

Semi-Structured Interview Question Guide

Key Informant Group 2: Civil Society (including trade unions, chambers of commerce, business/professional associations, NGOs working on advocacy and human rights etc)

Organisation relation to immigration and policy:

1. What does your organisation do in relation to the immigration of foreign entrepreneurs, professionals and workers?

[Probe in relation to the specific work of the organisation – eg if focused on advocacy, who do they advocate for and who do they target?]What are the key issues surrounding immigration in [country]?

2. What do you think about the government's approach to managing immigration?
 - a. How are you trying to change it?*
 - b. How receptive is the government?
3. What other organisations do you work with on issues of immigration? How do you find working with these organisations (what works well, what could be improved)?*

Immigrant contributions to growth:

4. In what ways do you or your organisation see immigrants contributing to the country's growth?

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?*

Influence on governance and politics:

5. What needs to change to help migrants integrate into the economy and improve their contribution?*

Broader research:

6. Is there any aspect of our research that would be useful to you and your work?*

7. Are there any additional points about the project we should include or consider?
8. 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?