

# Prevalence of Forced Labor in Vietnam's Apparel Industry

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## *Technical Team*

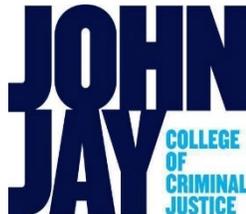
Sheldon Zhang, Ph.D., University of Massachusetts Lowell  
Kyle Vincent, Ph.D. University of Massachusetts Lowell  
Meredith Dank, Ph.D., John Jay College of Criminal Justice  
Katrina Cole, MA, University of Massachusetts Lowell  
Cameron Burke, MA, University of Massachusetts Lowell  
Andrea Hughes, LMSW, John Jay College of Criminal Justice

## *Field Team*

Cù Chí Lợi, Ph.D., Vietnam Academy of Social Sciences  
Lan Nguyen, Ph.D., University of Social Sciences and Humanities  
Tien Nguyen, MPhil, Vietnam Academy of Social Sciences

## *Project Supervisor*

Shannon Stewart, Ph.D., Global Fund to End Modern Slavery



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## EXECUTIVE SUMMARY

The apparel industry in Vietnam employs millions of workers in Vietnam and is a major supplier to the global garment and textile markets. Until 2018, the apparel industry was the largest contributor to Vietnam's total exports. The apparel industry in Vietnam also attracts large sums of foreign direct investment that supports production and export capacity. Jobs in the apparel industry often entail long hours and tedious, highly physical work. Because of the labor-intensive nature of Vietnam's apparel industry, foreign governments and the international non-governmental organization sector have raised concerns regarding forced labor. In 2012, the United States Department of Labor added garments from Vietnam to the list of products made with forced and child labor (USDOL, 2012).

This study estimates the prevalence of forced labor in Vietnam's apparel industry. We employed a conventional multi-stage probability proportional to size sampling design to survey 5,045 apparel workers across three sites representing the country's three main apparel industry regions: Thai Binh in the Red River Delta, Da Nang in the central coast, and Ho Chi Minh City (HCMC) in the south. We used official registries of the apparel enterprises for sampling procedures that stratified enterprises by operation size (i.e., large, medium, small, and micro). We augmented official registries with on-the-ground recruitment of informal (i.e., unregistered) garment enterprises to oversample small and micro businesses.

We surveyed apparel workers regarding their work experiences to determine whether there was forced labor in the apparel industry. At the time of the survey, the average age of respondents was 33.26 and most were female (77.22%), married (68.5%), had children (68.18%), and worked at a government-registered apparel enterprise (78.08%). The majority of respondents were sewers (81.64%) and had worked in their current job for close to four years (45.69 months on average), six days a week (6.05 days on average), more than 8 hours a day (8.45 hours/day on average), for an average wage of 6.04 million in Vietnamese đồng (VND) per month.

### *Defining Forced Labor*

We applied a multi-indicator approach to define what constitutes forced labor, with an emphasis on exit costs as an essential definitional element. In this study, a worker must have (1) experienced some coercive and/or deceptive treatment at their workplace, and (2) been unable to leave their job without anticipating or facing severe exit costs. Measures of severe exit costs range from withholding valuables and wages and receiving threats of legal action to psychological or physical violence. We consider anyone who meets these two criteria to be a potential victim of forced labor. While many employment practices may be deceptive or coercive, we opted for a more conservative focus on capturing actual and perceived infringement of one's rights to exercise free will as an autonomous person.

### *Prevalence of Forced Labor by Indicators*

This study examines five indicators of forced labor that we condition on a list of workers' unreasonable and severe exit costs. We consider these indicators by order of severity, with (1) inability to refuse to work being the "least" serious form of forced labor and (5) experiencing violent/coercive behaviors as the most serious. We should note that this study only measures respondents' reported fears of anticipated exit costs, as opposed to any externally measurable conditions. The prevalence rate of forced labor by each indicator is as follows:

- (1) *Inability to refuse to work due to perceived severe exit costs.* In this study, 4.44% (224) of respondents reported being unable to refuse to work at their current garment factory due to fears of exit costs. We estimate the population prevalence of this indicator to be 3.63% of all garment workers, with a 95% confidence interval ranging from 2.80% to 4.45%.
- (2) *Inability to quit or change employers due to perceived severe exit costs.* In this study, 4.28% (216) of respondents reported being unable to quit or change employers because they feared exit costs. We estimate the population prevalence of this indicator to be 3.41% of all garment workers, with a 95% confidence interval ranging from 2.65% to 4.18%.
- (3) *Were not allowed to accept a better job offer.* In this study, 0.81% (41) of respondents reported being unable to accept a better job opportunity due to fears of exit costs. We estimate the population prevalence of this indicator to be 1.04% of all garment workers, with a 95% confidence interval ranging from 0.54% to 1.53%.
- (4) *Experienced restriction of communication/physical freedom and unable to leave.* In this study, 0.46% (23) of respondents reported experiencing restriction of their physical movement or communication freedom but were unable to leave their abusive work environment for fear of severe exit costs. We estimate the population prevalence of this indicator to be 0.59% of all garment workers, with a 95% confidence interval ranging from 0.21% to 0.97%.
- (5) *Experienced forceful/coercive behaviors against one's physical, psychological, or financial well-being.* In this survey, 0.18% (9) of respondents reported experiencing coercive behaviors at the hands of their employers but were unable to leave for fear of severe consequences. We estimate the population prevalence of this indicator to be 0.12% of all garment workers, with a 95% confidence interval ranging from none to 0.26%.

In summary, 6.11% (308) of surveyed workers reported experiencing at least one of the above five indicators of forced labor and could be considered victims of forced labor in the apparel industry. We estimate the population prevalence of forced labor for the three regions in Vietnam to be 5.86% with a 95% confidence interval ranging from 4.77% to 6.95%. We should note that the data presented here do not represent many other forms of labor abuses, such as harmful work conditions and exploitative employment practices.

### *Risk and Protective Factors*

Finally, we conducted multivariate logistic regression analyses to identify risk and protective factors associated with workers' likelihood of experiencing forced labor in the apparel industry. Among the most notable predictors of encountering forced labor situations included work location and enterprise size. Relative to Da Nang, workers in Ho Chi Minh City were more than twice as likely and workers in Thai Binh were 68% more likely to experience forced labor. Compared to workers in small enterprises (11-100 employees), those in larger apparel businesses (more than 200 workers) were most likely to experience forced labor. In comparison, those working in micro apparel businesses (i.e., 10 or fewer employees) were least likely to experience forced labor. Employers who provided COVID-19 protections to their workers were significantly less likely to abuse their workers than their counterparts who did not. More research is clearly

warranted to explore factors that expose some garment workers to forced labor situations more than others.

### *Conclusion and Policy Implications*

This study estimates the rate of forced labor in the Vietnamese apparel industry using a survey of 5,045 respondents selected through multi-stage probability proportional to size sampling. Through five different indicators, the study shows that 6.11% of surveyed workers may be victims of forced labor in Vietnamese apparel enterprises. Our estimated rates of potential forced labor victimization vary by specific indicators and circumstances. Workers least frequently reported experiencing direct violence or coercive behaviors, followed by actual restriction of communication/physical freedom and other rights violations. While this study shows that the rate of workers experiencing forced labor was low in absolute percentages, the sheer number of garment workers in these three regions, which represent the majority of Vietnam's apparel industry, would still number in thousands.

Despite the several hundred potential victims we identified in this study, few ever sought help, either formally or informally, to mediate their grievances. Only 27 potential victims reported reaching out for help and only five specified the help they sought. Most of those who sought help were from Ho Chi Minh City and almost none were from Thai Binh and Da Nang. This low rate of help-seeking behavior among potential victims suggests three possible scenarios. First, workers may have had a general lack of awareness of their rights or understanding of forced labor as a violation subject to legal protection. Because many apparel factory workers were from rural or less developed areas, securing a job and making a living may have been higher priority than awareness of and protecting their rights as workers, particularly in workplaces where employers may not have emphasized their labor rights. Secondly, we conducted data collection for this study during the COVID-19 pandemic when many apparel factories were closed. Many individuals may have felt fortunate to have a job and unwilling to complain about workplace abuses. Finally, forced labor remains an issue that receives little attention in Vietnam. There are few avenues for workers to bring up or mediate complaints against their employers and access relevant social services for their victimization.

There are several limitations to this study, which may affect interpretations of the main findings. One key limitation is sampling frame integrity due to pandemic-induced disruptions to the apparel industry. The impact of the pandemic was particularly severe among small and micro enterprises, which may have affected selection probabilities and resulted in estimation errors. Because of the severe impact from the pandemic, policy implications from this study may not be applicable in the post-pandemic era. We cannot determine if what we captured in the data were the remnants of the past or emerging labor practices that would continue into the foreseeable future.

## BACKGROUND AND PROBLEM STATEMENT

Vietnam is a major global supplier of apparel. It is the second largest source of apparel and textile exports to the United States, accounting for nearly half of all apparel entering the U.S. market when combined with exports from China (Anner, 2017; Workers Rights Consortium, 2013). The garment industry in Vietnam is a large recipient of foreign direct investment (FDI), as foreign capital began entering Vietnam in the late 1980s (Tran, 2007). Foreign governments and international non-governmental organizations have raised the issue of forced labor in the Vietnamese apparel industry due to its labor-intensive nature. For instance, the United States Department of Labor in 2012 added garments from Vietnam to its list of products made with forced and child labor.

In the past two decades, worker disputes over wages and work conditions led to wildcat strikes in Vietnam. Because the government outlaws unions that are independent of the official communist party (Anner, 2017), these strikes are illegal. Trade unions in Vietnam are often not involved in strikes. Strikes are therefore organized by the workers themselves due workers' severe lack of trust in official trade unions (Cox, 2015).

Workers have gone on strike primarily for reasons related to pay issues. There were massive labor strikes in Vietnam from 2005 to 2008, aimed at increasing the minimum wage for FDI workers (Tran, 2007, 2012). Workers complained that the Vietnamese government set a wage structure to benefit companies rather than workers by allowing suppliers to pay workers in Vietnamese đồng (VND), and that these wages did not increase regardless of inflation or devaluation of the VND relative to U.S. dollars (Tran, 2007). Workers have also gone on strike for reasons including not getting paid for weeks to months, being paid less than promised, and increases in production quotas without an increase in pay (Kerkvliet, 2010). Workers have also protested over the lack of overtime pay. In a review of workers' complaint letters, Nguyen (2018) found that overtime work without extra pay was one of workers' most common grievances. These complaints highlighted employers' coercive behaviors regarding work agreements and pay.

Employers' treatment of workers is another driver of labor disputes. Nguyen (2018) found that workers' complaints about workplace discipline were coupled with their grievances about wages, overtime, and working hours. Workers experienced several common types of discipline from employers, including threats of punishment for speaking up about grievances, verbal abuse, and being forced to lie about working conditions. Kerkvliet (2010) has similarly highlighted instances of mistreatment, such as physical abuse, verbal abuse, regulation of bathroom trips, and even one news story of a supervisor tying workers' legs to their workstation after denying workers' requests for time off.

One issue researchers face in untangling these complaints is distinguishing between forced labor and labor exploitation. The Victims of Trafficking and Violence Protection Act of 2000 defines labor trafficking as "the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery." Other scholars have noted that labor exploitation refers to the denial of rights under labor law (e.g., compensation, hours, working conditions) and that labor exploitation not considered trafficking if it did not occur through the use of force, fraud, or coercion (Owens et al., 2014). It can be difficult to determine if workers experiencing some of the aforementioned issues have also

experienced the force, fraud, or coercion necessary to be labor trafficking victims.

Prior research on workers’ rights in Vietnam has primarily focused on labor disputes and wildcat strikes. We were unable to find a single study on prevalence estimation of labor trafficking with systematic sampling and data collection in the Vietnamese garment industry. Of the few studies we were able to locate, the findings were conflicting. For instance, using data from stakeholder consultations, field visits, and 21 in-depth interviews through snowball sampling, Sreedharan and Kapoor (2018) found significant risk of forced labor slavery in the textile and garment industries in Vietnam. Prevalent labor abuses included long hours of work, forced extension of work hours, denial of sick leave, and threats of employer retribution directed against workers who attempted to speak out (p. 26). Better Work Vietnam (BWV), a joint initiative by the International Labor Organization (ILO) and the International Financial Corporation of the World Bank, concluded from its assessment of 295 factories that forced labor in Vietnam's garment industry was nonexistent, although Vietnamese garment workers still faced challenges such as freedom of association and collective bargaining (*BWV, 2019, p.10*). These different conclusions point to a need for more fundamental research on prevalence estimations based on rigorous methodologies.

### *The Textile and Garment Industry in Vietnam*

**Exports market.** Vietnam's fast-growing textile and garment (T&G) industry has been vital to the Vietnamese economy since the 1990s because of its contributions to jobs and hard currency. The export value of this industry was about \$1 billion in the mid-1990s and was the largest contributor to Vietnam's total exports before the electronics industry took the lead in 2018. Although the European and American markets are still the main destinations for T&G exports, export to the Japanese, Korean, and Chinese markets has increased in recent years, as shown in Table 1.

Vietnam's T&G industry includes domestic enterprises and foreign-invested enterprises. Foreign investment makes up a significant portion of Vietnam's textile and garment industry and continues to grow due to Vietnam’s recent membership in large multi-national trade agreements such as the Comprehensive and Progressive Agreement for Trans-Pacific Partnership and the EU-Vietnam Free Trade Agreement (EVFTA). According to the state-run Vietnam News Agency, there were about 2080 foreign-invested projects in 2017 with investments totaling \$15 billion (Vietnam News Agency, 2018). Foreign-invested garment factories currently account for 62% of the T&G industry’s exports.

Table 1: Vietnam Garment Exports by Destination

Market	Values (\$ billion)	Share (%)*
Market	Values	Share
US	15.2	47.8
EU (15)	4.4	13.8
Japan	4.1	13.0
South Korea	3.5	10.0
China	1.3	4.0
Others	3.4	10.5
Total	31.1	100

Note: The table contains Vietnam’s major garment export items with HS codes of 61; 62; 63.

Source: Calculated from open data as of 2019 provided by the International Trade Center (<https://www.trademap.org>); \*percentages are rounded.

While some Vietnamese T&G companies have recently begun to focus on the domestic market, most continue to target foreign markets. Vietnamese T&G enterprises must participate in global value chains to export products. In these supply chains, transnational corporations, or global retailers, are responsible for design and global distribution, while domestically owned and foreign-invested garment companies in developing countries focus on producing and shipping products to their designated markets. This assembling mode is called CMT mode (Cut-Make-Trim) and accounts for about two thirds of all Vietnamese garment production.<sup>1</sup>

### *Ownership Structure and Geographical Distribution*

Vietnamese T&G enterprises are mainly concentrated in two geographical regions, with 34.1% of enterprises located in the North (Red River Delta) and 57.5% in the South (Mekong Delta). The remaining 8.4% of enterprises are located in the Central region.<sup>2</sup> Garment enterprises account for about 70% of all T&G enterprises. The high concentration of T&G in the North and South of Vietnam is due to the abundant labor supply in these densely populated areas. North and South Vietnam are also home to the most industrial parks in the country. The cities of Hanoi and Ho Chi Minh City and their respective neighboring provinces within a 100km radius remain the two main T&G centers in Vietnam.

According to the General Statistics Office, there were 10,600 T&G enterprises in 2017 with a total of 1.73 million workers. T&G workers formed about 18% of the total workforce in the manufacturing industry. Vietnam's garment industries come in different sizes, as shown in Table 2. There are many foreign-invested garment enterprises, which account for 13.8% of all T&G enterprises and 57.2% of all T&G employees.

Table 2: Distribution of Vietnamese garment industry by firm size and employment

	<u>Enterprises</u>		<u>Employment</u>	
	Number	Share (%)	Number	Share (%)
Large	1,484	14.0	1,488,931	86.1
Medium	669	6.3	96,848	5.6
Small	3,410	32.2	120,480	7.0
Micro	5,041	47.5	22,413	1.3
Total	10,604	100	1728672.0	100

Source: Vietnam General Statistic Office (2017)

Note: the definition of enterprise scale is as follows: Micro: 1-10 employees; Small: 11-100 employees; Medium: 101-200 employees; and large: > 200 employees.

In addition to the formal (registered) sector, Vietnam's garment industry also includes many small-scale, informal enterprises. These informal enterprises operate in two forms: 1) self-produced and self-consumed in the domestic market (or partly exported to markets besides Vietnam such as Laos, Cambodia, or Myanmar); or 2) outsourcing for large enterprises. Data on the informal sector are not available, so we cannot estimate its size. These informal enterprises are usually small and consist of a few workers who are family members or less than 10 hired

<sup>1</sup> <https://thoibaokinhdanh.vn/viet-nam/chu-yeu-gia-cong-det-may-thu-nhieu-lai-it-1020123.html> (accessed on 19 May 2019)

<sup>2</sup> Vietnamese General Statistic Office, 2017.

employees.

### *Labor in the Textile and Garment Industry*

Except for the weaving and dyeing enterprises, the textile and garment industry is incredibly labor-intensive. In 2017, the total number of employees working in the Vietnam T&G industry was roughly 2.5 to 2.7 million people, equivalent to approximately 25% of the nation's entire manufacturing workforce. Most T&G enterprises in Vietnam are small- (100 employees or fewer) or medium-sized (fewer than 500 employees), but there are also large companies. For example, Nha Be Garment Corporation of Ho Chi Minh City, a large garment enterprise in Vietnam, had a labor force of about 30,000 people across 13 affiliated enterprises in 2016; Gia Dinh Textile Corporation employed about 16,000 workers in six affiliated enterprises.

Foreign-invested companies in Vietnam often operate large enterprises with a sizeable workforce, such as Australian company Maxport Limited Vietnam in the Red River Delta region that employs about 5,000 Vietnamese workers, or Taina Enterprise, which operates in Long An province in the Mekong Delta region and employs tens of thousands of workers.

In recent years, many garment enterprises have moved to rural areas or more easily accessible areas for migrant workers. This is due to labor in major industrial centers and cities becoming scarcer due to industrialization. Most garment enterprises were located in big cities in the early 2000s, but now most have relocated to rural areas. Large-scale garment enterprises have since moved to industrial parks in more rural locations. In the periphery of big cities like Hanoi and Ho Chi Minh City, there are still garment enterprises that are easily accessible for rural workers.

### *Wages in Vietnam's Garment Industry*

Vietnamese enterprises must comply with the government's regulations on minimum wages. The minimum wage is divided into four levels and applicable to four zones. The current monthly minimum wage rate for each of the four zones (I, II, III, IV) is as follows: 4.420 million Dong (\$190 USD); 3.920 million Dong (\$168 USD); 3.430 million Dong (\$147 USD); and 3.070 million Dong (\$125 USD) respectively.<sup>3</sup> Zone I includes the biggest economic centers, Hanoi and Ho Chi Minh City, and Region IV is the furthest from any economic centers. T&G enterprises, like all industries, are required to comply with minimum wage regulations. T&G workers, although receiving wages higher than the minimum wage, typically work overtime for extra income in order to supplement their low base income. According to a study funded by the Oxfam Vietnam, "69% of workers said they did not have enough money to cover their living needs, 31% did not save anything from their wages, and 37% said they always borrow from friends, relatives or neighbors to compensate the deficit" (Institute of Workers and Trade Unions, 2019, p23).

### *Impact of the COVID-19 pandemic*

The COVID-19 pandemic has had a profound impact on many industries in Vietnam as the supply of raw materials was interrupted due to the pandemic and many orders were canceled. Vietnam's textile and garment industry also suffered similar impacts: 87.1% of enterprises had buyers reduce orders; 53.5% of businesses had to delay or cancel orders; and 22.9% of

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<sup>3</sup> [\*Decree no 90/2019/ND/CP\*](#) which will take effect on January 1, 2020. Converted at the exchange rate of 2330 Vietnamese Dong per U.S. Dollar

enterprises could not export.<sup>4</sup> According to the official news outlet, Vietnam's T&G industry will face difficulties in meeting its target of 39 billion USD in 2021 due to COVID-19 impacts; in the Mekong Delta region, many enterprises had to suspend production and in just one month more than 40,000 workers were laid off (Vietnam News Agency, 2021).

## RESEARCH DESIGN

There were three main components to this study: (1) the technical design that involved survey instrument development and sampling, (2) field data collection, and (3) analyses and findings. Data collection in this study involved a structured survey and in-depth interviews with select individuals who had experienced abuses in the workplace.

### *Survey Instrument Development*

We constructed measurement items by combining existing instruments with items developed specifically for the Vietnam context. The questionnaire was a product of collective conceptual development and consultation with legal professionals, academics, and community stakeholders. We developed the survey instrument through several iterations with the help of our field team, internal tests by the research staff, and pilot tests with members of the target population. We also created a semi-structured, open-ended interview guide that corresponded to the survey instrument, with the goal of facilitating in-depth interviews with respondents selected from the larger survey sample.

Our survey instrument included the following major domains: (1) demographic characteristics (e.g., age, gender, ethnicity, family composition, and living situation); (2) family finance and debt situations (e.g., income and debt burdens); (3) work conditions and earning experience (e.g., type of jobs, weekly earnings); (4) work experiences in the apparel industry (e.g., types of jobs, overtime, payment terms); and (5) workplace abuses, including violence, restriction of physical/communicative freedom, and other abusive labor practices. Because of the onset of the COVID-19 pandemic, we added a set of comparison items to the pre-approved instrument to gauge changes in work conditions for those who began working in the apparel industry prior to the pandemic. Our semi-structured interview protocol for the in-depth interviews followed these similar domains, with the purpose of documenting more detailed, contextual information about the participants' work experience in the textile and garment industry.

### *Defining Forced Labor*

Our instrument consists of measures of forced labor in accordance with the legal frameworks of the U.S. Trafficking Victims Protection Act (TVPA) and the International Labor Organization (ILO) Convention. Researchers have used our survey instrument's core measures across multiple studies in the U.S. and abroad and proven the measures' outstanding psychometric properties in various settings (Zhang et al., 2014; Zhang & Cai, 2015). Over the years, our research team has gone through several iterations of these measures on workplace abuses and unfair labor practices, ranging from wage theft and health/safety problems to restriction of physical/communicative freedom and forms of violence or coercion against a

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<sup>4</sup> Information on COVID-19 impact on Vietnam's economy was obtained from the government online news outlet VGP <http://baochinhphu.vn/Thi-truong/Det-may-Viet-Nam-2020-Sut-giam-chua-tung-co-va-cu-nguoc-dong-de-dung-vung/416813.vgp>. Accessed June 2, 2021.

person's physical integrity or property.

Unique to our measurement of forced labor is operationalizing a threshold for what particular abuses at the workplace are trafficking violations. Our strategy contains two key elements: (1) employer-initiated human rights violations and/or unfair labor practices that are abusive and/or coercive in nature, and (2) the worker's inability to exit without incurring severe penalties (i.e., exit costs). In other words, a victim of forced labor must have (1) experienced some type of abuse or rights violations at a workplace or under the care of an employer; and (2) found oneself unable to exit the abusive situation for fear of serious repercussions. In this study, our measures of workplace abuses included indicators of actual or threatened violence, restriction of physical/communicative freedom, and loss of accrued earnings.

There are continued debates on how to measure various forms of human trafficking or forced labor. One key point of contention is whether researchers should measure human trafficking as an incident, such as a criminal act or event, or as a state of existence, whereby a worker's repeated and prolonged exposures to rights abuses or unfair labor practices would qualify as forced labor.

There is no consensus in current research on how to measure forced labor. Our two-step approach has two clear advantages: (1) conceptual clarity, and more importantly, (2) pragmatism for application by researchers and practitioners in the field. To avoid the simplicity of incident-based measures, as well as to bypass trying to quantify the duration of repeated exposure to rights violations, we argue that the hallmark of human trafficking lies in one's inability to exit an abusive work environment (be it labor or sex) without incurring significant costs. In other words, what matters most is not how one may find oneself in an abusive work environment but whether one is free to quit. Exit penalty (or exit cost) is what we emphasize in this study to establish a threshold of forced labor.

### *Sampling Decisions*

Because of our local partner's, Vietnam Academy of Social Sciences (VASS), unique access to the official registry of all textile and garment enterprises in Vietnam, we constructed a sampling frame to carry out multi-stage probability proportional to size (PPS) sampling. Our budgeted sample size was 5,000 respondents. Because budgetary constraints precluded us from selecting primary sampling units (PSUs) with a simple random sampling approach, we applied purposive sampling to ensure a full coverage of all major textile and garment industry regions in the country. Based on advice from local partner VASS and a review of the official registry, we selected the three provinces that best represented the industry's geographical regions: Thai Binh, representing the Red River Delta in the north; Da Nang, representing the Central Region; and Ho Chi Minh City, representing the Mekong Delta in the south. We oversampled enterprises in Da Nang, since enterprises in the Central Region accounted for a smaller percentage (8.4%) of the country's garment industry. Our sampling and subject recruitment plan allocated 22.7% ( $N = 980$ ) of the total sample to Thai Binh, 20% ( $N = 860$ ) to Da Nang, and 57.3% ( $N = 2,470$ ) to Ho Chi Minh City. As we show in later sections, our obtained survey sample closely represents this stratified distribution.

Further, to capture respondents from informal (unregistered) garment businesses that are mostly micro in size, we allocated about 14% of our total sample (or  $N = 690$ ) to informal enterprises. The inclusion of informal (or unregistered) garment enterprises was requested by the funding agency to expand our estimation scope and to explore forced labor in a sizable number

of enterprises that were not part of the official system. We used a proportional allocation scheme to guide the sample allocation procedure, and based on local partner's knowledge and recommendation, we set aside a number of recruitment slots needed to obtain precise estimates for this "hidden" population.

To recruit workers from informal enterprises, our enumerators and local community contacts surveyed and recorded apparel businesses that were located in our study regions but not registered in any official rosters. As shown in our statistical tables in the following sections, our actual sample size was  $N = 5,045$ , in which 78.08% of respondents were from registered garment enterprises and 21.92% from informal businesses.

The official registry of garment and textile enterprises we used to collect and published prior to the outbreak of COVID-19 and there became outdated as many enterprises, particularly small, micro and unregistered enterprises, either closed or moved to other provinces in search of cheaper labor and rent. For example, our field team later found that some medium and small enterprises had moved from Ho Chi Minh City to Tay Ninh province or from Da Nang to Quang Ngai province. In response to these changes, we developed one main sampling frame and one supplemental list of enterprises for the same area. When large and medium sized enterprises on our sampling frame moved or closed, we used the supplementary list to replace initially included enterprises with enterprises of a similar size. While this strategy worked well for large and medium sized garment factories, we had to make further adjustments for the small and micro enterprises from the official registry. When our field team discovered that small and micro enterprises from the original sampling list had closed or moved, we (1) used the supplementary list for replacement, or (2) searched for an enterprise of the same size and in the same vicinity as a replacement if an enterprise on the supplementary list was also closed or moved. We provide sample size calculations in Appendix A by our chief statistician Dr. Kyle Vincent.

### *Staff Preparation*

This study's partner agency, the Vietnam Academy of Social Sciences (VASS), organized and coordinated all field activities. VASS is a central government agency responsible for studying key social science issues in the Socialist Republic of Vietnam. As Vietnam's premier social science research agency, VASS routinely engages in large scale surveys that inform national socio-economic policies.

Due to travel restrictions, only VASS project senior staff were able to travel to each study site. We hired all surveyors locally in each site. The VASS senior team trained local surveyors using a training protocol we created and implemented for a previous field survey study on Vietnamese overseas migrant labor. The training workshop consisted of two parts. First, the team provided surveyors with an overview of the study's design and objectives and explained all field procedures, including human subjects consent, recruitment, and incentive tracking. Second, the team led a detailed overview of the survey instrument and surveyors practiced administering the questions to one another until they were familiar with the survey's flow.

### *Data Collection*

In the field, surveyors approached prospective respondents to ask if they were garment production line workers and to solicit participation if the answer was affirmative. The field team did not recruit any indirect employees (non-factory professionals), managers, or owners of businesses/production units for participation. They solicited prospective participants around

businesses, such as outside the factory gates and around the dormitories of medium and large enterprises. They also solicited respondents in workers' residential areas in the community.

We allocated a target sample of respondents from each enterprise. In enterprises where we only planned on surveying a subsample of workers present, the field team would approach the 1st, 4th, 7th person until they achieved the sampling target. If one residential area was insufficient, enumerators would go to the next residential area of the enterprise until enough workers were recruited. The team excluded respondents who belonged to families in which one member had already been surveyed.

The field team encountered several logistical challenges locating businesses on official rosters. Pandemic-related disruptions to the garment industry were less profound in Thai Binh than in Da Nang and Ho Chi Minh City, so the number of replacement enterprises were small and only a few were from outside the within-district supplemental sampling list and came from adjacent districts. In Da Nang, however, most micro enterprises and unregistered apparel units were closed. The field team had to replace these enterprises with small businesses in the same district. In a few cases, some large and medium-sized enterprises were also closed. When no other similar-sized garment factories could be located, our field team visited adjacent areas to find replacements. In Ho Chi Minh City, we originally selected six districts for the survey. We observed significant changes in the enterprises listed on official rosters. There was a sizeable outward migration of enterprises from production-dense urban settings to the outskirts of central districts or even neighboring provinces. Therefore, when both sampling lists (primary and supplemental) were exhausted for the district and no replacement enterprises of similar sizes existed in the same district, our surveyors went to immediate adjacent districts to look for alternatives. Micro enterprises appeared to have suffered the most closures. Again, when sampled micro enterprises were closed or disappeared, our enumerators were instructed to find another nearby micro enterprise, whether registered or informal, in the same district.

Participants in the qualitative component of this study first completed the structured survey. Those who reported any abuses by their employer indicated if they wanted to be interviewed further about their experiences for an additional incentive. There was no set protocol for inclusion other than a respondent affirmatively answering that they had experienced various forms of forced labor across several of the indicators listed in the survey (e.g., restriction in physical movement or freedom of communication). Although we planned for a total of 100 in-depth interviews, our field team encountered significant difficulties in recruiting participants. In the end, our team was able to complete 29 in-depth interviews: 1 in Thai Binh, 19 in Da Nang, and 9 Ho Chi Minh City. There were several factors contributing to the low rate of completed interviews, including few reports of employer abuses, and mostly importantly, continued public health measures due to COVID-19 that made it difficult for our field team to conduct outreach activities or recruit garment workers in their living quarters or residential areas without suspicion or hostility. After four weeks of unproductive field activities beyond the originally planned data collection period, during which our field team made multiple attempts to reach respondents who had reported complaints against their employers, we were unable to complete more than 29 interviews. We decided to cease costly field activities in March 2021.

## ANALYSIS AND FINDINGS

We carried out two types of quantitative data analysis: descriptive and inferential. We used calibration techniques to adjust sample anomalies and account for variations based on the

Vietnamese government's published garment and textile enterprise data. Upon receiving the official data, we conducted a series of quality checks and established procedures for treating data anomalies. For missing or misclassified entries, we employed a multiple imputation-based approach for estimation purposes. Because of our intent to estimate both the prevalence and population characteristics for the study regions, we used the inverse of sample selection probabilities as sampling weights when making estimations and inferences for the population attributes. We discuss this in detail in Appendix A.

In addition to estimating the prevalence of forced labor in Vietnam's apparel industry, we produced province-specific analyses to understand nuances in regional differences. The statistical tables in this report contain eight columns: (1) the unadjusted statistics for the total sample; (2) estimated statistics for the overall apparel population in Vietnam; (3) and unadjusted sample statistics and estimated population statistics from each of the three provinces (Thai Binh, Da Nang, and Ho Chi Minh City). We discuss findings using the unadjusted sample statistics unless noted otherwise. For table readability, we include point estimates without confidence intervals for our population estimates (i.e., population-adjusted statistics).

The research team analyzed qualitative data for themes related to abusive work conditions and help-seeking. We coded qualitative data using an Excel spreadsheet. The quotes inserted throughout the report help to contextualize the quantitative findings.

#### *Demographic Profiles: Quantitative Data*

**Gender.** As shown in Table 3, over three quarters of respondents were female (77.22%). We estimate that female workers make up 73.92% of all garment industry workers in Vietnam. In Thai Binh and Da Nang, over 80% of workers were female (84.56% and 82.42% respectively), while about 72.31% of workers in Ho Chi Minh City (HCMC) were female.

**Age.** The average age of respondents was 33.26 years old. We estimate that the average age of workers in Vietnam is 32.05 years old. The average age of workers in Thai Binh and Da Nang is slightly above the country average at 36.44 and 36.24 years old, respectively. Ho Chi Minh City has a slightly lower average age from the rest of the country at 30.84 years old.

**Religion.** The majority (80.08%) of garment workers in Vietnam reported having no religious affiliation, which we estimate accounts for 77.28% of the population. Workers' most reported religion was Buddhism, accounting for 13.93% of surveyed workers and an estimated 15.18% of all workers. Thai Binh had a notably higher percentage of non-religious workers, with 96.39% of workers reporting no religious affiliation, compared to 77.36% in Da Nang and 74.21% in Ho Chi Minh City. Da Nang and Ho Chi Minh City have higher percentages of Buddhist workers compared to the estimated national average, with Buddhist workers comprising 16.98% of Da Nang and 18.27% of Ho Chi Minh City's garment workers.

**Marital Status.** Most garment industry workers reported being currently married at the time of the survey, with 68.50% of respondents reporting they were currently married and 29.32% reporting they had never been married. We estimate that 62.69% of garment workers in Vietnam are currently married and just under 35% have never been married. The gap between the percentage of currently married and never been married workers is much larger in Thai Binh, where 88.93% of workers were currently married compared to 9.31% that had never been married. In Da Nang, 80.34% of workers were currently married, while 16.98% had never been married. The gap between those currently married and never married is smallest in Ho Chi Minh

City: while most workers reported being currently married (55.76%), a substantial proportion (42.06%) reported having never been married.

**Number of Children.** The majority of respondents reported having at least one child at the time of the survey, with the most common being 1-2 children (59.66%). We estimate that 55.27% of garment workers in Vietnam have 1-2 children, while 38.82% have no children. In Thai Binh, 75.25% of workers had 1-2 children, with 3 or more children (13.93%) more common than no children (10.82%). In Da Nang, 72.19% of garment workers had 1-2 children. In Ho Chi Minh City, 46.59% of workers had no children, likely due to the relatively large percentage of workers who were never married.

**Education.** Respondents most commonly reported completing upper secondary school, which accounted for 50.78% of garment workers. Lower secondary education is the second-most common educational attainment, accounting for 37.24% of workers. We estimate that 49.74% of garment workers in Vietnam have completed upper secondary education and 37.23% have completed lower secondary education. In Thai Binh, 50.08% of garment workers have upper secondary education and 43.96% have lower secondary education. In Da Nang, 59.88% have completed upper secondary education and only 22.64% have completed lower secondary education, while 16.48% have completed higher education such as trade school or a college degree. In Ho Chi Minh City, 47.85% of garment workers obtained upper secondary education and 39.60% have obtained lower secondary education.

#### *Demographic Profiles: Qualitative Data*

We completed 29 qualitative interviews, with 19 in Da Nang, 9 in Ho Chi Minh City, and 1 in Thai Binh. Of these in-depth interview participants, 25 were self-identified as female. Six participants were under the age of 30, fifteen were between 30 and 39, five were between 40 and 49, and five did not report their age.<sup>5</sup> Interviewees reported diverse educational experiences, with two having graduated from university, one had some college, three had graduated from trade school, 10 had completed high school and secondary school, five had completed some school, and eight were unknown. Twenty-three participants were married, two were divorced, one was single, and three were unknown. Most participants had at least one child. Eighteen participants said they had two children, two participants had three children, three participants had one child, three participants didn't have any children, and three were unknown. Of the respondents who had children, the majority had at least one child who was of school age.

#### *Financial Strains*

**Household Annual Income.** As shown in Table 4, the median household annual income for our respondents was 144 million VND, which we estimate would be 150 million VND across the country. The reported and estimated median annual household income in Thai Binh, Da Nang, and Ho Chi Minh City was 130 million, 120 million, and 160 million VND respectively. Most interview participants expressed having financial difficulties due to their low income. One 33-year-old woman in Da Nang described the difficulties of making a low salary while residing in a city with a high cost of living:

*I think low salary is a problem because it can't cover living expenses here... Sometimes*

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<sup>5</sup> Any unknowns reported in the qualitative interviewees demographics was due to the interviewer not asking all of the demographic questions, namely due to the lack of time some of the interviewees had available.

*my expenses for rent and services are up to 3.6 or 4 million đồng per month, so I can't afford my children's study. (Interview 21)*

Another participant, a 43-year-old woman in Da Nang who worked to support her husband and children, expressed embarrassment at the low wages she received at work:

*My salary is so low that I feel embarrassed to talk about it... My salary is very low. My basic salary is 3 million dong per month which will be 4 million dong if I work overtime. I earn to support my husband to raise our children. (Interview 1)*

In addition to low wages, respondents' most frequently cited source of financial strain was expenses related to raising their children. Individuals without children also spoke of struggling due to low wages; however, those with children found the combination of low wages and caring for their children exceedingly challenging, particularly the cost of their children's education.

**Children's Education.** Respondents reported 2 million VND in median monthly expenses for their children's education, which we estimate to be 2.5 million VND for the population. The reported and estimated median for education costs is 2 million VND in Thai Binh, 3 million VND in Da Nang, and 2.5 million VND in Ho Chi Minh City.

The cost of children's education was a significant financial stressor for interview participants. One 35-year-old mother of a 13-year-old child and an 8-year-old child in Ho Chi Minh City said she spends "about 3-4 million" (Interview 4) on education, which was almost all her salary. Another 38-year-old mother in Ho Chi Minh City said "I have to spend carefully" (Interview 10) because a large portion of her salary went toward the cost of her children's education. Besides the cost of education causing a financial burden, some workers also had to cut back on their hours or change jobs so they would be available to pick their children up from school or care for their children. One 42-year-old woman in Da Nang who transitioned from working at a company to freelance work explained:

*Interviewer: What are you doing now?*

*Participant: Only freelance, so I have time to pick up the children.*

*Interviewer: Then the finances would be affected ...*

*Participant: A little precarious.*

*Interviewer: A bit more precarious compared to the time you worked at [company], right?*

*Participant: Yes, but it's fine because I can balance two things: both work and childcare. (Interview 11)*

The combination of low wages, children's education costs, and navigating childcare issues made it difficult for families to be economically stable.

**Other Family Members.** Most respondents reported that their spouse contributed to the household income (64.02%; estimated 57.90% in Vietnam). Respondents' second most reported contributor to the household income was a parent (23.98%; estimated 26.95% in Vietnam). More than three quarters of garment workers in Thai Binh (80.12%) and Da Nang (76.46%) received income from their spouse, compared to 52.88% in Ho Chi Minh City. A larger percentage of garment workers in Ho Chi Minh City receive contributions to household income from a parent

(29.87%) or from no one (15.95%) compared to workers in Thai Binh and Da Nang.

Interview participants discussed needing two stable incomes due to the financial strains from low wages and child-related expenses. When they have unstable income sources, families can easily enter precarious financial situations. As one 35-year-old woman in Da Nang explained:

*Interviewer: This means that both the semi-boarding fee and the extra tuition fee are about 3 million, right? What is the average income of you two?*

*Participant: On average, if the goods are frequent, then it would be better. But if the goods are scarce, each person gets less than 5 million.*

*Interviewer: You already spend more than 3 million for children. Is there enough budget in the house?*

*Participant: In general, it is just enough. My husband does not have a regular job. If the work is regular, things are also good. But with irregular work, then the money is just enough. (Interview 18)*

The onset of COVID-19 and subsequent business and workplace shutdowns significantly increased participants' and their families' financial stressors. The majority of respondents were affected financially by the pandemic due to family members losing employment, changes in their work schedules and pay, or having to leave their jobs to care for children. When asked if the pandemic affected her, one 35-year-old woman in Ho Chi Minh City replied, “*Yes. My husband and I were struggling at home. I was worried because there was no salary, no job to do*” (Interview 4). Another 36-year-old woman in Da Nang described a similar situation:

*Interviewer: Does COVID affect your family?*

*Participant: Yes, it affects us much. Due to COVID, we have to stay at home.*

*Interviewer: Don't you have income during the pandemic?*

*Participant: N, I don't, but I have rice for the whole year (Interview 13)*

While many participants who were unable to work received some food and financial relief from the government, not all families receive government assistance; explanations for why some families received payments and others did not was not clear from interviews.

### *Debt Situations*

**Currently Paying off Loans.** As shown in Table 5, the vast majority of garment workers in Vietnam were not working to pay off an advance wage or loan (91.60%). Only 8.4% of our respondents reported working to pay off advance wages or loans. The population estimate is 7.14%. Working to pay off debts was more commonly reported in Da Nang, where 17.08% of respondents reported doing so, compared to 9.40% of respondents in Thai Binh and 4.92% of respondents in Ho Chi Minh City.

**Working for a Debtor.** Of respondents who reported working to pay off an advanced wage or loan, 88.44% were not working for their debtor. We estimate that 77.56% of garment workers who are paying off a loan are not working for the person to whom their debt is owed. Working for their debtor is most common amongst respondents in Ho Chi Minh City, where 22.86% of respondents reported doing so, compared to 4.46% in Thai Binh and 6.98% in Da Nang.

**Original Debt.** Among those who took out a loan, the average original debt in Vietnam was 80.85 million VND, and our national estimate is 56 million VND. This amount is much higher in Thai Binh where respondents' average original debt is 103.34 million VND compared to 87.72 million in Da Nang and 53.94 million in Ho Chi Minh City.

**Length of Debt.** Respondents' average length of debt was around two and a half years (30.26 months), though we estimate the average length of debt to be 18.49 months for the population. Da Nang workers had a notably higher length of debt burden compared to workers in the other two regions, with an average length of about 4 years (48.56 months).

**Interest Rates.** For respondents with debt, the average monthly interest rate of the loan is 1.04%, and we estimate that garment workers in Vietnam who are working to pay off debt have an average interest rate of 0.59%.

**Reason for Loan.** Respondents' most commonly cited reason for a loan is home repair, accounting for 35.61% of those who reported having taken on debts. We estimate the population rate to be 26.69% of those apparel workers who went into debts across Vietnam. Other common reasons include equipment at 12.26% of the respondents in our sample who had taken on debts (an estimated 17.12% across Vietnam), food at 8.96% (an estimated 16.15% across Vietnam), and transportation to work at 16.04% (an estimated 14.31% across Vietnam).

### *Employment Settings*

As shown in Table 6, 78.08% of respondents worked in government-registered enterprises and 21.92% worked in informal garment industries. We estimate that roughly one-third (34.37%) of workers in the T&G industry across Vietnam work in the informal sector. Working in the informal sector is more common in the South, where we estimate close to 40% of the workforce around Ho Chi Minh City are employed in informal enterprises. In the North and Central regions, we estimate around 90% of workers are employed in government registered enterprises.

Although 48.86% of our sample were migrant workers (people from other provinces or regions or are non-residents of the township where they worked), we estimate that the majority (65.91%) of garment workers are migrant workers nationally. We observed significant differences between all three regions in our study sample. In Thai Binh, almost all garment workers (97.32%) were local residents. In Da Nang, locals made up 77.66% of the sample, while in Ho Chi Minh City, less than a quarter (22.42%) of the workforce was local.

Workers' length of employment also differed across the three regions. Respondents' average employment length at their current factory was 45.69 months. Workers in Ho Chi Minh City reported the lowest tenure with their current employer (35.24 months), compared to workers in Thai Binh (53.87 months) and Da Nang (65.85 months).

Most (81.64%) workers in this study were sewers at their current job and worked at enterprises that produced clothing (87.88%).

### *Factory and Working Environment*

**Living Conditions.** As shown in Table 7, garment industry workers rated their living conditions somewhat positively. Workers rated their living conditions on a scale of 1 to 5, with 1 being the worst and 5 being the best. The average rating was 3.96 across all respondents. No province received an average rating below 3.5.

**Working Hours.** Across all respondents and in each province, the average number of hours worked was between about eight and nine hours per day. Respondents worked an average of 8.45 hours per day and we estimate that garment workers nationally work an average of 8.71 hours per day. Almost no garment industry workers in our study (97.1%) work before 5:00 AM or after 10:00 PM. Workers in Vietnam and in each province typically work around six days a week.

**Breaks.** Garment workers in Vietnam typically get one or two breaks a day, with breaks lasting an average of 51.20 minutes. Workers in Thai Binh reported slightly longer breaks (an average of 55.26 minutes) compared to works in Da Nang (an average of 51.47 minutes) and in Ho Chi Minh City (an average of 49.41 minutes).

Most interview participants reported working from 7:30 AM to 5:30 PM and receiving a half hour to a full hour lunch break. Respondents were also asked about whether their employers provided their meals during lunch break. Most participants reported that their companies paid for their meals in some fashion. While some participants had employers who directly provided lunch, most had payment for meals included in their salary. One 48-year-old woman in Ho Chi Minh City reported having a meal allowance but it was not enough to cover the cost of lunch:

*Interviewer: The company also gives you money to eat. Is this included in the salary too? Or is it separate?*

*Participant: It's in the paychecks. For example, one meal equals 15 thousand [dong]. But when we go out now, the meal is about 20-25 thousand [dong]. (Interview 22)*

Nearly all participants could use the bathroom as needed and had short breaks in the mornings and afternoons. Participants reported various lengths and types of breaks. Some had a 5-minute break in both the mornings and evenings and could use their breaks as they pleased, while others were not allowed breaks except to use the bathroom. As one 39-year-old woman in Da Nang described:

*Interviewer: Did you have breaks between shifts?*

*Participant: No, we didn't.*

*Interviewer: I mean you had a 5-minute break*

*Participant: Yes. We had a toilet break at 9 am from 5 to 10 minutes. Each group in turn went to the toilet and then back to work. (Interview 5)*

While most workers had breaks, not everyone felt comfortable using them because they were paid for each product they completed. Since many participants reported low wages, some didn't take advantage of their breaks. One 26-year-old woman in Da Nang explained:

*It is fine to have the current break as a worker. If I take a lot of time off, I do not make any salary, because I get paid according to the product. How much do you think I can make if I take a long time off? (Interview 15)*

**Seasonal Employment.** Most garment workers (88.41%) did not have seasonal employment and we estimate only 16.46% of garment workers nationally did. Seasonal employment was most common in Ho Chi Minh City where 17.60% of respondents stated that their job was seasonal, compared to 3.05% in Thai Binh and 4.69% in Da Nang. Among workers

that did engage in seasonal work, we estimate that they worked an average of about 10 hours a day during the busy season. One female in Ho Chi Minh City of unknown age described, “*At this moment, there is little work, so I only work from 7:30 AM to 5:00 PM. When there is a lot of work, for example when students go to school and we make uniforms, then we work until 9:00 or 10:00 PM*” (Interview 6). Respondents worked a higher average number of hours per day during the busy season (9.71 hours) than the regular season (8.45 hours). Respondents in Ho Chi Minh City also worked a higher average number of hours per day during the busy season (10.05 hours) than the regular season (8.74 hours).

**Protection Against COVID-19.** Almost all workers (92.28%) stated that their employer provided adequate protection against COVID-19. We estimate that 89.47% of all garment workers in Vietnam had employers who provided adequate protection against COVID-19.

**Size of Worksite.** Many respondents (43.15%) worked at a small worksite with up to 100 people. We estimate that 42.90% of garment workers in Vietnam work at a large worksite of over 200 people, and 40.82% work at a microsite with 10 or fewer people. Workers in Thai Binh and Ho Chi Minh City most commonly worked at a small worksite (42.62% and 48.24% of respondents from each respective region), whereas workers in Da Nang most commonly worked at a large worksite (39.13% of respondents in Da Nang).

**Work Hazards.** Less than half of interview participants reported work-related health conditions. The most common complaints by respondents who reported work-related health issues were sore back, neck, and/or shoulders from sitting and working at a sewing machine all day. One 36-year-old woman in Da Nang shared, “*I sit long and bow my head so much that my back gets hurt, my shoulders are sore, [and] my leg is getting sore at night*” (Interview 13). Another common complaint was related to work equipment, as one woman in Ho Chi Minh City of unknown age described: “*Sometimes needles stabbed in the hand*” (Interview 6).

A few interview participants experienced more toxic conditions in the workplace. One 42-year-old woman in Da Nang who worked in the textile industry struggled with dust conditions:

*Participant: Textile work will be dusty. Everywhere people work, they are affected. That's the general situation.*

*Interviewer: Did people not equip themselves with anything to protect?*

*Participant: Yes, I have a hat and mask. But I feel that it was too dusty, [so] I quit. (Interview 11)*

Another participant described working in a toxic production environment because of the use of glue in their work. Similar to the previous participant, this 23-year-old worker from Da Nang was also provided protective equipment and was informed about the toxic components of their work when they were hired. However, these safety precautions didn't prevent them from feeling sick:

*Participant: I felt a sore throat and irritated eyes. Some other people felt headache.*

*Interviewer: How did people deal with it?*

*Participant: If people couldn't stand it, they would move to work for another company*

*Interviewer: Did you usually feel it?*

*Participant: Yes, I did. If I got flu, I would [take longer to] recover. (Interview 26)*

In addition to receiving safety gear, this participant received a “toxic allowance” to account for their direct work with glue; however, it wasn’t much money and some workers advocated for higher toxic allowance. Other than the situations described above, interview participants said dangerous working conditions or workplace injuries were rare.

### *COVID-19 Changes in Work Conditions*

As shown in Table 8, the majority of garment workers in Vietnam (89.18%) were working in the garment industry before the COVID-19 pandemic. Most of these workers reported no changes in their work conditions after the onset of the pandemic. Respondents varied regarding the impact of the pandemic on their work stability, with 15.71% reporting their work was more stable after the pandemic and 21.05% reporting their work was less stable. We estimate that nationally, 14.32% of workers experienced more stable work and 15.49% of workers experienced less stable work. In Thai Binh, 20.19% of garment workers experienced more stable work and 33.05% experienced less stable work after the pandemic. In Da Nang, 4.21% experienced more stable work and 18.84% experienced less stable work. In Ho Chi Minh City, 18.12% experienced more stable work and 16.11% experienced less stable work. Respondents rarely indicated their work conditions improving or worsening beyond the stability of work.

Interview respondents explained how COVID-19 affected their working conditions. While they, similar to survey respondents, shared that overall working conditions did not change, they reported the number of company employees and the number of hours they worked changing in many instances. The most reported change was the decrease in the number of employees due to layoffs during the pandemic shutdown. As one 33-year-old woman in Da Nang said, “*I heard that 100 people were laid off during the pandemic and 20 people in the early stage of the pandemic*” (Interview 21). Layoffs were often due to pandemic-related production issues, such as the inability to import or export goods. For those who were able to continue working, challenges with supply chains caused their work hours to decrease because companies did not receive the supplies necessary to make their goods. One 23-year-old woman in Da Nang who continued working during the pandemic described her decreasing hours:

*Interviewer: So did you go to work every day or just some days during the pandemic?*

*Participant: I got back from work sometimes at 4:30 or 4:00 PM.*

*Interviewer: It means that the working time was not guaranteed as before?*

*Participant: Before, it was until 6 o'clock. Sometimes it was until 5:30 PM or close to 6:00 PM. (Interview 17)*

In some cases, the combination of fewer employees and inconsistent supply deliveries required workers to work longer hours for less pay. One 36-year-old female in Da Nang who was paid a piece rate had to work more to make the same amount of pre-pandemic money because the company started paying less per piece. Because of the shortage of employees, she also had to take on other job tasks. This resulted in her working longer hours for less pay per piece:

*Interviewer: As you said before, you sew 300 products to get 250,000 dong. How many products did you sew during the pandemic?*

*Participant: I sew 300 products but did more work parts.*

*Interviewer: Do you mean you worked more than usual?*

*Participant: Yes, I do.*

*Interviewer: How many hours did you sew 300 products?*

*Participant: It depended on the kinds of products.*

*Interviewer: I would like to ask whether the time sewing products before and during COVID pandemic is different.*

*Participant: Before COVID, I worked 8 hours to make 300 products. During COVID I had to do more work parts than before, so it was difficult to make 300 products.*

*Interviewer: How did you sew 300 products to get 250,000 dong?*

*Participant: I had to do it faster. I went to work earlier or worked at lunch time*

*Interviewer: How much more time did you need to complete that number of products?*

*Participant: I need one more hour per day.*

*Interviewer: Were you paid by piece rate?*

*Participant: Yes, I was.*

*Interviewer: Did you have any complaints?*

*Participant: No, I didn't. I think having a job is lucky. (Interview 24)*

Only one interview participant said that her company transitioned into making personal protective equipment during the pandemic. However, this 37-year-old woman's Da Nang company eventually had to cease production because they were not able to import necessary supplies:

*Interviewer: ...on that occasion, you made masks, right?*

*Participant: Yes, we make masks for protective clothing.*

*Interviewer: Which means that your work at that time was regular, right?*

*Participant: Yes, regular. I also worked normally, just now there is no more stock. My company has stopped working for almost a month. I just went back to work for about 2 weeks.*

*Interviewer: Oh, I thought that after all of those batches, people would work on garments for Tet holiday.*

*Participant: My company does not have that. I don't know either, but recently we did not receive the materials and equipment from overseas, so it was suspended and delayed last month. (Interview 12)*

While this participants' company was able to sustain stable employment for their workers longer than other companies because they transitioned into making personal protective equipment, this was not the case for any other participants' companies.

### *Production Environment*

**Production Lines.** As shown in Table 9, respondents work in a factory with an average of nearly six production/sewing lines (5.72). We estimate that garment workers in Vietnam work at a factory with an average of nearly eight production/sewing lines (7.84).

**Turnover.** Respondents in our sample reported an average of 23.23 workers having quit their jobs since the respondent started working for their employer across the three sites. Specifically, it was 27.76 in Thai Binh, 26.75 in Da Nang, and 21.31 in Ho Chi Minh City.

**Training.** Garment workers in the survey reported receiving an average of 79.65 hours of training when they were hired. Nationally, we estimate that garment workers receive an average of 90.45 hours of training when hired. The highest reported average amount of training was in

Thai Binh with 111.76 hours , compared to 76.73 hours in Da Nang and 65.90 hours in Ho Chi Minh City.

**Subcontractor.** Almost all (97.68%) garment workers in Vietnam reported not working for a subcontractor. Working for a subcontractor was least common in Da Nang (0.79% of respondents), followed by Ho Chi Minh City (2.14%) and Thai Binh (4.03%).

### *Wages and Overtime Payments*

**Payment Terms.** Table 10 shows respondents' wages and overtime payments. Most workers were paid monthly (57.37% of survey respondents, estimated 60.63% nationally) and/or per piece (51.80% of survey respondents, estimated 58.83% nationally). Respondents most commonly reported receiving piecewise payments in Thai Binh(66.36%), and monthly payments in Da Nang (74.28%).

Interview participants provided additional context around payment terms. Some participants described payment structures that were dependent on experience and work schedule. A few individuals explained that they were paid per piece because they had children and needed flexibility in their schedule. For example, one 43-year-old woman in Da Nang described her company's pay structure where she is paid hourly because she is unable to work a fixed schedule:

*Interviewer: Does the company pay you by piece rate?*

*Participant: It depends on each person's skills.*

*Interviewer: Is the pay based on the number of products made or skills?*

*Participant: It depends on each worker. Unskilled workers want to get paid by hours and skilled workers want to get paid by piece rate.*

*Interviewer: What about you?*

*Participant: I get paid by hours because my child is small so I can't work regularly.*

*(Interview 1)*

**Monthly Payment.** Respondents reported being paid an average of 6.04 million VND per month (estimated 6.44 million VND nationally), though respondents in Ho Chi Minh City were paid more (6.80 million VND) compared to those in Thai Binh (5.10 million VND) and Da Nang (5.01 million VND). Most interview participants said their wages were too low regardless of whether they were paid per piece, salary, or a combination of the two. Respondents who were paid for each piece reported struggling the most with low pay and worked overtime to make a livable wage. One 48-year-old woman in Ho Chi Minh City explained:

*Interviewer: So this eight thousand is a general calculation and how many products you can make, then we add more. How much are you paid for a product?*

*Participant: For a product, my responsibility is hemming the pants, I get 480 VND.*

*Interviewer: Yes. 480 dong means it is less than 500 dong. That means working on 2 products makes 1000.*

*Participant: Not even 1000.*

*Interviewer: Maybe you don't get even 100,000 for one night shift, right?*

*Participant: No.*

*Interviewer: Less than 100,000 a day.*

*Participant: It was 3 hours and I earned 100 thousand.*

*Interviewer: Do you work from 7:00 PM to 10:00 PM?*

*Participant: It is 3 hours like that. Then at most, I could work on about 100 pants, I will get 48,000 plus the other 20,000 [of overtime]. Please calculate yourself.*

*Interviewer: Yes, the amount is from about 72,000 to less than 100,000. It's still very low and you still have to work at night, it's overtime... So, in your opinion, is this salary worthy of your labor?*

*Participant: It's not worth it. That's forcing workers. I count that I also work 10 hours a day. If you calculate that money, that's not much. So it was not worthy of the efforts. So many workers in there feel discouraged and very dissatisfied. (Interview 22)*

Most interview participants said their biggest complaint with their employers was wages. While this example highlights the specifics of one participant's earnings, her sentiments were shared by many other participants.

**Payment during the Busy Season.** Seasonal workers were paid more per month during the busy season. Respondents were paid an average of 7.85 million VND per month during the busy season, and we estimate that seasonal garment workers are paid an average of 8.35 million VND nationally. Seasonal workers in Thai Binh were paid more than workers in other regions during the busy season, as they were paid 12.48 million VND. Seasonal workers in Da Nang were only paid 4.85 million VND during busy season, and workers in Ho Chi Minh City were paid 8.17 million VND.

**Overtime Work.** Roughly half (52.47%) of garment workers in our study reported having worked overtime, which we estimate to 54.06% of the population. Workers in Da Nang reported the lowest rates of having worked overtime (45.08%) compared to workers in Thai Binh (53.78%) and Ho Chi Minh City (54.53%). Most respondents who have worked overtime did so by choice (59.35%), which we estimate to 60.70% of garment workers nationally. Da Nang is also an exception here, as 60.13% of garment workers who worked overtime reported they were requested to do so by their employer. Very few respondents (0.53%) reported having been forced by their employer to work overtime.

Most interview participants also reported that while their employers did not force them to work overtime, they still felt pressure to do so. As we noted earlier, many individuals who were paid piece rate had to work overtime to increase their wages or finish their product quota for the day. One 39-year-old woman in Da Nang explained that she felt pressured by employers to work overtime:

*Interviewer: Did they ask you to work overtime?*

*Participant: Actually, we had to work until we completed our products.*

*Interviewer: It means you had to achieve productivity and you could go home or you stayed to work overtime? For example, if you didn't stay to work overtime, did they put pressure on you?*

*Participant: Yes, they did.*

*Interviewer: Can you give me an example? What pressure did they put on you? They would deduct your salary or complain about it much?*

*Participant: They didn't deduct our salary because we were paid by completing our assigned quota. Those who worked well could get a bonus of 5,000 or 10,000 dong. (Interview 5)*

Another participant, 36-year-old woman in Da Nang who was paid per piece, said it was her decision to work overtime because the more items she completed, the more she made; however, she did not receive additional pay for the overtime hours she worked:

*Interviewer: Do you mean sewing 300 pants will get 250,000 dong per day?*

*Participant: I just mentioned what I work during 8 hours, but if I work overtime I will get more wage.*

*Interviewer: Does your salary increase if you work overtime?*

*Participant: I work by piece rate so I will get paid by my number of products.*

*Interviewer: For example, you sew 300 products per day. you will get a certain amount of money. But [if] you sew 350 products, you will be paid for excessive products, not for overtime hours?*

*Participant: Yes.*

*Interviewer: Do you ever do shiftwork when the company has much work?*

*Participant: In urgent situations, we will do shiftwork and get money. If we do two overtime hours, we will get paid by the number of products made during that time. They don't ask us to work overtime. It is our decision.*

*Interviewer: Do you mean the pay rate for a product made during overtime work is the same as the pay rate for a product you made during office hours?*

*Participant: Yes. (Interview 24)*

While the participants made decisions about working overtime based on their available options, such as wanting to make more pieces for more pay, some participants were not happy about working overtime. A few respondents indicated that working overtime is an expected part of the garment industry. One 29-year-old woman in Da Nang described the reactions of her coworkers when the manager would announce overtime work that day:

*Participant: People were very tired. Many people asked for time off so they called the monitor to come.*

*Interviewer: So they also put pressure on you?*

*Participant: Sometimes they forced us to do it, but many workers reacted, many people left...*

*Interviewer: Even when they did not allow it, you still left?*

*Participant: Let me tell you, even if I got deducted salary, I would still come home because my children cannot be picked up by anyone. I wrote a paper stating that I am a single mother so my children didn't have anyone to pick them up. It doesn't matter if I work eight hours or more hours in a day. (Interview 14)*

The participant further explained that even though workers left without working overtime, leadership acted “grumpy” and the boss shouted at the leader because “he let the workers return home.” This is one example of employers intimidating workers to work overtime; however, it was unclear if the shouting had any impact on workers. Like this participant, many mothers could not work overtime because they needed to care for their children.

### *Changes in Payment due to COVID-19*

As shown in Table 11, the majority of garment workers in this study reported no changes in their payment terms or the ability to bargain and negotiate wages due to the COVID-19

pandemic. A small number (7.71%) of respondents reported that they received better wages, which we estimate nationally to be 7.72% of all garment workers, while 13.61% (national estimate 9.61%) of the sample reported receiving worse wages. In Da Nang, very few respondents indicated their wages improved (1.05%), compared to 12.08% in Thai Binh and 8.24% in Ho Chi Minh City. Thai Binh had the largest proportion of respondents who reported receiving worse wages (27.01%), compared with 11.37% of respondents in Da Nang and 8.08% of respondents in Ho Chi Minh City. Most (87%) respondents reported their ability to negotiate wages stayed the same during the pandemic, and we estimate that 84.78% of garment workers in Vietnam experienced no change in their ability to negotiate.

Most interview participants said their wages decreased due to COVID-19. Many participants were forced to take a break from work that lasted one month or longer. Respondents who continued to work during the pandemic reported a significant decrease in income. One 26-year-old woman in Da Nang explained that she continued to work regularly but “*the goods were not as many as in the old days*”; therefore, she “*doesn't have as much money as before*” (Interview 15). While individuals were making less income than prior to the pandemic, some acknowledged it was a difficult situation for both workers and employers. A few individuals talked about being able to just get by financially because they did not have children, such as one woman of unknown age in Ho Chi Minh City: “*Well, it is just enough. I am newly married, I have not had any children, so I do not have to spend much*” (Interview 6). Another participant, a 48-year-old woman in Ho Chi Minh City, expressed empathy toward her employer even after her salary decreased and her wages were delayed:

*Interviewer: Were the wages in this pandemic ever delayed?*

*Participant: Only for two months of COVID. They did not have a lot of goods and were slow to pay and even lowered the salary. For example, if the salary is 4.5 million, it was reduced to 3.5 million for the first two months. Workers also have to suffer. The owner said that because of Covid, they could not sell much goods, so there was not much money, so we sympathized with that. In general, I have to sympathize in life, you know. Because people don't want that to happen, the boss doesn't want it either. And the boss found jobs for us. It is good that we can have a job. The workers accepted it all without asking for this or that, and it's only two months. (Interview 22)*

### *Benefits and Self-Efficacy at Workplace*

**Bargaining.** As shown in Table 12, a little more than half of garment workers in Vietnam (54.01%) were not able to bargain or negotiate their wages. We estimate that 53.96% of garment workers in Vietnam do not have bargaining ability. This practice is less common in Thai Binh, where 69.63% of garment workers were not able to do so. Meanwhile, half (50.60%) of respondents in Ho Chi Minh City reported being able to negotiate.

Interview participants described varying comfort levels with advocating for increased wages, particularly overtime compensation. Some participants advocated for changes in wages and insurance; however, they typically required a group of workers or union support to be successful. One 33-year-old woman in Da Nang described her experience advocating for overtime pay:

*Interviewer: That means that when you didn't have money for overtime, did you have any reaction?*

*Participant: I couldn't say it because I couldn't oppose successfully.*

*Interviewer: So you did talk to them, but it was not possible?*

*Participant: That's right.*

*Interviewer: How did they answer?*

*Participant: They said that because there was not enough goods. we had to stay and work overtime, but that was not my fault. That was due to the company. The garment did not arrive in time, it's not my fault.*

*Interviewer: That's right.*

*Participant: Because it was like that before, so I couldn't say anything.*

*Interviewer: Oh, so it's like that.*

*Participant: But after that the worker complained too much, then the workers refused to work. That is why the workers quit a lot. At Tet a bunch of workers quit. (Interview 19)*

Some workers did not feel comfortable asking their employers for changes in salary or overtime pay. Participants reported few experiences of abuse in the workplace, so it is unclear if this discomfort stemmed from experiencing or witnessing employer mistreatment or from personal choices to minimize conflict to maintain their employment. Only one participant, a 43-year-old woman from Da Nang, explicitly described retaliation from an employer for disagreeing with company policy:

*Interviewer: When the staff disagreed with the company's policies, did the company put pressure on them?*

*Participant: No, they didn't use violence, but they were vindictive.*

*Interviewer: They might dismiss staff.*

*Participant: Yes, they dismissed staff, changed the staff to unsuitable positions so that they felt bored and resigned from work.*

*Interviewer: It is a kind of discrimination.*

*Participant: Our rights were limited. We couldn't speak out. At my branch office, there was an annual meeting to pass the employees' ideas or expectations onto the employer. But when we raised our opinions, the branch manager rejected us. Therefore, we felt very disappointed. The aim of the dialogue was to raise the employee's voice and record [our] expectations and needs to submit to the company in Ho Chi Minh City. But the branch manager asked the staff of the Personnel Department to change the minutes of the meeting as what he wanted. (Interview 1)*

When asked if she could complain to the company about not being paid overtime salary, one 36-year-old woman in Da Nang said, “No, I can't. If I don't want that job, I will quit it” (Interview 13). Another 33-year-old woman in Da Nang indicated that she would be fired if she fought with the company, and the pandemic made her less likely to risk losing her job:

*Yes, we work for the company so we can't fight against them or they will fire us, especially during the pandemic when there are very few jobs. We have to do what they tell us to do. We don't have power so we had better finish our work and go home. (Interview 21)*

**Wage Delay.** Very few respondents (3.63%) reported receiving wages that were delayed without good reason. We estimate that 5.26% of workers nationally experienced unreasonable

wage delays. Unreasonable wage delays were far less frequent in Thai Binh (reported by 0.42% of respondents), compared to Da Nang (reported by 3.77% of respondents), and Ho Chi Minh City (reported by 4.92% of respondents).

**Wage Withholding.** Almost all garment workers in this study (97.66%) have not had part of their wages withheld, which we estimate to 96.79% of workers nationally. Similarly, 97.50% of respondents reported that wage withholding was not a common practice.

**Vacation Time.** Most (80.75%) respondents had vacation time. We estimate that 83.82% of all garment workers in Vietnam had vacation time. Workers in Thai Binh were less likely to report having vacation time (56.80%), compared to most workers in Da Nang (90.47%) and Ho Chi Minh City (87.35%).

**Unemployment Insurance.** Slightly more than half of garment workers in this study (53.74%) had unemployment insurance, which we estimate to 53.87% of all workers in Vietnam. Workers were less likely to report having unemployment insurance in Ho Chi Minh City, where less than half (45.82%) did, compared to 54.45% of workers in Thai Binh and 75.27% of workers in Da Nang.

**Work-Related Disputes.** Respondents very rarely reported settling work-related disputes directly themselves (3.19%) or through a trade union (4.86%). We estimate only 5.73% of workers have settled disputes directly with their employer and 6.01% through a trade union. Instead, respondents more frequently (39.90%) reported other ways of settling disputes. This is particularly common in Thai Binh, where 59.56% of garment workers reported resolving work-related disputes through other ways, compared to 34.46% in Da Nang and 33.59% in Ho Chi Minh City.

**Childcare.** Half of respondents (50.66%) reported that their employer offers childcare. We estimate that 47.56% of all garment workers work for an employer that offers childcare, while 47.44% do not. The vast majority of interview participants did not have childcare through their employer and faced many challenges balancing the need to earn income for their family and taking care of their children. As noted elsewhere in this report, working overtime was a common practice and necessity for many workers; however, individuals with children were not always able to work additional hours to supplement their low wages. Participants who had to care for children described working part-time, having wages docked because they had to leave early to pick up their children, not being able to take advantage of overtime work, and even leaving their jobs altogether. One woman of unknown age in Ho Chi Minh City explained:

*Participant: I am a worker so I can't have many children. I can't take them to school and pick them up while I am working. My salary will be deducted.*

*Interviewer: Is there an agreement for salary deduction?*

*Participant: Yes. I can't ask for a favor to go outside regularly for my personal reasons. It will affect the company. (Interview 2)*

While there were many challenges for participants with children, some companies allowed workers with small children to go home early or exclude them from overtime work requirements. Some employers allowed mothers to work part-time and have flexible schedules; however, participants in these situations who were paid piece rate did not make much money. One 37-year-old woman in Da Nang explained her decision to stay in a company with low pay per piece:

*Interviewer: Yeah, for example, just yourself, do you have an intention that you will stick for a long time in the company?*

*Participant: I think that my company conditions are good, but the unit price is low, so the income is too low. They should pay me a bit more. But because of my children, I cannot work overtime. If I go to another company, I can work overtime until 6 or 7 o'clock, [but] then it is difficult to take care of the children.*

*Interviewer: So you accept the disadvantage of the salary to spend time with your family, and so do other workers, right?*

*Participant: Yes, a lot of people are like that, because most people are married.  
(Interview 12)*

COVID-19 had a significant impact on working mothers because their children could no longer attend school or stay in daycare. Many participants who had children had to leave their jobs for extended periods of time or permanently after the initial COVID shutdown because they could not work and care for their children simultaneously. One 36-year-old woman in Da Nang said:

*Interviewer: How long did you leave work during the covid pandemic?*

*Participant: I took one month off and then four months off. I took a total number of five months off this year.*

*Interviewer: Didn't you find another job?*

*Participant: My son was small and he stayed at home due to COVID so I couldn't find another job.*

*Interviewer: Did you stay at home to take care of him?*

*Participant: Yes, I did. (Interview 13)*

**Children's Education.** Most garment workers (68.50%) worked for employers who did not offer education for their children. We estimate 67.74% of workers nationally have an employer who does not offer education for their children while 26.24% do. Employer-provided child education was most common in Da Nang, where 42.01% of respondents said that their employer does offer education for their children, compared to 17.62% in Thai Binh and 19.81% in Ho Chi Minh City.

**Children's Health Insurance.** Almost no garment workers had employers who offered health insurance for workers' children, as only 1.90% reported receiving this benefit. We estimate that only 2.17% of garment workers in Vietnam are offered child health insurance.

**Health and Social Insurance.** Most respondents (60.91%) were provided health insurance, which we estimate to 61.44% of all garment workers in Vietnam. Providing health insurance was most common in Da Nang, where 80.14% of respondents said that they were provided health insurance, compared to 59.73% in Thai Binh and 54.60% in Ho Chi Minh City.

Interview participants reported a variety of experiences with employer-provided insurance. Most individuals said they had some health insurance; however, a few said they could not get insurance because they had moved from another town and were still registered for insurance in their hometown. Other individuals reported not receiving social insurance from their employer because they would have to work weekends to qualify. Some participants did not get insurance at all and had to pay for it themselves. One 48-year-old woman from Ho Chi Minh City described:

*Interviewer: Ah, there is no social insurance regime, right?*

*Participant: Many people have been here for four years, three years and haven't had any insurance. So working here is also a bit disappointing.*

*Interviewer: You are not paid social insurance. If now, if you get sick, you have to go to the hospital, do you have health insurance?*

*Participant: That was bought by me at home. It's voluntary to buy. The company does not give anything. (Interview 22)*

Another participant, a 23-year-old woman in Da Nang, described a situation where the cost of insurance was deducted from her pay but her health insurance was cut off because her employer did not pay for it:

*Participant: I just got insurance recently. Before, they did not pay me back enough of my insurance.*

*Interviewer: What is the reason for the lack of insurance money?*

*Participant: Back in the first few months of this year, the first wave of the pandemic, we took medical insurance to go to the doctor to get treatment, but the hospital said that we had not paid.*

*Interviewer: Ah I see. It means the company owes the insurance money. So when you go to the doctor, the doctors did not accept the insurance for you.*

*Participant: The doctor still take my money.*

*Interviewer: That's right, that's right. That means your company did not pay enough money for social insurance so health insurance is cut off, so you can't go to the doctor with that insurance.*

*Participant: There are many people who can't get money back. (Interview 17)*

### *Changes in Personal Freedom due to COVID-19*

As shown in Table 13, most garment workers in Vietnam reported no change in their ability to change or accept jobs before or after the onset of the COVID-19 pandemic. Amongst respondents, 6.78% of respondents said their flexibility to choose work assignments increased, while 4.11% said their flexibility decreased. We estimate that 8.39% of garment workers in Vietnam have increased freedom to refuse or pick their work assignments, while 4.67% have less. Respondents in Da Nang reported the fewest changes in personal freedom to refuse or pick their assignment, with 2% reporting increased freedom and 1.47% reporting decreased freedom. In Thai Binh, 5.78% of respondents reported having more freedom to pick their assignment and 2.85% reported having less freedom to do so. In Ho Chi Minh City, 9.16% of respondents reported increased freedom to pick their work assignments and 5.77% reported decreased freedom to do so.

Most interview participants described having the freedom to leave or accept jobs without repercussions. Around the beginning of COVID-19, multiple respondents left their jobs because they needed to care for their children who had to stay at home due to the lockdown or because they had been dissatisfied with their positions and the pandemic was an opportunity to make a change. However, of the participants who continued working, several reported feeling less likely to advocate for increased wages or other workplace rights because they were afraid of being fired during COVID-19. When asked if she ever talked to her employer about getting a social insurance policy, one 48-year-old woman from Ho Chi Minh City explained:

*Participant: In general, I haven't said it yet, but the workers who have been in for three to four years now have talked to the employer. But the owner kept blaming this and that person. For example, it was because of the leader or the foreman who reported to him, and he did not know the details. If now the workers talk to him, he just blames other people.*

*Interviewer: ... After that, when the boss knew your wish, did they change anything?*

*Participant: There was no change, just like that. The workers were also afraid of losing their jobs so they didn't dare to say anything anymore.*

*Interviewer: So people are afraid of losing their job, even though the boss did not raise salaries? People were also afraid that there would be no place to work, so nobody dares to say it, right?*

*Participant: Well, we are afraid that getting a job is also difficult now. Many people came from regions affected by COVID, so people were scared just like that.*

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*Interviewer: What are you afraid of? For example, what did my leader say that you are afraid of?*

*Participant: I am afraid that he would scold me and then I would lose my job. I was afraid that he would scold me and treat me unfavorably, then give me some jobs that are not suitable for me. Because of that, everyone was afraid to say anything. (Interview 22)*

This example highlights changes in how workers might advocate for themselves after the onset of COVID. This participant explained that prior to the pandemic, those who had more experience with the employer felt comfortable approaching them to ask for a social insurance policy, even if they were not successful in the end. They became less likely to speak up after the start of COVID. In addition, this participant was one of very few who mentioned being afraid of retaliation by the employer; however, it was unclear in the interview if this fear originated from past experiences at that company.

### *Freedom to Refuse to Work*

Essential to worker autonomy is the freedom to refuse to work. Within our multi-indicator approach to forced labor, the “least” serious form of forced labor is the inability to refuse to work due to perceived severe exit costs. Table 14 displays the prevalence of several abusive or unfair practices that restrict workers’ autonomy to refuse to work. Respondents’ most commonly reported consequences of refusing to work was either “nothing would happen” (74.81%) or “do not know” (16.93%). We estimate similar rates of 74.45% for “nothing would happen” and 20.14% for “do not know” at the population level. The third highest response was a loss of wages, with an overall sample response of 3.49% and a population estimate of 2.17%. The proportion of respondents who chose this option varied across the three locations, with 10.4% of Thai Binh workers indicating they would experience a loss of wages compared to only 0.89% and 1.51% in Da Nang and Ho Chi Minh respectively.

### *Freedom to Quit/Change Employer*

Another potential indicator of forced labor is whether workers are free to change their place of employment. Table 15 displays the frequencies of workers’ perceived exit costs if they decided to move away or work for someone else. Responses to this item were similar to the results in Table 14. As shown in Table 15, most respondents (76.41%) indicated nothing would happen if they decided to move away or work for someone else. This estimate was slightly lower

for the national population (73.17%). While the proportion of Thai Binh and Ho Chi Minh respondents that chose this option were similar to the overall sample estimate, a larger proportion of Da Nang workers (90.17%) indicated nothing would happen to them if they quit or changed employers. Like the anticipated consequences of refusing to work, the second and third most common responses in Table 15 were “do not know” (16.25%) and the loss of wages (3.25%). Nationally, we estimate a slightly higher proportion of workers who do not know what would happen if they quit or changed employers (21.06%) and a smaller proportion who would experience a loss of wages (1.78%). Again, we see more workers from Thai Binh (10.32%) anticipating a loss of wages compared to workers from Da Nang (1.49%) and Ho Chi Minh City (0.91%).

### *Freedom to Quit*

Restricting workers’ freedom to quit or change employers is an exploitative labor practice. As shown in Table 16, 5.59% of the sample (or 282 garment workers) reported having a better job offer that they were not able to accept. We estimate the population prevalence to be 6.95% of all workers. Responses varied across the three locations, with the largest proportion of workers not being able to accept another job in Thai Binh (9.14%).

As part of our multi-indicator approach to identifying forced labor, respondents needed to simultaneously experience certain abuses and identify penalties that prevented them from leaving an abusive work environment.

Of the 282 respondents who reported they could not take a better job, the factors that prevented them from accepting a better job were largely non-coercive and did not originate from an employer. Almost 60% of the sample reported that nothing would have happened to them if they did take the job, and we estimate the population prevalence estimate to be 62.46%. Of all the reasons that prevented respondents from exercising their freedom to quit, being stranded at their work site (i.e., “too far from home and nowhere to go”), of which 8.51% of respondents who felt unfree to quit to accept a better job cited. This was primarily an impediment for workers in Ho Chi Minh City, with about 15% of respondents from this city reporting this as a barrier compared to less than 1% of workers from Thai Binh and none from Da Nang.

### *Restriction of Freedom at Workplace*

Table 17 presents restriction of respondents’ freedom of movement and communication at work. The prevalence of these abuses was low across the sample. Respondents most commonly reported not being allowed to have visitors (just over 1% of the sample, estimated 2.19% nationally). This restriction was most common for workers in Thai Binh (3.36% of respondents, 12.52% population estimate). The next most common restrictions were being forbidden to leave the worksite while working (0.94% of respondents, estimated 2.21% nationally) and not being permitted to receive medical services when ill (0.94% of respondents, estimated 2.15% nationally).

Of the 139 respondents that reported experiencing a restriction of freedom at the workplace, only 68 or 48.92% chose to stay at the job. We estimate that 48.88% of workers nationally choose to stay at their job after experiencing one or more of these abuses. No workers from Thai Binh reported staying at the job, while 60.87% of workers from Da Nang and 71.05% of workers from Ho Chi Minh chose to stay.

Table 18 reports respondents’ reasons for staying after experiencing some restriction of

freedom at work. For the sample, 42.65% reported it was a lack of better job options. We estimate 34.70% of workers nationally choose to stay at their job for this reason. The second most frequent response was that nothing would have happened, with 29.41% of the 68 respondents selecting this option. As shown in the table, none of the workers reported they chose to stay because of violence, physical restraint, or threats of legal action or harm to their families.

### *Restriction of Movement after COVID-19 Lockdown*

Table 19 shows respondents' changes in freedom of movement in the workplace after the COVID-19 lockdown. These questions were limited to the 4,499 respondents who reported working in the garment industry prior to COVID-19. Most respondents (87.24%) reported no change in their freedom of movement, which we estimate to 85% of the population. Across the three location sites, just over 85% of workers in both Thai Binh and Ho Chi Minh reported experiencing no change while 97.58% of Da Nang workers reported no change. When asked about whether freedom to move about or talk to people had worsened after the COVID-19 lockdown, a similar proportion of respondents reported no change (88.19%), which we estimate to 87.18% of the population.

Respondents' most commonly reported positive change from the pandemic was increased freedom/flexibility to talk to people (7.81%). A greater proportion of workers from Thai Binh (17.62%) reported this change than workers from Ho Chi Minh (7.36%) and Da Nang (0.84%). Interestingly, less freedom/flexibility to talk to people was also respondents' most commonly reported negative change. Across all respondents, 8.34% reported they were less free in this capacity, which we estimate to 7.8% of the population. Again, this response was more common from Thai Binh workers (15.45%) than it was from Da Nang (8.53%) or Ho Chi Minh City (5.94%) workers.

### *Coercive/Violent Behavior against Employees*

As shown in Table 20, respondents reported few instances of coercive or violent behavior from employers. A very small proportion (0.44%) of respondents reported having wages deducted against their will. We estimate this to be 0.55% of the population. A greater proportion of respondents working in Ho Chi Minh (0.67%) than those in Thai Binh (0.08%) or Da Nang (0.20%) reported this experience. This was the only coercive or violence behavior workers in Thai Binh experienced from their employers. Respondents' next most reported abuse was employers belittling them in front of their peers, although this was only reported by 0.22% of the sample. Again, this was more commonly reported by workers from Ho Chi Minh (0.35%) than workers from Thai Binh (0%) and Da Nang (0.10%).

Of the 30 respondents who reported experiencing at least one of these abuses, 18 (60%) chose to stay at their job. All 18 workers were from Ho Chi Minh City. In contrast, all workers from both Thai Binh and Da Nang who reported experiencing these abuses left their job. As shown in Table 21, workers largely reported staying for reasons other than coercion. Half (50%) of workers who stayed at their job cited not having better job options. The next most common exit penalty was losing their work status, which 38.89% of this subsample reported. We estimate the population prevalence to be 9.52%. Loss of wages was respondents' third most-cited reason for not leaving their abusive work environment (27.78%). Although respondents' reported exit penalties were mostly non-coercive, one respondent did report deprivation of food, water, or sleep as a reason that prevented them from leaving their abusive working environment.

### *Coercive/Violent Behavior After COVID-19 Lockdown*

Similar to earlier findings, almost no respondents reported a change in their experiences of workplace violence after the COVID-19 lockdown. As shown in Table 22, 96.39% of the sample reported no change, which is similar to our population prevalence estimate (96.82%). Similar proportions of respondents across the three location sites reported no change. The most common improvement after the onset of COVID-19 was experiencing less emotional aggression, which 1.84% of the sample who had worked in the garment industry prior to the lockdown reported. A greater number of workers from Ho Chi Minh City (3.01%) reported this improvement than Thai Binh (0%) and Da Nang (0.42%).

Almost all respondents (98.33%) reported no change in workplace violence before and after the lockdown, which we estimate to almost the entire population (98.17%). The most-cited negative change reported was “other” (0.9%). A small proportion of workers from Thai Binh 4.44% reported that their experiences of workplace violence worsened in some other way, compared to less than 1% of respondents from Da Nang and Ho Chi Minh.

### *Summary of Key Trafficking Victimization Outcomes*

We applied a multi-indicator approach to define forced labor, conditioning each indicator on a list of unreasonable and severe exit costs. As part of our multiple-indicator approach to identifying forced labor, respondents not only must have experienced certain abuses, but also identified sufficient penalties (i.e., exit costs) that prevented them from leaving their abusive work environment.

Of the abusive workplace behaviors presented above, we combined respondents who met our two-step threshold to derive trafficking victimization outcomes in Table 23. We utilized five indicators of forced labor in this study, each conditioned on a list of unreasonable and severe exit costs. We excluded exit costs that were non-coercive or ambiguous (e.g., no better job options, “other”, “don’t know”) from these summary measures. These five indicators are listed in order of severity, with (1) inability to refuse to work being the least serious form of forced labor and (5) violent/coercive behaviors against an employee as the most serious.

**Inability to refuse to work due to perceived severe exit costs.** As shown in Table 23, 224 respondents (4.44%) experienced forced labor because they were unable to refuse to work. We estimate the population prevalence of this indicator among garment workers in Vietnam to be 3.63%, with a 95% confidence interval ranging from 2.80% to 4.45%. A greater proportion of respondents from Thai Binh (10.4%) experienced forced labor under this definition, compared to respondents from Da Nang (1.49%) and respondents from Ho Chi Minh City (2.99%).

**Inability to quit or change employers due to perceived severe exit costs.** In this study, 216 or 4.28% of the 5,045 respondents reported not being able to quit or change employers because of fears of exit costs. We estimate the population prevalence of this indicator to be 3.41% of all garment workers in Vietnam, with a 95% confidence interval ranging from 2.65% to 4.18%. Again, a larger proportion of workers from Thai Binh (10.4%) experienced forced labor under this indicator, compared to workers from Da Nang (2.68%) and Ho Chi Minh City (2.28%).

**Inability to accept a better job offer.** For the sample, a total 282 garment workers had received a better job but did not take it for various reasons. Of these, 41 or 0.81% of the 5,045 respondents were unable to accept the better job for fear of severe consequences. We estimate

the population prevalence to be 1.04% of all garment workers in Vietnam, with a 95% confidence interval ranging from 0.54% to 1.53%. Workers in Ho Chi Minh City (1.05%) were more likely to report this obstacle than workers from Thai Binh (0.25%) and Da Nang (0.79%).

**Experienced restriction of communication/physical freedom.** Applying the two-step screening threshold, we found 23 respondents (0.46%) experienced restrictions in physical movement or communication freedom but were unable to leave the abusive work environment for fear of severe consequences. We estimate the population prevalence to be 0.59% of all garment industry workers, with a 95% confidence interval ranging from 0.21% to 0.97%. Eight workers from Da Nang (0.79%) and fifteen workers from Ho Chi Minh City (0.53%) experienced forced labor under this indicator. No respondents from Thai Binh experienced forced labor under this indicator.

**Experienced forceful/coercive behaviors against one's physical, psychological, or financial integrity.** Of the 5,045 respondents, only 9 (0.18%) reported experiencing coercive behaviors at the hands of their employers and being unable to leave for fear of severe consequences. We estimate the population prevalence of this indicator to be 0.12% of all garment industry workers, with 95% confidence intervals ranging from 0% to 0.26%. Respondents who experienced this type of forced labor were exclusively from Ho Chi Minh City.

Across these five forced labor indicators, a total of 308 respondents or 6.11% of the sample were victims of forced labor in the apparel industry. We estimate the population prevalence of force labor to be 5.86% of all garment workers, with a 95% confidence interval ranging from 4.77% to 6.95%.

#### *Help-Seeking Behavior*

For any respondent who reported experiencing abuse at their job, we asked about their help-seeking behavior. Table 24 shows that 8.25% or 416 respondents reported experiencing some restriction of freedom or coercive/violent behavior in the workplace. Of those, only 6.49% sought help for their workplace grievances. We estimate the population prevalence of workers in the garment industry who experienced restriction of freedom or coercive/violent behaviors and then sought help to be 6.16%. There were no respondents from Thai Binh who reported seeking help for their abusive work situations. Fifteen respondents or 7.65% of workers from Ho Chi Minh City reported they sought help. Twelve respondents or 22.22% of workers from Da Nang reported seeking help.

#### *Risk and Protective Factors in Victimization of Forced Labor*

In our final analysis, we conducted multivariate logistic regression to explore risk and protective factors associated with the likelihood of experiencing forced labor. For ease of interpretation, we conducted logistic regression using a main effects model with all predictors. We incorporated sample weights into the analysis. We then applied a stepwise selection algorithm to arrive at a parsimonious model. As shown in Table 25, we found several significant predictors that affect a garment worker's susceptibility to forced labor. These factors (or covariates) can be grouped into three categories: (1) demographic profile, such as gender and age; (2) the type of work; and (3) working conditions. Chances of encountering forced labor situations are presented as odds ratios, and we calculated a 95% nominal confidence interval based on an exponential transformation and the central limit theorem.

Few demographic factors had a significant association with forced labor victimization. There was a significant positive relationship between age and odds of victimization. Respondents whose highest level of education was lower secondary schooling were about 36% less likely to experience forced labor victimization compared to those who had completed upper secondary schooling. We also found a significant effect for work location. Relative to Da Nang, apparel workers in Ho Chi Minh City were more than twice as likely and workers in Thai Binh were 68% more likely to experience forced labor.

Regarding workplace conditions, workers whose employer had provided protection against COVID-19 were 44% less likely to report victimization compared to workers whose employer did not provide protection. Producing primarily clothes, compared to producing other garments, was associated with a 46% decrease in the odds of forced labor. There was also a significant difference in victimization odds according to worksite size. Compared to workers in small worksites (between 11 and 100 employees), workers in large apparel businesses (more than 200 employees) were more likely to encounter forced labor, while those in micro businesses (10 or fewer employees) were significantly less likely. Lastly, the ability to earn extra money for overtime work had a significant inverse relationship in one's likelihood of encountering forced labor. This may also suggest that those who could secure overtime hours to make extra money were also less likely to complain about their employment conditions. More research is needed to explore the nuanced relationship between earning extra money for overtime and likelihood of experiencing forced labor.

## DISCUSSION AND RECOMMENDATIONS

This study estimates the national prevalence of forced labor victimization among Vietnam's apparel industry workers. Using a multistage probability sampling method, we surveyed a total of 5,045 apparel industry workers and conducted in-depth interviews with 29 respondents. One challenge researchers face when estimating the prevalence of human trafficking is untangling labor trafficking violations from labor exploitation. Simple unfair or exploitative employment practices that involve the denial of workers' rights under labor laws, such as fair compensation and proper working conditions, are usually not considered labor trafficking unless the element of force, fraud, or coercion is present (Owens et al., 2014). It is therefore difficult to determine if workers experiencing some of the aforementioned issues have also experienced the force, fraud, or coercion necessary to be defined as labor trafficking victims. This study applied measures that align with the Victims of Trafficking and Violence Protection Act (TVPA), which researchers have widely used in both U.S. and non-U.S. studies of labor trafficking. Most importantly, we applied a two-step qualifying approach to define potential labor trafficking victims: 1) a combination of having experienced some forms of rights violations and 2) being unable to leave the workplace without incurring significant costs.

Our findings suggest that forced labor is not common. However, our multi-factor measurement uncovered a small but important group of respondents whose experiences meet our definition of labor trafficking. Although small in percentage (6.11%), 308 respondents could be victims of labor trafficking. Because Thai Binh, Da Nang, and Ho Chi Minh City represent three important garment production regions in the country, even the lower bound of 4.77% would suggest that there may be far more victims out there.

The rate of labor trafficking is even lower if we apply the more stringent definition. Those who *experienced restriction of communication/physical freedom and unable to leave* only

made up 0.46% of our study sample, which we estimate to be 0.59% of the entire population or roughly six in one thousand garment workers. Those who *experienced forceful/coercive behaviors against one's physical, psychological, or financial wellbeing* only made up 0.18% of the sample and we estimate the population prevalence to be 0.12% or slightly more than one in one thousand garment workers. Despite these seemingly small percentages, the number of people experiencing labor trafficking in a workforce of 3 million still amounts to thousands of potential victims.

### *Contextual Factors for Study Findings*

Employer-perpetrated abuses are not unique to Vietnamese garment industry, and a few causal factors deserve further discussion. According to our field staff from the partner agency (VASS), workers' reports of labor abuses in the earlier years of the rapid expansion of the garment industry during the 1990s may have been the result of cultural differences in overseas companies' management styles, which Vietnamese local workers were not used to or considered unfair. Researchers from VASS reported that they had come across fewer reports of physical abuse and verbal mistreatment over the years. Previously, the media often reported stories of factory bosses abusing Vietnamese workers, including beatings and humiliation, but these reports are less frequent now. While disputes between workers and factory management staff still occur, they now take the form of labor strikes. Workers strike mainly to demand higher wages or improve benefits, such as health insurance or maternity leave.

There are economic, cultural, and institutional factors that explain the decrease in labor abuses in the Vietnamese garment industry.

### *Economic factors*

The labor market in Vietnam in general, and especially in the garment industry, is very competitive. The number of garment enterprises before the COVID-19 pandemic was increasing rapidly. Companies' demand for labor was always high, and businesses often faced labor shortages. Despite trying to offer better wages, the garment enterprise workforce has always remained unstable. Garment factory workers frequently change jobs for better pay or personal reasons and many are willing to quit their jobs without claiming their employer-provided social benefits. In 2018, a Chairman of the Ho Chi Minh City Association of Garment and Textile reported the labor turnover ratio to be 15-20% for large companies, 20-30% for small companies, and 30-40% for foreign-invested enterprises.<sup>6</sup> Thus, the labor shortage and high turnover of the labor market may have contributed to a situation where factory owners must maintain good relations with their workers or suffer financial losses related to unfilled or under-filled orders. In addition to the competitiveness of the labor market, the garment industry also competes with other rising industries for labor. Industries such as footwear, furniture, and electronics are growing quickly and offer even higher wages.

The vast majority of workers in garment enterprises are migrant workers from rural areas of Vietnam. Workers earn two or three times more wages working in garment factories than they would working as farmers. This large pay differential may compel workers to accept difficult working conditions and ignore labor law violations.

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<sup>6</sup> <https://vietnamnews.vn/economy/426352/garment-firms-should-meet-workers-needs-to-keep-them-experts.html>

### *Social factors*

As more Vietnamese staff have been hired to replace foreign managers in the garment factories, the shift in Vietnamese management staff significantly reduced conflicts due to communication problems and cultural misunderstandings. This does not mean that conflicts between Vietnamese managers and workers do not exist, but that cultural and value empathy helps resolve these conflicts. Workshop foremen must balance both employer and employee interests, which contributes to building better relationships between both parties.

Due to the labor shortage in industrial centers and big cities, garment enterprises and other labor-intensive industries are rapidly moving to rural areas. Businesses must respect the values and traditions of rural areas, especially strong community cohesion in Vietnamese rural society. Managers and workers may be relatives or neighbors in the same village, so foremen cannot treat workers according to urban principles of employer-worker relationships. This type of relationship between managers and workers can help protect against violence or relieve workplace tensions.

Workers employed in rurally located enterprises are less stressed than those working in cities. In rural areas, workers can live with their own families and their children can be cared for by relatives and go to school locally. These reduced pressures can make worker-business relationships more harmonious and stable.

### *Institutional factors*

Trade unions in Vietnam not only defend workers' interests, but also reconcile conflicts between workers and business owners. When a conflict occurs, there are many levels of trade unions (business trade unions, superior trade unions) involved in its resolution. The government may also be involved in conflict conciliation. The participation of trade unions and local government may also contribute to improved conflict resolution.

### *Study Limitations*

There are several limitations to this study that may have affected our national prevalence estimates of labor trafficking in Vietnam's apparel industry.

First and foremost, we found the original sampling frame (official registries of all apparel enterprises) to be outdated or significantly undermined by the COVID-19 pandemic. As we note in the research design, sizeable closures of apparel enterprises may have affected the completeness of our sampling frame and thus the representativeness of our sample. Therefore, readers should take our population-level estimates with caution.

Second, there is potential selection bias regarding our sample of informal and unregistered enterprises. We selected these enterprises from within the same areas where we sampled the officially registered businesses. Therefore, a simple random sampling design was not used to seek informal businesses that may or may not be located within these observed areas, thus potentially affecting the actual selection probabilities that we relied on to make our population-level estimates. Selection probabilities are at the core of design-based inference, and for some apparel units the actual selection probability may differ from our approximation.

Similarly, unregistered or informal apparel enterprises may have a spatial distribution that differs from those of registered apparel units. We used a statistical matching procedure to approximate the selection probabilities of unregistered apparel units, which may differ from the

actual selection probabilities differ. For both cases, moderate deviations from the actual selection probabilities can result in estimates with a high mean squared error.

Further, we had to change our recruitment strategy for informal garment workers. Our initial plan was to use link-tracing (similar to respondent-driven sampling) that would rely on the referrals of our “seeds” to reach a representative sample of the “hidden” informal garment workers. Link-tracing sampling is only applicable when there is no reasonable sampling frame for the target population, i.e., those informal unregistered apparel enterprises. As soon as our teams of enumerators entered the field and we realized respondent-driven nominations were not workable in Vietnam’s context. We piloted link-tracing with about 50 garment workers in informal enterprises and found none were aware of whether other garment factories were registered with the government. The lack of knowledge of which factories were registered or informal made it futile to pursue the link tracing sampling strategy. Further, workers in small/informal garment enterprises in general were not aware of others who worked in similar establishments, another factor that made link-tracing unworkable. Moreover, we also quickly found out that it was possible to use community contacts and informants to identify and construct a sampling frame of the informal garment enterprises in a defined community.

Third, although we recruited our field surveyors from local trade schools or college instructors and no members of our field team were related to our partner agency in Hanoi, the association of our study with local governments could have influenced how respondents answered our survey questions. We are unable to account for any potential bias that our partnership with a government research agency may have introduced into the data, despite our intensive staff training and close field supervision to ensure confidentiality and anonymity.

Finally, the COVID-19 pandemic had a large impact on the Vietnamese apparel industry. The pandemic caused significant closures and/or downsizing of many apparel enterprises during our data collection period. As a result, our estimates may be imprecise and our policy implications may not apply to a post-pandemic era. Although tried to capture the impact of COVID-19 on survey respondents and their workplaces, we have captured labor practices that may or may not continue into the future. By design, our sampling plan was conventional and adequate to measure the status quo instead of an unprecedented interruption on a global scale. As a result, we cannot tell if we have captured practices that are representative of the past or emerging labor practices.

### *Recommendations*

**Awareness building.** As the survey findings suggest and also based on reports from our field team, few of the apparel workers in our survey sample had complaints about employer-perpetrated abuses. Part of the explanation could be that migrant workers from the rural areas are simply not aware of their labor rights. The concept of labor trafficking or forced labor remains mostly foreign to workers. Few workers understand their rights or what constitutes proper working conditions and benefits. According to our field workers, some garment workers they encountered did not seem to care about social insurance or workers’ compensation for if they become injured at work. To these workers, having a job that pays better than those available in rural areas (e.g., agriculture) is sufficient. One 18-year-old worker, whose main job was in the ironing section, shared that he did not care about his future; he enjoyed his life now. Going to work every day in a small family-owned garment workshop and making some earnings was all he ever wanted. He had no plans for his future, such as going to school and going on a vacation.

In another case in Da Nang, a worker had an accident on his way home from work and received no compensation. However, all he wanted was to recover at home and then return to work because he needed to support his family and two children.

**Policy initiatives.** The Vietnamese government can better protect workers against labor abuses by requiring employers to provide social welfare programs for workers and workers' children. Because most workers from rural areas are non-residents, they must pay a significant portion of their income for their children to be enrolled in city schools. Their alternative is to leave their children with extended family in their home villages for years. Because many social welfare benefits are tied to workers' officially registered residence, many are barred from accessing many social services in the cities. The government needs to widen coverage of state-sponsored welfare benefits to include rural workers because of the manufacturing sectors' increased demand for a stable workforce.

**Close inspection by government agencies.** To reduce or prevent employer abuses and ensure proper working conditions and fair treatment of employees, particularly in small family-operated garment businesses, the government should establish dedicated agencies to conduct scheduled and unscheduled inspections.

**Increase in wages.** An increase in garment industry wages would improve protection against labor abuses for workers. Workers' current wages, including supplemental overtime work, are insufficient to cover the cost of living in cities and their children's education. Overtime work should be compensated in addition to the piece rate workers earn during extra work hours.

**Childcare.** Working mothers reported sacrificing some portion of their income to care for their children. While some companies have provisions for working mothers, there should be additional childcare programs in workplaces. Additional childcare options would increase working mothers' and their families' financial stability and help protect them from unfair treatment.

**Unions to better represent workers.** Allowing garment workers to unionize regardless of factory size will help meet workers' demands for a fair and safe working environment. This in turn will reduce worker turnover and increase productivity.

**COVID-related protections.** The government should implement policies protecting workers from labor abuses during the pandemic.

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## LIST OF TABLES (3-25)

**Table 3. Demographic Profiles**

	Sample* (N=5,045)	National Population Estimate**	Thai Binh^ (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>Gender</b>								
Male	22.78	26.09	15.44	15.62	17.58	16.41	27.69	28.30
Female	77.22	73.92	84.56	84.38	82.42	83.59	72.31	71.70
<b>Age</b>								
Mean (Std. Dev.)	33.26 (9.40)	32.05 (0.20)	36.44 (9.21)	35.32 (0.30)	36.24 (8.54)	35.99 (0.39)	30.84 (9.07)	31.30 (0.23)
Range	[18, 64]		[18, 64]		[18, 62]		[18, 63]	
<b>Religion</b>								
No religion	80.08	77.28	96.39	97.67	77.36	76.67	74.21	73.98
Buddhist	13.93	15.18	1.01	0.82	16.98	17.93	18.27	17.38
Caodaiism	0.48	0.50	0.00	0.00	0.79	1.15	0.56	0.55
Christian	4.46	5.06	2.60	1.51	4.47	3.93	5.24	5.69
Other	1.05	1.99	0.00	0.00	0.40	0.32	1.72	2.40
<b>Marital Status</b>								
Never married	29.32	34.92	9.31	9.69	16.98	18.02	42.06	39.93
Currently married	68.50	62.69	88.93	89.18	80.34	79.52	55.76	57.48
Divorced/separated	1.61	2.07	1.17	0.71	1.69	1.47	1.76	2.33
Other	0.57	0.32	0.59	0.42	0.99	0.98	0.42	0.27
<b>Number of Children</b>								
No children	32.82	38.82	10.82	10.32	19.96	22.40	46.59	44.34
1-2 children	59.66	55.27	75.25	78.93	72.19	70.17	48.70	50.62
3 or more children	7.51	5.91	13.93	10.75	7.85	7.43	4.71	5.04
<b>Education</b>								
No education/other	0.93	1.32	0.17	0.10	0.30	0.59	1.48	1.56
Primary	3.21	5.12	0.42	0.24	0.70	0.61	5.27	6.15
Lower Secondary	37.24	37.23	43.96	32.69	22.64	20.97	39.60	38.82
Upper Secondary	50.78	49.74	50.08	61.02	59.88	58.50	47.85	47.44
Trade school/some college/ bachelor's degree /post graduate	7.83	6.59	5.37	5.94	16.48	19.34	5.80	6.03

**Table 4. Financial Strains**

	Sample* (N=5,045)	National Population Estimate**	Thai Binh^ (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>Household Annual Income (in millions VND)</b>								
Median	144.0	150	130	130	120	128.82	160	160.00
[Range]	[0, 9000]		[12, 8000]		[12, 480]		[0, 9000]	
<b>How much money do you pay monthly for your children's education (in millions VND)?</b>								
Median	2	2.5	2	2	3	3	2.5	3
[Range]	[0, 50]		[0, 49]		[0, 30]		[0, 50]	
<b>Do any other family members contribute to the household income?</b>								
Spouse	64.02	57.90	80.12	75.19	76.46	75.79	52.88	54.14
Parent	23.98	26.95	15.44	17.64	17.48	19.10	29.87	28.88
Child	8.27	7.38	11.16	8.28	6.45	6.26	7.70	7.29
Granparent	0.38	0.36	0.08	0.05	0.70	0.88	0.39	0.38
Aunt/uncle	1.07	1.24	0.00	0.00	0.60	0.60	1.69	1.48
In-laws	0.59	0.30	1.01	0.56	0.70	0.53	0.39	0.24
Cousin	0.32	0.22	0.00	0.00	0.50	0.73	0.39	0.23
Other	9.10	11.39	1.43	1.94	7.55	8.37	12.86	13.09
None	11.83	15.00	6.63	12.51	6.36	6.01	15.95	15.88

**Table 5. Debt Situations**

	Sample* (N=5,045)	National Population Estimate**	Thai Binh^ (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>Are you currently working to pay off an advance wage or loan?</b>								
Yes	8.40	7.14	9.40	5.72	17.08	15.42	4.92	6.93
No	91.60	92.86	90.60	94.28	82.92	84.58	95.08	93.07
<b>Are you working for the person that you owe the loan or advance to? (n = 424 working to pay off an advance wage or loan)</b>								
Yes	11.56	22.44	4.46	4.42	6.98	6.11	22.86	26.78
No	88.44	77.56	95.54	95.58	93.02	93.89	77.14	73.22
<b>To how many different people do you or your family owe money to? (n = 424 working to pay off an advance wage or loan)</b>								
Mean (Std. Dev.)	1.17 (0.55)	1.20(0.07)	1.22 (0.67)	1.23 (0.06)	1.13 (0.40)	1.10 (0.03)	1.18 (0.60)	1.21 (0.08)
Range	[1, 6]		[1, 6]		[1, 3]		[1, 5]	
<b>How much debt did you originally owe (in millions VND)? (n = 424 working to pay off an advance wage or loan)</b>								
Mean (Std. Dev.)	80.85 (126.09)	56.00(8.42)	103.34 (89.37)	101.50(8.51)	87.72(139.22)	77.35(8.19)	53.94(130.59)	47.30(10.47)
Range	[0.3, 1000]		[10, 450]		[5, 1000]		[0.3, 1000]	
<b>How long have you or your family had this particular debt (in months)? (n = 424 working to pay off an advance wage or loan)</b>								
Mean (Std. Dev.)	30.26 (30.25)	18.49	19.49 (13.09)	18.10	48.56 (38.28)	45.90	16.18 (11.30)	15.32
Range	[1, 240]	(1.08)	[1, 60]	(1.42)	[1, 240]	(3.17)	[1, 60]	(1.15)
<b>What is the monthly interest rate of the loan? (n = 424 working to pay off an advance wage or loan)</b>								
Mean (Std. Dev.)	1.04 (1.81)	[0, 0.59 (0.05)	0.46 (0.76)	0.40 (0.04)	1.19 (1.90)	0.67 (0.04)	1.31 (2.16)	0.61 (0.06)
Range	8.25]		[0, 7.33]		[0, 8.25]		[0, 8.25]	
<b>Why did you take the loan? (n = 424 working to pay off an advance wage or loan)</b>								
Medical care	7.08	10.29	1.79	1.43	4.07	2.59	15.00	12.39
Home repair	35.61	26.69	49.11	47.17	39.53	34.99	20.00	22.95
Food	8.96	16.15	0.00	0.00	5.23	5.16	20.71	19.61
Business material	6.37	8.78	6.25	7.89	4.65	6.62	8.57	9.15
Equipment	12.26	17.12	9.82	6.96	5.81	5.54	22.14	19.84
Purchasing land	8.96	6.68	10.71	13.20	11.05	11.23	5.00	5.27
Family wedding	1.65	1.88	0.00	0.00	1.74	1.02	2.86	2.23
Family funeral	0	0	0	0	0	0	0	0
Work clothing	0.94	3.31	0.00	0.00	0.00	0.00	2.86	4.15
Vehicle/transportation to work	16.04	14.31	9.82	10.27	18.02	18.69	18.57	14.34
Migration to another country	1.42	0.47	5.36	4.39	0.00	0.00	0.00	0.00
Reduced income due to COVID-19	9.20	4.49	2.68	2.03	17.44	15.04	4.29	3.59
Other	13.92	18.14	16.07	14.94	10.47	15.23	16.43	18.91

**Table 6. Employment Settings**

	Sample* (N=5,045)	National Population Estimate**	Thai Binh^ (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>Enterprise type</b>								
A government-registered garment enterprise	78.08	65.63	82.55	89.79	90.76	94.51	71.71	60.16
An informal garment enterprise	21.92	34.37	17.45	10.21	9.24	5.49	28.29	39.84
<b>Did you come from another province/city here to work?</b>								
Yes	48.86	65.91	2.68	2.33	22.34	20.27	77.58	78.69
No	51.14	34.09	97.32	97.67	77.66	79.73	22.42	21.31
<b>How many months have you worked at this job?</b>								
Mean (Std. Dev.)	45.69 (48.97)	48.05 (1.17)	53.87 (44.96)	69.60 (2.81)	65.85 (63.33)	75.61 (3.79)	35.24 (41.45)	43.10 (1.32)
Range	[0, 480]		[1, 360]		[0, 420]		[1, 480]	
<b>What is your main task at this job?</b>								
Dyer	0.10	0.02	0.17	0.13	0.30	0.15	0.00	0.00
Embroider/weaver	2.93	1.57	5.71	3.99	5.38	3.46	0.91	1.08
Fabric cutter	2.71	2.19	2.77	1.73	2.74	2.64	2.67	2.24
Fusing/ironing/interlocking	3.62	3.22	2.86	4.82	4.26	3.80	3.72	2.92
Office/clerical/warehouse	2.49	1.80	2.69	2.37	4.37	5.29	1.76	1.53
Sewer	81.64	86.98	71.51	76.46	76.95	77.79	87.49	89.17
Sorting/labeling/quality control	5.22	3.35	11.60	7.77	3.76	4.98	3.06	2.54
Technician/machinist	1.29	0.88	2.69	2.73	2.23	1.88	0.39	0.53
<b>What does this employer mostly produce?</b>								
Clothes	87.88	95.29	69.63	83.21	80.77	87.54	98.02	97.67
Curtains	1.06	0.16	0.00	0.00	5.39	3.77	0.00	0.00
Fabric	3.78	1.61	5.70	3.50	9.97	6.59	0.81	1.05
Face masks	0.20	0.22	0.00	0.00	0.31	0.21	0.25	0.26
Garment accessories	0.54	0.35	0.00	0.00	2.24	1.13	0.18	0.37
Gloves	0.04	0.12	0.00	0.00	0.00	0.00	0.07	0.14
Hats	0.36	0.37	0.00	0.00	0.00	0.00	0.64	0.00
Pillows	0.20	0.11	0.67	0.37	0.10	0.06	0.04	0.06
Socks	0.42	0.36	1.76	2.65	0.00	0.00	0.00	0.00
Towels	5.53	1.42	22.23	10.27	1.22	0.69	0.00	0.00

**Table 7. Working Conditions**

	Sample* (N=5,045)	National Population Estimate**	Thai Binh^ (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>On a scale of 1-5, how would you rate the condition of your living situations (1 = the worst and 5 = the best)?</b>								
Mean (Std. Dev.)	3.96 (0.73)	4.04 (0.02)	3.94 (0.69)	3.95 (0.03)	3.53 (0.80)	3.64 (0.03)	4.11 (0.66)	4.08 (0.02)
<b>How many hours a day do you work?</b>								
Mean (Std. Dev.)	8.45 (1.17)	8.71(0.03)	8.15 (0.69)	8.13 (0.02)	7.99 (0.83)	7.99(0.03)	8.74 (1.34)	8.84 (0.04)
Range	[0, 18]		[1, 12]		[0, 12]		[1, 18]	
<b>Do you typically work before 5:00 AM and/or after 10:00 PM?</b>								
Yes	2.9	2.91	3.20	2.00	2.92	2.04	2.76	3.11
No	97.1	97.09	96.80	98.00	97.08	97.96	97.24	96.89
<b>How many days a week do you typically work?</b>								
Mean (Std. Dev.)	6.05 (0.42)	6.11(0.01)	5.99 (0.31)	5.96 (0.02)	5.95 (0.64)	5.93 (0.03)	6.12 (0.34)	6.14 (0.01)
Range	[0, 7]		[0, 7]		[0, 7]		[0, 7]	
<b>How many breaks do you typically get in a day?</b>								
Mean (Std. Dev.)	1.63 (0.88)	1.76 (0.02)	1.64 (0.89)	1.52 (0.03)	1.40 (0.71)	1.52 (0.04)	1.71 (0.91)	1.82 (0.02)
Range	[0, 15]		[0, 6]		[0, 4]		[0, 15]	
<b>What is the average length of your breaks (in minutes)?</b>								
Mean (Std. Dev.)	51.20 (26.25)	49.08(0.58)	55.26 (26.75)	53.76 (0.88)	51.47 25.81)	51.12 (1.01)	49.41 (26.22)	48.21(0.69)
Range	[0, 180]		[0, 120]		[0, 120]		[0, 180]	
<b>Is your job seasonal?</b>								
Yes	11.59	16.46	3.05	1.79	4.69	3.47	17.60	19.56
No	88.41	83.54	96.95	98.21	95.31	96.53	82.40	80.44

**Table 7. Working Conditions (Continued)**

	National Sample* (N=5,045)	National Population Estimate**	Thai Binh <sup>^</sup> (N=1,192)	Thai Binh Population Estimate <sup>^^</sup>	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>During the busy season, how many hours a day do you typically work? (n=XX job is seasonal)</b>								
Mean (Std. Dev.)	9.71(3.34)	10.01(0.22)	6.77(4.04)	5.64 (1.09)	7.64(2.92)	7.59 (0.40)	10.05(3.19)	10.11(0.22)
Range	[0, 18]		[0, 12]		[0, 12]		[0, 18]	
<b>During the busy season, how many days a week do you typically work? (n=XX job is seasonal)</b>								
Mean (Std. Dev.)	5.97(1.16)	5.91(0.07)	6.04(1.24)	6.00 (0.20)	5.47(2.08)	5.33(0.34)	6.00(1.04)	5.91(0.08)
Range	[0, 7]		[3, 7]		[0, 7]		[0, 7]	
<b>Does your employer provide adequate protection against COVID-19?</b>								
Yes	92.28	89.47	95.78	96.31	95.69	96.07	89.54	87.96
No	7.72	10.54	4.22	3.69	4.31	3.93	10.46	12.04
<b>How many people work at this worksite?</b>								
Micro ( $\leq 10$ people)	18.71	40.82	5.96	1.89	10.92	7.05	26.81	48.96
Small ( $\leq 100$ people)	43.15	12.84	42.62	24.76	29.39	23.68	48.24	10.33
Medium ( $\leq 200$ people)	11.54	3.43	16.95	5.80	20.56	10.79	6.08	2.66
Large ( $> 200$ people)	26.60	42.90	34.48	67.56	39.13	58.48	18.87	38.06

**Table 8. Changes in Work Conditions due to the COVID-19 Pandemic**

	Sample* (N=4499)	National Population Estimate**	Thai Binh^ (N=1159)	Thai Binh Population Estimate^^	Da Nang (N=950)	Da Nang Population Estimate	HCMC (N=2390)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>Were you working in the garment industry before the COVID-19 lockdown?</b>								
Yes	89.18	87.34	97.23	98.21	94.34	94.10	83.98	85.21
No	10.82	12.67	2.77	1.79	5.66	5.90	16.02	14.79
<b>Compared to the time before the COVID-19 lockdown, what aspects of your work conditions improved? Select all that apply. (if worked before COVID-19 n=xx)</b>								
Fewer extreme working hours (e.g. before 5:00 AM or after 10:00 PM)	2.33	3.41	1.55	0.82	0.74	0.65	3.35	4.05
More regular working hours (8 hours/day or personal choice to work more or less)	3.22	4.29	1.98	1.79	0.42	0.42	4.94	4.98
More stable work	15.71	14.32	20.19	12.28	4.21	4.08	18.12	15.30
Longer or flexible breaks	3.27	2.48	5.00	3.24	1.79	2.11	3.01	2.35
Other	0.51	0.47	1.29	0.65	0.00	0.00	0.33	0.46
No change in work conditions	79.04	80.31	71.18	82.63	93.05	92.89	77.28	79.14
<b>Compared to the time before the COVID-19 lockdown, what aspects of your work conditions worsened? Select all that apply. (if worked before COVID-19 n=xx)</b>								
More extreme working hours (e.g before 5:00 AM or after 10:00 PM)	0.91	1.53	0.00	0.00	0.00	0.00	1.72	1.90
Longer working hours (more than 8 hours a day or 5 days a week)	1.27	2.23	0.26	0.17	0.11	0.11	2.22	2.74
Less stable work	21.05	15.49	33.05	18.75	18.84	20.40	16.11	14.60
Fewer/shorter or no breaks	0.78	0.97	0.26	0.12	0.00	0.00	1.34	1.19
Other	0.73	1.47	0.17	0.09	0.21	0.16	1.21	1.80
No change in work conditions	77.68	82.12	66.35	80.94	80.84	79.33	81.92	82.50

**Table 9. Production Environment**

	Sample* (N=5,045)	National Population Estimate**	Thai Binh^ (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>How many production/sewing lines are in your factory?</b>								
Mean (Std. Dev.)	5.72 (9.56)	7.84 (0.30)	5.66 (4.80)	7.88 (0.17)	5.43 (4.82)	6.37 (0.18)	5.85 (12.00)	7.90 (0.37)
Range	[1, 75]		[1, 20]		[1, 44]		[1, 75]	
<b>Since you started working for this employer, how many workers have quit/left their job?</b>								
Mean (Std. Dev.)	23.23 (50.84)	35.22 (3.08)	27.76 (33.96)	53.46 (2.38)	26.75 (64.24)	38.34 (8.08)	21.31 (50.38)	32.83(3.54)
Range	[0, 560]		[0, 150]		[0, 400]		[0, 560]	
<b>How many hours of training did you receive from this employer when you were just hired?</b>								
Mean (Std. Dev.)	79.65 (205.63)	90.45	111.76 (226.42)	118.81	76.73(263.30)	81.95 (8.51)	65.90(165.08)	85.73(6.03)
Range	[0, 7200]	(4.96)	[0, 6240]	(5.84)	[0, 7200]		[0, 4320]	
<b>Do you work for a subcontractor?</b>								
Yes	2.32	2.00	4.03	3.04	0.79	0.55	2.14	1.91
No	97.68	98.00	95.97	96.96	99.21	99.45	97.86	98.09
<b>Who pays you?</b>								
Employer	98.89	99.44	98.66	98.98	97.62	97.69	99.44	99.61
Subcontractor	0.38	0.15	1.26	0.99	0.10	0.11	0.11	0.02
Other	0.73	0.41	0.08	0.04	2.28	2.20	0.46	0.37

**Table 10. Wages and Overtime Payments**

	Sample* (N=5,045)	National Population Estimate**	Thai Binh <sup>^</sup> (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>What are the payment terms of your job?</b>								
Daily	0.57	0.22	0.25	0.10	0.70	0.53	0.74	0.23
Weekly	0.26	0.26	0.08	0.05	0.00	0.00	0.46	0.31
Monthly	57.37	60.63	56.21	38.52	74.28	76.92	59.14	63.39
Per piece	51.80	58.83	66.36	77.90	34.06	39.19	58.64	56.75
<b>How much are you paid in-hand each month on average (in millions VND)?</b>								
Mean (Std. Dev.)	6.04 (2.02)	6.44 (0.04)	5.10 (1.65)	5.55 (0.04)	5.01 (1.14)	5.17 (0.04)	6.80 (2.08)	6.65 (0.05)
Range	[1, 57]		[1.5, 30]		[2, 15]		[1, 57]	
<b>During busy season, how much are you paid in-hand each month on average (in millions VND)?</b>								
Mean (Std. Dev.)	7.85 (6.07)	8.35 (0.41)	12.48(24.19)	10.96 (4.06)	4.85 (1.75)	5.24 (0.21)	8.17 (4.27)	8.41 (0.42)
Range	[2, 89]		[3, 89]		[2, 8]		[2, 89]	
<b>Do you ever work overtime?</b>								
Yes	52.47	54.06	53.78	61.82	45.08	39.25	54.53	53.57
No	47.53	45.94	46.22	38.18	54.92	60.75	45.47	46.43
<b>How much extra money do you make per hour if you work overtime (in millions VND)?</b>								
Mean (Std. Dev.)	36.75(28.40)	35.18(0.97)	32.68(19.33)	41.99(0.84)	41.34(35.92)	42.14(1.70)	37.09(28.84)	33.60(1.16)
<b>Who decides if you work overtime?</b>								
Entirely your choice								
Requested by your employer (although not forced)	59.35	60.70	73.17	81.76	37.67	35.76	59.99	57.69
Forced by your employer	37.85	34.70	26.68	18.19	60.13	61.61	35.95	36.77
Other	0.53	1.46	0.00	0.00	0.00	0.00	0.90	1.79
	2.27	3.14	0.16	0.05	2.20	2.63	3.16	3.74

**Table 11. Changes in Payment due to the COVID-19 Pandemic (if worked before COVID-19)**

	National Sample* (N=4,499)	National Population Estimate** (N=1,159)	Thai Binh <sup>^</sup> Population Estimate^^ (N=1,159)	Thai Binh Population Estimate^^ (N=950)	Da Nang Population Estimate (N=950)	Da Nang Population Estimate (N=2,390)	HCMC Population Estimate (N=2,390)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Compared to the time before the COVID-19 lockdown, have your payment terms have improved in the following ways? Select all that apply.								
Wages are higher	7.71	7.72	12.08	7.32	1.05	0.95	8.24	8.18
Fewer wage deductions than before	1.31	1.53	0.95	1.01	0.53	0.51	1.80	1.68
More flexible opportunities (such as overtime) to earn money	2.36	3.35	1.04	1.09	0.21	0.21	3.85	3.95
Wages are more likely to be on time	6.09	5.88	5.87	3.87	4.63	4.06	6.78	6.36
Other	0.78	0.64	1.81	0.82	0.11	0.11	0.54	0.63
No changes have been made to my payment terms	84.97	85.16	79.81	87.60	94.00	94.72	83.89	84.14
Compared to the time before the COVID-19 lockdown, do you think your payment terms have gotten worse in the following ways? Select all that apply.								
Wages are lower	13.65	9.61	27.01	16.68	11.37	10.93	8.08	8.20
Less wage deductions than before	0.62	0.96	0.09	0.13	0.00	0.00	1.13	1.18
Less flexible opportunities (such as overtime) to earn money	5.02	4.52	6.30	3.72	5.05	4.78	4.39	4.65
Wages are more likely to be late	3.53	3.25	5.69	3.83	1.37	1.99	3.35	3.21
Other	0.33	0.39	0.00	0.00	0.21	0.16	0.54	0.47
No changes have been made to my payment terms	81.00	85.45	66.18	79.53	85.05	85.69	86.57	86.55
Compared to the time before the COVID-19 lockdown, do you think your ability to bargain/negotiate your wages have improved?								
Yes, my ability to negotiate has improved	8.69	9.01	7.51	8.23	5.79	4.84	10.42	9.40
No, my ability to negotiate has gotten worse	4.31	6.21	0.69	0.55	2.32	1.92	6.86	7.52
My ability to negotiate has stayed the same	87.00	84.78	91.80	91.22	91.89	93.24	82.71	83.08

**Table 12. Benefits and Self-Efficacy at Work**

	Sample* (N=5,045)	National Population Estimate** (N=1,192)	Thai Binh <sup>^</sup> (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>Were you able to bargain/negotiate your wage/salary?</b>								
Yes	44.26	44.53	27.77	29.74	45.88	51.25	50.60	46.59
No	54.01	53.96	69.63	67.32	51.74	46.47	48.28	52.18
NA	1.72	1.51	2.60	2.94	2.38	2.28	1.12	1.23
<b>Has your employer ever delayed paying your wages, without a good reason?</b>								
Yes	3.63	5.26	0.42	0.36	3.77	2.78	4.92	6.19
No	95.26	93.28	99.33	99.43	93.84	94.56	94.06	92.21
NA	1.11	1.46	0.25	0.21	2.38	2.66	1.02	1.60
<b>Has your employer ever withheld any part of your wage, without good reason?</b>								
Yes	1.15	1.56	0.25	0.21	0.50	0.39	1.76	1.85
No	97.66	96.79	99.41	99.51	97.12	96.95	97.12	96.34
NA	1.19	1.64	0.34	0.28	2.38	2.66	1.12	1.81
<b>Does your employer commonly withhold wages?</b>								
Yes	1.07	1.41	0.34	0.29	0.89	0.87	1.44	1.62
No	97.50	96.45	99.16	99.39	96.72	96.47	97.08	95.97
NA	1.43	2.14	0.50	0.32	2.38	2.66	1.48	2.41
<b>Does your employer provide vacation time?</b>								
Yes	80.75	83.82	56.80	73.59	90.47	91.48	87.35	85.09
No	18.24	15.48	41.95	25.23	7.35	6.39	12.16	14.36
NA	1.01	0.70	1.26	1.18	2.18	2.12	0.49	0.55
<b>Does your employer provide unemployment insurance?</b>								
Yes	53.74	53.87	54.45	75.64	75.27	81.01	45.82	48.89
No	45.37	45.67	44.88	23.92	22.44	16.73	53.69	50.75
NA	0.89	0.46	0.67	0.44	2.28	2.26	0.49	0.36
<b>Does your employer provide any other benefits?</b>								
Yes	1.96	2.87	0.92	0.78	1.19	1.51	2.67	3.28
No	96.10	94.67	98.91	98.81	95.43	95.26	95.15	93.97
NA	1.94	2.46	0.17	0.41	3.38	3.22	2.18	2.75

**Table 12. Benefits and Self-Efficacy at Work (Continued)**

	Sample* (N=5,045)	National Population Estimate** (N=1,192)	Thai Binh <sup>^</sup> (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>If you've had work-related disputes, did you settle them yourself directly with your employer?</b>								
Yes	3.19	5.73	1.51	0.85	2.68	3.57	4.08	6.65
No	94.55	91.22	98.24	98.71	93.35	92.70	93.43	89.92
NA	2.26	3.05	0.25	0.44	3.97	3.73	2.49	3.44
<b>If you've had work-related disputes, did you settle them through a trade union?</b>								
Yes	4.86	6.01	2.10	1.76	8.44	8.15	4.74	6.59
No	92.96	91.37	97.65	97.75	87.69	88.20	92.87	90.49
NA	2.18	2.63	0.25	0.48	3.87	3.65	2.39	2.92
<b>If you've had work-related disputes, did you settle them in other ways?</b>								
Yes	39.9	35.00	59.56	58.13	34.46	39.86	33.59	30.97
No	58.3	62.32	40.10	41.65	62.66	57.09	64.37	65.98
NA	1.80	2.68	0.34	0.22	2.88	3.05	2.04	3.06
<b>Does your employer offer childcare?</b>								
Yes	50.66	47.56	50.84	60.93	50.15	54.42	50.77	45.02
No	43.31	47.44	37.00	29.55	46.08	41.87	44.98	50.66
NA	6.03	5.00	12.16	9.52	3.77	3.72	4.25	4.33
<b>Does your employer offer education for your child?</b>								
Yes	23.73	26.24	17.62	38.76	42.01	39.89	19.81	23.48
No	68.50	67.74	64.51	47.74	53.92	55.86	75.33	71.63
NA	7.77	6.02	17.87	13.50	4.07	4.25	4.85	4.89
<b>Does your employer offer health insurance for your child?</b>								
Yes	1.9	2.17	3.19	2.99	2.58	2.05	1.12	2.05
No	87.2	88.00	76.09	80.33	88.78	89.74	91.29	89.17
NA	10.9	9.82	20.72	16.67	8.64	8.21	7.59	8.79
<b>Does your employer provide health insurance?</b>								
Yes	60.91	61.44	59.73	78.06	80.14	83.97	54.60	57.55
No	38.33	38.17	40.02	21.80	17.48	13.72	45.01	42.13
NA	0.75	0.38	0.25	0.15	2.38	2.31	0.39	0.32

**Table 13. Changes in Personal Freedom due to the COVID-19 Pandemic (if worked before the COVID-19 pandemic)**

	Sample* (N=4,499)	National Population Estimate** (N=1,159)	Thai Binh^ Population Estimate^^ (N=1,159)	Thai Binh Population Estimate^^ (N=1,159)	Da Nang Population Estimate (N=950)	Da Nang Population Estimate (N=950)	HCMC Population Estimate (N=2,390)	HCMC Population Estimate (N=2,390)
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Compared to the time before the COVID-19 lockdown, how has your personal freedom to change/accept jobs improved? Select all that apply.								
I have increased freedom/flexibility to refuse or pick/choose my work assignment	6.78	8.39	5.78	7.60	2.00	1.87	9.16	8.91
I have increased freedom/flexibility to accept/change employment	3.38	3.61	2.59	2.78	0.95	0.80	4.73	3.93
Other	0.29	0.42	0.09	0.02	0.42	0.43	0.33	0.49
My ability to change/accept jobs has remained the same	90.71	88.98	91.80	89.85	96.63	96.91	87.82	88.35
Compared to the time before the COVID-19 lockdown, how has your personal freedom to change/accept jobs worsened because? Select all that apply.								
I have less freedom/flexibility to refuse or pick/choose my work assignment	4.11	4.67	2.85	3.47	1.47	1.27	5.77	5.10
I have less freedom/flexibility to accept/change employment	2.36	2.92	2.24	1.77	0.84	0.87	3.01	3.25
Other	0.16	0.17	0.35	0.13	0.00	0.00	0.13	0.19
My ability to change/accept jobs has remained the same	94.15	93.27	95.00	94.93	97.68	97.86	92.34	92.69

**Table 14. Freedom to Refuse to Work**

	Sample* (N=5,045)	National Population Estimate**	Thai Binh^ (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
What would happen if you refuse to work when expected to? Select all that apply.								
Physical violence (including being punched, kicked, dragged, beaten up, or threatened with a gun, knife, or other weapons)	0.06	0.17	0.00	0.00	0.10	0.10	0.07	0.20
Physically restrained (including being tied up or locked in a room)	0.18	0.26	0.00	0.00	0.50	0.49	0.14	0.29
Deprived of food, water, and/or sleep	0.06	0.11	0.00	0.00	0.00	0.00	0.11	0.13
Sexual violence (an act that is sexual in nature, including physical contact, being photographed, or forced to watch other sexual acts)	0.04	0.01	0.00	0.00	0.10	0.10	0.04	0.01
Emotional violence (including verbal abuse or belittling or ostracizing a person in front of their peers)	0.06	0.16	0.00	0.00	0.10	0.10	0.07	0.18
Harm to a family member(s) or someone you care about	0.04	0.07	0.00	0.00	0.00	0.00	0.07	0.08
Legal action (including being arrested)	0.04	0.01	0.00	0.00	0.20	0.20	0.00	0.00
Withholding of ID cards/citizenship (e.g., passport)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Loss of wages	3.49	2.17	10.40	8.25	0.89	0.76	1.51	1.25
Confiscation of savings or other valuables	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Too far from the home and nowhere to go	0.73	0.84	0.00	0.00	0.40	0.51	1.16	1.00
Kept drunk/drugged	0.04	0.01	0.00	0.00	0.20	0.18	0.00	0.00
No better job options	3.33	1.74	7.63	5.66	4.47	4.62	1.12	0.95
Restriction of communication	0.16	0.26	0.00	0.00	0.10	0.08	0.25	0.31
Other	0.85	0.44	0.00	0.00	3.28	2.64	0.35	0.39
Refused to answer	0.18	0.28	0.00	0.00	0.00	0.00	0.32	0.34
Don't know	16.93	20.14	10.07	11.02	11.82	11.27	21.61	22.09
Nothing would have happened to me	74.81	74.45	72.32	75.65	79.34	80.52	74.24	73.94

**Table 15. Freedom to Quit/Change Employer**

	Sample* (N=5,045)	National Population Estimate**	Thai Binh^ (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
What would happen if you decide to move away or work for someone else? Select all that apply.								
Physical violence (including being punched, kicked, dragged, beaten up, or threatened with a gun, knife, or other weapons)	0.36	0.10	0.00	0.00	0.89	0.92	0.32	0.08
Physically restrained (including being tied up or locked in a room)	0.42	0.28	0.00	0.00	1.19	1.21	0.32	0.27
Deprived of food, water, and/or sleep	0.20	0.17	0.00	0.00	0.10	0.10	0.32	0.20
Sexual violence (an act that is sexual in nature, including physical contact, being photographed, or forced to watch other sexual acts)	0.18	0.11	0.00	0.00	0.10	0.08	0.28	0.13
Emotional violence (including verbal abuse or belittling or ostracizing a person in front of their peers)	0.14	0.19	0.00	0.00	0.10	0.10	0.21	0.23
Harm to a family member(s) or someone you care about	0.14	0.14	0.00	0.00	0.20	0.20	0.18	0.15
Legal action (including being arrested)	0.14	0.09	0.00	0.00	0.40	0.39	0.11	0.09
Withholding of ID cards/citizenship (e.g., passport)	0.06	0.02	0.00	0.00	0.20	0.20	0.04	0.01
Loss of wages	3.25	1.78	10.32	8.22	1.49	1.48	0.91	0.74
Confiscation of savings or other valuables	0.02	0.06	0.00	0.00	0.00	0.00	0.04	0.07
Too far from the home and nowhere to go	0.75	1.04	0.00	0.00	0.79	1.02	1.05	1.21
Kept drunk/drugged	0.22	0.05	0.00	0.00	0.99	1.00	0.04	0.01
No better job options	2.89	1.91	7.38	5.95	3.08	3.14	0.95	1.19
Restrictions of communication	0.24	0.27	0.08	0.07	0.10	0.10	0.35	0.31
Other	0.38	0.64	0.17	0.17	0.20	0.15	0.53	0.75
Refused to answer	0.14	0.09	0.34	0.25	0.10	0.06	0.07	0.07
Don't know	16.25	21.06	9.48	9.51	4.47	4.59	23.26	23.81
Nothing would have happened to me	76.41	73.17	72.57	76.39	90.17	90.15	73.16	71.76
Loss of work status	0.28	0.31	0.00	0.00	0.30	0.27	0.39	0.36

**Table 16. Freedom to Quit**

	Sample* (N=5,045)	National Population Estimate**	Thai Binh^ (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>Have you ever had a better job offer but could not accept it?</b>								
Yes	5.59	6.95	9.14	18.65	2.09	2.03	5.34	5.30
No	94.41	93.05	90.86	81.35	97.91	97.97	94.66	94.70
<b>What would have prevented you from accepting? Select all that apply. (n = 282)</b>								
Physical violence (including being punched, kicked, dragged, beaten up, or threatened with a gun, knife, or other weapons)	0.71	0.13	0.00	0.00	9.52	10.05	0.00	0.00
Physically restrained (including being tied up or locked in a room)	1.06	0.23	0.00	0.00	9.52	10.05	0.66	0.16
Deprived of food, water, and/or sleep	0.35	0.88	0.00	0.00	0.00	0.00	0.66	1.41
Sexual violence (an act that is sexual in nature, including physical contact, being photographed, or forced to watch other sexual acts)	0.35	0.06	0.00	0.00	4.76	5.02	0.00	0.00
Emotional violence (including verbal abuse or belittling or ostracizing a person in front of their peers)	0.35	0.06	0.00	0.00	4.76	5.02	0.00	0.00
Harm to a family member(s) or someone you care about	0.35	0.06	0.00	0.00	4.76	5.02	0.00	0.00
Legal action (including being arrested)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Withholding of ID cards/citizenship (e.g., passport)	0.35	0.06	0.00	0.00	4.76	5.02	0.00	0.00
Loss of wages	4.26	1.21	1.83	1.05	19.05	18.10	3.95	0.97
Confiscation of savings or other valuables	2.48	1.25	0.00	0.00	4.76	5.02	3.95	1.90
Too far from the home and nowhere to go	8.51	11.74	0.92	0.69	0.00	0.00	15.13	18.32
Kept drunk/drugged	0.35	0.06	0.00	0.00	4.76	5.02	0.00	0.00
No better job options	5.67	3.81	8.26	6.99	4.76	5.20	3.95	1.96
Restriction of communication	1.42	1.93	0.00	0.00	4.76	5.02	1.97	2.98
Other	9.22	8.16	1.83	0.32	4.76	2.52	15.13	12.77
Refused to answer	2.84	0.90	6.42	2.22	0.00	0.00	0.66	0.16
Don't know	9.57	11.09	3.70	6.12	0.00	0.00	15.13	14.18
Nothing would have happened to me	59.93	62.46	77.06	82.61	52.38	55.57	48.68	51.03
Loss of work status	2.48	1.22	0.00	0.00	19.05	18.61	2.63	1.58

**Table 17. Restriction of Freedom at Workplace**

	Sample* (N=5,045)	National Population Estimate** (N=1,192)	Thai Binh^ Population Estimate^^ (N=1,192)	Thai Binh Population Estimate^^ (N=1,007)	Da Nang Population Estimate (N=1,007)	Da Nang Population Estimate (N=2,846)	HCMC Population Estimate (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Have any of the following incidents ever happened to you at work in garment industry? Select all that apply.								
You were forbidden from leaving the work site while working	0.95	2.21	0.00	0.00	0.20	0.21	1.62	2.67
You were restricted on where you could go during non-work hours	0.59	0.67	0.00	0.00	1.69	1.86	0.46	0.72
Your identification papers (such as passport, visa, or birth certificate) were taken away	0.10	0.15	0.00	0.00	0.10	0.13	0.14	0.17
You were prevented or restricted from communicating freely with your family, including making or receiving phone calls to/from them	0.44	0.44	0.00	0.00	1.69	1.86	0.18	0.43
You were prevented or restricted from communicating freely with other workers	0.54	0.52	0.00	0.00	1.69	1.86	0.35	0.54
You were prevented or restricted from communicating freely with others outside the workplace	0.56	0.57	0.00	0.00	1.79	1.94	0.35	0.60
You were not permitted to seek or receive medical services when you fell ill	0.95	2.15	3.36	12.52	0.00	0.00	0.28	0.57
You were not allowed to have visitors	1.01	2.19	3.36	12.52	0.10	0.11	0.35	0.62
You were forced to work when you refused to	0.22	0.47	0.08	0.06	0.00	0.00	0.35	0.56
You mentioned that some of these bad things happened to you, did you choose to stay at the job? (n = 139)								
Yes	48.92	48.88	0.00	0.00	60.87	66.88	71.05	69.74
No	51.08	51.12	100.00	100.00	39.13	33.12	28.95	30.26

**Table 18. Reasons for Staying After Experiencing Restriction of Freedom at Work**

	Sample* (N=68) Percent	National Population Estimate** Percent	Thai Binh^ (N=0) Percent	Thai Binh Population Estimate^^ Percent	Da Nang (N=14) Percent	Da Nang Population Estimate Percent	HCMC (N=54) Percent	HCMC Population Estimate Percent
Why did you chose to stay? Select all that apply.								
Physical violence (including being punched, kicked, dragged, beaten up, or threatened with a gun, knife, or other weapons)	0	0	0	0	0	0	0	0
Physically restrained (including being tied up or locked in a room)	0	0	0	0	0	0	0	0
Deprived of food, water, and/or sleep	0	0	0	0	0	0	0	0
Sexual violence (any act that is sexual in nature, including physical contact, being photographed, or forced to watch other sexual acts)	0	0	0	0	0	0	0	0
Emotional violence (including verbal abuse or belittling or ostracizing a person in front of their peers)	0	0	0	0	0	0	0	0
Harm to family or someone you care about	0	0	0	0	0	0	0	0
Legal action (including being arrested)	0	0	0	0	0	0	0	0
Withholding of ID cards/citizenship (e.g., passport)	1.47	0.86	0	0	0	0	1.85	0.89
Loss of wages	8.82	6.21	0	0	0	0	11.11	6.38
Confiscation of savings and other valuables	0	0	0	0	0	0	0	0
Too far from home and nowhere to go	22.06	14.07	0	0	50.00	57.18	14.81	12.93
Kept drunk/drugged	0	0	0	0	0	0	0	0
No better job options	42.65	34.70	0	0	64.29	66.42	37.04	33.86
Loss of work status	7.35	1.19	0	0	7.14	6.41	7.41	1.05
Nothing would have happened	29.41	37.17	0	0	28.57	27.18	29.63	37.44
Other	5.88	6.25	0	0	0	0	7.41	6.42
Refused to answer	0	0	0	0	0	0	0	0
Don't know	10.29	10.01	0	0	0	0	12.96	10.28

**Table 19. Freedom of Movement after COVID-19 Lockdown (if worked before COVID-19)**

	Sample* (N=4,499)	National Population Estimate**	Thai Binh^ (N=1,159)	Thai Binh Population Estimate^^	Da Nang (N=950)	Da Nang Population Estimate	HCMC (N=2,390)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>Compared to the time before the COVID-19 lockdown, how has your freedom to move about or talk to people improved? Select all that apply.</b>								
I have increased freedom/flexibility to move about	7.37	9.39	5.87	5.58	1.58	1.76	10.17	10.22
I have increased freedom/flexibility to talk to people	7.81	7.88	17.62	11.23	0.84	0.66	7.36	7.96
Other	0.05	0.08	0.13	0.06	0.00	0.00	0.04	0.09
Nothing has changed regarding my freedom to move about or talk to people	87.24	84.97	79.95	85.35	97.58	97.58	85.52	84.20
<b>Compared to the time before the COVID-19 lockdown, how has your freedom to move about or talk to people as mentioned worsened? Select all that apply.</b>								
I have less freedom/flexibility to move about	4.44	6.07	1.79	1.20	2.21	1.97	6.19	6.80
I have less freedom/flexibility to talk to people	8.34	7.80	15.45	10.11	8.53	11.62	5.94	7.35
Other	0.12	0.15	0.00	0.00	0.00	0.00	0.21	0.17
Nothing has changed regarding my freedom to move about or talk to people	88.19	87.18	83.91	89.49	90.53	87.51	88.66	86.92

**Table 20. Coercive/Violent Behavior against Employees**

	Sample* (N=5,045)	National Population Estimate**	Thai Binh^ (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>Has an employer in the garment industry ever conducted the following behaviors toward you?</b>								
Deducted your wages against your will	0.44	0.55	0.08	0.05	0.20	0.10	0.67	0.66
Confiscated your savings or other valuables (e.g. jewelry) against your will	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Belittled you in front of your peers	0.22	0.41	0.00	0.00	0.10	0.05	0.35	0.49
Ostracized you from your peers	0.06	0.16	0.00	0.00	0.00	0.00	0.11	0.19
Smashed things to intimidate you	0.04	0.06	0.00	0.00	0.00	0.00	0.07	0.07
Threatened to hurt you, your family, or someone you care about	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Punched, kicked, dragged, or beaten you up	0.02	0.01	0.00	0.00	0.00	0.00	0.04	0.01
Threatened you with a gun, knife, or other weapons	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Forced you to do something sexual that you did not want to do	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Forced you to be photographed or watch other sexual acts that you found degrading	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Did you choose to stay at your job after your employer did these things to you? (n=30)</b>								
Yes	60.00	67.65	0.00	0.00	0.00	0.00	66.67	68.64
No	40.00	32.35	100.00	100.00	100.00	100.00	33.33	31.36

**Table 21. Reasons for Staying After Experiencing Coercive/Violent Behavior at Work**

	Sample* (N=18) Percent	National Population Estimate** Percent	Thai Binh^ (N=0) Percent	Thai Binh Population Estimate^^ Percent	Da Nang (N=0) Percent	Da Nang Population Estimate Percent	HCMC (N=18) Percent	HCMC Population Estimate Percent
Why did you stay at the job? Select all that apply.								
Physical violence (including being punched, kicked, dragged, beaten up, or threatened with a gun, knife, or other weapons)	0	0	0	0	0	0	0	0
Physically restrained (including being tied up or locked in a room)	0	0	0	0	0	0	0	0
Deprived of food, water and/or sleep	5.56	1.36	0	0	0	0	5.56	1.36
Sexual violence (any act that is sexual in nature, including physical contact, being photographed, or forced to watch other sexual acts)	0	0	0	0	0	0	0	0
Emotional violence (including verbal abuse or belittling or ostracizing a person in front of their peers)	0	0	0	0	0	0	0	0
Harm to family or someone you care about	0	0	0	0	0	0	0	0
Legal action (including being arrested)	0	0	0	0	0	0	0	0
Withholding of ID cards/citizenship (e.g., passport)	0	0	0	0	0	0	0	0
Loss of wages	27.78	7.46	0	0	0	0	27.78	7.46
Confiscation of savings and other valuables	0	0	0	0	0	0	0	0
Too far from home and nowhere to go	16.67	14.64	0	0	0	0	16.67	14.64
Kept drunk/drugged	0	0	0	0	0	0	0	0
No better job options	50.00	41.74	0	0	0	0	50.00	41.74
Loss of work status	38.89	9.52	0	0	0	0	38.89	9.52
Nothing would have happened	22.22	24.23	0	0	0	0	22.22	24.23
Other	11.11	29.26	0	0	0	0	11.11	29.26
Refused to answer	0	0	0	0	0	0	0	0
Don't know	5.56	1.39	0	0	0	0	5.56	1.39

**Table 22. Coercive/Violent Behaviors after COVID-19 Lockdown (if worked before COVID-19)**

	Sample* (N=4,499)	National Population Estimate**	Thai Binh^ (N=1,159)	Thai Binh Population Estimate^^	Da Nang (N=950)	Da Nang Population Estimate	HCMC (N=2,390)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
Compared to the time before the COVID-19 lockdown, how has workplace violence improved? Select all that apply.								
I have experienced decreased emotional aggression	1.84	1.94	0.00	0.00	0.42	0.38	3.01	2.24
I have experienced decreased physical aggression	0.70	0.89	0.00	0.00	0.21	0.22	1.13	1.02
I have experienced decreased sexual aggression	0.27	0.27	0.00	0.00	0.21	0.22	0.38	0.30
Other	1.38	1.21	4.56	8.95	1.16	1.00	0.42	0.40
My experience of workplace violence has not changed	96.39	96.82	96.20	92.09	99.37	99.44	96.23	97.17
Compared to the time before the COVID-19 lockdown, how has workplace violence worsened?								
I have experienced increased emotional aggression	0.63	0.76	0.13	0.11	0.21	0.22	0.96	0.86
I have experienced increased physical aggression	0.41	0.06	0.13	0.23	0.00	0.00	0.67	0.71
I have experienced increased sexual aggression	0.07	0.09	0.00	0.00	0.00	0.00	0.13	0.11
Other	0.90	0.82	4.44	8.84	0.11	0.06	0.04	0.01
My experience of workplace violence has not changed	98.33	98.17	95.82	91.89	99.68	99.72	98.62	98.74

**Table 23. Summary Key Trafficking Victimization Outcomes**

<b>Forced Labor By Categories</b>	Sample* (N=5,045)	National Population Estimate**	Thai Binh^ (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
<b>Unfree to refuse to work</b>								
Yes (n)	4.44 (224)	3.63	10.40 (124)	8.25	1.49 (15)	1.46	2.99 (85)	2.99
[Conf. Intervals 95%]		[2.80, 4.45]		[6.14, 10.36]		[0.67, 2.24]		[2.06, 3.91]
No	95.56	96.37	89.60	91.75	98.51	98.54	97.01	97.01
<b>Unfree to quit/change employer</b>								
Yes (n)	4.28 (216)	3.41	10.40 (124)	8.29	2.68 (27)	2.85	2.28 (65)	2.64
[Conf. Intervals 95%]		[2.65, 4.18]		[6.17, 10.40]		[1.75, 3.95]		[1.78, 3.51]
No	95.72	96.59	89.60	91.71	97.32	97.15	97.72	97.36
<b>Unable to take a better job</b>								
Yes (n)	0.81 (41)	1.04	0.25 (3)	0.32	0.79 (8)	0.75	1.05 (30)	1.17
[Conf. Intervals 95%]		[0.54, 1.53]		[0, 0.69]		[0.23, 1.27]		[0.57, 1.77]
No	99.19	98.96	99.75	99.68	99.21	99.25	98.95	98.83
<b>Restriction of physical/communication freedom</b>								
Yes (n)	0.46 (23)	0.59	0	0	0.79 (8)	1.05	0.53 (15)	0.66
[Conf. Intervals 95%]		[0.21, 0.97]				[0.32, 1.77]		[0.20, 1.12]
No	99.54	99.41	100	0	99.21	98.95	99.47	99.34
<b>Experienced oercive/violent behaviors</b>								
Yes (n)	0.18 (9)	0.12	0	0	0	0	0.32 (9)	0.15
[Conf. Intervals 95%]		[0, 0.26]						[0, 0.31]
No	99.82	99.88	100	0	100	0	99.68	99.85
<b>Forced labor of any category</b>								
Yes (n)	(N=5,045) 6.11 (308)	5.86	(N=1,192) 10.57	8.44	(N=1,007) 3.77	3.98	(N=2,846) 5.06	5.53
[Conf. Intervals 95%]		[4.77, 6.95]		[6.33, 10.56]		[2.70, 5.26]		[4.26, 8.81]
No	93.89	94.14	89.43	91.56	96.23	96.02	94.94	94.47

**Table 24. Help-Seeking Behavior**

	Sample* (N=5,045)	National Population Estimate**	Thai Binh^ (N=1,192)	Thai Binh Population Estimate^^	Da Nang (N=1,007)	Da Nang Population Estimate	HCMC (N=2,846)	HCMC Population Estimate
	Percent	Percent	Percent	Percent	Percent	Percent	Percent	Percent
<b>Forced labor any of the above</b>								
Yes	8.25	10.33	13.93	20.96	5.36	5.37	6.89	8.85
No	91.75	89.68	86.07	79.04	94.64	94.63	93.11	91.15
<b>Have you ever sought help for any of the situations you disclosed above? (n=416)</b>								
Yes (n)	6.49	6.16	0.00	0	22.22 (12)	25.88	7.65 (15)	7.91
No	93.51	93.84	100.00 (166)	100	77.78 (42)	74.12	92.35 (181)	92.09

**Table 25. Logistic Regression of Risk Factors in Encountering Forced Labor**

	Estimate	Standard Error	Odds Ratio	95% Conf. Intervals	
				Lower Bound	Upper Bound
(Intercept)	-1.21	0.65	0.30	0.08	1.07
Female	-0.07	0.24	0.93	0.58	1.48
Age	0.03*	0.01	1.03	1.00	1.06
Ho Chi Minh City	0.83**	0.29	2.29	1.29	4.09
Thai Binh	0.52*	0.26	1.68	1.02	2.78
Currently married	-0.67	0.44	0.51	0.22	1.21
Marital status other	-0.92	0.79	0.40	0.09	1.87
Eastern religion	-0.34	0.30	0.71	0.39	1.29
Christian religion	-0.68	0.45	0.51	0.21	1.22
Lower Secondary	-0.44*	0.22	0.65	0.42	1.00
No education/Primary education	-0.82	0.58	0.44	0.14	1.38
Trade school/some college/ bachelor's/post-graduate	-0.29	0.39	0.75	0.35	1.61
1-2 children	0.31	0.47	1.37	0.54	3.46
3 or more children	0.59	0.60	1.80	0.56	5.81
Migrated from another province/city	-0.26	0.29	0.77	0.44	1.36
Employer provided protection against COVID-19	-0.58*	0.29	0.56	0.32	0.98
Makes clothes	-0.62*	0.30	0.54	0.30	0.96
Sewer	0.08	0.23	1.09	0.69	1.70
Household income	-0.00	0.00	1.00	0.99	1.00
Informal garment enterprise	-0.02	0.29	0.98	0.55	1.74
Large worksite	0.41*	0.19	1.51	1.03	2.20
Medium worksite	-0.10	0.24	0.90	0.56	1.46
Micro worksite	-1.02***	0.27	0.36	0.21	0.62
Able to negotiate wage/salary	-0.27	0.20	0.76	0.52	1.13
Wage ever delayed without reason	0.25	0.41	1.29	0.58	2.85
Extra money per hour for overtime	-0.04***	0.00	0.97	0.96	0.97

Notes: \*p < .05.; \*\*p < .01.; \*\*\*p < .001

Log Likelihood = 1934.35

Pseudo R<sup>2</sup>=0.169

## **APPENDICES**

*Appendix A: Sample Comparison and Population Calibrations*

*Appendix B: Survey Instrument and In-depth Interview Guide*

Vietnamese Apparel Worker Study  
Sampling and Population Estimation Report

Kyle Vincent\*

June 25, 2021

**Abstract**

In this report the originally proposed and revised sampling designs, sample weighting procedure, and estimation methodology used for the Vietnamese apparel worker study is detailed. A discussion on the limitations of the strategies is also provided. All calculations are performed in the R programming language (R Core Team, 2016).

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\*Independent Researcher and Consultant, Ottawa, Ontario, CANADA, *email:* kyle.shane.vincent@gmail.com

# 1 Introduction

The Vietnamese apparel worker study aims to infer on attributes of apparel workers situated in pre-selected regions of Vietnam. In particular, measures related to forced labor are surveyed to infer on its prevalence. The study region consists of the two provinces of Thai Binh and Da Nang, as well as Ho Chi Minh City.

The report is structured as follows. Section 2 details the sampling design. Section 3 details the sample weighting procedure. Section 4 outlines the estimation approach. Section 5 concludes the report with a discussion of the resulting strategy and corresponding limitations.

## 2 Sampling Design

### 2.1 Originally Proposed Sampling Design

The research team convened and deliberated on several sampling approaches, given the suspected widespread impact of the COVID-19 pandemic on the Vietnamese apparel industry. Initially, the team agreed to select a sample of size 4,000 individuals based on a conventional PPS-based sampling strategy, and 1,000 based on a link-tracing sampling design that was to target small/micro and informal garment manufacturing businesses.

The size of the businesses, as defined by the government regulation decree 30/2018/ND-CP (dated March 11, 2018), are categorized as “micro” for those with less than or equal to 10 employees, “small” for those with 11-100 employees, “medium” for those with 101-200 employees, and “large” for those with more than 200 employees. Tables 1 and 2 respectively give the current official census of all apparel businesses registered with the government and their corresponding labor count, based on the Official Enterprise Database (i.e., dn2017) from the Enterprise Census undertaken in 2018 by the General Statistics Office of Vietnam.

**Table 1:** Distribution of Vietnam’s apparel enterprises by size and region.

	Micro	Small	Medium	Large	Total
Region	Count (%)	Count (%)	Count (%)	Count (%)	Count (%)
North	1,450 (13.7%)	1,380 (13.0%)	261 (2.5%)	528 (5.0%)	3,619 (34.1%)
Centre	350 (3.3%)	301 (2.8%)	57 (0.5%)	179 (1.7%)	887 (8.4%)
South	3,241 (30.6%)	1,729 (16.3%)	351 (3.3%)	775 (7.3%)	6,096 (57.5%)
Total	5,041 (47.5%)	3,410 (32.2%)	669 (6.3%)	1,482 (14.0%)	10,602 (100.0%)

**Table 2:** Distribution of Vietnam’s labor force by size and region.

	Micro	Small	Medium	Large	Total
Region	Count (%)	Count (%)	Count (%)	Count (%)	Count (%)
North	7,431 (0.4%)	48,729 (2.8%)	37,850 (2.2%)	558,107 (32.3%)	652,117 (37.8%)
Centre	1,832 (0.1%)	10,424 (0.6%)	8,405 (0.5%)	199,004 (11.5%)	219,665 (12.7%)
South	13,150 (0.8%)	61,327 (3.6%)	50,593 (2.9%)	730,088 (42.3%)	855,158 (49.5%)
Total	22,413 (1.3%)	120,480 (7.0%)	96,848 (5.6%)	1,487,199 (86.1%)	1,726,940 (100.0%)

The study region is comprised of three geographical areas, namely Thai Binh (TB)-representing the Red River Delta in the north, Da Nang (DN)-representing the central coast, and the greater area of Ho Chi Minh (City)-representing the south. The decision to select these provinces and city is based on two primary considerations: (1) geographical representation; and (2) operational/logistical feasibility.

In order to obtain a suitable sample frame, the dn2017 sampling frame data set was subsetted to retain businesses with “tinh” codes of 34 (Thai Binh), 48 (Da Nang), or 79 (TP. Ho Chi Minh), and industry codes “13110”, “13120”, “13130”, “13210”, “13220”, “13230”, “13240”, “13290”, “14100”, “14200”, or “14300”. The resulting sample frame was comprised of 4,859

businesses, which represent all apparel businesses registered with the government as of the 2018 Enterprise Census.

As there was an emphasis to study laborers employed within the informal sector, typically through micro- and small-sized businesses, the sampling design was originally planned to be based on a multi-staged, stratified setup where strata were to be based on crossings of business size and province variables; this was to allow for more sampling effort to be allocated to micro- and small-sized businesses relative to what a typical stratified setup based on crossings of labor count and province variables would provide; compare Tables 3 and 4 below, which respectively give a cross-tabulation of the business size and labor force count by stratum cell. Due to small cell sizes that arise from the partition induced by the business size and province stratification variables, no other variables were considered. The businesses correspond to the primary sampling units (PSUs) of the sampling design.

**Table 3:** Cell distribution of registered apparel enterprises by study region and size of business.

	Micro	Small	Medium	Large	Total
Region	Count (%)	Count (%)	Count (%)	Count (%)	Count (%)
North	62 (1.28%)	187 (3.85%)	42 (0.86%)	78 (1.61%)	369 (7.59%)
Centre	104 (2.14%)	52 (1.07%)	7 (0.01%)	18 (0.37%)	181 (3.73%)
South	2,740 (56.39%)	1,088 (22.39%)	173 (3.56%)	308 (6.34%)	4,309 (88.68%)
Total	2,906 (59.81%)	1,327 (27.31%)	222 (4.43%)	404 (8.32%)	4,859 (100.00%)

**Table 4:** Cell distribution of labor force by study region and size of business.

	Micro	Small	Medium	Large	Total
Region	Count (%)	Count (%)	Count (%)	Count (%)	Count (%)
North	338 (0.08%)	7,228 (1.65%)	6,055 (1.38%)	63,317 (14.46%)	76,938 (17.58%)
Centre	532 (0.12%)	1,628 (0.37%)	1,062 (0.24%)	28,482 (6.51%)	31,704 (7.24%)
South	10,560 (2.41%)	36,085 (8.24%)	25,167 (5.75%)	257,286 (58.78%)	329,098 (75.18%)
Total	11,430 (2.61%)	44,941 (10.27%)	32,284 (7.38%)	349,085 (79.75%)	437,740 (100.00%)

The study team anticipated a degree of inherent variability in business-level responses to questions such as “How many employees work at this business?”, and “How many are typically forced to work overtime, and how often?” To account for such inherent variability in these measures, a repeated observations design was proposed where a set of individuals were to be observed from a selected business, and estimation would entail accounting for the set of measures corresponding to each business. This would also allow the research team to study the distribution of responses within each business to determine heterogeneity in perceptions of forced-labor attributes. These individuals were to be referred to as the secondary sampling units (SSUs) for the sampling design.

At this point, it remained to determine the number of individuals to be observed per selected business. The study team had agreed that the number of repeated observations within each business were to be 3 for micro, 15 for small, 25 for medium, and 40 for large, as this would lead to efficient approximations for business-level responses. Based on these values, the total number of businesses to sample was 386 (in order to reach a sample of individuals of size 4,000 based on the allocation provided in the following table).

Table 5 gives a cross-tabulation of the business sample size per stratum based on a proportional allocation scheme. Due to the skewed distribution of the apparel enterprises in the

three study regions, some cell sample sizes are relatively low. Therefore, oversampling was proposed with the suggested number of businesses to sample given in parentheses.

**Table 5:** Number of apparel businesses to select for sample with suggested number of businesses in parentheses.

	Micro	Small	Medium	Large
Region				
Thai Binh	5 (10)	15 (20)	3 (10)	6 (10)
Da Nang	8 (20)	4 (10)	1 (10)	1 (10)
Ho Chi Minh	218 (190)	86 (70)	14 (10)	24 (15)
Total	231 (220)	105(100)	19(30)	31(35)

Similarly, the sample sizes for the number of surveys (i.e. individuals to observe) and suggested sample sizes within each cell are provided in parentheses in Table 6, which was proposed to allow for efficient estimation for disaggregated estimates corresponding to each cell.

**Table 6:** Number of surveys in each sampling stratum with suggested number of surveys in parentheses.

	Micro	Small	Medium	Large	Total	Sample Proportions
Region						
Thai Binh	15 (30)	225 (300)	75 (250)	240 (400)	555 (980)	14.0% (22.7%)
Da Nang	24 (60)	60 (150)	25 (250)	40 (400)	149 (860)	3.8% (20.0%)
Ho Chi Minh	654 (570)	1290 (1050)	350 (250)	960 (600)	3254 (2470)	82.2% (57.3%)
Total	693 (660)	1,575 (1500)	450 (750)	1,240 (1400)	3,958 (4310)	100.0%

To sum up, the sampling design was to allocate a sample of size 4,000 somewhat proportion-

ally to each stratum based on the stratum's count of businesses on the sample frame; note that, as a whole, the suggested sample sizes can be seen as a compromise between the distribution of the percentage of businesses and percentage of labour force (compare Tables 3 and 4). Within each selected business, the field team was instructed to attempt to ascertain the locations where apparel factory workers reside, so as to avoid direct contact with employers of the selected businesses.

A recent survey by the Statistics Bureau in April showed that approximately 32.2% of the apparel businesses in Vietnam laid off up to 80% of their work force due to the COVID-19 pandemic. In anticipation of non-response arising due to this observation, the team decided to reserve an additional 25% of businesses within each stratum cell for further sampling purposes. The actual oversampling procedure was to be determined at a later time, as businesses within different stratum cells may experience closures at different rates.

The link-tracing component of the sampling design was to commence with selecting seeds that were surveyed among the conventional component of the study. Seeds were to be recruited only from surveyed micro businesses as well as local/community contacts (such as heads of villages/communes) or villagers. They were to be asked to recruit up to three additional individuals who work in micro or small apparel businesses in the same village/neighborhood and not work in the same factory as the recruiter. Link-tracing was to be carried out over two waves in order to reach the desired sample size. Individuals were to be allowed to redeem up to three coupons, in order to observe overlaps in recruiters' networks, which would allow for sophisticated estimation procedures to be applied.

## **2.2 Revised Sampling Design**

As outlined above, a predetermined number of registered businesses from each stratum, defined by crossings of province and classification of size of business, were to be selected completely at random for observational purposes. Sampling over the course of the study

proved especially difficult due to the COVID-19 pandemic lockdowns and closing of businesses. The field team was therefore instructed to attempt to find both registered and unregistered apparel units in close proximity of units that were originally selected for the sample but were closed or possibly out of business at the time of observation. Therefore, sampling should be viewed as if it is guided by selecting businesses in areas where registered apparel units tend to cluster and which were originally selected from the frame.

The VASS team has provided a pair of lists of registered and unregistered apparel units. Each list gives the sample distribution by apparel unit, along with the province and district in which the apparel unit can be found. The number of employees attached to each sampled apparel unit is also provided.

A total of 257 registered apparel units were observed in that at least one employee from such a unit was interviewed. Unfortunately, due to confidentiality reasons, the sampled respondents can not be mapped to the listed apparel units. In summary, for the registered apparel units a total of 53 of the registered apparel units did not have a recorded number of employees. VASS's suggested method of classification is used to address the missing entries; if 1-3 workers were interviewed then a value of 10 employees is imputed to classify it as a micro apparel unit, if 4-15 workers were interviewed then a value of 100 employees is imputed to classify it as a small apparel unit, if 16-25 workers were interviewed then a value of 200 employees is imputed to classify it as a medium apparel unit, and if more than 25 workers were interviewed then a value of 1000 employees is imputed to classify it as a large apparel unit.

In summary, for the unregistered apparel units a total of 463 unregistered apparel units were observed in that at least one employee from such a unit was interviewed. Unfortunately, due to confidentiality reasons, the sampled respondents can not be mapped to the listed apparel units. Within this data set, there is a discrepancy to note: according to Q9 of the data set, 3939 individuals from a registered apparel unit were interviewed and 1105 individuals

from an unregistered apparel unit were interviewed. In contrast, according to VASS’s lists, 3861 individuals from a registered enterprise were interviewed and 1184 individuals from an unregistered apparel unit were interviewed. VASS has reported that the discrepancy is due to the multitude of details and records made based on the sample observations and the difficulty in maintaining the records.

Table 7 gives the sample distribution by province, categorical size of business, and indicator for if respondent’s place of employment was registered.

**Table 7:** Sample distribution of respondents by province and size of business by registered and unregistered business.

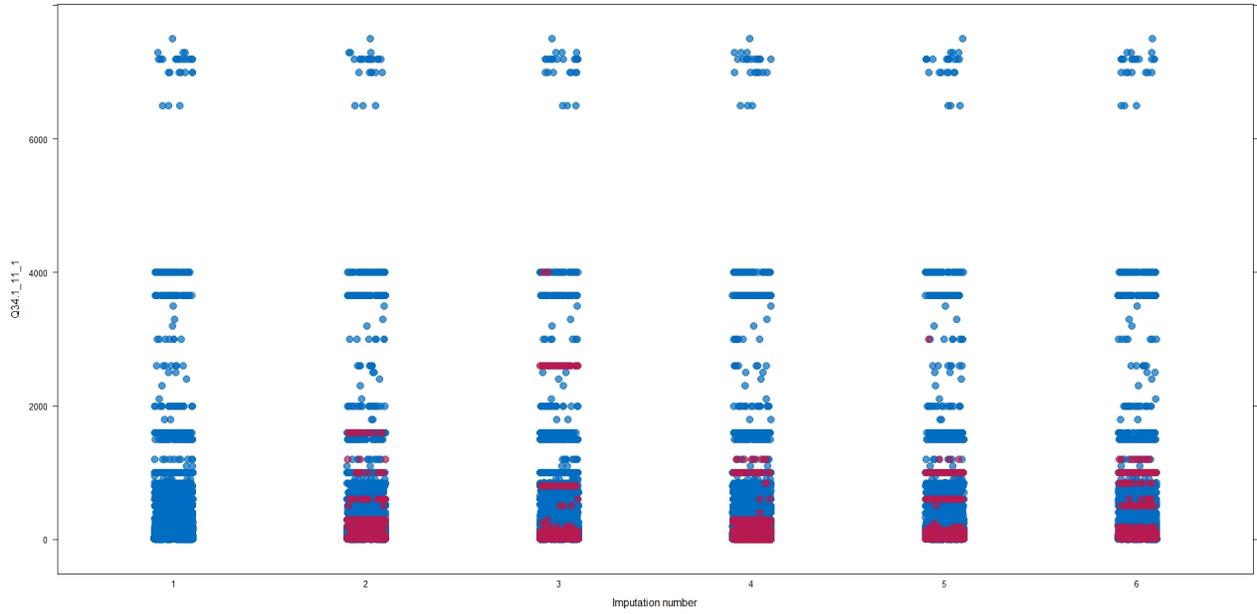
	Registered	Unregistered
Thai Binh Micro	13	53
Thai Binh Small	402	155
Thai Binh Medium	195	0
Thai Binh Large	374	0
Da Nang Micro	55	52
Da Nang Small	261	41
Da Nang Medium	204	0
Da Nang Large	394	0
Ho Chi Minh Micro	99	566
Ho Chi Minh Small	1333	239
Ho Chi Minh Medium	161	0
Ho Chi Minh Large	448	0

### 3 Sample Weighting and Estimation

The “Vietnam Apparel Industry Survey - FINAL\_February 4, 2021\_EN\_2.xlsx” data set is used in the analysis and for sample weighting purposes. The size of the data set is 5044 x 264.

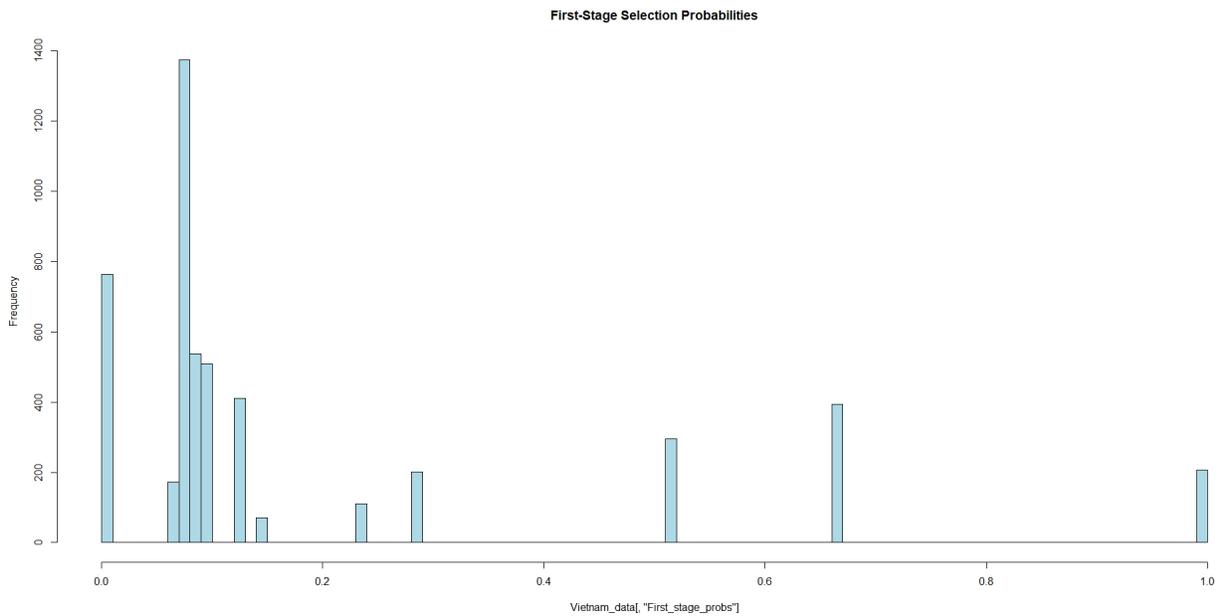
The selection probabilities are modeled as if they arise from a simple random sample selection procedure applied to each stratum cell, since non-response can only be modeled as occurring completely at random; note that extraneous information of the businesses could not be observed at the time of observation and may not coincide with that provided on the sampling frame. In summary, the number of registered apparel units in each stratum cell that were sampled is divided by the total number of apparel units on the sampling frame.

First stage selection probabilities corresponding to each stratum cell are mapped to the sampled respondents based on which province they were surveyed in and the reported number of employees at their place of work (i.e. based on “Q34.1\_11.1”) as this acts as a proxy for the classification of the size of their employer’s business (i.e. micro, small, medium, or large). This was used for both sets of individuals that reported working for a registered or unregistered apparel unit; this assumes a statistical matching-like procedure for the unregistered apparel units (Elliott and Valliant, 2017). Approximately 10% of the entries for survey question “Q34.1\_11.1” are missing and imputed with the aid of the ‘mice’ package (van Buuren and Groothuis-Oudshoorn, 2011) based on province, classification of business, gender of respondent, respondent’s main task at job, number of hours they work in a typical day, indicator for if they work outside regular hours, and if they ever worked overtime. Figure 1 highlights the imputed entries (in red) based on six rounds of imputation.



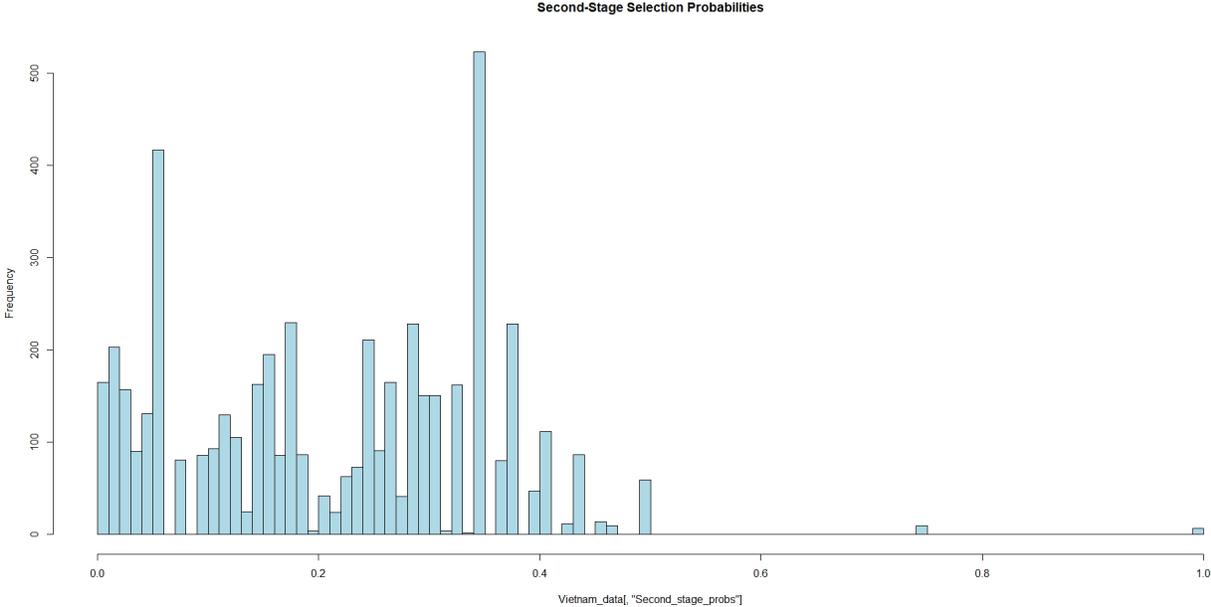
**Figure 1:** Imputations of missing entries in red superimposed on the observed entries as presented in blue for survey variable asking the number of employees there are at the respondent's workplace.

Figure 2 gives the distribution of the first-stage selection probabilities.



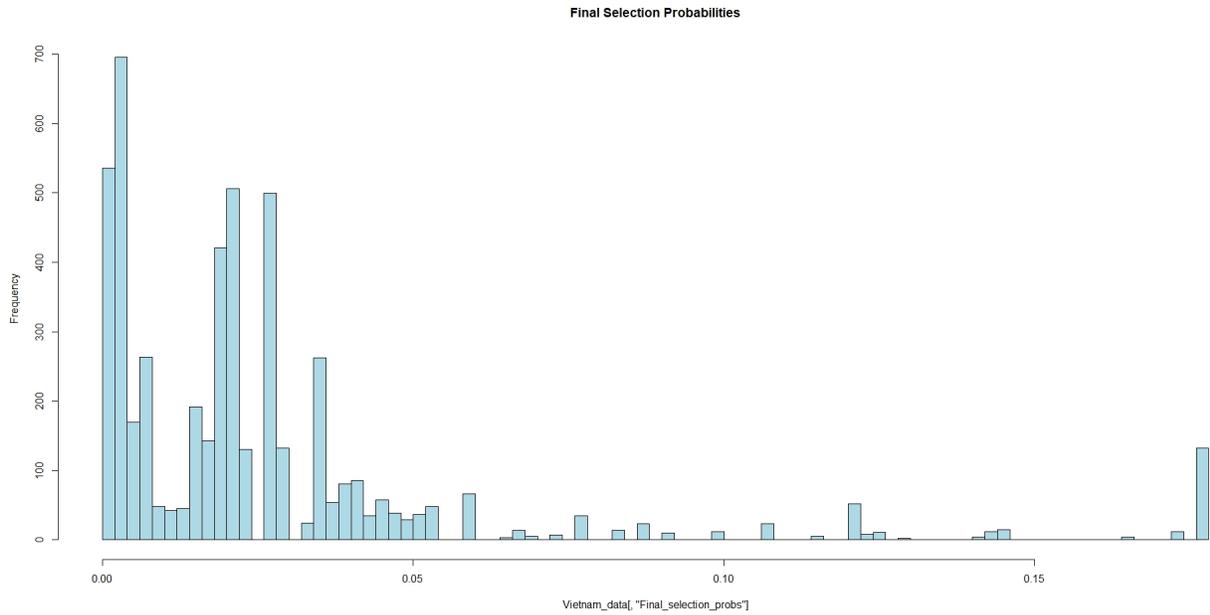
**Figure 2:** Histogram of first stage selection probabilities.

To model the second-stage selection probabilities, recall that for confidentiality purposes respondents could not be mapped to the observed apparel units. Hence, for each respondent all workers from the corresponding class of either registered or unregistered apparel units intersecting with the respondent’s district and employer’s apparel unit size are pooled together. The selection probability is approximated as the total number of employees attached to such apparel units and which were interviewed divided by the total number of employees attached to such apparel units. Note that the advantage of pooling such individuals mitigates the heterogeneity in the selection probabilities and therefore assists with stabilizing the estimators. Figure 3 gives the distribution of the second-stage selection probabilities.



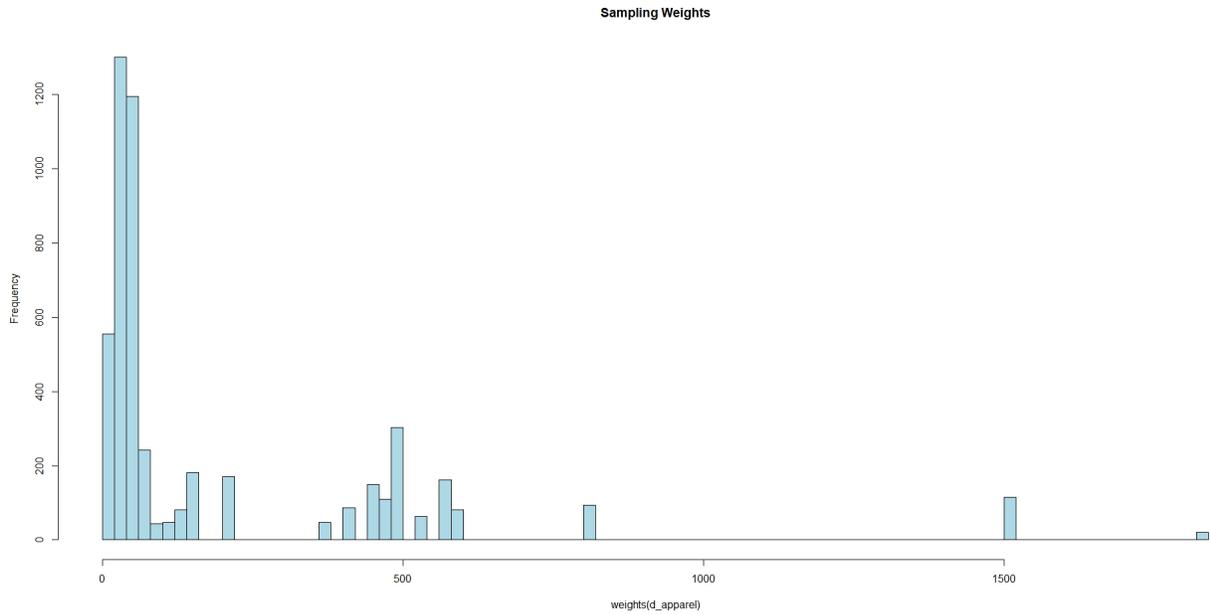
**Figure 3:** Histogram of second stage selection probabilities.

The final selection probabilities are the product of the first- and second-stage selection probabilities. Figure 4 gives the distribution of these probabilities.



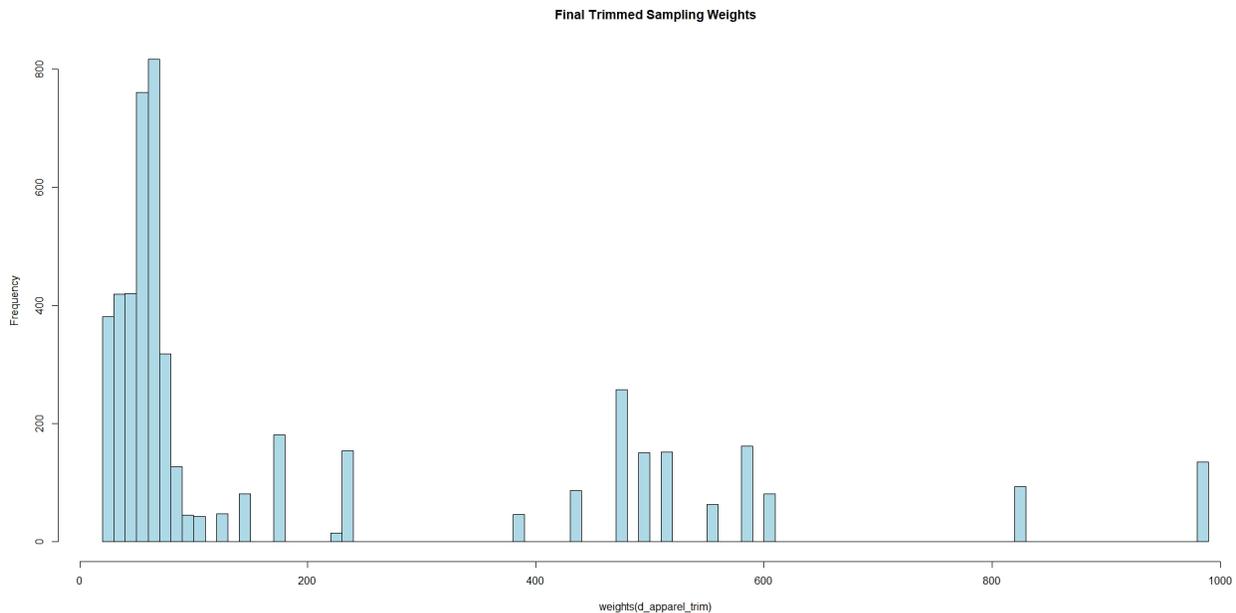
**Figure 4:** Histogram of final selection probabilities.

The sampling weights are taken to be the inverse of the selection probabilities and can loosely be interpreted as the number of individuals in the study population that they represent. Figure 5 gives the distribution of the sampling weights.



**Figure 5:** Histogram of sampling design weights.

Some sampling weights may be considered extreme relative to the other weights. In response to this observation, a weight trimming method that truncates the weights at five times their mean is used to dampen the influence of such extreme weights on estimation (Battaglia et al., 2004). Figure 6 presents a histogram of the final trimmed sampling weights.



**Figure 6:** Histogram of final trimmed sampling weights.

## 4 Estimation Procedure

For estimation purposes, the sampling design is taken to be a two-stage stratified design with the selection probabilities calculated as detailed in the section on sample weighting. Point estimation is based directly on the trimmed sample weights, which is the inverse of the sample selection probabilities truncated at five times their mean. The Canty and Davison (1999) bootstrap resampling procedure is used for variance estimation where 1000 resamples are used.

## 5 Discussion

This report has outlined the proposed and revised sampling design, and sample weighting and estimation procedures. Due to the perturbation of the COVID-19 pandemic on closing/relocation of apparel units and that a large percentage of these are unregistered, there are several limitation that this study must acknowledge.

First and foremost, a complete and accurate sample frame for the registered units does not exist at the time of observation. It is anticipated that a sizeable number of apparel units closed in response to the COVID-19 pandemic. Consequently, extrapolating over the study population active at the time of observation comes with limitations and should be taken with caution.

The selection of both registered and unregistered apparel units only guided by observing within areas where registered businesses that were originally selected for the sample are situated. This affects the actual selection probabilities of the businesses; recall that these are modeled as if they arise from a simple random sampling design. Selection probabilities are at the core of design-based inference, and for some apparel units the actual selection probability may differ from that which is used to approximate this value. Similarly, unregistered apparel units may have a spatial distribution that differs from that of the registered apparel units. A statistical matching procedure was used to approximate the selection probabilities of the unregistered apparel units, and it could be the case that the actual selection probabilities are different from those used for their approximation. For both cases, moderate deviations from the actual selection probabilities can result in estimates with a high mean squared error.

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INFORMED CONSENT Hello my name is \_\_\_\_\_, and I am working for New Era

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Q1.

**Consent (for adults) / Assent (for minors) to Participate in a Research Study  
Consent/Assent Form for Electronic Survey**

**Estimating the Prevalence of Forced Labor/Labor Trafficking among Child/Adult Workers in Vietnamese  
Apparel Industry**

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

**Purpose of the Study:** The purpose of the study is to learn more about labor trafficking among individuals who work in the Vietnamese apparel industry. We are conducting surveys with people who are at least 15 years old and may have experienced forced labor or labor trafficking. Up to 5000 people will participate in this research throughout Vietnam. This study is being done by researchers from University of Massachusetts Lowell, John Jay College of Criminal Justice and Vietnam Academy of Social Sciences.

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

**Risks or Discomforts:** Some of the questions we will ask are personal. For example, we will ask you if somebody forced you to work or do things you didn't want to, or someone cheated you out of your wages, or someone promised you a job/pay but never delivered. You may find it unpleasant to answer some of our questions. You don't have to answer any questions if you don't want to, and you can stop our conversation at anytime.

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

**Incentives to Participate:** For your time, you will receive a small monetary incentive.

**Confidentiality:** Every precaution will be taken to protect your privacy. We will not ask your name and your name will not be associated with the responses that you give or disclosed to the organization sponsoring the study. If you selected to do the follow-up interview and agree to do the interview, we will label your survey and your interview with a number, and that will be connected to your contact information. Only the researchers will have access to your contact information or the code that links your data. We will not use information about your documentation status for any purpose other than research. All of the data we collect will be stored on password-protected computers and shared via the cloud using a file sharing program called Box.

**Your Rights:** Your participation in this study is voluntary. Some of the topic areas that will be discussed may be considered personal. It is possible that some of the survey questions may make you uncomfortable or upset. You can refuse to answer any question, or you may take a break at any time during the survey. Every effort will be made to protect your information, but this cannot be guaranteed. You can decide not to participate, or you can decide to stop participating, and this will not affect your relationship with us or any services you receive.

-  
**Do you have any questions?**

---

Q2. Do you agree to participate in the study?

Yes

No

---

Q3. Please indicate if the person had already taken the survey. If yes, it will end the survey.

Yes

No

---

**A. Survey Administrative Records**

---

Q4. Survey Number

---

Q5. Province

Thai Binh

Da Nang

TP. HCM

---

Q6. District

---

Q7. Village

---

Q8. Interview location

Residence

Factory

Research office

 Other

---

Q9. Is this garment worker from:

A government-registered garment enterprise

An informal garment enterprise

 Other

Unknown

---

Q10. Name of interviewer

---

Q11. Date of Interview

---

**B. Referral Source**

---

Q12. Do you come from another province/city here to work?

Yes

No

---

Q13. What is your age?

Q14. What is your gender?

Male

Female

 Other

**C. Demographic Profile**

---

Q15. What is your religion?

No religion

Buddhist

Caodaism

Christian

 Other

Q16. What is your marital status?

Never married

Currently married

Widowed

Separated

Divorced

 Other

Q17. Do you have any children?

Yes

No

---

Q18. How many children do you have?

Q19. How much money do you pay monthly for your children's education? (in thousand VND)

Q20. Are YOU currently attending school or training?

Yes

No

Q21. What is the highest grade you completed in school? (If 1st-12, enter the last grade completed)

1st-12th Standard

1st -10th Standard

Trade school/some college

Bachelor's degree

Postgraduate degree

No education

Literate/No Formal Education

Other

Q22. How many people are in your household?

Q23. Do any other family members contribute to the household income? (Choose all that apply)

Spouse

Parent

Child

Grandparent

Aunt/uncle

In-laws

Cousin

None

Other

Q24. What was your household income last year? (in million VND)

### Debt Situation

Q25. Are you currently working in order to pay off an advance wage or loan?

Yes

No

Q26. Are you working for the person that you owe the loan or advance to?

Yes

No

Q27. To how many different people do you or your family owe money to?

Q28. Who did you borrow from? (add amount (in million VND) borrowed in text box next to lender) Select all that apply. (If no, enter 0 for none)

Debt One

Debt Two

Debt  
Three

Answer 1

Answer 1

Answer 1

	Debt One	Debt Two	Debt Three
	Answer 1	Answer 1	Answer 1
How much debt did you originally owe? (in million VND)	<input type="text"/>	<input type="text"/>	<input type="text"/>
How long have you or your family had this particular debt? (in months)	<input type="text"/>	<input type="text"/>	<input type="text"/>
What is the monthly interest rate of the loan? (in percentage)	<input type="text"/>	<input type="text"/>	<input type="text"/>
How much payment have you made toward the loan in the past 12 months? (in million VND)	<input type="text"/>	<input type="text"/>	<input type="text"/>
How much debt is still outstanding? (in million VND)	<input type="text"/>	<input type="text"/>	<input type="text"/>
When do you anticipate paying off the loan/debt? (in months) 0= already paid; 99 = don't know; 999 = never	<input type="text"/>	<input type="text"/>	<input type="text"/>

Q29. Why was the loan taken? (Choose all that apply)

- Medical care
- Home repair
- Food
- Business material
- Equipment
- To buy land
- Family wedding
- Family funeral
- Work clothing
- Vehicle/transportation to work
- Migration to another country
- Reduced income due to COVID-19
- Other

**E. Work History at the Garment/Textile Factory (Past 12 months)**

Q30. Now I am going to ask you some questions about your work in the garment industry. I am going to ask you to describe up to three jobs you worked there, starting with the most current job.

Q31. What type of job did you do?

	Employer 1 (most current job)	Employer Two	Employer Three
	Answer 1	Answer 2	Answer 3
How many months did you work at this job?	<input type="text"/>	<input type="text"/>	<input type="text"/>

Q32. Employment questions continued

	Employer 1 (most current job)	Employer Two	Employer Three
	Answer 1	Answer 2	Answer 3
What was the main task at this job?	<input type="text"/>	<input type="text"/>	<input type="text"/>
What did this employer mostly produce?	<input type="text"/>	<input type="text"/>	<input type="text"/>

Q33. Do you know which market(s) your garment products are sold? (choose all that apply)

- Mainly domestic market in Vietnam
- U.S./North America
- Europe
- East Asia (China, Japan, Korea)
- Southeast Asia (Laos, Cambodia, Myanmar, Thailand)

Other

I don't know

Q34. More questions about employment...

	Employer 1 (most current job)	Employer Two	Employer Three
	Answer	Answer	Answer
On a scale of 1-5, how would you rate the condition of your living house? "1 means the worst" and "5 means the best"	<input type="text"/>	<input type="text"/>	<input type="text"/>
How many hours a day did you work?	<input type="text"/>	<input type="text"/>	<input type="text"/>
Did you typically work before 5am and/or after 10pm? (1: Yes; 0: No)	<input type="text"/>	<input type="text"/>	<input type="text"/>
How many days in a week did you typically work?	<input type="text"/>	<input type="text"/>	<input type="text"/>
How many breaks did you typically get in a day?	<input type="text"/>	<input type="text"/>	<input type="text"/>
What was the average length of the breaks (in minutes)?	<input type="text"/>	<input type="text"/>	<input type="text"/>
Was your job seasonal? (1: Yes; 0: No)	<input type="text"/>	<input type="text"/>	<input type="text"/>
If yes, during the busy season, how many hours a day did you typically work? (Put 88 if not seasonal)	<input type="text"/>	<input type="text"/>	<input type="text"/>
If yes, during busy season, how many days a week did you typically work?	<input type="text"/>	<input type="text"/>	<input type="text"/>
Does/did your employer provide adequate protection against COVID19? (1: Yes; 0: No)	<input type="text"/>	<input type="text"/>	<input type="text"/>
How many people worked at this worksite?	<input type="text"/>	<input type="text"/>	<input type="text"/>

Q35. Were you working in the garment industry before the COVID-19 lockdown?

Yes

No

Q36. Compared to the time before the COVID-19 lockdown, what aspects of your work conditions improved? (choose all that apply):

Fewer extreme working hours (e.g. before 5am or after 10pm)

More regular working hours (8 hours/day or per personal choice to work more or less)

More stable work

Longer or flexible breaks

Other

No change in work conditions

Q37. Compared to the time before the COVID\_19 lockdown, what aspects of your work conditions worsened? (choose all that apply):

More extreme working hours (e.g before 5am or after 10pm)

Longer working hours (more than 8 hours a day or 5 days a week)

Less stable work

Fewer/shorter or no breaks

Other

No change in work conditions

Q38. More questions about employment...

Employer 1 (most current job)	Employer Two	Employer Three
-------------------------------	--------------	----------------

	Employer (most current job)	Employer Two	Employer Three
	Answer 1	Answer 2	Answer 3
How many production/sewing lines were in your factory?	<input type="text"/>	<input type="text"/>	<input type="text"/>
Since you started working for this employer, how many workers quit/left their job?	<input type="text"/>	<input type="text"/>	<input type="text"/>
How many hours of training did you receive from this employer when you were just hired?	<input type="text"/>	<input type="text"/>	<input type="text"/>

Q39. More questions about employment...

	Employer 1 (most current job)		Employer Two			Employer Three		
	Yes	No	Yes	No	NA	Yes	No	NA
Did you work for a subcontractor?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q40. More questions about employment...

	Employer 1 (most current job)			Employer Two				Employer Three			
	Employer	Subcontractor	Other	Employer	Subcontractor	Other	NA	Employer	Subcontractor	Other	NA
Who was your employer (this is the person who paid you)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q41. If other, who paid you? (put NA if it was employer or subcontractor)

Q42. More questions about employment...

	Employer 1 (most current job)				Employer Two					Employer Three				
	Daily	Weekly	Monthly	Per piece	Daily	Weekly	Monthly	Per piece	NA	Daily	Weekly	Monthly	Per piece	NA
What are the payment terms of the job?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Q43. More questions about employment...

	Employer 1 (most current job)	Employer Two	Employer Three
	Answer 1	Answer 2	Answer 3
How much were you getting paid in-hand at each month on average in million VND? Put 0 if you did not receive any wages.	<input type="text"/>	<input type="text"/>	<input type="text"/>
During busy season, how much were you paid in hand at each month on average in million VND? Put 0 if you did not receive any wages (Put -88 if did not work during busy season)	<input type="text"/>	<input type="text"/>	<input type="text"/>

Q44. Did you ever work overtime?



	Employer 1 (most current job)			Employer Two			Employer Three		
	Yes	No	NA	Yes	No	NA	Yes	No	NA
Were you provided unemployment insurance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Were you provided health insurance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does your employer offer childcare?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does your employer offer child education?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Does your employer offer child health insurance?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Were you provided any other benefits? If so, what? <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If you had work-related disputes, were they settled by yourself directly with the employer?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If you had work-related disputes, were they settled through a trade union?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If there were work-related disputes, were there other ways they were settled? If yes, what ways? <input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q51. Compared to the time before the COVID-19 lockdown, do you think your personal freedom to change/accept jobs as mentioned above has improved because... (choose all that apply):

I have increased freedom/flexibility to refuse or pick/choose my work assignment

I have the increased freedom/flexibility to accept/change employment

Other

My ability to change/accept jobs has remained the same

Q52. Compared to the time before the COVID-19 lockdown, do you think your personal freedom to change/accept jobs as mentioned above has worsened because...(choose all that apply)

I have less freedom/flexibility to refuse or pick/choose my work assignment

I have less freedom/flexibility to accept/change employment

Other

My ability to change/accept jobs has remained the same

Q53. What would have happened to you if you had refused to work when expected to? (choose all that apply)

Physical violence (including being punched, kicked, dragged, beaten up, threatened with a gun, knife or other weapons)

Physically restrained (including being tied up or locked in a room)

Deprived of food, water and/or sleep

Sexual violence (an act that is sexual in nature, including physical contact, being photographed or forced to watch other sexual acts)

Emotional violence (including belittling or ostracizing a person in front of their peers/verbal abuse)

Harm to a family member(s) or someone you care about

Legal action (including being arrested)

Withholding of ID cards/citizenship (e.g passport)

Loss of wages

Confiscation of savings or other valuables

Too far from the home and nowhere to go

Kept drunk/drugged

No better job options

Restrictions in communication

Nothing would have happened to me

Other

Refused to answer (if refuse, enter why they refused)

Don't know

Q54. What would have happened if you decided to move away or work for someone else? (choose all that apply)

- Physical violence (including being punched, kicked, dragged, beaten up, threatened with a gun, knife or other weapons)
  - Physically restrained (including being tied up or locked in a room)
  - Deprived of food, water and/or sleep
  - Sexual violence (an act that is sexual in nature, including physical contact, being photographed or forced to watch other sexual acts)
  - Emotional violence (including belittling or ostracizing a person in front of their peers/verbal abuse)
  - Harm to a family member(s) or someone you care about
  - Legal action (including being arrested)
  - Withholding of ID cards/citizenship
  - Loss of wages
  - Confiscation of savings or other valuables
  - Too far from the home and nowhere to go
  - Kept drunk/drugged
  - No better job options
  - Restrictions in communication
  - I would lose my work status
  - Nothing would have happened to me
  - Other
  - Refused to answer (please put an answer as to why they refused)
  - Don't know
- 

Q55. Have you ever had an offer of a better job but were not allowed to accept it?

- Yes
  - No
- 

Q56. What would have prevented you from accepting? (choose all that apply)

- Physical violence (including being punched, kicked, dragged, beaten up, threatened with a gun, knife or other weapons)
  - Physically restrained (including being tied up or locked in a room)
  - Deprived of food, water and/or sleep
  - Sexual violence (an act that is sexual in nature, including physical contact, being photographed or forced to watch other sexual acts)
  - Emotional violence (including belittling or ostracizing a person in front of their peers/verbal abuse)
  - Harm to a family member(s) or someone you care about
  - Legal action (including being arrested)
  - Withholding of ID cards/citizenship
  - Loss of wages
  - Confiscation of savings or other valuables
  - Too far from the home and nowhere to go
  - Kept drunk/drugged
  - No better job options
  - Restrictions in communication
  - I would lose my work status
  - Nothing would have happened to me
  - Other
  - Refused to answer (please put why they refused)
  - Don't know
- 

**F. Restriction of Freedom**

---

Q57. Now I would like to ask you some questions about how you are treated at work. I would like to assure you that your answers will be kept secret, and that you do not have to answer any questions that you do not want to. May I continue?

---

Q58. Have any of the following incidents ever happened to you at work in garment industry?

	Have any of the following incidents EVER happened to you at work?	
	Yes	No
You were forbidden from leaving the work site while working	<input type="radio"/>	<input type="radio"/>
You were restricted on where you could go during non-work hours?	<input type="radio"/>	<input type="radio"/>
Your identification papers (such as passport, visa or birth certificate) were taken away?	<input type="radio"/>	<input type="radio"/>
You were prevented or restricted from communicating freely with your family, including making or receiving phone calls to/from them?	<input type="radio"/>	<input type="radio"/>
You were prevented or restricted from communicating freely with other workers?	<input type="radio"/>	<input type="radio"/>
You were prevented or restricted from communicating freely with others outside the workplace?	<input type="radio"/>	<input type="radio"/>
You were not permitted to seek or receive medical services when you fell ill?	<input type="radio"/>	<input type="radio"/>
You were not allowed to have visitors?	<input type="radio"/>	<input type="radio"/>
Have you ever been forced to work when you refused to?	<input type="radio"/>	<input type="radio"/>

Q59. You mentioned that some of these bad things happened to you, did you choose to stay at the job?

Yes

No

Q60. Why did you chose to stay? (check all that apply)

Physical violence (including being punched, kicked dragged, beaten up, threatened with a gun, knife or other weapons)

Physically restrained (including being tied up or locked in a room)

Deprived of food, water and/or sleep

Sexual violence (any act that is sexual in nature, including physical contact, being photographed or forced to watch other sexual acts)

Emotional violence (including belittling or ostracizing a person in front of their peers)/verbal abuse

Harm to family or someone you care about

Legal action (including being arrested)

Withholding of Passport and/or ID cards

Loss of wages

Confiscation of savings and other valuables

Too far from home and nowhere to go

Kept drunk/drugged

No better job options

I would have lost my work status

Nothing would have happened

Other

Refused (please put why they refused)

Don't know

Q61. Compared to the time before COVID-19 lockdown, do you think your freedom to move about or talk to people as mentioned above has improved because...(choose all that apply):

I have the increased freedom/flexibility to move around

I have the increased freedom/flexibility to talk to people

Other

Nothing has changed regarding my freedom to move about or talk to people

Q62. Compared to the time before COVID-19 lockdown, do you think your freedom to move about or talk to people as mentioned above has worsened because...(choose all that apply):

I have less freedom/flexibility to move around  
I have less freedom/flexibility to talk to people

Other

Nothing has changed regarding my freedom to move about or talk to people

---

### G. Experience of Emotional/Physical/Sexual Violence

---

Q63. Have any of the following incidents happened to you while working in the garment industry?

	Have any of the following incidents EVER happened to you at work?	
	Yes	No
Deducted your wages against your will?	<input type="radio"/>	<input type="radio"/>
Confiscated your savings or other valuables (e.g. jewelry) against your will?	<input type="radio"/>	<input type="radio"/>
Belittled you in front of your peers?	<input type="radio"/>	<input type="radio"/>
Ostracized you from your peers?	<input type="radio"/>	<input type="radio"/>
Smashed things to intimidate you on purpose?	<input type="radio"/>	<input type="radio"/>
Threatened to hurt you, your family or someone you care about?	<input type="radio"/>	<input type="radio"/>
Punched, kicked, dragged or beaten you up?	<input type="radio"/>	<input type="radio"/>
Threatened you with a gun, knife or other weapons?	<input type="radio"/>	<input type="radio"/>
Forced you to do something sexual that you did not want to do?	<input type="radio"/>	<input type="radio"/>
Forced you to be photographed or watch other sexual acts that you found degrading?	<input type="radio"/>	<input type="radio"/>

---

Q64. You mentioned some of these bad things happened to you, did you stay at the job?

Yes

No

---

Q65. Why did you stay at the job? (Please check all that apply)

Physical violence (including being punched, kicked, dragged, beaten up, threatened with a gun, knife or other weapons)

Physically restrained (including being tied up or locked in a room)

Deprived of food, water and/or sleep

Sexual violence (any act that is sexual in nature, including physical contact, being photographed or forced to watch other sexual acts)

Emotional violence (including belittling or ostracizing a person in front of their peers)/verbal abuse

Harm to family or someone you care about

Legal action (including being arrested)

Withholding of ID cards

Loss of wages

Confiscation of savings or other valuables

Too far from home and nowhere to go

Kept drunk/drugged

No better job options

I would have lost my work status

Nothing would have happened

Other

Refused to answer (please put why they refused)

Don't know

---

Q66. Compared to the time before the COVID-19 lockdown, do you think your experience of workplace violence (emotional, psychological, physical) as listed above is better because (choose all that apply):

I have experienced fewer incidence of emotional aggression

I have experienced fewer incidence of physical aggression

I have experienced fewer incidence of sexual aggression

Other

Nothing has changed regarding my experience of workplace violence

---

Q67. Compared to the time before the COVID-19 lockdown, do you think your experience of workplace violence (emotional, psychological, physical) as listed above is worse because (choose all that apply):

I have experienced increased incidence of emotional aggression

I have experienced increased incidence of physical aggression

I have experienced increased incidence of sexual aggression

Other

Nothing has changed regarding my experience of workplace violence

---

## H. Help Seeking Activities

---

Q68. To interviewer: Did the respondent answer yes to any of the abuses listed above?

Yes

No

---

Q69. You mentioned that you were subjected to some of the abuses listed above, now I'd like to ask you if you had sought help in those bad situations.

---

Q70. Have you ever sought help for any of the situations you disclosed above?

Yes

No

---

Q71. Who did you seek help from? (Check all that apply)

Spouse

Immediate family (mother, father, grandparents, siblings)

Extended family (aunt, uncle, cousin, niece, nephew, in-laws)

Friend

Co-worker

Local service provider/counselor

Lawyer

Local law enforcement

Neighbor/Community member

Stranger

Other

---

Q72. What kind of help did they provide?

Shelter, food, clothing

Mental health support

They contacted law enforcement

They contacted a service provider

They brought me to a medical doctor

They didn't end up helping me

Other

---

Q73. Did you get the help you needed?

Yes

No

Some help but not everything I needed

---

Q74. If no or only some help, what help were you hoping to receive?

Shelter, food, clothing

Mental health support

Law enforcement assistance

Service provider assistance (e.g. NGO)

Medical assistance

 Other

---

Q75. If you didn't seek help, why not?

I was scared

I didn't think anyone could help

I didn't know who to go to for help

I thought I could handle it on my own

 Other

# University of Massachusetts Lowell

## Estimating the Prevalence of Forced Labor/Labor Trafficking among Vietnamese garment workers

### In-depth Interview guides

Interviewer's name: \_\_\_\_\_ Participant's Unique ID Number: \_\_\_\_\_ Gender: \_\_\_\_\_

Date: \_\_\_\_\_ Location: \_\_\_\_\_

Time: \_\_\_\_\_

Briefly remind the interviewee about the study (purpose, confidentiality, voluntary participation) and asking permission to record the interview (if it is possible)

1. Can you please tell me about yourself?

(age; qualification; education, where are you from)

2. Can you share with me your family?

(Marital status; how many children (how old, their education); living with extended family?; economic situation)

3. Can you please briefly describe your work?

(what is your job? when did you start and how did you get this job? your main tasks)

4. How is your working condition?

(working place, meals, break, accommodation provided by the employer)

5. Tell me more about your work place?

(how many workers; your colleagues/your boss/employer/team leader)

6. Can you tell me in more details about the difficulties that you are facing/encounter?

- any conflicts with employers
- any problems with payment
- any problems with overtime hours
- any problem with social insurance? unemployment insurance?
- any problem with health insurance?

7. Have you ever experiences any kinds of violations/abuse

- physically
- emotionally
- psychologically

- socially

- sexually

7.1 What was the incidents?

7.2 How it happened? who involved?

7.3 How did you feel?

7.4 How did your deal with the violence?

8. Can you tell me any issues/problems due to covid-19

- with yourself? your work

-with your family?

- your employer

- your colleagues

- how did you deal with the situation

9. Can you tell me about any threats at work you have experiences

- at work/ yourself/your family

- by colleagues

- by employers

- How did your try to address these threats

10. Have you ever participated in any formal and informal association? or know of any service providers

10.1 If yes, what is association/service providers

10.2 How did the association/service providers help

12. Can you assess all of the methods that you have been trying to apply to solve your issues/problems

13. Do you have any suggestions /advices to other workers who might get the some incident(s)

14. Any suggestions for policy makers/local authority

15. Do you have any other comments?

Thank you very much for taking the time to speak with us. While we know it may not have been easy to speak about these issues, please know that the information you shared will be used to help people in similar situations and to make recommendations to the government to better prevent this from happening, hold traffickers accountable and provide services to victims.