

Survey on Employer Attitudes Towards Hiring Refugees

Recent data released by the British Chamber of Commerce revealed that in 2024, almost three quarters of businesses in the UK face recruitment difficulties. The hospitality, retail, construction and manufacturing sectors are particularly affected.

Refugees* have a range of valuable skills and experience that can be of great benefit in the workplace. Most refugees were working before they arrived in the UK, and have backgrounds in a wide variety of roles, from skilled trades to managers and senior officials. Despite this, refugees are 4 times more likely to be unemployed than UK nationals. (Source: Compas, Refugees and the UK Labour market, April 2019)

Your answers will help us understand the challenges and barriers you might be facing when recruiting refugees, and what kind of

support would help you overcome them.

The survey should take you less than 5 minutes – we really appreciate your time!

*In this survey we use the term refugee, however there are several types of immigration status that allow migrants to work in the UK including people from Ukraine and Hong Kong.

What is the size of your organisation?

- ☐ Small (1 to 50 employees) (optional)
- ☐ Medium (51 to 250 employees) (optional)
- ☐ Large (more than 251 employees) (optional)

What sector or sectors does your organisation operate in?

- ☐ Accountancy, finance and banking (optional)
- ☐ Agriculture and environment (optional)
- ☐ Art and design (optional)
- ☐ Business, consulting, and management (optional)
- ☐ Charity and voluntary sector (optional)
- ☐ Education (optional)
- ☐ Energy and utilities (optional)
- ☐ Engineering and manufacturing (optional)
- ☐ Healthcare (optional)
- ☐ Hospitality (optional)

- ☐ IT and computing (optional)
 - ☐ Law enforcement and security (optional)
 - ☐ Leisure, sports, and tourism (optional)
 - ☐ Media and internet (optional)
 - ☐ Property and construction (optional)
 - ☐ Public services and administration (optional)
 - ☐ Recruitment and HR (optional)
 - ☐ Retail (optional)
 - ☐ Sales and marketing (optional)
 - ☐ Transport and logistics (optional)
 - ☐ Other (please specify) (optional)
- Enter other... (optional)
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Does your organisation currently employ refugees?

- ☐ Yes (optional)
- ☐ No (optional)
- ☐ Not sure (optional)

Have you ever considered hiring refugees?

- ☐ Yes (optional)
- ☐ No (optional)
- ☐ Not sure (optional)

What potential challenges do you think employers face when considering hiring refugees?

- ☐ Uncertainty about different types of work visas and the right to work (optional)
- ☐ Compliance with immigration laws (optional)

- ☐ Time and cost involved in verifying work eligibility (optional)
 - ☐ No capacity to introduce adjustments to the recruitment process (optional)
 - ☐ Additional line management support needs (optional)
 - ☐ Qualifications not recognized or difficult to verify (optional)
 - ☐ The need for additional staff training (optional)
 - ☐ Impact on team dynamics or workplace culture (optional)
 - ☐ Concerns about language barriers (optional)
 - ☐ Concerns about cultural integration in the workplace (optional)
 - ☐ Not knowing how to reach refugee communities (optional)
 - ☐ Other (please specify) (optional)
- Enter other... (optional)
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- What kind of support would make you more likely to hire a refugee? (optional)
- ☐ Advice about reasonable adjustments (optional)
 - ☐ Access to refugee-specific recruitment services (optional)
 - ☐ Advice on how to make the recruitment process more accessible (optional)
 - ☐ In-work support for new recruits (optional)
 - ☐ Language and cultural integration training for staff (optional)
 - ☐ Advice on mentorship programmes for refugees in the workplace (optional)

☐ Other (please specify) (optional)

Enter other... (optional)

Do you have any other comments? If yes please use this space (optional)

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