

# OPERATIONAL MANUAL ON RECRUITMENT COSTS - SDG 10.7.1

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## PREFACE

Recognizing that the high economic and social costs incurred by migrants are serious impediments to realizing sustainable development outcomes from international migration, the United Nations 2030 Sustainable Development Agenda, under its Goal 10.7, calls for facilitating orderly, safe, and responsible migration. Similarly, the high costs of recruitment paid by workers, particularly for low-skilled jobs, is increasingly identified as a persistent antecedent of workers' abuse. The World Bank and ILO are the joint custodian agencies for SDG Indicator 10.7.1, expressed as "Recruitment costs borne by an employee as a proportion of monthly income earned in country of destination."

A set of Guidelines for the collection of Statistics for SDG Indicator 10.7.1 have been developed in 2018 and endorsed by national statistical offices in a first international consultative workshops in 2018 in Washington, and in Istanbul in 2019 where a preliminary draft of this operational manual, based on the Guidelines, was presented and discussed. The manual was finalized based on the discussions and valuable suggestions of the participants

Within the framework of SDG Indicator 10.7.1, the Global Knowledge Partnership on Migration and Development – KNOMAD – of the World Bank and the ILO have been collecting data on recruitment costs and simultaneously, developing methodologies and survey instruments that countries can employ to gather data on recruitment costs. This document relies and builds on this accumulated experience and is intended to serve as an operational manual in the collection and dissemination of data on recruitment costs and a means of setting standards to produce comparable data across countries. It therefore closely follows the 'Statistics for SDG Indicator 10.7.1: Guidelines for their Collection'.

The intended audiences of this manual are statistical agencies, ministries engaged in labour migration issues, NGOs and other parties interested in gathering and analysing data on recruitment costs. To the extent possible, this manual is intended to be a comprehensive and practical guide for those who want to measure recruitment costs. While this manual provides a guide in terms of the associated advantages and drawbacks of choosing one survey instrument over the other, the

choice of which survey instrument and sampling strategy to adopt will ultimately depend on the nature of the phenomenon in the country, and on budgetary issues and institutional capacity.

It is our sincere hope that this manual will serve as important reference material for those who are interested in the measurement of recruitment costs.

In summary this manual will improve the collection of data on recruitment costs by enriching quantitative surveys. In doing so, the manual offers a valuable source of understanding for and in reducing recruitment costs borne by migrant workers.

Rafael Diez de Medina  
Director  
Department of STATISTICS  
International Labour Office (ILO)  
Geneva 2019

Manuela Tomei  
Director  
Department of WORKQUALITY  
International Labour Office (ILO)  
Geneva 2019

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## 1. INTRODUCTION

An estimated 10 million migrant workers use regular channels every year to migrate to foreign countries to work (ILO and KNOMAD, 2019). The driver of migration for most is the high potential earnings abroad vis-à-vis their home countries (World Bank, 2018). Migration costs – both pecuniary and non-pecuniary - also affect migration decisions. Pecuniary costs include such outlays as transportation expenses to the foreign country and fees to obtain a passport, visa and work permit. Psychic costs involve having to leave behind family and friends to move to a culturally unfamiliar place. Important impediments to labour migration are information asymmetries regarding availability of work, conditions of work including remuneration, and the procedures and paperwork involved in obtaining work abroad. These impediments are likely to be particularly high for the less educated who may also face language barriers. Labour brokers emerge in this environment of information asymmetries providing information on job availability and legal requirements to take up work abroad and assisting migrant workers with the required paperwork. However, the recruitment costs paid by migrant workers for the services of labour brokers may not reflect the true value of the services received and may reach exorbitant levels particularly when there is high demand for work abroad and brokers pick and choose who to allocate the job openings. Migrant workers looking for low or semi-skilled jobs may be particularly at risk of exploitation due to the high competition for such jobs, highly regulated foreign supply of such jobs which gives rise to rents and rent seeking behaviour and practices such as illegal visa trading. Furthermore, some recruitment agencies may operate illegally, putting the welfare of migrant workers at risk.<sup>1</sup>

Assessing the demand for the services of recruitment agencies, the amount of recruitment fees migrant workers pay, the characteristics of such migrant workers and the migration corridors they use are important inputs for policy making for orderly and safe migration that promotes the welfare of migrants.

Given the importance of labour migration both for sending and receiving countries, migration issues have found expression in the Sustainable Development Goals (SDGs). Under Goal 10 that aims to “reduce inequality within and among countries”, Target 10.7 entrusts governments to “facilitate orderly, safe, regular and responsible migration and mobility of people, including through the implementation of planned and well-managed migration policies.” Under Target 10.7, Indicator 10.7.1 is related to recruitment costs: “Recruitment cost

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<sup>1</sup> An estimated 30 percent of visas amounting to 2 million issued by Saudi Arabia are traded in the black market. <http://www.arabnews.com/illegal-visa-trade-hurts-economy-says-expert>



borne by employee as a proportion of monthly income earned in country of destination”. Reduction in recruitment costs would serve to promote Target 10.7. The ILO under *General Principles and Operational Guidelines for Fair Recruitment* recommends that “No recruitment fees or related costs should be charged to, or otherwise borne by, workers or jobseekers.” (ILO, 2016; p.3). It draws particular attention to fraudulent practices where labour recruiters may charge illicit fees to prospective workers (p.5).

The World Bank and ILO are the joint custodian agencies for SDG Indicator 10.7.1 Within this framework, the Global Knowledge Partnership on Migration and Development – KNOMAD – of the World Bank and the ILO have been collecting data on recruitment costs and simultaneously, developing methodologies and survey instruments that countries can employ to gather data on recruitment costs. This document relies and builds on this accumulated experience and is intended to serve as an operational manual in the collection and dissemination of data on recruitment costs and a means of setting standards to produce comparable data across countries. It follows closely the ‘Statistics for SDG Indicator 10.7.1: Guidelines for their Collection’ (ILO and KNOMAD, 2019). The intended audience of this manual are statistical agencies, ministries engaged in labour migration issues, NGOs and other parties interested in gathering and analysing data on recruitment costs. To the extent possible, this manual is intended to be a comprehensive and practical guide for those who want to measure recruitment costs. However, prior knowledge on the nature of international migration in the country is important in choosing the survey instrument and sampling strategy to adopt. While this manual provides a guide in terms of the associated advantages and drawbacks of choosing one survey instrument over the other, this choice will ultimately depend on the nature of the phenomenon, budgetary issues and institutional capacity.

As noted above, as part of a concerted effort to estimate the SDG indicator 10.7.1, the ILO is collaborating with various member countries in testing the proposed questionnaires and methodologies including testing the feasibility of various sampling designs explored in this manual for nationally representative surveys. The experience gained through these efforts will add to the accumulated knowledge in this field and will, in no doubt, help improve the proposed methodologies.

The manual is organized as follows. Section 2 defines the concept of recruitment costs and provides a list of costs that are likely to be borne by international migrant workers. Section 3 is on the identification of target group. It discusses the identification of international migrant workers in general and the identification of different groups that make up international migrant

workers in particular. Section 4 is on data needs and the appropriate methodologies for the collection of data for the estimation of Indicator 10.7.1., which requires not only information on recruitment costs but on the monthly income earned by international migrant workers. Section 5 discusses various sampling techniques that are appropriate for elusive populations such as international migrant workers. Section 6 is on questionnaire design that would enable the collection of data on recruitment costs borne by international migrant workers and their wages in the destination country. Section 7 is on planning, organization and field implementation. Section 8 is on coding and data processing and Section 9 is on data analysis and reporting. Section 10 concludes.

## 2. CONCEPT OF RECRUITMENT COSTS

*General Principles and Operational Guidelines for Fair Recruitment* defines recruitment costs as “any fees or costs incurred in the recruitment process in order for workers to secure employment or placement, regardless of the manner, timing or location of their imposition or collection” (ILO, 2016; p.2). Workers may seek the services of labour recruiters in finding work. Labour recruiters refer to “both public employment services and private employment agencies and all other intermediaries or subagents that offer labour recruitment and placement services. Labour recruiters can take many forms, whether for profit or non-profit, or operating within or outside legal and regulatory frameworks” (ILO, 2016; p.2).

Costs borne by employees in the recruitment process may include (ILO and KNOMAD, 2019; and ILO, 2016):

- a) Recruiter/job broker charges: Fees charged by labour recruiters as defined above for the services they provide.
- b) Visa costs: Costs involved in getting a visa for the destination country including travel costs to the visa center, costs involved in the translation and authentication of required documents, visa fee and any banking charges in the payment of the visa fee. Included also are fees for assistance in filling out the visa forms and other relevant documents.
- c) Inland transportation expenses and accommodation: Includes all transportation expenses to the port of exit including lodging expenses.
- d) International transportation expenses: Includes all transportation expenses from the port of exit in the home country to the place of work in the destination country including any taxes that migrant workers might have to pay when exiting home

- country and lodging expenses incurred. Included also are transportation and lodging expenses incurred in the transit country, should the migrant worker have to travel through a transit country to secure employment or placement in the destination country. Included also are transportation costs associated with return or repatriation.
- e) Passport fees: Fees for the issuance of passport or for the extension of passport validity including costs incurred in obtaining supporting documents and all travel expenses associated.
  - f) Medical fees: Fees for medical examinations, tests and vaccinations required by the destination country or destination country employers, including fees associated with translation and authentication of documents, postal services and the like.
  - g) Insurance fee: Fees paid for the purchase of insurance such as travel, medical and life insurance, including fees associated with translation and authentication of relevant documents.
  - h) Security clearance fee: Fees for security clearance documents (to be obtained from relevant national agencies in the destination country or embassies/consulates of the home country in the destination country) required by the destination country employer. Security clearance documents for visa and passport issuance should be considered under visa and passport costs.
  - i) Pre-departure and post-arrival briefing fee: Fees to attend mandatory pre-departure and/or post-arrival briefings about the destination country employer or the job, including transportation fees to and from the venue, and relevant expenditures occurred such as accommodation, if appropriate.
  - j) Language training and assessment fee: Fees paid for formal and informal training to learn or improve upon the language of the destination country or the country of transit, and fees associated with language assessment tests.
  - k) Skills assessment fee: Fees paid to sit for written or oral exams for skill assessment, fees paid for the translation of diplomas or official certificates and their authentication.
  - l) Contract approval fee: Fees associated with obtaining or legalizing workers' employment contracts.
  - m) Welfare fund fee: Welfare funds might be set up by home country governments to which departing migrant workers might be required to contribute towards. Unless contribution is voluntary, such fees are part of recruitment costs.

- n) Job training fee: If the worker received specialized training for a particular job that he/she has been recruited to in the foreign country, the training fee paid by the migrant worker is part of migration costs. If the employer deducts the training fee from workers' earnings, the total of such deductions constitute recruitment costs. Costs incurred by the worker for training of general nature, which could be used in a variety of jobs and which contributes to the general human capital of the worker, are not part of training costs.
- o) Equipment costs: The purchase price of specialized equipment such as tools, uniforms, and safety gear paid by the migrant worker to be used in the job that he/she has been recruited to and that has no other use in an alternative job.
- p) Work and residence permit fees: Fees associated with obtaining work and residence permits in the destination country including transportation expenses and fees associated with supporting documents.
- q) Interest payment on debt incurred to cover recruitment costs: Workers may have borrowed money to finance their expenses to take up the job they were recruited to in the foreign country. Alternatively, some of recruitment costs might have been paid by the employer on worker's behalf on the condition that these costs be deducted from worker's wages at a later date. The total of the interest payments charged on the borrowed amount whether in the form of explicit interest payments or wage deductions beyond what would be required to recover the recruitment costs (hence, inclusive of an interest payment) need to be counted as recruitment costs.

The information collected on costs needs to be thorough and reflect the experiences of migrant workers. The list provided above is not exhaustive; countries may choose to add cost items that they find relevant. Countries may also make exceptions for certain cost items depending on the context and on the condition that the relevant costs items are in the interest of international migrant workers, limited to certain categories of workers and specified types of services and are disclosed to workers before the job is taken (ILO, 2019; para. 11). All cost items that countries aim to gather information on should be explained in relevant documentation as well as the reason why particular cost items, if any, are left out.

The type and amount of recruitment costs are likely to change from one *migration corridor* to another. A *migration corridor* refers to the "movement of persons between a particular country of origin and a particular country of destination (sometimes through a number of

countries of transit)” (ILO and KNOMAD, 2019; para.19, footnote 9). Prior knowledge of the types of costs that migrant workers typically pay would be important in designing the surveys for data collection.

Migrant workers may not necessarily know itemized costs but rather the total amount paid for the foreign job. As will be discussed in Section 5 on Data Needs and Measurement Approaches, recall may be an important obstacle in the proper collection of information on recruitment costs, particularly when some years have passed since the payment of such fees. To reduce recall errors, countries may decide to provide a list of potential recruitment costs and probe respondents about them. While such an approach will enable the collection of rich information on recruitment costs, double counting becomes a threat that needs to be tackled. An alternative approach to collecting data on each of the potential cost items is to inquire about them in groups such as administrative costs, transportation and lodging costs, insurance costs and the like. These alternative schemes of data collection are discussed in more detail in the manual in Section 7 on Questionnaire Design.

As the ILO definition highlights, whether fees are paid by the migrant worker or someone else on his/her behalf to be repaid at a later date is of no significance in the calculation of recruitment costs. In a similar vein, whether recruitments costs are paid prior to, during or after migration is inconsequential to the calculation of recruitment costs.

### 3. IDENTIFICATION OF TARGET GROUPS

The target population for recruitment costs are *international migrant workers* and *international return migrant workers* who are or were employed in a country of which they are not nationals. To avoid recall issues, enrolment should be limited to individuals who have or had migrated to work in a destination country in the recent past (e.g. no later than 3 years prior to the date of measurement).

#### 3.1 International migrant workers

According to the *Guidelines Concerning Statistics of International Labour Migration* (ILO, 2018) international migrant workers include both resident and non-resident populations, who supply their services of labour in a country of which they are not nationals. Hence, international migrants who, during a reference period, are employed or who seek work in a destination country are international migrant workers. International migrant workers are a diverse group. They may be employed in formal or informal jobs, in a formal or informal sector of the

economy, in precarious jobs or in private households, with fixed-term or open-term contracts. ILO (2018; pp.6-7) provides a list of workers that are included as international migrant workers as follows:

- a) frontier workers
- b) seasonal workers
- c) itinerant workers
- d) project-tied workers
- e) specified-employment workers
- f) self-employed workers
- g) seafarers
- h) workers employed on offshore installations
- i) domestic workers
- j) foreign students employed in the destination country
- k) international travellers on tourism trips employed in the destination country
- l) working or seeking work refugees and asylum-seekers
- m) forcibly displaced persons employed or seeking work in the destination country
- n) persons trafficked across international borders for forced labour or labour exploitation.

(For a detailed explanation on these groups see ILO (2018; para. 20.)). The above list is neither comprehensive nor exhaustive but illustrates the diverse categories of workers that are considered as international migrant workers.

For the **purpose of measuring recruitment costs**, the definition of international migrant workers differs from that of ILO (2018) in that *only resident populations who supply their services of labour as wage workers* in a destination country are covered. Excluded from this definition are short-term migrant workers who are employed in a foreign country for such short-periods that they do not change their usual residence, which is often taken as residence in a country for at least 12 months. Also excluded from the definition of international migrant workers are persons who have migrated to a destination country with intentions other than employment such as for leisure, tourism, family union, education and the like, though they end up working in the foreign country at a later date (ILO and KNOMAD, 2019; para. 15). The rationale for their exclusion is that such individuals are not likely to incur recruitment costs since their primary motive for the move was not work related. Hence, in terms of the list of international migrant workers provided above, groups (j) to (m) are out of scope for recruitment costs because they have moved to a destination country for reasons other than work. However, employed persons who have moved to a destination country with employment intentions but

without work visas are covered.<sup>2</sup> Migrant workers may enter a destination country on a tourist visa, which may be easier to obtain than a work visa, but with work intentions. Since they do not have work visas they work informally and often, for periods exceeding their legal duration of stay as per their tourist visa. Groups (a) to (e) are also likely to fall outside the scope for recruitment costs because they do not normally change their residence. Self-employed workers (group f) are out of scope as well since the target group for recruitment costs are employees. However, there are cases where migrant workers who are formally under the sponsorship of an employer are given the freedom to offer their services elsewhere. Such individuals may consider themselves as ‘self-employed’ when asked, but in fact have incurred recruitment costs to be sponsored and therefore, should be included. Seafarers (group g) and workers employed on offshore installations (group h) may also be excluded as it is hard to establish usual residency for the former, while it is hard to survey the latter. Domestic workers (group i), i.e. persons employed in private households, remain within the scope of recruitment costs. Persons trafficked across international borders for forced labour or labour exploitation (group n) are excluded though persons who may have paid to be trafficked across borders for work reasons are included.

The narrower definition of international migrant workers for recruitment costs, while reduces the heterogeneity of the target population, also introduces challenges in its correct identification, which are discussed in Section 7 on Questionnaire Design.

### 3.2 International return migrant workers

Aside from international migrant workers who currently supply their services of labour in a destination country, there are persons who have done so in the past but now have returned to their home countries. Such individuals are *international return migrant workers*. ILO (2018, p.8) defines international return migrant workers as “all current residents of the country who were previously international migrant workers in another country or countries.” For the **purposes of measuring recruitment costs**, both current international migrant workers as well as international return migrant workers constitute the target group. The restrictions on the target group as it concerns recruitment costs discussed above for current international migrant workers apply for international return migrant workers as well. In other words, they must have

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<sup>2</sup> These persons do not meet the criteria to be counted as ‘for-work migrants’ as defined by ILO (2018) for the main reason that they violate requirement (d) that specifies that migrants’ intentions for migration declared at the time of entry needs to be documented, which “is understood to mean documented in official immigration registers or declared to relevant immigration authorities.” (p.8).

left their home countries (i.e. country of origin) for the destination country for work reasons, must have taken residence in the destination country and have now moved their residence to their home countries or intend to do so.<sup>3</sup> International migrant workers who return to their home countries for a temporary period of stay for reasons such as vacation, family-related matters, legal requirements, business purposes and the like and who intend to go back to the country of destination are not part of international return migrant workers but should be interviewed if they meet the above criteria for inclusion.

Model questions that aim to identify international migrant workers and international return migrant workers are discussed later in the manual in Section 7 on Questionnaire Design.

### 3.3 International migrant workers and international return migrant workers as employees

Although international migrant workers and international return migrant workers include persons who are (were) employed or looking for work in a destination country, for the purposes of the measurement of recruitment costs only the (currently or previously) employed and among these ‘employees’ alone constitute the relevant target group.

Persons in employment are defined as “all those of working age who, during the specified reference period, were engaged in any activity to produce goods or provide services for pay or profit” (ILO, 2013; para.27). Employed person may work as employees, self-employed, employers or unpaid (contributing) family workers. As noted above, only international migrant workers and international return migrant workers who have worked for a wage (in the reference period) need to be considered in the calculation of recruitment costs.

### 3.4 Reference period

Recruitment costs may change over time and may be affected by a variety of factors, including the policy environment. It may be useful to document costs incurred over a longer period of time but for the purposes of SDG 10.7.1, concerns over recall accuracy dictates that the focus of the data collection effort be on recent migration episodes. The *Statistics for SDG Indicator 10.7.1: Guidelines for their Collection* (ILO and KNOMAD, 2019) recommends the

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<sup>3</sup> They may have just returned so that they may not have stayed in the home country long enough (i.e. 12 months) to be considered as residents of the home country. However, if they state that they have returned with an intention of staying at least 12 months, they would be considered as international return migrant workers.



use of short reference period such as 3 years in identifying the target group of international migrant workers.

Chart 1 illustrates the identification of the target group by taking 3 years prior to the date of measurement as the reference period. Accordingly, international migrant workers and international return migrant workers who started working as an employee in a destination country within 3 years preceding the date of measurement constitute the target group for the measurement of recruitment costs but not others. The lines drawn show the work history of migrant workers; the solid lines/arrows indicate continuous employment whereas broken lines show change in employment. Time zero indicates the measurement time or the survey date. The country of measurement at time zero can be the country of destination or the country of origin.

Case 1 shows an international migrant worker who took up work in a foreign country more than 3 years preceding the date of measurement and has continued to work since then. This person is not part of the target group for the measurement of recruitment costs since he/she started working in the destination country more than 3 years ago. Case 2 is similar to Case 1 in that the migrant worker started working in the destination country more than 3 years ago but stopped working since then. He/she is considered an international migrant worker if he/she presently resides in the country of destination or an international return migrant worker if he/she has returned home and resides in the country of origin. Irrespective of this classification, since he/she took up work in the destination country more than 3 years preceding the date of measurement, this migrant worker is not part of the target population for recruitment costs. Neither is Case 3, who started and stopped work more than 3 years preceding the data of measurement.

Cases 4 through 7 illustrate work histories that would qualify migrant workers for inclusion among the target group for the measurement of recruitment costs. Case 4 illustrates a migrant worker who started working in the destination country within the reference period, changed jobs and has stopped working. As noted above, this migrant worker is categorized as an international migrant worker if he/she continues to reside in the country of destination or an international return migrant worker if he/she has returned home and the country of measurement is the country of origin. Regardless of whether the country of measurement is the country of destination or the country of origin, this migrant worker is included among the target group for the measurement of recruitment costs. Case 5 represents a migrant worker who worked in two different countries rather than in two different jobs in the same country within the reference period. In Case 4, the first job in the destination country, i.e.  $j(1)$ , is the one for

which information on recruitment costs and earnings would be collected. In Case 5, earnings in the *first job held in the last country, i.e. c(2)*, abroad is the relevant variable for the calculation of the recruitment cost indicator.<sup>4</sup> Case 6 is a migrant worker who started working in the destination country within the reference period and has continued to do so at the time of measurement. Case 7 illustrates a migrant worker who also took up work in the reference period, continuously worked for a while and stopped before the date of measurement. Case 8 shows a migrant worker who worked in the destination country some years earlier, stopped and re-started working in the same destination country in the reference period but has stopped again. The recruitment cost indicator would be calculated for the job held in the reference period, i.e. j(2). Case 9 represents a migrant worker who worked in a country abroad other than the destination country at some point prior to the reference period but held a job in the destination country within the reference period. In this case and similar to Case 8, the recruitment cost indicator would be calculated for the job held in the destination country within the reference period, i.e. c(2).

Hence, the target group may consist of migrant workers who held their first job abroad within the reference period as well as migrant workers with prior work history abroad. What matters for the measurement of recruitment costs is the date that the migrant worker started working as an employee in the destination country. As long as the start date is within the reference period, the migrant worker falls within the target population.

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<sup>4</sup> This group of international migrant workers may not be captured in the origin country contexts unless proxy respondents are used to gather information on them.

**Chart 1 Employment history of international migrant workers abroad**

	t>3	t= 3	0<t<3	t=0	Target
		group	years to date of measurement		
Case 1	_____	_____	_____	_____	No
Case 2	_____	_____	_____	_____	No
Case 3	_____	_____	_____	_____	No
Case 4	_____	_____	____j(1)____	____j(2)____	Yes
Case 5	_____	_____	____c(1)____	____c(2)____	Yes
Case 6	_____	_____	_____	_____	Yes
Case 7	_____	_____	_____	_____	Yes
Case 8	____j(1)____	_____	____j(2)____	_____	Yes
Case 9	____c(1)____	_____	____c(2)____	_____	Yes

Notes: Lines show employment, t is time, where t=0 shows the date of measurement, c is destination country, j is job held. Accordingly, c(1) and c(2) show two different countries, and j(1) and j(2) show two different jobs. Depending on whether the country of measurement is the country of destination or country of origin, the migrant worker may be considered an international migrant worker or an international return migrant worker.

### 3.5 Earnings in the first job held in the last country abroad

The monthly income earned (*wages* for short) by international migrant workers and international return migrant workers in the country of destination that is referred to in Indicator 10.7.1 is the *monthly earnings in the first job* held in the destination country in the most recent migration spell abroad. The rationale behind taking wages earned in the first job rather than wages in the current or the last job is that the first job is likely to be the job for which recruitment costs were paid.<sup>5</sup> Dividing recruitment costs to monthly wages will show the number of work months that would be necessary to recoup the outlay made for recruitment costs.

Referring back to Chart 1, to re-iterate, in Case 4, where the migrant worker held two jobs in the destination country in the reference period, for the calculation of the recruitment cost indicator, the relevant job is the first one and therefore, wages from that job would need to be inquired. In Case 5, where a migrant worker held multiple jobs in two different countries, the

<sup>5</sup> The first job may happen to be the current job of some international migrant workers.

first job held in the most recent destination country within the reference period is the relevant job to consider for monthly earnings.

Migrant workers may work for multiple employers simultaneously such as the case of domestic workers having more than one employer. The monthly earnings of such workers is the total of all wages for work done over the month for different employers.<sup>6</sup> The monthly earnings of workers holding additional jobs (such as a night job) should include earnings from the main job only.

Monthly earnings include the total of cash and in-kind payments received inclusive of over-time pay, bonuses etc.<sup>7</sup> Any deductions made by employers due to recruitment costs – but not for interest payments on any debt - need to be added to workers' wages. Similarly, workers' wages need to be adjusted for deductions due to employer provided goods and services such as clothing, transportation, meals and the like. Deductions from workers' wages may also be made for taxes and social security contributions in the destination country. Wages need to be adjusted for such deductions so that what is being measured is before tax or *gross wages* rather than net (i.e. after-tax) wages. Although gross wages is the relevant denominator in the calculation of the SDG Indicator 10.7.1, countries may choose to collect and use after-tax wages and other deductions rather than gross wages if collecting information on gross wages is not feasible.

### *Summary*

The target group for recruitment costs are international migrant workers and international return migrant workers who have taken up work in the destination country in the recent past (e.g. within the last 3 years preceding the date of the survey) as an employee. The recruitment costs paid by these persons and the monthly income earned in the first job in the destination country constitute the variables of interest in the calculation of Indicator 10.7.1. As highlighted by ILO and KNOMAD (2019), information on recruitment costs and monthly income must be collected for the **same person** as the unit of analysis for Indicator 10.7.1 is the migrant worker.

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<sup>6</sup> In the specific case of domestic workers, in some countries, they are employed or sponsored by a single private household (where the worker resides) or by a cleaning-service provider that deploys them to various households during the day who pays the provider for the service. The provider also provides accommodation and is legally the worker's employer.

<sup>7</sup> For more detail see ILO's *Resolution Concerning an Integrated System of Wages Statistics*, adopted by the 12<sup>th</sup> ICLS. Available at:

[https://ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms\\_087496.pdf](https://ilo.org/wcmsp5/groups/public/---dgreports/---stat/documents/normativeinstrument/wcms_087496.pdf)

## 4. RECRUITMENT COST INDICATOR

The ratio of recruitment costs incurred by an international migrant worker and international return migrant worker to the monthly income earned in the first job held in the destination country in the reference period (e.g. 3 years preceding the date of the survey or data collection) constitutes the recruitment cost indicator. This indicator needs to be calculated at the worker level, so that information on recruitment costs and monthly income needs to be collected for the same worker. The resulting ratio can be interpreted as the number of months that the migrant worker would need to work to recover the recruitment costs incurred. For this interpretation to be meaningful, the indicator would need to be calculated for migrant workers who have incurred recruitment costs.

The monthly income earned by international migrant workers and international return migrant workers employed abroad is likely to be reported in the currency of the destination country. Recruitment costs, in contrast, are likely to be paid in the currency of the worker's home country. ILO-KNOMAD (2019) recommends the conversion of all costs and income to the migrant worker's home country currency at the official exchange rate at the time of the worker's first arrival in the destination country.

Because the recruitment cost indicator is a ratio and relies on income earned and costs incurred, which may be reported in different currencies, the collection of either of the two information in categories (i.e. ranges of income or costs) will not allow for the proper calculation of the indicator. Therefore, information on both income and recruitment costs need to be non-categorical.

At the aggregate level, i.e. whether at the national, regional or migration-corridor level, a relevant summary statistic needs to be chosen for the recruitment cost indicator. This can be the mean or median number of months that an average migrant worker would need to work to recover costs. In calculating the summary statistic, sampling weights would need to be employed (see Section 6 on Sampling). To put the recruitment cost indicator in perspective, aside from reporting the mean or the median value of the number of months needed to recover recruitment costs paid in getting the job in the destination country, it is also important to report the size of the population of international migrant workers and international return migrant workers for whom this ratio applies. In other words, an estimate of the prevalence of recruitment costs (i.e. the proportion of international migrant workers who pay recruitment costs and the proportion that does not) would complement the recruitment cost indicator.

In addition to the recruitment cost indicator, summary statistics on monthly income of migrant workers and the recruitment costs they have incurred would need to be calculated and reported. Understanding how recruitment costs vary with income, worker's individual and job characteristics and migration corridors is important for policy purposes. As summary measures of monthly income and recruitment costs, mean and median values can be reported as well as various quantile values such as the 10<sup>th</sup> and 90<sup>th</sup> quantile and also the 3<sup>rd</sup> quartile.

Reporting summary statistics for monthly income and recruitment costs is also important in understanding the changes observed in the recruitment cost indicator over time. The indicator may change because of a change in the numerator (recruitment costs) or the denominator (monthly income). Unless changes in the magnitudes that make up the indicator are reported, it would be difficult to identify the source of the change.

When the data for income and recruitment costs come from a sample, the summary measures of these variables such as their means will be point estimates. Confidence intervals around these estimates would need to be reported not only to demonstrate the precision of these estimates but also to judge whether differences in estimates across sub-groups of migrant workers or differences across time are statistically significant.

## 5. DATA NEEDS AND MEASUREMENT APPROACHES

This section of the manual discusses data needs for the identification of international migrant workers and international return migrant workers for recruitment costs and measurement approaches in terms of data collection methods. This section consists of four sub-sections; section 5.1 discusses the core information that needs to be collected for the measurement of recruitment costs, section 5.2 discusses additional information that can be used in understanding the experiences of international migrant workers, section 5.3 is on data collection methods, and section 5.4 is on quality considerations. Model questionnaires are presented in Section 7 of this manual.

### 5.1 Core information for the measurement of recruitment costs

The core information that needs to be gathered for the measurement of recruitment costs include information that can identify international migrant workers and international return migrant workers, information that identifies employees, information on how the worker obtained his/her job abroad, information on recruitment costs incurred and wages earned in the destination country.

### 5.1.1 Identification of international migrant workers

The identification of international migrants would require gathering information on citizenship. When the country of origin (CoO) is the country of measurement, citizens of the country are of interest as potential international return migrant workers. When the country of destination (CoD) is the country of measurement, non-citizens of the country are of interest as potential international migrant workers.

When the country of measurement is the country of origin, citizens would need to be asked whether they have ever travelled abroad and if so, the purpose of this trip. If a respondent has been abroad a number of times, the most recent visit would be recorded. As noted earlier, short-term migrant workers who do not change their residence do not constitute a target group for the measurement of recruitment costs. Nonetheless, it may help gather information in a way that as many potential migrants as possible can be captured rather than risk losing relevant subjects. From this larger pool that is likely to include short-term migrants, the relevant target group can be obtained.

Another key information is about the purpose of the trip abroad. Persons who have changed residence for reasons other than work such as for tourism, education, health, family reunion and the like are out of scope for recruitment costs.

Another key information that would need to be gathered relate to the date of departure from the country of measurement to the country of destination to live and take up work. This information is required to establish whether the migrant worker started work in the destination country within the reference period. To reduce recall errors, it is recommended that a short reference period such as 3 years is used.

When the country of measurement is the country of destination, non-citizens are the target group. In this case, information on citizenship and the main reason why the person has moved to the destination country would need to be gathered, which would need to allow for the fact that certain groups of non-citizens may have never left the country they currently reside in. Among others these include the children of international migrants, who due to the legal status of their parents or the citizenship laws of the country they are born in, they are yet to acquire citizenship.<sup>8</sup> Such persons are naturally out of scope for the measurement of recruitment costs.

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<sup>8</sup> For instance, second-generation immigrants in the G.C.C. countries or South-East Asia countries where citizenship is not automatically conferred to children born in the country but is derived from their parents may face such a situation.

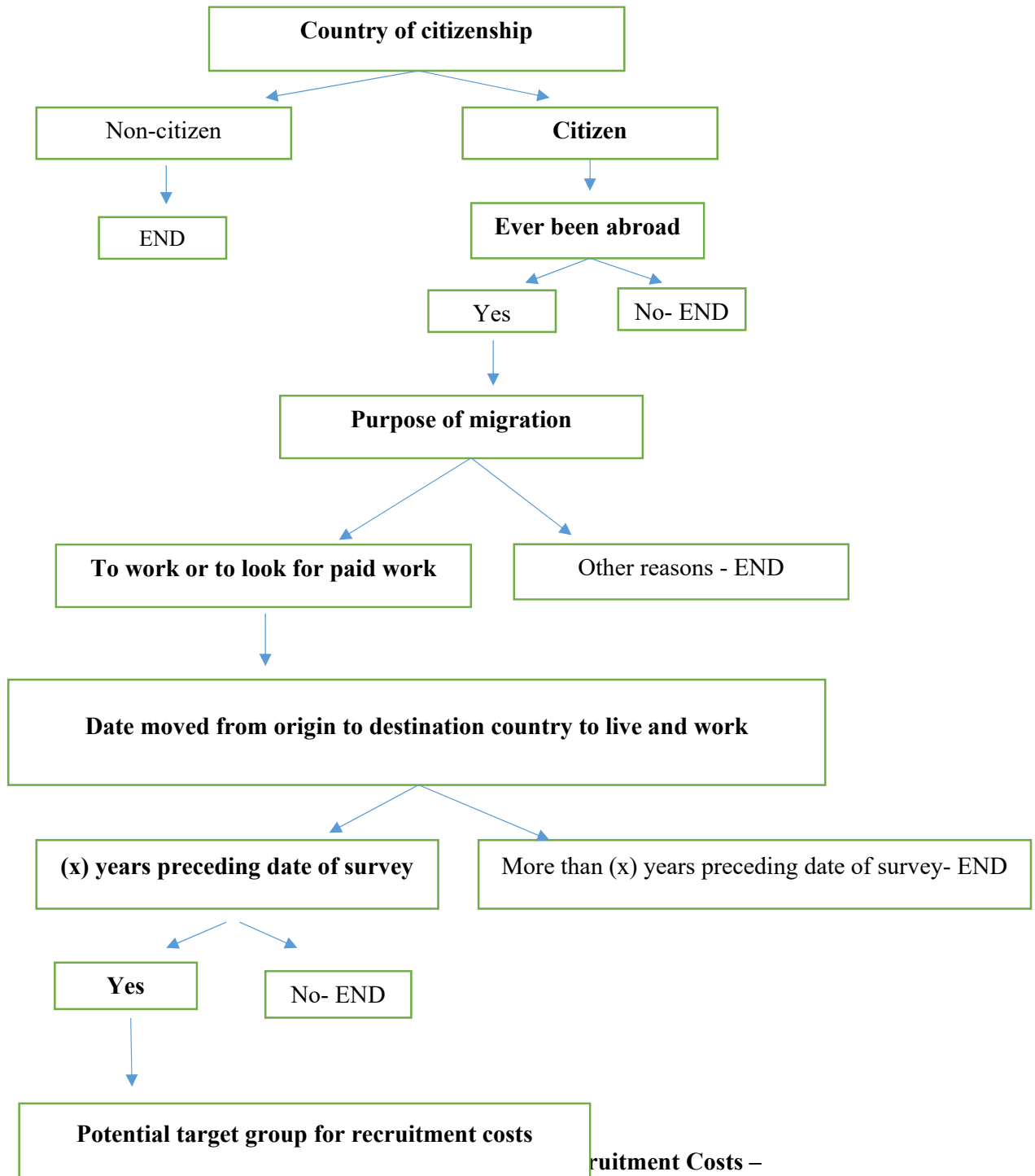
Others who have moved to the destination country to live and to take up work would be asked about the timing of their move.

Flow Charts 2 and 3 illustrate the sequencing of questions for the identification of the target group for the measurement of recruitment costs when the country of measurement is the country of origin and alternatively, when the country of measurement is the country of destination. The reference period for the identification of migrant workers can be taken as 3 years preceding the date of the survey or some other reference period as the country see fit.

In Flow Charts 2 and 3 the target group is labeled as ‘potential’ because, out of this pool, the target group would only consist of international migrant workers and international return migrant workers who work (or has worked) as employees.

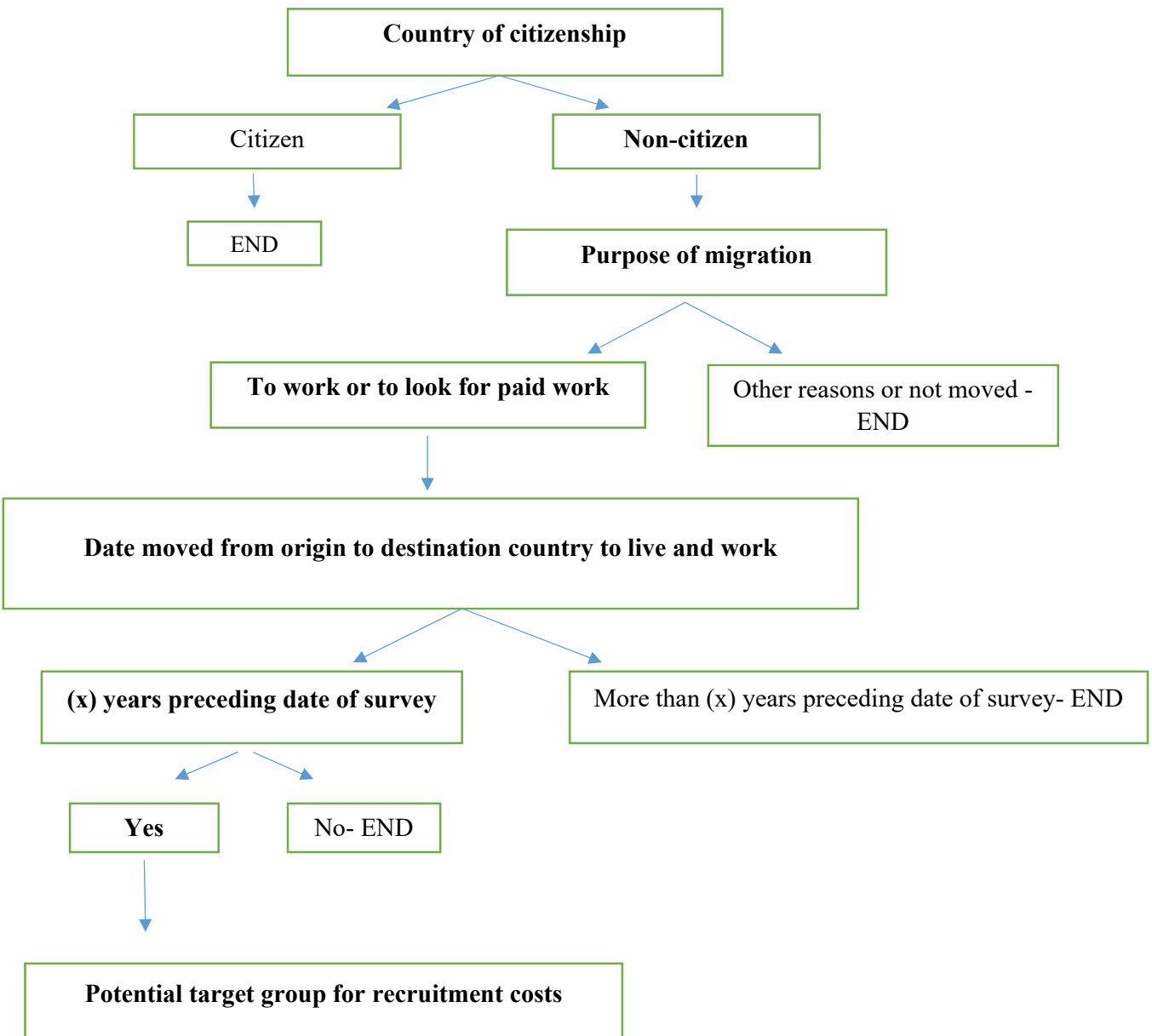


**Chart 2: Identifying the Target Group for Recruitment Costs –  
Country of Origin is the Country of Measurement  
(INTERNATIONAL RETURN MIGRANT WORKERS)**



**Country of Destination is the Country of Measurement**

**(INTERNATIONAL MIGRANT WORKERS)**



### 5.1.2 Identification of employees

The target group for the measurement of recruitment costs are international migrant workers and international return migrant workers employed abroad for wages (i.e. as employees). Therefore, information of ‘status in employment’ would need to be gathered for the identification of those who work for wages.

### 5.1.3 Information on how the worker obtained his/her job abroad

Information on how the worker obtained his/her job abroad provides clues on whether recruitment costs have been incurred by the worker. For instance, workers who have obtained their job abroad through a broker are likely to have incurred recruitment costs whereas those who have obtained their job through a job transfer or a government agency are less likely to have incurred recruitment costs.

### 5.1.4 Identification of recruitment costs

Recruitment costs consist of a diverse set of expenditures discussed in Section 2 of the manual. Information on recruitment costs can be collected by listing these costs separately and inquiring about how much was paid for them. Alternatively, they can be grouped and the amount can be collected in groups. As noted earlier, whether these costs were paid by the worker or somebody else on behalf of the worker, and whether they were paid during, after or before getting the job abroad is inconsequential to the measurement of recruitment costs. For the first alternative where costs are itemized and each is inquired separately, the following list (re-produced from Section 2) can be used:

#### *Alternative 1*

- 1) Recruiter/job broker charges
- 2) Inland transportation and accommodation expenses
- 3) International transportation expenses
- 4) Visa costs
- 5) Passport fees
- 6) Medical fees
- 7) Insurance fee
- 8) Security clearance fee
- 9) Pre-departure briefing

- 10) Language training
- 11) Skills assessment fee
- 12) Contract approval fee
- 13) Welfare fund fee
- 14) Equipment costs
- 15) Work and residence permit fees
- 16) Interest payment on debt incurred to cover recruitment costs, etc.

Alternatively, these costs can be grouped and information on each group can be gathered. For instance, costs can be grouped as: fees paid to individual or agency brokers (Item 1 above), travel expenses (Items 2 and 3), fees for preparations to start a job abroad (Items 4 through 15) and other costs (Item 16).

#### *Alternative 2*

- 1) Costs related to preparations to start a job abroad, i.e. costs related to obtaining documents, fees related to passport and visa issuance, medical exam/tests costs, pre-departure training costs, skills assessment fees, insurance fees, contract approval fees, travel/security clearance fees etc.
- 2) Placement fees paid to individual or agency brokers that may include public and private agencies.
- 3) Costs related to travelling to start a job abroad including inland travels and international transportation costs, accommodation and all travel clearances.
- 4) Any other formal or informal fees such as payment to friends/relatives who helped find the job and interest on money borrowed.

Whether itemized or grouped, the tallying of recruitment costs will be done once the survey is over during the data preparation stage. However, in both cases, the respondents can be asked to also provide a grand total.

An important piece of information in gathering recruitment costs relate to the currency in which they were paid. It is likely that recruitment costs are incurred in the currency of the origin country. Therefore, it is important that information on both the amount of recruitment costs as well as the currency in which they were paid is collected.

Another relevant information on recruitment costs concerns whether any of the recruitment costs are deducted from the wages/salaries of international migrant workers. In situations where

recruitment costs are deducted from the wages of workers, it is important that these costs are counted towards recruitment costs if they are not reported as such and included in the wages of workers if wages are reported net of these deductions.

If international migrant workers are paid bonuses during the recruitment process or during their employment, this amount would need to be added to the wages of the workers. It is, however, important to avoid double counting if the reported wages already include such payments, whether paid in cash or in-kind.

#### 5.1.5 Identification of monthly income earned in the first job held

The monthly income earned in the first job held in the country of destination includes both cash and in-kind payments as well as any bonuses. In collecting the information on in-kind payments and bonuses it is important that *monthly equivalent* of these payments are added to the cash earnings of the worker. As noted earlier, it is possible that the employer deducts recruitment costs from the earnings of the worker. The monthly equivalent of these deductions would need to be added back to the earnings of the worker. In the extreme case that entire earnings of the worker is withheld by the employer due to recruitment costs, the monthly earnings of the worker to be recorded is what the earnings would be in the absence of such deductions.

Another piece of information that needs to be gathered on monthly income relates to whether the monthly earnings reported by the worker is net of taxes and social security contributions. If the worker is reporting net monthly earnings rather than gross monthly earnings, information on the latter would also need to be inquired.

### 5.2 Additional questions on international migrant workers

In addition to questions on recruitment costs incurred and (monthly) wages earned, questions aimed at collecting information on socio-demographic and work characteristics of international migrant workers are useful in identifying the risk groups and the typology of the most vulnerable migrant workers in terms of recruitment costs, which will be, in turn, useful in identifying target groups for policy.

#### 5.2.1 Socio-demographic characteristics

Among socio-demographic characteristics, the collection of the following information would be useful:

- a) sex
- b) age
- c) marital status
- d) level of education attained
- e) birth place
- f) country of previous residence
- g) country of usual residence
- h) proficiency in destination country language

Of these variables, information on birth place and the country of usual residence will allow for a further refinement of the target group. As discussed earlier, the target group for recruitment costs does not include short-term migrant workers who do not change their usual residence. Furthermore, birth place will provide information on non-citizens who may have been born in the country of measurement. Information on the country of previous residence, on the other hand, will help identify migration corridors.

### 5.2.2 Work characteristics

As noted earlier, to identify the target group for recruitment costs, the following work related information is key:

- a) employment related income in first job held in the country of destination
- b) status in employment (employee, self-employed, employer, unpaid family worker, apprentice)
- c) payment of recruitment costs, type and amount

In addition, the following information would be useful:

- d) branch of economic activity
- e) occupation
- f) actual hours of work and/or usual hours of work in main job
- g) Amount and frequency of remittances sent to home country
- h) social security entitlements in the destination country
- i) type of visa, residence permit, work permit

## 5.3 Data collection methods

Information on recruitment costs can be obtained from a variety of data sources. Among these are household-based surveys, establishment surveys, travelers' surveys and administrative registers.

### 5.3.1 Household surveys

Household-based surveys include labour force surveys, household budget surveys, income and living conditions surveys, demographic surveys and the like. The advantage of household surveys is that they are routinely conducted in many countries, have large sample sizes and include questions on labour market outcomes of respondents. Migration related questions may also exist in these surveys especially in countries where international migration is an important phenomenon. However, detailed questions on issues related to recruitment costs and the first job held in the destination country are not likely to exist in these surveys so that they would have to be either added to the existing survey questionnaires or administered as a module to an existing survey. Adding in a few questions may not be problematic for the application of a routinely conducted survey. However, when the number of questions that needs to be added increases, it may jeopardize the smooth running of an existing survey. In that case, a separate questionnaire on recruitment costs can be administered as a module of a routinely done survey. The main survey and the module can be linked through a household and person identifier to allow for the matching of the two data sets so that the module will benefit from the information collected in the main survey.

The decision on what survey instrument to adopt for the measurement of recruitment costs rests on the type of international migration that is targeted for measurement. If a given country is an important destination for international migrant workers, it may wish to measure in-flows of international migrants and may not be interested in measuring out-flows of nationals leaving the country for work related reasons or return-migration. Unless the migrant populations in the destination country make up a large part of the population, the number of international migrant workers that will appear in the sample of a regularly administered household survey will be small and therefore, the estimates to be derived from the sample may not be precise. Section 6 of this manual on Sampling discusses how such problem may be overcome.

Countries where out-migration is an important phenomenon may want to measure out-migration and return-migration. In the former case, information would need to be collected on former household members who have migrated abroad. An important challenge regarding out-

migrants is the need to employ a proxy in answering migration-related questions on behalf of former household members. This practice may pose a challenge since household members may not be fully knowledgeable about the amount of income earned by the migrant in the foreign country or the recruitment costs paid. International return migrant workers would be able to answer the questions themselves without the need for a proxy though recall errors may be an issue in regards to labour market outcomes and recruitment costs paid some years earlier.

### 5.3.2 Establishment surveys

Establishment surveys are also routinely carried out in many countries and through them it may be possible to obtain information on migrant workers in destination countries. A number of challenges render this data source less useful for the measurement of recruitment costs as compared to household based surveys. One, information on the establishment including its workforce is often collected in aggregate so that worker-level information may not be available. Some establishment surveys do, however, collect information at the worker-level though this information may originate from firm management and not the workers' themselves. Two, although establishment surveys collect information on wages paid to workers they are unlikely to collect detailed information on recruitment costs that workers might have incurred in getting their job abroad. Three, establishment surveys are likely to miss irregular workers since establishments are unlikely to report them. Four, establishment surveys may miss irregular establishments and therefore, the migrant workers employed there.

### 5.3.3 Travellers' surveys

Travellers' surveys are employed less frequently by national statistical offices in collecting data particularly on international migrants. Nonetheless, due to their practicality and cost efficiency, they can be used at ports of entry in destination countries and ports of exit from origin countries in gathering information on migrant workers. The primary advantage of such surveys would be their relatively lower cost as compared to other survey applications due primarily to the need of a smaller sample size. Migrant workers would be identified from a smaller population of international travellers than the overall national population. Another advantage would be the collection of information directly from the target group instead of a proxy. Drawbacks include the challenge of devising a sampling methodology that will generate a sample that is representative of international migrant workers. Unless the sample is representative, the statistics on recruitment costs obtained from the data will be biased.



Furthermore, data collected in different survey applications may not be comparable. Hence, from the policy perspective, the usefulness of such data will be rather limited. A high interview refusal rate – for reasons such as being in a hurry - will be another threat to obtaining a representative sample. Furthermore, irregular migrant workers may not report their true work status abroad at ports of entry or exit in fear of legal consequences. Another disadvantage is related to the need to use a short questionnaire. Because migrant workers are on the move, interview time is limited and therefore, only the very basic information can be gathered. Data gathered in a travelers’ survey will not be as rich or detailed as data gathered in a household-based survey.

#### 5.3.4 Administrative registers

Administrative registers in destination countries can be useful in obtaining data on the number of foreign migrant workers employed regularly in destination countries and perhaps, on the income earned by these workers if different administrative registers can be linked. However, administrative records are not likely to include information on recruitment costs paid by migrant workers. Furthermore, administrative registers will not include irregular workers. Hence, their usefulness as sources of data for the estimation of the SDG Indicator 10.7.1 is very limited.

The usefulness of administrative registers is likely to be even more limited in home countries. Unless migrant workers leave the home country through a bilateral agreement between sending and receiving countries or are registered at home registers for tax or social security purposes, data on them will not be available in home country registers. Furthermore, whatever is available will be on regular workers so that registers will only offer a partial coverage of international migrant workers.

Instead of being direct sources of data for the measurement of the recruitment cost indicator, administrative records can be employed in refining the sampling frame for household and establishment surveys. Through administrative records it may be possible to obtain information on where migrant workers usually reside or the sectors in which they are employed, which can then be used to oversample households or establishments in designated geographic areas or sectors of economic activity.

## 5.4 Quality considerations

The quality of the information collected on recruitment costs depends on a number of factors that include proxy response, recall errors, and a partial coverage of the target group. These problems are briefly discussed here. Interviewers may also affect the quality of the data collected for reasons such as not correctly administering the survey questionnaire or failing to establish contact with sample households/respondents. Such errors, which fall under non-sampling errors, can be minimized through proper planning, organization and field implementation, which are discussed later in the manual.

### 5.4.1 Coverage of the target group

The failure to cover the target group is an important threat to the quality of the data produced. Such a failure would result in a selective sample that is not likely to be representative of the population at large.

Partial coverage is a real threat when information is sought on a group that has low prevalence in the overall population and is not likely to be distributed evenly across the country, such as migrant workers, particularly when irregular migration or irregular employment is an issue. Under these circumstances adopting a sampling strategy that is appropriate for the target population becomes particularly important in reducing sampling errors and increasing the precision of the estimates.

### 5.4.2 Proxy response

Proxy response may reduce the quality of the information provided when the respondent is not fully knowledgeable about the labour market outcomes of the migrant worker including his/her income and the recruitment costs paid.

Proxy response becomes essential when the respondent cannot be reached. This situation arises in surveys that inquire about out-migrants. For instance, household-based surveys that inquire about absent household members employed in a foreign country will have to rely on proxy response in collecting information on them. The quality of the data provided, if at all, will depend on whether former household members remain in close contact with the surveyed households in the home country. Extensive amount of missing information will limit the usefulness of the data collected. Unless missing information is random, the analysis of data provided will bias the estimates derived.

One way of checking the quality and accuracy of the responses provided by proxy respondents is to collect contact information of migrants who are abroad. A random sample of such migrants can then be contacted and information on income and recruitment costs collected directly from them. Such an exercise will help verify the quality of information provided by other household members but may not be as useful if there is extensive amount of missing information.

#### 5.4.3 Recall errors

Errors can also occur due to respondents not remembering the amount of recruitment costs they paid or their earnings in the first job held in a destination country. To minimize recall errors, the reference period could be kept short such as 3 years preceding the date of the interview. Migrant workers who have left to live and work in a foreign country dating back more than 3 years will not constitute a target group for the measurement of recruitment costs. Another strategy to reduce recall errors concerning recruitment costs is to provide a list of possible recruitment costs such as the one given in Section 5.1.4 and probe the respondents about them.

## 6. SAMPLING

This section of the manual provides guidelines on sample designs for measuring recruitment cost using a variety of combinations of underlying data sources. It builds on the ILO/World Bank (KNOMAD) guidelines on collection of statistics for SDG indicator 10.7.1. The essential elements of these guidelines are summarized in Section 1 where an overall sampling framework is presented. Section 2 examines the statistical properties of the main variable of interest, namely, recruitment cost borne by an international migrant employee as a proportion of monthly income earned in the country of destination. The section then derives the minimum sample size per reporting domain in terms of number of international migrant employees or households depending on the type of sampling units of the survey. Section 3 describes a range of main sample designs to target the required sample size using different combinations of administrative records and household-based sample survey elements.

### 6.1 Data sources and survey types

The general guidelines on data collection programmes and methods of the ILO/World Bank KNOMAD document on the SDG indicator 10.7.1 are summarized and re-organized under two broad headings: main considerations for data collection and primary instruments of data collection. Building on these considerations, four survey types are introduced, two of which providing the main base for sample design for the measurement of the recruitment costs indicator.

#### 6.1.1 Main considerations for data collection

On most important considerations for data collection, the general guidelines may be listed as follows:

- Coverage of the entire target population including undocumented international migrant workers and those living in non-standard dwellings such as workplaces, construction sites, dormitories and institutional households.
- Meeting the operational challenges and costs.

- Timing of data collection: not too long after the migrant workers' final return in surveys conducted in the country of origin; or short period, say within 3 years of migration in surveys conducted in the country of destination.
- Good understanding of the recruitment process, in particular, what are the recruitment practices and regulations in the country of destination; where migrant workers are typically employed and generally live (for design of surveys in country of destination); where are workers typically recruited for work abroad (for design of household-based surveys in country of origin); how travel to and from the place of work typically takes place; and when are migrant workers most likely tend to know and remember their cost of obtaining and having a job abroad and the earnings from that job.

#### 6.1.2 Primary instruments of data collection

The primary instruments of data collection and their advantages and limitations may be expressed as follows:

- Household-based surveys in country of destination are best suited, particularly, where such surveys are already carried out on a regular basis and where relevant information on the place of residence of migrant workers exists from population censuses or other national registration systems to implement targeted probabilistic sampling designs.
- Household-based surveys in country of origin are also suited to collect information on recruitment cost from return international migrant workers, or international migrant workers abroad who have taken time-off to visit their home country, or international migrant workers abroad with ties to households in their country of origin. For obtaining a large enough sample and more precise estimates, the sampling strategy may have to be modified to oversample in regions/villages from where migrant workers are most frequently recruited. Also, questions on the costs and earnings of migrant workers may need to be added to the existing survey questionnaire or incorporated separately as a special module attached to the main survey.
- Household-based surveys may be complemented with establishment surveys in country of destination, data obtained from administrative records, travelers' survey,

and surveys of foreign workers in places where they congregate regularly such as churches, mosques, cafes, social clubs.

- Establishment surveys are suited for direct data collection in country of destination where such a suitable sampling frame for establishments exists or can be constructed and the establishments' personnel files can be trusted to contain information making it possible to identify foreign workers, and also additional questions on recruitment cost of international migrant workers can be added to the survey questionnaire. Main advantage of establishment surveys is the possibility of obtaining reliable information on the earning component of the recruitment cost indicator. Main drawback is that most establishment surveys are likely to cover only regular foreign workers, either because their coverage is limited to the formal sector, or because irregular workers tend to be unreported even when employed by formal sector establishments.
- Administrative records are suitable as sampling frames for selecting and interviewing citizens in the country of origin who have registered for working abroad with the proper authorities or with a recognized insurance scheme designed to cover citizens working abroad; or foreign workers in the destination country who have been given a work permit, or who are registered with the tax or social security authorities. Suitability of the data source depends on its up-to-date and information contents, particularly, with respect to the worker's contact details and dates of departure/arrival and termination/return.
- Travelers surveys may be used as a last recourse. Main advantage of the survey is its cost efficiency: the target population is more easily located; accordingly, it requires a relatively smaller sample size and more limited set of questions for identification. Main drawback of the data source is the difficulty of drawing representative samples covering all migration corridors.

The guidelines also refer to the choice of sampling frames for probability sampling and the possibility of using non-probability sampling methods such as quota sampling and snow-ball sampling. Building on these general guidelines, the remainder of this chapter attempts to examine in more details specific sample designs for recruitment cost surveys.

### 6.1.3 Survey types

It is convenient to distinguish four types of recruitment cost surveys:

- (1) Surveys of international migrant workers at country of destination;
- (2) Surveys of return international migrant workers at country of origin;
- (3) Surveys of international migrant workers at country of origin;
- (4) Surveys of return international migrant workers at country of destination.

The last two types of surveys have limited applications as they can be effective where the international migrant workers have all retained ties with their households in the origin country or the return international migrant workers have all left behind household members in the country of destination. These surveys also assume that the household members left behind have sufficient information on recruitment cost and earnings of the target migrant worker.

The first types of surveys (1) and (2) can however be conducted directly with the international migrant worker or return international migrant worker and should be considered as the main types of surveys on recruitment cost. The surveys can be conducted either at the place of residence of the worker (household-based survey) or at the place of work (establishment-based survey) or at other convenient places such as cross-borders (travelers survey) or place of gatherings (place of gatherings survey).

Each type of surveys can be designed using various data sources including administrative records or combination of sources for improving the efficiency of the design. Administrative records by themselves, however, should not be regarded as a survey type for measuring recruitment cost, because it is highly unlikely that administrative records exist in any country in which the recruitment cost and monthly earnings of the workers are recorded and kept up-to-date. These data can only be obtained from the worker through a specially designed survey which could generally be a household survey, an establishment survey, a traveler or similar survey as shown in the left panel of Chart 1.

The different types of surveys may employ a variety of sampling units depending on the sampling frame available and the stage of sampling in multi-stage sampling designs. Three kinds of sampling units may be distinguished: individuals; households; and other groupings such as geographical areas or establishments or cross-borders or locations of gathering of migrant workers. The right panel of Chart 1 lists the different sampling units which will be used in the following sections.

## Chart 1. Recruitment cost survey: Survey types and sampling units

### Type of surveys

1. Survey of international migrant workers at country of destination
  - Household survey
  - Establishment survey
  - Survey of gathering places
2. Survey of return international migrant workers at country of origin
  - Household survey
  - Traveler survey
3. Survey of international migrant workers at country of origin (limited applicability)
4. Survey of return international migrant workers at country of origin (limited applicability)

### Sampling units

- Individual worker
  - International migrant worker
  - Return international migrant worker
- Household
  - Household, in general
  - Household with international migrant worker
  - Household with return international migrant worker
- Location
  - Census enumeration area (PSU)
  - Administrative division
  - Cross-border location or gathering location

## 6.2 Variable of interest and sample size

The statistical properties of the variable of interest, i.e., the recruitment costs, is examined in detail as the base for determining the sample size required for its measurement.

### 6.2.1 Statistical properties of the variable of interest

The key variable of interest is the recruitment cost indicator. It is defined as the recruitment cost borne by an employee as a proportion of monthly income earned in country of destination. What constitutes “recruitment cost” and “monthly earnings” and the identification of international migrant employees were described in the earlier sections of the manual.

#### *Recruitment cost as duration*

The recruitment cost indicator may be viewed as a duration: the duration in terms of months of earnings that it takes for an international migrant employee to recover the cost of his or her recruitment. Viewed as a duration, one can analyse the statistical properties of the recruitment cost indicator, taking advantage of the vast literature on duration data. In particular, the size distribution of duration data is often modelled by the Weibull distribution. Let  $X$  represents a random variable reflecting the duration of an event. The probability that the duration is less than or equal to a fixed value,  $x$ , is expressed by

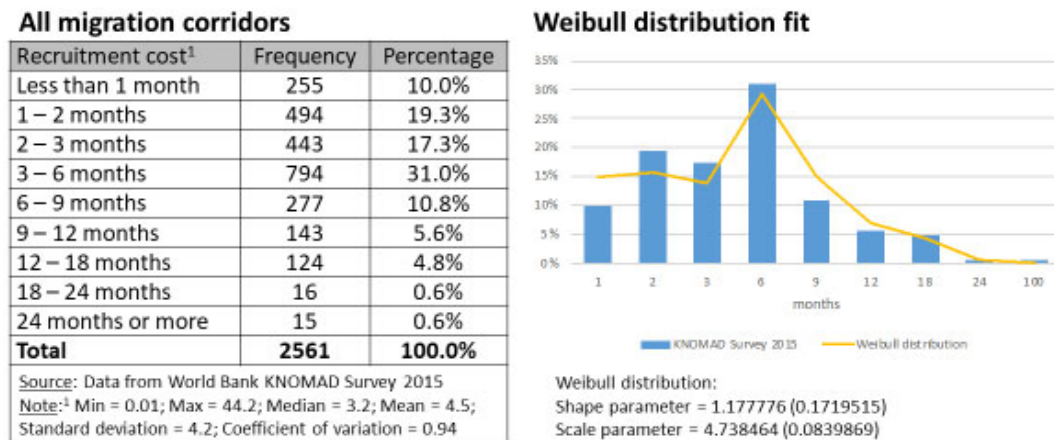
$$F(X \leq x) = 1 - e^{-\frac{(x-\theta)^k}{\lambda}} \quad , \quad x \geq \theta$$



where  $\theta$  is a location parameter specifying the minimum duration of the event,  $\lambda$  is the scale parameter and  $k$  the shape parameter of the distribution. In the context of recruitment cost, one may interpret  $F(X \leq x)$  as the proportion of international migrant employees whose recruitment cost was less than or equal to  $x$ , i.e., those for whom the duration of recovery of their recruitment cost was less than or equal to  $x$  months of earnings.

For a given set of data on the recruitment cost indicator, the parameters  $\theta$ ,  $\lambda$  and  $k$  may be estimated by the maximizing the likelihood of its occurrence.<sup>9</sup> Chart 2 shows the comparison of the actual data from KNOMAD 2015 and the fitted results based on the Weibull distribution with  $\theta$  set to zero.

Chart 2. Fitting the Weibull distribution to data on recruitment cost



The adequacy of the fit may be assessed by the Kolmogorov-Smirnov test or other appropriate procedures.<sup>10</sup> Visual inspection suggests a relatively close agreement between the KNOMAD 2015 data and the corresponding Weibull distribution. The fit may be improved by considering a three-parameter Weibull distribution or its generalization.

<sup>9</sup> Using the “fitdistr” function of the MASS package in R.

<sup>10</sup> For example, the “ks.test” function in the base stats package in R.

### *Coefficient of variation of recruitment cost*

The hazard function of a duration variable expresses the conditional probability that the event ends at time  $t$  given that it did not before. In the present context, the hazard function of the recruitment cost indicator expresses the probability of recovering the cost of recruitment at time  $t$  given that it was not recovered before. Under the Weibull distribution, the nature of the hazard function is determined by the shape parameter  $k$ . If  $k > 1$ , the hazard function is an increasing function of  $t$ ; if  $k < 1$ , it is a decreasing function of  $t$ ; and if  $k = 1$ , it is a constant. It is clear that the recruitment cost must have an increasing hazard function, the probability of recovering the cost recruitment increases with time. This means that one must expect that  $k$  is greater than 1 for all typical data on recruitment cost.

The coefficient of variation of a Weibull distribution is given by:

$$\text{Coefficient of variation} = \frac{\sigma}{\mu} = \sqrt{\frac{\Gamma\left(1 + \frac{2}{k}\right) - \Gamma^2\left(1 + \frac{1}{k}\right)}{\Gamma^2\left(1 + \frac{1}{k}\right)}}$$

where  $\mu$  and  $\sigma$  are the mean and standard deviation of the distribution, and  $\Gamma$  is the gamma function. For  $k > 1$ , the coefficient of variation is less than 1. This basic result plays a central role for determining the sample size requirement of recruitment cost surveys. Its validity may be verified in Chart 3 with the KNOMAD data 2015.

Chart 3. Hazard function and coefficient of variation of the recruitment cost

#### Hazard function

- Definition in present context
  - $H(t)$  = Probability of recovering cost of recruitment at time  $t$  given that it was not recovered before  $t$
- Property in present context
  - $H(t)$  = Increasing function of  $t$
- This means:
  - Shape parameter of Weibull distribution  $k > 1$
  - Coefficient of variation of recruitment cost  $< 1$

#### Weibull shape parameter and coefficient of variation

	Weibull shape parameter	Coefficient of variation	
		Weibull	KNOMAD
<b>All corridors</b>	<b>1.1778</b>	<b>0.8520</b>	<b>0.9433</b>
Pakistan-Saudi Arabia	1.9758	0.5285	0.5340
Malaysia-Viet Nam	2.5383	0.8520	0.9406
Nepal-Qatar	2.2846	0.4639	0.4572
Ethiopia-Saudi Arabia	1.3686	0.7392	0.8279
Philippines-Qatar	1.0964	0.9131	0.9031
Pakistan-UAE	1.7736	0.5826	0.5956

Source: Based on data from World Bank KNOMAD Survey 2015.

Note: Weibull coefficient variation =  $\sigma/\mu$   
 $\mu = \lambda \Gamma\left(1 + \frac{1}{k}\right)$  and  $\sigma^2 = \lambda^2 \left[\Gamma\left(1 + \frac{2}{k}\right) - \Gamma\left(1 + \frac{1}{k}\right)^2\right]$

#### 6.2.2 Sample size determination

Sample size determination is based on the general principle of first calculating the required sample size for a single reporting domain assuming a simple random sample design and no non-response. A reporting domain is a well-defined population group for which estimates with pre-determined accuracy are sought. The results are then adjusted to allow for non-response and deviation from simple random sampling. The final sample size is obtained by extending the sample size requirement for a single domain for all reporting domains of the survey.

#### *Sample size in terms of number of workers*

The minimum sample size required for estimating the variable of interest with a given relative margin of errors under simple random sampling of sample units with no non-response may be expressed as,

$$n = \frac{4\left(\frac{\sigma}{\mu}\right)^2}{RME^2}$$

where  $\sigma/\mu$  is the coefficient of variation of the variable of interest and RME is the prescribed relative margin of error of the estimate. The multiplier 4 in the expression is the rounded squared value of the tail of the standard normal distribution  $\alpha = 1.96$  corresponding to a 95% confidence level ( $4=1.96^2$ ). For a 90% confidence level the multiplier will be ( $2.8=1.67^2$ ).

It was shown in the previous section that the coefficient of variation of the recruitment cost indicator is under general conditions less than 1. Setting the value,  $\sigma/\mu=1$ , in the above formulae, one obtains a conservative sample size for the prescribed relative margin error. The results are shown in Chart 4 for different relative margin of errors and levels of confidence.

**Chart 4. Sample size per reporting domain in terms of number of workers under simple random sampling**

**Sampling size: Individual workers**

$$n \geq \frac{z_{(1-\frac{\alpha}{2})}^2}{\varepsilon^2} \times \left(\frac{\sigma}{\mu}\right)^2$$

$n$  = minimum sample size per reporting domain under assumption that population correction  $n/N$  negligible

$z_{(1-\alpha/2)}$  = tail value of the standard normal distribution for confidence level  $1-\alpha$

$\varepsilon$  = specified relative margin of error

$\mu$  and  $\sigma$  = mean and standard deviation of variable of interest and  $(\sigma/\mu) < 1$

**Sample size for different relative margin of errors and confidence levels**

Relative margin of error	Confidence level	
	90%	95%
15%	121	171
12%	194	267
10%	271	385
8%	423	601
5%	1083	1537

**Note:** Calculations under simple random sampling and negligible finite population correction, assuming the variable of interest follows an exponential distribution.

It can be observed that the sample size requirement increases if the survey variable is to be estimated with higher precision (or lower relative margin of errors) and higher confidence level. In practice, the sample size should be adjusted to account for possible non-response and departure from simple random sampling. The effective sample sizes used in the KNOMAD surveys 2015 and 2016 are shown in Chart 5 for different migration corridors. The values are around 400, except for some of the KNOMAD surveys in 2016. Where the country of origin is missing in the migration corridor (such as –Mexico, -Italy, -Malaysia, -Qatar), the sample sizes refer to surveys for measuring the average recruitment cost irrespective of the migrator corridor.

Chart 5. Effective sample sizes by migration corridor in KNOMAD Surveys

KNOMAD 2015		KNOMAD 2016	
Migration corridor	Effective sample size (International migrant workers)	Migration corridor	Effective sample size (International migrant workers)
Pakistan-Saudi Arabia	375	India-Saudi Arabia	409
Malaysia-Viet Nam	396	Philippines-Saudi Arabia	481
Nepal-Qatar	352	Tajikistan-Russian Fed.	309
Ethiopia-Saudi Arabia	447	Kyrgyzstan-Russian Fed.	271
Philippines-Qatar	364	Uzbekistan-Russian Fed.	324
Pakistan-UAE	259	-Italy	305
India-Qatar	401	-Malaysia	165
-Mexico	488	-Qatar	89
Source: Based on data from World Bank KNOMAD Survey 2015.		Source: Based on data from World Bank KNOMAD Survey 2016.	

#### *Sample size in terms of number of households*

Where the recruitment cost survey is a household-based survey (or an establishment-based survey), the sample size should be expressed in terms of the sampling units, that is households (or establishments). Household-based surveys are generally conducted by two-stage sampling procedures, according to which at the first-stage of sampling, geographical areas or primary sampling units are sampled, and then at the second stage of sampling, a sample of households are drawn within each sample PSU.

Such multi-stage sampling schemes give rise to intra-class correlations among households in the same PSU. This is due to the fact that neighbouring households tend to have similar characteristics and therefore each sample household is bringing information that is correlated to that of another household also drawn in the sample. The impact of the intra-class correlation on the sample size is expressed by the “design effect”. The design effect measures the deviation of a sample design from simple random sampling. It is defined as the ratio of the variance of the estimate under a given sample design to the variance of the estimate that would have been obtained under simple random sampling with the same size,

$$deff = \frac{var(estimator)}{var_o(estimator)}$$

where,  $var(estimator)$  is the variance of the estimate under the proposed sample design for the survey and  $var_o(estimator)$  is the variance of the estimate that would have been obtained under a simple random sample design with the same sample size. The design effect may be expressed in terms of the intra-class correlation of the units within the same cluster or primary sampling unit,

$$deff = 1 + \left(\frac{b}{m} - 1\right)\rho$$

where,  $b$  is the average number of sample households per cluster (the sample-take),  $m$  is the expected number of households required to find one base population unit, and  $\rho$  is the intra-cluster correlation. For example, if the sample design envisages to sample 15 households in each primary sampling unit (that is  $b=15$ ) and for every 100 households there are 9 international migrant employees, then an intra-class correlation,  $\rho = 0.8$ , implies a design effect,  $deff = 1.28$ . This means that the sample size under the design should be increased by 28% to obtain the same precision as under simple random sampling. In the extreme situation of one sample household per primary sampling unit ( $b=1$ ) and one international migrant employee per household ( $m=1$ ), the ratio  $b/m$  is equal to 1, the intra-class correlation does not intervene and the design effect reduces to  $deff = 1$ . The design effect of national labour force surveys in many countries are generally computed to be roughly around 1.7 to 2.

In order to express the sample size in terms of households, it is also necessary to calculate the relationship between number of households and number of international migrant workers. According to the ILO global estimation, the stock of international migrant workers in the world was 150.3 million persons in 2013. The total number of households in the world may be calculated as 1627.5 million households, based on the UN World Population Prospects 2017 revision, 7213 million persons in 2013 and the estimated average household size of about 4.43. The calculations indicate that there were about 9 international migrant workers per 100 households in the world in 2013.

This average result is used in Chart 6 to obtain an order of magnitude of the sample size required in terms of households corresponding to the sample size (385) in terms of number of

workers.

**Chart 6. Sample size requirement per reporting domain in terms of number households under multi-stage sampling**

**Sample size: Households**

$$m = n \times \frac{DEFF}{\gamma}$$

m = number of sample households

n = number of sample workers (For example = 385)

DEFF = design effect (For example = 1.7)

$\gamma$  = Number of workers per household

**Sample size: Numerical example**

2013	Inter-national migrant workers <sup>1</sup> (millions)	Number of house-holds <sup>2</sup> (millions)	Migrant workers per household ( $\gamma$ )	Sample size: House-holds (m)
World	150.3	1627.5	0.092348	7087

*Sources:* <sup>1</sup> ILO global estimates on migrant workers, *Results and methodology*, 2015, Table 2.8.

<sup>2</sup> Population in 2013/Average household size. Population = 7213 million, from UN World Population Prospects: The 2017 Revision. Average household size = 35.9 millions persons/8.1 million households, from Institute for Management Research, Radboud University, Global\_Data\_Lab Area Database (3.6.0)

In practice, however, the sample size should be calculated using the specific information of the country where survey is to be conducted. Also, the sample size requirement should take into account the expected non-response of the survey. It should, also be stated that in practice, the choice of the sample size is often determined on the basis of the available resources for the survey and the statistical infrastructure of the country. The sample must of course be large enough to yield information with sufficient sampling precision to be useful to the various types of analysis of the results. However, the choice of inappropriately large sample sizes can adversely affect the overall quality of data. A good general advice is moderation in setting the sample size of a survey.

Similar procedures may be used for the calculation of required sample size in the case of establishment surveys or travellers' surveys. In the case of establishment surveys, special care should be taken to account for the highly skewed nature of the distribution of establishments in terms of size and geographical spread (Verma, 2002; Ch 13).

*Margin of error determination*

Margin of error determination may be regarded as the reverse problem of sample size determination. It is relevant, for example, when the recruitment cost survey is conducted as a module attached to a broader household-based survey such as a labour force survey. In such situations, the sample size of the broader survey determines the sample size of the recruitment

cost module. The problem then is to calculate the margin of error of estimate of the recruitment cost indicator the given sample size of the broader survey. The reverse formulae for the calculation of margin of errors for a given sample size in complete form is given by

$$RME = \sqrt{\frac{4 \times \left(\frac{\sigma}{\mu}\right)^2 \times deff}{n \times AveHH \times RR}}$$

where,  $n$  is the sample size of the broader survey,  $\sigma/\mu$  is the coefficient of variation of the recruitment cost indicator,  $deff$  is the design effect of the broader survey with respect to the recruitment cost variable,  $AveHH$  is the average number of international migrant employees that can be found in a given household, and  $RR$  is the response rate of the recruitment cost survey.

To illustrate, consider the following numerical example. A recruitment cost survey is to be conducted as part of a module attached to a labour force survey. The sample size of the labour force survey is 8'000 households. What would be the margin of error of the estimate of the recruitment cost indicator? Using the conservative value of 1 for the coefficient of variation of the recruitment cost and a design effect of 2, and assuming that there is 1 international migrant employee in every 10 household and the response rate of the recruitment cost survey is 90 percent, we find from the formulae above that the relative margin of error of the estimate of the recruitment cost indicator is about 10.5%,

$$RME = \sqrt{\frac{4 \times 1^2 \times 2}{8000 \times 0.1 \times 0.9}} = 0.105$$

Thus, if the survey estimate of the recruitment cost is found to be about 6 months of earnings, the confidence interval of the estimate at the 95 percent level would be roughly between 5.4 and 6.6 months.

### 6.3 Sample design and sampling weights

A range of sample designs for measuring recruitment cost are proposed here under two broad headings: single-stage sample designs and multi-stage sample designs.

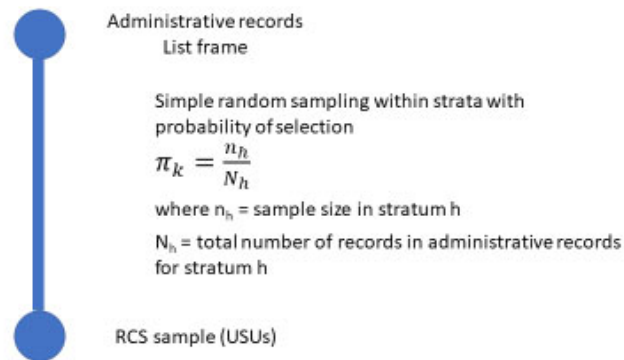
#### 6.3.1 Single-stage sample designs

Single-stage sampling refers to designs where the ultimate sampling units are directly selected in one stage of sampling from one or more sampling frames. An example is where a set of complete and reliable administrative records exists and can be used for sample selection



of international migrant workers or return international migrant workers. The selected sample can then be located and interviewed face-to-face or by telephone at their place of residence, at their place of work, or at any other convenient location. The sample design is schematically presented in Chart 7.

Chart 7. Single-stage sampling design based on administrative records



The design weight of sample unit  $k$  is then calculated as the inverse of the probability of selection,

$$d_k = \frac{1}{\pi_k}$$

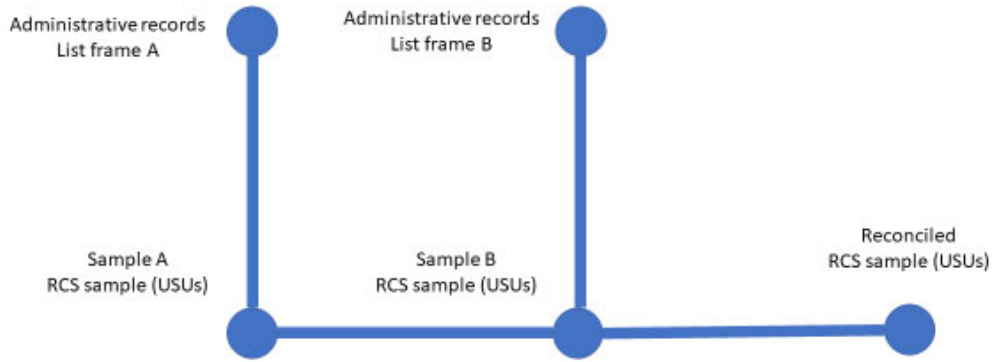
The design weight may be adjusted for non-response and further calibrated to known aggregates depending on the type of information available in the administrative records.

In practice, more than one source of administrative records may be necessary to cover the core population of international migrant workers or return international migrant workers. In such situations, single-stage sampling is still possible, without constructing a single sampling frame based on the multiple sets of administrative records. Constructing a single frame is in fact a complex and perhaps prohibitively difficult operation requiring to match the administrative records in the various sources, to eliminate duplicates and to ensure full coverage of the target population.

A simple procedure is drawing independent samples from each of the administrative sources, and applying the reconciliation process on the resulting samples rather than on the

initial list frames. Under this multi-frame sampling scheme, each set of administrative records is regarded as a sampling frame on its own, while the target population is defined to be the union of the various sampling populations. The procedure is illustrated in the case of two sets of administrative records in Chart 8.

Chart 8. Single-stage sampling design based on multiple administrative records



Let  $k$  be a resulting sample unit in the reconciled sample. There are three possibilities:

$$k = \begin{cases} a \neq b & \text{if } k \text{ is drawn from administrative source } A \\ b \neq a & \text{if } k \text{ is drawn from administrative source } B \\ a = b & \text{if } k \text{ is drawn from both administrative sources } A \text{ and } B \end{cases}$$

The design weight of  $k$  obtained from the weight share method may be expressed as

$$d_k = \sum_{a \in s_A} \frac{\theta_{ak}}{\theta_{a+}} d_a^A + \sum_{b \in s_B} \frac{\theta_{bk}}{\theta_{b+}} d_b^B$$

where,  $s_A$  and  $s_B$  are the samples drawn from administrative records A and B, respectively, and  $d_a^A$  and  $d_b^B$  are the corresponding sampling weights, and  $\theta_{ak} = 1$  if  $k$  is drawn from A, and  $= 0$  otherwise (Deville and Lavallée. 2006). Similarly,  $\theta_{bk} = 1$  if  $k$  is drawn from B, and  $= 0$  otherwise, and

$$\theta_{a+} = \begin{cases} 1 & \text{if } a \in A \text{ and } a \notin B \\ 2 & \text{if } a \in A \text{ and } a \in B \end{cases} \quad \theta_{b+} = \begin{cases} 1 & \text{if } b \in B \text{ and } b \notin A \\ 2 & \text{if } b \in B \text{ and } b \in A \end{cases}$$

The procedure may be extended to situations with more than two administrative sources. It can be shown that the resulting estimates are unbiased, although their precision may be lower than the precision of estimates derived by sampling directly from a single sampling frame.

### 6.3.2 Multi-stage sampling

Where adequate administration records covering the target population are not available or direct sampling of international migrant workers or return international migrant workers is not cost-efficient, it may be appropriate to sample the target population in multi-stages using conventional sampling procedures. Three types of multi-stage sampling designs are described here depending on whether the recruitment cost survey is an independent stand-alone survey, or it is linked to an existing broader survey such as the national labour force survey, or it combines direct sampling from administrative records and linkage with existing surveys.

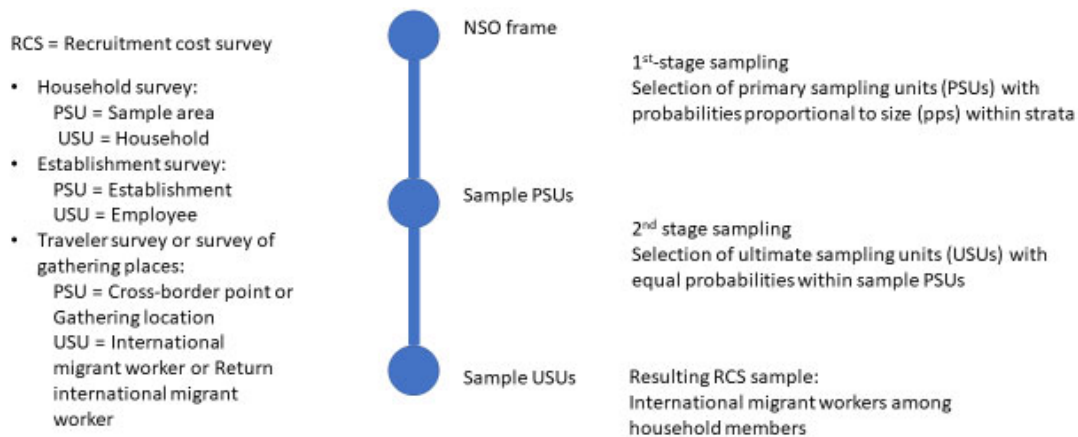
#### *Independent survey*

Where the recruitment cost survey is conducted as a stand-alone survey, independent of other surveys, there are considerable leeways in designing the sample within the framework of multi-stage sampling designs. The basic structure in a two-stage sampling design, for example, may be described as follows. At the first stage of sampling, a sample of primary sampling units (PSUs) are selected, generally, with probabilities proportional to size (pps) and at the second stage of sampling, a fixed number of sample of ultimate sampling units (USUs) are drawn within each sample PSU, generally, with equal probabilities. Chart 9 provides a schematic representation of the sampling design. The design is applicable in household-based surveys, establishment surveys and travellers' surveys.

In a household survey, the PSUs are typically geographical areas constructed based on the enumeration areas of the latest population census, and the USUs are households. In an establishment survey, the PSUs are establishments listed in a business register or other lists of establishments, and the USUs are workers employed in the sample establishments. In a travellers' survey (or place of gatherings' survey), the PSUs are cross-border points (or place of gatherings) and the USUs are the international migrant workers or return international

migrant workers crossing the sample cross-border points (or gathering in the sample gathering places).

**Chart 9. Two-stage sampling design:  
Independent, stand-alone recruitment cost survey**



Depending on the information available in the sampling frame, the design be improved by incorporating stratification and other sampling devices at each stage of sampling. For example, in a household survey, the strata at the first stage of sampling may be administrative divisions of the country or areas of concentration of international migrant workers or return international migrant workers. At the second stage of sampling, the households in the sample PSUs may be screened prior to sampling and construct separate strata of households with international migrant workers and households without international migrant workers, with sampling made only in the stratum of households with international migrant workers.

Where prior screening is too expensive to implement, information on households with international migrant workers and households without international migrant workers from the last population census may be used if available. In such cases, both strata should be sampled albeit at different rates to guard against the possibility that the migrant worker status of household members have changed since the last census. Other devices that can be used for oversampling areas of concentration at the first stage sampling are pps sampling with resident international migrant workers as measure of size, merging neighbouring high concentration area, ranking area units by concentration level and using the rank as measure of size in pps sampling. At the second stage of sampling, adaptive cluster sampling may be used to target households with international migrant workers, assuming that these households tend to live

close to each other. An example of the use of this method can be found in the Second European Union Minorities and Discrimination Survey (EU, 2017).

In two-stage sampling designs, the sampling weights are calculated as the inverse of the probability of selection, where the probabilities of selection are now obtained as the product of two probabilities,

$$d_k = \frac{1}{\pi_k}$$

$$\pi_k = \pi_j \times \pi_{i|j}$$

where, in a household survey,  $k$  is an international migrant employee in sample household  $i$  in sample PSU  $j$ ,  $\pi_j$  is the probability of selection of PSU  $j$  at the first stage sampling, and  $\pi_{i|j}$  is the probability of selection of household  $i$  in the sample PSU  $j$  in the second stage of sampling. In an establishment survey,  $k$  is a sample international migrant employee in sample establishment  $j$ ,  $\pi_j$  is the probability of selection of establishment  $j$  at the first stage sampling, and  $\pi_{i|j}$  is the probability of selection of employee  $i=k$  in the sample establishment  $j$  at the sub-sampling stage of the sample establishment.

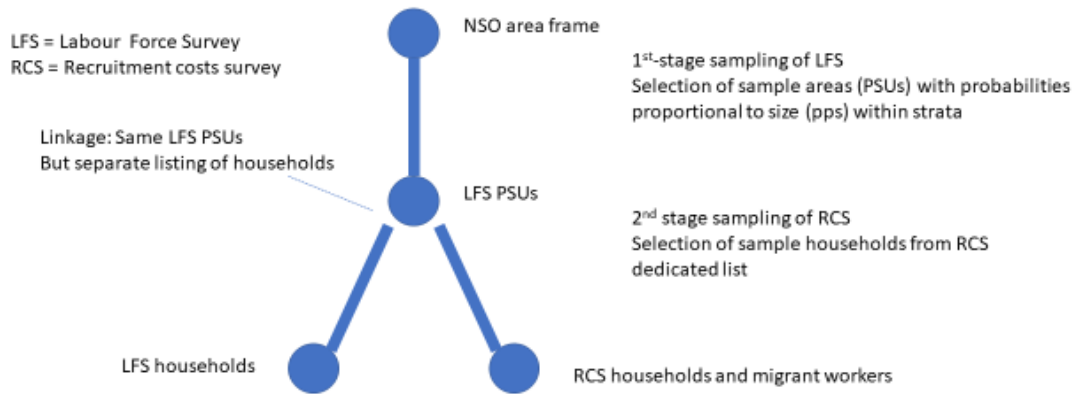
In a travellers' survey and in particular in a survey of places of gatherings, the two-stage sampling design should be viewed as a location sampling design or time-location sampling design, and the sampling weights should be calculated accordingly. This is important as workers may be travelling through more than one cross-border point or may be gathering at more than one gathering place over time. Rules for calculating sampling weights in such situations can be found in methodologies on sampling mobile population (Verma, 2013, Ch10).

### *Linked survey*

Where the recruitment costs survey is to be linked to an existing survey, the linkage would generally impose certain constraints on the design of the recruitment costs survey. For example, in order to keep cost down and survey management less complex, it may be decided to link the recruitment costs survey to an existing survey such as the labour force survey so that both surveys are conducted on the same set of sample PSUs. Despite the constraint, however, options exist for accommodating some of the requirements of the linked survey.

One option would be to conduct a separate listing of households in the common PSUs. The sample households for the recruitment costs survey would then be selected from that list, resulting to a different sample of households than the LFS sample. The listing procedure may be adapted to the requirements of the recruitment costs survey, by combining it, for example, with a screening of the households to identify those with migrant workers. The basic elements of the sample design are schematically shown in Chart 10.

Chart 10. Linked LFS survey - Separate listing of households for RCS



Under this design, the sampling weights are calculated as:

$$d_k = \frac{1}{\pi_k}, \quad k \in \text{RCS sample household } i \text{ in LFS PSU } j$$

where,  $\pi_k = \pi_j \times \pi_{i|j}$  and

$$\pi_j = \frac{a_h x_j}{\sum_{j \in h} x_j},$$

where,  $a_h$  is the number of LFS sample PSU in stratum  $h$  and  $x_j$  is the number of households in PSU  $j$  according to the LFS sampling frame, and

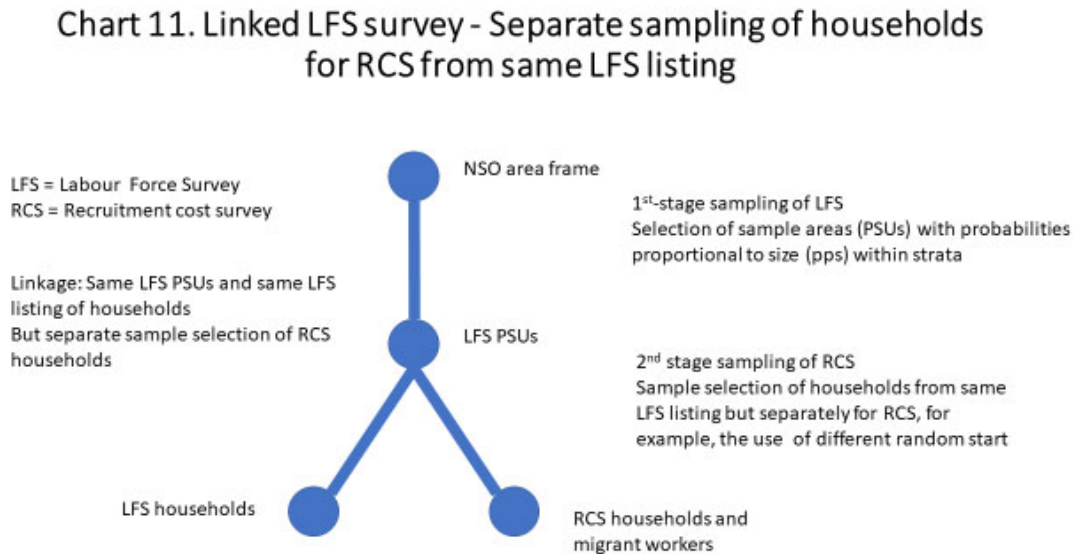
$$\pi_{i|j} = \frac{b_h}{x'_j}$$

where  $b_h$  is the sample-take of RCS households in stratum  $h$  and  $x'_j$  is the number of households in the RCS dedicated listing of PSU  $j$ .

Another option is to maintain the linkage with the LFS PSUs and use the same LFS listing of households, but draw a different sample from the list for the recruitment costs survey. The RCS sample households may be selected with a different random start in order to limit the possibility of RCS and LFS households to be in common. The sample design enables the administration of a full RCS questionnaire without intervening with the LFS interviewing process, yet it will keep the transport cost down as the RCS households are in the same PSU as the LFS households. A schematic representation of the sample design is shown in Chart 11. Under this sample design, the sampling weights are as in the sample design of Chart 10, except that now

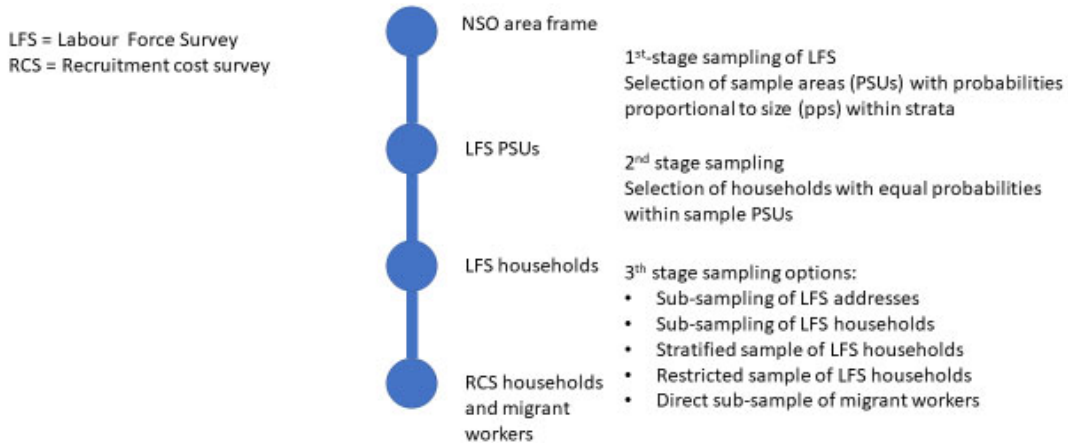
$$\pi_{i|j} = \frac{b_h}{x_j}$$

where  $b_h$  is the sample-size of RCS households in stratum  $h$  and  $x_j$  is the number of households in the LFS listing of PSU  $j$ .



Still another option is to sub-sample the LFS households for coverage by the recruitment costs survey. The sub-sampling step will be a third stage of sampling as shown in Chart 12 below. Different variations of this option may be deriving the RCS sample by sub-sampling the LFS addresses, or sub-sampling the LFS households, or stratifying the LFS households before sub-sampling, or restricting the sub-sampling of the LFS households to those with migrant workers, or simply sub-sampling directly the migrant workers in the LFS households.

Chart 12. Linked survey - Sub-sampling of LFS households for RCS



Under this design, the sampling weights are calculated as:

$$d_k = \frac{1}{\pi_k}, \quad k \in \text{RCS sample household } i' \text{ in LFS PSU } j$$

$$\pi_k = \pi_j \times \pi_{i|j} \times \pi_{i'|s_i}$$

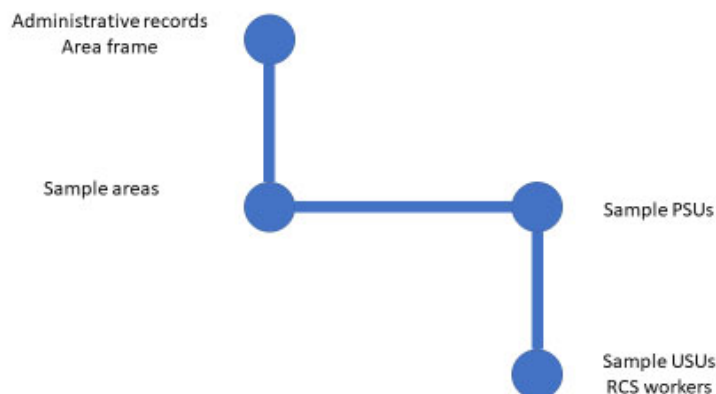
where  $s_i$  is the sample of households selected for the LFS and either  $i'$  is the sub-sample of LFS households, or  $i'$  is the sub-sample of LFS households stratified by a relevant variable, or  $i'$  is the sub-sample of LFS households restricted to those with international migrant workers or return international workers, or  $i'=k$  is the sub-sample of LFS household members who are international migrant workers or return international migrant workers.

#### Combined survey

Linked surveys may be designed in combination with administrative records to improve their efficiency in targeting the population of international migrant workers or return international migrant workers. For example, administrative records on international migrant workers and return international migrant workers may be used as area frames as base for drawing areas of concentration of the target population. The sample areas can then be linked to the PSUs of the National Statistical Office, and from there to conventional procedures for conducting household surveys. Such combined use of administrative records and conventional household surveys is illustrated in the schematic representation of Chart 13.



Chart 13. Administrative records combined with NSO sampling of households



The corresponding sampling weights may be calculated as follows:

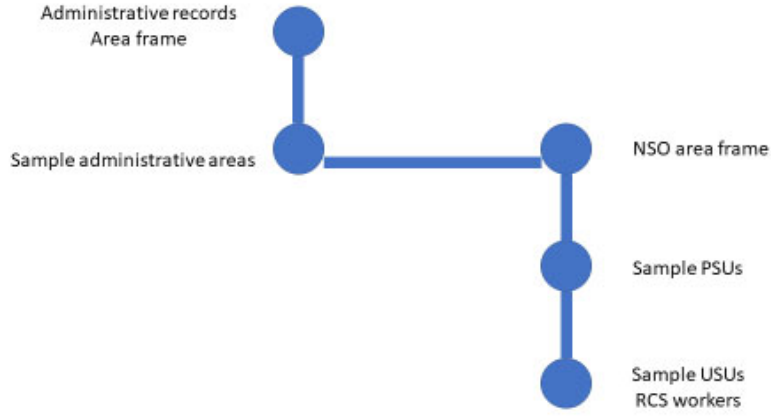
$$d_k = \frac{1}{\pi_k}, \quad k \in \text{RCS sample household } i \text{ in PSU } j$$

$$\pi_k = \pi_a \times \pi_{i|j}$$

where,  $\pi_a$  is the probability of selection of area of concentration  $a$ , from administrative records and  $\pi_{i|j}$  is the probability of selection of household  $i$  in PSU  $j$ , where PSU  $j$  is the matched PSU to area of concentration  $a$ .

If the area units of the administrative records are too large for linkage to single PSUs of the National Statistical Office area frame, it may be necessary to add a stage of sampling and draw a sample of PSUs from the linked administrative areas before final selection of the ultimate sampling units as shown in Chart 14.

Chart 14. Administrative records combined with NSO two-stage sampling



Under this design, the sampling weights are calculated as:

$$d_k = \frac{1}{\pi_k}, \quad k \in \text{RCS sample household } i \text{ in LFS PSU } j$$

$$\pi_k = \pi_a \times \pi_{j|a} \times \pi_{i|j}$$

where  $\pi_a$  is the probability of selection of area of concentration,  $a$ , from the administrative records,  $\pi_{j|a}$  is the probability of selection of PSU  $j$  in sample area of concentration  $a$ , and  $\pi_{i|j}$  is the probability of selection of household  $i$  in PSU  $j$ .

## 7. QUESTIONNAIRE DESIGN

This section of the manual discusses model questionnaires based on household-based surveys and travellers' surveys. In sample questionnaires, the reference period for the identification of international migrant workers and international return migrant workers has been taken as 3 years though as mentioned before this is for illustrative purposes only and countries may determine their own reference periods as they see fit to national circumstances.

### 7.1 Model questionnaires for household-based surveys

Three different model questionnaires have been developed by ILO-World Bank within the framework of the measurement of recruitment costs (See Appendix A for a sample of household-based questionnaires). The first set – the short-questionnaire - consists of a minimum number of questions that when integrated into any household-based survey will enable the collection of information to compute the recruitment cost indicator. In addition, two other sets – the medium form and long form - are developed that can be used as modules of any household-based survey that aim to collect information on international migrant workers in varying detail. Furthermore, two versions of these three sets of questionnaires are developed: one version, by assuming that the country of measurement is the country of destination (CoD) and a second version, by assuming that the country of measurement is the country of origin (CoO).

#### 7.1.1 Model Questionnaires – short-questionnaire, the minimum set of questions

Box 1 and 2 include a total of 12 questions that can be integrated into household-based surveys to measure recruitment costs by assuming that the country of measurement is the country of destination and country of origin, respectively.

##### 7.1.1.1 *Minimum set of questions when country of measurement is country of destination*

The first question concerns the country of citizenship and reads as follows:

Q1. Are you [is NAME] a citizen of this country?

When the country of measurement is the country of destination, information is sought on non-citizens employed in the country so that the question on country of citizenship is aimed at identifying non-citizens. Respondents who are citizens of the country are not a target group so

that the survey ends for them with this question. For non-citizens, the second question concerns the country of citizenship and reads as follows:

Q2. Which country are you [is NAME] a citizen of?

The third question aims to identify international migrants who took up residence in the country of destination to work as an employee and reads as follow:

Q3. In the last 3 years, did you [did NAME] move from [origin country] to this country to live and work for a wage or salary?

The reference period used in this question is 3 years, though countries may choose to employ a different reference period that best suits their needs and the context. International migrants who provide an affirmative answer to this question constitutes the target group. For others, the survey ends here.

The remaining questions - Questions 4 through 12 – concern the migration experience as well as recruitment costs and wages of international migrant workers. Accordingly, Question 4 concerns the past work experience of the worker abroad and reads as follows:

Q4. Did you [did NAME] work abroad before migrating to this country?

The motivation for asking this question is to differentiate between first-time migrant workers and those with previous migration experiences. The conjecture is that first-time migrant workers incur greater recruitment costs as compared to more experienced migrant workers.

Question 5 asks about the number of jobs or employers the migrant worker has changed since moving to the country of present residence abroad. It aims to assess the work experience of the migrant worker in the current country of residence and invite him/her to think about the different jobs or employers he/she has had.

Q5. How many different jobs or employers did you [did NAME] have in this country in the past [3] years?

Questions 6 through 11 concern the first job the migrant worker held in the current country of residence abroad. Question 6 concerns the occupation held by the migrant worker while Question 7 is on sector of economic activity.

Q6. What kind of work did you [did NAME] usually do for your [NAME's] first job in this country?

Q7. What is the main activity of the business or place of work for your [NAME's] first job?

Questions 8a and 8b aim to understand how the migrant worker obtained his/her job abroad and learned about the job opportunity abroad, respectively.

Q8a. How did you [did NAME] obtain this first job?

*The pre-coded responses are:*

- a. Job transfer
- b. Registered and got the job from a government agency in my country  
Registered and got the job from a government agency abroad
- c. Registered and got the job from a private recruitment agency in my country
- d. Registered and got the job from a private recruitment agency abroad
- e. Direct from an employer abroad
- f. Through individual recruiter/broker
- g. Through family members/ relatives
- h. Through friends
- i. Other (specify): \_\_\_\_\_

Q8b. How did you [did NAME] learn about this first job abroad?

*The pre-coded responses are:*

- a. Through friends: who have not worked abroad
- b. Through friends: previously worked or currently working abroad
- c. Through family members/relatives: who have not worked abroad
- d. Through family members/relatives: previously worked/currently working abroad
- e. Through non-relative individual intermediary
- f. Through newspapers

- g. Through websites
- h. Through social media (Facebook, etc.)
- i. Other (specify): \_\_\_\_\_

Question 9, which inquires about how the migrant worker entered the current country of residence abroad with pre-coded responses reads as follows:

Q9. How did you [did NAME] enter this country for this first job?

- a. Through regular immigration with a work visa
- b. Through regular immigration without a work visa (e.g. travel/tourist visa)
- c. Not through regular channel/entry ports
- d. No response

The responses provided to this question would enable the assessment of whether irregular migrants pay larger recruitment costs than regular migrants.

Question 10 is on recruitment costs. This question reads as follows:

Q10. In total, how much did you [did NAME] pay to get this first job? Please include the sum of all deductions taken from your [NAME's] wage or salary to obtain this first job.

Here, the amount of recruitment costs is asked in total in a single question but the interviewer is instructed to provide information to the respondent on what is meant by recruitment costs (see Box 1). The respondent is also asked to include in the overall total the amount that the worker may not have directly paid but is indirectly paying through deductions in his/her wages. The respondent can answer this question in the currency that the recruitment costs were paid. Hence, the interviewer needs to record both the amount as well as the currency in which the costs are being reported.

Questions 11a and 11b are on the earnings of the migrant worker in his/her first job abroad in the current country of residence. The questions read as follows:

Q11a. Think of your [NAME's] first month of wage or salary earned in this first job, how much did you [did she/he] earn in total, including the monthly equivalent of in-kind payments and

any bonuses? Please add back the monthly equivalent of deductions paid for getting your [NAME's] first job, if any.

a. Amount and Currency

Q11b. When were you [was NAME] paid this wage or salary (month and year)?

Question 11 invites the migrant worker to think of the first month's wages in the first job in the reference period (e.g. 3 years in the current country of residence abroad) inclusive of additions to basic earnings in the form of bonuses, the cash equivalent of in-kind payments and deductions due to employer paid expenses for any recruitment costs. Apart from the amount of earnings, the respondent is asked to provide the date of the first payment and the currency that the wages were paid in. Note that the question reads as wages *earned* and not as wages *received*. It might happen that, for a period of time, the earnings of the migrant worker are withheld by the employer in return for the employer-paid recruitment costs. Wages received in a given month may be zero but not the wages earned. What matters for this question are the wages earned in the first month of employment abroad.

The final question asks the respondent to subjectively assess the number of months he/she has to work in order to recover the recruitment costs expended to obtain this job abroad.

Q12. How many months did you [did NAME], or will you [will NAME] have to work to recover the costs of getting this job?

The division of recruitment costs collected in Q10 to wages earned collected in Q11 would produce the number of months that the migrant worker would have to work to pay off the recruitment costs incurred in obtaining the first job in the foreign country. Hence, the information collected in Q12 can be regarded as a way of checking the consistency of the answers received. Question 12 **cannot replace** Questions 10 on recruitment costs and Question 11 on wages earned in the first job for three main reasons: One, Indicator 10.7.1 explicitly requires the collection of data on recruitment costs. Two, although the recruitment cost indicator is the number of months the migrant worker needs to work to pay off the recruitment costs, similar proportionate changes in the numerator and the denominator would leave the indicator unchanged though recruitment costs may change. Last but not least, two workers with the same job and having incurred the same recruitment costs can differ in the time taken to recover or pay off the costs due to varying personal and familial circumstances. Hence, the

information collected through Q12 will not suffice in depicting a full picture of recruitment costs and sources of change in the recruitment cost indicator over time.

#### *7.1.1.2 Minimum set of questions when country of measurement is country of origin*

When the above set of 12 questions are integrated into the household surveys of *origin countries*, the target group consists mainly of international return migrant workers. However, current migrant workers who may be visiting their home countries at the time of the survey also constitute the target group for the measurement of recruitment costs and therefore, the survey. The set of questions to be integrated into the household-based surveys when the country of measurement is the of country of origin is similar to those where the country of measurement is the country of destination (see Box 2). The main difference is that the first question, which is on citizenship aims to identify citizens.

Q1. Are you [Is NAME] a citizen of this [origin country]?

For non-citizens the questionnaire ends with the first question. The second question concerns the identification of international return migrant workers and current migrant workers within the reference period of 3 years and reads as follows:

Q2. In the last 3 years, did you [did NAME] move abroad to live and work for a wage or salary?



### Box 1: Country of Destination Survey

1. Are you [Is NAME] a citizen of this country? 1. Yes→Stop 2. No
2. Which country are you [is NAME] a citizen of? [*origin country*]
3. In the last 3 years, did you [did NAME] move from [*origin country*] to this country **to live and work** for a wage or salary? 1.Yes 2.No→Stop
4. Did you [did NAME] work abroad before migrating to this country? 1. Yes 2. No
5. How many different jobs or employers did you [did NAME] have since moving to this country?

*Now, think about the first job you had/have [NAME had/has] since moving to this country within the last 3 years.*

6. What kind of work did you [did NAME] usually do for your [NAME's] first job in this country?  
(ISCO Code)
7. What is the main activity of the business or place of work for your [NAME'S] first job in this country?  
(ISIC Code)

- 8a. How did you [did NAME] obtain this first job?

*Multiple Responses are allowed. Pre-coded responses:*

- a. Job transfer
- b. Registered and got the job from a government agency in my country
- c. Registered and got the job from a government agency outside of my country
- d. Registered and got the job from a private recruitment agency in my country
- e. Registered and got the job from a private recruitment agency outside of my country
- f. Direct from an employer abroad
- g. Through individual recruiter/broker
- h. Through family members/ relatives
- i. Through friends
- j. Other (specify): \_\_\_\_\_

- 8b. How did you [did NAME] learn about this first job abroad?

*Multiple Responses are allowed. Pre-coded responses:*

- a. Through friends: who have not worked abroad
- b. Through friends: previously worked or currently working abroad
- c. Through family members/relatives: who have not worked abroad
- d. Through family members/relatives: previously worked/currently working abroad
- e. Through non-relative individual intermediary

Box 1 – continued

- f. Through newspapers
- g. Through websites
- h. Through social media (Facebook, etc.)
- i. Other (specify): \_\_\_\_\_

9. How did you [did NAME] enter this country for this first job?

*Pre-coded responses:*

- a. Through regular immigration with a work visa
- b. Through regular immigration without a work visa (e.g. travel/tourist visa)
- c. Not through regular channel/entry ports
- d. No response

10. In total, how much did you [did NAME] pay to get this first job? Please include the sum of all deductions taken from your [NAME's] wage or salary to obtain this first job. *Amount and Currency*

*Note to interviewer – please state that the amount paid for obtaining this overseas job may cover: 1) documentation such as passport, visa, medical exam/tests, pre-departure training, skills assessment, insurance fees, contract approval fees, travel/security clearance;*

*2) fees paid to recruiter/broker or recruitment/manpower agency; 3) travel costs including accommodation; 4) other formal/informal payments such as payment to friends/relatives who helped find the job, other informal payments or fees and interest on money borrowed.*

11a. Thinking of your [NAME's] first month of wages or salary earned in this first job, how much did you [did she/he] earn in total, including the monthly equivalent of in-kind payments and any bonuses? [Please add back the monthly equivalent of deductions paid for getting your [NAME's] first job, if any]. *Amount and Currency*

11b. When were you [was NAME] paid this wage or salary (month and year)?

12. How many months did you [did NAME], or will you [will NAME] have to work to recover the costs of getting this job?

Citizens who provide an affirmative answer to this question constitutes the target group for the measurement of recruitment costs but not those who moved abroad to work prior to the reference period or those who may not have moved or moved for reasons other than working as a wage earner.

Question 3 aims to identify the country of employment for international return migrant workers or current international migrant workers and reads as follows:

Q3. What was the last foreign country you [NAME] worked in, or are you [is NAME] currently working in? (*last country abroad*).

Questions 4 and 5 aim to identify the previous migration histories of return and current international migrant workers (citizens) abroad:

Q4. Did you [did NAME] work abroad before migrating to [*last country abroad*]?

Q5. How many different jobs or employers did you [did NAME] have in [*last country abroad*]??

Questions 6 through 12 invite the international return migrant workers and current migrant workers to think of their first job in the destination country last worked in and reflect on the characteristics of the job, wages and recruitment costs. Questions 6 and 7 are on occupation held and sector of economic activity:

Q6. What kind of work did you [did NAME] usually do for your [NAME's] first job in [*last country abroad*]? (ISCO code)

Q7. What is the main activity of the business or place of work for your [NAME's] first job in [*last country abroad*]? (ISIC Code)

Questions 8 and 9 are about the channels through which the migrant worker obtained his/her first job and learned about this job opportunity, respectively. The pre-coded responses follow.

Q8a. How did you [did NAME] obtain your [her/his] first job in [*last country abroad*]?

*Multiple responses are allowed. Pre-coded responses:*

- a. Job transfer
- b. Registered and got the job from a government agency, here in my country
- c. Registered and got the job from a government agency abroad
- d. Registered and got the job from a private recruitment agency here
- e. Registered and got the job from a private recruitment agency abroad
- f. Direct from an employer abroad
- g. Through Individual recruiter/broker
- h. Through family members/ relatives
- i. Through friends
- j. Other (specify):\_\_\_\_\_

Q8b. How did you [did NAME] learn about this first job abroad?

- a. Through friends: who have not worked abroad
- b. Through friends: previously worked or currently working abroad
- c. Through family members/relatives: who have not worked abroad
- d. Through family members/relatives: previously worked/currently working abroad
- e. Through non-relative individual intermediary
- f. Through newspapers
- g. Through websites
- h. Through social media (Facebook, etc.)
- i. Other (specify): \_\_\_\_\_

Question 9 is about the way in which the worker entered the foreign country,

Q9. How did you [did NAME] enter this country for this first job?

*Pre-coded responses:*

- a. Through regular immigration with a work visa
- b. Through regular immigration without a work visa (e.g. travel/tourist visa)
- c. Not through regular channel/entry ports
- d. Other (specify): \_\_\_\_\_
- e. No response

Question 10 is about recruitment costs. It is posed as a single question and reads as follows:

Q10. In total, how much did you [did NAME] pay to get your first job in [*last country abroad*]?

Please include the sum of all deductions taken from your wage or salary to obtain this first job.

*Amount/Currency*

As noted earlier, the interviewer is instructed to provide information to the respondent on what is meant by recruitment costs (see Box 2). The respondent is also asked to include in the overall amount recruitment costs that may be paid by the employer with the condition that they will be repaid by the worker through deductions in his/her wages. The interviewer needs to record both the amount as well as the currency in which the recruitment costs were paid.

Question 11 is about the wages earned by the migrant worker in the first month of his/her first job abroad.

Q11a. Thinking of your [NAME's] first month of wage or salary earned in your [her/his] first job in [*last country abroad*], how much did you [she/he] earn in total, including the monthly equivalent of in-kind payments and any bonuses? [Please add back the monthly equivalent of deductions paid for getting your [NAME's] first job, if any.] *Amount and Currency*

Q11b. When were you [was NAME] paid this wage or salary (*month and year*)?

As discussed earlier, the international migrant worker is invited to report on his/her first month's wages in the first job in the destination country within the reference period inclusive of additions to basic earnings in the form of bonuses, the cash equivalent of in-kind payments and deductions due to employer paid expenses for any recruitment costs. Apart from the amount of earnings, the respondent is asked to provide the date of the first payment and the currency that the wages were paid in. Note that question reads as wages earned and not received. As emphasized earlier, what matters for the purposes of the measurement of earnings is that they are earned and not whether or not they were received.

The final question asks the respondent to subjectively assess the number of months he/she has to work in order to recover the recruitment costs expended to obtain this job abroad.

Q12. How many months did you [did NAME], or will you [NAME] have to work to recover the costs of getting this job?

As noted earlier, Q12 acts as a control question because the division of Q10 to Q11 should provide the number of months the migrant worker would need to work to pay off the recruitment costs. Q12 will be asked provided that the respondent provides a non-zero response to Q11. Countries may opt not to include this question in their questionnaires or include it as a backup in cases when respondents have a difficulty recalling how much they have paid in recruitment costs.

## Box 2: Country of Origin Survey

1. Are you [Is NAME] a citizen of this [*origin country*]? 1. Yes 2. No→Stop
2. In the last 3 years, did you [did NAME] move abroad **to live** and **work** for a wage or salary?  
1.Yes 2.No→Stop
3. What was the last foreign country you [NAME] worked in, or are you [is NAME] currently working in? (*last country abroad*)
4. Did you [did NAME] work abroad before migrating to [*last country abroad*]? 1. Yes 2. No
5. How many different jobs or employers did you [did NAME] have in [*last country abroad*]?

Now, think about the first job you [NAME] had/have in (*last country abroad*).

6. What kind of work did you [did NAME] usually do for your [NAME's] first job in [*last country abroad*]? (ISCO Code)
7. What is the main activity of the business or place of work for your [NAME's] first job [*last country abroad*]? (ISIC Code)
- 8a. How did you [did NAME] obtain your [her/his] first job in [*last country abroad*]?

*Multiple responses are allowed. Pre-coded responses:*

- a. Job transfer
- b. Registered and got the job from a government agency, here in my country
- c. Registered and got the job from a government agency abroad
- d. Registered and got the job from a private recruitment agency here
- e. Registered and got the job from a private recruitment agency abroad
- f. Direct from an employer abroad
- g. Through Individual recruiter/broker
- h. Through family members/ relatives
- i. Through friends
- j. Other (specify):\_\_\_\_\_

- 8b. How did you [did NAME] learn about this first job abroad?

*Multiple responses are allowed. Pre-coded responses:*

- a. Through friends: who have not worked abroad
- b. Through friends: previously worked or currently working abroad
- c. Through family members/relatives: who have not worked abroad
- d. Through family members/relatives: previously worked/currently working abroad

Box 2 continued

- e. Through non-relative individual intermediary
- f. Through newspapers
- g. Through websites
- h. Through social media (Facebook, etc.)
- i. Other (specify): \_\_\_\_\_

9. How did you [did NAME] enter [last country abroad] for your first job?

- a. Through regular immigration with a work visa
- b. Through regular immigration without a work visa (e.g. travel/tourist visa)
- c. Not through regular channel/entry ports
- d. No response

10. In total, how much did you [did NAME] pay to get your first job in [last country abroad]?  
Please include the sum of all deductions taken from your wage or salary to obtain this first job.

*Amount and Currency*

*Note to interviewer – please state that the amount paid for obtaining the overseas job may cover: 1) documentation such as passport, visa, medical exam/tests, pre-departure training, skills assessment, insurance fees, contract approval fees, travel/security clearance; 2) fees paid to recruiter/broker or recruitment/manpower agency; 3) travel costs including accommodation; 4) other formal/informal payments such as payment to friends/relatives who helped find the job, other informal payments or fees and interest on money borrowed.*

11a. Thinking of your [NAME's] first month of wage or salary earned in your [her/his] first job in [last country abroad], how much did you [she/he] earn in total, including the monthly equivalent of in-kind payments and any bonuses? Please add back the monthly equivalent of deductions paid for getting your [NAME's] first job, if any. *Amount and Currency*

11b. When were you [was NAME] paid this wage or salary (month and year)?

12. How many months did you [did NAME], or will you [NAME] have to work to recover the costs of getting this job?

### 7.1.2 Model questionnaire – stand-alone and modules

Table 7.1 shows the structure of the model questionnaires developed by the ILO-World Bank that can be used either as stand-alone surveys or as modules of an existing household-based survey. The long-form of the model questionnaire has 14 sections and a total of 153

questions. The medium-form has 11 sections and 85 questions. The short-form, on the other hand, has 6 sections and 43 questions. As noted earlier, each of the questionnaires has two versions: one, under the assumption that the country of measurement is the country of destination and two, under the assumption that the country of measurement is the country of origin. The structure of the two versions of the questionnaires is basically the same but the wording of the questions changes to fit the context.

**Table 7.1 Structure of Model Questionnaires**

<b>Modules</b>	<b>Long</b>	<b>Medium</b>	<b>Short</b>
Module I: Household Roster and Demographics	√	√	√
Module II: Disability Status	√		
Module III: Labour Force Status	√	√	
Module IIIa: Identification of Employed Persons	√	√	
Module IIIb: Characteristics of Main Job	√	√	
Module IIIa: Working Time in Employment	√	√	
Module IIIc: Job Security and Availability	√	√	
Module IVa: International Migration Status	√	√	√
Module IVb: Return Migrant Workers	√	√	√
Module V: Recruitment of Migrant Workers	√	√	√
Module VI: Recruitment Costs of Migrant Workers	√	√	√
Module VII: Borrowing Money for Job Abroad	√		
Module VIII: Bonuses - Incentives for a Job Abroad	√		
Module IX: First Job Abroad	√	√	√

The sample questionnaires for the short, medium and long-forms are provided in Appendix A. The data needs of the country as well as budgetary and institutional constraints will determine the country's choice in terms of the questionnaire type to adopt.



## 7.2 Model Questionnaire for Travellers' Surveys

The short-questionnaires given in Appendix A and Boxes 1 and 2 in Section 7.1 can be used as model questionnaires for Travellers' Survey.

## 8. PLANNING, ORGANIZATION AND FIELD IMPLEMENTATION

This section of the manual discusses issues related to planning, organization and field implementation of surveys to be conducted to measure recruitment costs.

### 8.1 Survey goals and focus - setting up a working group

The overarching goal of the survey implementation is the measurement of recruitment costs and the computation of SDG Indicator 10.7.1. That said, the implementing agency needs to decide on a number of issues, particularly in regards to whether the computation of SDG Indicator 10.7.1 will be the sole goal of the survey. Some issues that needs to be decided upon can be listed as:

- What are the survey goals? A single goal or multiple goals?
- Are all migrant workers to be targeted? Should certain groups of migrants, for instance, international return migrant workers or current international migrant workers, be the focus of attention?
- Should the survey focus on certain migration corridors?
- How frequently would the SDG Indicator 10.7.1 be produced and disseminated?
- What are the budgetary constraints?
- Are there any capacity constraints related to the implementing agency?

These and other relevant questions need to be raised and discussed and decided upon at the outset. The best way to plan the survey is to set up a working group of experts to discuss the issue of international labour migration and recruitment costs. The working group would ideally consist of not only the staff of the implementing agency – such as the national statistical office (NSO) – but representatives from worker and employer associations, academics and other experts in the field of international migration, and representatives of relevant ministries or other government bodies. Once the working group is set up, background information on the issue of international migration and recruitment costs need to be gathered and discussed. Some of this information is likely to exist in the form of academic papers, research reports, and administrative data that can be pooled together to paint as detailed a picture as possible on the situation of international migrant workers and international return migrant workers preferable not only at the national level but also in terms of geographic regions and demographic

disaggregation. Some information might be in the form of anecdotal evidence that might need to be confirmed with the help of knowledgeable members of the community or NGOs working in specific localities or economic activities. Hence, the first task of the working group of experts is to commission a background document on the issue of international migration in the country.

Depending on what is already known of the situation of international migrant workers and international return migrant workers, the importance of the issue for the country, and budgetary and institutional constraints, the working group on international migrant workers will decide on the issues raised above. For instance, in regards to the first question about whether the survey should have a single goal or multiple goals, the working group may advise the implementing agency to concentrate solely on recruitment costs by integrating a minimal number of questions to a regularly run household-based survey and generate the recruitment cost indicator. Alternatively, the working group may decide that this is a good opportunity for the national statistical office (NSO) to collect information on international migrant workers and therefore, advise the NSO to take this opportunity to measure the magnitude and characteristics of inflow of international migrant workers to the country or alternatively, outflow of migrant workers. The collection of information on recruitment costs will be part of this larger effort. However, multiple goals may bring about various challenges particularly in regards to sample design and survey implementation. As discussed earlier, the target group for recruitment costs is a specific subset of international migrant workers. Therefore, expanding the target group will require the adoption of an appropriate methodology and survey instrument. However, in between the choice of a single goal with minimal set of questions that measures recruitment costs and multiple goals with an extensive survey lies a variety of other options. The short, medium and long-version of household-based surveys developed by ILO-World Bank and discussed in the previous section of this module are designed with a view that the information needs of countries as it regards to international migrant workers differ and therefore, alternative survey instruments are needed to serve these needs.

Another important decision that needs to be made is in regards to the target group. The decision on this matter rests on whether the country is primarily an origin or a destination country for international migration. If the country is primarily an origin country and recruitment costs are significant in major migration corridors, the country will be interested in quantifying the recruitment costs for its citizens/home-born. If the recruitment costs are significant in specific migration corridors but not in others, it may wish to only target migrant workers choosing these corridors. If the country is primarily a destination country, the target

group will consist of non-citizens/foreign-born. Again, certain groups of non-citizens/foreign-born might be targeted.

Due to budgetary limitations, there is often a trade-off between the frequency of data collection and publication, and the detail in which such data are collected. The working group will have to decide on both the frequency and the detail in which the data on recruitment costs will be collected. A related decision concerns the expected outputs of the survey implementation. Apart from the data produced, outputs may include a report on international migrant workers and recruitment costs, a news bulletin, and a website.

Recognizing institutional constraints and devising ways to address them will ensure that the data collected and estimates produced are reliable. Institutional capacity in successfully implementing the survey and analyzing the data must be thoroughly discussed by the working group and a road plan set up before embarking on the field implementation.

The working group can be designed to act both as an advisory and steering committee. In this framework, it needs to oversee the entire process from beginning to end, and conduct an internal evaluation of the process including the quality of the data produced.

## 8.2 Time table for the survey

A time table needs to be drawn up for the survey application starting with the planning of the survey, continuing with its organization, field application and ending with the publication of results, preferably as a report on recruitment costs. Ideally, evaluation of the survey application should be part of the process and therefore, included in the time table.

The decision taken on the timing of the field application and its expected duration will be the main determinant of the survey time table around which other activities would have to be timed. If the recruitment cost survey is to be applied in conjunction with another survey, the field application will have to be in line with the timing of the main survey. Nonetheless, care must be shown to field the survey in a season or month that make it possible to reach the target group.

## 8.3 Deciding on survey methodology

In the methodology section of this manual, four different data collection methods were discussed: household surveys, establishment surveys, travelers' surveys and administrative registers. Of these four methods, household and travelers' surveys were judged to be the two best suited survey methodologies for the measurement of recruitment costs. Countries may

decide to measure recruitment costs through a stand-alone survey, a module attached to an existing survey or by simply integrating a minimum number of questions to an existing survey questionnaire.

Household surveys include a variety of surveys that include labour force surveys, income and living conditions surveys, budget surveys, income and consumption surveys and the like. Among these, the best suited survey for the measurement of recruitment costs are labour force surveys, since they already include questions aimed at measuring the labour market outcomes of working age individuals. Hence, the number of questions that would need to be added in for the purposes of measuring recruitment costs would be smaller as compared to other survey instruments. If a labour force survey is not available, then, the following three criteria may provide a guide in the decision made on the survey instrument to add the recruitment cost questions to unless countries decide to carry out a stand-alone survey:

- the frequency of the survey application
- the number of overlapping questions
- the target group.

A survey application that is carried out infrequently on a specific target group with a specialized questionnaire that does not cover labour market issues will not be suitable for the measurement of recruitment costs.

In the case of travellers' surveys, a decision would have to be made in regards to whether all ports of entry/exit will be covered, the timing of the survey, and whether in-coming or out-going migrant workers will be targeted. The timing of the survey is particularly important for travellers' surveys because proxy response is not an option and therefore, it is crucial that the target respondents are reached.

#### 8.4 Developing questionnaires or adopting model questionnaires, custom-tailoring

The model questionnaires that have been developed by ILO-World Bank are discussed in Section 7 of this manual. Depending on the chosen methodology, countries may choose to adopt one of the questionnaires that is already developed or may choose to develop a new questionnaire.

Countries that decide to adopt a model questionnaire instead of developing something new, will need to translate the adopted model questionnaire into their native tongue. Model questionnaires are available in three different languages: English, French and Spanish. Translation will require an excellent command of one of these languages and the language that

it will be translated to as well as a good knowledge of labour market and migration issues. It is also recommended that another translator translates back the questionnaire from the native language to the original language from which the translation was made. This method of double translation will help identify discrepancies and errors in translation.

Once a model questionnaire is adopted and translated, countries will need to custom tailor it to meet their needs. Custom tailoring refers to adjustments made to the questionnaire in terms of changing the wording of questions, pre-coded responses to specific questions, and adding or excluding questions so that the questionnaire is well-understood by the respondents and reflects the situation in their countries. Custom tailoring will depend on how well prior knowledge is available on recruitment costs in the country and therefore, the background information collected before embarking on the survey application. Custom tailoring is required particularly when recruitment cost questions are added to an existing questionnaire or are applied as modules of an existing survey. Establishing consistency in wording, the terminology used and sentence structure between the questions of the main survey and that of the module on recruitment costs will be important for the successful execution of both surveys.

### 8.5 Pre-test of questionnaires before full-blown survey application

The survey questionnaire created or adopted will need to be tested in the field to make sure that questions are properly understood by respondents, the flow of questions and skip patterns are correct and pre-coded responses are sufficient.

Cognitive testing is an important way of assessing whether respondents correctly understand what is being asked. Cognitive testing is carried out on a small group of respondents who are asked the questions in the sample questionnaire but then invited to discuss what they have understood from the question and why they have provided the response they did. Because cognitive testing is time intensive and expensive, it is done on a small group of respondents for a subset of questions. Within the framework of recruitment costs, the questions that may be worth testing are related to first monthly wages of migrant workers in their first job held in the destination country and the various recruitment costs incurred in relation to this job. Detailed answers provided by respondents will help identify how well they comprehend what is being asked and how easily they are able to respond. Following the feedback received from respondents, the wording of questions may change. Even if no adjustment is made to the questions, the results of cognitive testing will help in the interpretation of the results. (For a further discussion see World Bank, 2010).

Pilot testing is done on a larger group of respondents than cognitive testing to see how well the questionnaire performs. Respondents are purposefully chosen based on their socio-economic and demographic characteristics to create a diverse group of respondents. Errors in the flow of questions and skip patterns can be detected during pilot testing as well as sensitive questions that respondents may be reluctant to answer. Since the SDG indicator 10.7.1 is based on costs and earnings, it is particularly important during pilot testing to see whether respondents are willing to answer these questions and if not, what interview strategies to adopt to obtain this information.

Cognitive testing as well as pilot testing will also provide information on the sufficiency of the pre-coded responses. The heaping of answers in the 'other' category among the pre-coded responses will signal to the insufficiency of the pre-coded responses, which could be adjusted before the full-implementation of the survey.

## 8.6 Training of interviewers and supervisors

The choice of interviewers and supervisors for the survey application carries great importance. Ideally, interviewers and supervisors with prior experience in conducting labour force or migration surveys would be preferred. For surveys to be conducted in destination countries, another important criterion in the selection of interviewers is their foreign language skills. Considering that foreign workers in the destination country may lack the language skills of the home country to fully understand the questions asked, it is highly desirable that interviewers are able to communicate in the native tongue of respondents. If this is not possible, then the services of an interpreter can be employed. Another, albeit a less desirable, alternative is to recruit a fellow countryman of the respondent who may help with the interview.

Training of the interviewers and supervisors are important to make sure that they understand the purpose of each question, why the question is worded the way it is and the possible answers expected. Mock interviews among interviewers will help familiarize the interviewers with the flow of questions. During training particular attention should be shown to what recruitment costs entail. Each recruitment cost, what it includes and excludes in terms of costs, needs to be discussed thoroughly. This is particularly important because in the model questionnaires, the questions on recruitment costs are rather brief. Therefore, the interviewers are expected to explain each cost item and invite the respondent to do a mental calculation of what was spent on each item. Unless the interviewers are well-trained in the composition of

costs, they will not be able to provide sufficient information to the respondents and at worse, they may provide incorrect information.

Another important area in which the interviewers need to be trained in is getting respondents answer 'sensitive' questions. Sensitive questions include questions on earnings, recruitment costs, legal status of migrant workers in the destination country, and the channels they have employed in getting their jobs abroad and gaining entry to the destination country. Respondents may regard their earnings and recruitment costs as private and therefore, they may not want to share this information. Irregular migrant workers may hesitate to answer questions related to their legal status in the destination country, their means of getting their jobs abroad and gaining entry to the destination country in the fear that they may be deported or prosecuted. It is important that interviewers assure the respondents that no legal charges can be brought against them based on the responses they have provided and that all information provided is strictly confidential.

Another important area of training is in regards to the personal safety of interviewers. During training it must be made clear to the interviewers that their personal safety is utmost important and under no condition should they put their life in danger. Safety might be an issue when interviewers interview irregular workers, some of whom might be trafficked into the country and work irregularly. Interviewers might feel threatened by job brokers who may also live in the same neighbourhood as international migrant workers. During training clear instructions need to be given and a protocol needs to be drawn outlining what interviewers and supervisors need to do if they feel threatened.

Another related concern is related to the personal safety of respondents. In situations where the respondents seek help from interviewers because they feel that their life is in danger, interviewers need to know how they will respond to such requests for help. A protocol needs to be established for such situations.



## 9. CODING AND DATA PROCESSING

This section of the manual discusses the data processing stages in getting the data ready for analysis.

### 9.1 Preparing the dataset for analysis

Data collection may occur via computer-assisted personal interviewing (CAPI) or paper-and-pencil interviewing (PAPI). The former technique involves the interviewer entering respondent's answers directly to an electronic device, whereas the latter involves the interviewer recording the respondent's answers on a paper questionnaire, which is then transferred to a data base. Increasingly, the National Statistical Offices (NSO) are employing CAPI in their regular survey applications due to the superior properties of CAPI over PAPI. However, the use of PAPI may be justified on the grounds of cost when the sample to be interviewed is small or the survey application is one-off or infrequent with large time spans between applications. Time constraints may also become a factor in choosing PAPI over CAPI. The need to field the survey in a short period of time may not allow enough time for the paper questionnaire to be transformed into a computer-assisted version and pilot tested.

The use of CAPI reduces interviewer errors that may stem in PAPI for various reasons such as missing the skip patterns in questions, choosing wrong codes for pre-coded questions, misreporting answers and the like. Because the information from PAPI is not transferred to a data base immediately but often after the field work is completed, an important responsibility rests with supervisors who need to screen through the completed paper questionnaires for errors that can be corrected by reaching the sample households while still in the field. With CAPI, the likelihood of interviewer error is less likely since skip patterns are automatic, the entry of unexpected values generates a warning message to the interviewer or is simply not allowed, and the continuous transfer of data to a data base allows for preliminary analyses that can help identify errors in a short-time span.

In addition to transferring the data collected via interviews to a data base, other information related to fieldwork such as the date and location of the interview, interviewer and respondent identifiers, and information related to sampling will need to be entered into a data base. When entering the information gathered in fieldwork to a data base, it is best that for each question in the questionnaire a separate variable is created where the responses are stored. These variables can be named after the questions they represent, preserving the order in which they

appear in the questionnaire such as Q1, Q2, etc. The labelling options of different software programs can be used to provide a short explanation for each variable.

One of the first steps in getting the data ready for analysis is to run a series of internal checks to spot possible errors in variables, which may stem from reasons such as errors in data entry and skip patterns. Tabulations of questions is an efficient way of identifying errors, some of which can be corrected by referring back to the original paper questionnaire if the survey was carried out via PAPI or contacting the respondent or interviewer. Each question needs to be tabulated to see the range of values it takes, the distribution of these values, and where appropriate, the mean and standard deviation of the distributions. The internal consistency of the answers provided by respondents can be checked through cross-tabulations.

The tabulations of income earned in the first job in the destination country and recruitment costs incurred are particularly important because the SDG Indicator 10.7.1 depends on these two set of variables. Identifying extreme values and the reasons for them are particularly important. Cross-tabulation of income or cost items that have extreme values with other variables related to labour market outcomes of migrant workers such as the occupation held, economic activity engaged in and the number of hours of work may help shed light on the possible reasons for extreme values. Similar exercises can be done against socio-economic background such as age and education and migration outcomes such as whether the migrant worker is a first time migrant and the migration corridor used. Understanding whether extreme values arise due to reporting errors is important in the decision as to whether to include these values in analysis. In large data sets, extreme values are not likely to be influential unless such migrant workers have particularly high sampling weights. However, if the sample size is small, care must be shown in handling extreme values.

The non-response rate for each question as well as the overall non-response rate for the survey are important indicators of the success of the survey application. When non-response for the survey is extensive, sampling weights may need to be adjusted to reflect the changing sampling structure. Selective non-response across questions can be problematic as well, which is discussed below.

Whether the responses are provided by a proxy or by the subject himself/herself is an important piece of information that needs to be included in the data. In the context of migration, proxy response might be pervasive simply because information might be sought on absent household members. For the calculation of the recruitment cost indicator, it is important to know whether the responses provided are self-reported or are proxy responses. Tabulations on income and costs can be done by response type to see whether any significant differences arise.

## 9.2 Coding

The need for coding is likely to be minimal in interviews carried out through CAPI. However, interviews done through PAPI will require some degree of coding in the office when field work is completed. For instance, information on the occupation held or economic activity carried out by migrant workers would need to be coded according to international coding schemes such as ISIC and ISCO, respectively.

For questions that are coded before the survey implementation care must be shown to distinguish between questions that are not answered because of the skip pattern and those because the respondent does not know or recall the answer, or refuse to answer. All effort must be made to maintain the richness of the information collected.

## 9.3 Creating and recoding variables and variable categories

The very basic variable that needs to be created at the start is a unique respondent identifier. In the original data file, personal information of respondents such as their names, telephone numbers, addresses etc. will exist. However, these cannot be shared with end users and sometimes, even outside a core group in NSO (or the relevant data collection agency), due to confidentiality issues. Hence, each respondent needs to be assigned a unique but arbitrary identifier, which can be done using information on location identifiers or simply by ordering respondents. In household based surveys, a similar unique identification needs to be created at the household level so that each household can be uniquely identified in the data and household members matched to their households.

In the specific case of migration costs, an important challenge is the conversion of costs reported in various currencies to a common currency. It is recommended that information on income and costs be collected in the currency that they are received or paid and this is the way in which the model questionnaires are structured. Hence, all monetary information is needed to be converted to a common currency unless they are already reported as such. The question arises as to what exchange rate to use. The ILO-World Bank (2019) recommendation is “to convert the costs and earnings to the currency of the country of origin, using the official exchange rate at the time of the (first) arrival to that country.” (para. 50). Should the exact arrival date of the migrant worker in the destination country be used, this will turn out to be a time-consuming and labour-intensive task even if a short reference period such as 36 months is used since for each country there will be 1095 (365days\*3years) cells to fill. Alternatively,

the month and year of arrival of the migrant worker could be used (and not the day of arrival), which will result in 36 cells for each country. An easy way of integrating the information on exchange rates to the data on recruitment costs is to create another data set with information on country of origin, month and year of arrival, and the relevant official exchange rate. The first three variables will need to be created in the master file (i.e. the recruitment costs data file) as well, and used as keys in matching the two data files. Hence, new variables for each cost item can be created using the original data on costs in whatever currency they are in and the relevant exchange rate between currencies.

Once costs are converted to a single currency for each worker, they can be added up to obtain the total of recruitment costs. The long-version of the model questionnaire, discussed earlier, asks about itemized costs as well as the overall recruitment costs. A discrepancy may arise between the created and reported aggregate. If the discrepancy is small, either of the two aggregates can be employed since the difference is likely to be random. However, if there is a large difference then the reason for the discrepancy must be examined more carefully before a decision is made on to the aggregate value to use.

The SDG Indicator 10.7.1 is calculated by dividing the total recruitment costs to total earnings from first job in foreign country in the first month of employment. The resulting figure can be interpreted as the number of months the migrant worker will have to work to recover the amount spent in getting the job abroad. This indicator needs to be created and stored in the data set so that analysis on this key variable can be carried out.

A number of other variables can be derived from the original data as well depending on the detail in which data can be shared with end users. Some examples include occupational and sector of economic activity codes. Although the original data set will include very detailed codes for these two variables, they may need to be aggregated before the data is shared with end users.

## 9.4 Missing values

Missing values occur when respondents refuse or are not able to answer a given question. A small number of missing values are not likely to cause a problem for data analysis since they are likely to be random or have a small effect on the estimates. However, when non-response is extensive, estimates based on available information may be biased particularly when there is reason to believe that non-response is not random. Therefore, a decision needs to be made in regards to missing data.

If non-response is extensive but not large enough to render the variable unusable, one option is to predict the missing values based on the characteristics of respondents with and without missing values for a given variable. There are different methods of predicting the missing values of a variable (see Section 6 on Sampling). The specific method adopted needs to be explained in the documentation on data. Furthermore, it is best that the original variable with missing values be retained in the data set and a new variable with predicted values stored in a different variable so that users are given the option of using a different method of prediction in recovering the missing information. If the data collection agency decides against making the original variable available, then the new variable with predicted values needs to be flagged so that the users of data are made aware of the fact that some of the information is not collected but predicted.

If non-response is pervasive, the variable may not be used for analysis and the data collection agency may decide not to include this variable in the data set to be made available to end users.

In the survey on recruitment costs, respondents may not be willing to report on their earnings and recruitment costs they have incurred. Since the estimation of SDG Indicator 10.7.1 depends on the availability of both information, the total of the missing values for both variables will affect the estimation of the indicator. Therefore, every effort needs to be exerted in making sure that non-response remains at a minimal level.

## 9.5 Merging data files

If the survey on recruitment costs is carried out as a stand-alone survey, there will be a single data set for analysis. If a minimal number of questions are integrated into a given questionnaire of an established survey, again there will be a single data set to work with. However, in cases when the survey on recruitment costs is carried out as a module of another survey, there will be a need to merge the two files so that maximum amount of information can be obtained for a given respondent. The best way of merging the two data files is to match them using person identifiers as common keys. Person and household identifiers were discussed previously under Section 8.1.

## 9.6 Creation of a data set that includes the target population only

The last step in getting the data ready for analysis is to reduce it to the target population. This step will be necessary in data sets that include respondents other than the target population when the survey on recruitment costs is carried out as part of a larger survey.

## 10. DATA ANALYSIS AND REPORTING

### 10.1 Data analysis

A plan needs to be drawn up in regards to the content of data analysis and expected outputs before embarking on the task of analyzing the data. The detail in which information on international migrant workers and recruitment costs is collected will determine the scope of data analysis and reporting. At the very minimum, based on the minimum number of questions that needs to be integrated into a household-based survey to measure recruitment costs, data analysis is expected to produce:

- 1) An estimate of recruitment cost indicator, which shows the number of months the international migrant worker needs to work to pay off the recruitment costs. This can be reported as a mean or a median value over all migrant workers who have incurred recruitment costs.
- 2) An estimate of the proportion of international migrant workers who did not incur any recruitment costs in finding work abroad.
- 3) An estimate of the amount of recruitment costs among international migrant workers who have incurred such costs. This estimate can be reported as a mean or a median value.
- 4) An estimate of the amount of monthly income earned by international migrant workers abroad in the first job abroad in the reference period. This estimate can be reported as a mean or a median value.
- 5) An estimate of the recruitment cost indicator, amount of recruitment costs, and monthly income earned in the first job abroad by international migrant workers who have incurred recruitment costs by
  - socio-demographic variables that include age, sex and education.
  - occupation held
  - sector of economic activity
  - previous migration experience
  - previous work experience
  - job recruitment process
  - residency status (or means of entry into country)
  - migration corridor
- 6) An estimate of the proportion of international migrant workers who did not incur any recruitment costs in finding work abroad by

- socio-demographic variables that include age, sex and education.
- occupation held
- sector of economic activity
- previous migration experience
- previous work experience
- job recruitment process
- residency status (or means of entry into country)
- migration corridor

Before the data is analysed and reported, a preliminary analysis will help identify any problems with data and therefore, provide an opportunity to review the data once more and fix some of the problems encountered. Presenting the preliminary findings before the advisory board will also help to generate a discussion on whether the planned analysis is adequate to answer the questions raised at the planning stage or whether further analysis will be required. Once the preliminary analysis is complete, the analysis of data can begin.

#### 9.1.1 Use of sampling weights

The preliminary data analysis can be done without using sampling weights. In fact, in the interest of observing cell sizes, it is important not to use sample weights in initial analysis. As will be discussed shortly, small cell sizes may preclude certain types of analysis.

Unless the sample is self-weighing, sampling weights need to be used in analysis, which will allow population estimates to drawn from sample estimates. It is, nevertheless, important to compare estimates obtained with and without sampling weights and if there are large differences, it may be worth investigating the reason for the difference (see Section 6 on Sampling for further information).

#### 9.1.2 Problems with small cell sizes – unreliable estimates

Failing to capture enough international migrant workers of particular type may result in small cell sizes. Although the sampling strategy developed for the survey on recruitment costs aims to reach a certain sample size, when this sample is divided into sub-groups, for instance by country of origin, not enough observations may result in certain cells. The analysis of unweighted data will reveal the extent of the small cell-size problem. To give an example, one may wish to produce an estimate of recruitment costs for a particular migration corridor.



However, if not enough international migrant workers using this particular corridor is captured, such an analysis may not be feasible since the very few international migrant workers who report to be using this corridor may not be representative of their population. However, this small group of international migrant workers will contribute to the overall estimate produced on the recruitment cost indicator and the information on them including the migration corridor they use will be useful in explaining various patterns observed in the data (see Section 6 on Sampling for further information).

## 9.2 Reporting

Data analysis and reporting may occur simultaneously. While the data set is cleaned and made ready for analysis, background material on international migration in the country and recruitment costs can be gathered and synthesized. Following the preliminary analysis on data, the work on writing up the results in a report format can begin.

The structure of the report on recruitment costs can be as follows:

Executive Summary

Chapter 1 Introduction

Chapter 2 Background information on international migrant workers and recruitment costs

Chapter 3 Survey methodology and data

Chapter 4 Data analysis

Chapter 5 Conclusion

References

Appendix

Introduction will include the motivation for the survey on recruitment costs and the report, and an overview of the content of the report. Chapter 2 will briefly explain the importance of the phenomenon of international migrant workers for the country and what is known about recruitment costs. Chapter 3 will introduce the survey methodology and the data gathered through field work. The technical aspects of this chapter such as issues related to sampling and sampling weights, the survey questionnaire and issues related to field work can be discussed in an appendix. Chapter 4 will present the results on data analysis. How much detail this chapter will include is dictated by the survey methodology and the questionnaire used but should at least cover the points discussed in 9.1. The Conclusion of the report needs to synthesize the

findings and draw conclusions that can help direct policy on the issue of recruitment costs and international migrant workers.

### 9.2.1 Tabulations by main variables of interest

In accordance with the general principles of SDG indicators, it is recommended that the recruitment cost indicator be disaggregated by “income, sex, age, race, ethnicity, migratory status, disability and geographic location, or other characteristics” (ILO-World Bank, 2019; para. 57) as well as work-related characteristics such as occupation held and economic activity engaged in (para.59-62).

A basic tabulation plan based on the minimum number of questions that can be used to measure recruitment costs and that are given in Boxes 1 and 2 can be as follows:

Table 1 Recruitment cost indicator by age and sex

Table 2 Recruitment cost indicator by education and sex

Table 3 Recruitment costs by age and sex

Table 4 Recruitment costs by education and sex

Table 5A Total and itemized recruitment costs by sex

Table 5B Recruitment costs by major cost groups and sex

Table 6 Monthly income in first job by age and sex

Table 7 Monthly income in first job by education and sex

Table 8 Recruitment cost indicator by occupation held and sex

Table 9 Recruitment cost indicator by sector of economic activity and sex

Table 10 Recruitment cost indicator by previous migration experience and sex

Table 11 Recruitment cost indicator by previous work experience in the destination country and sex

Table 12 Recruitment cost indicator by job recruitment process and sex

Table 13 Recruitment cost indicator by residency status and sex

The templates for these tables are provided in the Appendix.

### 9.2.2 Tabulations by migration corridors

Conditional on sample size, the SDG Indicator 10.7.1 can be estimated and published by migration corridors. Such an exercise will be informative as to whether recruitment costs

change by destination or origin countries. Furthermore, provided that sample size is sufficiently large for detailed analysis, the tabulations suggested in Section 9.2.1 can also be done by migration corridors.

### 9.2.3 Graphical displays

The results of data analysis can also be presented in graphical displays. Although graphs such as bar charts, column and line graphs cannot contain the same amount of information as tables, they are useful in presenting key findings in a more reader friendly way. Graphical displays are particularly useful when magnitudes or trends are compared across groups or over time.

## 9.3 Issues of comparability

The SDG Indicator 10.7.1 will need to be produced and reported periodically. The periodicity of survey will depend on the importance of international migration and recruitment costs in the country, the budgetary constraints and institutional capacity of the implementing agency. When data are produced periodically, the issue of comparability across surveys arises. Ideally, the original survey should be designed with a view that it will be the first round of such surveys and not as one-off. Substantial changes made to the survey questionnaire or the methodology may render the estimates on recruitment cost indicator from different rounds of the survey not comparable. Therefore, care must be shown to adopt a survey questionnaire and a methodology that can be replicated in future applications.

## 11. CONCLUDING REMARKS

Assessing the magnitude of recruitment costs and their prevalence, identifying the groups of international migrant workers who are particularly susceptible to paying large recruitment costs and the migration corridors where recruitment costs are particularly important constitute the first steps in devising policy to promote orderly and safe migration. The survey on recruitment costs will serve as an important means through which data on recruitment costs are gathered. The analysis of this data will provide clues as to how policy can help protect the most vulnerable international migrant workers.

While assessing the situation at a point in time is important, for policy purposes, it is also important to see how recruitment costs change over time. This is particularly important when policy is devised in an effort to curb recruitment costs and protect the most vulnerable. Therefore, the survey on recruitment costs should be made part of the routine survey applications of NSOs and the survey questionnaire should be flexible enough to incorporate questions that can help assess the policy impact while not jeopardizing comparability of data across time.

International cooperation between sending and receiving countries is also important and can contribute to gathering comprehensive data on international migrant workers and recruitment costs in a cost effective way. Such cooperation possibilities should be explored and where possible, taken advantage of. Promoting safe and orderly migration require collective effort that extends national borders.

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## APPENDIX A Sample Survey Questionnaires

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## Measuring recruitment costs of migrant workers (SDG indicator 10.7.1) - ILO - WB Model PAPI Questionnaire - **Short form – CoD – Istanbul (Version 4)**

*Module for countries of destination (CoD) - Migrant workers (usual residents)*

*This module should be attached to an existing household survey, such as a LFS, LSMS, or HIES*

*14 November 2019*



Module K: RECRUITMENT COSTS OF MIGRANTS WORKERS (CoD)				
(Country of Destination Survey)				
ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE				
<b>K.1</b>	Are you [is NAME] a citizen of this country?	Yes	01 <input type="checkbox"/>	→ END/ NEXT PERSON
		No	02 <input type="checkbox"/>	
<b>K.2</b>	Which country are you [is NAME] a citizen of? [ <i>origin country</i> ]	a. _____ NAME OF COUNTRY  b. _____ CODE OF COUNTRY		
<b>K.3</b>	In the last 3 years, did you [did NAME] move from [ <i>origin country</i> ] to this country to live and work for a wage or salary?	Yes	01 <input type="checkbox"/>	→ END/ NEXT PERSON
		No	02 <input type="checkbox"/>	
<b>K.4</b>	Did you [did NAME] work abroad before migrating to this country?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	
<b>K.5</b>	How many different jobs or employers did you [did NAME] have since moving to this country?	_____		Number of jobs
<b>The following questions are about the first job since moving to this country within the last 3 years</b> <b>ENUMERATOR READ:</b> <b>Now, think about the first job you had/have [NAME had/has] since moving to this country within the last 3 years</b>				
<b>K.6</b>	What kind of work did you [did NAME] usually do for your [NAME's] first job in this country?	_____		
<b>K.6a</b>	([e.g. Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write])	_____		
<b>K.6b</b>		ISCO CODE: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
<b>K.7</b>	What is the main activity of the business or place of work for your [NAME's] first job in this country?	_____		
<b>K.7a</b>	([e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])	_____		
<b>K.7b</b>		ISIC CODE: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
<b>K.8a</b>	How did you [did NAME] obtain this first job?			
	Job transfer	01 <input type="checkbox"/>		
	Registered and got the job from a government agency in my country	02 <input type="checkbox"/>		
	Registered and got the job from a government agency outside of my country	03 <input type="checkbox"/>		
	Registered and got the job from a private recruitment agency here in this country	04 <input type="checkbox"/>		

	Registered and got the job from a private recruitment agency outside of my country	05 <input type="checkbox"/>	
	Direct from an employer abroad	06 <input type="checkbox"/>	
	Through Individual recruiter/broker	07 <input type="checkbox"/>	
	Through family members/ relatives	08 <input type="checkbox"/>	
	Through friends	09 <input type="checkbox"/>	
	Other (specify): _____	10 <input type="checkbox"/>	
<b>K.8b</b>	How did you [did NAME] learn about the first job abroad?		
	Through friends: who have not worked abroad	01 <input type="checkbox"/>	
	Through friends: previously worked or currently working abroad	02 <input type="checkbox"/>	
	Through family members/relatives: who have not worked abroad	03 <input type="checkbox"/>	
	Through family members/relatives: previously worked/currently working abroad	04 <input type="checkbox"/>	
	Through non-relative individual intermediary	05 <input type="checkbox"/>	
	Through newspapers	06 <input type="checkbox"/>	
	Through websites	07 <input type="checkbox"/>	
	Through social media (Facebook, etc.)	08 <input type="checkbox"/>	
	Other (specify): _____	09 <input type="checkbox"/>	
<b>K.9</b>	How did you [did NAME] enter this country for this first job?		
	Through regular immigration with a work visa	01 <input type="checkbox"/>	
	Through regular immigration without a work visa (e.g. travel/tourist visa)	02 <input type="checkbox"/>	
	Not through regular channel/entry ports	03 <input type="checkbox"/>	
	No response	04 <input type="checkbox"/>	
<b>Recruitment costs question:</b> Note to interviewer – please state that the amount paid for obtaining this overseas job may cover: 1) documentation such as passport, visa, medical exam/tests, pre-departure training, skills assessment, insurance fees, contract approval fees, travel/security clearance; 2) fees paid to recruiter/broker or recruitment/manpower agency; 3) travel costs including accommodation; 4) other formal/informal payments such as payment to friends/relatives who helped find the job, other informal payments or fees and interest on money borrowed.			
<b>K.10</b>	In total, how much did you [did NAME] pay to get this first job? Please include the sum of all deductions taken from your wage or salary to obtain this first job.	_____	AMOUNT
<b>K.10 a</b>	CURRENCY CODE (Enumerator: use currency code list provided)	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>K.11</b>	Thinking of your [NAME's] first month of wage or salary earned in this first job, how much did you [did she/he] earn in total, including the monthly equivalent of in-kind payments and any bonuses?	_____	AMOUNT
ENUMERATOR, READ:			

	Please add back the monthly equivalent of deductions paid for getting your [NAME's] first job, if any.		
<b>K.11</b> <b>a</b>	CURRENCY CODE (Enumerator: use currency code list provided)	<div><div></div><div></div><div></div></div>	
<b>K.11</b> <b>b</b>	When were you [was NAME] paid this wage or salary (month and year)?	a. _____ MONTH (MM)	
		97 DON'T KNOW	
		b. _____ YEAR(YYYY)	
		9997 DON'T KNOW	
<b>K.12</b>	How many months did you [did NAME], or will you [will NAME] have to work to recover the costs of getting this job?	<div><div></div><div></div><div></div></div> MONTHS	



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## Measuring recruitment costs of migrant workers (SDG indicator 10.7.1) - ILO - WB Model PAPI Questionnaire - **Short form – CoO – Istanbul (Version 4)**

*Module for countries of origin (CoO) - Return migrant workers*

*This module should be attached to an existing household survey, such as a LFS, LSMS, or HIES*

*14 November 2019*

Module J: RECRUITMENT COSTS OF RETURN MIGRANTS (CoO)				
(Country of Origin Survey)				
ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE				
<b>J.1</b>	Are you [is NAME] a citizen of this country [ <i>origin country</i> ]?	Yes	01 <input type="checkbox"/>	→ END/ NEXT PERSON
		No	02 <input type="checkbox"/>	
<b>J.2</b>	In the last 3 years, did you [did NAME] move abroad <b>to live and work</b> for a wage or salary?	Yes	01 <input type="checkbox"/>	→ END/ NEXT PERSON
		No	02 <input type="checkbox"/>	
<b>J.3</b>	What was the <b>last foreign country</b> you [NAME] worked in, or are you [is NAME] currently working in? ( <i>last country abroad</i> )	a. _____ NAME OF COUNTRY  b. _____ CODE OF COUNTRY		
<b>J.4</b>	Did you [did NAME] work abroad before migrating to [ <i>last country abroad</i> ]?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	
<b>J.5</b>	How many different jobs or employers did you [did NAME] have in [ <i>last country abroad</i> ]?	_____ Number of jobs in last country abroad		
<b>The following questions are about the first job in the last country of destination</b> <b>ENUMERATOR READ:</b> <b>Now, think about the first job you [NAME] had/have in [<i>last country abroad</i>]</b>				
<b>J.6</b>	What kind of work did you [did NAME] usually do for your [NAME's] first job in [ <i>last country abroad</i> ]?	_____ JOB TITLE OR DESCRIPTION		
<b>J.6a</b>	([e.g. Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write])	_____ MAIN TASKS AND DUTIES		
<b>J.6b</b>		ISCO CODE: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
<b>J.7</b>	What is the main activity of the business or place of work for your [NAME's] first job in [ <i>last country abroad</i> ]?	_____ MAIN ACTIVITY		
<b>J.7a</b>	([e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])	_____ GOODS OR SERVICES		
<b>J.7b</b>		ISIC CODE: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
<b>J.8a</b>	How did you [did NAME] obtain your [her/his] first job in [ <i>last country abroad</i> ]?			
	Job transfer		01 <input type="checkbox"/>	
	Registered and got the job from a government agency, here in my country		02 <input type="checkbox"/>	
	Registered and got the job from a government agency abroad		03 <input type="checkbox"/>	
	Registered and got the job from a private recruitment agency here		04 <input type="checkbox"/>	
	Registered and got the job from a private recruitment agency abroad		05 <input type="checkbox"/>	
	Direct from an employer abroad		06 <input type="checkbox"/>	
	Through Individual recruiter/broker		07 <input type="checkbox"/>	
	Through family members/ relatives		08 <input type="checkbox"/>	
Through friends		09 <input type="checkbox"/>		

	Other (specify): _____	10 <input type="checkbox"/>	
<b>J.8b</b>	How did you [did NAME] learn about the first job abroad?		
	Through friends: who have not worked abroad	01 <input type="checkbox"/>	
	Through friends: previously worked or currently working abroad	02 <input type="checkbox"/>	
	Through family members/relatives: who have not worked abroad	03 <input type="checkbox"/>	
	Through family members/relatives: previously worked/currently working abroad	04 <input type="checkbox"/>	
	Through non-relative individual intermediary	05 <input type="checkbox"/>	
	Through newspapers	06 <input type="checkbox"/>	
	Through websites	07 <input type="checkbox"/>	
	Through social media (Facebook, etc.)	08 <input type="checkbox"/>	
	Other (specify): _____	09 <input type="checkbox"/>	
<b>J.9</b>	How did you [did NAME] enter [last country abroad] for your first job?		
	Through regular immigration with a work visa	01 <input type="checkbox"/>	
	Through regular immigration without a work visa (e.g. travel/tourist visa)	02 <input type="checkbox"/>	
	Not through regular channel/entry ports	03 <input type="checkbox"/>	
	No response	04 <input type="checkbox"/>	
<b>Recruitment costs question:</b> Note to interviewer – please state that the amount paid for obtaining the overseas job may cover: 1) documentation such as passport, visa, medical exam/tests, pre-departure training, skills assessment, insurance fees, contract approval fees, travel/security clearance; 2) fees paid to recruiter/broker or recruitment/manpower agency; 3) travel costs including accommodation; 4) other formal/informal payments such as payment to friends/relatives who helped find the job, other informal payments or fees and interest on money borrowed.			
<b>J.10</b>	In total, how much did you [did NAME] pay to get your first job in [last country abroad]? Please include the sum of all deductions taken from your wage or salary to obtain this first job.	_____ AMOUNT	
<b>J.10a</b>	CURRENCY CODE (Enumerator: use currency code list provided)	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>J.11</b>	Thinking of your [NAME's] <b>first month</b> of wage or salary <b>earned</b> in your [her/his] first job in [last country abroad], how much did you [she/he] earn in total, including the monthly equivalent of in-kind payments and any bonuses?  <u>ENUMERATOR, READ:</u> Please add back the monthly equivalent of deductions paid for getting your [NAME's] first job, if any.	_____ AMOUNT	
<b>J.11a</b>	CURRENCY CODE (Enumerator: use currency code list provided)	<input type="text"/> <input type="text"/> <input type="text"/>	

<b>J.11b</b>	When were you [was NAME] paid this wage or salary (month and year)?	a. _____ MONTH (MM)	
		97 DON'T KNOW	
		b. _____ YEAR(YYYY)	
		9997 DON'T KNOW	
<b>J.12</b>	How many months did you [did NAME], or will you [NAME] have to work to recover the costs of getting this job?	<div data-bbox="1053 457 1203 499" style="border: 1px solid black; display: inline-block; text-align: center; width: 60px;"> <div style="border-bottom: 1px solid black; height: 15px; width: 100%;"></div> </div> <div style="border-bottom: 1px solid black; height: 15px; width: 100%;"></div> <div style="border-bottom: 1px solid black; height: 15px; width: 100%;"></div>	



# Measuring international migration and recruitment costs of migrant workers (SDG indicator 10.7.1) - ILO - World Bank Model PAPI Questionnaire – **Medium form CoD (Version 3)**

**(COUNTRY OF DESTINATION- CoD: MIGRANT WORKERS)**

*December 2019*



Module I: HOUSEHOLD ROSTER AND DEMOGRAPHICS			
<b>A.1a</b>	INTERVIEWER RECORD THE START TIME OF THE INTERVIEW	<div style="border-bottom: 1px solid black; width: 100px; margin-bottom: 5px;"></div> <div style="text-align: right;">HH:MM</div>	
<b>A.1b</b>	HOW MANY PERSONS IN TOTAL ARE USUAL MEMBERS OF THIS HOUSEHOLD?	<div style="border: 1px solid black; width: 40px; height: 20px; display: inline-block; margin-right: 5px;"></div> <div style="border: 1px solid black; width: 40px; height: 20px; display: inline-block;"></div>	
<b>A.2</b>	PERSON NUMBER OF EACH HOUSEHOLD MEMBER	<div style="border-bottom: 1px solid black; width: 100px; margin-bottom: 5px;"></div> <div style="text-align: right;">PPNO#</div>	
<b>A.3</b>	What are the names of the members of this household, starting with the head or reference person?	<div style="border-bottom: 1px solid black; width: 100px; margin-bottom: 5px;"></div> <div style="text-align: right;">NAME</div>	
<b>A.4</b>	READ ONLY IF SEX IS NOT CLEAR Is [NAME] male or female?	<div style="text-align: right;">Male</div> <div style="text-align: right;">Female</div>	<div style="text-align: right;">01 <input type="checkbox"/></div> <div style="text-align: right;">02 <input type="checkbox"/></div>
<b>A.5</b>	What is [NAME's] relationship to the (head/reference person) of the household?	<div style="text-align: right;">Reference person/head</div> <div style="text-align: right;">Spouse/partner</div> <div style="text-align: right;">Son/daughter</div> <div style="text-align: right;">Mother/father</div> <div style="text-align: right;">Other relative</div> <div style="text-align: right;">Domestic worker</div> <div style="text-align: right;">Other unrelated person</div>	<div style="text-align: right;">01 <input type="checkbox"/></div> <div style="text-align: right;">02 <input type="checkbox"/></div> <div style="text-align: right;">03 <input type="checkbox"/></div> <div style="text-align: right;">04 <input type="checkbox"/></div> <div style="text-align: right;">05 <input type="checkbox"/></div> <div style="text-align: right;">06 <input type="checkbox"/></div> <div style="text-align: right;">07 <input type="checkbox"/></div>
<b>A.6</b>	What is [NAME's] date of birth?	<div style="text-align: center;"> <div style="border-bottom: 1px solid black; width: 40px; display: inline-block; margin-right: 5px;"></div> <div style="border-bottom: 1px solid black; width: 40px; display: inline-block; margin-right: 5px;"></div> <div style="border-bottom: 1px solid black; width: 40px; display: inline-block;"></div> </div> <div style="text-align: center;">DD MM YYYY</div> <div style="text-align: center;">97/97/9997 don't know</div>	
<b>A.7</b>	INTERVIEWER CALCULATE & ENTER AGE, ELSE IF YEAR OR MONTH = 9997 ASK: How old is [NAME]?	<div style="border-bottom: 1px solid black; width: 100px; margin-bottom: 5px;"></div> <div style="text-align: right;">Age</div> <div style="text-align: right;">write '00' if less than 1 year</div>	
<i>for members aged &gt;=15</i>			
<b>A.8</b>	What is [NAME's] marital status?	<div style="text-align: right;">Single/never married</div> <div style="text-align: right;">Married</div> <div style="text-align: right;">Separated</div> <div style="text-align: right;">Divorced</div> <div style="text-align: right;">Widowed</div>	<div style="text-align: right;">01 <input type="checkbox"/></div> <div style="text-align: right;">02 <input type="checkbox"/></div> <div style="text-align: right;">03 <input type="checkbox"/></div> <div style="text-align: right;">04 <input type="checkbox"/></div> <div style="text-align: right;">05 <input type="checkbox"/></div>
<i>for members aged &gt;=5</i>			
<b>A.9</b>	What is the highest level of education that [NAME] has completed?	<div style="text-align: right;">[Never attended school]</div> <div style="text-align: right;">[Less than primary]</div> <div style="text-align: right;">[Primary]</div> <div style="text-align: right;">[Lower secondary]</div> <div style="text-align: right;">[Upper secondary]</div> <div style="text-align: right;">[Post-secondary non-tertiary]</div> <div style="text-align: right;">[Tertiary]</div>	<div style="text-align: right;">01 <input type="checkbox"/> →B.1</div> <div style="text-align: right;">02 <input type="checkbox"/> →A.11</div> <div style="text-align: right;">03 <input type="checkbox"/> →A.11</div> <div style="text-align: right;">04 <input type="checkbox"/></div> <div style="text-align: right;">05 <input type="checkbox"/></div> <div style="text-align: right;">06 <input type="checkbox"/></div> <div style="text-align: right;">07 <input type="checkbox"/></div>
<b>A.10a</b>	In which field of study is [NAME's] highest completed educational qualification?	<div style="border-bottom: 1px solid black; width: 100px; margin-bottom: 5px;"></div> <div style="text-align: right;">FIELD OF STUDY NAME</div>	

<b>A.10b</b>	INTERVIEWER: PLEASE WRITE THE CODE OF EDUCATIONAL QUALIFICATION AS PROVIDED IN THE CODES LIST	<div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px;"></div>		FIELD OF STUDY
<b>FOR MEMBERS AGED BETWEEN 5 &amp; 29 YEARS</b>				
<b>A.11</b>	Is [NAME] currently attending school?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	

<b>Module III: LABOUR FORCE STATUS</b>				
<b>C.1a</b>	Now, I would like to talk to [PPNO# NAME]. Is [PPNO# NAME] available?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	
<b>C.1b</b>	INTERVIEWER TO ANSWER: IS THE PERSON (HIM/HERSELF) RESPONDING TO THE QUESTIONS?	Yes	01 <input type="checkbox"/>	→C.2
		No	02 <input type="checkbox"/>	
<b>C.1c</b>	INTERVIEWER, ENTER THE PPNO OF THE PERSON RESPONDING TO THE QUESTIONS	<div style="border-bottom: 1px solid black; width: 150px; margin: 0 auto;"></div> PPNO#		

<b>Module III.a: Identification of Employed persons</b>				
<b>C.2</b>	Last week, that is from [DATE] up to [DATE] did you [did NAME] do any work for a wage, salary or any other pay, even if only for one hour?	Yes	01 <input type="checkbox"/>	→C.20
		No	02 <input type="checkbox"/>	
<b>C.3</b>	Last week, did you [did NAME] run or do any kind of business, farming or other activity to generate income, even if only for one hour?  <i>READ IF NEEDED: For example: [making things for sale, growing produce for sale, buying and reselling things, provided services for pay, raising animals or catching fish for sale]</i>	Yes	01 <input type="checkbox"/>	→C.11
		No	02 <input type="checkbox"/>	
<b>C.4</b>	Last week, did you [did NAME] help with the paid job or business of a household or family member?	Yes	01 <input type="checkbox"/>	→C.11
		No	02 <input type="checkbox"/>	
<b>C.5</b>	Even though you [NAME] did not work, last week did you [did NAME] have a paid job or a business?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	→C.60
<b>C.7</b>	Including the time that you have [NAME has] been absent, will you [NAME] return to that same job or business in 3 months or less?	Yes	01 <input type="checkbox"/>	→C.11
		No	02 <input type="checkbox"/>	
<b>C.8</b>	Do you [does NAME] continue to receive an income from your [his/her] job or business during this absence?	Yes	01 <input type="checkbox"/>	→C.11
		No	02 <input type="checkbox"/>	→C.60
<b>C.11</b>	Thinking about the animals/products you [NAME] worked on, are they intended .....			

READ CATEGORIES & MARK ONE			
	Only for sale	01 <input type="checkbox"/>	→C.20
	Mainly for sale	02 <input type="checkbox"/>	→C.20
	Mainly for family use	03 <input type="checkbox"/>	→C.60
	Only for family use	04 <input type="checkbox"/>	→C.60
	CANNOT SAY	05 <input type="checkbox"/>	→C.60

Module III.b: Characteristics of Main Job			
<b>C.20</b>	Last week did you [did NAME] have more than one job or business?	<div>One job/business</div> <div>More than one</div>	<div>01 <input type="checkbox"/> →C.22</div> <div>02 <input type="checkbox"/></div>
<b>C.21</b>	<b>INTERVIEWER TO READ:</b> I am now going to ask you some questions about your [NAME's] main job. The main job is the one where you [NAME] usually work the highest number of hours even if you were [NAME was] temporarily absent last week.		
<b>C.22</b>	In your [his/her] main job, what kind of work do you [does NAME] usually do?	<div>JOB TITLE OR DESCRIPTION</div> <div>MAIN TASKS AND DUTIES</div> <div>ISCO CODE: <input type="text"/><input type="text"/><input type="text"/><input type="text"/></div>	
<b>C.23a</b>	([e.g. Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write])		
<b>C.23b</b>			
<b>C.26</b>	What is the main activity of the business or place where you [NAME] work(s)?	<div>MAIN ACTIVITY</div> <div>GOODS OR SERVICES</div> <div>ISIC CODE: <input type="text"/><input type="text"/><input type="text"/><input type="text"/></div>	
<b>C.26a</b>	([e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])		
<b>C.26b</b>			
<b>C.27</b>	Are you [is NAME] employed by .... ?	<div>READ</div> <div> <div>The government or a state owned enterprise</div> <div>A farm</div> <div>A private business (non-farm)</div> <div>A private household (domestic worker, driver, guard, etc.)</div> <div>An NGO, non-profit institution, church</div> <div>An international organization or a foreign embassy</div> </div> <div> <div>01 <input type="checkbox"/> →C.32</div> <div>02 <input type="checkbox"/></div> <div>03 <input type="checkbox"/></div> <div>04 <input type="checkbox"/> →C.32</div> <div>05 <input type="checkbox"/> →C.32</div> <div>06 <input type="checkbox"/> →C.32</div> </div>	
<b>C.28</b>	Is the business where you [NAME] work(s) registered in the [NATIONAL BUSINESS REGISTER]?	<div>Yes</div> <div>No</div> <div>Don't know</div>	<div>01 <input type="checkbox"/> →C.32</div> <div>02 <input type="checkbox"/></div> <div>97 <input type="checkbox"/></div>
<b>C.29</b>	Does the business you [NAME] work(s) in keep a complete set of accounts including [ASSETS,	<div>Yes</div> <div>No</div>	<div>01 <input type="checkbox"/></div> <div>02 <input type="checkbox"/></div>

	INCOME AND EXPENDITURES, THAT IS A COMPLETE BALANCE SHEET)?	Don't know	97 <input type="checkbox"/>	
<b>C.32</b>	In your [NAME's] main job, do you [does NAME] work(s) ...?			
	READ			
	In your [NAME's] own business activity	01 <input type="checkbox"/>		
	In a business operated by a household or family member	02 <input type="checkbox"/>	→C.51	
	As an employee for someone else	03 <input type="checkbox"/>	→C.34	
	As an apprentice, intern	04 <input type="checkbox"/>	→C.34	
	Helping a family member who works for someone else	05 <input type="checkbox"/>	→C.51	
<b>C.33</b>	Did you [did NAME] have any regular paid employees last week?	YES	01 <input type="checkbox"/>	ALL
		NO	02 <input type="checkbox"/>	→C.46
<b>C.34</b>	Do you [does NAME] have a written contract or oral agreement with your [NAME's] employer?	Yes, written contract	01 <input type="checkbox"/>	
		Yes, oral agreement	02 <input type="checkbox"/>	
		No	03 <input type="checkbox"/>	→C.36
<b>C.36</b>	Does your [NAME's] employer pay contributions to a [PENSION FUND/HEALTH/UNEMPLOYMENT INSURANCE] for you [for NAME]?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	
		Don't know	97 <input type="checkbox"/>	
<b>C.37</b>	Do you [does NAME] get paid annual leave?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	
		Don't know	97 <input type="checkbox"/>	
<b>C.38</b>	Would you [NAME] get paid sick leave in case of illness or injury?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	
		Don't know	97 <input type="checkbox"/>	
<b>Earnings from Employment- Paid employment</b>				
<b>C.41</b>	The last time when you were [NAME was] paid, what was the payment you [NAME] received, in both cash and kind altogether?			
	Please indicate the AMOUNT in local [Country] currency			
<b>C.43</b>	The last time when you were [NAME was] paid, what period did this payment cover?	One day	01 <input type="checkbox"/>	
		One week	02 <input type="checkbox"/>	
		Two weeks	03 <input type="checkbox"/>	
		One month	04 <input type="checkbox"/>	
		Six months	05 <input type="checkbox"/>	
		Other (Please specify)	06 <input type="checkbox"/>	
<b>Earnings from Employment- Self employment</b>				
<b>C.46</b>	During the last month, how much did you [did NAME] make in net profit from your main business or activity? That is, after considering all the sales and deducting all expenses?			
	Please indicate the AMOUNT in local [Country] currency			

Module III.c: Working time in Employment			
<b>C.51</b>	Last week, how many hours did you [did NAME] <b>actually</b> work in total in your [his/her] main job?	<div>_____</div> NUMBER OF HOURS LAST WEEK ENTER 997 FOR DON'T KNOW	
<b>IF MORE THAN ONE JOB (C.20=02) → C.53, ELSE → C.55</b>			
<b>C.53</b>	How many hours did you [did NAME] <b>actually</b> work last week in your [his/her] second and other jobs?	<div>_____</div> NUMBER OF HOURS ENTER 997 FOR DON'T KNOW	
<b>C.55</b>	Would you [would NAME] want to work more hours per week than usually worked, provided the extra hours are paid?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→ D.1
<b>C.56</b>	Could you [could NAME] start working more hours within the next two weeks?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	ALL → D.1
<b>ALL → D.1</b>			

Module III.d: Job search and availability			
<b>C.60</b>	During the last four weeks, that is from [DATE] up to [DATE] did you [did NAME] do anything to find a paid job, or to start a business?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→ C.68
<b>C.65</b>	At present do you [does NAME] want to work?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→ D.1
<b>C.68</b>	If a job or business opportunity had been available, could you [could NAME] have started working last week, or within the next two weeks?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→ D.1
<b>C.70</b>	Why were you [was NAME] not available last week, and not available within the next two weeks?		
	Awaiting recall from a previous job	01 <input type="checkbox"/>	
	Waiting for the season to start	02 <input type="checkbox"/>	
	In studies, training	03 <input type="checkbox"/>	
	Family / household responsibilities	04 <input type="checkbox"/>	
	In agriculture / fishing for family use	05 <input type="checkbox"/>	
	Retired, pensioner	06 <input type="checkbox"/>	
	Own disability, injury, illness	07 <input type="checkbox"/>	
	Doing volunteering, community or charity work	08 <input type="checkbox"/>	
	Engaged full time in cultural or leisure activities	09 <input type="checkbox"/>	
	Other (specify: _____)	10 <input type="checkbox"/>	

<b>Module IV.a: INTERNATIONAL MIGRATION STATUS, MIGRANT WORKERS</b>				
<b>FOR ALL HOUSEHOLD MEMBERS</b>				
<b>D.1</b>	Are you [is NAME] a citizen of...?	<b>READ &amp; MARK ALL THAT APPLY</b> <div> <div>[COUNTRY]</div> <div>01 <input type="checkbox"/></div> <div>→D.3</div> </div> <div> <div>Another country</div> <div>02 <input type="checkbox"/></div> </div> <div> <div>DO NOT READ</div> </div> <div> <div>STATELESS</div> <div>03 <input type="checkbox"/></div> <div>→D.3</div> </div>		
<b>D.2</b>	Which country are you [is NAME] a citizen of...?	a. _____ NAME OF COUNTRY b. _____ CODE OF COUNTRY		
<b>D.3</b>	Were you [was NAME] born in [COUNTRY]?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→D.12	
<b>D.4</b>	In which country were you [was NAME] born?	a. _____ NAME OF COUNTRY b. _____ CODE OF COUNTRY		
<b>D.5</b>	In which month and year did you [did NAME] arrive to live in [COUNTRY]?	a. _____ MONTH (MM) 97 DON'T KNOW b. _____ YEAR(YYYY) 9997 DON'T KNOW		
<b>D.7</b>	What was your [NAME's] main reason for moving in [COUNTRY]?	To take up a job 01 <input type="checkbox"/> Job transfer 02 <input type="checkbox"/> To look for paid work 03 <input type="checkbox"/> To start a business 04 <input type="checkbox"/> To study 05 <input type="checkbox"/> Marriage 06 <input type="checkbox"/> Family moved/joining family 07 <input type="checkbox"/> Health 08 <input type="checkbox"/> Conflict, insecurity, disaster 09 <input type="checkbox"/> Other (specify): _____ 10 <input type="checkbox"/>	→E.1a →E.1a →E.1a →E.1a	
<b>D.8</b>	Have you [has NAME] ever worked, or looked for a job in this country, even if only for a short period of one month?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→E.1a	→END/ NEXT PERSON

<b>Module IV.b: RETURN MIGRANT WORKERS</b>				
<b>ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE</b>				
PLEASE RE-CHECK IF THE PERSON IS A NATIONAL OF [COUNTRY], OR WAS BORN IN [COUNTRY], BEFORE ASKING THE QUESTIONS BELOW, I.E.: QUESTION D.1=1, OR QUESTION D.3=1				
<b>D.12</b>	Have you [has NAME] ever travelled abroad, even if only for a short period?	Yes	01 <input type="checkbox"/>	<b>→END/ NEXT PERSON</b>
		No	02 <input type="checkbox"/>	
<b>D.13</b>	Which country did you [did NAME] last return from?	a. _____ NAME OF COUNTRY		
		b. _____ CODE OF COUNTRY		
<b>D.14</b>	When did you [did NAME] last return from abroad (please provide month and year)?	a. _____ MONTH (MM)		
		97 DON'T KNOW		
		b. _____ YEAR(YYYY)		
		9997 DON'T KNOW		
<b>D.16</b>	What was your [NAME's] main reason for travelling to the country you [NAME] last returned from?	To take up a job	01 <input type="checkbox"/>	<b>→END/ NEXT PERSON</b>
		Job transfer	02 <input type="checkbox"/>	
		To look for paid work	03 <input type="checkbox"/>	
		To start a business	04 <input type="checkbox"/>	
		To study	05 <input type="checkbox"/>	
		Marriage	06 <input type="checkbox"/>	
		Family moved/joining family	07 <input type="checkbox"/>	
		Health	08 <input type="checkbox"/>	
		Conflict, insecurity, disaster	09 <input type="checkbox"/>	
		OTHER (SPECIFY): _____	10 <input type="checkbox"/>	
<b>D.17</b>	During this last trip, did you [NAME] also work or look for work there?	YES	01 <input type="checkbox"/>	<b>→END/ NEXT PERSON</b>
		NO	02 <input type="checkbox"/>	
<b>D.18</b>	Did you [did NAME] make any other trip abroad in the past and worked or looked for work while abroad?	YES	01 <input type="checkbox"/>	<b>→D.19</b>
		NO	02 <input type="checkbox"/>	<b>→END/ NEXT PERSON</b>
<b>D.19</b>	To which country did you [NAME] last travel where you [he/she] worked or looked for work?	a. _____ NAME OF COUNTRY		<b>→END/ NEXT PERSON</b>
		b. _____ CODE OF COUNTRY		

Module V: RECRUITMENT OF MIGRANT WORKERS (CoD)			
ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE			
THE FOLLOWING QUESTIONS ARE ASKED TO MIGRANT WORKERS IN THE COUNTRY OF DESTINATION, AND ARE ASKED FOR THE FIRST JOB FOR WAGE OR SALARY IN THE COUNTRY, ONLY IF THE FIRST JOB WAS STARTED <u>LESS THAN 3 YEARS</u> AGO.			
<b>E.1a</b>	When did you [did NAME] first start working or looking for work <b>abroad, for a wage or salary</b> (please provide month and year)?	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____ YEAR (YYYY) 9997 DON'T KNOW	
<b>E.1b</b>	TALKING ABOUT YOUR [NAME's] FIRST JOB ABROAD FOR A WAGE OR SALARY: In which country did you [did NAME] obtain and start doing this job?	a. _____ NAME OF COUNTRY b. _____ CODE OF COUNTRY	
<b>E.2a</b>	When did you [did NAME] first start working or looking for work for a wage or salary here in this country? Please provide month and year.	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____ YEAR (YYYY) 9997 DON'T KNOW	
<b>E.2b</b>	In the <b>last 3 years</b> , did you [did NAME] move from [ <i>origin country</i> ] to this country to live and work for a wage or salary?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→END/ NEXT PERSON
<b>E.2c</b>	Did you [did NAME] work abroad before migrating to this country?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	
<b>E.2d</b>	How many different jobs or employers did you [did NAME] have since moving to this country?	_____ Number of jobs	
THE FOLLOWING QUESTIONS ARE ABOUT THE FIRST JOB FOR WAGE OR SALARY SINCE MOVING TO THIS COUNTRY <u>WITHIN THE LAST 3 YEARS</u> .			
ENUMERATOR READ: <i>Now, think about the first job you had/have [NAME had/has] since moving to this country within the last 3 years</i>			
<b>E.3</b>	Referring to your [NAME's] first job for wage or salary in [ <b>THE COUNTRY</b> ], within the <b>last 3 years</b> , how did you [did NAME] learn about this first job abroad?	Through friends: who have not worked abroad 01 <input type="checkbox"/> Through friends: previously worked or currently working abroad 02 <input type="checkbox"/> Through family members/relatives: who have not worked abroad 03 <input type="checkbox"/>	



	Through family members/relatives: previously worked/currently working abroad	04	<input type="checkbox"/>	
	Through non-relative individual intermediary	05	<input type="checkbox"/>	
	Through newspapers	06	<input type="checkbox"/>	
	Through websites	07	<input type="checkbox"/>	
	Through social media (Facebook, etc.)	08	<input type="checkbox"/>	
	Other (specify): _____	09	<input type="checkbox"/>	
<b>E.4</b>	Referring to your [NAME's] first job for wage or salary in [THE COUNTRY], within the last 3 years, how did you [did NAME] obtain this first job?			
	Job transfer	01	<input type="checkbox"/>	
	Registered and got the job from a government agency in my country	02	<input type="checkbox"/>	
	Registered and got the job from a government agency outside of my country	03	<input type="checkbox"/>	
	Registered and got the job from a private recruitment agency here in this country	04	<input type="checkbox"/>	
	Registered and got the job from a private recruitment agency outside of my country	05	<input type="checkbox"/>	
	Direct from an employer abroad	06	<input type="checkbox"/>	
	Through Individual recruiter/broker	07	<input type="checkbox"/>	
	Through family members/ relatives	08	<input type="checkbox"/>	
	Through friends	09	<input type="checkbox"/>	
	Other (specify): _____	10	<input type="checkbox"/>	
<b>E.5</b>	For this first job for wage or salary that you started in [THE COUNTRY] within the last 3 years, how did you enter this country?	Through regular immigration with a work visa	01	<input type="checkbox"/>
		Through regular immigration without a work visa (e.g. travel/tourist visa)	02	<input type="checkbox"/>
		Not through regular channel/ entry ports	03	<input type="checkbox"/>
		No response	04	<input type="checkbox"/>
<b>COUNTRIES TO TEST THIS QUESTION, AND ASSESS IF RELEVANT OR IF ANSWERS ARE PROVIDED, BEFORE INCLUDING IT IN SURVEYS</b>				
<b>E.7</b>	During the time you [NAME] worked in this first job in [THE COUNTRY], did you [did NAME] have any official document from the country?	Yes, work permit	01	<input type="checkbox"/>
		Yes, resident visa in my passport	02	<input type="checkbox"/>
		Other (specify): _____	03	<input type="checkbox"/>
		None	04	<input type="checkbox"/>

<b>Module VI: RECRUITMENT COSTS OF MIGRANT WORKERS (CoD)</b>	
<i>ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE</i>	
<p>THE FOLLOWING QUESTIONS ARE ABOUT COSTS INCURRED IN ORDER TO GET YOUR FIRST JOB FOR WAGE OR SALARY IN [THE COUNTRY], WITHIN THE LAST 3 YEARS.</p> <p>FOR EACH OF THESE COST ITEMS PLEASE ALSO PROVIDE IN WHICH CURRENCY THESE COSTS WERE PAID.</p> <p>ENUMERATOR, PLEASE USE THE FOLLOWING COSTS CATEGORIES TO CODE COSTS ITEMS (BY COUNTRY NAME, UN CURRENCY CODES, 2018):</p>	
359	Bangladesh taka

<b>PLEASE MODIFY THE LIST AS MAY BE RELEVANT TO THE COUNTRY OF SURVEY!</b>	<b>316</b>	Cambodia riel		
	<b>318</b>	Chinese yuan		
	<b>326</b>	Indonesia rupiah		
	<b>328</b>	Japanese yen		
	<b>330</b>	Korean won		
	<b>331</b>	Lao kip		
	<b>333</b>	Malaysian ringgit		
	<b>315</b>	Myanmar kyat		
	<b>350</b>	Thai Baht		
	<b>252</b>	US dollar		
	<b>888</b>	Other (specify)		
<b>F.31a</b>	In order to get or to start this first job in [THE COUNTRY], did you [did NAME] pay any costs related to <b>preparations to start a job abroad</b> , i.e. costs related to obtaining documents, training, medical or other insurance, contract preparation if any, etc.?			
	Please indicate the AMOUNT			
<b>F.31b</b>	CURRENCY CODE		<input type="text"/>	<input type="text"/>
<b>F.32a</b>	In order to get or to start this first job in [THE COUNTRY], did you [did NAME] pay any costs to <b>individual or agency brokers</b> that helped you to obtain the job, i.e. from public and private agencies, placement fees, including fees paid to friends or relatives?			
	Please indicate the AMOUNT			
<b>F.32b</b>	CURRENCY CODE		<input type="text"/>	<input type="text"/>
<b>F.33a</b>	In order to get or to start this first job in [THE COUNTRY], did you [did NAME] pay any costs related to <b>travelling</b> in the country where you started your first job abroad, including inland travels and all travel clearances? Please also include costs for all temporary stays in transit countries?			
	Please indicate the AMOUNT			
<b>F.33b</b>	CURRENCY CODE		<input type="text"/>	<input type="text"/>
<b>F.34a</b>	In order to get or to start this first job in [THE COUNTRY], did you [did NAME] pay any <b>other formal or informal costs</b> ? Please include also any debt repayment fees, and any previous costs for failed attempts.  [informal payments refer to gifts, in-kind payments, bribes/extortions, above and beyond for services received]			

	Please indicate the AMOUNT		
<b>F.34b</b>	CURRENCY CODE		<input type="text"/> <input type="text"/> <input type="text"/>
<b>F.35a</b>	In <b>total</b> , how much did you [did NAME] spend to get this first job in [THE COUNTRY]?  Please indicate the AMOUNT		
<b>F.35b</b>	CURRENCY CODE		<input type="text"/> <input type="text"/> <input type="text"/>
<b>F.36</b>	For this first job in [THE COUNTRY], were any costs deducted from your [NAME's] salary by your [NAME's] employer to pay back for obtaining the job?	Yes <input type="checkbox"/> 01 No <input type="checkbox"/> 02 Don't know <input type="checkbox"/> 97	→F.38 →F.38
<b>F.37a</b>	How much did your [NAME's] employer deduct in total?  Please indicate the AMOUNT	Don't know <input type="checkbox"/> 997	→F.38
<b>F.37b</b>	CURRENCY CODE		<input type="text"/> <input type="text"/> <input type="text"/>
<b>READ: THE FOLLOWING QUESTION IS EXCLUSIVELY ABOUT YOUR FIRST JOB IN [THE COUNTRY], WITHIN THE LAST 3 YEARS</b>			
<b>F.38</b>	How many months did you [did NAME], or will you [will NAME] have to work to recover the costs of getting this job?	<input type="text"/> <input type="text"/> <input type="text"/> MONTHS	
<b>THE FOLLOWING QUESTIONS CONCERN BONUSES AND INCENTIVES RECEIVED TO TAKE UP OR STAY IN YOUR FIRST JOB FOR WAGE OR SALARY IN [THE COUNTRY], OBTAINED WITHIN THE LAST 3 YEARS.</b>			
<b>F.39a</b>	At any time during your [NAME's] recruitment process, or in order to start or to continue your [NAME's] first job in [THE COUNTRY], did you [did NAME] receive any <b>bonuses or incentives in cash or in kind?</b>	Yes <input type="checkbox"/> 01 No <input type="checkbox"/> 02 Don't know <input type="checkbox"/> 97	→I.1 →I.1
<b>F.39b</b>	If so, please indicate the AMOUNT		
<b>F.39c</b>	CURRENCY CODE		<input type="text"/> <input type="text"/> <input type="text"/>

**Module IX: FIRST JOB ABROAD, CHARACTERISTICS AND EARNINGS (CoD)**

ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE

THE FOLLOWING QUESTIONS ARE ASKED TO MIGRANT WORKERS IN THE COUNTRY OF DESTINATION, AND ARE ASKED FOR THE FIRST JOB FOR WAGE OR SALARY IN [THE COUNTRY], ONLY IF THE FIRST JOB WAS STARTED LESS THAN 3 YEARS AGO.

<b>I.1</b>	CHECK QUESTION (NOT ASKED): ENUMERATOR RE-CHECK THAT [NAME] STARTED [HER/HIS] <b>FIRST JOB ABROAD</b> FOR WAGE OR SALARY <b>LESS THAN 3 YEARS AGO</b> ; I.E. <b>E.2b=01</b>	YES <input type="checkbox"/> 01 NO <input type="checkbox"/> 02	→END/ NEXT PERSON
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<b>1.3</b>	Are you [is NAME] currently still working in a job abroad for pay or salary?	YES	01 <input type="checkbox"/>	→1.5b
		NO	02 <input type="checkbox"/>	
<b>1.4</b>	Is this still your [NAME's] first job for pay or salary since you started working abroad in [THE COUNTRY]?	YES	01 <input type="checkbox"/>	
		NO	02 <input type="checkbox"/>	
<b>1.5b</b>	About how many months did you [did NAME] work in this first job <b>during your [her/his] first year</b> of work in [THE COUNTRY]?	<b>READ</b> Less than 1 months    01 <input type="checkbox"/> One month to less than 3 months    02 <input type="checkbox"/> Three months to less than 6 months    03 <input type="checkbox"/> Six months to less than 12 months    04 <input type="checkbox"/> Twelve months/full year    05 <input type="checkbox"/> →1.6		
<b>READ: THE FOLLOWING QUESTIONS ARE EXCLUSIVELY ABOUT YOUR <u>FIRST JOB FOR WAGE OR SALARY IN [THE COUNTRY], WITHIN THE LAST 3 YEARS.</u></b>				
	<b>INTERVIEWER TO READ:</b> If you were having many jobs at the same time during that period, please indicate the one you started first, or the main job. The main job is the one where you [NAME] usually worked the highest number of hours.			
<b>1.6</b>	In this main first job in [THE COUNTRY], what kind of work did you [did NAME] usually do?	<hr/> <b>JOB TITLE OR DESCRIPTION</b>		
<b>1.6a</b>	([e.g. Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write])	<hr/> <b>MAIN TASKS AND DUTIES</b>		
<b>1.6b</b>		ISCO CODE: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>		
<b>1.9</b>	What is the main activity of the business or place where you [NAME] worked in [THE COUNTRY]?	<hr/> <b>MAIN ACTIVITY</b>		
<b>1.9a</b>	([e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])	<hr/> <b>GOODS OR SERVICES</b>		
<b>1.9b</b>		ISIC CODE: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>		
<b>1.10</b>	Were you [was NAME] employed by ....	<b>READ</b> The government or a state owned enterprise    01 <input type="checkbox"/> A farm    02 <input type="checkbox"/> A private business (non-farm)    03 <input type="checkbox"/> A private household (domestic worker, driver, etc.)    04 <input type="checkbox"/> An NGO, non-profit institution, church    05 <input type="checkbox"/>		

	An international organization or a foreign embassy		06 <input type="checkbox"/>	
<b>I.11a</b>	Did you [did NAME] have a written contract or oral agreement with your [NAME's] employer abroad?	YES, WRITTEN CONTRACT 01 <input type="checkbox"/> YES, ORAL AGREEMENT 02 <input type="checkbox"/> NO 03 <input type="checkbox"/> → I.12		
<b>I.12</b>	In what kind of place did you [did NAME] typically work in this first job in [THE COUNTRY]?	At your (NAME's) own residence 01 <input type="checkbox"/> At the client's or employer's home, live in 02 <input type="checkbox"/> At the client's or employer's home, live out/ only daily 03 <input type="checkbox"/> At a business, office, factory with fixed premise 04 <input type="checkbox"/> On the street 05 <input type="checkbox"/> In the open/on a farmland 06 <input type="checkbox"/> On a construction site 07 <input type="checkbox"/> On the water/ at sea 08 <input type="checkbox"/> On a mobile device/ vehicle 09 <input type="checkbox"/> Other with no fixed location 10 <input type="checkbox"/>		
<b>I.13</b>	Were you [was NAME] paid a wage or salary for this work in [THE COUNTRY]?	Yes 01 <input type="checkbox"/> No, I was not paid 02 <input type="checkbox"/> → I.19a		
<b>I.15a</b>	Thinking of your [NAME's] <b>first month of wage or salary earned</b> in this first job in in [THE COUNTRY], how much did you [did NAME] <b>earn in cash and in kind</b> ? Please include also <b>bonuses</b> .  Please indicate the AMOUNT in the currency you were [NAME was] paid in, and the [COUNTRY]	<div style="border-bottom: 1px solid black; height: 20px; width: 100%;"></div>		
<b>I.15b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<div style="border: 1px solid black; display: inline-block; width: 30px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 30px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 30px; height: 20px;"></div>		
<b>READ: THE FOLLOWING QUESTIONS ARE EXCLUSIVELY ABOUT EARNINGS IN THE LAST MONTH OF THE FIRST 12 MONTHS OF WORK IN [THE COUNTRY], FOR THE FIRST JOB OBTAINED <u>WITHIN THE LAST 3 YEARS</u>.</b>				
<b>I.19a</b>	Thinking of the last month during your [NAME's] first 12 months of work in [THE COUNTRY], how much were you [was NAME] paid in total, including both in <b>cash and in kind</b> , as well as <b>bonuses</b> ?  Please indicate the estimated AMOUNT in the currency of the country where you were [NAME was] working	<div style="border-bottom: 1px solid black; height: 20px; width: 100%;"></div>		
<b>I.19b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<div style="border: 1px solid black; display: inline-block; width: 30px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 30px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 30px; height: 20px;"></div>		

<b>THE FOLLOWING QUESTIONS ARE ABOUT THE MOST RECENT WORK MONTH ABROAD, <u>WITHIN</u> THE LAST 3 YEARS.</b>		
<b>I.21a</b>	Thinking of your [NAME's] <b>most recent monthly pay abroad</b> , how much were you [was NAME] paid in total, including <b>in cash, in kind, and bonuses?</b>  Please indicate the estimated AMOUNT for the latest monthly pay in the currency of the country where you [NAME] worked the most recently	<div style="border-bottom: 1px solid black; width: 150px; margin: 0 auto;"></div>
<b>I.21b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<div style="border: 1px solid black; display: inline-block; width: 30px; height: 20px; margin: 0 auto;"></div>
<b>I.22</b>	INTERVIEWER RECORD THE END TIME OF THE INTERVIEW	<div style="border-bottom: 1px solid black; width: 100px; margin: 0 auto;"></div> <div style="text-align: right;">HH:MM</div>

**WE HAVE CONCLUDED OUR INTERVIEW, AND WE THANK YOU FOR YOU COOPERATION AND YOUR CONTRIBUTION TO THE STUDY!**



International  
Labour  
Organization

**Measuring international migration and  
recruitment costs of migrant workers  
(SDG indicator 10.7.1) - ILO - World Bank  
Model PAPI Questionnaire –  
Medium form – CoO – (Version 3)**

***(COUNTRY OF ORIGIN- CoO: RETURN MIGRANT WORKERS)***

*December 2019*

Module I: HOUSEHOLD ROSTER AND DEMOGRAPHICS			
<b>A.1a</b>	INTERVIEWER RECORD THE START TIME OF THE INTERVIEW	_____ HH:MM	
<b>A.1b</b>	HOW MANY PERSONS IN TOTAL ARE USUAL MEMBERS OF THIS HOUSEHOLD?	<input type="text"/> <input type="text"/>	
<b>A.2</b>	PERSON NUMBER OF EACH HOUSEHOLD MEMBER	_____ PPNO#	
<b>A.3</b>	What are the names of the members of this household, starting with the head or reference person?	_____ NAME	
<b>A.4</b>	READ ONLY IF SEX IS NOT CLEAR Is [NAME] male or female?	Male	01 <input type="checkbox"/>
		Female	02 <input type="checkbox"/>
<b>A.5</b>	What is [NAME's] relationship to the (head/reference person) of the household?	Reference person/head	01 <input type="checkbox"/>
		Spouse/partner	02 <input type="checkbox"/>
		Son/daughter	03 <input type="checkbox"/>
		Mother/father	04 <input type="checkbox"/>
		Other relative	05 <input type="checkbox"/>
		Domestic worker	06 <input type="checkbox"/>
		Other unrelated person	07 <input type="checkbox"/>
<b>A.6</b>	What is [NAME's] date of birth?	____/____/____ DD MM YYYY 97/97/9997 don't know	
<b>A.7</b>	INTERVIEWER CALCULATE & ENTER AGE, ELSE IF YEAR OR MONTH = 9997 ASK: How old is [NAME]?	_____ Age write '00' if less than 1 year	
<i>for members aged &gt;=15</i>			
<b>A.8</b>	What is [NAME's] marital status?	Single/never married	01 <input type="checkbox"/>
		Married	02 <input type="checkbox"/>
		Separated	03 <input type="checkbox"/>
		Divorced	04 <input type="checkbox"/>
		Widowed	05 <input type="checkbox"/>
<i>for members aged &gt;=5</i>			
<b>A.9</b>	What is the highest level of education that [NAME] has completed?	[Never attended school]	01 <input type="checkbox"/> →B.1
		[Less than primary]	02 <input type="checkbox"/> →A.11
		[Primary]	03 <input type="checkbox"/> →A.11
		[Lower secondary]	04 <input type="checkbox"/>
		[Upper secondary]	05 <input type="checkbox"/>
		[Post-secondary non-tertiary]	06 <input type="checkbox"/>
		[Tertiary]	07 <input type="checkbox"/>
<b>A.10a</b>	In which field of study is [NAME's] highest completed educational qualification?	_____ FIELD OF STUDY NAME	



<b>A.10b</b>	INTERVIEWER: PLEASE WRITE THE CODE OF EDUCATIONAL QUALIFICATION AS PROVIDED IN THE CODES LIST	<div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px;"></div>		
<i>FIELD OF STUDY</i>				
<b>FOR MEMBERS AGED BETWEEN 5 &amp; 29 YEARS</b>				
<b>A.11</b>	Is [NAME] currently attending school?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	

<b>Module III: LABOUR FORCE STATUS</b>				
<b>C.1a</b>	Now, I would like to talk to [PPNO# NAME]. Is [PPNO# NAME] available?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	
<b>C.1b</b>	INTERVIEWER TO ANSWER: IS THE PERSON (HIM/HERSELF) RESPONDING TO THE QUESTIONS?	Yes	01 <input type="checkbox"/>	→C.2
		No	02 <input type="checkbox"/>	
<b>C.1c</b>	INTERVIEWER, ENTER THE PPNO OF THE PERSON RESPONDING TO THE QUESTIONS	<div style="border-bottom: 1px solid black; width: 100px; margin: 0 auto;"></div> PPNO#		
<b>Module III.a: Identification of Employed persons</b>				
<b>C.2</b>	Last week, that is from [DATE] up to [DATE] did you [did NAME] do any work for a wage, salary or any other pay, even if only for one hour?	Yes	01 <input type="checkbox"/>	→C.20
		No	02 <input type="checkbox"/>	
<b>C.3</b>	Last week, did you [did NAME] run or do any kind of business, farming or other activity to generate income, even if only for one hour?  <i>READ IF NEEDED: For example: [making things for sale, growing produce for sale, buying and reselling things, provided services for pay, raising animals or catching fish for sale]</i>	Yes	01 <input type="checkbox"/>	→C.11
		No	02 <input type="checkbox"/>	
<b>C.4</b>	Last week, did you [did NAME] help with the paid job or business of a household or family member?	Yes	01 <input type="checkbox"/>	→C.11
		No	02 <input type="checkbox"/>	
<b>C.5</b>	Even though you [NAME] did not work, last week did you [did NAME] have a paid job or a business?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	→C.60
<b>C.7</b>	Including the time that you have [NAME has] been absent, will you [NAME] return to that same job or business in 3 months or less?	Yes	01 <input type="checkbox"/>	→C.11
		No	02 <input type="checkbox"/>	
<b>C.8</b>	Do you [does NAME] continue to receive an income from your [his/her] job or business during this absence?	Yes	01 <input type="checkbox"/>	→C.11
		No	02 <input type="checkbox"/>	→C.60
<b>C.11</b>	Thinking about the animals/products you [NAME] worked on, are they intended .....			
	<i>READ CATEGORIES &amp; MARK ONE</i>			

	Only for sale	01 <input type="checkbox"/>	→C.20
	Mainly for sale	02 <input type="checkbox"/>	→C.20
	Mainly for family use	03 <input type="checkbox"/>	→C.60
	Only for family use	04 <input type="checkbox"/>	→C.60
	CANNOT SAY	05 <input type="checkbox"/>	→C.60

Module III.b: Characteristics of Main Job			
<b>C.20</b>	Last week did you [did NAME] have more than one job or business?	One job/business More than one	01 <input type="checkbox"/> →C.22 02 <input type="checkbox"/>
<b>C.21</b>	<b>INTERVIEWER TO READ:</b> I am now going to ask you some questions about your [NAME's] main job. The main job is the one where you [NAME] usually work the highest number of hours even if you were [NAME was] temporarily absent last week.		
<b>C.22</b>	In your [his/her] main job, what kind of work do you [does NAME] usually do?	<div>_____</div> <div><i>JOB TITLE OR DESCRIPTION</i></div>	
<b>C.23a</b>	<i>([e.g. Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write])</i>	<div>_____</div> <div><i>MAIN TASKS AND DUTIES</i></div>	
<b>C.23b</b>		<div>_____</div> <div><i>ISCO CODE: □□□□</i></div>	
<b>C.26</b>	What is the main activity of the business or place where you [NAME] work(s)?	<div>_____</div> <div><i>MAIN ACTIVITY</i></div>	
<b>C.26a</b>	<i>([e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])</i>	<div>_____</div> <div><i>GOODS OR SERVICES</i></div>	
<b>C.26b</b>		<div>_____</div> <div><i>ISIC CODE: □□□□</i></div>	
<b>C.27</b>	Are you [is NAME] employed by .... ?	<div><i>READ</i></div> <div>The government or a state owned enterprise</div> <div>A farm</div> <div>A private business (non-farm)</div> <div>A private household (domestic worker, driver, guard, etc.)</div> <div>An NGO, non-profit institution, church</div> <div>An international organization or a foreign embassy</div> <div>01 <input type="checkbox"/> →C.32</div> <div>02 <input type="checkbox"/></div> <div>03 <input type="checkbox"/></div> <div>04 <input type="checkbox"/> →C.32</div> <div>05 <input type="checkbox"/> →C.32</div> <div>06 <input type="checkbox"/> →C.32</div>	
<b>C.28</b>	Is the business where you [NAME] work(s) registered in the [NATIONAL BUSINESS REGISTER]?	Yes No Don't know	01 <input type="checkbox"/> →C.32 02 <input type="checkbox"/> 97 <input type="checkbox"/>
<b>C.29</b>	Does the business you [NAME] work(s) in keep a complete set of accounts including [ASSETS,	Yes No Don't know	01 <input type="checkbox"/> 02 <input type="checkbox"/> 97 <input type="checkbox"/>

	INCOME AND EXPENDITURES, THAT IS A COMPLETE BALANCE SHEET)?			
<b>C.32</b>	In your [NAME's] main job, do you [does NAME] work(s) ...?  <i>READ</i>  In your [NAME's] own business activity In a business operated by a household or family member As an employee for someone else As an apprentice, intern Helping a family member who works for someone else	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/>	  <b>→C.51</b> <b>→C.34</b> <b>→C.34</b> <b>→C.51</b>	
<b>C.33</b>	Did you [did NAME] have any regular paid employees last week?	YES 01 <input type="checkbox"/> NO 02 <input type="checkbox"/>	<b>ALL</b> <b>→C.46</b>	
<b>C.34</b>	Do you [does NAME] have a written contract or oral agreement with your [NAME's] employer?	Yes, written contract 01 <input type="checkbox"/> Yes, oral agreement 02 <input type="checkbox"/> No 03 <input type="checkbox"/>	  <b>→C.36</b>	
<b>C.36</b>	Does your [NAME's] employer pay contributions to a [PENSION FUND/HEALTH/UNEMPLOYMENT INSURANCE] for you [for NAME]?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/> Don't know 97 <input type="checkbox"/>		
<b>C.37</b>	Do you [does NAME] get paid annual leave?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/> Don't know 97 <input type="checkbox"/>		
<b>C.38</b>	Would you [NAME] get paid sick leave in case of illness or injury?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/> Don't know 97 <input type="checkbox"/>		
<b>Earnings from Employment- Paid employment</b>				
<b>C.41</b>	The last time when you were [NAME was] paid, what was the payment you [NAME] received, in both cash and kind altogether?  Please indicate the AMOUNT in local [Country] currency			
<b>C.43</b>	The last time when you were [NAME was] paid, what period did this payment cover?	One day 01 <input type="checkbox"/> One week 02 <input type="checkbox"/> Two weeks 03 <input type="checkbox"/> One month 04 <input type="checkbox"/> Six months 05 <input type="checkbox"/> Other (Please specify) 06 <input type="checkbox"/>		
<b>Earnings from Employment- Self employment</b>				
<b>C.46</b>	During the last month, how much did you [did NAME] make in net profit from your main business or activity? That is, after considering all the sales and deducting all expenses?  Please indicate the AMOUNT in local [Country] currency			

Module III.c: Working time in Employment			
<b>C.51</b>	Last week, how many hours did you [did NAME] <b>actually</b> work in total in your [his/her] main job?	<div>_____</div> NUMBER OF HOURS LAST WEEK ENTER 997 FOR DON'T KNOW	
<b>IF MORE THAN ONE JOB (C.20=02) → C.53, ELSE → C.55</b>			
<b>C.53</b>	How many hours did you [did NAME] <b>actually</b> work last week in your [his/her] second and other jobs?	<div>_____</div> NUMBER OF HOURS ENTER 997 FOR DON'T KNOW	
<b>C.55</b>	Would you [would NAME] want to work more hours per week than usually worked, provided the extra hours are paid?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→D.1
<b>C.56</b>	Could you [could NAME] start working more hours within the next two weeks?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	ALL →D.1
<b>ALL → D.1</b>			

Module III.d: Job search and availability			
<b>C.60</b>	During the last four weeks, that is from [DATE] up to [DATE] did you [did NAME] do anything to find a paid job, or to start a business?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→C.68
<b>C.65</b>	At present do you [does NAME] want to work?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→D.1
<b>C.68</b>	If a job or business opportunity had been available, could you [could NAME] have started working last week, or within the next two weeks?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→D.1
<b>C.70</b>	Why were you [was NAME] not available last week, and not available within the next two weeks?		
	Awaiting recall from a previous job	01 <input type="checkbox"/>	
	Waiting for the season to start	02 <input type="checkbox"/>	
	In studies, training	03 <input type="checkbox"/>	
	Family / household responsibilities	04 <input type="checkbox"/>	
	In agriculture / fishing for family use	05 <input type="checkbox"/>	
	Retired, pensioner	06 <input type="checkbox"/>	
	Own disability, injury, illness	07 <input type="checkbox"/>	
	Doing volunteering, community or charity work	08 <input type="checkbox"/>	
	Engaged full time in cultural or leisure activities	09 <input type="checkbox"/>	
	Other (specify: _____)	10 <input type="checkbox"/>	

<b>Module IV.a: INTERNATIONAL MIGRATION STATUS, MIGRANT WORKERS</b>			
<b>FOR ALL HOUSEHOLD MEMBERS</b>			
<b>D.1</b>	Are you [is NAME] a citizen of...?	<b>READ &amp; MARK ALL THAT APPLY</b> <div>[COUNTRY] 01 <input type="checkbox"/> →D.3</div> <div>Another country 02 <input type="checkbox"/></div> <div><i>DO NOT READ</i></div> <div>STATELESS 03 <input type="checkbox"/> →D.3</div>	
<b>D.2</b>	Which country are you [is NAME] a citizen of...?	a. _____ NAME OF COUNTRY b. _____ CODE OF COUNTRY	
<b>D.3</b>	Were you [was NAME] born in [COUNTRY]?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→D.12
<b>D.4</b>	In which country were you [was NAME] born?	a. _____ NAME OF COUNTRY b. _____ CODE OF COUNTRY	
<b>D.5</b>	In which month and year did you [did NAME] arrive to live in [COUNTRY]?	a. _____ MONTH (MM) 97 DON'T KNOW b. _____ YEAR(YYYY) 9997 DON'T KNOW	
<b>D.7</b>	What was your [NAME's] main reason for moving in [COUNTRY]?	To take up a job 01 <input type="checkbox"/> Job transfer 02 <input type="checkbox"/> To look for paid work 03 <input type="checkbox"/> To start a business 04 <input type="checkbox"/> To study 05 <input type="checkbox"/> Marriage 06 <input type="checkbox"/> Family moved/joining family 07 <input type="checkbox"/> Health 08 <input type="checkbox"/> Conflict, insecurity, disaster 09 <input type="checkbox"/> Other (specify): _____ 10 <input type="checkbox"/>	→END/ NEXT PERSON
<b>D.8</b>	Have you [has NAME] ever worked, or looked for a job in this country, even if only for a short period of one month?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→END/ NEXT PERSON

Module IV.b: RETURN MIGRANT WORKERS				
ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE				
PLEASE RE-CHECK IF THE PERSON IS A NATIONAL OF [COUNTRY], OR WAS BORN IN [COUNTRY], BEFORE ASKING THE QUESTIONS BELOW, I.E.: QUESTION D.1=1, OR QUESTION D.3=1				
<b>D.12</b>	Have you [has NAME] ever travelled abroad, even if only for a short period?	Yes	01 <input type="checkbox"/>	→END/ NEXT PERSON
		No	02 <input type="checkbox"/>	
<b>D.13</b>	Which country did you [did NAME] last return from?	a. _____ NAME OF COUNTRY		
		b. _____ CODE OF COUNTRY		
<b>D.14</b>	When did you [did NAME] last return from abroad (please provide month and year)?	a. _____ MONTH (MM)		
		97 DON'T KNOW		
		b. _____ YEAR (YYYY)		
		9997 DON'T KNOW		
<b>D.16</b>	What was your [NAME's] main reason for travelling to the country you [NAME] last returned from?	To take up a job	01 <input type="checkbox"/>	→E.1a
		Job transfer	02 <input type="checkbox"/>	→E.1a
		To look for paid work	03 <input type="checkbox"/>	→E.1a
		To start a business	04 <input type="checkbox"/>	→E.1a
		To study	05 <input type="checkbox"/>	
		Marriage	06 <input type="checkbox"/>	
		Family moved/joining family	07 <input type="checkbox"/>	
		Health	08 <input type="checkbox"/>	
		Conflict, insecurity, disaster	09 <input type="checkbox"/>	
		OTHER (SPECIFY): _____	10 <input type="checkbox"/>	
<b>D.17</b>	During this last trip, did you [NAME] also work or look for work there?	YES	01 <input type="checkbox"/>	→E.1a
		NO	02 <input type="checkbox"/>	
<b>D.18</b>	Did you [did NAME] make any other trip abroad in the past and worked or looked for work while abroad?	YES	01 <input type="checkbox"/>	→D.19
		NO	02 <input type="checkbox"/>	→END/ NEXT PERSON
<b>D.19</b>	To which country did you [NAME] last travel where you [he/she] worked or looked for work?	a. _____ NAME OF COUNTRY		ALL →E.1a
		b. _____ CODE OF COUNTRY		

Module V: RECRUITMENT OF RETURN MIGRANT WORKERS (CoO)			
ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE			
THE FOLLOWING QUESTIONS ARE ASKED TO RETURN MIGRANT WORKERS IN THE COUNTRY OF ORIGIN, AND ARE ASKED FOR THE FIRST JOB ABROAD FOR WAGE OR SALARY, ONLY IF THAT FIRST JOB ABROAD WAS STARTED <u>LESS THAN 3 YEARS</u> AGO.			
<b>E.1a</b>	When did you [did NAME] first start working or looking for work ABROAD for a wage or salary (please provide month and year)?	a. _____ MONTH (MM) 97 DON'T KNOW	
		b. _____ YEAR (YYYY) 9997 DON'T KNOW	
<b>E.1b</b>	TALKING ABOUT YOUR [NAME's] FIRST JOB ABROAD FOR A WAGE OR SALARY: In which country did you [did NAME] obtain and start doing this job?	a. _____ NAME OF COUNTRY b. _____ CODE OF COUNTRY	
<b>E.2a</b>	In the <b>last 3 years</b> , did you [did NAME] move abroad <b>to live and work</b> for a wage or salary?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	→END/ NEXT PERSON
<b>E.2b</b>	What was the <b>last foreign country</b> you [NAME] worked in, or are you [is NAME] currently working in? ( <i>last country abroad</i> )	a. _____ NAME OF COUNTRY b. _____ CODE OF COUNTRY	
<b>E.2c</b>	Did you [did NAME] work abroad before migrating to [ <i>last country abroad</i> ]?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/>	
<b>E.2d</b>	How many different jobs or employers did you [did NAME] have in [ <i>last country abroad</i> ]? _____	Number of jobs in last country abroad	
THE FOLLOWING QUESTIONS ARE ABOUT THE FIRST JOB FOR WAGE OR SALARY IN THE LAST COUNTRY OF DESTINATION ABROAD <u>WITHIN THE LAST 3 YEARS</u>			
<b>ENUMERATOR READ:</b>			
<b>Now, think about the first job you [NAME] had/have in [<i>last country abroad</i>], within the last 3 years</b>			
<b>E.3</b>	Referring to your [NAME] first job for wage or salary ABROAD <b>within the last 3 years</b> , how did you [did NAME] learn about this first job in [ <i>last country abroad</i> ]? _____		
	Through friends: who have not worked abroad	01 <input type="checkbox"/>	
	Through friends: previously worked or currently working abroad	02 <input type="checkbox"/>	
	Through family members/relatives: who have not worked abroad	03 <input type="checkbox"/>	
	Through family members/relatives: previously worked/currently working abroad	04 <input type="checkbox"/>	
	Through non-relative individual intermediary	05 <input type="checkbox"/>	
	Through newspapers	06 <input type="checkbox"/>	
	Through websites	07 <input type="checkbox"/>	
	Through social media (Facebook, etc.)	08 <input type="checkbox"/>	

	Other (specify): _____		09 <input type="checkbox"/>																					
<b>E.4</b>	Referring to your [NAME] first job for wage or salary ABROAD <b>within the last 3 years</b> , how did you [did NAME] obtain this first job in [ <i>last country abroad</i> ]? <table border="1"> <tr> <td>Job transfer</td> <td>01 <input type="checkbox"/></td> </tr> <tr> <td>Registered and got the job from a government agency, here in my country</td> <td>02 <input type="checkbox"/></td> </tr> <tr> <td>Registered and got the job from a government agency abroad</td> <td>03 <input type="checkbox"/></td> </tr> <tr> <td>Registered and got the job from a private recruitment agency here</td> <td>04 <input type="checkbox"/></td> </tr> <tr> <td>Registered and got the job from a private recruitment agency abroad</td> <td>05 <input type="checkbox"/></td> </tr> <tr> <td>Direct from an employer abroad</td> <td>06 <input type="checkbox"/></td> </tr> <tr> <td>Through Individual recruiter/broker</td> <td>07 <input type="checkbox"/></td> </tr> <tr> <td>Through family members/ relatives</td> <td>08 <input type="checkbox"/></td> </tr> <tr> <td>Through friends</td> <td>09 <input type="checkbox"/></td> </tr> <tr> <td>Other (specify): _____</td> <td>10 <input type="checkbox"/></td> </tr> </table>				Job transfer	01 <input type="checkbox"/>	Registered and got the job from a government agency, here in my country	02 <input type="checkbox"/>	Registered and got the job from a government agency abroad	03 <input type="checkbox"/>	Registered and got the job from a private recruitment agency here	04 <input type="checkbox"/>	Registered and got the job from a private recruitment agency abroad	05 <input type="checkbox"/>	Direct from an employer abroad	06 <input type="checkbox"/>	Through Individual recruiter/broker	07 <input type="checkbox"/>	Through family members/ relatives	08 <input type="checkbox"/>	Through friends	09 <input type="checkbox"/>	Other (specify): _____	10 <input type="checkbox"/>
Job transfer	01 <input type="checkbox"/>																							
Registered and got the job from a government agency, here in my country	02 <input type="checkbox"/>																							
Registered and got the job from a government agency abroad	03 <input type="checkbox"/>																							
Registered and got the job from a private recruitment agency here	04 <input type="checkbox"/>																							
Registered and got the job from a private recruitment agency abroad	05 <input type="checkbox"/>																							
Direct from an employer abroad	06 <input type="checkbox"/>																							
Through Individual recruiter/broker	07 <input type="checkbox"/>																							
Through family members/ relatives	08 <input type="checkbox"/>																							
Through friends	09 <input type="checkbox"/>																							
Other (specify): _____	10 <input type="checkbox"/>																							
<b>E.5</b>	For this first job for wage or salary that you started doing abroad <b>within the last 3 years</b> , how did you enter the [ <i>last country abroad</i> ] where you were working?	Through regular immigration with a work visa Through regular immigration without a work visa (e.g. travel/tourist visa) Not through regular channel/entry ports No response	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/>																					
<b>E.6</b>	During the time you were [NAME was] working in this first job in [ <i>last country abroad</i> ], did you keep your identity documents such as the passport with you?	Yes, passport kept with me No, passport kept by the recruitment agency No, passport kept by the employer Did not travel with identity documents Other (specify): _____	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/>																					
<b>COUNTRIES TO TEST THIS QUESTION, AND ASSESS IF RELEVANT OR IF ANSWERS ARE PROVIDED, BEFORE INCLUDING IT IN SURVEYS</b>																								
<b>E.7</b>	During the time you [NAME] worked abroad in [ <i>last country abroad</i> ], did you [did NAME] have any official document from the country you worked in?	Yes, work permit Yes, resident visa in my passport Other (specify): _____ None	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/>																					

**Module VI: RECRUITMENT COSTS OF RETURN MIGRANT WORKERS (CoO)**

ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE

THE FOLLOWING QUESTIONS ARE ABOUT COSTS INCURRED IN ORDER TO GET YOUR FIRST JOB FOR WAGE OR SALARY IN [*THE LAST COUNTRY OF DESTINATION ABROAD*], **WITHIN THE LAST 3 YEARS**. FOR EACH OF THESE COST ITEMS PLEASE ALSO PROVIDE IN WHICH CURRENCY THESE COSTS WERE PAID.

ENUMERATOR, PLEASE USE THE FOLLOWING COSTS CATEGORIES TO CODE COSTS ITEMS (BY COUNTRY NAME, UN CURRENCY CODES, 2018):

<b>PLEASE MODIFY</b>	359	Bangladesh taka
	316	Cambodia riel



<b>THE LIST AS MAY BE RELEVANT TO THE COUNTRY OF SURVEY!</b>	<b>318</b>	Chinese yuan	
	<b>326</b>	Indonesia rupiah	
	<b>328</b>	Japanese yen	
	<b>330</b>	Korean won	
	<b>331</b>	Lao kip	
	<b>333</b>	Malaysian ringgit	
	<b>315</b>	Myanmar kyat	
	<b>350</b>	Thai Baht	
	<b>252</b>	US dollar	
	<b>888</b>	Other (specify)	
<b>F.31a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you [did NAME] pay any costs related to <b>preparations to start a job abroad</b> , i.e. costs related to obtaining documents, training, medical or other insurance, contract preparation if any, etc.?		
	Please indicate the AMOUNT		
<b>F.31b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.32a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you [did NAME] pay any costs to <b>individual or agency brokers</b> that helped you to obtain the job, i.e. from public and private agencies, placement fees, including fees paid to friends or relatives?		
	Please indicate the AMOUNT		
<b>F.32b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.33a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you [did NAME] pay any costs related to <b>travelling</b> in the country where you started your first job abroad, including inland travels and all travel clearances? Please also include costs for all temporary stays in transit countries?		
	Please indicate the AMOUNT		
<b>F.33b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.34a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you [did NAME] pay any <b>other formal or informal costs</b> ? Please include also any debt repayment fees, and any previous costs for failed attempts.		

	[informal payments refer to gifts, in-kind payments, bribes/extortions, above and beyond for services received]  Please indicate the AMOUNT		
<b>F.34b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.35a</b>	In <b>total</b> , how much did you [did NAME] spend to get this first job in [ <i>last country of destination abroad</i> ]?  Please indicate the AMOUNT	<input type="text"/>	
<b>F.35b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.36</b>	For this first job in [ <i>last country of destination abroad</i> ], were any costs deducted from your [NAME's] salary by your [NAME's] employer to pay back for obtaining the job?	Yes <input type="checkbox"/> 01 No <input type="checkbox"/> 02 Don't know <input type="checkbox"/> 97	→ F.38 → F.38
<b>F.37a</b>	How much did your [NAME's] employer deduct in total?  Please indicate the AMOUNT	Don't know <input type="checkbox"/> 997	→ F.38
<b>F.37b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>READ: THE FOLLOWING QUESTION IS EXCLUSIVELY ABOUT YOUR FIRST JOB IN [<i>LAST COUNTRY OF DESTINATION ABROAD</i>] <u>WITHIN THE LAST 3 YEARS</u></b>			
<b>F.38</b>	How many months did you [did NAME], or will you [will NAME] have to work to recover the costs of getting this job?	<input type="text"/> <input type="text"/> <input type="text"/> MONTHS	
<b>THE FOLLOWING QUESTIONS CONCERN BONUSES AND INCENTIVES RECEIVED TO TAKE UP OR STAY IN YOUR FIRST JOB IN [<i>LAST COUNTRY OF DESTINATION ABROAD</i>] <u>WITHIN THE LAST 3 YEARS</u></b>			
<b>F.39a</b>	At any time during your [NAME's] recruitment process, or in order to start or to continue your [NAME's] first job in [ <i>last country of destination abroad</i> ], did you [did NAME] receive any <b>bonuses or incentives in cash or in kind</b> ?	Yes <input type="checkbox"/> 01 No <input type="checkbox"/> 02 Don't know <input type="checkbox"/> 97	→ I.1 → I.1
<b>F.39b</b>	If so, please indicate the AMOUNT	<input type="text"/>	
<b>F.39c</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	

**Module IX: FIRST JOB ABROAD, CHARACTERISTICS AND EARNINGS (CoO)**

ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE

 THE FOLLOWING QUESTIONS ARE ASKED TO RETURN MIGRANT WORKERS (IN THEIR COUNTRY OF ORIGIN), AND ARE ASKED FOR THE FIRST JOB ABROAD FOR WAGE OR SALARY, ONLY IF THAT JOB WAS STARTED LESS THAN 3 YEARS AGO

<b>I.1</b>	<b>CHECK QUESTION (NOT ASKED):</b> ENUMERATOR RE-CHECK THAT [NAME] STARTED [HER/HIS] FIRST JOB ABROAD FOR WAGE OR SALARY <b>LESS THAN 3 YEARS</b> AGO; I.E. <b>E.2a=01.</b>	YES	01 <input type="checkbox"/>				
		NO	02 <input type="checkbox"/>	→END/ NEXT PERSON			
<b>I.3</b>	Are you [is NAME] currently still working in a job abroad for pay or salary?	YES	01 <input type="checkbox"/>				
		NO	02 <input type="checkbox"/>	→I.5b			
<b>I.4</b>	Is this still your [NAME's] first job for pay or salary since you started working in [ <i>last country of destination abroad</i> ]?	YES	01 <input type="checkbox"/>				
		NO	02 <input type="checkbox"/>				
<b>I.5b</b>	About how many months did you [did NAME] work in this first job in [ <i>last country of destination abroad</i> ] during your [NAME's] first year of work there?	<b>READ</b> Less than 1 months    01 <input type="checkbox"/> One month to less than 3 months    02 <input type="checkbox"/> Three months to less than 6 months    03 <input type="checkbox"/> Six months to less than 12 months    04 <input type="checkbox"/> Twelve months/full year    05 <input type="checkbox"/>					
<b>READ: THE FOLLOWING QUESTIONS ARE EXCLUSIVELY ABOUT YOUR FIRST JOB IN [<i>LAST COUNTRY OF DESTINATION ABROAD</i>] WITHIN THE LAST 3 YEARS</b>							
	<b>INTERVIEWER TO READ:</b> If you were having many jobs at the same time during that period, please indicate the one you started first, or the main job. The main job is the one where you [NAME] usually worked the highest number of hours.						
<b>I.6</b>	In this first job in [ <i>last country of destination abroad</i> ], what kind of work did you [did NAME] usually do?	<hr/> <b>JOB TITLE OR DESCRIPTION</b>					
<b>I.6a</b>	([e.g. Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook – plan and prepare meals; Primary school teacher –teach children how to read and write])	<hr/> <b>MAIN TASKS AND DUTIES</b>					
<b>I.6b</b>		ISCO CODE: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>					
<b>I.9</b>	What is the main activity of the business or place where you [NAME] worked abroad?	<hr/> <b>MAIN ACTIVITY</b>					
<b>I.9a</b>	([e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])	<hr/> <b>GOODS OR SERVICES</b>					
<b>I.9b</b>		ISIC CODE: <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>					
<b>I.10</b>	Were you [was NAME] employed by ....	<b>READ</b> The government or a state owned enterprise    01 <input type="checkbox"/>					

		A farm	02	<input type="checkbox"/>	
		A private business (non-farm)	03	<input type="checkbox"/>	
		A private household (domestic worker, driver, etc.)	04	<input type="checkbox"/>	
		An NGO, non-profit institution, church	05	<input type="checkbox"/>	
		An international organization or a foreign embassy	06	<input type="checkbox"/>	
<b>I.11a</b>	Did you [did NAME] have a written contract or oral agreement with your [NAME's] employer abroad?	YES, WRITTEN CONTRACT	01	<input type="checkbox"/>	
		YES, ORAL AGREEMENT	02	<input type="checkbox"/>	
		NO	03	<input type="checkbox"/>	→I.12
<b>I.12</b>	In what kind of place did you [did NAME] typically work in this first job in [ <i>last country of destination abroad</i> ]?	At your [NAME's] own residence	01	<input type="checkbox"/>	
		At the client's or employer's home, live in	02	<input type="checkbox"/>	
		At the client's or employer's home, live out/ only daily	03	<input type="checkbox"/>	
		At a business, office, factory with fixed premise	04	<input type="checkbox"/>	
		On the street	05	<input type="checkbox"/>	
		In the open/on a farmland	06	<input type="checkbox"/>	
		On a construction site	07	<input type="checkbox"/>	
		On the water/ at sea	08	<input type="checkbox"/>	
		On a mobile device/ vehicle	09	<input type="checkbox"/>	
		Other with no fixed location	10	<input type="checkbox"/>	
<b>I.13</b>	Were you [was NAME] paid a wage or salary for this work abroad?	Yes	01	<input type="checkbox"/>	
		No, I was not paid	02	<input type="checkbox"/>	→I.19a
<b>I.15a</b>	Thinking of your [NAME's] <b>first month of wage or salary earned</b> in this first job in [ <i>last country of destination abroad</i> ], how much did you [did NAME] <b>earn in cash and in kind</b> ? Please include also <b>bonuses</b> .  Please indicate the AMOUNT in the currency you were [NAME was] paid in, and the [COUNTRY]				
<b>I.15b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div>			
<b>READ: THE FOLLOWING QUESTIONS ARE EXCLUSIVELY ABOUT EARNINGS DURING THE LAST MONTH OF THE FIRST 12 MONTHS OF WORK IN [<i>LAST COUNTRY OF DESTINATION ABROAD</i>]</b>					
<b>I.19a</b>	Thinking of the last month during your [NAME's] first 12 months of work in [ <i>last country of destination abroad</i> ], how much were you [was NAME] paid in total, including both in <b>cash and in kind</b> , as well as <b>bonuses</b> ?  Please indicate the estimated AMOUNT in the currency of the country where you were [NAME was] working abroad				

<b>I.19b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<input type="text"/> <input type="text"/> <input type="text"/>	
THE FOLLOWING QUESTIONS ARE ABOUT THE MOST RECENT WORK MONTH ABROAD, <u>WITHIN THE LAST 3 YEARS.</u>			
<b>I.21a</b>	Thinking of your [NAME's] <b>most recent monthly pay abroad</b> , how much were you [was NAME] paid in total, including <b>in cash, in kind, and bonuses?</b>  Please indicate the estimated AMOUNT for the latest monthly pay in the currency of the country where you [NAME] worked the most recently	<input type="text"/>	
<b>I.21b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>I.22</b>	INTERVIEWER RECORD THE END TIME OF THE INTERVIEW	<input type="text"/> HH:MM	

**WE HAVE CONCLUDED OUR INTERVIEW, AND WE THANK YOU FOR YOUR COOPERATION AND YOUR CONTRIBUTION TO THE STUDY!**



# Measuring international migration and recruitment costs of migrant workers (SDG indicator 10.7.1) - ILO - World Bank Model PAPI Questionnaire – **Long Form – CoD - (Version 4)**

**(COUNTRY OF DESTINATION- CoD: MIGRANT WORKERS)**

*December 2019*

Module I: HOUSEHOLD ROSTER AND DEMOGRAPHICS			
<b>A.1a</b>	INTERVIEWER RECORD THE START TIME OF THE INTERVIEW	_____ HH:MM	
<b>A.1b</b>	HOW MANY PERSONS IN TOTAL ARE USUAL MEMBERS OF THIS HOUSEHOLD?	<input type="text"/> <input type="text"/>	
<b>A.2</b>	PERSON NUMBER OF EACH HOUSEHOLD MEMBER	_____ PPNO#	
<b>A.3</b>	What are the names of the members of this household, starting with the head or reference person?	_____ NAME	
<b>A.4</b>	READ ONLY IF SEX IS NOT CLEAR Is [NAME] male or female?	Male	01 <input type="checkbox"/>
		Female	02 <input type="checkbox"/>
<b>A.5</b>	What is [NAME's] relationship to the (head/reference person) of the household?	Reference person/head	01 <input type="checkbox"/>
		Spouse/partner	02 <input type="checkbox"/>
		Son/daughter	03 <input type="checkbox"/>
		Mother/father	04 <input type="checkbox"/>
		Other relative	05 <input type="checkbox"/>
		Domestic worker	06 <input type="checkbox"/>
		Other unrelated person	07 <input type="checkbox"/>
<b>A.6</b>	What is [NAME's] date of birth?	____/____/____ DD MM YYYY 97/97/9997 don't know	
<b>A.7</b>	INTERVIEWER CALCULATE & ENTER AGE, ELSE IF YEAR OR MONTH = 9997 ASK: How old is [NAME]?	_____ Age write '00' if less than 1 year	
<i>for members aged &gt;=15</i>			
<b>A.8</b>	What is [NAME's] marital status?	Single/never married	01 <input type="checkbox"/>
		Married	02 <input type="checkbox"/>
		Separated	03 <input type="checkbox"/>
		Divorced	04 <input type="checkbox"/>
		Widowed	05 <input type="checkbox"/>
<i>for members aged &gt;=5</i>			
<b>A.9a</b>	What is the highest level of education that [NAME] has completed?	[Never attended school]	01 <input type="checkbox"/> →B.1
		[Less than primary]	02 <input type="checkbox"/> →A.11
		[Primary]	03 <input type="checkbox"/> →A.11
		[Lower secondary]	04 <input type="checkbox"/>
		[Upper secondary]	05 <input type="checkbox"/>
		[Post-secondary non-tertiary]	06 <input type="checkbox"/>
		[Tertiary]	07 <input type="checkbox"/>
<b>A.9b</b>	How many years of schooling has [NAME] completed?	_____ years	
<b>A.10a</b>	In which field of study is [NAME's] highest completed educational qualification?	_____	

		NAME	
<b>A.10b</b>	INTERVIEWER: PLEASE WRITE THE CODE OF EDUCATIONAL QUALIFICATION AS PROVIDED IN THE CODES LIST	<div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px; margin: 0 auto;"></div> FIELD OF STUDY	
<b>FOR MEMBERS AGED BETWEEN 5 &amp; 29 YEARS</b>			
<b>A.11</b>	Is [NAME] currently attending school?	Yes	01 <input type="checkbox"/>
		No	02 <input type="checkbox"/>

<b>Module II: DISABILITY STATUS</b>			
<b>FOR MEMBERS AGED &gt;=5</b>			
<b>INTERVIEWER READ:</b>			
The next questions ask about difficulties that you [NAME] may have doing certain activities because of a health problem...			
<b>B.1</b>	Do you [does NAME] have difficulty seeing, even if wearing glasses? Would you say...?	<b>READ</b>	
		No, no difficulty	01 <input type="checkbox"/>
		Yes, some difficulty	02 <input type="checkbox"/>
		Yes, a lot of difficulty	03 <input type="checkbox"/>
		Cannot do it at all	04 <input type="checkbox"/>
<b>B.2</b>	Do you [does NAME] have difficulty hearing, even if using a hearing aid?	<b>READ ONLY IF NEEDED</b>	
		No, no difficulty	01 <input type="checkbox"/>
		Yes, some difficulty	02 <input type="checkbox"/>
		Yes, a lot of difficulty	03 <input type="checkbox"/>
		Cannot do it at all	04 <input type="checkbox"/>
<b>B.3</b>	Do you [does NAME] have difficulty walking or climbing steps?	<b>READ ONLY IF NEEDED</b>	
		No, no difficulty	01 <input type="checkbox"/>
		Yes, some difficulty	02 <input type="checkbox"/>
		Yes, a lot of difficulty	03 <input type="checkbox"/>
		Cannot do it at all	04 <input type="checkbox"/>
<b>B.4</b>	Do you [does NAME] have difficulty remembering or concentrating?	<b>READ ONLY IF NEEDED</b>	
		No, no difficulty	01 <input type="checkbox"/>
		Yes, some difficulty	02 <input type="checkbox"/>
		Yes, a lot of difficulty	03 <input type="checkbox"/>
		Cannot do it at all	04 <input type="checkbox"/>
<b>B.5</b>	Do you [does NAME] have difficulty with (self-care such as) washing all over or dressing?	<b>READ ONLY IF NEEDED</b>	
		No, no difficulty	01 <input type="checkbox"/>
		Yes, some difficulty	02 <input type="checkbox"/>
		Yes, a lot of difficulty	03 <input type="checkbox"/>
		Cannot do it at all	04 <input type="checkbox"/>
<b>B.6</b>	Using your [his/her] usual/customary language, do you [does NAME] have difficulty communicating for example understanding or being understood by others?	<b>READ ONLY IF NEEDED</b>	
		No, no difficulty	01 <input type="checkbox"/>
		Yes, some difficulty	02 <input type="checkbox"/>
		Yes, a lot of difficulty	03 <input type="checkbox"/>
		Cannot do it at all	04 <input type="checkbox"/>



Module III: LABOUR FORCE STATUS				
<b>C.1a</b>	Now, I would like to talk to [PPNO# NAME]. Is [PPNO# NAME] available?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	
<b>C.1b</b>	INTERVIEWER TO ANSWER: IS THE PERSON (HIM/HERSELF) RESPONDING TO THE QUESTIONS?	Yes	01 <input type="checkbox"/>	→C.2
		No	02 <input type="checkbox"/>	
<b>C.1c</b>	INTERVIEWER, ENTER THE PPNO OF THE PERSON RESPONDING TO THE QUESTIONS	_____		
		PPNO#		
Module III.a: Identification of Employed persons				
<b>C.2</b>	Last week, that is from [DATE] up to [DATE] did you [did NAME] do any work for a wage, salary or any other pay, even if only for one hour?	Yes	01 <input type="checkbox"/>	→C.20
		No	02 <input type="checkbox"/>	
<b>C.3</b>	Last week, did you [did NAME] run or do any kind of business, farming or other activity to generate income, even if only for one hour?	Yes	01 <input type="checkbox"/>	→C.10
		No	02 <input type="checkbox"/>	
	READ IF NEEDED: <i>For example: [making things for sale, growing produce for sale, buying and reselling things, provided services for pay, raising animals or catching fish for sale]</i>			
<b>C.4</b>	Last week, did you [did NAME] help with the paid job or business of a household or family member?	Yes	01 <input type="checkbox"/>	→C.10
		No	02 <input type="checkbox"/>	
<b>C.5</b>	Even though you [NAME] did not work, last week did you [did NAME] have a paid job or a business?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	→C.60
<b>C.6</b>	Why did you [did NAME] not work during the last week?			
	Waiting to start new job or business	01 <input type="checkbox"/>	→C.60	
	Low or off-season	02 <input type="checkbox"/>	→C.60	
	Shift work, flexi time, nature of work	03 <input type="checkbox"/>	→C.10	
	Vacation, holidays	04 <input type="checkbox"/>	→C.10	
	Sickness, illness, accident	05 <input type="checkbox"/>	→C.10	
	Maternity, paternity leave	06 <input type="checkbox"/>	→C.10	
	Education leave or training	07 <input type="checkbox"/>	→C.7	
	Other personal leave (care for family, civic duties...)	08 <input type="checkbox"/>	→C.7	
	Temporary lay-off, no clients or materials, work break	09 <input type="checkbox"/>	→C.7	
	Bad weather, natural disaster	10 <input type="checkbox"/>	→C.7	
	Strike or labour dispute	11 <input type="checkbox"/>	→C.7	
	Long-term disability	12 <input type="checkbox"/>	→C.7	
	Other (specify): _____	13 <input type="checkbox"/>	→C.7	

<b>C.7</b>	Including the time that you have [NAME has] been absent, will you [NAME] return to that same job or business in 3 months or less?	Yes	01 <input type="checkbox"/>	→C.10
		No	02 <input type="checkbox"/>	
<b>C.8</b>	Do you [does NAME] continue to receive an income from your [his/her] job or business during this absence?	Yes	01 <input type="checkbox"/>	→C.10
		No	02 <input type="checkbox"/>	→C.60
<b>C.10</b>	Was your [NAME's] work that you mentioned in...?			
	<i>READ CATEGORIES &amp; MARK ALL THAT APPLY</i>			
	Farming or rearing farm animals		01 <input type="checkbox"/>	
	Fishing or fish farming		02 <input type="checkbox"/>	
	Another type of job or business		03 <input type="checkbox"/>	→C.20
<b>C.11</b>	Thinking about the animals/products you [NAME] worked on, are they intended ..... ?			
	<i>READ CATEGORIES &amp; MARK ONE</i>			
	Only for sale		01 <input type="checkbox"/>	→C.20
	Mainly for sale		02 <input type="checkbox"/>	→C.20
	Mainly for family use		03 <input type="checkbox"/>	→C.60
	Only for family use		04 <input type="checkbox"/>	→C.60
	<i>DO NOT READ</i>			
	CANNOT SAY		05 <input type="checkbox"/>	→C.60

Module III.b: Characteristics of Main Job				
<b>C.20</b>	Last week did you [did NAME] have more than one job or business?	One job/business	01 <input type="checkbox"/>	→C.22
		More than one	02 <input type="checkbox"/>	
<b>C.21</b>	<b>INTERVIEWER TO READ:</b> I am now going to ask you some questions about your [NAME's] main job. The main job is the one where you [NAME] usually work the highest number of hours even if you were [NAME was] temporarily absent last week.			
<b>C.22</b>	In your [his/her] main job, what kind of work do you [does NAME] usually do?			
<b>C.23a</b>	<i>([e.g. Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write])</i>	<i>JOB TITLE OR DESCRIPTION</i> _____		
<b>C.23b</b>		<i>MAIN TASKS AND DUTIES</i> _____		
		<i>ISCO CODE:</i> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>		
<b>C.24</b>	Does the business or place where you [NAME] work(s) have a name?	Yes	01 <input type="checkbox"/>	
		Business without a name	02 <input type="checkbox"/>	→C.26
		Private household	03 <input type="checkbox"/>	→C.30
<b>C.25</b>	What is the name?	_____ (NAME OF ESTABLISHMENT)		

<b>C.26</b>	What is the main activity of the business or place where you [NAME] work(s)?		
		<b>MAIN ACTIVITY</b>	
<b>C.26a</b>	([e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])		
		<b>GOODS OR SERVICES</b>	
<b>C.26b</b>		<b>ISIC CODE:</b> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	
<b>C.27</b>	Are you [is NAME] employed by .... ?		
	<b>READ</b>		
	The government or a state owned enterprise	01 <input type="checkbox"/>	→C.30
	A farm	02 <input type="checkbox"/>	
	A private business (non-farm)	03 <input type="checkbox"/>	
	A private household (domestic worker, driver, guard, etc.)	04 <input type="checkbox"/>	→C.30
	An NGO, non-profit institution, church	05 <input type="checkbox"/>	→C.30
	An international organization or a foreign embassy	06 <input type="checkbox"/>	→C.30
<b>C.28</b>	Is the business where you [NAME] work(s) registered in the [NATIONAL BUSINESS REGISTER]?	Yes 01 <input type="checkbox"/>	→C.30
		No 02 <input type="checkbox"/>	
		Don't know 97 <input type="checkbox"/>	
<b>C.29</b>	Does the business you [NAME] work(s) in keep a complete set of accounts including [ASSETS, INCOME AND EXPENDITURES, THAT IS A COMPLETE BALANCE SHEET]?	Yes 01 <input type="checkbox"/>	
		No 02 <input type="checkbox"/>	
		Don't know 97 <input type="checkbox"/>	
<b>C.30</b>	In what kind of place do you [does NAME] typically work?		
	At (your/name's) own home	01 <input type="checkbox"/>	
	At the client's or employer's home	02 <input type="checkbox"/>	
	At a business, office, factory with fixed premise	03 <input type="checkbox"/>	
	At a fixed location, on the street	04 <input type="checkbox"/>	
	In the open/on farmland/on the water	05 <input type="checkbox"/>	
	Vehicle	06 <input type="checkbox"/>	
	Other with no fixed location	07 <input type="checkbox"/>	
<b>C.32</b>	In your [NAME's] main job, do you [does NAME] work(s) ...?		
	<b>READ</b>		
	In your [NAME's] own business activity	01 <input type="checkbox"/>	
	In a business operated by a household or family member	02 <input type="checkbox"/>	→C.50
	As an employee for someone else	03 <input type="checkbox"/>	→C.34
	As an apprentice, intern	04 <input type="checkbox"/>	→C.34
	Helping a family member who works for someone else	05 <input type="checkbox"/>	→C.50
<b>C.33</b>	Did you [did NAME] have any regular paid employees last week?	YES 01 <input type="checkbox"/>	ALL
		NO 02 <input type="checkbox"/>	→C.46
<b>C.34</b>	Do you [does NAME] have a written contract or oral agreement with your [NAME's] employer?	Yes, written contract 01 <input type="checkbox"/>	
		Yes, oral agreement 02 <input type="checkbox"/>	
		No 03 <input type="checkbox"/>	→C.36
<b>C.35</b>	Is your [NAME's] contract/agreement ...		

	<i>READ</i>		
	Of limited time duration	01	<input type="checkbox"/>
	Permanent or without limit of time	02	<input type="checkbox"/>
	For the completion of a task or tasks	03	<input type="checkbox"/>
<b>C.36</b>	Does your [NAME's] employer pay contributions to a [PENSION FUND/HEALTH/UNEMPLOYMENT INSURANCE] for you [for NAME]?	Yes	01 <input type="checkbox"/>
		No	02 <input type="checkbox"/>
		Don't know	97 <input type="checkbox"/>
<b>C.37</b>	Do you [does NAME] get paid annual leave?	Yes	01 <input type="checkbox"/>
		No	02 <input type="checkbox"/>
		Don't know	97 <input type="checkbox"/>
<b>C.38</b>	Would you [NAME] get paid sick leave in case of illness or injury?	Yes	01 <input type="checkbox"/>
		No	02 <input type="checkbox"/>
		Don't know	97 <input type="checkbox"/>

Earnings from Employment- Paid employment			
<b>C.41</b>	The last time when you were [NAME was] paid, what was the payment you [NAME] received, in both cash and kind altogether?  Please indicate the AMOUNT in local [Country] currency		
<b>C.43</b>	The last time when you were [NAME was] paid, what period did this payment cover?	One day	01 <input type="checkbox"/>
		One week	02 <input type="checkbox"/>
		Two weeks	03 <input type="checkbox"/>
		One month	04 <input type="checkbox"/>
		Six months	05 <input type="checkbox"/>
		Other (Please specify)	06 <input type="checkbox"/>
<b>C.44</b>	Did the employer provide you [NAME] with subsidised housing, food/drinks, transport, clothing, or others? If so, please indicate the equivalent value during the last month.  Please indicate the monthly VALUE in local [Country] currency		
Earnings from Employment- Self employment			
<b>C.46</b>	During the last month, how much did you [did NAME] make in net profit from your main business or activity? That is, after considering all the sales and deducting all expenses?  Please indicate the AMOUNT in local [Country] currency		
<b>C.47</b>	Last month, did you [did NAME] take any products from your [NAME's] main business/ activity for the household's own use?	Yes	01 <input type="checkbox"/>
		No	02 <input type="checkbox"/>
		Don't know/ No answer	03 <input type="checkbox"/>
<b>C.48</b>	If one had to purchase those products, how much would they have cost?  Please indicate the VALUE in local [Country] currency		

Module III.c: Working time in Employment			
<b>C.50</b>	How many hours do you [does NAME] <b>usually</b> work per week in your [his/her] main job?	<div>_____</div> <div>NUMBER OF HOURS PER WEEK</div> <div>ENTER 997 FOR DON'T KNOW</div>	
<b>C.51</b>	Last week, how many hours did you [did NAME] <b>actually</b> work in total in your [his/her] main job?	<div>_____</div> <div>NUMBER OF HOURS LAST WEEK</div> <div>ENTER 997 FOR DON'T KNOW</div>	
<b>IF MORE THAN ONE JOB (C.20=02) → C.52, ELSE → C.55</b>			
<b>C.52</b>	How many hours do you [does NAME] <b>usually</b> work per week in your [his/her] second and other jobs?	<div>_____</div> <div>NUMBER OF HOURS</div> <div>ENTER 997 FOR DON'T KNOW</div>	
<b>C.53</b>	How many hours did you [did NAME] <b>actually</b> work last week in your [his/her] second and other jobs?	<div>_____</div> <div>NUMBER OF HOURS</div> <div>ENTER 997 FOR DON'T KNOW</div>	
<b>C.55</b>	Would you [would NAME] want to work more hours per week than usually worked, provided the extra hours are paid?	<div>Yes 01 <input type="checkbox"/></div> <div>No 02 <input type="checkbox"/></div>	→D.1
<b>C.56</b>	Could you [could NAME] start working more hours within the next two weeks?	<div>Yes 01 <input type="checkbox"/></div> <div>No 02 <input type="checkbox"/></div>	<b>ALL</b> →D.1
<b>ALL → D.1</b>			

Module III.d: Job search and availability			
<b>C.60</b>	During the last four weeks, that is from [DATE] up to [DATE] did you [did NAME] do anything to find a paid job?	<div>Yes 01 <input type="checkbox"/></div> <div>No 02 <input type="checkbox"/></div>	→C.62
<b>C.61</b>	Or did you [did NAME] try to start a business?	<div>Yes 01 <input type="checkbox"/></div> <div>No 02 <input type="checkbox"/></div>	→C.65
<b>C.62</b>	What did you [did NAME] mainly do in the last four weeks to find a paid job/start a business?		
	Apply to prospective employers	01 <input type="checkbox"/>	
	Place or answer job advertisements	02 <input type="checkbox"/>	
	Study or read job advertisements	03 <input type="checkbox"/>	
	Post/update resume on professional/social networking sites	04 <input type="checkbox"/>	
	Register with (public employment service)	05 <input type="checkbox"/>	
	Register with a private employment centre/agency	06 <input type="checkbox"/>	
	Take a test or interview	07 <input type="checkbox"/>	
	Seek help from relatives, friends, others	08 <input type="checkbox"/>	
	Check at factories, work sites	09 <input type="checkbox"/>	
	Wait on the street to be recruited	10 <input type="checkbox"/>	
	Seek financial help to start a business	11 <input type="checkbox"/>	
	Look for land, building, equipment, materials to start a business	12 <input type="checkbox"/>	
	Apply for a permit or license to start a business	13 <input type="checkbox"/>	
	Other (specify: _____)	14 <input type="checkbox"/>	

<b>C.63</b>	For how long have you [has NAME] been without work and trying to find a paid job or start a business?		
	Less than 1 month	01 <input type="checkbox"/>	→C.68
	One month to < 3 months	02 <input type="checkbox"/>	→C.68
	Three months to < 6 months	03 <input type="checkbox"/>	→C.68
	Six months to < 12 months	04 <input type="checkbox"/>	→C.68
	One year to < 2 years	05 <input type="checkbox"/>	→C.68
	Two years or more	06 <input type="checkbox"/>	→C.68
<b>C.65</b>	At present do you [does NAME] want to work?	Yes 01 <input type="checkbox"/>	
	No	02 <input type="checkbox"/>	→D.1
<b>C.66</b>	What is the main reason why you [NAME] did not try to find a paid job or start a business in the last four weeks?		
	Waiting to start new job or business	01 <input type="checkbox"/>	
	Waiting for results of a previous search	02 <input type="checkbox"/>	
	Awaiting recall from a previous job	03 <input type="checkbox"/>	
	Waiting for the season to start	04 <input type="checkbox"/>	
	Tired of looking for jobs, no jobs in area	05 <input type="checkbox"/>	
	No jobs matching skills, lacks experience	06 <input type="checkbox"/>	
	Considered too young/old by employers	07 <input type="checkbox"/>	
	In studies, training	08 <input type="checkbox"/>	
	Family / household responsibilities	09 <input type="checkbox"/>	
	In agriculture / fishing for family use	10 <input type="checkbox"/>	
	Own disability, injury, illness	11 <input type="checkbox"/>	
	Retired, pensioner, other sources of income	12 <input type="checkbox"/>	
	Other (specify: _____)	13 <input type="checkbox"/>	
<b>C.68</b>	If a job or business opportunity had been available, could you [could NAME] have started working last week?	Yes 01 <input type="checkbox"/>	→D.1
	No	02 <input type="checkbox"/>	
<b>C.69</b>	Or, could you [could NAME] start working within the next two weeks?	Yes 01 <input type="checkbox"/>	→D.1
	No	02 <input type="checkbox"/>	
<b>C.70</b>	Why were you [was NAME] not available last week, and not available within the next two weeks?		
	Awaiting recall from a previous job	01 <input type="checkbox"/>	
	Waiting for the season to start	02 <input type="checkbox"/>	
	In studies, training	03 <input type="checkbox"/>	
	Family / household responsibilities	04 <input type="checkbox"/>	
	In agriculture / fishing for family use	05 <input type="checkbox"/>	
	Retired, pensioner	06 <input type="checkbox"/>	
	Own disability, injury, illness	07 <input type="checkbox"/>	
	Doing volunteering, community or charity work	08 <input type="checkbox"/>	
	Engaged full time in cultural or leisure activities	09 <input type="checkbox"/>	
	Other (specify: _____)	10 <input type="checkbox"/>	

<b>Module IV.a: INTERNATIONAL MIGRATION STATUS, MIGRANT WORKERS</b>				
<b>FOR ALL HOUSEHOLD MEMBERS</b>				
<b>D.1</b>	Are you [is NAME] a citizen of...?	<i>READ &amp; MARK ALL THAT APPLY</i>		
		[COUNTRY]	01 <input type="checkbox"/>	→D.3
		Another country	02 <input type="checkbox"/>	
		<i>DO NOT READ</i>		
		STATELESS	03 <input type="checkbox"/>	→D.3
<b>D.2</b>	Which country are you [is NAME] a citizen of...?	a. _____ NAME OF COUNTRY		
		b. _____ CODE OF COUNTRY		
<b>D.3</b>	Were you [was NAME] born in [COUNTRY]?	Yes	01 <input type="checkbox"/>	→D.9
		No	02 <input type="checkbox"/>	
<b>D.4</b>	In which country were you [was NAME] born?	a. _____ NAME OF COUNTRY		
		b. _____ CODE OF COUNTRY		
<b>D.5</b>	In which month and year did you [did NAME] arrive to live in [COUNTRY]?	a. _____ MONTH (MM)		
		97 DON'T KNOW		
		b. _____ YEAR (YYYY)		
		9997 DON'T KNOW		
<b>D.6</b>	How long have you [has NAME] been living in [COUNTRY]...?	<i>READ</i>		
		Less than 3 months	01 <input type="checkbox"/>	
		3 months to less than 12 months	02 <input type="checkbox"/>	
		One year to less than 3 years	03 <input type="checkbox"/>	
		Three years to less than 5 years	04 <input type="checkbox"/>	
		Five years to less than 10 years	05 <input type="checkbox"/>	
		Ten years or more	06 <input type="checkbox"/>	
<b>D.7</b>	What was your [NAME's] main reason for moving in [COUNTRY]?	To take up a job	01 <input type="checkbox"/>	→E.1a
		Job transfer	02 <input type="checkbox"/>	→E.1a
		To look for paid work	03 <input type="checkbox"/>	→E.1a
		To start a business	04 <input type="checkbox"/>	→E.1a
		To study	05 <input type="checkbox"/>	
		Marriage	06 <input type="checkbox"/>	
		Family moved/joining family	07 <input type="checkbox"/>	
		Health	08 <input type="checkbox"/>	
		Conflict, insecurity, disaster	09 <input type="checkbox"/>	
		Other (specify): _____	10 <input type="checkbox"/>	
<b>D.8</b>		Yes	01 <input type="checkbox"/>	→E.1a

	Have you [has NAME] ever worked, or looked for a job in this country, even if only for a short period of one month?	No	02 <input type="checkbox"/>	→END/ NEXT PERSON

Module IV.b: RETURN MIGRANT WORKERS				
ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE				
PLEASE RE-CHECK IF THE PERSON IS A NATIONAL OF [COUNTRY], OR WAS BORN IN [COUNTRY], BEFORE ASKING THE QUESTIONS BELOW, I.E.: QUESTION D.1=1, OR QUESTION D.3=1				
<b>D.9</b>	In the last 3 years, did you [did NAME] attempt but failed to go abroad to work?	Yes	01 <input type="checkbox"/>	→D.12
		No	02 <input type="checkbox"/>	
<b>D.10</b>	Why did you [did NAME] fail to go abroad to work? [Please check all that applies]	Could not afford to cover the costs of migration	01 <input type="checkbox"/>	
		Health reasons	02 <input type="checkbox"/>	
		Was promised a foreign job that did not exist	03 <input type="checkbox"/>	
		Cheated by a broker	04 <input type="checkbox"/>	
		Other (specify): _____	05 <input type="checkbox"/>	
<b>D.11a</b>	How much in total did you [did NAME] spend in failed attempts to get a foreign job?  Please indicate the AMOUNT	_____		
<b>D.11b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div>		
<b>D.12</b>	Have you [has NAME] ever travelled abroad, even if only for a short period?	Yes	01 <input type="checkbox"/>	→END/ NEXT PERSON
		No	02 <input type="checkbox"/>	
<b>D.13</b>	Which country did you [did NAME] last return from?	a. _____ NAME OF COUNTRY  b. _____ CODE OF COUNTRY		
<b>D.14</b>	When did you [did NAME] last return from abroad (please provide month and year)?	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____ YEAR (YYYY) 9997 DON'T KNOW		
<b>D.15</b>	How long have you [has NAME] been living in the country you [NAME] last returned from?	READ Less than 12 months 01 <input type="checkbox"/> One year to less than 3 years 02 <input type="checkbox"/> Three years to less than 5 years 03 <input type="checkbox"/> Five years to less than 10 years 04 <input type="checkbox"/>		



		Ten years or more	05 <input type="checkbox"/>	
<b>D.16</b>	What was your [NAME's] main reason for travelling to the country you [NAME] last returned from?	To take up a job	01 <input type="checkbox"/>	<b>→END/ NEXT PERSON</b>
		Job transfer	02 <input type="checkbox"/>	
		To look for paid work	03 <input type="checkbox"/>	
		To start a business	04 <input type="checkbox"/>	
		To study	05 <input type="checkbox"/>	
		Marriage	06 <input type="checkbox"/>	
		Family moved/joining family	07 <input type="checkbox"/>	
		Health	08 <input type="checkbox"/>	
		Conflict, insecurity, disaster	09 <input type="checkbox"/>	
		OTHER (SPECIFY): _____	10 <input type="checkbox"/>	
<b>D.17</b>	During this last trip, did you [NAME] also work or look for work there?	YES	01 <input type="checkbox"/>	<b>→END/ NEXT PERSON</b>
		NO	02 <input type="checkbox"/>	
<b>D.18</b>	Did you [did NAME] make any other trip abroad in the past and worked or looked for work while abroad?	YES	01 <input type="checkbox"/>	<b>→D.19</b>
		NO	02 <input type="checkbox"/>	<b>→END/ NEXT PERSON</b>
<b>D.19</b>	To which country did you [NAME] last travel where you [he/she] worked or looked for work?	a. _____ NAME OF COUNTRY		<b>→END/ NEXT PERSON</b>
		b. _____ CODE OF COUNTRY		

<b>Module V: RECRUITMENT OF MIGRANT WORKERS (CoD)</b>			
<i>ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE</i>			
<p><b>THE FOLLOWING QUESTIONS ARE ASKED TO MIGRANT WORKERS IN THE COUNTRY OF DESTINATION, AND ARE ASKED FOR THE <u>FIRST JOB FOR WAGE OR SALARY</u> IN THE COUNTRY, ONLY IF THE FIRST JOB WAS STARTED <u>LESS THAN 3 YEARS AGO</u>.</b></p>			
<b>E.1a</b>	When did you [did NAME] first start working or looking for work <b>abroad, for a wage or salary</b> (please provide month and year)?	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____ YEAR (YYYY) 9997 DON'T KNOW	
<b>E.1b</b>	TALKING ABOUT YOUR [NAME's] FIRST JOB ABROAD FOR A WAGE OR SALARY: In which country did you [did NAME] obtain and start doing this job?	a. _____ NAME OF COUNTRY b. _____ CODE OF COUNTRY	
<b>E.2a</b>	When did you [did NAME] first start working or looking for work for a wage or salary here in this country? Please provide month and year.	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____	

		YEAR(YYYY)		
		9997 DON'T KNOW		
<b>E.2b</b>	In the <b>last 3 years</b> , did you [did NAME] move from [ <i>origin country</i> ] to this country <b>to live and work</b> for a wage or salary?	Yes	01 <input type="checkbox"/>	<b>→END/ NEXT PERSON</b>
		No	02 <input type="checkbox"/>	
<b>E.2c</b>	Did you [did NAME] work abroad before migrating to this country?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	
<b>E.2d</b>	How many different jobs or employers did you [did NAME] have since moving to this country?	Number of jobs		
<b>THE FOLLOWING QUESTIONS ARE ABOUT THE FIRST JOB FOR WAGE OR SALARY SINCE MOVING TO THIS COUNTRY <u>WITHIN THE LAST 3 YEARS.</u></b>				
<b>ENUMERATOR READ:</b>				
<b>Now, think about the first job you had/have [NAME had/has] since moving to this country <u>within the last 3 years</u></b>				
<b>E.3</b>	Referring to your [NAME's] first job for wage or salary in [ <b>THE COUNTRY</b> ], <b>within the last 3 years</b> , how did you [did NAME] learn about this first job abroad?			
	Through friends: who have not worked abroad	01	<input type="checkbox"/>	
	Through friends: previously worked or currently working abroad	02	<input type="checkbox"/>	
	Through family members/relatives: who have not worked abroad	03	<input type="checkbox"/>	
	Through family members/relatives: previously worked/currently working abroad	04	<input type="checkbox"/>	
	Through non-relative individual intermediary	05	<input type="checkbox"/>	
	Through newspapers	06	<input type="checkbox"/>	
	Through websites	07	<input type="checkbox"/>	
	Through social media (Facebook, etc.)	08	<input type="checkbox"/>	
	Other (specify): _____	09	<input type="checkbox"/>	
<b>E.4</b>	Referring to your [NAME's] first job for wage or salary in [ <b>THE COUNTRY</b> ], <b>within the last 3 years</b> , how did you [did NAME] obtain this first job?			
	Job transfer	01	<input type="checkbox"/>	
	Registered and got the job from a government agency in my country	02	<input type="checkbox"/>	
	Registered and got the job from a government agency outside of my country	03	<input type="checkbox"/>	
	Registered and got the job from a private recruitment agency here in this country	04	<input type="checkbox"/>	
	Registered and got the job from a private recruitment agency outside of my country	05	<input type="checkbox"/>	
	Direct from an employer abroad	06	<input type="checkbox"/>	
	Through Individual recruiter/broker	07	<input type="checkbox"/>	
	Through family members/ relatives	08	<input type="checkbox"/>	
	Through friends	09	<input type="checkbox"/>	
	Other (specify): _____	10	<input type="checkbox"/>	
<b>E.5</b>	For this first job for wage or salary that you started in [ <b>THE COUNTRY</b> ] <b>within the</b>	Through regular immigration with a work visa	01 <input type="checkbox"/>	

	last 3 years, how did you enter this country?	Through regular immigration without a work visa (e.g. travel/tourist visa)	02 <input type="checkbox"/>	
		Not through regular channel/entry ports	03 <input type="checkbox"/>	
		No response	04 <input type="checkbox"/>	
<b>E.6</b>	During the time you were [NAME was] working in this first job in [THE COUNTRY], did you keep your identity documents such as the passport with you?	Yes, passport kept with me	01 <input type="checkbox"/>	
		No, passport kept by the recruitment agency	02 <input type="checkbox"/>	
		No, passport kept by the employer	03 <input type="checkbox"/>	
		Did not travel with identity documents	04 <input type="checkbox"/>	
		Other (specify): _____	05 <input type="checkbox"/>	
COUNTRIES TO TEST THIS QUESTION, AND ASSESS IF RELEVANT OR IF ANSWERS ARE PROVIDED, BEFORE INCLUDING IT IN SURVEYS				
<b>E.7</b>	During the time you [NAME] worked in this first job in [THE COUNTRY], did you [did NAME] have any official document from the country?	Yes, work permit	01 <input type="checkbox"/>	
		Yes, resident visa in my passport	02 <input type="checkbox"/>	
		Other (specify): _____	03 <input type="checkbox"/>	
		None	04 <input type="checkbox"/>	

Module VI: RECRUITMENT COSTS OF MIGRANT WORKERS (CoD)				
ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE				
<p>THE FOLLOWING QUESTIONS ARE ABOUT COSTS INCURRED IN ORDER TO GET YOUR FIRST JOB FOR WAGE OR SALARY IN [THE COUNTRY], WITHIN THE LAST 3 YEARS.</p> <p>FOR EACH OF THESE COST ITEMS PLEASE ALSO PROVIDE IN WHICH CURRENCY THESE COSTS WERE PAID.</p> <p>ENUMERATOR, PLEASE USE THE FOLLOWING COSTS CATEGORIES TO CODE COSTS ITEMS (BY COUNTRY NAME, UN CURRENCY CODES, 2018):</p>				
<b>PLEASE MODIFY THE LIST AS MAY BE RELEVANT TO THE COUNTRY OF SURVEY!</b>	359	Bangladesh taka		
	316	Cambodia riel		
	318	Chinese yuan		
	326	Indonesia rupiah		
	328	Japanese yen		
	330	Korean won		
	331	Lao kip		
	333	Malaysian ringgit		
	315	Myanmar kyat		
	350	Thai Baht		
	252	US dollar		
	888	Other (specify)		
<b>F.1a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Individual recruiter/job broker charges?</b>			
	Please indicate the AMOUNT	_____		
<b>F.1b</b>	CURRENCY CODE		<input type="text"/>	<input type="text"/>

<b>F.2a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Recruitment/manpower agency fees?</b>  Please indicate the AMOUNT			
<b>F.2b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div>		
<b>F.3a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Visa costs?</b>  Please indicate the AMOUNT			
<b>F.3b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div>		
<b>F.4a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Inland transportation expenses and accommodations?</b>  Please indicate the AMOUNT			
<b>F.4b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div>		
<b>F.5a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>International transportation?</b>  Please indicate the AMOUNT			
<b>F.5b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div>		
<b>F.5c</b>	Did your international travel involve temporarily staying (transiting) in another country or countries before reaching this final [COUNTRY] where you started this first job abroad in the last 3 years?	YES 01 <input type="checkbox"/> NO 02 <input type="checkbox"/>	→F.6a	
<b>F.5d</b>	How much additional cost was incurred to travel and stay in the other country or countries?  Please indicate the AMOUNT			
<b>F.5e</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div>		
<b>F.6a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Passport fees?</b>  Please indicate the AMOUNT			
<b>F.6b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div>		

<b>F.7a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Medical exams/tests?</b>  Please indicate the AMOUNT	_____	
<b>F.7b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.8a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Health/life Insurance fees?</b>  Please indicate the AMOUNT	_____	
<b>F.8b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.9a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Security/policy clearance fees?</b>  Please indicate the AMOUNT	_____	
<b>F.9b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.10a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Pre-departure training/briefing costs?</b>  Please indicate the AMOUNT	_____	
<b>F.10b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.11a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Language training costs?</b>  Please indicate the AMOUNT	_____	
<b>F.11b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.12a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Skills assessment fees?</b>  Please indicate the AMOUNT	_____	
<b>F.12b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.13a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Contract approval fees?</b>  Please indicate the AMOUNT	_____	
<b>F.13b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	

<b>F.14a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Welfare fund fees?</b>  Please indicate the AMOUNT		
<b>F.14b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.15a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>exit/ emigration clearance</b> from your home country?  Please indicate the AMOUNT		
<b>F.15b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.16a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any costs related to: <b>Fees for relatives/ friends who helped to find a job?</b>  Please indicate the AMOUNT		
<b>F.16b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.17a</b>	In order to get or to start this first job in [THE COUNTRY], did you make any <b>informal payments?</b>  [informal payments refer to gifts, in-kind payments, bribes/extortions, above and beyond for services received]  Please indicate the AMOUNT		
<b>F.17b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.18a</b>	In order to get or to start this first job in [THE COUNTRY], did you incur any other costs: <b>Other fees or costs (Specify: _____)?</b>  Please indicate the AMOUNT		
<b>F.18b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.19a</b>	In <b>total</b> , how much did you [did NAME] spend to get this first job in [THE COUNTRY]?  Please indicate the AMOUNT		
<b>F.19b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.20</b>	For this first job in [THE COUNTRY], were any costs deducted from your [NAME's]	Yes <input type="checkbox"/> 01 No <input type="checkbox"/> 02	→G.1

	salary by your [NAME's] employer to pay back for obtaining the job?	Don't know	97 <input type="checkbox"/>	→G.1
<b>F.21</b>	What costs associated with getting this first job were deducted by your [NAME's] employer?  [Please check all that applies]	Individual recruiter/job broker charges	01 <input type="checkbox"/>	
		Recruitment/manpower agency fees	02 <input type="checkbox"/>	
		Visa costs	03 <input type="checkbox"/>	
		Inland transportation expenses and accommodations	04 <input type="checkbox"/>	
		International transportation	05 <input type="checkbox"/>	
		Passport fees	06 <input type="checkbox"/>	
		Medical exams/tests	07 <input type="checkbox"/>	
		Health/life Insurance fees	08 <input type="checkbox"/>	
		Security/policy clearance fees	09 <input type="checkbox"/>	
		Pre-departure training/briefing costs	10 <input type="checkbox"/>	
		Language training costs	11 <input type="checkbox"/>	
		Skills assessment fees	12 <input type="checkbox"/>	
		Contract approval fees	13 <input type="checkbox"/>	
		Welfare fund fees	14 <input type="checkbox"/>	
		exit/emigration clearance	15 <input type="checkbox"/>	
		Loan repayment	16 <input type="checkbox"/>	
		Others (specify): _____	17 <input type="checkbox"/>	
<b>F.22a</b>	How much did your [NAME's] employer deduct each month?  Please indicate the AMOUNT	Don't know	997 <input type="checkbox"/>	→F.24a
<b>F.22b</b>	CURRENCY CODE		<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.23</b>	Over how many months in total were these costs being deducted?  (Months)			
<b>F.24a</b>	How much did your [NAME's] employer deduct in total?  Please indicate the AMOUNT	Don't know	997 <input type="checkbox"/>	→G.1
<b>F.24b</b>	CURRENCY CODE		<input type="text"/> <input type="text"/> <input type="text"/>	
<b>READ: THE FOLLOWING QUESTION IS EXCLUSIVELY ABOUT YOUR FIRST JOB IN [THE COUNTRY], WITHIN THE LAST 3 YEARS</b>				
<b>F.25</b>	How many months did you [did NAME], or will you [will NAME] have to work to recover the costs of getting this job?		<input type="text"/> <input type="text"/> <input type="text"/> MONTHS	

**Module VII: BORROWING MONEY FOR A JOB ABROAD (CoD)**

ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE

<b>G.1</b>	Did you [did NAME] or someone in your [NAME's] family borrow any money to pay for getting this first job in [COUNTRY]?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	→H.1
		Don't know	97 <input type="checkbox"/>	→H.1

<b>G.2a</b>	How much did you [did NAME] or a family member borrow?			
	Please indicate the AMOUNT	_____		
<b>G.2b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div>		
<b>G.3</b>	Who was the money mainly borrowed from?	Member of the household Other relative/friend Money lender Bank Recruiter/broker Employer Community group Government agency Credit union Cooperative Pawnshop Landlord Others (specify): _____	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/>	
<b>G.4</b>	When was the money or loan obtained?	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____ YEAR (YYYY) 9997 DON'T KNOW		
<b>G.5</b>	What was the interest rate (in percent)?	_____ percent Don't know <input type="checkbox"/> 997 <input type="checkbox"/>		→G.7
<b>G.6</b>	Over what period was the interest rate for?	Day Week Month Year Others (specify): _____	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/>	
<b>G.7</b>	How was the loan being repaid when you were [NAME was] working abroad?	From money sent home From deductions to salary by employer From other sources of income Others (specify): _____	01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/>	
<b>G.8</b>	Has the loan been fully repaid?	YES <input type="checkbox"/> 01 <input type="checkbox"/> NO <input type="checkbox"/> 02 <input type="checkbox"/>		→G.11
<b>G.9</b>	When was the loan fully repaid?	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____ YEAR (YYYY)		



<b>G.10</b>	How much money was paid back in total (including interest if any)? Please indicate the AMOUNT		
<b>G.10b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	→H.1
<b>G.11</b>	When do you [does NAME] expect the loan to be fully repaid?	a. <input type="text"/> MONTH (MM) 97 DON'T KNOW	
		b. <input type="text"/> YEAR (YYYY) 9997 DON'T KNOW	
<b>G.12</b>	How much money has been paid back so far (including interest if any)? Please indicate the AMOUNT		
<b>G.12b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>G.13</b>	What is the outstanding balance to be repaid? Please indicate the AMOUNT		
<b>G.13b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	

<b>Module VIII: BONUSES &amp; INCENTIVES FOR A JOB ABROAD (CoD)</b>			
<i>ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE</i>			
<b>THE FOLLOWING QUESTIONS CONCERN BONUSES AND INCENTIVES RECEIVED TO TAKE UP OR STAY IN YOUR FIRST JOB FOR WAGE OR SALARY IN [THE COUNTRY], OBTAINED WITHIN THE LAST 3 YEARS.</b>			
<b>H.1</b>	At any time during your [NAME's] recruitment process, or in order to start this first job in [THE COUNTRY], did you [did NAME] receive any <b>bonuses or incentives in cash or in kind, while still in your [NAME's] country?</b>	Yes <input type="checkbox"/> 01 No <input type="checkbox"/> 02 Don't know <input type="checkbox"/> 97	 →H.2 →H.2
<b>H.1a</b>	If so, please indicate the AMOUNT		
<b>H.1b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>H.2</b>	At any time during your [NAME's] recruitment process, before starting this first job in [THE COUNTRY], did you [did NAME] receive any <b>advance payment while still in your [NAME's] country?</b>	Yes <input type="checkbox"/> 01 No <input type="checkbox"/> 02 Don't know <input type="checkbox"/> 97	 →H.3 →H.3
<b>H.2a</b>	If so, please indicate the AMOUNT		
<b>H.2b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	

<b>H.2c</b>	How many months did this advance payment correspond to in terms of your [NAME's] foreign salary?	_____ MONTHS (MM)		
<b>H.3</b>	At any time during your [NAME's] recruitment process, or in order for you [for NAME] to continue this first job in [THE COUNTRY], did you [did NAME] receive any additional bonuses or incentives in cash or in kind, when you were [NAME was] working abroad?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	→I.1
		Don't know	97 <input type="checkbox"/>	→I.1
<b>H.3a</b>	If so, please indicate the AMOUNT	_____		
<b>H.3b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div>		

### Module IX: FIRST JOB ABROAD, CHARACTERISTICS AND EARNINGS (CoD)

ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE

THE FOLLOWING QUESTIONS ARE ASKED TO MIGRANT WORKERS IN THE COUNTRY OF DESTINATION, AND ARE ASKED FOR THE FIRST JOB FOR WAGE OR SALARY IN [THE COUNTRY], ONLY IF THE FIRST JOB WAS STARTED LESS THAN 3 YEARS AGO.

<b>I.1</b>	CHECK QUESTION (NOT ASKED): ENUMERATOR RE-CHECK THAT [NAME] STARTED [HER/HIS] <b>FIRST JOB ABROAD</b> FOR WAGE OR SALARY <b>LESS THAN 3 YEARS AGO</b> ; I.E. <b>E.2b=01</b>	YES	01 <input type="checkbox"/>	
		NO	02 <input type="checkbox"/>	→END/ NEXT PERSON
<b>I.2</b>	TO CHECK AGAIN WITH YOU [NAME]: When did you [did NAME] start working abroad in your [NAME's] <b>FIRST JOB</b> for pay or salary, <b>WITHIN THE LAST 3 YEARS</b> (please provide month and year)?	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____ YEAR (YYYY) 9997 DON'T KNOW		
<b>I.3</b>	Are you [is NAME] currently still working in a job abroad for pay or salary?	YES	01 <input type="checkbox"/>	
		NO	02 <input type="checkbox"/>	→I.5a
<b>I.4</b>	Is this still your [NAME's] first job for pay or salary since you started working abroad in [THE COUNTRY]?	YES	01 <input type="checkbox"/>	→I.5b
		NO	02 <input type="checkbox"/>	
<b>I.5a</b>	How many months in total did you [did NAME] work in this [her/his] first job in [THE COUNTRY]?	READ Less than 6 months   01 <input type="checkbox"/> Six months to less than 12 months   02 <input type="checkbox"/> 12 months to less than 24 months   03 <input type="checkbox"/> 24 months and more   04 <input type="checkbox"/>		
<b>I.5b</b>		READ Less than 1 months   01 <input type="checkbox"/>		

	About how many months did you [did NAME] work in this first job <b>during your [her/his] first year</b> of work in [THE COUNTRY]?	One month to less than 3 months	02 <input type="checkbox"/>	→I.6
		Three months to less than 6 months	03 <input type="checkbox"/>	
		Six months to less than 12 months	04 <input type="checkbox"/>	
		Twelve months/full year	05 <input type="checkbox"/>	
<b>READ: THE FOLLOWING QUESTIONS ARE EXCLUSIVELY ABOUT YOUR <u>FIRST JOB FOR WAGE OR SALARY IN [THE COUNTRY], <u>WITHIN THE LAST 3 YEARS.</u></u></b>				
	<b>INTERVIEWER TO READ:</b> If you were having many jobs at the same time during that period, please indicate the one you started first, or the main job. The main job is the one where you [NAME] usually worked the highest number of hours.			
<b>I.6</b>	In this [NAME's] main first job in [THE COUNTRY], what kind of work did you [did NAME] usually do?	_____ JOB TITLE OR DESCRIPTION		
<b>I.6a</b>	([e.g. Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook – plan and prepare meals; Primary school teacher –teach children how to read and write])	_____ MAIN TASKS AND DUTIES		
<b>I.6b</b>		ISCO CODE: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
<b>I.7</b>	Does the business or place where you [NAME] worked in [THE COUNTRY] have a name?	YES	01 <input type="checkbox"/>	→I.9
		BUSINESS WITHOUT A NAME	02 <input type="checkbox"/>	
		PRIVATE HOUSEHOLD	03 <input type="checkbox"/>	
<b>I.8</b>	What is the name?	_____ (NAME OF ESTABLISHMENT)		
<b>I.9</b>	What is the main activity of the business or place where you [NAME] worked in [THE COUNTRY]?	_____ MAIN ACTIVITY		
<b>I.9a</b>	([e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])	_____ GOODS OR SERVICES		
<b>I.9b</b>		ISIC CODE: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
<b>I.10</b>	Were you [was NAME] employed by ....			
	READ			
	The government or a state owned enterprise	01 <input type="checkbox"/>		
	A farm	02 <input type="checkbox"/>		
	A private business (non-farm)	03 <input type="checkbox"/>		
	A private household (domestic worker, driver, etc.)	04 <input type="checkbox"/>		
	An NGO, non-profit institution, church	05 <input type="checkbox"/>		
	An international organization or a foreign embassy	06 <input type="checkbox"/>		
<b>I.11a</b>		YES, WRITTEN CONTRACT	01 <input type="checkbox"/>	
		YES, ORAL AGREEMENT	02 <input type="checkbox"/>	

	Did you [did NAME] have a written contract or oral agreement with your [NAME's] employer abroad?	NO	03 <input type="checkbox"/>	→I.12
<b>I.11b</b>	Was your [was NAME's] contract/agreement...			
	<i>READ</i>			
	Of limited time duration		01 <input type="checkbox"/>	
	Permanent or without limit of time		02 <input type="checkbox"/>	→I.12
	For the completion of a task or tasks		03 <input type="checkbox"/>	→I.12
<b>I.11c</b>	What was the total duration of your [NAME's] contract?	Daily contract/agreement	01 <input type="checkbox"/>	
		Less than one month	02 <input type="checkbox"/>	
		1 to less than 3 months	03 <input type="checkbox"/>	
		3 to less than 6 months	04 <input type="checkbox"/>	
		6 to less than 12 months	05 <input type="checkbox"/>	
		12 to less than 24 months	06 <input type="checkbox"/>	
		2 years or more	07 <input type="checkbox"/>	
<b>I.12</b>	In what kind of place did you [did NAME] typically work in this first job in [THE COUNTRY]?	At your [NAME's] own residence	01 <input type="checkbox"/>	
		At the client's or employer's home, live in	02 <input type="checkbox"/>	
		At the client's or employer's home, live out/ only daily	03 <input type="checkbox"/>	
		At a business, office, factory with fixed premise	04 <input type="checkbox"/>	
		On the street	05 <input type="checkbox"/>	
		In the open/on a farmland	06 <input type="checkbox"/>	
		On a construction site	07 <input type="checkbox"/>	
		On the water/ at sea	08 <input type="checkbox"/>	
		On a mobile device/ vehicle	09 <input type="checkbox"/>	
		Other with no fixed location	10 <input type="checkbox"/>	
<b>I.13</b>	Were you [was NAME] paid a wage or salary for this work in [THE COUNTRY]?	Yes	01 <input type="checkbox"/>	
		No, I was not paid	02 <input type="checkbox"/>	→I.17
			<input type="checkbox"/>	
<b>I.14</b>	Thinking about your [NAME's] mode of payment during this first job in [THE COUNTRY], on average were you [was NAME] paid...?	In cash only	01 <input type="checkbox"/>	
		In kind only	02 <input type="checkbox"/>	→I.16a
		Both in cash and in kind	03 <input type="checkbox"/>	
<b>I.15a</b>	Thinking of your [NAME's] <b>first month of wage or salary earned</b> in this first job, how much did you [did NAME] earn in cash?			
	Please indicate the AMOUNT in the currency you were paid in, and the [COUNTRY]			
<b>I.15b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)		<input type="text"/> <input type="text"/> <input type="text"/>	
<b>I.16a</b>	Thinking of your [NAME's] <b>first month of wage or salary earned</b> in this first job, how much did you [did NAME] earn in kind?			

	Please indicate the AMOUNT in the currency you were [NAME was] paid in, and the [COUNTRY]		
<b>I.16b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>I.17</b>	Did you [did NAME] receive any other <b>monthly bonuses</b> as a pay or salary for the work done during your [NAME's] first job in [THE COUNTRY], including during the first month?	Yes <input type="checkbox"/> 01 No <input type="checkbox"/> 02	→I.19a
<b>I.18a</b>	Thinking of your [NAME's] <b>first month of wage or salary earned</b> in this first job, what was the monthly equivalent of your [NAME's] other bonuses?  Please indicate the AMOUNT in the currency you were [NAME was] paid in, and the [COUNTRY]	<hr/>	
<b>I.18b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>READ: THE FOLLOWING QUESTIONS ARE EXCLUSIVELY ABOUT EARNINGS IN THE LAST MONTH OF THE FIRST 12 MONTHS OF WORK IN [THE COUNTRY], FOR THE FIRST JOB OBTAINED <u>WITHIN THE LAST 3 YEARS.</u></b>			
<b>I.19a</b>	Thinking of the last month during your [NAME's] first 12 months of work in [THE COUNTRY], how much were you [was NAME] paid in total, including both in cash and in kind?  Please indicate the estimated AMOUNT in the currency of the country where you were [NAME was] working	<hr/>	
<b>I.19b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>I.20a</b>	How much did you [did NAME] receives as bonuses on the last month of work, during the first 12 months of work in [THE COUNTRY]?  Please indicate the estimated AMOUNT in the currency of the country where you were [NAME was] working	<hr/>	
<b>I.20b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>THE FOLLOWING QUESTIONS ARE ABOUT THE MOST RECENT WORK MONTH ABROAD, <u>WITHIN THE LAST 3 YEARS.</u></b>			
<b>I.21a</b>	Thinking of your [NAME's] <b>most recent monthly pay abroad</b> , how much were you [was NAME] paid in total, including in cash, kind, and bonuses?		

	Please indicate the estimated AMOUNT for the latest monthly pay in the currency of the country where you [NAME] worked the most recently	_____	
<b>I.21b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div>	
<b>I.22</b>	INTERVIEWER RECORD THE END TIME OF THE INTERVIEW	<div style="border: 1px solid black; display: inline-block; width: 100px; height: 20px; vertical-align: middle;"></div> <div style="display: inline-block; vertical-align: middle;">HH:MM</div>	

**WE HAVE CONCLUDED OUR INTERVIEW, AND WE THANK YOU FOR YOUR COOPERATION AND YOUR CONTRIBUTION TO THE STUDY!**



# Measuring international migration and recruitment costs of migrant workers (SDG indicator 10.7.1) - ILO - World Bank Model PAPI Questionnaire – **Long Form – CoO - (Version 4)**

**(COUNTRY OF ORIGIN- CoO: RETURN MIGRANT WORKERS)**

*December 2019*

Module I: HOUSEHOLD ROSTER AND DEMOGRAPHICS			
<b>A.1a</b>	INTERVIEWER RECORD THE START TIME OF THE INTERVIEW	_____ HH:MM	
<b>A.1b</b>	HOW MANY PERSONS IN TOTAL ARE USUAL MEMBERS OF THIS HOUSEHOLD?	<input type="text"/> <input type="text"/>	
<b>A.2</b>	PERSON NUMBER OF EACH HOUSEHOLD MEMBER	_____ PPNO#	
<b>A.3</b>	What are the names of the members of this household, starting with the head or reference person?	_____ NAME	
<b>A.4</b>	READ ONLY IF SEX IS NOT CLEAR Is [NAME] male or female?	Male	01 <input type="checkbox"/>
		Female	02 <input type="checkbox"/>
<b>A.5</b>	What is [NAME's] relationship to the (head/reference person) of the household?	Reference person/head	01 <input type="checkbox"/>
		Spouse/partner	02 <input type="checkbox"/>
		Son/daughter	03 <input type="checkbox"/>
		Mother/father	04 <input type="checkbox"/>
		Other relative	05 <input type="checkbox"/>
		Domestic worker	06 <input type="checkbox"/>
		Other unrelated person	07 <input type="checkbox"/>
<b>A.6</b>	What is [NAME's] date of birth?	____/____/____ DD MM YYYY 97/97/9997 don't know	
<b>A.7</b>	INTERVIEWER CALCULATE & ENTER AGE, ELSE IF YEAR OR MONTH = 9997 ASK: How old is [NAME]?	_____ Age write '00' if less than 1 year	
<i>for members aged &gt;=15</i>			
<b>A.8</b>	What is [NAME's] marital status?	Single/never married	01 <input type="checkbox"/>
		Married	02 <input type="checkbox"/>
		Separated	03 <input type="checkbox"/>
		Divorced	04 <input type="checkbox"/>
		Widowed	05 <input type="checkbox"/>
<i>for members aged &gt;=5</i>			
<b>A.9a</b>	What is the highest level of education that [NAME] has completed?	[Never attended school]	01 <input type="checkbox"/> →B.1
		[Less than primary]	02 <input type="checkbox"/> →A.11
		[Primary]	03 <input type="checkbox"/> →A.11
		[Lower secondary]	04 <input type="checkbox"/>
		[Upper secondary]	05 <input type="checkbox"/>
		[Post-secondary non-tertiary]	06 <input type="checkbox"/>
		[Tertiary]	07 <input type="checkbox"/>
<b>A.9b</b>	How many years of schooling has [NAME] completed?	_____ years	
<b>A.10a</b>	In which field of study is [NAME's] highest completed educational qualification?	_____ NAME	



<b>A.10b</b>	INTERVIEWER: PLEASE WRITE THE CODE OF EDUCATIONAL QUALIFICATION AS PROVIDED IN THE CODES LIST	<div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; display: inline-block; width: 40px; height: 20px;"></div>		
<i>FIELD OF STUDY</i>				
<b>FOR MEMBERS AGED BETWEEN 5 &amp; 29 YEARS</b>				
<b>A.11</b>	Is [NAME] currently attending school?	Yes	01	<input type="checkbox"/>
		No	02	<input type="checkbox"/>

<b>Module II: DISABILITY STATUS</b>				
<b>FOR MEMBERS AGED &gt;=5</b>				
<b>INTERVIEWER READ:</b>				
The next questions ask about difficulties that you [NAME] may have doing certain activities because of a health problem...				
<b>B.1</b>	Do you [does NAME] have difficulty seeing, even if wearing glasses? Would you say...?	<b>READ</b>		
		No, no difficulty	01	<input type="checkbox"/>
		Yes, some difficulty	02	<input type="checkbox"/>
		Yes, a lot of difficulty	03	<input type="checkbox"/>
		Cannot do it at all	04	<input type="checkbox"/>
<b>B.2</b>	Do you [does NAME] have difficulty hearing, even if using a hearing aid?	<b>READ ONLY IF NEEDED</b>		
		No, no difficulty	01	<input type="checkbox"/>
		Yes, some difficulty	02	<input type="checkbox"/>
		Yes, a lot of difficulty	03	<input type="checkbox"/>
		Cannot do it at all	04	<input type="checkbox"/>
<b>B.3</b>	Do you [does NAME] have difficulty walking or climbing steps?	<b>READ ONLY IF NEEDED</b>		
		No, no difficulty	01	<input type="checkbox"/>
		Yes, some difficulty	02	<input type="checkbox"/>
		Yes, a lot of difficulty	03	<input type="checkbox"/>
		Cannot do it at all	04	<input type="checkbox"/>
<b>B.4</b>	Do you [does NAME] have difficulty remembering or concentrating?	<b>READ ONLY IF NEEDED</b>		
		No, no difficulty	01	<input type="checkbox"/>
		Yes, some difficulty	02	<input type="checkbox"/>
		Yes, a lot of difficulty	03	<input type="checkbox"/>
		Cannot do it at all	04	<input type="checkbox"/>
<b>B.5</b>	Do you [does NAME] have difficulty with (self-care such as) washing all over or dressing?	<b>READ ONLY IF NEEDED</b>		
		No, no difficulty	01	<input type="checkbox"/>
		Yes, some difficulty	02	<input type="checkbox"/>
		Yes, a lot of difficulty	03	<input type="checkbox"/>
		Cannot do it at all	04	<input type="checkbox"/>
<b>B.6</b>	Using your [his/her] usual/customary language, do you [does NAME] have difficulty communicating for example understanding or being understood by others?	<b>READ ONLY IF NEEDED</b>		
		No, no difficulty	01	<input type="checkbox"/>
		Yes, some difficulty	02	<input type="checkbox"/>
		Yes, a lot of difficulty	03	<input type="checkbox"/>
		Cannot do it at all	04	<input type="checkbox"/>

Module III: LABOUR FORCE STATUS				
<b>C.1a</b>	Now, I would like to talk to [PPNO# NAME]. Is [PPNO# NAME] available?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	
<b>C.1b</b>	INTERVIEWER TO ANSWER: IS THE PERSON (HIM/HERSELF) RESPONDING TO THE QUESTIONS?	Yes	01 <input type="checkbox"/>	→C.2
		No	02 <input type="checkbox"/>	
<b>C.1c</b>	INTERVIEWER, ENTER THE PPNO OF THE PERSON RESPONDING TO THE QUESTIONS	_____		
		PPNO#		
Module III.a: Identification of Employed persons				
<b>C.2</b>	Last week, that is from [DATE] up to [DATE] did you [did NAME] do any work for a wage, salary or any other pay, even if only for one hour?	Yes	01 <input type="checkbox"/>	→C.20
		No	02 <input type="checkbox"/>	
<b>C.3</b>	Last week, did you [did NAME] run or do any kind of business, farming or other activity to generate income, even if only for one hour?	Yes	01 <input type="checkbox"/>	→C.10
		No	02 <input type="checkbox"/>	
	<b>READ IF NEEDED:</b> <i>For example: [making things for sale, growing produce for sale, buying and reselling things, provided services for pay, raising animals or catching fish for sale]</i>			
<b>C.4</b>	Last week, did you [did NAME] help with the paid job or business of a household or family member?	Yes	01 <input type="checkbox"/>	→C.10
		No	02 <input type="checkbox"/>	
<b>C.5</b>	Even though you [NAME] did not work, last week did you [did NAME] have a paid job or a business?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	→C.60
<b>C.6</b>	Why did you [did NAME] not work during the last week?			
	Waiting to start new job or business	01 <input type="checkbox"/>	→C.60	
	Low or off-season	02 <input type="checkbox"/>	→C.60	
	Shift work, flexi time, nature of work	03 <input type="checkbox"/>	→C.10	
	Vacation, holidays	04 <input type="checkbox"/>	→C.10	
	Sickness, illness, accident	05 <input type="checkbox"/>	→C.10	
	Maternity, paternity leave	06 <input type="checkbox"/>	→C.10	
	Education leave or training	07 <input type="checkbox"/>	→C.7	
	Other personal leave (care for family, civic duties...)	08 <input type="checkbox"/>	→C.7	
	Temporary lay-off, no clients or materials, work break	09 <input type="checkbox"/>	→C.7	
	Bad weather, natural disaster	10 <input type="checkbox"/>	→C.7	
	Strike or labour dispute	11 <input type="checkbox"/>	→C.7	
	Long-term disability	12 <input type="checkbox"/>	→C.7	
	Other (specify): _____	13 <input type="checkbox"/>	→C.7	

<b>C.7</b>	Including the time that you have [NAME has] been absent, will you [NAME] return to that same job or business in 3 months or less?	Yes	01 <input type="checkbox"/>	→C.10
		No	02 <input type="checkbox"/>	
<b>C.8</b>	Do you [does NAME] continue to receive an income from your [his/her] job or business during this absence?	Yes	01 <input type="checkbox"/>	→C.10
		No	02 <input type="checkbox"/>	→C.60
<b>C.10</b>	Was your [NAME's] work that you mentioned in...?			
	<i>READ CATEGORIES &amp; MARK ALL THAT APPLY</i>			
	Farming or rearing farm animals	01 <input type="checkbox"/>		
	Fishing or fish farming	02 <input type="checkbox"/>		
	Another type of job or business	03 <input type="checkbox"/>	→C.20	
<b>C.11</b>	Thinking about the animals/products you [NAME] worked on, are they intended ..... ?			
	<i>READ CATEGORIES &amp; MARK ONE</i>			
	Only for sale	01 <input type="checkbox"/>	→C.20	
	Mainly for sale	02 <input type="checkbox"/>	→C.20	
	Mainly for family use	03 <input type="checkbox"/>	→C.60	
	Only for family use	04 <input type="checkbox"/>	→C.60	
	<i>DO NOT READ</i>			
	CANNOT SAY	05 <input type="checkbox"/>	→C.60	

Module III.b: Characteristics of Main Job				
<b>C.20</b>	Last week did you [did NAME] have more than one job or business?	One job/business	01 <input type="checkbox"/>	→C.22
		More than one	02 <input type="checkbox"/>	
<b>C.21</b>	<b>INTERVIEWER TO READ:</b> I am now going to ask you some questions about your [NAME's] main job. The main job is the one where you [NAME] usually work the highest number of hours even if you were [NAME was] temporarily absent last week.			
<b>C.22</b>	In your [his/her] main job, what kind of work do you [does NAME] usually do?			
<b>C.23a</b>	([e.g. Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook –plan and prepare meals; Primary school teacher –teach children how to read and write])	_____ <i>JOB TITLE OR DESCRIPTION</i>		
<b>C.23b</b>		_____ <i>MAIN TASKS AND DUTIES</i>		
		_____ <i>ISCO CODE:</i> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>		
<b>C.24</b>	Does the business or place where you [NAME] work(s) have a name?	Yes	01 <input type="checkbox"/>	
		Business without a name	02 <input type="checkbox"/>	→C.26
		Private household	03 <input type="checkbox"/>	→C.30
<b>C.25</b>	What is the name?	_____ (NAME OF ESTABLISHMENT)		

<b>C.26</b>	What is the main activity of the business or place where you [NAME] work(s)?		
<b>C.26a</b>	([e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])	<b>MAIN ACTIVITY</b>	
<b>C.26b</b>		<b>GOODS OR SERVICES</b>	
		<b>ISIC CODE:</b> <input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	
<b>C.27</b>	Are you [is NAME] employed by .... ?		
	<b>READ</b>		
	The government or a state owned enterprise	01 <input type="checkbox"/>	→C.30
	A farm	02 <input type="checkbox"/>	
	A private business (non-farm)	03 <input type="checkbox"/>	
	A private household (domestic worker, driver, guard, etc.)	04 <input type="checkbox"/>	→C.30
	An NGO, non-profit institution, church	05 <input type="checkbox"/>	→C.30
	An international organization or a foreign embassy	06 <input type="checkbox"/>	→C.30
<b>C.28</b>	Is the business where you [NAME] work(s) registered in the [NATIONAL BUSINESS REGISTER]?		
	Yes	01 <input type="checkbox"/>	→C.30
	No	02 <input type="checkbox"/>	
	Don't know	97 <input type="checkbox"/>	
<b>C.29</b>	Does the business you [NAME] work(s) in keep a complete set of accounts including [ASSETS, INCOME AND EXPENDITURES, THAT IS A COMPLETE BALANCE SHEET]?		
	Yes	01 <input type="checkbox"/>	
	No	02 <input type="checkbox"/>	
	Don't know	97 <input type="checkbox"/>	
<b>C.30</b>	In what kind of place do you [does NAME] typically work?		
	At (your/name's) own home	01 <input type="checkbox"/>	
	At the client's or employer's home	02 <input type="checkbox"/>	
	At a business, office, factory with fixed premise	03 <input type="checkbox"/>	
	At a fixed location, on the street	04 <input type="checkbox"/>	
	In the open/on farmland/on the water	05 <input type="checkbox"/>	
	Vehicle	06 <input type="checkbox"/>	
	Other with no fixed location	07 <input type="checkbox"/>	
<b>C.32</b>	In your [NAME's] main job, do you [does NAME] work(s) ...?		
	<b>READ</b>		
	In your [NAME's] own business activity	01 <input type="checkbox"/>	
	In a business operated by a household or family member	02 <input type="checkbox"/>	→C.50
	As an employee for someone else	03 <input type="checkbox"/>	→C.34
	As an apprentice, intern	04 <input type="checkbox"/>	→C.34
	Helping a family member who works for someone else	05 <input type="checkbox"/>	→C.50
<b>C.33</b>	Did you [did NAME] have any regular paid employees last week?		
	YES	01 <input type="checkbox"/>	ALL
	NO	02 <input type="checkbox"/>	→C.46
<b>C.34</b>	Do you [does NAME] have a written contract or oral agreement with your [NAME's] employer?		
	Yes, written contract	01 <input type="checkbox"/>	
	Yes, oral agreement	02 <input type="checkbox"/>	
	No	03 <input type="checkbox"/>	→C.36
<b>C.35</b>	Is your [NAME's] contract/agreement ...		

	<b>READ</b>		
	Of limited time duration	01	<input type="checkbox"/>
	Permanent or without limit of time	02	<input type="checkbox"/>
	For the completion of a task or tasks	03	<input type="checkbox"/>
<b>C.36</b>	Does your [NAME's] employer pay contributions to a [PENSION FUND/HEALTH/UNEMPLOYMENT INSURANCE] for you [for NAME]?	Yes	01 <input type="checkbox"/>
		No	02 <input type="checkbox"/>
		Don't know	97 <input type="checkbox"/>
<b>C.37</b>	Do you [does NAME] get paid annual leave?	Yes	01 <input type="checkbox"/>
		No	02 <input type="checkbox"/>
		Don't know	97 <input type="checkbox"/>
<b>C.38</b>	Would you [NAME] get paid sick leave in case of illness or injury?	Yes	01 <input type="checkbox"/>
		No	02 <input type="checkbox"/>
		Don't know	97 <input type="checkbox"/>

Earnings from Employment- Paid employment			
<b>C.41</b>	The last time when you were [NAME was] paid, what was the payment you [NAME] received, in both cash and kind altogether?  Please indicate the AMOUNT in local [Country] currency		
<b>C.43</b>	The last time when you were [NAME was] paid, what period did this payment cover?	One day	01 <input type="checkbox"/>
		One week	02 <input type="checkbox"/>
		Two weeks	03 <input type="checkbox"/>
		One month	04 <input type="checkbox"/>
		Six months	05 <input type="checkbox"/>
		Other (Please specify)	06 <input type="checkbox"/>
<b>C.44</b>	Did the employer provide you [NAME] with subsidised housing, food/drinks, transport, clothing, or others? If so, please indicate the equivalent value during the last month.  Please indicate the monthly VALUE in local [Country] currency		
Earnings from Employment- Self employment			
<b>C.46</b>	During the last month, how much did you [did NAME] make in net profit from your main business or activity? That is, after considering all the sales and deducting all expenses?  Please indicate the AMOUNT in local [Country] currency		
<b>C.47</b>	Last month, did you [did NAME] take any products from your [NAME's] main business/ activity for the household's own use?	Yes	01 <input type="checkbox"/>
		No	02 <input type="checkbox"/>
		Don't know/ No answer	03 <input type="checkbox"/>
<b>C.48</b>	If one had to purchase those products, how much would they have cost?  Please indicate the VALUE in local [Country] currency		

Module III.c: Working time in Employment			
<b>C.50</b>	How many hours do you [does NAME] <b>usually</b> work per week in your [his/her] main job?	<div>_____</div> <div>NUMBER OF HOURS PER WEEK</div> <div>ENTER 997 FOR DON'T KNOW</div>	
<b>C.51</b>	Last week, how many hours did you [did NAME] <b>actually</b> work in total in your [his/her] main job?	<div>_____</div> <div>NUMBER OF HOURS LAST WEEK</div> <div>ENTER 997 FOR DON'T KNOW</div>	
<b>IF MORE THAN ONE JOB (C.20=02) → C.52, ELSE → C.54</b>			
<b>C.52</b>	How many hours do you [does NAME] <b>usually</b> work per week in your [his/her] second and other jobs?	<div>_____</div> <div>NUMBER OF HOURS</div> <div>ENTER 997 FOR DON'T KNOW</div>	
<b>C.53</b>	How many hours did you [did NAME] <b>actually</b> work last week in your [his/her] second and other jobs?	<div>_____</div> <div>NUMBER OF HOURS</div> <div>ENTER 997 FOR DON'T KNOW</div>	
<b>C.55</b>	Would you [would NAME] want to work more hours per week than usually worked, provided the extra hours are paid?	Yes 01 <input type="checkbox"/>	→D.1
		No 02 <input type="checkbox"/>	
<b>C.56</b>	Could you [could NAME] start working more hours within the next two weeks?	Yes 01 <input type="checkbox"/>	<b>ALL</b>
		No 02 <input type="checkbox"/>	
<b>ALL → D.1</b>			

Module III.d: Job search and availability			
<b>C.60</b>	During the last four weeks, that is from [DATE] up to [DATE] did you [did NAME] do anything to find a paid job?	Yes 01 <input type="checkbox"/>	→C.62
		No 02 <input type="checkbox"/>	
<b>C.61</b>	Or did you [did NAME] try to start a business?	Yes 01 <input type="checkbox"/>	→C.65
		No 02 <input type="checkbox"/>	
<b>C.62</b>	What did you [did NAME] mainly do in the last four weeks to find a paid job/start a business?		
	Apply to prospective employers	01 <input type="checkbox"/>	
	Place or answer job advertisements	02 <input type="checkbox"/>	
	Study or read job advertisements	03 <input type="checkbox"/>	
	Post/update resume on professional/social networking sites	04 <input type="checkbox"/>	
	Register with (public employment service)	05 <input type="checkbox"/>	
	Register with a private employment centre/agency	06 <input type="checkbox"/>	
	Take a test or interview	07 <input type="checkbox"/>	
	Seek help from relatives, friends, others	08 <input type="checkbox"/>	
	Check at factories, work sites	09 <input type="checkbox"/>	
	Wait on the street to be recruited	10 <input type="checkbox"/>	
	Seek financial help to start a business	11 <input type="checkbox"/>	
	Look for land, building, equipment, materials to start a business	12 <input type="checkbox"/>	
	Apply for a permit or license to start a business	13 <input type="checkbox"/>	
	Other (specify: _____)	14 <input type="checkbox"/>	

<b>C.63</b>	For how long have you [has NAME] been without work and trying to find a paid job or start a business?		
	Less than 1 month	01 <input type="checkbox"/>	→C.68
	One month to < 3 months	02 <input type="checkbox"/>	→C.68
	Three months to < 6 months	03 <input type="checkbox"/>	→C.68
	Six months to < 12 months	04 <input type="checkbox"/>	→C.68
	One year to < 2 years	05 <input type="checkbox"/>	→C.68
	Two years or more	06 <input type="checkbox"/>	→C.68
<b>C.65</b>	At present do you [does NAME] want to work?	Yes 01 <input type="checkbox"/>	
	No	02 <input type="checkbox"/>	→D.1
<b>C.66</b>	What is the main reason why you [NAME] did not try to find a paid job or start a business in the last four weeks?		
	Waiting to start new job or business	01 <input type="checkbox"/>	
	Waiting for results of a previous search	02 <input type="checkbox"/>	
	Awaiting recall from a previous job	03 <input type="checkbox"/>	
	Waiting for the season to start	04 <input type="checkbox"/>	
	Tired of looking for jobs, no jobs in area	05 <input type="checkbox"/>	
	No jobs matching skills, lacks experience	06 <input type="checkbox"/>	
	Considered too young/old by employers	07 <input type="checkbox"/>	
	In studies, training	08 <input type="checkbox"/>	
	Family / household responsibilities	09 <input type="checkbox"/>	
	In agriculture / fishing for family use	10 <input type="checkbox"/>	
	Own disability, injury, illness	11 <input type="checkbox"/>	
	Retired, pensioner, other sources of income	12 <input type="checkbox"/>	
	Other (specify: _____)	13 <input type="checkbox"/>	
<b>C.68</b>	If a job or business opportunity had been available, could you [could NAME] have started working last week?	Yes 01 <input type="checkbox"/>	→D.1
	No	02 <input type="checkbox"/>	
<b>C.69</b>	Or, could you [could NAME] start working within the next two weeks?	Yes 01 <input type="checkbox"/>	→D.1
	No	02 <input type="checkbox"/>	
<b>C.70</b>	Why were you [was NAME] not available last week, and not available within the next two weeks?		
	Awaiting recall from a previous job	01 <input type="checkbox"/>	
	Waiting for the season to start	02 <input type="checkbox"/>	
	In studies, training	03 <input type="checkbox"/>	
	Family / household responsibilities	04 <input type="checkbox"/>	
	In agriculture / fishing for family use	05 <input type="checkbox"/>	
	Retired, pensioner	06 <input type="checkbox"/>	
	Own disability, injury, illness	07 <input type="checkbox"/>	
	Doing volunteering, community or charity work	08 <input type="checkbox"/>	
	Engaged full time in cultural or leisure activities	09 <input type="checkbox"/>	
	Other (specify: _____)	10 <input type="checkbox"/>	

<b>Module IV.a: INTERNATIONAL MIGRATION STATUS, MIGRANT WORKERS</b>				
<b>FOR ALL HOUSEHOLD MEMBERS</b>				
<b>D.1</b>	Are you [is NAME] a citizen of...?	<i>READ &amp; MARK ALL THAT APPLY</i>		
		[COUNTRY]	01 <input type="checkbox"/>	→D.3
		Another country	02 <input type="checkbox"/>	
		<i>DO NOT READ</i>		
		STATELESS	03 <input type="checkbox"/>	→D.3
<b>D.2</b>	Which country are you [is NAME] a citizen of...?	a. _____ NAME OF COUNTRY		
		b. _____ CODE OF COUNTRY		
<b>D.3</b>	Were you [was NAME] born in [COUNTRY]?	Yes	01 <input type="checkbox"/>	→D.9
		No	02 <input type="checkbox"/>	
<b>D.4</b>	In which country were you [was NAME] born?	a. _____ NAME OF COUNTRY		
		b. _____ CODE OF COUNTRY		
<b>D.5</b>	In which month and year did you [did NAME] arrive to live in [COUNTRY]?	a. _____ MONTH (MM)		
		97 DON'T KNOW		
		b. _____ YEAR (YYYY)		
		9997 DON'T KNOW		
<b>D.6</b>	How long have you [has NAME] been living in [COUNTRY]...?	<i>READ</i>		
		Less than 3 months	01 <input type="checkbox"/>	
		3 months to less than 12 months	02 <input type="checkbox"/>	
		One year to less than 3 years	03 <input type="checkbox"/>	
		Three years to less than 5 years	04 <input type="checkbox"/>	
		Five years to less than 10 years	05 <input type="checkbox"/>	
		Ten years or more	06 <input type="checkbox"/>	
<b>D.7</b>	What was your [NAME's] main reason for moving in [COUNTRY]?	To take up a job	01 <input type="checkbox"/>	→END/ NEXT PERSON
		Job transfer	02 <input type="checkbox"/>	
		To look for paid work	03 <input type="checkbox"/>	
		To start a business	04 <input type="checkbox"/>	
		To study	05 <input type="checkbox"/>	
		Marriage	06 <input type="checkbox"/>	
		Family moved/joining family	07 <input type="checkbox"/>	
		Health	08 <input type="checkbox"/>	
		Conflict, insecurity, disaster	09 <input type="checkbox"/>	
		Other (specify): _____	10 <input type="checkbox"/>	
<b>D.8</b>		Yes	01 <input type="checkbox"/>	→END/



	Have you [has NAME] ever worked, or looked for a job in this country, even if only for a short period of one month?	No	02 <input type="checkbox"/>	<b>NEXT PERSON</b>

<b>Module IV.b: RETURN MIGRANT WORKERS</b>				
<i>ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE</i>				
PLEASE RE-CHECK IF THE PERSON IS A NATIONAL OF [COUNTRY], OR WAS BORN IN [COUNTRY], BEFORE ASKING THE QUESTIONS BELOW, I.E.: QUESTION D.1=1, OR QUESTION D.3=1				
<b>D.9</b>	In the <b>last 3 years</b> , did you [did NAME] attempt but failed to go abroad to work?	Yes	01 <input type="checkbox"/>	<b>→D.12</b>
		No	02 <input type="checkbox"/>	
<b>D.10</b>	Why did you [did NAME] fail to go abroad to work? [Please check all that applies]	Could not afford to cover the costs of migration	01 <input type="checkbox"/>	
		Health reasons	02 <input type="checkbox"/>	
		Was promised a foreign job that did not exist	03 <input type="checkbox"/>	
		Cheated by a broker	04 <input type="checkbox"/>	
		Other (specify): _____	05 <input type="checkbox"/>	
<b>D.11a</b>	How much in total did you [did NAME] spend in failed attempts to get a foreign job?  Please indicate the AMOUNT	_____		
<b>D.11b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; margin-right: 5px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div>		
<b>D.12</b>	Have you [has NAME] ever travelled abroad, even if only for a short period?	Yes	01 <input type="checkbox"/>	<b>→END/</b>
		No	02 <input type="checkbox"/>	
				<b>NEXT PERSON</b>
<b>D.13</b>	Which country did you [did NAME] last return from?	a. _____ NAME OF COUNTRY  b. _____ CODE OF COUNTRY		
<b>D.14</b>	When did you [did NAME] last return from abroad (please provide month and year)?	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____ YEAR (YYYY) 9997 DON'T KNOW		
<b>D.15</b>	How long have you [has NAME] been living in the country you [NAME] last returned from?	<b>READ</b> Less than 12 months    01 <input type="checkbox"/> One year to less than 3 years    02 <input type="checkbox"/> Three years to less than 5 years    03 <input type="checkbox"/> Five years to less than 10 years    04 <input type="checkbox"/>		

		Ten years or more	05 <input type="checkbox"/>	
<b>D.16</b>	What was your [NAME's] main reason for travelling to the country you [NAME] last returned from?	To take up a job	01 <input type="checkbox"/>	→E.1a
		Job transfer	02 <input type="checkbox"/>	→E.1a
		To look for paid work	03 <input type="checkbox"/>	→E.1a
		To start a business	04 <input type="checkbox"/>	→E.1a
		To study	05 <input type="checkbox"/>	
		Marriage	06 <input type="checkbox"/>	
		Family moved/joining family	07 <input type="checkbox"/>	
		Health	08 <input type="checkbox"/>	
		Conflict, insecurity, disaster	09 <input type="checkbox"/>	
		OTHER (SPECIFY): _____	10 <input type="checkbox"/>	
<b>D.17</b>	During this last trip, did you [NAME] also work or look for work there?	YES	01 <input type="checkbox"/>	→E.1a
		NO	02 <input type="checkbox"/>	
<b>D.18</b>	Did you [did NAME] make any other trip abroad in the past and worked or looked for work while abroad?	YES	01 <input type="checkbox"/>	→D.19
		NO	02 <input type="checkbox"/>	→END/ NEXT PERSON
<b>D.19</b>	To which country did you [NAME] last travel where you [he/she] worked or looked for work?	a. _____ NAME OF COUNTRY		ALL →E.1a
		b. _____ CODE OF COUNTRY		

Module V: RECRUITMENT OF RETURN MIGRANT WORKERS (CoO)				
ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE				
THE FOLLOWING QUESTIONS ARE ASKED TO RETURN MIGRANT WORKERS IN THE COUNTRY OF ORIGIN, AND ARE ASKED FOR THE FIRST JOB ABROAD FOR WAGE OR SALARY, ONLY IF THAT FIRST JOB ABROAD WAS STARTED <u>LESS THAN 3 YEARS</u> AGO.				
<b>E.1a</b>	When did you [did NAME] first start working or looking for work ABROAD for a wage or salary (please provide month and year)?	a. _____ MONTH (MM)		
		97 DON'T KNOW		
		b. _____ YEAR (YYYY)		
		9997 DON'T KNOW		
<b>E.1b</b>	TALKING ABOUT YOUR [NAME's] FIRST JOB ABROAD FOR A WAGE OR SALARY: In which country did you [did NAME] obtain and start doing this job?	a. _____ NAME OF COUNTRY		
		b. _____ CODE OF COUNTRY		
<b>E.2a</b>	In the <b>last 3 years</b> , did you [did NAME] move abroad <b>to live and work</b> for a wage or salary?	Yes	01 <input type="checkbox"/>	
		No	02 <input type="checkbox"/>	→END/ NEXT PERSON

<b>E.2b</b>	What was the <b>last foreign country</b> you [NAME] worked in, or are you [is NAME] currently working in? ( <i>last country abroad</i> )	a. _____ NAME OF COUNTRY	
		b. _____ CODE OF COUNTRY	
<b>E.2c</b>	Did you [did NAME] work abroad before migrating to [ <i>last country abroad</i> ]?	Yes 01 <input type="checkbox"/>	
		No 02 <input type="checkbox"/>	
<b>E.2d</b>	How many different jobs or employers did you [did NAME] have in [ <i>last country abroad</i> ]?	_____	
		Number of jobs in last country abroad	
<b>THE FOLLOWING QUESTIONS ARE ABOUT THE FIRST JOB FOR WAGE OR SALARY IN THE LAST COUNTRY OF DESTINATION ABROAD <u>WITHIN THE LAST 3 YEARS</u></b>			
<b>ENUMERATOR READ:</b>			
<b><i>Now, think about the first job you [NAME] had/have in [last country abroad], within the last 3 years</i></b>			
<b>E.3</b>	Referring to your [NAME] first job for wage or salary ABROAD <b>within the last 3 years</b> , how did you [did NAME] learn about this first job in [ <i>last country abroad</i> ]?		
	Through friends: who have not worked abroad	01 <input type="checkbox"/>	
	Through friends: previously worked or currently working abroad	02 <input type="checkbox"/>	
	Through family members/relatives: who have not worked abroad	03 <input type="checkbox"/>	
	Through family members/relatives: previously worked/currently working abroad	04 <input type="checkbox"/>	
	Through non-relative individual intermediary	05 <input type="checkbox"/>	
	Through newspapers	06 <input type="checkbox"/>	
	Through websites	07 <input type="checkbox"/>	
	Through social media (Facebook, etc.)	08 <input type="checkbox"/>	
	Other (specify): _____	09 <input type="checkbox"/>	
<b>E.4</b>	Referring to your [NAME] first job for wage or salary ABROAD <b>within the last 3 years</b> , how did you [did NAME] obtain this first job in [ <i>last country abroad</i> ]?		
	Job transfer	01 <input type="checkbox"/>	
	Registered and got the job from a government agency, here in my country	02 <input type="checkbox"/>	
	Registered and got the job from a government agency abroad	03 <input type="checkbox"/>	
	Registered and got the job from a private recruitment agency here	04 <input type="checkbox"/>	
	Registered and got the job from a private recruitment agency abroad	05 <input type="checkbox"/>	
	Direct from an employer abroad	06 <input type="checkbox"/>	
	Through Individual recruiter/broker	07 <input type="checkbox"/>	
	Through family members/ relatives	08 <input type="checkbox"/>	
	Through friends	09 <input type="checkbox"/>	
	Other (specify): _____	10 <input type="checkbox"/>	
<b>E.5</b>	For this first job for wage or salary that you started doing abroad <b>within the last 3 years</b> , how did you enter the [ <i>last country abroad</i> ] where you were working?		
	Through regular immigration with a work visa	01 <input type="checkbox"/>	
	Through regular immigration without a work visa (e.g. travel/tourist visa)	02 <input type="checkbox"/>	
	Not through regular channel/ entry ports	03 <input type="checkbox"/>	
	No response	04 <input type="checkbox"/>	

<b>E.6</b>	During the time you were [NAME was] working in this first job in [ <i>last country abroad</i> ], did you keep your identity documents such as the passport with you?	Yes, passport kept with me	01	<input type="checkbox"/>	
		No, passport kept by the recruitment agency	02	<input type="checkbox"/>	
		No, passport kept by the employer	03	<input type="checkbox"/>	
		Did not travel with identity documents	04	<input type="checkbox"/>	
		Other (specify): _____	05	<input type="checkbox"/>	
<b>COUNTRIES TO TEST THIS QUESTION, AND ASSESS IF RELEVANT OR IF ANSWERS ARE PROVIDED, BEFORE INCLUDING IT IN SURVEYS</b>					
<b>E.7</b>	During the time you [NAME] worked abroad in [ <i>last country abroad</i> ], did you [did NAME] have any official document from the country you worked in?	Yes, work permit	01	<input type="checkbox"/>	
		Yes, resident visa in my passport	02	<input type="checkbox"/>	
		Other (specify): _____	03	<input type="checkbox"/>	
		None	04	<input type="checkbox"/>	

<b>Module VI: RECRUITMENT COSTS (CoO)</b>			
<b>ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE</b>			
<p>THE FOLLOWING QUESTIONS ARE ABOUT COSTS INCURRED IN ORDER TO GET YOUR FIRST JOB FOR WAGE OR SALARY IN [<i>THE LAST COUNTRY OF DESTINATION ABROAD</i>], WITHIN THE LAST 3 YEARS. FOR EACH OF THESE COST ITEMS PLEASE ALSO PROVIDE IN WHICH CURRENCY THESE COSTS WERE PAID.</p> <p>ENUMERATOR, PLEASE USE THE FOLLOWING COSTS CATEGORIES TO CODE COSTS ITEMS (BY COUNTRY NAME, UN CURRENCY CODES, 2018):</p>			
<b>PLEASE MODIFY THE LIST AS MAY BE RELEVANT TO THE COUNTRY OF SURVEY!</b>	359	Bangladesh taka	
	316	Cambodia riel	
	318	Chinese yuan	
	326	Indonesia rupiah	
	328	Japanese yen	
	330	Korean won	
	331	Lao kip	
	333	Malaysian ringgit	
	315	Myanmar kyat	
	350	Thai baht	
	252	US dollar	
	888	Other (specify)	
<b>F.1a</b>	In order to get or to start this first job in [ <i>last country of destination abroad</i> ], did you incur any costs related to: <b>Individual recruiter/job broker charges?</b>		
	Please indicate the AMOUNT	_____	
<b>F.1b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.2a</b>	In order to get or to start this first job in [ <i>last country of destination abroad</i> ], did you incur any costs related to: <b>Recruitment/manpower agency fees?</b>		
	Please indicate the AMOUNT	_____	

<b>F.2b</b>	CURRENCY CODE				
<b>F.3a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you incur any costs related to: <b>Visa costs?</b>  Please indicate the AMOUNT				
<b>F.3b</b>	CURRENCY CODE				
<b>F.4a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you incur any costs related to: <b>Inland transportation expenses and accommodations?</b>  Please indicate the AMOUNT				
<b>F.4b</b>	CURRENCY CODE				
<b>F.5a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you incur any costs related to: <b>International transportation?</b>  Please indicate the AMOUNT				
<b>F.5b</b>	CURRENCY CODE				
<b>F.5c</b>	Did your international travel involve temporarily staying (transiting) in another country or countries before reaching the <i>[last country of destination abroad]</i> where you started this first job?	YES	01	<input type="checkbox"/>	→F.6a
		NO	02	<input type="checkbox"/>	
<b>F.5d</b>	How much additional cost was incurred to travel and stay in the other country or countries?  Please indicate the AMOUNT				
<b>F.5e</b>	CURRENCY CODE				
<b>F.6a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you incur any costs related to: <b>Passport fees?</b>  Please indicate the AMOUNT				
<b>F.6b</b>	CURRENCY CODE				
<b>F.7a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you incur any costs related to: <b>Medical exams/tests?</b>  Please indicate the AMOUNT				
<b>F.7b</b>	CURRENCY CODE				

<b>F.8a</b>	In order to get or to start this first job in [ <i>last country of destination abroad</i> ], did you incur any costs related to: <b>Health/life Insurance fees?</b>  Please indicate the AMOUNT		
<b>F.8b</b>	CURRENCY CODE		
<b>F.9a</b>	In order to get or to start this first job in [ <i>last country of destination abroad</i> ], did you incur any costs related to: <b>Security/policy clearance fees?</b>  Please indicate the AMOUNT		
<b>F.9b</b>	CURRENCY CODE		
<b>F.10a</b>	In order to get or to start this first job in [ <i>last country of destination abroad</i> ], did you incur any costs related to: <b>Pre-departure training/briefing costs?</b>  Please indicate the AMOUNT		
<b>F.10b</b>	CURRENCY CODE		
<b>F.11a</b>	In order to get or to start this first job in [ <i>last country of destination abroad</i> ], did you incur any costs related to: <b>Language training costs?</b>  Please indicate the AMOUNT		
<b>F.11b</b>	CURRENCY CODE		
<b>F.12a</b>	In order to get or to start this first job in [ <i>last country of destination abroad</i> ], did you incur any costs related to: <b>Skills assessment fees?</b>  Please indicate the AMOUNT		
<b>F.12b</b>	CURRENCY CODE		
<b>F.13a</b>	In order to get or to start this first job in [ <i>last country of destination abroad</i> ], did you incur any costs related to: <b>Contract approval fees?</b>  Please indicate the AMOUNT		
<b>F.13b</b>	CURRENCY CODE		
<b>F.14a</b>	In order to get or to start this first job in [ <i>last country of destination abroad</i> ], did you incur any costs related to: <b>Welfare fund fees?</b>  Please indicate the AMOUNT		
<b>F.14b</b>	CURRENCY CODE		

<b>F.15a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you incur any costs related to: <b>exit/ emigration clearance</b> from your home country?  Please indicate the AMOUNT		
<b>F.15b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.16a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you incur any costs related to: <b>Fees for relatives/ friends who helped to find a job?</b>  Please indicate the AMOUNT		
<b>F.16b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.17a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you make any <b>informal payments</b> ?  [informal payments refer to gifts, in-kind payments, bribes/extortions, above and beyond for services received]  Please indicate the AMOUNT		
<b>F.17b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.18a</b>	In order to get or to start this first job in <i>[last country of destination abroad]</i> , did you incur any other costs: <b>Other fees or costs (Specify: _____)?</b>  Please indicate the AMOUNT		
<b>F.18b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.19a</b>	In <b>total</b> , how much did you [did NAME] spend to get this first job in <i>[last country of destination abroad]</i> ?  Please indicate the AMOUNT		
<b>F.19b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.20</b>	For this first job in <i>[last country of destination abroad]</i> , were any costs deducted from your [NAME's] salary by your [NAME's] employer to pay back for obtaining the job?	Yes <input type="checkbox"/> 01 No <input type="checkbox"/> 02 Don't know <input type="checkbox"/> 97	→G.1 →G.1
<b>F.21</b>	What costs associated with getting this first job in <i>[last country of destination abroad]</i> were deducted by your [NAME's] employer?	Individual recruiter/job broker charges <input type="checkbox"/> 01 Recruitment/manpower agency fees <input type="checkbox"/> 02	

	[Please check all that applies]	Visa costs 03 <input type="checkbox"/> Inland transportation expenses and accommodations 04 <input type="checkbox"/> International transportation 05 <input type="checkbox"/> Passport fees 06 <input type="checkbox"/> Medical exams/tests 07 <input type="checkbox"/> Health/life Insurance fees 08 <input type="checkbox"/> Security/policy clearance fees 09 <input type="checkbox"/> Pre-departure training/briefing costs 10 <input type="checkbox"/> Language training costs 11 <input type="checkbox"/> Skills assessment fees 12 <input type="checkbox"/> Contract approval fees 13 <input type="checkbox"/> Welfare fund fees 14 <input type="checkbox"/> exit/emigration clearance 15 <input type="checkbox"/> Loan repayment 16 <input type="checkbox"/> Others (specify): _____ 17 <input type="checkbox"/>	
<b>F.22a</b>	How much did your [NAME's] employer deduct each month?  Please indicate the AMOUNT	_____ Don't know 997 <input type="checkbox"/>	→F.24a
<b>F.22b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>F.23</b>	Over how many months in total were these costs being deducted?	_____ (Months)	
<b>F.24a</b>	How much did your [NAME's] employer deduct in total?  Please indicate the AMOUNT	_____ Don't know 997 <input type="checkbox"/>	→G.1
<b>F.24b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>READ: THE FOLLOWING QUESTION IS EXCLUSIVELY ABOUT YOUR FIRST JOB IN [LAST COUNTRY OF DESTINATION ABROAD] WITHIN THE LAST 3 YEARS</b>			
<b>F.25</b>	How many months did you [did NAME], or will you [will NAME] have to work to recover the costs of getting this job?	<input type="text"/> <input type="text"/> <input type="text"/> MONTHS	

<b>Module VII: BORROWING MONEY FOR A JOB ABROAD (CoO)</b>			
<b>ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE</b>			
<b>G.1</b>	Did you [did NAME] or someone in your family borrow any money to pay for getting this first job in [last country of destination abroad]?	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/> Don't know 97 <input type="checkbox"/>	→H.1 →H.1
<b>G.2a</b>	How much did you [NAME] or a family member borrow?  Please indicate the AMOUNT	_____	
<b>G.2b</b>	CURRENCY CODE	<input type="text"/> <input type="text"/> <input type="text"/>	



<b>G.3</b>	Who was the money mainly borrowed from?	Member of the household 01 <input type="checkbox"/> Other relative/friend 02 <input type="checkbox"/> Money lender 03 <input type="checkbox"/> Bank 04 <input type="checkbox"/> Recruiter/broker 05 <input type="checkbox"/> Employer 06 <input type="checkbox"/> Community group 07 <input type="checkbox"/> Government agency 08 <input type="checkbox"/> Credit union 09 <input type="checkbox"/> Cooperative 10 <input type="checkbox"/> Pawnshop 11 <input type="checkbox"/> Landlord 12 <input type="checkbox"/> Others (specify): _____ 13 <input type="checkbox"/>	
<b>G.4</b>	When was the money or loan obtained?	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____ YEAR (YYYY) 9997 DON'T KNOW	
<b>G.5</b>	What was the interest rate (in percent)?	_____ percent Don't know 997 <input type="checkbox"/>	→G.7
<b>G.6</b>	Over what period was the interest rate for?	Day 01 <input type="checkbox"/> Week 02 <input type="checkbox"/> Month 03 <input type="checkbox"/> Year 04 <input type="checkbox"/> Others (specify): _____ 05 <input type="checkbox"/>	
<b>G.7</b>	How was the loan being repaid when you were [NAME was] working in [ <i>last country of destination abroad</i> ]?	From money sent home 01 <input type="checkbox"/> From deductions to salary by employer 02 <input type="checkbox"/> From other sources of income 03 <input type="checkbox"/> Others (specify): _____ 04 <input type="checkbox"/>	
<b>G.8</b>	Has the loan been fully repaid?	YES 01 <input type="checkbox"/> NO 02 <input type="checkbox"/>	→G.11
<b>G.9</b>	When was the loan fully repaid?	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____ YEAR (YYYY)	
<b>G.10</b>	How much money was paid back in total (including interest if any)? Please indicate the AMOUNT	_____	
<b>G.10b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px; vertical-align: middle;"></div>	→H.1

<b>G.11</b>	When do you [does NAME] expect the loan to be fully repaid?	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____ YEAR (YYYY) 9997 DON'T KNOW	
<b>G.12</b>	How much money has been paid back so far (including interest if any)? Please indicate the AMOUNT	_____	
<b>G.12b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div>	
<b>G.13</b>	What is the outstanding balance to be repaid? Please indicate the AMOUNT	_____	
<b>G.13b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div>	

<b>Module VIII: BONUSES &amp; INCENTIVES FOR A JOB ABROAD (CoO)</b>			
<i>ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE</i>			
<b>THE FOLLOWING QUESTIONS CONCERN BONUSES AND INCENTIVES RECEIVED TO TAKE UP OR STAY IN YOUR FIRST JOB FOR WAGE OR SALARY IN [<i>THE LAST COUNTRY OF DESTINATION ABROAD</i>]</b>			
<b>H.1</b>	At any time during your [NAME's] recruitment process, or in order to start this first job in [ <i>last country of destination abroad</i> ], did you [did NAME] receive any <b>bonuses or incentives in cash or in kind, while still in your [NAME's] country?</b>	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/> Don't know 97 <input type="checkbox"/>	 →H.2 →H.2
<b>H.1a</b>	If so, please indicate the AMOUNT	_____	
<b>H.1b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div>	
<b>H.2</b>	At any time during your [NAME's] recruitment process, before starting this first job in [ <i>last country of destination abroad</i> ], did you [did NAME] receive any <b>advance payment while still in your [NAME's] country?</b>	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/> Don't know 97 <input type="checkbox"/>	 →H.3 →H.3
<b>H.2a</b>	If so, please indicate the AMOUNT	_____	
<b>H.2b</b>	CURRENCY CODE	<div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div> <div style="border: 1px solid black; display: inline-block; width: 20px; height: 20px;"></div>	
<b>H.2c</b>	How many months did this advance payment correspond to in terms of your [NAME's] foreign salary?	_____ MONTHS (MM)	
<b>H.3</b>	At any time during your [NAME's] recruitment process, or in order for you [NAME] to continue this first job in [ <i>last country of destination abroad</i> ], did you [did	Yes 01 <input type="checkbox"/> No 02 <input type="checkbox"/> Don't know 97 <input type="checkbox"/>	 →I.1 →I.1

	NAME] receive any <b>additional bonuses or incentives in cash or in kind, when you were [NAME was] working abroad?</b>			
<b>H.3a</b>	If so, please indicate the AMOUNT			
<b>H.3b</b>	CURRENCY CODE		<input type="text"/>	

<b>Module IX: FIRST JOB ABROAD, CHARACTERISTICS AND EARNINGS (CoO)</b>				
<b>ONLY FOR HOUSEHOLD MEMBERS AGED 15 YEARS AND ABOVE</b>				
<b>THE FOLLOWING QUESTIONS ARE ASKED TO RETURN MIGRANT WORKERS (IN THEIR COUNTRY OF ORIGIN), AND ARE ASKED FOR THE <u>FIRST JOB</u> ABROAD FOR WAGE OR SALARY, ONLY IF THAT JOB WAS STARTED <u>LESS THAN 3 YEARS</u> AGO</b>				
<b>I.1</b>	<b>CHECK QUESTION (NOT ASKED):</b> ENUMERATOR RE-CHECK THAT [NAME] STARTED [HER/HIS] FIRST JOB ABROAD FOR WAGE OR SALARY <b>LESS THAN 3 YEARS</b> AGO; I.E. <b>E.2a=01.</b>	YES	01 <input type="checkbox"/>	
		NO	02 <input type="checkbox"/>	<b>→END/ NEXT PERSON</b>
<b>I.2</b>	TO CHECK AGAIN WITH YOU: When did you [NAME] start working abroad in your [NAME's] <b>FIRST JOB</b> for pay or salary <b>WITHIN THE LAST 3 YEARS</b> (please provide month and year)?	a. _____ MONTH (MM) 97 DON'T KNOW  b. _____ YEAR (YYYY) 9997 DON'T KNOW		
<b>I.3</b>	Are you [is NAME] currently still working in a job abroad for pay or salary?	YES	01 <input type="checkbox"/>	
		NO	02 <input type="checkbox"/>	<b>→I.5a</b>
<b>I.4</b>	Is this still your [NAME's] first job for pay or salary since you started working in [ <i>last country of destination abroad</i> ]?	YES	01 <input type="checkbox"/>	<b>→I.5b</b>
		NO	02 <input type="checkbox"/>	
<b>I.5a</b>	How many months <b>in total</b> did you [did NAME] work this <b>first job</b> in [ <i>last country of destination abroad</i> ]? <b>READ</b>	Less than 6 months   01 <input type="checkbox"/> Six months to less than 12 months   02 <input type="checkbox"/> 12 months to less than 24 months   03 <input type="checkbox"/> 24 months and more   04 <input type="checkbox"/>		
<b>I.5b</b>	About how many months did you [did NAME] work in this first job in [ <i>last country of destination abroad</i> ] <b>during your</b> [NAME's] <b>first year</b> of work there? <b>READ</b>	Less than 1 months   01 <input type="checkbox"/> One month to less than 3 months   02 <input type="checkbox"/> Three months to less than 6 months   03 <input type="checkbox"/> Six months to less than 12 months   04 <input type="checkbox"/>		

		Twelve months/full year	05 <input type="checkbox"/>															
<b>READ: THE FOLLOWING QUESTIONS ARE EXCLUSIVELY ABOUT YOUR FIRST JOB IN [<i>LAST COUNTRY OF DESTINATION ABROAD</i>] WITHIN THE LAST 3 YEARS</b>																		
	<b>INTERVIEWER TO READ:</b> If you were having many jobs at the same time during that period, please indicate the one you started first, or the main job. The main job is the one where you [NAME] usually worked the highest number of hours.																	
<b>1.6</b>	In this first job in [ <i>last country of destination abroad</i> ], what kind of work did you [did NAME] usually do?	_____ JOB TITLE OR DESCRIPTION																
<b>1.6a</b>	([e.g. Cattle farmer –breed, raise and sell cattle; Policeman –patrol the streets; Cook – plan and prepare meals; Primary school teacher –teach children how to read and write])	_____ MAIN TASKS AND DUTIES																
<b>1.6b</b>		ISCO CODE: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>																
<b>1.7</b>	Does the business or place where you [NAME] worked in this job have a name?	YES <input type="checkbox"/> 01 <input type="checkbox"/> BUSINESS WITHOUT A NAME <input type="checkbox"/> 02 <input type="checkbox"/> PRIVATE HOUSEHOLD <input type="checkbox"/> 03 <input type="checkbox"/>	→1.9 →1.11a															
<b>1.8</b>	What is the name?	_____ (NAME OF ESTABLISHMENT)																
<b>1.9</b>	What is the main activity of the business or place where you [NAME] worked in this job abroad?	_____ MAIN ACTIVITY																
<b>1.9a</b>	([e.g.: Police Department - public safety; Restaurant - preparing and serving meals; Transport Company - long distance transport of goods])	_____ GOODS OR SERVICES																
<b>1.9b</b>		ISIC CODE: <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>																
<b>1.10</b>	Were you [was NAME] employed by ....	<table border="1"> <tr> <td colspan="2"><b>READ</b></td> </tr> <tr> <td>The government or a state owned enterprise</td> <td>01 <input type="checkbox"/></td> </tr> <tr> <td>A farm</td> <td>02 <input type="checkbox"/></td> </tr> <tr> <td>A private business (non-farm)</td> <td>03 <input type="checkbox"/></td> </tr> <tr> <td>A private household (domestic worker, driver, etc.)</td> <td>04 <input type="checkbox"/></td> </tr> <tr> <td>An NGO, non-profit institution, church</td> <td>05 <input type="checkbox"/></td> </tr> <tr> <td>An international organization or a foreign embassy</td> <td>06 <input type="checkbox"/></td> </tr> </table>			<b>READ</b>		The government or a state owned enterprise	01 <input type="checkbox"/>	A farm	02 <input type="checkbox"/>	A private business (non-farm)	03 <input type="checkbox"/>	A private household (domestic worker, driver, etc.)	04 <input type="checkbox"/>	An NGO, non-profit institution, church	05 <input type="checkbox"/>	An international organization or a foreign embassy	06 <input type="checkbox"/>
<b>READ</b>																		
The government or a state owned enterprise	01 <input type="checkbox"/>																	
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A private household (domestic worker, driver, etc.)	04 <input type="checkbox"/>																	
An NGO, non-profit institution, church	05 <input type="checkbox"/>																	
An international organization or a foreign embassy	06 <input type="checkbox"/>																	
<b>1.11a</b>	Did you [did NAME] have a written contract or oral agreement with your [NAME's] employer in this job abroad?	YES, WRITTEN CONTRACT <input type="checkbox"/> 01 <input type="checkbox"/> YES, ORAL AGREEMENT <input type="checkbox"/> 02 <input type="checkbox"/> NO <input type="checkbox"/> 03 <input type="checkbox"/>	→1.12															
<b>1.11b</b>	Was your [was NAME's] contract/agreement...																	

	<b>READ</b>		
	Of limited time duration	01 <input type="checkbox"/>	
	Permanent or without limit of time	02 <input type="checkbox"/>	→I.12
	For the completion of a task or set of tasks	03 <input type="checkbox"/>	→I.12
<b>I.11c</b>	What was the total duration of your [NAME's] contract?	Daily contract/agreement 01 <input type="checkbox"/> Less than one month 02 <input type="checkbox"/> 1 to less than 3 months 03 <input type="checkbox"/> 3 to less than 6 months 04 <input type="checkbox"/> 6 to less than 12 months 05 <input type="checkbox"/> 12 to less than 24 months 06 <input type="checkbox"/> 2 years or more 07 <input type="checkbox"/>	
<b>I.12</b>	In what kind of place did you [did NAME] typically work in this first job in [last country of destination abroad]?	At your [NAME's] own residence 01 <input type="checkbox"/> At the client's or employer's home, live in 02 <input type="checkbox"/> At the client's or employer's home, live out/ only daily 03 <input type="checkbox"/> At a business, office, factory with fixed premise 04 <input type="checkbox"/> On the street 05 <input type="checkbox"/> In the open/on a farmland 06 <input type="checkbox"/> On a construction site 07 <input type="checkbox"/> On the water/ at sea 08 <input type="checkbox"/> On a mobile device/ vehicle 09 <input type="checkbox"/> Other with no fixed location 10 <input type="checkbox"/>	
<b>I.13</b>	Were you [was NAME] paid a wage or salary for this work abroad?	Yes 01 <input type="checkbox"/> No, I was not paid 02 <input type="checkbox"/>	→I.17
<b>I.14</b>	Thinking about your [NAME's] mode of payment during this first job in [last country of destination abroad], on average were you [was NAME] paid...?	In cash only 01 <input type="checkbox"/> In kind only 02 <input type="checkbox"/> Both in cash and in kind 03 <input type="checkbox"/>	→I.16a
<b>I.15a</b>	Thinking of your [NAME's] <b>first month of wage or salary earned</b> in this first job in [last country of destination abroad], how much did you [did NAME] <b>earn in cash</b> ?  Please indicate the AMOUNT in the currency you were [NAME was] paid in, and the [COUNTRY]		
<b>I.15b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<input type="text"/>	
<b>I.16a</b>	Thinking of your [NAME's] <b>first month of wage or salary earned</b> in this first job in [last country of destination abroad], how much did you [did NAME] <b>earn in kind</b> , if any?		

	Please indicate the AMOUNT in the currency you were [NAME was] paid in, and the [COUNTRY]		
<b>I.16b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>I.17</b>	Did you [did NAME] receive any other <b>monthly bonuses</b> as a pay or salary for the work done during this first job in [ <i>last country of destination abroad</i> ], including during the first month of work?	Yes <input type="checkbox"/> 01 No <input type="checkbox"/> 02	→I.19a
<b>I.18a</b>	Thinking of your [NAME's] <b>first month of wage or salary earned</b> in this first job, what was the monthly equivalent of your [NAME's] other bonuses abroad?  Please indicate the AMOUNT in the currency you were [NAME was] paid in, and the [COUNTRY]	<hr/>	
<b>I.18b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>READ: THE FOLLOWING QUESTIONS ARE EXCLUSIVELY ABOUT EARNINGS DURING THE LAST MONTH OF THE FIRST 12 MONTHS OF WORK IN [<i>LAST COUNTRY OF DESTINATION ABROAD</i>]</b>			
<b>I.19a</b>	Thinking of the last month during your [NAME's] first 12 months of work in [ <i>last country of destination abroad</i> ], how much were you [was NAME] paid in total, including both in cash and in kind?  Please indicate the estimated AMOUNT in the currency of the country where you were [NAME was] working abroad	<hr/>	
<b>I.19b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>I.20a</b>	How much did you [did NAME] receives as bonuses on the last month of work during the first 12 months in [ <i>last country of destination abroad</i> ]?  Please indicate the estimated AMOUNT in the currency of the country where you were [NAME was] working abroad	<hr/>	
<b>I.20b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<input type="text"/> <input type="text"/> <input type="text"/>	
<b>THE FOLLOWING QUESTIONS ARE ABOUT THE MOST RECENT WORK MONTH ABROAD, <u>WITHIN THE LAST 3 YEARS.</u></b>			
<b>I.21a</b>	Thinking of your [NAME's] <b>most recent monthly pay abroad</b> , how much were you [was NAME] paid in total, including in cash, kind, and bonuses?		

	Please indicate the estimated AMOUNT for the latest monthly pay in the currency of the country where you [NAME] worked the most recently	_____				
<b>I.21b</b>	CURRENCY CODE (Enumerator: ask the country and fill in the appropriate code)	<table border="1" style="display: inline-table; vertical-align: middle;"><tr><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td><td style="width: 20px; height: 20px;"></td></tr></table>				
<b>I.22</b>	INTERVIEWER RECORD THE END TIME OF THE INTERVIEW	_____ HH:MM				

**WE HAVE CONCLUDED OUR INTERVIEW, AND WE THANK YOU FOR YOUR COOPERATION AND YOUR CONTRIBUTION TO THE STUDY!**

## APPENDIX B Dummy Tables

The templates provided in this section are only for guidance and are based on the minimum set of questions that can be used to measure recruitment costs and that are shown in Boxes 1 and 2 in the text. Tables would need to be modified in line with the survey questionnaire used.

**Table 1. Recruitment cost indicator by age and sex, by occurrence**

	Recruitment cost indicator for migrants with recruitment costs			% of migrants that incur recruitment costs		
Age	Total	Men	Women	Total	Men	Women
<b>Total</b>						
<b>15-19</b>						
<b>20-24</b>						
<b>25-29</b>						
<b>30-34</b>						
<b>35-39</b>						
<b>40-44</b>						
<b>45-49</b>						
<b>50-54</b>						
<b>55-59</b>						
<b>60 plus</b>						
<b>Not Reported</b>						

Notes:

Sources:



**Table 2. Recruitment cost indicator by education and sex, by occurrence**

<b>Education</b>	<b>Recruitment cost indicator for migrants with recruitment costs</b>			<b>% of migrants that incur recruitment costs</b>		
	<b>Total</b>	<b>Men</b>	<b>Women</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>
<b>Total</b>						
<b>No education</b>						
<b>Less than primary</b>						
<b>Primary</b>						
<b>Lower secondary</b>						
<b>Upper secondary</b>						
<b>Post-secondary non-tertiary</b>						
<b>Tertiary</b>						
<b>Not Reported</b>						

Notes:

Sources:

**Table 3. Recruitment costs by age and sex**

Age	Total	Men	Women
<b>Total</b>			
<b>15-19</b>			
<b>20-24</b>			
<b>25-29</b>			
<b>30-34</b>			
<b>35-39</b>			
<b>40-44</b>			
<b>45-49</b>			
<b>50-54</b>			
<b>55-59</b>			
<b>60 plus</b>			
<b>Not Reported</b>			

Notes: Covers migrant workers with recruitment costs only.

Sources:

**Table 4. Recruitment costs by education and sex**

Education	Total	Men	Women
<b>Total</b>			
<b>No education</b>			
<b>Less than primary</b>			
<b>Primary</b>			
<b>Lower secondary</b>			
<b>Upper secondary</b>			
<b>Post-secondary non-tertiary</b>			
<b>Tertiary</b>			
<b>Not Reported</b>			

Notes: Covers migrant workers with recruitment costs only.

Sources:

**Table 5A. Itemized recruitment costs**

<b>Recruitment costs</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>
Total recruitment costs			
Recruiter/job broker charges			
Inland transportation expenses			
International transportation expenses			
Visa costs			
Passport fees			
Medical fees			
Insurance fee			
Security clearance fee			
Pre-departure briefing			
Language training			
Skills assessment fee			
Contract approval fee			
Welfare fund fee			
Interest payment on debt incurred to cover recruitment costs, etc.			
Equipment costs			
Work and residence permit fees			

Notes: Covers migrant workers with recruitment costs only.

Sources:

**Table 5B. Recruitment costs by major cost groups**

<b>Recruitment costs</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>
<b>Total recruitment costs</b>			
<b>Costs for preparations to start a job abroad</b>			
<b>Fees paid to individual or agency brokers</b>			
<b>Costs related to travelling</b>			
<b>Other formal or informal costs</b>			

Notes: Covers migrant workers with recruitment costs only.

Sources:

**Table 6. Monthly earnings in first job by age and sex**

<b>Age</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>
<b>Total</b>			
<b>15-19</b>			
<b>20-24</b>			
<b>25-29</b>			
<b>30-34</b>			
<b>35-39</b>			
<b>40-44</b>			
<b>45-49</b>			
<b>50-54</b>			
<b>55-59</b>			
<b>60 plus</b>			
<b>Not Reported</b>			

Notes: Covers migrant workers with recruitment costs only.

Sources:

**Table 7. Monthly earnings in first job by education and sex**

<b>Education</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>
<b>Total</b>			
<b>No education</b>			
<b>Less than primary</b>			
<b>Primary</b>			
<b>Lower secondary</b>			
<b>Upper secondary</b>			
<b>Post-secondary non-tertiary</b>			
<b>Tertiary</b>			
<b>Not Reported</b>			

Notes: Covers migrant workers with recruitment costs only.

Sources:

**Table 8. Recruitment cost indicator by occupation and sex**

<b>Occupation</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>
<b>Total</b>			
<b>Main occupation groups w/r</b>			
<b>international classification used</b>			
<b>Not Reported</b>			

Notes: Covers migrant workers with recruitment costs only.

Sources:

**Table 9. Recruitment cost indicator by sector of economic activity and sex**

Sector of Economic Activity	Total	Men	Women
<b>Total</b>			
<b>Main activity groups w/r</b>			
<b>international classification used</b>			
<b>Not Reported</b>			

Notes: Covers migrant workers with recruitment costs only.

Sources:

**Table 10. Recruitment cost indicator by previous migration experience and sex**

Previous migration experience	Total	Men	Women
<b>Total</b>			
<b>Lived and worked abroad before</b>			
<b>First time migrant worker</b>			

Notes: Covers migrant workers with recruitment costs only.

Sources:

**Table 11. Recruitment cost indicator by previous work experience in destination country and sex**

Previous work experience	Total	Men	Women
<b>Total</b>			
<b>Worked in destination country before</b>			
<b>Not worked in destination country before</b>			

Notes: Covers migrant workers with recruitment costs only.

Sources:

**Table 12. Recruitment cost indicator by job recruitment process and sex**

<b>Job recruitment</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>
<b>Total</b>			
<b>Job transfer</b>			
<b>Through home government agency</b>			
<b>Through destination government agency</b>			
<b>Private recruitment agency at home</b>			
<b>Private recruitment agency at destination country</b>			
<b>Employer in destination country</b>			
<b>Individual recruiter/broker</b>			
<b>Family member/relatives</b>			
<b>Friends</b>			
<b>Newspaper ads, websites</b>			
<b>Other</b>			
<b>Not Reported</b>			

Notes: Covers migrant workers with recruitment costs only.

Sources:

**Table 13. Recruitment cost indicator by residency status and sex**

<b>Legal migration status</b>	<b>Total</b>	<b>Men</b>	<b>Women</b>
<b>Total</b>			
<b>Regular immigration with work visa</b>			
<b>Regular immigration without work visa</b>			
<b>Irregular migrant</b>			
<b>Not Reported</b>			

Notes: Covers migrant workers with recruitment costs only.

Sources: