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COMPAS Research Project:
“Changing status, changing lives? The socio-economic impact of
EU accession on low wage migrant labour in the UK”

RE-INTERVIEW EMPLOYERS

(November 2004)

**This interview is confidential and anonymous.
No details of individual respondents will be revealed.**

A representative of your business was interviewed for this project earlier this year. Because interviews are confidential and anonymous, we need to ask you some of the same questions about your business in order to match your responses with those of the previous interview. The first six questions are therefore repeats of questions you may previously have been asked.

1. In what year did this business start?

_____ (year)

2. Where is your business currently located?

a. Town: _____

b. County: _____

3. Is your business:

- 1 in the private business sector
- 2 in the private not-for-profit sector
- 3 in the public sector

4. Which of the following sectors does your business currently operate in?

(TICK ONE ONLY)

- 1 hospitality, specify: _____
- 2 food manufacturing, specify: _____
- 3 construction, specify: _____
- 4 agriculture, specify: _____
- 5 other, specify: _____

5. What does this business mainly make or do?

6. Are you the same person we interviewed in April/May 2004?

- 1 yes (GO TO QUESTION 7)
- 2 no (SKIP TO QUESTION 8)

7. Did you give us a password to facilitate interview matching?

- 1 yes, _____ (PASSWORD)
- 2 no

8. How many workers is your business currently employing (or using, if formally employed by a labour provider), by their nationality? What is the percentage provided/employed by a labour providing agency?

	Total	% of whom are employed by labour providing agency
British and other EU15:		
British		
Other EU nationals		
Accession states:		
Cyprus		
Czech Republic		
Estonia		
Hungary		
Latvia		
Lithuania		
Malta		
Poland		
Slovakia		
Slovenia		
Other countries:		
1. _____		
2. _____		
3. _____		
Other		
TOTAL		

9. Have there been any changes to your business since May 2004 when we interviewed you last?

- Change in goods produced or services provided
- Significant change in business size
- Changes in quantity or type of workers required, eg in relation to skills, willingness to work hard, thoroughness

10. Has there been any change since your last interview in your recruitment practices?

Objective: To monitor changes in recruitment and relate this to previous responses on why agencies were or were not used and what were the benefits of particular agencies. Is the thinking behind recruitment practises changing or are changes simply logistical.

- Are you any less or more likely to use recruitment agencies? Why?
- Have you changed recruitment agencies? Why?
- Are you more or less likely to recruit direct from countries of origin? Why?

11. Since the last interview what changes have there been in terms of country of origin of your workforce?

- UK nationals
- Former EU 15 nationals (specify)
- A8 nationals (specify)
- Nationals of countries outside the enlarged EU.

12. What reasons lie behind any changes?

- EU enlargement?
 - o More or fewer A8 nationals coming forward?
 - o A8 nationals more or less likely to stay?
 - o Change in workers' attitudes?
 - o Concerns about registration?
 - o A8 nationals easier to recruit than recruiting through schemes
- Changes in requirements to prevent illegal working
 - o Increased bureaucratic requirements for employing non EU-15 nationals (including registration)

13. Have there been any changes in your experiences of employment of A8 nationals since EU Enlargement?

- Changes in workers' attitudes?
- No longer requiring accommodation/different standards of accommodation? (*if relevant*)
- More or less likely to work shifts?
- Different kinds of benefits required?
- More or less likely to work for a labour provider?
- Union membership?
- More demanding?

14. What are your plans in terms of recruitment and employment/use of non-UK workers for the six months ahead?

- Former EU-15 nationals (specify)
- A8 nationals (specify)
- Nationals of countries outside the enlarged EU (specify)

15. Have you written letters in support of the registration of any accession state nationals?

Depending on response, either

A If not, and you employ them, give reasons.

Prompts:

Not the main employer

Only employ for a few hours

Rely on the agency to register them

Money

Time

Hassle

Length of likely employment too short

Or

B. If so, what was your experience in relation to

- transfer of funds – financial mechanisms required (worker or company resources), liaison with banks, use of postal orders etc
- sending of documents – length of time to get a passport returned
- Length of time to obtain registration certificate

What is your estimate of the total financial (including time) costs to the company of registering workers (per worker)?

16. What are your views on the Worker Registration Scheme?

17. (If relevant) What are the implications of the enlargement of the EU for your use of workers through the SAWS, SBS and Working Holiday Maker schemes? For the employment of non-EU workers in Britain through other legal channels, such as people on student visas?

18. Have the advantages and disadvantages you had anticipated about EU enlargement and registration been borne out?