**CATI SURVEY QUESTIONNAIRE WITH EMPLOYERS - DRAFT**

**INTRODUCTION**

1. Good morning, my name is .... . I am an interviewer ..... We are currently conducting a research study on hiring foreign workers on behalf of the Center for Migration Research at the University of Warsaw. I would like to ask you to connect me with a person who decides about hiring employees in your company: the owner, president, director or head of the human resources department. If there are several such persons, please connect me with the one who has a relatively longest tenure at your company.

[After obtaining a connection with a potential respondent:]

2. Good morning, my name is .... . I am an interviewer..... We are currently conducting a scientific survey on hiring foreign workers on behalf of the Center for Migration Research at the University of Warsaw. The survey is anonymous, the data obtained will be presented only in the form of summary statistics …..XXX. Will you agree to participate in a short survey?

a) yes

b) no -> end of interview

3. What is your position in the company?

a) owner

b) president

c) director

d) human resources manager

e) other position (provided that it is a person responsible for hiring employees or who has knowledge of the process, and the person who manages the company cannot take part in the survey) - what position?

f) other -> end of interview

4.How many employees in total – foreigners and [native workers] – worked at your company on any terms at the peak of high season in 2024? By work, we also mean a situation in which the employee is formally employed by another entity (such as a temporary employment agency).

0 -> end of interview.

**EMPLOYMENT OF FOREIGNERS AND NATIVE WORKERS**

5. Has at least one foreigner worked at your company for any period of time, on any terms, in 2024? By “foreigner” we mean a person who does not have [xxx] citizenship. By work, we also mean a situation in which the employee is formally employed by another entity (such as a temporary employment agency). [Comments to Interviewer: If the company has been operating for a shorter period - since the beginning of operations. If the respondent does not have knowledge of the entire period, let him refer to the knowledge she has].

a) yes

b) no

[If 5a) yes:]

6. How many foreigners worked at your company, on any terms, at the peak of high season in 2024?

[If 5a) yes:]

7. How many of these foreigners were women? (in % or absolute number)

8. Do you anticipate that in 2025 your company will hire a foreigner, on any terms, even for a short time? Please indicate the most appropriate answer.

a) you plan to hire a foreigner

b) you do not plan to hire a foreigner, but it is probable

c) you do not plan to hire a foreigner and it is unlikely.

[If 5a) yes:]

9. Foreigners from which countries worked at your company in 2024? [LIST – multiple choice]

10. In what types of positions were [native workers] employed at your company in 2024? Please indicate all groups of positions.

a) Management staff

b) Skilled white-collar workers

c) Unskilled white-collar workers

d) Skilled blue-collar workers

e) Unskilled blue-collar workers

[If 5a) yes:]

11. What types of positions did foreigners work in your company in 2024? Please indicate all groups of positions.

a) Management staff

b) Skilled white-collar workers

c) Unskilled white-collar workers

d) Skilled blue-collar workers

e) Unskilled blue-collar workers

12. What type of work and working hours had the employees of your company in 2024? Please indicate all categories, separately for [native workers] and foreigners [if applicable].

|  |  |  |
| --- | --- | --- |
|  | [Native workers] | Foreigners [If 5a) yes:] |
| Permanent jobs | Yes / No | Yes / No |
| Seasonal/casual work | Yes / No | Yes / No |
| Full-time | Yes / No | Yes / No |
| Part-time | Yes / No | Yes / No |
| Regular working hours | Yes / No | Yes / No |
| Non-regular working hours (evenings/nights/weekends/holidays) | Yes / No | Yes / No |

13. In what forms did your company employ [native workers] in 2024? Please indicate all forms used in order from most to least frequently used.

a) employment contract

b) seasonal or temporary employment contract

c) self-employment - the employee has their own business activity

d) internship or “vocational training”

e) employment by a temporary employment agency

f) contract of mandate or contract for specific work (POLAND)

g) voucher based-work (ITALY)

x) oral contract

[If 5a) yes:]

14. In what forms did your company employ foreigners in 2024? Please indicate all forms used in order from most to least frequently used.

a) employment contract

b) seasonal or temporary employment contract

c) self-employment - the employee has their own business activity

d) internship or “vocational training”

e) employment by a temporary employment agency

f) contract of mandate or contract for specific work (POLAND)

g) voucher based-work (ITALY)

x) oral contract

[If 5a) yes:]

15. On the basis of what documents did the foreigners employed in your company work in 2024? Please indicate all those used.

a) work permit

b) seasonal work permit

c) contract of service or intra-group posting for posted workers

d) student visa or family-based permit

e) refugee status and temporary protection status, including asylum or the status of Ukrainian war migrants

f) employer's statement on entrusting work to a foreigner [Poland]

g) other

[If 5a) yes:]

16. Please compare the average labor costs of a foreigner and [native employees], working in your company in positions of the same type, in 2024 [The interviewer is shown the job groups from the Job Classification indicated simultaneously in questions 9 and 10] For jobs: JOB GROUP NAME

a) labor costs of a foreigner were higher than [native workers].

b) the foreigners’ labor costs were the same as [native workers]

c) labor costs of a foreigner were lower than [native workers]

17. How does your company recruit employees? Please indicate all methods used, separately for [native workers] and foreigners [if applicable]:

|  |  |  |
| --- | --- | --- |
|  | [Native workers] | Foreigners [If 5a) yes:] |
| External recruitment company | Yes / No | Yes / No |
| Internal recruitment unit | Yes / No | Yes / No |
| Mass media and social media | Yes / No | Yes / No |
| Job centers/public employment agencies | Yes / No | Yes / No |
| Temporary employment agencies | Yes / No | Yes / No |
| Informal labor exchanges | Yes / No | Yes / No |
| Other means - what kind? |  |  |

**EXPERIMENTS (THE LOCATION OF THESE QUESTIONS IN THE SURVEY – TBD)**

***LIST EXPERIMENT (randomized between respondents!)***

18. Please indicate HOW MANY of the following occurred in your company during the previous (6 months)?

* 1. Some employees did not receive their remuneration on time
  2. Some employees worked overtime (without additional remuneration)
  3. An employee had an accident at work
  4. Some employees complained about their working conditions
  5. Some employees worked without proper security safeguards (clothes, tools, helmets etc.)
  6. Some employees’ holidays were not taken
  7. An employee experienced discrimination from other employees

Responses for the control group ↑. Additional response(s) for the treatment groups ↓

* 1. A native employee was hired without fulfilling all formalities
  2. An immigrant employee was hired without fulfilling all formalities

***CONTINGENT CHOICE (randomized between respondents!)***

19. Assume that you are hiring a new worker. Usually, there is more than one form of employment possible and more than one potential type of worker. Please specify, which of these (two) options you would choose? You may assume that the available options (workers) would be equivalent in all dimensions not mentioned below.

|  |  |  |
| --- | --- | --- |
| Type of employee | Native | EU/non-EU foreigner |
| Legality of stay | YES | YES |
| Formal employment | NO | NO |
| Type of contract | permanent | temporary |
| Hourly wage accepted | … EUR | … EUR |
| Possible fine for irregular employment | ….. EUR | …. EUR |

a) b)

20. CONTINGENT CHOICE 2

21. CONTINGENT CHOICE 3

22. CONTINGENT CHOICE 4

**ATTITUDE TOWARDS FOREIGNERS**

23. Assume that you are hiring a new worker. Please indicate the most accurate statement:

a) you are primarily looking for [native workers] as employees.

b) you are primarily looking for foreigners as employees

c) when looking for employees, you do not take into account whether the candidates are [native workers] or foreigners

24. In your opinion, what would be the reasons for employing foreign workers instead of native workers in your company? Please indicate up to three answers:

a) not enough [native workers] apply for the job

b) foreigners accept lower wages

c) foreigners accept employment in more flexible forms

d) foreigners work better

e) foreigners know foreign markets better

f) foreigners implement new standards or technologies

g) foreigners have specific qualifications required for the job (e.g. languages, intercultural competences, professional contacts, locally unavailable skills)

h) foreigners have specific non-professional qualities

i) other – please specify: (OPEN)

j) there are no special reasons for employing foreigners

25. What, in your opinion, speaks against employing foreigners in your company? Please indicate up to three answers:

a) language difficulties in communicating between foreigners and [native workers]

b) cultural differences

c) the time it takes to obtain a permit to employ a foreigner

d) the costs of obtaining a permit to employ a foreigner

e) foreigners have higher salary expectations

f) difficulties in using/adapting competencies acquired in another country

g) native workers do not want to work with foreigners

h) bad experience with foreign workers in the past

i) difficulties in finding housing for foreigners

j) other – please specify: (OPEN)

k) there are no special reasons against hiring foreigners

[If 5a) yes – employs foreigners:]

26. Do the immigrant employees of your organization have health insurance in [country]?

a) yes, all of them

b) yes, some of them

c) no, they do not

d) I don’t know

**FUNCTIONNING OF THE COMPANY**

27. Has your company's turnover over the past year:

a) increased

b) remained at the same level

c) decreased

28. Does your company currently face any obstacles to doing business? If yes, please indicate up to three most important barriers:

a) low demand

b) high uncertainty

c) taxes/regulations

d) inflation/cost of raw materials

e) lack of human resources

f) payment congestion/liquidity

g) exchange rate fluctuations/levels

h) labor costs

i) high competition

j) other – please specify (OPEN)

k) lack of barriers

29. Does your company have valid contracts that affect the scale of its business? (e.g., a product supply contract)

a) yes

b) no

30. Has the number of vacancies in your company changed in 2024 relative to 2023, disregarding seasonal fluctuations?

a) increased

b) remained the same

c) decreased

31. Has your company been inspected by labor inspections in 2024?

a) yes

b) no

**INFORMATION ATTACHED FROM THE REGISTER:**

a) employment size class

b) economic section

c) public/private ownership

d) region

e) firm age

f) annual turnover