

1 **Additional file**

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

Participants' characteristics	Overall (N=27)		Brainstorming (N=17)		Sorting-rating* (N=23)		Attended both (N=13)			
	n	%	N	%	n	%	n	%		
Female	11	40.7			9	52.9	9	39.1	7	53.9
Country of birth										
Colombia	15	55.6	9	52.9	12	52.2	6	46.2		
Ecuador	7	25.9	5	29.4	6	26.1	4	30.8		
Other ¹	5	18.5	3	17.7	5	21.7	3	23.1		
Level of English										
fluent or almost	6	22.2	3	17.7	5	21.7	2	15.4		
can speak but cannot read/write	2	7.4	1	5.9	2	8.7	1	7.7		
can read/write but cannot speak	6	22.2	4	23.5	5	21.7	3	23.1		
speak, read/write with difficulty	11	40.7	7	41.2	11	47.8	7	53.9		
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	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 workplace where s/he works (in-house / internal employee)	6	22.2	2	11.8	5	21.7	1	7.7		
employed by an outsourcing company	17	63	11	64.7	15	65.22	9	69.2		
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		
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	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		
unemployed	1	3.7	1	5.9	0	0.0	0	0.0		

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