

Semi-Structured Interview Question Guide

Key Informant Group 5: Host Country Nationals Employed By Migrant Business Owners

General intro and scene setting:

1. How are you connected to [insert group] people in [insert country]? [e.g. as an employer, partner, employee, colleague, supplier, competitor etc]
2. How long have you had this relationship and how did it come about?

Personal relations with immigrant/expatriate group:

3. What is your experience of [employing/working for/working with/supplying/competing with etc] with [insert group] people?
4. How have you benefitted from this relationship? [tailor based on nature of relationship above, e.g. in the case of being an employee: wage level, insurance, training]*
5. What challenges have you faced in this relationship? *
6. What were your initial perceptions/views of [group]?
 - Have your perceptions/views of [group] changed as a result of your working with/for members of this group? If so, how and why?

General views on immigrant/expatriate group(s):

7. How and to what extent do you think [insert group] contribute to growth in [insert country]?

Prompt/probe on any of the following inclusive growth indicators not mentioned by respondents that are particularly relevant to the position/standpoint of each respondent (see attached list for more details on these indicators):

- *Level and quality of employment generation in immigrant businesses*
 - *Total level of employment generated?*
 - *Level of co-national immigrant employment vs 'host' national employment?*
 - *Gender balance of employment created?*
 - *Types of jobs held by immigrants vs 'host' nationals and men vs women?*
 - *Wage levels and conditions of immigrants vs 'host' nationals and men vs women?*
 - *How immigrant-owned businesses compare on these factors with other businesses in the 'host' country?*
 - *Knowledge, innovation and market effects of immigrant businesses*
 - *New products and services introduced or innovative ways of doing things?*
 - *New knowledge and skills introduced?*
 - *Training and skills development for 'host' national employees?*
 - *Increased competition for local companies? How do local companies respond?*
 - *Sourcing of raw materials, services etc – local, 'home' country or elsewhere?*
 - *Opportunities and challenges faced in 'host' country environment?*
 - *Wider social and political implications of immigrant businesses*
 - *Follow employment and benefit regulations and allow unions?*
 - *Undertake CSR or community welfare activities?*
8. How does this groups contribution compare to other immigrant or expatriate groups?
 9. What role do you think immigrants in general play in contributing to the [insert country] growth?

Government policy:

10. What do you think about the government's approach to managing immigration and immigrant business activities?
11. Do you have any recommendations for policy change that would help you gain more from your relationship with [insert group people]?*
12. Are you able to influence/affect policy processes and decision-making more widely around the issues of managing immigration and immigrant business activities? If so, how?

Broader research:

13. Is there any aspect of our research that would be useful to you and your work?
14. Are there any additional points about the project we should include or consider?
15. Who else do you think it would be beneficial for us to talk to? [If other key informants or data were discussed], can you connect us?