

QUESTIONNAIRE FOR EMPLOYERS V4

PART ONE: «Understanding of the company/organization/NGO... and the domain»

1. Name of the company, size of the company (employees' number), name of the participant(s), contact (email) / Information needed to contact you again if needed *NB : The data will be unnamed examined.*

☐ Public sector ☐ Private company ☐ NGO

2. Country and professional sector(s) of your company/organization/NGO...

3. What are the main low-skilled jobs for which you recruit frequently?

4. What are the low-skilled jobs for which it's difficult to recruit?

5. Do you employ low-skilled migrants (EU and non-EU) in your company/organization/NGO?

☐ Yes

☐ No

6. Could you roughly assess the proportion of the following population working in the low skilled jobs in your company/organization/NGO? Give an average percentage or figure.

National men

Non EU migrant men

National women

Non EU migrant women

EU migrant men

EU migrant women

7. You have indicated an average percentage in the previous question for migrant women (EU and non-EU). What impacts this figure?

Jobs usually dedicated to men ☐

Unsuitable schedule/hours/days ☐

Few applicants ☐

Jobs usually dedicated to women ☐

Personal obligations unsuitable with work ☐

I don't know ☐

Administrative difficulties ☐

Unabilities to train new employees ☐

Lack of skills ☐

Difficulties for migrant women to integrate the work community ☐

Difficulties for employees to accept migrant women ☐

Others:

PART TWO: «Jobs and skills»

Use as many sheets as you need if you want to describe more than 2 jobs

1. Could you briefly describe the main tasks of the jobs for which you have difficulties to hire. 3 or 4 sentences.

Job 1:
<div style="margin-bottom: 10px;">➤</div> <div style="margin-bottom: 10px;">➤</div> <div style="margin-bottom: 10px;">➤</div> <div style="margin-bottom: 10px;">➤</div>

2. What are the soft skills you need for those jobs?

- | | | | | |
|--|--|--|---|--|
| <input type="checkbox"/> Team work | <input type="checkbox"/> Problem solving | <input type="checkbox"/> Organization | <input type="checkbox"/> Customer service | <input type="checkbox"/> Diplomacy |
| <input type="checkbox"/> Adaptability | <input type="checkbox"/> Written communication | <input type="checkbox"/> Logical reasoning | <input type="checkbox"/> Confidentiality | <input type="checkbox"/> Selflessness |
| <input type="checkbox"/> Motivation | <input type="checkbox"/> Feedback | <input type="checkbox"/> Stress tolerance | <input type="checkbox"/> Autonomy | <input type="checkbox"/> Language at workplace |
| <input type="checkbox"/> Curiosity | <input type="checkbox"/> Calmness | <input type="checkbox"/> Work speed | <input type="checkbox"/> Professionalism | <input type="checkbox"/> Politeness |
| <input type="checkbox"/> Communication | <input type="checkbox"/> Open-mindedness | <input type="checkbox"/> Time-management | | |

Others:

.....

3. What are the hard (Know-how) skills you need for those jobs? Fill in the blanks.

4. What hard skills would your company/organization/NGO like to train your future employees in?

1. Could you briefly describe the main tasks of the jobs for which you have difficulties to hire. 3 or 4 sentences.

Job 2:
<div style="display: flex; flex-direction: column; gap: 10px;"> <div>➤</div> <div>➤</div> <div>➤</div> <div>➤</div> </div>

2. What are the soft skills you need for those jobs?

- | | | | | |
|--|--|--|---|--|
| <input type="checkbox"/> Team work | <input type="checkbox"/> Problem solving | <input type="checkbox"/> Organization | <input type="checkbox"/> Customer service | <input type="checkbox"/> Diplomacy |
| <input type="checkbox"/> Adaptability | <input type="checkbox"/> Written communication | <input type="checkbox"/> Logical reasoning | <input type="checkbox"/> Confidentiality | <input type="checkbox"/> Selflessness |
| <input type="checkbox"/> Motivation | <input type="checkbox"/> Feedback | <input type="checkbox"/> Stress tolerance | <input type="checkbox"/> Autonomy | <input type="checkbox"/> Language at workplace |
| <input type="checkbox"/> Curiosity | <input type="checkbox"/> Calmness | <input type="checkbox"/> Work speed | <input type="checkbox"/> Professionalism | <input type="checkbox"/> Politeness |
| <input type="checkbox"/> Communication | <input type="checkbox"/> Open-mindedness | <input type="checkbox"/> Time-management | | |
- Others:

3. What are the hard (Know-how) skills you need for those jobs? Fill in the blanks.

4. What hard skills would your company/organization/NGO like to train your future employees in?

PART THREE: “Support/guidance/advice/help”

1. Would you be interested by some support/guidance to hire low-skilled migrant women?
☐ Yes
☐ No
2. What kind of support do your company need to hire migrant women?
☐ Short training(s), workshop(s)
☐ Short guideline(s)
☐ Tools for fundings
☐ Tools for recruitment process
☐ Other:.....
.....
3. Would you be interested by some support/guidance for a better integration of low-skilled migrant women?

☐ To formally induct? ☐ Yes ☐ No
☐ To integrate them at the workplace? ☐ Yes ☐ No
4. What kind of support do your company need to help migrant women's integration?
☐ Short training(s), workshop(s)
☐ Short guideline(s)
☐ Tools for fundings
☐ Tools for recruitment process
☐ Other:.....
.....

THANK YOU VERY MUCH FOR YOUR TIME AND YOUR ATTENTION

Would you like to be informed of the issues of the WOW-E project? ☐ Yes ☐ No