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# Report from the quantitative study on perception of the Netherlands as the country of economic emigration

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## 1. Research goals

The study aimed at answering the following questions:

- How often is the Netherlands chosen by Poles for economic emigration?
- What is perception of the Netherlands as a place of work for Poles?
- How do Poles imagine working in the Netherlands?
- How well are economic migrants prepared for the migration?

## 2. Research methodology and sample

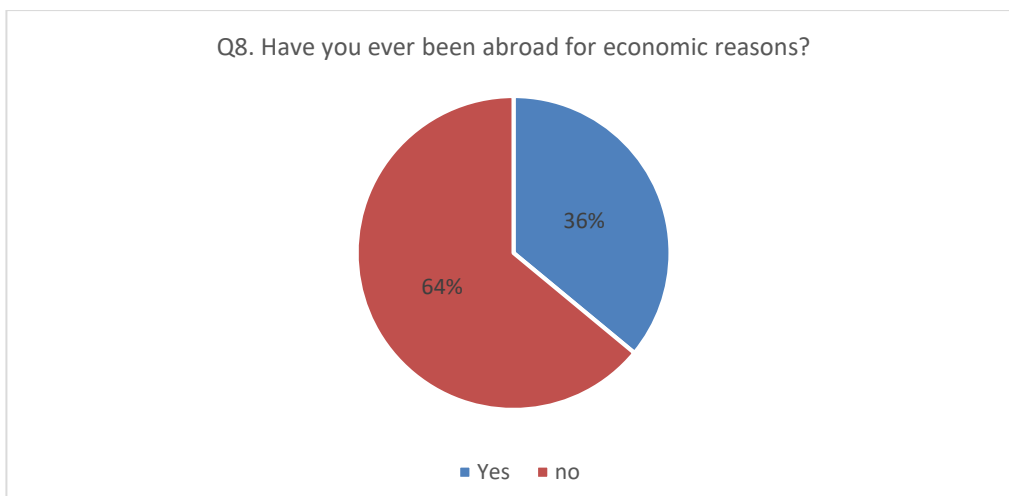
The study was carried out in the form of telephone interviews by pollsters (Computer Assisted Telephone Interview, abbreviated as CATI). The first stage of the study was conducted on a nationwide representative random sample of N=1000 inhabitants of Poland aged over 18. The interviews were held on 19-27 November 2018. A booster sample of N=139 people who once worked in the Netherlands was also interviewed. The booster was carried out between 30<sup>th</sup> of November and 14<sup>th</sup> of December 2018. Average length of interview was 7 minutes.

The data from the nationwide sample are fully representative and conclusions can be extrapolated to the entire population of adult Poles. The booster sample, where the main criterion was working in the Netherlands at present or in the past, was drawn from a random sample, thus it quite closely reflects opinions about people with such features, yet one should bear in mind that these are not opinions of total population of Poland. We have faced a limitation related to small bases of booster sub-samples (working in the Netherlands) crossed with such variables as e.g. age (the sample of the oldest respondents – aged over 60 – here are 10 people), education (only 10 people with primary education), or size of domicile (only 12 people in the sub-sample of inhabitants of cities over 500 k).

### 3. Migration trends

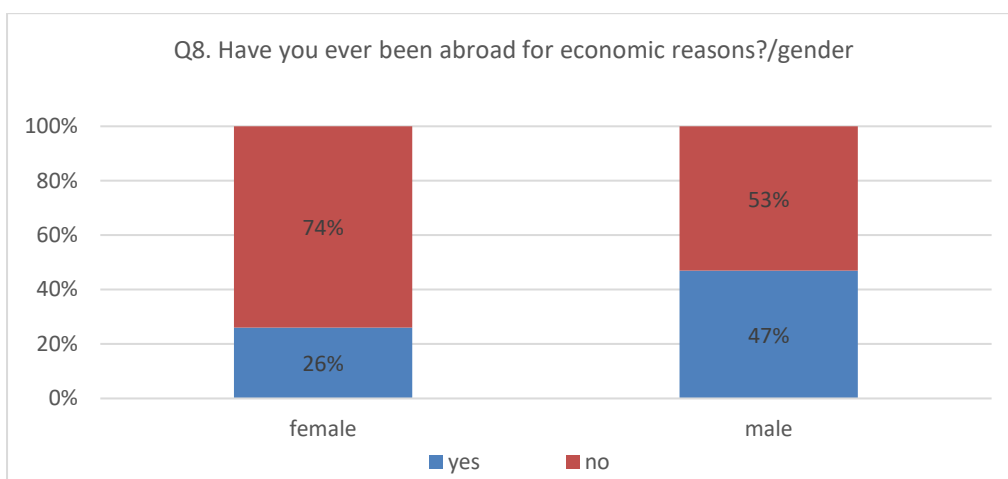
This year we are celebrating the 15<sup>th</sup> anniversary of Poland joining the European Union. This signifies that it has been nearly 15 years that Poles have been free to travel both as tourists and for economic reasons. According to the CSO data, towards the end of 2017 2,5 million Poles were out of Poland on temporary basis, i.e. 25 thousand (1%) more than in 2016<sup>1</sup>.

The studies held towards the end of December 2018 by Kantar Polska S.A. reveal that 36% of adult Poles have ever worked abroad. Speaking on numbers, it is 11.5 million grown up Poles who have ever experienced working abroad.



Base: Total Poland N=1000

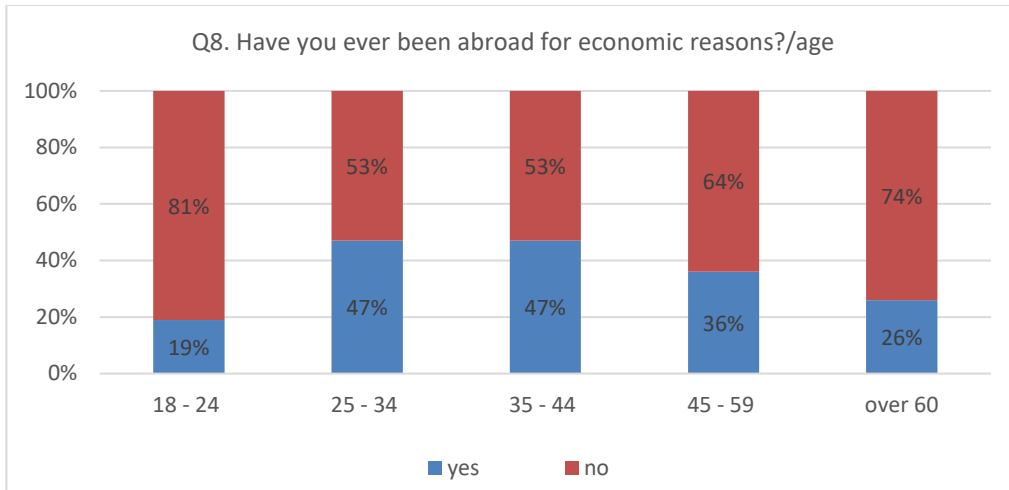
Men tend to go abroad far more often. 47% of adult men have been abroad to work at least once, whereas the percentage among women is 26%.



Base: Total Poland N=1000

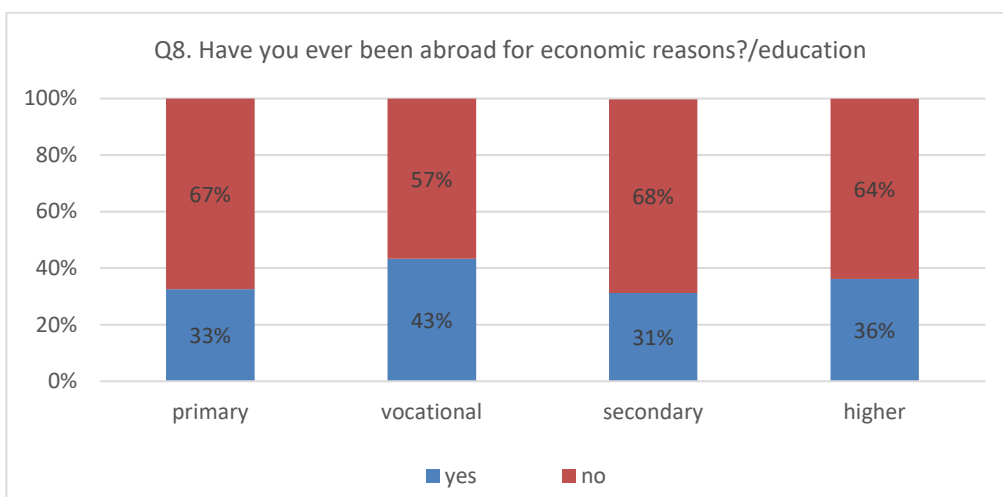
<sup>1</sup> Information about size and directions of temporary emigration from Poland in 2004-201. CSO; on-line source: stat.gov.pl

A decision to go abroad is relatively more frequent among people aged over 25 (47%) and in their prime – aged between 35 and 44 (47%). Altogether these two groups constitute 50% of all people going abroad. The relatively lowest percentage of those who go to work abroad is recorded among students – the figure for 18 - 24 year olds is 19%, it is also low among those aged over 60 – the percentage of those who have ever been abroad for economic reasons is 26%.



Base: Total Poland N=1000

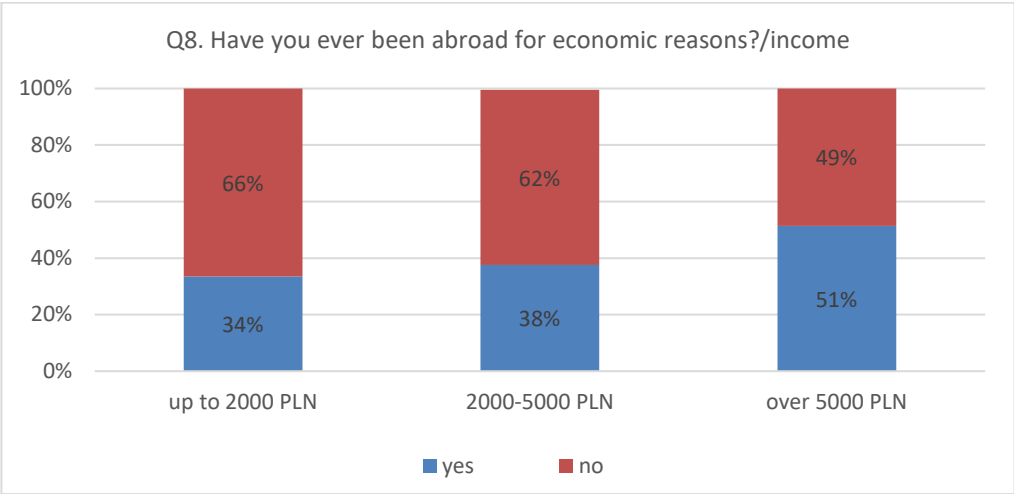
The leading group among those who go abroad for economic reasons are people with vocational education. Their percentage is the highest – reaching 43%. The second biggest group are people with higher education. Yet, their share is far smaller than of those with vocational education and reaches 36% of all people with vocational education. A decision to go abroad to work is also made by people with primary or secondary education: they take 1/3 of respective groups.



Base: Total Poland N=1000

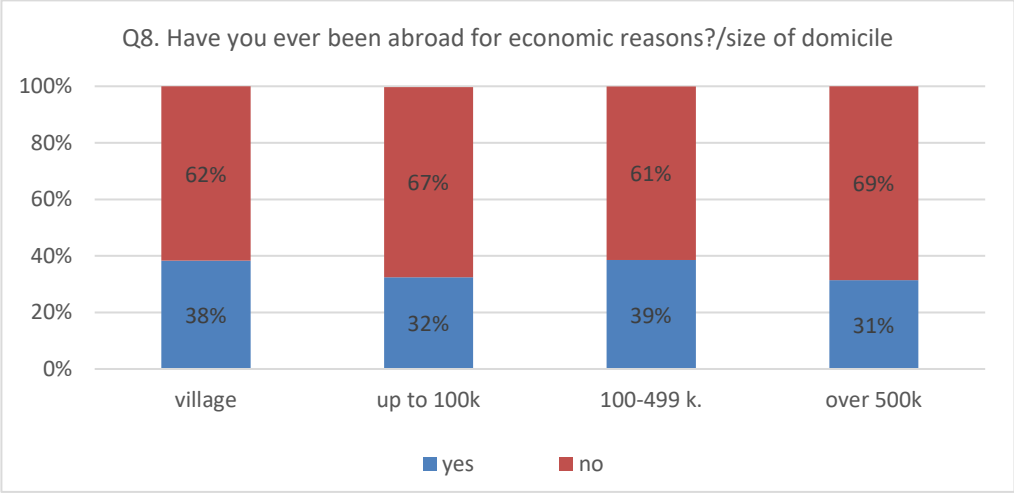
The opinions gathered among people examined in 2018 reveal that the decision to go abroad to work is far more often taken by people with the best financial status at present. The percentage

among these respondents is 51%. The decision of going abroad for economic reasons is least frequent among people with the lowest income – 34%.



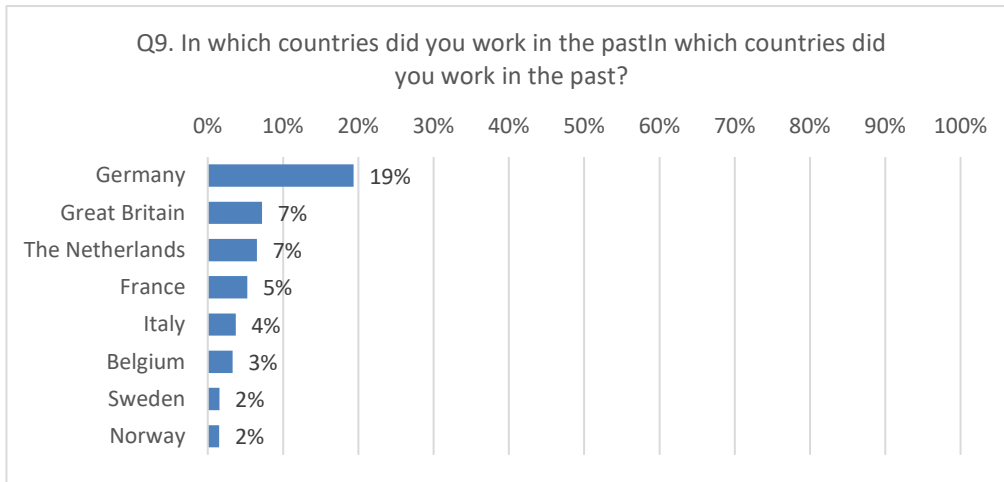
Base: Total Poland N=1000

Size of domicile does not seem a factor which determines a decision to go abroad to work. The highest migration rate is recorded among people living in medium sized towns, between 100 and 499 k. inhabitants (39%). The share among country dwellers is similar – 38%.



Base: Total Poland N=1000

Poles are most likely to emigrate to the neighbouring countries: 19% of adult Poles have worked in Germany. The shares of those who go to work to Great Britain and the Netherlands are equal - 7%. On the other hand, France (5%), Italy (4%) or Belgium (3%) are less popular destinations of economic migration.



Base: Total Poland N=1000 \*Mentions exceeding 3% for Total have been presented

Germany is equally popular among women (47%) and men (59%) as a country of migration for economic reasons. A similar share of men and women decide to go the Great Britain (19% of men and 18% of women). The Netherlands is more popular among men though – chosen by 23% of men vs. 11% of women.

Q9. In which countries did you work in the past? / Gender			
Multiple choice question!	Total - those who have ever worked abroad N=356	male	female
Germany	54%	59%	47%
Great Britain	19%	19%	18%
Netherlands	18%	23%	11%
France	15%	19%	8%
Italy	10%	9%	13%
Sweden	4%	7%	0%
Norway	4%	4%	4%
USA	4%	4%	4%
Austria	3%	4%	2%

\*Mentions exceeding 3% for Total have been presented

Young people aged 18-24 most often decide to go to Great Britain (36%). Those who just enter the labour market (25-34) most often choose Germany (59%) and the Netherlands (33%) to go to work. The second a bit smaller age group going to the Netherlands are 35-44 year olds (24%).

Q9. In which countries did you work in the past? / Age						
<i>Multiple choice question!</i>	<b>Total - those who have ever worked abroad N=356</b>	<b>18 - 24</b>	<b>25 - 34</b>	<b>35 - 44</b>	<b>45 - 59</b>	<b>Over 60</b>
Germany	54%	29%	59%	44%	69%	50%
Great Britain	19%	36%	27%	23%	12%	8%
Netherlands	18%	18%	33%	24%	13%	1%
France	15%	20%	15%	16%	14%	12%
Italy	10%	0%	3%	11%	13%	17%
Sweden	4%	0%	5%	5%	7%	2%
Norway	4%	8%	6%	6%	4%	1%
USA	4%	0%	1%	8%	2%	5%
Austria	3%	0%	5%	1%	2%	6%

\* Mentions exceeding 3% for Total have been presented

The Netherlands is far most often chosen by people with primary education – 46% of mentions and nearly twice fewer (19%) with vocational education. In comparison with Germany or Great Britain, there is clearly no interest in the Dutch market among people with higher education (only 9%).

Q9. In which countries did you work in the past? / Education					
<i>Multiple choice question!</i>	<b>Total (those who have ever worked abroad N=356)</b>	<b>Primary</b>	<b>Vocational</b>	<b>Secondary</b>	<b>Higher</b>
Germany	54%	69%	62%	50%	41%
Great Britain	19%	17%	14%	14%	31%
Netherlands	18%	46%	19%	12%	9%
France	15%	32%	10%	14%	11%
Italy	10%	30%	6%	8%	7%
Sweden	4%	6%	4%	5%	4%
Norway	4%	0%	4%	6%	6%
USA	4%	0%	0%	6%	8%
Austria	3%	0%	4%	3%	3%

\*Mentions exceeding 3% for Total have been presented



The Netherlands takes the fourth position as a country chosen by people with the current lowest income (i.e. up to 2 k. PLN – 12%), yet the third country following Germany and Great Britain, among those with the highest income (exceeding 5 k. PLN – 21%). The Netherlands takes the second position (parity to Great Britain) among those with income ranging from 2 k. to 5 k. PLN (18%).

Q9. In which countries did you work in the past? / Income				
<i>Multiple choice question!</i>	<b>Total (those who have ever worked abroad N=356)</b>	<b>Up to 2000 PLN</b>	<b>2000-5000 PLN</b>	<b>over 5000 PLN</b>
Germany	54%	65%	53%	41%
Great Britain	19%	20%	18%	37%
Netherlands	18%	12%	18%	21%
France	15%	13%	14%	10%
Italy	10%	5%	11%	5%
Sweden	4%	3%	8%	3%
Norway	4%	3%	6%	2%
USA	4%	2%	4%	4%
Austria	3%	0%	6%	1%

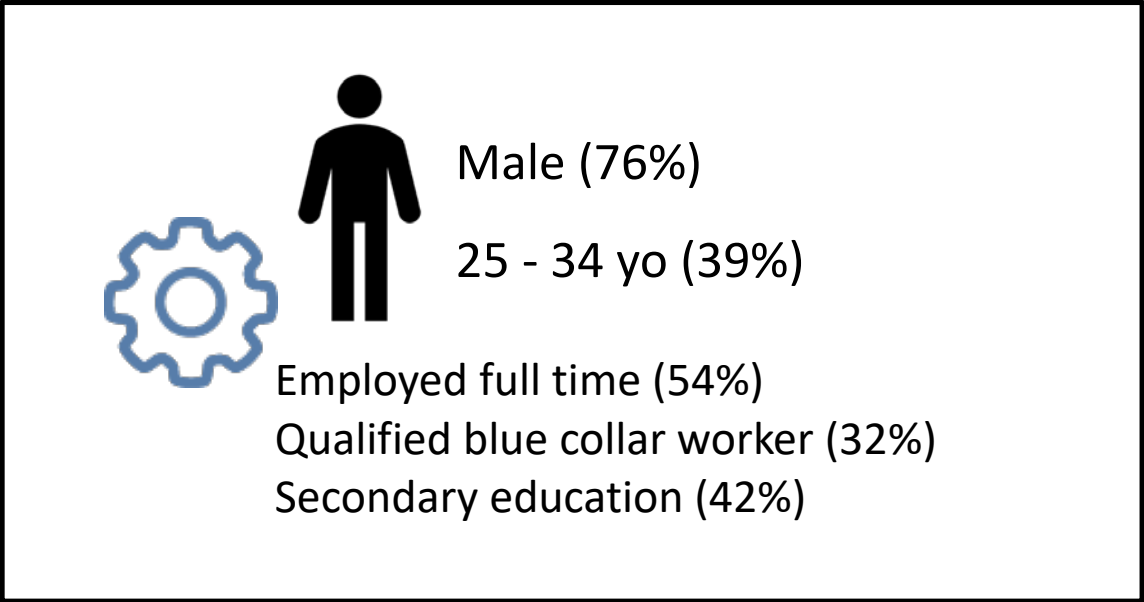
*\*Mentions exceeding 3% for Total have been presented*

People from the biggest cities in Poland relatively more often decided to go to work in Great Britain (38%). The Netherlands was significantly more often chosen by inhabitants of medium towns – between 100 and 499 k.

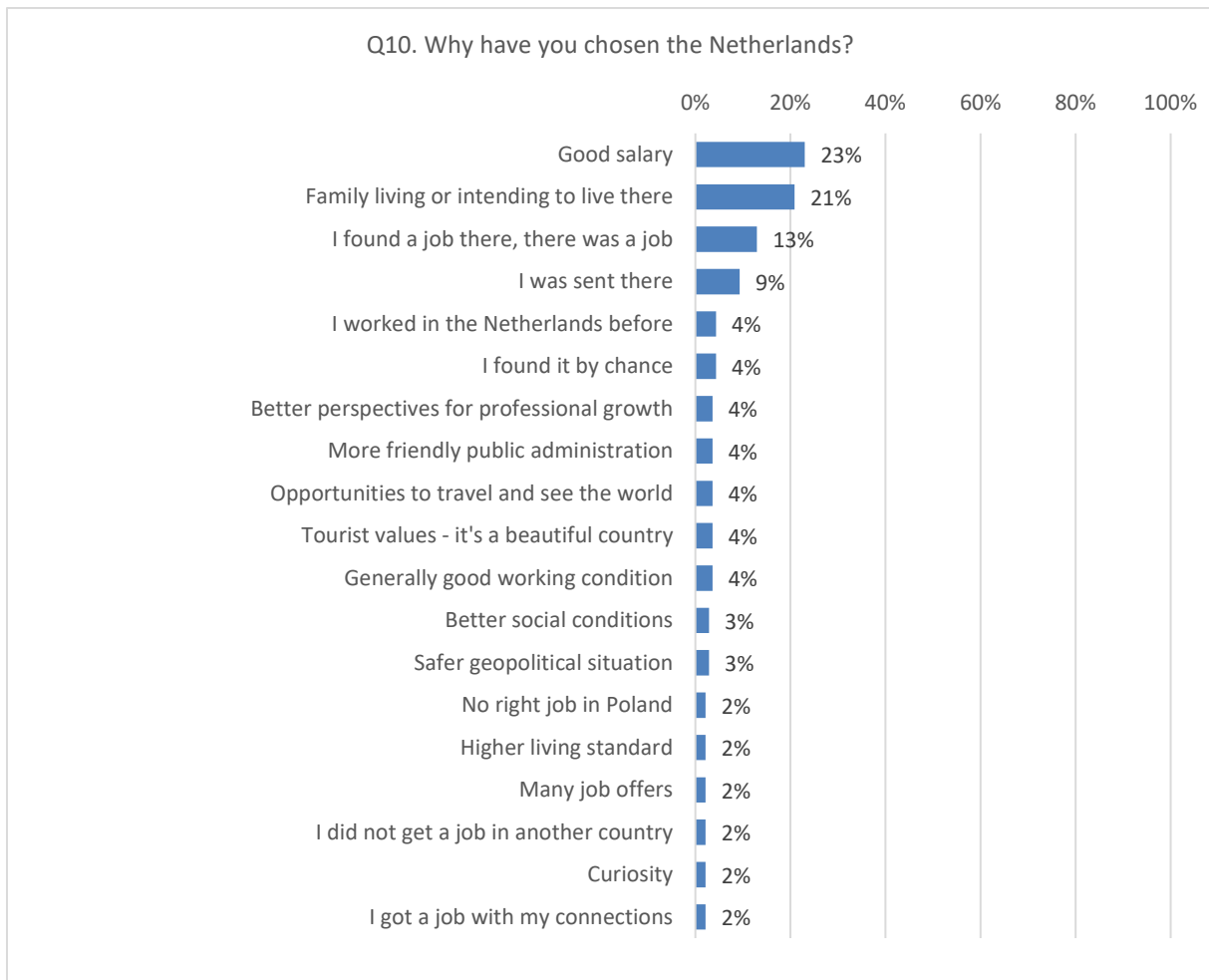
Q9. In which countries did you work in the past? / Size of domicile					
<i>Multiple choice question!</i>	<b>Total (those who have ever worked abroad N=356)</b>	<b>villages</b>	<b>Up to 100 k.</b>	<b>100 - 499 k.</b>	<b>500+ k.</b>
Germany	54%	53%	52%	55%	61%
Great Britain	19%	17%	16%	15%	38%
Netherlands	18%	15%	15%	35%	14%
France	15%	13%	14%	25%	6%
Italy	10%	16%	6%	8%	5%
Sweden	4%	1%	7%	5%	10%
Norway	4%	3%	7%	2%	5%
USA	4%	4%	3%	5%	6%
Austria	3%	4%	3%	3%	2%

*\*Mentions exceeding 3% for Total have been presented*

How can we describe Poles who go to the Netherlands to work? The infographics below is the answer to this question. The data come from the booster sample (N=139 of people who have worked in the Netherlands) and present the distinguishing features of this group vs the main sample. Those who go to the Netherlands to work are more likely to be men (76%) aged 25-34 (this age break is the biggest – 39%), currently working full time (54%). The Netherlands is a relatively frequent choice for qualified blue collar workers (32%) with secondary education (42%).



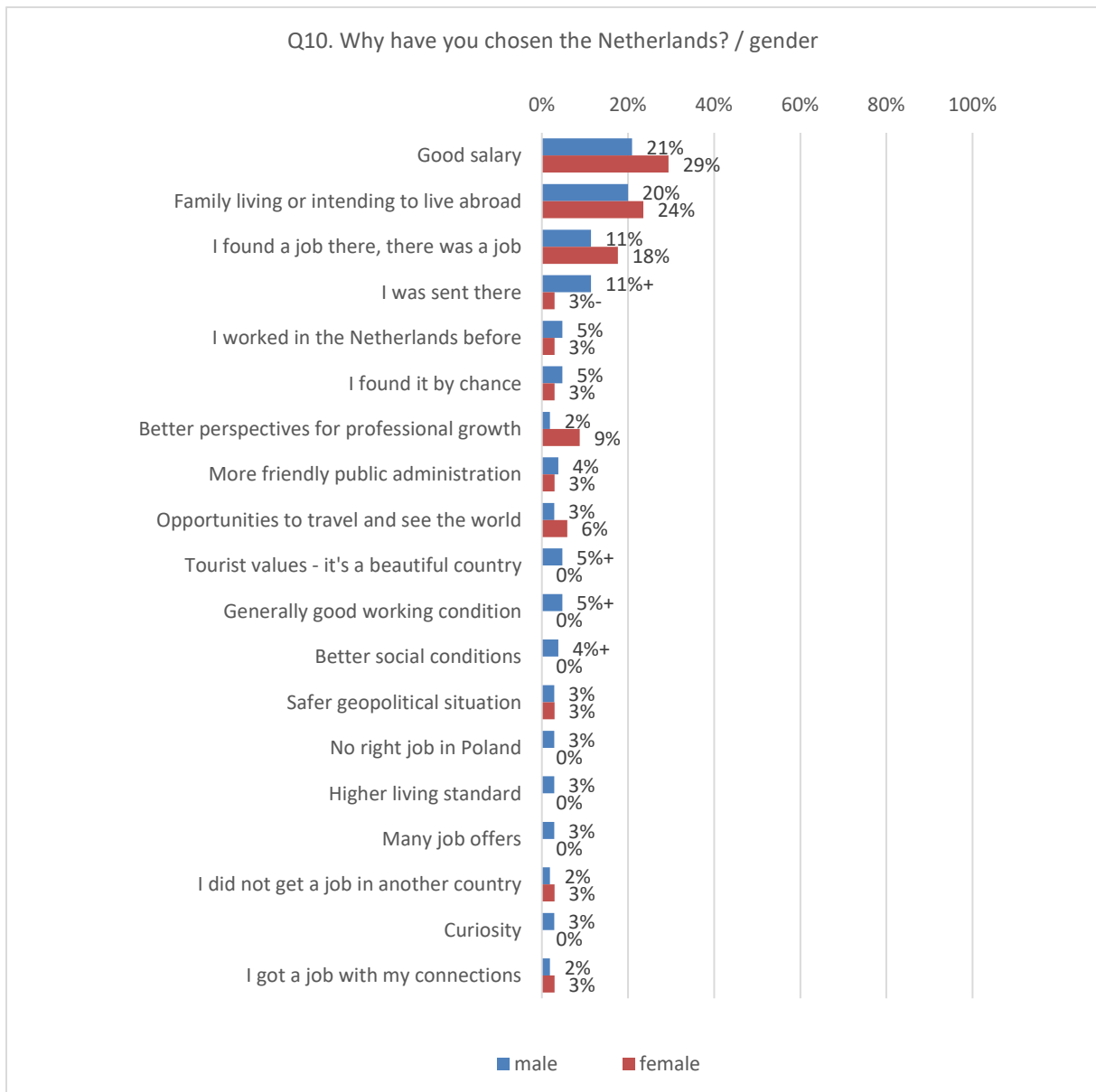
The main reason for going to work in the Netherlands is promise of good earnings (23% of mentions). Another important aspect when choosing the migration destination is respondent having family or friends who already live there (21%). One of the motivations to take up a job in the Netherlands was that „I simply found a job there” (13%). This may imply that these people were struggling to find a job in Poland in vain. All the other reasons for going to the Netherlands for economic reasons are presented on the chart below.



*Base: Those who have worked in the Netherlands N=139. Mentions exceeding 2% for Total have been presented*

The share of mentions at “good earnings” among women is higher than among men (29% vs. 21%). An opportunity to find a job (18% women vs. 11% men) and better perspectives of professional development (9% women vs. 2% men) are more frequently named by women than men among reasons for choosing the Netherlands. This may signify that women are less satisfied with their earnings in Poland and this motivates them to look for a job abroad.

Men far more often took up a job in the Netherlands as they were sent to work there (11% men vs. 3% women).



Base: Those who have worked in the Netherlands N=139. The chart presents mentions over 2% for Total

Good salary is the most important reason for choosing the Netherlands are a country for economic migration among young people – aged 18 – 24 – this aspect was mentioned by already 40% people in this age group (one should note the small size of this group though – base N=20). Having family living in the Netherlands was the second most important factor for choosing the Netherlands in the age group of 18-44 (ca. 26-30%). Yet this factor was of lowest relevance among people aged over 45 – the reason was named only by 4% respondents from this age group.

Q10. Why have you chosen the Netherlands? / Age	Total		18 - 24		25 - 34		35 - 44		45 - 59		Over 60	
	N	%	N	%	N	%	N	%	N	%	N	%
Good salary	32	23%	8	40%	11	20%	5	18%	5	19%	3	30%
Family living or intending to live abroad	29	21%	6	30%	14	26%	8	29%	1	4%	-	--
I found a job there, there was a job	18	13%	2	10%	9	17%	3	11%	4	15%	-	--
I was sent there	13	9%	1	5%	4	7%	4	14%	3	11%	1	10%
I worked in the Netherlands before	6	4%	-	--	3	6%	-	--	3	11%	-	--
It was accidental	6	4%	-	--	3	6%	1	4%	1	4%	1	10%
Better perspectives for professional growth	5	4%	2	10%	1	2%	-	--	1	4%	1	10%
More friendly public administration	5	4%	-	--	1	2%	2	7%	1	4%	1	10%
An opportunity to travel and see the world	5	4%	1	5%	1	2%	-	--	1	4%	2	20%
Tourist values - this is a beautiful country	5	4%	1	5%	1	2%	2	7%	1	4%	-	--
Generally good employment conditions	5	4%	-	--	2	4%	1	4%	2	7%	-	--
Better social conditions	4	3%	1	5%	1	2%	1	4%	-	--	1	10%
Safer geopolitical situation	4	3%	-	--	3	6%	1	4%	-	--	-	--
I could not find a good job in Poland	3	2%	-	-	2	4%	-	-	1	4%	-	-
Higher living standard	3	2%	1	5%	1	2%	-	-	-	-	1	10%
Many job offers	3	2%	1	5%	-	-	-	-	2	7%	-	-
I did not get a job in another country	3	2%	-	-	2	4%	1	4%	-	-	-	-
Curiosity	3	2%	1	5%	2	4%	-	-	-	-	-	-
I got a job thanks to some connections	3	2%	1	5%	2	4%	-	-	-	-	-	-
Sentiment	2	1%	-	-	1	2%	-	-	-	-	1	10%
The company I worked with was from the Netherlands	2	1%	-	-	-	-	1	4%	-	-	1	10%
Better tax system	1	1%	-	-	1	2%	-	-	-	-	-	-
Peace, stable politics	1	1%	-	-	-	-	-	-	1	4%	-	-
Close	1	1%	-	-	-	-	1	4%	-	-	-	-
<b>Base</b>	139	100%	20	100%	54	100%	28	100%	27	100%	10	100%

Base: Those who have worked in the Netherlands

People with primary education usually chose the Netherlands as a country of their economic migration mainly because they had a family living there – 50% mentions at this aspect recorded among people with primary education (one should note low size of the group though – N=10). The most frequent reason to go to work in the Netherlands named among people with secondary education is good salary – 33% mentions.

Q10. Why have you chosen the Netherlands? / Education	Total		primary		vocational		secondary		higher	
	N	%	N	%	N	%	N	%	N	%
Good salary	32	23%	1	10%	6	17%	19	33%	6	17%
Family living or intending to live abroad	29	21%	5	50%	6	17%	11	19%	7	19%
I found a job there, there was a job	18	13%	-	--	3	9%	8	14%	7	19%
I was sent there	13	9%	1	10%	3	9%	6	10%	3	8%
I worked in the Netherlands before	6	4%	2	20%	2	6%	-	--	2	6%
It was accidental	6	4%	-	--	3	9%	1	2%	2	6%
Better perspectives for professional growth	5	4%	-	--	2	6%	2	3%	1	3%
More friendly public administration	5	4%	-	--	1	3%	1	2%	3	8%
An opportunity to travel and see the world	5	4%	-	--	-	--	2	3%	3	8%
Tourist values - this is a beautiful country	5	4%	-	--	1	3%	2	3%	2	6%
Generally good employment conditions	5	4%	-	--	3	9%	2	3%	-	--
Better social conditions	4	3%	-	--	1	3%	2	3%	1	3%
Safer geopolitical situation	4	3%	-	--	1	3%	-	--	3	8%
I could not find a good job in Poland	3	2%	-	-	1	3%	1	2%	1	3%
Higher living standard	3	2%	-	-	1	3%	1	2%	1	3%
Many job offers	3	2%	-	-	1	3%	1	2%	1	3%
I did not get a job in another country	3	2%	-	-	-	-	2	3%	1	3%
Curiosity	3	2%	1	10%	-	-	1	2%	1	3%
I got a job thanks to some connections	3	2%	-	-	1	3%	2	3%	-	-
Sentiment	2	1%	-	-	1	3%	-	-	1	3%
The company I worked with was from the Netherlands	2	1%	-	-	1	3%	1	2%	-	-
Better tax system	1	1%	-	-	-	-	-	-	1	3%
Peace, stable politics	1	1%	-	-	-	-	-	-	1	3%
Close	1	1%	-	-	-	-	1	2%	-	-
<b>Base</b>	139	100%	10	100%	35	100%	58	100%	36	100%

Base: Those who have worked in the Netherlands

The far most important reason for choosing the Netherlands among people with current income up to 2 k. PLN was better salary. This factor did not play such a great role among those with present earnings exceeding 5 k. PLN. It's worth noting that a relatively more frequent reason for going to the Netherlands mentioned by people with average financial status was being sent there.

Q10. Why have you chosen the Netherlands? / or more	Total		up to 2000 PLN		2001 - 5000 PLN		5001 PLN or more	
	N	%	N	%	N	%	N	%
Good salary	32	23%	8	42%+	13	21%	3	14%-
Family living or intending to live abroad	29	21%	5	26%	13	21%	2	9%
I found a job there, there was a job	18	13%	1	5%	6	10%	6	27%
I was sent there	13	9%	-	--	10	16%+	2	9%
I worked in the Netherlands before	6	4%	1	5%	3	5%	1	5%
It was accidental	6	4%	1	5%	2	3%	2	9%
Better perspectives for professional growth	5	4%	-	-	2	3%	-	-
More friendly public administration	5	4%	-	--	4	6%+	-	--
An opportunity to travel and see the world	5	4%	-	-	2	3%	-	-
Tourist values - this is a beautiful country	5	4%	-	--	3	5%	1	5%
Generally good employment conditions	5	4%	-	-	1	2%	1	5%
Better social conditions	4	3%	-	-	3	5%	-	-
Safer geopolitical situation	4	3%	-	--	4	6%+	-	--
I could not find a good job in Poland	3	2%	1	5%	2	3%	-	-
Higher living standard	3	2%	-	-	2	3%	-	-
Many job offers	3	2%	-	-	1	2%	1	5%
I did not get a job in another country	3	2%	1	5%	1	2%	1	5%
Curiosity	3	2%	-	-	1	2%	1	5%
I got a job thanks to some connections	3	2%	1	5%	1	2%	1	5%
Sentiment	2	1%	-	-	1	2%	-	-
The company I worked with was from the Netherlands	2	1%	-	-	-	-	1	5%
Better tax system	1	1%	-	-	1	2%	-	-
Peace, stable politics	1	1%	-	-	-	-	1	5%
Close	1	1%	-	-	-	-	-	-
<b>Base</b>	139	100%	19	100%	62	100%	22	100%

Base: Those who have worked in the Netherlands

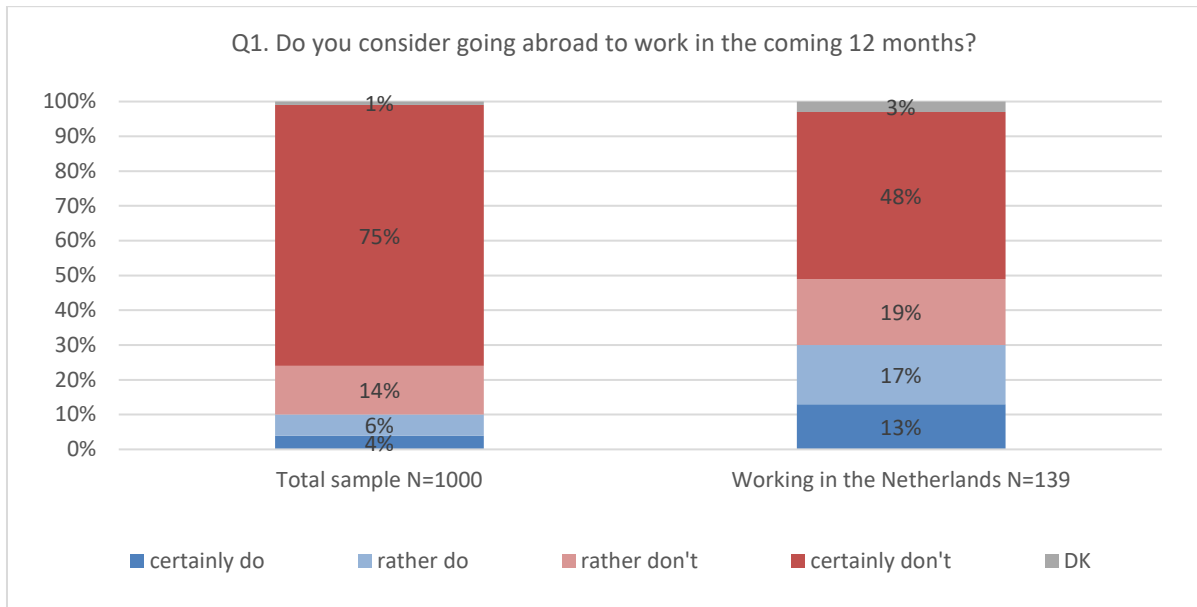
The more important drivers (vs total sample) of choosing the Netherlands for people from the biggest cities in Poland (over. 500 k. inhabitants) included an opportunity to find a job there and better perspectives of professional development, whereas good salary seemed to play a smaller role. The opposite can be seen among inhabitants of villages and small towns – good salary takes the lead there.

Q10. Why have you chosen the Netherlands? / Size of domicile	Total		village		up to 100k.		100 - 499 k.		500+ k.	
	N	%	N	%	N	%	N	%	N	%
Good salary	32	23%	15	29%	12	25%	4	15%	1	8%
Family living or intending to live abroad	29	21%	10	19%	9	19%	7	26%	3	25%
I found a job there, there was a job	18	13%	6	12%	3	6%	6	22%	3	25%
I was sent there	13	9%	8	15%	1	2%	2	7%	2	17%
I worked in the Netherlands before	6	4%	4	8%	-	--	2	7%	-	--
It was accidental	6	4%	1	2%	4	8%	1	4%	-	--
Better perspectives for professional growth	5	4%	2	4%	1	2%	-	--	2	17%
More friendly public administration	5	4%	2	4%	2	4%	1	4%	-	--
An opportunity to travel and see the world	5	4%	2	4%	3	6%	-	--	-	--
Tourist values - this is a beautiful country	5	4%	2	4%	2	4%	1	4%	-	--
Generally good employment conditions	5	4%	3	6%	2	4%	-	--	-	--
Better social conditions	4	3%	3	6%	1	2%	-	--	-	--
Safer geopolitical situation	4	3%	1	2%	3	6%	-	--	-	--
I could not find a good job in Poland	3	2%	2	4%	1	2%	-	-	-	-
Higher living standard	3	2%	3	6%	-	-	-	-	-	-
Many job offers	3	2%	1	2%	-	-	2	7%	-	-
I did not get a job in another country	3	2%	1	2%	1	2%	-	-	1	8%
Curiosity	3	2%	-	-	1	2%	1	4%	1	8%
I got a job thanks to some connections	3	2%	-	-	2	4%	1	4%	-	-
Sentiment	2	1%	1	2%	1	2%	-	-	-	-
The company I worked with was from the Netherlands	2	1%	-	-	1	2%	1	4%	-	-
Better tax system	1	1%	1	2%	-	-	-	-	-	-
Peace, stable politics	1	1%	-	-	1	2%	-	-	-	-
Close	1	1%	-	-	-	-	1	4%	-	-
<b>Base</b>	139	100%	52	100%	48	100%	27	100%	12	100%

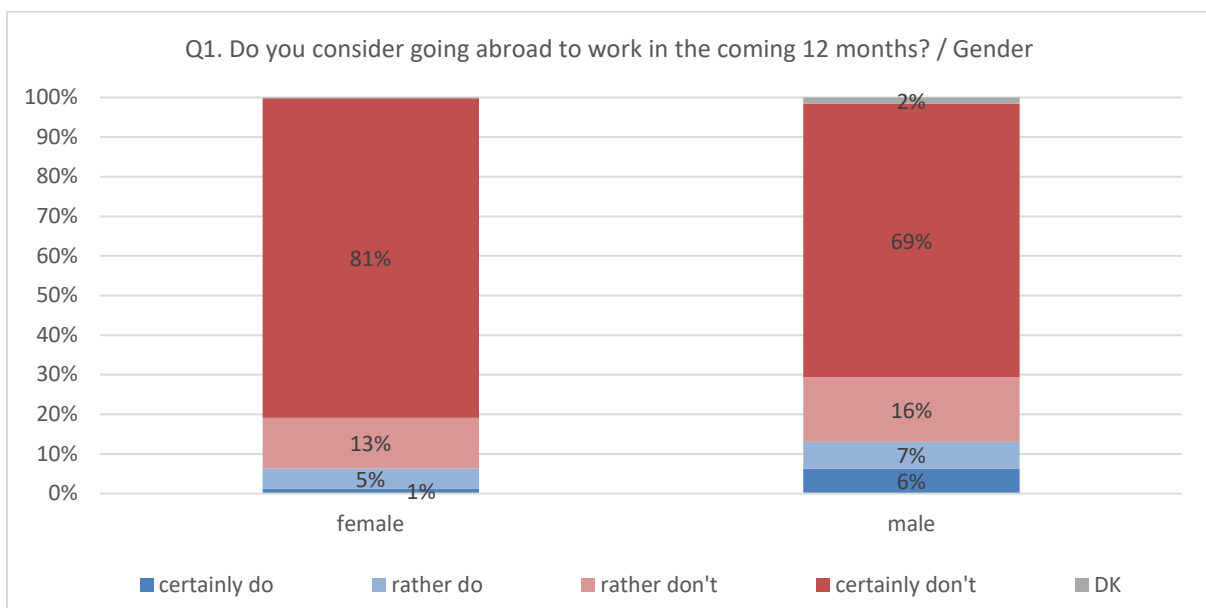
Base: Those who have worked in the Netherlands



1 out of 19 people in the total sample plan to go abroad to work in the coming year (10% - accumulated percentage of „certainly do” and „rather do” mentions). Those who have ever worked in the Netherlands are more likely to plan to go abroad to work again – accumulated percentage of „certainly do” and „rather do” mentions is 30% - the difference is statistical vs the national sample (0,95 SL<sup>2</sup>).



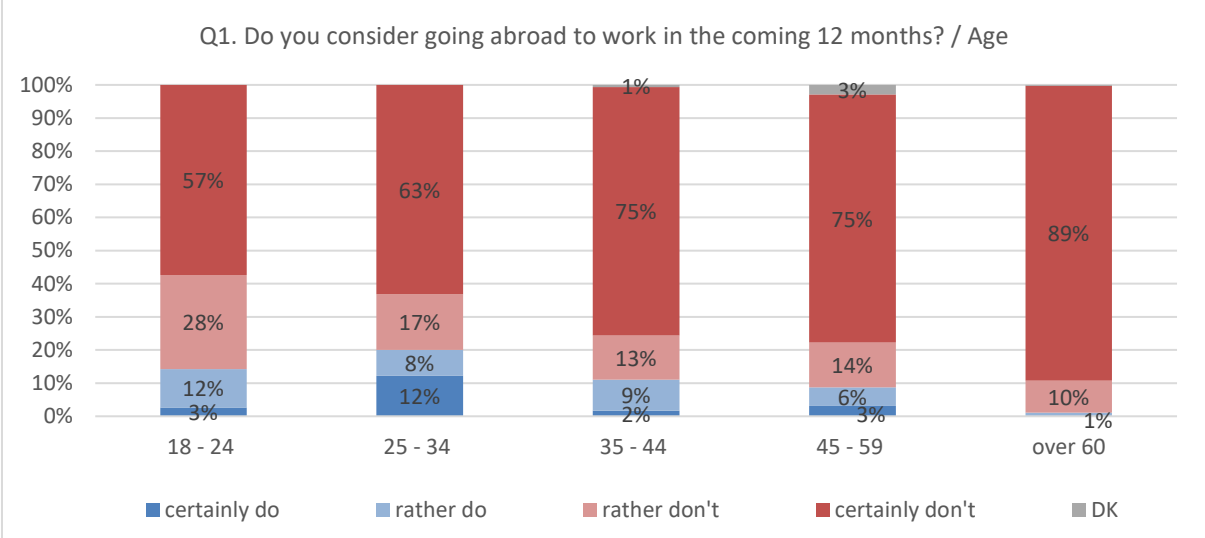
In total sample men are more likely than women to consider going abroad for economic reasons– 13% vs. 6% (accumulated percentage of „certainly do” and „rather do” mentions).



Base: Total Poland N=1000

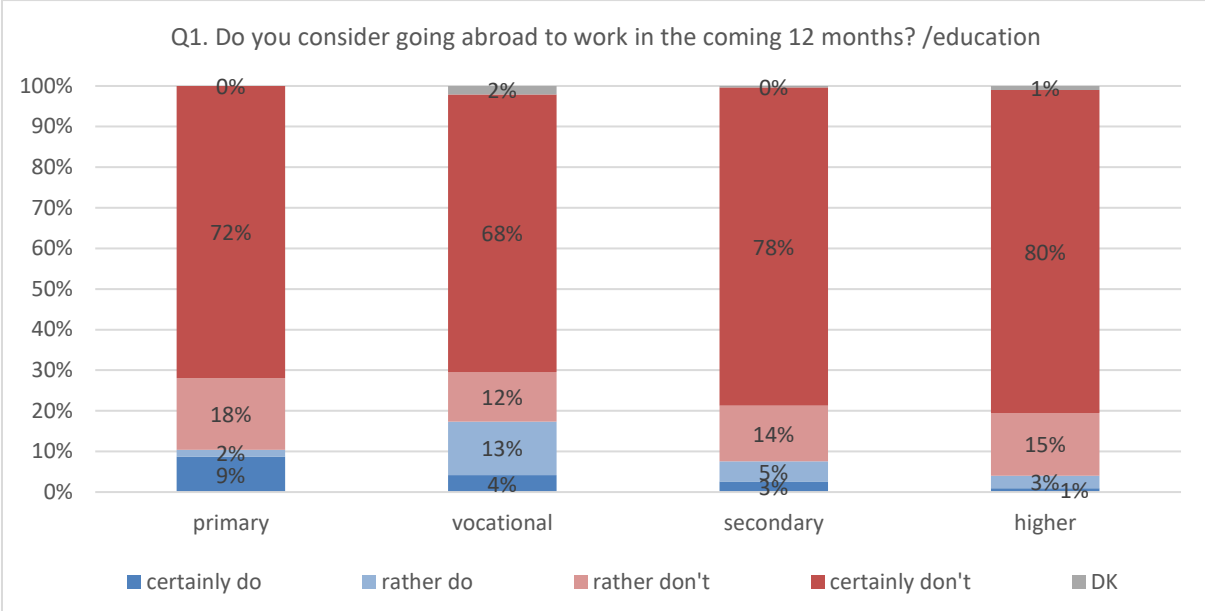
<sup>2</sup> SL – Significance Level

Those who most often plan to go abroad to work are young - 25-34 years old (as many as 20% mentions at „certainly do” and „rather do”). The second group with high determination to go abroad for economic reasons are 18-24 years old – total of 15% people at this age express intention to go abroad to work.



Base: Total Poland N=1000

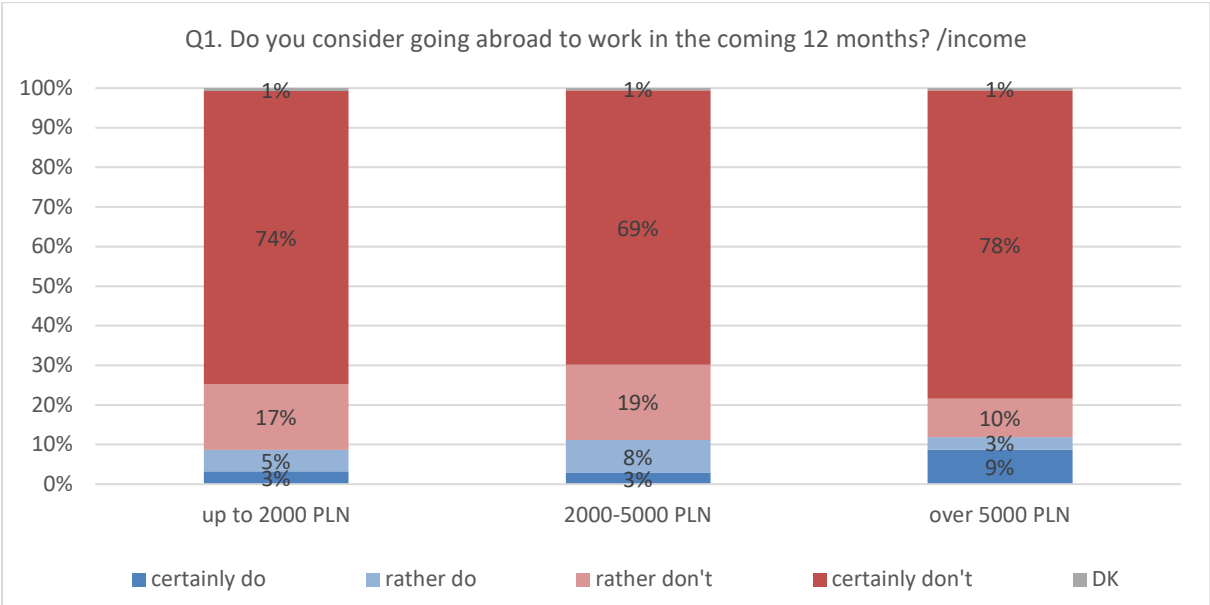
People who manifest intention to go abroad tend to have vocational (17%) or primary education (11%) – the data apply to accumulated answers of „certainly do” and “rather do”. Only 4% of respondents with higher education manifest this intention.



Base: Total Poland N=1000

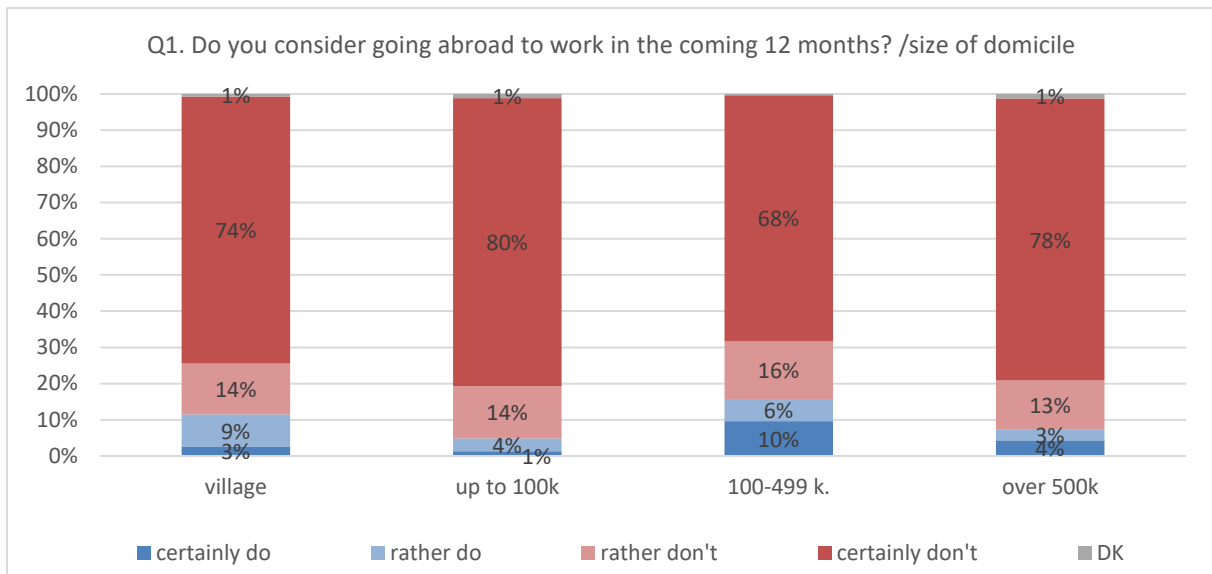
It is worth noting that people with the lowest income do not manifest the highest intention to go abroad to work. Only 8% of people with income up to 2 k. PLN considering moving abroad for

economic reasons in the coming 12 months. The most determined group are those who earn over 5 k. PLN per month (12% of „certainly do” and „rather do” mentions). Nevertheless, accumulated percentages of „certainly do” and „rather do” mentions imply that the income achieved at present is not an important factor which signifies far higher readiness of some groups to migrate (between 8% and 11%).



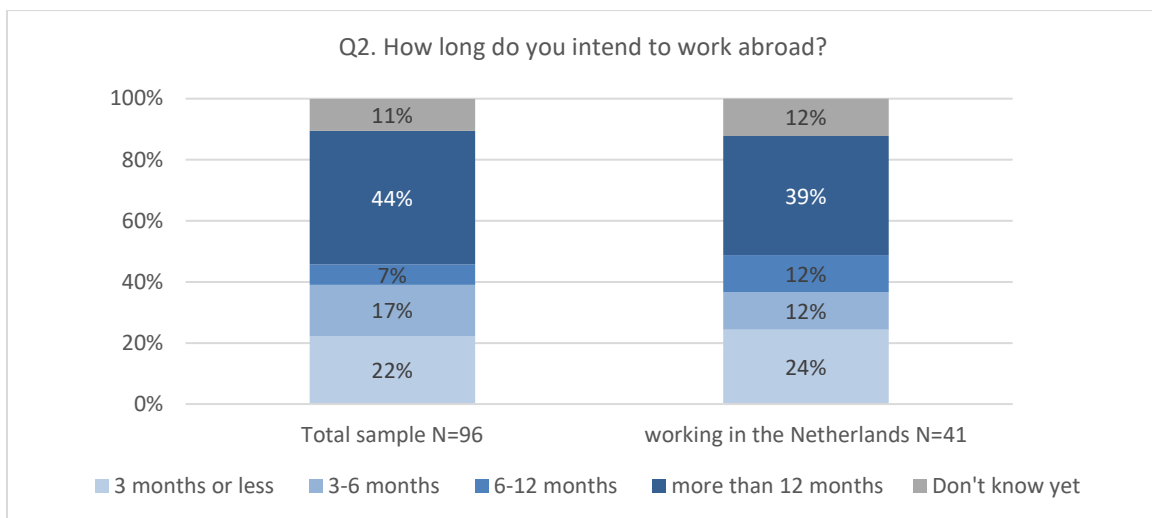
Base: Total Poland N=1000

The highest share of inhabitants of medium sized towns (100-499 k. inhabitants) are eager to go abroad to work – altogether 16% of people living in such areas of Poland manifest strong intention to migrate in the nearest future. Countryside dwellers are also more likely to go to work abroad, with percentage reaching 12%. However, respondents from this group only consider making such a decision (9% of „rather do” responses).



Base: Total Poland N=1000

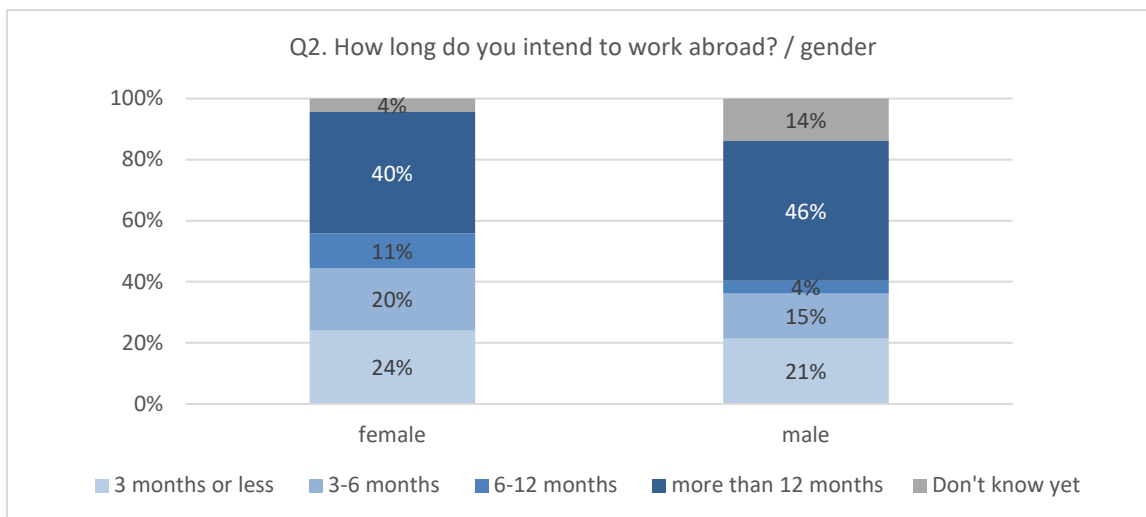
Polish people who have decided to go abroad to work plan to work and stay abroad on a longer term. The respondents usually planned to go for more than 12 months – 44% of mentions in total Poland and 39% of mentions among those who have ever worked in the Netherlands.



Base – Those who consider economic emigration in the coming 12 months

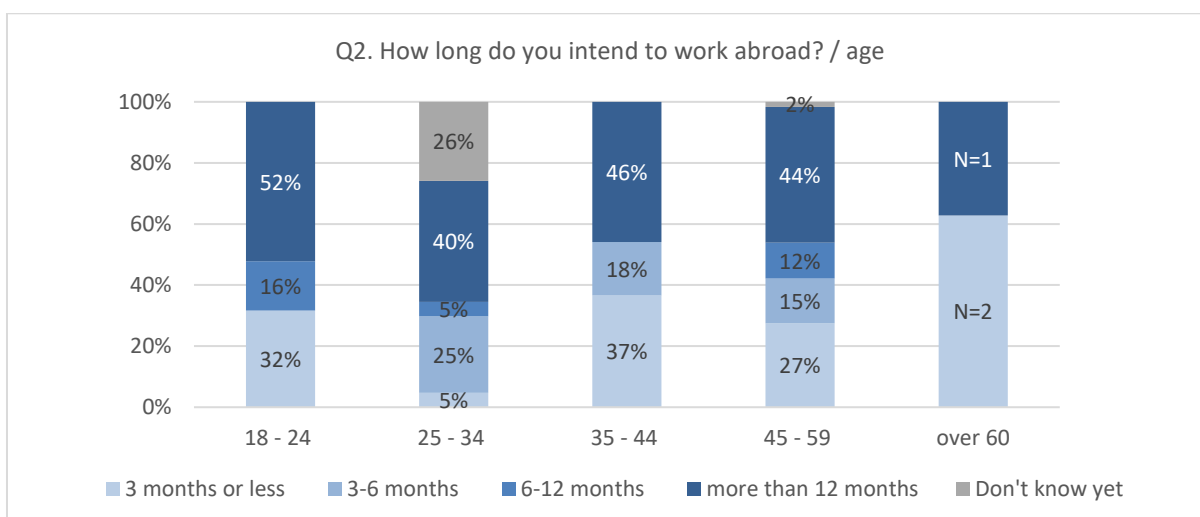
Women seem more determined than men to go abroad for economic reasons in the nearest future. The percentage of women who have not planned their stay during the migration is only 4%. Men seem more impulse driven – 14% of men who consider going abroad in the coming 12 months do not know yet how long they intend to stay there.

As for people who report they will spend a given period of time working abroad, men seem more determined to have a steady job for a longer time (46% of mentions at „over 12 months”). On the other hand, women are more likely to plan shorter stays: 44% of women plan to work abroad for up to 6 months (accumulated percentage of „3 months or less” – 24% and „3-6 months” answers – 20%).



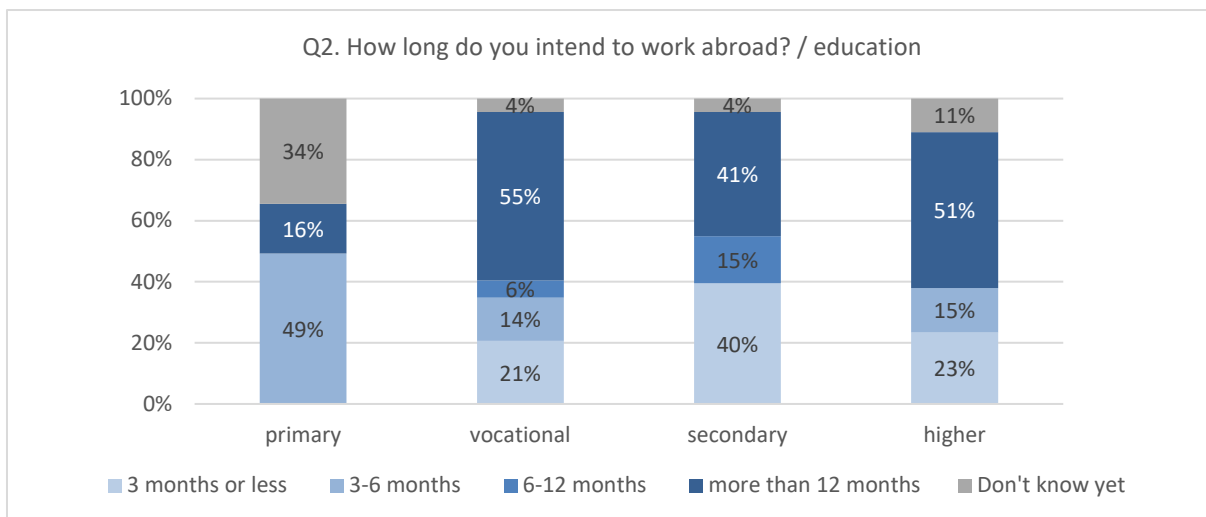
Total Poland; Base: N=96 - Those who consider economic emigration in the coming 12 months

Young people who consider going abroad to work in the nearest future are most oriented at getting a steady job abroad (52%). People in their prime as well as 45-59 year olds are equally interested in taking up employment abroad for more than a year (respectively 46% and 44%). The highest share of those who seek 'extra earnings' planning to work abroad for up to 3 months has been identified among 35-44 year olds.



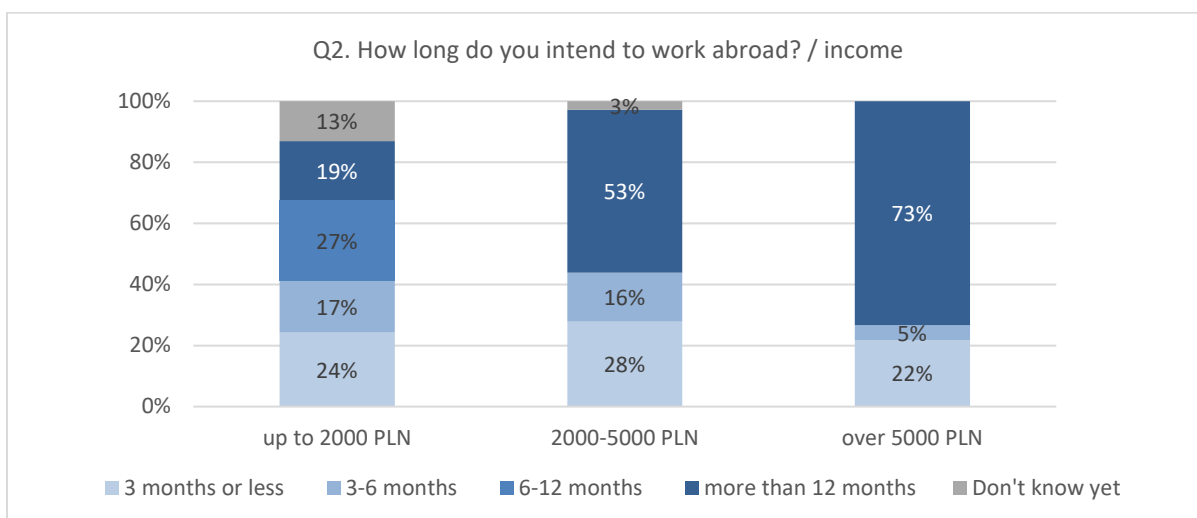
Total Poland; Base: N=96 - Those who consider economic emigration in the coming 12 months

People with vocational education (specialising in some professions) and those with higher education can see the greatest opportunities of finding a job abroad. 55% of people with vocational education are determined to spend over a year abroad working. Over half (51%) of those who report migrating for economic reasons in the coming 12 months are people with higher education. Nearly half of respondents (49%) with primary education plan temporary or seasonal employment (up to 3 months). The decision to take up a job abroad in this group seems most impulse driven, as already 34% people with primary education who consider migrating for a job in the nearest future do not know yet how long they will stay abroad.



Total Poland; Base: N=96 - Those who consider economic emigration in the coming 12 months

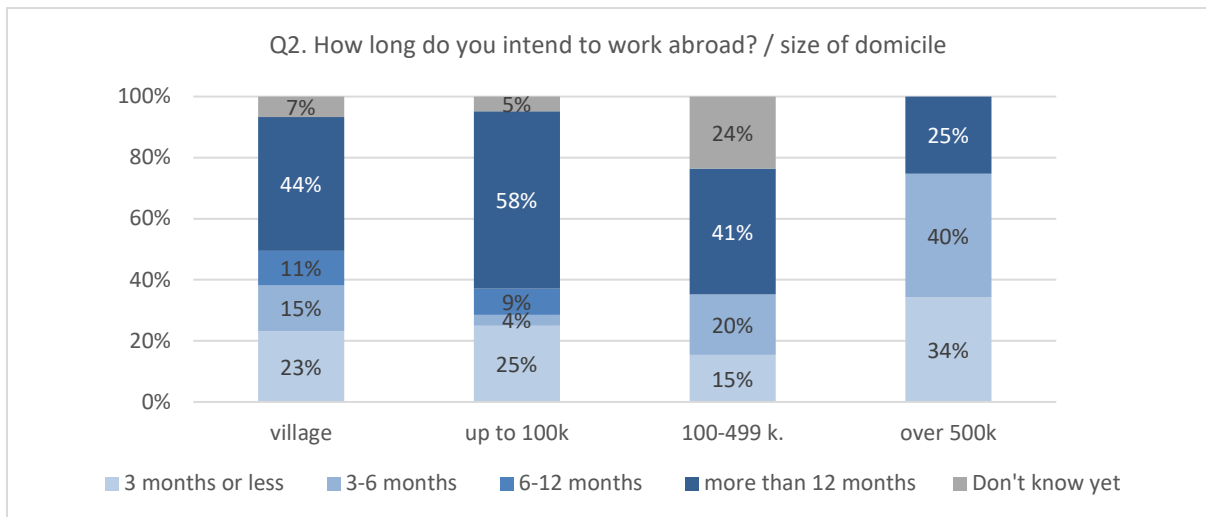
People with income up to 2k PLN are least determined to go to another country to work in the coming 12 months. The fewest people in this group seriously consider a longer stay out of Poland (more than 12 months). Income level affects determination to plan a longer stay abroad for economic reasons. Over 2/3 of people who earn over 5 k. PLN report planning a longer stay out of Poland – over one year. We have not identified anyone in this income group to have no plans on time to spend abroad. Over half (53%) of people with medium income clearly state they plan to go abroad to find a long term job there.



Total Poland; Base: N=96 - Those who consider economic emigration in the coming 12 months

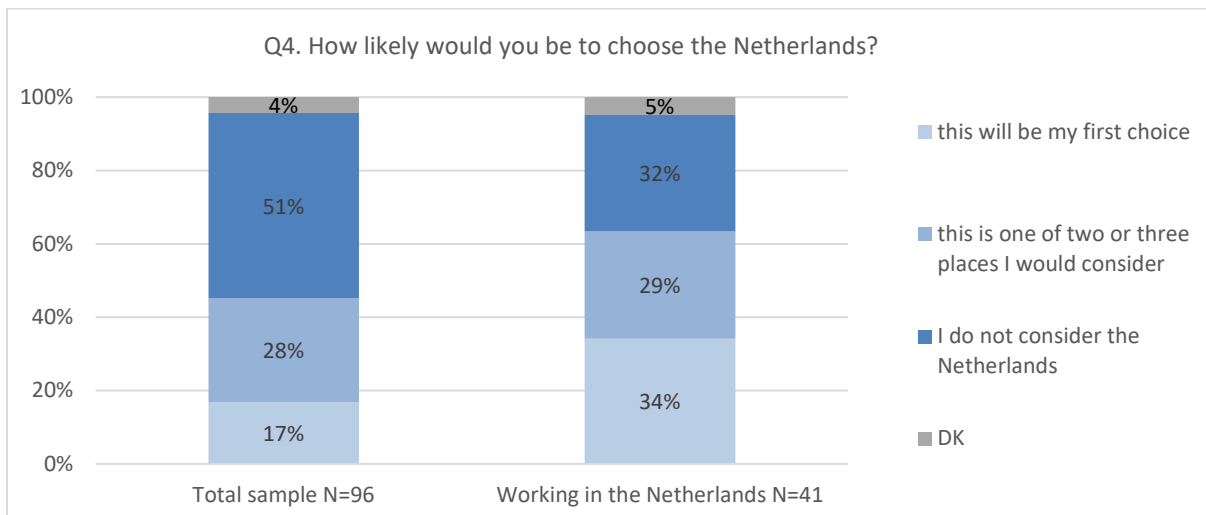
Inhabitants of smaller towns seem most determined to go abroad. 58% of people living in this size of town consider working abroad for over a year. The second group planning the longest stay out of the country are those living in the countryside (44%). Medium sized towns dwellers manifest similarly high interest in a longer stay abroad (100-499 k. inhabitants – the percentage there is 41%).

One should note that the shortest stays (up to 3 months) are most popular in the urban sample (34%). Presumably, these may be students who take up holiday jobs in the Netherlands.



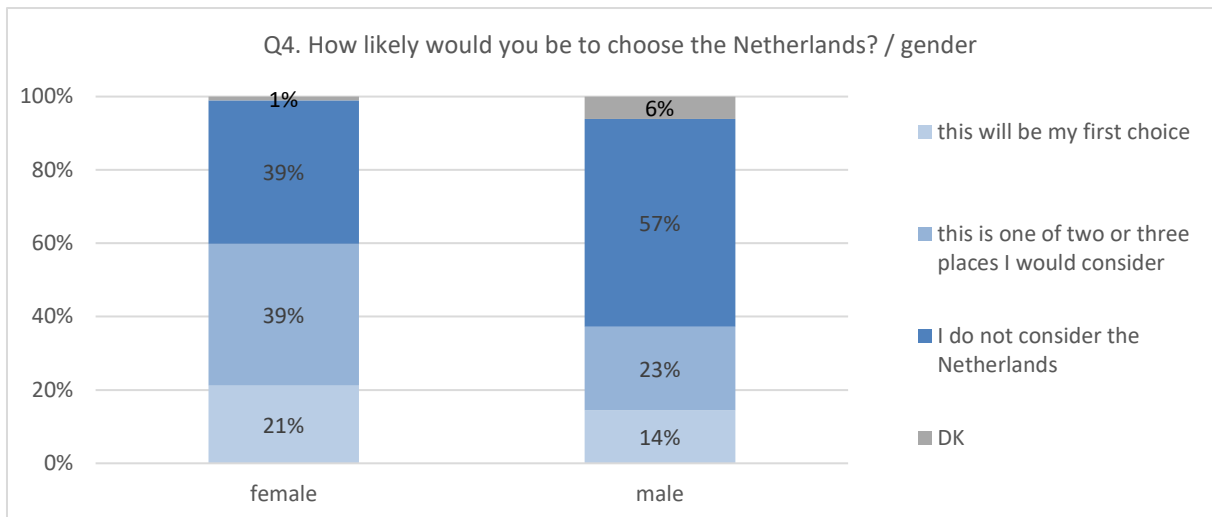
Total Poland; Base: N=96 - Those who consider economic emigration in the coming 12 months

Netherlands sounds like an attractive labour market for 45% Poles planning to go abroad for economic reasons (accumulated percentage of answers „this will be my first choice” and „this is one of two or three places I consider”). 17% of those who consider migrating for a job will choose the country as their top preference. Those who have ever worked in the Netherlands are even more likely to work there again („this will be my first choice” answers - 34%, and „this is one of two or three places I consider” were mentioned by 29% – total of 63%). 1/3 respondents strongly reject this country as a place to migrate for economic reasons again. One should consider the small size of this group (n=41).



Base – Those who consider economic emigration in the coming 12 months

Women are more eager to work in the Netherlands than men – as many as 60% women would choose it as their place of work (accumulated percentage of answers „this will be my first choice” and „this is one of two or three places I consider”). The figure among men is nearly twice lower (37%).

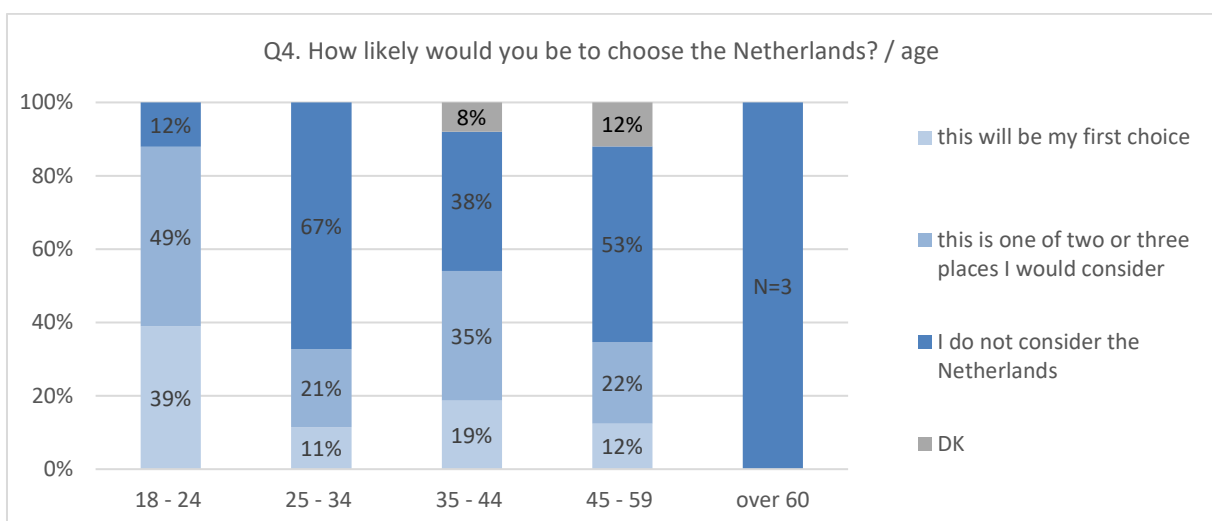


Total Poland; Base: N=96 - Those who consider economic emigration in the coming 12 months

Nearly four out of ten youngest Poles (aged 18-24) would be very likely to take up a job in the Netherlands (39%). The accumulated answers of respondents naming the Netherlands as their first, second or third choice, show that as many as 88% youngest Poles are interested in working there in the coming 12 months. This age group is most open to the Dutch labour market. Only 12% people reject this destination.

The second group of people interested to go to the Netherlands are 35-44 year olds – half of them (54%) express such a plan, yet 19% would treat the Netherlands as their first choice.

The biggest group not considering the Netherlands as a possible destination are people in their prime – aged 25-34 yo: 67% of people in this age group strongly reject the Netherlands as a possible country of economic migration. Similar opinions are expressed by 45-59 year olds (53% of people in this group).



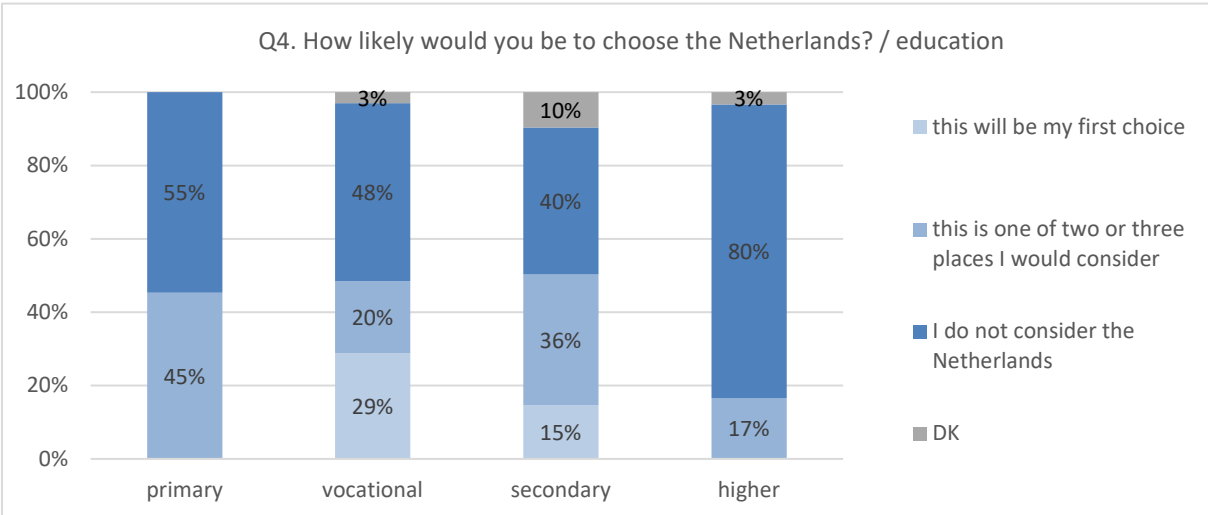
Total Poland; Base: N=96 - Those who consider economic emigration in the coming 12 months



The biggest group of people determined to go to the Netherlands are those with primary education: 45% would treat it as their first choice. Yet opinions in this groups fall into two extremes – the remaining people strongly reject this country as a possible destination (55%).

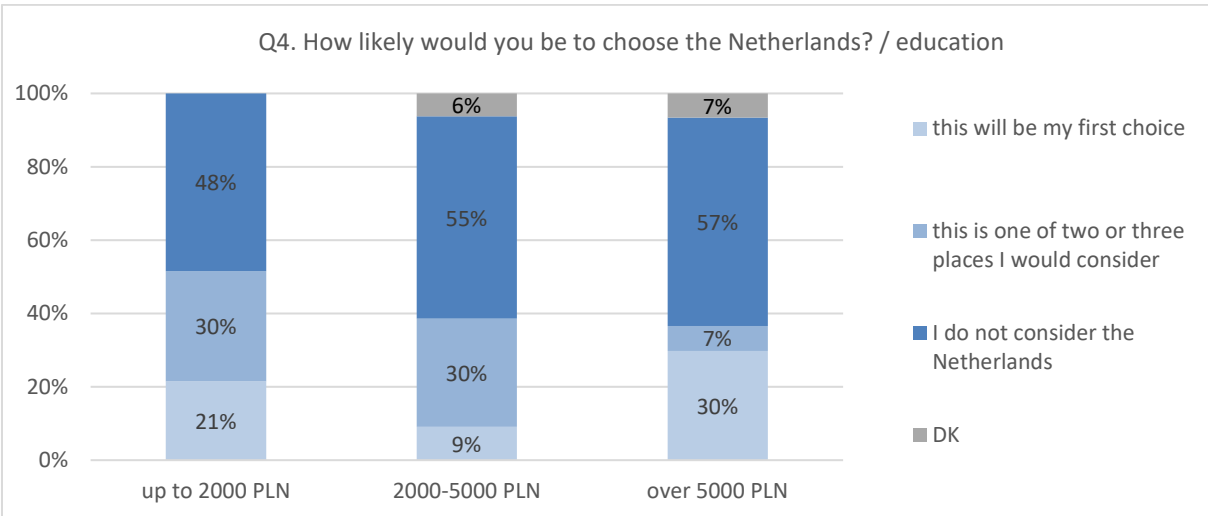
A less clear attitude is manifested by people with vocational and secondary education.

The greatest reluctance to take up a job in the Netherlands in the coming 12 months is voiced by people with higher education. As many as 8 out of 10 people from this group strongly reject this labour market.



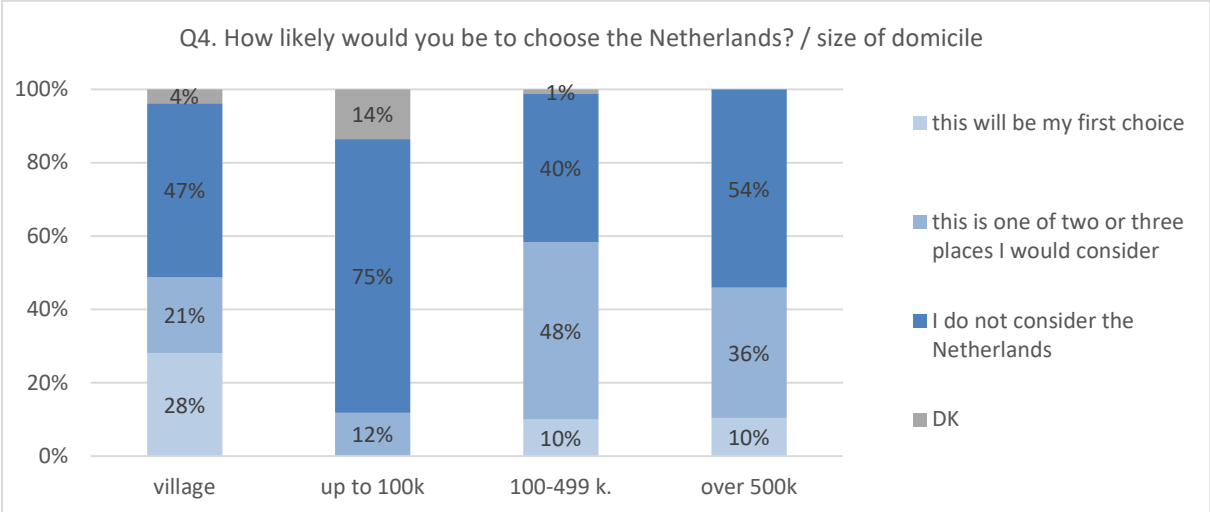
Total Poland; Base: N=96 - Those who consider economic emigration in the coming 12 months

1/3 of people with the highest income would treat the Netherlands as their first choice. This country was named more often by the first and second income group, yet less often as strongly preferred– 1/3 people from each of these groups would treat the Netherlands as one of two or three countries they may consider.



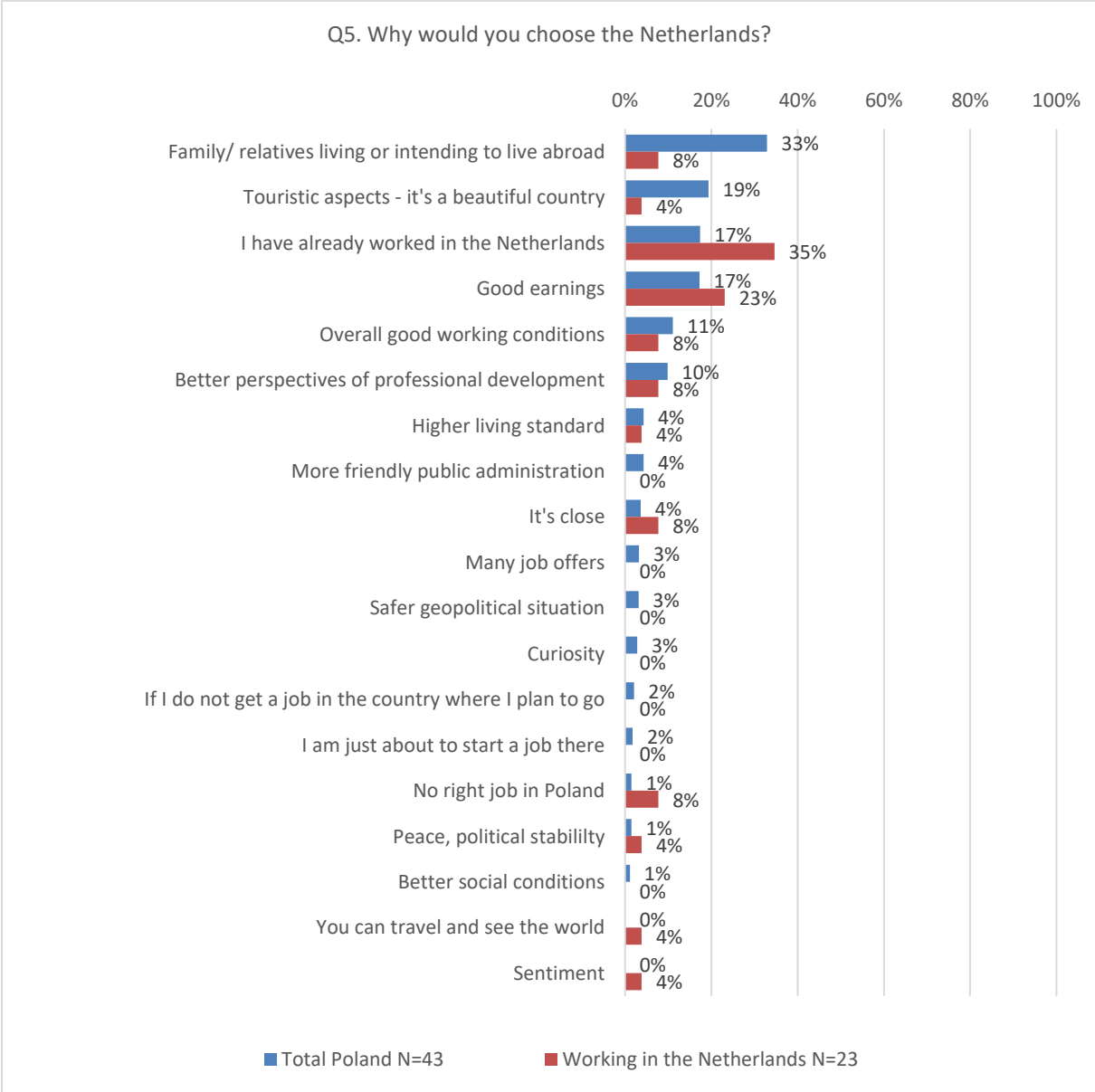
Total Poland; Base: N=96 - Those who consider economic emigration in the coming 12 months

The biggest group of people living in the countryside consider going to the Netherlands to work (28%). What's more considering the mentions at the Netherlands as one of two or three countries of migration, nearly half of respondents (49%) living in villages see the Netherlands as an attractive destination of economic migration. Very high interest in the Netherlands is also manifested by people living in medium sized towns (100-499 k. inhabitants – 58%) and big cities (over 500 k. inhabitants) – 46%, yet only 10% of people from these groups would consider the Netherlands as their first choice.



Total Poland; Base: N=96 - Those who consider economic emigration in the coming 12 months

The main reason for choosing the Netherlands as the country of economic migration in total Poland is having family or friends living there (33%). It is followed by tourist attractions of the country (19% mentions), which are hardly important for people who have already worked in the Netherlands (only 4% mentions). The key reason in this group why they would like to return to the Netherlands is having experience of working there (35%). Those who have ever worked in the Netherlands would like to work there again considering good earnings too (23% mentions).



Base: Those who consider economic emigration in the coming 12 months and would be willing to go to the Netherlands

The tables below show distribution of reasons (both in digits and percentages) for potential choice of the Netherlands as a place of economic migration among those who have worked in the Netherlands and consider going there to work again in the coming 12 months, split by gender, age, income, education and size of domicile. Considering the small sub-sample sizes of people with different demographic attributes (e.g. women, base N=7) the findings should not be extrapolated onto entire population.

Q5. Why would you choose the Netherlands? / gender	Total		Male		Female	
	N	%	N	%	N	%
I have already worked in the Netherlands	9	35%	6	32%	3	43%
Good earnings	6	23%	5	26%	1	14%
No right job in Poland	2	8%	2	11%	-	-
Better perspectives of professional development	2	8%	1	5%	1	14%
Family/ relatives living or intending to live abroad	2	8%	2	11%	-	-
Generally good working conditions	2	8%	1	5%	1	14%
It's close	2	8%	2	11%	-	-
Higher living standard	1	4%	1	5%	-	-
You can travel and see the world	1	4%	1	5%	-	-
Tourist attractions - it's a beautiful country	1	4%	-	-	1	14%
Peace, political stability	1	4%	-	-	1	14%
Sentiment	1	4%	1	5%	-	-
<b>Base</b>	N=26	100%	N=19	100%	N=7	100%

Base: Those who have worked in the Netherlands and are willing to go there again (in the coming 12 months)

Q5. Why would you choose the Netherlands? / age	Total		18 - 24 yo		25 - 34 yo		35 - 44 yo		45 - 59 yo		Over 60 yo	
	N	%	N	%	N	%	N	%	N	%	N	%
I have already worked in the Netherlands	9	35%	2	33%	5	56%	2	25%	-	-	-	-
Good earnings	6	23%	2	33%	1	11%	3	38%	-	-	-	-
No right job in Poland	2	8%	-	-	-	-	1	13%	-	-	1	100%
Better perspectives of professional development	2	8%	-	-	2	22%	-	-	-	-	-	-
Family/ relatives living or intending to live abroad	2	8%	2	33%	-	-	-	-	-	-	-	-
Generally good working conditions	2	8%	-	-	1	11%	1	13%	-	-	-	-
It's close	2	8%	-	-	-	-	2	25%	-	-	-	-
Higher living standard	1	4%	1	17%	-	-	-	-	-	-	-	-
You can travel and see the world	1	4%	1	17%	-	-	-	-	-	-	-	-
Tourist attractions - it's a beautiful country	1	4%	-	-	1	11%	-	-	-	-	-	-
Peace, political stability	1	4%	-	-	-	-	-	-	1	50%	-	-
Sentiment	1	4%	-	-	-	-	1	13%	-	-	-	-
<b>Base</b>	N=26	100%	N=6	100%	N=9	100%	N=8	100%	N=2	100%	N=1	100%

Base: Those who have worked in the Netherlands and are willing to go there again (in the coming 12 months)

Q5. Why would you choose the Netherlands? / income	Total		Up to 2000 PLN		2001 - 5000 PLN		over 5001 PLN	
	N	%	N	%	N	%	N	%
I have already worked in the Netherlands	9	35%	4	57%	1	20%	1	20%
Good earnings	6	23%	2	29%	-	--	3	60%
No right job in Poland	2	8%	1	14%	-	-	-	-
Better perspectives of professional development	2	8%	-	-	-	-	1	20%
Family/ relatives living or intending to live abroad	2	8%	1	14%	-	-	-	-
Generally good working conditions	2	8%	-	-	1	20%	1	20%
It's close	2	8%	-	-	-	-	1	20%
Higher living standard	1	4%	-	-	-	-	-	-
You can travel and see the world	1	4%	-	-	-	-	-	-
Tourist attractions - it's a beautiful country	1	4%	-	-	1	20%	-	-
Peace, political stability	1	4%	-	-	-	-	1	20%
Sentiment	1	4%	-	-	1	20%	-	-
<b>Base</b>	N=26	100%	N=7	100%	N=5	100%	N=5	100%

Base: Those who have worked in the Netherlands and are willing to go there again (in the coming 12 months)

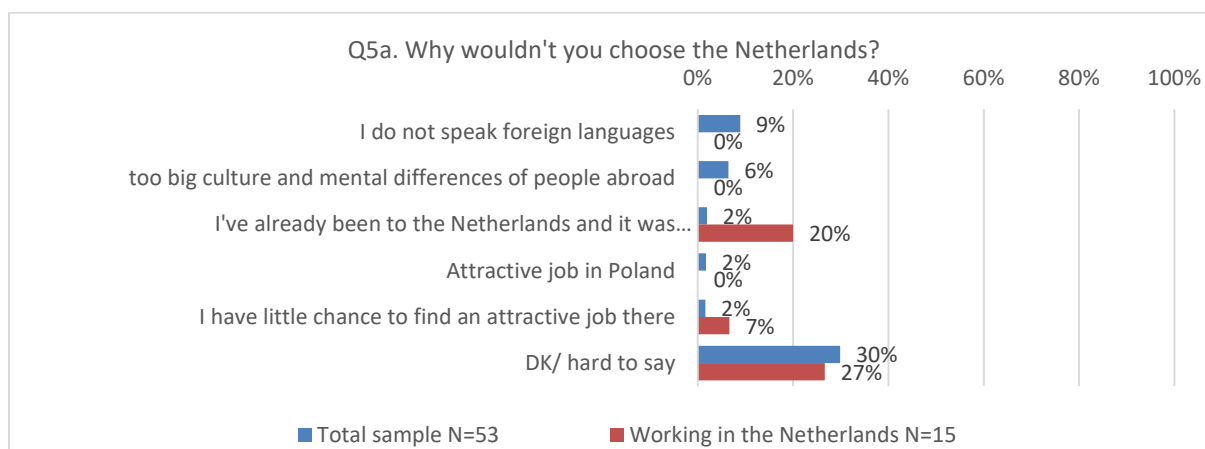
Q5. Why would you choose the Netherlands? / education	Total		primary		vocational		secondary		higher	
	N	%	N	%	N	%	N	%	N	%
I have already worked in the Netherlands	9	35%	1	33%	5	63%	2	18%	1	25%
Good earnings	6	23%	-	-	2	25%	3	27%	1	25%
No right job in Poland	2	8%	1	33%	-	-	1	9%	-	-
Better perspectives of professional development	2	8%	-	-	-	-	1	9%	1	25%
Family/ relatives living or intending to live abroad	2	8%	1	33%	1	13%	-	-	-	-
Generally good working conditions	2	8%	-	-	1	13%	-	-	1	25%
It's close	2	8%	-	-	-	-	2	18%	-	-
Higher living standard	1	4%	-	-	-	-	1	9%	-	-
You can travel and see the world	1	4%	-	-	-	-	1	9%	-	-
Tourist attractions - it's a beautiful country	1	4%	-	-	-	-	-	-	1	25%
Peace, political stability	1	4%	-	-	-	-	-	-	1	25%
Sentiment	1	4%	-	-	-	-	1	9%	-	-
<b>Base</b>	N=26	100%	N=3	100%	N=8	100%	N=11	100%	N=4	100%

Base: Those who have worked in the Netherlands and are willing to go there again (in the coming 12 months)

Q5. Why would you choose the Netherlands? / size of domicile	Total		village		Up to 100 k.		100 - 499 k.		500+ k.	
	N	%	N	%	N	%	N	%	N	%
I have already worked in the Netherlands	9	35%	3	30%	2	25%	4	50%	-	-
Good earnings	6	23%	1	10%	3	38%	2	25%	-	-
No right job in Poland	2	8%	2	20%	-	-	-	-	-	-
Better perspectives of professional development	2	8%	1	10%	1	13%	-	-	-	-
Family/ relatives living or intending to live abroad	2	8%	-	-	2	25%	-	-	-	-
Generally good working conditions	2	8%	-	-	-	-	2	25%	-	-
It's close	2	8%	-	-	-	-	2	25%	-	-
Higher living standard	1	4%	-	-	1	13%	-	-	-	-
You can travel and see the world	1	4%	1	10%	-	-	-	-	-	-
Tourist attractions - it's a beautiful country	1	4%	-	-	-	-	1	13%	-	-
Peace, political stability	1	4%	-	-	1	13%	-	-	-	-
Sentiment	1	4%	-	-	1	13%	-	-	-	-
Base	N=26	100%	N=10	100%	N=8	100%	N=8	100%	N=0	-

Base: Those who have worked in the Netherlands and are willing to go there again (in the coming 12 months)

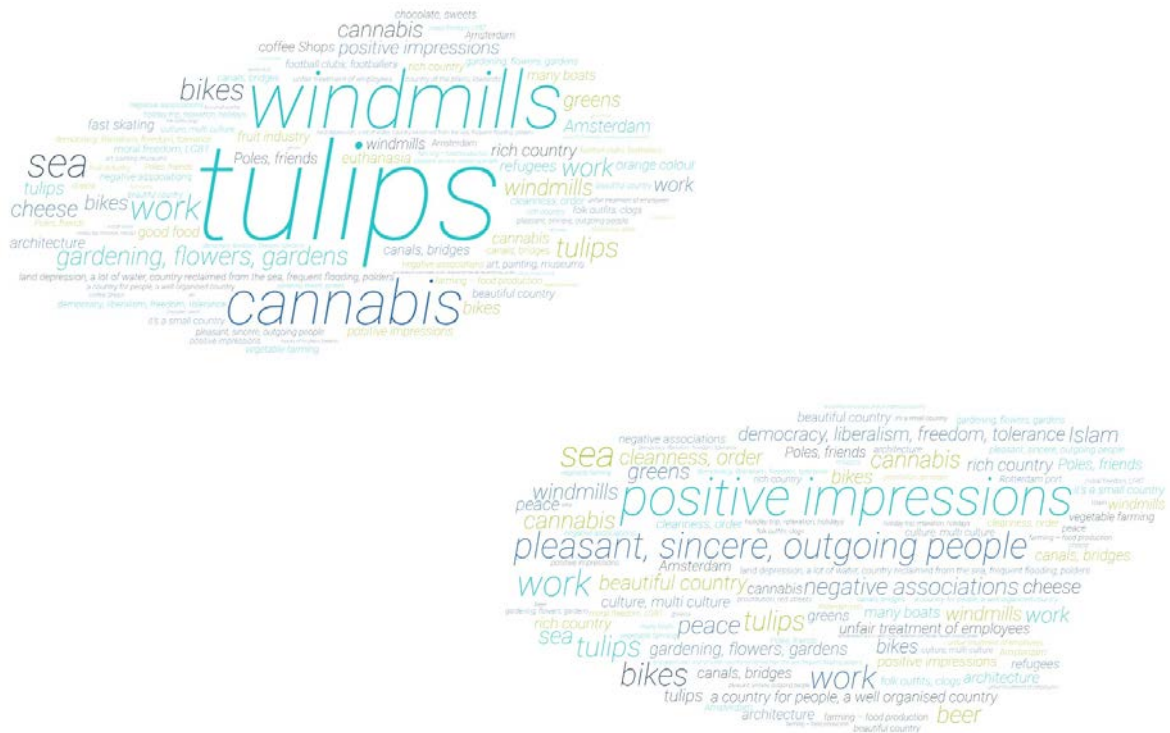
Those who claimed they would like to go abroad for economic reasons but do not consider the Netherlands were asked to name reasons for their choice. We have found out that they do not have clearcut reasons for rejecting the Netherlands as a country where they could move to work, which may be seen in the relatively high share of „DK/ hard to say” mentions (około 30%). Among the few reasons named by respondents were language (9%) and culture barriers (6%) mentioned in total Poland, and previous disappointment with working in the Netherlands reported by 3 out of 15 people who have worked there. These few mentions of respondents disappointed with their work experience in the Netherlands concerned not having any labour contract (man, 25-34 years old), not getting paid for work or getting a smaller amount than agreed (woman, 18-24 years old), unfair treatment by employer (woman, 18-24 years old), and insufficient working hours (man, 25-34 years old).



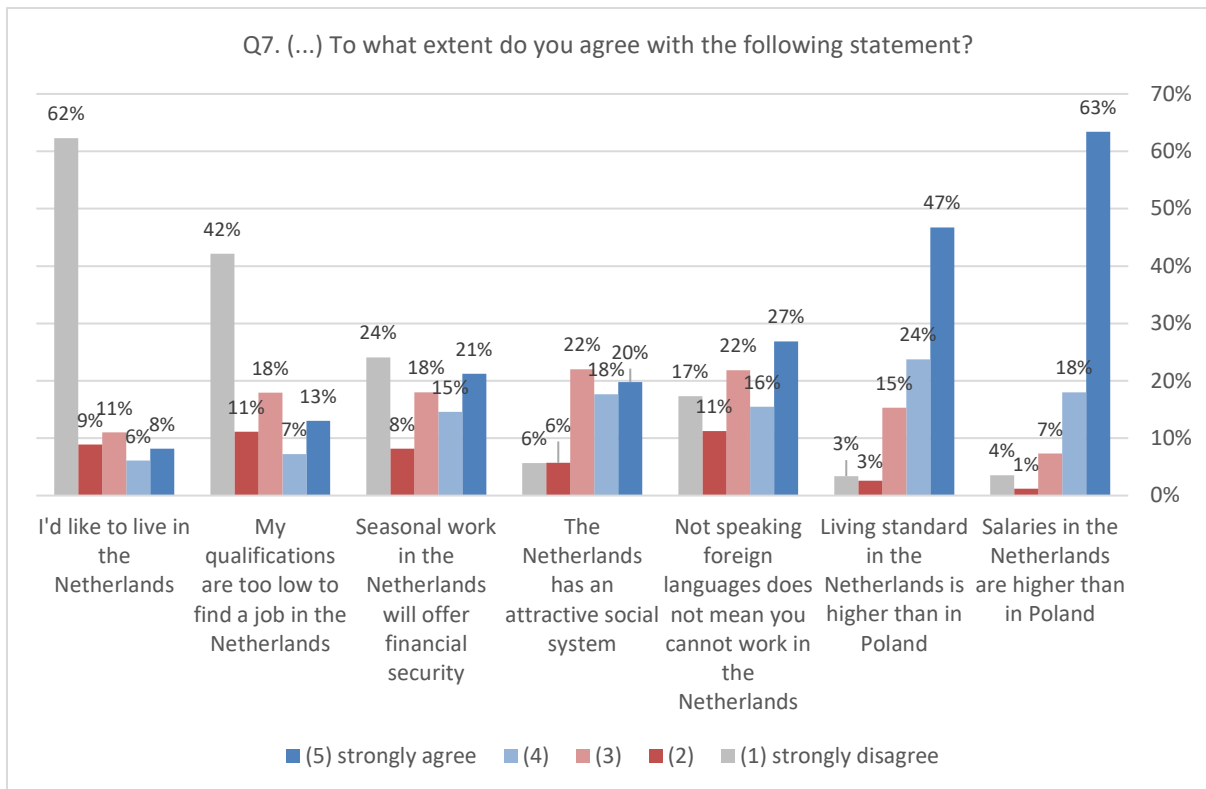
Base: Those who consider economic emigration in the coming 12 months and do not consider going to the Netherlands

## 4. The image of the Netherlands

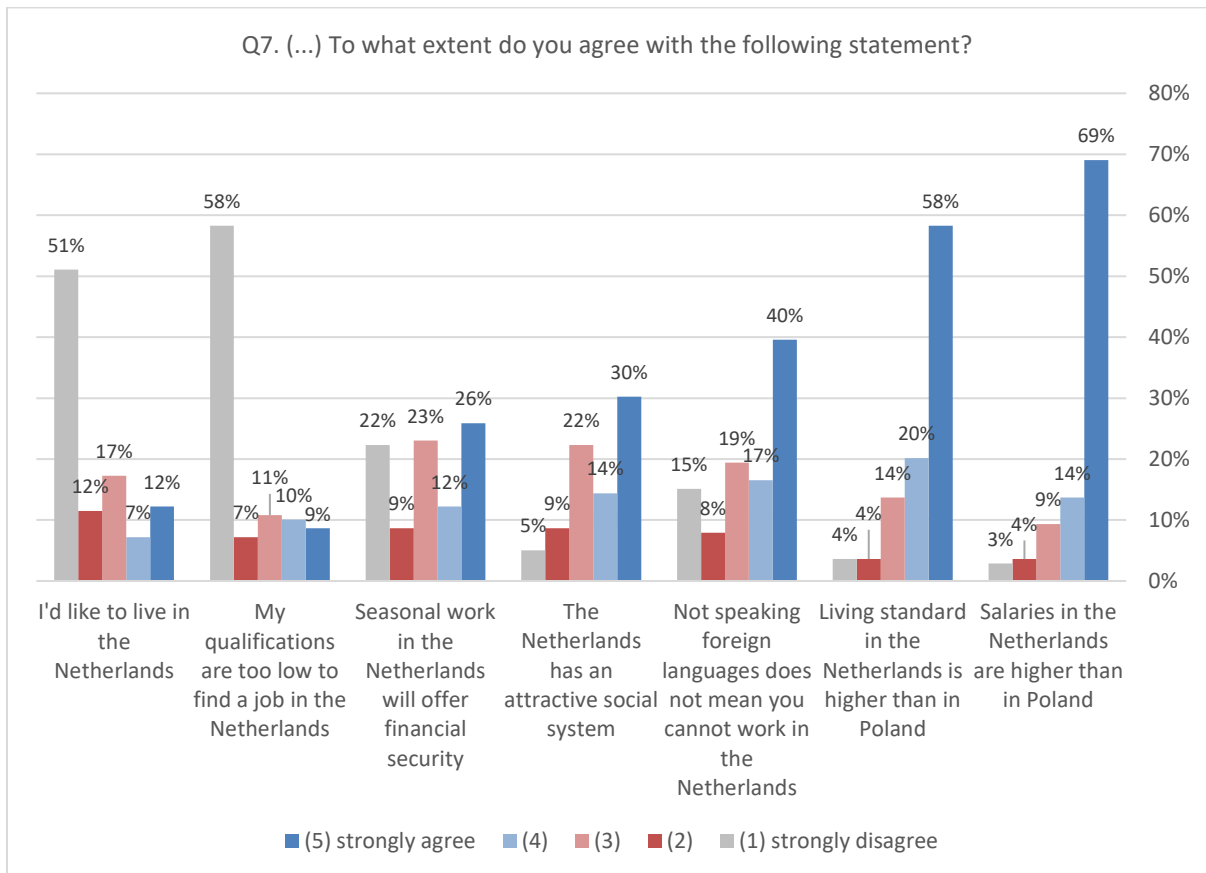
In the study respondents were asked an open ended question about the image of the Netherlands as a country of migration for economic reasons. Poles associate the Netherlands mainly to tulips and windmills, followed by cheese and marihuana. Those who have ever worked there, would link the Netherlands largely to positive impressions and outgoing sincere people.



The image of the Netherlands is similar in total Poland and among those who have had some experience of working there. The Netherlands is first of all perceived as a country of greater earning opportunities and higher living standard. Those who have already worked there are more convinced that not speaking foreign languages does not mean one cannot take up a job in the Netherlands.



Base: Total Poland N=1000



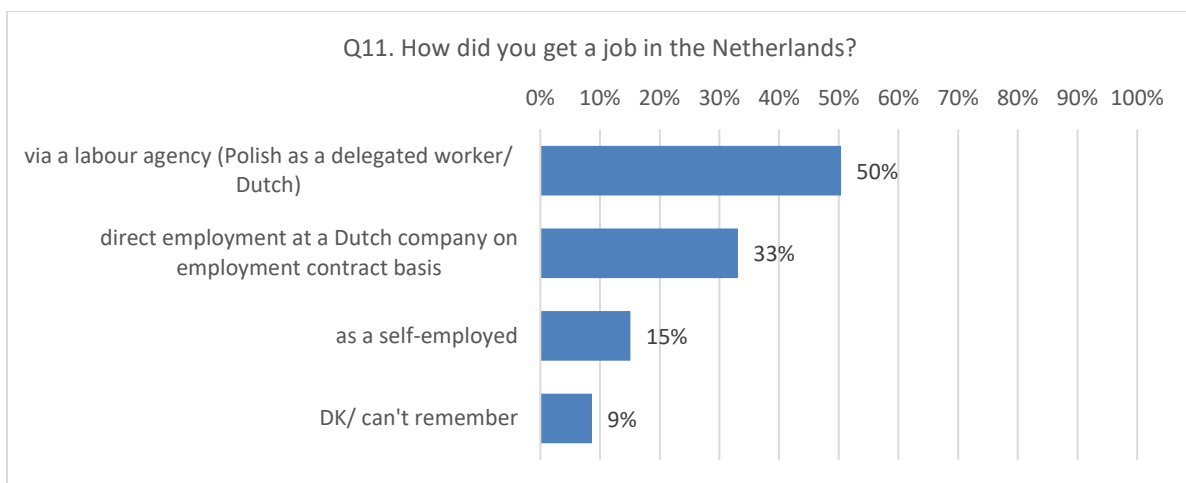
Base: Those who have worked in the Netherlands N=139



## 5. Migration experience of Poles working in the Netherlands

The most popular way of taking up a job in the Netherlands is being employed via an agency (Polish or Dutch): 50% of respondents have found employed in this way. One third (33%) were directly employed by a Dutch company. Self-employment is least popular – 15% mentions.

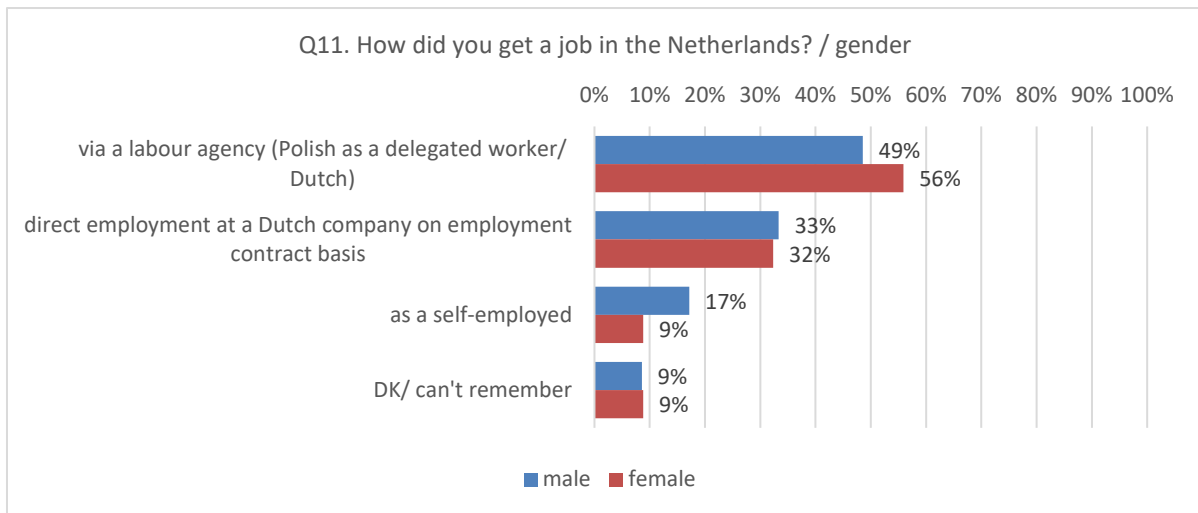
One should note that 9% respondents were unable to define their form of employment in the Netherlands. Considering different legal conditions for delegated employees and those taking up a job via Dutch agencies, we can only assume they were more prone to difficulties on the Dutch labour market.



Base: Those who have worked in the Netherlands N=139; Multiple choice question

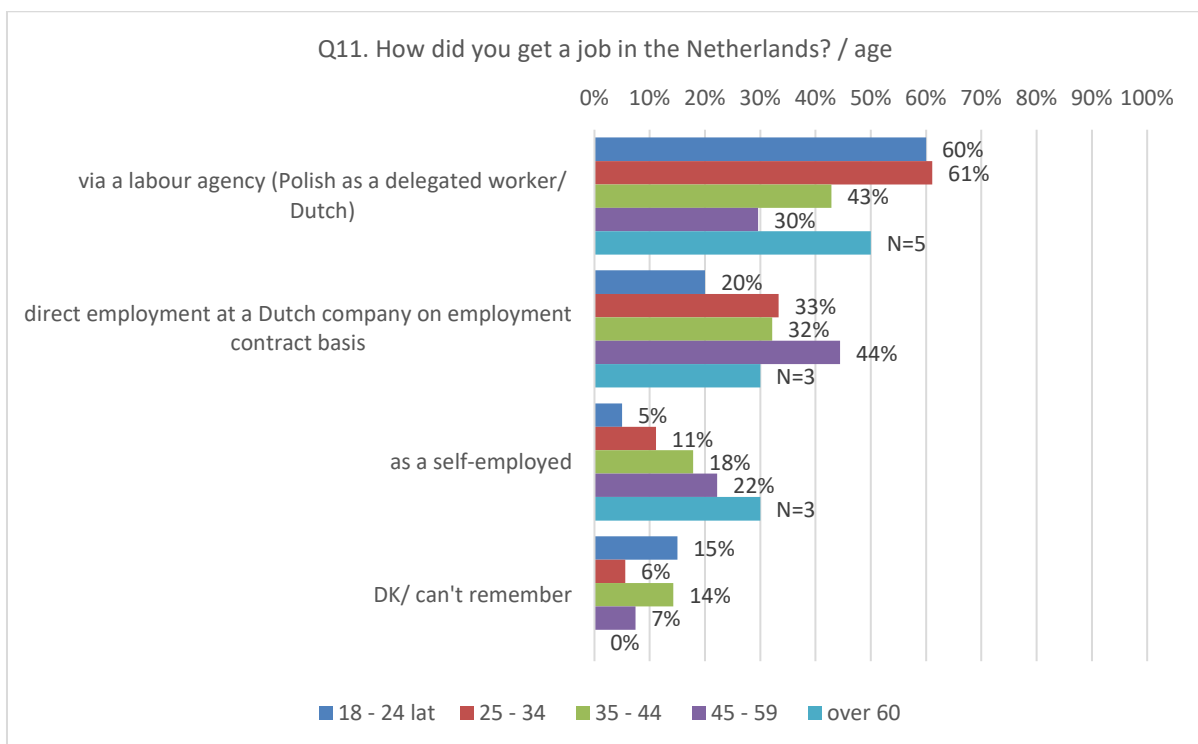
Women found employment via labour agencies more often than men (56% of women vs. 49% of men). Whereas self-employment was more popular among men (17% of men vs. 9% of women).

On the other hand, the percentages of people employed directly in Dutch companies is similar among women (32%) and men (33%).



Base: Those who have worked in the Netherlands N=139; Multiple choice question

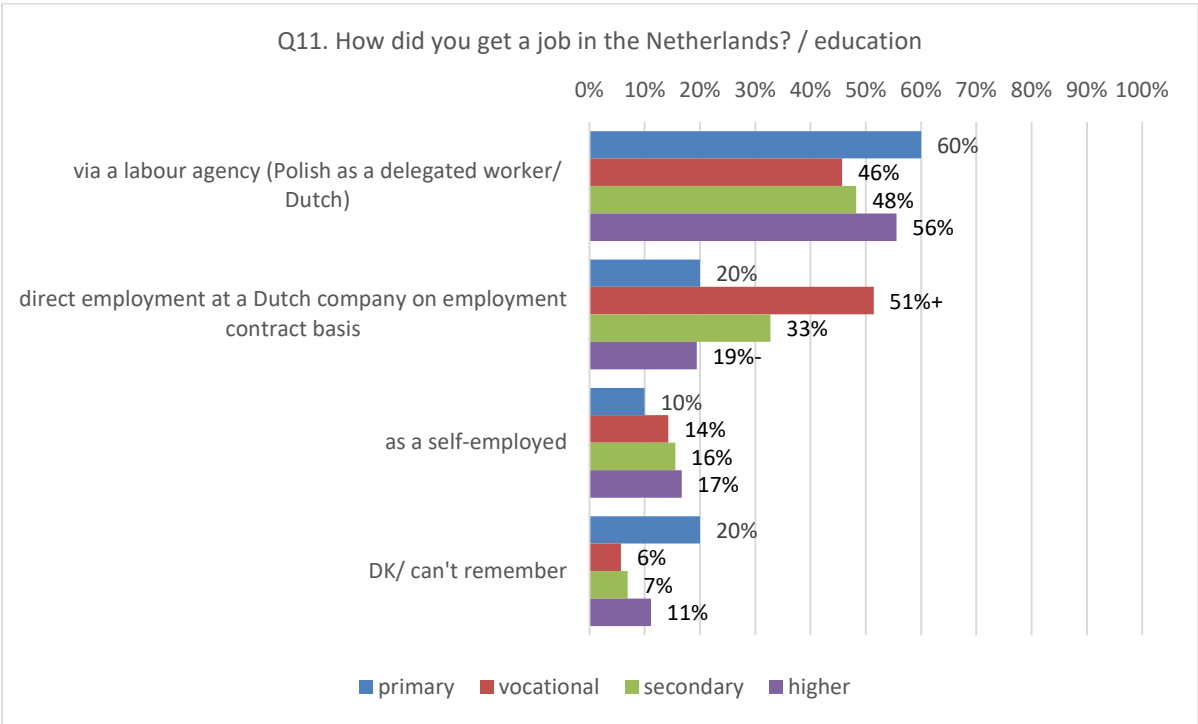
Younger people – aged 18 - 34 – far more often found employment in the Netherlands via a labour agency (ca. 60% mentions). Older respondents aged 45-59 yo were relatively more often employed directly in Dutch companies (44%). The size of age group over 60 is too small to draw any conclusions.



Base: Those who have worked in the Netherlands N=139; Multiple choice question

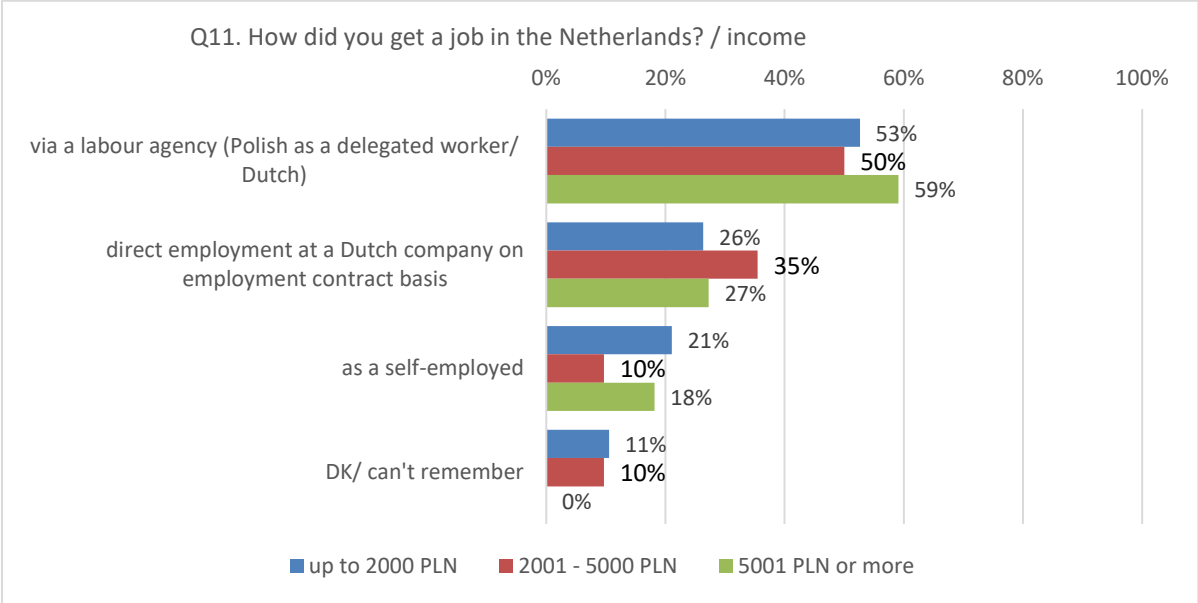
People with primary education preferred getting employment in the Netherlands via a labour agency (60% mentions), the same was observed among people with higher education (56%)

mentions). Whereas people with vocational education were more likely to find employment directly in a Dutch company – 51% (this is a statistical difference at 0,95 SL<sup>3</sup>).



Base: Those who have worked in the Netherlands N=139; Multiple choice question

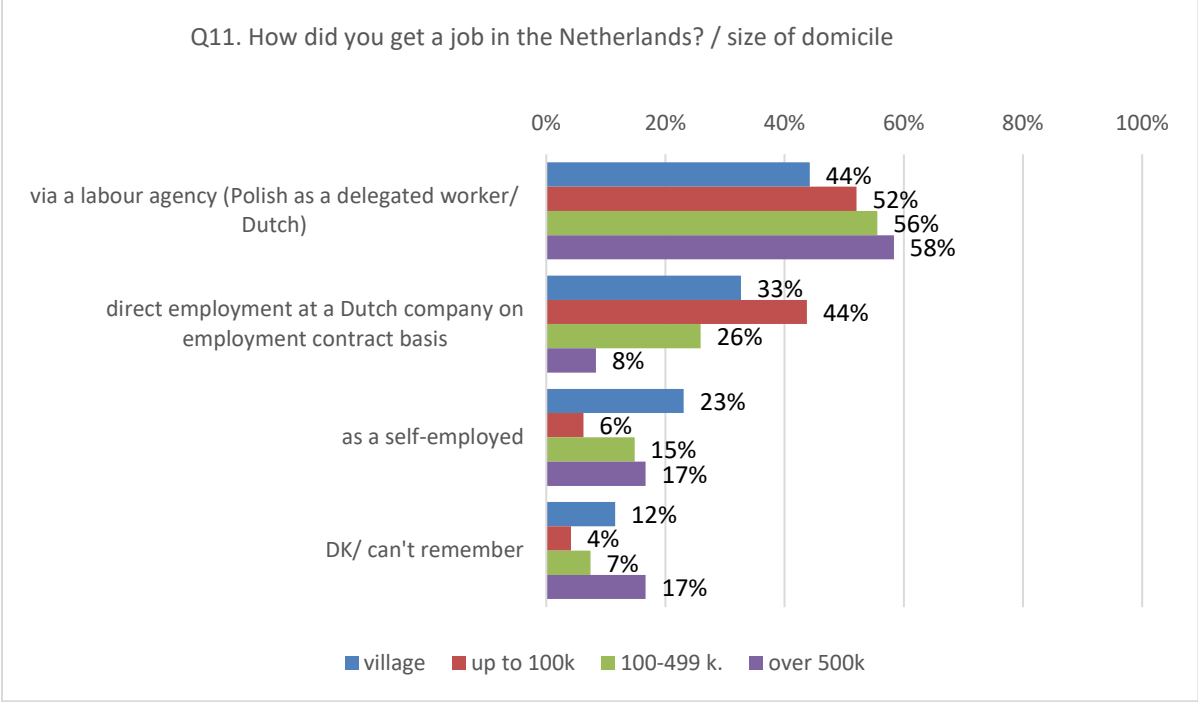
The respondents who currently have the highest income (over 5 k. PLN) relatively more often found employment via a labour agency – percentage of such mentions in this group was 59%. A bit higher share of respondents who were self-employed in the Netherlands can be seen among people with the lowest income (up to 2 k. PLN) – who constitute 21%.



Base: Those who have worked in the Netherlands N=139; Multiple choice question

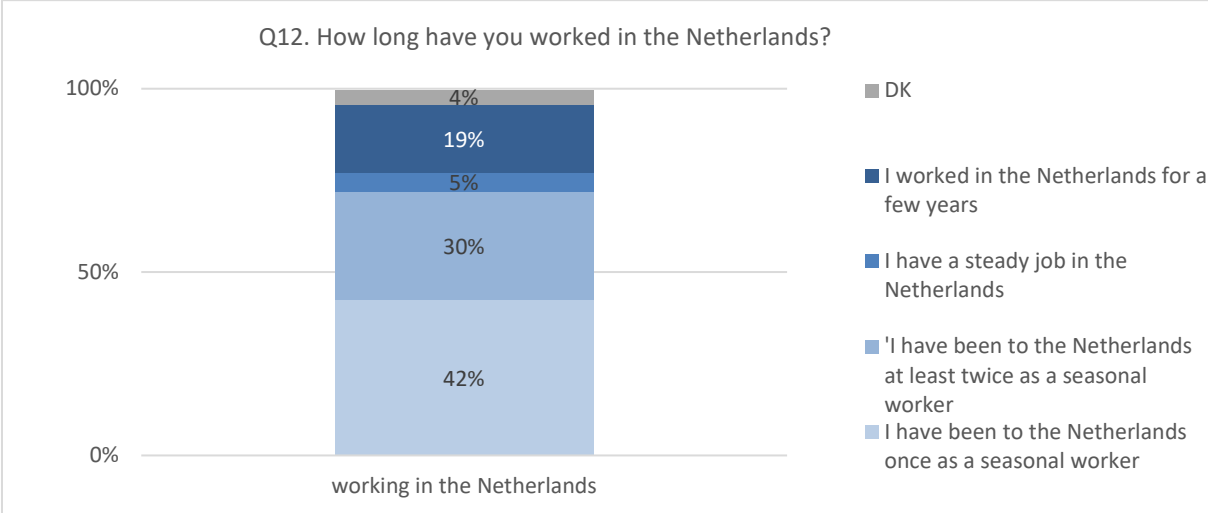
<sup>3</sup> SL – Significance Level

The respondents living in big cities (100 - 499 k. inhabitants and over 500 k. inhabitants) more often found employment in the Netherlands via a labour agency, whereas a trend of finding employment directly in Dutch companies is observed among people living in small towns (up to 100k. inhabitants). Self-employment seems more popular among people from rural areas (23%).



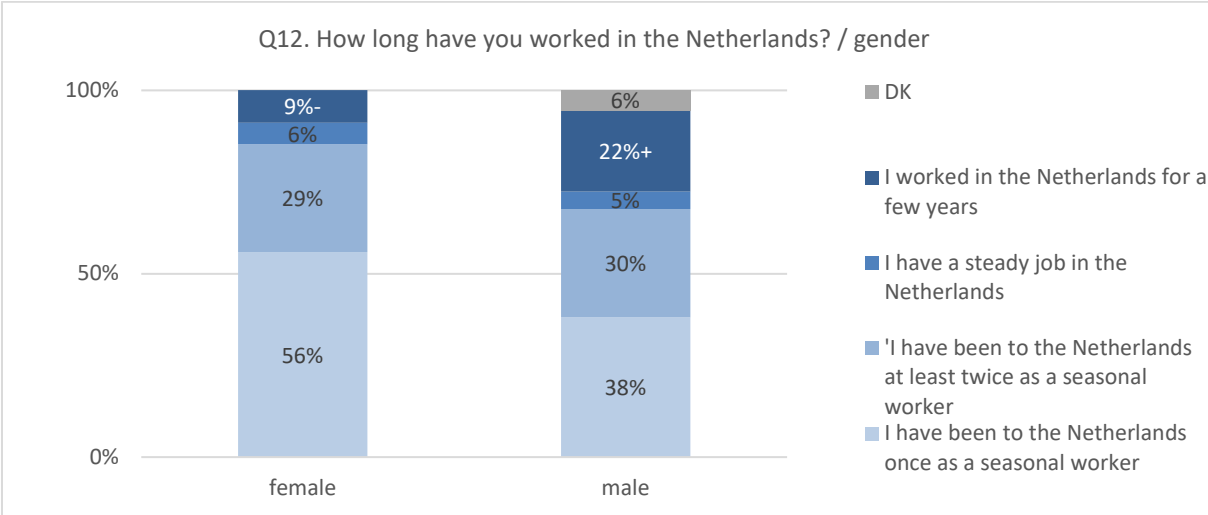
Base: Those who have worked in the Netherlands N=139; Multiple choice question

Vast majority of respondents (73%) worked in the Netherlands as seasonal workers – it was a single stay for most respondents (42%), whereas some have done seasonal jobs two or more times (30%). The percentage of those who worked for a few years in the Netherlands is 19%. Few respondents– 5% - continue to work there.



Base: Those who have worked in the Netherlands N=139

Staying abroad for several years is far more often observed among men (22%) than women (9%). Women significantly more often have been there for a single stay as a seasonal workers – as many as 56% women reported that.



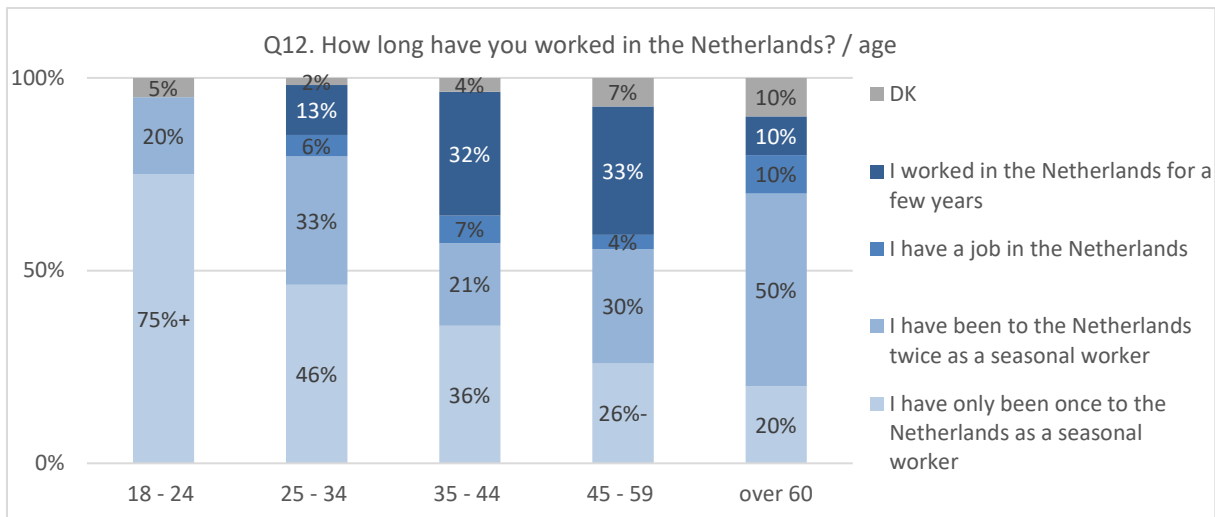
Base: Those who have worked in the Netherlands N=139

Length of stay in the Netherlands for economic reasons varies a lot across age groups. The chart below clearly illustrates that the younger the worker, the more often they went to the Netherlands once for a seasonal job. As many as 75% of people aged up to 24 have been to the Netherlands once for seasonal employment (this is a statistical difference at 0,95 SL<sup>4</sup>).

The percentage of seasonal stays in the age group of 25 - 34 was 46%, whereas in the older target (aged 45 – 59) it was only 26% (this is a statistical difference at 0,95 SL).

Staying in the Netherlands for a few years for economic reasons is observed mainly among people aged 35-44 (32%) and 45-59 (33%).

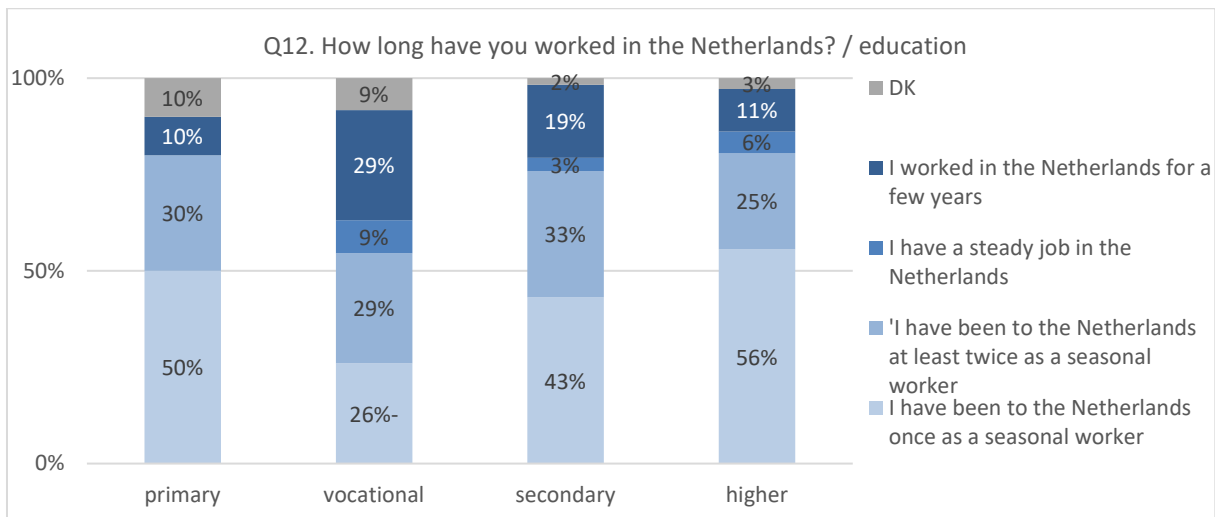
<sup>4</sup> SL – Significance Level



Base: Those who have worked in the Netherlands N=139

Half of the people with primary education (50%) and over half of people with higher education (56%) have been to the Netherlands only once as seasonal workers. Interest in seasonal employment in the Netherlands is manifested by all the groups: ca. 30% respondents from every group have been to the Netherlands at least twice as seasonal workers, and if single stays are included, the percentage ranges between 55% and 81%.

On the other hand, staying in the Netherlands for a few years was more often reported by respondents with vocational education (29%). These respondents most often have a steady job in the Netherlands too (9%). This result may show employers' preferences who search for qualified workers.

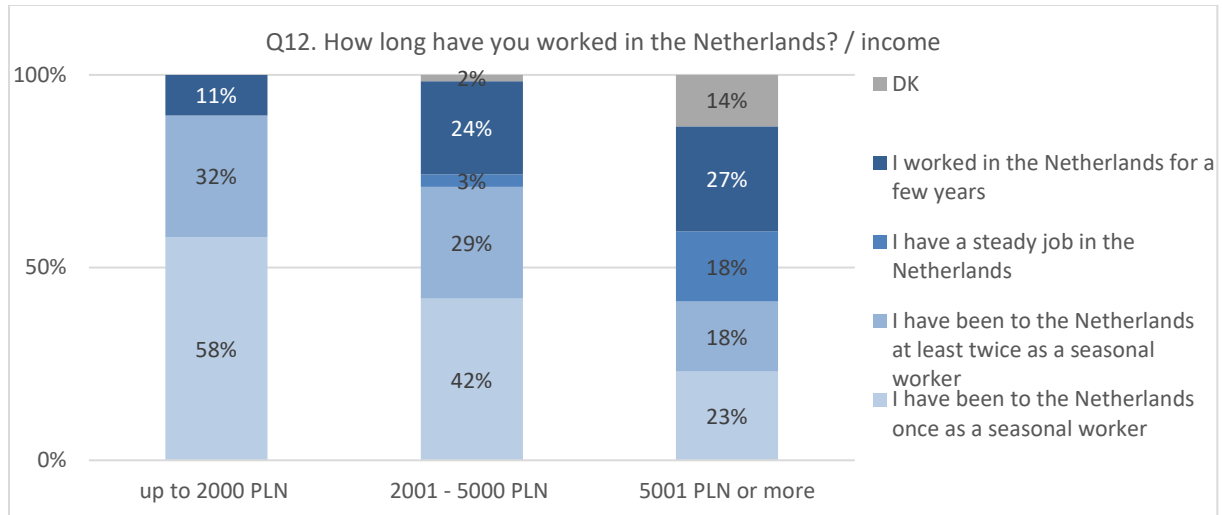


Base: Those who have worked in the Netherlands N=139

The analysis of economic migration to the Netherlands in terms of financial status reveals that the higher is respondent's income, the less often they reported going to the Netherlands once for seasonal jobs, and the more often they went there for several years.

People earning over 5 k. PLN at present usually worked in the Netherlands for a few years (27%) or have a steady job there (18%).

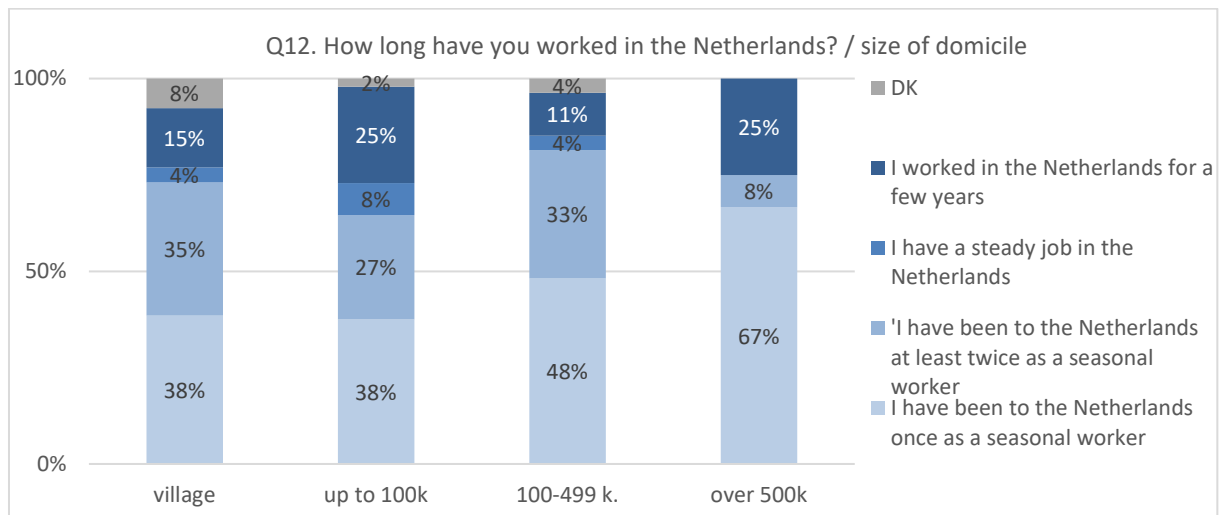
On the other hand, a single stay in the Netherlands for a seasonal job did not significantly improve current income of respondents: 58% people who have the lowest income now (up to 2000 k. PLN) have been to the Netherlands only once.



Base: Those who have worked in the Netherlands N=139

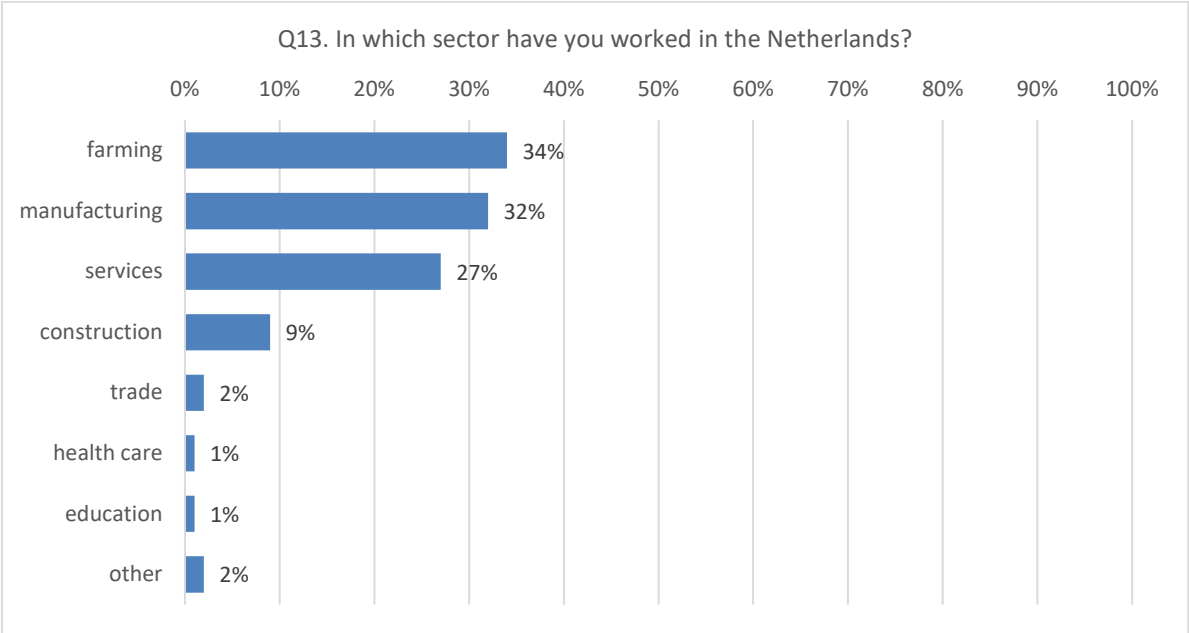
The respondents living in big cities more often report going to the Netherlands for a seasonal jobs once – 48% mentions among people living in towns of 100-499 k. population and 67% mentions of big cities – over 500 k. inhabitants.

On the other hand, people who worked in the Netherlands for several years usually came from small towns - up to 100k. inhabitants and big cities (over 500 k. inhabitants) –25% mentions in respective groups.



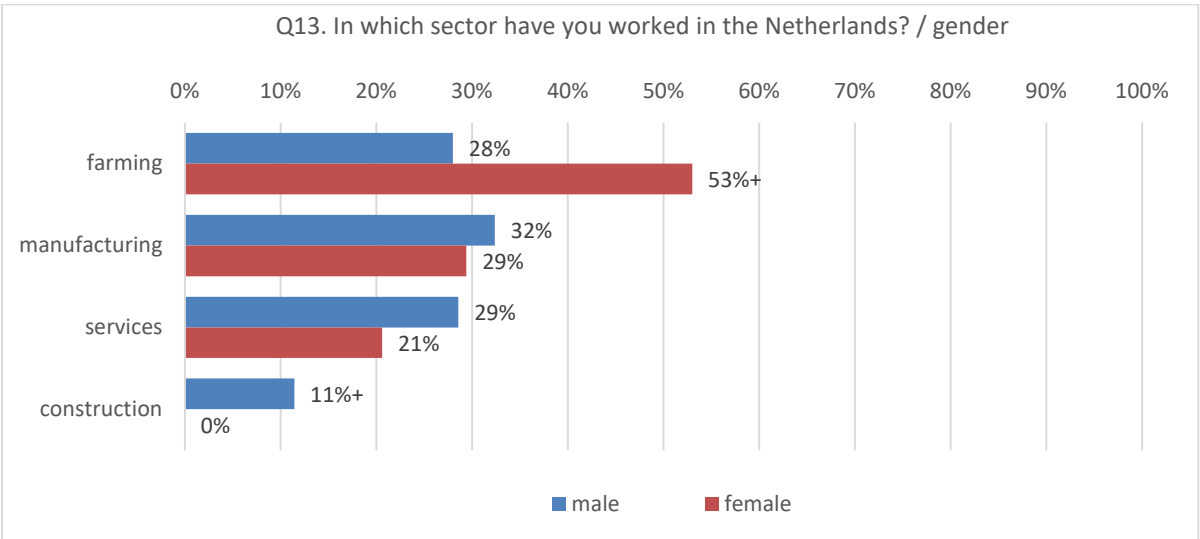
Base: Those who have worked in the Netherlands N=139

The respondents employed in the Netherlands usually work in three sectors. Every third person is employed in farming (34%), manufacturing (32%) and services (27%). Only one in ten people works in construction (9%).



Base: Those who have worked in the Netherlands N=139; multiple choice question

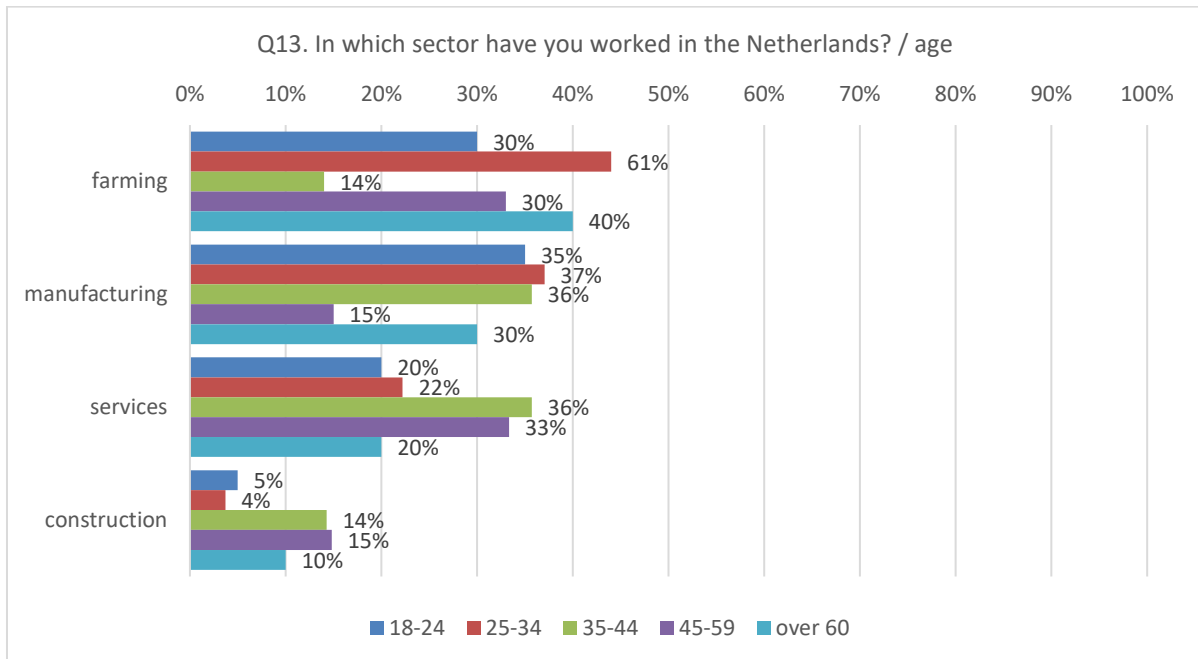
Women are mainly employed in farming. Over half the women working in the Netherlands find employment in this sector (53%). On average every third man finds a job in farming (28%), manufacturing (32%) or services (29%). Construction is the least popular sector and it is dominated by men (11%).



Base: Those who have worked in the Netherlands N=139; multiple choice question



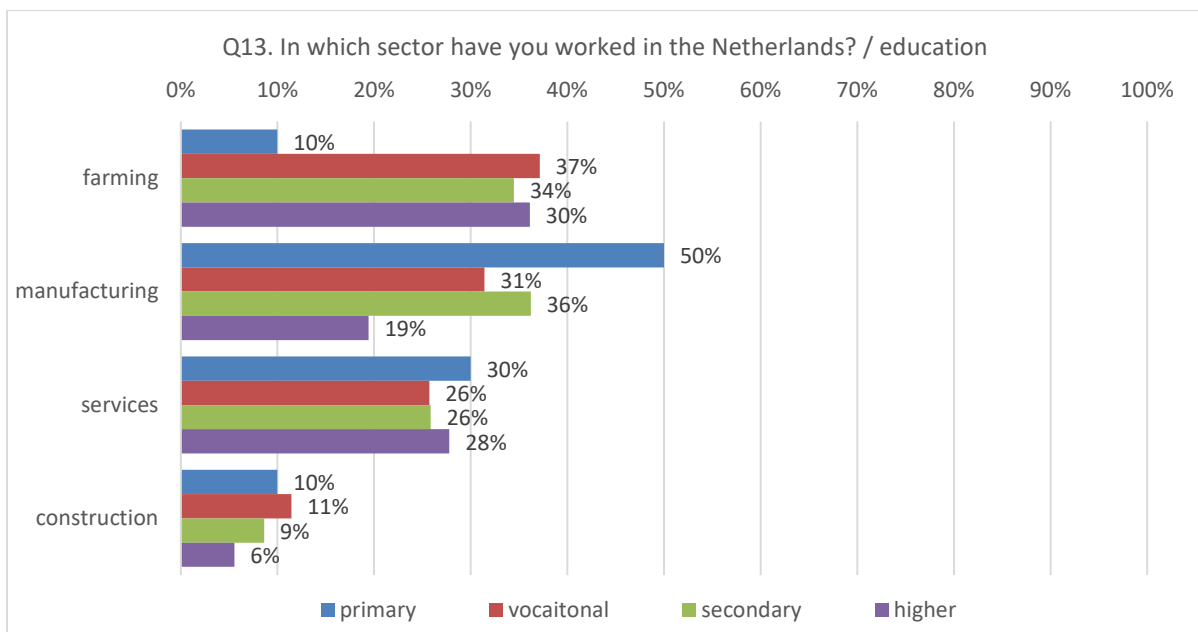
The youngest people usually take up a job in farming (30%) or manufacturing (35%). 25-34 year olds are far more likely to seek employment in agricultural sector. People in their prime (aged 35-44 yo) tend to work mainly in services (36%) and manufacturing (36%).



Base: Those who have worked in the Netherlands N=139; multiple choice question

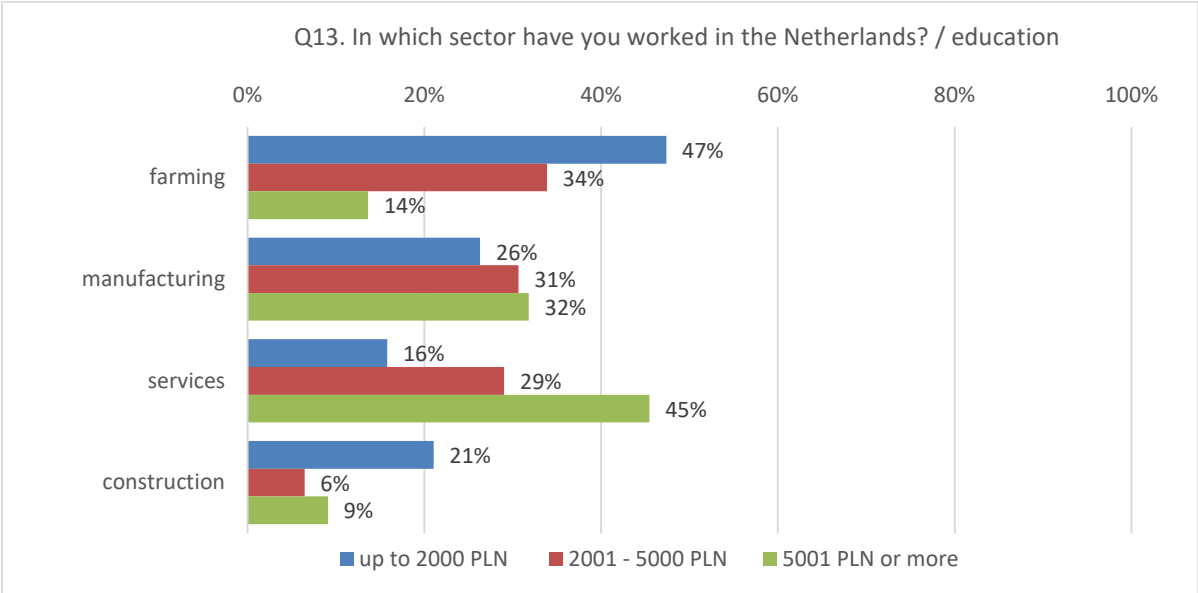
People with primary education were significantly more often employed in manufacturing (50%). Farming prevails among respondents with vocational education (37%). People with secondary education equally often found employment in farming (34%) and manufacturing (36%).

However, people with higher education clearly often take up physical job in the Netherlands (30% of these respondents worked in farming, 28% – in services).



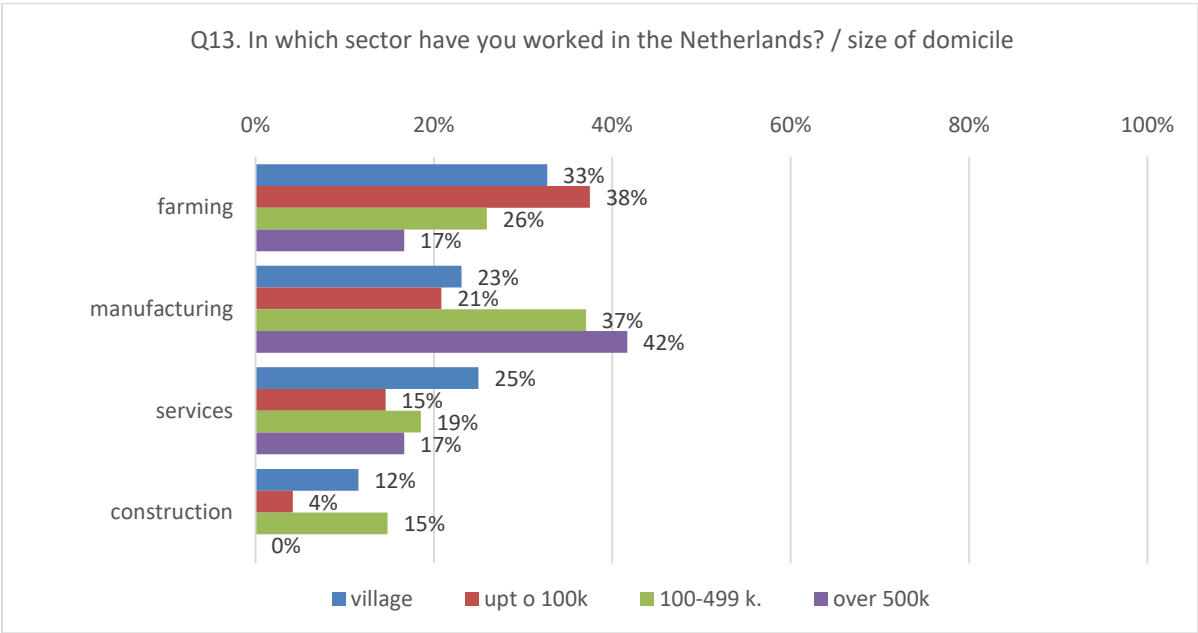
Base: Those who have worked in the Netherlands N=139; multiple choice question

The best paid respondents were usually employed in the service (45%) and manufacturing sectors (32%). The highest share of employees with the lowest income was recorded in the construction (21% vs. 9% Total).



Base: Those who have worked in the Netherlands N=139; multiple choice question

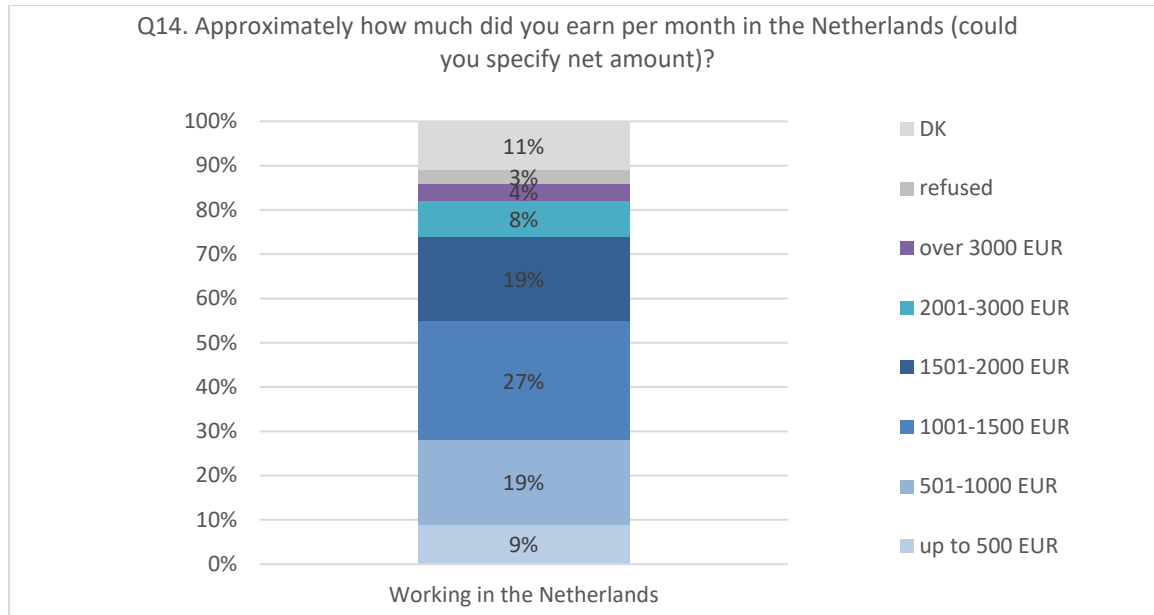
People who worked in the Netherlands before and who came from the biggest cities in Poland relatively more often found employment in the manufacturing sector (42%). On the other hand, people living in villages and small towns were most likely to take up a job in farming (33% and 38% respectively).



Base: Those who have worked in the Netherlands N=139; multiple choice question

Remuneration on the Dutch market varies a lot. Working in the above mentioned sectors Poles usually earned between 1000 and 1500 EUR net (27%).

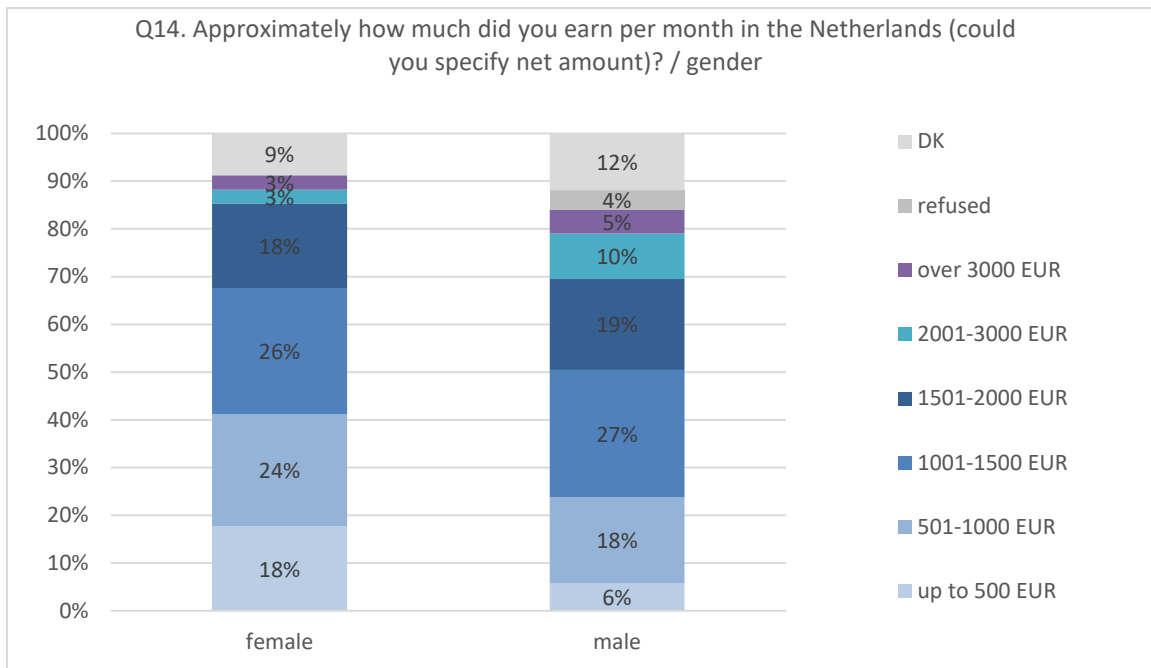
However, as many as 9% respondents earned less than 500 EUR net, i.e. far below the minimum wage calculated for a full time employment. This may signify that employers did not offer full time employment, which is fairly frequent in seasonal jobs.



Base: Those who have worked in the Netherlands N=139

The study reveals a clear difference between remuneration of women and men among the worst and best paid respondents. 18% of women working in the Netherlands received the lowest wage. Only 6% men were in the same group. Great differences can also be observed in the highest earnings where only 6% women earned more than 2000 EUR net as compared to 15% of the examined population of men.

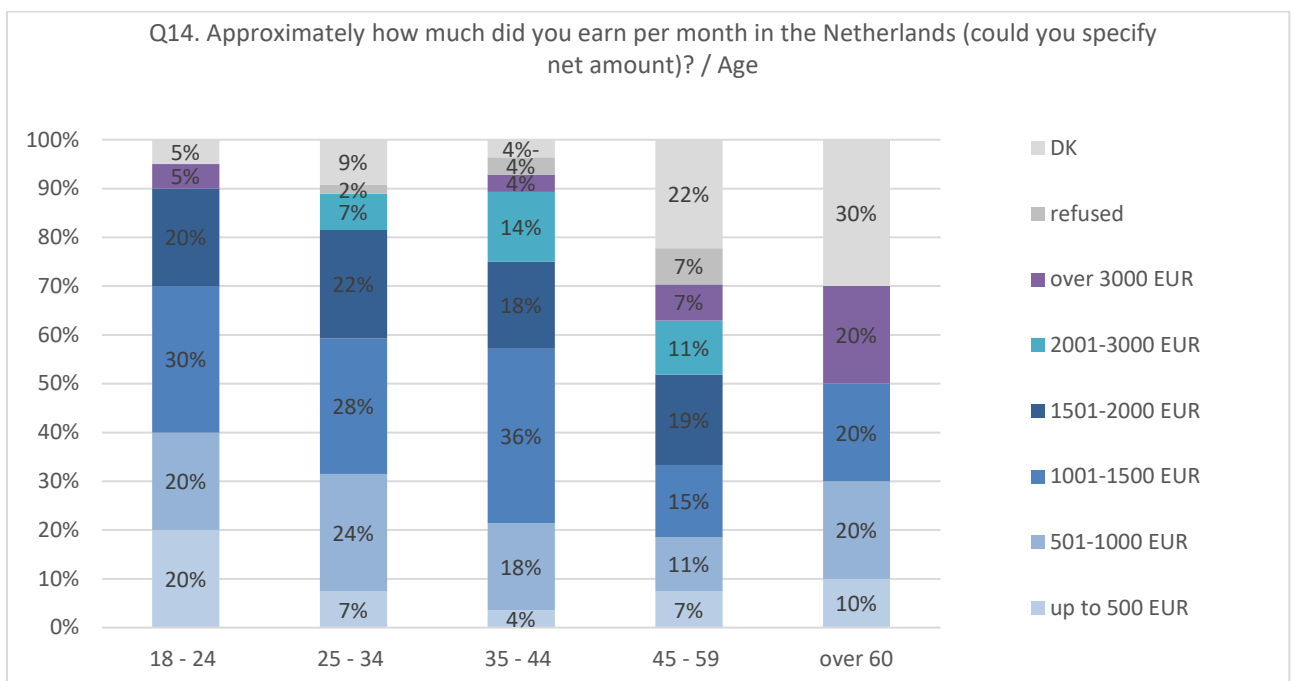
Such discrepancies between women and men cannot be observed for the remuneration between 501 and 2000 EUR net.



Base: Those who have worked in the Netherlands N=139

Employee's age directly corresponds to the salary received in the Netherlands – the younger the respondent, the less they were paid (based on the respondents' reports). The lowest income is reported by youngest people, which is related to the minimum pay principles in the Netherlands. At present employed aged over 22 are entitled to receive full minimum wage.

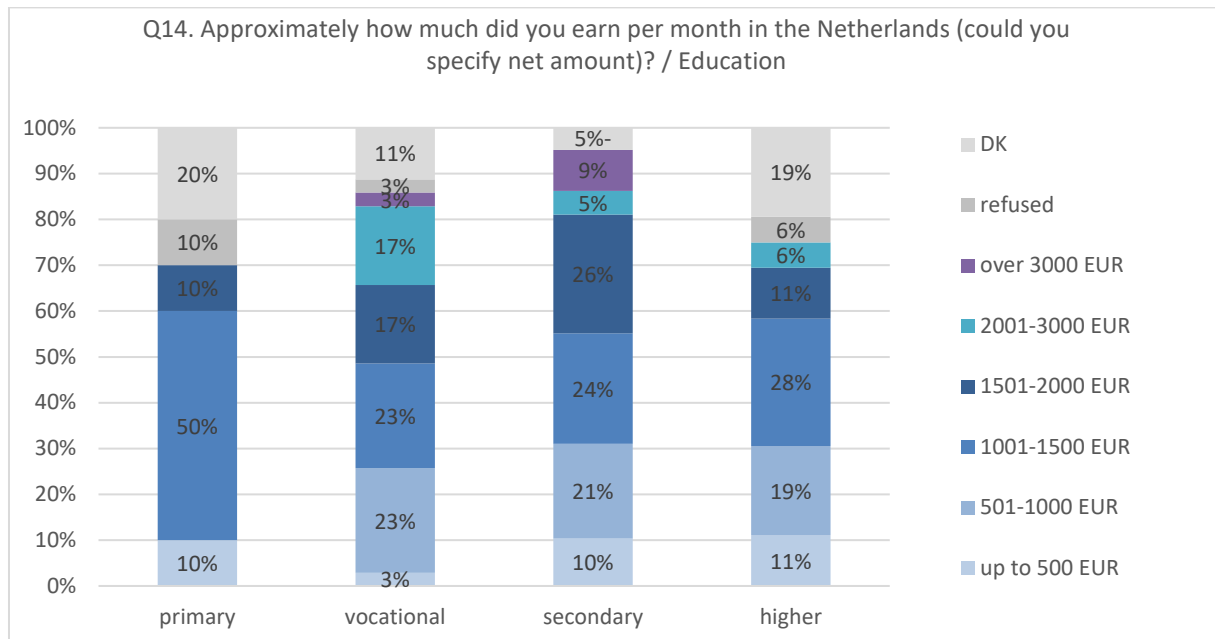
As for top income, it is reported by nearly 20% people from the oldest age group. The second group reaching this income level are 45 - 59 year olds. 7% people at this age earned over 3000 EUR.



Base: Those who have worked in the Netherlands N=139

Monthly remuneration received in the Netherlands was not determined by respondents' education (usually ca. 50%-60% of them earned up to 1500 EUR net per month).

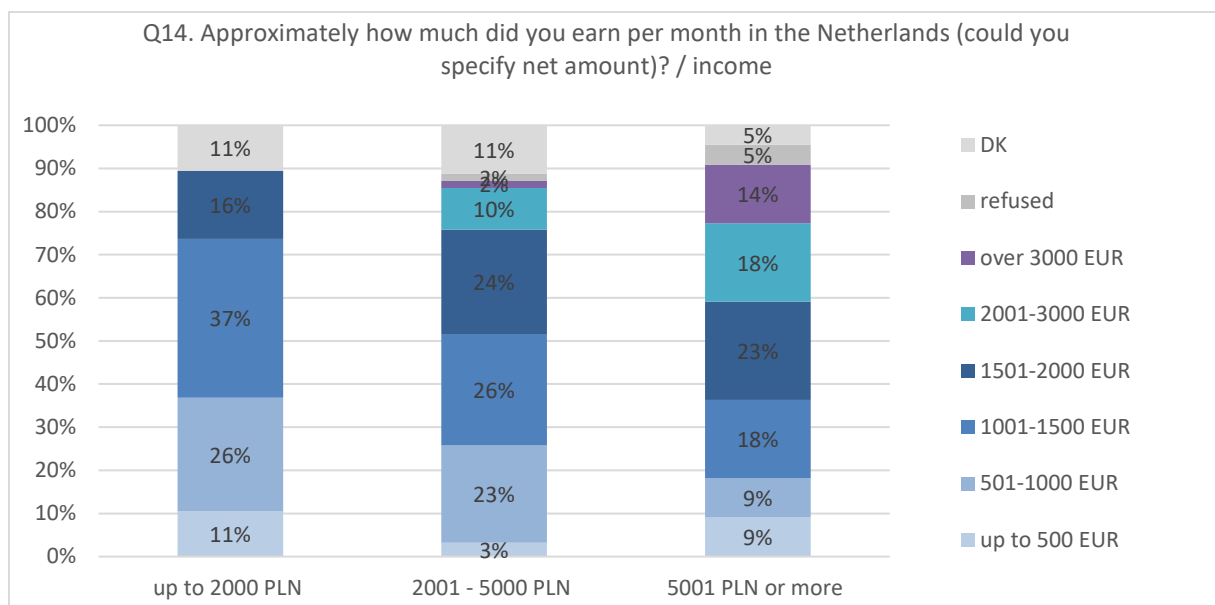
On the other hand, people with secondary or vocational education were best paid on the Dutch market.



Base: Those who have worked in the Netherlands N=139

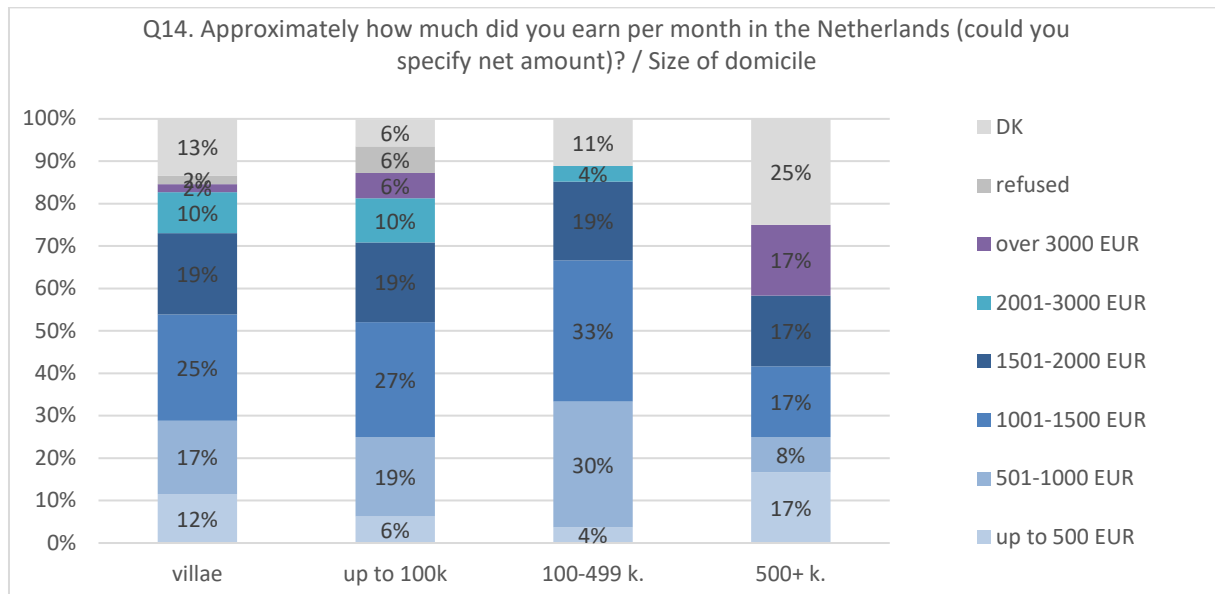
People who report having the lowest income in Poland usually earned 1 k. - 1,5 k. EUR net in the Netherlands (37% of mentions).

Poles earning 2001 - 5000 PLN report varied income received in the Netherlands. As many as 14% of respondents with income of 5001 PLN or more earned over 3000 EUR in the Netherlands.



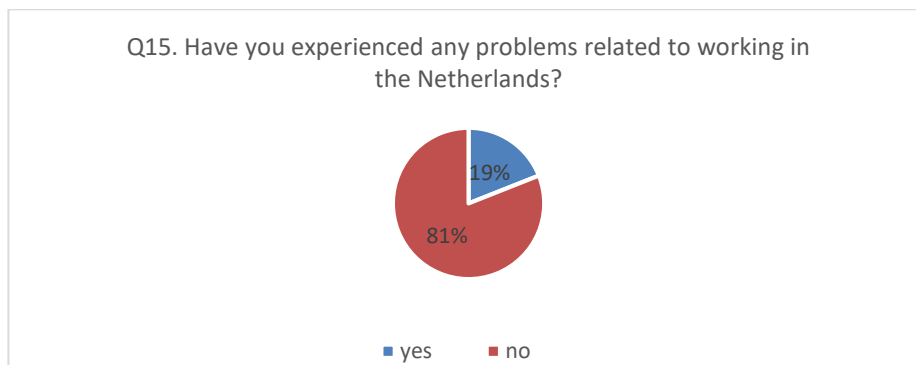
Base: Those who have worked in the Netherlands N=139

As many as 17% respondents living in the biggest cities in Poland report earning over 3 k. EUR net while they were working in the Netherlands.



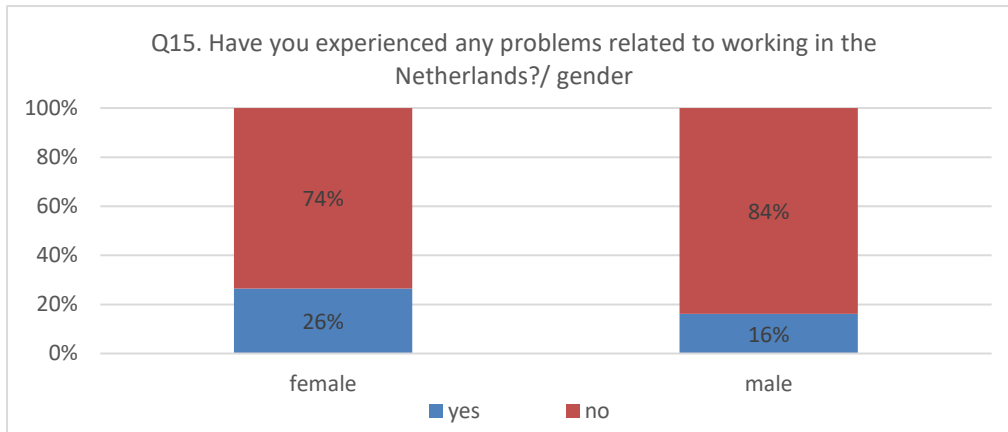
Base: Those who have worked in the Netherlands N=139

One fifth (19%) of respondent working in the Netherlands have experienced some work related problems.



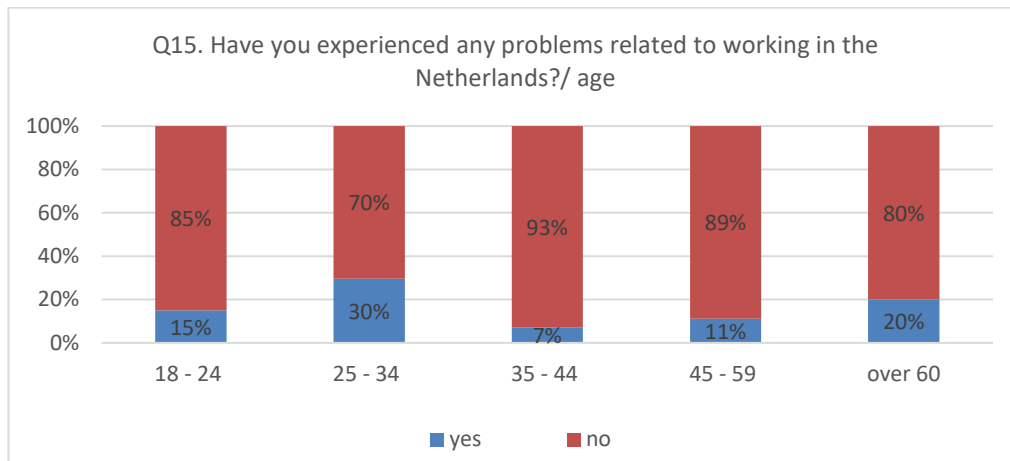
Base: Those who have worked in the Netherlands N=139

Women more often than men (26% vs. 16%) came across problems in their work tasks in the Netherlands. Vast majority of both women (74%) and men (84%) have not come across any problems in their job in the Netherlands.



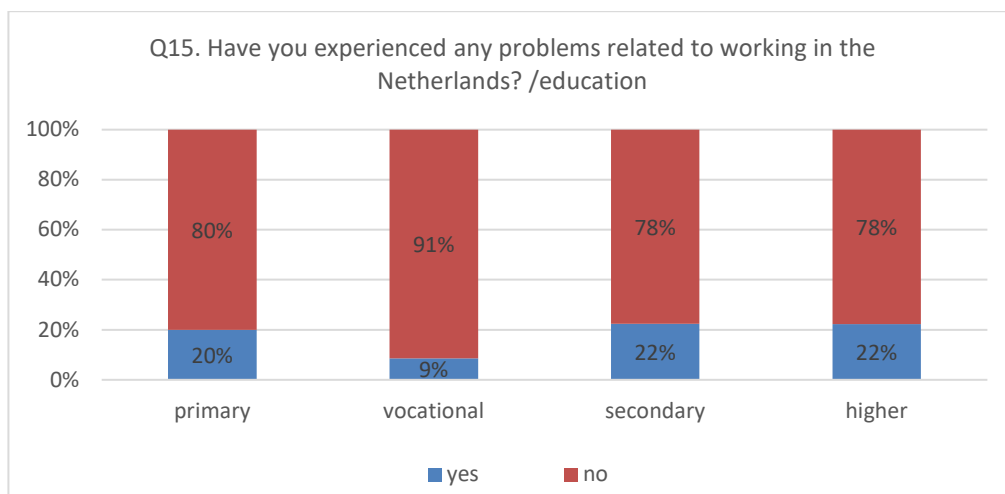
Base: Those who have worked in the Netherlands N=139

Work related problems were experienced mainly by people aged 25-34 yo (30%) and the oldest employees (20%). Fewest problems were reported by 35 - 44 year olds.



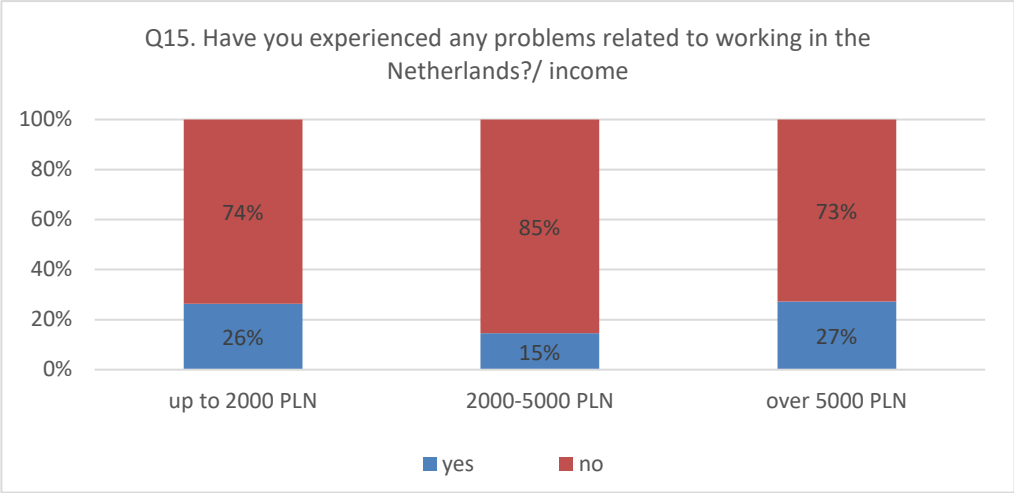
Base: Those who have worked in the Netherlands N=139

Work related problems were equally often experienced by people with primary, secondary and higher education (around 20%). The share of such mentions is lower only among respondents with vocational education – 9%.



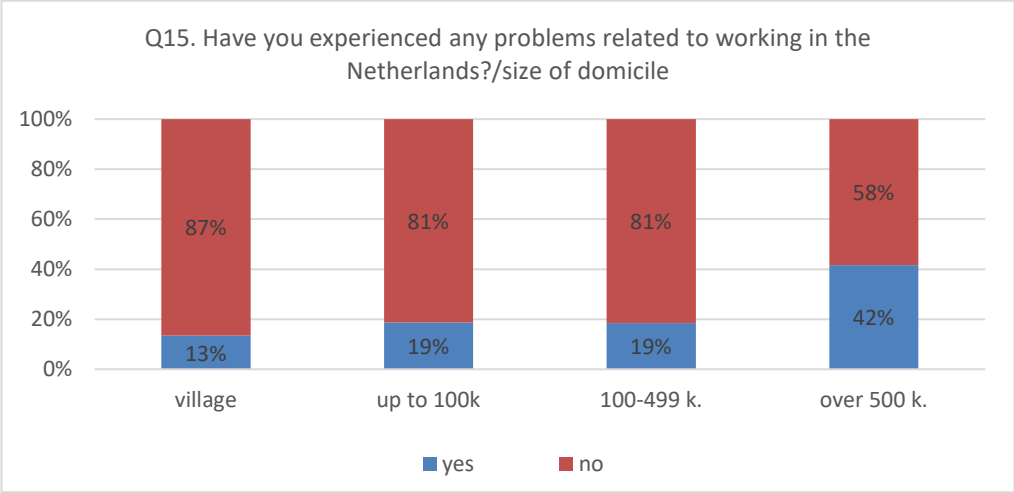
Base: Those who have worked in the Netherlands N=139

People with average earnings least often encountered any work related problems in the Netherlands (15%). The other groups experienced any such problems to a similar extent.



Base: Those who have worked in the Netherlands N=139

People based in the biggest cities of Poland significantly more often reported experiencing some work related problems in the Netherlands (as many as 42% mentions).



Base: Those who have worked in the Netherlands N=139

19% of the examined population (i.e. n=26 people) have experienced any work related problems in the Netherlands. As the group is small, the issues below will be analysed on digits instead of percentages, bearing in mind that operating on such a small group we cannot extrapolate the findings onto the entire population.

Work related problems experienced by respondents most often resulted from unfair treatment– 35% (n=9), not paying salary or paying less than agreed – 31% (n=8) and no employment stability – 27% (n=7). These problems were equally often experienced by women and men. 5 examined women also reported bad housing conditions in the Netherlands. 4 examined women lost



their employment suddenly. What is more, 3 female respondents complained about not getting any employment contract.

On the other hand, men pointed out the problem of Poles being treated inferior – based on nationality (3 men have experienced such problems).

All the issues named by respondents are presented in the table below.

Q16. What problems related to work in the Netherlands have you experienced? / gender	Total		male	female
	<i>N</i>	%	<i>N</i>	<i>N</i>
<i>Multiple choice question!</i>				
Unfair treatment of employer/ co-ordinator, e.g. working under excessive time pressure	9	35%	4	5
I did not receive my salary or it was much lower than promised by the agency/ employer	8	31%	3	5
Unstable job, too many employers the agency directed me to	7	27%	3	4
Bad housing conditions	5	19%	-	5
Too short working hours	4	15%	1	3
I was made redundant on day to day basis	4	15%	-	4
Extra hours were not paid for	3	12%	1	2
No employment contract	3	12%	-	3
Poles receive worse treatment	3	12%	3	-
Hourly fee below the minimum wage	2	8%	-	2
I could not understand the contract - it was only in Dutch	2	8%	-	2
Free protective clothes were not guaranteed	2	8%	1	1
Too much work after hours	2	8%	1	1
I had an accident	1	4%	1	-
Delayed salary	1	4%	1	-
Polish people are strife-prone	1	4%	-	1
Too hard work	1	4%	1	-
DK	1	4%	1	-
<b>Base (those who have experienced any problems related to working in the Netherlands)</b>	26	100%	17	9

Unfair treatment was mainly reported by younger respondents (2 people aged 18 - 24 and 7 people aged 25 - 34). The problem of not receiving salary was experienced mainly by the youngest workers. However, it is worth noting that mainly people aged 25 - 34 reported facing various work related problems in the Netherlands, so most mentions come from this age group.

Q16. What problems related to work in the Netherlands have you experienced? / age	Total		18-24		25-34	35-44	45-59	over 60
	N	%	yo		yo	yo	yo	N
<i>Multiple choice question!</i>			N		N	N	N	N
Unfair treatment of employer/ co-ordinator, e.g. working under excessive time pressure	9	35%	2		7	-	-	-
I did not receive my salary or it was much lower than promised by the agency/ employer	8	31%	2		4	-	-	2
Unstable job, too many employers the agency directed me to	7	27%	-		6	1	-	-
Bad housing conditions	5	19%	-		5	-	-	-
Too short working hours	4	15%	-		4	-	-	-
I was made redundant on day to day basis	4	15%	-		4	-	-	-
Extra hours were not paid for	3	12%	-		2	-	-	1
No employment contract	3	12%	-		3	-	-	-
Poles receive worse treatment	3	12%	-		3	-	-	-
Hourly fee below the minimum wage	2	8%	-		2	-	-	-
I could not understand the contract - it was only in Dutch	2	8%	-		2	-	-	-
Free protective clothes were not guaranteed	2	8%	-		2	-	-	-
Too much work after hours	2	8%	-		1	1	-	-
I had an accident	1	4%	-		-	-	1	-
Delayed salary	1	4%	-		-	-	1	-
Polish people are strife-prone	1	4%	-		-	-	1	-
Too hard work	1	4%	-		1	-	-	-
DK	1	4%	-		-	1	-	-
<b>Base (those who have experienced any problems related to working in the Netherlands)</b>	<b>26</b>	<b>100%</b>	<b>3</b>		<b>16</b>	<b>2</b>	<b>3</b>	<b>2</b>

The respondents who have experience unfair treatment by their Dutch employer were more likely to have vocational (n=5) or higher education (n=3), and one person with primary education.

The problem of not paying salary or paying less than agreed was reported by respondents with primary (n=2), secondary (n=1), vocational (n=3) and higher education (n=2).

The same could be seen for no employment stability – it was experienced by people of various education levels.

The problem of not getting an employment contract was reported only by respondents with higher education (n=3). On the other hand, respondents with vocational education complained about being treated inferior because of their nationality (n=3).

Q16. What problems related to work in the Netherlands have you experienced? / education <i>Multiple choice question!</i>	Total		primary	secondary	vocational	higher
	N	%	N	N	N	N
Unfair treatment of employer/ co-ordinator, e.g. working under excessive time pressure	9	35%	1	-	5	3
I did not receive my salary or it was much lower than promised by the agency/ employer	8	31%	2	1	3	2
Unstable job, too many employers the agency directed me to	7	27%	1	1	3	2
Bad housing conditions	5	19%	1	-	1	3
Too short working hours	4	15%	1	1	1	1
I was made redundant on day to day basis	4	15%	1	-	1	2
Extra hours were not paid for	3	12%	1	-	1	1
No employment contract	3	12%	-	-	-	3
Poles receive worse treatment	3	12%	-	-	3	-
Hourly fee below the minimum wage	2	8%	-	-	-	2
I could not understand the contract - it was only in Dutch	2	8%	-	-	-	2
Free protective clothes were not guaranteed	2	8%	-	1	-	1
Too much work after hours	2	8%	-	-	1	1
I had an accident	1	4%	-	-	1	-
Delayed salary	1	4%	-	-	1	-
Polish people are strife-prone	1	4%	-	-	-	1
Too hard work	1	4%	-	-	-	1
DK	1	4%	-	1	-	-
<b>Base (those who have experienced any problems related to working in the Netherlands)</b>	<b>26</b>	<b>100%</b>	<b>2</b>	<b>3</b>	<b>13</b>	<b>8</b>

Considering the current income, most problems were reported by respondents with medium financial status (all 9 people from this group named 29 different problems altogether).

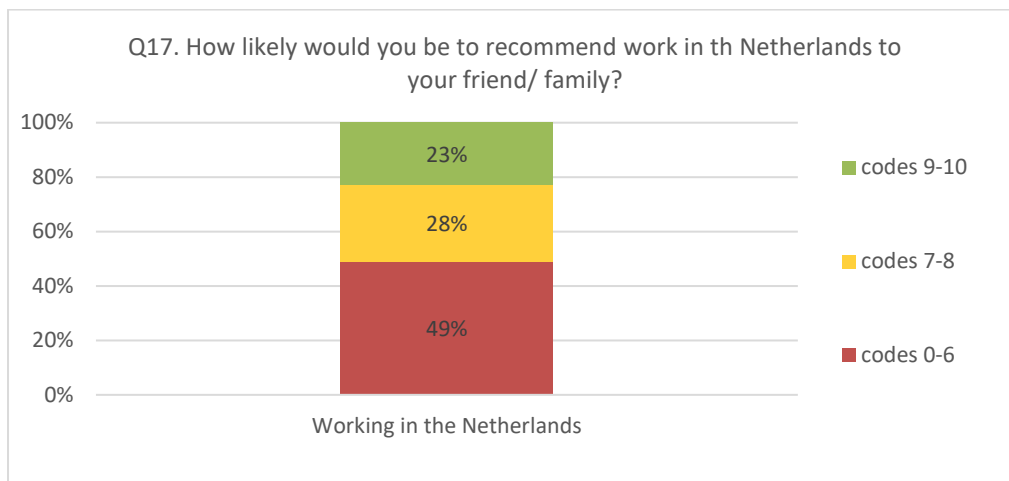
Q16. What problems related to work in the Netherlands have you experienced? / income	Total		up to 2000 PLN	2001 - 5000 PLN	5001 PLN or more
	<i>N</i>	<i>%</i>	<i>N</i>	<i>N</i>	<i>N</i>
<b><i>Multiple choice question!</i></b>					
Unfair treatment of employer/ co-ordinator, e.g. working under excessive time pressure	9	35%	1	2	3
I did not receive my salary or it was much lower than promised by the agency/ employer	8	31%	2	2	-
Unstable job, too many employers the agency directed me to	7	27%	-	5	-
Bad housing conditions	5	19%	-	3	-
Too short working hours	4	15%	-	2	-
I was made redundant on day to day basis	4	15%	-	2	-
Extra hours were not paid for	3	12%	1	1	-
No employment contract	3	12%	-	3	-
Poles receive worse treatment	3	12%	-	1	2
Hourly fee below the minimum wage	2	8%	-	2	-
I could not understand the contract - it was only in Dutch	2	8%	-	2	-
Free protective clothes were not guaranteed	2	8%	-	2	-
Too much work after hours	2	8%	-	2	-
I had an accident	1	4%	-	-	-
Delayed salary	1	4%	1	-	-
Polish people are strife-prone	1	4%	-	-	1
Too hard work	1	4%	-	-	-
DK	1	4%	1	-	-
<b>Base (those who have experienced any problems related to working in the Netherlands)</b>	<b>26</b>	<b>100%</b>	<b>5</b>	<b>9</b>	<b>6</b>

Three main problems experienced by Polish people employed in the Netherlands included: unfair treatment by employer, not receiving their salary or getting less than agreed, no stable employment – these problems were experience equally often by all respondents regardless of place of living.

Q16. What problems related to work in the Netherlands have you experienced? / size of domicile	Total		village	up to 100k.	100 - 499 k.	500+ k.
	N	%	N	N	N	N
<b>Multiple choice question!</b>						
Unfair treatment of employer/ co-ordinator, e.g. working under excessive time pressure	9	35%	2	2	3	2
I did not receive my salary or it was much lower than promised by the agency/ employer	8	31%	2	3	2	1
Unstable job, too many employers the agency directed me to	7	27%	2	2	2	1
Bad housing conditions	5	19%	-	1	3	1
Too short working hours	4	15%	-	2	2	-
I was made redundant on day to day basis	4	15%	-	1	2	1
Extra hours were not paid for	3	12%	1	1	1	-
No employment contract	3	12%	-	-	2	1
Poles receive worse treatment	3	12%	-	1	1	1
Hourly fee below the minimum wage	2	8%	-	-	2	-
I could not understand the contract - it was only in Dutch	2	8%	-	-	1	1
Free protective clothes were not guaranteed	2	8%	-	1	1	-
Too much work after hours	2	8%	-	1	1	-
I had an accident	1	4%	-	1	-	-
Delayed salary	1	4%	-	1	-	-
Polish people are strife-prone	1	4%	-	1	-	-
Too hard work	1	4%	-	-	-	1
DK	1	4%	1	-	-	-
<b>Base (those who have experienced any problems related to working in the Netherlands)</b>	<b>26</b>	<b>100%</b>	<b>7</b>	<b>9</b>	<b>5</b>	<b>5</b>

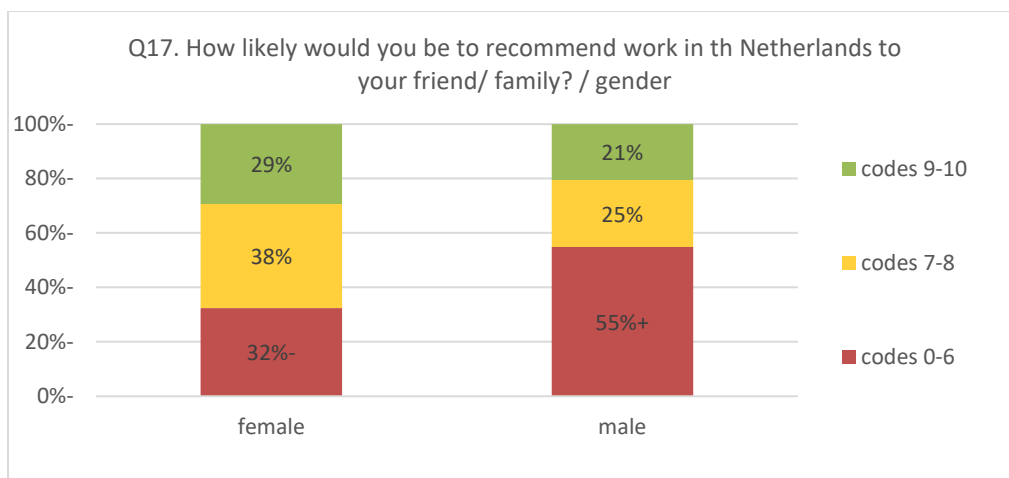
At the end of interview the respondents were asked whether they would recommend working in the Netherlands to a close person, based on their personal experience. This question measures respondents' loyalty towards a given phenomenon/ brand (here - country) and intention to promote this phenomenon/ brand/ country. The respondents were asked to indicate one answer on the scale from 0 („would certainly not recommend working in the Netherlands”) to 10 („would certainly not recommend working in the Netherlands”).

In this study 49% people answered between 0 and 6, which implies they would not recommend working in the Netherlands to friends or family. 28% people coded 7 or 8 which reflects a neutral attitude towards working there. 23% respondents coded 9 or 10, which manifests a positive attitude towards working in the Netherlands and would recommend working there to a close person based on their personal experience. This shows that 23% of the respondents could be classified as *Promoters* of the Netherlands.



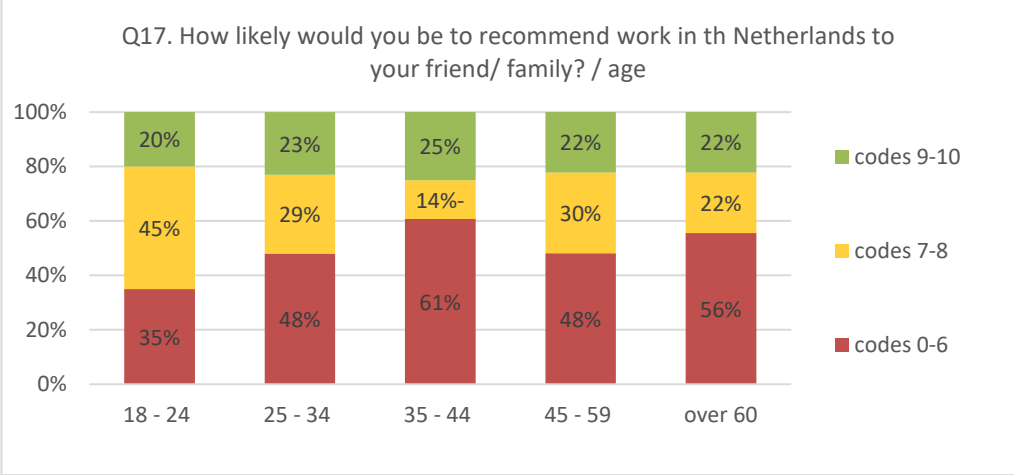
Base: Those who have worked in the Netherlands N=139

Women are more willing to promote working in the Netherlands than men (29% vs. 21%).



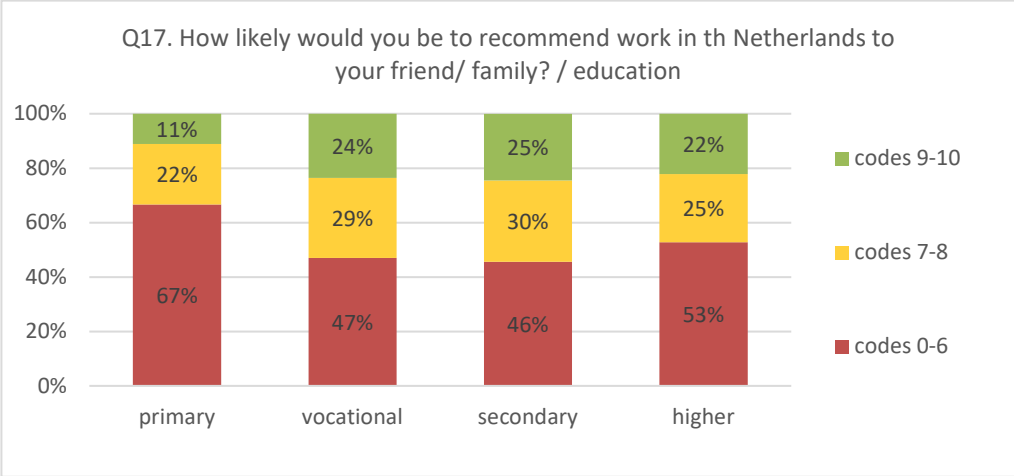
Base: Those who have worked in the Netherlands N=139

Young people aged 18 - 24 manifest the most favourable attitude towards promoting the Netherlands as a place of work– only 35% people from this group would not recommend it (codes 0-6) and 20% would promote it (codes 9-10), whereas the highest share of codes 0-6 is recorded among 35-44 year olds.



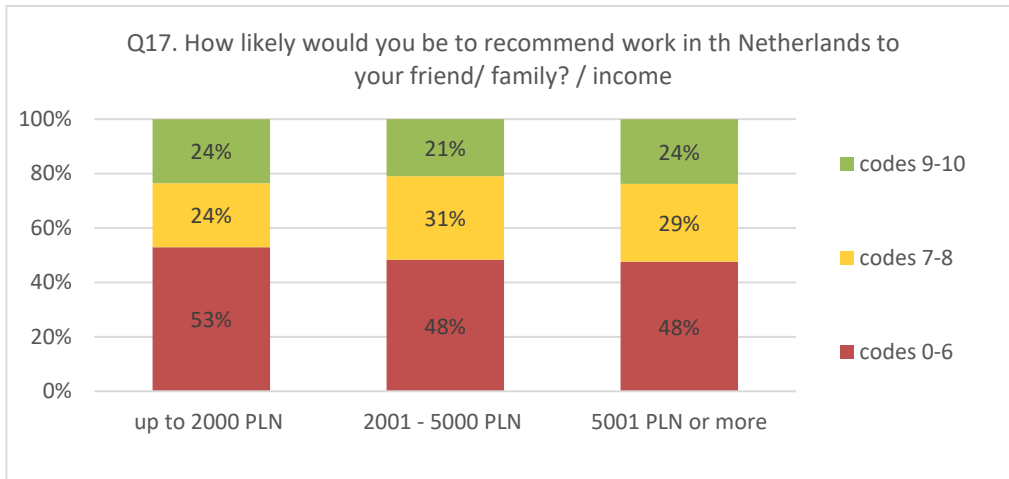
Base: Those who have worked in the Netherlands N=139

People with primary education are least eager to recommend the Netherlands as a place of work (67%).



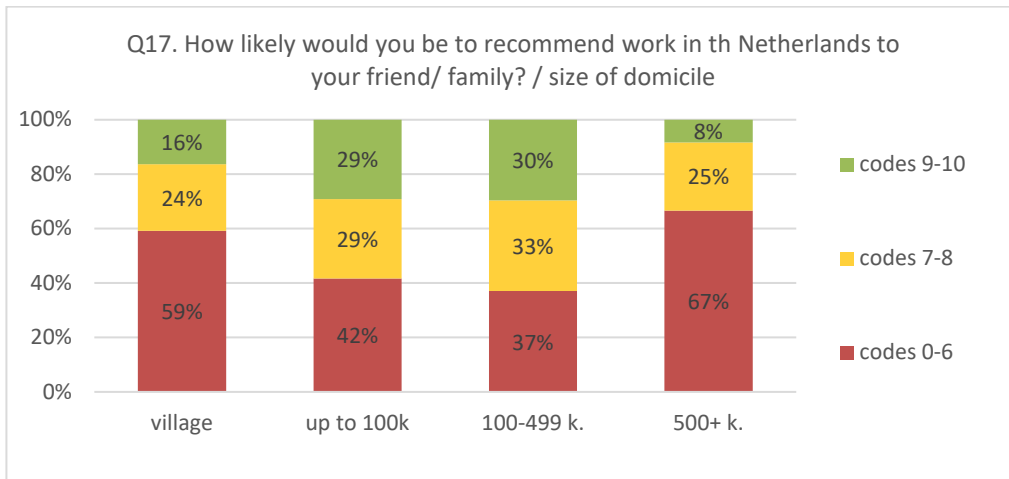
Base: Those who have worked in the Netherlands N=139

Intention to recommend going to the Netherlands to work is very similar among respondents of different income.



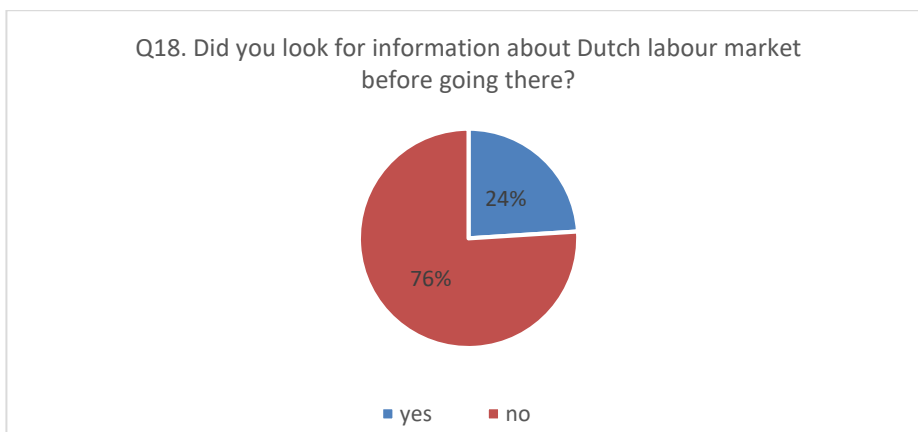
Base: Those who have worked in the Netherlands N=139

The highest share of promoters of the Netherlands is recorded among people living in medium (30%) and small towns (29%).



Base: Those who have worked in the Netherlands N=139

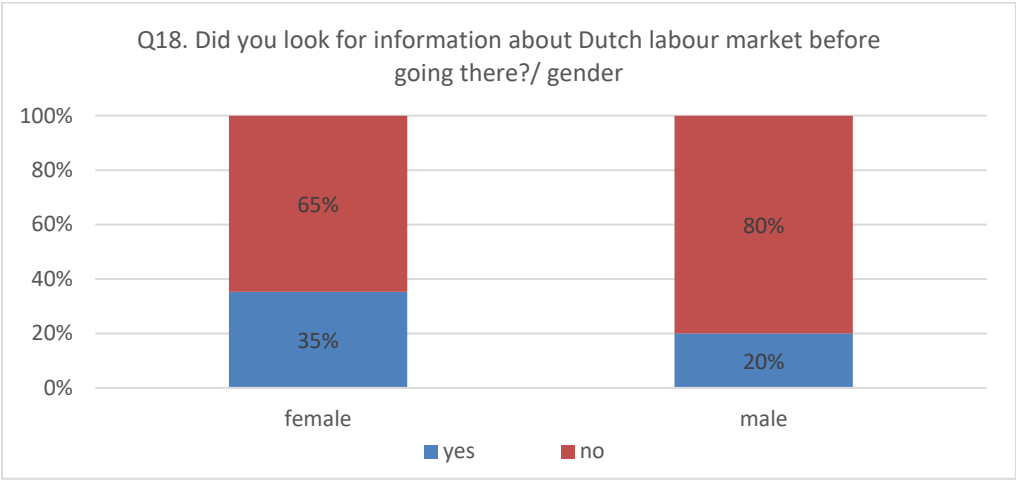
One fourth of people who have ever worked in the Netherlands searched for information about the Dutch labour market before.



Base: Those who have worked in the Netherlands N=139

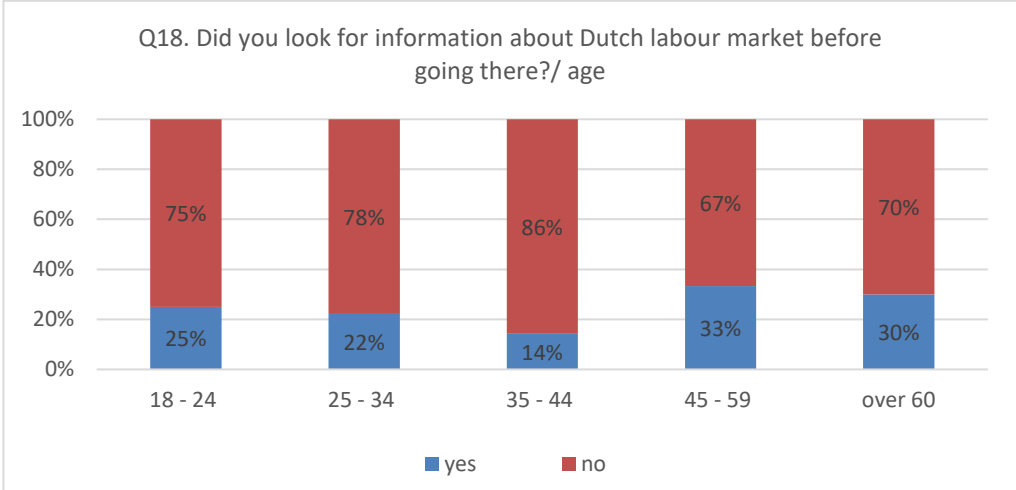


Women were most involved in searching for information about the Dutch labour market before going there (35%). Only two out of ten men made the effort to do so.



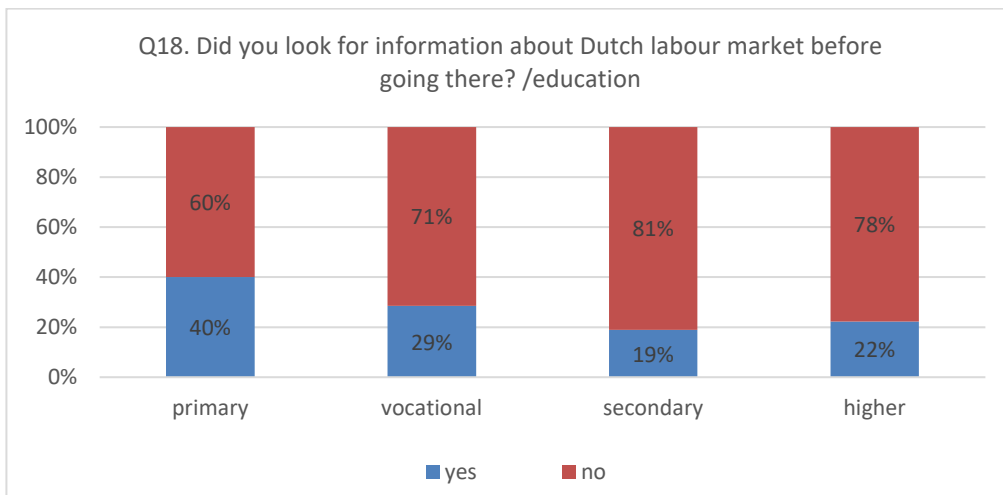
Base: Those who have worked in the Netherlands N=139

The group most involved in searching for information about the Dutch labour market were people aged 45 or more. About one third of people at this age searched for more information about the place of their future employment planning the trip. The lowest involvement here was observed among 35-44 year olds.



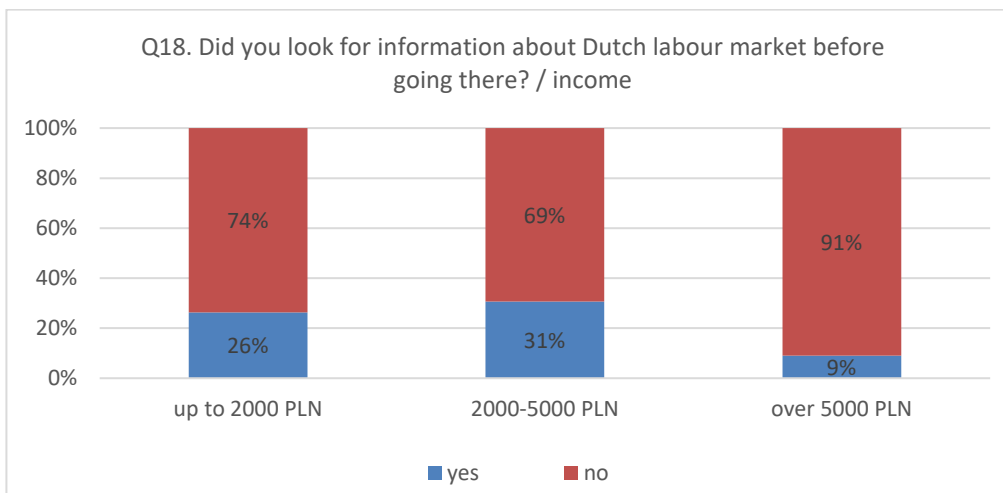
Base: Those who have worked in the Netherlands N=139

Already 40% of people with primary education searched for some information about the Dutch labour market before going to the Netherlands.



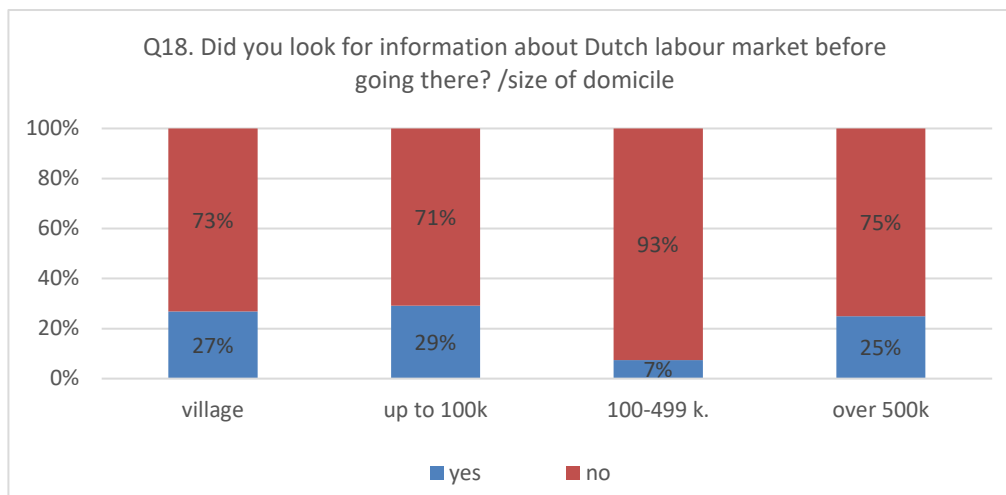
Base: Those who have worked in the Netherlands N=139

The respondents with current income exceeding 5000 PLN constitute a distinctive group least interested in seeking information about the Dutch labour market (only 9% representatives from this subgroup prepared for the trip).



Base: Those who have worked in the Netherlands N=139

People living in medium sized towns least often looked for information about the Dutch labour market (7%). The biggest group searching for information were those who lived in small towns - up to 100k. inhabitants (29%). Similar interest was manifested by people living in rural areas (27%) and the biggest Polish cities (25%).



Base: Those who have worked in the Netherlands N=139

Those who searched for information about the Dutch labour market usually did so online (73%), using mainly search engines (18%). Internet was used as a source of information mostly by men.

The second most important source of knowledge about the Dutch labour market is word of mouth – asking family and friends (39%) – this way was relatively more popular among women (6 out of 12 i.e. 50%).

Q19. Where did you look for information about Dutch labour market? -/ gender	Total		male	female
	N	%	N	N
<i>Multiple choice question!</i>				
Information from the agency	1	3%	1	-
Friends/ family	13	39%	7	6
Labour office in Poland	1	3%	1	-
DK/ hard to say	1	3%	1	-
Internet (which websites?)	24	73%	15	9
--online search engine	6	18%	5	1
--Niedziela nl	2	6%	-	2
--Wiatrak nl	1	3%	-	1
--agency website	1	3%	1	-
--Working in the Netherlands	1	3%	1	-
--Online forums	1	3%	-	1
--can't remember	14	42%	8	6
Base (Those who searched for information)	33	100%	21	12

People aged 45-59 yo most often sought information about the Dutch labour market among family and friends (n=5), whereas Internet was the main source of knowledge for people aged 25-34 yo (n=11).

Q19. Where did you look for information about Dutch labour market? -/ age	Total		18-24 yo	25-34 yo	35-44 yo	45-59 yo	over 60
	<i>N</i>	%	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>
<i>Multiple choice question!</i>							
Information from the agency	1	3%	-	-	-	1	-
Friends/ family	13	39%	2	3	2	5	1
Labour office in Poland	1	3%	-	-	-	1	-
DK/ hard to say	1	3%	-	1	-	-	-
Internet (which websites?)	24	73%	5	11	2	4	2
--online search engine	6	18%	-	3	2	-	1
--Niedziela nl	2	6%	-	1	-	1	-
--Wiatrak nl	1	3%	-	-	-	1	-
--agency website	1	3%	1	-	-	-	-
--Working in the Netherlands	1	3%	-	-	-	1	-
--Online forums	1	3%	-	1	-	-	-
--can't remember	14	42%	4	7	-	2	1
Base (Those who searched for information)	33	100%	5	12	4	9	3

As for education, people with secondary or vocational education treated Internet as the main source of information about the labour market. 5 people with secondary education and 5 with higher education sought information among family or friends about the Dutch labour market.

Q19. Where did you look for information about Dutch labour market? / education	Total		primary	secondary	vocational	higher
	<i>N</i>	%	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>
<i>Multiple choice question!</i>						
Information from the agency	1	3%	-	-	1	-
Friends/ family	13	39%	1	5	2	5
Labour office in Poland	1	3%	-	-	-	1
DK/ hard to say	1	3%	-	1	-	-
Internet (which websites?)	24	73%	3	7	10	4
--online search engine	6	18%	1	2	2	1
--Niedziela nl	2	6%	-	-	1	1
--Wiatrak nl	1	3%	-	-	-	1
--agency website	1	3%	-	-	1	-
--Working in the Netherlands	1	3%	-	-	1	-
--Online forums	1	3%	-	-	1	-
--can't remember	14	42%	2	5	5	2
Base (Those who searched for information)	33	100%	4	10	11	8

Many people earning 2001 - 5000 PLN searched for information about potential Dutch employers. They mainly used internet (n=12), as well as asked friends or family (n=8).

Q19. Where did you look for information about Dutch labour market? / income	Total		up to 2000 PLN	2001 - 5000 PLN	5001 PLN or more
	<i>N</i>	<i>%</i>	<i>N</i>	<i>N</i>	<i>N</i>
<i>Multiple choice question!</i>					
Information from the agency	1	3%	1	-	-
Friends/ family	13	39%	3	8	-
Labour office in Poland	1	3%	-	1	-
DK/ hard to say	1	3%	-	1	-
Internet (which websites?)	24	73%	4	12	2
--online search engine	6	18%	1	2	-
--Niedziela nl	2	6%	-	-	1
--Wiatrak nl	1	3%	-	-	1
--agency website	1	3%	-	1	-
--Working in the Netherlands	1	3%	-	1	-
--Online forums	1	3%	-	-	-
--can't remember	14	42%	3	8	1
Base (Those who searched for information)	33	100%	5	19	2

People living in the rural areas (n=10) and those from the smallest towns (n=10) searched the internet to the same extent looking for information about working in the Netherlands. Friends and family were equally important sources of information for these groups.

Q19. Where did you look for information about Dutch labour market? / size of domicile	Total		village	up to 100k.	100 - 499 k.	500+ k.
	<i>N</i>	<i>%</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>
<i>Multiple choice question!</i>						
Information from the agency	1	3%	-	1	-	-
Friends/ family	13	39%	6	7	-	-
Labour office in Poland	1	3%	-	-	1	-
DK/ hard to say	1	3%	-	1	-	-
Internet (which websites?)	24	73%	10	10	1	3
--online search engine	6	18%	3	2	1	-
--Niedziela nl	2	6%	-	2	-	-
--Wiatrak nl	1	3%	-	1	-	-
--agency website	1	3%	-	1	-	-
--Working in the Netherlands	1	3%	-	-	-	1
--Online forums	1	3%	-	1	-	-
--can't remember	14	42%	7	5	-	2
Base (Those who searched for information)	33	100%	14	14	2	3

Asked about intention to search for information about the Dutch employer before going there again, mixed opinions were gathered. Nearly half the respondents (47%) intend to search for such information.

The respondents' opinions vary by gender as well. Women manifest a greater intention to prepare for their trip by gaining such knowledge (n=6 women intend to look for information on their own before going to the Netherlands or have already done so). Men far more often manifest reluctance to search for such info (n=9).

Q20. Will you look for information on your own before going to the Netherlands? / gender	Total		male	female
	<i>N</i>	%	<i>N</i>	<i>N</i>
<i>Multiple choice question!</i>				
Yes, I intend to or I have already looked for information	9	47%	3	6
No, I do not intend to look for information	10	53%	9	1
Base (those who plan to go to the Netherlands)	19	100%	12	7

Mainly 25-34 year olds manifest intention to search for information about the Dutch labour market before going to work there (n=5).

Q20. Will you look for information on your own before going to the Netherlands? / age	Total		18-24 yo	25-34 yo	35-44 yo	45-59 yo	over 60
	<i>N</i>	%	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>
<i>Multiple choice question!</i>							
Yes, I intend to or I have already looked for information	9	47%	1	5	2	1	-
No, I do not intend to look for information	10	53%	2	4	4	-	-
Base (those who plan to go to the Netherlands)	19	100%	3	9	6	1	-

When we analyse respondents based on their education, we cannot see any correlation between education and intention to learn more about the future Dutch employer. The detailed data are presented in the table below.

Q20. Will you look for information on your own before going to the Netherlands? / education	Total		primary	secondary	vocational	higher
	<i>N</i>	%	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>
<i>Multiple choice question!</i>						
Yes, I intend to or I have already looked for information	9	47%	1	3	3	2
No, I do not intend to look for information	10	53%	1	3	4	2
Base (those who plan to go to the Netherlands)	19	100%	2	6	7	4

People with the highest income stand out among others in manifesting lack of intention to look for information about the Dutch labour market (4 out of 5). The split of respondents in the other groups is fairly even.

Q19. Where did you look for information about Dutch labour market? / income	Total		up to 2000 PLN	2001 - 5000 PLN	5001 PLN or more
	<i>N</i>	%	<i>N</i>	<i>N</i>	<i>N</i>
<i>Multiple choice question!</i>					
Yes, I intend to or I have already looked for information	9	47%	2	2	1
No, I do not intend to look for information	10	53%	3	2	4
Base (those who plan to go to the Netherlands)	19	100%	5	4	5

Searching for information about the Dutch labour market is planned by some people who come from rural areas (4 out of 6 people), some living in small towns (2 out of 6), as well as those who live in bigger towns – between 100 k. and 499 k. inhabitants (3 out of 7).

Q20. Will you look for information on your own before going to the Netherlands? / size of domicile	Total		village	up to 100k.	100 - 499 k.	500+ k.
	<i>N</i>	%	<i>N</i>	<i>N</i>	<i>N</i>	<i>N</i>
<i>Multiple choice question!</i>						
Yes, I intend to or I have already looked for information	9	47%	4	2	3	-
No, I do not intend to look for information	10	53%	2	4	4	-
Base (those who plan to go to the Netherlands)	19	100%	6	6	7	-

## 6. Executive summary

The research findings reveal a great popularity of migration for economic reasons in present times. Increasing number of people choose to go abroad to look for a better paid job and opportunities for professional development. Already 36% adult Poles have ever worked out of Poland. Polish people tend to go abroad to work mainly in the neighbouring countries, such as Germany (19%), followed by Great Britain (7%) and the Netherlands (7%).

The image of the Netherlands as a country of economic migration is similar in total sample and among those who have worked there before. The Netherlands is first of all seen as a country offering better financial opportunities and a higher standard of living. Those who have ever worked there before are more convinced that not speaking foreign languages does not stop them from working in the Netherlands. Poles mainly link the Netherlands with tulips and windmills, followed by cheese and marihuana. People who have ever worked there associate the Netherlands with positive impressions and outgoing sincere people.

1 out of 10 people from the total sample plan to migrate for economic reasons in the coming 12 months. Poles usually intend to go for more than 12 months. Such an intention is expressed mainly by men, 25-34 year olds, with primary education.

Over the past few years mainly men aged 25-34 with primary education (46%), inhabitants of villages (37%) and small towns (up to 100 k. inhabitants) went to work in the Netherlands. Those who have ever worked there significantly more often than the nationwide sample plan to go abroad to work again (13% vs. 4%).

The respondents from both the nationwide sample and those who have worked in the Netherlands before manifest a fairly high likelihood of choosing the Netherlands to go to work: over half (63%) the respondents who have already worked in the Netherlands would consider this country their first, second or third choice. Fairly high interest in the Netherlands can also be seen in the nationwide sample (45%).

The most frequently named motivation for choosing the Netherlands as the destination of economic migration was having family or friends living abroad. Yet, the most frequent driver among those who have ever worked in the Netherlands is their previous positive experience.

No clear reasons for rejecting the Netherlands as a country of migration for economic reasons could be seen (a relatively high share of answers „don't know/ hard to say"). Language and culture barriers were named among the few problems (reported in nationwide sample), the same applies to previous disappointment with working in the Netherlands (reported by booster sample), yet these mentions were few.

One of the key goals of the study was examining experience of Poles who worked in the Netherlands as well as identifying people who decide to go there to work. The booster sample (N=139 people) included mainly men (76%) aged 25-34 (this age break was the biggest – 39%), currently employed full time (54%). Blue collar workers (32%) with secondary education (42%) relatively most often go to the Netherlands to work.

The main motivation behind choosing the Netherlands as a country to work is promise of good earnings. This factor is of particular importance for people with secondary education. The



second most often named reason for choosing the Netherlands as the destination of migration for work is having family or friends living abroad.

The respondents do not typically prepare for a trip by looking for information about the labour market. Only one fourth of the respondents searched for information about the Dutch labour market before going there to work. The main source of information is Internet (websites: [niedziela.nl](http://niedziela.nl) and [wiatrak.nl](http://wiatrak.nl), online forums), followed by word of mouth (family and friends).

All the respondents who have ever worked in the Netherlands found employment via a labour agency (these were significantly more often young people aged up to 34). One third of respondents were directly employed by a Dutch company. The least popular form was self-employment. However, the study reveals that already 9% respondents were unable to define their employment form in the Netherlands. Considering different legal conditions for delegated workers and people employed via Dutch agencies, one may only suppose that these people were more prone to problems on the Dutch labour market.

Vast majority of respondents worked in the Netherlands as seasonal workers once or two/three times – altogether 73% (a single stay was more often reported by young people, aged up to 24). Women were more likely than men to go to work for several years.

The most popular employment sectors in the Netherlands include farming – especially popular among women and people aged 25 - 34, manufacturing and services, while construction seems less popular (only 9%). Poles working in these sectors of the Dutch market usually earned between 1000 and 1500 EUR net. The lowest income up to 500 EUR net was significantly more often reported by women.

One fifth of people who have worked in the Netherlands experienced some work related problems, usually involving unfair treatment, not receiving remuneration, no job stability and poor housing conditions. Work related problems in the Netherlands were more often experienced by women than men.

23% respondents would recommend working in the Netherlands to other people based on their personal experience.

## 7. Annex

Demographic characteristics of the main sample – nationwide TOTAL N=1000		Size (numbers)	%
<b>Gender</b>	male	477	48%
	female	523	52%
<b>Age</b>	18-24 yo	96	10%
	25-34 yo	187	19%
	35-44 yo	190	19%
	45-59 yo	235	24%
	over 60	291	29%
<b>M21 Which statements best describes your occupational status now?</b>	I have employment contract and work full time	385	39%
	I have employment contract and work part time	24	2%
	I work on contract basis (fee per task)	58	6%
	I am self-employed	105	11%
	I do not work at present – I study/ learn	39	4%
	I do not work at present – maternity leave	30	3%
	I do not work at present – between jobs, unemployed	46	5%
	Not working – retired/ pensioner	260	26%
	Not working - housekeeping	40	4%
	I have never worked	1	0,1%
	Refused	10	1%
<b>M22 Have you ever worked?*</b>	Yes	401	96%
	No	16	4%
<b>M23 How would you describe your occupation?</b>	Manager or director	64	11%
	freelancer	86	15%
	White collar worker	147	26%
	Business owner	50	9%
	Unqualified blue collar worker	41	7%
	Farmer	31	5%
	Qualified blue collar worker	122	21%

	DK	32	6%
	refused	2	0,3%
<b>M24 What is your monthly net income? I mean total income you get.</b>	Up to 200 PLN	3	0,5%
	201 - 400 PLN	2	0,4%
	401 - 600 PLN	4	1%
	601 - 800 PLN	3	1%
	801 - 1000 PLN	12	2%
	1001 - 1200 PLN	17	3%
	1201 - 1400 PLN	14	2%
	1401 - 1600 PLN	44	8%
	1601 - 1800 PLN	17	3%
	1801 - 2000 PLN	47	8%
	2001 - 2500 PLN	44	8%
	2501 - 3000 PLN	85	15%
	3001 - 5000 PLN	111	19%
	5001 - 7500 PLN	51	9%
	7500 - 10 000 PLN	32	6%
	over 10 000 PLN	23	4%
	DK/ hard to say	28	5%
	refused	35	6%
<b>Class of domicile</b>	village	390	39%
	up to 100k.	323	32%
	100 - 499 k.	171	17%
	500+ k.	117	12%
<b>Province</b>	dolnośląskie	77	8%
	kujawsko-pomorskie	54	5%
	lubelskie	55	6%
	lubuskie	27	3%
	łódzkie	65	7%
	małopolskie	87	9%

	mazowieckie	138	14%
	opolskie	27	3%
	podkarpackie	55	6%
	podlaskie	31	3%
	pomorskie	59	6%
	śląskie	121	12%
	świętokrzyskie	33	3%
	warmińsko-mazurskie	38	4%
	wielkopolskie	89	9%
	zachodniopomorskie	45	4%

<b>Demographic characteristics of the booster – working in the Netherlands</b>		<b>Size (numbers)</b>	<b>%</b>
<b>TOTAL N=139</b>			
<b>Gender</b>	male	105	76%
	female	34	24%
<b>Age</b>	18-24 yo	20	14%
	25-34 yo	54	39%
	35-44 yo	28	20%
	45-59 yo	27	19%
	over 60	10	7%
<b>M21 Which statements best describes your occupational status now?</b>	I have employment contract and work full time	75	54%
	I have employment contract and work part time	0	0%
	I work on contract basis (fee per task)	14	10%
	I am self-employed	18	13%
	I do not work at present – I study/ learn	8	6%
	I do not work at present – maternity leave	1	1%
	I do not work at present – between jobs, unemployed	3	2%
	Not working – retired/ pensioner	8	6%
	Not working - housekeeping	9	6%
	I have never worked	0	0%
Refused	3	2%	
<b>M22 Have you ever worked?*</b>	Yes	29	100%
	No	0	0%
<b>M23 How would you describe your occupation?</b>	Manager or director	5	5%
	freelancer	17	16%
	White collar worker	20	19%
	Business owner	8	7%
	Unqualified blue collar worker	2	2%
	Farmer	5	5%
	Qualified blue collar worker	34	32%
	DK	15	14%
	refused	1	1%

<b>M24 What is your monthly net income? I mean total income you get.</b>	Up to 200 PLN	11	9%
	201 - 400 PLN	0	0%
	401 - 600 PLN	0	0%
	601 - 800 PLN	0	0%
	801 - 1000 PLN	4	3%
	1001 - 1200 PLN	6	5%
	1201 - 1400 PLN	3	2%
	1401 - 1600 PLN	3	2%
	1601 - 1800 PLN	7	6%
	1801 - 2000 PLN	0	0%
	2001 - 2500 PLN	18	14%
	2501 - 3000 PLN	15	12%
	3001 - 5000 PLN	31	25%
	5001 - 7500 PLN	9	7%
	7500 - 10 000 PLN	10	8%
	over 10 000 PLN	5	4%
	DK/ hard to say	2	2%
	refused	2	2%
<b>Class of domicile</b>	village	52	37%
	up to 100k.	48	35%
	100 - 499 k.	27	19%
	500+ k.	12	9%
<b>Province</b>	dolnośląskie	12	9%
	kujawsko-pomorskie	9	6%
	lubelskie	8	6%
	lubuskie	3	2%
	łódzkie	6	4%
	małopolskie	10	7%
	mazowieckie	15	11%
	opolskie	6	4%

	podkarpackie	11	8%
	podlaskie	3	2%
	pomorskie	4	3%
	śląskie	15	11%
	świętokrzyskie	3	2%
	warmińsko-mazurskie	8	6%
	wielkopolskie	17	12%
	zachodniopomorskie	9	6%

<b>Total = 8 (digit data have been presented)</b>		<b>Students</b>
<b>Q11 How did you take up a job in the Netherlands? -</b>	Via labour agency (Polish as delegated worker/ Dutch)	4
	Direct employment in a Dutch company on contract basis	2
	As a self-employed	1
	DK/ hard to say/ can't remember	1
<b>Q12 How long have you worked in the Netherlands?</b>	I've been to the Netherlands only once as a seasonal worker	5
	I've been to the Netherlands at least twice as a seasonal worker (staying there a few months, coming back home and then going there again)	3
<b>Q13 In which sector in the Netherlands did you work? -</b>	Farming	2
	Manufacturing	3
	Services	2
	Trade	1
	DK/ hard to say/ can't remember	1
<b>Q14 How much approximately did you earn per month (net income)?</b>	Up to 500 EUR	1
	501-1000 EUR	3
	1001-1500 EUR	3
	1501-2000 EUR	1
<b>Q15 Have you experienced any work related problems in the Netherlands?</b>	yes	1
	no	7
<b>Q16 If so, what were they?</b>	I did not receive my salary or it was much lower than promised by the agency/ employer	1
	Unfair treatment by employer/ co-ordinator/ working under great time pressure	1
<b>Q17 Based on your visits so far, how likely would you be to recommend working in the Netherlands to your friend or family?</b>	codes 0-6	2
	codes 7-8	4
	codes 9-10 (promoters)	2
<b>Q18 Did you look for information about Dutch labour market before going to work there?</b>	yes	1
	no	7
<b>Q19 Where did you look for the information? -</b>	Internet (which websites?)	1
	--can't remember	1
<b>Q20 Will you look for information on your own before going to the Netherlands?</b>	Yes, I intend to or I have already looked for information	1
	No, I do not intend to look for information	1



Q15 Have you experienced any problems related to working in the Netherlands? Q16 if so, what were they? / Q12 How long have you worked in the Netherlands?	I've been to the Netherlands only once as a seasonal worker	I've been to the Netherlands at least twice as a seasonal worker (staying there a few months, coming back home and then going there again)	I have a steady job in the Netherlands	I worked in the Netherlands for a few years
<b>Q15. Have you experienced these problems? (code YES)</b>	N=12	N=7	N=2	N=5
I did not receive my salary or it was much lower than promises by the agency/ employer	5	3	0	0
Hourly fee below the minimum wage	1	0	0	1
Extra hours were not paid for	1	1	0	1
No employment contract	2	0	0	1
I could not understand the contract – it was only in Dutch	1	0	0	0
Free protective clothes were not guaranteed	2	0	0	0
Bad housing conditions	2	1	0	1
Too short working hours	3	1	0	0
Too much work after hours	0	0	0	2
Unfair treatment by employer/ agency (e.g. excessive time pressure)	4	3	1	2
I was made redundant on day to day basis	2	1	0	1
No steady work (too many employers the agency directed me to)	4	1	1	1