Table 1
Q1 - Please think about the UK job market. Which ONE of the following statements comes closest to your view?

Base: All adults aged 16-75 in the UK

		GEN	IDER			AGE				SOCIAL	GRADE			w	ORKING STATI	IS							GOVERNMENT	OFFICE REGION	V				
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	SELF EMPLOYED	ANY WORKING	NOT WORKING	NORTH FAST	NORTH WEST	YORKS & HUMBER	WEST MIDLANDS	EAST MIDLANDS	EAST OF ENGLAND	SOUTH WEST	SOLITH FAST	LONDON	WALES	SCOTLAND	l NI
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(0)	(k)	(1)	(m)	(n)	(0)	(p)	(a)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(v)	(A)	(B)	I (C)
UNWEIGHTED BASE	2192	1057	1113	298	404	370	419	701	720	668	329	475	960	301	132	1393	799	93	245	183	198	158	206	192	284	291	99	183	60
WEIGHTED BASE				311				709										86*											
	100%			14%				32%										4%*											
On balance, currently there is a labour shortage in the UK	897	440	451	80	143	128	173	372	267	281	181	168	403	139	58	599	298	39	92	52	64	63	80	88	121	127	47	94	29
	41%	41%	41%	26%	36%	33%	45%	53%	44%	45%	38%	35%	41%	40%	41%	41%	40%	46%	38%	29%	34%	40%	39%	48%	41%	41%	46%	52%	48%
					c	c	cde	cdef	k	k								s				s		st	s	s	s	rstvxy	s
On balance, currently there is neither a labour shortage nor a labour surplus in the UK (i.e., equilibrium)	454	259	190	76	91	89	82	115	154	106	93	101	230	77	27	334	120	11	47	47	37	31	45	26	80	65	18	36	10
	21%	24%	17%	24%	23%	23%	21%	16%	25%	17%	20%	21%	24%	22%	19%	23%	16%	13%	20%	26%	19%	19%	22%	14%	27%	21%	18%	20%	16%
		b		g	g	g			1				р	р		р				qw					qw				
On balance, currently there is a labour surplus in the UK	412	217	187	97	95	80	56	84	118	111	92	92	198	54	20	272	140	14	44	33	48	27	44	24	49	72	20	25	12
	19%	20%	17%	31%	24%	21%	15%	12%	19%	18%	20%	19%	20%	16%	14%	19%	19%	16%	18%	19%	25%	17%	21%	13%	17%	23%	20%	14%	19%
				defg	fg	fg							0								wxB		w			wB			
Don't know	429	158	268	58	71	87	76	137	70	130	106	123	141	74	36	250	179	22	56	47	42	37	36	44	48	44	18	27	10
	20%	15%	24%	19%	18%	23%	20%	19%	11%	21%	22%	25%	14%	22%	25%	17%	24%	25%	23%	26%	22%	23%	18%	24%	16%	14%	17%	15%	17%
			а							h	h	h		lo	lo	1	lo	V	yΒ	xyB	V	V		xyB					

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g - h/f/f/k - l/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.

23-085423-07 - UK WORKFORCE AND REFUGEES 16TH - 20TH FEBRUARY 2024

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Table 2
Q1 - Please think about the UK job market. Which ONE of the following statements comes closest to your view?

Base: All adults aged 16-75 in the UK

			EDUC	ATION				INCOME			M	IARITAL STATI	us		NUMBER IN	HOUSEHOLD		CHILDREN IN	HOUSEHOLD	ETH	INICITY	OVERA	ALL JOB MARKE	T VIEW	ACTIONS	NIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/	A-LEVEL OR	DEGREE/ MASTERS/	NO FORMAL	UP TO	£20,000 -	£35,000 -		PREFER NOT	MARRIED		WID/ DIV/								ETHNIC	LABOUR	NEITHER A LABOUR SHORTAGE NOR A LABOUR	LABOUR	SHOULD DO	SHOULD NOT
		NVQ12	EQUIV.	PHD	QUALS.	£19,999	£34,999	£54,999	£55,000+	TO ANSWER	/LIVING AS	SINGLE	SEP SEP	1	2	1 3	4+	YES	NO	WHITE	MINORITY	SHORTAGE	SURPLUS	SURPLUS	THIS	DO THIS
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(e)	(h)	(i)	(i)	(k)	(1)	(m)	(n)	(0)	(n)	(a)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(v)
UNWEIGHTED BASE	2192	476	480	1139	97	437	535	535	525	160	1265	708	219	446	773	411	562	661	1531	1865	307	932	448	398	1148	351
WEIGHTED BASE	2192	638								162								679		1877		897				
	100%	29%								7%								31%		86%		41%				
On balance, currently there is a	897	246	257	348	46	161	232	243	211	49	543	252	102	184	371	152	190	229	668	787	102	897	-	-	553	111
labour shortage in the UK	41%	39%	38%	47% abd	35%	36%	41%	45% ei	44%	30%	43%	36%	46%	44%	48% op	37%	33%	34%	44%	42%	35%	100% vw		-	51%	29%
On balance, currently there is neither a labour shortage nor a labour surplus in the UK (i.e., equilibrium)	454	130	130	167	27	93	106	115	118	22	262	146	45	85	137	94	138	175	279	382	70	-	454		202	102
	21%	20%	19%	22%	21%	21%	19%	21% i	25% fi	14%	21%	21%	20%	20%	18%	23% n	24% n	26% r	18%	20%	24%	-	100% uw	-	19%	27% x
On balance, currently there is a labour surplus in the UK	412	107	164	127	14	77	118	106	95	16	241	142	29	61	125	85	141	154	258	338	72	-	-	412	200	93
	19%	17%	24% acd	17%	11%	17% i	21% i	20% i	20% i	10%	19%	20% I	13%	15%	16%	21% m	24% mn	23% r	17%	18%	25% s	-	-	100% uv	18%	24% x
Don't know	429	155	128	104	42	114	110	75	55	75	215	168	46	92	147	74	116	121	308	370	50	-	-	-	129	75
	20%	24%	19%	14%	32%	26%	20%	14%	11%	46%	17%	24%	21%	22%	19%	18%	20%	18%	20%	20%	17%	-	-		12%	20%
		bc	с		bc	fgh	gh			efgh		j														x

 $Proportions/Means: Columns \ Tested (5\% \ risk \ level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y \\ Overlap \ formulae \ used. \ * small \ base$

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.





21 Feb 2024

Table 3
Q2 - Summary Table Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference?

Base: All adults aged 16-75 in the UK

	Take actions to					Introduce more
	help refugees	Invest in		Spend money on		flexible working
	already in the UK	automation and AI		visa sponsorship to		practices to allow
	who have the right	(artificial		enable increased	Enable roles to be	potential
	to work to find,	intelligence) to try	Create more	recruitment of	held by people	employees to vary
	apply for and start	and reduce the	apprenticeship	overseas	based overseas	the hours and
	roles in their	number of workers	schemes to upskill	candidates for UK-	rather than in the	locations in which
	organisation	needed	people	based roles	UK	they work
UNWEIGHTED BASE	2192	2192	2192	2192	2192	2192
WEIGHTED BASE	2192	2192	2192	2192	2192	2192
(+2) Very positive effect	375	112	801	251	158	602
	17%	5%	37%	11%	7%	27%
(+1) Fairly positive effect	762	380	882	631	449	888
	35%	17%	40%	29%	20%	41%
(0) Would make no difference	433	381	266	452	449	397
	20%	17%	12%	21%	20%	18%
(-1) Fairly negative effect	144	562	62	323	502	95
	7%	26%	3%	15%	23%	4%
(-2) Very negative effect	207	484	27	191	313	44
	9%	22%	1%	9%	14%	2%
Positive effect (NET)	1136	491	1683	882	608	1490
	52%	22%	77%	40%	28%	68%
Negative effect (NET)	351	1046	90	513	815	139
	16%	48%	4%	23%	37%	6%
Mean	0.5	-0.48	1.16	0.23	-0.19	0.94
Don't know	272	274	153	344	321	166
	12%	13%	7%	16%	15%	8%

1P5OS 21Feb 2024

Table 4

Q2_1 - Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference? Take actions to help refugees already in the UK who have the right to work to find, apply for and start roles in their organisation

Base: All adults aged 16-75 in the U	JK																												
		GEN	NDER			AGE				SOCIAL	GRADE			W	ORKING STAT	US							GOVERNMENT	OFFICE REGIO	N				
ŀ		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	SELF EMPLOYED	ANY WORKING	NOT WORKING	NORTH EAST	NORTH WEST	YORKS & HUMBER	WEST MIDLANDS	EAST MIDLANDS	EAST OF ENGLAND	SOUTH WEST	SOUTH EAST	LONDON	WALES	SCOTLAND	NI
,	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(i)	(k)	(1)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)	(A)	(B)	(C)
				298									960					93											
WEIGHTED BASE				311									972					86*											
	100%			14%									44%					4%*											
(+2) Very positive effect	375	186	181	70	85	66	56	98	139	114	63	58	174	51	28	253	121	10	45	24	31	19	35	25	36	87	18	35	11
	17%	17%	17%	23%	21%	17%	15%	14%	23%	18%	13%	12%	18%	15%	20%	17%	16%	12%	19%	13%	16%	12%	17%	14%	12%	28%	18%	19%	17%
. '				fg	fg				jk	k									×							qrstuvwx			
																										В			
(+1) Fairly positive effect	762	354	397	112	126	140	128	255	258	214	152	138	348	113	49	509	253	25	81	56	62	57	78	60	119	103	37	64	19
	35%	33%	36%	36%	31%	36%	33%	36%	42% ijk	34%	32%	29%	36%	33%	35%	35%	34%	29%	34%	31%	33%	36%	38%	33%	40%	33%	36%	35%	31%
(0) Would make no difference	433	234	199	55	89	80	69	140	104	132	109	88	202	67	28	297	136	21	48	43	40	31	34	31	54	65	18	33	14
	20%	22%	18%	18%	22%	21%	18%	20%	17%	21%	23% h	18%	21%	20%	20%	20%	18%	24%	20%	24%	21%	20%	16%	17%	18%	21%	17%	18%	23%
(-1) Fairly negative effect	144	86	58	19	31	14	32	48	38	44	28	34	62	30	8	100	44	6	9	14	12	10	18	8	27	14	5	14	7
	7%	8%	5%	6%	8%	4%	8%	7%	6%	7%	6%	7%	6%	9%	6%	7%	6%	7%	4%	8%	6%	6%	9%	4%	9%	5%	5%	8%	12%
		b			e		e																r		ry				ry
(-2) Very negative effect	207	121	83	29	25	35	44	74	31	47	56	72	85	28	10	123	84	7	26	26	11	14	19	23	28	20	11	16	7
	9%	11%	8%	9%	6%	9%	11%	10%	5%	7%	12%	15%	9%	8%	7%	8%	11%	8%	11%	14%	6%	9%	9%	13%	9%	6%	11%	9%	11%
		b					d	d			hi	hi					0			ty				ty					
Positive effect (NET)	1136	539	578	182	211	206	184	353	396	329	215	196	521	164	77	762	374	35	126	80	94	76	113	85	154	190	56	99	30
	52%	50%	53%	59%	53%	53%	48%	50%	65%	52%	46%	41%	54%	48%	55%	52%	51%	41%	53%	45%	49%	48%	55%	47%	52%	62%	54%	55%	48%
				fg					ijk	k													q			qstuwx			
Negative effect (NET)	351	207	141	48	56	49	76	122	70	91	85	106	147	58	18	224	128	13	35	39	23	24	36	31	55	34	16	30	14
	16%	19%	13%	15%	14%	13%	20%	17%	11%	14%	18%	22%	15%	17%	13%	15%	17%	15%	15%	22%	12%	15%	18%	17%	19%	11%	16%	17%	23%
		b					e				h	hi								ty			У		у				У
Mean	0.5	0.41	0.58	0.61	0.6	0.56	0.37	0.42	0.76	0.55	0.34	0.19	0.53	0.45	0.62	0.52	0.45	0.37	0.52	0.24	0.58	0.42	0.51	0.38	0.4	0.77	0.52	0.54	0.34
			a	fg	fg				ijk	ik									S		S					qrsuvwx C		S	
Don't know	272	94	178	25	44	50	59	94	39	77	63	93	101	54	17	173	99	17	30	17	34	28	22	34	35	19	14	19	4
	12%	9%	16%	8%	11%	13%	15%	13%	6%	12%	13%	19%	10%	16%	12%	12%	13%	20%	13%	9%	18%	17%	11%	19%	12%	6%	13%	10%	6%
			a	1			c	c	"	h	h	bii	1	lo.		1		svvBC	W	- /-	SVC	SV.		svvBC			v		

 $Proportions/Means: Columns \ Tested \ (5\% \ risk \ level) - a/b - c/d/e/f/g - h/i/j/k - l/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C \ Overlap \ formulae \ used. \ ^s \ small \ base$



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Table 5

Q2_1-Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference? Take actions to help refugees already in the UK who have the right to work to find, apply for and start roles in their organisation

42 - 1 minimaling about actions unto control to the control of the

Base: All adults aged 16-75 in the UK

																									τ	
			EDUC	CATION				INCOME			n	MARITAL STAT	rus		NUMBER IN	HOUSEHOLD		CHILDREN IN	HOUSEHOLD	ETH	NICITY	OVERA	ILL JOB MARKI	T VIEW	ACTIONS 1	NIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/	A-LEVEL OR	DEGREE/ MASTERS/	NO FORMAL	UP TO	£20,000 -	£35,000 -		PREFER NOT	MARRIED		WID/ DIV/								ETHNIC	LABOUR	NEITHER A LABOUR SHORTAGE NOR A LABOUR	LABOUR	SHOULD DO	SHOULD NOT
		NVQ12	EQUIV.	PHD	QUALS.	£19,999	£34,999	£54,999	£55,000+	TO ANSWER	/LIVING AS	SINGLE	SEP	1	2	3	4+	YES	NO	WHITE	MINORITY	SHORTAGE	SURPLUS	SURPLUS	THIS	DO THIS
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)
UNWEIGHTED BASE	2192	476																661		1865		932			1148	
WEIGHTED BASE	2192	638																679		1877		897			1084	
	100%	29%	31%	34%	6%*	20%	26%	25%	22%	7%	58%	32%	10%	19%	36%	18%	27%	31%	69%	86%	13%	41%	21%	19%	49%	17%
(+2) Very positive effect	375	71	117	179	7	79	78	106	94	18	204	140	30	78	135	62	101	117	257	291	74	204	60	78	330	9
	17%	11%	17% ad	24% abd	5%	18%	14%	20% fi	20% fi	11%	16%	20%	14%	18%	17%	15%	17%	17%	17%	15%	25% s	23% V	13%	19% v	30% V	2%
(+1) Fairly positive effect	762	180	240	302	40	121	186	201	207	46	463	228	71	123	281	153	204	232	529	657	102	362	157	144	550	46
, , , , , , , , , , , , , , , , , , , ,	35%	28%	35%	41%	31%	27%	33%	37%	43%	28%	37%	32%	32%	29%	36% m	38% m	35%	34%	35%	35%	35%	40%	35%	35%	51%	12%
(0) Would make no difference	433	143	127	130	32	89	128	108	78	30	237	151	45	93	137	76	127	151	282	364	67	149	111	84	109	87
(o) would make no difference	20%	22%	19%	17%	25%	20%	23%	20%	16%	18%	19%	21%	20%	22%	18%	19%	22%	22%	19%	19%	23%	17%	24%	20%	10%	23% x
(4) 5-1-1	144	-	25	44	10	29	36	22	38	0	04	37	16	25	50	35	44	47	97	420	24	55	44	22	24	
(-1) Fairly negative effect	7%	55 9% b	35 5%	6%	8%	6%	6%	33 6%	8%	5%	91 7%	5%	7%	6%	50 6%	25 6%	7%	7%	6%	120 6%	8%	6%	10% u	32 8%	31 3%	50 13% X
(-2) Very negative effect	207	94	56	39	18	58	66	47	24	13	114	65	28	51	68	37	51	65	143	197	9	55	60	44	14	158
(-,,,,	9%	15% bc	8%	5%	14%	13% gh	12% h	9% h	5%	8%	9%	9%	13%	12%	9%	9%	9%	10%	9%	10%	3%	6%	13%	11%	1%	41% ×
Positive effect (NET)	1136	251	357	481	47	200	264	307	301	64	667	368	101	201	416	215	304	349	787	948	177	565	218	223	880	56
rosave eneer (NET)	52%	39%	53%	65%	36%	45%	47%	57%	63%	39%	53%	52%	45%	48%	53%	53%	52%	51%	52%	51%	60%	63%	48%	54%	81%	15%
			ad	abd				efi	efi												s	vw			У	
Negative effect (NET)	351	150	90	83	28	86	102	80	62	21	205	102	44	76	118	62	95	112	239	317	33	111	104	77	45	208
	16%	23% bc	13%	11%	22% bc	19% h	18% h	15%	13%	13%	16%	14%	20%	18%	15%	15%	16%	16%	16%	17% t	11%	12%	23% u	19% u	4%	55% x
Mean	0.5	0.14	0.57 ad	0.77 abd	0.07	0.36	0.35	0.58 ef	0.7 efi	0.42	0.5	0.55 I	0.31	0.41	0.54	0.5	0.49	0.47	0.51	0.44	0.76 s	0.73 vw	0.26	0.47 v	1.11 V	-0.86
Don't know	272	94	105	51	22	69	72	44	38	48	152	88	32	52	109	52	59	67	205	248	18	71	21	29	51	31
	12%	15%	15%	7%	17%	16%	13%	8%	8%	30%	12%	12%	14%	12%	14%	13%	10%	10%	14%	13%	6%	8%	5%	7%	5%	8%
	1	c	c		c	gh	gh			efgh									q	t		v				х

Proportions/Means: Columns Tested (5% risk level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y Overlap formulae used. * small base

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Table 6 Q2_2 - Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference? Invest in automation and AI (artificial intelligence) to try and reduce the number of workers needed

		GEN	IDER			AGE				SOCIAL	GRADE			W	ORKING STAT	JS							OVERNMENT	OFFICE REGIO	N				
						1								T	SELF	ANY	NOT			YORKS &	WEST	EAST	EAST OF	T	i I				
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	EMPLOYED	WORKING	WORKING	NORTH EAST	NORTH WEST	HUMBER	MIDLANDS	MIDLANDS	ENGLAND	SOUTH WEST	SOUTH EAST	LONDON	WALES	SCOTLAND	NI
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(i)	(k)	(1)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)	(A)	(B)	(C)
	2192	1057							720				960					93											
	2192	1074							609				972					86*											
	100%	49%	50%	14%	18%	18%	18%	32%	28%	29%	22%	22%	44%	16%	6%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
2) Very positive effect	112	82	29	24	33	31	8	15	49	24	19	19	72	11	9	93	18	5	7	3	9	8	11	5	13	35	5	6	5
	5%	8%	3%	8%	8%	8%	2%	2%	8%	4%	4%	4%	7%	3%	7%	6%	3%	6%	3%	2%	5%	5%	6%	3%	4%	11%	5%	3%	7%
		b		fg	fg	fg			ijk				mop		р	mp										rstuvwxB			
+1) Fairly positive effect	380	235	141	76	74	70	58	102	143	94	83	60	196	54	23	273	106	12	33	29	36	20	38	25	53	84	17	23	9
	17%	22%	13%	24%	18%	18%	15%	14%	23%	15%	18%	12%	20%	16%	17%	19%	14%	14%	14%	16%	19%	13%	18%	14%	18%	27%	16%	13%	15%
		b		fg					ijk				р			р										qrsuvwxA			
																										В			
(0) Would make no difference	381	199	182	47	80	65	63	125	101	113	88	79	178	73	21	272	109	14	47	36	36	32	29	32	59	42	12	30	11
	17%	19%	17%	15%	20%	17%	16%	18%	17%	18%	19%	16%	18%	21%	15%	19%	15%	16%	20%	20%	19%	20%	14%	18%	20%	14%	12%	17%	17%
														р		р													-
(-1) Fairly negative effect	562	263	295	63	107	89	98	204	162	175	108	117	247	83	37	368	194	17	67	43	50	34	50	49	81	64	32	58	15
	26%	24%	27%	20%	27%	23%	25%	29%	27%	28%	23%	24%	25%	24%	26%	25%	26%	20%	28%	24%	26%	22%	24%	27%	27%	21%	31%	32%	25%
(-2) Very negative effect	484	201	272	78	72	73	111	149	107	139	114	124	187	73	30	290	194	23	53	46	36	41	47	36	59	55	26	47	15
,-2) very negative ellect	22%	19%	25%	25%	18%	19%	29%	21%	18%	22%	24%	26%	19%	21%	21%	20%	26%	27%	22%	26%	19%	26%	23%	20%	20%	18%	25%	26%	24%
	22.70	1970	23/6	23/0	1070	1970	deg	21/0	10/0	22/6	24/0	20/0	1370	21/0	21/6	20%	lo.	2776	22/0	2070	13/0	2076	23/0	20%	20%	10/0	2376	20%	24/0
Positive effect (NET)	491	316	170	100	107	101	65	117	192	117	102	79	269	65	33	367	125	17	40	32	45	28	49	30	66	120	22	29	14
Usitive ellect (NET)	22%	29%	15%	32%	27%	26%	17%	17%	32%	19%	22%	16%	28%	19%	23%	25%	17%	20%	17%	18%	24%	18%	24%	16%	22%	39%	21%	16%	23%
		h		fa	fa	fa			IIk				mop			mp		20.0								grstuvwx			
					.,	.,			190				Пор													ABC			
Negative effect (NET)	1046	464	567	141	179	162	210	353	269	314	222	241	435	156	67	658	388	40	119	89	86	76	97	85	140	120	58	106	30
	48%	43%	52%	45%	45%	42%	54%	50%	44%	50%	47%	50%	45%	46%	48%	45%	53%	47%	50%	50%	45%	48%	47%	47%	47%	39%	56%	58%	48%
			a				cde	e		h							lo		v	v							v	txy	
Mean	-0.48	-0.27	-0.7	-0.33	-0.3	-0.31	-0.73	-0.62	-0.24	-0.57	-0.52	-0.67	-0.32	-0.52	-0.46	-0.38	-0.71	-0.57	-0.61	-0.63	-0.41	-0.6	-0.47	-0.59	-0.45	-0.07	-0.63	-0.71	-0.48
		b		fg	fg	fg			ijk				mop	р		р					В				В	grstuv			
																										wxAB			
on't know	274	94	178	22	34	56	50	113	47	84	60	84	91	48	20	159	116	15	33	21	24	23	30	34	33	27	11	17	7
	13%	9%	16%	7%	8%	14%	13%	16%	8%	13%	13%	17%	9%	14%	14%	11%	16%	18%	14%	12%	13%	14%	15%	19%	11%	9%	11%	9%	12%
			a			cd	c	cd		h	h	h	1	1		1	lo	l v						xyB					

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/t/g - h/t/j/k - 1/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C Overlap formulae used. * small base



Base: All adults aged 16-75 in the UK

23-085423-07 - UK WORKFORCE AND REFUGEES 16TH - 20TH FEBRUARY 2024 PUBLIC

IPSOS

Table 7
Q2_2 - Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference? Invest in automation and AI (artificial intelligence) to try and reduce the number of workers needed

																						1				
			EDUC	ATION				INCOME				MARITAL STAT	us		NUMBER IN	HOUSEHOLD		CHILDREN IN	HOUSEHOLD	ETI	HNICITY	OVERA	LL JOB MARKE	ET VIEW	ACTIONS 1	NIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/	A-LEVEL OR	DEGREE/ MASTERS/	NO FORMAL	UP TO	£20.000 -	£35.000 -		PREFER NOT	MARRIED		WID/ DIV/								ETHNIC	LABOUR	NEITHER A LABOUR SHORTAGE NOR A LABOUR	LABOUR	SHOULD DO	SHOULD NOT
		NVQ12	EQUIV.	PHD	QUALS.	£19,999	£34,999	£54,999	£55,000+	TO ANSWER	/LIVING AS	SINGLE	SEP	1	2	3	4+	YES	NO	WHITE	MINORITY	SHORTAGE	SURPLUS	SURPLUS	THIS	DO THIS
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(o)	(p)	(p)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)
UNWEIGHTED BASE	2192	476																661		1865					1148	351
WEIGHTED BASE	2192	638																679		1877					1084	381
	100%	29%	31%	34%	6%*	20%	26%	25%	22%	7%	58%	32%	10%	19%	36%	18%	27%	31%	69%	86%	13%	41%	21%	19%	49%	17%
(+2) Very positive effect	112	21	26	57	8	22	25	21	42	2	62	44	6	17	28	23	44	56	55	80	29	41	32	28	74	14
	5%	3%	4%	8% ab	6%	5% i	4%	4%	9% efgi	1%	5%	6%	2%	4%	4%	6%	7% mn	8% r	4%	4%	10% s	5%	7%	7%	7% y	4%
(+1) Fairly positive effect	380	87	113	162	19	53	94	107	114	11	234	118	28	63	114	86	116	149	231	306	72	183	90	67	217	50
	17%	14%	17%	22% ab	14%	12%	17%	20%	24% efi	7%	19%	17%	13%	15%	15%	21% mn	20%	22% r	15%	16%	25%	20%	20%	16%	20% V	13%
(0) Would make no difference	381	120	104	126	30	76	94	108	84	19	235	116	30	74	120	85	102	134	246	317	62	155	106	56	151	72
(o) Would make no difference	17%	19%	15%	17%	23%	17%	17%	20%	17%	12%	19%	16%	14%	17%	15%	21%	17%	20%	16%	17%	21%	17%	23%	14%	14%	19%
								i								n							uw			x
(-1) Fairly negative effect	562 26%	148 23%	187 28%	203 27%	24 19%	105 24%	148 26%	138 26%	130 27%	42 26%	330 26%	166 23%	66 29%	97 23%	231 30% mp	99 24%	135 23%	157 23%	405 27%	482 26%	76 26%	259 29%	111 24%	108 26%	318 29%	94 25%
(-2) Very negative effect	484	171	151	136	26	129	132	116	69	37	241	181	62	108	168	73	136	120	364	445	35	188	90	125	226	125
(2) very negative eneet	22%	27%	22%	18%	20%	29%	23%	22%	14%	23%	19%	26%	28%	26%	22%	18%	23%	18%	24%	24%	12%	21%	20%	30%	21%	33%
(. ()		c				gh	n	n		n		J	J	0					q	t				uv		×
Positive effect (NET)	491 22%	108 17%	138 20%	219 29%	27 21%	75 17%	119 21%	128 24%	157 33%	12 8%	296 23%	162 23%	33 15%	80 19%	142 18%	108 27%	160 27%	205 30%	286 19%	386 21%	101 34%	224 25%	122 27%	95 23%	292 27%	63 17%
				ab		i	i	ei	efgi		1	1				mn	mn	r			s				У	
Negative effect (NET)	1046	319	338	339	50	234	280	254	199	79	571	347	128	205	399	172	271	277	769	927	111	447	201	234	544	218
	48%	50%	50%	45%	39%	52%	50%	47%	41%	49%	45%	49%	57%	49%	51%	42%	46%	41%	51%	49%	38%	50%	44%	57% uv	50%	57%
Mean	-0.48	-0.66	-0.56	-0.29	-0.39	-0.69	-0.54	-0.45	-0.16	-0.93	-0.41	-0.51	-0.79	-0.6	-0.6	-0.31	-0.38	-0.22	-0.61	-0.56	-0.06	-0.45	-0.32	-0.61	-0.41	-0.75
				ab			í	ei	efgi		1					mn	mn	r			S		w		У	
Don't know	274	92	99	62	22	61	73	49	41	51	159	84	31	63	118	40	53	63	211	248	20	72	26	27	97	27
	13%	14%	15%	8%	17%	14%	13%	9%	8%	31%	13%	12%	14%	15%	15%	10%	9%	9%	14%	13%	7%	8%	6%	7%	9%	7%
		C	с		С	gh	h			efgh				op	op				q	t						

Proportions/Means: Columns Tested (5% risk level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.

Table 8
Q2 3 - Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference? Create more apprenticeship schemes to upskill people

Base: All adults aged 16-75 in the UK

	1	GEN	DER			AGE				SOCIAL	GRADE			w	ORKING STAT	JS		1					OVERNMENT	OFFICE REGION					
Γ							I					l			SELF	ANY	NOT			YORKS &	WEST	EAST	EAST OF			I			
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	EMPLOYED	WORKING	WORKING	NORTH EAST	NORTH WEST	HUMBER	MIDLANDS	MIDLANDS	ENGLAND	SOUTH WEST	SOUTH EAST	LONDON	WALES	SCOTLAND	NI
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(I)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)	(A)	(B)	(C)
UNWEIGHTED BASE			1113															93											60
WEIGHTED BASE			1096															86*											61*
	100%	49%	50%	14%	18%	18%	18%	32%	28%	29%	22%	22%	44%	16%	6%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
(+2) Very positive effect	801	363	432	110	145	135	122	289	226	225	171	180	341	118	43	502	300	35	98	70	58	65	79	63	90	112	48	65	19
	37%	34%	39%	36%	36%	35%	31%	41%	37%	36%	36%	37%	35%	34%	31%	34%	41%	40%	41%	39%	30%	41%	39%	35%	30%	36%	46%	36%	31%
			a					f									lo		tx			х					tx		
(+1) Fairly positive effect	882	428	445	113	146	154	177	292	268	258	185	170	395	132	59	586	296	31	83	73	76	52	82	72	144	127	33	80	27
	40%	40%	41%	36%	36%	40%	46%	41%	44%	41%	39%	35%	41%	38%	42%	40%	40%	36%	35%	41%	40%	33%	40%	40%	48%	41%	32%	44%	44%
							cd		k																ruA				
(0) Would make no difference	266	155	106	40	53	49	46	78	74	80	57	56	129	49	18	196	70	10	24	22	29	23	24	29	31	38	5	21	10
	12%	14%	10%	13%	13%	13%	12%	11%	12%	13%	12%	12%	13%	14%	13%	14%	9%	11%	10%	13%	15%	15%	12%	16%	10%	12%	5%	11%	17%
		b											р	р		р					A	A		A					Α .
(-1) Fairly negative effect	62	34	28	23	16	6	13	4	17	13	14	19	29	18	4	51	11	2	6	1	8	4	4	2	15	8	6	3	3
	3%	3%	3%	7%	4%	2%	3%	1%	3%	2%	3%	4%	3%	5%	3%	4%	2%	2%	3%	1%	4%	3%	2%	1%	5%	3%	6% SW	2%	4%
(-2) Very negative effect	27	25	2	efg	R		8						13	P		21	-		2		2		-		SW		SW	2	
(-2) very negative effect	1%	2%		20/	20/	2%		3	1%	1%	2%	1%	1%	2%	1%	1%	1%		1%	1%	2%	1%	2%	2%	1%	2%	-	1%	.
	1/0	2,0 h		270 fa	fa.	270			1/0	1/0	270	1/6	176	270	1/0	170	1,0	1	1/6	170	276	1/0	270	2,70	1/0	2.70	-	176	- 1
Positive effect (NET)	1683	791	877	223	291	289	299	581	493	483	356	351	736	249	102	1087	596	66	182	143	134	117	162	135	234	239	81	145	46
Positive ellect (NET)	77%	74%	80%	72%	73%	75%	77%	82%	81%	77%	75%	73%	76%	73%	73%	75%	81%	76%	76%	80%	71%	74%	79%	75%	79%	78%	78%	80%	74%
			3				,.	cde	k				10,1				lmo	1											1111
Negative effect (NET)	90	58	30	30	25	13	14	8	23	20	22	25	42	23	6	72	18	2	8	2	11	5	9	6	19	14	6	5	3
	4%	5%	3%	10%	6%	3%	4%	1%	4%	3%	5%	5%	4%	7%	4%	5%	2%	2%	3%	1%	6%	3%	4%	3%	6%	5%	6%	3%	4%
		b		efg	g	g	g						D	D		D					s				s				
Mean	1.16	1.07	1.26	1.01	1.09	1.15	1.13	1.29	1.17	1.17	1.14	1.16	1.13	1.05	1.09	1.1	1.27	1.28	1.26	1.25	1.02	1.21	1.17	1.11	1.06	1.13	1.34	1.19	1.05
			a					cdef									Imno	t	tx	tx							tx		
Don't know	153	69	83	17	32	33	29	42	19	45	38	51	64	22	13	100	53	9	25	11	16	13	10	11	14	16	11	12	3
	7%	6%	8%	6%	8%	9%	7%	6%	3%	7%	8%	11%	7%	6%	10%	7%	7%	11%	10%	6%	9%	8%	5%	6%	5%	5%	11%	6%	5%
										h	h	h							xy								×		

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g - h/i/j/k - l/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



Table 9
Q2_3 - Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference? Create more apprenticeship schemes to upskill people

Base: All adults aged 16-75 in the UK

																									_	
			EDUC	CATION				INCOME			n	ΛARITAL STAT	rus		NUMBER IN	HOUSEHOLD		CHILDREN IN	HOUSEHOLD	ETH	NICITY	OVERA	LL JOB MARKE	ET VIEW	ACTIONS 1	ANIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/ NVO12	A-LEVEL OR EQUIV.	DEGREE/ MASTERS/ PHD	NO FORMAL QUALS.	UP TO £19,999	£20,000 - £34,999	£35,000 - £54,999	£55,000+	PREFER NOT TO ANSWER	MARRIED /LIVING AS	SINGLE	WID/ DIV/ SEP	1	2	2	4+	YES	NO	WHITE	ETHNIC MINORITY	LABOUR SHORTAGE	NEITHER A LABOUR SHORTAGE NOR A LABOUR SURPLUS	LABOUR SURPLUS	SHOULD DO THIS	SHOULD NOT
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(i)	(k)	(1)	(m)	(n)	(0)	(n)	(a)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)
UNWEIGHTED BASE	2192	476	480	1139	97	437	535	535	525	160	1265	708	219	446	773	411	562	661	1531	1865	307	932	448	398	1148	351
WEIGHTED BASE	2192	638				445												679		1877					1084	
	100%	29%				20%												31%		86%					49%	
(+2) Very positive effect	801	215	267	270	49	162	198	226	172	44	468	246	87	143	301	135	222	235	567	702	93	383	149	161	494	134
	37%	34%	39%	36%	38%	36% i	35%	42% fi	36%	27%	37%	35%	39%	34%	39%	33%	38%	35%	37%	37%	32%	43% V	33%	39%	46% V	35%
(+1) Fairly positive effect	882	259	251	330	42	173	236	192	215	66	498	284	99	194	314	167	207	262	620	769	108	380	189	167	441	150
	40%	41%	37%	44% bd	33%	39%	42%	36%	45% g	41%	39%	40%	45%	46% p	40%	41%	35%	39%	41%	41%	37%	42%	42%	40%	41%	39%
(0) Would make no difference	266	88	80	84	15	60	72	64	59	13	157	93	16	48	84	58	76	95	171	215	48	78	81	50	81	56
	12%	14%	12%	11%	12%	13%	13%	12%	12%	8%	12% 	13% I	7%	11%	11%	14%	13%	14%	11%	11%	16% s	9%	18% uw	12%	8%	15% x
(-1) Fairly negative effect	62	16	15	22	10	12	9	25	13	4	46	14	3	2	15	17	28	35	27	43	19	15	20	15	22	15
	3%	2%	2%	3%	8% abc	3%	2%	5% f	3%	2%	4%	2%	1%	*	2%	4% mn	5% mn	5% r	2%	2%	7% s	2%	4% u	4% u	2%	4%
(-2) Very negative effect	27	10	2	11	5	4	7	7	9	-	11	14	3	2	8	7	11	12	15	19	9	7	9	7	13	6
	1%	2% b	*	1% b	4% b	1%	1%	1%	2%	-	1%	2%	1%	•	1%	2%	2%	2%	1%	1%	3% s	1%	2%	2%	1%	2%
Positive effect (NET)	1683	475	518	600	91	335	434	418	387	109	966	530	186	337	615	302	429	497	1186	1470	201	762	338	328	934	283
	77%	74%	76%	80%	71%	75%	77%	77%	81%	67%	77%	75%	84%	80%	79%	75%	73%	73%	78%	78%	68%	85%	75%	80%	86%	74%
				ad			i	i	i				jk	р	р				q	t		vw			У	
Negative effect (NET)	90	26	17	33	14	16	16	33	22	4	57	28	6	4	23	24	39	47	43	61	28	22	29	23	36	22
	4%	4%	2%	4%	11% abc	4%	3%	6% f	5%	2%	4%	4%	2%	1%	3% m	6% mn	7% mn	7% r	3%	3%	10% s	2%	6% u	5% u	3%	6%
Mean	1.16	1.11	1.25 ad	1.15	1.01	1.16	1.17	1.17	1.13	1.19	1.16	1.13	1.28 k	1.22 o	1.23 op	1.06	1.1	1.05	1.21 q	1.2 t	0.93	1.29 vw	1	1.14 v	1.31 y	1.08
Don't know	153	50	65	30	8	35	44	25	13	36	81	58	14	33	58	21	41	40	112	130	18	34	5	12	33	20
	7%	8%	10%	4%	6%	8%	8%	5%	3%	22%	6%	8%	6%	8%	7%	5%	7%	6%	7%	7%	6%	4%	1%	3%	3%	5%
		c	c			h	h			efgh												v				

Proportions/Means: Columns Tested (5% risk level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.

17-025 21 Feb 2024

Table 10 Q2_4 - Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference? Spend money on visa sponsorship to enable increased recruitment of overseas candidates for UK-based roles Base: All adults aged 16-75 in the UK

	1	GEN	DER			AGE				SOCIAL	GRADE			w	ORKING STATI	JS		Т				6	OVERNMENT	OFFICE REGION	v .				
															SELF	ANY	NOT			YORKS &	WEST	EAST	EAST OF						
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	EMPLOYED	WORKING	WORKING	NORTH EAST	NORTH WEST	HUMBER	MIDLANDS	MIDLANDS	ENGLAND	SOUTH WEST	SOUTH EAST	LONDON	WALES	SCOTLAND	NI I
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)	(A)	(B)	(C)
UNWEIGHTED BASE	2192																	93											
WEIGHTED BASE	2192																	86*											
	100%	49%	50%	14%	18%	18%	18%	32%	28%	29%	22%	22%	44%	16%	6%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
(+2) Very positive effect	251	143	101	56	66	53	27	49	100	67	38	45	129	30	15	175	76	10	19	24	17	13	26	11	26	69	13	17	5
	11%	13%	9%	18%	16%	14%	7%	7%	16%	11%	8%	9%	13%	9%	11%	12%	10%	12%	8%	13%	9%	9%	13%	6%	9%	23%	12%	10%	8%
		b		fg	fg	fg			ijk				0							w			w			qrstuvwx ABC			,
(+1) Fairly positive effect	631	320	305	87	137	102	115	191	228	192	101	110	298	100	32	430	201	19	73	40	51	41	56	46	97	99	35	56	18
	29%	30%	28%	28%	34%	27%	30%	27%	37%	31%	22%	23%	31%	29%	23%	30%	27%	22%	30%	23%	27%	26%	27%	26%	33%	32%	34%	31%	29%
					eg				ijk	jk															s	s			
(0) Would make no difference	452	239	211	64	78	80	76	155	115	124	117	97	208	77	36	322	131	19	57	44	43	22	48	42	56	50	14	39	20
	21%	22%	19%	21%	19%	21%	19%	22%	19%	20%	25%	20%	21%	22%	26%	22%	18%	22%	24%	25%	22%	14%	23%	23%	19%	16%	13%	21%	33%
											h					р			uyA	uyA			u	u					uxyA
(-1) Fairly negative effect	323	157	160	54	46	49	68	106	76	93	88	66	139	47	19	205	118	12	30	21	30	32	36	27	47	42	12	26	7
	15%	15%	15%	17%	11%	13%	17%	15%	12%	15%	19% h	14%	14%	14%	14%	14%	16%	14%	13%	12%	16%	20%	18%	15%	16%	14%	11%	14%	11%
(-2) Very negative effect	191	107	82	16	27	28	44	75	40	51	39	60	81	22	9	112	78	9	21	20	15	17	19	19	29	18	9	12	3
(-,,,	9%	10%	7%	5%	7%	7%	11%	11%	7%	8%	8%	12%	8%	6%	7%	8%	11%	11%	9%	11%	8%	11%	9%	11%	10%	6%	9%	7%	4%
							cd	cd				hi					0												
Positive effect (NET)	882	464	406	143	203	155	141	240	328	259	140	155	427	130	47	605	277	29	92	64	68	55	82	57	123	168	48	73	23
	40%	43%	37%	46%	51%	40%	36%	34%	54%	41%	30%	32%	44%	38%	34%	42%	38%	33%	38%	36%	36%	35%	40%	32%	41%	55%	46%	40%	38%
		b		fg	efg				ijk	jk			nop													qrstuvwx	w		
Negative effect (NET)	513	264	243	70	73	77	112	182	116	144	127	126	219	69	28	317	196	21	51	41	45	49	55	46	75	60	21	38	-
regular crice (NET)	23%	25%	22%	22%	18%	20%	29%	26%	19%	23%	27%	26%	23%	20%	20%	22%	27%	25%	21%	23%	24%	31%	27%	26%	25%	20%	20%	21%	15%
	25%	2370	2270	2270	1070	2070	de	d d	1370	23/0	h	h	2370	20,0	2070	22,0	mo	23/0	2270	2370	24/2	ryBC	2770	2070	2370	2070	2070	2270	13/4
Mean	0.23	0.25	0.21	0.41	0.48	0.33	0.04	0.06	0.49	0.25	0.03	0.04	0.3	0.25	0.22	0.28	0.13	0.12	0.2	0.18	0.16	0.02	0.18	0.01	0.18	0.57	0.36	0.27	0.31
	5.25			fe	fe	fe			lik	ik			D			D										grstuvw	w		
																										xB			
Don't know	344	107	236	34	47	72	60	132	50	101	88	105	117	67	28	212	132	17	39	30	35	32	20	35	45	30	21	32	9
	16%	10%	22%	11%	12%	19%	15%	19%	8%	16%	19%	22%	12%	19%	20%	15%	18%	20%	16%	17%	18%	20%	10%	19%	15%	10%	20%	18%	14%
			a			cd		cd		h	h	hi		lo	1	1	1	vy	У	у	vy	vy		vy			vy	vy	

 $Proportions/Means: Columns \ Tested \ (5\% \ risk \ level) - a/b - c/d/e/f/g - h/i/j/k - l/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C \ Overlap \ formulae \ used. \ ^s \ small \ base$



Table 11
Q2_4 - Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference? Spend money on visa sponsorship to enable increased recruitment of overseas candidates for UK-based roles

Base: All adults aged 16-75 in the UK

			EDUG	CATION				INCOME				MARITAL STAT	us		NUMBER IN	HOUSEHOLD		CHILDREN IN	I HOUSEHOLD	ETI	INICITY	OVERA	LL JOB MARKE	ET VIEW	ACTIONS T	ANIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/ NVQ12	A-LEVEL OR EQUIV.	DEGREE/ MASTERS/ PHD	NO FORMAL QUALS.	UP TO £19,999	£20,000 - £34,999	£35,000 - £54,999	£55,000+	PREFER NOT TO ANSWER	MARRIED /LIVING AS	SINGLE	WID/ DIV/ SEP	1	2	3	4+	YES	NO	WHITE	ETHNIC MINORITY	LABOUR SHORTAGE	NEITHER A LABOUR SHORTAGE NOR A LABOUR SURPLUS	LABOUR SURPLUS	SHOULD DO THIS	DO THIS
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)
UNWEIGHTED BASE	2192	476	480	1139	97	437	535	535	525	160	1265	708	219	446	773	411	562	661	1531	1865	307	932	448	398	1148	351
WEIGHTED BASE	2192	638	679	746	129*	445	566	539	480	162	1261	709	222	422	779	405	585	679	1513	1877	295	897	454	412	1084	381
(-2) \(\frac{1}{2}\)	100% 251	29% 39	31% 75	34% 127	6%*	20% 52	26% 47	25% 65	22% 81	7%	58% 140	32% 98	10%	19%	36% 67	18% 56	27% 82	31% 101	69%	86% 190	13% 58	41% 141	21% 45	19% 44	49% 198	17% 27
(+2) Very positive effect	11%	6%	11%	17%	7%	12%	8%	12%	17%	4%	11%	98 14%	6%	45 11%	9%	14%	14%	15%	150 10%	10%	20%	16%	10%	11%	198	7%
	1176	070	1170 a	abd	770	1270	070	1270	efgi	4970	1176	1470	076	1170	370	1470 n	1470	1570	10%	10%	20%	10% VW	10%	1170	1070	770
(+1) Fairly positive effect	631	149	187	263	31	94	156	169	174	38	368	209	55	113	238	120	160	181	451	538	87	332	127	116	464	39
(12) Turry positive effect	29%	23%	28%	35%	24%	21%	28%	31%	36%	24%	29%	29%	25%	27%	31%	30%	27%	27%	30%	29%	30%	37%	28%	28%	43%	10%
				abd			e	e	efi													vw			v	
(0) Would make no difference	452	135	148	138	32	83	128	125	92	25	267	139	46	85	153	87	127	151	301	382	68	165	115	82	164	70
	21%	21%	22%	18%	25%	19%	23%	23%	19%	15%	21%	20%	21%	20%	20%	21%	22%	22%	20%	20%	23%	18%	25% u	20%	15%	18%
(-1) Fairly negative effect	323	118	90	101	13	74	92	80	60	17	187	89	46	60	121	48	94	102	221	281	40	112	86	91	122	86
	15%	18%	13%	14%	10%	17%	16%	15%	12%	10%	15%	13%	21%	14%	16%	12%	16%	15%	15%	15%	14%	13%	19%	22%	11%	22%
		bc											jk										u	u		x
(-2) Very negative effect	191	75	54	47	15	55	54	38	28	15	111	53	27	46	58	31	55	57	134	175	15	49	57	43	24	119
	9%	12%	8%	6%	12%	12%	10%	7%	6%	9%	9%	7%	12%	11%	7%	8%	9%	8%	9%	9%	5%	5%	13%	11%	2%	31%
		с				gh	h													t			u	u		x
Positive effect (NET)	882	188	263	391	41	146	203	234	254	44	508	307	67	159	305	177	242	282	601	728	146	473	172	160	662	66
	40%	29%	39%	52%	32%	33%	36%	43%	53%	27%	40%	43%	30%	38%	39%	44%	41%	41%	40%	39%	49%	53%	38%	39%	61%	17%
			a	abd				efi	efgi		1										s	vw			У	
Negative effect (NET)	513	193	144	149	28	128	147	118	88	32	299	142	72	106	179	79	149	158	355	456	55	161	143	135	145	205
	23%	30%	21%	20%	22%	29%	26%	22%	18%	20%	24%	20%	33%	25%	23%	19%	26%	23%	23%	24%	19%	18%	31%	33%	13%	54%
Mean	0.23	-0.08	0.25	0.48	0.07	ghi 0.04	0.1	0.3	0.5	0.03	0.22	0.36	-0.1	0.15	0.21	0.36	0.23	0.28	0.21	0.18	0.5	0.51	u 0.04	0.07	0.71	-0.68
iviedii	0.23	-0.08	0.25	abd	0.07	0.04	0.1	efi	efgi	0.03	0.22	U.36	-0.1	0.15	0.21	0.36 m	0.23	0.28	0.21	0.18	0.5		0.04	0.07	0.71	-0.08
Don't know	344	122	125	69	28	88	87	62	45	61	187	121	36	72	142	63	67	89	256	312	26	99	24	35	113	40
DOI! CKIIOW	16%	19%	18%	9%	22%	20%	15%	12%	9%	38%	15%	17%	16%	17%	18%	16%	11%	13%	17%	17%	9%	11%	5%	9%	10%	10%
	10%	15%	2670	370	-270	gh ah	h	1270	370	efeh	1370	2770	20/0	n n	n .	20%	2170	1370	1770	+	370	V V	270	370	1 20%	20/0

Proportions/Means: Columns Tested (5% risk level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y Overlap formulae used. * small base

Table 12
Q2 5 - Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference? Enable roles to be held by people based overseas rather than in the UK

Base: All adults aged 16-75 in the UK

		GEN	IDER			AGE				SOCIAL	GRADE			W	ORKING STAT	JS						-	OVERNMENT	OFFICE REGIO	N				
															SELF	ANY	NOT			YORKS &	WEST	EAST	EAST OF						
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	EMPLOYED	WORKING	WORKING	NORTH EAST	NORTH WEST	HUMBER	MIDLANDS	MIDLANDS	ENGLAND	SOUTH WEST	SOUTH EAST	LONDON	WALES	SCOTLAND	NI
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(0)	(k)	(1)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)	(A)	(B)	(C)
UNWEIGHTED BASE	2192	1057	1113	298	404	370	419	701	720	668	329	475	960	301	132	1393	799	93	245	183	198	158	206	192	284	291	99	183	60
WEIGHTED BASE	2192	1074		311									972					86*											
	100%	49%		14%									44%					4%*											
(+2) Very positive effect	158	86	70	36	52	34	16	21	65	42	22	30	92	27	6	124	34	9	15	14	15	8	22	4	16	41	3	7	5
	7%	8%	6%	11%	13%	9%	4%	3%	11%	7%	5%	6%	9%	8%	4%	9%	5%	10%	6%	8%	8%	5%	11%	2%	5%	13%	3%	4%	8%
				fg	fg	fg			ijk				р			р		w		w	w		wAB			ruwxAB			
(+1) Fairly positive effect	449	256	188	94	98	82	61	114	164	132	87	66	232	56	32	320	130	9	41	30	38	27	37	35	72	92	20	38	10
	20%	24%	17%	30%	25%	21%	16%	16%	27%	21%	19%	14%	24%	16%	23%	22%	18%	10%	17%	17%	20%	17%	18%	20%	24%	30%	19%	21%	16%
		b		efg	fg				ijk	k			mop			mp									q	qrstuvw		q	
(0) Would make no difference	449	232	215	62	92	74	77	144	113	129	108	98	204	86	31	321	128	12	51	35	46	27	42	36	63	68	16	35	18
	20%	22%	20%	20%	23%	19%	20%	20%	19%	21%	23%	20%	21%	25%	22%	22%	17%	14%	21%	20%	24%	17%	21%	20%	21%	22%	15%	19%	29%
														р		р													q
(-1) Fairly negative effect	502	230	267	66	73	77	104	182	148	146	114	94	221	79	23	323	179	28	50	44	48	43	41	43	71	50	26	46	13
	23%	21%	24%	21%	18%	20%	27%	26%	24%	23%	24%	19%	23%	23%	16%	22%	24%	32%	21%	24%	25%	27%	20%	24%	24%	16%	25%	25%	21%
							de	d										rvy		У	У	у			у			У	
(-2) Very negative effect	313	159	150	27	34	51	75	126	67	83	65	98	116	37	21	175	138	12	41	32	18	25	39	32	37	26	21	23	7
	14%	15%	14%	9%	9%	13%	19%	18%	11%	13%	14%	20%	12%	11%	15%	12%	19%	14%	17%	18%	10%	16%	19%	18%	12%	9%	20%	13%	12%
							cde	cd				hij					lmo		ty	ty		У	ty	ty			ty		-
Positive effect (NET)	608 28%	342 32%	259 24%	130	150 38%	116	77	135 19%	230	173	109 23%	96 20%	324	83 24%	38 27%	444	164 22%	17 20%	56	43 24%	53 28%	35	59 29%	40 22%	89 30%	133	23 22%	46	15 24%
	28%	32%	24%	42%		30%	20%	19%	38%	28%	23%	20%	33%	24%	27%	31%	22%	20%	23%	24%	28%	22%	29%	22%	30%	43%	22%	25%	24%
		b		efg	efg	tg			ijk	k			mop			mp										qrstuvwx			
Negative effect (NET)	815	200	41.0	93	107	120	170	200	245	220	170	102	220	110		400	210	20	01	7.0		co	0.1	75	100	ABC	47	60	20
negative effect (NET)	37%	389 36%	416 38%	30%	107 27%	128 33%	179 46%	308 43%	215 35%	228 36%	179 38%	193 40%	338 35%	116 34%	44 31%	498 34%	318 43%	39 46%	91 38%	76 43%	66 35%	68 43%	81 39%	41%	108 36%	76 25%	45%	69 38%	20 32%
	3/76	30%	38%	30%	2/76	3376	cde	cde	35%	30%	36%	40%	3376	34%	3176	34%	Imno	46%	36%	43%	3376	43%	39%	4176	30%	2376	45%	36%	3276
Mean	-0.19	-0.12	-0.27	0.16	0.17	-0.09	-0.48	-0.47	0.02	-0.18	-0.29	-0.43	-0.04	-0.16	-0.19	-0.08	-0.42	-0.37	-0.31	-0.34	-0.1	-0.38	-0.22	-0.42	-0.15	0.26	-0.49	-0.26	-0.14
ivicali	-0.19	-0.12	-0.27	efg	efg	4-	-0.46	-0.47	0.02	-0.10	-0.25	-0.43	-0.04	-0.10	-0.15	-0.06	-0.42	-0.37	-0.31	-0.34	wA	-0.36	-0.22	-0.42	-0.13 wA	qrstuv	-0.49	-0.20	-0.14
				eig	eig	1K			1 jK	K			Р	ρ		ρ					WA				WA	UNAP			
Don't know	321	111	206	26	51	67	55	122	51	98	75	97	106	59	28	193	128	18	41	24	26	20	23	31	39	31	18	32	0
DOIL KHOW	15%	10%	19%	8%	13%	17%	14%	17%	8%	16%	16%	20%	11%	17%	20%	13%	17%	20%	17%	14%	14%	28 18%	11%	17%	13%	10%	17%	18%	15%
i e	1 1576	1076	1976	0.76	1376	1/76	1476	1/76	076																				

 $Proportions/Means: Columns \ Tested \ (5\% \ risk \ level) - a/b - c/d/e/f/g - h/i/j/k - l/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C \ Overlap \ formulae \ used. \ ^s \ small \ base$

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



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PUBLIC IPSOS

Table 13
Q2_5 - Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference? Enable roles to be held by people based overseas rather than in the UK

Base: All adults aged 16-75 in the UK

			EDUC	ATION				INCOME			,	MARITAL STAT	rus		NUMBER IN	HOUSEHOLD		CHILDREN IN	I HOUSEHOLD	ETH	NICITY	OVERA	LL JOB MARKE	T VIEW	ACTIONS T	INIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/	A-LEVEL OR	DEGREE/ MASTERS/	NO FORMAL	UP TO	£20,000 -	£35,000 -		PREFER NOT	MARRIED		WID/ DIV/								ETHNIC	LABOUR	NEITHER A LABOUR SHORTAGE NOR A LABOUR	LABOUR	SHOULD DO	
	TOTAL	NVQ12	EQUIV.	PHD (c)	QUALS.	£19,999 (e)	£34,999 (f)	£54,999 (g)	£55,000+ (h)	TO ANSWER	/LIVING AS	SINGLE (k)	SEP (I)	(m)	2 (n)	(n)	4+ (n)	YES (a)	NO (r)	WHITE (s)	MINORITY (t)	SHORTAGE (u)	SURPLUS	SURPLUS (w)	THIS (x)	DO THIS (v)
UNWEIGHTED BASE	2192	(a) 476	480	1139	97	437	535	535	525	160	1265	708	219	446	773	411	562	661	1531	1865	307	932	448	398	1148	351
WEIGHTED BASE	2192	638	679	746	129*	445	566	539	480	162	1261	708	222	422	779	405	585	679	1513	1877	295	897	454	412	1084	381
Weighted Bride	100%	29%				20%											27%	31%				41%			49%	17%
(+2) Very positive effect	158	26	33	89	10	27	36	44	49	3	96	58	5	25	45	34	55	78	80	115	43	74	32	36	107	27
	7%	4%	5%	12% ab	8%	6% i	6% i	8% i	10% efi	2%	8% I	8%	2%	6%	6%	8%	9% n	11%	5%	6%	15%	8%	7%	9%	10%	7%
(+1) Fairly positive effect	449	114	130	190	14	63	90	126	138	32	262	157	30	67	158	97	127	154	295	369	76	223	110	75	302	43
	20%	18%	19%	26% abd	11%	14%	16%	23% ef	29% efi	20%	21% I	22% I	13%	16%	20%	24% m	22% m	23%	20%	20%	26% s	25% w	24%	18%	28% V	11%
(0) Would make no difference	449	141	131	141	36	87	129	111	93	28	257	149	43	80	134	101	133	165	284	373	71	170	123	75	196	64
	20%	22%	19%	19%	28% c	20%	23%	21%	19%	17%	20%	21%	19%	19%	17%	25% n	23% n	24% r	19%	20%	24%	19%	27% uw	18%	18%	17%
(-1) Fairly negative effect	502 23%	138 22%	162 24%	176 24%	26 20%	90 20%	128 23%	143 27%	116 24%	25 15%	300 24%	138 19%	64 29%	88 21%	195 25%	83 20%	136 23%	140 21%	362 24%	444 24%	54 18%	221 25%	105 23%	118 29%	269 25%	81 21%
								ei	i		k		k													
(-2) Very negative effect	313 14%	106 17%	109 16%	74 10%	24 18%	89 20%	92 16%	59 11%	50 10%	23 14%	177 14%	87 12%	49 22%	80 19%	111 14%	47 12%	75 13%	71 10%	242 16%	288 15%	24 8%	113 13%	64 14%	75 18%	90 8%	136 36%
Positive effect (NET)	608	141	c 164	279	24	gh 90	gh 126	170	187	35	358	215	35	op 93	203	131	181	232	q 375	484	119	296	141	111	409	x 69
Positive effect (NET)	28%	22%	24%	37%	19%	20%	22%	32%	39%	22%	28%	30%	16%	22%	26%	32%	31%	34%	25%	26%	40%	33%	31%	27%	38%	18%
Negative effect (NET)	815	244	272	abd 250	50	178	220	efi 203	efgi 166	48	477	225	113	167	306	mn 130	m 212	211	604	732	s 78	334	170	193	360	217
THE BUTTLE CHECK (INC.)	37%	38%	40%	34%	39%	40%	39%	38%	35%	30%	38%	32%	51%	40%	39%	32%	36%	31%	40%	39%	26%	37%	37%	47%	33%	57%
Mean	-0.19	-0.35	-0.33	0.07	-0.36	-0.42	-0.32	-0.1	0.04	-0.3	-0.18	-0.07	-0.64	-0.38	-0.26	-0.04	-0.1	0.05	-0.31	-0.26	0.22	-0.1	-0.14	-0.32	0.07	-0.73
incui.	3.13	0.55	0.33	abd	0.30	0.42	0.32	ef	efi	5.5	U.10	1	0.04	0.30	5.20	mn	mn	r	0.51	0.20	S	w	0.14	0.32	v v	0.73
Don't know	321	113	113	75	19	90	91	56	34	51	169	120	32	82	136	43	59	72	249	288	27	97	20	33	119	31
	15%	18%	17%	10%	15%	20% gh	16% gh	10%	7%	32% efgh	13%	17%	14%	19%	17%	11%	10%	11%	16%	15%	9%	11%	4%	8%	11%	8%
	1	١ ،	L			l gii	gii			eigii				υþ	υþ			1	Ч	L L		_ v		v		

Proportions/Means: Columns Tested (5% risk level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.

IPSOS 21 Feb 2024

Table 14

Q2_6-Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference? Introduce more flexible working practices to allow potential employees to vary the hours and locations in which they work

Base: All adults aged 16-75 in the UK

		GEN	IDER			AGE				SOCIAL	GRADE			v	VORKING STAT	JS							SOVERNMENT	OFFICE REGION	4				
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	SELF EMPLOYED	ANY WORKING	NOT WORKING	NORTH EAST	NORTH WEST	YORKS & HUMBER	WEST MIDLANDS	EAST MIDLANDS	EAST OF ENGLAND	SOUTH WEST	SOLITH FAST	LONDON	WALES	SCOTLAND	NI
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(i)	(k)	(1)	(m)	(n)	(0)	(p)	(g)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(v)	(A)	(B)	(C)
UNWEIGHTED BASE	2192	1057	1113	298	404	370	419	701	720	668	329	475	960	301	132	1393	799	93	245	183	198	158	206	192	284	291	99	183	60
WEIGHTED BASE	2192	1074											972					86*											
	100%	49%	50%	14%	18%	18%	18%	32%	28%	29%	22%	22%	44%	16%	6%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
(+2) Very positive effect	602	263	328	100	130	132	99	141	194	175	118	115	289	80	41	410	192	14	72	60	59	46	57	39	70	97	32	38	16
	27%	25%	30%	32%	32%	34%	25%	20%	32%	28%	25%	24%	30%	23%	29%	28%	26%	16%	30%	34%	31%	29%	28%	22%	23%	32%	31%	21%	27%
			а	g	fg	fg	g		jk										q	qwxB	qB	q	q			qwxB	q		
(+1) Fairly positive effect	888	408	473	97	160	123	175	333	246	261	186	195	382	138	52	572	316	46	87	61	62	60	87	83	137	116	40	85	24
	41%	38%	43%	31%	40%	32%	45%	47%	40%	42%	40%	40%	39%	40%	37%	39%	43%	53%	36%	34%	33%	38%	43%	46%	46%	38%	39%	47%	39%
(0) Would make no difference	397	253	142	57	ce 61	73	69	cde 137	107	110	94	87	182	73	30	284	113	rstuy 11	42	35	42	29	38	st 37	rst 51	54	13	rst 30	15
(b) Would make no difference	18%	24%	13%	18%	15%	19%	18%	19%	18%	17%	20%	18%	19%	21%	21%	20%	15%	13%	18%	19%	22%	18%	19%	21%	17%	18%	13%	16%	24%
	1000	h	1370	1070	1370	1370	2070	25/0	20/0	2770	2070	10/0	1370	n	2270	20,0	1370	13/0	1070	1370	2270	2070	2570	2270	2770	10%	1370	10%	24/0
(-1) Fairly negative effect	95	58	36	29	15	14	8	28	24	23	26	22	40	17	7	64	31	4	10	5	10	8	9	7	10	16	5	8	2
	4%	5%	3%	9%	4%	4%	2%	4%	4%	4%	6%	5%	4%	5%	5%	4%	4%	5%	4%	3%	5%	5%	4%	4%	3%	5%	4%	4%	3%
		b		defg																									
(-2) Very negative effect	44	22	21	14	9	8	5	9	17	11	13	3	17	9	1	27	17		4	8	2	3	2	1	4	12	3	4	2
	2%	2%	2%	4%	2%	2%	1%	1%	3%	2%	3%	1%	2%	3%	•	2%	2%		2%	4%	1%	2%	1%	1%	1%	4%	3%	2%	3%
				fg					k		k									vw									
Positive effect (NET)	1490	671	801	197	290	255	274	474	439	437	304	310	671	218	93	982	508	60	159	121	121	105	144	122	207	214	73	124	40
	68%	62%	73% a	63%	72%	66%	71%	67%	72% ik	70%	64%	64%	69%	63%	66%	67%	69%	69%	67%	68%	64%	67%	70%	68%	69%	69%	70%	68%	65%
Negative effect (NET)	139	80	57	43	24	22	13	37	41	34	39	25	57	26	7	91	48	5	14	13	12	11	11	8	14	28	7	12	4
	6%	7%	5%	14%	6%	6%	3%	5%	7%	5%	8%	5%	6%	8%	5%	6%	7%	6%	6%	7%	7%	7%	5%	5%	5%	9%	7%	7%	6%
		b		defg																									
Mean	0.94	0.83	1.05	0.81	1.04	1.02	0.99	0.88	0.98	0.98	0.85	0.94	0.97	0.83	0.97	0.94	0.95	0.9	0.99	0.96	0.94	0.95	0.98	0.9	0.95	0.92	1.02	0.89	0.87
			а		cg	cg	cg						m			m													
Don't know	166	69	96	14	26	34	32	60	21	48	35	62	61	27	10	98	67	11	24	10	15	14	12	13	26	12	10	17	3
	8%	6%	9%	4%	7%	9%	8%	8%	4%	8%	7%	13%	6%	8%	7%	7%	9%	12%	10%	6%	8%	9%	6%	7%	9%	4%	10%	9%	5%
						c		c		h	h	hij	1					V V	y						V			V	

 $Proportions/Means: Columns Tested (5\% risk level) - a/b - c/d/e/f/g - h/i/j/k - l/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C \\ Overlap formulae used. * small base$



23-085423-07 - UK WORKFORCE AND REFUGEES 16TH - 20TH FEBRUARY 2024

IPSOS

Table 15
Q2_6 - Thinking about actions that could be taken by a business to address labour shortages, to what extent do you think each of the following would have a positive or negative effect, or would it make no difference? Introduce more flexible working practices to allow potential employees to vary the hours and locations in which they work

Base: All adults aged 16-75 in the UK

						_																				
			EDUC	CATION				INCOME			n	MARITAL STAT	us		NUMBER IN	HOUSEHOLD		CHILDREN IN	HOUSEHOLD	ETH	NICITY	OVERA	LL JOB MARKE	T VIEW	ACTIONS	INIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/	A-LEVEL OR	DEGREE/ MASTERS/	NO FORMAL	UP TO	£20,000 -	£35,000 -		PREFER NOT	MARRIED		WID/ DIV/								ETHNIC	LABOUR	NEITHER A LABOUR SHORTAGE NOR A LABOUR	LABOUR	SHOULD DO	SHOULD NOT
		NVQ12	EQUIV.	PHD	QUALS.	£19,999	£34,999	£54,999	£55,000+	TO ANSWER	/LIVING AS	SINGLE	SEP	1	2	3	4+	YES	NO	WHITE	MINORITY	SHORTAGE	SURPLUS	SURPLUS	THIS	DO THIS
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(I)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)
UNWEIGHTED BASE	2192	476				437				160								661		1865					1148	
WEIGHTED BASE	2192	638				445				162								679		1877					1084	
	100%	29%	31%	34%	6%*	20%	26%	25%	22%	7%	58%	32%	10%	19%	36%	18%	27%	31%	69%	86%	13%	41%	21%	19%	49%	17%
(+2) Very positive effect	602	122	192	247	40	113	119	176	155	39	369	196	38	85	218	110	190	208	394	508	88	270	110	142	405	69
	27%	19%	28% a	33%	31% a	25%	21%	33% ef	32% ef	24%	29%	28%	17%	20%	28% m	27% m	32% m	31%	26%	27%	30%	30% v	24%	34%	37%	18%
(+1) Fairly positive effect	888	283	253	315	36	178	250	215	196	49	511	264	113	182	338	165	203	247	641	792	92	408	189	158	464	161
(+1) rainy positive effect	41%	44%	37%	42%	28%	40%	44%	40%	41%	30%	41%	37%	51%	43%	43%	41%	35%	36%	42%	42%	31%	46%	42%	38%	43%	42%
		bd		d		i	i	i	i				jk	р	р				q	t		w				
(0) Would make no difference	397	125	132	109	31	86	114	84	81	33	214	144	39	87	117	85	108	124	273	327	65	143	109	58	127	86
	18%	20%	19%	15%	24%	19%	20%	16%	17%	20%	17%	20%	18%	21%	15%	21% n	18%	18%	18%	17%	22%	16%	24% uw	14%	12%	23% x
(-1) Fairly negative effect	95	33	23	31	0	25	28	21	20	1	59	29	7	15	31	18	31	39	56	72	23	26	28	33	40	25
(-1) rainy negative effect	4%	5%	3%	4%	6%	6%	5% :	4%	4%	1%	5%	4%	3%	3%	4%	4%	5%	6%	4%	4%	8%	3%	6%	8%	4%	7% x
(2) 1/	44	47		4.5		,			9	-	24	42			40	-	22	25	40	24	3		u	42		
(-2) Very negative effect	2%	17 3%	11 2%	16 2%	1%	2 *	14 3%	14 3%	2%	5 3%	24 2%	13 2%	8 3%	1%	10 1%	2%	22 4%	26 4%	19 1%	31 2%	13 4%	8 1%	11 2%	12 3%	11 1%	16 4%
							e	e		e							mn	r			s			u		x
Positive effect (NET)	1490	405	445	563	77	290	370	391	351	88	880	460	150	266	557	274	393	455	1035	1300	180	678	300	300	869	231
	68%	63%	66%	75%	60%	65%	65%	72%	73%	54%	70%	65%	68%	63%	71%	68%	67%	67%	68%	69%	61%	76%	66%	73%	80%	61%
				abd		l i	i	efi	efi		k				m					t		v			l v	
Negative effect (NET)	139	50	34	46	9	27	42	35	29	6	83	42	15	20	41	25	53	65	74	103	36	34	38	45	51	41
	6%	8%	5%	6%	7%	6%	7%	6%	6%	4%	7%	6%	7%	5%	5%	6%	9%	10%	5%	6%	12%	4%	8%	11%	5%	11%
		3/6		3/0									770	370			mn	r			S S	-7/0	u	u	1 3/6	x
Mean	0.94	0.79	0.97	1.04	0.92	0.93	0.82	1.02	1.02	0.91	0.97	0.93	0.81	0.87	1.01	0.92	0.92	0.89	0.97	0.97	0.78	1.06	0.81	0.96	1.16	0.68
			a	а				f	f		1				m					t		v			У	
Don't know	166	58	68	28	12	42	41	30	18	35	84	64	18	48	65	21	32	36	130	147	14	42	7	10	38	24
	8%	9%	10%	4%	9%	10%	7%	6%	4%	21%	7%	9%	8%	11%	8%	5%	5%	5%	9%	8%	5%	5%	1%	2%	3%	6%
I		l c	С		c	gh	h			efgh				op					a	l		v				x

Proportions/Means: Columns Tested (5% risk level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.

Table 16
Q3 - To what extent, if at all, do you think that UK companies should or should not take actions to help UK-based refugees to find, apply for and start roles in their organisation?

Base: All adults aged 16-75 in the UK

		GEN	IDER			AGE				SOCIAL	GRADE			v	ORKING STAT	JS						-	SOVERNMENT	OFFICE REGIO	N				
					I	1		I						I	SELF	ANY	NOT			YORKS &	WEST	EAST	EAST OF	I					
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	EMPLOYED	WORKING	WORKING	NORTH EAST	NORTH WEST	HUMBER	MIDLANDS	MIDLANDS	ENGLAND	SOUTH WEST	SOUTH EAST	LONDON	WALES	SCOTLAND	NI
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(a)	(b)	(0)	ra ca	(k)	m	(m)	(n)	(0)	(n)	(a)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(v)	(A)	(B)	(C)
UNWEIGHTED BASE	2192	1057	1113	298	404	370	419	701	720	668	329	475	960	301	132	1393	799	93	245	183	198	158	206	192	284	291	99	183	60
WEIGHTED BASE	2192	1074		311					609				972					86*											
	100%	49%		14%					28%				44%					4%*											
(+2) Definitely should do this	445	215	218	80	92	78	72	123	171	127	80	66	197	60	37	294	151	12	37	30	35	23	38	28	57	98	32	46	7
	20%	20%	20%	26%	23%	20%	19%	17%	28%	20%	17%	14%	20%	17%	26%	20%	20%	14%	16%	17%	18%	15%	19%	15%	19%	32%	31%	25%	12%
				fg	g				ijk	k																qrstuvwx	qrstu	qruw	
																										c	vwxC		
(+1) Probably should do this	639	302	332	105	134	117	98	186	200	194	124	122	290	120	27	437	202	26	75	46	51	52	60	61	83	92	24	51	19
	29%	28%	30%	34%	34%	30%	25%	26%	33%	31%	26%	25%	30%	35%	20%	30%	27%	30%	31%	26%	27%	33%	30%	34%	28%	30%	23%	28%	32%
				fg	fg				jk				n	np		n													
(0) No feelings either way	565	298	265	59	89	94	117	207	122	177	140	125	252	86	40	378	187	30	72	42	47	38	47	37	87	67	25	48	25
	26%	28%	24%	19%	22%	24%	30%	29%	20%	28%	30%	26%	26%	25%	28%	26%	25%	34%	30%	24%	25%	24%	23%	21%	29%	22%	24%	26%	40%
							cd	cd		h	h	h						wy	wy										stuvwy
(-1) Probably should not do this	171	88	83	32	33	27	32	46	49	44	36	42	90	12	9	110	61	4	15	16	23	13	26	13	20	20	7	12	2
	8%	8%	8%	10%	8%	7%	8%	7%	8%	7%	8%	9%	9%	3%	6%	8%	8%	5%	6%	9%	12%	8%	12%	7%	7%	6%	7%	7%	4%
(-2) Definitely should not do this											59		mo			m	m						ry						-
(-2) Definitely should not do this	210 10%	126 12%	83 8%	14 4%	33 8%	34 9%	40 10%	90 13%	30 5%	43 7%	12%	78 16%	94	24 7%	14 10%	132 9%	78 11%	9 11%	22 9%	29 16%	17 9%	16 10%	15 7%	20 11%	28 9%	19 6%	12 12%	19 10%	4 7%
	10%	1276	876	476	676	976	10%	13% cd	376	776	1276	10%	10%	/76	10%	976	1176	1176	976		976	10%	776	1176	976	076	1276	10%	/76
Should do this (NET)	1084	517	550	184	226	194	170	309	371	321	204	188	487	179	64	731	353	37	112	tvxy 76	86	75	99	88	141	190	50	96	27
Should do this (NET)	49%	48%	50%	59%	57%	51%	44%	44%	61%	51%	43%	39%	50%	52%	46%	50%	48%	43%	47%	43%	45%	47%	48%	49%	47%	62%	56 54%	53%	44%
	1 45%	40%	3070	efg	fa	a	44,0	44,0	III.	II.	4370	3370	30%	3270	40,0	30/0	40/0	4570	4770	45/0	45%	47.70	40,0	4570	4770	arstuvwx	3470	33%	44/4
				C.X	.,	^			190	100																C			
Should not do this (NET)	381	215	165	46	66	62	72	136	78	88	95	120	184	36	22	242	139	13	37	45	39	29	41	34	48	39	19	31	7
	17%	20%	15%	15%	16%	16%	19%	19%	13%	14%	20%	25%	19%	10%	16%	17%	19%	15%	16%	25%	20%	18%	20%	19%	16%	13%	18%	17%	11%
		b									hi	hi	mo			m	m			rxyC	v								
Mean	0.46	0.38	0.53	0.71	0.58	0.5	0.36	0.32	0.76	0.54	0.3	0.13	0.44	0.59	0.52	0.48	0.42	0.33	0.41	0.2	0.38	0.38	0.44	0.39	0.45	0.78	0.57	0.52	0.4
			а	efg	fg	g			ijk	jk																grstuvw		s	
																										xBC			
Don't know	162	45	115	21	19	35	30	57	37	43	33	49	48	42	14	104	58	6	18	15	18	17	18	21	23	12	3	7	3
	7%	4%	11%	7%	5%	9%	8%	8%	6%	7%	7%	10%	5%	12%	10%	7%	8%	7%	8%	8%	9%	10%	9%	12%	8%	4%	3%	4%	5%
	1	I	a	1		d			l			h	1	lon	1	1	1	1			vR	vAB	v	vAB					

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/t/g - h/l/j/k - l/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



Table 17
Q3 - To what extent, if at all, do you think that UK companies should or should not take actions to help UK-based refugees to find, apply for and start roles in their organisation?

Base: All adults aged 16-75 in the UK

																				1					_	
			EDUC	CATION				INCOME			n	MARITAL STAT	us		NUMBER IN	HOUSEHOLD		CHILDREN IN	HOUSEHOLD	ETH	INICITY	OVERA	LL JOB MARKE	ET VIEW	ACTIONS T	INIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/ NVQ12	A-LEVEL OR EQUIV.	DEGREE/ MASTERS/ PHD	NO FORMAL QUALS.	UP TO £19,999	£20,000 - £34,999	£35,000 - £54,999	£55,000+	PREFER NOT TO ANSWER	MARRIED /LIVING AS	SINGLE	WID/ DIV/ SEP	1	2	3	4+	YES	NO	WHITE	ETHNIC MINORITY	LABOUR SHORTAGE	NEITHER A LABOUR SHORTAGE NOR A LABOUR SURPLUS	LABOUR SURPLUS	SHOULD DO THIS	DO THIS
UNWEIGHTED BASE	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h) 525	(i)	(j)	(k)	(1)	(m)	(n)	(0)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)
WEIGHTED BASE	2192 2192	476 638	480 679	1139 746	129*	437 445	535 566	535 539	480	160 162	1265 1261	708 709	219 222	446 422	773 779	411 405	562 585	661 679	1531 1513	1865 1877	307 295	932 897	448 454	398 412	1148 1084	351 381
WEIGHTED BASE	100%	29%	31%	34%	6%*	20%	26%	25%	22%	7%	58%	32%	10%	19%	36%	18%	27%	31%	69%	86%	13%	41%	21%	19%	49%	17%
(+2) Definitely should do this	445	85	121	223	16	73	102	118	121	31	247	164	34	83	163	70	129	137	308	359	79	243	67	87	445	1770
(,,	20%	13%	18%	30% abd	12%	16%	18%	22%	25% ef	19%	20%	23%	15%	20%	21%	17%	22%	20%	20%	19%	27%	27% vw	15%	21%	41% V	-
(+1) Probably should do this	639	157	212	234	37	120	153	168	158	40	368	210	61	119	225	118	178	204	436	547	88	310	136	113	639	
, ,,	29%	25%	31% a	31% a	29%	27%	27%	31%	33%	24%	29%	30%	27%	28%	29%	29%	30%	30%	29%	29%	30%	35% W	30%	27%	59% V	-
(0) No feelings either way	565	188	186	152	40	115	168	135	115	33	344	171	50	100	208	128	130	178	387	482	78	199	138	101	-	
,	26%	29% c	27% c	20%	31% c	26%	30% i	25%	24%	20%	27%	24%	23%	24%	27%	31% mp	22%	26%	26%	26%	26%	22%	30% u	25%	-	-
(-1) Probably should not do this	171	58	56	49	7	35	51	41	38	6	94	50	26	34	53	33	51	59	112	151	20	46	42	58		171
	8%	9%	8%	7%	6%	8%	9%	8%	8%	4%	7%	7%	12% jk	8%	7%	8%	9%	9%	7%	8%	7%	5%	9% u	14% uv	-	45% x
(-2) Definitely should not do this	210	86	58	43	23	67	53	52	22	16	126	59	26	52	70	30	58	59	151	197	13	65	60	35	-	210
	10%	13% bc	9%	6%	18% bc	15% fgh	9% h	10% h	5%	10% h	10%	8%	12%	12% o	9%	7%	10%	9%	10%	11% t	4%	7%	13% uw	9%	-	55% x
Should do this (NET)	1084	242	333	456	53	193	255	286	279	71	615	374	95	202	387	188	307	340	744	906	167	553	202	200	1084	-
	49%	38%	49% a	61% abd	41%	43%	45%	53% ef	58% efi	44%	49%	53% I	43%	48%	50%	46%	52%	50%	49%	48%	57% s	62% vw	45%	48%	100% y	
Should not do this (NET)	381	143	115	92	31	102	103	93	60	22	220	109	52	86	124	63	108	118	263	349	32	111	102	93	-	381
	17%	22% bc	17% c	12%	24% c	23% hi	18% h	17% h	13%	14%	17%	15%	23% k	20%	16%	15%	19%	17%	17%	19% t	11%	12%	22% u	23% u	-	100% x
Mean	0.46	0.17	0.44	0.78	0.13	0.24	0.38	0.5	0.7	0.5	0.44	0.57	0.26	0.38	0.5	0.44	0.49	0.47	0.46	0.41	0.73	0.72	0.24	0.4	1.41	-1.55
			ad	abd				e	efg			jl									s	vw			У	
Don't know	162	65	46	45	5	36	40	25	25	36	81	55	25	33	61	27	41	43	119	140	18	34	11	18	-	-
	7%	10% c	7%	6%	4%	8% g	7%	5%	5%	22% efgh	6%	8%	11% i	8%	8%	7%	7%	6%	8%	7%	6%	4%	3%	4%	-	-

Proportions/Means: Columns Tested (5% risk level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.





21 Feb 2024

Table 18

Q4 - Summary Table Please imagine that UK companies took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, to what extent do you think that this has a positive or negative impact on each of the following?

Base: All adults aged 16-75 in the UK

	The success of UK				
	companies making			The integration of	
	hires from this			refugees into UK	Refugees based in
	group	The UK economy	The UK as a whole	society	the UK
UNWEIGHTED BASE	2192	2192	2192	2192	2192
WEIGHTED BASE	2192	2192	2192	2192	2192
(+2) A very positive impact	300	342	337	433	456
	14%	16%	15%	20%	21%
(+1) A fairly positive impact	769	793	753	750	736
	35%	36%	34%	34%	34%
(0) Neither positive nor negative impact	550	461	464	446	439
	25%	21%	21%	20%	20%
(-1) A fairly negative impact	206	245	274	206	202
	9%	11%	12%	9%	9%
(-2) A very negative impact	136	153	181	178	174
	6%	7%	8%	8%	8%
Positive impact (NET)	1068	1135	1090	1184	1192
	49%	52%	50%	54%	54%
Negative impact (NET)	342	398	454	384	376
	16%	18%	21%	18%	17%
Mean	0.45	0.46	0.39	0.52	0.55
Don't know	232	199	184	179	184
	11%	9%	8%	8%	8%

Table 19
Q4_1 - Please imagine that UK companies took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, to what extent do you think that this has a positive or negative impact on each of the following? The success of UK companies making hires from this group

Base: All adults aged 16-75 in the UK

	1	GEN	IDFR			AGE				SOCIAL	GRADE			w	ORKING STATI	ıs		1					OVERNMENT	OFFICE REGION	v .				
[-													SELF	ANY	NOT			YORKS &	WEST	EAST	EAST OF		i ı				
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	EMPLOYED	WORKING	WORKING	NORTH EAST	NORTH WEST	HUMBER	MIDLANDS	MIDLANDS	ENGLAND	SOUTH WEST	SOUTH EAST	LONDON	WALES	SCOTLAND	NI
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(0)	(k)	(1)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)	(A)	(B)	(C)
UNWEIGHTED BASE	2192	1057	1113	298	404	370	419	701	720	668	329	475	960	301	132	1393	799	93	245	183	198	158	206	192	284	291	99	183	60
WEIGHTED BASE												483						86*											61*
	100%											22%						4%*											3%*
(+2) A very positive impact	300	162	130	57	66	70	39	67	119	86	52	42	155	40	23	218	82	4	28	22	29	25	30	17	34	61	18	29	2
	14%	15%	12%	18%	17%	18%	10%	9%	20%	14%	11%	9%	16%	12%	16%	15%	11%	4%	12%	12%	15%	16%	14%	10%	11%	20%	18%	16%	4%
		b		fg	fg	fg			ijk	k			р			р				q	qC	qC	qC			qrwxC	qC	qC	
(+1) A fairly positive impact	769	361	401	108	150	132	133	246	245	227	167	129	335	119	49	502	266	30	82	66	55	49	77	70	99	131	32	54	23
	35%	34%	37%	35%	37%	34%	34%	35%	40%	36%	35%	27%	34%	35%	35%	35%	36%	35%	34%	37%	29%	31%	38%	39%	33%	43%	31%	30%	37%
									k	k	k															tuxB			
(0) Neither positive nor negative impact	550	283	264	75	88	90	103	194	140	151	116	144	245	88	35	368	182	22	69	31	55	44	44	35	93	65	18	53	22
	25%	26%	24%	24%	22%	23%	27%	27%	23%	24%	25%	30%	25%	26%	25%	25%	25%	26%	29%	17%	29%	28%	21%	19%	31%	21%	17%	29%	36%
												hi							swA		swA	s			svwyA			swA	svwyA
(-1) A fairly negative impact	206	111	93	37	41	30	39	58	37	55	56	59	114	25	4	143	63	6	16	19	18	19	20	18	33	26	12	13	3
	9%	10%	8%	12%	10%	8%	10%	8%	6%	9%	12%	12%	12%	7%	3%	10%	8%	7%	7%	11%	10%	12%	10%	10%	11%	9%	12%	7%	6%
											h	h	nop			n	n												
(-2) A very negative impact	136	77	58	17	18	17	27	57	26	29	37	43	54	20	10	84	52	7	12	18	11	7	11	13	18	8	8	17	5
	6%	7%	5%	5%	4%	4%	7%	8%	4%	5%	8%	9%	6%	6%	7%	6%	7%	8%	5%	10%	6%	4%	5%	7%	6%	3%	8%	9%	8%
								de			h	hi						V		V				٧			v	V	
Positive impact (NET)	1068	522	531	165	216	202	172	313	364	314	219	172	490	159	72	720	348	34	110	89	84	73	107	87	133	192	50	84	25
	49%	49%	48%	53%	54%	53%	44%	44%	60%	50%	46%	36%	50%	46%	51%	49%	47%	39%	46%	50%	44%	46%	52%	48%	45%	62%	49%	46%	41%
				tg	tg	tg			ijk	k	k															qrstuvwx			
Negative impact (NET)	342	188	151	54	59	48	66	115	63	84	93	101	168	45	14	228	114	13	29	37	29	26	31	31	52	35	20	30	8
inegative impact (ive.)	16%	17%	14%	17%	15%	12%	17%	16%	10%	13%	20%	21%	17%	13%	10%	16%	15%	15%	12%	21%	15%	16%	15%	17%	17%	11%	19%	17%	14%
		h									hi	hi	0					20.0		rv									
Mean	0.45	0.42	0.48	0.52	0.56	0.61	0.35	0.33	0.69	0.52	0.33	0.17	0.47	0.46	0.58	0.48	0.41	0.25	0.47	0.35	0.43	0.45	0.52	0.39	0.35	0.72	0.46	0.39	0.26
			2.40	e	fe	fe			iik	ik				2.40	2.50	2.40				2.33	2.45	2.45	52	2.55	2.33	qrstuwx	2.70		
																										BC			
Don't know	232	81	150	17	37	44	47	87	42	80	44	67	69	51	20	140	92	17	31	22	22	15	23	28	21	17	15	14	6
	11%	8%	14%	6%	9%	11%	12%	12%	7%	13%	9%	14%	7%	15%	14%	10%	12%	20%	13%	12%	11%	10%	11%	15%	7%	5%	15%	8%	10%
1			а			c	c	c		h		h		lo	1	1	1	uxyB	xy	у	у		У	xyB			xy		

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/t/g - h/l/j/k - l/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C Overlap formulae used. * small base

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21 Feb 2024

Table 20
Q4_1 - Please imagine that UK companies took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, to what extent do you think that this has a positive or negative impact on each of the following? The success of UK companies making hires from this group
Base: All adults aged 16-75 in the UK

			EDUC	ATION				INCOME				MARITAL STAT	us		NUMBER IN	HOUSEHOLD		CHILDREN IN	N HOUSEHOLD	ETI	INICITY	OVERA	LL JOB MARKE	ET VIEW	ACTIONS T	NIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O-		DEGREE/																			NEITHER A LABOUR SHORTAGE NOR A			
		LEVEL/ CSE/ NVQ12	A-LEVEL OR EQUIV.	MASTERS/ PHD	NO FORMAL QUALS.	UP TO £19,999	£20,000 - £34,999	£35,000 - £54,999	£55,000+	PREFER NOT TO ANSWER	MARRIED /LIVING AS	SINGLE	WID/ DIV/ SEP	1	2	3	4+	YES	NO	WHITE	ETHNIC MINORITY	LABOUR SHORTAGE	LABOUR SURPLUS	LABOUR SURPLUS	THIS	DO THIS
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)
UNWEIGHTED BASE	2192	476	480					535	525	160	1265	708	219	446			562	661		1865	307	932	448	398	1148	
WEIGHTED BASE	2192	638				445	566		480		1261						585	679		1877		897			1084	381
(.2) (100%	29%	31%	34%	6%*	20%	26%	25%	22%	7%	58%	32%	10%	19%	36%	18%	27%	31%	69%	86%	13%	41%	21%	19%	49%	17%
(+2) A very positive impact	300	49	87 13%	150 20%	13 10%	56 12%	74 13%	70 13%	87 18%	13 8%	158 13%	118 17%	23 10%	61 14%	93 12%	60 15%	85	92	207 14%	227 12%	65 22%	154	55 12%	62 15%	272 25%	13 3%
	14%	8%	15% a	abd	10%	12%	13%	13%	efgi	8%	13%	1/%	10%	14%	12%	15%	14%	14%	14%	12%	22%	17%	12%	15%	25%	3%
(+1) A fairly positive impact	769	189	238	307	36	139	175	223	187	44	464	235	70	140	291	131	207	242	527	665	97	374	151	160	577	39
(+1) A fairly positive impact	35%	30%	35%	41%	28%	31%	31%	41%	39%	27%	37%	33%	32%	33%	37%	32%	35%	36%	35%	35%	33%	42%	33%	39%	53%	10%
	3370	30%	33,0	abd	20/0	31,0	3270	efi	efi	2770	3,70	3370	3270	3370	3770	3270	3370	30%	3370	3370	33,0	V	3370	33,0	V V	10%
(0) Neither positive nor negative impact	550	179	157	171	44	109	163	123	124	31	315	173	62	101	190	116	143	176	374	465	83	210	125	98	145	77
	25%	28% c	23%	23%	34% bc	24%	29% gi	23%	26%	19%	25%	24%	28%	24%	24%	29%	24%	26%	25%	25%	28%	23%	28%	24%	13%	20% x
(-1) A fairly negative impact	206	73	71	47	14	45	54	51	37	18	121	71	14	40	75	25	66	68	138	181	25	65	65	41	32	109
	9%	12% c	11% c	6%	11%	10%	10%	10%	8%	11%	10%	10%	6%	9%	10%	6%	11% 0	10%	9%	10%	8%	7%	14% u	10%	3%	29% x
(-2) A very negative impact	136	54	43	28	11	37	40	33	16	10	84	31	21	33	41	24	37	41	95	128	8	32	37	28	5	114
	6%	8%	6%	4%	8%	8%	7%	6%	3%	6%	7%	4%	9%	8%	5%	6%	6%	6%	6%	7%	3%	4%	8%	7%	*	30%
		с	c		c	h	h						k							t			u	u		×
Positive impact (NET)	1068	238	325	456	49	195	249	293	274	57	622	353	94	201	384	191	292	334	734	892	162	528	206	221	849	52
	49%	37%	48%	61%	38%	44%	44%	54%	57%	35%	49%	50%	42%	48%	49%	47%	50%	49%	49%	48%	55%	59%	45%	54%	78%	14%
			а	abd				efi	efi												s	v		v	У	
Negative impact (NET)	342	127	114	75	25	82	94	84	54	28	206	102	35	73	116	49	103	109	233	308	33	97	102	69	36	223
	16%	20%	17%	10%	19%	18%	17%	16%	11%	17%	16%	14%	16%	17%	15%	12%	18%	16%	15%	16%	11%	11%	23%	17%	3%	59%
		c	c		c	h	h										0			t			u	u		x
Mean	0.45	0.2	0.43	0.71	0.23	0.34	0.37	0.49	0.65	0.27	0.43	0.54	0.32	0.41	0.46	0.5	0.44	0.45	0.46	0.41	0.67	0.66	0.28	0.48	1.05	-0.78
Double language			a	abd				20	efgi	45	440	02	24	47	00	40	40		474	242	s	vw	24	V	y	20
Don't know	232	94	83	43	11	60	60	38	28 6%	45	119	82	31 14%	47	89	49	48	61 9%	171	212	17 6%	63	21	24	54	30
	11%	15%	12%	6%	9%	13% gh	11%	7%	6%	28% efeh	9%	12%	14%	11%	11%	12%	8%	976	11%	11%	6%	7%	5%	6%	5%	8%
1		1 C	C			ı gn	n			ergn	1		J	1				1		T T		1			1	

 $Proportions/Means: Columns \ Tested \ (5\% \ risk \ level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y \ Overlap \ formulae \ used. \ ^s \ small \ base$

Table 21
Q4_2 - Please imagine that UK companies took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, to what extent do you think that this has a positive or negative impact on each of the following? The UK economy

Base: All adults aged 16-75 in the UK

		GEN	IDER			AGE				SOCIAL	GRADE		l	v	VORKING STAT	JS							SOVERNMENT	OFFICE REGION	N				
															SELF	ANY	NOT			YORKS &	WEST	EAST	EAST OF						
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	EMPLOYED	WORKING	WORKING	NORTH EAST	NORTH WEST	HUMBER	MIDLANDS	MIDLANDS	ENGLAND	SOUTH WEST	SOUTH EAST	LONDON	WALES	SCOTLAND	NI
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(0)	(k)	(1)	(m)	(n)	(o)	(p)	(a)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(v)	(A)	(B)	(C)
UNWEIGHTED BASE	2192	1057	1113	298	404	370	419	701	720	668	329	475	960	301	132	1393	799	93	245	183	198	158	206	192	284	291	99	183	60
WEIGHTED BASE	2192			311									972					86*											
	100%			14%									44%					4%*											
(+2) A very positive impact	342	176	156	68	69	68	48	88	137	97	54	54	166	52	21	239	103	8	32	20	32	21	31	22	41	75	24	33	4
	16%	16%	14%	22%	17%	18%	12%	12%	23%	15%	11%	11%	17%	15%	15%	16%	14%	9%	13%	11%	17%	13%	15%	12%	14%	24%	23%	18%	7%
				fg	g	g			ijk																	qrsuvwxC	qrswx C		
(+1) A fairly positive impact	793	383	404	106	147	144	140	256	252	253	173	115	362	119	51	531	262	29	90	63	60	58	75	68	101	118	35	70	26
	36%	36%	37%	34%	37%	37%	36%	36%	41% k	40% k	37% k	24%	37%	35%	36%	36%	36%	34%	37%	35%	32%	37%	36%	38%	34%	38%	34%	39%	42%
(0) Neither positive nor negative impact	461	237	222	61	89	77	63	171	106	123	109	123	196	75	31	302	159	16	51	35	42	38	40	30	82	55	20	38	14
	21%	22%	20%	20%	22% f	20%	16%	24% f	17%	20%	23% h	25% hi	20%	22%	22%	21%	22%	19%	21%	19%	22%	24%	19%	16%	28% wv	18%	20%	21%	23%
(-1) A fairly negative impact	245	125	119	39	47	35	52	72	52	68	60	64	127	36	8	171	74	10	27	18	23	14	27	23	36	33	7	17	9
	11%	12%	11%	13%	12%	9%	14%	10%	9%	11%	13%	13% h	13% no	11%	6%	12% n	10%	12%	11%	10%	12%	9%	13%	12%	12%	11%	7%	10%	15%
(-2) A very negative impact	153	84	67	12	22	23	39	56	26	30	35	61	63	21	11	95	58	8	17	21	10	10	14	14	23	11	8	13	5
	7%	8%	6%	4%	6%	6%	10%	8%	4%	5%	7%	13%	6%	6%	8%	7%	8%	9%	7%	12%	5%	6%	7%	7%	8%	4%	8%	7%	8%
							cd	c				hij						v		ty									
Positive impact (NET)	1135	559	560	173	216	213	188	344	389	349	226	170	527	171	72	770	365	37	121	83	92	79	105	90	142	192	59	103	30
	52%	52%	51%	56%	54%	55%	49%	49%	64%	56%	48%	35%	54%	50%	51%	53%	50%	43%	51%	47%	48%	50%	51%	50%	48%	62%	57%	57%	49%
									ijk	jk	k															qrstuvwx			
Negative impact (NET)	398	209	185	51	69	58	91	128	78	99	95	126	190	57	19	266	132	18	44	39	34	24	41	36	59	45	15	30	14
	18%	19%	17%	16%	17%	15%	23% cdeg	18%	13%	16%	20% h	26% hi	20%	17%	14%	18%	18%	21%	18%	22%	18%	15%	20%	20%	20%	14%	14%	17%	22%
Mean	0.46	0.44	0.48	0.62	0.52	0.58	0.31	0.39	0.74	0.55	0.35	0.09	0.48	0.48	0.51	0.48	0.42	0.27	0.43	0.28	0.48	0.46	0.44	0.4	0.36	0.72	0.64	0.54	0.28
				fg	f	fg			ijk	jk	k															qrstuvw	S		
																										хC			
Don't know	199	69	129	25	25	37	45	66	36	57	41	65	58	41	18	117	81	14	23	22	23	17	19	25	15	17	9	10	3
	9%	6%	12%	8%	6%	10%	12%	9%	6%	9%	9%	13%	6%	12%	13%	8%	11%	17%	10%	12%	12%	11%	9%	14%	5%	5%	9%	6%	6%
1	1	I	a	1			d			h		hi		lo.	1	1	lo.	xvR		xvR	xv	xv		xvR					

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/t/g - h/t/j/k - 1/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C Overlap formulae used. * small base

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Table 22
Q4_2 - Please imagine that UK companies took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, to what extent do you think that this has a positive or negative impact on each of the following? The UK economy

Base: All adults aged 16-75 in the UK

																		_								$\overline{}$
			EDUC	ATION				INCOME			n	MARITAL STAT	rus		NUMBER IN	HOUSEHOLD		CHILDREN IN	I HOUSEHOLD	ETH	INICITY	OVERA	LL JOB MARKE	ET VIEW	ACTIONS 1	NIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/	A-LEVEL OR	DEGREE/ MASTERS/	NO FORMAL	UP TO	£20,000 -	£35,000 -	555 000	PREFER NOT	MARRIED	cinci s	WID/ DIV/					VEE			ETHNIC	LABOUR	NEITHER A LABOUR SHORTAGE NOR A LABOUR	LABOUR	SHOULD DO	
	TOTAL	NVQ12 (a)	EQUIV.	PHD (c)	QUALS.	£19,999 (e)	£34,999 (f)	£54,999 (g)	£55,000+ (h)	TO ANSWER	/LIVING AS	SINGLE (k)	SEP (I)	1 (m)	(n)	(0)	4+ (p)	YES (a)	NO (r)	WHITE (s)	MINORITY (t)	SHORTAGE (u)	SURPLUS (v)	SURPLUS (w)	THIS (x)	DO THIS
UNWEIGHTED BASE	2192	(d) 476	480	1139	97	437	535	535	525	160	1265	708	219	446	773	411	562	661	1531	1865	307	932	448	398	1148	351
WEIGHTED BASE	2192	638 29%	679 31%	746 34%	129* 6%*	445 20%	566 26%	539 25%	480 22%	162 7%	1261 58%	709 32%	222	422 19%	779 36%	405 18%	585 27%	679 31%	1513 69%	1877 86%	295 13%	897 41%	454 21%	412 19%	1084 49%	381 17%
(+2) A very positive impact	342 16%	63 10%	93 14%	173 23%	13 10%	67 15%	74 13%	79 15%	105 22%	17 11%	187 15%	129 18%	26 12%	67 16%	115 15%	54 13%	106 18%	104 15%	237 16%	269 14%	65 22%	178 20%	58 13%	73 18%	307 28%	10 3%
				abd					efgi			1									s	v			У	
(+1) A fairly positive impact	793 36%	199 31%	245 36%	310 42% abd	38 29%	121 27%	197 35%	243 45% efi	187 39%	45 28%	466 37%	247 35%	80 36%	149 35%	297 38%	142 35%	205 35%	243 36%	550 36%	682 36%	105 36%	385 43% vw	154 34%	148 36%	575 53%	38 10%
(0) Neither positive nor negative impact	461	154	149	124	34	110	127	98	93	33	258	164	39	97	151	96	117	140	322	393	67	160	120	82	109	78
	21%	24% c	22% c	17%	26% c	25% g	22%	18%	19%	21%	20%	23%	18%	23%	19%	24%	20%	21%	21%	21%	23%	18%	26% uw	20%	10%	20% x
(-1) A fairly negative impact	245 11%	80 13% c	81 12% c	63 9%	20 15% c	52 12%	68 12%	57 11%	52 11%	16 10%	147 12%	66 9%	32 14%	41 10%	86 11%	37 9%	80 14% o	88 13%	157 10%	212 11%	31 11%	84 9%	69 15% u	53 13%	49 5%	110 29% x
(-2) A very negative impact	153 7%	66 10% bc	43 6%	30 4%	15 11%	45 10%	47 8%	35 6%	16 3%	11 7%	97 8%	37 5%	19 8%	32 8%	57 7%	32 8%	32 5%	44 7%	108 7%	145 8%	8 3%	41 5%	35 8%	32 8%	9 1%	122 32%
Positive impact (NET)	1135 52%	262 41%	339 50% a	483 65% abd	51 39%	188 42%	271 48%	322 60% efi	292 61% efi	62 38%	652 52%	376 53%	106 48%	216 51%	412 53%	196 48%	310 53%	347 51%	787 52%	951 51%	170 58% s	562 63% vw	212 47%	221 54%	882 81% V	49 13%
Negative impact (NET)	398 18%	146 23% c	124 18% c	93 12%	34 27% c	97 22% h	114 20% h	92 17%	68 14%	26 16%	244 19% k	103 15%	50 23% k	73 17%	143 18%	69 17%	112 19%	133 20%	265 18%	357 19% t	39 13%	125 14%	104 23% u	85 21% u	58 5%	232 61% x
Mean	0.46	0.2	0.43 ad	0.76 abd	0.12	0.29	0.36	0.53 ef	0.69 efgi	0.35	0.43	0.57 jl	0.32	0.46	0.46	0.41	0.5	0.44	0.47	0.42	0.68 s	0.68 vw	0.3	0.46	1.07 y	-0.82
Don't know	199 9%	76 12%	68 10%	45 6%	10 7%	52 12%	54 10%	26 5%	26 5%	41 25%	106 8%	65 9%	27 12%	37 9%	73 9%	43 11%	46 8%	60 9%	139 9%	176 9%	19 6%	50 6%	18 4%	25 6%	35 3%	22 6%
	1	c	С			gh	gh			efgh										1						x

 $Proportions/Means: Columns \ Tested (5\% \ risk \ level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y \\ Overlap formulae used. * small base$

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.

Table 23
Q4_3 - Please imagine that UK companies took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, to what extent do you think that this has a positive or negative impact on each of the following? The UK as a whole

Base: All adults aged 16-75 in the UK

	1	GEN	IDFR			AGE				SOCIAL	GRADE			w	ORKING STATI	ıs		1					OVERNMENT	OFFICE REGION	1				
		-													SELF	ANY	NOT			YORKS &	WEST	EAST	EAST OF						
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	EMPLOYED	WORKING	WORKING	NORTH EAST	NORTH WEST	HUMBER	MIDLANDS	MIDLANDS	ENGLAND	SOUTH WEST	SOUTH EAST	LONDON	WALES	SCOTLAND	NI
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	0)	(k)	(I)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)	(A)	(B)	(C)
UNWEIGHTED BASE	2192	1057	1113	298	404	370	419	701	720	668	329	475	960	301	132	1393	799	93	245	183	198	158	206	192	284	291	99	183	60
WEIGHTED BASE	2192											483						86*											61*
	100%	49%	50%	14%	18%	18%	18%	32%	28%	29%	22%	22%	44%	16%	6%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
(+2) A very positive impact	337	171	158	64	62	70	52	88	122	104	52	59	163	46	22	231	105	6	34	19	22	26	30	20	40	75	22	36	6
	15%	16%	14%	21%	16%	18%	13%	12%	20%	16%	11%	12%	17%	14%	16%	16%	14%	7%	14%	11%	12%	16%	15%	11%	13%	24%	22%	20%	11%
				fg		g			jk	i																qrstvwxC	qstw	qstw	
(+1) A fairly positive impact	753	356	388	122	140	125	129	237	256	230	154	112	333	122	43	497	256	30	75	62	56	50	75	68	92	125	36	61	24
	34%	33%	35%	39%	35%	33%	33%	33%	42%	37%	33%	23%	34%	35%	31%	34%	35%	35%	31%	34%	30%	31%	37%	38%	31%	40%	35%	33%	39%
									jk	k	k															tx			
(0) Neither positive nor negative impact	464	234	227	62	92	82	64	164	94	127	114	128	201	76	39	316	148	15	55	43	49	33	38	34	76	50	15	42	14
	21%	22%	21%	20%	23%	21%	17%	23%	15%	20%	24%	27%	21%	22%	28%	22%	20%	17%	23%	24%	26%	21%	19%	19%	25%	16%	15%	23%	23%
					f			f		h	h	hi									γA				γA				
(-1) A fairly negative impact	274	149	124	38	55	41	62	78	63	76	72	63	149	36	9	193	81	12	26	18	32	16	34	18	51	31	10	18	7
	12%	14%	11%	12%	14%	11%	16%	11%	10%	12%	15%	13%	15%	10%	6%	13%	11%	14%	11%	10%	17%	10%	17%	10%	17%	10%	10%	10%	12%
							g				h		mnop			n					У				sy				
(-2) A very negative impact	181	103	76	9	24	30	42	76	36	39	44	61	72	24	15	111	70	8	25	21	10	20	11	17	21	17	11	14	6
	8%	10%	7%	3%	6%	8%	11%	11%	6%	6%	9%	13%	7%	7%	11%	8%	9%	9%	11%	12%	5%	13%	5%	9%	7%	6%	10%	8%	10%
		b				С	cd	cd				hi							V	tvy		tvy							
Positive impact (NET)	1090	527	546	187	202	195	181	325	378	334	207	171	496	168	65	729	361	36	109	81	78	75	105	88	132	199	58	97	30
	50%	49%	50%	60%	50%	51%	47%	46%	62%	53%	44%	35%	51%	49%	46%	50%	49%	42%	46%	45%	41%	48%	51%	49%	44%	65%	56%	53%	49%
				defg					ijk	jk	k															qrstuvwx	t	t	
Named in Japanese (NJCT)	454	252	200	47	79	71	102	452	00	115	447	124	220	50	24	204	150	30		20	43	20	45	35	72	BC.	24	22	- 12
Negative impact (NET)	21%	252 23%	200 18%	15%	20%	71 19%	103 27%	153 22%	98 16%	115 18%	117 25%	124 26%	220 23%	59 17%	24 17%	304 21%	150 20%	20 23%	51 21%	39 22%	42 22%	36 23%	45 22%	19%	24%	48 16%	21 20%	32 18%	13 21%
	21%	2376 h	1876	15%	20%	19%	cde	2276	10%	18%	2376 bi	20% bi	23%	17%	1776	2176	20%	2376	2176	2276	2276	2376	2276	19%	24%	10%	20%	18%	2176
Mean	0.39	0.34	0.44	0.66	0.43	0.47	0.25	0.29	0.64	0.49	0.22	0.11	0.4	0.43	0.37	0.4	0.37	0.21	0.31	0.25	0.29	0.31	0.42	0.36	0.28	0.7	0.53	0.5	0.31
Ivicali	0.35	0.34	0.44	dfg	0.43	6a	0.23	0.29	0.04	U.45	0.22	0.11	0.4	0.43	0.37	0.4	0.37	0.21	0.51	0.23	0.29	0.31	0.42	0.30	0.28	grstuvw	0.55	0.5	0.31
				uig		1K			ijk	jk.																xC			
Don't know	184	61	123	15	27	36	40	66	38	52	34	60	54	40	12	106	78	16	24	16	21	14	17	23	18	11	9	11	4
	8%	6%	11%	5%	7%	9%	10%	9%	6%	8%	7%	12%	6%	12%	8%	7%	11%	18%	10%	9%	11%	9%	8%	13%	6%	4%	9%	6%	7%
			a			c	C	c				hij		lo			lo	suvxyB	У	У	у	У	У	xyB					

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/t/g - h/l/j/k - l/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C Overlap formulae used. * small base

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



Table 24
Q4_3 - Please imagine that UK companies took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, to what extent do you think that this has a positive or negative impact on each of the following? The UK as a whole

Base: All adults aged 16-75 in the UK

			EDUC	CATION				INCOME				MARITAL STAT	us		NUMBER IN	HOUSEHOLD		CHILDREN IN	HOUSEHOLD	ETH	NICITY	OVER#	ILL JOB MARKE	ET VIEW	ACTIONS	ANIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/	A-LEVEL OR	DEGREE/ MASTERS/	NO FORMAL	UP TO	£20,000 -	£35,000 -		PREFER NOT	MARRIED		WID/ DIV/								ETHNIC	LABOUR	NEITHER A LABOUR SHORTAGE NOR A LABOUR	LABOUR	SHOULD DO	
	TOTAL	NVQ12	EQUIV.	PHD (c)	QUALS.	£19,999	£34,999 (f)	£54,999	£55,000+	TO ANSWER	/LIVING AS	SINGLE (k)	SEP (I)	1	2 (n)	3 (0)	4+	YES (a)	NO (r)	WHITE (s)	MINORITY (t)	SHORTAGE	SURPLUS	SURPLUS	THIS (x)	DO THIS
UNWEIGHTED BASE	TOTAL 2192	(a) 476	(b) 480	(c) 1139	(d) 97	(e) 437	(f) 535	(g) 535	(h) 525	160	(J) 1265	708	219	(m) 446	(n) 773	411	(p) 562	(q) 661	(r) 1531	(s) 1865	(t) 307	(u) 932	(v) 448	(w) 398	1148	(y) 351
WEIGHTED BASE	2192	638	679	746	129*	445	566	539	480	162	1261	709	222	422	779	405	585	679	1513	1877	295	897	454	412	1084	381
WEIGHTED BIGE	100%	29%			6%*	20%	26%	25%		7%	58%		10%	19%		18%	27%	31%	69%	86%	13%			19%	49%	17%
(+2) A very positive impact	337	61	90	171	14	71	81	79	90	16	168	140	29	80	111	49	97	99	238	264	62	174	60	66	304	8
1	15%	10%	13%	23%	11%	16%	14%	15%	19%	10%	13%	20%	13%	19%	14%	12%	17%	15%	16%	14%	21%	19%	13%	16%	28%	2%
				abd					i			jl		no							s	v			у	,
(+1) A fairly positive impact	753	189	236	296	32	123	167	213	199	52	456	229	67	120	284	146	203	234	519	643	104	375	143	143	576	25
	34%	30%	35%	40%	25%	28%	29%	39%	42%	32%	36%	32%	30%	29%	36%	36%	35%	34%	34%	34%	35%	42%	32%	35%	53%	6%
				ad				ef	efi						m	m						vw			У	
(0) Neither positive nor negative impact	464	148	142	134	40	103	138	107	91	25	261	155	48	100	159	97	109	151	313	388	76	155	121	88	114	59
	21%	23%	21%	18%	31%	23%	24%	20%	19%	15%	21%	22%	22%	24%	20%	24%	19%	22%	21%	21%	26%	17%	27%	21%	10%	15%
		c			bc		i																u			x
(-1) A fairly negative impact	274	94	101	63	16	49	83	70	52	20	168	84	22	40	94	47	93	85	188	243	30	92	68	63	49	118
	12%	15%	15%	8%	13%	11%	15%	13%	11%	13%	13%	12%	10%	9%	12%	12%	16%	13%	12%	13%	10%	10%	15%	15%	4%	31%
(2) 4	404	c	c		42			20	27	42		20	20		62	22	m		422	475	_	40	u 40	u		×
(-2) A very negative impact	181 8%	80 13%	48 7%	41 5%	12 9%	54 12%	50 9%	38 7%	27 6%	12 8%	111 9%	39 6%	30 14%	44 10%	62 8%	32 8%	42 7%	58 9%	122 8%	175 9%	2%	48 5%	49 11%	35 9%	4	154 41%
	070	1570 hc	770	370	970	270 gh	370	770	076	676	970 L	070	1470 ik	10%	070	670	770	970	070	970	276	376	1176	970		4170 X
Positive impact (NET)	1090	250	326	467	47	194	248	291	289	68	624	370	96	201	394	195	300	333	757	908	166	549	203	210	880	33
Tostave impace (ive.)	50%	39%	48%	63%	36%	44%	44%	54%	60%	42%	50%	52%	43%	48%	51%	48%	51%	49%	50%	48%	56%	61%	45%	51%	81%	9%
			ad	abd				efi	efi			1									s	vw			V	
Negative impact (NET)	454	174	149	103	28	102	133	108	79	33	279	124	52	83	156	79	135	144	310	418	36	140	117	98	53	272
	21%	27%	22%	14%	22%	23%	23%	20%	16%	20%	22%	17%	23%	20%	20%	20%	23%	21%	21%	22%	12%	16%	26%	24%	5%	72%
		c	c		c	h	h				k									t			u	u		x
Mean	0.39	0.1	0.36 a	0.7 abd	0.18	0.27	0.28	0.44 f	0.59 efi	0.31	0.35	0.54 jl	0.22	0.4	0.4	0.36	0.4	0.37	0.41	0.34	0.67 s	0.63 vw	0.22	0.36	1.08 y	-1.06
Don't know	184	66	63	42	13	46	47	33	20	37	97	61	26	38	70	34	42	52	132	164	17	52	13	16	38	17
	8%	10%	9%	6%	10%	10%	8%	6%	4%	23%	8%	9%	12%	9%	9%	8%	7%	8%	9%	9%	6%	6%	3%	4%	3%	4%
		с	c			gh	h			efgh												v				

 $Proportions/Means: Columns \ Tested \ (5\% \ risk \ level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y \ Overlap \ formulae \ used. \ * small \ base$

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.

Table 25
Q4_4 - Please imagine that UK companies took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, to what extent do you think that this has a positive or negative impact on each of the following? The integration of refugees into UK society

Base: All adults aged 16-75 in the UK

		GEN	IDFR			AGE				SOCIAL	GRADE			v	ORKING STAT	ıs		1					SOVERNMENT	OFFICE REGION					$\overline{}$
			T												SELF	ANY	NOT			YORKS &	WEST	EAST	EAST OF						
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	EMPLOYED	WORKING	WORKING	NORTH EAST	NORTH WEST	HUMBER	MIDLANDS	MIDLANDS	ENGLAND	SOUTH WEST	SOUTH EAST	LONDON	WALES	SCOTLAND	NI
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	Ø	(k)	(1)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)	(A)	(B)	(C)
UNWEIGHTED BASE																		93											60
WEIGHTED BASE																		86*											61*
	100%	49%	50%	14%	18%	18%	18%	32%	28%	29%	22%	22%	44%	16%	6%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
(+2) A very positive impact	433	202	222	67	92 23%	82 21%	72	120 17%	160	138	70 15%	65	209	61 18%	30 22%	300	134 18%	11 13%	49 20%	24 14%	31 16%	34 22%	43 21%	30 17%	57 19%	74	30	40	10 16%
	20%	19%	20%	22%	23%	21%	19%	1/%	26%	22%	15%	13%	21%	18%	22%	21%	18%	13%	20%	14%	16%	22%	21%	1/%	19%	24%	29%	22%	16%
(+1) A fairly positive impact	750	358	385	107	g 133	139	120	252	1K 243	225	152	131	337	119	45	500	250	30	74	65	61	48	70	69	99	qs 121	qstw 30	67	17
(+1) A fairly positive impact	34%	33%	35%	34%	33%	36%	31%	36%	40%	36%	32%	27%	35%	35%	32%	34%	34%	35%	31%	36%	32%	30%	34%	38%	33%	39%	29%	37%	27%
	34%	33%	3370	3470	3370	30%	31/4	30/0	ik	k	3270	2770	3370	3370	32,0	3470	3470	3370	31/0	30%	32.70	3070	3470	3070	3370	3370	2570	31.00	2770
(0) Neither positive nor negative	446	236	207	68	94	77	62	146	106	125	104	111	192	67	29	288	158	13	49	42	44	35	41	24	74	54	21	34	16
impact																													
	20%	22%	19%	22%	24%	20%	16%	21%	17%	20%	22%	23%	20%	20%	21%	20%	21%	15%	20%	23%	23%	22%	20%	13%	25%	17%	20%	19%	26%
					f							h								w	w				w				w
(-1) A fairly negative impact	206	101	104	30	35	34	44	63	41	56	48	61	107	33	6	145	61	11	23	15	19	12	23	21	24	27	8	16	6
	9%	9%	9%	10%	9%	9%	11%	9%	7%	9%	10%	13%	11%	9%	4%	10%	8%	13%	10%	8%	10%	7%	11%	12%	8%	9%	8%	9%	10%
												h	n			n													
(-2) A very negative impact	178 8%	109	68 6%	20 6%	22 5%	19 5%	46 12%	71 10%	30 5%	36 6%	49 10%	63 13%	72 7%	20 6%	12 8%	104 7%	74 10%	12 14%	19 8%	19 11%	16 8%	11 7%	10 5%	18 10%	31 11%	15 5%	6%	14 8%	9%
	876	10%	076	076	576	376	cde	de	376	076	10%	13%	776	076	876	/76	10%		876	1176	876	/76	376	10%	1176	376	076	876	976
Positive impact (NET)	1184	560	607	174	224	221	192	373	403	363	222	196	545	179	75	800	384	42	122	89	91	82	113	99	156	195	60	107	26
Positive impact (NET)	54%	52%	55%	56%	56%	58%	49%	53%	66%	58%	47%	41%	56%	52%	54%	55%	52%	48%	51%	50%	48%	52%	55%	55%	52%	63%	58%	59%	43%
						f			lik	ik																arstuxC			
Negative impact (NET)	384	210	172	50	57	53	90	134	71	92	97	124	179	53	17	249	134	23	42	34	35	23	34	39	56	42	15	30	11
	18%	20%	16%	16%	14%	14%	23%	19%	12%	15%	20%	26%	18%	15%	12%	17%	18%	26%	18%	19%	18%	14%	17%	21%	19%	14%	14%	16%	19%
		b					cde				hi	hi						uy						у					
Mean	0.52	0.44	0.6	0.58	0.63	0.66	0.37	0.44	0.8	0.64	0.35	0.17	0.55	0.56	0.63	0.56	0.46	0.23	0.51	0.37	0.42	0.59	0.6	0.45	0.44	0.72	0.71	0.61	0.35
			a	f	fg	fg			ijk	jk													q			qstwxC	qs	q	
Don't know	179	68	111	19	25	34	45	56	29	48	49	51	55	44	18	118	61	9	26	14	20	19	17	19	13	17	7	11	8
	8%	6%	10%	6%	6%	9%	12%	8%	5%	8%	10%	11%	6%	13%	13%	8%	8%	11%	11%	8%	11%	12%	8%	10%	4%	6%	7%	6%	12%
		I.	a				cd			h	h	h		lop				X	xy		x	xy		X					X

 $Proportions/Means: Columns Tested (5\% risk level) - a/b - c/d/e/l/g - h/l/j/k - l/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C \\ Overlap formulae used. * small base$

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



Base: All adults aged 16-75 in the UK

23-085423-07 - UK WORKFORCE AND REFUGEES 16TH - 20TH FEBRUARY 2024 PUBLIC IPSOS

21 Feb 2024

Table 26
Q4_4 - Please imagine that UK companies took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, to what extent do you think that this has a positive or negative impact on each of the following? The integration of refugees into UK society

			EDUC	ATION				INCOME				MARITAL STAT	us		NUMBER IN	HOUSEHOLD		CHILDREN IN	HOUSEHOLD	ETH	NICITY	OVERA	LL JOB MARKE	T VIEW	ACTIONS T	NIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/	A-LEVEL OR	DEGREE/ MASTERS/	NO FORMAL	UP TO	£20,000 -	£35,000 -		PREFER NOT	MARRIED		WID/ DIV/								ETHNIC	LABOUR	NEITHER A LABOUR SHORTAGE NOR A LABOUR	LABOUR	SHOULD DO	SHOULD NOT
		NVQ12	EQUIV.	PHD	QUALS.	£19,999	£34,999	£54,999	£55,000+	TO ANSWER	/LIVING AS	SINGLE	SEP	1	2	3	4+	YES	NO	WHITE	MINORITY	SHORTAGE	SURPLUS	SURPLUS	THIS	DO THIS
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)
UNWEIGHTED BASE	2192									160								661							1148	351
WEIGHTED BASE	2192									162								679							1084	381
	100%	29%	31%	34%	6%*	20%	26%	25%	22%	7%	58%	32%	10%	19%	36%	18%	27%	31%	69%	86%	13%	41%	21%	19%	49%	17%
(+2) A very positive impact	433	67	135	219	12	74	113	106	118	22	240	150	43	89	165	70	110	116	317	355	68	230	70	79	389	10
	20%	11%	20%	29%	10%	17%	20%	20%	25%	14%	19%	21%	20%	21%	21%	17%	19%	17%	21%	19%	23%	26%	15%	19%	36%	3%
			ad	abd					ei													vw			У	
(+1) A fairly positive impact	750	205	239	272	34	139	162	217	192	41	451	231	68	136	271	129	214	239	511	637	110	353	157	147	498	53
	34%	32%	35%	36%	26%	31%	29%	40%	40%	25%	36%	33%	30%	32%	35%	32%	37%	35%	34%	34%	37%	39%	35%	36%	46%	14%
				d				efi	efi																У	
(0) Neither positive nor negative impact	446	153	128	129	36	105	133	94	79	35	254	156	36	81	147	108	111	148	298	375	68	152	110	85	119	69
	20%	24%	19%	17%	28%	24%	24%	17%	17%	21%	20%	22%	16%	19%	19%	27%	19%	22%	20%	20%	23%	17%	24%	21%	11%	18%
() , () , () , ()		c			bc	gh	gh									mnp							u			x
(-1) A fairly negative impact	206	69	66	55	15	38	60	44	50	15	119	65	22	3/	73	31	64	61	145	182	24	64	58	47	34	93
	9%	11%	10%	7%	12%	9%	11%	8%	10%	9%	9%	9%	10%	9%	9%	8%	11%	9%	10%	10%	8%	7%	13%	11%	3%	25%
		С																					u	u		x
(-2) A very negative impact	178	74	52	35	17	52	44	49	20	13	104	43	30	45	61	30	43	60	118	170	8	53	45	38	12	140
	8%	12%	8%	5%	14%	12%	8%	9%	4%	8%	8%	6%	14%	11%	8%	7%	7%	9%	8%	9%	3%	6%	10%	9%	1%	37%
		bc	c		c	n	n	n					jk							t			u			X
Positive impact (NET)	1184 54%	273	374	491	46	213 48%	274 48%	323	310	63	691	381 54%	111 50%	225	436	198 49%	324	355	828 55%	992	178 61%	583	227 50%	227	887	63
	54%	43%	55% ad	66% abd	36%	48%	48%	60%	65% efi	39%	55%	54%	50%	53%	56%	49%	55%	52%	55%	53%	61%	65%	50%	55%	82%	16%
No. of Contract (NET)	384	442			22	90	402	eti	70	28	222	400	52	82	0 134	61	107	424	262	352	31	vw 117	402	85	46	222
Negative impact (NET)	18%	142 22%	118 17%	91 12%	33 26%	20%	103 18%	93 17%	15%	28 17%	223 18%	109 15%	52 23%	19%	17%	15%	18%	121 18%	263 17%	19%	11%	13%	103 23%	21%	46	233 61%
	1076	2270	1770 C	1270	2076	20%	1070	1/70	1376	1/70	1070	1370	2370 L	1370	1/70	1370	1070	1070	1/70	1976	1170	1376	2370	2170	470	8176 X
Mean	0.52	0.22	0.55	0.82	0.07	0.36	0.47	0.56	0.74	0.35	0.52	0.59	0.36	0.48	0.57	0.48	0.52	0.47	0.55	0.48	0.75	0.75	0.34	0.46	1.16	-0.82
ivicali	0.52	0.22	ad	abd	0.07	0.56	0.47	e e	efgi	0.55	0.52	0.59	0.50	0.46	0.57	0.48	0.52	0.47	0.55	0.40	s.75	0.75 VW	0.34	0.40	у у	-0.02
Don't know	179	71	59	35	13	37	55	30	20	36	92	63	23	35	62	37	44	56	123	158	17	45	13	16	32	17
	8%	11%	9%	5%	10%	8%	10%	6%	4%	22%	7%	9%	10%	8%	8%	9%	8%	8%	8%	8%	6%	5%	3%	4%	3%	4%
		С	c		с	h	gh			efgh																

 $Proportions/Means: Columns \ Tested (5\% \ risk \ level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y \\ Overlap formulae used. "small base$

Table 27
Q4_5 - Please imagine that UK companies took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, to what extent do you think that this has a positive or negative impact on each of the following? Refugees based in the UK

Base: All adults aged 16-75 in the UK

		GEN	IDER			AGE				SOCIAL	GRADE			W	ORKING STAT	JS								OFFICE REGIO	N				
															SELF	ANY	NOT			YORKS &	WEST	EAST	EAST OF					1	,
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	EMPLOYED	WORKING	WORKING	NORTH EAST	NORTH WEST	HUMBER	MIDLANDS	MIDLANDS	ENGLAND	SOUTH WEST	SOUTH EAST	LONDON	WALES	SCOTLAND	NI
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(i)	(k)	(I)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)	(A)	(B)	(C)
UNWEIGHTED BASE	2192			298				701					960					93											
WEIGHTED BASE	2192			311				709					972					86*											
	100%	49%	50%	14%	18%	18%	18%	32%	28%	29%	22%	22%	44%	16%	6%	66%	34%	4%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
(+2) A very positive impact	456	213	232	70	93	91	74	129	170	150	69	66	215	65	31	311	145	10	50	31	35	30	40	33	62	85	26	47	8
	21%	20%	21%	22%	23%	24%	19%	18%	28%	24%	15%	14%	22%	19%	22%	21%	20%	12%	21%	17%	18%	19%	19%	18%	21%	28%	25%	26%	13%
1									jk	jk																qstwC	q	q	,
(+1) A fairly positive impact	736	360	371	108	119	122	117	271	236	218	148	134	307	108	45	460	276	31	73	59	58	53	80	69	99	106	38	51	19
	34%	34%	34%	35%	30%	32%	30%	38%	39%	35%	31%	28%	32%	32%	32%	32%	37%	35%	31%	33%	30%	33%	39%	38%	33%	35%	37%	28%	31%
								df	jk	k							lo						В						
(0) Neither positive nor negative	439	237	199	58	95	77	83	127	89	125	123	102	209	78	26	313	126	15	50	40	39	38	36	25	62	61	9	45	19
impact																													
	20%	22%	18%	19%	24%	20%	21%	18%	15%	20%	26%	21%	22%	23%	18%	22%	17%	17%	21%	23%	20%	24%	17%	14%	21%	20%	9%	25%	31%
		b			g					h	hi	h	р	р		р			A	wA	A	wA			A	A		wA	vwA
(-1) A fairly negative impact	202	95	106	34	40	34	38	55	48	50	43	62	97	35	11	143	59	11	21	16	23	10	22	21	31	26	7	10	5
	9%	9%	10%	11%	10%	9%	10%	8%	8%	8%	9%	13% hi	10%	10%	8%	10%	8%	13%	9%	9%	12%	6%	11%	11%	10%	8%	7%	6%	9%
(-2) A very negative impact	174	105	67	23	23	24	39	65	27	32	48	66	79	18	12	109	64	9	23	18	13	10	11	15	23	18	14	13	5
(-, ,	8%	10%	6%	7%	6%	6%	10%	9%	5%	5%	10%	14%	8%	5%	8%	8%	9%	10%	10%	10%	7%	7%	6%	8%	8%	6%	13%	7%	9%
		b		.,.			d				hi	hi															vy		
Positive impact (NET)	1192	573	603	177	212	213	190	400	407	368	217	200	522	173	76	772	421	41	124	90	93	82	120	102	161	191	64	98	27
	54%	53%	55%	57%	53%	55%	49%	56%	67%	59%	46%	41%	54%	50%	54%	53%	57%	47%	52%	50%	49%	52%	58%	56%	54%	62%	62%	54%	44%
								f	ijk	jk																qrstC	tC		
Negative impact (NET)	376	200	174	57	63	59	77	120	75	82	91	128	177	53	23	253	123	20	44	34	37	20	34	35	54	44	21	24	11
1	17%	19%	16%	18%	16%	15%	20%	17%	12%	13%	19%	26%	18%	15%	17%	17%	17%	23%	18%	19%	19%	13%	16%	19%	18%	14%	20%	13%	18%
1											hi	hij																	,
Mean	0.55	0.48	0.61	0.57	0.59	0.63	0.42	0.53	0.83	0.7	0.34	0.17	0.53	0.55	0.58	0.54	0.56	0.29	0.49	0.42	0.46	0.58	0.6	0.53	0.53	0.73	0.6	0.65	0.33
			a			f			jk	jk																qrstC		q	
Don't know	184	63	120	18	31	36	38	61	38	53	40	53	64	39	15	118	66	11	21	15	23	18	16	19	21	13	9	14	5
	8%	6%	11%	6%	8%	9%	10%	9%	6%	8%	8%	11%	7%	11%	11%	8%	9%	13%	9%	8%	12%	11%	8%	11%	7%	4%	9%	8%	8%
1	1	l	a									h	1	lo		1		- v	v		v	v		v					,

 $Proportions/Means: Columns Tested (5\% risk level) - a/b - c/d/e/l/g - h/l/j/k - l/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/C \\ Overlap formulae used. * small base$

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



21 Feb 2024

Table 28
Q4_5 - Please imagine that UK companies took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, to what extent do you think that this has a positive or negative impact on each of the following? Refugees based in the UK

Base: All adults aged 16-75 in the UK

			EDUC	CATION				INCOME			N	MARITAL STAT	rus		NUMBER IN	HOUSEHOLD		CHILDREN IN	HOUSEHOLD	ЕТН	INICITY	OVER#	ILL JOB MARKE	ET VIEW	ACTIONS	NIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/	A-LEVEL OR EQUIV.	DEGREE/ MASTERS/	NO FORMAL	UP TO £19,999	£20,000 - £34,999	£35,000 - £54,999	£55,000+	PREFER NOT	MARRIED	SINGLE	WID/ DIV/				4+	VEC			ETHNIC MINORITY	LABOUR SHORTAGE	NEITHER A LABOUR SHORTAGE NOR A LABOUR SURPLUS	LABOUR SURPLUS	SHOULD DO	
	TOTAL	NVQ12	(b)	PHD (c)	QUALS.	(e)	£34,999 (f)	£54,999	£55,000+	TO ANSWER	/LIVING AS	SINGLE (k)	SEP (I)	(m)	2 (n)	(0)	(n)	YES (a)	NO (r)	WHITE (s)	(t)	SHURTAGE (u)	(v)	(w)	THIS (x)	DO THIS (v)
UNWEIGHTED BASE	2192	476	480	1139	97	437	535	535	525	160	1265	708	219	446	773	411	562	661	1531	1865	307	932	448	398	1148	351
WEIGHTED BASE	2192	638				445				162			222					679		1877		897			1084	
	100%	29%	31%	34%	6%*	20%	26%	25%	22%	7%	58%	32%	10%	19%	36%	18%	27%	31%	69%	86%	13%	41%	21%	19%	49%	17%
(+2) A very positive impact	456	87	133	222	15	85	108	113	126	24	261	157	38	91	168	77	120	125	332	380	66	242	69	91	402	13
	21%	14%	20%	30%	11%	19%	19%	21%	26%	15%	21%	22%	17%	22%	22%	19%	20%	18%	22%	20%	23%	27%	15%	22%	37%	3%
(-) - (-)			a	abd					efi													V		v	У	
(+1) A fairly positive impact	736 34%	198	225	280	34	134	164	221	173 36%	45 28%	439	225	73	132	276	137 34%	192	218	518	634 34%	98	347	149	145	484	58
	34%	31%	33%	37% ad	26%	30%	29%	41% efi	30%	28%	35%	32%	33%	31%	35%	34%	33%	32%	34%	34%	33%	39%	33%	35%	45%	15%
(0) Neither positive nor negative impact	439	147	143	118	31	85	136	98	93	27	248	148	43	81	139	98	122	157	282	366	71	145	115	78	117	68
	20%	23%	21%	16%	24%	19%	24%	18%	19%	17%	20%	21%	19%	19%	18%	24%	21%	23%	19%	19%	24%	16%	25%	19%	11%	18%
		c	c		c		g									n		r					uw			x
(-1) A fairly negative impact	202	71	57	55	19	48	56	39	43	17	117	63	22	34	71	38	59	74	128	174	28	65	56	45	45	88
	9%	11%	8%	7%	15%	11%	10%	7%	9%	11%	9%	9%	10%	8%	9%	9%	10%	11%	8%	9%	9%	7%	12%	11%	4%	23%
(2) 4	474	c		20	c	53		20	22		402	40	25	42	62	25		- 53	422	454	42	40	u	u	-	x .
(-2) A very negative impact	174 8%	67 11%	55 8%	30 4%	22 17%	52 12%	51 9%	38 7%	23 5%	11 7%	102 8%	46 7%	26 12%	43 10%	63 8%	25 6%	44 7%	52 8%	122 8%	161 9%	13 4%	49 5%	45 10%	36 9%	8 1%	134 35%
	876	, ii/o	670	470	bc bc	gh	h	7.70	370	7,0	070	770	1270 k	0	670	070	7,70	0,0	070	+	470	376	1070	370	170	x x
Positive impact (NET)	1192	285	358	501	48	219	272	334	298	69	699	382	111	223	444	214	312	343	850	1014	165	589	218	236	886	71
, ,	54%	45%	53%	67%	38%	49%	48%	62%	62%	43%	55%	54%	50%	53%	57%	53%	53%	50%	56%	54%	56%	66%	48%	57%	82%	19%
			ad	abd				efi	efi										q			vw		v	У	
Negative impact (NET)	376	138	112	85	41	100	106	77	65	28	219	109	48	77	134	62	103	126	250	335	41	113	101	81	52	222
	17%	22%	17%	11%	32%	22%	19%	14%	14%	17%	17%	15%	21%	18%	17%	15%	18%	19%	17%	18%	14%	13%	22%	20%	5%	58%
		С	c		abc	gh	h																u	u	\perp	x
Mean	0.55	0.29	0.53 ad	0.86 abd	0.01	0.38	0.43	0.65 ef	0.74 efi	0.44	0.55	0.6 I	0.37	0.51	0.58	0.55	0.53	0.46	0.59	0.52	0.64	0.79 vw	0.32	0.53 v	1.16 y	-0.75
Don't know	184	68	66	42	8	41	52	31	23	38	94	69	21	42	62	31	49	54	130	163	18	49	19	18	29	20
	8%	11%	10%	6%	7%	9%	9%	6%	5%	23%	7%	10%	9%	10%	8%	8%	8%	8%	9%	9%	6%	5%	4%	4%	3%	5%
		C	С			l h	h			efgh																x

 $Proportions/Means: Columns \ Tested \ (5\% \ risk \ level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y \\ Overlap \ formulae \ used. \ * small \ base$

Table 29
Q5 - Please imagine that your employer took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, would you support or oppose this?

Base: All adults aged 16-75 who are employed (full time / part time)

		GEN	IDER			AGE				SOCIAL	GRADE			W	ORKING STAT	JS							GOVERNMENT	OFFICE REGIO	N				
															SELF	ANY	NOT			YORKS &	WEST	EAST	EAST OF						
		MALE	FEMALE	16-24	25-34	35-44	45-54	55-75	AB	C1	C2	DE	FULL TIME	PART TIME	EMPLOYED	WORKING	WORKING	NORTH EAST	NORTH WEST	HUMBER	MIDLANDS	MIDLANDS	ENGLAND	SOUTH WEST	SOUTH EAST	LONDON	WALES	SCOTLAND	NI
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(1)	(m)	(n)	(o)	(p)	(q)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)	(A)	(B)	(C)
	1261	645	609	144	314	279	279	245	477	436	189	159	960	301		1261		54	140	105	110	86	118	108	168	178	48	104	42
WEIGHTED BASE	1315	680		164					419				972					50*											
	100%	52%	48%	12%	24%	22%	21%	21%	32%	32%	22%	14%	74%	26%	.**	100%	.**	4%*	11%	8%*	9%*	7%*	10%*	8%*	14%	14%	4%*	8%*	3%*
(+2) Strongly support	278	145	130	37	71	76	56	40	119	84	49	27	214	65	-	278	-	8	30	17	21	14	32	15	35	58	21	21	6
1	21%	21%	21%	22%	23%	26%	21%	14%	28%	20%	17%	15%	22%	19%	-	21%	-	16%	22%	17%	19%	14%	25%	14%	18%	31%	40%	20%	13%
1					g	g			ijk																	stuwxC	qrstu		
																											wxBC		
(+1) Tend to support	371	193	178	54	100	78	61	78	138	127	68	38	281	90	-	371	-	11	37	24	30	27	37	41	52	58	11	25	18
	28%	28%	28%	33%	32%	27%	23%	28%	33%	30%	23%	21%	29%	26%	-	28%	-	21%	26%	23%	26%	29%	29%	39%	27%	31%	21%	24%	39%
				f	f				jk	k														sB					
(0) No feelings either way	372	193	177	40	87	67	85	93	83	126	106	58	258	114	-	372	-	15	47	30	36	31	28	24	63	40	10	32	15
	28%	28%	28%	24%	28%	23%	31%	33%	20%	30%	36%	32%	27%	33%	-	28%	-	31%	34%	29%	31%	33%	22%	23%	33%	21%	18%	31%	35%
							e	e		h	h	h		lo		1			٧						٧				
(-1) Tend to oppose	121	66	54	19	25	22	31	25	39	37	24	21	99	22	-	121	-	5	15	12	11	10	19	4	16	15	3	7	2
	9%	10%	9%	11%	8%	8%	11%	9%	9%	9%	8%	11%	10%	6%	-	9%	-	11%	10%	12%	10%	10%	15%	3%	9%	8%	5%	7%	5%
																				w			w						
(-2) Strongly oppose	101	61	40	8	14	28	23	29	24	28	30	19	80	21	-	101	-	5	6	14	11	4	5	12	9	13	5	13	4
	8%	9%	6%	5%	4%	10%	9%	11%	6%	7%	10%	11%	8%	6%	-	8%	-	11%	4%	14%	10%	4%	4%	12%	5%	7%	9%	13%	8%
						d		d												ruvx				rv				ruvx	
Support (NET)	649	338	308	90	171	153	117	118	257	211	117	64	495	154	-	649	-	19	68	41	51	41	69	56	86	116	32	47	23
	49%	50%	49%	55%	55%	53%	43%	43%	61%	50%	40%	35%	51%	45%	-	49%	-	38%	48%	40%	45%	43%	54%	53%	46%	61%	61%	45%	52%
				fg	fg	fg			ijk	jk																qrstuxB	qs		
Oppose (NET)	222	127	94	26	38	50	54	54	63	66	54	40	179	44	-	222	-	11	20	26	22	14	24	16	26	29	8	21	6
	17%	19%	15%	16%	12%	17%	20%	19%	15%	15%	19%	22%	18%	13%	-	17%	-	22%	15%	26%	19%	14%	19%	15%	14%	15%	14%	20%	13%
							d	d					mo			m				rx									
Mean	0.49	0.45	0.52	0.6	0.64	0.56	0.37	0.28	0.72	0.5	0.3	0.2	0.48	0.49	-	0.49	-	0.24	0.53	0.19	0.36	0.43	0.59	0.45	0.49	0.71	0.83	0.34	0.44
				g	fg	g			ijk	k									s				s			qstB	qs		
Don't know	72	22	49	7	16	21	15	13	17	22	14	19	40	31	-	72	-	5	6	5	4	10	6	10	13	4	3	5	-
[5%	3%	8%	4%	5%	7%	5%	5%	4%	5%	5%	11%	4%	9%	-	5%	-	9%	4%	5%	4%	10%	5%	10%	7%	2%	6%	5%	-
		I	a	1					1			hii		lo		1		l v				v		v					

Proportions/Means: Columns Tested (5% risk level) - a/b - c/d/e/f/g - h/f/f/k - 1/m/n/o/p - q/r/s/t/u/v/w/x/y/A/B/COverlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.



Table 30

Q5 - Please imagine that your employer took actions to help UK-based refugees to find, apply for and start roles in their organisation. On balance, would you support or oppose this?

Base: All adults aged 16-75 who are employed (full time / part time)

																		_								
			EDUC	CATION				INCOME				MARITAL STAT	us		NUMBER IN	HOUSEHOLD		CHILDREN IN	I HOUSEHOLD	ETH	NICITY	OVERA	LL JOB MARKE	T VIEW	ACTIONS T	INIES TO TAKE TO HELP UK- REFUGEES
		GCSE/ O- LEVEL/ CSE/ NVO12	A-LEVEL OR EQUIV.	DEGREE/ MASTERS/ PHD	NO FORMAL QUALS.	UP TO £19,999	£20,000 - £34,999	£35,000 - £54,999	£55,000+	PREFER NOT TO ANSWER	MARRIED /LIVING AS	SINGLE	WID/ DIV/ SEP	1	2	,	4+	YES	NO	WHITE	ETHNIC MINORITY	LABOUR SHORTAGE	NEITHER A LABOUR SHORTAGE NOR A LABOUR SURPLUS	LABOUR SURPLUS	SHOULD DO THIS	SHOULD NOT
	TOTAL	(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(i)	(k)	(1)	(m)	(n)	(0)	(n)	(a)	(r)	(s)	(t)	(u)	(v)	(w)	(x)	(y)
UNWEIGHTED BASE	1261	207	268	756	30	115	284	355	440	67	788	371	102	216	395	270	380	490	771	1068	182	541	295	230	678	192
WEIGHTED BASE	1315	319																509		1123					667	220
	100%	24%																39%		85%					51%	
(+2) Strongly support	278	41	74	157	6	15	60	76	118	9	182	77	19	45	88	59	87	113	165	230	46	152	46	59	264	7
	21%	13%	18%	30% ab	13%	11%	18%	21% e	29% efgi	13%	23%	20%	17%	21%	21%	22%	21%	22%	20%	20%	26%	28% v	15%	24% v	40% y	3%
(+1) Tend to support	371	71	117	173	10	28	82	118	129	14	228	110	33	55	124	66	126	151	220	313	56	175	87	75	296	12
	28%	22%	28%	33% a	22%	19%	25%	32% e	32% e	20%	28%	28%	29%	26%	30%	24%	31%	30%	27%	28%	31%	32%	28%	30%	44% y	6%
(0) No feelings either way	372	117	124	112	19	51	111	100	91	19	220	123	28	62	110	96	104	144	228	315	53	137	95	57	80	44
	28%	37% c	30% c	21%	41%	36% h	34% h	27%	22%	27%	27%	31%	25%	29%	26%	35% np	25%	28%	28%	28%	30%	25%	31%	23%	12%	20% x
(-1) Tend to oppose	121	29	43	43	7	15	35	29	36	6	74	41	6	16	39	26	40	42	80	107	14	35	42	30	11	63
	9%	9%	10%	8%	15%	11%	11%	8%	9%	9%	9%	10%	5%	7%	9%	9%	10%	8%	10%	10%	8%	6%	14% u	12% u	2%	28% x
(-2) Strongly oppose	101	40	31	27	3	19	24	30	21	7	65	20	16	21	28	17	35	38	63	95	6	30	29	20	8	88
	8%	13% c	7%	5%	7%	13% h	7%	8%	5%	10%	8%	5%	14% k	10%	7%	6%	9%	7%	8%	8% t	3%	6%	10% u	8%	1%	40% x
Support (NET)	649	112	192	330	16	43	142	194	247	23	410	187	52	100	212	125	213	264	385	542	102	327	134	135	560	20
	49%	35%	46%	62%	35%	30%	43%	53%	61%	33%	51%	47%	46%	46%	51%	45%	52%	52%	48%	48%	57%	60%	44%	54%	84%	9%
			а	ab			e	efi	efgi													v		v	У	
Oppose (NET)	222	69	74	69	10	34	59	59	57	13	139	61	22	36	67	43	75	79	143	202	20	65	72	50	19	151
	17%	22% c	18%	13%	22%	24% h	18%	16%	14%	18%	17%	15%	20%	17%	16%	16%	18%	16%	18%	18% t	11%	12%	23% u	20% u	3%	69% x
Mean	0.49	0.14	0.41	0.76	0.19	0.04	0.38	0.51	0.73	0.24	0.5	0.49	0.32	0.44	0.53	0.47	0.48	0.53	0.45	0.45	0.7	0.73	0.26	0.52	1.21	-0.99
			a	ab			е	е	efgi												S	vw		V	У	
Don't know	72	22	30	19	1	14	15	16	13	15	37	24	10	16	27	12	16	20	51	64	4	12	6	10	7	5
	5%	7%	7%	4%	2%	10% h	5%	4%	3%	21%	5%	6%	9%	8%	7%	4%	4%	4%	6%	6%	2%	2%	2%	4%	1%	2%
			c			l n				efgh								1								

Proportions/Means: Columns Tested (5% risk level) - $a/b/c/d - e/f/g/h/i \cdot j/k/l - m/n/o/p - q/r - s/t - u/v/w - x/y$ Overlap formulae used. * small base; ** very small base (under 30) ineligible for sig testing

This work was carried out in accordance with the requirements of the international quality standard for market research, ISO 20252 and with the Ipsos Terms and Conditions.

Between technical

23-DESIGNATION - LICK WORKSTONES AND REPUBLISS SETTIN - 20TH PRINCIPLES FOR PUBLISH PRODUCT PRINCIPLES

7845 3.

Easy to profile Race: Madults aged 10-75 in the	as.																												
		GINE	20.5			AGE				HOUN.	16825		FULL TIME	wo	SELF	MONERG	NOT		NORTH WEST	YORKIA	WEST MICLANDS	E467	EAST OF	OFFICE REGION					
CAMADINATED BASE	****	MINUT AND MINUTES	PEMALE	30-30 64	29-14 Mr.	20-44 tel	49-94 10	15-75 net	AA An	Cl m	G ~	DE Al	FULL TAKE	PART TAKE had	EMPLOYED No.	WOKENG	WORKING	MORTH EAST	WEST AN	NO SER	MICKAWOT	MOUNES	ENGLAND MA	SOUTH MEST	SOUTH EAST	LONDON AA	WALES	SCOTLAND AN	-
GINGE	130%	2014 2015	1094	105	200	265	THE.	200 12%	385	29%	22%	22%	60%	165	4X	1000	10%	86.	11%	EX.	9%	76 76	95 95	262 264	385	SEN.	221	100 EL	26.
must.				100		***		***	271 Arm	**** ****			111 121 201 201	***	*** *** ***	000 000 000	406 406	41 41	A SEE	770	A10 A10 A10 A10	2		70 200	100 A 340	treation treation		A A A A A A A A A A A A A A A A A A A	-
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AGE 10.10	100	10.0	100		- 1	- 1	- 1	- 1		110		100	111	**	14	170	100	1	100	10	100		91	10		41 700		10	1
29-M	400 1 mm	200	296 189	1	800 1000	- 1	- 1	- 1	367 Mm	110 180	30 100	75 1856	368	45	28 tan	m	ton ton to to	4	100 00 00 100 100	34 van	rood 40	25 1410	24	28 14W	61 ****	one one one one one	20 20 20 20 20 20 20 20 20 20 20 20 20 2	13 196	II ven
35-64	384 18%	288 276	191 176	- 1	-	384 300%	- 1	1	234 22%	101 17%	75 365	70 20%	212 26%	60 176	36 17%	101 101 275	68 85	29 22%	574	36 20%	31 16%	11 20%	33 36%	35 32%	17 12%	17 20%	29 29%	12 176 13 176	II ten II II II's
mar .	18%	200	THE LEVE	1			100%	1	21%	17%	285	20%	22% 22% 241	166	18K	20%	an 12%	12%	20%	21%	12%	ZIN	22% Se	21%	176	10%	115 2155	186	30%
50-75	300 1100	363 ****	384 110	- 1			-	728 1994	201	221 100	34K	20% h 1044 mm	361	114	10	20% 20% 209 109	270 1110	es 	20 000	12	65 ****	ZIN I M	71 mm	21% for 62	100	18	27 1600	70	30
SOCIAL GRADA	ana.	***	***	**	147	186	**		are.				***	**				100	-	***		-	an.	41	**	tre.	**		
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									349	117	100			Ina			lenne						**	79		141			
PARTTIME	60% 364	SEE b 200	38% 256 119	305. 6 12	62% 62% 65 60	60% 60 60	SEE.	286 286	17% a 73	SEN B B B	100 200 100 100 100 100 100 100 100 100	20% AD	200%	344		675 675 766 364		91 985 29 110	80% 317 107	48% 27		MAN ANN ANN ANN ANN ANN ANN ANN ANN ANN	41 11	42% 33 17m	61 61	MPE miredit	31 23	60% 11	NIN 14
MLF EMPLOYED	380 8%	77 7%		34 8N	28 8%	34 6%	27 7%		44		12	20 10 20 20	-	tone.	140			1 26	A IN	A AN	10	30 6%	14 7%			21 76	0 EX	13 7%	2
ess services	1.00	76	62 6%	176 176		4% 17%		12 76	275 275	21 25	11% A	4% 4%	***	100%	183 130% home 145 130%	380 30% hen		2% 11 10%	3% 10%	4N 111 62N	111	6% 67%	7% 101 675	17 10% ~	27 86. 	7% 07%	200 1000	7% 117 665	ex .
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GOVERNMENT CHICK REGION																				-							«		
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YORKIA HUMBER	279	75	333 mv	28	1	30	37 tem	12		67 800	EX 1000	-	76 810	27		130	68			179 tomo mineral mellic									
WILL MOUNDS	261	201	23	36	AD New	11 ww	24	41 m	a	12	66	60 mm	29 wv	SE total	20	221	68	- :	- 1	metal C	181	1	- 1	- 1	1	1	1	- 1	1
EAST MIDLANDS	204	70	82 To	11	200	11	14	12.	29	10.	17	0		27	10	206	11				willia	214							
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SOUTHWEST	201	79.	101 mu	28	20	n m	39 1700		70	62 186	20		76 810		17	124	17							181 tone BC					
SOUTHERE	268 16%	2015 2016	140 184	20 305	45 38%	37 30%	53 186	130 186	27 26%	97 15%	17 12%	58 12%	142 21%	66 196	27 286	235	86 11%	:	- 1	- :	- 1	- 1	- :		29K 200N	- 1	- :	- 1	:
LONDON	304 14%	276	127 12%	60 18%	90 20%	17 21%	42 12%	u m	226 28%	26 16%	67 30%	60 12%	345 37%	24 7%	28 16%	212	96 13%		1	-		1		- 1		308 300%		-	т
ANLES	SEE EN	16 25	64 6%	21 7%	20 106	20 SN	15 65.	27 4%	26 65.	XX NN	17 4%	28 4%	17 4%	25 65	9 8%	63 6%	42 4%									ar ar	308		
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and the same of th	363 8%	85	III.	28 6%	III.	II RN	m.	30 33%	20%	12 8%	81 6%	ES.	71 8%	86	95	22.7 8%	9%											182	
NI .	E IN	21.	116	IN IN	256	23 256	13 26.	30 35	26 6%	12 2%	an an	2%	II IN	24 6%	2 2%	E E	14 2%												61 130%
GCM/O-LEVEL/CM/ NVGL2	638 28%	200 20%	III IIN	78 21% d 1 ***	45 20%	77 20%	137 20% 1de 100 100	285 62%	75 32%	179 29%	170 30% N	254 60%	266 20%	121 201 201 200 100	M 25N	264 26%	285 39%	26 926	66 20%	86 17%	10 20%	41 29%	20 20% riskli	61 SEN VE an were	87 12%	61 20%	26 26%	18 22%	21 MN
ALTERNATION .	***	***	114 114	710 210 200 211 110	10.7	***		201 221 281 181 181	100	279 29% h 100 100 100		204 60% Mi 1100 1100	***	100	100	20% - WYN	20% 20% box 10m 10m	**	***	86 37% 1+68 4+ +++			27 1000		12% 12% 18 18 18 18		W II	**	21 MIN V WI WIN
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SHOULD NOT DO THIS	383 1100	225 Wee	345 150	eta 64		12	72	100	78	A AM	11	120	384	36	32 189	30	110	31	27	61	37	29	41	34	68	C 23	29	31 170	7
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Proportions (Masses Columns Teaded (DN risk broad) + q/b + s/4, [a/b]y + b/4 [a/b] b + b/a/a/a/p + q/y/s/4 [a/a/a/a/p/QN/K]C Corrlog formulae used. * small base

This work was control out to accordance with the requirements of the international quality diameter (for market remands, 802 2000) and with the Iyaus Torms and Co

Annua to teday

28-080428-07- UK WORKPORCE AND REPUBLI 1879 - 2079 PERFLORY 2020 PUBLIC

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Base All adults ared 16-75 in the UK	

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			IDU	anov				INCOME			-	AARTM STAT	un .		NUMBER	HOUSEHOLD		OHLDRING	HOUSEHOLD	1791	NOCITY	OVERA	NETHERA	z vew	BAMD N	Brugits
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I ROSEGNATIO BASE	10154	NVQ13	A-DIVELOR EQUIV.	PHD 10	NO FORMAL QUALS. (d)	UP 10 435,999 (e)	£30,000 - £30,999 ah	£34,000-	610,000+ (b)	TO ANSWER	/LNNSAS	SPECIAL DEL	WID/DIV/ SEP	100	(6)	1	6- (a)	100	NO 50	WHTE	ETHNIC MACRITY (I)	SHOKEWING PROPERTY	SURPLUS (sc)	surrus (a)	\$HOLLDOO \$45 (a)	SHOULD NOT DO THIS NO STO STO
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MENTALIFY A SPA	179 8%	2276. (MA MA	17 2%	01 01 76	32% 12%	22N h	27 15 1 1 10 10 10 10 10 10 10 10 10 10 10 10	10% h	21 15 55	32 65.	112 9%	M RN	13 5%	12 8%	E	ES ES	25 25	25 25 25	124 8%	160 8%	28 8%	12 6%	27 32% 4* 8%	11	N 75 M Ri	27 10% 61 12% 4 10%
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1 CHARGON	Ξ			==	***		~	<u>-</u>	175		700	101	::	100	***	-		=	100	170		Ξ		***	=	
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£20.000 - £1£ 999	20%	20% 36	196 186 6	12%	MA MAN MA MAN MAN	3374 (a)	- 1	- :	- 1	- 1	101 22N	700 32%	20%	674 694	385	12%	SIN	101	20%	201	28%	185	20N	285	20%	27%
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MARINA STATUS SOURCED LEVING AS		100 1			18N 4	10	296	172	307	200% elan		32N d	100						700							
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NUMBER IN HOUSEHOLD											n	26	200% //		-							-				101
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NO	3358 68%	200 20% 409 70%	877 70%	279 275 20 686 685	90 70%	IN IN IN	27% 27%	275 ed 276 676	211 025 efut 208 325	225 226 825	111 62N 63 83 786 86N	174 MP MR	20% 21% 21% 78%	622 100%	17 75 0 722 825	229 5-25 646 587 685	SDE SDN TRA SES SEN	829 132%	20.21 200%	201 201 1836 724	121 62% (132 58%	201 568 705	279 EIN	256 685	200 274 204 68%	215 208 6896
ETHALDTY																		1			MX	_				
THE MACHIN	MAN.	801 801 7	MIN.	82% 12%	ESS.	ADS	APS.	25.	EES.	NO.	90% 60%	76%	100 100 1 10 76	BIN.	12% 0000	20% 20%	77% 77%	82N	20% 10%	100%	100	105 105	BEN W	22N	201 201	121.
OVERALL ICE MARKET VIEW	18%	10%	175	176 20	210	100	18%	12%	12%	23%	9%	285 E			ES.		22% mea	SBN /			200% 4		ZIN	IN .	20%	276. 276. 276. 276. 4 10
LABOUR SHORPAGE	897 62%	206 20%	257 38%	508 67% abd 267	as ms	MIN MIN	282 62% 1	201 615 61 228	211 60% 61 138	20 325	561 61% k 362	252 385	323 68% k	196 605 6	871 68% 60 187	112 176	292 225 226	229 30%	66X 60% 4 279	797 62% 1	162 215	207 20% VW		- 1	50.1 50% V	20%
NOW ALLEGATION TO SERVICE	23%	22%	190 195	22%	27 23%	93 22N	186			22 20%	21N	18 291	22%	201	18%	96 285	38N	26%	18%	204	30 26%		232% 232%		28%	276
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UK COMPANIES TO TAKE ACTIONS TO HELP UK BASED REPUSIES																										
MOND NOT TO THE	2000 68%	365	our mi	636 625 abd	EIN	281 481	255 45%	286 5.05 of	279 58% efi 80 17%	75 60%	623 69%	SIN SIN	ers.	202	10% 10%	288 68%	307 52%	380 30%	766 69%	10s 68s	167 576 6	555 625 WW	202 61N	200 68%	2006 2006 V	100 100%
	17%	22% 22%	17%	12%	35 38% 6	285 285 by	184 221	176	186	22 10%	222 17%	138 13N	13 20% 3	20%	136 56%	285	308 28%	138 176	261 176	309 18%	12 12%	111 12%	302 22% u	11 281 1	1	100%

Proportions/Intrans. Culcums Tested ESS risk levels - alluvid - allivids - alluvids - scholar- ad- als- al-fer - al-Overlan Samulan vand. * Gradi Sain-

This work was carried out in accordance with the resultenees is of the international outsity standard for market research. IEO 20202 and with the sacce Twencaed Condition