

LONDON BUSINESS LEADERS - WAVE 1 MARCH 2012

Q5 - Roughly what proportion of your business's staff are non-British nationals?

Base: All respondents

	Gender		Age			Public/private		Sector									Seniority			No. employees			
	Total	Male	Female	18-34	35-54	55+	Public	Private	Finance/ insurance/ banking	Media/ marketing/ creative	Prof./ legal	Science/ engineering	IT/ tele coms	Manuf/ industry/ building	Gov/ public sector	Retail/ whole sale/ property	Other	Senior	Middle	Junior	1-50	51- 1000	1001+
	203	140	61	44	93	63	11	176	23	54	17	7	19	29	5	13	36	106	69	16	115	60	27
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
None are non-British nationals (0.0)	46	33	12	5	19	21	-	37	6	14	5	1	5	-	-	4	11	32	3	4	43	2	1
	23%	24%	20%	11%	20%	33%	-	21%	26%	26%	29%	14%	26%	-	-	31%	31%	30%	4%	25%	37%	3%	4%
1-10% are non-British nationals (5.0)	64	40	24	15	32	17	6	55	5	22	5	1	2	14	4	2	9	29	26	5	29	28	7
	32%	29%	39%	34%	34%	27%	55%	31%	22%	41%	29%	14%	11%	48%	80%	15%	25%	27%	38%	31%	25%	47%	26%
11-25% are non-British nationals (18.0)	43	31	12	10	22	11	4	38	3	13	3	2	7	6	1	-	8	20	21	1	21	15	7
	21%	22%	20%	23%	24%	17%	36%	22%	13%	24%	18%	29%	37%	21%	20%	-	22%	19%	30%	6%	18%	25%	26%
26%-50% are non-British nationals (38.0)	25	19	6	3	12	10	-	23	2	3	3	2	4	6	-	2	3	16	9	-	13	10	2
	12%	14%	10%	7%	13%	16%	-	13%	9%	6%	18%	29%	21%	21%	-	15%	8%	15%	13%	-	11%	17%	7%
51%- 75% are non-British nationals (63.0)	8	5	3	4	3	1	-	8	4	-	1	-	-	-	-	-	3	3	3	2	4	1	3
	4%	4%	5%	9%	3%	2%	-	5%	17%	-	6%	-	-	-	-	-	8%	3%	4%	13%	3%	2%	11%
More than 75% are non-British nationals (88.0)	2	1	1	-	1	1	-	2	-	-	-	-	-	1	-	-	1	2	-	-	1	1	-
	1%	1%	2%	-	1%	2%	-	1%	-	-	-	-	-	3%	-	-	3%	2%	-	-	1%	2%	-
Don't know	13	10	3	6	4	2	1	12	2	2	-	1	1	2	-	4	1	3	6	4	3	3	7
	6%	7%	5%	14%	4%	3%	9%	7%	9%	4%	-	14%	5%	7%	-	31%	3%	3%	9%	25%	3%	5%	26%
Not Stated	2	1	-	1	-	-	-	1	1	-	-	-	-	-	-	1	-	1	1	-	1	-	-
	1%	1%	-	2%	-	-	-	1%	4%	-	-	-	-	-	-	8%	-	1%	1%	-	1%	-	-
Mean Score	14.49	14.60	14.50	16.78	14.48	13.34	10.20	15.42	20.35	8.81	15.06	19.50	16.00	18.30	7.60	10.75	16.57	14.49	16.76	14.08	12.23	16.51	21.30
Std Deviation	17.82	17.36	19.01	19.29	17.27	17.93	6.71	18.49	24.69	9.96	18.61	16.00	14.32	19.28	5.81	16.96	22.48	18.95	15.65	23.37	17.41	17.00	20.73
Std Error	1.300	1.529	2.497	3.172	1.830	2.295	2.123	1.448	5.520	1.381	4.514	6.531	3.375	3.710	2.600	5.996	3.801	1.877	1.988	6.746	1.652	2.251	4.635

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Q6 - Which of the following reasons, if any, explain why you have employed non-British nationals, or you would consider doing so?

Base: All respondents

	Gender		Age			Public/private		Sector									Seniority			No. employees			
	Total	Male	Female	18-34	35-54	55+	Public	Private	Finance/ insurance/ banking	Media/ marketing/ creative	Prof./ legal	Science/ engineering	IT/ tele coms	Manuf/ industry/ building	Gov/ public sector	Retail/ whole sale/ property	Other	Senior	Middle	Junior	1-50	51- 1000	1001+
	203	140	61	44	93	63	11	176	23	54	17	7	19	29	5	13	36	106	69	16	115	60	27
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
ANY REASON	148	101	46	30	68	48	9	129	15	37	14	6	12	23	5	10	26	79	56	8	76	53	18
	73%	72%	75%	68%	73%	76%	82%	73%	65%	69%	82%	86%	63%	79%	100%	77%	72%	75%	81%	50%	66%	88%	67%
I couldn't find a British candidate with the skill set I required for the role I was looking to fill	68	49	19	10	32	26	4	61	7	16	9	3	5	9	3	3	13	38	25	3	33	27	8
	33%	35%	31%	23%	34%	41%	36%	35%	30%	30%	53%	43%	26%	31%	60%	23%	36%	36%	36%	19%	29%	45%	30%
They have a better work ethic	49	36	13	8	21	20	2	44	3	13	3	-	2	13	1	5	9	24	21	1	31	15	3
	24%	26%	21%	18%	23%	32%	18%	25%	13%	24%	18%	-	11%	45%	20%	38%	25%	23%	30%	6%	27%	25%	11%
They know more foreign languages	47	27	20	14	25	7	4	39	6	10	6	-	4	5	2	5	9	20	23	3	22	16	9
	23%	19%	33%	32%	27%	11%	36%	22%	26%	19%	35%	-	21%	17%	40%	38%	25%	19%	33%	19%	19%	27%	33%
They are more productive	35	26	9	9	13	13	1	30	2	11	2	-	-	9	1	3	7	16	16	2	24	10	1
	17%	19%	15%	20%	14%	21%	9%	17%	9%	20%	12%	-	-	31%	20%	23%	19%	15%	23%	13%	21%	17%	4%
They have better skills or experience than British nationals	29	17	11	6	16	6	1	25	3	9	1	1	2	4	1	2	6	15	12	2	13	12	3
	14%	12%	18%	14%	17%	10%	9%	14%	13%	17%	6%	14%	11%	14%	20%	15%	17%	14%	17%	13%	11%	20%	11%
They are cheaper to employ	16	12	4	4	7	4	-	15	4	5	1	-	1	-	-	2	3	8	6	1	9	3	4
	8%	9%	7%	9%	8%	6%	-	9%	17%	9%	6%	-	5%	-	-	15%	8%	8%	9%	6%	8%	5%	15%
They have lower expectations and are generally easier to keep happy	12	11	1	4	2	6	-	12	1	4	1	-	2	2	-	1	1	6	5	1	7	4	1
	6%	8%	2%	9%	2%	10%	-	7%	4%	7%	6%	-	11%	7%	-	8%	3%	6%	7%	6%	6%	7%	4%
Other	31	22	9	6	18	7	2	28	4	6	2	4	3	7	-	1	4	19	10	1	17	13	1
	15%	16%	15%	14%	19%	11%	18%	16%	17%	11%	12%	57%	16%	24%	-	8%	11%	18%	14%	6%	15%	22%	4%
Don't know	38	24	14	14	19	5	2	33	5	13	1	1	5	5	-	3	5	14	12	9	22	7	9
	19%	17%	23%	32%	20%	8%	18%	19%	22%	24%	6%	14%	26%	17%	-	23%	14%	13%	17%	56%	19%	12%	33%
I have never employed non-British nationals and I would not consider doing so	10	9	1	1	5	4	-	8	2	2	1	-	1	-	-	1	3	8	1	-	9	1	-
	5%	6%	2%	2%	5%	6%	-	5%	9%	4%	6%	-	5%	-	-	8%	8%	8%	1%	-	8%	2%	-
Not Stated	12	9	2	2	2	7	-	10	1	5	1	-	1	1	-	-	3	7	2	-	10	2	-
	6%	6%	3%	5%	2%	11%	-	6%	4%	9%	6%	-	5%	3%	-	8%	7%	7%	3%	-	9%	3%	-