

REPORT OF THE ILO TRAINING WORKSHOP ON RECRUITMENT COST SURVEYS

A two day Training Workshop was organized by the International Labour Organization (ILO) during April 26-27, 2018 at New Delhi for implementing the World Bank's Survey Solutions-Computer Assisted Personal Interviewing System (CAPI) for the proposed surveys for measuring recruitment costs in South and South East Asia. Building on the ongoing collaboration of the World Bank and ILO under Knowledge Partnership on Migration and Development (KNOMAD), the surveys will be done in four countries, Bangladesh (interviewing returnees from Saudi Arabia), Sri Lanka (migration corridor not yet selected), Malaysia (interviewing migrant workers from Indonesia) and Thailand (interviewing migrant workers from Cambodia, Lao PDR and Myanmar).

While in Bangladesh and Sri Lanka it will be the returnee migrant households that are to be surveyed, in Malaysia and Thailand onsite survey of migrant workers are to be undertaken. Participants of the Workshop included the National Statistical Officers and staff from the foreign employment bureaus from Bangladesh and Sri Lanka; representatives of the research institutions from Thailand and Malaysia; and concerned ILO staff and Technical Experts who will be involved in guiding and undertaking the four surveys.

The specific aims of the Training Workshop were:

- Discuss the sampling framework and draft questionnaire to be deployed in the surveys in the four countries;
- Impart training on how to set up and operate the Survey Solutions – the World Bank's Computer Assisted Personal Interviewing system (CAPI); and
- Deliberate on the possible analytical framework for the survey reports.

The Workshop took place immediately following the one day deliberation on the SDG indicator 10.7.1 related to safe, regular, and responsible migration i.e. *“Recruitment cost borne by employee as a proportion of yearly income earned in country of destination”*. All the participants of the Training Workshop had attended this deliberation.¹

¹ A detailed report on SDG 10.7.1 discussion is available at http://www.ilo.org/newdelhi/whatwedo/eventsandmeetings/WCMS_626350/lang--en/index.htm

Thereafter the major results of the 2015 and 2016 migration cost surveys were presented and discussed. The key learning outcomes were:

- a) Migration costs were corridor specific. However it was pointed out that these costs were highly influenced by specific regulatory and recruitment landscapes operating in the origin and destination countries;
- b) While cross national comparisons were crucial in the context of the SDG indicator, the key point of intervention were at national level policy making. Therefore the surveys should aim to obtain information and analyze them keeping in mind the specificities and relevance at the national policy making level;
- c) The analytical indicator used in the previous surveys are very relevant particularly trying to understand migration costs through estimation of the “median” values rather than the mean (average); and
- d) It was highlighted that the earlier surveys focused primarily on “regular migrants” while the proposed surveys especially in the destinations (Thailand and Malaysia) would capture both regular and irregular migrants. Therefore estimation of the “informal” costs would be important.

The draft questionnaire of the proposed surveys were discussed next. The broad structure of the questionnaire and the sequence of questions was first discussed. The key point emphasized was that the questionnaire should have a narrative cogency and logical consistency. Thereafter detailed discussions were taken up on each of the question and their appropriateness in the specific national context was discussed and suggestions made. The general suggestions relating to the questionnaire were:

- a) The questionnaire should be shortened or compressed to reduce the survey time by modifying or deleting some of the questions; and
- b) The survey questions should be tweaked in each of the national context without sacrificing the overall cross national /corridor comparability.

The detailed suggestions and comments have been collated and are going to be circulated by the ILO before finalizing the questionnaire for each national survey.

Sampling Framework

Presentations by each of the national survey teams was made focusing on the proposed sampling framework. In Thailand, the proposed survey would cover 1,200 regular and irregular low-skilled migrants coming from Laos, Myanmar and Cambodia at different

sites in agriculture, construction and domestic work. The choice of sites and the sampling frame will be decided on the basis of regional density of migrants. In Malaysia, the survey is proposed to be focused on Indonesian workers in the plantations sector and in domestic work. The methodology suggested was to be a stratified two stage sampling. In case of Bangladesh and Sri Lanka, the surveys would focus on returnee migrant households. In the context of Bangladesh, the issue of whether the survey will be administered in household in the presence or absence of migrants is to be ascertained – perhaps communicating with migrants through Viber or Whatsapp in order to obtain detailed information. The sampling frame for both Sri Lanka and Bangladesh is proposed to be drawn from administrative data maintained by national migration agencies, SLBFE and BMET respectively.

During the discussion on the sampling framework, Sri Lanka identified the next steps to conduct the survey which includes identification of the recruitment corridors to include in the Survey (two corridors initially - to GCC country and to South East Asia/Europe), consultation with relevant ministries and other key stakeholders, development of a database of respondents from districts of Colombo and customization of the questionnaire for Sri Lankan context.

Bangladesh recognized the need to discuss the issue of use of CAPI in Bangladesh Bureau of Statistics (BBS) and procure the Android tablets accordingly, support BBS in hiring trainers for CAPI methodology and liaise with the Regional Office and other offices to seek support of Manolo on the studies.

The general suggestions were as follows:

- a) Wherever possible, probabilistic sampling should be preferred over convenience sampling;
- b) The desired sample size will be determined depending on the available resources and time; and
- c) The final sampling frame and size has to be finalized in consultation with ILO and the technical experts.

Survey Solutions and CAPI Training

The fundamental objective was to demonstrate the World Bank Survey Solutions Computer-Assisted Personal Interviewing (CAPI) platform and its unique capability which brings together survey processes such as questionnaire design, pre-testing, data

collection and survey management etc. in one loop. It was weighted in favour of practical sessions on working with the Survey Solutions components and their interdependence. The sessions were interactive and had to take into account a mixed group of participants having varying degrees of understanding of CAPI - Survey Solutions.

The relevant training was divided into four sessions. It started with the introduction of CAPI & Survey Solutions software (version 18.04), the know-how of the Survey Solutions interfaces and their scope. The participants were introduced to CAPI technology and Survey Solutions software. It emphasized as to how Survey Solutions and CAPI is reducing the time gap between data collection and analysis. The Survey Solutions software comprises essentially of six components: Designer, Tester/Web tester, Headquarters, Server/Synchronization point, Supervisor and Interviewer. Every component has a role and the role of each component of the Survey Solutions was explained in detail.

In the second session, the training emphasized the functions of the designer tool and pre-testing (on web-tester and Tester application) and explained its importance in overall survey outcomes. After explaining theoretical aspects, the training team started with registration, log-in to the World Bank web-designer and demonstrated its interface, functionality and use. The Designer was demonstrated under two situations. First, if an already developed questionnaire is provided and idea was given on properties of owning, sharing and importing a questionnaire. Second, a user creating their own questionnaire and imports it to the Headquarters. Considering that the present surveys will be using a pre-developed questionnaire, the practical training focused on this type.

The third session was dedicated to the role of Headquarter, Supervisor and Interviewer. The World Bank demo server was used to demonstrate the roles and functions. After logging-in to the World Bank demo server, the components of Headquarter were explained. The role of the Headquarter which creates supervisors and interviewers accounts and form teams of interviewers and supervisor were also demonstrated. The Survey Set Up process was explained and the process of importing a questionnaire through the Designer, passing on assignments, generation of progress reports and data files format available for analysis were also discussed and demonstrated in the workshop. The training also demonstrated as to how an Interviewer application can be installed, how assignments looks like once assigned by the Supervisor of the enumerator's team or directly by the Headquarter.

In the fourth session, the training, mainly through hands on experience, demonstrated various processes like Headquarter assigning an assignment to Supervisor, Supervisor assigning it to Interviewer, enumerator administering the assignment, synchronization of a completed survey, approval/rejection by Supervisor etc.

Few challenges faced during the workshop:

- Poor internet connection in the meeting room slowed down the practical component of the training
- ILO organizers could have sought clarity beforehand on the question of server space – and who would be headquarters/ supervisors. This lack of clarity led to a lot of discussion and going back and forth on approaches.
- ILO organizers could have confirmed the availability of tablets and the institutional CAPI experience within the NSOs in Bangladesh and Sri Lanka.

Key learnings of the session include:

- a) At the end of the training, participants were found to be embracing the technology and tools for data collection and collation.
- b) Hands on use of the technology was most useful as it demystified the technology and empowered the participants. Redesigning and editing the questionnaire, translation and effective tracking of survey and facility for quicker data analysis was the key advantages of the training session.
- c) The need for training of the interviewer/enumerators is crucial for success of the survey.