



Survey questionnaire:

Organisational prerequisites for the successful integration of refugees

Dear participant,

Thank you for taking the time to support the RIAC (Regional Integration Accelerators)-project by completing this questionnaire!

From the employer's point of view, the employment of refugees is associated with opportunities and challenges. In order to help you meet the challenges, we ask you to provide some information that may be relevant for the integration of refugees into operational processes. Part B of the questionnaire contains, among other things, statements on specific challenges and barriers that can impede integration. Please decide to what extent these statements apply to your organisation. If you believe that the statement in question does not apply to your organisation at all, please tick the field on the very left [1], if a statement fully applies to your organisation, tick the field on the very right [7]. For all other cases, please choose an appropriate gradation between these two extremes. Please follow the same procedure in part C of the questionnaire.

Please answer the questions spontaneously and one after the other, if possible without skipping a question. **There are no right or wrong answers.** Even if some questions may seem similar to you, we kindly ask you to answer them. If you really cannot make an assessment, please skip this question.

After filling out this survey, you will receive an evaluation that will help you to identify starting points for a better operational integration of refugees. In addition, you will get the opportunity to point out specific problems and express your own concerns. You will receive feedback about your results.

Of course, all information will be treated confidentially!

THANK YOU! The RIAC evaluation team.


Date: __ . __ . ____ 

Part A. General section

How many employees work in your company?

- under 10 10 – 50 51 – 250 251 – 500 more than 500


In which industry is your company mainly operating?

- | | |
|---|---|
| <input type="checkbox"/> Wholesale | <input type="checkbox"/> Culture and creative industries, e. g. art, design, music, film |
| <input type="checkbox"/> Retail sector | <input type="checkbox"/> Cleaning |
| <input type="checkbox"/> Food & luxury foods, alcohol and tobacco | <input type="checkbox"/> Finance, Insurance, Real Estate |
| <input type="checkbox"/> Industrial sector | <input type="checkbox"/> Software and ICT services |
| <input type="checkbox"/> Craft (without hairdressing) | <input type="checkbox"/> Hotel and catering industry |
| <input type="checkbox"/> Hairdressing and cosmetics industry | <input type="checkbox"/> Agriculture |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Manufacturing, e. g. textiles, clothing, leather, glass |
| <input type="checkbox"/> Public administration | <input type="checkbox"/> Other, namely:  _____ |
| <input type="checkbox"/> Health, Nursing, Care | |
| <input type="checkbox"/> Transport and logistics | |


How can your business activities be characterized? (Multiple answers possible)

- | | |
|--|--|
| <input type="checkbox"/> local | <input type="checkbox"/> public sector |
| <input type="checkbox"/> regional | <input type="checkbox"/> Non-Government- / Non-Profit-Organisation |
| <input type="checkbox"/> national | <input type="checkbox"/> private sector |
| <input type="checkbox"/> multinational | |

How many refugees work in your company?



 _____

For how many years have you been employing refugees?


 _____

Part B. Challenges, barriers, activities, resources

Please provide information on where you see the greatest **challenges and barriers** to integrating refugees into operational processes and the extent to which you have managed to overcome these obstacles within your organisation, so far.

<i>Please tick the answer option that best fits your assessment!</i>																
This challenge/barrier is a major obstacle to the integration of refugees into the workplace.							Challenge/Barrier	This challenge/barrier has been successfully overcome within the organisation, so far.								
does not apply at all							fully applies		does not apply at all							fully applies
1	2	3	4	5	6	7		1	2	3	4	5	6	7		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Overcoming language barriers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Creating positive work motivation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Acquisition of missing professional competences	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Identification with social values and norms, e. g. understanding of gender-specific roles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Adaptation to social requirements, e. g. respectful behaviour towards diversity in the workplace	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Family obligations, e. g. childcare	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Practice of religious rituals in accordance with working hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Adoption of operational procedures	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Reducing mistrust or prejudice among the workforce	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Uncertainty about residence status and/or duration of stay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Uncertainty about legal affiliation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Uncertainty about existing funding opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Administrative requirements, e. g. requirement for a work permit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Insufficient advisory support from institutions/authorities/associations, e. g. insufficient legal information regarding employment opportunities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Lack of information on existing competences and formal qualifications	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Comparatively high training and employment costs (compared to native employees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Others, namely: _____ 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Others, namely: _____ 	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		

What specific **activities** have you already implemented in your organisation to improve the integration of refugees? Please provide information using keywords.


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Please provide information on the **resources** available to you!

Please tick the answer option that best fits your assessment!

	does not apply at all					fully applies	
	1	2	3	4	5	6	7
Resources for training/instruction of the new employee are sufficiently available and ready for use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources for implementing job-related trainings are sufficiently available and ready for use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources for implementing intercultural trainings are sufficiently available and ready for use.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
For integration purposes, we use resources that go beyond the RIAC project.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

What resources beyond the RIAC project do you use? Please provide information using keywords.

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Part C. Cooperation within the organisation


To what extent can cooperation in your organisation be characterized by the following statements?

Please tick the answer option that best fits your assessment!

	does not apply at all					fully applies	
	1	2	3	4	5	6	7
We show respect for different cultures/religions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We develop proposed solutions adapted to situational circumstances.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We can think of different problem-solving approaches.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We recognize opportunities and potentials in change processes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We can quickly adapt to changing requirements and situations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We can abandon operational patterns and schemes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We can put ourselves into the positions of others and change perspective to improve the interaction with the other culture.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We have found ways and means to achieve a common understanding in the workflow, e. g. through visual language.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We are interested in the peculiarities of other cultures.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We discuss cultural backgrounds.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We "pull together".	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We deal with disagreements at an early stage in order to avoid conflicts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is customary for us to help new colleagues with their introductory training.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We are of the opinion that everyone must adapt to each other.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We hold organisational meetings and conferences on a regular basis.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
We constantly educate ourselves in order to improve our ability to cope with change.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Part D. Supplementary notes

What else would you like to tell us?



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Many thanks for your support!

Your RIAC evaluation team!

If you have any questions or comments, please do not hesitate to contact us:



Prof. Dr. Uta Wilkens



Dr. Ruth Orenstrat

Ruhr-Universität Bochum
Institute of Work Science
Chair for Work, Human Resources and
Leadership
Universitätsstraße 150
44780 Bochum
www.apf.ruhr-uni-bochum.de
ruth.orenstrat@rub.de
+49 (0)234 32 – 27872

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This publication has received financial support from the European Union Programme for Employment and Social Innovation "EaSI" (2014- 2020). For further information please consult: <http://ec.europa.eu/social/easi>

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