

the3million Employment Poll

Number Cruncher Politics

www.ncpolitics.uk



Fieldwork: 14th to 24th August 2020

Sample: 500 UK employers

All	Size			Turnover				Geography							
All	Micro and Small	Medium	Large	Less than £500k	£500k to £5M	£5M to £50M	£50M and over	London	Rest of South	Midlands	North	Scotland	Wales	N Ireland	
Unweighted n	500	158	139	196	94	152	122	69	109	134	64	119	36	24	14
Weighted n	500	151	67	274	95	122	117	93	85	154	76	111	41	21	13

Q1 Which of the following do you think would be the potential implications for your business if you were to employ a person not allowed to work in the UK and you had not carried out right to work checks properly?

Civil penalty up to £20,000, or in more serious cases a criminal conviction with prison sentence up to 5 years and unlimited fines	53	46	54	57	41	52	55	70	50	52	63	51	50	39	62
Civil penalty up to £2,000, or in more serious cases a criminal conviction with prison sentence up to 2 year	21	18	33	20	18	29	25	13	25	20	14	29	17	20	12
Civil penalty up to £200, or in more serious cases a criminal conviction with prison sentence up to 6 months	4	3	3	4	6	4	5	1	6	3	0	5	4	8	0
Not sure	22	33	10	19	34	15	16	16	19	25	23	15	30	33	25

Base: All. Weighting: Normal

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	All	Sector								Alternative sector definitions		Used digital right to work check for non-EU		
	All	Primary/ Energy	Manu facturing	Construct ion	Transport /Storage	Retail/ Wholesal	Public/Ed/ Health	Info services	Other services	Focus sectors ¹	Retail	Have	Have not	Not sure
Unweighted n	500	23	51	36	15	57	111	113	94	82	40	108	340	52
Weighted n	500	10	41	24	24	76	132	89	105	101	55	107	337	56

Q1 Which of the following do you think would be the potential implications for your business if you were to employ a person not allowed to work in the UK and you had not carried out right to work checks properly?

Civil penalty up to £20,000, or in more serious cases a criminal conviction with prison sentence up to 5 years and unlimited fines	53	37	47	52	68	51	55	51	53	52	52	59	50	55
Civil penalty up to £2,000, or in more serious cases a criminal conviction with prison sentence up to 2 year	21	53	31	24	20	24	14	22	21	29	26	26	20	22
Civil penalty up to £200, or in more serious cases a criminal conviction with prison sentence up to 6 months	4	8	2	7	0	3	4	5	3	1	0	7	3	2
Not sure	22	3	19	17	12	22	27	22	23	18	22	8	27	20

Base: All. Weighting: Normal

¹SIC Codes A01, G47, H49.2, H49.4, H49.5, H50.2, H50.4, H51.2, H52.1, H52.2, H53, I56, Q87, R93

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Unweighted n	500	158	139	196	94	152	122	69	109	134	64	119	36	24	14
Weighted n	500	151	67	274	95	122	117	93	85	154	76	111	41	21	13

Q2 How concerned, if at all, would you say you are about inadvertently breaching the right to work checks when selecting candidates for a job?

Not at all concerned	17	30	15	11	31	14	9	23	12	23	15	13	15	33	9
Not very concerned	22	16	29	21	15	21	28	19	19	23	26	22	20	13	18
Fairly concerned	35	33	30	38	36	38	38	29	36	28	38	44	33	23	40
Very concerned	26	21	25	30	17	27	25	29	33	27	20	21	32	31	33

Base: All. Weighting: Normal

	All	Sector								Alternative sector definitions		Used digital right to work check for non-EU		
	All	Primary/ Energy	Manu facturing	Construct ion	Transport /Storage	Retail/ Wholesal	Public/Ed/ Health	Info services	Other services	Focus sectors	Retail	Have	Have not	Not sure
Unweighted n	500	23	51	36	15	57	111	113	94	82	40	108	340	52
Weighted n	500	10	41	24	24	76	132	89	105	101	55	107	337	56

Q2 How concerned, if at all, would you say you are about inadvertently breaching the right to work checks when selecting candidates for a job?

Not at all concerned	17	8	18	25	3	22	13	18	19	19	24	13	19	15
Not very concerned	22	29	18	27	13	13	25	22	26	17	11	15	24	23
Fairly concerned	35	44	44	19	34	43	34	36	29	40	48	37	33	41
Very concerned	26	18	20	30	49	22	28	24	26	24	17	35	24	22

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Weighted n	500	151	67	274	95	122	117	93	85	154	76	111	41	21	13

Q3 How clear, if at all, are you about the rules around employing EU citizens after free movement ends on 1 January 2021?

Not at all clear	14	23	8	11	23	10	12	10	14	19	11	10	11	7	16
Not very clear	32	36	32	30	36	34	30	23	30	31	34	34	28	34	41
Fairly clear	40	31	42	45	32	45	39	47	44	33	44	43	46	41	36
Very clear	14	10	18	14	9	11	19	19	11	17	11	13	14	18	6

Base: All. Weighting: Normal

	All	Sector								Alternative sector definitions		Used digital right to work check for non-EU		
	All	Primary/ Energy	Manu facturing	Construct ion	Transport /Storage	Retail/ Wholesal	Public/Ed/ Health	Info services	Other services	Focus sectors	Retail	Have	Have not	Not sure
Unweighted n	500	23	51	36	15	57	111	113	94	82	40	108	340	52
Weighted n	500	10	41	24	24	76	132	89	105	101	55	107	337	56

Q3 How clear, if at all, are you about the rules around employing EU citizens after free movement ends on 1 January 2021?

Not at all clear	14	10	9	16	8	12	9	18	21	11	15	1	18	15
Not very clear	32	33	30	30	13	33	36	25	38	33	36	22	34	40
Fairly clear	40	45	41	25	64	35	43	43	37	40	31	50	38	40
Very clear	14	12	20	29	15	21	12	14	4	16	18	27	10	6

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Weighted n	500	151	67	274	95	122	117	93	85	154	76	111	41	21	13

Q4 Between 1 January 2021 and 30 June 2021 (the EU Settlement Scheme deadline), which of the following, if any, would you require a European citizen to provide, to prove a right to work? Select all that apply

A European passport or identity card	65	55	71	69	48	68	70	69	68	64	56	68	65	66	73
A visa stamp in a passport	36	31	44	36	35	45	33	35	31	34	30	50	30	35	22
A card showing they have the right to work	54	50	61	55	45	62	58	53	46	51	60	63	50	46	55
An online verification	31	24	41	31	17	43	39	25	32	32	26	34	25	32	15
Not sure	17	26	6	15	29	11	13	13	10	19	22	15	26	16	12
Something else	1	2	1	1	2	2	2	0	2	1	3	1	0	0	0
None of the above	1	2	0	1	3	2	1	0	3	2	0	0	0	0	0

Base: All. Weighting: Normal

All	Sector									Alternative sector definitions		Used digital right to work check for non-EU		
All	Primary/Energy	Manu facturing	Construct ion	Transport /Storage	Retail/Wholesal	Public/Ed/Health	Info services	Other services	Focus sectors	Retail	Have	Have not	Not sure	
Unweighted n	500	23	51	36	15	57	111	113	94	82	40	108	340	52
Weighted n	500	10	41	24	24	76	132	89	105	101	55	107	337	56

Q4 Between 1 January 2021 and 30 June 2021 (the EU Settlement Scheme deadline), which of the following, if any, would you require a European citizen to provide, to prove a right to work? Select all that apply

A European passport or identity card	65	49	68	70	65	69	66	71	52	62	69	77	64	48
A visa stamp in a passport	36	58	27	43	37	45	36	31	33	44	43	55	33	20
A card showing they have the right to work	54	54	46	60	58	59	57	50	50	58	58	64	53	39
An online verification	31	19	38	44	17	21	33	36	29	20	14	39	29	23
Not sure	17	10	13	13	12	17	17	18	23	20	23	4	19	31
Something else	1	4	0	4	0	1	1	2	1	2	0	4	1	2
None of the above	1	0	0	3	0	0	1	1	2	2	0	1	1	0

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Weighted n	500	151	67	274	95	122	117	93	85	154	76	111	41	21	13

Q5 After the EU Settlement Scheme closes on 30 June 2021, which of the following, if any, would you require a European citizen to provide, to prove a right to work?
Select all that apply

A European passport or identity card	50	45	61	50	41	51	53	54	49	53	43	52	50	45	58
A visa stamp in a passport	38	32	48	39	32	43	39	40	39	38	29	47	36	33	28
A card showing they have the right to work	56	52	63	57	46	62	60	57	52	55	50	63	54	57	67
An online verification	36	25	46	40	17	45	49	33	35	34	35	42	34	41	30
Not sure	22	31	7	20	35	14	17	18	17	23	34	19	20	14	15
Something else	1	1	2	1	0	2	2	0	2	1	3	1	0	2	0
None of the above	1	1	0	1	2	2	1	0	2	2	0	1	0	0	0

Base: All. Weighting: Normal

All	Sector								Alternative sector definitions		Used digital right to work check for non-EU			
All	Primary/ Energy	Manu facturing	Construct ion	Transport /Storage	Retail/ Wholesal	Public/Ed/ Health	Info services	Other services	Focus sectors	Retail	Have	Have not	Not sure	
Unweighted n	500	23	51	36	15	57	111	113	94	82	40	108	340	52
Weighted n	500	10	41	24	24	76	132	89	105	101	55	107	337	56

Q5 After the EU Settlement Scheme closes on 30 June 2021, which of the following, if any, would you require a European citizen to provide, to prove a right to work?
Select all that apply

A European passport or identity card	50	42	49	48	46	54	57	54	38	50	56	64	48	33
A visa stamp in a passport	38	48	45	39	37	43	31	40	38	42	41	58	32	34
A card showing they have the right to work	56	42	60	52	51	60	60	55	50	53	58	66	55	43
An online verification	36	52	57	39	48	25	34	38	32	31	24	52	34	21
Not sure	22	7	15	20	20	20	22	19	30	24	25	5	25	35
Something else	1	7	3	0	0	0	1	3	1	2	0	2	1	4
None of the above	1	7	0	3	0	0	1	1	1	2	0	1	1	1

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Unweighted n	500	158	139	196	94	152	122	69	109	134	64	119	36	24	14
Weighted n	500	151	67	274	95	122	117	93	85	154	76	111	41	21	13

Q6 How confident, if at all, are you that you can offer a new job, in the first few months after 1 January 2021, to persons with the following documentation?

Someone with a British passport

Not at all confident	5	8	2	4	12	6	3	3	4	8	1	5	6	0	0
Not very confident	9	13	12	6	14	14	8	3	9	9	8	13	10	6	0
Fairly confident	29	24	37	30	23	34	28	26	28	23	31	35	35	27	40
Very confident	57	55	50	60	51	46	61	69	59	61	59	48	49	67	60

Base: All. Weighting: Normal

	All	Sector								Alternative sector definitions		Used digital right to work check for non-EU		
	All	Primary/Energy	Manu facturing	Construct ion	Transport /Storage	Retail/ Wholesal	Public/Ed/ Health	Info services	Other services	Focus sectors	Retail	Have	Have not	Not sure
Unweighted n	500	23	51	36	15	57	111	113	94	82	40	108	340	52
Weighted n	500	10	41	24	24	76	132	89	105	101	55	107	337	56

Q6 How confident, if at all, are you that you can offer a new job, in the first few months after 1 January 2021, to persons with the following documentation?

Someone with a British passport

Not at all confident	5	4	1	19	12	0	0	8	8	5	0	2	5	11
Not very confident	9	41	9	9	6	12	9	7	7	9	9	5	9	18
Fairly confident	29	34	21	6	45	30	32	26	32	33	29	41	26	27
Very confident	57	21	69	65	37	58	58	58	54	54	62	52	60	44

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Unweighted n	500	158	139	196	94	152	122	69	109	134	64	119	36	24	14
Weighted n	500	151	67	274	95	122	117	93	85	154	76	111	41	21	13

Q7 How confident, if at all, are you that you can offer a new job, in the first few months after 1 January 2021, to persons with the following documentation?

Someone with a Leave to Remain or Indefinite Leave to Remain card or permit

Not at all confident	8	13	8	5	15	8	5	5	8	10	1	7	8	19	3
Not very confident	19	21	23	19	20	24	19	12	8	17	22	28	30	19	6
Fairly confident	46	45	46	46	46	47	44	47	48	47	48	43	38	36	73
Very confident	27	21	24	31	18	22	32	37	36	27	29	22	24	26	18

Base: All. Weighting: Normal

	All	Sector								Alternative sector definitions		Used digital right to work check for non-EU		
	All	Primary/Energy	Manu facturing	Construct ion	Transport /Storage	Retail/ Wholesal	Public/Ed/ Health	Info services	Other services	Focus sectors	Retail	Have	Have not	Not sure
Unweighted n	500	23	51	36	15	57	111	113	94	82	40	108	340	52
Weighted n	500	10	41	24	24	76	132	89	105	101	55	107	337	56

Q7 How confident, if at all, are you that you can offer a new job, in the first few months after 1 January 2021, to persons with the following documentation?

Someone with a Leave to Remain or Indefinite Leave to Remain card or permit

Not at all confident	8	3	7	18	15	9	3	4	13	12	12	0	11	4
Not very confident	19	32	13	22	31	20	13	23	22	24	18	12	21	25
Fairly confident	46	23	52	30	23	46	58	46	38	43	48	50	44	48
Very confident	27	42	28	30	30	25	25	28	27	20	22	38	24	24

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Weighted n	500	151	67	274	95	122	117	93	85	154	76	111	41	21	13

Q8 How confident, if at all, are you that you can offer a new job, in the first few months after 1 January 2021, to persons with the following documentation?

Someone with an EU passport or EU national identity card

Not at all confident	13	21	11	9	25	10	12	6	9	21	8	12	7	15	12
Not very confident	37	43	32	35	38	39	27	43	42	36	42	38	27	24	32
Fairly confident	37	29	42	40	31	39	42	35	30	35	36	38	49	42	56
Very confident	13	7	15	15	5	11	19	16	19	8	14	12	17	19	0

Base: All. Weighting: Normal

	All	Sector								Alternative sector definitions		Used digital right to work check for non-EU		
	All	Primary/Energy	Manu facturing	Construct ion	Transport /Storage	Retail/ Wholesal	Public/Ed/ Health	Info services	Other services	Focus sectors	Retail	Have	Have not	Not sure
Unweighted n	500	23	51	36	15	57	111	113	94	82	40	108	340	52
Weighted n	500	10	41	24	24	76	132	89	105	101	55	107	337	56

Q8 How confident, if at all, are you that you can offer a new job, in the first few months after 1 January 2021, to persons with the following documentation?

Someone with an EU passport or EU national identity card

Not at all confident	13	4	16	24	12	15	6	11	21	13	14	5	16	11
Not very confident	37	44	34	39	25	33	44	36	36	38	39	21	41	45
Fairly confident	37	27	26	13	31	41	44	39	35	36	36	48	34	32
Very confident	13	25	24	24	33	12	5	14	8	12	10	26	9	11

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Q9 Currently, non-EU citizens with a Leave to Remain or Indefinite Leave to Remain card/permit can also have their right to work checked via a digital process. Have you previously used such a digital check, or not?

Have	21	13	23	26	10	22	30	23	20	20	21	28	19	22	0
Have not	67	73	69	63	74	71	59	64	67	67	69	63	67	76	88
Not sure	11	14	7	11	16	7	11	14	13	13	9	9	14	2	12

Base: All. Weighting: Normal

	All	Sector								Alternative sector definitions		Used digital right to work check for non-EU		
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Q9 Currently, non-EU citizens with a Leave to Remain or Indefinite Leave to Remain card/permit can also have their right to work checked via a digital process. Have you previously used such a digital check, or not?

Have	21	26	33	25	20	28	21	20	13	22	26	100	0	0
Have not	67	57	61	62	72	61	64	70	76	71	62	0	100	0
Not sure	11	16	6	13	8	11	14	9	11	8	13	0	0	100

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Q10 And whether you have used such a digital check or not, which system would you prefer?

A digital right to work check	52	52	43	53	47	47	58	59	54	50	57	49	40	57	79
A right to work check using physical documents	19	16	27	20	18	21	19	17	20	18	20	19	32	13	0
No preference	18	19	21	17	17	19	14	23	19	20	9	18	20	20	18
No checks at all	3	4	6	2	6	4	3	1	3	4	5	3	0	2	3
Not sure	8	9	4	8	12	9	6	0	3	8	10	12	7	9	0

Base: All. Weighting: Normal

	All	Sector								Alternative sector definitions		Used digital right to work check for non-EU		
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Weighted n	500	10	41	24	24	76	132	89	105	101	55	107	337	56

Q10 And whether you have used such a digital check or not, which system would you prefer?

A digital right to work check	52	19	42	50	46	48	63	56	45	46	50	58	51	44
A right to work check using physical documents	19	45	26	22	24	22	13	16	21	20	20	25	18	16
No preference	18	27	23	21	15	21	17	18	13	18	21	14	18	23
No checks at all	3	2	7	0	3	4	0	4	5	3	3	1	4	2
Not sure	8	6	2	7	12	4	8	6	15	12	5	1	9	15

Base: All. Weighting: Normal