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GALLUP®



► **Experiences of violence  
and harassment at work:  
A global first survey**

**Technical Note**

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## Technical Note

The International Labour Organization (ILO), Lloyd's Register Foundation (LRF) and Gallup Violence and Harassment at Work survey is the first global survey of people's perceptions and experiences with this pernicious problem. The Violence and Harassment at Work survey was included as a sub-module within the 2021 Lloyd's Register Foundation World Risk Poll, which is fielded as part of the Gallup World Poll.

### Section 1. Survey Methodology

The Violence and Harassment at Work sub-module was administered as part of the 2021 Gallup World Poll. To learn about how the questions of the 2021 World Risk Poll (which hosted the violence and harassment items) were constructed, please refer to the 2021 Lloyd's Register Foundation World Risk Poll Methodology, which is available here: <https://wrp.lrfoundation.org.uk/>.

This document provides general information about the data collection process of the Gallup World Poll and highlights specific issues related to the Violence and Harassment at Work sub-module.

### Preparing for Data Collection

#### Question Development

Questions that belong to the Gallup World Poll – some of which were used in the analysis of the Violence and Harassment at Work survey data, were developed using a global network of research and political scientists who understand key issues concerning question development and construction and data gathering. Gallup has developed, tested, piloted and finalised thousands of questions since the World Poll's inception. Gallup retained the best questions for the core World Poll questionnaire and organised them into indexes. Most of the items have a simple dichotomous ('yes' or 'no') response to minimise cultural differences in response styles and facilitate cross-cultural comparisons (see Annex 1).

The questions of the Violence and Harassment at Work sub-module were developed together by the ILO, Lloyd's Register Foundation and Gallup's World Poll methodologists in the most suitable way to be understandable to as many people and countries as possible globally. Gallup conducted cognitive interviews in four countries to test the draft questionnaire – Czech Republic, Egypt, Indonesia and Kenya. The cognitive testing results were used to refine the survey questions before they were pilot tested and then finalised as ready for translation, localisation and programming. One important finding from the testing is that some respondents said some of the examples given (such as pushing) did not constitute violence and harassment to them (as a social norm, it was considered 'impolite' but not violence or harassment). When this happened, questions have been modified accordingly (see Annex 2 for modified or excluded questions). Moreover, in some countries, Gallup was not allowed to use certain words that were deemed by the local authorities to be culturally inappropriate (such as 'spitting').

## Questionnaire Translation

Gallup creates master language questionnaires in English, French, Spanish, Portuguese, Russian and Arabic. In most countries, partners will translate the English language version of the Gallup questionnaire into local languages as agreed upon in the contract. In some countries, local languages can be translated from French, Portuguese, Russian or Arabic versions.

The questionnaire must be translated into conversational language. Only questions new to the Gallup World Poll need to be translated — as was the case for the Violence and Harassment at Work sub-module. Translation partners carefully review previous translations for accuracy and contact the Gallup team if any mistakes are found. For all new questions, partners must use one of the following two options for the translation process:

**Option 1:** Two independent translations should be obtained, and an independent third party with some knowledge of survey research methods should adjudicate differences.

**Option 2:** A translator translates the questionnaire into the target language. Another translator with knowledge of survey methods reviews and revises the translation as necessary.

Interviewers are instructed to follow the interview script and may not deviate from the translated language.

## Interviewer Training and Quality Control

In fielding the World Risk Poll, Gallup and its local partners employed thousands of interviewers across 121 countries. World Risk Poll interviewers participated in standard Gallup training, which includes — among others — the following topics:

- research ethics, including protecting respondents' confidentiality, as well as staying safe while in the field
- introductions: starting the interview
- reading survey questions as on the questionnaire
- handling questions from respondents
- closed-end items and open-end items
- read and rotate patterns
- skip patterns
- probing
- respondent selection
- household selection and substitution (for face-to-face countries)

Two of the points above deserve further elaboration: research ethics and safety training. With respect to ethics, Gallup has a World Poll ethics protocol, which is included in the Survey Operations Manual and local partners cover the topic during interviewers' and supervisors' training.

In particular, Gallup asks local partners to present the following concepts to the field teams during the training:

- The importance of asking for informed consent of prospective respondents in order for the interview to proceed. If respondents are between the ages of 15-17, parental consent is also required. Both types of consent are scripted in the questionnaire.
- The importance of displaying respectful behaviour towards all respondents.
- The importance of keeping respondents' information confidential and ways to protect respondents' confidentiality.
- Asking for permission to record the interview.

- Providing clear guidance that interviewers cannot use coercion, influence or other means of persuasion to gain respondents' agreement to participate in the interview

The above list is not an exhaustive account of all topics discussed in these training sessions. In addition, the protocol requires that each field staff sign a pledge of confidentiality to protect respondents' privacy.

Regarding safety training, there are two main components: minimizing risk of harm due to criminal or terrorist activity in countries or areas where there is a serious concern, as well as protecting the health of both interviewers and respondents as a result of the Covid-19.

To minimize the risk of harm, Gallup advises interviewers on potential safety risks at the beginning of the field staff training sessions. Interviewers are also in daily contact with their supervisors so that Gallup can get a read on each person's situation and safety.

For measures related to preventing the spread of covid, Gallup put in place safety guidelines during the pandemic. The guidelines focused on safety measures for local partners to take during training and data collection, such as social-and-physical distancing, using personal protective equipment (masks and gloves), handwashing, and of course, adhering to any national/local restrictions/requirements.

During fieldwork, field supervisors and independent validation staff performed a minimum number of validations in each country. Validations verify that the interview was completed and evaluate the interviewer's performance, confirming methodological standards were followed (e.g., starting point selection, random-route procedure, correct tracking sheet entry, respondent selection) and the questionnaire was administered appropriately (reading each question, not leading the respondent, etc.).

At least 30 per cent of completed face-to-face interviews were validated using measures such as accompanied interviews, in-person re-contacts or telephone re-contacts. In an accompanying interview, the supervisor was present for at least 50% of the interview (e.g., if the interview was 40 minutes long, the supervisor would have been present for at least 20 minutes). During re-contacts (in-person or telephone), the respondent was re-contacted to validate the interview.

At least 15% of completed telephone interviews were validated by either listening to interviews live or to recorded interviews.

## Sampling and Data Collection Methodology

All samples collected as part of the Gallup World Poll, including for the World Risk Poll/Violence and Harassment survey, are probability-based and nationally representative of the resident adult population. The Violence and Harassment at Work survey was fielded in 121 countries, territories and areas with diverse political, cultural, economic and geographic backgrounds (see Annex 3. Country Dataset Details). The coverage area is the entire country, including rural areas, and the sampling frame represents the entire civilian, non-institutionalised, aged-15-and-older population<sup>1</sup> (see the Face-to-face survey design and Telephone survey design sections below). Exceptions include areas where the safety of interviewing staff is threatened, scarcely populated islands or areas of countries that are hard to reach or where government restrictions (including those related to Covid-19) make an area unreachable.

Gallup has historically surveyed countries in the developing world in person. In a typical year, this mode of data collection would be used in about three-fourths of all countries surveyed. However, in 2020, Covid-19 forced a departure from this approach, with virtually all interviews being conducted by telephone that year. In 2021, the year of the Violence and Harassment survey, the situation with respect to Covid-19 and government restrictions limiting social interaction had improved sufficiently enough for Gallup to conclude that it could safely return to face-to-face interviewing in some countries. Still, telephone remained the most common mode of interviewing

<sup>1</sup> In the present study, statistical estimates calculated on the Gallup World Poll focused on the sub-sample of currently employed at the time of the interview. This is discussed in sections 3 and 4 below.

in 2021: Of the 121 surveyed countries, 69 relied on telephone (either landline, mobile or some combination thereof) for interviewing, while 52 countries conducted interviews in person.

The mode of interview can have implications for the survey coverage error, or the percentage of the target population not accessible for sampling. For instance, individuals without access to a landline and/or mobile telephone cannot be reached in countries where interviewing is conducted using these modes of communication.

For non-traditional (or new) telephone countries, under-coverage — though unavoidable, given the ongoing public health challenges in 2021 related to Covid-19 — may have implications for the underlying sample composition in some countries (i.e., the demographic profile of all aged 15+ respondents interviewed in a country). In many non-traditional telephone countries, samples were skewed toward specific demographic characteristics, often — though not always — toward more educated, younger individuals. To help adjust for these imbalances, Gallup (where considered necessary) relied on an expanded set of demographic factors when calculating post-stratification weights (further discussed in ‘Data weighting’, below).

In most countries, Gallup interviewed approximately 1,000 people as part of the Violence and Harassment survey. Notable exceptions include China and India, where at least 3,000 interviews were collected, and Russia, where 2,001 individuals participated. In only two countries did the sample size (i.e., the number of people interviewed) dip below 1,000 due to their population size — Jamaica and Iceland, where about 500 people were interviewed.

A brief overview of how Gallup conducts face-to-face and telephone surveys — including sample design and respondent selection — follows.

## Face-to-Face Survey Design

### First Stage: Stratification and Sampling

In countries where face-to-face surveys are conducted, sampling units are stratified by population size and/or geography, and clustering is achieved through one or more stages of sampling. Where population information is available, sample selection is based

on probabilities proportional to population size; otherwise, simple random sampling is used. Samples are drawn independently of any samples drawn for surveys conducted in previous years. The goal is to identify 100 to 125 ultimate clusters (sampling units) consisting of clusters of households.

For face-to-face surveys, Gallup uses three different sampling approaches, depending on the available population information:

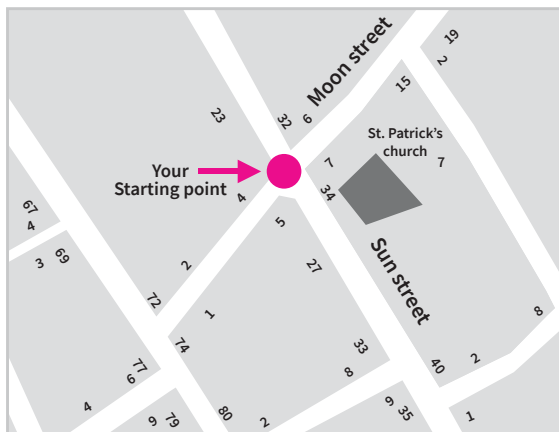
- **Method 1:** In countries where Gallup has detailed population information from a recent census or other reliable sources, a stratified single-stage or multiple-stage cluster design is used. Sampling units are selected using probabilities proportional to population size for each sampling stage down to 100 to 125 ultimate clusters, with a fixed number of interviews (eight or 10) completed in each ultimate cluster. If a multiple-stage selection is used, a minimum of 33 primary sampling units (PSUs) are selected.
- **Method 2:** In countries with limited population information, Gallup uses a stratified multiple-stage cluster design. PSUs are selected using probabilities proportional to size, and units at subsequent stages are selected using simple random sampling. At least 33 PSUs are selected at the first stage of sampling, with 100 to 125 ultimate clusters selected at the last stage.
- **Method 3:** In countries where only overall population information is available at the strata level (broad geographies/regions) and below, and just the name of units down to the lowest administrative unit are available, Gallup uses a stratified single-stage cluster design. PSUs (for example, wards or villages) are selected using simple random sampling. The sample design results in 100 to 125 PSUs/ultimate clusters.

### Second Stage: Household Selection

Random-route procedures were used to select sampled households. In each ultimate cluster, the supervisor or field manager pre-selected a starting point/address for the interviewer. Once the interviewer

reached the starting point, they followed strict rules to determine the households they would visit to attempt an interview.

- **Definition of a Household:** All interviews took place at a person's home, which could range from a one-room flat to a single house. To be eligible, a household had to have its own cooking facilities, which could be anything from a standing stove in the kitchen to a small fire in the courtyard.
- **Movement From the Starting Point:** Once at the given starting point, the interviewer placed their back to the (main) entrance of the structure and moved to the right (rule: Always go to the right). Counting three households (excluding the starting point), the interviewer attempted contact at the third household (main household). A higher interval (five or more) could be employed in dense urban areas or large apartment buildings. Unless an outright refusal occurred, interviewers could make up to three attempts to survey the household. After visiting the first main household, the interviewer continued to select the third household to the right, and so on. If the interviewer did not successfully complete an interview at a selected household, it was replaced with another household using the same procedure.



The interviewer was instructed to count individual households and not houses, and not to count unoccupied structures. Group quarters (institutions and other group living arrangements such as rooming houses, dormitories and military barracks) were excluded from this survey.

### Third Stage: Respondent Selection

The interviewer's next step was to randomly select the respondent within the household. The interviewer listed all household members aged 15 and older who lived in the household. The computer-assisted personal interviewing (CAPI) system then randomly selected the household member to be interviewed. If the country survey was collected using paper and pencil (PAPI), the selection of the household member to interview was performed using the Kish grid, a prominent method for randomly selecting members of a household<sup>2</sup>.

If the selected respondent was temporarily unavailable, the interviewer would revisit the household at another time. If the selected respondent refused to take part in an interview or was unavailable for the remainder of the field period, the household was replaced with another household (following the random-route procedure).

### Telephone Survey Design

In countries, territories or areas where interviews were conducted by telephone, a dual-sampling frame (landline and mobile telephone) was generally used, particularly in countries where Gallup has traditionally relied on this technology for data collection (also referred to as 'traditional telephone countries'). For 'new telephone countries' — those 39 nations, territories or areas where Gallup did not typically interview by telephone prior to 2020 — a dual-sampling frame was used only if historical Gallup estimates showed that landline presence and use in the country was 20% or higher.

In a smaller group of countries, respondents were contacted only through mobile telephone. Some of these countries include traditional telephone countries, such as Finland, where Gallup has determined that this is the most effective, efficient way to obtain a nationally representative sample. However, most of the countries where interviewing was conducted solely by mobile telephone were new telephone countries, which, according to Gallup estimates, have limited to no landline telephone presence (about 20% or less).

<sup>2</sup> Gallup, Inc. (2008). Gallup World Poll methodology. <http://www.oecd.org/sdd/43017172.pdf>

In traditional telephone countries, respondent selection follows the same procedure as in previous years:

- For respondents contacted by landline telephone, random respondent selection is performed within the household (among eligible respondents aged 15 and older), either by asking for the person aged 15 or older who has the next birthday or randomly selecting a respondent from a list of all eligible household members.
- For respondents contacted by mobile telephone, no further selection is performed (other than confirming the respondent is at least 15 years of age).

The design, stratification and execution of telephone samples in the new telephone countries differed from those that have traditionally used this mode. Stratification of landline frame is by geography, and where market share information for mobile service providers is known, the mobile frame is explicitly stratified by the service providers and the sample drawn proportional to the market share.

In new telephone countries with combined landline/mobile telephone coverage of 80% or higher, the following respondent selection procedures are applied:

- For respondents contacted by landline telephone, random respondent selection is performed within the household (among eligible respondents aged 15 and older), either by asking for the person aged 15 or older who has the next birthday or randomly selecting a respondent from a list of all eligible household members.
- For respondents contacted by mobile telephone, no further selection is performed (other than confirming the respondent is at least 15 years of age).
- In China, Gabon and the Philippines, an oldest male/youngest female respondent selection method was administered in an attempt to minimise gender and age skews over the telephone.

In 7 new telephone countries with low combined landline/mobile telephone coverage (below 80%), random respondent selection within the household (among eligible household members aged 15 and older) is performed, regardless of whether the

respondent was contacted by landline or mobile telephone.

## Data Preparation

In line with standard Gallup World Poll procedures, the Violence and Harassment at Work survey data was subjected to a rigorous quality assurance process — one that begins the moment the first interview is conducted. Throughout the fielding period, Gallup's regional survey directors or analysts working under their direction frequently reviewed the data. Researchers also examined results by interviewer and region of the country to identify any incongruities that might suggest problems related to the survey implementation process.

At the end of the fielding period, the regional directors again reviewed the data and, if necessary, reached out to Gallup's on-the-ground data collection partners to discuss any potential anomalies or issues. Once the regional directors were satisfied with the underlying integrity of the data, the data were aggregated and cleaned, ensuring correct variable codes and labels were applied. The data were then reviewed for logical consistency and trends over time. Next, the data were cleaned, weighted and vetted.

## Data Weighting

Data weighting is used to ensure samples are nationally representative for each country, territory and area and is intended to be used for calculations within a country. Gallup's national survey weights are constructed in the following manner.

First, Gallup constructs base-sampling weights.

In countries where data are collected face-to-face, Gallup constructs sampling weights to account for any disproportionality in selection of primary and subsequent levels of sampling within each stratum. Sampling weights are calculated to account for any disproportionalities in allocation, selection probabilities of primary sampling units, secondary sampling units and households within the ultimate cluster. Next, weighting by household size (number of residents aged 15 and older) is used to adjust for the probability of selecting a single adult in each selected household, as residents in larger households



will have a disproportionately lower probability of being selected for the sample. The product of these two steps constitutes the base weight.

In countries where data are collected via telephone, Gallup constructs a probability weight factor (base weight) to account for selection of telephone numbers from the respective frames and correct for unequal selection probabilities resulting from selecting one adult in landline households (number of residents aged 15 and older) and for dual users coming from both the landline and mobile frame.

Next, the base weights are post-stratified to adjust for non-response and to match the weighted sample totals to known target population totals obtained from country-level census data. Gallup makes non-response adjustments to gender, age and, where reliable data are available, education or socio-economic status.

The final weights are then normalised, so their sum is equal to the sample size of the country (typically 1,000). Finally, approximate study design effect and margin of error are calculated (calculations are presented in the Annex 3. Country Dataset Details table). The design effect calculation reflects the influence of data weighting on sampling variance compared to a simple random sample of the same size.

For cross-national analysis, this weight is adjusted to account for differences in the country's population size. This concept is explained more fully in Section 2 below.

### Sampling Error/Precision of Estimates

When interpreting survey results, all sample surveys are subject to potential errors. Errors may occur, for example, due to non-response (where selected respondents are never reached or refuse to participate), interviewer administration error (where a response can be mistyped or misinterpreted by the interviewer) or incomplete or inaccurate answers from the respondent.

The sampling design of the World Risk Poll/Violence and Harassment at Work survey was used to produce unbiased estimates of the stated target population. An unbiased sample will have the same characteristics and behaviours as those of the total population from which it was drawn. In other words, with a properly drawn sample, statements can be made about the target population within a specific range of certainty. Sampling errors can be estimated, and their measures can be used to help interpret the final data results. The size of such sampling errors depends largely on the number of interviews and the complexity of the sampling design.

Because these surveys are a clustered sample design, the margin of error varies by question, and if the data user is making decisions based on the margin of error, he or she should consider inflating the margin of error. Further, in countries where gender-matched interviewing was implemented, the margin of error should be inflated to approximate the effect of non-random procedures during the final stage of sampling.

The margin of error (MOE), or the level of precision used in estimating the unknown population proportion 'P,' can be derived based on the following formula<sup>3</sup>:

$$\text{MOE} = 1.96 * \sqrt{(P*(1-P)/n)}$$

where 'n' is the sample size (i.e., the number of completed surveys). Under the most conservative assumption (P = 0.5), the MOE for a sample size of 1,000 will be  $1.96 * \sqrt{(0.25/1000)} = 3.1\%$  under the assumption of simple random sampling.

Table 2 shows the size of the 95% confidence interval half-widths for various sample sizes under the assumption of simple random sampling. They may be interpreted as indicating the approximate range (plus or minus the figure shown) around the sample estimate within which the results of repeated sampling in the same time period could be expected to fall 95% of the time, assuming the same sampling procedures, interviewing process and questionnaire. For any given sample size, the estimated precision is lowest when P = 0.5 (or 50%). For example,

<sup>3</sup> This formula is calculated at the 95% confidence level, i.e.,  $\alpha=0.05$ , resulting in  $z_{\alpha/2} = 1.96$ .

the sample size needed to ensure a sampling error (or half-width of confidence interval) of 0.05 at 95% confidence level is around 400 cases when P = 0.5 (or 50%). A sample size of 300 will produce a sampling error close to 0.057 at 95% level of significance when P = 0.5 (or 50%). With P = 0.4 (or 40%), a sample size of 300 will produce a sampling error of 0.056.

**Table 1**
**95% confidence interval half-widths for percentages for entire sample or sub-groups, in percentage points**

Sample sizes near	For percentages near					
	5/95% ±	10/90% ±	20/80% ±	30/70% ±	40/60% ±	50/50% ±
400	2.1	2.9	3.9	4.5	4.8	4.9
500	1.9	2.6	3.5	4.0	4.3	4.4
600	1.7	2.4	3.2	3.7	3.9	4.0
800	1.5	2.1	2.8	3.2	3.4	3.5
1,000	1.4	1.9	2.5	2.8	3.0	3.1
1,500	1.1	1.5	2.0	2.3	2.5	2.5
2,000	.96	1.3	1.8	2.0	2.1	2.2
2,500	.85	1.2	1.6	1.8	2.0	2.0
3,000	.78	1.1	1.4	1.6	1.8	1.8
4,000	.68	.93	1.2	1.4	1.5	1.5
5,000	.60	.88	1.2	1.3	1.3	1.4

While the above table reflects precision assuming simple random sampling, face-to-face surveys use complex designs involving stratification and clustering. Even for telephone samples, although drawn as simple random samples within each frame, the overall sample design is complex. In addition to design complexities, both modes of data collection are weighted to correct for unequal probabilities of household selection and post-stratification adjustments. This introduces a design effect that needs to be considered while computing the sampling error (or precision) of the estimates. The design effect is defined as the ratio of the design-based sample variance to the sample variance obtained from a simple random sample of the same size. To calculate the precision of an estimate using the complex sampling design with a design effect, one must multiply the precision under the assumption of simple random sampling by the square root of the design effect associated with this estimate. In other words, the precision of an estimate (p) of an unknown population proportion 'P' may be approximated as:

$$\text{Precision (p)} = \{\text{SQRT (Deff)}\} \times \text{SE(p)}$$

where 'Deff' is the design effect associated with the estimate (p)

$$\text{SE(p)} = \text{SQRT}\{p^*(1-p)/(n - 1)\}$$

n = the unweighted sample size

For purposes of simplicity, an estimate of 'Deff\_wt' is provided for each country, taking into consideration only the variability of weights<sup>4</sup>. In addition to the variability of weights, clustered samples in face-to-face surveys contribute to the design effect by reducing the effective sample size. The intraclass correlation coefficient for each estimate and the average cluster size impacts the design effect as follows:

$$\text{Deff}_c = (1 + (c-1) * \rho)$$

<sup>4</sup> The design effect was defined formally by Kish (1965, Section 8.2, p. 258) as 'the ratio of the actual variance of a sample to the variance of a simple random sample of the same number of elements.' Based on Kish's approximate formula {design effect = (sample size)\*(sum of squared weights)/(square of the sum of weights)}.

Where 'Deff\_c' is the design effect due to clustering, 'c' is the average cluster size and 'p' is the intraclass correlation coefficient for a particular estimate. For purposes of illustration, given an average cluster size of 10 and an intraclass correlation coefficient estimate of 0.1, the design effect due to clustering is:

$$\text{Deff}_c = (1 + (10-1) \cdot 0.1) = 1.9$$

Therefore, precision for estimates generated from face-to-face surveys can be approximated by this formula:

$$\text{MOE} = 1.96 \cdot \sqrt{(P \cdot (1-P)/n)} \cdot \sqrt{(\text{Deff}_{wt})} \cdot \sqrt{(\text{Deff}_c)}$$

## Section 2. Methods for Report Analyses

This section discusses key aspects of the reporting and analyses of the ILO, Lloyd's Register Foundation and Gallup Violence and Harassment at Work survey, including the decision to focus only on currently employed respondents, how the summary variables regarding experience with violence and harassment at work and when it last happened were constructed, and how cross-national statistics were calculated.

### Determining the Unit of Analysis

A major objective of the ILO, Lloyd's Register Foundation and Gallup Violence and Harassment at Work survey was to estimate the prevalence of physical, psychological or sexual violence and harassment at work. While the questionnaire was asked to respondents regardless of their employment status, the findings and analyses included in the ILO-Lloyd's Register Foundation Report "Experiences of violence and harassment at work: A global first survey" are based only on employed respondents.

The major exception to this general approach were those respondents who said they have never worked in their lives; individuals who volunteered this information were asked no further questions on the module. In total, this group (those who said they have never worked) represented 9.6 per cent of the combined, unweighted sample, or 12,038 respondents. In nine countries or areas, this group represented around a third or more of the entire weighted national sample<sup>5</sup>. These respondents were removed from the overall combined sample, both because they said they had never worked and because they did not complete the full module. This left a combined total of 113,873 interviewees. However, 39,509 of these individuals (or 34.7 per cent of the unweighted, pooled sample) were not currently employed at the time of the interview — either because they were unemployed or out of the workforce.

While a notable share of those who were out of the workforce or unemployed at the time of the interview said they had ever experienced violence and harassment at work — the median country result was 17.5 per cent for this group, compared to 23.8 per cent for those currently employed — concerns were raised regarding how to interpret the data related to those out of the labour force, especially as it could not be determined how many of these respondents had actually worked in the past compared to those who had not. For the sake of analytical clarity, it was ultimately decided to exclude this group from the analysis. Thus, the final combined-country sample was 74,364 individuals, all of whom were currently employed at the time of the interview.

### Construction of the Measures of Experience with Violence and Harassment at Work

This report provides a detailed examination of the prevalence of currently employed individuals who have ever experienced any form of violence and harassment at work — that is, the percentage of employed individuals who said they have experienced physical, psychological or sexual violence and harassment at work (or some combination thereof) and when this last happened (five years ago or less or more than five years ago).

<sup>5</sup> These countries included Algeria (54.0 per cent volunteered they had never worked during the Violence and Harassment at Work module); Jordan (41.8 per cent); Kosovo (39.8 per cent) Sierra Leone (36.7 per cent), Malaysia (35.5 per cent) Egypt (35.0 per cent) Sri Lanka (34.0 per cent) Tunisia (32.8 per cent) and Zambia (32.3 per cent).

This variable is a summary measure of six survey questions, including:

- Personal experience with physical violence and harassment at work and, if yes, when was the last time this happened — within the last year, two to five years ago or more than five years ago
- Personal experience with psychological violence and harassment at work and, if yes, when was the last time this happened — was it within the last year, two to five years ago or more than five years ago
- Personal experience with sexual violence and harassment at work<sup>6</sup> and, if the person says yes, when was the last time this happened — was it within the last year, two to five years ago or more than five years ago

Respondents who said they had experienced physical, psychological or sexual violence were first classified as having ever experienced any form of violence at harassment at work; respondents who said no or 'do not know' to all three items were recorded as not having experienced any form of violence and harassment or would not say. For respondents who acknowledged experiencing one form of violence and harassment at work, their answer to the follow-up question of 'When was the last time this happened,' provided the time dimension of the summary variable.

However, some respondents said they had experienced more than one form of violence and harassment at work. For this group, Gallup used the most recent occurrence. Finally, the categories 'within the last year', and 'two to five years ago', were combined, while people who said they had experienced some form of violence and harassment but did not know when that occurred were grouped with the 'more than five years ago' category<sup>7</sup>.

This process was slightly more complicated for the questions related to sexual violence and harassment at work. In five countries — Algeria, China, Jordan, Morocco and Pakistan — the experience-related question was asked in a different manner than in other places (see Annex 2). The results for this modified survey item were treated as a separate variable in the data file, leading to the question of whether to report the results of the modified and original questions together or if the two should be kept separate. Gallup and the ILO decided to combine the data from the two questions and report the results as a single question.

### Cross-National Analyses: Weighting Adjustments

Survey weights improve the representativeness and generalisability of the data. In the Violence and Harassment at Work report, all statistics are based on weighted estimates, unless otherwise noted<sup>8</sup>.

In its description of the survey weighting process, Section 1 noted that Gallup adjusts all weights in such a way that the sum of the weights for a given country or territory will be equal to overall sample size. In most countries or territories, the sample size consists of 1,000 respondents.

This practice presents potential problems for cross-national analysis, which combines the data of different countries to arrive at a higher-level statistic, such as a global or regional total. As originally designed, the survey weights do not account for population differences between countries or territories, instead giving all units relatively equal weight.

To correct for this, all cross-national analysis featured in this report uses what is known as a 'projection weight'<sup>9</sup>, or a 'population scaling to the weights'<sup>10</sup>. Projection weights are a transformed version of the initial survey weight:

6 In Algeria, China, Jordan, Morocco and Pakistan, this question was modified to ask about experience with 'unwanted intimate physical contact at work'.

7 This was not a large group — in total, 120 respondents said they had experienced some form of violence and harassment but could not remember when, or, perhaps, would not say when.

8 In general, unweighted estimates are used for the purposes of assessing sample size (i.e., the total number of interviews).

9 Gallup refers to these types of weights as 'projection weights', because they are used to estimate — or project — the total number of individuals represented by each respondent. However, this is not a formal technical term for this variable. The European Social Survey, for instance refers to this variable as a 'population weight'. Kaminska and Lynn refer to a 'population scaled', weight in their discussion, but also refer to it as a 'cross-national weight', as it is designed for the purposes of cross-national analysis (citation below).

10 Kaminska, O., & Lynn, P. (2017). Survey-based cross-country comparisons where countries vary in sample design: Issues and solution. *Journal of Official Statistics*, 33(1), 123-136.

They are designed so that the sum of the projection weights for any given country or territory is equal to the population of interest.

For most Gallup surveys, the population of interest is the number of people aged 15 and older in any given country or territory but, for this report, this was narrowed to be employed individuals of that age range. Hence, the projection weights were calculated to add up to the total number of aged 15+ employed individuals in 2021 within a given country or territory, as reported by ILOSTAT<sup>11</sup>. Separate projection weights were also developed with respect to the number of employed women and men in a country, again using figures from ILOSTAT.

For any given country or territory, projection weights were calculated in the following manner:

- 1) Identify the number of currently employed individuals, women and men aged 15 or older. This will be the target population figure,  $P_T$  (for total employed population),  $P_W$  (for the total number of employed women) and  $P_M$  (for the total number of employed men). The remainder of this example will focus on how the projection weight is calculated for the total employed population, though this process is similar for both sexes.
- 2) Obtain the sum of the weights for those survey respondents who will be included in the analysis, namely people who said they were currently employed at the time of the survey. This would be  $p_t$ .
- 3) Calculate the projection factor (pf), which is equal to the total population of interest divided by the weighted survey sample size ( $P_T/p_t$ ). In general, this will be a very large number — ranging from 384.6 to 362,019.2 across the 121 countries or territories.
- 4) For each eligible respondent within the country or territory, multiply the projection factor by the individual's survey weight (WGT). Or, in mathematical notation:  $(pf) * (WGT)$ . This is the projection weight and, theoretically, measures how many other people a respondent represents.

All analysis where the geographic focus was more than one country — including at the global, regional or country income group level — applied projection weights when calculating any statistical estimates.

<sup>11</sup> International Labor Organization. (2021). Employment by sex and age -- ILO modelled estimates, Nov. 2021 (thousands) – ILO modelled estimates. Rilostat. Accessed 2 June 2022.

## Annex 1. Violence and Harassment at Work Questionnaire 2021

**VH1.** Have you, personally, EVER experienced PHYSICAL violence and/or harassment AT WORK, such as hitting, restraining, or spitting?

	RESPONSE OPTIONS:
Yes	1
No	2
(Respondent has never worked)	7
(DK)	8
(Refused)	9

*(If code 1 in VH1, Continue; If code 7 in VH1, Terminate; Otherwise, Skip to VH2)*

**VH1\_B.** How many times have you experienced this? Once or twice, three to five times, or more than five times?

	RESPONSE OPTIONS:
Once or twice	1
Three to five times	2
More than five times	3
(DK)	8
(Refused)	9

**VH1\_C.** Approximately, WHEN was the LAST time this happened to you - was it within the last year, two to five years ago, or more than five years ago?

	RESPONSE OPTIONS:
Within the last year	1
Two to five years ago	2
More than five years ago	3
(DK)	8
(Refused)	9

**VH2.** Have you, personally, EVER experienced PSYCHOLOGICAL violence and/or harassment, such as insults, threats, bullying, or intimidation AT WORK?

	RESPONSE OPTIONS:
Yes	1
No	2
(Respondent has never worked)	7
(DK)	8
(Refused)	9

*(If code 1 in VH2, Continue; If code 7 in VH2, Terminate; Otherwise, Skip to VH3/WP22503)*

**VH2\_B.** How many times have you experienced this? Once or twice, three to five times, or more than five times?

	RESPONSE OPTIONS:
Once or twice	1
Three to five times	2
More than five times	3
(DK)	8
(Refused)	9

**VH2\_C.** Approximately, WHEN was the LAST time this happened to you - was it within the last year, two to five years ago, or more than five years ago?

	RESPONSE OPTIONS:
Within the last year	1
Two to five years ago	2
More than five years ago	3
(DK)	8
(Refused)	9

**VH3.** Have you, personally, EVER experienced any type of SEXUAL violence and/or harassment AT WORK, such as unwanted sexual touching, comments, pictures, emails, or sexual requests while at WORK?

	RESPONSE OPTIONS:
Yes	1
No	2
(Respondent has never worked)	7
(DK)	8
(Refused)	9

*(If code 1 in VH3, Continue; If code 7 in VH3, Skip to Terminate; Otherwise, Skip to Note before VH4)*

**VH3\_B.** How many times have you experienced this? Once or twice, three to five times or more than five times?

	RESPONSE OPTIONS:
Once or twice	1
Three to five times	2
More than five times	3
(DK)	8
(Refused)	9

**VH3\_C.** Approximately, WHEN was the LAST time this happened to you - was it within the last year, two to five years ago or more than five years ago?

	RESPONSE OPTIONS:
Within the last year	1
Two to five years ago	2
More than five years ago	3
(DK)	8
(Refused)	9

*(If code 1 in VH1, VH2, or VH3, Continue; Otherwise, Terminate)*

**VH4.** Did you ever tell anyone about the violence and/or harassment that you experienced AT WORK?

	RESPONSE OPTIONS:
Yes	1
No	2
(DK)	8
(Refused)	9

*(If code 1 in VH4, Continue; If code 2 in VH4, Skip to VH4\_C/Text; Otherwise, Terminate)*

**VH4B.** Whom did you tell about your experiences? Was it...?

		Yes	No	(DK)	(Refused)
VH4_B1	Your employer or supervisor	1	2	8	9
VH4_B2	A co-worker	1	2	8	9
VH4_B3	A friend or family member	1	2	8	9
VH4_B4	A trade union representative	1	2	8	9
VH4_B5	The police, a community leader, or (a/an [insert country specific example, such as a labour inspector])	1	2	8	9
VH4_B6	Social services or a not-for-profit organization	1	2	8	9

*(All in VH4\_B, Terminate)*



**VH4C.** Please tell me if each of the following is a reason why you did not tell anybody about your experience. Was it because...?

		Yes	No	(DK)	(Refused)
VH4_C1	You thought it was a waste of time	1	2	8	9
VH4_C2	You did not know what to do	1	2	8	9
VH4_C3	Procedures at work were unclear	1	2	8	9
VH4_C4	You were worried people would find out about it at work	1	2	8	9
VH4_C5	Fear of punishment	1	2	8	9
VH4_C6	Fear for your reputation	1	2	8	9
VH4_C7	Lack of trust in the police, community leaders, or [insert country specific example, such as labour inspectors]	1	2	8	9

## Annex 2. Violence and Harassment at Work survey: Exclusions and modifications

	Question	Countries where item was excluded	Countries where item was modified
VH1	Have you, personally, EVER experienced PHYSICAL violence and/or harassment AT WORK, such as hitting, restraining, or spitting?	China	UAE (“spitting,” was removed) Uzbekistan (“spitting,” was removed)
VH1_B	How many times have you experienced this? Once or twice, three to five times, or more than five times?	China	9
VH1_C	Approximately, WHEN was the LAST time this happened to you - was it within the last year, two to five years ago, or more than five years ago?	China	9
VH2	Have you, personally, EVER experienced PSYCHOLOGICAL violence and/or harassment, such as insults, threats, bullying, or intimidation AT WORK?		China -- Wording was changed to, “Have you, personally, EVER experienced someone PSYCHOLOGICALLY hurting you AT WORK, such as saying something to you that was hurtful or threatening?”
VH2_B	How many times have you experienced this? Once or twice, three to five times, or more than five times?		China
VH2_C	Approximately, WHEN was the LAST time this happened to you - was it within the last year, two to five years ago, or more than five years ago?		China
VH3	Have you, personally, EVER experienced any type of SEXUAL violence and/or harassment AT WORK, such as unwanted sexual touching, comments, pictures, emails, or sexual requests while AT WORK?	Iraq Saudi Arabia UAE	Algeria China Jordan Morocco Pakistan
VH3_B	How many times have you experienced this? Once or twice, three to five times, or more than five times?	Iraq Saudi Arabia UAE	Algeria China Jordan Morocco Pakistan
VH3_C	Approximately, WHEN was the LAST time this happened to you - was it within the last year, two to five years ago, or more than five years ago?	Iraq Saudi Arabia UAE	Algeria China Jordan Morocco Pakistan
VH4	Did you ever tell anyone about the violence and/or harassment that you experienced AT WORK?	China	
VH4_B1	Whom did you tell about your experiences? Your employer or supervisor	China	
VH4_B2	Whom did you tell about your experiences? A co-worker	China	

	Question	Countries where item was excluded	Countries where item was modified
VH4_B3	Whom did you tell about your experiences? A friend or family member	China	
VH4_B4	Whom did you tell about your experiences? A trade union representative	China UAE	
VH4_B5	Whom did you tell about your experiences? The police, a community leader, or (a/an [insert country specific example, such as a labour inspector])	China Saudi Arabia	
VH4_B6	Whom did you tell about your experiences? Social services or a not-for-profit organization	China	
VH4_C1	Please tell me if each of the following is a reason why you did not tell anybody about your experience. You thought it was a waste of time	China	
VH4_C2	Please tell me if each of the following is a reason why you did not tell anybody about your experience. You did not know what to do	China	
VH4_C3	Please tell me if each of the following is a reason why you did not tell anybody about your experience. Procedures at work were unclear	China	
VH4_C4	Please tell me if each of the following is a reason why you did not tell anybody about your experience. You were worried people would find out about it at work	China	
VH4_C5	Please tell me if each of the following is a reason why you did not tell anybody about your experience. Fear of punishment	China	
VH4_C6	Please tell me if each of the following is a reason why you did not tell anybody about your experience. Fear for your reputation	China	
VH4_C7	Please tell me if each of the following is a reason why you did not tell anybody about your experience. Lack of trust in the police, community leaders, or [insert country specific example, such as labour inspectors]	China Myanmar Saudi Arabia Tajikistan	

## Annex 3. Country Dataset Details

The table below provides information about the data collection dates, number of interviews, overall design effect, maximum margin of error, mode of interviewing and interviewing languages and identifies any areas of a country where Gallup was unable to interview.

Country	Data collection date	Number of interviews	Design	Margin of Error	Number of interviews with respondents who were currently employed	Mode of Interviewing	Languages	Exclusions (samples are nationally representative unless noted otherwise)
Afghanistan	Aug 8 – Sep 29, 2021	1,000	1.54	3.8	203	Face-to-Face and Face-to-Face (HH)*	Dari, Pashto	Gender-matched sampling was used during the final stage of selection.
Albania	Jun 29 – Aug 26, 2021	1,000	1.71	4.1	331	Face-to-Face (HH)*	Albanian	People living in remote or difficult-to-access rural areas were excluded. The excluded area represents approximately 2% of the population.
Algeria	Aug 10 – Sep 17, 2021	1,000	2.50	4.9	473	Landline and Mobile Telephone	Arabic	
Argentina	Aug 24 – Nov 11, 2021	1,001	2.43	4.8	761	Landline and Mobile Telephone	Spanish	
Armenia	Aug 5 – Dec 12, 2021	1,002	1.67	4.0	433	Face-to-Face (HH)*	Armenian	Settlements near territories disputed with Azerbaijan were not included for insecurity reasons. The excluded area represents approximately 3% of the population.
Australia	Jul 12 – Aug 22, 2021	1,000	1.71	4.0	514	Landline and Mobile Telephone	English	
Austria	Jul 5 – Jul 29, 2021	1,000	1.56	3.9	549	Landline and Mobile Telephone	German	
Bangladesh	Feb 27 – Mar 30, 2022	1,000	1.31	3.6	319	Face-to-Face (HH)*	Bengali	
Belgium	Nov 29, 2021 – Jan 5, 2022	1,001	1.23	3.4	538	Landline and Mobile Telephone	French, Dutch	
Benin	Jul 26 – Aug 14, 2021	1,000	1.47	3.8	643	Face-to-Face (HH)*	Bariba, Fon, French	
Bolivia	Aug 11 – Sep 6, 2021	1,002	2.03	4.4	802	Mobile Telephone	Spanish	
Bosnia and Herzegovina	Aug 20 – Oct 13, 2021	1,000	1.92	4.3	632	Landline and Mobile Telephone	Bosnian	
Brazil	Sep 13 – Oct 15, 2021	1,004	2.18	4.6	778	Landline and Mobile Telephone	Portuguese	

Country	Data collection date	Number of interviews	Design	Margin of Error	Number of interviews with respondents who were currently employed	Mode of Interviewing	Languages	Exclusions (samples are nationally representative unless noted otherwise)
Bulgaria	Jun 2 – Aug 26, 2021	1,008	1.68	4.0	591	Landline and Mobile Telephone	Bulgarian	
Burkina Faso	Aug 16 – Sep 8, 2021	1,000	1.46	3.8	682	Face-to-Face (HH)*	Dioula, French, Fulfulde, Moore	Some communities in the East and Sahel regions were excluded for security reasons. The areas excluded represent 4% of the population.
Cambodia	Aug 28 – Oct 5, 2021	1,000	1.61	3.9	614	Face-to-Face (HH)*	Khmer	Koh Kong, Stueng Treng, Otdar Meanchey and Kep provinces were excluded. These excluded areas represent approximately 3% of the population of Cambodia.
Cameroon	Jun 8 – Jul 1, 2021	1,000	1.42	3.7	644	Face-to-Face (HH)*	French, English, Fulfulde	Some arrondissements in the Extreme North region, the Northwest region and the Southwest region were excluded due to insecurity. Neighbourhoods with less than 50 households were also excluded from the sampling. The exclusion represents 20% of the total population.
Canada	Jul 30 – Sep 11, 2021	1,010	1.38	3.6	578	Landline and Mobile Telephone	English, French	Northwest Territories, Yukon and Nunavut (representing approximately 0.3% of the Canadian population) were excluded.
Chile	Aug 19 – Dec 23, 2021	1,001	1.59	3.9	532	Face-to-Face (HH)*	Spanish	
China	Sep 26 – Dec 16, 2021	3,500	2.40	2.6	1,952	Mobile Telephone	Chinese	Tibet was excluded from the sample. The excluded areas represent less than 1% of the population of China.
Colombia	Aug 25 – Oct 9, 2021	1,000	1.56	3.9	684	Landline and Mobile Telephone	Spanish	
Congo	Jun 29 – Jul 21, 2021	1,000	1.58	3.9	454	Face-to-Face (HH)*	French, Kituba, Lingala	
Costa Rica	Aug 19 – Sep 30, 2021	1,000	1.40	3.7	658	Landline and Mobile Telephone	Spanish	
Cote D'Ivoire	Oct 28 – Nov 28, 2021	1,000	1.63	4.0	622	Face-to-Face (HH)*	French, Dioula	
Croatia	Aug 25 – Sep 28, 2021	1,003	1.53	3.8	564	Landline and Mobile Telephone	Croatian	
Cyprus	Jul 12 – Oct 3, 2021	1,009	2.03	4.4	609	Landline and Mobile Telephone	Greek, English	
Czech Republic	Jul 24 – Oct 18, 2021	1,006	1.45	3.7	656	Landline and Mobile Telephone	Czech	

Country	Data collection date	Number of interviews	Design	Margin of Error	Number of interviews with respondents who were currently employed	Mode of Interviewing	Languages	Exclusions (samples are nationally representative unless noted otherwise)
Denmark	Jul 22 – Sep 3, 2021	1,000	1.71	4.1	731	Mobile Telephone	Danish	
Dominican Republic	Aug 1 – Sep 15, 2021	1,001	1.33	3.6	578	Face-to-Face (HH)*	Spanish	
Ecuador	Aug 24 – Oct 7, 2021	1,001	1.63	4.0	697	Landline and Mobile Telephone	Spanish	
Egypt	Sep 4 – Sep 25, 2021	1,006	1.49	3.8	419	Face-to-Face (HH)*	Arabic	Frontier governorates (Matruh, Red Sea, New Valley, North Sinai and South Sinai) were excluded as they are remote and represent a small proportion of the country's population. The excluded areas represent less than 2% of the total population.
El Salvador	Sep 16 – Nov 24, 2021	1,001	1.60	3.9	484	Face-to-Face (HH)*	Spanish	
Estonia	Aug 9 – Sep 24, 2021	1,006	1.43	3.7	734	Mobile Telephone	Estonian, Russian	
Finland	Jul 8 – Aug 25, 2021	1,006	1.53	3.8	620	Mobile Telephone	Finnish, Swedish	
France	Jul 5 – Aug 3, 2021	1,000	1.69	4.0	556	Landline and Mobile Telephone	French	
Gabon	Oct 10 – Oct 31, 2021	1,000	2.19	4.6	641	Mobile Telephone	French, Fang	
Georgia	Jul 29 – Dec 5, 2021	1,001	1.45	3.7	358	Face-to-Face (HH)*	Georgian, Russian	South Ossetia and Abkhazia were not included for the safety of the interviewers. In addition, very remote mountainous villages or villages with less than 100 inhabitants were also excluded. The excluded area represents approximately 8% of the population.
Germany	Jul 5 – Jul 31, 2021	1,000	2.40	4.8	557	Landline and Mobile Telephone	German	
Ghana	Jul 27 – Sep 5, 2021	1,000	1.32	3.6	718	Face-to-Face (HH)*	English, Ewe, Twi, Dagbani, Hausa	Localities with less than 100 inhabitants were excluded from the sample. The excluded areas represent approximately 4% of the population.
Greece	Jul 1 – Jul 31, 2021	1,000	2.20	4.6	694	Landline and Mobile Telephone	Greek	
Guinea	Sep 7 – Sep 25, 2021	1,000	1.47	3.8	557	Face-to-Face (HH)*	French, Malinke, Pular, Soussou	
Honduras	Sep 21 – Dec 20, 2021	1,005	1.72	4.1	510	Face-to-Face (HH)*	Spanish	

Country	Data collection date	Number of interviews	Design	Margin of Error	Number of interviews with respondents who were currently employed	Mode of Interviewing	Languages	Exclusions (samples are nationally representative unless noted otherwise)
Hong Kong SAR of China	Sep 3 – Oct 31, 2021	1,004	1.23	3.4	678	Landline and Mobile Telephone	Chinese	
Hungary	Oct 5 – Nov 27, 2021	1,000	1.87	4.2	585	Landline and Mobile Telephone	Hungarian	
Iceland	Sep 3 – Oct 26, 2021	500	1.39	5.2	361	Landline and Mobile Telephone	Icelandic	
India	Jul 29 – Oct 14, 2021	3,000	1.30	2.0	1,243	Face-to-Face (HH)*	Assamese, Bengali, Gujarati, Hindi, Kannada, Malayalam, Marathi, Odia, Punjabi, Tamil, Telugu	Excluded population living in Northeast states and remote islands, and Jammu and Kashmir. The excluded areas represent less than 10% of the population.
Indonesia	Jul 8 – Oct 16, 2021	1,063	1.54	3.7	639	Face-to-Face (HH)*	Bahasa Indonesia	
Iran	Sep 30 – Oct 6, 2021	1,011	1.25	3.4	425	Landline and Mobile Telephone	Farsi	
Iraq	Nov 1 – Dec 6, 2021	1,002	1.55	3.9	404	Face-to-Face and Face-to-Face (HH)*	Arabic, Kurdish	
Ireland	Jul 5 – Jul 29, 2021	1,000	1.57	3.9	617	Landline and Mobile Telephone	English	
Israel	Aug 15 – Nov 26, 2021	1,001	1.17	3.4	586	Face-to-Face (HH)*	Hebrew, Arabic	The sample does not include the area of East Jerusalem. This area was included in the sample of Palestinian Territories.
Italy	Jul 5 – Jul 31, 2021	1,000	2.70	5.1	530	Landline and Mobile Telephone	Italian	
Jamaica	Sep 18 – Nov 9, 2021	505	1.60	5.5	312	Face-to-Face (HH)*	English	
Japan	Aug 19 – Oct 27, 2021	1,010	1.36	3.6	638	Landline and Mobile Telephone	Japanese	For landline RDD, 12 municipalities near the nuclear power plant in Fukushima were excluded. These areas were designated as not-to-call districts due to the devastation from the 2011 disasters. The exclusion represents less than 1% of the population of Japan.
Jordan	Sep 30 – Oct 14, 2021	1,008	1.34	3.6	449	Mobile Telephone	Arabic	
Kazakhstan	Sep 4 – Oct 19, 2021	1,000	1.50	3.8	586	Face-to-Face (HH)*	Russian, Kazakh	
Kenya	Jun 21 – Jul 20, 2021	1,003	1.40	3.7	694	Face-to-Face (HH)*	English, Swahili/Kiswahili	

Country	Data collection date	Number of interviews	Design	Margin of Error	Number of interviews with respondents who were currently employed	Mode of Interviewing	Languages	Exclusions (samples are nationally representative unless noted otherwise)
Kosovo	Jul 3 – Sep 30, 2021	1,000	1.59	3.9	366	Face-to-Face (HH)*	Albanian, Serbian	
Kyrgyzstan	Aug 26 – Oct 4, 2021	1,001	1.53	3.8	427	Face-to-Face (HH)*	Kyrgyz, Russian, Uzbek	
Lao People's Democratic Republic	Aug 30 – Dec 14, 2021	1,000	1.44	3.7	851	Face-to-Face (HH)*	Lao	Excluded Xaisomboun Province, Xayaboury Province and some communes that are unreachable and/or have security considerations. In addition, during fieldwork, Attapu and Houaphan were also excluded due to COVID (COVID-19 red zones). The excluded areas represent approximately 14% of the population.
Latvia	Aug 24 – Sep 28, 2021	1,038	1.57	3.8	785	Mobile Telephone	Latvian, Russian	
Lebanon	Sep 20 – Oct 8, 2021	1,010	1.17	3.3	457	Landline and Mobile Telephone	Arabic	
Lithuania	Sep 2 – Oct 19, 2021	1,007	1.60	3.9	547	Landline and Mobile Telephone	Lithuanian	
Malaysia	Aug 22, 2021 – Jan 12, 2022	1,009	1.98	4.3	593	Landline and Mobile Telephone	Bahasa Malay, Chinese, English	
Mali	Jul 15 – Aug 2, 2021	1,000	1.33	3.6	730	Face-to-Face (HH)*	French, Bambara	The regions of Gao, Kidal, Mopti and Tombouctou were excluded because of insecurity. Quartiers and villages with less than 50 inhabitants were also excluded from the sample. The excluded areas represent 23% of the total population.
Malta	Jul 15 – Sep 20, 2021	1,001	1.34	3.6	624	Landline and Mobile Telephone	Maltese, English	
Mauritius	Jun 24 – Aug 16, 2021	1,000	1.96	4.3	629	Landline and Mobile Telephone	Creole, English, French	
Mexico	Aug 27 – Oct 20, 2021	1,000	1.65	4.0	788	Landline and Mobile Telephone	Spanish	
Moldova, Republic of	Jul 13 – Sep 10, 2021	1,000	1.23	3.4	603	Face-to-Face (HH)*	Romanian/Moldavian, Russian	Transnistria (Pridnestrovie) was excluded for safety of interviewers. The excluded area represents approximately 13% of the population.
Mongolia	Aug 20 – Oct 12, 2021	1,000	1.50	3.8	544	Face-to-Face (HH)*	Mongolian	
Morocco	Sep 16 – Oct 7, 2021	1,002	1.82	4.2	624	Mobile Telephone	Moroccan Arabic	



Country	Data collection date	Number of interviews	Design	Margin of Error	Number of interviews with respondents who were currently employed	Mode of Interviewing	Languages	Exclusions (samples are nationally representative unless noted otherwise)
Mozambique	Oct 26 – Dec 21, 2021	1,000	1.89	4.3	498	Face-to-Face (HH)*	Portuguese, Xichangana, Emakhuwa	Cabo Delgado province, as well as a small number of districts in other provinces, were excluded due to insecurity. The excluded areas represent 11% of the population.
Myanmar	Nov 5 – Dec 2, 2021	1,000	2.05	4.4	768	Mobile Telephone	Myanmar, Burmese	
Namibia	Aug 29 – Oct 10, 2021	1,004	1.56	3.9	508	Face-to-Face (HH)*	English, Oshivambo, Afrikaans	
Nepal	Sep 9 – Nov 18, 2021	1,000	1.44	3.7	643	Face-to-Face (HH)*	Nepali	
Netherlands	Jul 14 – Nov 12, 2021	1,000	1.53	3.8	565	Landline and Mobile Telephone	Dutch	
New Zealand	Jul 5 – Aug 15, 2021	1,000	1.50	3.8	578	Landline and Mobile Telephone	English	
Nicaragua	Sep 15 – Nov 22, 2021	1,010	1.64	4.0	685	Face-to-Face (HH)*	Spanish	
Nigeria	Jul 15 – Aug 22, 2021	1,000	1.80	4.2	750	Face-to-Face (HH)*	English, Hausa, Igbo, Pidgin English, Yoruba	The states of Adamawa, Borno and Yobe were excluded for safety and security reasons. These states represent 7% of the population.
North Macedonia	Sep 13 – Oct 22, 2021	1,002	1.18	3.4	492	Landline and Mobile Telephone	Macedonian, Albanian	
Norway	Jul 6 – Aug 18, 2021	1,000	1.72	4.1	768	Mobile Telephone	Norwegian	
Pakistan	Oct 13 – Dec 15, 2021	1,000	1.62	4.0	439	Face-to-Face (HH)*	Urdu	Did not include AJK, Gilgit-Baltistan. The excluded area represents approximately 5% of the population. Gender-matched sampling was used during the final stage of selection.
Panama	Oct 4 – Dec 17, 2021	1,003	1.59	3.9	550	Face-to-Face (HH)*	Spanish	
Paraguay	Sep 1 – Oct 12, 2021	1,001	1.37	3.6	587	Face-to-Face (HH)*	Spanish, Jopara	
Peru	Aug 22 – Oct 21, 2021	1,000	1.39	3.7	657	Face-to-Face (HH)*	Spanish	
Philippines	Jul 12 – Sep 13, 2021	1,000	1.76	4.1	583	Mobile Telephone	Filipino, Iluko, Cebuano, Waray	
Poland	Jul 12 – Aug 10, 2021	1,002	1.48	3.8	651	Landline and Mobile Telephone	Polish	
Portugal	Aug 5 – Oct 6, 2021	1,000	1.64	4.0	644	Landline and Mobile Telephone	Portuguese	
Romania	Jul 27 – Aug 30, 2021	1,001	1.36	3.6	545	Landline and Mobile Telephone	Romanian	

## Experience of violence and harassment at work: Technical Note

Country	Data collection date	Number of interviews	Design	Margin of Error	Number of interviews with respondents who were currently employed	Mode of Interviewing	Languages	Exclusions (samples are nationally representative unless noted otherwise)
Russian Federation	Jun 25 – Aug 28, 2021	2,001	1.55	2.7	1,449	Landline and Mobile Telephone	Russian	
Saudi Arabia	Jun 20 – Jul 13, 2021	1,026	2.31	4.6	677	Landline and Mobile Telephone	Arabic, English, Hindi, Urdu	Includes Saudis, Arab expatriates and non-Arabs who were able to complete the interview in Arabic, English, Urdu or Hindi.
Senegal	Aug 17 – Sep 11, 2021	1,000	1.49	3.8	508	Face-to-Face (HH)*	French, Wolof	
Serbia	Aug 25 – Oct 25, 2021	1,002	1.81	4.2	621	Landline and Mobile Telephone	Serbian	
Sierra Leone	Jun 15 – Jul 7, 2021	1,001	1.33	3.6	522	Face-to-Face (HH)*	English, Krio, Mende	
Singapore	Aug 12 – Dec 20, 2021	1,012	1.35	3.6	776	Landline and Mobile Telephone	English, Chinese, Bahasa Malay	
Slovakia	Aug 12 – Sep 28, 2021	1,007	1.44	3.7	723	Landline and Mobile Telephone	Hungarian, Slovak	
Slovenia	Sep 20 – Nov 23, 2021	1,002	2.00	4.4	551	Landline and Mobile Telephone	Slovene	
South Africa	Aug 5 – Nov 9, 2021	1,023	1.65	3.9	508	Face-to-Face (HH)*	Afrikaans, English, Sotho, Xhosa, Zulu	
South Korea	Aug 4 – Sep 27, 2021	1,004	1.52	3.8	638	Landline and Mobile Telephone	Korean	
Spain	Jul 5 – Jul 31, 2021	1,000	1.64	4.0	524	Landline and Mobile Telephone	Spanish	
Sri Lanka	Nov 22, 2021 – Jan 9, 2022	1,004	2.37	4.8	576	Mobile Telephone	Sinhala, Tamil	
Sweden	Jul 8 – Aug 19, 2021	1,001	1.53	3.8	664	Landline and Mobile Telephone	Swedish	
Switzerland	Jul 5 – Aug 4, 2021	1,000	1.72	4.1	536	Landline and Mobile Telephone	German, French, Italian	
Taiwan	Jul 12 – Aug 5, 2021	1,000	1.52	3.8	697	Landline and Mobile Telephone	Chinese	
Tajikistan	Aug 18 – Oct 11, 2021	1,000	1.57	3.9	412	Face-to-Face (HH)*	Tajik	
Tanzania	Aug 2 – Aug 26, 2021	1,000	1.50	3.8	681	Face-to-Face (HH)*	Swahili, Kiswahili	
Thailand	Oct 11 – Dec 24, 2021	1,033	2.34	4.7	887	Mobile Telephone	Thai	
Togo	Sep 4 – Sep 24, 2021	1,000	1.64	4.0	665	Face-to-Face (HH)*	French, Ewe	

Country	Data collection date	Number of interviews	Design	Margin of Error	Number of interviews with respondents who were currently employed	Mode of Interviewing	Languages	Exclusions (samples are nationally representative unless noted otherwise)
Tunisia	Sep 24 – Oct 16, 2021	1,000	1.26	3.5	437	Face-to-Face (HH)*	Arabic	
Turkey	Sep 28 – Oct 22, 2021	1,000	1.54	3.8	601	Landline and Mobile Telephone	Turkish	
Uganda	Sep 12 – Oct 3, 2021	1,000	1.54	3.8	683	Face-to-Face (HH)*	Ateso, English, Luganda, Runyankole	Three districts in the North region were excluded for security reasons – Kotido, Moroto and Nakapiripirit. The excluded areas represent 2% or less of the population.
Ukraine	Aug 20 – Sep 7, 2021	1,000	1.90	4.3	688	Landline and Mobile Telephone	Russian, Ukrainian	
United Arab Emirates	Aug 9 – Sep 13, 2021	1,011	1.26	3.5	707	Mobile Telephone	Arabic, English, Hindi, Urdu	Includes only Emiratis, Arab expatriates and non-Arabs who were able to complete the interview in Arabic, English, Urdu or Hindi.
United Kingdom of Great Britain and Northern Ireland	Jul 5 – Jul 31, 2021	1,000	1.47	3.8	494	Landline and Mobile Telephone	English	
United States of America	Jul 19 – Oct 4, 2021	1,005	1.53	3.8	601	Landline and Mobile Telephone	English, Spanish	
Uruguay	Aug 24 – Dec 1, 2021	1,000	1.30	3.5	586	Face-to-Face (HH)*	Spanish	
Uzbekistan	Aug 12 – Oct 6, 2021	1,000	1.57	3.9	417	Face-to-Face (HH)*	Uzbek, Russian	
Venezuela	Aug 27 – Nov 17, 2021	1,000	1.77	4.1	814	Landline and Mobile Telephone	Spanish	
Vietnam	Nov 13 – Dec 12, 2021	1,007	2.56	4.9	850	Mobile Telephone	Vietnamese	
Zambia	Aug 31 – Sep 28, 2021	1,000	1.54	3.8	484	Face-to-Face (HH)*	Bemba, English, Lozi, Nyanja, Tonga	
Zimbabwe	Jun 26 – Aug 18, 2021	1,000	1.49	3.8	491	Face-to-Face (HH)*	English, Shona, Ndebele	

a The design effect calculation reflects the weights and does not incorporate the intraclass correlation coefficients. Design effect calculation:  $n * (\text{sum of squared weights}) / ((\text{sum of weights}) * (\text{sum of weights}))$

b Margin of error is calculated around a proportion at the 95% confidence level. The maximum margin of error was calculated assuming a reported percentage of 50% and takes into account the design effect. Margin of error calculation:  $\sqrt{(0.25/N) * 1.96^2 * (DE)}$

c Areas with a disproportionately high number of interviews in the sample.

d Reasons for these differences could include household sampling, respondent sampling in the household, errors in self-reports of actual attainment or dated population information.

\*Handheld data collection.



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DU TRAVAIL,  
DU PLEIN EMPLOI  
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