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## **Additional file**

Add. File 1. Distribution of Latin American workers participants' characteristics according to their
 participation in the phases of the concept mapping

Part	Participants'	Overall			Brainstorming		Sorting-rating*		Attended both	
Female	characteristics	. ,			· '		. ,		<u> </u>	
Colombia				N						
Colombia		11	40.7		9	52.9	9	39.1	7	53.9
Ecuador										
Chevel of English   Fluent or almost cannot speak but	Colombia				9				6	
		7							4	
fluent or almost can speak but cannot can speak but cannot speak but cannot can speak but cannot speak read/write ut cannot speak speak, read/write with difficulty can read/write with difficulty can read/write with difficulty can speak, read/write with difficulty cannot speak, read/write in 3.7 1 5.9 0 0.0 0.0 0.0 0.0 missing 1 3.7 1 5.9 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	Other <sup>1</sup>	5	18.5		3	17.7	5	21.7	3	23.1
Can speak   but cannot read/write   but cannot speak   can read/write   but cannot speak   can read/write   with difficulty   cannot speak   read/write   cannot speak	Level of English									
read/write but cannot speak speak, read/write with difficulty speak speak, read/write with difficulty speak speak, read/write with difficulty cannot speak, read/write   11   40.7   7   41.2   11   47.8   7   53.9   Way she found the current job: someone s/he knows told him/her sold the job found it him/herself   3   31.1   2   31.8   2   8.7   1   7.7   Other (unemployed)   1   3.7   1   5.9   0   0.0   0   0.0   Way she found the job someone s/he knows told him/her sold the job found it him/herself   3   31.1   2   31.8   2   8.7   1   7.7   Other (unemployed)   1   3.7   1   5.9   0   0.0   0   0.0   0.0   Way she found the job someone s/he knows told him/her sold the job found it him/herself   3   31.1   2   31.8   2   8.7   1   7.7   Other (unemployed)   1   3.7   1   5.9   0   0.0   0   0.0   0.0   Way she found the job someone s/he knows told him/her self   3   31.1   5.9   0   0.0   0   0.0   0.0   Way she found the job someone s/he knows told him/her self   3   3.7   1   5.9   0   0.0   0   0.0   0.0   Way she found the current job someone s/he knows told him/herself   3   3.7   1   5.9   0   0.0   0   0.0   0.0   Way she found the current job someone s/he knows told him/herself   3   3.7   1   5.9   1   4.4   1   7.7   Workland	fluent or almost	6	22.2		3	17.7	5	21.7	2	15.4
read/write but cannot speak speak read/write with speak speak, read/write with speak speak, read/write with difficulty cannot speak, read/write with difficulty cannot speak, read/write in 3.7 in 5.9 0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.0	can speak but cannot	2	7.4		4	<b>5</b> 0	2	0.7	1	7 7
speak peak, read/write with speak, read/write with difficulty         11 40.7         7 41.2         11 47.8         7 53.9           difficulty         1 3.7         1 5.9         0 0.0         0 0.0           missing         1 3.7         1 5.9         0 0.0         0 0.0           Way she found the current job:         someone s/he knows told him/her about the job found it him/herself         3 11.1         2 11.8         2 8.7         1 7.7           Other (unemployed)         1 3.7         1 5.9         0 0.0         0 0.0         0 0.0           Missing         2 7.4         2 11.8         2 8.7         1 7.7           Type of employer Employed by the works (in-house / internal employee) employed by an outsourcing company unemployed         6 22.2         2 11.8         5 21.7         1 7.7           Works (in-house / internal employee) employed         1 3.7         1 5.9         0 0.0         0 0.0           Other 2         2 7.4         2 11.8         5 21.7         1 7.7           Works (in-house / internal employee) employed by an outsourcing company unemployed         1 3.7         1 5.9         0 0.0         0 0.0           Other 2         2 7.4         2 11.86         2 8.7         2 15.4           missing         1 3.7         1 5.9         1 4.4         <	read/write	2	7.4		1	5.9	2	8.7	1	. /./
speak peak, read/write with speak, read/write with difficulty         11 40.7         7 41.2         11 47.8         7 53.9           difficulty         1 3.7         1 5.9         0 0.0         0 0.0           missing         1 3.7         1 5.9         0 0.0         0 0.0           Way she found the current job:         someone s/he knows told him/her about the job found it him/herself         3 11.1         2 11.8         2 8.7         1 7.7           Other (unemployed)         1 3.7         1 5.9         0 0.0         0 0.0         0 0.0           Missing         2 7.4         2 11.8         2 8.7         1 7.7           Type of employer Employed by the works (in-house / internal employee) employed by an outsourcing company unemployed         6 22.2         2 11.8         5 21.7         1 7.7           Works (in-house / internal employee) employed         1 3.7         1 5.9         0 0.0         0 0.0           Other 2         2 7.4         2 11.8         5 21.7         1 7.7           Works (in-house / internal employee) employed by an outsourcing company unemployed         1 3.7         1 5.9         0 0.0         0 0.0           Other 2         2 7.4         2 11.86         2 8.7         2 15.4           missing         1 3.7         1 5.9         1 4.4         <	can read/write but cannot	_	22.2			22.5	_	24.7	_	
Speak, read/write with difficulty   11   40.7   7   41.2   11   47.8   7   53.9   difficulty   1   3.7   1   5.9   0   0.0   0   0.0   0.0   missing   1   3.7   1   5.9   0   0.0   0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0   0.0		6	22.2		4	23.5	5	21.7	3	23.1
difficulty         1         40.7         7         41.2         11         47.8         7         35.9           cannot speak, read/write         1         3.7         1         5.9         0         0.0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0         0	•				_				_	
cannot speak, read/write         1         3.7         1         5.9         0         0.0         0         0.0           missing         1         3.7         1         5.9         0         0.0         0         0.0           Way s/he found the current job:           someone s/he knows told him/her about the job found it him/herself         3         11.1         2         70.6         20         87         1         84.6           found it him/herself         3         11.1         2         11.8         2         8.7         1         7.7           Other (unemployed)         1         3.7         1         5.9         0         0.0         0         0.0           Missing         2         7.4         2         11.8         1         4.4         1         7.7           Type of employer         Employed by the works (in-house / internal employee)         6         22.2         2         11.8         5         21.7         1         7.7           Works (in-house / internal employee)         1         3.7         1         5.9         0         0.0         0         0.0           Other 2         2         7.4         2 <td></td> <td>11</td> <td>40.7</td> <td></td> <td>7</td> <td>41.2</td> <td>11</td> <td>47.8</td> <td>7</td> <td>53.9</td>		11	40.7		7	41.2	11	47.8	7	53.9
missing current job:         1         3.7         1         5.9         0         0.0         0         0.0           Way s/he found the current job:           someone s/he knows told him/her about the job found it him/herself         21         77.8         12         70.6         20         87         1         84.6           found it him/herself         3         11.1         2         11.8         2         8.7         1         7.7           Other (unemployed)         1         3.7         1         5.9         0         0.0         0         0.0           Missing         2         7.4         2         11.8         1         4.4         1         7.7           Type of employer           Employed by the works (in-house / internal employed by an outsourcing company unemployed of the property of the pr	•	1	37		1	5 9	0	0.0	0	0.0
Way   s/he   found   the current job:   Someone s/he   knows told   him/her about the job   Someone s/he										
Current job:   Someone   She knows told   She knows told   Shim/her about the job   Someone   She knows told   Shim/her about the job   Shim/her self   Shim/	O	-	3.7		-	3.3	Ū	0.0		0.0
Someone s/he knows told him/her about the job found it him/herself ound it him herself ound it herself o										
Nim/her about the job found it him/herself	•									
Found it him/herself   3	•	21	77.8		12	70.6	20	87	1	. 84.6
Other (unemployed)         1         3.7         1         5.9         0         0.0         0         0.0           Missing         2         7.4         2         11.8         1         4.4         1         7.7           Type of employer           Employed by the works (in-house / internal employee)         6         22.2         2         11.8         5         21.7         1         7.7           employed by an outsourcing company unemployed         1         3.7         1         5.9         0         0.0         0         0.0           Other 2         2         7.4         2         11.86         2         8.7         2         15.4           missing         1         3.7         1         5.9         0         0.0         0         0.0           Cleaner         2         7.4         2         11.86         2         8.7         2         15.4           cleaner         1         3.7         1         5.9         1         4.4         1         7.7           gardener         1         3.7         0         0.0         1         4.4         0         0.0           bartender		2	11 1		2	110	2	07	1	77
Missing 2 7.4 2 11.8 1 4.4 1 7.7  Type of employer Employed by the works (in-house / internal employee) employed by an outsourcing company unemployed 1 3.7 1 5.9 0 0.0 0.0 0.0  Other 2 2 7.4 2 11.86 2 8.7 2 15.4 missing 1 3.7 1 5.9 0 0.0 0.0 0.0  Other 2 2 7.4 2 11.86 2 8.7 2 15.4 missing 1 3.7 1 5.9 1 4.4 1 7.7  Current job title  Cleaner 22 81.5 15 88.2 18 78.3 1 84.6 ex-cleaner 1 3.7 0 0.0 1 4.4 0 0.0 bartender 1 3.7 0 0.0 1 4.4 0 0.0 interpreter 1 3.7 0 0.0 1 4.4 0 0.0 interpreter 1 3.7 1 5.9 1 4.4 1 7.7  Highest level of education completed primary school 1 3.7 25.9 3 17.7 7 30.4 3 23.1 evels fright of the conditional training 2 7.4 0 0.0 2 8.7 0 0.0 English certificate 1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 secondary school 7 25.9 3 17.7 7 30.4 3 23.1 vocational training 2 7.4 0 0.0 2.0 2 8.7 0 0.0 English certificate 1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 5.9 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 5.9 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 5.9 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 5.9 1 53.9 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 5.9 1 53.9 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 5.9 1 53.9 missing 4 5.0 4.2 5.2 7 5.3 5.9 missing 5 1.0 4.4 5.2 5.2 7 5	•							-		
Type of employer Employed by the worksplace where s/he works (in-house / internal employee) employed by an outsourcing company unemployed 1 3.7 1 5.9 0 0.0 0 0.0 Other 2 2 7.4 2 11.86 2 8.7 2 15.4 missing 1 3.7 1 5.9 1 4.4 1 7.7  Current job title cleaner 22 81.5 15 88.2 18 78.3 1 84.6 ex-cleaner 1 3.7 1 5.9 1 4.4 1 7.7  Gereclaner 1 3.7 1 5.9 1 4.4 1 7.7  Current job title cleaner 1 3.7 0 0.0 1 4.4 0 0.0 bartender 1 3.7 0 0.0 1 4.4 0 0.0 cook 1 3.7 0 0.0 1 4.4 0 0.0 interpreter 1 3.7 1 5.9 1 4.4 1 7.7  Highest level of education completed primary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 7 4-levels 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 3.7 1 5.9 1 4.4 1 7.7  secondary school 1 4 4.4 1 7.7  secondary school 1 4 4.4 1 7.7  secondary school 1 4 4.7 1 7.7 1 8.7 1 7 30.4 1 7 7 30.4 1 8.7 1 7 7 30.4 1 8.7 1 7 7 30.4 1 8.7 1 7 7 30.4 1 8.7 1 7 7 30.4 1 8.7 1 7 7 30.4 1 8.7 1 7 7 30.4 1 8.7 1 7 7 30.4 1 8.7 1 7 7 30.4 1 8.7 1 7 7 30.4 1 8.7 1 7 7 7 30.4 1 8.7 1 7 7 7 30.4 1 8										
Employed by the workplace where s/he works (in-house / internal employee) employee) employed by an outsourcing company unemployed 1 3.7 1 5.9 0 0.00 0.0 0.0 0.0 0.0 0.0 0.0 0.0 0.	•	2	7.4		2	11.8	1	4.4	1	. /./
workplace where s/he works (in-house / internal employee)         6         22.2         2         11.8         5         21.7         1         7.7           employee) employed by an outsourcing company unemployed unemployed unemployed of there is a contracting company unemployed in the contracting company in the contracting contracting company in the contracting co										
works (in-house / internal employee) employed by an outsourcing company unemployed 1 3.7 1 5.9 0 0.0 0 0.0 Other 2 2 7.4 2 11.86 2 8.7 2 15.4 missing 1 3.7 1 5.9 1 4.4 1 7.7 Current job title cleaner 2 2 81.5 15 88.2 18 78.3 1 84.6 ex-cleaner 1 3.7 1 5.9 1 4.4 1 7.7 gardener 1 3.7 0 0.0 1 4.4 0 0.0 bartender 1 3.7 0 0.0 1 4.4 0 0.0 interpreter 1 3.7 0 0.0 1 4.4 0 0.0 interpreter 1 3.7 1 5.9 1 4.4 1 7.7 Highest level of education completed primary school 5 A levels friends 1 3.7 1 5.98 1 4.4 1 7.7 secondary school 7 A levels higher education 7 25.9 3 17.7 7 30.4 3 23.1 vocational training 2 7.4 0 0.0 2 8.7 0 0.0 English certificate 1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3 48.2 8 47.1 11 47.8 6 46.2 part-time 13 48.2 8 47.1 11 47.8 6 46.2	. , ,									
employee   employed   by   an outsourcing company   17   63   63   11   64.7   15   65.22   9   69.2	•	6	22.2		2	11.8	5	21.7	1	7.7
employed outsourcing company unemployed outsourcing company unemployed unemployed of the provided in th										
outsourcing company unemployed 11 3.7 1 5.9 0 0.0 0.0 0.0 Other 2 2 7.4 2 11.86 2 8.7 2 15.4 missing 1 3.7 1 5.9 1 4.4 1 7.7 Current job title cleaner 22 81.5 15 88.2 18 78.3 1 84.6 ex-cleaner 1 3.7 1 5.9 1 4.4 1 7.7 gardener 1 3.7 0 0.0 1 4.4 0 0.0 bartender 1 3.7 0 0.0 1 4.4 0 0.0 cook 1 3.7 0 0.0 1 4.4 0 0.0 cook 1 3.7 0 0.0 1 4.4 0 0.0 cook 1 3.7 1 5.9 1 4.4 1 7.7 Highest level of education completed primary school										
unemployed 1 3.7 1 5.9 0 0.0 0 0.0 Other 2 2 7.4 2 11.86 2 8.7 2 15.4 missing 1 3.7 1 5.9 1 4.4 1 7.7 Current job title cleaner 22 81.5 15 88.2 18 78.3 1 84.6 ex-cleaner 1 3.7 1 5.9 1 4.4 1 7.7 gardener 1 3.7 0 0.0 1 4.4 0 0.0 bartender 1 3.7 0 0.0 1 4.4 0 0.0 bartender 1 3.7 0 0.0 1 4.4 0 0.0 cook 1 3.7 0 0.0 1 4.4 0 0.0 interpreter 1 3.7 1 5.9 1 4.4 1 7.7 Highest level of education completed primary school		17	63		11	64.7	15	65.22	q	69.2
Other 2         2         7.4         2         11.86         2         8.7         2         15.4           missing         1         3.7         1         5.9         1         4.4         1         7.7           Current job title           cleaner         22         81.5         15         88.2         18         78.3         1         84.6           ex-cleaner         1         3.7         1         5.9         1         4.4         1         7.7           gardener         1         3.7         0         0.0         1         4.4         0         0.0           bartender         1         3.7         0         0.0         1         4.4         0         0.0           cook         1         3.7         0         0.0         1         4.4         0         0.0           interpreter         1         3.7         1         5.9         1         4.4         1         7.7           Highest         level         of         4         1         3.7         1         5.98         1         4.4         1         7.7           levels         1 <t< td=""><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td><td></td></t<>										
missing     1     3.7     1     5.9     1     4.4     1     7.7       Current job title       cleaner     22     81.5     15     88.2     18     78.3     1     84.6       ex-cleaner     1     3.7     1     5.9     1     4.4     1     7.7       gardener     1     3.7     0     0.0     1     4.4     0     0.0       bartender     1     3.7     0     0.0     1     4.4     0     0.0       cook     1     3.7     1     5.9     1     4.4     0     0.0       interpreter     1     3.7     1     5.9     1     4.4     0     0.0       interpreter     1     3.7     1     5.9     1     4.4     1     7.7       Highest level of education completed primary school / A-levels     1     3.7     1     5.98     1     4.4     1     7.7       secondary school / A-levels     13     48.2     9     52.9     11     47.8     7     53.9       levels higher education     7     25.9     3     17.7     7     30.4     3     23.1       vocational training     2     7.4										
Current job title         cleaner       22       81.5       15       88.2       18       78.3       1       84.6         ex-cleaner       1       3.7       1       5.9       1       4.4       1       7.7         gardener       1       3.7       0       0.0       1       4.4       0       0.0         bartender       1       3.7       0       0.0       1       4.4       0       0.0         cook       1       3.7       1       5.9       1       4.4       0       0.0         interpreter       1       3.7       1       5.9       1       4.4       1       7.7         Highest level of education completed primary school       1       3.7       1       5.98       1       4.4       1       7.7         secondary school / A- levels       13       48.2       9       52.9       11       47.8       7       53.9         higher education       7       25.9       3       17.7       7       30.4       3       23.1         vocational training       2       7.4       0       0.0       2       8.7       0       0.0	Other <sup>2</sup>		7.4		2		2	8.7		
cleaner       22       81.5       15       88.2       18       78.3       1       84.6         ex-cleaner       1       3.7       1       5.9       1       4.4       1       7.7         gardener       1       3.7       0       0.0       1       4.4       0       0.0         bartender       1       3.7       0       0.0       1       4.4       0       0.0         cook       1       3.7       1       5.9       1       4.4       0       0.0         interpreter       1       3.7       1       5.9       1       4.4       1       7.7         Highest level of education completed primary school       1       3.7       1       5.98       1       4.4       1       7.7         secondary school / A-levels       13       48.2       9       52.9       11       47.8       7       53.9         higher education vocational training       2       7.4       0       0.0       2       8.7       0       0.0         English certificate       1       3.7       1       5.9       1       4.4       1       7.7         missing       3	missing	1	3.7		1	5.9	1	4.4	1	. <i>7.7</i>
ex-cleaner       1       3.7       1       5.9       1       4.4       1       7.7         gardener       1       3.7       0       0.0       1       4.4       0       0.0         bartender       1       3.7       0       0.0       1       4.4       0       0.0         cook       1       3.7       1       5.9       1       4.4       0       0.0         interpreter       1       3.7       1       5.9       1       4.4       1       7.7         Highest level of education completed primary school       1       3.7       1       5.98       1       4.4       1       7.7         secondary school / A- levels       13       48.2       9       52.9       11       47.8       7       53.9         higher education vocational training       2       7.4       0       0.0       2       8.7       0       0.0         English certificate       1       3.7       1       5.9       1       4.4       1       7.7         working full-time       1       3.7       1       5.9       1       4.4       1       7.7         Working full-time	Current job title									
gardener 1 3.7 0 0.0 1 4.4 0 0.0 cook 1 3.7 0 0.0 1 4.4 0 0.0 cook 1 3.7 0 0.0 1 4.4 0 0.0 cook 1 3.7 0 0.0 1 4.4 0 0.0 interpreter 1 3.7 1 5.9 1 4.4 1 7.7 Highest level of education completed primary school 1 3.7 1 5.98 1 4.4 1 7.7 secondary school / A-levels higher education 7 25.9 3 17.7 7 30.4 3 23.1 vocational training 2 7.4 0 0.0 2 8.7 0 0.0 English certificate 1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3 17.7 1 8.7 1 7.7 Working full-time 13 48.2 8 47.1 11 47.8 6 46.2 part-time 13 48.2 8 47.1 12 52.2 7 53.9		22	81.5		15	88.2	18	<i>78.3</i>	1	. 84.6
bartender 1 3.7 0 0.0 1 4.4 0 0.0 cook 1 3.7 0 0.0 1 4.4 0 0.0 interpreter 1 3.7 1 5.9 1 4.4 1 7.7 Highest level of education completed primary school 1 3.7 1 5.98 1 4.4 1 7.7 secondary school / A-levels higher education 7 25.9 3 17.7 7 30.4 3 23.1 vocational training 2 7.4 0 0.0 2 8.7 0 0.0 English certificate 1 3.7 1 5.9 1 4.4 1 7.7 missing 3 11.1 3 17.7 1 8.7 1 7.7 Working full-time full-time 13 48.2 8 47.1 11 47.8 6 46.2 part-time 13 48.2 8 47.1 12 52.2 7 53.9	ex-cleaner	1	3.7		1	5.9	1	4.4	1	. 7.7
cook         1         3.7         0         0.0         1         4.4         0         0.0           Interpreter         1         3.7         1         5.9         1         4.4         1         7.7           Highest level of education completed           primary school         1         3.7         1         5.98         1         4.4         1         7.7           secondary school / A-levels         13         48.2         9         52.9         11         47.8         7         53.9           higher education vocational training vocational training         2         7.4         0         0.0         2         8.7         0         0.0           English certificate         1         3.7         1         5.9         1         4.4         1         7.7           missing         3         11.1         3         17.7         1         8.7         1         7.7           Working full-time         13         48.2         8         47.1         11         47.8         6         46.2           part-time         13         48.2         8         47.1         12         52.2         7         53.9	gardener	1	3.7		0	0.0	1	4.4	C	0.0
interpreter         1         3.7         1         5.9         1         4.4         1         7.7           Highest level education completed primary school         1         3.7         1         5.98         1         4.4         1         7.7           secondary school / secondary school / secondary school / levels         1         3.7         1         5.98         1         4.4         1         7.7           secondary school / levels         7         13         48.2         9         52.9         11         47.8         7         53.9           higher education vocational training vocational training vocational training sengilish certificate         2         7.4         0         0.0         2         8.7         0         0.0           English certificate         1         3.7         1         5.9         1         4.4         1         7.7           missing missing missing vocational training vocati	bartender	1	3.7		0	0.0	1	4.4	C	0.0
Highest education completed         level         of           primary school         1         3.7         1         5.98         1         4.4         1         7.7           secondary school / secondary sch	cook	1	3.7		0	0.0	1	4.4	C	0.0
Highest level education completed         of education completed           primary school         1         3.7         1         5.98         1         4.4         1         7.7           secondary school / A- levels         13         48.2         9         52.9         11         47.8         7         53.9           higher education vocational training vocational tr	interpreter	1	3.7		1	5.9	1	4.4	1	. 7.7
education completed           primary school         1         3.7         1         5.98         1         4.4         1         7.7           secondary school / A- levels         13         48.2         9         52.9         11         47.8         7         53.9           higher education vocational training vocational trai										
primary school     1     3.7     1     5.98     1     4.4     1     7.7       secondary school / A-levels     13     48.2     9     52.9     11     47.8     7     53.9       higher education vocational training vocational	O									
secondary school / A-levels     13     48.2     9     52.9     11     47.8     7     53.9       higher education vocational training vocational training vocational training sing will-time full-time part-time     2     7.4     0     0.0     2     8.7     0     0.0       English certificate in sing will-time full-time     1     3.7     1     5.9     1     4.4     1     7.7       Working full-time full-time     1     3     17.7     1     8.7     1     7.7       part-time     13     48.2     8     47.1     11     47.8     6     46.2       part-time     13     48.2     8     47.1     12     52.2     7     53.9		1	3.7		1	5.98	1	4.4	1	. 7.7
levels higher education 7 25.9 3 17.7 7 30.4 vocational training 2 7.4 0 0.0 English certificate 1 3.7 missing 3 11.1 3 17.7 1 8.7 Working full-time full-time 13 48.2 8 47.1 11 47.8 6 46.2 part-time 13 48.2 8 47.1 12 52.2 7 53.9										
higher education       7       25.9       3       17.7       7       30.4       3       23.1         vocational training       2       7.4       0       0.0       2       8.7       0       0.0         English certificate       1       3.7       1       5.9       1       4.4       1       7.7         missing       3       11.1       3       17.7       1       8.7       1       7.7         Working full-time         full-time       13       48.2       8       47.1       11       47.8       6       46.2         part-time       13       48.2       8       47.1       12       52.2       7       53.9		13	48.2		9	52.9	11	47.8	7	53.9
vocational training         2         7.4         0         0.0         2         8.7         0         0.0           English certificate         1         3.7         1         5.9         1         4.4         1         7.7           missing         3         11.1         3         17.7         1         8.7         1         7.7           Working full-time           full-time         13         48.2         8         47.1         11         47.8         6         46.2           part-time         13         48.2         8         47.1         12         52.2         7         53.9		7	25 9		3	177	7	30.4	3	23 1
English certificate       1       3.7       1       5.9       1       4.4       1       7.7         missing       3       11.1       3       17.7       1       8.7       1       7.7         Working full-time         full-time       13       48.2       8       47.1       11       47.8       6       46.2         part-time       13       48.2       8       47.1       12       52.2       7       53.9										
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Working full-time       full-time     13     48.2     8     47.1     11     47.8     6     46.2       part-time     13     48.2     8     47.1     12     52.2     7     53.9	•									
full-time     13     48.2     8     47.1     11     47.8     6     46.2       part-time     13     48.2     8     47.1     12     52.2     7     53.9	9	3	11.1		3	17.7	1	0.7	1	. /./
part-time 13 48.2 8 47.1 12 52.2 7 53.9		12	10 2		o	171	11	170		16.2
unempioyeu 1 3.7 1 5.9 0 0.0 0 0.0										
	инетприоуеи	1	3./		1	5.9	U	0.0		0.0

- Notes: \* includes 1 participant who only performed the rating; <sup>1</sup> Spanish-speaking country of central and South America; <sup>2</sup> includes: 'both in-house and outsourced'; and 'retired'
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