

Tool 8: Example questions to ask employees during a social audit

This tool outlines the line of questioning that an auditor should use when interviewing employers on labour standards. The questions cover various red flags of modern slavery and can be used to uncover often hidden forms of worker exploitation.¹

| RECRUITMENT | PAY | ENTITLEMENTS |
|---|---|--|
| <ul style="list-style-type: none"> • What agencies/employers do you work for? • How did you find out about the work? • Were you promised a job? • How was the job described to you? • Was the job how it turned out to be – e.g. pay rate, number of hours? • Did you have to pay a fee for the job? • What have you paid to get this job? • Are you currently in possession of your passport? | <ul style="list-style-type: none"> • Do you owe anyone any money? If so to whom, how much and how do you make repayments? • Does anyone owe you any money? • How much were you paid last week? How many hours had you worked? • Was the pay correct? • Have you been withheld pay for work you have performed? • Have you had any money unfairly deducted from your wages? • Are you free to open and be paid into the bank account of your choice? • Does anyone else use your bank account? | <ul style="list-style-type: none"> • Have you been prevented from joining a trade union or been penalised for doing so? • Were you paid? • Have you taken any sick leave? • If you had to take sick leave would you be paid? • What training were you provided with? • What risks are there in your work? • How much did this cost you? • Have you have any holiday leave? |
| TREATMENT | ACCOMMODATION | GRIEVANCE MECHANISMS |
| <ul style="list-style-type: none"> • Since you have been working here, how have you been treated? • Do you like working here? Why, why not? • Have you witnessed others or experienced yourself verbal or physical abuse by other staff or management here? • What hours do you normally work? Are you happy with these? • How are the hours allocated amongst workers? • How many days do you have off each week? • If you didn't want to work the hours allocated what would happen? • Have you ever been forced to work long hours, overtime or on any days when you didn't want to by anyone here? • What breaks do you take when you are working? | <ul style="list-style-type: none"> • How did you find your accommodation? • Who is the landlord? • How much rent do you pay? What happens if you can't pay the rent? • Who collects the money? • If you left the house, would you lose your job? • If you wanted to leave the house can you? • How many people live in the house? And how many people share your room? Are they related to you? • Are you free to buy and prepare food of your choice? • If not, you provides you with food? | <ul style="list-style-type: none"> • If there was a problem at work what would you do about it? • Do you feel your complaints are dealt with properly? • If you wanted to report an issue but did not want anyone to know it was you reporting how would you report it? • Have you made any complaints about work? • If yes, how did you feel about the way it was dealt with? • How have you been treated since making the complaint/ report? |

¹ Derived from *A toolkit for employers and labour providers*, Stronger Together, 2013.