Identify Card	48.6(304)	46.6	49.1(313)	47
Visa	45.6(285)	43.6	46.0(293)	44
Work Permit	47.1(295)	45.9	47.6(303)	45.8
Birth Certificate	1.4(9)	2.3	1.4(9)	2.2
Other	1.0(6)	1.1	0.9(6)	1.1

Sometimes, employers want to have control over people's lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways? (PL1S)

You were forbidden from leaving the work site (FM3S)	43.4(338)	45.2	56.2(437)	62.7
You were kept under surveillance (FM3S)	1.2(9)	1.2	1.2(9)	1.2
You were kept in an isolated place with nowhere to go (FM3S)	3.7(29)	2.8	4.2(33)	3.8
You were locked in the workplace or living quarters (FM3S)	10.3(80)	10.6	11.7(91)	12.3
You were restricted on where you could go during non-work hours	25.4(198)	26	31.7(247)	34.9
Your phone was confiscated (FM3S) (25)	11.8(92)	9.6	14.3(111)	13.1
You were prevented or restricted from communicating freely with your family, including making or receiving phone calls to/from them (FM3S) (7)	14.1(110)	12.4	16.2(126)	15.6
You were prevented or restricted from communicating freely with other workers (8)	14.0(109)	12	18.3(142)	17.8
You were prevented or restricted from communicating freely with others outside the workplace (9)	15.9(124)	13.7	19.7(153)	19.7
You were not permitted to seek or receive medical services when you fell ill (10)	15.4(120)	15	19.5(152)	21.8
You were not allowed to have visitors (11)	30.8(239)	32.3	38.6(301)	44
You were forced to work when you refused to (12)	24.0(188)	25.1	29.9(233)	33.2

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Debt or Dependency

As shown in Table 14, 9.7% of the STSRS sample reported having a debt imposed on them by their current employer, while 4.9% reported such a situation ever happening to them. Of those that had experienced an employer-imposed debt, the average value of that debt was about 452,123 TZS.

For LTS workers, a slightly higher percentage (95.1%) reported having a debt they did not agree with imposed on them by their current employer while about 95% of workers in this sample reported ever experiencing such a situation. Of the domestic workers in this sample that had a debt imposed by their employer, the average amount of debt was 116,801 TZS.

Table 14. Debt or Dependency				
	Household Survey		Link Tracing	
	Sample* (N=1052) %	Population Adjusted** %	Sample* (N=788) %	NE4NS - Population Adjusted** %
Have you ever had a debt imposed on you without your consent by your employer? For instance, has your employer / person who derived economic benefit from your labor decided that you owed them money for reasons you didn't agree with (this may include taking on someone else's debt, including a family member; this does not include a debt imposed during recruitment)? (DD01)				
No	90.2(949)	90	95.1(749)	94.9
Prefer not to say	0.1(1)	0.1	NA	NA
Yes	9.7(102)	9.9	4.9(39)	5.1
If yes, how much did the debt cost? (in TZS***)				
Mean	452123.3	403342.6	116801	164316.4
Std. Dev.	616234.1	521166.7	178726.2	87284
Range	0-2480000	0-2480000	1-540000	-
95% CI	-	-	-	(6758, 335391)

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights, ***\$1 = 2,357 TZS

Violence or Threats of Violence in their Workplace

Table 19 shows the proportion of workers who reported experiencing violence or threats of violence from their employer. Within the STSRS sample, about 14% of workers reported experiencing physical abuse with about 18% reporting having ever experienced this. 15.6% of STSRS workers also reported experiencing sexual violence and almost 18% reported ever having experienced this. 3.7% reported physical violence having been used against someone they care about and about 2% reported sexual violence having been used against someone they cared about. Of those workers who reported physical violence by an employer, almost 70% reported an employer pushing, shaking, or throwing something at them, and over 60% reported being slapped or having their arm twisted.

The LTS sample reported slightly lower rates of these experiences, with 8.5% stating their current employer had used physical violence against them and about 12% reporting this had ever happened to them. 11.3% of the LTS sample reported having experienced sexual violence and 13.6% reported that this had ever

happened. Again, in this sample the top physical abuses were pushing, shaking, or throwing something (80.6%) or being slapped (74.2%).

Domestic workers in both samples also disclosed having employer violence committed against someone they care deeply about. In both samples, the person they care about that was subjected to physical or sexual violence was most reported to be a friend (47.37%).

Table 15. Violence and Threats of Violence				
	In Current Job %	Population Adjusted Current %	Ever Happened %	Population Adjusted Ever %
(1) Household Survey				
Has your employer or people who work for your employer ever				
Used physical violence against you (V3S)	14.3(150)	13	18.3(193)	16.9
Used physical violence against someone you care deeply about (V3S)	3.7(39)	3.4	4.4(46)	3.9
Used sexual violence against you (V4S)	15.6(164)	14.8	17.9(188)	17.7
Used sexual violence against someone you care deeply about (V4S)	2.2(23)	2	1.9(20)	1.6
If your employer ever used physical violence against you, which of the following did they do? (Select all that apply)				
Pushed you, shook you or throw something at you (V3S)	69.9(65)	66.8	72.9(86)	72.2
Slapped you about or twisted your arm (V3S)	60.2(56)	58	64.4(76)	64.7
Punched you with their fist or with something that could hurt you (V3S)	32.3(30)	29.9	33.1(39)	32.4
Kicked you or dragged you (V3S)	29.0(27)	27.3	26.3(31)	22.8
Tried to strangle or burn you (VS3)	36.6(34)	29.5	38.1(45)	34.6
Attacked you with a knife, gun, or other type of weapon (VS3)	28.0(26)	20.8	24.6(29)	17.7

If your employer ever used physical violence against someone you care deeply about, which of the following did they do? (Select all that apply)				
Pushed you, shook you or throw something at you (V3S)	14.9(14)	13.2	15.0(18)	100
Slapped you about or twisted your arm (V3S)	17.0(16)	15.2	16.7(20)	74.8
Punched you with their fist or with something that could hurt you (V3S)	6.4(6)	4.4	9.2(11)	71.3
Kicked you or dragged you (V3S)	9.6(9)	7	9.2(11)	46.2
Tried to strangle or burn you (VS3)	11.7(11)	8.4	9.2(11)	21.1
Attacked you with a knife, gun, or other type of weapon (VS3)	10.6(10)	8.4	8.3(10)	53.7
If someone you care about was subjected to physical or sexual violence, can you tell me your relationship with the person or persons who was/were subjected to violence? (Select all that apply)				
Sample size (N)	12		10	
Child	8.3(1)	2.8	10.0(1)	3.3
Spouse	0.0(0)	0	0.0(0)	0
Parent	8.3(1)	2.8	10.0(1)	3.3
Sibling	0.0(0)	0	0.0(0)	0
Other Relative	8.3(1)	2.8	10.0(1)	3.3
Friend	66.7(8)	67.2	60.0(6)	53.8
Other	16.7(2)	14.1	20.0(2)	16.9
	In Current Job %	NE4NS - Population Adjusted Current %	Ever Happened %	NE4NS - Population Adjusted Ever %
(1) Link Tracing				
Has your employer or people who work for your employer ever				
Used physical violence against you (V3S)	8.5(67)	8.9	12.0(95)	12.2

Used physical violence against someone you care deeply about (V3S)	1.4(11)	1.3	1.8(14)	2.2
Used sexual violence against you (V4S)	11.3(89)	10.7	13.6(107)	13.8
Used sexual violence against someone you care deeply about (V4S)	3.4(27)	3.3	3.8(30)	3.2
If your employer ever used physical violence against you, which of the following did they do? (Select all that apply)				
Pushed you, shook you or throw something at you (V3S)	80.6(25)	83.7	88.6(39)	95.1
Slapped you about or twisted your arm (V3S)	74.2(23)	81.7	72.7(32)	75.7
Punched you with their fist or with something that could hurt you (V3S)	48.4(15)	27.2	47.7(21)	41.1
Kicked you or dragged you (V3S)	35.5(11)	22.7	31.8(14)	29.5
Tried to strangle or burn you (VS3)	45.2(14)	36.2	40.9(18)	39.1
Attacked you with a knife, gun, or other type of weapon (VS3)	29.0(9)	21	27.3(12)	22.8
If your employer ever used physical violence against someone you care deeply about, which of the following did they do? (Select all that apply)				
Pushed you, shook you or throw something at you (V3S)	80.0(4)	100	100.0(5)	100
Slapped you about or twisted your arm (V3S)	60.0(3)	74.8	80.0(4)	92.4
Punched you with their fist or with something that could hurt you (V3S)	60.0(3)	71.3	60.0(3)	84.4
Kicked you or dragged you (V3S)	40.0(2)	46.2	20.0(1)	6.3
Tried to strangle or burn you (VS3)	20.0(1)	21.1	20.0(1)	6.3
Attacked you with a knife, gun, or other type of weapon (VS3)	40.0(2)	53.7	20.0(1)	8.6
If someone you care about was subjected to physical or sexual violence, can you tell me your relationship with the person or persons who was/were subjected to violence? (Select all that apply)				
Sample size (N)	23		26	

Child	4.3(1)	3.3	11.5(3)	8.5
Spouse	0.0(0)	0	0.0(0)	0
Parent	4.3(1)	12.9	7.7(2)	3.6
Sibling	8.7(2)	3.1	7.7(2)	3.2
Other Relative	4.3(1)	3.1	3.8(1)	3.2
Friend	73.9(17)	65.5	69.2(18)	70.8
Other	8.7(2)	15.2	7.7(2)	15.7

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

SUMMARY OF KEY OUTCOMES ON FORCED LABOR VICTIMIZATION AT PRESENT JOB

Table 16 shows the proportion of workers from each sample whose experience met the definition of FL, according to the two thresholds established by the PRIF HT Core Indicators. The *first threshold*, the more stringent one, was defined as domestic workers reporting either of the following: having to perform sex acts to pay off debt or receive wages, or losing their freedom of movement through surveillance, isolation, or being locked in the workplace, or losing freedom to communicate with friends or family. Of domestic workers in the STSRS sample, 38.1% met this threshold, which may be potential victims of HT. The population estimate for this sample was 36.1%. The proportion of workers meeting this threshold was lower in the LTS sample, with 27.5% reporting one of the requisite workplace abuses. The NE4NS population estimate for this sample was 27%.

The *second* HT threshold was defined as experiencing two or more of the following: being forced to work against their will; employer preventing them from leaving their job through withholding compensation, or coercive debt agreements; employer preventing them from leaving through threats/blackmail; working in degrading conditions; having debt imposed on them by their employer; and employer preventing them from leaving through threats of violence. We found larger proportions of the respondents from both samples met this indicator of DS. In the STSRS sample, 65.5% of workers experienced at least two of the previously mentioned workplace abuses, with a population estimate of 65.1%. Of workers in the LTS sample, 56.5% met this threshold for trafficking, with a NE4NS population estimate of 55.4%. Upon a closer examination of the positive responses to this threshold, we found that the proportion of “Yes” responses to many of these abuses was very high. Over 76% in both samples said yes to “Has your employer/people who work for your employer ever taken/confiscated your identity papers or made it so you were unable to access your identity papers (e.g. passport, work permit)? (FM1S)”, which significantly raised the overall proportion of people who met criteria for HT Threshold 2. Many individuals in both samples also reported fairly high rates of physical or sexual violence.

In sum, when both thresholds are combined to form the overall prevalence of potential trafficking victims, as defined by the common measures under the PRIF program, it was found that for the STSRS sample slightly higher than about 2 out of every 3 domestic workers in Tanzania had experienced workplace abuses that could qualify as victims of HT. For the LTS sample this ratio was slightly lower than 2 out of every 3 domestic workers.

Table 16. Prevalence of Trafficking Victimization at Present Job

	Household Survey		Link Tracing				
	Sample* (N=1052) %	Population Adjusted** %	Sample* (N=788) %	VH- Population Adjusted** %	HCG - Population Adjusted ** %	NE4NS - Population Adjusted ** %	NE4NS+ - Population Adjusted ** %
Threshold 1							
Yes	38.1(401)	36.1	27.5(217)	27.6	28.7	27.0	25.8
No	61.9(651)	63.9	72.5(571)	72.4	71.3	73.0	74.2
Threshold 2							
Yes	65.5(689)	65.1	56.5(445)	55.9	56.8	55.4	53.3
No	34.5(363)	34.9	43.5(343)	44.1	43.2	44.6	46.7
Either Threshold 1 or Threshold 2							
Yes	69.1(727)	68.5	59.9(472)	59.3	59.3	59.1	57.4
No	30.9(325)	31.5	40.1(316)	40.7	40.7	40.9	42.6

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights;

*** Corresponding p-value for HCG weight estimates is 0.05

HCG weighting is only applicable to survey variables which are proportional or categorical, not continuous

HELP-SEEKING/SERVICES RECEIVED

In both samples, most domestic workers who reported “ever” experiencing workplace abuse stated they did not seek help for their exploitative situations (Table 17). Of those who reported experiencing any of the workplace abuses in the survey, 55.6% of workers in the STSRS sample (55.8% adjusted population) and 50.6% of workers (49% in the NE4NS adjusted population) in the LTS sample reported seeking help. In both samples, workers reported getting help mainly from the Tanzanian embassy/consulate (33.4% of the sample of STSRS workers and 35.5% of the sample of LTS workers) or from an employment agency/broker (19.7% of the STSRS sample and 21.9% of the LTS sample). For both samples, the most common services received were mental health support (17.1% of the STSRS sample and 21.2% of the LTS sample) or help returning to Tanzania (22.2% of PPS workers and 19.9% of LTS workers).

When probed about the reasons for staying in the job, common responses in the STSRS sample were loss of wages and withholding of identity cards, with 78.3% and 59.2% of respondents indicating these reasons, respectively. The population estimate for these was slightly lower, at 67.7% for loss of wages and 48.1% for withholding identity cards. These reasons for choosing to stay in the job were also frequently cited by workers in the LTS sample. Of those workers, 79.1% said they stayed at the job because of the potential loss of wages, while 41% reported that their identity cards were withheld.

Additionally, 22.6% of the STSRS sample and 19.2% of the LTS sample reported they were not ultimately helped. When asked where they had been hoping to receive help but didn’t get it, the majority of both samples reported wanting help from the Tanzanian Embassy/Consulate (39.9% of PPS respondents and 31.9% of LTS respondents). For the STSRS sample, workers mainly reported wanting to have received help returning to Tanzania (12.9%) or to have help with changing employers/finding a new job (10.6%). For the LTS sample, most workers reported wanting to have received help with changing employers/finding a new job (12.1%) or accessing a service provider (9.2%).

Table 17. Help-seeking Behavior

	Household Survey		Link Tracing	
	Sample* (N=1052) %	Population Adjusted** %	Sample* (N=788) %	NE4NS - Population Adjusted** %
Why did you choose to stay [in the job where you experienced abuses]?				
Sample size (N)	203		139	
Physical Violence	10.3(21)	10.7	10.1(14)	9.7
Physically Restrained	9.9(20)	7.1	5.0(7)	2.4
Deprived of food, water and/or sleep	9.9(20)	6.5	7.2(10)	7.0

Sexual Violence	4.4(9)	3.5	2.9(4)	0.9
Emotional Violence	7.9(16)	4.5	5.0(7)	4.8
Harm to a family member(s) or someone you care about	1.0(2)	0.7	2.9(4)	4.5
Legal action (including being arrested)	31.0(63)	27.1	23.0(32)	23.3
Withholding of ID cards/citizenship (e.g passport)	51.2(104)	48.1	41.0(57)	37.7
Loss of wages	78.3(159)	67.7	79.1(110)	87.2
Confiscation of savings or other valuables	8.4(17)	7.7	8.6(12)	6.7
Too far from home and nowhere to go	4.9(10)	5.9	13.7(19)	10.1
Kept drunk/drugged	0.0(0)	0	1.4(2)	0.7
No better job options	9.4(19)	9	11.5(16)	10.8
Restrictions in communication	6.9(14)	7.4	2.2(3)	0.7
Have you ever sought help for any of the situations you disclosed?				
No	43.9(245)	43.9	48.2(164)	50.4
Prefer not to say	0.5(3)	0.3	1.2(4)	0.6
Yes	55.6(310)	55.8	50.6(172)	49.0
If yes, who did you seek help from?				
Sample size (N)	299		169	
Tanzanian Embassy/Consulate	33.4(100)	31.4	35.5(60)	33.5
Overseas Tanzanian Organization in Foreign Country	1.7(5)	1.2	3.0(5)	4.1
Spouse	0.7(2)	1.2	0.6(1)	0.2

Immediate family (mother, father, grandparents, siblings)	9.0(27)	9.6	8.9(15)	10.2
Extended family (aunt, uncle, cousin, niece, nephew, in-laws)	6.4(19)	5.1	0.6(1)	0.2
Friend	7.0(21)	6.2	7.1(12)	7.5
Co-worker	4.7(14)	3.5	3.0(5)	2.6
Local service provider/counselor	3.0(9)	2.9	4.7(8)	5.7
Lawyer	0.0(0)	0	0.6(1)	1.9
Local Law Enforcement	3.0(9)	2.4	5.9(10)	8.5
Neighbor/Community member	6.0(18)	7.2	4.7(8)	5.4
Faith or religious community	0.0(0)	0	0.0(0)	0
Stranger	2.0(6)	1.4	2.4(4)	2.6
Relative of Boss	1.3(4)	1.1	0.0(0)	0
Agency/Broker	19.7(59)	18.6	21.9(37)	18.4
Boss	6.7(20)	7.1	10.1(17)	9.3
Other	11.7(35)	12	10.7(18)	12.8
Prefer not to say	1.0(3)	1	0.0(0)	0
If yes, what kind of help did they provide?				
Sample size (N)	252		151	
Shelter, food, clothing	11.1(28)	10.8	5.3(8)	3.7
Mental health support	17.1(43)	18.7	21.2(32)	16.2
They contacted law enforcement	4.4(11)	4.5	3.3(5)	4.9

They contacted my home country embassy/consulate	0.0(0)	0	0.0(0)	0.0
They contacted a service provider	6.0(15)	4.7	7.3(11)	5.9
They bought me to a medical doctor	6.0(15)	7.7	5.3(8)	7.2
Help Returning to Tanzania	22.2(56)	19.4	19.9(30)	23.6
Help with Changing Employers / Finding a New Job	12.3(31)	10.4	15.9(24)	11.7
Mediation with Boss	5.2(13)	4.6	3.3(5)	4.5
They didn't end up helping me	22.6(57)	21.9	19.2(29)	15.1
Other	8.3(21)	7.1	11.9(18)	12.8
If no or only some help, what and/or from who were you hoping to receive help?				
Sample size (N)	263		139	
Shelter, food, clothing	2.7(7)	2.6	1.4(2)	0.4
Mental health support	8.7(23)	9.8	6.4(9)	6.0
Law enforcement assistance	9.9(26)	10.2	2.1(3)	1.0
Tanzanian Embassy/Consulate	39.9(105)	45.5	31.9(45)	28.3
Service provider	3.4(9)	3.3	9.2(13)	14.1
Medical assistance	8.7(23)	11.7	6.4(9)	6.1
Help Returning to Tanzania	12.9(34)	10.4	7.1(10)	3.1
Help with Freedom Restrictions	1.5(4)	1.7	3.5(5)	4.8
Help with Changing Employers / Finding a New Job	10.6(28)	12	12.1(17)	9.2
Help receiving salary owed	2.3(6)	1.5	4.3(6)	6.4

Help with working conditions or payment terms	4.9(13)	6.8	7.1(10)	7.6
Help with getting documents	0.4(1)	0.3	3.5(5)	6.4
Didn't need help	1.9(5)	1.8	0.7(1)	0.2
Didn't seek help	3.8(10)	3.4	5.0(7)	4.9
Other	4.9(13)	3	5.7(8)	6.4

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

EXPLORING RISK/PROTECTIVE FACTORS IN VICTIMIZATION OF FORCED LABOR

Finally, we conducted data mining that involved multivariate statistical analysis to explore risk factors (or conversely, protective factors) associated with the likelihood experiencing forced labor victimization, as many factors are associated with Tanzanian domestic workers' susceptibility to trafficking abuses. We grouped these covariates into several broad categories, including: (1) demographic profile, such as gender, age, and immigration status; (2) nature of work (i.e., the type of work); and (3) other factors. Chances of encountering forced labor situations are presented as odds ratios, with 95% nominal CIs calculated based on an exponential transformation and the central limit theorem (CLT).

For ease of interpretation, we used a main effects model with all predictors as a basic logistic regression model. Further, to better understand the substantive meanings of the significant odds ratios (OR) as listed in the following tables, we also present the average marginal effects (AME) and the CIs, as well as the frequency and counts of the categories in all covariates. We applied a stepwise algorithm to arrive at a parsimonious model. Two groups of covariates were of particular interest to our exploration of risk/protective factors: (1) demographic factors; and (2) work-place factors. To gain clarity, we conducted two separate analyses to differentiate these two sets of covariates. We found several interesting patterns.

As shown in table 18, for the household STSRS sample, few demographic factors were found to predict risk for or protection against trafficking victimization. The only exception was the number of people in the household. Somehow, compared to those with 5 and more family members, migrant domestic workers with the smaller family units (0-2 family members) were about 2.64 times as likely to have experienced trafficking violations while working overseas. This finding suggests that perhaps domestic workers from larger families were better insulated from trafficking violations. Much more research is needed to explore why this might be the case.

Most work place factors, such as employer-employee relationships, number of days worked, were also unable to predict trafficking victimization, except the number of breaks respondents reported taking while working overseas. The number of breaks domestic workers were allowed to take turned out to be a clear predictor of trafficking violations. Compared to those who were able to take three or more breaks, those who had no breaks during their working days were 7.69 times as likely to have encountered trafficking violations; and those who were only allowed one break a day, were 2.35 times as likely to have experienced victimization. Furthermore, domestic workers who had to start their day before 5 am or finished after 10 pm were 5.25 times as likely to have experienced trafficking violations.

We found that the source of job placement was also predictive of trafficking violations. Those who had connections for jobs prior to their departure were about 62% less likely to have encountered trafficking violations (OR=.38).

Table 18: Survey-Weighted Logistic Regression of Human Trafficking Indicators on Demographic and Employment variables Household Survey (N = 999)

	AME	Std. Error	Odds Ratio	95% CI	Frequency%(N)
Demographic Factors					
Gender					
Male	0.0595	1.243	1.508	(0.132, 17.248)	1.0(10)
Non-binary	-0.3736	0.889	0.093**	(0.016, 0.534)	0.2(2)
Age Range					
26 to 40	0.0014	0.364	1.009	(0.494, 2.061)	70.4(703)
41 to 60	-0.0158	0.446	0.901	(0.376, 2.158)	21.6(216)
61 and older	-0.2304	1.122	0.238	(0.026, 2.144)	0.3(3)
Marital Status					
Currently Married	0.0162	0.279	1.112	(0.644, 1.92)	42.2(422)
Other	0.0433	0.302	1.334	(0.738, 2.411)	29.6(296)
Number of Children					
1 to 2	0.0596	0.32	1.466	(0.783, 2.747)	46.2(462)
3 or more	0.0911	0.376	1.812	(0.868, 3.784)	39.8(398)
Currently Attending School					
Yes	0.1008	0.495	2.05	(0.778, 5.407)	3.5(35)
Educational Level					
Above Ordinary Level	0.1789	0.844	3.571	(0.683, 18.675)	2.8(28)
Ordinary Level (Form 1-4)	0.0597	0.558	1.472	(0.493, 4.396)	38.5(385)
Primary School (Standard 1-7)	0.0481	0.548	1.363	(0.466, 3.987)	55.0(549)

Number of People in Household						
	0 to 2	0.1387	0.317	2.639**	(1.418, 4.911)	13.3(133)
	3 to 4	0.0327	0.249	1.236	(0.759, 2.012)	30.2(302)
Employment Characteristics						
Who is your employer						
	Sub-contractor	0.1873	0.821	4.463	(0.892, 22.326)	2.3(23)
	Other	0.0787	0.98	1.726	(0.253, 11.78)	0.5(5)
Work for a subcontractor/intermediary						
	Yes	0.0494	0.261	1.395	(0.836, 2.329)	19.8(198)
How many times you worked in certain country						
	1	0.019	0.349	1.134	(0.572, 2.246)	65.4(653)
	2	-0.0051	0.392	0.967	(0.449, 2.084)	25.2(252)
Hour worked daily		0.0115	0.037	1.079*	(1.003, 1.161)	Continuous Variable
Days worked weekly						
	6 days	-0.0066	0.613	0.961	(0.289, 3.194)	12.9(129)
	7 days	0.1261	0.57	2.175	(0.712, 6.643)	85.5(854)
Breaks within a day						
	1 break	0.1546	0.418	2.351*	(1.037, 5.329)	43.4(434)
	2 breaks	0.1378	0.44	2.134	(0.901, 5.057)	17.8(178)
	no breaks	0.3296	0.498	7.69**	(2.897, 20.413)	31.7(317)
Work before 5 AM or after 10 PM						
	Yes	0.2582	0.252	5.253**	(3.204, 8.614)	42.6(426)
Who helped you identify the job in certain country						
	A family member already in that country	-0.1498	0.531	0.389	(0.137, 1.1)	6.9(69)
	A friend already in that country	-0.165	0.555	0.352	(0.118, 1.045)	7.5(75)

	A friend or family member in Tanzania who heard about the job through an ad or agency	-0.0918	0.522	0.554	(0.199, 1.541)	9.3(93)
	A government registered official job recruitment agency	-0.1316	0.499	0.431	(0.162, 1.146)	13.0(130)
	Private recruitment agency	-0.0882	0.452	0.555	(0.229, 1.346)	35.3(353)
	Individual with connections of job replacement	-0.1508	0.472	0.381*	(0.151, 0.96)	15.6(156)
	I found it myself	-0.1317	0.552	0.433	(0.147, 1.278)	6.7(67)
	Other	-0.0923	0.534	0.552	(0.194, 1.57)	9.1(90)
Intercept			1.065	0.051**	(0.006, 0.41)	

For our RDS sample, as shown in Table 19, we found that none of the demographic variables were predictive of trafficking violations. Employers' failure to take their domestic workers to the Tanzania embassy for registration purposes upon their arrival was somehow predictive of trafficking violations. Those who reported that their employer knew they were supposed to take the domestic worker to the Tanzania embassy for registration paperwork but failed to do so were about 84% more likely than others to have experienced trafficking violations (OR=1.84). However, similar to the household STSRS sample, compared to those who were able to take three breaks or more, those who were only allowed one break a day were 2.71 times as likely to have experienced trafficking violations. And again, those who started their day before 5 am or finished after 10 pm, were 4.11 times as likely to have experienced trafficking violations as those who did not have to work in these extreme hours. No other variables were found to predict trafficking violations.

**Table 19: Survey-Weighted Logistic Regression of Human Trafficking Indicators on Demographic and Employment variables
Link Tracing Survey (N = 747)**

	AME	Std. Error	Odds Ratio	95% CI	Frequency%(N)
Demographic Factors					
Gender					
	0.0633	0.757	1.461	(0.331, 6.443)	99.2(741)
Age Range					
	0.1258	0.43	2.102	(0.906, 4.879)	73.4(548)

	41 and above	0.0384	0.494	1.249	(0.474, 3.292)	20.8(155)
Marital Status						
	Currently Married	0.0219	0.278	1.144	(0.664, 1.973)	43.9(328)
	Other	-0.0186	0.295	0.894	(0.502, 1.592)	28.6(214)
Number of Children						
	1 to 2	0.0478	0.332	1.334	(0.696, 2.557)	47.5(355)
	3 or more	0.0577	0.362	1.418	(0.698, 2.882)	37.5(280)
Currently Attending School						
	No	0.1748	0.722	2.801	(0.681, 11.523)	97.59(729)
Educational Level						
	Less than Primary School	0.1037	0.777	1.978	(0.432, 9.061)	3.6(27)
	Ordinary Level (Form 1-4)	0.015	0.508	1.098	(0.406, 2.969)	41.5(310)
	Primary School (Standard 1-7)	-0.0434	0.507	0.768	(0.285, 2.075)	49.93(373)
Number of People in Household						
	0 to 2	0.0427	0.304	1.297	(0.715, 2.353)	18.7(140)
	3 to 4	0.0442	0.256	1.309	(0.792, 2.163)	29.3(219)
Employment Characteristics						
Borrow money to finance the journey						
	Yes	0.109	0.4	2.008	(0.917, 4.397)	7.8(58)
Did your employer take you to the Tanzania embassy upon arriving in certain country						
	No, I didn't know they were supposed to take me	0.0862	0.266	1.661	(0.986, 2.799)	43.9(328)
	No, I knew they were supposed to but they did not	0.1028	0.285	1.839 *	(1.052, 3.214)	29.7(222)
	No, they took me to the embassy for another country & I don't know	0.2068	1.042	3.664	(0.475, 28.245)	1.2(9)
Who is your employer						

Owner of Household	0.0155	1.09	1.099	(0.13, 9.305)	99.2(741)
Work for a subcontractor/intermediary					
Yes	0.0584	0.442	1.44	(0.605, 3.426)	8.0(60)
How many times you worked in certain country					
1	0.0682	0.306	1.514	(0.832, 2.755)	53.1(397)
2	-0.0153	0.312	0.914	(0.496, 1.684)	32.4(242)
Worked in other foreign countries					
Yes	0.0665	0.308	1.513	(0.827, 2.766)	16.1(120)
Hour worked daily	0.0166	0.039	1.107 **	(1.025, 1.195)	Continuous Variable
Days worked weekly					
6 days	-0.1572	0.717	0.408	(0.1, 1.664)	12.3(92)
7 days	0.1345	0.644	2.131	(0.603, 7.532)	86.3(645)
Breaks within a day					
1 break	0.1716	0.46	2.711 *	(1.1, 6.681)	52.2(390)
2 breaks	0.0859	0.478	1.636	(0.64, 4.178)	17.1(128)
no breaks	0.1422	0.533	2.271	(0.799, 6.456)	24.6(184)
Work before 5 AM or after 10 PM					
Yes	0.2376	0.284	4.117 **	(2.357, 7.189)	33.3(249)
Who helped you identify the job in certain country					
A family member already in that country	0.004	0.612	1.025	(0.309, 3.4)	13.4(100)
A friend already in that country	0.1522	0.645	2.738	(0.774, 9.692)	8.3(62)
A friend or family member in Tanzania who heard about the job through an ad or agency	0.1719	0.705	3.179	(0.798, 12.669)	9.0(67)

A government registered official job recruitment agency	0.1485	0.631	2.616	(0.76, 9.011)	15.4(115)
Private recruitment agency	0.1554	0.629	2.683	(0.782, 9.207)	27.3(204)
Individual with connections of job replacement	0.1191	0.665	2.152	(0.584, 7.927)	12.7(95)
I found it myself	0.0364	0.627	1.254	(0.367, 4.287)	12.6(94)
Other	0.1905	0.757	3.722	(0.844, 16.401)	4.69(35)
Intercept		1.862	0.001 **	(0, 0.051)	

In conclusion, several interesting patterns emerged in our analyses of risk/protective factors associated with likelihood of encountering trafficking violations. First of all, few (if any) demographic variables were predictive of trafficking violations. Secondly, employer-employee relationships were not predictive of HT violations. The only consistent finding is the number of breaks a domestic worker was allowed to take during a working day, and whether a domestic worker was forced to start their day before 5 am or finish their work after 10 pm. In both cases, the fewer breaks and extreme working hours were clearly predictive of increased likelihood of encountering trafficking violations.

By and large, findings from our multivariate analyses appear to suggest that the vulnerability of being victimized could not be predicted by any demographic profiles or necessarily attributed to the type of work one chose to engage in. More likely than not, one’s situational factors, specific working conditions under unscrupulous employers as well as personal psychological resiliency and preparedness may be more influential in mediating HT victimization risks.

DISCUSSION AND RECOMMENDATIONS

This study is of significance to the research community for two compelling reasons. First, domestic servitude is a form of modern slavery that has received much media attention but little empirical and systematic research. Because of this hidden nature, the topic has not lent itself to much research scrutiny. Second, despite the paucity in empirical knowledge of the problem, most of us in the HT research community do not have a clear sense on how best to approach prevalence estimation in the field, particularly when the target populations are hard to reach. Most of us are trained in conventional research methods that rely on known population parameters, probability-based sampling strategies, and the assumption of linear relationships among covariates. However, HT research routinely deals with populations that are not only hard to reach but also highly skewed in distribution, thus presenting a constant challenge in our efforts to provide robust prevalence estimation either for advocacy or baseline purposes. We were afforded this rare opportunity to conduct a head-to-head comparison of two well-known sampling methodologies. Through this comparative empirical test, we attempted to answer some of the fundamental questions about what approaches can perform better when it comes to measuring modern slavery, specifically DS. We do not believe there has been any study of this nature and design in the field of HT research. It is difficult to overestimate the potential impact and significance of the study from a methodological perspective. Aside from its methodological significance, we also had a rare opportunity to interact and train local researchers on how to interpret and implement the field procedures as designed. We believe our local partner, COMHESWA, has gained much experience in implementing the study as designed. Their technical know-how and the field experience will place them in a much better position for future studies of a similar nature. In the following sections, we reflect on the knowledge gained from applying the two primary estimation strategies and lessons learned.

COMPARISON OF ESTIMATION STRATEGIES

After reviewing the estimation outcomes as presented above, we found that both strategies worked well at finding the target population but provided discrepant estimates within and across strategies for the population size, which is critical for estimating the prevalence of trafficking victimization among the target population. This could indicate that they are reaching into different parts of the study population. Both sampling strategies required a high level of planning and care to obtain efficient estimates. From an analytical point of view, there are several advantages and disadvantages to using one strategy over the other. Below, we summarize our lessons learned and limitations of this study.

ASSESSMENT OF THE TWO PREVALENCE ESTIMATION METHODS

Overall, both sampling methods were relatively effective in producing population estimates on the scope of domestic servitude for women who have returned to Tanzania after working abroad. These two estimation strategies provided somewhat different estimates for the population size, and even within the LTS study the population size estimates were fairly discrepant. From the perspective of applied social sciences, both estimation strategies appeared to have worked relatively well. From an operational standpoint, the STSRS approach was much easier to implement because of the significantly reduced complexity in tracking and tracing links which is required for LTS. Such designs require an elaborate tracking scheme in order to be able to trace the respondents' referrals and any re-captures. This introduced a lot of erroneous data code entries both in Qualtrics and the tracking sheets. Additionally, given the lack of strong social networks among returned domestic workers, a STSRS method might be the better option since it doesn't require information on social networks in order to produce reliable estimates. That said, the LTS method did end up being less expensive overall, as the STSRS required large financial resources to complete the mapping exercise for

constructing the sampling team. Our NSUM application was not a full-fledged one because it was added as a third method after the funding was awarded for PPS and LTS, and we were not able to ask the full breadth of NSUM questions due to time constraints. Thus, the data was not conducive to measuring a respondent's social network with high levels of precision.

On the prevalence rate of HT victimization, both sampling strategies appear capable of detecting violations among the target population. Both TIP qualification thresholds performed about the same, with the more stringent criteria (Threshold 1) registering lower occurrence rates than the less stringent ones (Threshold 2). On both Threshold 1 and 2, STSRS identified a higher rate of violations than that of the LTS, which indicates that the STSRS method might be more effective in uncovering trafficking violations than LTS.

Of particular note, it is clear that the two strategies reached into different parts of the population and gave discrepant estimates on population size as well as some parts of the composition of the population. For this reason, we advocate the use of hybrid methodologies (i.e., the use of two or more strategies in a single study) whenever feasible to 1) increase coverage of the study population, 2) cross validate and possibly combine estimates to give less biased and/or more efficient estimates (for example, through using a weighted average based on a function of the estimated variance of the estimators), and 3) to contribute to the accumulation of knowledge relating to which strategies are best suited for specific studies on hidden populations.

PPS/STSRS – Advantages and Disadvantages

Advantages:

1. Efficient in establishing a spatial sampling frame when communities have clear boundaries, even when official registry is not available.
2. Can estimate and map hotspots where characteristics of high interest to the study team are most prevalent.
3. Conventional, easy to understand and implement in the field, with established field procedures.
4. Can produce estimates that are conceivably more representative of the general population of the target area. However, we note that this strategy entailed adding newly found individuals to the frame at the time of interview/observation and this is reported as a limitation.
5. Cost-efficient, barring additional costs associated with mapping the households, because enumerator training and supervision were well established and easy to follow; and data are easier to clean and prepare for analysis.
6. Anonymous survey with no follow-ups, thus fewer data safety concerns.
7. True probability sampling design allows for defensible, unbiased estimates of population quantities. However, this only applies to that part of the population which is immediately accessible through an in-person, household-based invitation.
8. Well suited for appending an NSUM module as PPS/STSRS is a proper, probability-based sampling method for studying populations.
9. Statistical software is readily available to aid with applications of traditional approaches like PPS/STSRS; this includes sampling from a frame and analyzing data sets.
10. Avoids gaming issues, i.e., when respondents attempt to redeem multiple coupons purely for the purposes of obtaining the incentives.
11. Missing data occurrences are easily handled through imputation procedures based on regression formulas that can be applied to the probability sample.
12. Can be used in combination with adaptive spatial sampling designs, which are designed to sample areas/neighborhoods adjacent to those with a high yield of interesting individuals to increase the total yield of such individuals and produce efficient estimates.

Disadvantages

1. Manual construction of the frame, as in this study, may be considered cumbersome and expensive and didn't reach all potential subjects due to transient nature of population.
2. May be regarded as inefficient for tapping into pockets of the target population where potential victims tend to gather and may reside away from typical residential dwellings, thus producing fewer potential victims in the sample.
3. May be challenging to calculate the selection probabilities when non-response is a function of hidden population membership and covariates cannot be observed with non-response experiences.
4. May not be well suited for efficiently estimating the size of the hidden population, especially when the hidden population is small in relation to the general population.
5. May not offer full coverage of the study population.

LTS – Advantages and Disadvantages

Advantages

1. Easier for estimating the size of the hidden population, as newly developed procedures should provide more efficient and reliable estimates given that the design commences with what is a conventional strategy. LTS also reaches into hidden pockets of the population.
2. Permits analysts to make inferences about network structures of the study population, which may correlate well with prevalence and assist with strategically implementing intervention strategies.
3. There is a growing body of literature and statistical analysis software, rapidly becoming publicly/freely available, to assist research teams with the planning, administration, and analysis of surveys.
4. LTS permits variants of link-tracing designs that can be adapted once in the field to target individuals/areas of high interest to the survey team.

Disadvantages

1. Significantly more complicated in planning and execution, thus more costly in field operations.
2. Significant increase in staff training, and field procedures and supervision—our enumerator training lasted three times as long to prepare and familiarize field procedures; and during the field activities, a separate tracking system must be established to parallel the tablet-based data capturing to keep track of all respondents because of their links, thus creating significantly more burden on supervision and enumerator time in the field to track referrals and record incentive payments.
3. Increased postscript data cleaning because all respondents interviewed are supposed to be linked to others and there can be multiple links between social networks since our survey was conducted within communities.
4. Significant challenges to keep links verified in a timely manner while in the field, thus challenging postscript data cleaning and quality vetting.
5. Increased incentive costs associated with incentivized recruitment procedures.
6. Collection of potentially identifiable information, thus forcing additional layers of data concerns upon the research team.
7. Sample network weighting schemes still require further research and refinement to provide robust estimates across the wide range of scenarios commonly encountered when studying hidden populations.
8. It is not always clear which LTS designs will serve best for studying a specific hidden population.

9. LTS for this population may not have been the most efficient method, since the targeted sample size of 1000 could not be reached through peer recruitment and the study population size estimators were found to be largely discrepant with wide confidence bands.

Assessment of NSUM

We were unable to implement a full-fledged design of NSUM because of our field condition and survey setup. A proper NSUM study would require carefully measuring the size of a respondent's social network with enough precision to enable dedicated NSUM analyses. These network size measures would have significantly increased the length of our survey and inevitably induce survey fatigue. For instance, a recent study estimating the prevalence of HIV populations in Singapore used questions pertaining to dozens of known populations (Teo et al., 2019), which would have been infeasible in the current study. The length of time required to administer a proper NSUM study would also increase the time enumerators must spend in the field, thus slowing down the data collection pace while increasing costs associated with field logistics and security arrangement. Given the limited design and imperfect measures on the size of one's social network, our NSUM estimates were in partial agreement with those based on the STSRS strategy. However, a large number of respondents reported a network size of zero, and a different variation of NSUM may be required to efficiently study this population. Our suggestion is similar to what Salganik et al. (2011b) stated in their study that if further studies confirm what we have found here in Tanzania, then the NSUM is perhaps not appropriate for estimating the size of populations such as that studied here because the NSUM module may be too difficult to design and administer when an already comprehensive survey is to be asked.

STUDY CHALLENGES AND LIMITATIONS

This study has several limitations which shed light on possible avenues for future research. The most salient ones include:

- Data collection activities were limited to daylight hours, thus systematically missing those who were available outside these hours.
- Data collection was limited to three districts in Tanzania Mainland and Zanzibar (Unguja Island), thus limiting its generalizability, especially due to the transitory nature of this population.
- Because our primary goal was to compare STSRS and LTS estimation methodologies, we were unable to implement a full-fledged NSUM design, thus making any NSUM-related conclusions open to alternative interpretations.
- The transitory nature of this population made it difficult to get an accurate estimate of network size and linkages for the LTS portion as many individuals in participants' network did not permanently reside within the study sites and thus were not eligible for participation.

GENERAL RESEARCH RECOMMENDATIONS

1. More research needs to be done on the demand side to investigate employer perceptions and experiences with Tanzanian domestic workers.
2. More research needs to be done targeting Tanzanian men and minors that migrate abroad for work.
3. More research needs to be done on the push and pull factors that compel individuals to work abroad, as well as the impacts this has on their families.

4. Review the survey questions for the link-tracing portion as the information requested may be too personal or obscure for the respondent to be expected to know, thus limiting the efficacy of this methodology in accurately identifying potential study participants.

PROGRAMMATIC RECOMMENDATIONS

1. Facilitate community sensitization and awareness building of TIP issues through IEC materials utilizing engaging and accessible methods for disseminating this information.
2. Establish/improve psychosocial care and support services to TIP victims.
3. Support provision of formal and informal vocational trainings with job placements for community members.

POLICY RECOMMENDATIONS

1. Integrate TIP in other sectors of government to affect policies regarding gender, employment, and labor. For instance, addressing issues with the minimum wage for unskilled labor such as domestic workers would improve labor protections for informal employment within Tanzania.
2. Review various TIP related laws both at local and international level for their comprehensiveness.
3. Assess international labor policies in order to understand their TIP policies, which will allow the Tanzanian government to more accurately suggest locations abroad that have protections in place for non-national domestic workers.
4. Review Terms of Reference for international relations, focusing on countries producing and employing trafficked staff. For instance, establishing an MoU between Tanzania and the countries where most domestic workers prefer to go to work to improve protections of Tanzanian citizens abroad.
5. Review the role of the police/Interpol with regard to TIP and identify areas where they can be better integrated into identification, outreach, and engagement efforts.
6. Investigate how the National Security Fund or other related social security funds can capture and support domestic workers working abroad.
7. Amplify the TIP agenda through regional integration platforms like the Southern African Development Community (SADC) and the East Africa Community.
8. Facilitate anti-trafficking organization capacity building and support for the National Anti-trafficking in Persons Committee and coordinate government efforts in countering TIP.
9. Evaluate implementation status of the National Anti-Trafficking in Persons Plan of Action (2021-2024) to date and identify weaknesses in the plan.
10. Facilitate integration of TIP into the training curriculum for organizations in the public and private sector, including police, migration officers, and social workers.
11. Improve reporting systems for trafficking-related offenses at the downstream/community level.
12. Awareness campaigns via multi-media and public announcements are needed to boost the knowledge of domestic workers' legal protections.
13. Establish domestic worker information management systems at the local level in order to facilitate effective documentation and monitoring.
14. Incorporate capacity building for all embassy staff to assess, intervene, and link domestic workers to supportive resources.

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APPENDICES

APPENDIX A: CIS AND SIGNIFICANCE TESTS OF ALL VARIABLES

	Household Survey		Link Tracing	
	Sample* (N=1052) %	Population Adjusted** %	Sample* (N=788) %	NE4NS - Population Adjusted** %
Gender				
Female	98.8(1039)	98.3	99.1(781)	99.4
Male	1.0(11)	1.5	0.8(6)	0.6
Non-binary / third gender	0.2(2)	0.1	0.1(1)	0.0
Age Group				
18-25	7.8(82)	8.5	5.7(45)	6.0
26-40	70.1(737)	71.1	73.5(579)	70.9
41-60	21.7(228)	19.9	20.7(163)	22.7
61 and older	0.4(4)	0.3	0.1(1)	0.4
I do not know	0.1(1)	0.1	NA	NA
Marital status				
Currently married - monogamous relationship	31.9(336)	30.8	35.5(280)	33.7
Currently married - polygamous relationship	9.4(99)	8	8.4(66)	11.8
Divorced	11.6(122)	10.6	16.7(132)	13.8
Never married	28.3(298)	32.3	27.6(218)	28.8
Other	0.3(3)	0.2	0.1(1)	0.4
Separated	13.0(137)	13	6.0(47)	5.4

Widowed	5.4(57)	5	5.6(44)	6.2
Number of Children				
0	13.9(146)	14.7	14.8(117)	14.4
1	23.7(249)	25	24.5(193)	23.9
2	22.5(237)	22.2	23.7(187)	23.4
3	17.9(188)	17.6	18.1(143)	18.2
4	9.5(100)	8.5	8.9(70)	9.3
5 or more	12.2(128)	11.6	9.8(77)	10.7
I do not know	0.4(4)	0.3	0.1(1)	0.1
Education				
Advanced Level (V-VI)	0.6(6)	0.5	0.4(3)	0.1
Bachelor's Degree	0.1(1)	0.1	0.5(4)	0.3
I do not know	0.1(1)	0.1	0.1(1)	0.0
Madrassa/Islamic School	0.2(2)	0.1	0.6(5)	0.9
No Education/Illiterate	2.4(25)	2.3	1.6(13)	1.3
No Formal Education/Literate	1.2(13)	1.4	2.3(18)	3.3
Ordinary Level (Form 1-4)	38.5(405)	37.2	41.0(323)	35.2
Other	0.4(4)	0.4	1.0(8)	1.7
Prefer not to say	0.3(3)	0.2	NA	NA
Primary School (Standard 1-7)	54.8(576)	56.2	50.2(396)	54.9
Vocational School/Some College	1.5(16)	1.6	2.2(17)	2.3
Religion				
Christian	4.9(52)	5.8	6.6(52)	5.9
I do not know	0.1(1)	0.1	0.1(1)	0.0
Muslim	95.0(999)	94.2	93.1(734)	93.7
No religion	NA	NA	0.1(1)	0.4

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Table 7. Financial Strains

	Household Survey		Link Tracing	
	Sample* (N=1052) %	Population Adjusted** %	Sample* (N=788) %	NE4NS - Population Adjusted** %
Cost for Children's Education				
100,000 TZS*** or less	6.1(64)	6.6	6.0(47)	5.9
100,001 - 200,000 TZS	10.0(105)	10.6	7.7(61)	6.8
200,001 - 300,000 TZS	11.1(117)	11.1	16.2(128)	14.4
I do not have children	13.9(146)	14.7	14.8(117)	14.4
I do not know	19.3(203)	19.1	12.2(96)	13.1
More than 300,000 TZS	38.1(401)	36.4	41.9(330)	44.6
Prefer not to say	1.5(16)	1.4	1.1(9)	0.7
Does anyone else contribute to the household income? (Choose all that apply)				
Sample size (N)	1051		787	
Spouse	38.0(399)	36.4	43.3(341)	46.1
Parent	20.6(217)	20.1	17.4(137)	15.1
Child	3.8(40)	4.1	4.1(32)	5.6
Sibling	16.2(170)	16.9	14.6(115)	13.7
Grandparent	1.0(10)	0.9	0.3(2)	0.4
Aunt/uncle	1.9(20)	2.2	1.1(9)	0.7
In-laws	2.3(24)	1.8	1.1(9)	1.4
Other relatives	4.6(48)	4.4	3.1(24)	3.0
Friends	21.7(228)	22.2	22.9(180)	21.2
No one	2.7(28)	3.1	2.9(23)	2.2
Other	7.6(80)	7.2	4.3(34)	4.6
Q25 What was your general household income last year? (in TZS)				

Mean	3012580	3001043	2629306.2	2007898.26
Std. Dev.	2470727.1	2468220.6	3362759.5	185859.00
Range	0-9600000	0-9600000	0-12000000	-
95% CI	-	-	-	(1643622, 2372174)

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights, ***\$1 = 2,357 TZS

Table 8. Employer Information				
	Household Survey		Link Tracing	
	Sample* (N=1052) %	Population Adjusted** %	Sample* (N=788) %	NE4NS - Population Adjusted** %
Did you attend pre-departure training by TaESA prior to leaving				
I do not know what TaESA is	11.1(117)	8.2	14.4(113)	13.7
No	74.6(785)	79.5	66.8(524)	69.1
Prefer not to say	NA	NA	0.3(2)	0.4
Yes	14.3(150)	12.3	18.5(145)	16.8
Did your employer take you to the Tanzania embassy upon arriving				
I do not know	0.8(8)	0.6	0.7(5)	1.3
No, but they did take me to the embassy for another country	0.9(9)	1.5	0.5(4)	0.6
No, I didn't know they were supposed to take me	43.3(444)	43.1	43.9(336)	43.4
No, I knew they were supposed to but they did not	25.1(257)	25.4	30.1(230)	29.9
Yes	30.0(307)	29.5	24.8(190)	24.8
Did the employer/intermediary pay the recruitment fee?				
I do not know	1.1(12)	0.9	8.3(5)	8.4
No	4.4(46)	5.1	40.0(24)	31.8

Prefer not to say	91.1(958)	90.8	NA	NA
Yes	3.4(36)	3.2	51.7(31)	59.9
If yes, did employer remove the fee from your salary?				
I do not know	8.9(5)	9.4	5.6(2)	16.0
No	62.5(35)	57.3	80.6(29)	64.2
Yes	28.6(16)	33.3	13.9(5)	19.8

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Table 9. Abuses During Recruitment				
	In Current Job %	Population Adjusted Current %	Ever Happened %	Population Adjusted Ever %
(1) Household Survey				
Sometimes people are obliged to work at a job against their will. During the recruitment process, did any of the following happen to you? (Select all that apply) (R1S/R2S)				
Sample size (N)	191		266	
Felt obliged during recruitment to work for a job (R1S)	14.1(27)	12.9	15.4(41)	12.6
Were abducted, confined, kidnapped, or held against your will by your employer or people who worked for your employer (R1S)	2.1(4)	1.6	2.3(6)	1.6
Felt cheated or lied to about the nature of your job or specific responsibilities of the work you were supposed to do (R2S)	79.1(151)	86.1	66.9(178)	71
Were required to do things that were completely different from what you were led to believe (R2S)	12.6(24)	16.4	27.1(72)	29.2
Thinking about the most recent time this happened, can you tell me what lies/misrepresentations were used regarding the nature of the services to deceive you into accepting the job? (Select all that apply) (R2S)				

Sample size (N)	168		233	
Responsibilities were different from what was told	68.5(115)	65.9	71.7(167)	68.4
Nature of work was different	56.5(95)	60.2	48.9(114)	50.1
Hours of work were different	79.8(134)	76.8	73.8(172)	69.7
Vacation/time off was different	69.0(116)	70.2	66.5(155)	65.9
Other	4.2(7)	6.8	4.3(10)	6.5
Prefer not to say	0.0(0)	0	0.0(0)	0
Not Applicable	0.0(0)	0	0.0(0)	0
	In Current Job %	NE4NS - Population Adjusted Current %	Ever Happened %	NE4NS - Population Adjusted Ever %

(2) Link Tracing

Q40: Sometimes people are obliged to work at a job against their will. During the recruitment process, did any of the following happen to you? (Select all that apply) (R1S/R2S)

Sample size (N)	120		123	
Felt obliged during recruitment to work for a job (R1S)	9.2(11)	7.2	8.9(11)	7.1
Were abducted, confined, kidnapped, or held against your will by your employer or people who worked for your employer (R1S)	0.8(1)	2.3	0.8(1)	2.3
Felt cheated or lied to about the nature of your job or specific responsibilities of the work you were supposed to do (R2S)	87.5(105)	85.3	87.0(107)	84.8
Were required to do things that were completely different from what you were led to believe (R2S)	10.0(12)	18.2	10.6(13)	18.6

Q41 Thinking about the most recent time this happened, can you tell me what lies/misrepresentations were used regarding the nature of the services to deceive you into accepting the job? (Select all that apply) (R2S)

Sample size (N)	114		117	
Responsibilities were different from what was told	59.6(68)	73.1	59.8(70)	73.1
Nature of work was different	48.2(55)	46.6	47.9(56)	46.3
Hours of work were different	84.2(96)	81.0	82.1(96)	80.0
Vacation/time off was different	93.0(106)	89.1	91.5(107)	88.3
Other	0.9(1)	0.4	1.7(2)	0.6
Prefer not to say	0.0(0)	0.0	0.0(0)	0.0
Not Applicable	0.0(0)	0	0.0(0)	0

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Table 10. Abusive Employment Practices and Penalties				
	In Current Job %	Population Adjusted Current %	Ever Happened %	Population Adjusted Ever %
(1) Household Survey				
Sometimes people work for employers who do not let them leave their jobs. Has your employer or people who work for your employer				
1. Withheld your compensation and/or benefits to prevent you from leaving? (EP01)	20.4(215)	19.3	23.7(249)	22.7
2. Told you that you would lose your compensation already earned if you decided to quit?	15.6(164)	15.3	25.7(270)	24.8
How much was withheld? (In TZS***)				
Mean	1741212	2022500.2	1559519.8	1877735.1
(Std. Dev.)	2613091.4	3305074.5	2510337	3284841.9
[Range]	1-21000000	1-21000000	0-21000000	0-21000000
Have you ever felt that an employer/broker or whoever economically benefits from your labor				

Charged you fees or inflated the prices for goods/services you purchased from your employer (EP02) (1)	12.7(133)	11.3	11.2(117)	10.3
Reduced the value of goods you produced or services you provided (EP02) (2)	14.9(156)	13.4	8.7(91)	6.9
Tried to reduce your compensation by charging you excessive fees for things such as rent, food, or other items you consumed at the workplace (EP02) (3)	6.1(64)	5.1	6.0(63)	5.4
	In Current Job %	NE4NS - Population Adjusted Current %	Ever Happened %	NE4NS - Population Adjusted Ever %
(2) Link Tracing				
Sometimes people work for employers who do not let them leave their jobs. Has your employer or people who work for your employer				
1. Withheld your compensation and/or benefits to prevent you from leaving? (EP01)	12.2(96)	13.1	13.9(110)	14.1
2. Told you that you would lose your compensation already earned if you decided to quit?	11.4(90)	11.2	15.1(119)	13.7
How much was withheld? (In TZS)				
Mean	11284.9	1419489.88	5241	1362463.25
(Std. Dev.)	70455.9	323724	48007.6	242619
[Range]	1-440000	-	1-440000	-
95% CI	-	(785002, 2053978)	-	(886938, 1837989)
Have you ever felt that an employer/broker or whoever economically benefits from your labor				

Charged you fees or inflated the prices for goods/services you purchased from your employer (EP02) (1)	7.6(60)	9.6	8.8(69)	10.2
Reduced the value of goods you produced or services you provided (EP02) (2)	3.9(31)	3.4	11.0(87)	10.4
Tried to reduce your compensation by charging you excessive fees for things such as rent, food, or other items you consumed at the workplace (EP02) (3)	2.5(20)	3.7	4.2(33)	4.8

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights, ***\$1 = 2,357 TZS

Table 11. Personal Life and Property

	In Current Job %	Population Adjusted Current %	Ever Happened %	Population Adjusted Ever %
(1) Household Survey				
Sometimes, employers want to have control over people's lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways?				
Controlled through blackmail, that is threatened to reveal something personal/embarrassing about you (PL1S/PL02/PL04)	3.9(41)	3.7	3.9(41)	3.8
Controlled through religious retribution (any punishment because of your religious beliefs or practices) (PL1S/PL02/PL04)	5.5(57)	4.7	6.8(71)	5.9
Controlled by threatening to exclude you from future employment opportunities (PL1S/PL02/PL04)	8.3(86)	7.1	10.7(111)	9.5

Controlled you by threatening to, or actually isolating you from your family (PL1S/PL02/PL04)	4.9(51)	5.1	5.5(57)	5.1
Controlled you by threatening to, or actually isolating you from your friends (being ostracized) (PL1S/PL02/PL04)	12.5(130)	12.4	14.4(150)	13.5
Controlled you by making you perform sex acts to pay off your outstanding debt or wage advance (PL1S/PL02/PL04)	6.8(71)	6.2	7.7(80)	6.4
	In Current Job %	NE4NS - Population Adjusted Current %	Ever Happened %	NE4NS - Population Adjusted Ever %
(2) Link tracing				
Sometimes, employers want to have control over people's lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways?				
Controlled through blackmail, that is threatened to reveal something personal/embarrassing about you (PL1S/PL02/PL04)	1.0(8)	1.0	1.2(9)	1.4
Controlled through religious retribution (any punishment because of your religious beliefs or practices) (PL1S/PL02/PL04)	2.1(16)	2.6	2.6(20)	3.9
Controlled by threatening to exclude you from future employment opportunities (PL1S/PL02/PL04)	3.3(26)	2.8	4.9(38)	5.6
Controlled you by threatening to, or actually isolating you from your family (PL1S/PL02/PL04)	2.6(20)	2.1	2.8(22)	3.0
Controlled you by threatening to, or actually isolating you from your friends (being ostracized) (PL1S/PL02/PL04)	5.4(42)	4.9	6.0(47)	5.8

Controlled you by making you perform sex acts to pay off your outstanding debt or wage advance (PL1S/PL02/PL04)	3.3(26)	2.8	4.6(36)	4.7
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Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Table 12. Degrading Conditions				
	In Current Job %	Population Adjusted Current %	Ever Happened %	Population Adjusted Ever %
(1) Household Survey				
Has your employer ever required you to be available day and night or to work extra hours without adequate pay outside the scope of your contract (these are not compensated overtime hours)? (DC1S)				
Yes	33.5(352)	32	42.6(448)	40.6
On average, how many days per week were you required to be available?				
Mean	6.3	6.2	-	-
(Std. Dev.)	1.1	1.1	-	-
[Range]	[1,7]	[1,7]	-	-
On average, how many days per week were you required to work extra hours?				
1 to 2 days	24.7(111)	28.1	-	-
3 to 4 days	10.9(49)	14.4	-	-
5 or more	54.8(246)	47.7	-	-
I do not know	8.0(36)	8.5	-	-
Prefer not to say	1.6(7)	1.3	-	-
	In Current Job %	NE4NS - Population Adjusted Current %	Ever Happened %	NE4NS - Population Adjusted Ever %
(2) Link Tracing				

Has your employer ever required you to be available day and night or to work extra hours without adequate pay outside the scope of your contract (these are not compensated overtime hours)? (DC1S)				
Yes	29.9(236)	31.2	34.2(270)	35.3
On average, how many days per week were you required to be available?				
Mean	6.3	6.17	-	-
(Std. Dev.)	0.9	0.11	-	-
[Range]	[1,7]	-	-	-
95% CI	-	(5.95, 6.39)	-	-
On average, how many days per week were you required to work extra hours?				
1 to 2 days	43.3(117)	46.2	-	-
3 to 4 days	18.9(51)	17.4	-	-
5 or more	37.0(100)	35.2	-	-
I do not know	0.7(2)	1.2	-	-
Prefer not to say	43.3(117)	NA	-	-

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Table 13. Freedom of Movement				
	In Current Job %	Population Adjusted Current %	Ever Happened %	Population Adjusted Ever %
(1) Household Survey				
Has your employer/people who work for your employer ever taken/confiscated your identity papers or made it so you were unable to access your identity papers (e.g. passport, work permit)? (FM1S)				
Yes	76.0(799)	75.8	81.1(844)	80.6
If yes, which documents (check all that apply)? (FM1S)				
Sample Size (N)	799		843	

Passport	99.4(794)	99.3	99.4(838)	99.1
Identify Card	53.7(429)	51.8	54.6(460)	52.8
Visa	42.4(339)	39	42.9(362)	39.5
Work Permit	31.3(250)	28.5	31.1(262)	28.2
Birth Certificate	1.8(14)	1.1	2.1(18)	1.7
Other	1.4(11)	1.9	1.3(11)	1.8
Sometimes, employers want to have control over people’s lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways? (PL1S)				
You were forbidden from leaving the work site (FM3S)	51.6(533)	50.9	63.2(655)	63.5
You were kept under surveillance (FM3S)	4.2(43)	4	4.6(48)	4.4
You were kept in an isolated place with nowhere to go (FM3S)	6.0(62)	5.3	6.5(67)	5.7
You were locked in the workplace or living quarters (FM3S)	13.1(135)	11.8	15.5(161)	14.3
You were restricted on where you could go during non-work hours	38.8(401)	38.1	43.3(449)	42.8
Your phone was confiscated (FM3S) (25)	51.6(533)	50.9	22.1(230)	21.1
You were prevented or restricted from communicating freely with your family, including making or receiving phone calls to/from them (FM3S) (7)	4.2(43)	4	25.1(261)	24.4
You were prevented or restricted from communicating freely with other workers (8)	6.0(62)	5.3	29.9(311)	29
You were prevented or restricted from communicating freely with others outside the workplace (9)	13.1(135)	11.8	29.9(311)	29
You were not permitted to seek or receive medical services when you fell ill (10)	20.4(212)	18.7	22.9(238)	20.3

You were not allowed to have visitors (11)	41.0(426)	39	47.6(496)	46.5
You were forced to work when you refused to (12)	33.0(343)	31.5	38.9(405)	36.7
	In Current Job %	NE4NS - Population Adjusted Current %	Ever Happened %	NE4NS - Population Adjusted Ever %
(2) Link Tracing				
Has your employer/people who work for your employer ever taken/confiscated your identity papers or made it so you were unable to access your identity papers (e.g. passport, work permit)? (FM1S)				
Yes	79.3(626)	80.9	81.9(638)	83.1
If yes, which documents (check all that apply)? (FM1S)				
Sample Size (N)	625		637	
Passport	99.5(622)	99.4	99.5(634)	99.4
Identify Card	48.6(304)	46.6	49.1(313)	47
Visa	45.6(285)	43.6	46.0(293)	44
Work Permit	47.1(295)	45.9	47.6(303)	45.8
Birth Certificate	1.4(9)	2.3	1.4(9)	2.2
Other	1.0(6)	1.1	0.9(6)	1.1
Sometimes, employers want to have control over people's lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways? (PL1S)				
You were forbidden from leaving the work site (FM3S)	43.4(338)	45.2	56.2(437)	62.7
You were kept under surveillance (FM3S)	1.2(9)	1.2	1.2(9)	1.2
You were kept in an isolated place with nowhere to go (FM3S)	3.7(29)	2.8	4.2(33)	3.8
You were locked in the workplace or living quarters (FM3S)	10.3(80)	10.6	11.7(91)	12.3

You were restricted on where you could go during non-work hours	25.4(198)	26	31.7(247)	34.9
Your phone was confiscated (FM3S) (25)	11.8(92)	9.6	14.3(111)	13.1
You were prevented or restricted from communicating freely with your family, including making or receiving phone calls to/from them (FM3S) (7)	14.1(110)	12.4	16.2(126)	15.6
You were prevented or restricted from communicating freely with other workers (8)	14.0(109)	12	18.3(142)	17.8
You were prevented or restricted from communicating freely with others outside the workplace (9)	15.9(124)	13.7	19.7(153)	19.7
You were not permitted to seek or receive medical services when you fell ill (10)	15.4(120)	15	19.5(152)	21.8
You were not allowed to have visitors (11)	30.8(239)	32.3	38.6(301)	44
You were forced to work when you refused to (12)	24.0(188)	25.1	29.9(233)	33.2

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Table 14. Debt or Dependency

	Household Survey		Link Tracing	
	Sample* (N=1052) %	Population Adjusted** %	Sample* (N=788) %	NE4NS - Population Adjusted** %
Have you ever had a debt imposed on you without your consent by your employer? For instance, has your employer / person who derived economic benefit from your labor decided that you owed them money for reasons you didn't agree with (this may include taking on someone else's debt, including a family member; this does not include a debt imposed during recruitment)? (DD01)				
No	90.2(949)	90	95.1(749)	94.9

Prefer not to say	0.1(1)	0.1	NA	NA
Yes	9.7(102)	9.9	4.9(39)	5.1
If yes, how much did the debt cost? (in TZS***)				
Mean	452123.3	403342.6	116801	164316.4
Std. Dev.	616234.1	521166.7	178726.2	87284
Range	0-2480000	0-2480000	1-540000	-
95% CI	-	-	-	(6758, 335391)

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights, ***\$1 = 2,357 TZS

Table 15. Violence and Threats of Violence				
	In Current Job %	Population Adjusted Current %	Ever Happened %	Population Adjusted Ever %
(1) Household Survey				
Has your employer or people who work for your employer ever				
Used physical violence against you (V3S)	14.3(150)	13	18.3(193)	16.9
Used physical violence against someone you care deeply about (V3S)	3.7(39)	3.4	4.4(46)	3.9
Used sexual violence against you (V4S)	15.6(164)	14.8	17.9(188)	17.7
Used sexual violence against someone you care deeply about (V4S)	2.2(23)	2	1.9(20)	1.6
If your employer ever used physical violence against you, which of the following did they do? (Select all that apply)				
Pushed you, shook you or throw something at you (V3S)	69.9(65)	66.8	72.9(86)	72.2

Slapped you about or twisted your arm (V3S)	60.2(56)	58	64.4(76)	64.7
Punched you with their fist or with something that could hurt you (V3S)	32.3(30)	29.9	33.1(39)	32.4
Kicked you or dragged you (V3S)	29.0(27)	27.3	26.3(31)	22.8
Tried to strangle or burn you (VS3)	36.6(34)	29.5	38.1(45)	34.6
Attacked you with a knife, gun, or other type of weapon (VS3)	28.0(26)	20.8	24.6(29)	17.7
If your employer ever used physical violence against someone you care deeply about, which of the following did they do? (Select all that apply)				
Pushed you, shook you or throw something at you (V3S)	14.9(14)	13.2	15.0(18)	100
Slapped you about or twisted your arm (V3S)	17.0(16)	15.2	16.7(20)	74.8
Punched you with their fist or with something that could hurt you (V3S)	6.4(6)	4.4	9.2(11)	71.3
Kicked you or dragged you (V3S)	9.6(9)	7	9.2(11)	46.2
Tried to strangle or burn you (VS3)	11.7(11)	8.4	9.2(11)	21.1
Attacked you with a knife, gun, or other type of weapon (VS3)	10.6(10)	8.4	8.3(10)	53.7
If someone you care about was subjected to physical or sexual violence, can you tell me your relationship with the person or persons who was/were subjected to violence? (Select all that apply)				
Sample size (N)	12		10	
Child	8.3(1)	2.8	10.0(1)	3.3
Spouse	0.0(0)	0	0.0(0)	0
Parent	8.3(1)	2.8	10.0(1)	3.3
Sibling	0.0(0)	0	0.0(0)	0
Other Relative	8.3(1)	2.8	10.0(1)	3.3
Friend	66.7(8)	67.2	60.0(6)	53.8

Other	16.7(2)	14.1	20.0(2)	16.9
	In Current Job %	NE4NS - Population Adjusted Current %	Ever Happened %	NE4NS - Population Adjusted Ever %
(1) Link Tracing				
Has your employer or people who work for your employer ever				
Used physical violence against you (V3S)	8.5(67)	8.9	12.0(95)	12.2
Used physical violence against someone you care deeply about (V3S)	1.4(11)	1.3	1.8(14)	2.2
Used sexual violence against you (V4S)	11.3(89)	10.7	13.6(107)	13.8
Used sexual violence against someone you care deeply about (V4S)	3.4(27)	3.3	3.8(30)	3.2
If your employer ever used physical violence against you, which of the following did they do? (Select all that apply)				
Pushed you, shook you or throw something at you (V3S)	80.6(25)	83.7	88.6(39)	95.1
Slapped you about or twisted your arm (V3S)	74.2(23)	81.7	72.7(32)	75.7
Punched you with their fist or with something that could hurt you (V3S)	48.4(15)	27.2	47.7(21)	41.1
Kicked you or dragged you (V3S)	35.5(11)	22.7	31.8(14)	29.5
Tried to strangle or burn you (VS3)	45.2(14)	36.2	40.9(18)	39.1
Attacked you with a knife, gun, or other type of weapon (VS3)	29.0(9)	21	27.3(12)	22.8
If your employer ever used physical violence against someone you care deeply about, which of the following did they do? (Select all that apply)				
Pushed you, shook you or throw something at you (V3S)	80.0(4)	100	100.0(5)	100
Slapped you about or twisted your arm (V3S)	60.0(3)	74.8	80.0(4)	92.4

Punched you with their fist or with something that could hurt you (V3S)	60.0(3)	71.3	60.0(3)	84.4
Kicked you or dragged you (V3S)	40.0(2)	46.2	20.0(1)	6.3
Tried to strangle or burn you (VS3)	20.0(1)	21.1	20.0(1)	6.3
Attacked you with a knife, gun, or other type of weapon (VS3)	40.0(2)	53.7	20.0(1)	8.6
If someone you care about was subjected to physical or sexual violence, can you tell me your relationship with the person or persons who was/were subjected to violence? (Select all that apply)				
Sample size (N)	23		26	
Child	4.3(1)	3.3	11.5(3)	8.5
Spouse	0.0(0)	0	0.0(0)	0
Parent	4.3(1)	12.9	7.7(2)	3.6
Sibling	8.7(2)	3.1	7.7(2)	3.2
Other Relative	4.3(1)	3.1	3.8(1)	3.2
Friend	73.9(17)	65.5	69.2(18)	70.8
Other	8.7(2)	15.2	7.7(2)	15.7

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Table 16. Prevalence of Trafficking Victimization at Present Job

	Household Survey		Link Tracing				
	Sample* (N=1052) %	Population Adjusted** %	Sample* (N=788) %	VH- Population Adjusted** %	HCG - Population Adjusted ** %	NE4NS - Population Adjusted ** %	NE4NS+ - Population Adjusted ** %
Threshold 1							
Yes	38.1(401)	36.1	27.5(217)	27.6	28.7	27.0	25.8
No	61.9(651)	63.9	72.5(571)	72.4	71.3	73.0	74.2
Threshold 2							
Yes	65.5(689)	65.1	56.5(445)	55.9	56.8	55.4	53.3
No	34.5(363)	34.9	43.5(343)	44.1	43.2	44.6	46.7
Either Threshold 1 or Threshold 2							
Yes	69.1(727)	68.5	59.9(472)	59.3	59.3	59.1	57.4
No	30.9(325)	31.5	40.1(316)	40.7	40.7	40.9	42.6

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights;

*** Corresponding p-value for HCG weight estimates is 0.05

HCG weighting is only applicable to survey variables which are proportional or categorical, not continuous

Table 17. Help-seeking Behavior

	Household Survey		Link Tracing	
	Sample* (N=1052) %	Population Adjusted** %	Sample* (N=788) %	NE4NS - Population Adjusted** %
Why did you choose to stay [in the job where you experienced abuses]?				
Sample size (N)	203		139	
Physical Violence	10.3(21)	10.7	10.1(14)	9.7
Physically Restrained	9.9(20)	7.1	5.0(7)	2.4
Deprived of food, water and/or sleep	9.9(20)	6.5	7.2(10)	7.0
Sexual Violence	4.4(9)	3.5	2.9(4)	0.9
Emotional Violence	7.9(16)	4.5	5.0(7)	4.8
Harm to a family member(s) or someone you care about	1.0(2)	0.7	2.9(4)	4.5
Legal action (including being arrested)	31.0(63)	27.1	23.0(32)	23.3
Withholding of ID cards/citizenship (e.g passport)	51.2(104)	48.1	41.0(57)	37.7
Loss of wages	78.3(159)	67.7	79.1(110)	87.2
Confiscation of savings or other valuables	8.4(17)	7.7	8.6(12)	6.7
Too far from home and nowhere to go	4.9(10)	5.9	13.7(19)	10.1
Kept drunk/drugged	0.0(0)	0	1.4(2)	0.7
No better job options	9.4(19)	9	11.5(16)	10.8
Restrictions in communication	6.9(14)	7.4	2.2(3)	0.7
Have you ever sought help for any of the situations you disclosed?				

No	43.9(245)	43.9	48.2(164)	50.4
Prefer not to say	0.5(3)	0.3	1.2(4)	0.6
Yes	55.6(310)	55.8	50.6(172)	49.0
If yes, who did you seek help from?				
Sample size (N)	299		169	
Tanzanian Embassy/Consulate	33.4(100)	31.4	35.5(60)	33.5
Overseas Tanzanian Organization in Foreign Country	1.7(5)	1.2	3.0(5)	4.1
Spouse	0.7(2)	1.2	0.6(1)	0.2
Immediate family (mother, father, grandparents, siblings)	9.0(27)	9.6	8.9(15)	10.2
Extended family (aunt, uncle, cousin, niece, nephew, in-laws)	6.4(19)	5.1	0.6(1)	0.2
Friend	7.0(21)	6.2	7.1(12)	7.5
Co-worker	4.7(14)	3.5	3.0(5)	2.6
Local service provider/counselor	3.0(9)	2.9	4.7(8)	5.7
Lawyer	0.0(0)	0	0.6(1)	1.9
Local Law Enforcement	3.0(9)	2.4	5.9(10)	8.5
Neighbor/Community member	6.0(18)	7.2	4.7(8)	5.4
Faith or religious community	0.0(0)	0	0.0(0)	0
Stranger	2.0(6)	1.4	2.4(4)	2.6
Relative of Boss	1.3(4)	1.1	0.0(0)	0
Agency/Broker	19.7(59)	18.6	21.9(37)	18.4

Boss	6.7(20)	7.1	10.1(17)	9.3
Other	11.7(35)	12	10.7(18)	12.8
Prefer not to say	1.0(3)	1	0.0(0)	0
If yes, what kind of help did they provide?				
Sample size (N)	252		151	
Shelter, food, clothing	11.1(28)	10.8	5.3(8)	3.7
Mental health support	17.1(43)	18.7	21.2(32)	16.2
They contacted law enforcement	4.4(11)	4.5	3.3(5)	4.9
They contacted my home country embassy/consulate	0.0(0)	0	0.0(0)	0.0
They contacted a service provider	6.0(15)	4.7	7.3(11)	5.9
They bought me to a medical doctor	6.0(15)	7.7	5.3(8)	7.2
Help Returning to Tanzania	22.2(56)	19.4	19.9(30)	23.6
Help with Changing Employers / Finding a New Job	12.3(31)	10.4	15.9(24)	11.7
Mediation with Boss	5.2(13)	4.6	3.3(5)	4.5
They didn't end up helping me	22.6(57)	21.9	19.2(29)	15.1
Other	8.3(21)	7.1	11.9(18)	12.8
If no or only some help, what and/or from who were you hoping to receive help?				
Sample size (N)	263		139	
Shelter, food, clothing	2.7(7)	2.6	1.4(2)	0.4
Mental health support	8.7(23)	9.8	6.4(9)	6.0
Law enforcement assistance	9.9(26)	10.2	2.1(3)	1.0

Tanzanian Embassy/Consulate	39.9(105)	45.5	31.9(45)	28.3
Service provider	3.4(9)	3.3	9.2(13)	14.1
Medical assistance	8.7(23)	11.7	6.4(9)	6.1
Help Returning to Tanzania	12.9(34)	10.4	7.1(10)	3.1
Help with Freedom Restrictions	1.5(4)	1.7	3.5(5)	4.8
Help with Changing Employers / Finding a New Job	10.6(28)	12	12.1(17)	9.2
Help receiving salary owed	2.3(6)	1.5	4.3(6)	6.4
Help with working conditions or payment terms	4.9(13)	6.8	7.1(10)	7.6
Help with getting documents	0.4(1)	0.3	3.5(5)	6.4
Didn't need help	1.9(5)	1.8	0.7(1)	0.2
Didn't seek help	3.8(10)	3.4	5.0(7)	4.9
Other	4.9(13)	3	5.7(8)	6.4

Notes: *Sample statistics; ** Adjusted based on sampling-specific weights

Estimating the Prevalence of Forced Labor Among Domestic Workers in Tanzania

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CONSENT QUESTIONS

Q1 Consent to Participate in a Research Study/Consent Form for Electronic Survey

Estimating the Prevalence of Labor Trafficking of Domestic Workers in Tanzania

Grant number: SSJTIP19CA0032

Protocol number: IRB-FY2022-5926

NOTE TO INTERVIEWERS: Please read this form to potential respondents and offer the respondents the opportunity to review it themselves prior to beginning the survey.

Purpose of the Study: The purpose of the study is to learn more about trafficking among individuals who worked in another country as a domestic worker. We hope that the information we learn from people like you will help people understand some of the problems that you and others in your situation face, and can make better decisions about how to help you deal with these problems. We are conducting surveys with people who are at least 18 years old and may have experienced work abuses as a domestic worker in another country. Up to 2000 people will participate in this research in Tanzania. This study is being done by researchers from the New York University and the Community Health and Social Welfare Africa (COMHESWA), and the study is funded by the US Department of State.

What Will Happen: If you agree to participate in the survey, we will ask you to answer some questions about your experiences working in another country as a domestic worker. You can decide not to answer any question at any time for any reason. If you don't want to answer a question, you can move on to the next one. If you decide at any time that you want to stop answering questions, that's fine too. It might take about 30 or 40 minutes to complete this survey. Deciding not to answer a question or to stop answering any questions won't have any impact on our relationship, on getting referrals, or getting services anywhere.

Risks or Discomforts: Some of the questions we will ask are personal. For example, we will ask you if somebody forced you to work or do things you didn't want to, or someone you worked for took the money or food you earned, or forced you to work late and/or long hours. You may find it unpleasant to answer some of our questions. You don't have to answer any questions if you don't want to, and you can stop our conversation at any time. If you feel that you need to talk to a professional counselor, we can refer you somewhere that is safe and confidential.

There might be some risk that someone could find out that you are participating in this research, and this might cause trouble for you. Everything you tell us will be kept private and confidential. You can skip any questions or stop the survey at anytime. Your responses will not be linked directly back to you. We will connect you with organizations and agencies that might be able to help you if you feel unsafe.

Benefits of the Study: This study will not improve your life or work in any way. But, we think it will help us understand the work and life situations of people like you in Tanzania.

Incentives to Participate: For your time, you will receive 20,000 Tanzanian shillings.

Confidentiality: Every precaution will be taken to protect your privacy. We will not use your name and your name will not be associated with the responses that you give or disclose to the organization sponsoring the

study. All of the data we collect will be stored on password-protected computers and shared via the cloud using a file sharing program called Dropbox. **Your Rights:** Your participation in this study is voluntary. Some of the topic areas that will be discussed may be considered personal. It is possible that some of the survey questions may make you uncomfortable or upset. You can refuse to answer any question, or you may take a break at any time during the survey. Every effort will be made to protect your information, but this cannot be guaranteed. You can decide not to participate, or you can decide to stop participating, and this will not affect your relationship with us or the services you receive. **Questions:** This study is run by Furaha Dimitrios. His phone number is +255 713 401 735. You can call him with any questions about what you tell us today, the study, or about the research results. If you have any questions about your rights as a research participant or if you want to talk to someone other than the researchers, you can contact the New York University Research Compliance Administrator at 212-998-4808 or ask.humansubjects@nyu.edu.

Do you have any questions?

Q2. Do you agree to participate?	1	Yes
	2	No

SURVEY ADMINISTRATIVE RECORDS QUESTIONS

<p><i>If YES to Q2</i></p> <p>Q3. Survey Number</p>	Text	
Q4. Type of Survey Conducted	1	Link Tracing
	2	Household enrollment
<p><i>If 'Link Tracing' in Q4</i></p> <p>Q5. Name</p>	Text	
<p><i>If 'Link Tracing' in Q4</i></p> <p>Q6. Mobile Number</p>	Text	
Q7. City where survey took place	1	Dar es Salaam
	2	Zanzibar – Unguja
	3	Zanzibar – Pemba
	4	Other (text box)
Q8. Birthplace (District and Region only)	Text	
Q9. Who referred them to the survey (enter referral survey ID)? The intake person will provide you with the referral number. If coupon does not know, put N/A.	Text	

Q10. Initials of Interviewer	Text	
Q11. Date of interview:	Automatic Entry	
Q12. Have you been previously interviewed?	1	Yes
	2	No
	3	I do not know

DEMOGRAPHICS QUESTIONS

Q13. What is your gender?	1	Male
	2	Female
	3	Non-binary / third gender
	4	Prefer not to say
Q14. What is your (approximate) age?	1	18-25
	2	26-40
	3	41-60
	4	61 and older
	5	Prefer not to say
	6	I do not know
Q15. What is your religion?	1	Christian
	2	Muslim
	3	Paganist
	4	No religion

	5	Other (text box)
	6	Prefer not to say
	7	I do not know
Q16. What is your marital status?	1	Never married
	2	Currently married - monogamous relationship
	3	Currently married - polygamous relationship
	4	Separated
	5	Divorced
	6	Widowed
	7	Other (text box)
	8	Prefer not to say
	9	I do not know
Q17. Do you have any children?	1	Yes
	2	No

	3	Prefer not to say
	4	I do not know
<p><i>If YES to Q17</i></p> <p>Q18. How many children do you have?</p>	1	1
	2	2
	3	3
	4	4
	5	5 or more
	6	Prefer not to say
	7	I do not know
<p>Q19. Do your children attend school?</p>	1	Yes, all of them
	2	Some but not all of them
	3	No
	4	Prefer not to say
	5	I do not know

Q20. How much money do you pay per year, in total, for your children's education?	1	100,000 TZS or less
	2	100,001 - 200,000 TZS
	3	200,001 - 300,000 TZS
	4	More than 300,000 TZS
	5	Prefer not to say
	6	I do not know
Q21. Are YOU currently attending school or training?	1	Yes
	2	No
	3	Prefer not to say
Q22. What is the highest grade you completed in school?	1	Primary School (Standard 1-7)
	2	Ordinary Level (Form 1-4)
	3	Advanced Level (V-VI)
	4	Vocational School/Some College
	5	Bachelor's Degree

	6	Postgraduate Degree
	7	Madrassa/Islamic School
	8	No Education/Illiterate
	9	No Formal Education/Literate
	10	Other (text box)
	11	Prefer not to say
	12	I do not know
Q23. How many people, besides you, are in your household?	1	0
	2	1-2
	3	3-4
	4	5 or more
	5	Prefer not to say
	6	I do not know
	1	Spouse/romantic partner

Q24. Does anyone else contribute to the household income? (Choose all that apply)	2	Parent
	3	Child
	4	Sibling
	5	Grandparent
	6	Aunt/uncle
	7	In-laws
	8	Other Relatives
	9	Friend
	10	No one
	11	Other (text box)
	12	Prefer not to say
	13	I do not know
Q25. What was your general household income last year? (in TZS) If they do not want to share their income, please enter NA	Text	

MIGRATION PROCESS QUESTIONS

Q26. Which is the last country in which you worked?	1	Qatar
	2	Oman
	3	United Arab Emirates (UAE)
	4	Bahrain
	5	Saudi Arabia
	6	Hong Kong
	7	Kenya
	8	India
	9	Pakistan
	10	South Africa
	11	Greece
	12	Turkey
	13	South Korea
	14	Other (text box)

	15	Unknown country
Q27. In your most recent journey, when did you arrive in \${Q26/ChoiceGroup/SelectedChoicesTextEntry} ?		
Q27.1 When did you arrive in Tanzania? [month]	Range: January-December	
Q27.2 When did you arrive in Tanzania? [day]	N/A	
Q27.3 When did you arrive in Tanzania? [year]	Range: 2010-2022	
Q28. When did you return to Tanzania from the last time you worked in \${Q26/ChoiceGroup/SelectedChoicesTextEntry} ?		
Q28.1 When did you return to Tanzania from the last time you worked in [month]	Range: January-December	
Q28.2 When did you return to Tanzania from the last time you worked in [day]	N/A	
Q28.3 When did you return to Tanzania from the last time you worked in [year]	Range: 2010-2022	
Q29. Was there someone who made the decision for you to go to \${Q26/ChoiceGroup/SelectedChoicesTextEntry} ?	1	Spouse's decision
	2	Parent's decision
	3	I made the decision myself

	4	Other (text box)
	5	Prefer not to say
	6	I do not know
Q30. Who helped you identify the job in \${Q26/ChoiceGroup/SelectedChoicesTextEntry}? (check all that apply)	1	A family member already in \${Q26/ChoiceGroup/SelectedChoicesTextEntry}
	2	A friend already in \${Q26/ChoiceGroup/SelectedChoicesTextEntry}
	3	A friend or family member in Tanzania who heard about the job through an ad or agency
	4	A government registered official job recruitment agency
	5	A private recruitment agency (not registered with the government)
	6	An individual with connections of job placement in \${Q26/ChoiceGroup/SelectedChoicesTextEntry}
	7	I found it myself
	8	Other (text box)
	9	Prefer not to say

	10	I do not know
Q31. Who helped arrange for you to travel to \${Q26/ChoiceGroup/SelectedChoicesTextEntry}? (check all that apply)	1	A family member already in \${Q26/ChoiceGroup/SelectedChoicesTextEntry}
	2	A friend already in \${Q26/ChoiceGroup/SelectedChoicesTextEntry}
	3	A government registered official job recruitment agency
	4	A private recruitment agency (not registered with the government)
	5	An individual with connections of job placement in \${Q26/ChoiceGroup/SelectedChoicesTextEntry}
	6	I found it myself
	7	Other (text box)
	8	Prefer not to say
	9	I do not know
Q32. Which airport(s) did you fly from/through to get to \${Q26/ChoiceGroup/SelectedChoicesTextEntry}? (check all that apply)	1	Dar es Salaam
	2	Zanzibar

	3	Nairobi, Kenya
	4	Other (text box)
	5	Prefer not to say
	6	I do not know
	7	Not applicable
Q33. Did you attend pre-departure training by TaESA prior to leaving for \${Q26/ChoiceGroup/SelectedChoicesTextEntry} ?	1	Yes
	2	No
	3	I do not know what TaESA is
	4	Prefer not to say
Q34. Did your employer take you to the Tanzania embassy upon arriving in \${Q26/ChoiceGroup/SelectedChoicesTextEntry} ?	1	Yes
	2	No, I knew they were supposed to but they did not
	3	No, I didn't know they were supposed to take me
	4	No, but they did take me to the embassy for another country (write which country below)

	5	Prefer not to say
	6	I do not know
<p>Q35. For this most recent journey to \${Q26/ChoiceGroup/SelectedChoicesTextEntry}, which of the following conditions apply to your job offer? (EP8M)</p>	1	An official contract was signed that detailed the job offer, including work conditions, pay and employment benefits
	2	A contract was produced with some details about the job nature and payment terms
	3	A contract was produced but not in a language I read or understood
	4	There was no written contract, but detailed verbal communication was made regarding work conditions, payment terms, and employment benefits
	5	There was no written contract, only verbal agreement with some details about the job nature and payment terms
	6	There was neither a written nor verbal agreement; just a promise of a job in \${Q26/ChoiceGroup/SelectedChoicesTextEntry} upon arrival
	7	Other (text box)
	8	Prefer not to say

<p>Q36. Thinking back about this most recent job in \${Q26/ChoiceGroup/SelectedChoicesTextEntry}, would you say:</p>	1	The job conditions/payment terms in \${Q26/ChoiceGroup/SelectedChoicesTextEntry} turned out to be better than what was told to me prior to departure
	2	The job conditions/payment terms in \${Q26/ChoiceGroup/SelectedChoicesTextEntry} matched what I had learned prior to departure
	3	The job conditions/payment terms in \${Q26/ChoiceGroup/SelectedChoicesTextEntry} turned out to be worse than what I had learned prior to departure. (R3M)
	4	The job conditions/payment terms in \${Q26/ChoiceGroup/SelectedChoicesTextEntry} turned out to be completely false from what was told to me prior to departure. (R2S)
	5	Other (text box)
	6	Prefer not to say
<p>Q37. For this most recent journey to \${Q26/ChoiceGroup/SelectedChoicesTextEntry}, how much in total did you pay in order to secure the job there? (in TZ shillings - enter 0 for none)</p>	Text	
<p>Q38. Did you borrow money to finance the journey to \${Q26/ChoiceGroup/SelectedChoicesTextEntry}?</p>	1	Yes
	2	No

	3	Prefer not to say
	4	I do not know
<i>If YES to Q38</i> Q39. How much did you borrow? (in TZ shillings)	Text	
Q40. Did the employer pay the recruitment fee?	1	Yes
	2	No
	3	I do not know
	4	Prefer not to say
<i>If (1) OR (3) OR (4) in Q40</i> Q41. Did they remove the fee from your salary?	1	Yes
	2	No
	3	Prefer not to say
	4	I do not know
Q42. How much money did they remove?	Text	
Q43. Sometimes people are obliged to work at a job against their will. During the	1	Felt obliged during recruitment to work for a job (R1S)

recruitment process, did any of the following happen to you? (Select all that apply) (R1S/R2S)	2	Were abducted, confined, kidnapped, or held against your will by your employer or people who worked for your employer. (R1S)
	3	Felt cheated or lied to about the nature of your job or specific responsibilities of the work you were supposed to do. (R2S)
	4	Were required to do things that were completely different from what you were led to believe (R2S)
	5	No, none of these things happened to me
	6	Prefer not to say
<i>If (3) OR (4) in Q43</i> Q44. Thinking about the most recent time this happened, can you tell me what lies/misrepresentations were used regarding the nature of the services to deceive you into accepting the job? (Select all that apply) (R2S)	1	Responsibilities were different from what was told
	2	Nature of work was different
	3	Hours of work were different
	4	Vacation/time off was different
	5	Other
	6	Prefer not to say
<i>If (1) OR (2) in Q43</i>	1	Yes

<p>Q45. Did this happen in your most recent job in \${Q26/ChoiceGroup/SelectedChoicesTextEntry}?</p>	2	No
	3	Prefer not to say
<p><i>If YES to Q45</i></p> <p>Q46. When was the last time in your employment history that this happened?</p>	1	Within the last three-six months
	2	Within the last six months
	3	Within the last nine months
	4	Within the last twelve months
	5	Between twelve and twenty-four months
	6	More than twenty-four months ago
	7	Prefer not to say
	8	I do not know
<p><i>If (5) OR (6) in Q43</i></p> <p>Q47. How many times have you worked in \${Q26/ChoiceGroup/SelectedChoicesTextEntry} (you must have left and come back to the country)?</p>	1	1
	2	2
	3	3
	4	4

	5	5 or more times
	6	Prefer not to say
	7	I do not know
Q48. Have you worked in other foreign countries besides \${Q26/ChoiceGroup/SelectedChoicesTextEntry}?	1	Yes
	2	No
	3	Prefer not to say
	4	I do not know
<i>If YES to Q48</i> Q49. What other countries have you worked in? (Select all that apply)	1	Qatar
	2	Oman
	3	United Arab Emirates (UAE)
	4	Bahrain
	5	Saudi Arabia
	6	Hong Kong
	7	Kenya

	8	India
	9	Pakistan
	10	South Africa
	11	Greece
	12	Turkey
	13	South Korea
	14	Other (text box)
	15	Prefer not to say
	16	I do not know

WORK HISTORY QUESTIONS

Q50. Now I am going to ask you some questions about work you did in $\{q://QID22/ChoiceGroup/SelectedChoicesTextEntry\}$.		
Q51. On a scale of 1-5, how would you rate the condition of your living quarters? (1 means much worse than my home in Tanzania and 5 means much better than my home in Tanzania)	1	1
	2	2
	3	3
	4	4
	5	5
	6	Prefer not to say
Q52. How many hours a day did you work?	Text	
Q53. Did you typically work before 5am or after 10pm?	1	Yes
	2	No
	3	Prefer not to say
	4	I do not know
	1	1 day

Q54. How many days in a week did you typically work?	2	2 days
	3	3 days
	4	4 days
	5	5 days
	6	6 days
	7	7 days
	8	Prefer not to say
	9	I do not know
Q55. How many breaks did you typically get in a day?	1	0
	2	1
	3	2
	4	3
	5	4
	6	5 or more

	7	Prefer not to say
	8	I do not know
<i>If (2) OR (3) OR (4) OR (5) OR (6) in Q55</i>	Text	
Q56. What was the average length of breaks (in minutes)?		
Q57. How many people worked in your most recent job?	1	0
	2	1
	3	2
	4	3
	5	4
	6	5 or more
	7	Prefer not to say
	8	I do not know
Q58. Has your employer ever required you to be available day and night or to work extra hours without adequate pay outside	1	Yes
	2	No

the scope of your contract (these are not compensated overtime hours)? (DC1S)	3	Prefer not to say
	4	I do not know
<i>If YES to Q58</i> Q59. Did this happen to you in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
	4	I do not know
Q60. When was the last time in your employment history that this happened?	1	Within the last three-six months
	2	Within the last six months
	3	Within the last nine months
	4	Within the last twelve months
	5	Between twelve and twenty-four months
	6	More than twenty-four months ago
	7	Prefer not to say
	8	I do not know

Q61. On average, how many days per week were you required to be available?	1	1
	2	2
	3	3
	4	4
	5	5
	6	6
	7	7
	8	Prefer not to say
	9	I do not know
Q62. On average how many days per week were you required to work extra hours?	1	1-2
	2	3-4
	3	5 or more
	4	Prefer not to say
	5	I do not know

Q63. Did you work for a subcontractor (in your most current job) (e.g. someone who gave you work tasks that wasn't your direct employer)?	1	Yes
	2	No
	3	Prefer not to say
	4	I do not know
Q64. In your most current job, who was your employer (this is the person who paid you)?	1	Owner of household
	2	Sub-contractor
	3	Other (text box)
	4	Prefer not to say
	5	I do not know
Q65. What were the payment terms of the job?	1	Daily
	2	Weekly
	3	Monthly
	4	Annual
	5	Other (text box)

	6	Prefer not to say
	7	I do not know
Q66. Were you ever not paid for the work you did?	1	Yes
	2	No
	3	Prefer not to say
	4	I do not know
<i>If YES to Q66</i> Q67. How many times in total did this happen?	Text	
Q68. How much money (approximately) did you not get paid in total? (in TZ shillings)	Text	
Q69. Did you pay a fee to your broker or sub-contractor?	1	Yes
	2	No
	3	Prefer not to say
	4	I do not know
<i>If YES to Q69</i>	Text	

Q70. How much did you pay? (in TZ shillings)		
Q71. Were you able to bargain/negotiate your wage/salary?	1	Yes
	2	No
	3	Prefer not to say
	4	I do not know
Q72. Was your wage ever delayed from what you agreed upon without a good reason?	1	Yes
	2	No
	3	Prefer not to say
	4	I do not know
Q73. Was any part of your wage withheld on payday without good reason?	1	Yes
	2	No
	3	Prefer not to say
	4	I do not know
	1	Yes

Q74. Was wage withholding a common practice?	2	No
	3	Prefer not to say
	4	I do not know
Q75. Were you provided vacation time?	1	Yes
	2	No
	3	Sometimes
	4	Prefer not to say
	5	I do not know
Q76. If you had work-related disputes, did you settle them directly with the employer?	1	Yes
	2	No
	3	Prefer not to say
Q77. Sometimes people work for employers who do not let them leave their jobs. Has your employer or people who work for your employer ever withheld your compensation and/or benefits to prevent you from leaving? (EP01)	1	Yes
	2	No

	3	Prefer not to say
<p><i>If YES to Q77</i></p> <p>Q78. Did this happen in your most recent job/situation?</p>	1	Yes
	2	No
	3	Prefer not to say
<p>Q79. When was the last time in your employment history that this happened?</p>	1	Within the last three-six months
	2	Within the last six months
	3	Within the last nine months
	4	Within the last twelve months
	5	Between twelve and twenty-four months
	6	More than twenty-four months ago
	7	Prefer not to say
	8	I do not know
<p>Q80. How much was withheld? (In TZ shillings)</p>	Text	

Q81. Has your employer or people who work for your employer ever told you that you would lose your compensation already earned if you decided to quit?	1	Yes
	2	No
	3	Prefer not to say
<i>If YES to Q81</i> Q82. Did this happen in your most recent job/situation?	1	Yes
	2	No
	3	Prefer not to say
Q83. When was the last time in your employment history that this happened?	1	Within the last three-six months
	2	Within the last six months
	3	Within the last nine months
	4	Within the last twelve months
	5	Between twelve and twenty-four months
	6	More than twenty-four months ago
	7	Prefer not to say
	8	I do not know

Q84. Please Read: Sometimes, people enter into debt agreements with their employers to pay for the cost of their housing/living conditions, or the costs of securing their employment including transportation, documentation, and work permits.

Q85. Have you ever felt that an employer/broker or whoever economically benefits from your labor (EP02):

Q85.A. Charged you fees or inflated the prices for goods/services you purchased from your employer (EP02)

Q85.A.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q85.A.2. Did this happen in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
	4	N/A
Q85.A.3. When did this last happen to you?	Text	
Q85.B. Reduced the value of goods you produced or services you provided (EP02)		
Q85.B.1. In any job?	1	Yes

	2	No
	3	Prefer not to say
Q85.B.2. Did this happen in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
	4	N/A
Q85.B.3. When did this last happen to you?	Text	
Q85.C. Tried to reduce your compensation by charging you excessive fees for things such as rent, food, or other items you consumed at the workplace (EP02)		
Q85.C.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q85.C.2. Did this happen in your most recent job?	1	Yes
	2	No
	3	Prefer not to say

	4	N/A
Q85.C.3. When did this last happen to you?	Text	
Q86. Have you ever had a debt imposed on you without your consent by your employer? For instance, has your employer / person who derived economic benefit from your labor decided that you owed them money for reasons you didn't agree with (this may include taking on someone else's debt, including a family member; this does not include a debt imposed during recruitment)? (DD01)	1	Yes
	2	No
	3	Prefer not to say
<i>If YES to Q86</i> Q87. Did this happen in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q88. When was the last time in your employment history that this happened?	1	Within the last three-six months
	2	Within the last six months
	3	Within the last nine months

	4	Within the last twelve months
	5	Between twelve and twenty-four months
	6	More than twenty-four months ago
	7	Prefer not to say
	8	I do not know
Q89. How much did the debt cost? (in TZ shillings)	Text	
Q90. What would have happened to you if you had refused work when expected to work? (choose all that apply)	1	Physical violence (including being punched, kicked, dragged, beaten up, threatened with a gun, knife or other weapons)
	2	Physically restrained (including being tied up or locked in a room)
	3	Deprived of food, water and/or sleep
	4	Sexual violence (an act that is sexual in nature, including physical contact, being photographed or forced to watch other sexual acts)
	5	Emotional violence (including belittling or ostracizing a person in front of their peers/verbal abuse)
	6	Harm to a family member(s) or someone you

		care about
	7	Legal action (including being arrested)
	8	Withholding of ID cards/citizenship (e.g passport)
	9	Loss of wages
	10	Confiscation of savings or other valuables
	11	Restrictions in communication
	12	Nothing would have happened to me
	13	Other (text box)
	14	Prefer not to say
	15	I do not know
Q91. What would have happened to you if you decided to move away or work for someone else? (choose all that apply)	1	Physical violence (including being punched, kicked, dragged, beaten up, threatened with a gun, knife or other weapons)
	2	Physically restrained (including being tied up or locked in a room)
	3	Deprived of food, water and/or sleep

	4	Sexual violence (an act that is sexual in nature, including physical contact, being photographed or forced to watch other sexual acts)
	5	Emotional violence (including belittling or ostracizing a person in front of their peers/verbal abuse)
	6	Harm to a family member(s) or someone you care about
	7	Legal action (including being arrested)
	8	Withholding of ID cards/citizenship (e.g passport)
	9	Loss of wages
	10	Confiscation of savings or other valuables
	11	Restrictions in communication
	12	Nothing would have happened to me
	13	Other (text box)
	14	Prefer not to say
	15	I do not know

<p>Q92. Were you ever offered another job while at your most recent job in \${Q26/ChoiceGroup/SelectedChoicesTextEntry}?</p>	1	Yes
	2	No
	3	Prefer not to say
<p><i>If YES to Q92</i></p> <p>Q93. Have you ever had an offer of a better job in \${Q26/ChoiceGroup/SelectedChoicesTextEntry} but were not allowed to accept it?</p>	1	Yes
	2	No
	3	Prefer not to say
<p><i>If YES to Q93</i></p> <p>Q94. What prevented you from accepting the job? (choose all that apply)</p>	1	Physical violence (including being punched, kicked, dragged, beaten up, threatened with a gun, knife or other weapons)
	2	Physically restrained (including being tied up or locked in a room)
	3	Deprived of food, water and/or sleep
	4	Sexual violence (an act that is sexual in nature, including physical contact, being photographed or forced to watch other sexual acts)
	5	Emotional violence (including belittling or ostracizing a person in front of their peers/verbal abuse)
	6	Harm to a family member(s) or someone you care about

	7	Legal action (including being arrested)
	8	Withholding of ID cards/citizenship (e.g passport)
	9	Loss of wages
	10	Confiscation of savings or other valuables
	11	Too far from the home and nowhere to go
	12	Kept drunk/drugged
	13	No better job options
	14	Restrictions in communication
	15	Nothing would have happened to me
	16	Other (text box)
	17	Prefer not to say
	18	I do not know

RESTRICTION OF FREEDOM QUESTIONS

<p>Q95. Now I would like to ask you some questions about how you are treated at work. I would like to assure you that your answers will be kept secret, and that you do not have to answer any questions that you do not want to. May I continue?</p>	1	Yes
	2	No
<p><i>If YES to Q95</i></p> <p>Q96. Sometimes, employers want to have control over people's lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways? (PL1S)</p>		
<p>Q96.A. You were forbidden from leaving the work site (FM3S)</p>		
<p>Q96.A.1. In any job?</p>	1	Yes
	2	No
	3	Prefer not to say
<p>Q96.A.2. Has this happened in your most recent job?</p>	1	Yes
	2	No
	3	Prefer not to say

Q96.A.3. When was the last time this happened to you?	Text	
Q96.B. You were kept under surveillance (FM3S)		
Q96.B.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q96.B.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q96.B.3. When was the last time this happened to you?	Text	
Q96.C. You were kept in an isolated place with nowhere to go (FM3S)		
Q96.C.1. In any job?	1	Yes
	2	No
	3	Prefer not to say

Q96.C.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q96.C.3. When was the last time this happened to you?	Text	
Q96.D. You were locked in the workplace or living quarters (FM3S)		
Q96.D.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q96.D.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q96.D.3. When was the last time this happened to you?	Text	
Q96.E. You were restricted on where you could go during non-work hours		

Q96.E.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q96.E.2. as this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q96.E.3. When was the last time this happened to you?	Text	
<p>Q97. Sometimes, employers want to have control over people’s lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways? (PL1S)</p>		
<p>Q97.A. Your phone was confiscated (FM3S)</p>		
Q97.A.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
	1	Yes

Q97.A.2. Has this happened in your most recent job?	2	No
	3	Prefer not to say
Q97.A.3. When was the last time this happened to you?	Text	
Q97.B. You were prevented or restricted from communicating freely with your family, including making or receiving phone calls to/from them (FM3S)		
Q97.B.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q97.B.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q97.B.3. When was the last time this happened to you?	Text	
Q97.C. You were prevented or restricted from communicating freely with other workers		
Q97.C.1. In any job?	1	Yes

	2	No
	3	Prefer not to say
Q97.C.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q97.C.3. When was the last time this happened to you?	Text	
Q97.D. You were prevented or restricted from communicating freely with others outside the workplace		
Q97.D.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q97.D.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say

Q97.D.3. When was the last time this happened to you?	Text	
Q98. Sometimes, employers want to have control over people's lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways? (PL1S)		
Q98.A. You were not permitted to seek or receive medical services when you fell ill		
Q98.A.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q98.A.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q98.A.3. When was the last time this happened to you?	Text	
Q98.B. You were not allowed to have visitors		
Q98.B.1. In any job?	1	Yes
	2	No

	3	Prefer not to say
Q98.B.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q98.B.3. When was the last time this happened to you?	Text	
Q98.C. You were forced to work when you refused to		
Q98.C.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q98.C.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q98.C.3. When was the last time this happened to you?	Text	

Q99. Sometimes, employers want to have control over people's lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways? (PL1S)

Q99.A. Controlled through blackmail, that is threatened to reveal something personal/embarrassing about you (PL1S/PL02/PL04)

Q99.A.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q99.A.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q99.A.3. When was the last time this happened to you?	Text	
Q98.B. Controlled through religious retribution (any punishment because of your religious beliefs or practices) (PL1S/PL02/PL04)		
Q99.B.1. In any job?	1	Yes
	2	No
	3	Prefer not to say

Q99.B.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q99.B.3. When was the last time this happened to you?	Text	
Q99.C. Controlled by threatening to exclude you from future employment opportunities (PL1S/PL02/PL04)		
Q99.C.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q99.C.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q99.C.3. When was the last time this happened to you?	Text	
Q100. Sometimes, employers want to have control over people's lives outside their job. Has your employer or people who work for your employer ever attempted to control your personal life outside work in any of these ways? (PL1S)		

Q100.A. Controlled you by threatening to, or actually isolating you from your family (PL1S/PL02/PL04)		
Q100.A.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q100.A.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q100.A.3. When was the last time this happened to you?	Text	
Q100.B. Controlled you by threatening to, or actually isolating you from your friends (being ostracized)(PL1S/PL02/PL04)		
Q100.B.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
	1	Yes

Q100.B.2. Has this happened in your most recent job?	2	No
	3	Prefer not to say
Q100.B.3. When was the last time this happened to you?	Text	
Q100.C. Controlled you by making you perform sex acts to pay off your outstanding debt or wage advance (PL1S/PL02/PL04)		
Q100.C.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q100.C.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q100.C.3. When was the last time this happened to you?	Text	
Q101. Sometimes people are not allowed to keep their own identification or travel documents. [Note: sometimes passports and travel documents for domestic workers are held by the employer to prevent the employee from leaving or working for another employer]		

<p>Q102. Has your employer/people who work for your employer ever taken/confiscated your identity papers or made it so you were unable to access your identity papers (e.g. passport, work permit)? (FM1S)</p>	1	Yes
	2	No
	3	Prefer not to say
<p><i>If YES to Q102</i></p> <p>Q103. Which documents (check all that apply)? (FM1S)</p>	1	Passport
	2	Identity Card
	3	Visa
	4	Work Permit
	5	Birth Certificate
	6	Other
	7	Prefer not to say
	8	I do not know
<p>Q104. Did this happen in your most recent job?</p>	1	Yes
	2	No

	3	Prefer not to say
Q105. When was the last time in your employment history that this happened?	1	Within the last three months
	2	Within the last six months
	3	Within the last nine months
	4	Within the last twelve months
	5	Between 12-24 months
	6	More than 24 months ago
	7	Prefer not to say
	8	I do not know
Q106. You mentioned that some of these bad things happened to you, did you choose to stay at the job?	1	Yes
	2	No
	3	Prefer not to say
<i>If YES to Q106</i> Q107. Why did you choose to stay? (choose all that apply)	1	Physical violence (including being punched, kicked, dragged, beaten up, threatened with a gun, knife or other weapons)

	2	Physically restrained (including being tied up or locked in a room)
	3	Deprived of food, water and/or sleep
	4	Sexual violence (an act that is sexual in nature, including physical contact, being photographed or forced to watch other sexual acts)
	5	Emotional violence (including belittling or ostracizing a person in front of their peers/verbal abuse)
	6	Harm to a family member(s) or someone you care about
	7	Legal action (including being arrested)
	8	Withholding of ID cards/citizenship (e.g passport)
	9	Loss of wages
	10	Confiscation of savings or other valuables
	11	Too far from home and nowhere to go
	12	Kept drunk/drugged
	13	No better job options

	14	Restrictions in communication
	15	Nothing would have happened to me
	16	Other (text box)
	17	Prefer not to say
	18	I do not know

EXPERIENCE OF EMOTIONAL/PHYSICAL/SEXUAL VIOLENCE QUESTIONS

Q108. Have the following incidents happened to you at work?		
Q108.A. Confiscated your savings or other valuables (e.g. jewelry)		
Q108.A.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q.108.A.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q108.A.3. When was the last time this happened to you?	Text	
Q108.B. Belittled you in front of your peers		
Q108.B.1. In any job?	1	Yes
	2	No
	3	Prefer not to say

Q108.B.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q108.B.3. When was the last time this happened to you?	Text	
Q108.C. Ostracized you from your peers		
Q108.C.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q108.C.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q108.C.3. When was the last time this happened to you?	Text	
Q109. Please read: Sometimes, people stay at a job or in other dangerous situations because someone threatens to hurt them or hurt someone they care deeply about.		

Q110. Have the following incidents happened to you at work?		
Q110.A. Smashed things to intimidate you on purpose (V8M)		
Q110.A.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q100.A.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q110.A.3. When was the last time this happened to you?	Text	
Q110.B. Threatened physical violence against you (V8M)		
Q110.B.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q110.B.2. Has this happened in your most recent job?	1	Yes

	2	No
	3	Prefer not to say
Q110.B.3. When was the last time this happened to you?	Text	
Q110.C. Threatened physical violence against someone you care deeply about (V8M)		
Q110.C.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q110.C.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q110.C.3. When was the last time this happened to you?	Text	
Q110.D. Used physical violence against someone you care deeply about (V8M)		
Q110.D.1. In any job?	1	Yes

	2	No
	3	Prefer not to say
Q110.D.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q110.D.3. When was the last time this happened to you?	Text	
Q111. Have the following incidents happened to you at work?		
Q111.A. Pushed you, shook you or throw something at you (V3S)		
Q111.A.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q111.A.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say

Q111.A.3. When was the last time this happened to you?	Text	
Q111.B. Slapped you about or twisted your arm (V3S)		
Q111.B.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q111.B.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q111.B.3. When was the last time this happened to you?	Text	
Q111.C. Punched you with their fist or with something that could hurt you (V3S)		
Q111.C.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q111.C.2. Has this happened in your most recent job?	1	Yes

	2	No
	3	Prefer not to say
Q111.C.3. When was the last time this happened to you?	Text	
Q111.D. Kicked you or dragged you (V3S)		
Q111.D.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q111.D.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q111.D.3. When was the last time this happened to you?	Text	
Q111.E. Tried to strangle or burn you (VS3)		
Q111.E.1. In any job?	1	Yes
	2	No

	3	Prefer not to say
Q111.E.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q111.E.3. When was the last time this happened to you?	Text	
Q111.F. Attacked you with a knife, gun, or other type of weapon (VS3)		
Q111.F.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q111.F.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q111.F.3. When was the last time this happened to you?	Text	
Q112. Have the following incidents happened to you at work?		

Q112.A. Forced you to do something sexual that you did not want to do (V4S)		
Q112.A.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q112.A.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q112.A.3. When was the last time this happened to you?	Text	
Q112.B. Forced you to be photographed or watch other sexual acts that you found degrading (V4S)		
Q112.B.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q112.B.2. Has this happened in your most recent job?	1	Yes
	2	No

	3	Prefer not to say
Q112.B.3. When was the last time this happened to you?	Text	
Q112.C. Used sexual violence against someone you care deeply about (V4S)		
Q112.C.1. In any job?	1	Yes
	2	No
	3	Prefer not to say
Q112.C.2. Has this happened in your most recent job?	1	Yes
	2	No
	3	Prefer not to say
Q112.C.3. When was the last time this happened to you?	Text	
Q113. If someone you care about was threatened or subjected to physical or sexual violence, can you tell me your relationship with the person who was threatened with or subjected to physical violence? (choose all that apply)	1	Child
	2	Spouse/romantic partner
	3	Parent
	4	Sibling

	5	Other relative
	6	Friend
	7	Other
	8	Prefer not to say
	9	Not Applicable

HELP-SEEKING ACTIVITIES QUESTIONS

Q114. To the interviewer: Did the respondent answer yes to any of the abuses listed above?	1	Yes
	2	No
<i>If YES to Q114</i> Q115. You mentioned some of these bad things happened to you, did you stay at the job?	1	Yes
	2	No
	3	Prefer not to say
	4	Not Applicable
<i>If YES to Q115</i> Q116. Why did you choose to stay? (choose all that apply)	1	Physical violence (including being punched, kicked, dragged, beaten up, threatened with a gun, knife or other weapons)
	2	Physically restrained (including being tied up or locked in a room)
	3	Deprived of food, water and/or sleep
	4	Sexual violence (an act that is sexual in nature, including physical contact, being photographed or forced to watch other sexual acts)
	5	Emotional violence (including belittling or ostracizing a person in front of their peers/verbal abuse)

	6	Harm to a family member(s) or someone you care about
	7	Legal action (including being arrested)
	8	Withholding of ID cards/citizenship (e.g passport)
	9	Loss of wages
	10	Confiscation of savings or other valuables
	11	Too far from home and nowhere to go
	12	Kept drunk/drugged
	13	No better job options
	14	Restrictions in communication
	15	Nothing would have happened to me
	16	Other (text box)
17	Prefer not to say	

	18	I do not know
<p><i>If YES to Q114</i></p> <p>Q117. Have you ever sought help for any of the situations you disclosed above?</p>	1	Yes
	2	No
	3	Prefer not to say
	4	Not Applicable
<p><i>If YES to Q117</i></p> <p>Q118. In which country did you seek help? (check all that apply)</p>	1	Tanzania
	2	Qatar
	3	Oman
	4	United Arab Emirates (UAE)
	5	Bahrain
	6	Saudi Arabia
	7	Hong Kong
	8	Kenya
	9	India

	10	Pakistan
	11	South Africa
	12	Greece
	13	Turkey
	14	South Korea
	15	Other (text box)
	16	Prefer not to say
	17	I do not know
Q119. Who did you seek help from? (check all that apply)	1	Tanzanian embassy/consulate
	2	Overseas Tanzanian organization in foreign country
	3	Spouse
	4	Immediate family (mother, father, grandparents, siblings)
	5	Extended family (aunt, uncle, cousin, niece, nephew, in-laws)

	6	Friend
	7	Co-worker
	8	Local service provider/counselor
	9	Lawyer
	10	Local law enforcement
	11	Neighbor/community member
	12	Faith or religious community
	13	Stranger
	14	Other (text box)
	15	Prefer not to say
Q120. What kind of help did they provide? (check all that apply)	1	Shelter, food, clothing
	2	Mental health support
	3	They contacted law enforcement
	4	They contacted the Tanzanian embassy/consulate

	5	They contacted a service provider
	6	They bought me to a medical doctor
	7	They didn't end up helping me
	8	Other (text box)
	9	Prefer not to say
Q121. Did you get the help you needed?	1	Yes
	2	No
	3	Somewhat yes (they provided some help but not all I needed)
	4	Prefer not to say
<p><i>If (2), (3), or (4) in Q121</i></p> <p>Q122. If no or only some help, what and/or from who were you hoping to receive help? (check all that apply)</p>	1	Shelter, food, clothing
	2	Mental health support
	3	Law enforcement assistance
	4	Tanzanian embassy/consulate assistance

	5	Service provider assistance
	6	Medical assistance
	7	Other (text box)
	8	Prefer not to say
<i>If (2) or (4) in Q121</i>	1	I was scared
Q123. If you didn't seek help, why not? (check all that apply)	2	I didn't think anyone could help
	3	I didn't know who to go for help
	4	I thought I could handle it on my own
	5	Other (text box)
	6	Prefer not to say

COVID-19 QUESTIONS

Q124. We are almost done. Thank you for your patience and please bear with us for a few more minutes. I'd like to ask you a few questions about how COVID 19 has affected your work. As I read the following statements please tell me yes or no.

Q125. My income from domestic work has decreased since the COVID19 pandemic.	1	Yes
	2	No
	3	Prefer not to say
	4	I do not know
<p><i>If YES to Q125</i></p> <p>Q126. Can you tell me by about how much?</p>	Text	
Q127. You were laid off during the pandemic.	1	Yes
	2	No
	3	Prefer not to say
Q128. You can no longer make ends meet.	1	Yes
	2	No
	3	Prefer not to say

Q129. You are still unemployed.	1	Yes
	2	No
	3	Prefer not to say
Q129. You are still unemployed.	1	Yes
	2	No
	3	Prefer not to say
Q130. You became homeless.	1	Yes
	2	No
	3	Prefer not to say
Q131. You were mostly confined to your employer's home.	1	Yes
	2	No
	3	Prefer not to say

NSUM QUESTIONS

<p>Q132. Finally, we would like to know how active you are in using different channels to communicate with your friends, family members, relatives, store owners, or anyone you interact with.</p>	
<p>Q133. If you can add up all different contacts in your mobile phone numbers or WhatsApp, can you tell me the total number of contacts? Please take your time to browse through your mobile phone.</p>	Text
<p>Q134. Can you tell me how many of these contacts are also domestic workers?</p>	Text
<p>Q135. Can you tell me of all your contacts, with how many did you communicate with in the last week via phone or social media?</p>	Text
<p>Q136. Of those you communicated with in the last week via phone and social media, how many are domestic workers?</p>	Text
<p>Q137. How many people did you communicate with in person in the last 7 days, that you didn't communicate with via phone or social media?</p>	Text
<p>Q138. Of those that you only communicated in person with, how many were domestic workers?</p>	Text
<p>Q139. Of the domestic workers you know who worked abroad, how many of them:</p>	
<p>Q1390.A. Are Christian</p>	Text
<p>Q139.B. Worked in Dubai</p>	Text

Q139.C. Experienced deceptive recruitment (nature of services or responsibilities required)	Text
Q139.D. Were made to be available day and night without adequate compensation outside the scope of the contract	Text
Q139.E. Lacked freedom of movement or communication	Text
Q139.F. Experienced physical violence against them or someone they care deeply about	Text
Q140. You had mentioned that you experienced some abuses while working abroad. Of the domestic workers you communicated with in the past week, how many of them did you tell that you:	
<i>If (3) or (4) in Q36 OR (1), (2), (3), or (4) in Q43</i> Q140.A. Experienced deceptive recruitment (nature of services or responsibilities required)	Text
<i>If YES to Q58</i> Q140.B. Were made to be available day and night without adequate compensation outside the scope of the contract	Text
<i>If YES to any components of Q96 OR Q97 OR Q100A OR Q100B OR Q102</i> Q140.C. Had no freedom of movement or communication	Text
<i>If YES to Q100C OR Q110D OR any components of Q111 OR Q112</i>	Text

Q140.D. Experienced physical violence against them or someone you care deeply about	
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LINK TRACING QUESTIONS

Q141. 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: not family members, who currently live in Zanzibar/Temeke, who have worked in and returned from another country, and who are at least 18 years old [If seed = 0,] and who did not provide you with a coupon to participate in this study. Can you help us? We will pay for you to bring your friends to us, 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 family who you know well 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 10,000 Tanzanian Shillings 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 family members and who fit these characteristics: currently live in Zanzibar/Temeke, have worked in domestic work abroad and returned from another country, 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.

Q142. Do you personally know any migrants 18 years and older by name/alias who have returned to Tanzania/Zanzibar within the last two years from working as domestic workers in another country, are not family members, and currently live in Zanzibar/Temeke?	1	Yes
	2	No
	3	Prefer not to say
<p><i>If YES to Q142</i></p> <p>Q143. About how many migrants do you personally know who are 18 years and older, have returned to Tanzania/Zanzibar within the last two years from working as domestic workers in another country, are not family members, and currently live in Zanzibar/Temeke?</p>	Text	

If YES to Q142

Q144. Please tell me up to 7 people that you know well so that we can ask you to bring three of them in to join our survey.

Q144.A. Person 1

Q144.A.1. Name

Text

Q144.A.2. Area they currently live in

Text

Q144.A.3. Can we have his/her mobile number for verification purposes? [Enumerator, try and get at least the last 3-4 digits of their phone number. If respondent does not know this, that is OK]

Text

Q144.A.4. Sex

Text

Q144.A.5. Approximately how old were they on their last birthday?

Text

Q144.A.6. What is their religion?	Text
Q144.A.7. What is their marital status?	Text
Q144.A.8. What is the highest level of schooling they have attended?	Text
Q144.A.9. How many children do they have? If you aren't sure, make your best guess.	Text
Q144.B. Person 2	
Q144.B.1. Name	Text
Q144.B.2. Area they currently live in	Text
Q144.B.3. Can we have his/her mobile number for verification purposes? [Enumerator, try and get at least the last 3-4 digits of their phone number. If respondent does not know this, that is OK]	Text

Q144.B.4. Sex	Text
Q144.B.5. Approximately how old were they on their last birthday?	Text
Q144.B.6. What is their religion?	Text
Q144.B.7. What is their marital status?	Text
Q144.B.8. What is the highest level of schooling they have attended?	Text
Q144.B.9. How many children do they have? If you aren't sure, make your best guess.	Text
Q144.C. Person 3	
Q144.C.1. Name	Text

Q144.C.2. Area they currently live in	Text
Q144.C.3. Can we have his/her mobile number for verification purposes? [Enumerator, try and get at least the last 3-4 digits of their phone number. If respondent does not know this, that is OK]	Text
Q144.C.4. Sex	Text
Q144.C.5. Approximately how old were they on their last birthday?	Text
Q144.C.6. What is their religion?	Text
Q144.C.7. What is their marital status?	Text
Q144.C.8. What is the highest level of schooling they have attended?	Text
Q144.C.9. How many children do they have? If you aren't sure, make your best guess.	Text

Q144.D. Person 4	
Q144.D.1. Name	Text
Q144.D.2. Area they currently live in	Text
Q144.D.3. Can we have his/her mobile number for verification purposes? [Enumerator, try and get at least the last 3-4 digits of their phone number. If respondent does not know this, that is OK]	Text
Q144.D.4. Sex	Text
Q144.D.5. Approximately how old were they on their last birthday?	Text
Q144.D.6. What is their religion?	Text
Q144.D.7. What is their marital status?	Text

Q144.D.8. What is the highest level of schooling they have attended?	Text
Q144.D.9. How many children do they have? If you aren't sure, make your best guess.	Text
Q144.E. Person 5	
Q144.E.1. Name	Text
Q144.E.2. Area they currently live in	Text
Q144.E.3. Can we have his/her mobile number for verification purposes? [Enumerator, try and get at least the last 3-4 digits of their phone number. If respondent does not know this, that is OK]	Text
Q144.E.4. Sex	Text
Q144.E.5. Approximately how old were they on their last birthday?	Text

Q144.E.6. What is their religion?	Text
Q144.E.7. What is their marital status?	Text
Q144.E.8. What is the highest level of schooling they have attended?	Text
Q144.E.9. How many children do they have? If you aren't sure, make your best guess.	Text
Q144.F. Person 6	
Q144.F.1. Name	Text
Q144.F.2. Area they currently live in	Text
Q144.F.3. Can we have his/her mobile number for verification purposes? [Enumerator, try and get at least the last 3-4 digits of their phone number. If respondent does not know this, that is OK]	Text

Q144.F.4. Sex	Text
Q144.F.5. Approximately how old were they on their last birthday?	Text
Q144.F.6. What is their religion?	Text
Q144.F.7. What is their marital status?	Text
Q144.F.8. What is the highest level of schooling they have attended?	Text
Q144.F.9. How many children do they have? If you aren't sure, make your best guess.	Text
Q144.G. Person 7	
Q144.G.1. Name	Text

Q144.G.2. Area they currently live in	Text
Q144.G.3. Can we have his/her mobile number for verification purposes? [Enumerator, try and get at least the last 3-4 digits of their phone number. If respondent does not know this, that is OK]	Text
Q144.G.4. Sex	Text
Q144.G.5. Approximately how old were they on their last birthday?	Text
Q144.G.6. What is their religion?	Text
Q144.G.7. What is their marital status?	Text
Q144.G.8. What is the highest level of schooling they have attended?	Text
Q144.G.9. How many children do they have? If you aren't sure, make your best guess.	Text

<p><i>If NO or 'Prefer not to say' to Q142</i></p> <p>Q145. If you cannot share the information of any domestic workers in your network to participate in this survey, please tell us why:</p>	1	They returned from working abroad more than two years ago.
	2	I do not know anyone else in my situation.
	3	I do not feel comfortable sharing their information.
	4	Other (text box)
<p>Q146. Please distribute coupons to these three contacts (to be randomly chosen from the list of seven referrals from the previous question):</p>		
<p>Q146.A. Referree #1</p>		
Q146.A.1. Name	Text	
Q146.A.2. Referral Coupon #	Text	
<p>Q146.B. Referree #2</p>		
Q146.B.1. Name	Text	
Q146.B.2. Referral Coupon #	Text	
<p>Q146.C. Referree #3</p>		
Q146.C.1. Name	Text	

Q146.C.2. Referral Coupon #	Text
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