

The interview guide is to facilitate the whole process and to ensure that all the partners are discussing the same subjects with the participants. The guide is the following:

NOTE

This interview guide is mainly for consolidating and ensuring that all the necessary information will be collected, rather than a schema that must be followed strictly. The purpose is to allow all interviews to have a conversational style while focusing on the predetermined thematic areas, and, to allow flexibility on capturing any unexpected information.

The interview guide is a support for the interviewer. It describes the areas and topics the researcher should ask and what he or she wants to know. There is no need for the questions to be asked exactly according to the protocol and the same applies for the answers. It should be more of a conversational style of interview than a question-answer-ping-pong. The mutual understanding between the interviewer and the interviewee is very important if the interview is more a talk where the interviewee sets the order of the topics.

When dealing with a difficult and tabooed topics, it is helpful to begin questions with: *“I know that this is a difficult question, therefore please feel free to answer it – it is up to you, how detailed you answer”*, or: *“May I ask you a question which might bother you yet it would be important for me to understand your situation...”* – usually the interviewees agree to raise the question.

In general, we should take into consideration that this interview deals with very sensitive and painful issues thus we have to be aware of the participants’ feelings.

Introduction

As an introduction to the interview we may say something like this, or something similar:

“You are here with me, because I want to talk about the unpleasant experience of sexual violence/ harassment you have had, while you worked as a domestic worker. Your experience will help us to learn more about this hidden phenomenon and enable us to propose measures that will empower migrant domestic workers to confront such assaults and facilitate their

demands of support in the post-victimization period. We understand that this interview might cause unpleasant and difficult feelings so please feel free to take a break at any point.”

THEMATIC AREA 1: Working conditions

Could you talk to me about your experiences as a domestic worker in Greece/ Cyprus/Austria/ Sweden/

What we need to know

- Decision to come to (the host country) and to work here.
- Description of her overall experience of working as a domestic worker (how did she find this work position, type of duties, part-time or full time, public health and social insurance, formal or informal work, live with your employer or not, employers’ treatment, satisfaction of the salary).
- Apart from your personal experience, have you heard about other incidences of sexual violence/ harassment against domestic workers from other women you know?

THEMATIC AREA 2: Incident related information

You have had a very unpleasant experience. I understand that talking about it might be painful but do you think you could give me a brief description of your experience?

What we need to know

- If she wants to share with us who the perpetrator was.
- When did it start, and how did it start (if more than one incident has happened, try to extract information on all the incidences).
- Under which conditions it occurred (when nobody was in the house? In DW’s private room?)
- What was the form of violence (Sexual harassment? Verbal sexualized violence? Physical sexualized abuse? Touching? Lustful looking/ observing? Etc.).
- If it was a single or repeated incident.
- At which stage of your employment did it occur (soon after the job was undertaken? After how long or how many years at work?).

- If she believes that other family members were aware of what was happening/happened. If they reacted and how.

THEMATIC AREA 3: Perpetrator's socio -demographic characteristics

Could you tell us, if you know a few things about the perpetrator?

What we need to know

- About his social status, his education and work position marital status etc.
- Which were his arguments/ reactions after the incident / after each incident.
- If, for some reasons she is still working for the same employer, why is she doing that?

THEMATIC AREA 4: Response to violence (reactions, strategies, service utilization, help-seeking behaviors, social network, etc)

Let us now talk about your reaction. What did you do right after the incident and what did you do later on?

What we need to know

- What did she do and when? What was her immediate reaction? (Did she talk about the incident with someone? With whom and when? Did she ask for help? From whom or from where)
- **If yes:** why did she choose to seek help from these people? (Help from her family, her social networks or from authorities or NGO or professional union, or all the above)
- Were there factors preventing her from asking for help? Which were these factors? (Fear of destroying marriage / relationship, loss of work, illegal migrant status, informal work etc)
- What kind of assistance did she receive? Were she satisfied with the assistance provided to her?
- Did she report the police? Did the report lead to prosecution?
- Was the case eventually examined at the labor department or in the court? (or by other official authorities, depending on the system of each participant country) What was the authority's decision? What was this experience like? (Did she receive any assistance while the case was handled by the court?)

- **If no:** Why not? (Fear of destroying marriage / relationship, loss of work, illegal migrant status, informal work etc).
- What did she do in the end?

THEMATIC AREA 5: Consequences of violence (short and long-term physical, emotional, social, economic, consequences on the victim and other family members)

Now, if you don't mind, we want to talk about the most important thing, the consequences/ impact/effects of this experience for you and in your personal and social life.

What we need to know

- If she thinks that the incident affected her personal life, her marriage / relationship/ family life.
- If she thinks that there were consequences for other members of her family due to the incident/incidents (children, parents...).
- If she thinks that the incident affected her social life in general.
- If she thinks that there were economic consequences, or consequences in her work position due to the incident.
- What is/ was the most difficult aspect of having experienced sexualized violence/ harassment in the work-place? (Her psychological situation, the loss of her work, the discussion with her family, the dealing with the authorities etc).
- What were her overall feelings soon after the incident and how does she feels today.

THEMATIC AREA 6: Victims' self-reported needs for support (psychological, judicial/legal, educational and economical)

Could you tell me now, if this experience you have had, has raised any new needs for you?

What we need to know

- If she thinks that she needed or still needs emotional or psychological support and from whom or from which organization.
- If she thinks that after the incident new economic needs have been raised (in case she lost her job or she does not want to work as DW any more).

- If she thinks that she needs further education to improve her qualifications for entering a better work position.
- If she thinks that she needed or still needs support of a relevant organization or NGO for counseling, legal support, problems' management etc.
- If she is satisfied with the services she has gotten up until today or if not, and in that case, why?

	Interviewer initials	Date of interview	Ethnicity	Age	Civil status	Education level	Work position	Form of violence
Interviewee initials								
1. N.R								
2. M.P								
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