



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

21 Feb 2024

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

	GENDER			AGE					SOCIAL GRADE				WORKING STATUS					GOVERNMENT OFFICE REGION											
	TOTAL	MALE (a)	FEMALE (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-75 (g)	AB (h)	C1 (i)	C2 (j)	DE (k)	FULL TIME (l)	PART TIME (m)	SELF EMPLOYED (n)	ANY WORKING (o)	NOT WORKING (p)	NORTH EAST (q)	NORTH WEST (r)	YORKS & HUMBER (s)	WEST MIDLANDS (t)	EAST MIDLANDS (u)	EAST OF ENGLAND (v)	SOUTH WEST (w)	SOUTH EAST (x)	LONDON (y)	WALES (A)	SCOTLAND (B)	NI (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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	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%
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%
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	s	47	47	37	s	45	st	s	s	s	rstoxy	s
	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%
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%
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%

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

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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

		EDUCATION				INCOME					MARITAL STATUS			NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED 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	SHOULD NOT DO THIS
	TOTAL	(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)
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
100%	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%
On balance, currently there is a labour shortage in the UK	897	246	257	348	46	161	232	243	211	49	543	252	102	184	371	152	190	229	668	787	102	897	-	-	553	111
	41%	39%	38%	47%	35%	36%	41%	45%	44%	30%	43%	36%	46%	44%	48%	37%	33%	34%	44%	42%	35%	100%	-	-	51%	29%
				abd			i	ei	ei		k		k	p	op			q		t		vw			y	
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%	25%	14%	21%	21%	20%	20%	18%	23%	24%	26%	18%	20%	24%	-	100%	-	19%	27%
							i	i	fi					n		n	n	f				uw			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%	17%	11%	17%	21%	20%	20%	10%	19%	20%	13%	15%	16%	21%	24%	23%	17%	18%	25%	-	-	100%	18%	24%
			acd				i	i	i		i			m		mn		r		s				uv		
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	c		bc	fgh	gh			efgh	j														x	

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

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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 UK

	TOTAL	GENDER		AGE					SOCIAL GRADE				WORKING STATUS					GOVERNMENT OFFICE REGION												
		MALE (a)	FEMALE (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-75 (g)	AB (h)	C1 (i)	C2 (j)	DE (k)	FULL TIME (l)	PART TIME (m)	SELF EMPLOYED (n)	ANY WORKING (o)	NOT WORKING (p)	NORTH EAST (q)	NORTH WEST (r)	YORKS & HUMBER (s)	WEST MIDLANDS (t)	EAST MIDLANDS (u)	EAST OF ENGLAND (v)	SOUTH WEST (w)	SOUTH EAST (x)	LONDON (y)	WALES (A)	SCOTLAND (B)	NI (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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	61*	
100%	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	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%	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%	
				fr	fr				jk	k								x							qrstuvw	B				
(+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%	36%	42%	34%	32%	29%	36%	33%	35%	35%	34%	29%	34%	31%	33%	36%	38%	33%	40%	33%	36%	35%	31%	
									jk																					
(0) Would make no difference	433	234	199	55	89	80	69	140	103	132	109	88	202	67	28	297	136	21	48	43	40	32	31	34	31	54	65	18	33	14
20%	22%	18%	18%	22%	21%	18%	20%	20%	17%	21%	23%	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%	7%	6%	7%	6%	7%	6%	9%	6%	7%	6%	7%	4%	8%	6%	6%	9%	4%	9%	5%	5%	8%	12%	
(-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%	10%	5%	7%	12%	15%	9%	8%	7%	8%	11%	8%	11%	14%	6%	9%	9%	13%	9%	6%	11%	9%	11%	
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%	50%	65%	52%	46%	41%	54%	48%	55%	52%	51%	41%	53%	45%	49%	48%	55%	47%	52%	62%	54%	55%	48%	
									jk	k																				
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%	17%	11%	14%	18%	22%	15%	17%	13%	15%	17%	15%	15%	22%	12%	15%	18%	17%	19%	11%	16%	17%	23%	
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	a	fr	fr				ijk	jk			fr					s	s	s	s					qrstuvw	C	s	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%	13%	6%	12%	13%	19%	10%	16%	12%	12%	13%	20%	13%	9%	18%	17%	11%	19%	12%	6%	13%	10%	6%	
		a	a			c	c	c	h	h	h	hij	lo		i			svvBC	v		svC	sv		svvBC	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

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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

Base: All adults aged 16-75 in the UK

	TOTAL	EDUCATION				INCOME					MARITAL STATUS				NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED REFUGEES	
		GCSE/ O-LEVEL/ CSE/ NVQ12 (a)	A-LEVEL OR EQUIV. (b)	DEGREE/ MASTERS/ PHD (c)	NO FORMAL QUALS. (d)	UP TO £19,999 (e)	£20,000 - £34,999 (f)	£35,000 - £54,999 (g)	£55,000+ (h)	PREFER NOT TO ANSWER (i)	MARRIED /LIVING AS (j)	SINGLE (k)	WID/ DIV/ SEP (l)	1 (m)	2 (n)	3 (o)	4+ (p)	YES (q)	NO (r)	WHITE (s)	ETHNIC MINORITY (t)	LABOUR SHORTAGE (u)	NEITHER A LABOUR SHORTAGE NOR A LABOUR SURPLUS (v)	LABOUR SURPLUS (w)	SHOULD DO THIS (x)	SHOULD NOT DO THIS (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	
100%	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%	24%	5%	18%	14%	20%	20%	11%	16%	20%	14%	18%	17%	15%	17%	17%	17%	15%	25%	23%	13%	19%	30%	2%	
		ad	ad	abd				fi	fi											s	v	v	v	y	y		
(+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%	38%	35%	34%	35%	35%	35%	40%	35%	35%	51%	12%	
		a	a	a				e	efi						m	m									y		
(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	
	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%	
		c					h															u	u		x		
(-1) Fairly negative effect	144	55	35	44	10	29	36	33	38	8	91	37	16	25	50	25	44	47	97	120	24	55	44	32	31	50	
	7%	9%	5%	6%	8%	6%	6%	6%	8%	5%	7%	5%	7%	6%	6%	6%	7%	7%	6%	6%	8%	6%	10%	8%	3%	13%	
		b																								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%	8%	5%	14%	13%	12%	9%	5%	8%	9%	9%	13%	12%	9%	9%	9%	10%	9%	10%	3%	6%	13%	11%	1%	41%	
		bc	c		c		gh	h												t			u		x		
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	
	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				y		
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%	13%	11%	22%	19%	18%	15%	13%	13%	16%	14%	20%	18%	15%	15%	16%	16%	16%	17%	11%	12%	23%	19%	4%	55%	
		bc			bc		h													t		u	u		x		
Mean	0.5	0.14	0.57	0.77	0.07	0.36	0.35	0.58	0.7	0.42	0.5	0.55	0.31	0.41	0.54	0.5	0.49	0.47	0.51	0.44	0.76	0.73	0.26	0.47	1.11	-0.86	
		ad	ad	abd				ef	efi			l								s	vw	vw	v	y	y		
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%	
		c	c		c	gh	gh			efgh									q	t		v			x		

Proportions/Mean: Columns Tested (5% risk level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/a/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

Base: All adults aged 16-75 in the UK

	TOTAL	GENDER		AGE					SOCIAL GRADE				WORKING STATUS					GOVERNMENT OFFICE REGION											
		MALE (a)	FEMALE (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-75 (g)	AB (h)	C1 (i)	C2 (j)	DE (k)	FULL TIME (l)	PART TIME (m)	SELF EMPLOYED (n)	ANY WORKING (o)	NOT WORKING (p)	NORTH EAST (q)	NORTH WEST (r)	YORKS & HUMBUR (s)	WEST MIDLANDS (t)	EAST MIDLANDS (u)	EAST OF ENGLAND (v)	SOUTH WEST (w)	SOUTH EAST (x)	LONDON (y)	WALES (A)	SCOTLAND (B)	NI (C)
UNWEIGHTED BASE	2192	1057	1113	288	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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	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	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			ijk				mop		p	mo									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				p			p										qrsuwxvAB			
(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%
													p			p													
(-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%
									e																				
(-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
	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%
		a		d			deg				h	h				lo													
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
	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%
		b		fg	fg	fg			ijk				mop			mp										qrsuwxvABC			
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		y		y							y	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	p		p				B					B	qrsuwxvAB			
Don'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	i	i		i	lo	y						xyB					

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/z/A/B/C
Overlap formulae used. * small base

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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

Base: All adults aged 16-75 in the UK

		EDUCATION				INCOME					MARITAL STATUS			NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED 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+ (h)	PREFER NOT TO ANSWER (i)	MARRIED /LIVING AS (j)	SINGLE (k)	WID/ DIV/ SEP (l)	1 (m)	2 (n)	3 (o)	4+ (p)	YES (q)	NO (r)	WHITE (s)	ETHNIC MINORITY (t)	LABOUR SHORTAGE (u)	NEITHER A LABOUR SHORTAGE NOR A LABOUR SURPLUS (v)	LABOUR SURPLUS (w)	SHOULD DO THIS (x)	SHOULD NOT DO THIS (y)
	TOTAL	(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)
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	454	412	1084	381	151
100%	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%	6%	5%	4%	4%	9%	1%	5%	6%	2%	4%	4%	6%	7%	8%	4%	4%	10%	5%	7%	7%	7%	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%	14%	12%	17%	20%	24%	7%	19%	17%	13%	15%	15%	21%	20%	22%	15%	16%	25%	20%	20%	16%	20%	13%
				ab			i	ei	efi		l					mn	n	r		s		y			y	
(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
	17%	19%	15%	17%	23%	17%	17%	20%	17%	12%	19%	16%	14%	17%	15%	21%	17%	20%	16%	17%	21%	23%	23%	14%	14%	19%
								i								n						uw			x	
(-1) Fairly negative effect	562	148	187	203	24	105	148	138	130	42	330	166	66	97	231	99	135	157	405	482	76	259	111	108	318	94
	26%	23%	28%	27%	19%	24%	26%	26%	27%	26%	26%	23%	29%	23%	30%	24%	23%	23%	27%	26%	26%	29%	24%	26%	29%	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
	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	h	h		h	j	j		o			mp	q	t	t		uv			x	
Positive effect (NET)	491	108	138	219	27	75	119	128	157	12	296	162	33	80	142	108	160	205	286	386	101	224	122	95	292	63
	22%	17%	20%	29%	21%	17%	21%	24%	33%	8%	23%	23%	15%	19%	18%	27%	27%	30%	19%	21%	34%	25%	27%	23%	17%	17%
			ab			i	i	ei	efgi		l	i				mn	mn	r		s		y			y	
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%	50%	57%
						h	h				jk			o				q	t	t		uv			x	
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			i		ei	efgi		l	l				mm	mm	r		s		w			y	
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			c	gh	h			efgh				op	op			q	t							

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

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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

	TOTAL	GENDER		AGE					SOCIAL GRADE				WORKING STATUS					GOVERNMENT OFFICE REGION												
		MALE (a)	FEMALE (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-75 (g)	AB (h)	C1 (i)	C2 (j)	DE (k)	FULL TIME (l)	PART TIME (m)	SELF EMPLOYED (n)	ANY WORKING (o)	NOT WORKING (p)	NORTH EAST (q)	NORTH WEST (r)	YORKS & HUMBER (s)	WEST MIDLANDS (t)	EAST MIDLANDS (u)	EAST OF ENGLAND (v)	SOUTH WEST (w)	SOUTH EAST (x)	LONDON (y)	WALES (A)	SCOTLAND (B)	NI (C)	
UNWEIGHTED BASE	2192	1057	1113	288	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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	61*	
100%	100%	49%	50%	14%	18%	18%	18%	32%	28%	29%	22%	22%	44%	16%	6%	66%	34%	43%	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%	48	36%	31%
		a						f								lo		tx			x					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											p	p		p				A	A		A		A				A	
(-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%	2%	4%	
				efg			g							p		p								sw		sw				
(-2) Very negative effect	27	25	3	7	9	7	1	3	6	6	8	7	13	6	2	21	7	-	2	1	3	1	5	4	4	6	-	2	-	
	1%	2%	*	2%	2%	2%	*	*	1%	1%	2%	1%	1%	2%	1%	1%	1%	-	1%	1%	2%	1%	2%	2%	1%	2%	-	1%	-	
		b		fg	fg																									
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	
	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%	
		a						cde	k								lmo													
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						p	p		p				s				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									lmno	t	tx	tx						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									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/A/B/C
Overlap formulae used. * small base

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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

	TOTAL	EDUCATION				INCOME					MARITAL STATUS			NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED 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	SHOULD NOT DO THIS
		(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)
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
100%	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	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%	35%	42%	36%	27%	37%	35%	39%	34%	39%	33%	38%	35%	37%	37%	32%	43%	33%	39%	46%	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%	33%	39%	42%	36%	41%	41%	39%	40%	45%	46%	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%	7%	11%	11%	14%	13%	14%	11%	11%	16%	9%	18%	12%	8%	15%
(-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%	3%	2%	5%	3%	2%	4%	2%	1%	*	2%	4%	5%	5%	2%	2%	7%	2%	4%	4%	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%	*	1%	4%	1%	1%	1%	2%	-	1%	2%	1%	*	1%	2%	2%	2%	1%	1%	3%	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%
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%	4%	3%	6%	5%	2%	4%	4%	2%	1%	3%	6%	7%	7%	3%	3%	10%	2%	6%	5%	3%	6%
Mean	1.16	1.11	1.25	1.15	1.01	1.16	1.17	1.17	1.13	1.19	1.16	1.13	1.28	1.22	1.23	1.06	1.1	1.05	1.21	1.2	0.93	1.29	1	1.14	1.31	1.08
		ad									k			o	op			q	t		vw	v		v	y	
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/Mean: Columns Tested (5% risk level) - a/b/c/d - e/f/g/h/i - j/k/l - m/n/a/p - q/r - s/t - u/v/w - x/y
Overlap formulae used. * small base

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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

		GENDER		AGE					SOCIAL GRADE				WORKING STATUS				GOVERNMENT OFFICE REGION													
		TOTAL	MALE (a)	FEMALE (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-75 (g)	AB (h)	C1 (i)	C2 (j)	DE (k)	FULL TIME (l)	PART TIME (m)	SELF EMPLOYED (n)	ANY WORKING (o)	NOT WORKING (p)	NORTH EAST (q)	NORTH WEST (r)	YORKS & HUMBER (s)	WEST MIDLANDS (t)	EAST MIDLANDS (u)	EAST OF ENGLAND (v)	SOUTH WEST (w)	SOUTH EAST (x)	LONDON (y)	WALES (A)	SCOTLAND (B)	NI (C)
UNWEIGHTED BASE	2192	1057	1113	288	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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	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	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		fr	fr	fr			lk				o							w			w			qrstuvw				
																									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					jk																					
(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%	
				d					h						p				uvA	uvA			u		u				uvyA	
(-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%	14%	14%	14%	14%	14%	16%	14%	13%	12%	16%	20%	18%	15%	16%	14%	11%	14%	11%	
				e					h													s								
(-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				ni				o														
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		fr	efr				lk	jk			nop													qrstuvw	w			
																										BC				
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	9	
	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%	
							de	d			h	h				mo						ryBC								
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	
				fr	fr	fr			lk	jk			p			v										qrstuvw	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	l	l	l	vy	y	y	vy	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. * small base

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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

	TOTAL	EDUCATION				INCOME					MARITAL STATUS			NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED REFUGEES	
		GCSE/ O-LEVEL/ CSE/ NVQ12 (a)	A-LEVEL OR EQUIV. (b)	DEGREE/ MASTERS/ PHD (c)	NO FORMAL QUALS. (d)	UP TO £19,999 (e)	£20,000 - £34,999 (f)	£35,000 - £54,999 (g)	£55,000+ (h)	PREFER NOT TO ANSWER (i)	MARRIED /LIVING AS (j)	SINGLE (k)	WID/ DIV/ SEP (l)	1 (m)	2 (n)	3 (o)	4+ (p)	YES (q)	NO (r)	WHITE (s)	ETHNIC MINORITY (t)	LABOUR SHORTAGE (u)	NEITHER A LABOUR SHORTAGE NOR A LABOUR SURPLUS (v)	LABOUR SURPLUS (w)	SHOULD DO THIS (x)	SHOULD NOT DO THIS (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	556	539	480	162	1261	709	222	422	779	405	585	679	1513	1877	295	897	454	412	1084	381
100%	100%	29%	31%	34%	6%*	20%	26%	25%	22%	7%	58%	32%	10%	19%	36%	18%	22%	31%	69%	86%	13%	41%	21%	10%	49%	17%
(+2) Very positive effect	251	39	75	127	9	52	47	65	81	6	140	98	13	45	67	56	82	101	150	190	58	141	45	44	198	27
	11%	6%	11%	17%	7%	12%	8%	12%	17%	4%	11%	14%	6%	11%	9%	14%	14%	15%	10%	10%	20%	16%	10%	11%	18%	7%
			a	abd		i		i	efgi		l	l				n	n	r		s		vw			y	
(+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
	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	e	efi													vw			y	
(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%	20%	15%	18%
																						u				
(-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	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%
		c				gh	h													t		u	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	efi	efgi			l	l								s		vw			y	
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%
		bc				ghi	h						jk				o					u	u	u		x
Mean	0.23	-0.08	0.25	0.48	0.07	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	0.04	0.07	0.71	-0.68
		a	abd			efi	efgi				l	jl				m		s		s		vw			y	
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
	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%
		c	c		c	gh	h			efgh				p	p			q		t		v				

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

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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

	GENDER			AGE					SOCIAL GRADE				WORKING STATUS					GOVERNMENT OFFICE REGION											
	TOTAL	MALE (a)	FEMALE (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-75 (g)	AB (h)	C1 (i)	C2 (j)	DE (k)	FULL TIME (l)	PART TIME (m)	SELF EMPLOYED (n)	ANY WORKING (o)	NOT WORKING (p)	NORTH EAST (q)	NORTH WEST (r)	YORKS & HUMBER (s)	WEST MIDLANDS (t)	EAST MIDLANDS (u)	EAST OF ENGLAND (v)	SOUTH WEST (w)	SOUTH EAST (x)	LONDON (y)	WALES (A)	SCOTLAND (B)	NI (C)
UNWEIGHTED BASE	2192	1057	1113	288	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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	61*
	100%	49%	50%	14%	18%	18%	18%	32%	28%	29%	22%	22%	44%	16%	6%	66%	34%	6%*	11%	8%	9%	7%	9%	8%	14%	14%	5%*	8%	3%*
(+2) Very positive effect	158 7%	86 8%	70 6%	36 fg	52 fg	34 fg	16 fg	21 g	65 ijk	42 7%	22 5%	30 6%	92 9%	27 8%	6 4%	124 9%	34 5%	9 10%	15 6%	14 w	15 w	8 w	22 wAB	4 2%	16 5%	41 13%	3 3%	7 4%	5 8%
(+1) Fairly positive effect	449 20%	256 24%	188 17%	94 30%	98 25%	82 21%	61 16%	114 16%	164 27%	132 21%	87 19%	66 14%	232 24%	56 16%	32 23%	320 22%	130 18%	9 10%	41 17%	30 17%	38 20%	27 17%	37 18%	35 20%	72 24%	92 30%	20 19%	38 21%	10 16%
(0) Would make no difference	449 20%	232 22%	215 20%	62 20%	92 23%	74 19%	77 20%	144 20%	113 19%	129 21%	108 23%	98 20%	204 21%	86 25%	31 22%	321 22%	128 17%	12 14%	51 21%	35 20%	46 24%	27 17%	42 21%	36 20%	63 21%	68 22%	16 15%	35 19%	18 29%
(-1) Fairly negative effect	502 23%	230 21%	267 24%	66 21%	73 18%	77 20%	104 27%	182 26%	148 24%	146 23%	114 24%	94 19%	221 23%	79 23%	23 16%	323 22%	179 24%	28 32%	50 21%	44 24%	48 25%	43 27%	41 20%	43 24%	71 24%	50 16%	26 25%	46 25%	13 21%
(-2) Very negative effect	313 14%	159 15%	150 14%	27 9%	34 9%	51 13%	75 19%	126 18%	67 11%	83 13%	65 14%	98 20%	116 12%	37 11%	21 15%	175 12%	138 19%	12 14%	41 17%	32 18%	18 10%	25 16%	39 19%	32 18%	37 12%	26 9%	21 20%	23 13%	7 12%
Positive effect (NET)	608 28%	342 32%	259 24%	130 42%	150 38%	116 30%	77 20%	135 19%	230 ijk	173 28%	109 23%	96 20%	324 33%	83 24%	38 27%	444 31%	164 22%	17 20%	56 23%	43 24%	53 28%	35 22%	59 29%	40 22%	89 30%	133 43%	23 22%	46 25%	15 24%
Negative effect (NET)	815 37%	389 36%	416 38%	93 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%	75 41%	108 36%	76 25%	47 45%	69 38%	20 32%
Mean	-0.19	-0.12 b	-0.27	0.16 efg	0.17 efg	-0.09 fg	-0.48 c	-0.47 c	0.02 ijk	-0.18 k	-0.29	-0.43 h	-0.04 p	-0.16 p	-0.19 lo	-0.08 i	-0.42 lo	-0.37 y	-0.31 v	-0.34 14%	-0.1 wA	-0.38 v	-0.22 11%	-0.42 v	-0.15 13%	0.26 wAB	-0.49 17%	-0.26 18%	-0.14 15%
Don't know	321 15%	111 10%	206 19%	26 8%	51 13%	67 17%	55 14%	122 17%	51 8%	98 16%	75 16%	97 20%	106 11%	59 17%	28 20%	193 13%	128 17%	18 20%	41 17%	24 14%	26 14%	28 18%	23 11%	31 17%	39 13%	31 10%	18 17%	32 18%	9 15%

Proportions/Mean: 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

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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

		EDUCATION									INCOME					MARITAL STATUS			NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED REFUGEES	
		TOTAL	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+ (h)	PREFER NOT TO ANSWER (i)	MARRIED /LIVING AS (j)	SINGLE (k)	WID/ DIV/ SEP (l)	1 (m)	2 (n)	3 (o)	4+ (p)	YES (q)	NO (r)	WHITE (s)	ETHNIC MINORITY (t)	LABOUR SHORTAGE (u)	NEITHER A LABOUR SHORTAGE NOR A LABOUR SURPLUS (v)	LABOUR SURPLUS (w)	SHOULD DO THIS (x)	SHOULD NOT DO THIS (y)				
			(a)	(b)	(c)	(d)	(e)	(f)	(g)																						
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	897	405	585	679	1513	1877	295	897	454	412	1084	381					
100%	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	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%	8%	6%	6%	8%	10%	2%	8%	8%	2%	6%	6%	8%	9%	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%	11%	14%	16%	23%	29%	20%	21%	22%	13%	16%	20%	24%	22%	23%	20%	20%	26%	25%	24%	18%	28%	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%	20%	23%	21%	19%	17%	20%	21%	19%	19%	17%	25%	23%	24%	19%	20%	24%	19%	27%	18%	18%	17%					
(-1) Fairly negative effect	502	138	162	176	26	90	128	143	116	25	300	138	64	88	195	83	136	140	362	444	54	221	105	118	269	81					
	23%	22%	24%	24%	20%	20%	23%	27%	24%	15%	24%	19%	29%	21%	25%	20%	23%	21%	24%	24%	18%	25%	23%	29%	25%	21%					
(-2) Very negative effect	313	106	109	74	24	89	92	59	50	23	177	87	49	80	111	47	75	71	242	288	24	113	64	75	90	136					
	14%	17%	16%	10%	18%	20%	16%	11%	10%	14%	14%	12%	22%	19%	14%	12%	13%	10%	16%	15%	8%	13%	14%	18%	8%	36%					
Positive effect (NET)	608	141	164	279	24	90	126	170	187	35	358	215	35	93	203	131	181	232	375	484	119	296	141	111	409	69					
	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	250	50	178	220	203	166	48	477	225	113	167	306	130	212	211	604	732	78	334	170	193	360	217					
	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					
				abd				ef	efi		l	l		l	o	mn	mn	r	q	s	w				y						
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%	16%	10%	7%	32%	13%	17%	14%	19%	17%	11%	10%	11%	16%	15%	9%	11%	4%	8%	11%	8%					
		c	c			gh	gh			efgh				op	op			q	t	t	v	v									

Proportions/Mean: 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 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

	TOTAL	GENDER		AGE				SOCIAL GRADE				WORKING STATUS					GOVERNMENT OFFICE REGION												
		MALE (a)	FEMALE (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-75 (g)	AB (h)	C1 (i)	C2 (j)	DE (k)	FULL TIME (l)	PART TIME (m)	SELF EMPLOYED (n)	ANY WORKING (o)	NOT WORKING (p)	NORTH EAST (q)	NORTH WEST (r)	YORKS & HUMBUR (s)	WEST MIDLANDS (t)	EAST MIDLANDS (u)	EAST OF ENGLAND (v)	SOUTH WEST (w)	SOUTH EAST (x)	LONDON (y)	WALES (A)	SCOTLAND (B)	NI (C)
UNWEIGHTED BASE	2192	1057	1113	288	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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	61*
100%	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%	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%
		a	a	e	f	fg	g		jk									q	qwx	qB	q	q	q	qwx	q	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%	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%
		a	a	e	ce	ce	cde						rstuy					rstuy					st	rst		rst			
(0) Would make no difference	397	253	142	57	61	73	69	137	107	110	94	87	182	73	30	284	113	11	42	35	42	29	38	37	51	54	13	30	15
18%	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%
		b											p																
(-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%	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%	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%	68%	62%	73%	63%	72%	66%	71%	67%	72%	70%	64%	64%	69%	63%	66%	67%	69%	69%	67%	68%	64%	67%	70%	68%	69%	69%	70%	68%	65%
		a	c	c	c				jk																				
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%	6%	7%	5%	14%	6%	6%	3%	5%	7%	5%	8%	5%	6%	8%	5%	6%	7%	6%	6%	7%	7%	7%	5%	5%	9%	7%	7%	7%	6%
		b	defg	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
		a	ce	ce	ce	ce							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%	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		c		h	h	hj					i	y	y					y				y	

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

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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

		EDUCATION									INCOME					MARITAL STATUS				NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED REFUGEES	
		GCSE/ O-LEVEL/ CSE/ NVQ12 (a)	A-LEVEL OR EQUIV. (b)	DEGREE/ MASTERS/ PHD (c)	NO FORMAL QUALS. (d)	UP TO £19,999 (e)	£20,000 - £34,999 (f)	£35,000 - £54,999 (g)	£55,000+ (h)	PREFER NOT TO ANSWER (i)	MARRIED /LIVING AS (j)	SINGLE (k)	WID/ DIV/ SEP (l)	1 (m)	2 (n)	3 (o)	4+ (p)	YES (q)	NO (r)	WHITE (s)	ETHNIC MINORITY (t)	LABOUR SHORTAGE (u)	NEITHER A LABOUR SHORTAGE NOR A LABOUR SURPLUS (v)	LABOUR SURPLUS (w)	SHOULD DO THIS (x)	SHOULD NOT DO THIS (y)						
TOTAL	(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)							
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						
100%	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%	33%	31%	25%	21%	33%	32%	24%	29%	28%	17%	20%	28%	27%	32%	31%	26%	27%	30%	30%	24%	34%	37%	18%						
			a	a	a			ef	ef		l	l			m	m	m	r			v		v		y							
(+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						
	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		p	p			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%	18%	18%	18%	17%	22%	16%	24%	14%	12%	23%						
		c	c		c									n		n						uw			x							
(-1) Fairly negative effect	95	33	23	31	8	25	28	21	20	1	59	29	7	15	31	18	31	39	56	72	23	26	28	33	40	25						
	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%						
						l	l											f		s			u	u		x						
(-2) Very negative effect	44	17	11	16	1	2	14	14	9	5	24	13	8	6	10	7	22	26	19	31	13	8	11	12	11	16						
	2%	3%	2%	2%	1%	*	3%	3%	2%	3%	2%	2%	3%	1%	1%	2%	4%	4%	1%	2%	4%	1%	2%	3%	1%	4%						
						e	e			e						mn		r		s			u	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		i	i	efi	efi		k			m				t				v			y							
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%						
														mn			mn	r		s		u	u		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	a	a				f	f		l			m				t		t		v			y							
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%						
		c	c		c	gh	h			efgh				op				q				v			x							

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

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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

	GENDER			AGE					SOCIAL GRADE				WORKING STATUS				GOVERNMENT OFFICE REGION												
	TOTAL	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
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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	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) 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%
				ft	g				lk	k															qrstuvw	qrstu	vwxC	druw	
(+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					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										stuvw	
(-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%
													mg		m	m						fy							
(-2) Definitely should not do this	210	126	83	14	33	34	40	90	30	43	59	78	94	24	14	132	78	9	22	29	17	16	15	20	28	19	12	19	4
	10%	12%	8%	4%	8%	9%	10%	13%	5%	7%	12%	16%	10%	7%	10%	9%	11%	11%	9%	16%	9%	10%	7%	11%	9%	6%	12%	10%	7%
		b				c	c	cd			hi	hi								txvy									
Should do this (NET)	1084	517	550	184	226	194	170	309	371	321	204	188	487	179	64	731	353	37	112	76	86	75	99	88	141	190	56	96	27
	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%	54%	53%	44%
				efg	fg	g			lk	jk																qrstuvw	qrstuvw		
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				xyC	y								
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
		a	a	efg	fg	g			lk	jk																qrstuvw	xyC	s	
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%
		a				d						h		lop	l	l	l				yB	yAB	y	yAB					

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

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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

	EDUCATION					INCOME					MARITAL STATUS			NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED REFUGEES	
	TOTAL	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	SHOULD NOT DO THIS
		(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)
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
100%	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	-
	20%	13%	18%	30%	12%	16%	18%	22%	25%	19%	20%	23%	15%	20%	21%	17%	22%	20%	20%	19%	27%	27%	15%	21%	41%	-
				abd				e	ef			i								s	vw		v		y	-
(+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%	31%	29%	27%	27%	31%	33%	24%	29%	30%	27%	28%	29%	29%	30%	30%	29%	29%	30%	35%	30%	27%	59%	-
			a	a																	w				y	-
(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%	27%	20%	31%	26%	30%	25%	24%	20%	27%	24%	23%	24%	27%	31%	22%	26%	26%	26%	26%	22%	30%	25%	-	-
		c	c		c		i									mp						u				
(-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%	8%	7%	8%	9%	9%	7%	8%	7%	5%	9%	14%	-	45%
												jk										u	uv		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%	9%	6%	18%	15%	9%	10%	5%	10%	10%	8%	12%	12%	9%	7%	10%	9%	10%	11%	4%	7%	13%	9%	-	55%
		bc		bc		fgh	h			h				o						t		uw			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%	61%	41%	43%	45%	53%	58%	44%	49%	53%	43%	48%	50%	46%	52%	50%	49%	48%	57%	62%	45%	48%	100%	-
		a	abd					efi				i								s	vw				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%	17%	12%	24%	23%	18%	17%	13%	14%	17%	15%	23%	20%	16%	15%	19%	17%	17%	19%	11%	12%	22%	23%	-	100%
		bc	c		c	hi	h	h				k								t		u	u		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				y	
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%	7%	6%	4%	8%	7%	5%	5%	22%	6%	8%	11%	8%	8%	7%	7%	6%	8%	7%	6%	4%	3%	4%	-	-
		c				g				efgh			j												-	-

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

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

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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

	GENDER			AGE					SOCIAL GRADE				WORKING STATUS					GOVERNMENT OFFICE REGION											
	TOTAL	MALE (a)	FEMALE (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-75 (g)	AB (h)	C1 (i)	C2 (j)	DE (k)	FULL TIME (l)	PART TIME (m)	SELF EMPLOYED (n)	ANY WORKING (o)	NOT WORKING (p)	NORTH EAST (q)	NORTH WEST (r)	YORKS & HUMBER (s)	WEST MIDLANDS (t)	EAST MIDLANDS (u)	EAST OF ENGLAND (v)	SOUTH WEST (w)	SOUTH EAST (x)	LONDON (y)	WALES (A)	SCOTLAND (B)	NI (C)
UNWEIGHTED BASE	2192	1057	1113	288	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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	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	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			p		p				q	qC	qC	qC	qC		qrwx	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%
									ni			ni							swA		swA	s			swwyA		swA		swwyA
(-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%
									noB	h	h	h	h		h	h													
(-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	ni						y		y			y			y	y	y	
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%
				fg	fg	fg			ijk	k	k														qrstuvw	ABC			
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
	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%
		b							o	hi	hi	ni	o							ry									
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
				r	fg	fg			ijk	jk																qrstuvw	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%
		a				c				h				lo	l	l	l	uxyB	xy	y	y		y	xyB		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

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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

	TOTAL	EDUCATION				INCOME					MARITAL STATUS			NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED 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	SHOULD NOT DO THIS
		(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)
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	556	539	480	162	1261	709	222	422	779	405	585	679	1513	1877	295	897	454	412	1084	381
100%	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	150	13	56	74	70	87	13	158	118	23	61	93	60	85	92	207	227	65	154	55	62	272	13
	14%	8%	13%	20%	10%	12%	13%	13%	18%	8%	13%	17%	10%	14%	12%	15%	14%	14%	14%	12%	22%	17%	12%	15%	25%	3%
			a	abd					efgi			jl								s	v	v			y	
(+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
	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%
			abd					efi	efi												v	v			y	
(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%	23%	23%	34%	24%	29%	23%	26%	19%	25%	24%	28%	24%	24%	29%	24%	26%	25%	25%	28%	23%	28%	24%	13%	20%
		c			bc		gi																		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%	11%	6%	11%	10%	10%	10%	8%	11%	10%	10%	6%	9%	10%	6%	11%	10%	9%	10%	8%	7%	14%	10%	3%	29%
		c	c														o					u			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%
		c	c		c	h	h						k							t	u	u	u		x	
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%
		a	abd					efi	efi											s	v	v	v		y	
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										o			t	u	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
		a	abd					efgi				l								s	vw	v	v		y	
Don't know	232	94	83	43	11	60	60	38	28	45	119	82	31	47	89	49	48	61	171	212	17	63	21	24	54	30
	11%	15%	12%	6%	9%	13%	11%	7%	6%	8%	9%	12%	14%	11%	11%	12%	8%	9%	11%	11%	6%	7%	5%	6%	5%	8%
		c	c			gh	h			efgh			j							t						

Proportions/Mean: 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 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

	TOTAL	GENDER		AGE					SOCIAL GRADE				WORKING STATUS				GOVERNMENT OFFICE REGION												
		MALE (a)	FEMALE (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-75 (g)	AB (h)	C1 (i)	C2 (j)	DE (k)	FULL TIME (l)	PART TIME (m)	SELF EMPLOYED (n)	ANY WORKING (o)	NOT WORKING (p)	NORTH EAST (q)	NORTH WEST (r)	YORKS & HUMBUR (s)	WEST MIDLANDS (t)	EAST MIDLANDS (u)	EAST OF ENGLAND (v)	SOUTH WEST (w)	SOUTH EAST (x)	LONDON (y)	WALES (A)	SCOTLAND (B)	NI (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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	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	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% fg	17% g	18% g	12%	12%	23% ijk	15% k	11%	11%	17%	15%	15%	16%	14%	9%	13%	11%	17%	13%	15%	12%	14%	24% qrstuvwC	23% c	18%	7%
(+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%	20%	16%	24%	17%	20%	23%	25%	20%	22%	22%	21%	22%	19%	21%	19%	22%	24%	19%	16%	28%	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%	13%	11%	6%	12%	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%
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% qrstuvwxx	57%	57%	49%
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%	18%	13%	16%	20%	26%	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 fg	0.52 f	0.58 fg	0.31	0.39	0.74 ijk	0.55 jk	0.35 k	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 qrstuvw xC	0.64 s	0.54	0.28
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% a	8%	6%	10%	12%	9%	6%	9%	9%	13% hi	6%	12% lo	13% l	8% l	11% lo	17%	10%	12% xyB	12% xy	11%	9%	14% xyB	5%	5% s	9%	6%	6%

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

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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

	TOTAL	EDUCATION				INCOME					MARITAL STATUS			NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW				UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED 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	SHOULD NOT DO THIS	
		(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)	
UNWEIGHTED BASE	2192	476	480	1139	97	437	535	535	525	160	1261	709	212	422	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	
100%	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	342	63	93	173	13	67	74	79	105	17	187	129	26	67	115	54	106	104	237	269	65	178	58	73	307	10	
	16%	10%	14%	23% abd	10%	15%	13%	15%	22% efgi	11%	15%	18%	12%	16%	15%	13%	18%	15%	16%	14%	22% s	20%	13%	18%	28% y	3%	
(+1) A fairly positive impact	793	199	245	310	38	121	197	243	187	45	466	247	80	149	297	142	205	243	550	682	105	385	154	148	575	38	
	36%	31%	36%	42% abd	29%	27%	35%	45% efi	39% ei	28%	37%	35%	36%	35%	38%	35%	35%	36%	36%	36%	36%	43% vw	34%	36%	53% y	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% c	26% c	25% g	22% g	18% g	19% g	21% g	20% g	23% g	18% g	23% g	19% g	24% g	20% g	21% g	21% g	21% g	23% g	18% g	26% g	20% g	10% g	20% g	
(-1) A fairly negative impact	245	80	81	63	20	52	68	57	52	16	147	66	32	41	86	37	80	88	157	212	31	84	69	53	49	110	
	11%	13% c	12% c	9% c	15% c	12% c	12% c	11% c	11% c	10% c	12% c	9% c	14% c	10% c	11% c	9% c	14% c	13% c	10% c	11% c	11% c	9% u	15% u	13% u	5% u	29% x	
(-2) A very negative impact	153	66	43	30	15	45	47	35	16	11	97	37	19	32	57	32	32	44	108	145	8	41	35	32	9	122	
	7%	10% bc	6% bc	4% bc	11% c	10% h	8% h	6% h	3% h	7% h	8% h	5% h	8% h	8% h	7% h	8% h	5% h	7% h	7% h	8% t	3% t	5% u	8% u	8% u	1% x	32% x	
Positive impact (NET)	1135	262	339	483	51	188	271	322	292	62	652	376	106	216	412	196	310	347	787	951	170	562	212	221	882	49	
	52%	41%	50%	65% a	39% abd	42% a	48% a	60% efi	61% efi	38% efi	52% k	53% k	48% k	51% k	53% k	48% k	53% k	51% s	52% s	51% s	58% vw	63% vw	47% vw	54% y	81% y	13% y	
Negative impact (NET)	398	146	124	93	34	97	114	92	68	26	244	103	50	73	143	69	112	133	265	357	39	125	104	85	58	232	
	18%	23% c	18% c	12% c	27% h	22% h	20% h	17% h	14% k	16% k	19% h	15% h	23% k	17% h	18% h	17% h	19% h	20% t	18% t	19% t	13% s	14% vw	23% u	21% u	5% x	61% x	
Mean	0.46	0.2	0.43	0.76	0.12	0.29	0.36	0.53	0.69	0.35	0.43	0.57	0.32	0.46	0.46	0.41	0.5	0.44	0.47	0.42	0.68	0.68	0.3	0.46	1.07	-0.82	
		ad	abd			h	h	ef	efgi		k	jl						t		s	vw	u	u	x	y		
Don't know	199	76	68	45	10	52	54	26	26	41	106	65	27	37	73	43	46	60	139	176	19	50	18	25	35	22	
	9%	12% c	10% c	6% c	7% c	12% gh	10% gh	5% gh	5% gh	25% efgh	8% gh	9% gh	12% gh	9% gh	9% gh	11% gh	8% gh	9% gh	9% gh	9% gh	6% gh	6% gh	4% gh	6% gh	3% gh	6% gh	
		c	c			gh	gh			efgh																x	

Proportions/Mean: 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 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

		GENDER		AGE					SOCIAL GRADE				WORKING STATUS				GOVERNMENT OFFICE REGION												
		TOTAL	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
UNWEIGHTED BASE	2192	1057	1113	288	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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	61*
100%	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	24%	22%	36
15%	137	161	14%	21%	16%	18%	13%	12%	20%	16%	11%	12%	17%	14%	16%	14%	14%	7%	14%	11%	12%	16%	15%	11%	13%	24%	22%	20%	6
(+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%	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%
(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%
(-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%	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%	10%
(-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%	8%	10%	7%	3%	6%	8%	11%	11%	6%	6%	9%	12%	7%	7%	11%	8%	9%	9%	11%	12%	5%	13%	5%	9%	7%	13%	10%	8%	10%
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%	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%
Negative impact (NET)	454	252	200	47	79	71	103	153	98	115	117	124	220	59	24	304	150	20	51	39	42	36	45	35	72	48	21	32	13
21%	21%	23%	18%	15%	20%	19%	27%	22%	16%	18%	25%	26%	23%	17%	17%	21%	20%	23%	21%	22%	22%	23%	22%	19%	24%	16%	20%	18%	21%
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
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%	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%

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.



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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

	TOTAL	EDUCATION				INCOME					MARITAL STATUS			NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED 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	SHOULD NOT DO THIS
		(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)
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	538	579	746	129*	445	556	539	480	162	1261	709	222	422	779	405	585	679	1513	1877	295	897	454	412	1084	381
100%	100%	29%	31%	34%	6%*	20%	26%	25%	22%	7%	58%	32%	10%	19%	36%	18%	22%	31%	69%	86%	13%	41%	21%	19%	49%	12%
(+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
	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%
(+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%
(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%
(-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) A very negative impact	181	80	48	41	12	54	50	38	27	12	111	39	30	44	62	32	42	58	122	175	6	48	49	35	4	154
	8%	13%	7%	5%	9%	12%	9%	7%	6%	8%	9%	6%	14%	10%	8%	8%	7%	9%	8%	9%	2%	5%	11%	9%	*	41%
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
	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%
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%
Mean	0.39	0.1	0.36	0.7	0.18	0.27	0.28	0.44	0.59	0.31	0.35	0.54	0.22	0.4	0.4	0.36	0.4	0.37	0.41	0.34	0.67	0.63	0.22	0.36	1.08	-1.06
		a	abd					f	efi		jl									s	vw				y	
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%
		c	c			gh	h			efgh											v					

Proportions/Mean: 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.



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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

	TOTAL	GENDER		AGE					SOCIAL GRADE				WORKING STATUS				GOVERNMENT OFFICE REGION												
		MALE (a)	FEMALE (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-75 (g)	AB (h)	C1 (i)	C2 (j)	DE (k)	FULL TIME (l)	PART TIME (m)	SELF EMPLOYED (n)	ANY WORKING (o)	NOT WORKING (p)	NORTH EAST (q)	NORTH WEST (r)	YORKS & HUMBER (s)	WEST MIDLANDS (t)	EAST MIDLANDS (u)	EAST OF ENGLAND (v)	SOUTH WEST (w)	SOUTH EAST (x)	LONDON (y)	WALES (A)	SCOTLAND (B)	NI (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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	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	82	72	120	160	138	70	65	209	61	30	300	134	11	49	24	31	34	43	30	57	74	30	40	10
	20%	19%	20%	22%	23%	21%	19%	17%	26%	22%	15%	13%	21%	18%	22%	21%	18%	13%	20%	14%	16%	22%	21%	17%	19%	24%	29%	22%	16%
(+1) A fairly positive impact	750	358	385	107	133	139	120	252	243	225	152	131	337	119	45	500	250	30	74	65	61	48	70	69	99	121	30	67	17
	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%
(0) Neither positive nor negative impact	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
	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%
(-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%
(-2) A very negative impact	178	109	68	20	22	19	46	71	30	36	49	63	72	20	12	104	74	12	19	19	16	11	10	18	31	15	7	14	6
	8%	10%	6%	6%	5%	5%	12%	10%	5%	6%	10%	13%	7%	6%	8%	7%	10%	14%	8%	11%	8%	7%	5%	10%	11%	5%	6%	8%	9%
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
	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%
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%
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	f	f	f	f		ik	jk																			
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%
		a					cd			h	h	h		lop	l	l	l	x	xy		x	xy		x					x

Proportions/Mean: 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

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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

Base: All adults aged 16-75 in the UK

	TOTAL	EDUCATION				INCOME					MARITAL STATUS			NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED 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	SHOULD NOT DO THIS
		(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)
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	538	679	746	129*	445	556	539	480	162	1261	709	222	422	779	405	585	679	1513	1877	295	897	454	412	1084	381
100%	100%	29%	31%	34%	6%*	20%	26%	25%	22%	7%	58%	32%	10%	19%	36%	18%	22%	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%
(+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%
(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%
(-1) A fairly negative impact	206	69	66	55	15	38	60	44	50	15	119	65	22	37	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%
(-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%	14%	6%	10%	9%	1%	37%
Positive impact (NET)	1184	273	374	491	46	213	274	323	310	63	691	381	111	225	436	198	324	355	828	992	178	583	227	227	887	63
	54%	43%	55%	66%	36%	48%	48%	60%	65%	39%	55%	54%	50%	53%	56%	49%	55%	52%	55%	53%	61%	65%	50%	55%	82%	16%
Negative impact (NET)	384	142	118	91	33	90	103	93	70	28	223	109	52	82	134	61	107	121	263	352	31	117	103	85	46	233
	18%	22%	17%	12%	26%	20%	18%	17%	15%	17%	18%	15%	23%	19%	17%	15%	18%	18%	17%	19%	11%	13%	23%	21%	4%	61%
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
		ad	ad	abd	c	h	gh	e	efgi	l			k					t	s	t	s	vw	u	u	y	
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%
		c	c	c	c	h	gh		efgh																	

Proportions/Mean: 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.



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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

	TOTAL	GENDER		AGE					SOCIAL GRADE					WORKING STATUS					GOVERNMENT OFFICE REGION										
		MALE (a)	FEMALE (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-75 (g)	AB (h)	C1 (i)	C2 (j)	DE (k)	FULL TIME (l)	PART TIME (m)	SELF EMPLOYED (n)	ANY WORKING (o)	NOT WORKING (p)	NORTH EAST (q)	NORTH WEST (r)	YORKS & HUMBER (s)	WEST MIDLANDS (t)	EAST MIDLANDS (u)	EAST OF ENGLAND (v)	SOUTH WEST (w)	SOUTH EAST (x)	LONDON (y)	WALES (A)	SCOTLAND (B)	NI (C)
UNWEIGHTED BASE	2192	1057	1113	398	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	1096	311	400	384	388	709	609	628	472	483	972	344	140	1455	737	86*	239	179	191	158	205	181	298	308	103*	182	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	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%
									jk																	qstwc	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					8							
(0) Neither positive nor negative impact	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
	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			r					h	hi	h		p	p	p			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%	10%	10%	8%	10%	8%	13%	9%	9%	12%	6%	11%	11%	10%	8%	7%	6%	9%
												hi																	
(-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%	6%	13%	7%	7%	9%
		b					d				hi	hi																	
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		ik	jk																qstc	ic		
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
	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%
							hi				hj																		
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																	qstc	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%
			a								h			lo		i		y	v		v	v		y					

Proportions/Mean: 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

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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

		EDUCATION				INCOME					MARITAL STATUS			NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED REFUGEES	
	TOTAL	GCSE/ O-LEVEL/ CSE/ NVQ12 (a)	A-LEVEL OR EQUIV. (b)	DEGREE/ MASTERS/ PHD (c)	NO FORMAL QUALS. (d)	UP TO £19,999 (e)	£20,000 - £34,999 (f)	£35,000 - £54,999 (g)	£55,000+ (h)	PREFER NOT TO ANSWER (i)	MARRIED /LIVING AS (j)	SINGLE (k)	WID/ DIV/ SEP (l)	1 (m)	2 (n)	3 (o)	4+ (p)	YES (q)	NO (r)	WHITE (s)	ETHNIC MINORITY (t)	LABOUR SHORTAGE (u)	NEITHER A LABOUR SHORTAGE NOR A LABOUR SURPLUS (v)	LABOUR SURPLUS (w)	SHOULD DO THIS (x)	SHOULD NOT DO THIS (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	538	679	746	129*	445	556	539	480	162	1261	709	222	422	779	405	585	679	1513	1877	295	897	454	412	1084	381
100%	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		v	y	
(+1) A fairly positive impact	736	198	225	280	34	134	164	221	173	45	439	225	73	132	276	137	192	218	518	634	98	347	149	145	484	58
	34%	31%	33%	37%	26%	30%	29%	41%	36%	28%	35%	32%	33%	31%	35%	34%	33%	32%	34%	34%	33%	39%	33%	35%	45%	15%
				ad				efi	f													y		y		
(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%	7%	10%	8%	9%	9%	10%	11%	8%	9%	9%	7%	12%	11%	4%	23%
		c			c																	u		u		x
(-2) A very negative impact	174	67	55	30	22	52	51	38	23	11	102	46	26	43	63	25	44	52	122	161	13	49	45	36	8	134
	8%	11%	8%	4%	17%	12%	9%	7%	5%	7%	8%	7%	12%	10%	9%	6%	7%	8%	8%	9%	4%	5%	10%	9%	1%	35%
		c	c	bc			h						k		o					t		u		u		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	y	
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%
		c	c		abc	gh	h															u		u	x	
Mean	0.55	0.29	0.53	0.86	0.01	0.38	0.43	0.65	0.74	0.44	0.55	0.6	0.37	0.51	0.58	0.55	0.53	0.46	0.59	0.52	0.64	0.79	0.32	0.53	1.16	-0.75
		ad		abd				ef	efi			l										vw		v	y	
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	c			h	h			efgh																x

Proportions/Mean: 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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PUBLIC
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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)

	TOTAL	GENDER		AGE					SOCIAL GRADE				WORKING STATUS				GOVERNMENT OFFICE REGION													
		MALE (a)	FEMALE (b)	16-24 (c)	25-34 (d)	35-44 (e)	45-54 (f)	55-75 (g)	AB (h)	C1 (i)	C2 (j)	DE (k)	FULL TIME (l)	PART TIME (m)	SELF EMPLOYED (n)	ANY WORKING (o)	NOT WORKING (p)	NORTH EAST (q)	NORTH WEST (r)	YORKS & HUMBUR (s)	WEST MIDLANDS (t)	EAST MIDLANDS (u)	EAST OF ENGLAND (v)	SOUTH WEST (w)	SOUTH EAST (x)	LONDON (y)	WALES (A)	SCOTLAND (B)	NI (C)	
UNWEIGHTED BASE	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	628	164	313	292	270	277	419	425	290	181	972	344	**	1315	**	50*	141	103*	113*	96*	127*	106*	188	189	52*	104*	45*	
	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	
	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%	
					r	r			ik																stuwxC	qrstu				
(+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														98						
(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		l			y					v						
(-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											
(-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			ik	ik															qrstuB	98		8		
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	
		r	fr	k					ik	k									s				s			qrstB	98			
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%	-	
			a								hj			lo		l		y				y		y						

Proportions/Mean: 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; ** very small base (under 30) ineligible for sig testing

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23-085423-07 - UK WORKFORCE AND REFUGEES
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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)

	EDUCATION					INCOME					MARITAL STATUS			NUMBER IN HOUSEHOLD				CHILDREN IN HOUSEHOLD		ETHNICITY		OVERALL JOB MARKET VIEW			UK COMPANIES TO TAKE ACTIONS TO HELP UK-BASED REFUGEES	
	TOTAL	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	SHOULD NOT DO THIS
		(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)
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	419	531	46**	142*	327	368	408	70*	807	397	112*	215	416	276	408	509	807	1123	180	542	307	252	607	220
100%	100%	24%	32%	40%	4%**	11%*	25%	28%	31%	5%*	61%	30%	9%*	16%	32%	21%	31%	39%	61%	85%	14%	41%	23%	19%	51%	17%
(+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%	13%	11%	18%	21%	29%	13%	23%	20%	17%	21%	21%	22%	21%	22%	20%	20%	26%	28%	15%	24%	40%	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%	22%	19%	25%	32%	32%	20%	28%	28%	29%	26%	30%	24%	31%	30%	27%	28%	31%	32%	28%	30%	44%	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%	30%	21%	41%	36%	34%	27%	22%	27%	27%	31%	25%	29%	26%	35%	25%	28%	28%	28%	30%	25%	31%	23%	12%	20%
(-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%	12%	2%	28%
(-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%	7%	5%	7%	13%	7%	8%	5%	10%	8%	5%	14%	10%	7%	6%	9%	7%	8%	8%	3%	6%	10%	8%	1%	40%
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%
Oppose (NET)	222	69	74	69	10	34	59	57	13	13	139	61	22	36	67	43	75	79	143	202	20	65	72	50	19	151
	17%	22%	18%	13%	22%	24%	18%	16%	14%	18%	17%	15%	20%	17%	16%	16%	18%	16%	18%	18%	11%	12%	23%	20%	3%	69%
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	b	c	d	e	f	g	h	i	j	k	l	m	n	o	p	q	r	s	t	u	v	w	x	y
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%	5%	4%	3%	21%	5%	6%	9%	8%	7%	4%	4%	4%	6%	6%	2%	2%	2%	4%	1%	2%

Proportions/Mean: 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; ** very small base (under 30) ineligible for sig testing

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Proportions/Means Columns Tested (Sidak level) = $\alpha/6 = 1/4(1/12) = 1/4(1/2) = 1/8(1/4) = 1/8(1/4) = 1/8(1/4) = 1/8(1/4) = 1/8(1/4)$
 Overlay formulae used: * small base

Parameters/Streams: Columns Tested (TS risk level) = a/b/c/d - a/b/c/d - 1/a/b - m/b/a/b - a/b - a/b - a/b/a - a/b