VADEMECUM on positive Integration Examples

Questionnaire for Employers

1. Data about the company:

* Name of the person interviewed
* Role in the company
* Company Name
* Company address, incl. tel, e-mail and internet address
* Sector:
* Number of years of existence:
* Size in terms of employees:
  + 0 – 9
  + 10 – 49
  + 50 – 250
  + > 250

1. Experience with Third country nationals /TCNs/

* How many of your employees/workers are Third Country Nationals?
* Is it the first time that you are working with TCNs?
* If not, for how long have you been working with TCNs?
* What has motivated you to hire TCNs?
* Lack of local skilled labour force
* A question of solidarity
* Commercial interest
* Other (please specify)…
* What obstacles did you have to overcome?
* Administrative
* Cultural
* Social
* Skills questions
* Language issues
* …
* According to you, how long does the integration process take?

1. Positive Integration Aspects

* What is the added value for you to have TCN among your work force?
* How would you motivate other employers to hire TCNs?

Note: Questions for GDPR and image rights (possibly) to be added