Supplementary Materials: Monitoring Harassment in Organizations

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1 Simulations of reduction in standard error with blocked garbling

Figure 1 reports findings from a simulated inference exercise. We consider data generating processes for harassment in which a fraction ρ of managers does not harass, a fraction $.6 \times (1 - \rho)$ harasses each worker under their span of control independently with probability .1, and a fraction $.4 \times (1 - \rho)$ harasses each worker under their span of control independently with probability .2. For each value $\rho \in \{0, .05, .1, .15, \cdots, 1\}$ we simulate 1000 draws of a dataset of harassment outcomes for 100 teams of size 7. For each harassment dataset we associate three garbled reporting datasets by applying i.i.d. garbling, population-blocked garbling, and team-blocked garbling with garbling rate .2. For each such dataset of garbled responses we compute estimates of the share S_V of victims in the population of workers, as well as estimates of $\mathsf{S}_{TV \geq 2}$, the share of teams with at least 2 victims.

Figure 1 reports the standard error of estimates as a function of the true underlying share of intended reports of harassment. It show that for estimates of S_V both population and team-blocked garbling reduce standard-errors, while only team blocked garbling reduces standard errors for team-level statistic $\mathsf{S}_{TV \geq 2}$.

Figure 1: Estimated statistic & standard error

(a) Share of positive reports
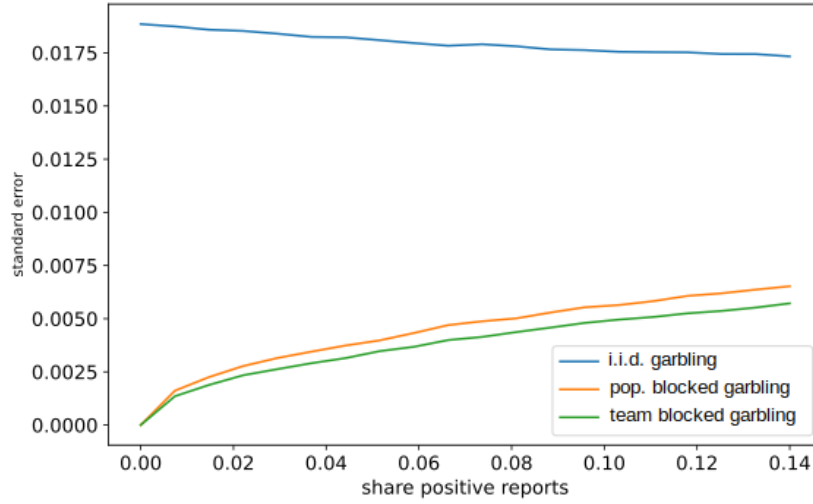
(b) Share of teams with 2 or more victims
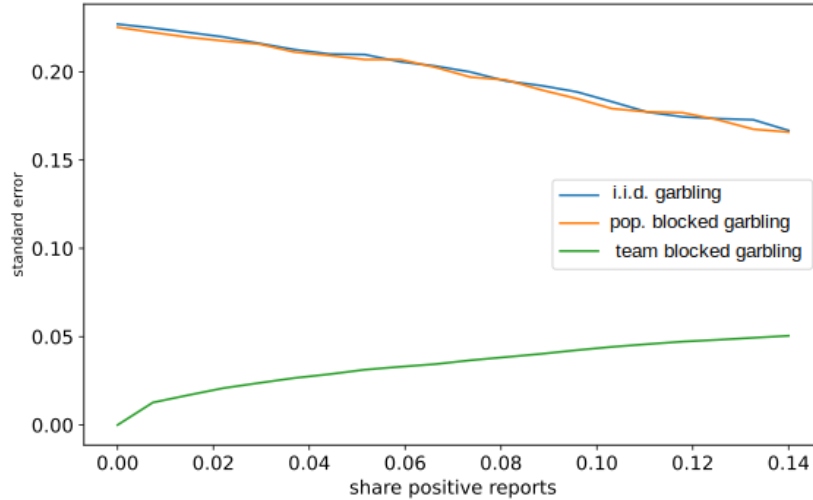
Notes: This figure plots the results of simulations of the standard error of estimators for a range of values of the estimated statistic. In our simulations, the sample size is 100 teams of size 7, which approximately corresponds to the sample size in our survey experiment's HG condition.

2   Hard-Garbling (HG) Implementation Details

In this section, we describe how we implemented HG in the survey. We note that this was the research team and the BIGD's first attempt at implementing HG in a field-based survey,

and there are multiple ways that our implementation could be improved upon. Toward this end, we indicate some possible improvements after explaining our implementation.

1. The research team wrote a Python script that generates encoded HG response codes corresponding to "Yes" and "No" intended responses and that decodes the encoded HG response codes as binary "Yes" and "No" garbled responses. One purpose of the encoding was to keep the enumerator and the respondent uncertain about whether their particular response had been garbled or not. The research team believed that maintaining this uncertainty would reduce stress for participants.

    (a) To generate the encoded HG response codes, we set a seed and used the following parameters: 1500 codes, a 20% flip rate, 1-2 digit numeric encoded values, and blocking within sets of 10 consecutive surveys. Table 1 displays an example of the resulting encoded response codes.

2. The research team ordered prospective subjects assigned to HG by production team and gender and assigned a unique HG subject id to each subject.

3. The research team provided the code assignments to the senior RA running the field implementation. If a prospective subject was unable to be reached or declined to participate, the senior RA reassigned their HG subject id to the next prospective subject from a randomly-ordered list of workers on the same production team and with the same gender.

4. The senior RA output spreadsheets for each enumerator with the HG codes assigned to their assigned sample. These spreadsheets were not retained after being distributed. After the survey's completion, the spreadsheet of encoded HG response codes used by the senior RA was destroyed. Enumerators were also instructed to destroy their spreadsheet after the survey's completion.

5. When conducting the survey, enumerators were instructed to input the numeric response code corresponding to the question number and the participant's intended response. Enumerators were required to input the response code twice, and the values were required to match to move to the next question.

6. The raw survey data provided to the research team had the encoded numeric values input for HG respondents' answers in the harassment module. We decoded the values and added the decoded, garbled HG responses to the survey data. Table 2 displays an

Table 1: Example of encoded HG response codes

questions	Q1		Q2		Q3	
answers	Yes	No	Yes	No	Yes	No
subject_id						
0	77	90	30	57	28	15
1	3	35	79	14	39	22
2	83	38	92	54	94	44
3	65	99	1	36	49	54
4	31	5	42	40	0	91
5	32	59	83	64	34	94
6	59	95	4	28	59	63
7	51	82	65	59	30	64
8	10	46	94	28	97	34
9	76	11	23	99	54	71

Notes: The values displayed were generated using a different seed than in the original research implementation.

example of how the decoding works. Encoded intended responses of "Yes" are always decoded as "Yes," but 2-of-10 encoded intended responses of "No" are decoded as "Yes" responses.

Table 2: Example of coded and decoded HG response values

	coded resp.			decoded resp.		
subject id	Q1	Q2	Q3	Q1	Q2	Q3
0	90	30	15	0	1	1
1	35	79	22	0	1	0
2	38	92	44	0	1	0
3	99	1	54	0	1	1
4	5	42	91	0	1	0
5	59	83	94	1	1	0
6	95	4	63	0	1	0
7	82	65	64	1	1	0
8	46	94	34	0	1	0
9	11	23	71	0	1	0

Notes: The values displayed were generated using a different seed than in this research's implementation. In this example Q1 and Q3 intended responses are set to "No" while Q2 intended responses are set to "Yes."

Possible improvements to this implementation. This was the research team and the data collection partner, the BRAC Institute of Governance and Development (BIGD)'s first attempt at implementing HG in a field-based survey. We identify the following aspects of the implementation protocol that could be improved:

- Prior to conducting the survey, the BIGD did not believe that it was possible to program the garbling into the survey using the SurveyCTO software. This led us to develop the numeric code system. We now believe that it is possible to program i.i.d. garbling directly into the survey using the SurveyCTO software, but we have not found a suitable way to implement blocked garbling within SurveyCTO.

- Programming the garbling directly into the survey would offer sizable advantages: it is more secure, and it eliminates the possibility of enumerator data entry errors and non-compliance with the protocol, both of which occurred to a small extent in our implementation. The primary issue that we faced was non-compliance with the numeric code system by one enumerator, which required us to drop all surveys completed by this enumerator.

- We note that there are some security weaknesses in our implementation. While we worked with the BIGD to uphold a strong commitment to the security of participants' responses, and the BIGD team took this very seriously and complied with all of our requests, a malicious team member could have tracked intended responses at the time of surveying and maintained their own database of intended answers. We would like to offer ways to mitigate this risk in future implementations. For instance, if respondents have access to a smart phone or tablet, they could directly provide responses to sensitive questions without being observed by an enumerator.

3 Scripts

3.1 Informed Consent Script

This study is being conducted by researchers from Ben Gurion University, Columbia University, Princeton University, and the University of Washington. BRAC University is conducting the study for the researchers. If you want to know more about the research team, I am happy to tell you.

About 2000 individuals working in garment factories owned by [apparel producer] will be part of the study. We are asking you to be in the study because you work at a [apparel

producer] factory.

You can ask me any questions at any time. When all your questions have been answered, you can decide if you want to be in the study or not.

This study's purpose is to learn about working conditions in garment factories and about how garment workers communicate with the management at their factories about issues that they face.

This study may benefit you and other garment workers in your factory because the researchers will prepare a report on their overall picture of workers' experience, based on many workers' responses, with the [apparel producer]'s top management. The [apparel producer]'s top management will use this information to improve its HR policies for workers. You will be compensated 200 Taka for your participation.

Participation in the study includes a main survey and a short, follow-up survey about two weeks later. If you decide to participate, I'll schedule a time to call you back to conduct the main survey. In the main survey, we will ask you different questions, for example, questions about your health and well-being, satisfaction with your job, your relationship and communication with your management, and your experience of issues like unwanted behavior by management, in other words, behavior which someone find offensive or which makes someone feel intimidated or humiliated. In the follow-up survey, we will ask you questions about your health and well-being and satisfaction with your job We expect that main survey will take about 30-40 minutes and the follow-up will take about 10 minutes. You will be compensated with 150 Taka for the main survey and 50 Taka for the follow up survey.

Participation in research is completely voluntary. In other words, it is completely up to you whether you take the survey. If you don't want to take the survey, or if you want to stop after you begin, you can stop anytime, and no one will be mad or punish you.

Please be assured that your responses to the surveys will be kept as confidential as possible. To reduce the risks to confidentiality as much as possible, we will assign you a participant ID number and will separately store your survey responses and your personal information. We will store your responses with the responses of other participants. There is a risk, though, that something happens that causes your answers to no longer be confidential. If this happens, we will tell you immediately and will do everything that we can to protect your responses. If the findings of this study are shared with others, absolutely no personal information will be used.

We will present what we find in this study to researchers and to policy makers. When the research is finished, we will save the study records for use in future research done by us or

others. The study records, with all personal information removed, will be publicly posted.

If at any time you have questions about the research or your participation, you can ask me. If you have questions for the researchers conducting this study, call [name of contact person] at BRAC University. His telephone number is [phone number]. He will contact the researchers with your question, who will respond immediately.

If at any time you have comments regarding the conduct of this research or questions about your rights as a research participant, I can provide you with the contact information for the Institutional Review Board (IRB) Administrators at the researchers' universities.

Do you want to be in the study? Please say either "No" or "Yes."

- Yes

- No

[Information about the research team and contact information for IRB administrators.]

3.2 Direct-Elicitation (DE) Script

Under DE, survey enumerator announces the next section, just before the set of sensitive questions is asked [Section 7]:

We are now going to ask you several questions about the way your manager treats you and other employees.

For instance: "Has your manager shouted at you in the last month? Yes or No?"

Each of the questions has a Yes or No answer. Your answers will be recorded as you go, but we can chat about them before we record them for good.

3.3 HG Script

Under HG, in addition to announcing the next section, HG is explained by survey enumerator just before the set of sensitive questions is asked [Section 7]:

We are now going to ask you several questions about the way your manager treats you and other employees. For instance: "Has your manager shouted at you in the last month? Yes or No?"

Each of the questions has a Yes or No answer.

Our system is setup so that it's safe to report an issue.

If you choose to respond YES (there is an issue), our system will record it as a YES for sure.

Importantly, if someone responds NO, the system will sometimes record the response as YES.

This means that if you respond YES, we can guarantee that you won't be the only person saying YES. For every 5 responses from workers, at least 1 will be recorded as YES.

The researchers are only interested in the total number of yes/no responses from all surveys. If you respond YES, aside from me, no one will ever be able to know that this was your answer, not even the researchers. Your answers are fully protected with us.

Further, survey enumerator asks comprehension questions on HG:

Before we begin the survey questions, we would like to check whether we have explained our survey system clearly. Can you please tell me whether the following statements are TRUE or FALSE.

  a. If I respond "Yes," no one can ever know this for sure.

     [Respondent can answer Yes or No; survey enumerator writes down their answer.]

  b. The system will record at least one out of every five workers' responses as "Yes."

     [Respondent can answer Yes or No; survey enumerator writes down their answer.]

Instructions to survey enumerator: Survey enumerator reports correct answers to respondent after asking both questions:

"It is true that if you respond "Yes," the system is designed so that no one can ever know this for sure. And it is also true that the system will record at least one out of every five workers' responses as yes, so we can guarantee that anyone who says yes will not be the only person saying yes."

Note that we can chat about your answers before we record them for good, but I don't know whether the system would record a NO as a YES.

3.4 Rapport-Building (RB) Scripts

3.4.1 Baseline Rapport-Building [No-Rapport treatment arm]

(Parenthesis with Italic letters denote instructions, not the actual script.)
(Here throughout the script, we will use R to represent Respondent and E to represent Enumerator.)
[Brackets indicate a word/sentence that needs to be inserted, depending on the context]
CAPITAL LETTERS DENOTE TRANSITION TO ANOTHER DOCUMENT

Call 2a Script: Baseline Survey Call

E: Greetings! Am I speaking to [Insert R name]? *(Instructions: Confirm that the identity of the speaker is the person whose name is included with the phone number on your list. (If you are not speaking with the person on your list, ask if the person on your list is available now or if there is a convenient time when you can call back that evening to speak with him/her.)*

R: Yes.

E: How are you [Insert R name] apa (bhai)?

R: I am good.

E: I am [Insert E name]. I am calling you from BRAC University. Do you recognize me?

R: Yes. How are you doing? (No.)

> *(If no):*
> E: I am [Insert E name], apa, who called you from BRAC about a week ago. We picked this time for you to take our survey, remember?
> - *(In the unlikely case that the respondent does not remember, confirm again that you are speaking to the correct person. If so, repeat the informed consent process.)*

E: I am fine, thank you!

We agreed to talk now for you to take our survey, so I am following up with you. Is it still a good time for you?

R: Yes. (No.)
> *(If no: Survey enumerator reschedules for another day and time.)*

E: Do you have any questions before we start?

R: -------

E: Great, let's start the survey.

BEGIN SURVEY DOCUMENT.

3.4.2   Short Rapport-Building Script [Short- and Long-RB treatment arms]

(Parenthesis and Italic letters denote instructions, not the actual script.)

(Here throughout the script, we will use R to represent Respondent and E to represent Enumerator.)

[Brackets indicate a word/sentence that needs to be inserted, depending on the context]

CAPITAL LETTERS DENOTE TRANSITION TO ANOTHER DOCUMENT.

Call 2b Script: Rapport Treatment:

BLOCK I - BEFORE SURVEY SECTION 5

E: (**RB1**) There are some more questions left. You are doing great. How do you feel so far, are you ok?

R: ---

E: Okay apa/bhai, that's great!

> *(If the respondent says that she is not okay: Enumerator will ask a follow up question and want to know the reason, express sorrow, and tell the respondent that they can stop the survey if the respondent prefers. The enumerator will indicate that there is no problem at all if the respondent wants to stop the survey, it is totally fine. If the respondent does not feel okay for a reason unrelated to the survey, the enumerator can also share a small undesirable incident that happened with her or with any of her family members; ideally an incident related to sickness.)*

E: Before we start the next sections, how is your family doing?

- **RB2** *(If Q8=Married&Q9=Yes):* You mentioned earlier that you are married and have children. How many children do you have?

- **RB3** *(If Q8=Married&Q9=No):* You mentioned earlier that you are married. Do you and your husband [wife] have a large family? Who else are there in your family?

- **RB4** *(If Q8= Single/Widowed/Separated/Divorced):* Do you have a large family? Who else are there in your family?

> *(Note: Enumerators need to recall information from survey questions 8-9. They should note this information down on a notepad when administering the survey (without any information about the survey respondent). This expresses attention towards details and signals that the enumerator is listening to the respondent carefully.)*

R: Parents, husband, wife, children, brother, sister, etc.

E: Sweet!

- **RB5** *(If married with children):* How old are your kids?

- **RB6** *(If single):* Do you live with your parents?

(Here, the conversation will branch into different scripts depending on the respondents' family structure/marital status:

1. *If the respondent is married and has children*

2. *If the respondent is married and does not have children*

3. *If the respondent is single and staying with parents*

4. *If the respondent is Single/Widowed/Separated/Divorced and not staying with parents.)*

(1: If the respondent is married and has children):

E: Sweet! (*If survey enumerator has children and feels comfortable, survey enumerator shares how many children they have and their ages. If survey enumerator does not have children and feels comfortable, survey enumerator shares how many children they would like to have (if any).*)

- **RB7.** What are their names?

R: ---

E: Oh, that's a beautiful name! (*If survey enumerator has children and feels comfortable, survey enumerator shares their children's names. If survey enumerator does not have children and feels comfortable, survey enumerator shares one or two names that they like for children.*)

- **RB8.** Who picked the name?

R: ---

E: (**RB9)** Do you have time to do fun activities with your kid(s)? What is your favorite pass-time with her/him/them?

R: ---

E: *(Ask follow up questions and share a personal anecdote related to spending time with the kids.)*

R: ---

E: (**RB10**) Does [your son/daughter or [insert child's name]] already talk about what they would like to do in future?

R: ---------

E: (**RB11**) Do you have any plan about [your son/daughter or [insert child's name]] for future?

R: --------- *(Answers that we may hear: Will do whatever they want to do; I want them to be educated and well established; I don't know; etc.)*

(At the end of the conversation, the enumerator will say any of the affirming sentences from the following list depending on the initial reply and wait for a few seconds to hear back from the respondent.)

E:

● Yes, kids shouldn't be forced to do something, particularly when it comes to their profession.
● Yes, that always should be someone's primary goal. You are right!
● That's okay. It's their life. They will definitely do something good!

(If 2, 3, and 4):

RB12 E: You must be having some free time after your work. What do you do in your free time? Do you have any hobby?

R: Likely to mention some favorite pastime.

E: [Affirming sentence.]

> *(The Enumerator shares something about her favorite pastime too.*
>
> *Depending on the type of activities the respondent mentions, enumerator asks one follow up question on whether the respondent enjoys the activity or how this particular activity is beneficial for the respondent. If the respondent shares that they have children, the enumerator follows prompt #1 above.)*

E: The next questions are about difficult experiences that happen at the factories. [You often hear/I have heard of someone/I have family/close friends] who worked in a garment factory and have been mistreated by a manager or co-worker or someone else at the factory. I heard about situations in which workers were hurt in some way by bad behavior of managers, co-workers or other people. This can be either verbally, physically, or sometimes also in a sexual manner. Unfortunately, anybody can go through these experiences.

> *(If the enumerator is aware of an example, they share it, without mentioning any names or identifiable information. Otherwise, they keep general. We will train the enumerators on identifying a couple of true stories that they feel comfortable sharing with the respondents. This will possibly be done at team level.)*

E: Let's continue now with the survey and we can keep chatting later.

R: ---

RETURN TO SURVEY.

3.4.3 Long Rapport-Building Script [Long-RB treatment arm]

E: Okay apa, we talked about you, but I have shared less about myself. Do you have any question for me?

R: --------

> *(Here, the enumerator will wait to hear from the respondent. If the respondent does not come up with a question, then the enumerator can give a prompt like saying where the enumerator is from and asking where the survey respondent is from.)*

E: I suddenly remembered something about my past workplace/family where I had hard time with my manager/family member. Now that we are talking about this, let me share this with you.

> *(If the enumerator feels comfortable, she can share a personal story with the respondent at this point of the conversation. Ideally, the story is related to workplace harassment, or an incident when the enumerator felt humiliated, and how she overcame the situation. We will train the enumerators on identifying a couple of true stories that they feel comfortable sharing with the respondents. This will possibly be done at team level.)*

R: -------- *(Enumerator will wait to hear respondents' opinion.)*

RB13 E: I think it's okay. We all go through hard times, but we can get through it with help. It is very hard to bear (to carry) these things alone, without sharing them with anyone or not seeking help when we are in trouble. What do you think apa?

R: ------- *(Here again, enumerator will wait for few seconds to hear from the respondent.)*

RB14 E: Great, let's proceed with the last sections of the survey. If you have any other question for me, please feel free to ask.

R: -------

(IF NOT):

E: Let's continue then with the survey.

RETURN TO SURVEY.

4   Rapport Building Guidelines

These guidelines give a succinct explanation of how we developed the "rapport-building" treatment. It is based on the research team's experience conducting surveys, aided by literature on surveys and interviews on sensitive issues, on domestic and gender-based violence, as well as protocols used in crime investigations and related literature.

4.1   What is rapport: building trust between enumerator and surveyed individual

One of the treatment arms in the survey experiment to elicit sensitive behaviors entails enumerators building rapport with surveyed individuals. By "rapport" we mean building trust in a somewhat informal but structured conversation between the enumerator and the surveyed individual throughout the survey.

4.2   No-rapport building control group: warmth through small talk

The control group with no rapport-building is exposed to a minimum (standard) level of warmth through small talk. This includes questions like "how are you doing today" or questions related to the weather, like "do you have the necessary items for the winter?", or "are you dealing okay with the heat?".

4.3   When to build rapport: before the sensitive questions

Rapport-building can occur at any stage of the survey experiment. We build it gradually throughout the survey, with two main components preceding the two sections of the experiment that ask the sensitive questions. On the other hand, the no-rapport component (warmth through small talk) already starts in the recruitment call and is the same for the treatment and control groups.

4.4   Survey enumerators: appropriate background and sensitivity training

Survey enumerators need to have a background and training that allows for surveyed individuals to feel comfortable to share their experiences with them. In our context where threats, physical and sexual harassment are the main sensitive behaviors to report on, and in which

most surveyed individuals are women, we decided to only recruit female enumerators (both in treatment and control groups). We also make sure that each enumerator surveys individuals both in the treatment and control groups, to be able to distinguish rapport from enumerator-fixed effects.

In addition, survey enumerators require a sensitivity training. Sensitivity refers to interviewers' ability to pose very delicate questions respectfully, to use non-judgmental language and attitude, to accurately assess the feelings or reactions of respondents in a variety of situations and to respond to the emotional distress on the part of the respondents appropriately (United Nations Statistical Office, 2014). Specialized training should be provided to the enumerators enlightening them about the nature and dynamics of the topic. For instance, in an issue like violence against women, enumerators should have a general awareness about the causes of violence against women, its impact on victims, societal myths about it, etc. In our research project we ask survey enumerators to come up during the training with the actual instances and experiences that they will later share during in the rapport-building treatment. We also ask them to do the role-play in the training, before conducting the actual experiment.

4.5 Main elements of rapport-building: signaling you care and being personable

4.5.1 Signaling you care

a) Get to know the respondent: Rapport, a relationship of trust between the respondent and interviewer, can be built by starting an interview with general questions (Goodrum and Keys, 2007, Vallano and Compo, 2011).
For instance, the following generic opening questions can be used:

  i. What was a fun thing that happened this month/week?

  ii. What was a difficult thing that happened this month/week at work?

  iii. Other specific questions like: What are your hobbies? Do you have a big family?

If the respondent displays nonverbal cues of avoidance or resistance, address them right away by talking more about neutral topics (NICHD, 2014, Hershkowitz et al., 2014).

b) Emotional mirroring: Empathizing with someone's emotional state by being on 'their side'. You must apply the skill of being a good listener in this situation so as you can listen

for keywords and problems that arise when speaking with the person. This is so you can talk about these issues and question them to better your understanding of what they are saying and show your empathy towards them (Vallano and Compo, 2011, Arnold and Boggs, 2019). One should be ready to deal with the moments of complete emotional breakdowns during the interviews (Goodrum and Keys, 2007) and acknowledging their emotions makes the respondent perceive the behavior of the enumerator as caring (Greeson et al., 2014).

c) Acknowledge them:

i.   Accomodate to their time: It is essential to ensure that participants do not feel rushed and are allowed time to steady themselves emotionally (Cowles, 1988, Greeson et al., 2014). Rapport is built continuously throughout the interview and participants should feel comfortable to take a break or move between the topics as the need arises. Cowles (1988) also warns that scheduling interviews late in the day may leave researchers and participants alike vulnerable to insomnia and nightmares.

We for instance keep the survey to less than 45 minutes and ask them what is a good time to talk to them. We also ask them, before scheduling the call, if they can find a place where they can talk privately.

ii.   Acknowledge their effort: Hershkowitz (2009) suggests providing support to the respondents for richer information in the responses. In her study, support was defined as non-suggestive encouragement of the respondent's efforts but not the contents (topics) of their statements and addressing the respondent by name. Consideration can be shown to the difficulty that respondent faces in sharing the sensitive information by saying words like "I know how hard this is to talk about. I myself know of someone who has experienced abuse" (United Nations Statistical Office, 2014), "You told me a lot about yourself, thank you for letting me know. When you talk to me today please go on and tell me about other things that have happened to you" (NICHD, 2014, Hershkowitz et al., 2014), etc. to the respondent.

We apply this by stating that "The next questions are about difficult experiences that happen at the factories"; or "Unfortunately, anybody can go through these experiences"; and after the enumerator shared a story close to themselves, "We all go through hard times, but we can get through it with help. It is very hard to bear (to carry) these things alone, without sharing them with anyone or not seeking help when we are in trouble."

d) Remember the personal information that was shared: such as the name of the family members or any other person they mention, and include questions related to them in the follow-up to show they care (Vallano and Compo, 2011).

4.5.2 Being personable

Sharing personal information with the respondent makes them more comfortable (Vallano and Compo, 2011, Greeson et al., 2014). This can be done by:

a) Sharing something about yourself: such as your own stories, about your own family, or how outraged you would be if someone hurt your family.

We apply this in two instances. First, we ask enumerators to come up with a few instances in which they heard of workers that were "hurt in some way by bad behavior of managers, co-workers or other people." We state that "this can be either verbally, physically, or sometimes also in a sexual manner." It is important not to mention incriminating words like "harassment" (see below). The enumerator should never mention the name or identifiable information nor of the victim, nor of the presumed perpetrator. We ask the enumerators to come up with these instances in the training, so that the stories shared are somewhat constant and chosen beforehand.

Second, we ask the enumerators to come up with more personal stories, from their own workplace or family, if they feel comfortable to share it. Again, without sharing any identifiable information.

b) Offering to answer the questions that are useful to the respondent. For instance, allowing them to answer any question, "We talked about you, but I have shared less about myself. Do you have any question for me?".

4.6 Other principles followed to build rapport and elicit sensitive issues in surveys

a) Avoid incriminating/stigmatizing langauge: Interviewers refrain from mentioning certain words that are/sound incriminating or are stigmatized like "rape" (United Nations Statistical Office, 2014).

We also avoid mentioning the word "harassment", following this principle. Instead, we go around it by describing the actual behavior (next point).

For instance, in our rapport building the enumerator describes a situation in which a worker was "hurt in some way by bad behavior of managers, co-workers or other people. This can be either verbally, physically, or sometimes also in a sexual manner." In the actual survey we ask about concrete behaviors (e.g. slapped, made remarks about you in a sexual manner, etc.).

c) Usage of open-ended questions to discuss specific life events: This is advocated to produce significantly more responses than close-ended questions (Hershkowitz, 2009, Lamb et al., 1998) and enables in the creation of a safe environment (Muraglia et al., 2020). Tell, Explain, and Describe (TED) system can be used to develop the open-ended questions (United Nations Human Rights Office, 2011), such as:

  i. Could you tell me what happened?

  ii. Could you explain how you were able to see the incident from your position?

  iii. Could you describe where the police took you after your arrest?

At this stage we have not used this open-ended question method.

d) Avoid making respondent feel bad: During rapport-building, we make sure to avoid asking questions that can make the person feel bad unnecessarily (e.g., we avoid asking "do your kids go to school?", in case in this setting there were very poor workers who are not able to send them to school).

e) Rapport needs to be adapted to the current context: e.g., current weather, whether the respondent has kids/no kids, their gender, age group, etc.

f) Share relatable stories, protecting anonymity: When coming up with personal stories to share by the enumerators (e.g., on sexual harassment), make it concrete, true, but do not mention peoples' names. Train the enumerators to choose a few examples of anecdotes that happened to them and that will be mentioned in the rapport-building. Of course, only if they are comfortable with sharing these stories themselves.

g) Gradual build-up: The survey should move from non-controversial and non-sensitive questions to more sensitive questions (United Nations Human Rights Office, 2011).

5 Additional Tables & Figures

Figure 2: Main Survey Response Rate by Treatment Arm
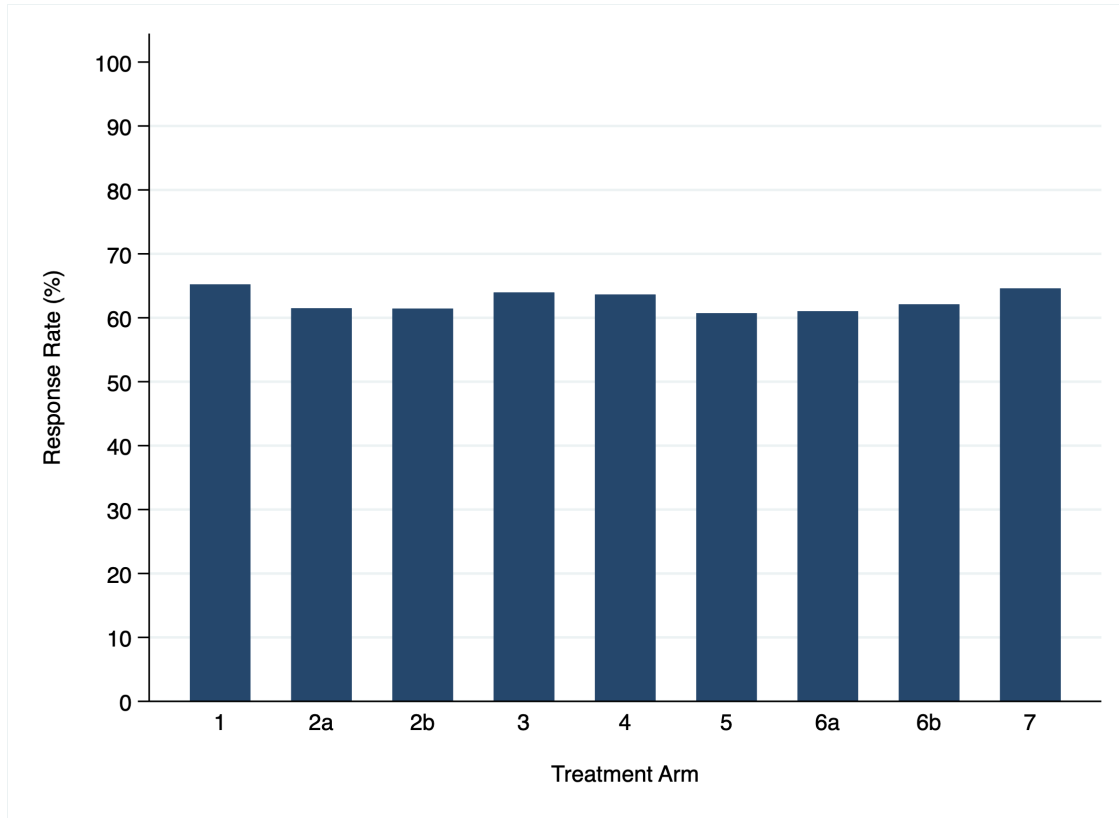
Notes: This figure presents the response rate to the main survey by treatment arm. Arm 1 is the control condition, DE × PII × No RB. Arm 2a is DE × PII × RB1. Arm 2b is DE × PII × RB2. Arm 2a is DE × PII × RB1. Arm 3 is DE × No PII × No RB. Arm 4 is DE × No PII × RB1. Arm 5 is HG × PII × No RB. Arm 6a is HG × PII × RB1. Arm 6b is HG × PII × RB2. Arm 7 is HG × No PII × RB1.

Figure 3: Distribution of Team-level Response Rates
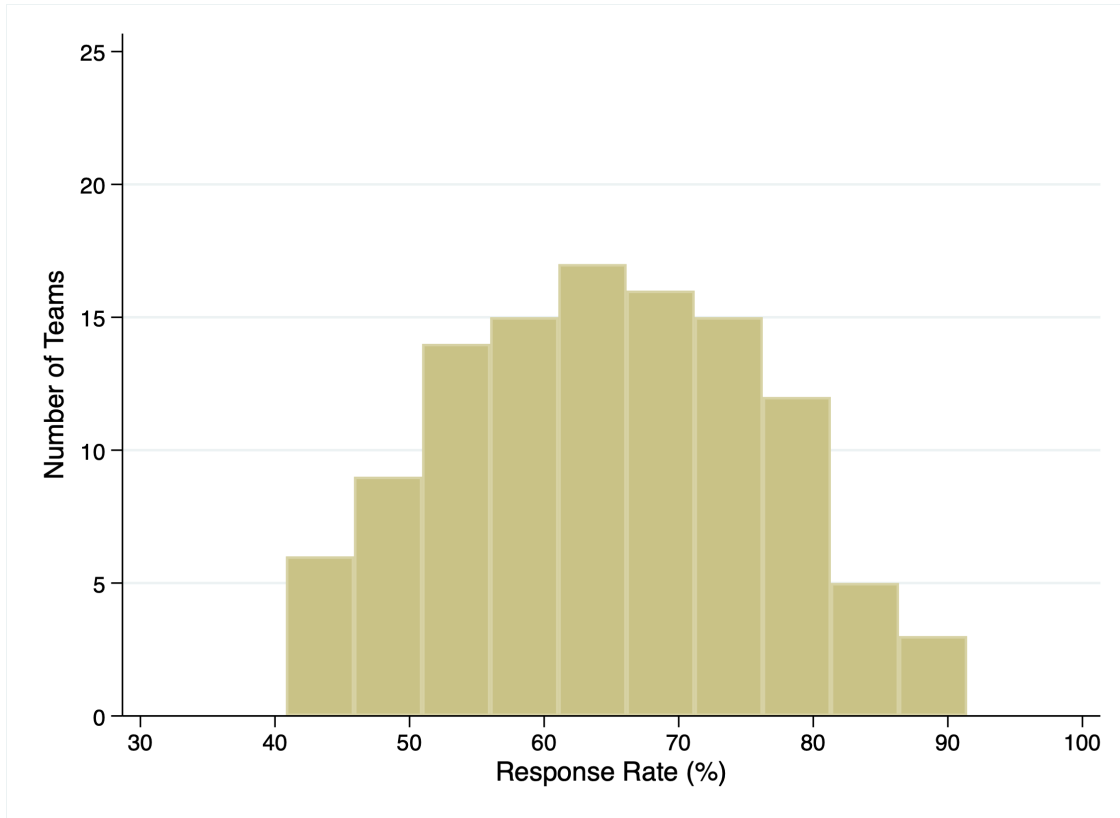
Notes: This figure is a histogram of the number of teams with given response rates to the main survey.

Table 3: Predicting Participation in the Main Survey

	Responds to Main Survey								
	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)
Female	-0.0917***	-0.0989***	-0.0527**	-0.0575**	-0.0620**	-0.0575**	-0.0585**	-0.0574**	-0.0581**
	(0.0246)	(0.0219)	(0.0259)	(0.0268)	(0.0280)	(0.0273)	(0.0275)	(0.0273)	(0.0276)
Tenure	-0.0185***	-0.0127***	-0.0138***	-0.0153***	-0.0141***	-0.0153***	-0.0153***	-0.0152***	-0.0152***
	(0.0042)	(0.0046)	(0.0044)	(0.0044)	(0.0051)	(0.0044)	(0.0045)	(0.0045)	(0.0045)
Sewing Section			-0.0020	-0.0261	-0.0683**	-0.0263	-0.0265	-0.0268	-0.0262
			(0.0187)	(0.0234)	(0.0265)	(0.0238)	(0.0233)	(0.0234)	(0.0237)
Washing Section			0.0819***	0.0644*	0.0669*	0.0643*	0.0630*	0.0645**	0.0637*
			(0.0296)	(0.0337)	(0.0400)	(0.0329)	(0.0332)	(0.0328)	(0.0338)
Position: Helper				-0.0008	-0.0067	-0.0009	-0.0011	-0.0013	-0.0011
				(0.0294)	(0.0296)	(0.0285)	(0.0286)	(0.0287)	(0.0286)
Position: Operator				0.0499*	0.0516*	0.0499*	0.0499*	0.0499*	0.0499*
				(0.0300)	(0.0303)	(0.0293)	(0.0293)	(0.0293)	(0.0293)
Position: Packer				0.0500	0.0277	0.0498	0.0499	0.0494	0.0498
				(0.0511)	(0.0505)	(0.0530)	(0.0532)	(0.0531)	(0.0529)
Position: Quality				-0.0093	-0.0135	-0.0093	-0.0096	-0.0090	-0.0093
				(0.0352)	(0.0352)	(0.0353)	(0.0353)	(0.0354)	(0.0354)
Threatening Behavior Rate†						-0.0028			0.0099
						(0.0474)			(0.0499)
Physical Harassment Rate†							-0.0504		-0.0368
							(0.0706)		(0.0723)
Sexual Harassment Rate†								-0.0416	-0.0364
								(0.0588)	(0.0647)
Response rate	.6267	.6267	.6267	.6267	.6267	.6267	.6267	.6267	.6267
Factory FE	No	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes
Factory x Floor FE	No	No	No	No	Yes	No	No	No	No
Observations	3563	3563	3563	3563	3563	3563	3563	3563	3563

Notes: This table reports OLS estimates of predictors of response to the main survey. The dependent variable is an indicator for whether the worker participates in the main survey. For production section, the omitted section is Finishing. For position type, the omitted category is ironer/folder. Standard errors clustered by team are reported in round brackets in columns (1)-(5), and bootstrapped standard errors by team are reported in columns (6)-(9). † This variable measures the team-level harassment rate estimated using survey responses from treatment arms that use HG and collect PII. *$p<0.1$; **$p<0.05$; ***$p<0.01$.

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Table 4: Effects of Survey Design on Attrition from Follow-up Survey

	Attrites from follow-up survey	
	(1)	(2)
HG Treatment	0.0015	0.0013
	(0.0114)	(0.0110)
Rapport Treatment	-0.0051	-0.0048
	(0.0120)	(0.0115)
Low PII Treatment	0.0095	0.0099
	(0.0131)	(0.0126)
Control Group Mean	.0611	.0611
Strata FE	Yes	Yes
PDS lasso controls	No	Yes
Observations	2143	2143

Notes: This table reports OLS estimates of treatment effects on workers' attrition in the follow-up survey (conducted two weeks after the main survey). Each column in the table reports the estimated coefficient from a separate regression. The dependent variable in each column is regressed on the treatment indicator and stratification variables. Even-numbered columns also include controls selected using the PDS lasso. Robust standard errors are reported in round brackets. *$p <$0.1; **$p <$0.05; ***$p <$0.01.

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