Working Paper 5/2025

Link4Skills Migrant Survey Handbook v2.0

Julia Reinold and Godfried Engbersen

http://link4skills.eu

F

Link4Skills Migrant Survey Handbook v2.0

Julia Reinold and Godfried Engbersen

Suggested Citation

Version History

Version No.	Date	Changes
1	30.06.2025	Version submitted to accompany the official dataset deliverable
2	25.11.2025	Updated version for publication on the Link4Skills website. This version includes more specific information about experiences with data collection, a new section "Brief data overview and key sample characteristics", corrections to the data cleaning code and new appendices on how to code collapsible sections and multi-language mouseovers in Qualtrics surveys.

Acknowledgements

Contents

List of Tables

List of Figures

1. Introduction, purpose and target group definition

This Handbook provides key information about the design, implementation and analysis of the Link4Skills Migrant Survey. This is to ensure that members of the Link4Skills research consortium follow similar practices, including ethical guidelines, when it comes to survey data collection and analysis. The Handbook also includes important insights for researchers wishing to work with the survey dataset, after its open-access publication after the end of the Link4Skills project (31 December 2026). Before the completion and submission of the Link4Skills Migrant Survey Database, this Handbook was a living document that evolved over time to reflect new approaches, best practices and lessons learned based on field experiences and feedback from Handbook users, survey participants, ethics advisors and data management experts. This Handbook was inspired by the Handbook for the Link4Skills Qualitative Fieldwork, Chapter 7 on Survey data collection of the MIGNEX Handbook (Hagen-Zanker et al., 2023), the FUMI (Carling et al., 2025) and Syreality (Müller-Funk & Ghabash, 2025) survey documentation. We hope that this handbook can also be an inspiration for other surveys among (skilled) migrants in the future.

Purpose of the Link4Skills International Experience/ Migrant Survey

The survey is conducted as part of the Link4Skills Horizon Europe project. Link4Skills addresses the global challenge of skill shortages and mismatches through innovative, sustainable solutions that foster fair skill utilization and exchange across continents. Focusing on 14 migration skill corridors (see Table 2) and three sectors (i.e., healthcare, construction and STEM), the project seeks to bridge the gap between skill supply and demand by facilitating re/up-skilling, promoting automation, and encouraging migration as policy options. A key component of Link4Skills is the development of an AI Assisted Link4Skills Navigator, a knowledge-based expert system supporting decision-making processes for fair skill flows across countries, for example within talent partnerships.

The survey is part of Work Package 4 "Migration Skill Corridors: Matching Skills at Origins & Destinations". Work Package 4 analyses if and how established and emerging skill corridors can mitigate skill shortages. The Link4Skills International Experience/ Migrant Survey[1] brings in the views of highly and medium-skilled migrants (i.e., post-secondary non tertiary and post-secondary tertiary education, see Table 1) from non-European countries living in Austria, Canada, Germany, Poland and the Netherlands. Given that some of the corridors we are analysing in Link4Skills are emerging (e.g., Indonesia to Austria) or phasing out (e.g., Morocco to the Netherlands), we decided to define the target group more broadly to also include individuals who originate from other origin countries to ensure that we manage to collect a large enough sample (i.e., 500 respondents per destination country). The main aim of the survey is to better understand migrants' spatial preferences, i.e., whether they prefer to remain in the country of destination, return to their country of origin, or move to another country of destination, and which factors play a role in choosing between these options.

Box 1: Research questions

Research questions to be answered with the survey data
1. Which factors influence migrants' spatial preferences?
2. What can we learn from migrants' experiences during the migration process and living in the destination country to inform different initiatives (e.g., state policies, private sector initiatives, etc.) aimed at facilitating skilled labour migration?

---

[1] Initially, the survey was called Link4Skills Migrant Survey. We changed it to the more neutral name Link4Skills International Experience Survey in official communications to make sure that a broader audience can be reached during the data collection phase and to prevent that individuals who are part of our target group, but do not self-identify as 'migrants' are put off by the name (see section about the use of language during survey implementation).

We use the term spatial preferences to acknowledge that remaining in the host country and onward migration or return are equivalent options worth studying (Carling & Schewel, 2018). In line with the literature on migration drivers, we consider a variety of factors that can influence migrants' spatial preferences, including their migration experience, their satisfaction with different factors in the host country as well as their personal characteristics. Special attention is given to migrants' experiences of skill recognition and perceptions of skill partnerships in facilitating (circular) migration. The Link4Skills International Experience/ Migrant Survey was designed in a way to allow for the possibility to examine the drivers of spatial preferences and migration or integration outcomes in various ways. We do not define concrete dependent, independent, mediating, or control variables or research hypotheses in this Handbook, as this will be done in more specific research outputs that analyse the data in more depth. Figure 1 provides a very simple visualisation of how such an analysis could look like in the broadest sense.[2] The survey questionnaire and list of variables can be found in Appendix 1 and 9 of this document for more precise information of what is possible with the dataset. A complete codebook will be published separately.
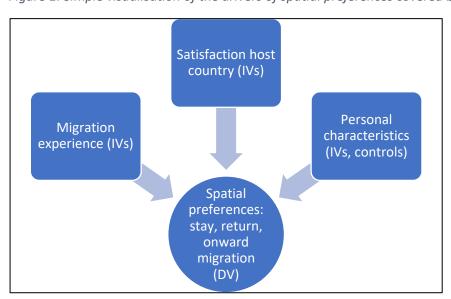
Figure 1: Simple visualisation of the drivers of spatial preferences covered by the survey

Survey target group definition

Highly and medium-skilled migrants from non-European countries who are living in Austria, Canada, Germany, Poland and the Netherlands (i.e., the five Link4Skills destination countries) are the target group of the Link4Skills Migrant survey. Migrants are individuals who moved away from their usual place of residence to reside in another place crossing an international border for a variety of reasons.[3] In line with the most common approach to defining skill in migration research and key concepts used for the Link4Skills Navigator, we define skill using migrants' educational level following the International Standard Classification of Education (ISCED). Medium-skilled migrants are those with post-secondary non-tertiary education (ISCED 4, 5) (ISCED 5). Highly skilled migrants are those with a Bachelor's degree

---

[2] To simplify the illustration, the figure presents only the direct relationships between the variables and spatial preferences. In reality, the drivers of migration are more complex, and the dataset would allow for more elaborate models, including potential moderating and mediating effects.

[3] We did not specify a temporal dimension; respondents could have migrated recently or many years ago. This was done to capture a broad range of experiences and outcomes. Time since arrival can affect the way respondents answer to survey items. For example, when they migrated a long time ago, their responses may suffer from recall bias, when the migrated very recently, they may have limited information to answer certain questions about policies and living conditions in the country of destination.

or equivalent and higher (ISCED 6, 7, 8). [4] In addition, we also include "semi-finished" skilled migrants with lower or upper secondary education (ISCED 2, 3) to not exclude individuals aspiring to enrol or enrolled in vocational, professional or tertiary education programmes to become medium- or highly skilled in the future.[5] We are mostly interested in workers and to a lesser extent in students and individuals not in employment, education or training (NEET). Despite the focus on these groups non-working or studying migrants can also participate to learn about possible unused potential in the destination countries. This may include individuals with any kind of visa. Participants should have migrated as adults to make sure that they made the migration decision themselves and that it was not made for them by others. No upper age limit applies, assuming that most individuals who are retired now, migrated when they were still of working age, providing valuable information about the migration and integration process.

Table 1: ISCED level definition and examples

Level	Official definition	Examples	Our definition
ISCED 2	Lower secondary education		Semi-finished skilled migrants
ISCED 3	Upper secondary education		
ISCED 4	Post-secondary non-tertiary education	Vocational and terminal programmes that prepare for the labour market, technician diploma, primary professional education	Medium skilled migrants
ISCED 5	Short-cycle tertiary education	Advanced vocational or professional education	
ISCED 6	Bachelor's or equivalent level		Highly skilled migrants
ISCED 7	Master's or equivalent level		
ISCED 8	Doctoral or equivalent level		

As the focus of Link4Skills is mostly on migration from third countries to the European Union, we target individuals originating from third countries (i.e., countries that are not Member States of the European Union) residing in Austria, Germany, the Netherlands and Poland. When analysing migration from third countries to European Union countries it is especially important to consider legal aspects (e.g., visa, permits, etc.) of migration and how they shape experiences and prospects of migration and living in

---

[4] Skill levels in this survey are classified based on educational attainment. We group respondents with non-tertiary post-secondary and tertiary post-secondary qualifications, acknowledging that depending on the context, both categories can be considered highly skilled. Definitions of skills differ across Link4Skills work packages and international contexts, and country-specific education systems do not always map neatly onto ISCED categories. The European Skills, Competences, Qualifications and Occupations (ESCO) is another frequent measure of skills.

[5] We acknowledge that ISCED level 2 is in fact classified as low skilled. Lower secondary education alone generally does not provide direct access to vocational qualifications required for medium-skilled occupations in sectors such as healthcare or construction, where upper-secondary vocational credentials are typically expected. However, some countries allow entry into vocational training immediately after compulsory schooling or combine general education with vocational pathways. During the initial stage of data collection in Poland, some respondents with only lower secondary education working in construction were approached. Given the sectoral focus of Link4Skills and the relevance of their work experience, these cases were retained in the dataset, and we also opened the possibility for lower-secondary educated individuals to participate in other countries.

the destination country. Since Canada is not part of the European Union, the focus on non-European migrants is less relevant as other legal frameworks apply. Therefore, we can use a broader geographical scope in terms of migrants' origin and target highly and medium-skilled migrants originating from any country outside of Canada. It is important to underline that individuals who naturalized can also participate in our survey as their migration and labour market experiences are equally relevant. We are especially interested in migrants from the corridors specified in Table 2 below. That means, that for example in the case of Germany (column 3), we are especially targeting migrants from India, Morocco, the Philippines, and Indonesia, but not exclusively.

Table 2: Focus migration skill corridors

	Austria	**Canada**	**Germany**	**Netherlands**	**Poland**
India	X	X	X	X	
Morocco			X	X	
Philippines			X		X
Indonesia	X		X		
Ghana		X			
Nigeria		X			
Ukraine				X	X

Finally, we are particularly interested in migrants who are (trained for) working in three sectors, namely healthcare, STEM (science, technology, engineering & mathematics) and construction. To avoid that the scope of the survey becomes too narrow given the focus on migration skill corridors and sectors, we open it also to high- and medium-skilled migrants working in other sectors and do not impose precise quotas for sectors. This means that respondents can be from shortage and non-shortage occupations.

To a certain extent the target group can be considered as vulnerable as it includes minorities. Given the comparatively high educational level (i.e., (post-)secondary education) of our target group, they can be assumed to be less vulnerable compared to other migrant groups. Nevertheless, they may also have had negative experiences in the country of destination (e.g., experiences of (racial) discrimination, social exclusion, etc.), which could affect their well-being and therefore need to be considered when designing, implementing and analysing the survey.

2. Link4Skills Survey team

The team of Erasmus University Rotterdam (EUR) in the Netherlands is leading the Link4Skills survey design, implementation and analysis, providing inputs for the other country teams and make final decisions regarding the survey. The EUR team is responsible for gaining ethical approval, developing and programming the survey, monitoring data collection, data cleaning, management, sharing and archiving, and the final deliverable (D4.3 Database) submitted at the end of M18[6].

They do so in close cooperation with the teams in the other four destination countries:
1. ICMPD (Austria),
2. Toronto Metropolitan University (Canada),
3. University of Osnabrueck/ IMIS (Germany), and
4. Kozminski University (Poland).

---

[6] Initially, the deliverable was envisioned for M14. When it turned out that this was not feasible, the deadline was moved to M16 and eventually to M18. Reasons for the delay were challenges with programming the survey and difficulties reaching enough respondents.

All partners are actively involved in all stages of survey design, implementation and analysis. Key responsibilities of the country teams include survey translation, developing strategies for respondent recruitment and implementing the survey in their country. In addition to the core survey team, other Link4Skills partners also play key roles in the successful implementation of the Link4Skills survey. Colleagues from ITTI facilitated the incorporation of the survey into the Link4Skills landing page.[7] SPIA supports survey implementation by drafting and advising promotional materials, giving researchers access to the Link4Skills social media accounts to spread the survey and cooperating with the agency running the meta campaign to advertise the survey.

Box 2: Canada

Inclusion of Canada

Other than envisioned at the start of the Link4Skills project, we decided to also implement the Link4Skills Migrant Survey in Canada for added value and better alignment of the different tasks within WP4 on "Migration Skill Corridors", in particular the qualitative fieldwork that also covers Canada as one destination country. In addition, Canada is also a very prominent destination for highly skilled migrants, and it will be interesting to see how experiences and spatial preferences of migrants in Canada differ from those of migrants in European Destination countries. The unexpected inclusion of Canada into our Task 4.3, meant that we also had to go through a separate ethics review at Toronto Metropolitan University (see Section 3 of this document), which caused some delays in survey implementation in Canada (see Timeline on p.21).

---

3. Research ethics

The survey has been reviewed and approved by the DPAS Research Ethics Review Committee[8] of Erasmus University Rotterdam (approval numbers ETH2324-0932 and ETH2425-0467). This committee ensures that the research participants are protected. The team from Toronto Metropolitan University went through a separate ethics review with its Research Ethics Board[9] (approval number REB 2025-044). In addition, we follow the advice of the Link4Skills External Ethical Advisor, Prof. Peter van der Heijden (Utrecht University).

Information letter and consent
Austria, Germany, Poland, and the Netherlands
At the beginning of the online survey, respondents are presented with an information letter (see Appendix 1). It includes information about the research team and is structured as follows:
- What is the research about?
- Who can participate?
- What can you expect?
- You decide whether to participate
- What are the potential risks and discomforts?[10]
- What are the benefits of participating?
- What data will we ask you to provide?
- What will happen to your data?
- How long will your personal data be stored?
- Using your data for new research

---

[7] https://link4skills.eu

[8] More information about the DPAS Research Ethics Review Committee can be obtained upon request (ethics@essb.eur.nl)

[9] https://www.torontomu.ca/research/resources/ethics/

[10] Here it includes contact information of relevant institutions in the five countries of destination that can provide emotional support or a listening ear in case respondents are reminded of negative experiences in the host country while filling out the survey.

- Do you have questions about the study?
- Ethics approval

To ensure that all information respondents should or may need is provided, while at the same time avoiding overwhelming them, we programmed this information as collapsible sections so that respondents could choose what to read (see Appendix 3 for how we implemented these collapsible sections in Qualtrics). After the information letter, respondents are asked to agree with three separate statements to give their consent for participation in the study. We decided to show all three statements on separate pages to make sure that all of them receive the respondents' full attention and to prevent that respondents oversee any of them. In our experience, respondents sometimes overlook selecting all required consent boxes, which renders their data unusable implying a loss of their time and effort.

In line with the Report of the External Ethical Advisor (M12) on Ethical Issues Identified in the Link4Skills project, we acknowledge that ethical compliance is more than a "box-ticking" exercise. Rather constant and nuanced moral evaluations are required throughout the entire research process (see Section 5 on Data collection, specifically recruiting participants from networks).

In line with ethical standards in Canada, the information letter and consent sheet used for survey data collection in the European destination countries had to be slightly revised. The Canadian Information and Consent Sheet is available in Appendix 2.

Box 3: Declaration of consent (EU destination countries)

Declaration of Consent
For participation in the research study
Link4Skills International Experience Survey
Ethics approval number: ETH2324-0932

I have read the information about the study and the use of my data. I understand what the study is about and what information will be collected from me. I understand that participating in this research is completely voluntary and that I can stop at any time. I have had the opportunity to think about my participation and to ask questions.

☐   I agree to participate in this research and allow my data to be used as described in the information letter.

Page 2:
Declaration of Consent (continued)

☐   I agree to the collection, use and storage of the following special personal data: country of origin.

Page 3:
Declaration of Consent (continued)

☐   I confirm that I am at least 18 years old. I understand that my data will be anonymized for publication and further research.

---

4. Survey design

Survey themes and design of survey items

The survey themes and items were designed based on an in-depth literature review of the drivers of highly and medium-skilled migration, return migration and onwards migration. In addition, surveys conducted for similar studies about migration intentions and decisions in the origin and destination countries (e.g., THEMIS, EUMAGINE, MIGNEX, etc.; Reinold, 2023) served as examples for the survey design.[11] Accordingly, we cover numerous factors that can influence migration to make sure that the survey data can answer the main research questions (see Box 1). In this regard, the Link4Skills survey is highly innovative, as previous surveys—such as the THEMIS destination survey and the EUMAGINE and THEMIS origin surveys, which were re-analyzed for the Link4Skills project—offer limited insights into our areas of interest and are insufficient for addressing our research questions. With the Link4Skills survey we are collecting more specific information about experiences in the destination country, which can be linked to spatial preferences. We also ask in detail about reasons for leaving the origin country, choosing the destination, and spatial preferences and bring together many different aspects that have been identified as drivers of (highly) skilled migration in the literature. In this sense the Link4Skills survey offers much greater depth in understanding the drivers of migration (by corridor), especially when it comes to spatial preferences in the current country of residence.

Specifically, the survey is divided into the five blocks :
1. Education and work (covering inclusion criteria)
2. Move to the current country of residence[12]
3. Experiences in the current country of residence
4. Spatial preferences and related concepts
5. Socio-demographic characteristics

The Link4Skills survey data allows for various statistical analyses of the factors driving spatial preferences (e.g., OLS, MNLR, etc.). It provides comprehensive information about satisfaction with various aspects of migrating, living and working in the destination country as well as encountered challenges, which we can associate with return, retention or other spatial preferences. We can also test whether experiencing certain challenges is associated with specific migrant characteristics. Finding out what works well for migrants and who encounters what kind of challenges can inform different public and private initiatives that are involved in facilitating labour migration to mitigate skills shortages. In addition, the survey provides information about how the migrants' current situation in the host country compares to their situation before migration.

In total, the survey consists of 65 questions, excluding consent questions and including final questions about where participants heard about the survey and their mood after participating. The full questionnaire is available in Appendix 1. The survey was programmed in Qualtrics and completion was expected to take approximately 20 minutes, when taking the survey individually, without an interviewer (see dedicated section on completion times on p. 27 for more information).

---

[11] The example surveys used both Computer-Assisted Personal Interviewing (CAPI) and Computer-Assisted Web Interviewing (CAWI).

[12] To help respondents interpret the items on migration drivers (i.e., reasons for leaving the origin country and reasons for moving to the current destination country) and to promote a shared understanding of the concepts, we programmed mouseover tooltips in Qualtrics. When clicking on "Click here for an explanation of the answer possibilities", a pop-up text appeared with brief examples for each driver (e.g., labour market and employment conditions, integration of artificial intelligence (AI) into the workplace, economic conditions, education and training opportunities, professional development opportunities, environmental conditions, political conditions, public policy and institutions, safety and security, social and cultural conditions, and reasons related to family and/or a partner). See Appendix 4 for how we implemented these mouseovers across multiple language versions of the survey.

Differences between the European and the Canadian survey

Slight adjustments were made to the Canadian survey questionnaire compared to the European one. These changes mainly concern better fitting answer possibilities regarding residence permit and citizenship status. Furthermore, the Canadian ethics committee requested the question on gender to be adjusted. It is important to be aware of these slight differences in the data cleaning stage.

Survey translation[13]

Destination country teams (AT, CA, DE, PL, NL) were responsible for the process of translating the survey, coordinating closely with the survey lead (EUR). The survey was translated into the language of key countries of origin and destination that the country teams deemed relevant for successful implementation of the survey and to guarantee that respondents understand what they are consenting to.

These languages are:
- English (original version)
- French
- German
- Russian
- Ukrainian
- Standard Arabic

Qualtrics, the chosen online survey platform, has a built-in translation tool that simplifies the translation process. It also allows participants to easily switch between different languages, even during survey completion, if needed.

Documents that were translated include the survey questionnaire (see Appendix 1) including information letter, declaration of consent, mouseover texts, and end of survey message. The translations are available upon request. Promotional texts like flyers and social media posts (see Appendix 5) were also translated if the country teams deemed it relevant to facilitate the recruitment of participants during the data collection phase (see next section).

Since English is one of the official languages in Canada and one can therefore assume that most members of our target group are proficient in this language, the survey was only published in English there. Across all countries, the survey was most often taken in English, followed by Russian, Ukrainian and German. The French and Arabic version of the questionnaire has hardly been used by respondents. This is not to say that these language versions were irrelevant, but linked to difficulties in identifying potential respondents, for example from Morocco (one of our focus origin countries). For more information about language use see section "Use of language versions by survey respondents" on p.15.

Managing the translation process

Coordinators in the destination country were responsible for organizing and overseeing the translation process, ensuring that it was both accurate and meaningful. Table 3 specifies which country team was responsible for which translation. Precise translation is essential for collecting reliable survey data, as even minor errors or inconsistencies can alter the meaning of questions and response options. It is therefore crucial to take measures to prevent such issues. Producing a final version that is error free and can be clearly understood can be time-consuming. While we targeted migrants with (post-)secondary education, it was nevertheless important to translate the questions in a way that they are easily understandable for non-native speakers, especially when it concerns the official language of the host country (e.g., German).

---

[13] This section is heavily based on Hagen-Zanker et al. (2023).

We followed the team translation approach where possible (depending on time and budget), also known as the TRAPD method (Translation, Review, Adjudication, Pretesting, Documentation). The translation ideally requires two translators, who work independently of each other. Translators should be native speakers and can be part of the Link4Skills team (from destination and origin countries), other employees at the partner institutions or external translators. Promotional materials to support the survey implementation can were translated following a more flexible approach.

Table 3: Responsible team for translation into what language

	French	German	Russian	Ukrainian	Arabic
EUR (NL)		X			X
IMIS (DE)					
ICMPD (AT)					
KU (PL)			X	X	
TMU (CA)	X				

All the work for translation of the survey questionnaire and related materials (e.g., survey description, mouseovers and end of survey message) was done in the excel file provided by EUR (Unicode text format). The file contained the English original as well as space for translations to be inserted in a separate column, and a separate column for questions or remarks that may have come up during the translation process. The first column included the Qualtrics PhraseID, which allowed for a smooth import of the translations into the programmed survey.

The translation process followed these steps:
1. The country teams shared a copy of the excel file (Unicode Text format)[14] for translation with each of the two translators, along with general instructions (see Appendix 6).
2. Each translator entered their translation alongside the English original.
3. When the translations were completed, country teams checked that the two translations were indeed independent of each other.
4. Country teams copied and pasted Translator B's translation into the file from Translator A, so that the original and two translations appeared next to each other. Another column was used for a new merged version:

Qualtrics PhraseID	English original	Translation A	Translation B	Merged version
QID4_QuestionText				
QID4_Choice1				
QID4_Choice2				

5. Country teams compared translations A and B line by line to create the merged version. If the country team lacked the language skills, they brought in another person to help with this, ideally a Link4Skills team member who understood the survey well. If that was not possible, the country team facilitated a conversation between the two translators, going through the translations and discussing possible differences.
    a. When the translations differed, we checked whether one of them contained an error, and if so, the correct version was used after verification.
    b. If the translations differed but neither were wrong, the one that worked best was chosen, considering both the accuracy of the content and the flow of the language.

---

[14] You can find instructions for how to open the Unicode Text format in Excel here: https://www.qualtrics.com/support/survey-platform/survey-module/survey-tools/translate-survey/#ImportingATranslation Qualtrics recommends the Unicode Text (Excel) format because Unicode Text understands and preserves non-ASCII characters (for example, 是 or ñ) when saved in Excel.

    c.   Regardless of whether translations were the same or differed, it was verified that the translation makes sense. We paid particular attention to near-synonyms and alternative translations, semantic range and cultural appropriateness.

    d.   The translation process was recorded, with detailed notes on all decisions made during the review stage.

6.   The Excel file (in Unicode Text format) with the English original, translation A, translation B and merged translation was submitted to the survey lead (EUR). The merged version was then used to programme the survey in Qualtrics.

Use of language versions by survey respondents

Most respondents (75.0%) completed the survey in English, especially those with tertiary education, followed by Russian (11.1% and Ukrainian (8.2%). A couple of respondents used the German version (5.0%) and only very few respondents used the Arabic (0.5%) or French (0.2%) version. We assess whether the survey language varied systematically across education levels using chi-squared test. Respondents with tertiary education levels were substantially more likely to complete the survey in English, whereas those with non-tertiary education were more likely to use Russian or German versions of the questionnaire. Overall, English language proficiency of our respondents (another variable of the survey) increases with educational level. These findings are useful for future data collection efforts and suggest that surveys targeting participants with diverse educational backgrounds should be translated into their native languages to improve inclusivity, representativeness and response rate. For tertiary educated individuals, English can serve as an effective primary survey language. However, maintaining translated versions remains important to ensure accessibility for respondents with limited English proficiency and to reach groups that may be underrepresented in English-only surveys.

Survey piloting

Piloting is a key step to ensure the quality of the data. It allows for testing the following aspects:

1.   Formulation of clear survey items:
- To ensure clarity and ease of understanding for all respondents, including in different languages.
- To review for accuracy, checking for grammatical errors and typos.
- To choose question types (e.g., open-ended, multiple choice, or slider questions) and allow for single or multiple responses.

2.   Survey structure and length:
- To ensure a logical flow of the survey, including options to skip questions and display logic for a seamless experience for respondents.
- To use mouseovers where necessary to provide additional context or guidance without overwhelming respondents.

3.   Measuring key variables
- To carefully evaluate whether survey items adequately capture the key variables required to answer the research questions.
- To avoid confounded measurements.

The piloting of the English version was done by the survey team, including representatives of each partner institute. For the piloting of each of the other languages, the country team responsible for translation invited around five persons to test the survey and provide with feedback. The test persons had similar characteristics as our target population (highly and medium-skilled migrants) and provided written feedback, which was implemented by the survey lead or a country team with the required language skills.

As a result of the piloting, we made minor adjustments mostly regarding language. Test persons repeatedly ran into problems with the mouseovers showing examples for the drivers of migration in the survey items about reasons for leaving the country of origin and moving to the country of

destination. Thanks to the pilot, these were identified and fixed. See Appendix 4 for how we implemented the mouseovers in multiple languages.[15]

Box 4: Guidance for piloting

> Test persons were asked to keep the following questions in mind when testing the survey:
> 1. Which language is shown when you first open the survey?
> 2. Are all questions and answer possibilities clear?
> 3. Did everything work (incl. mouseovers etc.)?
> 4. Are there any typos? Would you have formulated anything differently?
> 5. Did anything strange happen while taking the survey?
> 6. Did you miss anything?

5. Data collection

Sampling design and recruitment strategy

The Link4Skills Migrant Survey employed a purposive, non-probability sampling strategy to capture a diverse range of skilled migrants across the five destination countries with quota guidance. Highly and medium-skilled migrants are a hard-to-reach target group, and it is difficult (if not impossible and also not necessarily desirable) to collect a representative sample. One reason for this is that register data in many destination countries (e.g., the Netherlands) do not include educational levels of migrants, unless the highest education was completed in the destination country. Given the absence of reliable sampling frames for skilled migrants, a probability-based approach was not feasible. Instead, the sampling design combined theoretical considerations reflecting general scientific knowledge about skilled migration, the project's focus on 14 migration skill corridors (Table 4) and three sectors (STEM, health care and construction) with practical constraints related to data availability and recruitment feasibility.

The main goal was to obtain around 500 responses per destination country from highly and medium-skilled migrants from non-European countries. A more detailed description of the target group was provided in the introduction of this Handbook. To ensure diversity and analytical comparability, we defined indicative quotas by origin and education, using key migration skill corridors as reference points. The corridors reflected the main groups of interest for each country, but we also intentionally included respondents from other origins and sectors to capture the heterogeneity of skilled migration and since the Link4Skills project also seeks to understand drivers, constraints, and mobility trajectories of skilled migrants more generally. This open approach proved valuable, as it allowed for flexibility in reaching recruitment targets and resulted in a sufficiently large and diverse sample for (comparative) in-depth analyses.

Table 4: Focus corridors

	Germany (DE)	Netherlands (NL)	Canada (CA)	Poland (PL)	Austria (AT)
India (IN)	X	X	X		X
Morocco (MA)	X	X			
Philippines (PE)	X			X	
Indonesia (ID)	X				X
Ghana (GH)			X		
Nigeria (NG)			X		
Ukraine (UA)		X		X	

---
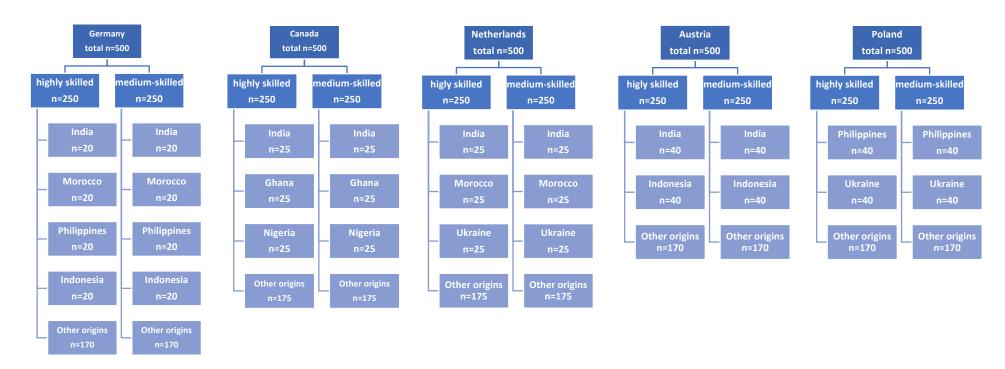
[15] We are grateful for the support from Michiel Vestjens (Maastricht University) and Vestin Hategekimana (University of Geneva) with programming the survey in Qualtrics.

We aimed to oversample respondents from the focus migration skill corridors as visualized in Figure 2. The goal was to sample an equal division of groups across skill level and origin, with one third of respondents coming from focus corridors and two thirds from other origins. We knew from the re-analysis of the THEMIS destination data (Task 4.2), that Moroccans in the Netherlands, Norway, Portugal and the United Kingdom were more likely lower educated and Ukrainians in the same destination countries were more likely higher educated. Accordingly, we adjusted the targets to fit the realities of migration throughout the process of the research more flexibly. While the goal remained to sample around one third of respondents from the focus corridors, the distribution across skill levels could vary (i.e., the goal was to sample 50 Ukrainians in the Netherlands in total).

In addition to including the focus migration skill corridors, it was important to sample respondents from the three focus sectors: health, IT and construction. Also here, the aim was that around one third of the sample per Link4Skills destination country consisted of respondents working in or having been trained for the focus sectors (ca. 25 respondents per sector per destination country). The remaining two thirds could come from any sector.

Since no comprehensive sampling frames exist that include migrants' educational attainment, and given the mobility and heterogeneity of this population, representativeness could not be ensured. The survey design therefore prioritised diversity across origin, education, and sector rather than population-representative distributions. Validation against external sources such as the EU Labour Force Survey (EU-LFS) may be possible to check for broad alignment but was not a goal of our endeavour.

Figure 2: Aim of recruitment of respondents by origin and skill level

Germany
total n=500

highly skilled n=250	medium-skilled n=250
India n=20	India n=20
Morocco n=20	Morocco n=20
Philippines n=20	Philippines n=20
Indonesia n=20	Indonesia n=20
Other origins n=170	Other origins n=170

Canada
total n=500

highly skilled n=250	medium-skilled n=250
India n=25	India n=25
Ghana n=25	Ghana n=25
Nigeria n=25	Nigeria n=25
Other origins n=175	Other origins n=175

Netherlands
total n=500

higly skilled n=250	medium-skilled n=250
India n=25	India n=25
Morocco n=25	Morocco n=25
Ukraine n=25	Ukraine n=25
Other origins n=175	Other origins n=175

Austria
total n=500

higly skilled n=250	medium-skilled n=250
India n=40	India n=40
Indonesia n=40	Indonesia n=40
Other origins n=170	Other origins n=170

Poland
total n=500

highly skilled n=250	medium-skilled n=250
Philippines n=40	Philippines n=40
Ukraine n=40	Ukraine n=40
Other origins n=170	Other origins n=170

18

Recruitment strategies

Highly and medium-skilled migrants are a hard-to-reach target group. As already pointed out there are no reliable sampling frames. Moreover, it was not possible to implement the survey using panels in destination countries. Available panels usually do not include a sufficient number of migrants because they are often in the official language of the destination country (using them would thus yield biased results towards more established migrants who are fluent in the host country language) and because of the high mobility of the target group. We applied a combination of different recruitment strategies. The exact approach and importance attached to each method varied depending on the Link4Skills destination country. For example, recruitment strategies that may work for Indian migrants in the Netherlands, may not work for Indonesian migrants in Austria and vice versa. Therefore, each country team prepared their own recruitment strategy, drawing from the different strategies listed below:

- **Meta-campaign** to advertise the survey on Facebook, Instagram and LinkedIn (same provider for campaign in the Netherlands and Austria).
- Online research platform **Prolific**: This may be a good, fast and budget-friendly option, especially in the case of Canada and Germany where a significant number of members of our target group is registered on the platform.
- Share **LinkedIn** posts through the Link4Skills account, accounts of partner institutions, and personal accounts of the team using catchy materials and visuals to increase attention.
- Posts in **Facebook groups** for the target group: There are many Facebook groups for internationals in the destination country (e.g., Netherlands Expats/Internationals, Expats Amsterdam, Expat Women in NL, Internationals in Heerlen, Filipinos in Germany, Filipinos in Heidelberg). We recommend finding and joining several of these. Before posting anything in these groups, please make sure to read the group rules. Posting surveys is sometimes forbidden, so we may have to ask the admins for permission first. If you plan to post in a group for migrants from a specific country of origin, it may help to post in their language or even convince a member of the group to post for you. There is a fine line between spam and posting surveys, which is why sometimes the survey posts may not be accepted by the admins.
  - Researchers from each country team can get access to the Link4Skills institutional Facebook account to spread the survey so that they do not need to use their personal accounts. It should be noted that with institutional accounts, one cannot write personal messages to admins, and it is sometimes also not possible to post in groups. In these instances, it may be necessary to revert to the use of personal accounts, with reference to the Link4Skills institutional account in posts and messages.
- Other social media or communication platforms that can be used are InterNations, Meetup, Couchsurfing and Telegram.
- Convince **employers** of the target group to share the survey with them. Prepare the email to employees before approaching employers so that minimal effort is required. To convince employers to support us it may help to promise that we will write a short separate report for them with the most important findings. We expect that reaching out to employers will be especially important to recruit medium-skilled migrants in the health and construction sector.
  - One could also use innovation clusters or business networks for a faster reach of several employers.
- Ask **migrant organisations** to share the survey in their newsletters, on their websites and/ or social media accounts. This may not work in all countries or regarding all focus corridors, as some migrant organisations may be receiving too many requests for research support.
- Ask **services for migrants** (e.g., expat centres, newcomer services, etc.) to share the survey in their newsletters, on their websites and/ or social media accounts. There may also be networks

of such services or other practitioners/ stakeholders working on skilled migration, which you can reach out to via one stakeholder.

- Ask **language and vocational schools** to share with their students, ask **international schools** to share with parents of international students.
- There may be **specific initiatives working on attracting talent** that bring together different stakeholders (e.g., education institutions, employers, service providers) that can be used as multipliers (e.g., Talent Attraction Programme at Brainport Eindhoven in the Netherlands).
- Reach out to **HR departments of universities** and ask to forward survey invitation to international employees (e.g., HR International at Erasmus University Rotterdam, Knowledge Centre International Staff of Maastricht University).
- Involve **Link4Skills partners from origin countries**.
- **Use your networks!** Send personal invitations to international colleagues and friends (see also Box 5 below).
- **Snowballing**: Ask participants to share the link to the survey with their networks (e.g., international friends, colleagues, and family members in the destination).
- **Paper surveys** distributed at events or common meeting places to encourage participation among migrants with limited trust in online spaces.

Box 5: Recruiting from networks

Recruiting from the researchers' personal or professional networks
Recruiting participants from a researcher's personal or professional network can lead to ambiguities, raising ethical concerns related to privacy, impartiality, and respect. Therefore, researchers should be careful with or refrain from recruiting individuals from their personal networks (e.g., friends, family, or acquaintances) because they could feel obliged or pressured to participate, undermining voluntariness of participation. When recruiting participants, it is crucial to have clear boundaries and that (potential) respondents feel free to decline without concerns about personal or relational consequences, thus upholding respect, privacy, and ethical integrity throughout the research process. Given that we are working with members of the target group to get better access to the communities from focus corridors, not recruiting from networks altogether can be difficult or maybe even impossible. One way of upholding ethical standards discussed above, is for example, to

- Ensure transparency in the recruitment process by communicating the purpose of the study, is voluntary nature and participants' right to withdraw (as described in the information letter).
- Refrain from asking members of networks whether they have participated after having sent the initial invitation.
- Encourage researchers and enumerators to reflect on their own positionality towards (potential) participants, how this can influence their participation, and taking proactive steps to mitigate these effects.

Increasing participation
Initially, it was not planned to use financial incentives to increase participation because we did not collect respondents' contact details. An exception to this was the recruitment through platforms like Prolific, where participants are paid via the platform without us collecting their contact details. During data collection, the German partner also decided to pay some participants in Germany the same amount as received by European Prolific participants. The Canadian team recruited all respondents via

Prolific except for Ghanaians. For reasons related to fairness and ethics, the Ghanaians were therefore paid the same amount as other Prolific participants in Canada.[16]

Beyond this, it is not clear to what extent standard incentives increase participation, especially among highly skilled migrants. Instead, we emphasised the indirect benefits of participation and communicated clearly where participants can find the results of our study. Personal contact also increases participation. Here it was helpful to approach migrants directly and ask them to participate (distribute flyer or send link via email), for example during events for the target group. Follow-ups and reminders can increase participation but again should be formulated in a way that (potential) respondents do not feel pressured to participate.

Box 6: Reciprocity

> **Reciprocity**
> We considered reciprocity, what can we offer employers and other organisations which supported the survey implementation? For example, we could write a short report including the main findings concerning the variables they are most interested in. In addition, we could present the ongoing research and findings to interested stakeholders.

Concepts and inclusive language during the data collection process

Migration is a sensitive topic, even when it comes to the target group of the Link4Skills survey, skilled migrants, who are usually categorised as a more desired migrant group (Reinold, 2023). While in research the terms migration and migrants have a neutral meaning, they often carry negative connotations in public discourse including political debates and media framing. This may be even more true given recent political developments in many countries, with growing support for right-wing political parties in the latest elections and growing anti-migration narratives.

Accordingly, language played a key role for the successful implementation of the Link4Skills survey, and we needed to choose our words wisely when communicating with members of the target group and possible enumerators. We used alternative terms for migration and (skilled) migrants when preparing dissemination materials (see Appendix 5) and campaigns to avoid negative associations and unintended biases that could undermine our data collection efforts.

This issue was also taken into account when choosing the official and publicly visible name for the survey: While the original name was "Link4Skills Migrant Survey" (which is also used throughout this Handbook), we changed it to the more neutral name "Link4Skills International Experience Survey" to make sure that a broader audience was reached during the data collection phase and to prevent that individuals who are part of our target group, but do not self-identify as "migrants", are discouraged from participating. Similarly, initial experiences during survey implementation have shown that stakeholders or other potential enumerators hesitate when being asked to support the dissemination of a survey about "(encouraging) migration". Here, it also seemed advisable to use more neutral terms, like "international mobility of skilled workers/ professionals"[17], "international talent attraction and retention", etc. Instead of "migrants", we used "internationals", "international professionals", "international workers", "people living abroad", "people who have moved", etc. It is important to be aware that other labels, for example using the term "expat" instead of "migrant", can also potentially alienate members of the target group if they do not self-identify as expats or do not perceive

---

[16] Prolific participants in Europe received 3 British Pounds and participants in Canada received 7 Canadian Dollars.
[17] In German, for example using the term "internationale Fachkraefte" is advisable.

themselves as being in the privileged position that expats are usually assumed to be in (Reinold, Hooijen & Ozer, 2024).

Caution was not only required regarding the use of the terms discussed above, but also regarding other frequently used terms in migration research that may carry a different meaning for members of the target group and stakeholders. For example, using the term "destination" country suggests that migrants moved there permanently and that they are not planning to return or migrate onwards. To account for the fact that migration is often non-linear, using terms like host country, or current country of residence seemed more neutral and likely to reach a broader audience of permanent and temporary migrants. Other terms that could have been understood differently depending on the context are foreigners, integration, re-migration, etc.

Being mindful of how language influences perceptions and inclusivity can increase engagement and ensure that the survey appeals to a wider and more diverse audience. At the same time, avoiding sensitive terms needs to be taken with care to avoid over-simplification. Ethical language choices should reflect the lived experiences and challenges of migrants, acknowledge that they are not only workers, but human beings, and provide an accurate representation of migration as a complex and diverse phenomenon.

Monitoring data collection

Monitoring data collection can improve data quality by creating an overview of the data already collected to plan for the following days and adjust the sampling strategy if necessary. In addition, one may discover remaining errors, which can be corrected. Monitoring can be done in different ways, for example, by creating a weekly overview of sample key characteristics.

The lead survey team (EUR) conducted data quality checks on a weekly basis (each Monday) and shared an overview with the country teams. Specifically, key variables (e.g., sample composition and quality indicators) and relationships between variables were summarized using Stata to make sure that we reached our target group, built a balanced sample in terms of age and gender, and did not run into issues with non-responses.

Key variables
- Educational level
- Country of origin
- Sector
- Year of arrival
- Spatial preferences
- Gender balance
- Age balance
- Checking for outliers
- Checking for missing answers/ don't know
- Inclusion of university staff (risk of oversampling).

In addition, country teams sent a weekly overview of steps taken to implement the survey, including explanations of approaches that worked well and where they encountered challenges (see Table 5). This was not only important to adjust data collection approaches, if necessary, but also served as important input for this Handbook.

Experiences with data collection were discussed during regular online meetings (each Monday) to exchange which approaches (did not) work well. If necessary, data collection strategies were adjusted

accordingly. In this regard the survey question about how respondents heard about the survey also delivered key insights.

Table 5: Weekly input from partners

Week	Starting date	Activities/ recruitment channels	Approximate number of respondents reached out to	Challenges	Interesting insights	Questions/ comments
Week 1	20-1-2025					
Week 2	27-1-2025					
Week 3	3-2-2025					
Week 4	10-2-2025					
Week 5	17-2-2025					
Week 6	24-2-2025					
Week 7	3-3-2025					
Week 8	10-3-2025					
Week 9	17-3-2025					
Week 10	24-3-2025					
Week 11	31-3-2025					
Week 12	7-4-2025					
Week 13	14-4-2025					
Week 14	21-4-2025					
Week 15	28-4-2025					

AT | DE | NL | **PL** | +

Timeline of data collection

The survey was designed and piloted between July 2024 and January 2025. It was first launched on 16 January 2025 in Austria, Germany, Poland, and the Netherlands. On 28 May 2025, data collection commenced in Canada. This delay occurred due to the separate ethics procedure. Data collection in Austria, Germany, Poland, and the Netherlands concluded on 25 June 2025, and in Canada on 31 October 2025. Data collection in Canada was prolonged due to the delayed start (see also next section and Table 6 for key milestones).

Evaluation of the data collection phase

Looking back, data collection turned out to be considerably more challenging than anticipated. Possible explanations for this are our target group being hard to reach, general survey fatigue and several parallel projects addressing similar populations. The length of the questionnaire likely further reduced willingness to participate. As a result, the implementation of the Link4Skills Migrant Survey ultimately became an ethnographic endeavour, atypical for standardised data collection. Identifying and recruiting participants required a flexible and adaptive approach including immersive engagement with local networks. Below, we summarise which techniques to implement the Link4Skills survey worked well for the different country teams, and which did not. Key milestones are summarised in Table 6. Figure 3 visualises how different events led to an increase in survey response over time.

In line with the original strategy, the country teams used multiple recruitment channels. These included establishing partnerships with expat centres, diaspora and cultural associations, employers, language schools and universities, as well as outreach in Facebook, Telegram and WhatsApp groups, and the distribution of printed flyers. Paid Meta social media advertising was deployed in Austria and the Netherlands, and personal networks, snowballing and in-person recruitment became essential tools. In practice, direct and personalised outreach yielded more consistent engagement than broad online messaging, though this came at the cost of high time investment. Obtaining permission to post in online community groups was often slow or unsuccessful, and many larger expat networks were dominated by EU nationals, which were not our target population.
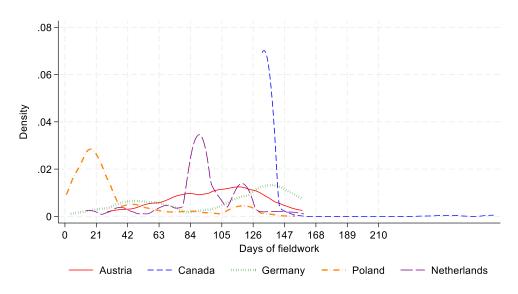
Fieldwork experiences differed across countries. In Austria, running the Meta campaign and distributing flyers in physical community and educational spaces were central, though securing

cooperation from organisations required persistent follow-up. In Germany, (paid) recruitment in universities and language schools was more effective than online postings, many of which were blocked or filtered. In the final fieldwork state (13 June 2025, fieldwork day 149), Prolific was used to achieve the desired sample size. In Canada, recruitment began later and relied almost exclusively on Prolific as comparatively more members of our target group (except for Ghanaians) were registered on the platform, making it a very effective recruitment channel. As a result, Canada displays a single sharp peak in survey completions shortly after the Prolific campaign began on 28 May 2025 (fieldwork day 133). In Poland, early recruitment through an existing panel facilitated a strong initial response, but concerns arose around survey length and the match between panel members and the non-EU focus of the project. In the Netherlands, collaboration with expat centres and service organisations worked well, but recruitment of non-EU nationals still required targeted outreach. A turning point occurred when DutchNews.nl published an article titled *"Wanted: non-EU nationals' experiences of life in the Netherlands"[18] (see below)*, which substantially increased response rates. Later in fieldwork, the use of Prolific became an important supplementary strategy in the Netherlands as well.

Table 6: Key milestones during fieldwork

Date	Fieldwork Week	Fieldwork Day	Event
16 January 2025	1	1	Survey published in AT, DE, PL, NL
30 January 2025	3	15	Shared with panel in NL
24 March 2025	10	68	Start Meta Campaign AT, NL
14 April 2025	13	89	Dutch News article
14 May 2025	17	119	Start Prolific AT, PL, NL
28 May 2025	19	133	Start Prolific CA
13 June 2025	22	149	Start Prolific DE
25 June 2025	23	161	Close data collection AT, DE, PL, NL
30 June 2025	24	166	Restricted dataset delivered to EC

Figure 3: Completed surveys over time by destination country

Source: Link4Skills Migrant Survey (restricted-access variant). Curves show kernel density estimates of the day of fieldwork on which respondents completed the survey, by destination country. Densities are scaled to integrate to 1 within each country.

---

[18] Wanted: non-EU nationals' experiences of life in the Netherlands - DutchNews.nl

The temporal dynamics of recruitment reflect these differing strategies (Figure 3). Austria and Germany show relatively steady accumulation of responses over time, reflecting continuous community-level engagement. Poland exhibits an early peak, corresponding to initial outreach through the respondent panel. The Netherlands displays two pronounced peaks: one around day 84, coinciding with the DutchNews publication and another one after the survey was published on Prolific in mid-May (fieldwork day 119). Canada shows a single sharp peak where almost all respondents were recruited via Prolific. These patterns illustrate how shifting recruitment strategies and varying institutional and community infrastructures shaped participation across countries.

Screenshot DutchNews Article

Wanted: non-EU nationals' experiences of life in the Netherlands

April 14, 2025

Photo: Depositphotos.com

What motivates international workers to leave their country of origin, and what influences their choice of destination? How important is a career in their new place of residence, and what factors help them decide whether to stay, return home or move elsewhere?

These are some of the questions that researchers at Erasmus University in Rotterdam are aiming to answer as part of Link4Skills, a three-year global project focused on bridging the gap between skills supply and demand by promoting international mobility.

In total, 14 institutions from across the world – including in India, Canada and Poland – are taking part in the research, which is supported by the European Union.

Nurses and engineers

This part of the project focuses on non-EU nationals who pursued education beyond secondary school—such as training to become technicians in the construction sector, nurses, engineers or scientists—and are currently living in the Netherlands, Germany, Austria, and Poland.

"You can be working, studying, looking for work, not looking for work, or retired. You could be staying at home and taking care of the children. We are interested in everyone," said Julia Reinold, a postdoctoral researcher at Erasmus School of Social and Behavioural Sciences.

The survey takes around 20 minutes to complete and is "very comprehensive" due to the wide range of topics it covers. "It is important to us that we show migration is not only about work," Reinold said. "New arrivals are human beings who come with families and want a social life."

Tolerant locals

The questions range from views on the labour market and employment conditions to the economic situation in the Netherlands, public policy, and social and cultural factors. "For example, we ask whether locals are tolerant and whether it is easy to connect with them," said Reinold. "The issues are so complex that it is important we cover as much as possible."

The research team hopes that by the time the project concludes in 2026, policymakers at both national and European levels will recognise that migration is a broad issue with many aspects to consider to attract international workers.

"I hope the authorities will realise that migration is not just about the labour market," Reinold added. "It is also about the social aspects, about the children. It is not just about work. It is about people."

To take part in the survey, you must come from outside the EU, live in the Netherlands, Austria, Germany or Poland and have completed some form of post-secondary education (e.g., vocational, professional or academic training).

Take part in the survey here

Completion rates

In total, 3,999 respondents started the survey, 3,186 were part of our target group and consented to the use of their data, and 2,317 completed it in a reasonable time, translating into a completion rate of 72.7% considering only eligible respondents. For comparison, the recent SYREALITY Online Survey had a completion rate of 50.4% (Müller-Funk & Ghabash, 2025). We calculate if there are differences in completion rates based on respondents' characteristics and sampling technique (e.g., whether respondents were paid or not). We cannot calculate the general response rate because we could not trace with how many individuals the survey was shared exactly through the various sampling techniques.

Box 7: Retained responses by destination country

The extent of data cleaning and the share of retained responses varied across destination countries. In Canada, Germany, and Poland, 90.1%, 82.3%, and 83.9% of responses were retained, respectively. In contrast, completion rates were considerably lower in Austria (54.6%) and the Netherlands (58.1%). Most deletions resulted from respondents not completing the survey. Unfinished responses accounted for 9.9% (49 responses) in Canada, 17.7% (109 responses) in Germany, and 17.0% (105 responses) in Poland. In Austria and the Netherlands, the shares of incomplete surveys were substantially higher, with 45.4% (142 responses) and 41.9% (464 responses), respectively. This difference can be explained by the recruitment strategy: in Austria and the Netherlands, the survey was advertised more broadly through the meta campaign, which likely reached a larger and more diverse audience with varying levels of engagement. By contrast, in Canada all respondents were paid, and the survey was circulated more selectively to keep costs manageable, resulting in a higher completion rate. In addition, a small number of responses were deleted because respondents did not belong to the target group (e.g., they originated from European Union countries or did not meet the educational criteria). This applied to 13 responses in Austria, 19 in Canada, 29 in Germany, 16 in Poland, and 31 in the Netherlands. Finally, some respondents were deleted because they completed the survey in less than 7 minutes, which included mostly individuals who were asked to complete the survey during their German lessons in a German language school (13 out of 17). Overall, these differences highlight the influence of recruitment strategies and incentives on completion rates. Broader recruitment approaches increased reach but also non-completion, while more targeted recruitment improved completion.

Completion times

The average completion time for the survey was approximately 81 minutes, although the median duration of 22 minutes provides a more accurate representation of typical response times due to a few extreme outliers. Most respondents completed the survey within 16 to 31 minutes (interquartile range). A small number of cases remained open for several hours or days, which explains the large standard deviation and maximum value. A possible explanation for this is that individuals opened the survey, but did not proceed to answering it immediately, that they completed the survey in several sessions rather than one go, or took breaks while completing the survey. We exclude 17 respondents who completed the survey in less than 7 minutes (first percentile) as such short durations are implausible given the survey length and coincided with many missing values.

In the tables below, we compare the average duration of completing the survey (in minutes) by recruitment channel, and country of destination. To assess whether the survey length or complexity disproportionately affected particular respondent groups, we compared completion times across education levels. The test results show that more highly educated respondents spent more time completing the questionnaire. This suggests that longer completion times were not the result of comprehension difficulties among lower-educated participants but rather greater engagement or more interruptions among those with higher educational levels.

Table 7: Survey duration by recruitment channel (share of respondents)

Duration in minutes	General link (AT, DE, NL, PL)	Prolific (all)	Meta campaign (AT, NL)	Paid participation (CA, DE)	RISBO Panel (NL)	Total
< 15	18.4%	24.4%	9.8%	6.7%	5.0&	19.0%
15-24	34.6%	46.3%	48.9%	58.8%	40.0&	41.1%
25-34	21.6%	18.0%	23.6%	28.6%	15.0%	20.7%
35-44	10.3%	6.3%	5.8%	4.2%	12.5%	8.3%
45-54	3.8%	2.4%	4.0%	0.8%	7.5%	3.3%
55+	11.26%	2.6%	8.1%	0.8%	20.0%	7.62%
Mean	130.0	23.4	50.0	23.3	116.1	81.1
Median	23.9	19.5	23.0	22.5	26.3	22.1

Source: Link4Skills Migrant Survey (restricted-access variant)

Table 8: Survey duration by country of destination (share of respondents)

Duration in minutes	Austria	Canada	Germany	Poland	Netherlands	Total
< 15	10.5%	25.4%	17.1%	26.7%	11.8	19.0
15-24	42.7%	44.4%	39.6%	34.6%	45.0	41.1
25-34	23.4%	18.8%	24.4%	18.3%	20.5	20.7
35-44	6.4%	6.6%	11.0%	9.3%	7.0	8.3
45-54	4.1%	2.3%	3.2%	4.0%	3.1	3.3
55+	12.9%	2.5%	4.72%	6.96%	12.87	7.62
Mean	109.2	23.4	43.3	69.5	152.9	81.1
Median	24.1	19.8	23.0	20.8	23.1	22.1

Source: Link4Skills Migrant Survey (restricted-access variant)

Limitations and potential bias

As mentioned before, the Link4Skills Migrant Survey sample is unlikely representative of the skilled migrant population in the destination countries. Our combination of different sampling approaches and survey design could have led to the following (inevitable) biases:

1. **Selection bias** indicates that respondents may be systematically different from non-respondents, which can be an issue in non-random samples and lead to endogeneity. Sources of selection bias stemming from our sampling approach are for example overrepresentation of migrants who are more active online (meta-campaign and recruiting through Facebook, LinkedIn and Internations) or live in the cities where fieldwork concentrated on (e.g., Warsaw in Poland, Osnabrueck in Germany, and Vienna in Austria). Research suggests that characteristics of migrants living in urban areas may be systematically different from those living in sub-urban or rural areas (Hooijen, 2021). Furthermore, varying definitions of skill across countries and sectors, may have influenced selection. Non-response and survey attrition can further increase selection bias (Hagen-Zanker et al., 2023).

2. Due to the complexity of migration experiences and decision-making, **omitted variable bias** could be another limitation of the data. While we tried to be comprehensive in the survey design to account for the many drivers of skilled migration based on an in-depth literature review, we cannot rule out that certain variables are missing from the dataset, for example, because they have not been studied before. This can also lead to the presence of endogeneity.

3. **Common response bias** (i.e., common method variance) implies that respondents tend to answer survey items systematically "on some basis other than the specific item content" (Paulhus, 1991, p.17). Examples are tending to agree (i.e., acquiescence response style) or

responding more extremely (i.e., extreme response style) (Wetzel et al., 2016). These styles can be influenced by cultural factors and are thus especially important to be aware of in migrant surveys. Common response bias can lead to a false internal consistency (Chang et al., 2020; Kemmelmeier, 2016; Wetzel et al., 2016).

4. **Recall bias** may be an issue in responses to retrospective survey items about past events or experiences and implies that responses are inaccurate or incomplete (Raphael, 1987).

These potential biases have important implications for the analysis of the data, interpretation of results and comparability across migrant groups and country contexts. Selection bias may lead to an overrepresentation of urban, digitally connected, and highly educated respondents. As a result, observed differences between countries or subgroups may partly reflect variations in recruitment contexts rather than substantive differences in experiences or attitudes. While survey weights could, in theory, correct for unequal probabilities of selection if the true selection probabilities were known, this is not feasible in this case due to the absence of a complete sampling frame of the skilled migrant population in our destination countries. As such, the present data cannot be fully corrected for potential sampling bias. Future quantitative analyses using the Link4Skills Migrant Survey data should therefore remain cognizant of the possibility of bias and, where possible, consider whether sampling patterns are likely to underestimate or overestimate findings. Ultimately, the analyses identify associations rather than causal relationships, and results should be interpreted as indicative rather than representative of the wider skilled migrant population.

6. Data processing, reporting and management

Due to the Link4Skills Migrant survey being an automated online survey, data processing in general started after the fieldwork.[19]

Data cleaning

The raw data is exported from Qualtrics and saved to a limited access folder, accessible only by the survey lead. The survey lead is responsible for data cleaning, removing any personal identifiers[20], and aggregating the data to make sure that respondents are fully anonymous and cannot be identified. Once the raw data is stored securely, it will be removed from Qualtrics.

Data cleaning involved the following steps:
1. Combining data sets collected through different Qualtrics links[21]
   a. Include variable specifying collection method (e.g., prolific, paid, meta-campaign)
2. Removing respondents who did not consent to their data use
3. Removing respondents who did not get to the end of the survey. Since we did not force responses to survey items except for key variables to identify the target group and dependent variables, it was possible to skip questions, which has inevitably led to missing answers.
4. Removing respondents who are not part of our target group (e.g., those originating from European Union countries living in AT, DE, NL or PL, and those with lower educational levels)
5. Removing respondents who completed the survey in less than 7 minutes (first percentile).
6. Renaming and relabelling variables
   a. Binary variables based on multiple choice questions that allowed for more than one answer

---

[19] One exception is the entering of answers to paper surveys into Qualtrics by members of the survey team and student assistants during fieldwork.

[20] We did not ask for personal identifiers in the survey, but some respondents have left their contact details in the open questions, for example, when being asked about how they heard about the survey.

[21] In total, there were nine separate links. One general link for AT, DE, PL, and NL, one link for the RISBO panel, one link for the meta campaign, one link for Prolific in NL, AT and PL, one link for Prolific in DE, two links for Prolific CA, one link for paid respondents in DE, one link for paid respondents in CA.

7. Translating answers to open questions to English by the survey team.[22]
8. Recoding "other"-responses and answers to related open questions
   a. Open answers to the field of education question were assigned ISCED-F[23] classifications, with explicit flags for our focus sectors STEM, health, and construction.
   b. Open answers to the sector respondents are working in were assigned NACE (EU)[24] categories, with explicit flags for our focus sectors STEM, Health, and construction.
   c. Open answers to questions about the job respondents were trained for, their last job in the origin country before migration, and the current job in the destination country were assigned ESCO[25] classifications.
9. Merge variables, which slightly differed across the Canadian and European questionnaire (e.g., gender, permit).
10. Drop redundant variables and re-order variables.

After these cleaning steps, the final sample size is 2,317.

Variable names
We use descriptive names for our variables, which were already defined in the programming stage. This allows us to download an already labelled dataset from Qualtrics. For a full list of all variables, see Appendix 9.

Data anonymization
To avoid that respondents are traceable through combining detailed information, it may be necessary to generalize and aggregate certain variables for the open-access variant.
- Age categories instead of continuous variables
- Recoding categorical variables into broader categories

Data analysis
After data cleaning, EUR will share the fully anonymised final data sets (i.e., one complete data set and five separate data sets for each destination country) with the Link4Skills survey team in several file formats using both proprietary software and open data formats (e.g., .csv, .xlxs, .dta).

7. Data repository
The data will be published in two steps, first as deliverable of the Link4Skills project and as restricted-access variant for the Link4Skills consortium to work with. Both versions will be deposited in the DANS Data Station Social Sciences and Humanities (see box below for our rationale in using DANS). The open-access variant will be published at the end of the Link4Skills project, following an embargo period. An updated, more detailed version of this Handbook (v2) and other materials accompanying the dataset will be published alongside the open-access variant of the Link4Skills Migrant Survey dataset for better accessibility of the data. In case corrections are needed, the dataset and other materials might also be updated (see section on documentation below for information on naming and versioning files below).

---

[22] Translations were produced using AI-assisted translation tools and subsequently reviewed and confirmed by native or near-native speakers to ensure linguistic accuracy and cultural appropriateness.

[23] ISCED_F refers to the respondent's main field of education or training, coded according to UNESCO's International Standard Classification of Education - Fields of Education and Training (ISCED-F), which provides internationally comparable categories for study fields.

[24] NACE (EU) refers to the sector respondents are employed in, coded according to the EU's Statistical Classification of Economic Activities in the European Community.

[25] ESCO refers to the European Skills, Competences, Qualifications and Occupations (ESCO) classification, which provides a harmonised framework to describe and compare jobs and related skills across countries.

Box 8: Data Repository:

> **DANS – Data Archiving and Networked Services**
> We chose to deposit the Link4Skills Survey data and accompanying information in the DANS Data Station Social Sciences and Humanities (SSH) (https://ssh.datastations.nl/), which was also recommended by the EUR data stewards. DANS is a domain-specific repository for Social Sciences and Humanities data for the Netherlands and beyond. It is an institute of the Royal Netherlands Academy of Arts and Sciences (KNAW) and the Dutch Research Council (NWO). As one of the leading repositories in Europe, DANS especially endorses the use of FAIR data (see below for more information). The metadata of the DANS Data Station SSH is also available in the European CESSDA Data Catalogue, a one-stop shop for searching and discovering European social science data (CESSDA Data Catalogue).
>
> We chose DANS over other repositories because it allows for restricting, editing, and replacing files in a transparent manner. This is especially relevant for the Link4Skills Survey data since there will be a restricted and an open-access variant. As we are only beginning to work with the data, it may be necessary to update the deposited data and accompanying materials to make the data as FAIR as possible.

Deliverable and restricted-access variant

As the aggregated datafile is one deliverable of the Link4Skills project, it will be submitted to the European Commission and accessible via CORDIS as mandated by Horizon Europe provisions. The restricted-access version includes more details and is reserved for the use of the Link4Skills consortium.

Citation of the restricted access variant:

Reinold, Julia; Engbersen, Godfried; Grabowska, Izabela; Chrol, Emil; Kyliushyk, Ivanna; Schwenken, Helen; Ullmann, Johanna; Maegan, Hendow; Huss, Daria; Triandafyllidou, Anna; Shirazi, Homayoun, 2025, "Link4Skills Migrant Survey Restricted Access", https://doi.org/10.17026/SS/1IK0NT, DANS Data Station Social Sciences and Humanities, v1

Open-access variant

A selection of the research data and accompanying information, including this Handbook, an excel codebook, blank questionnaire and a metadata sheet (Appendix 8), will be reposited in DANS[26]. We do not share all data for two reasons: 1) to make sure that respondents are not traceable, and 2) data of those respondents who did not consent to their data being used for other research is removed. The anonymized dataset will be deposited alongside full documentation (README, codebook, metadata sheet, processing scripts, and blank questionnaire).

We will make use of an embargo period until 31 December 2026 on the re-use of the data to give the Link4Skills consortium time for analysing the data in depth and publishing the results in academic journals or books. The embargo period also contributes to making the data as FAIR as possible (see below) as it allows for making the most up-to-date and accessible dataset available. Data will be made available for re-use under the creative commons license CC-BY 4.0. To document our research, we will use the DCMI (Dublin Core Metadata Initiative).

Archiving Data

In compliance with Horizon Europe requirements and EUR guidelines, the data will be archived for a minimum of ten years in trusted repositories, including the EUR Library Archive and DANS. The

---

[26] https://dans.knaw.nl/en/

archive will include raw and processed datasets, documentation of anonymization procedures, project deliverables, publications, and metadata. In addition, we shall consider archiving the data in other trusted repositories recognized by Horizon Europe (e.g., certified repositories or repositories commonly used in our research domain) to ensure long-term preservation and accessibility.

Our archival package will consist of the following data and documentation:
- Raw data
- Computer code (de-identifying raw data) (see also Appendix 10)
- Survey Handbook, incl.
- Documentation of steps taken to de-identify raw data
- Processed data
- Questionnaire incl. info letter and consent sheet(s)
- Data management plan
- Project proposal
- Grant agreement
- Ethical review application(s) and approval(s)
- Ethical advice by Link4Skills external ethics advisor
- Metadata sheet
- Manuscript(s)/ publication(s)
- Computer code (analysis)
- Excel codebook

FAIR Principles

We follow the FAIR principles to make the Link4Skills Survey data **F**indable, **A**ccessible, **I**nteroperable, and Re-usable. The EUR FAIR-Aware online tool confirmed that our FAIR awareness and compliance is very high.[27] We ensure that the data is findable for humans and computers with metadata and a persistent identifier (i.e., Digital Object Identifier, DOI). The Link4Skills Migrant Survey dataset will be made openly available through DANS, with accompanying rich and descriptive metadata, documentation and code that follow common standards and use controlled vocabularies. Data will be made available for re-use under the creative commons license CC-BY 4.0. To document our research, we will use the DCMI (Dublin Core Metadata Initiative). This Handbook serves as a very detailed README and will be deposited alongside the dataset. Data and accompanying metadata and documentation will be made openly available after an embargo period (until 31-12-2026) in various file formats (e.g., .csv, ;STATA: .dta and Microsoft Excel.xls) and ready for use to guarantee accessibility, (re-)usability and long-term sustainability.

Documentation- Naming and versioning files

For naming the files, use descriptive and logical file names that are machine and human readable, including or avoiding the following elements:

Include:
- Underscores for separation of elements (L4S_Survey_Handbook)
- Informative elements
- Element for logical sorting (e.g., end with version number v1.0.0)
- Semantic versioning using three elements (v1.0.2) for major and minor changes and small corrections.

Avoid:
- No spaces, accents, or odd punctuation
- Redundancy, e.g., do not use the file name in the basename and the file extension (e.g., instead of excel_codebook.xlsl use codebook.xlsx).

---

[27] https://www.fairsfair.eu/fair-aware

8. Brief data overview and key sample characteristics

This section briefly describes the data collected through the Link4Skills Migrant Survey, outlining key sample characteristics by country and evaluating how closely the achieved sample aligns with our initial targets and quotas. The final sample size is 2,317 observations. Most respondents live in the Netherlands (n=644; 27.8%), followed by Poland (n=546; 23.6%), Germany (n=508; 21.9%), meaning that in these countries we achieved and even surpassed the envisioned sample size of 500. With n=448 (19.3%) and n=171 (7.4%), the sample size is smaller than planned Canada and Austria respectively despite extensive promotional efforts. In Canada, we did not succeed in recruiting a sufficient number of respondents from the Ghanaian focus corridor, and in Austria the small sample size can be attributed to the target group's survey fatigue and fewer third-country nationals living in the relatively smaller country (see Appendix 7 for a more detailed explanation of the Austrian experience).

Skill distribution, field of education, and employment sector

Our aim was to obtain a balanced sample of medium- and highly skilled migrants. As shown in Figure 4, this balance was not achieved in Austria, Canada, Germany, and the Netherlands, where 80.3–92.5% of respondents are highly skilled and only a small share are medium skilled. Poland is the main exception, with a more mixed skill composition (56.2% highly skilled, 26.6% medium skilled, and 17.2% semi-skilled). This imbalance is not as surprising considering that medium-skilled migration schemes are only beginning to emerge and countries like the Netherlands, for example, hardly allow for medium-skilled migration from outside of the EU. A closer look at the education of highly skilled respondents shows that there are also important differences within this group, with respondents in Austria and the Netherlands being more likely to hold a Master's or PhD degree than those in the other destinations, meaning that the recruited samples for these two countries are comparatively more highly educated.
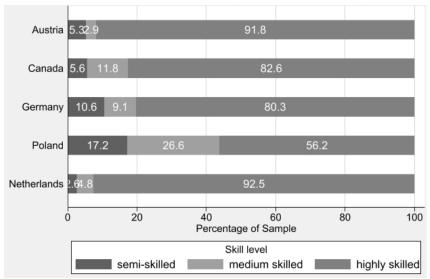
Figure 4: Skill distribution by destination country (n=2,317)

Source: Link4Skills Migrant Survey (restricted-access variant). Percentages show the distribution of respondents by skill level within each destination-country sample. Skill level is derived from respondents' highest level of completed education (semi-skilled, medium skilled, highly skilled). Percentages may not sum to exactly 100 due to rounding.

In terms of respondents' field of education in relation to our focus sectors, roughly 42.0 per cent of all respondents indicated that they were educated in STEM fields (n=973), 11.1 per cent in health (n=258) and 5.6 % in construction (n=258). Many also indicated that they were educated in another field (41.3%, n=957). Among respondents who specified another field of study, most could be coded in "Business, administration & law", "Social sciences, journalism & information", and "Arts & humanities and Education" following the ISCED-F classification.
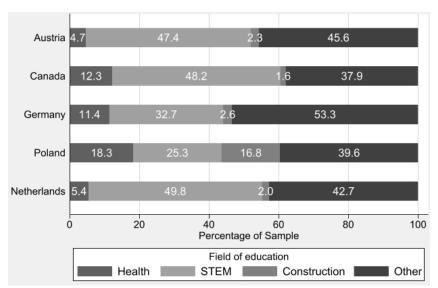
Figure 5: Distribution of field of education by destination country (n=2,317)

Source: Link4Skills Migrant Survey (restricted-access variant). Percentages show the distribution of respondents by field of education (i.e., health, STEM, construction, other) within each destination-country sample. Percentages may not sum to exactly 100 due to rounding.

A similar picture emerges when looking at the sector respondents are currently employed in. Most work in STEM (33.0%, n=596), and considerably fewer respondents work in health (11.0%, n=198), and construction (5.9%, n=107). Half of the working sample works in other sectors, especially, in other service activities, education, financial and insurance activities, and ICT, following the NACE classification. Naturally, this variable has fewer observations because not all respondents are currently employed. For example, some are still studying (n=193), unemployed (n=224), a homemaker/ stay-at-home parent (n=53) or retired (n=36).

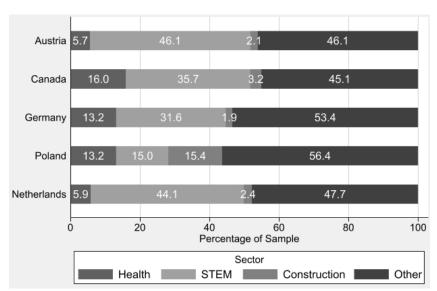*Figure 6: Sector distribution by destination country (n=1,808)*

Source: Link4Skills Migrant Survey (restricted-access variant). Percentages show the sector of current employment (health, STEM, construction, other) among respondents who were working at the time of the survey; non-employed respondents are excluded, which explains the smaller sample size. Percentages may not sum to exactly 100 due to rounding.

Migrants' origin

Next, we look at migrants' country of origin and to what extent we have been able to recruit individuals from the Link4Skills focus corridors (see Table 2 and Figure 2). Table 9 reports the number of respondents recruited compared to the planned quota for each origin-destination dyad. For example, we aimed to recruit 40 respondents from India in Germany but reached 31, while we slightly exceeded the quota for Indian respondents in the Netherlands (57 / 50). By contrast, the Indian corridor to Austria is underrepresented (11 of the targeted 80 respondents). The Ukrainian corridors to the Netherlands and especially to Poland substantially surpassed their quotas (69 / 50 and 164 / 80, respectively).

Table 9: Recruited and targeted number of respondents by focus corridors

	Germany (DE)	Netherlands (NL)	Canada (CA)	Poland (PL)	Austria (AT)
India (IN)	31 / 40	57 / 50	48 / 50		11 / 80
Morocco (MA)	7 / 40	7 / 50			
Philippines (PE)	15 / 40			46 / 80	
Indonesia (ID)	7 / 40				1 / 80
Ghana (GH)			9 / 50		
Nigeria (NG)			59 / 50		
Ukraine (UA)		69 / 50		164 / 80	

Note: Cells show achieved/target number of respondents.

In total, our sample includes individuals from 117 countries of origin: 43 in Austria, 77 in Canada, 62 in Germany, 41 in Poland, and 70 in the Netherlands. Table 10 summarises the ten most common countries of origin for each destination, as well as for the full sample. Several of the largest groups reflect our predefined focus corridors (e.g., Ukraine-NL, Ukraine-PL, Nigeria-CA), indicating that the sampling design and quotas helped shape the composition of the achieved sample. At the same time, some prominent corridors, most notably Ukraine - Germany, US - Netherlands, Belarus - Poland and China/Hong Kong-Canada, were not part of our original focus corridors but emerged strongly in the realised sample.

Table 10: Top ten countries of origin by destination country and fill sample (n=2,317)

	Germany (DE)	Netherlands (NL)	Canada (CA)	Poland (PL)	Austria (AT)	Full Sample
1	Ukraine (n=114)	US (n=103)	Nigeria (n=49)	Ukraine (n=164)	Ukraine (n=15)	Ukraine (n=373)
2	Turkey (n=71)	Ukraine (n=69)	India (n=48)	Belarus (n=126)	US (n=12)	India (n=180)
3	India (n=31)	India (n=57)	China (n=42)	Philippines (n=46)	India (n=11)	Turkey (n=157)
4	China (n=28)	UK (n=51)	Philippines (n=31)	India (n=33)	Serbia (n=11)	US (n=151)
5	Syria (n=19)	Turkey (n=50)	Hong Kong SAR (n=19)	Ghana (n=28)	Turkey (n=11)	Belarus (n=131)
6	Iran (n=17)	Russia (n=32)	Pakistan (n=16)	Azerbaijan (n=27)	Russia (n=9)	Philippines (n=109)
7	Russia (n=16)	Brazil (n=29)	UK (n=16)	Turkey (n=19)	Philippines (n=8)	China (n=91)
8	Philippines (n=15)	Canada (n=25)	US (n=16)	Kazakhstan (n=12)	Mexico (n=7)	UK (n=83)
9	US (n=14)	South Africa (n=23)	Kenya (n=12)	Vietnam (n=11)	Nigeria (n=7)	Nigeria (n=74)
10	Brazil (n=11)	Mexico (n=18)	Ukraine (n=11)	Georgia (n=5)	BiH (n=6)	Russia (n=68)

Source: Link4Skills Migrant Survey (restricted-access variant). Focus corridors are highlighted.

General sample characteristics

This section provides additional information about respondents' demographic characteristics, including gender, age, and years spent in the destination country. A more detailed analysis will be published in a separate report. A bit more than half of all respondents are women (51.7%, n=1192). The gender

distribution varies slightly by destination country. Women are somewhat overrepresented in Canada and Germany, and men are somewhat overrepresented in Poland. Respondents identifying as "other / unknown" make up only a very small share in all countries, with slightly higher percentages in Germany and the Netherlands.

On average, respondents' mean age is 35.6 years (median 34 years). The age profiles are very similar across destination countries (see Figure 8). Mean age ranges from 32.6 years in Germany (median 31 years) to 37.8 years in the Netherlands (median 36 years), with Austria at 36.9 (median 35), Canada and Poland at 35.6 and 35.4 respectively (both median 34). In the full sample, half of the respondents (interquartile range) are between 28 and 41 years old. This spread is similar across destinations (AT: 27-42 years, CA: 27-41 years; DE: 26-39 years; PL: 29-40 years; NL: 30-43 years).
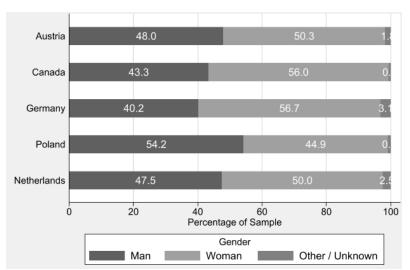
Figure 7: Gender distribution by destination country (n=2,307)

Source: Link4Skills Migrant Survey (restricted-access variant). Percentages show the distribution of respondents by self-reported gender within each destination-country sample. "Other / Unknown" combines all remaining response categories. Percentages may not sum to 100 due to rounding.
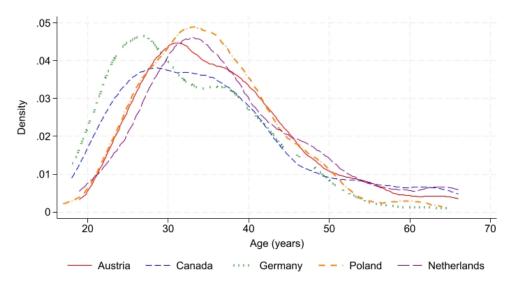
Figure 8: Age distribution by destination country

Source: Link4Skills Migrant Survey (restricted-access variant). Curves show kernel density estimates of respondents' age in years, by destination country. Densities are scaled to integrate to 1 within each country.

Our sample consists of relatively recent arrivals overall. On average, respondents have lived in their current destination country for 6.8 years (median 4 years). There are important differences between destination countries (see Figure 9). Mean length of stay ranges from 4.1 years in Germany (median 3 years) to 12.5 years in Canada (median 9 years), with Austria at 5.6 (median 3), Poland at 5.2 (median 4) and the Netherlands at 6.7 (median 5). In the full sample, half of respondents (interquartile range) have been in the country between 3 and 8 years, with diverging spreads across destinations (AT: 2–7 years, CA: 4–17, DE: 2–5, PL: 3–7, NL: 3–8).
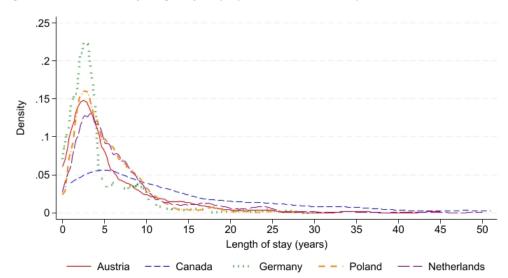
Figure 9: Distribution of length of stay by destination country

Source: Link4Skills Migrant Survey (restricted-access variant). Curves show kernel density estimates of respondents' length of stay in years, by destination country. Densities are scaled to integrate to 1 within each country.

9. Future publications

The Link4Skills Survey Team is working on additional analyses and publications using the restricted-access variant of the Link4Skills Migrant Survey. All publications will be announced (and shared where possible) on the Link4Skills website (https://link4skills.eu). The open-access variant of the Link4Skills survey will be deposited at DANS[28] for secondary use after 31 December 2026, after the end of the Link4Skills project.

---

[28] https://dans.knaw.nl/en/

References

Carling, J., Caso, N., & Karl, E.Z. (2025). Future Migration as Present Fact (FUMI) Survey Documentation. Oslo: Peace Research Institute Oslo, https://doi.org/10.5281/zenodo.14824236

Carling, J. & Schewel, K. (2018). Revisiting aspiration and ability in international migration, Journal of Ethnic and Migration Studies, 44:6, 945-963, https://doi.org/10.1080/1369183X.2017.1384146

Chang, S. J., Van Witteloostuijn, A., & Eden, L. (2020). Common method variance in international business research. Research methods in international business, 385-398.

Hagen-Zanker, J., Carling, J., Caso, N., Hennessey, G., and Rubio, M. (2024) Documentation of survey data, MIGNEX Handbook Chapter 10 (v3). Oslo: Peace Research Institute Oslo. Available at https://www.mignex.org/d032.

Hagen-Zanker, J., Hennessey, G., Carling, J and Memon, R. (2023). Survey data collection, MIGNEX Handbook Chapter 7 (v2). Oslo: Peace Research Institute Oslo. Available at www.mignex.org/d031

Hooijen, I. (2021). Place attractiveness: A study of the determinants playing a role in residential settlement behaviour. [Doctoral Thesis, Maastricht University]. ROA. https://doi.org/10.26481/dis.20210205ih

Kemmelmeier, M. (2016). Cultural differences in survey responding: issues and insights in the study of response biases. International Journal of Psychology, 51(6), 439–444. https://doi.org/10.1002/ijop.12386

Müller-Funk, L. & Ghabash, W. (2025). Chapter 2: The SYREALITY Survey (Wave 1). Version 4.0. Methodological Handbook SYREALITY. September 2025. https://doi.org/10.5281/zenodo.17061459.

Paulhus, D. L. (1991). Measurement and control of response bias. Measures of Personality and Social Psychological Attitudes, 1, 17-59.

Raphael, K. (1987). Recall Bias: A Proposal for Assessment and Control. International Journal of Epidemiology, 16(2), 167–170. https://doi.org/10.1093/ije/16.2.167

Reinold, J. (2023). Essays on attracting and retaining highly educated migrants. [Doctoral Thesis, Maastricht University]. Maastricht University. https://doi.org/10.26481/dis.20231005jr

Reinold, J., Hooijen, I. & Ozer, M. (2024). "If you smile, they smile": Explaining highly educated migrants' feelings of being welcome in the Euregio Meuse-Rhine. Population, Space and Place, 2024; c2759. https://doi.org/10.1002/psp.2759

Wetzel, E., Böhnke, J. R., & Brown, A. (2016). Response Biases. In F. T. L. Leong, D. Bartram, F. Cheung, K. F. Geisinger, & D. Iliescu (Eds.), The ITC International Handbook of Testing and Assessment (p. 0). Oxford University Press. https://doi.org/10.1093/med:psych/9780199356942.003.0024

Appendix 1- Survey questionnaire

Link4Skills International Experience Survey
Erasmus University Rotterdam

Funded by
the European Union

Information Letter

Dear Participant,

Thank you for completing our survey. We are a team of researchers working at Erasmus University Rotterdam in the Netherlands. Together with our partners at Kozminski University in Poland, the Institute for Migration Research & Intercultural Studies (IMIS) at Osnabrück University in Germany, the International Centre for Migration Policy Development (ICMPD) in Austria and Toronto Metropolitan University in Canada, we are conducting independent research on the factors shaping mobility decisions for the research project Link4Skills, which has received funding from the European Union's Horizon Europe project call HORIZON-CL2-2023-TRANSFORMATIONS-01 grant agreement 101132476.

Below we will explain the study to you. If you have any questions, please contact Dr. Julia Reinold (reinold@essb.eur.nl).

What is the research about?
The goal of this study is to learn more about the intentions of people who have moved to another country to stay in the country where they live now or return to their home country. We are especially interested in people who followed further education after finishing high school and who are living in Austria, Germany, Poland and the Netherlands. The results will help create policies to address skill shortages and mismatches through encouraging migration.

Who can participate?
To reach this goal, it is very important to consider the experiences and views of people who have moved internationally themselves. We would be grateful for your participation if you: 1) Have moved away from your usual home outside the

European Union to live in Austria, Germany, Poland or the Netherlands 2) Have completed post-secondary education, for example vocational, professional and academic training.

What can you expect?
If you agree to participate below, you will be asked questions about your move to the country of destination as well as your intentions to remain living there or return to your country of origin. In addition, you will be asked to fill in some demographic characteristics. The total duration will be around 20 minutes.

You decide whether to participate
This letter gives information to enable you to decide on participation or not. Take your time to read it carefully and consider completely voluntary participation. You have the right to withdraw from the study at any time, without any negative consequences or having to provide an explanation. Until you submit the survey, you can still decide not to take part in the research. If you stop, your data will be deleted. After you click 'send', we cannot trace what data you have shared with us anymore.

What are the potential risks and discomforts?
During the survey, you may be reminded of negative experiences in the country of destination, for example discrimination and consequences for well-being. If you need emotional support or a listening ear, you can contact the following organisations in the destination countries:

The Netherlands: Slachtofferhulp Nederland
Hotline: +31 88 746 00 00
Website: https://www.slachtofferhulp.nl

Germany: Faire Integration
Email: ffi@iq-consult.de
Website: https://www.faire-integration.de

Poland: Polish Migration Forum Foundation
Hotline: +48 22 11 000 85
Website: https://forummigracyjne.org/en/front-page/

Austria: Psychosocial service
Hotline: +43 1 4000 5300
Website: https://psd-wien.at/sorgenhotline-wien

What are the benefits of participating?
By sharing your experience, you are making your voice heard! This survey gives you the opportunity to reflect on your journey and highlight the challenges and opportunities you've encountered. While there are no financial rewards, your participation plays a key role in informing policymakers and improving opportunities for people with post-secondary education who move across borders. As a token of appreciation, you will receive a Certificate of Participation at the end of the survey!

What data will we ask you to provide?
We will ask you about the following personal data: age, gender, country of birth, nationality, cultural/ ethnic background, and occupation. We will not ask any direct identifiers from you.

What will happen to your data?
We store all your data securely. Only persons involved in the research can see the data. We will write articles about the results of the study, which will be published in (academic) journals or books. The results will be accessible by anyone and shared on the Link4Skills website. They will also be fed into the AI-Assisted Link4Skills Navigator, a knowledge-based expert system supporting decision-making processes for fair skill flows across countries.

How long will your personal data be stored?

Your data will be kept for 10 years after completion of the research. We keep the data so that other researchers can verify that the research was conducted correctly.

Using your data for new research
Anonymized research data can be used in other research. We ensure that the data cannot be traced back to you by combining relevant variables, for example age, country of origin, and occupation.

Do you have questions about the study?
If you have any questions about the study or your privacy rights, such as accessing, changing, deleting, or updating your data, please contact Dr. Julia Reinold (reinold@essb.eur.nl).
Do you have a complaint or concerns about your privacy? Please email the Data Protection Officer (fg@eur.nl) or visit www.autoriteitpersoonsgegevens.nl. (T: +31 88 - 1805250)

Ethics approval
This research has been reviewed and approved by the DPAS Research Ethics Review Committee of Erasmus University Rotterdam (approval number: ETH2324-0932). This committee ensures that research participants are protected. If you would like to know more about the DPAS Research Ethics Review Committee, please contact dpas-ethics@essb.eur.nl

In this section, we will ask you some questions about your education and work.

Declaration of Consent
For participation in the research study
Link4Skills International Experience Survey
Ethics approval number: ETH2324-0932

I have read the information about the study and the use of my data. I understand what the study is about and what information will be collected from me. I understand that participating in this research is completely voluntary and that I can stop at any time. I have had the opportunity to think about my participation and to ask questions. Please note that we can only use your data if you tick all three boxes below.

I agree to participate in this research and allow my data to be used as described in the information letter.

I agree to the collection, use and storage of the following special personal data: country of origin.

Ye
No

I confirm that I am at least 18 years old. I understand that my data will be anonymized for publication and further research.

1. Where do you currently live? *We will refer to this country as your current country of residence for the rest of the survey.*
   Austria
   Germany
   Poland
   The Netherlands
   Other

2. Do you consider yourself living in two countries at the same time? If yes, please indicate the second country below.

   _____

3. Which country do you consider your country of origin?
   _____

4. What is the highest level of education you have completed?
   No formal education or below primary education
   Primary education
   Lower secondary education
   Upper secondary education)
   Post-secondary non-tertiary education (e.g., vocational, technical or professional education)
   Short-cycle tertiary education (e.g., advanced vocational or professional education)
   Bachelor's degree or equivalent
   Master's degree or equivalent
   Doctoral degree or equivalent

5. In what (main) field did you obtain your highest level of education?
   Health
   Construction
   Science, Technology, Engineering, and Mathematics (STEM)
   Other, please specify_____

6. What job or occupation were you trained for? (This might be different from the job you have now.)

   _____

7. What was your last job or occupation before leaving your home country?

   _____

8. What was your employment status over the last three months? (Multiple answers possible)
   Working full-time
   Working part-time
   Self-employed
   Unemployed and looking for work
   Unemployed and not looking for work
   Intern/ trainee
   Student
   Vocational trainee
   Homemaker or stay-at-home parent
   Retired
   Other, please specify:
   _____

Only answer the next four questions if you are working. If you are not working, you can go to Question 13 directly.

9. What was your main job or occupation during the last three months?

   _____

10. Do you currently have a permanent work contract?
    No
    Yes
    Not applicable

11. What is the sector you currently work in? (Please select the option that best describes your industry, or write down a different one.)

      Health

      Construction

      Science, Technology, Engineering, and Mathematics (STEM)

      Other, please specify: _____

12. How did you find your current job? (Multiple answers possible)

      Migrant networks

      Public employment agency

      Private international labour recruitment agency

      Skills mobility partnership

      Faith-based networks

      Professional networks

      Social/ family network or community

      NGO, welfare organisation

      Internet

      Other, please specify: _____

13. Have you faced any challenges in finding employment or working in your current country of residence?

      Yes

      No

14. Can you write down the main challenges you have faced in finding employment or working in your current country of residence?

_____

_____

_____

_____

_____

_____

_____

_____

In this section, we will ask you to fill in some details about your move to your current country of residence.

15. In what year did you move to your current country of residence?

_____

16. Have you lived in your current country of residence before?

      No

      Yes, I lived here once before

      Yes, I lived here more than once before

17. In how many other countries have you lived for at least three months since your 16th birthday?

_____

18. **People move for many different reasons. Thinking about your situation before you moved, please rate how important each of the following**

reasons was in deciding to leave your country of origin on a scale from 0 to 100. The higher the number (closer to 100), the more important the reason was, the lower the number (closer to 0), the less important the reason was. Please note that you are making these ratings separately for each reason, meaning that all could be rated high or low, or any combination that best reflects your experience.

(*On the next page you will find an explanation of the answer possibilities.*)

1. Labour market and employment conditions (this is not about financial aspects)
    Rating (0-100): _____
    Not applicable
2. Integration of artificial intelligence (AI) into the workplace
    Rating (0-100): _____
    Not applicable
3. Economic conditions
    Rating (0-100): _____
    Not applicable
4. Education and training opportunities
    Rating (0-100): _____
    Not applicable
5. Professional development opportunities
    Rating (0-100): _____
    Not applicable
6. Access to AI-related training and development
    Rating (0-100): _____
    Not applicable

7. Environmental conditions
    Rating (0-100): _____
    Not applicable
8. Political conditions
    Rating (0-100): _____
    Not applicable
9. Public policy and institutions
    Rating (0-100): _____
    Not applicable
10. Safety and security situation
    Rating (0-100): _____
    Not applicable
11. Social and cultural conditions
    Rating (0-100): _____
    Not applicable
12. Reasons related to family and/ or your partner
    Rating (0-100): _____
    Not applicable

Explanation of the answer possibilities

1. Examples for **labour market and employment conditions** are unemployment, employment dissatisfaction, poor employment opportunities, poor employment conditions, career stagnation or decline, underemployment or overqualification, etc.

2. Examples for **integration of artificial intelligence (AI) into the workplace** are limited AI adoption in the workforce, obsolete job roles, slow technological advancements, stagnant career progression due to AI automation.

3. Examples for **economic conditions** are economic hardship, deteriorating economic conditions, lack of economic opportunities, high living costs, poor living standards, poverty and inequality, etc.

4. Examples for **education and training opportunities** are limited access to education and training, poor quality of education and training, poor education infrastructure, limited availability of higher education programmes, high tuition fees, lack of financial aid to education, disruption of education doe to conflict, etc.

5. Examples for **professional development opportunities** are lack of activities, programmes, or resources that help workers improve their skills, lack of career advancement opportunities, etc.

6. Examples for **access to AI-related training and development** are limited AI education opportunities, lack of access to AI research, limited AI-focused conferences and workshops, and low industry investment in AI, etc.

7. Examples for **environmental conditions** are climate change, environmental degradation, food insecurity, natural disasters and environmental shocks, etc.

8. Examples for **political conditions** are lack of civil, political and democratic rights, corruption, political developments, political instability, restricted rights for women, etc.

9. Examples for **safety concerns and security situation** are crime, conflict, war, violence, gender-based violence, human rights violations, political repression, persecution, etc.

10. Examples for **social and cultural conditions** are discrimination and exclusion of minority groups, cultural and religious, repression, rigid cultural norms and expectations around family, marriage, and gender roles, lack of social networks, lack of cultural offers and leisure opportunities, etc.

11. Examples for **reasons related to family and/ or your partner** are family separation, following relatives, following one's partner, starting a family, lack of opportunities for children, escape from family conflict, weak familial support networks, care burden, migrate to support family financially, etc

19. **In addition to the reasons that made you leave your country of origin, there may have been reasons related to your current country of residence that influenced your decision to move there. Please rate how important each of the following reasons was in choosing your current country of residency as your destination on a scale from 0 to 100.** The higher the number (closer to 100), the more important the reason was, the lower the number (closer to 0), the less important the reason was. Please note that you are making these ratings separately for each reason, meaning that all could be rated high or low, or any combination that best reflects your experience.

(*On the next page you will find an explanation of the answer possibilities.*)

1. Labour market and employment conditions (this is not about financial aspects)
    Rating (0-100): _____
    Not applicable
2. Integration of artificial intelligence (AI) into the workplace
    Rating (0-100): _____
    Not applicable
3. Economic conditions
    Rating (0-100): _____
    Not applicable
4. Education and training opportunities
    Rating (0-100): _____
    Not applicable
5. Professional development opportunities
    Rating (0-100): _____
    Not applicable

6. Access to AI-related training and development
    Rating (0-100): _____
    Not applicable
7. Environmental conditions
    Rating (0-100): _____
    Not applicable
8. Political conditions
    Rating (0-100): _____
    Not applicable
9. Public policy and institutions
    Rating (0-100): _____
    Not applicable
10. Migration Policy
    Rating (0-100): _____
    Not applicable
11. Security
    Rating (0-100): _____
    Not applicable
12. Social and cultural conditions
    Rating (0-100): _____
    Not applicable
13. Reasons related to family and/ or your partner
    Rating (0-100): _____
    Not applicable

Explanation of the answer possibilities

1. Examples for **labour market and employment conditions** are better employment opportunities, better employment conditions, better career prospects, etc.

2. Examples for **integration of artificial intelligence (AI) into the workplace** are limited AI-driven job opportunities, access to advanced AI tools and technologies, collaborative AI work environments, AI integration in diverse sectors, etc.

3. Examples for **economic conditions** are better economic opportunities, higher wages, lower living costs, higher living standards, higher returns to skills/ education, etc.

4. Examples for **education and training opportunities** are access to education and training, better quality of education and training, international education, reputation of education and training institutions, etc.

5. Examples for **professional development opportunities** are activities, programmes, or resources that help workers improve their skills, advance in their careers, and stay updated with industry trends, etc.

6. Examples for **access to AI-related training and development** are specialised AI education opportunities, access to AI research and innovation hubs, professional AI-focused conferences and workshops, collaboration opportunities with leading tech companies and knowledge institutions, support for AI entrepreneurs, etc.

7. Examples for **environmental conditions** are favourable weather and climate conditions, low pollution, minimal environmental hazards and natural disasters, clean energy and sustainable living, etc.

8. Examples for **political conditions** are civil, political and democratic rights, political stability, rule of law, etc.

9. Examples for **public policy and institutions** are the welfare system, healthcare system, infrastructure and services, public transport, etc.

10. Examples for **migration policy** are immigration procedures, post-entry rights, integration policy, and pathways to citizenship, etc.

11. Examples for **security** are peace, absence of conflict, and low crime rates, etc.

12. Examples for **social and cultural conditions** are tolerance and diversity, welcoming culture, cultural offers and leisure opportunities, availability of amenities, freedom to practice religion and culture, etc.

13. Examples for **reasons related to family and/ or your partner** are family reunification, being with relatives, following or joining one's partner, starting a family, better opportunities for children, caring for family members, etc.

20. Before moving to your current country of residence, how often did you communicate with people already living there?
    Almost every day
    Every week
    Every month
    Less often
    Never

If you never communicated with people in the current country of residence before moving there, you can skip the following question and go to question 22 directly.

21. Overall, did your contact with people who were living in your current country of residence make you...
    Less interested in moving there.
    More interested in moving there.
    Did not make a difference.

22. Did you follow any trainings in your country of origin to prepare for living or working in your current country of residence? (Multiple answers possible)
    Language training
    (Inter-)cultural training
    Job/ professional training
    Job training to help get your qualifications recognised
    No training

23. What kind of permit do you currently have?
    A permit based on family ties
    A permit based on employment
    A permit as an au pair
    A permit for studying
    A permit for pursuing vocational training
    A permit based on asylum, temporary protection or humanitarian reasons
    I am a citizen of my country of residence and do not require a permit
    Other, please specify_____

Only answer the next question if you have a permit based on employment. Otherwise go to question 25 directly.

24. More specifically, do you hold either of the following?
    EU Single Permit
    EU Blue Card
    No

25. Does your permit allow you to work?
    Yes, with relatively free access
    Yes, with conditional access
    No

You can skip question 26 if you are a citizen of your country of residence and do not require a permit.

26. Is your current permit temporary or permanent?
    Temporary
    Permanent (allows you to stay for life)

27. How would you rate your overall experience with the process of moving to your current country of residence?

     Extremely stressful and challenging

     Very difficult with many significant challenges

     Somewhat difficult, with a few significant challenges

     Mostly smooth, with some minor challenges

     Very smooth, with no major challenges

28. **You may have faced different challenges since leaving your country of origin. On a scale from 0 to 100, please indicate how much you experienced each of the following factors as challenges.** The higher the number (closer to 100), the more difficult it was for you, the lower the number (closer to 0), the less difficult it was. Please rate each challenge separately, meaning that all could be rated high, all low, or any combination that best matches your experience.

1. Legal and administrative challenges (e.g., obtaining visas and permits, long procedures)

     Rating (0-100): _____

     Not applicable

2. Financial challenges (e.g., visa costs, travel expenses, loss of income during the transition)

     Rating (0-100): _____

     Not applicable

3. Language barriers

     Rating (0-100): _____

     Not applicable

4. Employment challenges (e.g., finding work, recognition of qualifications)

     Rating (0-100): _____

     Not applicable

5. Cultural adjustment (e.g., adapting to different cultural norms, values and practices)

     Rating (0-100): _____

     Not applicable

6. Emotional and psychological challenges (e.g., stress, anxiety, homesickness, distance from loved ones)

     Rating (0-100): _____

     Not applicable

7. Housing challenges (e.g., finding affordable and suitable housing, issues with landlords)

     Rating (0-100): _____

     Not applicable

8. Social integration (e.g., difficulties making friends)

     Rating (0-100): _____

     Not applicable

29. Have you faced any bureaucratic challenges in your current country of residence related to the following? (Multiple answers possible)

     Difficulties accessing permits/ visa

     Difficulties renewing permits/ visa

     Gaps between permits/ visa

In this section, we will ask you questions about your experiences in your current country of residence.

30. Please indicate **how satisfied you are with these labour market and employment conditions in your current country of residence** o**n a scale from 0 to 100**. Please note that these aspects are not about financial aspects. The higher the number (closer to 100), the more satisfied you are, the lower the number (closer to 0), the less satisfied you are. Please note that you are making these ratings separately for each factor, meaning that all could be rated high, all could be rated low, or any combination that best reflects your experiences.

1. Job opportunities (e.g., in your field, jobs matching your qualifications)
    Rating (0-100): _____
    Not applicable
2. Professional development opportunities
    Rating (0-100): _____
    Not applicable
3. Training opportunities (e.g., vocational, academic, further training)
    Rating (0-100): _____
    Not applicable
4. Employment conditions
    Rating (0-100): _____
    Not applicable
5. Job security
    Rating (0-100): _____
    Not applicable
6. Career prospects
    Rating (0-100): _____
    Not applicable
7. Working environment
    Rating (0-100): _____
    Not applicable

8. Relationship with colleagues from the country of residence
    Rating (0-100): _____
    Not applicable
9. Relationship with international colleagues
    Rating (0-100): _____
    Not applicable
10. Work-life balance
    Rating (0-100): _____
    Not applicable
11. Skill utilization
    Rating (0-100): _____
    Not applicable
12. Recognition of diplomas/ qualifications/ skills
    Rating (0-100): _____
    Not applicable
13. Conditions for starting own business
    Rating (0-100): _____
    Not applicable
14. Conditions for running own business
    Rating (0-100): _____
    Not applicable

31. Please indicate **how satisfied you are with these AI-related factors in your current country of residence on a scale from 0 to 100**. The higher the number (closer to 100), the more satisfied you are, the lower the number (closer to 0), the less satisfied you are. Please note that you are making these ratings separately for each factor, meaning that all could be rated high, all could be rated low, or any combination that best reflects your experiences.

1. Integration of AI into the workplace
    Rating (0-100): _____
    Not applicable
2. Availability of AI/ automation training programmes and development
    Rating (0-100): _____
    Not applicable
3. Wage differences between AI-enhanced and traditional jobs
    Rating (0-100): _____
    Not applicable
4. Job security in AI-transformed sectors
    Rating (0-100): _____
    Not applicable
5. Recognition of AI skills from your country of origin
    Rating (0-100): _____
    Not applicable
6. Competition with local workers for AI-related positions
    Rating (0-100): _____
    Not applicable
7. Other, please specify_____
    Rating (0-100): _____

32. Please indicate **how satisfied you are with these economic conditions in your current country of residence on a scale from 0 to 100**. The higher the number (closer to 100), the more satisfied you are, the lower the number (closer to 0), the less satisfied you are. Please note that you are making these ratings separately for each factor, meaning that all could be rated high, all could be rated low, or any combination that best reflects your experiences.

1. Standard of living
    Rating (0-100): _____
    Not applicable
2. Economic stability and prospects
    Rating (0-100): _____
    Not applicable
3. Income levels/ wages
    Rating (0-100): _____
    Not applicable
4. Returns to education/ skills
    Rating (0-100): _____
    Not applicable
5. Opportunities for economic advancement
    Rating (0-100): _____
    Not applicable
6. Living costs
    Rating (0-100): _____
    Not applicable
7. Income equality
    Rating (0-100): _____
    Not applicable

33. Please indicate **how satisfied you are with these education and training opportunities in your current country of residence on a scale from 0 to 100.** The higher the number (closer to 100), the more satisfied you are, the lower the number (closer to 0), the less satisfied you are. Please note that you are making these ratings separately for each factor, meaning that all could be rated high, all could be rated low, or any combination that best reflects your experiences.

1. Access to education and training
   Rating (0-100): _____
   Not applicable
2. Quality of education and training
   Rating (0-100): _____
   Not applicable
3. Cost of education and training
   Rating (0-100): _____
   Not applicable
4. Availability of language training
   Rating (0-100): _____
   Not applicable
5. Diversity and inclusion in educational institutions
   Rating (0-100): _____
   Not applicable

34. Please indicate **how satisfied you are with public policies and institutions in your current country of residence, on a scale from 0 to 100**. The higher the number (closer to 100), the more satisfied you are, the lower the number (closer to 0), the less satisfied you are. Please note that you are making these ratings separately for each factor, meaning that all could be rated high, all could be rated low, or any combination that best reflects your experiences.

1. Social security/ welfare system
   Rating (0-100): _____
   Not applicable
2. Healthcare system
   Rating (0-100): _____
   Not applicable
3. Infrastructure and services
   Rating (0-100): _____
   Not applicable
4. Public transport
   Rating (0-100): _____
   Not applicable

35. Please indicate **how satisfied you are with migration policies in your current country of residence, on a scale from 0 to 100**. The higher the number (closer to 100), the more satisfied you are, the lower the number (closer to 0), the less satisfied you are. Please note that you are making these ratings separately for each factor, meaning that all could be rated high, all could be rated low, or any combination that best reflects your experiences.

1. Immigration procedures
   Rating (0-100): _____
   Not applicable
2. Post-entry rights
   Rating (0-100): _____
   Not applicable
3. Opportunities for family reunification
   Rating (0-100): _____
   Not applicable
4. Integration policy
   Rating (0-100): _____
   Not applicable
5. Pathways to citizenship
   Rating (0-100): _____
   Not applicable

36. Please indicate **how satisfied you are with these social and cultural conditions in your current country of residence on a scale from 0 to 100**. The higher the number (closer to 100), the more satisfied you are, the lower the number (closer to 0), the less satisfied you are. Please note that you are making these ratings separately for each factor, meaning that all could be rated high, all could be rated low, or any combination that best reflects your experiences.

1. Tolerance of locals
   Rating (0-100): _____
   Not applicable
2. Cultural and ethnic diversity
   Rating (0-100): _____
   Not applicable
3. Ease of connecting with locals
   Rating (0-100): _____
   Not applicable
4. Integration into local society and community
   Rating (0-100): _____
   Not applicable
5. Welcoming culture
   Rating (0-100): _____
   Not applicable
6. Cultural offers and leisure opportunities
   Rating (0-100): _____
   Not applicable
7. Availability of amenities
   Rating (0-100): _____
   Not applicable
8. Freedom to practice religion and culture
   Rating (0-100): _____
   Not applicable
9. Opportunities for social advancement
   Rating (0-100): _____
   Not applicable
10. Gender and social norms
    Rating (0-100): _____
    Not applicable

37. Do you agree or disagree with the following statements?

With the move to my current place of residence...

	Strongly disagree	Somewhat disagree	Neither agree nor disagree	Somewhat agree	Strongly agree
... my financial situation improved.	○	○	○	○	○
... my quality of life improved.	○	○	○	○	○
... my job status improved.	○	○	○	○	○

In this section, we will ask you about your plans for the future and where you might move next.

38. Do you plan to apply for permanent residency in your current country of residence?
    Yes
    No
    No, I am a citizen or temporary resident
    No, but I am planning to apply for permanent residency in another country. Please specify: _____

39. Which citizenship(s) do you hold? (Multiple answers possible)
    Citizenship of the current country of residence (skip the next question)
    Other European Union citizenship
    Non-European Union citizenship
    Stateless

40. Are you planning to apply for citizenship in your current country of residence?
    Yes
    No
    No, but I am planning to apply for citizenship in another country. Please specify: _____
    No, I am a citizen of my current country of residence already

41. Ideally, where would you prefer to live in the future?

Stay in the current country of residence permanently or long-term.

Stay in the current country of residence for the next 2-5 years.

Return to my country of origin permanently.

Return to my country of origin for some time and then move elsewhere.

Move to another country, please specify: _____

Live and work partly in two countries, please specify:

_____

42. **Please indicate how important the following reasons are in determining the preference indicated above on a scale from 0 to 100**. The higher the number (closer to 100), the more important the motivation is, the lower the number (closer to 0), the less important the motivation is. Please note that you are making these ratings separately for each motivation, meaning that all could be rated high or low, or any combination that best reflects your experiences.

1. Labour market and employment conditions (this is not about financial aspects)

Rating (0-100): _____

Not applicable

2. Integration of artificial intelligence (AI) into the workplace

Rating (0-100): _____

Not applicable

3. Economic conditions

Rating (0-100): _____

Not applicable

4. Education and training opportunities

Rating (0-100): _____

Not applicable

5. Opportunities for professional development

Rating (0-100): _____

Not applicable

6. Access to AI-related training and development

Rating (0-100): _____

Not applicable

7. Environmental conditions

Rating (0-100): _____

Not applicable

8. Political conditions

Rating (0-100): _____

Not applicable

9. Public policy and institutions

Rating (0-100): _____

Not applicable

10. Migration policy

Rating (0-100): _____

Not applicable

11. Security

Rating (0-100): _____

Not applicable

12. Social and cultural conditions

Rating (0-100): _____

Not applicable

13. Family and partner

Rating (0-100): _____

Not applicable

43. **More realistically, how likely is it that you...** Please indicate how likely it is that you will realise the different options on a scale from 0 to 100. The higher the number (closer to 100), the more likely it is that the option will be realised, the lower the number (closer to 0), the less likely it is that the option will be realised.

1. ... stay in current country of residence permanently?
    Rating (0-100): _____
    Not applicable
2. ... stay in current country of residence for the next 2-5 years?
    Rating (0-100): _____
    Not applicable
3. ... return to country of origin permanently?
    Rating (0-100): _____
    Not applicable
4. ... return to country of origin for some time?
    Rating (0-100): _____
    Not applicable
5. ... move to another country?
    Rating (0-100): _____
    Please specify to which country: _____
    Not applicable
6. ... live and work partly in two countries? Please specify which countries
    _____
    Rating (0-100): _____
    Please specify to which countries: _____
    Not applicable

44. How likely is it that...

	Extremely unlikely	Somewhat unlikely	Neither likely nor unlikely	Somewhat likely	Extremely likely
... you can freely choose where to live?	○	○	○	○	○
... other people (e.g., partner, family) determine where you live?	○	○	○	○	○
... other institutions (e.g., company, country laws and policies) determine where you live?	○	○	○	○	○

45. How often would you say that you communicated with people living in the following places...?

	Almost every day	Every week	Every month	Less often	Never
Origin country	○	○	○	○	○
Potential future destination country A, please specify:	○	○	○	○	○
Potential future destination country B, please specify:	○	○	○	○	○
Potential future destination country C, please specify:	○	○	○	○	○

46. On the whole, does your contact with people living in the following countries make you...

	less interested in moving there?	more interested in moving there?	Does not make a difference.
Origin country	○	○	○
Potential future destination country A	○	○	○
Potential future destination country B	○	○	○
Potential future destination country C	○	○	○

In this section, we will ask you to fill in some personal details.

---

47. How old are you? ___ years

48. How do you describe yourself?
    Male
    Female
    Prefer to self-describe   _____
    Prefer not to say

49. Do you have children under 18?
    No (skip the next question)
    Yes, at least one of them is school-aged
    Yes, none of them is school-aged (yet)

50. Where do your children live?
    In my household
    Partly in my household, partly elsewhere
    Elsewhere in the current country of residence
    In my country of origin
    Other country

51. Which of the following best describes your current marital status?
    Single (i.e., never married or never in a civil partnerhsip)
    In a relationship, but not married
    Married
    Civil or registered partnership
    Separated
    Divorced
    Widowed

52. Do you have a partner? By partner, we mean being in a heterosexual or homosexual relationship.
    Yes
    No (go to the next page)

53. Where does your partner live?
    Same household
    Same municipality/ city
    Same province
    Same country
    Other European Union country
    Non-European Union country

54. Which citizenship(s) does your partner hold? (Multiple answers possible)
    Citizen of current country of residence
    Other European Union citizen
    Non-European Union citizen
    Stateless

55. What is your partner's employment situation?
    Working full-time
    Working part-time
    Self-employed
    Unemployed and looking for work
    Unemployed and not looking for work
    Intern/ trainee
    Student
    Vocational trainee
    Homemaker or stay-at-home parent
    Retired
    Other, please specify: _____

56. How well do you speak the following languages?

	None	Basic	Intermediate	Fluent	Native
Dutch	○	○	○	○	○
English	○	○	○	○	○
French	○	○	○	○	○
German	○	○	○	○	○
Polish	○	○	○	○	○
Other, please specify: _____	○	○	○	○	○
Other, please specify: _____	○	○	○	○	○

Thank you for completing this questionnaire!

We would like to reassure you that your answers will be anonymized and treated confidentially. We ensure that the data cannot be traced back to you.

If you would like to receive a Certificate of Participation, have any questions about the study or your privacy rights, please contact Dr. Julia Reinold (reinold@essb.eur.nl).

Information about the progress of our research and results will be shared on the Link4Skills website: https://link4skills.eu/

We thank you for your time spent taking this survey.

Appendix 2 - Screenshots of the Canadian information letter and consent sheet

Toronto Metropolitan University　**Link4Skills** Horizon Europe

Funded by the European Union

Letter of Information

Link4Skills International Experience Survey

Study Introduction and Purpose

The purpose of this study is to learn more about the intentions of people who have moved to another country to stay in the country where they live now or return to their home country. The results will help create policies to address skill shortages and mismatches through encouraging migration. We are inviting 500 participants. To participate, you must have moved away from your usual home to live in Canada and have completed post-secondary education, for example vocational, professional and academic training. You can Learn more about the project here.

Brief Overview

- Participationin this study is entirely voluntary. You can withdraw at any time before submitting the survey, without any consequences or explanation. If you stop the survey before submitting, your data will be deleted.

- The total duration will be around 20 minutes.

- No direct identifiers (e.g., name, email, IP address) will be collected. Data will be anonymized and stored securely.

- All data will be securely stored and will be treated as confidential. Any future use of the data will involve only anonymized datasets.

- You responses may contribute to improved policymaking and services for migrants. A potential risk is emotional discomfort when reflecting on negative migration experiences (e.g., discrimination).

- You will be asked about your migration experience, including reasons for moving and your intentions to stay or return.

- Each participant will receive $7 CAD as incentive for completing the survey.

- For questions about the study, contact: Dr. Homayoun Shirazi Postdoctoral Fellow Email: homayoun.shirazi@torontomu.ca

What You Are Being Asked to Do

If you choose to participate, you will be asked to answer questions about your move to the country of destination as well as your intentions to remain living there or return to your country of origin. In addition, you will be asked to fill in some demographic characteristics. The survey should take you no more than 20 minutes. We will ask you about the following personal data: age, gender, country of birth, nationality, cultural background, and occupation. We will not ask any direct identifiers from you. We store all your data securely. Only persons involved in the research can see the data. We will write articles about the results of the study, which will be published in (academic) journals or books. The results will be accessible by anyone and shared on the Link4Skills website. They will also be fed into the AI-Assisted Link4Skills Navigator, a knowledge-based expert system supporting decision-making processes for fair skill flows across countries. Policymakers and practitioners working on skill mobility can find information about skill mobility via the Navigator and ask questions to a chatbot, which will provide evidence-based answers based on the findings of Link4Skills and other studies. This may include, for example, the reasons for which international professionals move and challenges they face in the country of destination. All data fed into the Navigator will be completely anonymized and aggregated so that it is not traceable on an individual level.

Potential Benefits

Our goal is that this study will be a better understanding of migration experiences and decisions of individuals with post-secondary education. The project will also produce Link4Skill Podcast Series and academic outlets. This research will also be used to inform policymaking to facilitate migration and improve services for migrants. However, we cannot guarantee that you will receive any benefits from your participation in this study.

Potential Risks

It is possible that some of the questions you will be asked may cause psychological risk. During the survey, you may be reminded of negative experiences in the country of destination, for example discrimination and consequences for well-being. If you need support, please contact any of the following:

- Office of the Federal Ombudsperson for Victims of Crime Hotline: +1 866 481 8429
- Wellness Together Canada (Free mental health and substance use support)
- Distress Centers of Canada

Your Identity Will Remain Anonymous

Your identity will remain anonymous. Even though we collect information about your age, gender, country of birth, nationality, and occupation in this study, no identifying information will be collected, and all demographic data will be stored and analyzed in aggregate form. Therefore, there is no reasonable risk of re-identification, and the data cannot be traced back to individual participants. To ensure your responses remain confidential, we encourage you to complete the survey in a private location where others cannot view your screen.

How Your Data Will Be Used

The information that you and other participants provide will be analyzed by the research team to answer the key research questions and meet the study objectives/aims/goals. The research findings will be made available on the Link4Skill website. The findings from this project will also be disseminated through articles, which will be published in (academic) journals or books. The results will also be fed into the AI-Assisted Link4Skills Navigator, a knowledge-based expert system supporting decision-making processes for fair skill flows across countries. All data fed into the Navigator will be completely anonymized and aggregated so that it is not traceable on an individual level. These practices are in line with the highest privacy standards and compliant with data protection regulations.

How Your Identity Will Be Protected

To maintain confidentiality, all data collected during the study will be stored in secure, access-controlled environments. During the research period, data will be stored in a password-protected storage space provided by the data center of the University of Osnabrück, which is one of the official partners of the Link4Skills project. The university offers a secure and extensive infrastructure for research data management, including access authorization management, encrypted storage solutions, and adherence to institutional research data policies. Access to the data is restricted to authorized project members only.
In parallel, Toronto Metropolitan University's Google Shared Drive will be used to store copies of de-identified data and consent forms, in compliance with TMU's CCS guidelines. Consent forms and any potentially identifiable data will be stored separately from research data and will be destroyed once they are no longer required. Only de-identified data will be retained for long-term use.
All de-identified data will be stored securely for ten years, until December 31, 2035, after which it will be destroyed in accordance with institutional data retention policies.

Incentive for Participation

For participating in this research, you will receive $7 incentive via the platform through which the survey was completed. You will still receive your incentive if you withdraw from the study at any time or request that your data be deleted permanently. Please check this link for more information.

Your Rights as a Research Participant

Your decision to participate is completely voluntary. You can withdraw your participation at any point during the research activity and you will not be waiving your legal rights by doing so. If you choose to stop participating, your data will not be included in the study. Please contact the researcher by email if you want to withdraw your consent by August 1, 2025. Your decision not to participate will not influence your future relations with the researchers, or with Toronto Metropolitan University, or with the partners of the Link4Skills projects.

Study Funding and Conflict of Interest

This study is funded by the European Union's Horizon Europe project call HORIZON-CL2-2023-TRANSFORMATIONS-01 grant agreement 101132476

Questions

If you have any questions about this research, please feel free to contact the researchers. You can find their contact information below.

This ethics protocol for this study has been reviewed and approved by the Toronto Metropolitan University Research Ethics Board (REB 2025-044). If you have any questions about your rights or concerns about your treatment as a research participant in this study, please contact the Toronto Metropolitan University Research Ethics Board directly at rebchair@torontomu.ca or call 416-979-5042.

Researchers and Contact Details

Principal Investigator	Co-Investigator
Dr. Homayoun Shirazi	Emma Bouillard
Postdoctoral Fellow	Researcher
CERC in Migration and Integration	CERC in Migration and Integration
Toronto Metropolitan University	Toronto Metropolitan University
homayoun.shirazi@torontomu.ca	emma.bouillard@torontomu.ca

Faculty Supervisor

Prof. Dr. Anna Triandafyllidou
Canada Excellence Research Chair in Migration and Integration
CERC in Migration and Integration
Toronto Metropolitan University
anna.triandafyllidou@torontomu.ca

Consent to Participate in Research – Online Survey

1. I agree to participate in this research study.
2. I agree to the future use of my anonymized data in other research projects.

By agreeing to participate, you are not waiving your legal rights.

Appendix 3 – HTML view of information letter with collapsible sections

Here, we explain how we added collapsible sections to our Qualtrics survey. In the "Survey Builder", open the question in "HTML view" and add the opening tags <mark><details></mark> and <mark><summary></mark> before the heading/ section that should remain visible, the closing tag <mark></summary></mark> behind immediately after this heading, and the closing tag <mark></details></mark> at the end of the additional information that should be hidden. The same tags need to be added to any translations, by opening the "Translations" pane, choosing the respective language, clicking on the question and selecting "Source".

There are also other ways to create collapsible or expandable sections elements. We chose this approach as it is relatively simple and met our needs.

<div style="text-align: center;">
</div><div style="text-align: center;">
</div><div style="text-align: center;">Information Letter

Link4Skills International Experience Survey

Erasmus University Rotterdam

<img width="150" style="width: 150px; height: 31px;"

src="https://erasmusuniversity.eu.qualtrics.com/CP/Graphic.php?IM=IM_9yJKLKg5CoeNFae" height="31">

&nbsp;</div>

Dear Participant,

Welcome to the&nbsp;Link4Skills&nbsp;International Experience Survey!&nbsp;The goal of this study is to learn more about international professionals' mobility experiences and decisions. The results will help create policies to address skill shortages and mismatches through encouraging international mobility and to improve services for international professionals. Participants can receive a Certificate of Participation after survey completion.

You can participate if you:

    Have moved away from your usual home outside the European Union to live in Austria, Germany, Poland or the Netherlands; and

    Have completed post-secondary education, for example vocational, professional or&nbsp;university training.

<u>To start the survey, please click on the button at the right bottom of this page.</u>

Participation takes around 20 minutes and is completely voluntary. You can stop at any time, without any consequences or having to provide an explanation. After you complete the survey, we cannot trace your data anymore.

Below you can find details about the project and the use of your data.

For more information, please contact Dr. Julia Reinold (reinold@essb.eur.nl)

&nbsp;

<mark><details></mark>

    <mark><summary></mark>

        <i> What data will we ask you to provide?</i><mark></summary></mark>

<p>
In general, you will be asked questions about your move to the country of destination as well as your intentions to remain living there or return to your country of origin. In addition, you will be asked to fill in some demographic characteristics.

We will ask you about the following personal data: age, gender, country of birth, nationality, and occupation. We will not ask any direct identifiers from you.

</p>

<mark></details></mark>

<mark><details></mark>

    <mark><summary></mark>

        <i> What will happen to your data?</i><mark></summary></mark>

<p>
We store all your data securely. Only persons involved in the research can see the data. We will write articles about the results of the study, which will be published in (academic) journals or books. The

results will be accessible by anyone and shared on the Link4Skills website. They will also be fed into the AI-Assisted Link4Skills Navigator, a knowledge-based expert system supporting decision-making processes for fair skill flows across countries.

Your data will be kept for 10 years after completion of the research. We keep the data so that other researchers can verify that the research was conducted correctly.

Anonymized research data can be used in other research. We ensure that the data cannot be traced back to you by combining relevant variables, for example age, country of origin, and occupation.

</p>
`</details>`
`<details>`
        `<summary>`
                <i> Potential risks and discomforts</i>`</summary>`
<p>
During the survey, you may be reminded of negative experiences in the country of destination, for example discrimination and consequences for well-being. If you need emotional support or a listening ear, you can contact the following organisations in the destination countries:

<u>The Netherlands: Slachtofferhulp Nederland</u>
Hotline: +31 88 746 00 00
Website: https://www.slachtofferhulp.nl

<u>Germany: Faire Integration</u>
Email: ffi@iq-consult.de
Website: https://www.faire-integration.de

<u>Poland: Polish Migration Forum Foundation</u>
Hotline: +48 22 11 000 85
Website: https://forummigracyjne.org/en/front-page/

<u>Austria: Psychosocial service</u>
Hotline: +43 1 4000 5300
Website: https://psd-wien.at/sorgenhotline-wien

</p>
`</details>`
`<details>`
        `<summary>`
                <i> Research partners and funding</i>`</summary>`
<p>
We are a team of researchers working at Erasmus University Rotterdam in the Netherlands and collaborate with our partners at Kozminski University in Poland, the Institute for Migration Research & Intercultural Studies (IMIS) at Osnabrück University in Germany, the International Centre for Migration Policy Development (ICMPD) in Austria and Toronto Metropolitan University in Canada.

Link4Skills has received funding from the European Union's Horizon Europe project call HORIZON-CL2-2023-TRANSFORMATIONS-01 grant agreement 101132476.

</p>
`</details>`
`<details>`
        `<summary>`
                <i> Do you have questions about the study?</i>`</summary>`
<p>
If you have any questions about the study or your privacy rights, such as accessing, changing, deleting, or updating your data, please contact Dr. Julia Reinold (reinold@essb.eur.nl).

Do you have a complaint or concerns about your privacy? Please email the Data Protection Officer (fg@eur.nl) or visit www.autoriteitpersoonsgegevens.nl. (T: +31 88 - 1805250)

</p>`</details>`
`<details>`
        `<summary>`
                <i> Ethics approval</i>`</summary>`
<p>
This research has been reviewed and approved by the DPAS Research Ethics Review Committee of Erasmus University Rotterdam (approval number: ETH2324-0932). This committee ensures that research

participants are protected. If you would like to know more about the DPAS Research Ethics Review Committee, please contact dpas-ethics@essb.eur.nl
</p>
</details>

<div style="text-align: center;">Thank you for your time!</div>

Appendix 4 – Programming mouseovers in multiple languages

Here, we explain how we added multilingual mouseover texts to our Qualtrics survey. Mouseovers were used to help respondents interpret the items on migration drivers (i.e., reasons for leaving the origin country and reasons for moving to the current destination country) and to promote a shared understanding of the concepts. clicking on "Click here for an explanation of the answer possibilities", a pop-up text appeared with brief examples for each driver (e.g., labour market and employment conditions, integration of artificial intelligence (AI) into the workplace, economic conditions, education and training opportunities, professional development opportunities, environmental conditions, political conditions, public policy and institutions, safety and security, social and cultural conditions, and reasons related to family and/or a partner). The screenshot below shows how this looked like in practice:

To create the clickable text in the question, open the "Survey Builder" and insert a short help text in the question where you want the mouseover (e.g. in English) using the "HTML View":

<i>(Click here for an explanation of the answer possibilities.)</i>

Every language version needs to contain the same id="mouseover" element, just with different translated text. To include the same (translated) line, go to "Translations", choose the respective language, click on the relevant question and select "Source" and insert the line, e.g., in German:

<i>(Klicken Sie hier für eine Erklärung der Antwortmöglichkeiten.)</i>

Next, the JavaScript needs to be added to the respective language in the "Survey Builder". Under "Edit question", scroll down to "Question behaviour" and click on "</> Javascript". Below our JavaScript for the survey question on push factors is included. Components that were essential for debugging our code and making the mouseover work smoothly across translations are highlighted in grey.

Javascript

```
// Collect language information

Qualtrics.SurveyEngine.addOnReady(function() {

const lang = jQuery("#Q_lang").val();

var infoShow;
infoShow = false;
jQuery( "#mouseover" ).on( "click", function() {
infoShow = !infoShow;

if (lang==="EN") { // if the survey is in English
if (infoShow) {
jQuery( "#mouseover" ).html('Examples for <strong>labour market and employment conditions</strong> are
unemployment, employment dissatisfaction, poor employment opportunities, poor employment conditions, career
stagnation or decline, underemployment or overqualification, etc.<br /><br />Examples for <strong>integration of
artificial intelligence (AI) into the workplace</strong> are limited AI-driven job opportunities, access to advanced AI tools
and technologies, collaborative AI work environments, AI intengration in diverse sectors.<br /><br />Examples for
<strong>economic conditions</strong> are economic hardship, deteriorating economic conditions, lack of economic
opportunities, high living costs, poor living standards, poverty and inequality, etc.<br /><br />Examples for
<strong>education and training opportunities</strong> are limited access to education and training, poor quality of
education and training, poor education infrastructure, limited availability of higher education programmes, high tuition
fees, lack of financial aid to education, disruption of education doe to conflict, etc.<br /><br />Examples for
<strong>professional development opportunities</strong> are lack of activities, programmes, or resources that help
workers improve their skills, lack of career advancement opportunities, etc. <br /><br />Examples for
<strong>environmental conditions</strong> climate change, environmental degradation, food insecurity, natural
disasters and environmental shocks, etc.<br /><br />Examples for <strong>political conditions</strong> are lack of civil,
political and democratic rights, corruption, political developments, political instability, restricted rights for women,
etc.<br /><br />Examples for <strong>public policy and institutions</strong> are poor welfare system, limited access to
the healthcare system, poor healthcare, poor infrastructure and services, etc.<br /><br />Examples for <strong>safety
concerns and security situation</strong> are crime, conflict, war, violence, gender-based violence, human rights
violations, political repression, persecution, etc.<br /><br />Examples for <strong>social and cultural
conditions</strong> are discrimination and exclusion of minority groups, cultural and religious, repression, rigid cultural
norms and expectations around family, marriage, and gender roles, lack of social networks, lack of cultural offers and
leisure opportunities, etc.<br /><br />Examples for <strong>reasons related to family and/ or your partner</strong> are
family separation, following relatives, following one's partner, starting a family, lack of opportunities for children, escape
from family conflict, weak familial support networks, care burden, migrate to support family financially, etc.<br /><br
/><i>(Click here to close the examples.)</i><br /><br />');
} else {
jQuery( "#mouseover" ).html('<i>(Click here for an explanation of the answer possibilities.)</i>');
}
} else if (lang==="DE") { // if the survey is in German
if (infoShow) {
jQuery( "#mouseover" ).html('Beispiele <strong>für Arbeitsmarkt- und Beschäftigungsbedingungen</strong> sind
Arbeitslosigkeit, Unzufriedenheit mit der Beschäftigung, schlechte Beschäftigungsmöglichkeiten und -bedingungen,
Stagnation der beruflichen Laufbahn, Überqualifizierung usw. .<br /><br />Beispiele für <strong>Integration von
künstlicher Intelligenz (KI) </strong> in den Arbeitsalltag sind beschränkte KI-gesteuerte Beschäftigungsmöglichkeiten,
beschränkter Zugang zu fortschrittlichen KI-Technologien, unkooperative KI-Arbeitsumgebungen, KI-Integration in
verschiedenen Sektoren usw. .<br /><br />Beispiele für <strong>wirtschaftliche Bedingungen</strong> sind
wirtschaftliche Not, sich verschlechternde wirtschaftliche Bedingungen, Mangel an wirtschaftlichen Möglichkeiten, hohe
Lebenshaltungskosten, schlechter Lebensstandard, Armut und Ungleichheit usw. .<br /><br />Beispiele für
<strong>allgemeine und berufliche Bildungschancen</strong> sind begrenzter Zugang zu allgemeiner und beruflicher
Bildung, schlechte Qualität der allgemeinen und beruflichen Bildung, schlechte Bildungsinfrastruktur, begrenzte
Verfügbarkeit von Hochschulprogrammen, hohe Studiengebühren, fehlende finanzielle Unterstützung für Bildung,
Unterbrechung der Bildung aufgrund von Konflikten usw. .<br /><br />Beispiele für <strong>berufliche
Weiterentwicklungsmöglichkeiten</strong> sind fehlende Aktivitäten, Programme oder Ressourcen, die den
Arbeitnehmern helfen, ihre Fähigkeiten zu verbessern, fehlende berufliche Aufstiegsmöglichkeiten usw. .<br /><br
/>Beispiele für den <strong>Zugang zu KI-bezogener Ausbildung und Entwicklung</strong> sind beschränkte KI-
Ausbildungsmöglichkeiten, beschränkter Zugang zu KI-Forschungs- und Innovationszentren, wenig professionelle KI-
fokussierte Konferenzen und Workshops, beschränkte Möglichkeiten der Zusammenarbeit mit führenden
Technologieunternehmen und Wissenseinrichtungen, wenig Unterstützung für KI-Unternehmer usw. .<br /><br
/>Beispiele für <strong>Umweltbedingungen</strong> sind Klimawandel, Umweltzerstörung, Ernährungsunsicherheit,
```

Naturkatastrophen und Umweltschocks usw. .

Beispiele für politische Lage sind fehlende bürgerliche, politische und demokratische Rechte, Korruption, bedenkliche politische Entwicklungen, politische Instabilität, eingeschränkte Rechte für Frauen usw. .

Beispiele für öffentliche Ordnung und Institutionen sind ein schlechtes Wohlfahrtssystem, begrenzter Zugang zum Gesundheitssystem, schlechte Gesundheitsversorgung, schlechte Infrastruktur und Dienstleistungen usw. .

Beispiele für Sicherheitsbedenken und Sicherheitslage sind Kriminalität, Konflikte, Krieg, Gewalt, geschlechtsspezifische Gewalt, Menschenrechtsverletzungen, politische Unterdrückung, Verfolgung usw. .

Beispiele für soziale und kulturelle Bedingungen sind Diskriminierung und Ausgrenzung von Minderheitengruppen, kulturelle und religiöse Unterdrückung, starre kulturelle Normen und Erwartungen in Bezug auf Familie, Ehe und Geschlechterrollen, fehlende soziale Netzwerke, fehlende kulturelle Angebote und Freizeitmöglichkeiten usw. .

Beispiele für familiäre Gründe sind die Trennung von der Familie, das Nachziehen von Verwandten, das Nachziehen des Partners, die Gründung einer Familie, fehlende Möglichkeiten für Kinder, die Flucht vor familiären Konflikten, schwache familiäre Unterstützungsnetze, Pflegebelastung, Abwanderung zur finanziellen Unterstützung der Familie, usw. .

<i>(Klicken Sie hier, um die Beispiele zu schließen.)</i>');
} else {
jQuery("#mouseover").html('<i>(Klicken Sie hier für eine Erklärung der Antwortmöglichkeiten.)</i>');
}
        } else if (lang==="RU") { // if the survey is in Russian
    if (infoShow) {
        jQuery("#mouseover").html('Примеры условий на рынке труда и занятости — безработица, неудовлетворенность работой, плохие возможности трудоустройства, плохие условия труда, застой в карьере или ее ухудшение, недо- или переоценка квалификации и т.д.

Примеры интеграции искусственного интеллекта (ИИ) на рабочем месте — ограниченное внедрение ИИ в рабочую силу, устаревшие рабочие роли, медленные технологические достижения, застой карьерного роста из-за автоматизации с помощью ИИ.

Примеры экономических условий — экономические трудности, ухудшение экономической ситуации, отсутствие экономических возможностей, высокие расходы на проживание, низкий уровень жизни, бедность и неравенство и т. д.

Примеры образовательных и тренировочных возможностей — ограниченный доступ к образованию и обучению, низкое качество образования и обучения, плохая образовательная инфраструктура, ограниченная доступность программ высшего образования, высокие платы за обучение, отсутствие финансовой помощи для образования, нарушение образования из-за конфликта и т. д.

Примеры профессиональных возможностей для развития — отсутствие мероприятий, программ или ресурсов, которые помогают работникам улучшать свои навыки, отсутствие возможностей для карьерного роста и т. д.

Примеры доступа к обучению и развитию в области ИИ — ограниченные возможности для обучения в области ИИ, отсутствие доступа к исследованиям в области ИИ, ограниченные конференции и семинары, ориентированные на ИИ, низкие инвестиции в ИИ со стороны промышленности и т. д.

Примеры экологических условий — изменение климата, деградация окружающей среды, продовольственная безопасность, природные катастрофы и экологические шоки и т. д.

Примеры политических условий — отсутствие гражданских, политических и демократических прав, коррупция, политические события, политическая нестабильность, ограниченные права женщин и т. д.

Примеры государственной политики и институтов — плохая система социального обеспечения, ограниченный доступ к системе здравоохранения, плохое здоровье, плохая инфраструктура и услуги и т. д.

Примеры проблем безопасности и ситуации с безопасностью — преступность, конфликты, войны, насилие, гендерное насилие, нарушения прав человека, политические репрессии, преследования и т. д.

Примеры социальных и культурных условий — дискриминация и исключение меньшинств, культурные и религиозные репрессии, жесткие культурные нормы и ожидания относительно семьи, брака и гендерных ролей, отсутствие социальных сетей, отсутствие культурных предложений и возможностей для досуга и т. д.

Примеры причин, связанных с семьей и/или партнером — разлука с семьей, следование за родственниками, пребывание с партнером, создание семьи, отсутствие возможностей для детей, бегство от семейного конфликта, слабая поддержка семьи, нагрузка по уходу, миграция для финансовой поддержки семьи и т. д.

<i>(Нажмите здесь, чтобы закрыть примеры.) </i>

');
} else {
jQuery("#mouseover").html('<i>(Нажмите здесь для объяснения вариантов ответа.)</i>');
}
} else if (lang==="UK") { // if the survey is in Ukrainian
if (infoShow) {
jQuery("#mouseover").html("Прикладом умов ринку праці та зайнятості є безробіття, незадоволеність працею, погані можливості для працевлаштування, погані умови праці, застій у кар'єрі або її погіршення, недостатня або надмірна кваліфікація, тощо.

Приклади інтеграції штучного інтелекту (ШІ) на робочому місці — обмежене впровадження ШІ в робочій силі, застарілі робочі ролі, повільний розвиток технологій, застій кар'єрного росту через автоматизацію за допомогою ШІ.

Приклади економічних умов — економічні труднощі, погіршення економічної ситуації,

відсутність економічних можливостей, високі витрати на проживання, поганий рівень життя, бідність і нерівність тощо.

Приклади можливостей для освіти та навчання — обмежений доступ до освіти та навчання, низька якість освіти та навчання, погана освітня інфраструктура, обмежена доступність програм вищої освіти, високі плати за навчання, відсутність фінансової допомоги на освіту, порушення процесу навчання через конфлікти тощо.

Приклади можливостей для професійного розвитку — відсутність заходів, програм чи ресурсів, які допомагають працівникам вдосконалювати свої навички, відсутність можливостей для кар'єрного зростання тощо.

Приклади доступу до навчання та розвитку в галузі ШІ — обмежені можливості для освіти в галузі ШІ, відсутність доступу до досліджень у галузі ШІ, обмежені конференції та семінари, орієнтовані на ШІ, низьке інвестування в галузь ШІ з боку промисловості тощо.

Приклади екологічних умов — зміни клімату, деградація навколишнього середовища, продовольча безпека, природні катастрофи та екологічні шоки тощо.

Приклади політичних умов — відсутність громадянських, політичних та демократичних прав, корупція, політичні події, політична нестабільність, обмеження прав жінок тощо.

Приклади публічної політики та інститутів — погана система соціального забезпечення, обмежений доступ до системи охорони здоров'я, погане здоров'я, погана інфраструктура та послуги тощо.

Приклади проблем безпеки та ситуації в галузі безпеки — злочинність, конфлікти, війна, насильство, гендерне насильство, порушення прав людини, політичні репресії, переслідування тощо.

Приклади соціальних та культурних умов — дискримінація та виключення меншин, культурні та релігійні репресії, жорсткі культурні норми та очікування щодо родини, шлюбу та гендерних ролей, відсутність соціальних мереж, обмежена культурна пропозиція та можливості для дозвілля тощо.

Приклади причин, пов'язаних із сім'єю та/або партнером — розлука з родиною, переслідування родичів, перебування з партнером, створення родини, відсутність можливостей для дітей, втеча від сімейного конфлікту, слабка сімейна підтримка, тягар догляду, міграція для фінансової підтримки родини тощо.

 <i>(Натисніть тут, щоб закрити приклади.) </i>

");

```
} else {
jQuery( "#mouseover" ).html('<i>(Натисніть тут для пояснення варіантів відповіді.)</i>');

}
} else if (lang==="FR") { // if the survey is in French
if (infoShow) {
jQuery( "#mouseover" ).html("Exemples de <strong>conditions relatives au marché du travail et à l'emploi </strong>:
```
chômage, insatisfaction à l'égard de l'emploi, possibilités d'emploi limitées, mauvaises conditions d'emploi, stagnation ou déclin de la carrière, sous-emploi ou surqualification, etc.

Exemples d'intégration de l'intelligence artificielle (IA) au travail : adoption limitée de l'IA au sein de la main-d'œuvre, rôles professionnels obsolètes, lenteur des progrès technologiques, stagnation de la progression de carrière en raison de l'automatisation basée sur l'IA.

Exemples de conditions économiques : difficultés économiques, détérioration des conditions économiques, manque de possibilités économiques, coût de la vie élevé, faible niveau de vie, pauvreté et inégalité, etc.

Exemples de possibilités d'éducation et de formation : accès limité à l'éducation et à la formation, mauvaise qualité de l'éducation et de la formation, mauvaise infrastructure d'enseignement, disponibilité limitée des programmes d'enseignement supérieur, frais de scolarité élevés, absence d'aide financière à l'éducation, perturbation de l'éducation en raison de conflits, etc.

Exemples de possibilités de perfectionnement professionnel : manque d'activités, de programmes ou de ressources permettant à la main-d'œuvre d'améliorer ses compétences, manque de possibilités d'avancement professionnel, etc.

Exemples d'accès à la formation et au perfectionnement liés à l'IA : possibilités limitées de formation à l'IA, manque d'accès à la recherche sur l'IA, nombre limité de conférences et d'ateliers sur l'IA, faible investissement de l'industrie dans l'IA, etc.

Exemples de conditions environnementales : changements climatiques, dégradation de l'environnement, insécurité alimentaire, catastrophes naturelles et chocs environnementaux, etc.

Exemples de conditions politiques : absence de droits civils, politiques et démocratiques, corruption, évolution de la situation politique, instabilité politique, droits limités des femmes, etc.

Exemples de politiques et d'institutions publiques : mauvais système de protection sociale, accès limité au système de santé, soins de santé de mauvaise qualité, infrastructures et services médiocres, etc.

Exemples de préoccupations en matière de sécurité : criminalité, conflit, guerre, violence, violence fondée sur le sexe, violations des droits de la personne, répression politique, persécution, etc.

Exemples de conditions sociales et culturelles : discrimination et exclusion des groupes minoritaires, répression culturelle et religieuse, normes et attentes culturelles rigides concernant la famille, le mariage et les rôles des hommes et des femmes, absence de réseaux sociaux, manque d'offres culturelles et de possibilités de loisirs, etc.

Exemples de raisons liées à la famille et/ou à votre partenaire : séparation familiale, départ pour suivre ses parents ou son partenaire, désir de fonder une famille, manque de possibilités pour les enfants, fuite des conflits familiaux, faiblesse des réseaux de soutien familial, charge de soins, départ pour soutenir financièrement la famille, etc.

<i>(Cliquez ici pour fermer les exemples.) </i>

");

```
} else {
jQuery( "#mouseover" ).html('<i>(Cliquez ici pour obtenir des explications sur les possibilit&eacute;s de
r&eacute;ponse.)</i>');

}
}
```

```
});
});
```

Appendix 5 - Draft promotional texts

Web page interface content

(prepared by Terry Martin)

Your Experience Matters: Take the Link4Skills Survey

Calling All International Professionals! Share your story and help improve the experiences of skilled internationals.

Why Participate?
If you are a medium- or high-skilled professional who moved from a non-European country to work in **the Netherlands**, we want to hear from you. Whether you work in **STEM, health, construction**, or another sector, your experiences are valuable.

About the Survey:
This survey is part of the EU-funded [Link4Skills](#) project, aiming to understand the needs and challenges faced by international professionals. Your insights will help shape policies and initiatives to:

- Facilitate smoother transitions for skilled internationals
- Support your professional development
- Make destination countries more attractive for talent like yours

Key Information:
- **Duration:** Takes about 20 minutes
- **Privacy:** 100% anonymous, with strict data protection standards
- **Survey Dates**: Open until **mid-April 2025**

How to Participate: Click [here](#) to start the survey.

For more information, please visit https://link4skills.eu or contact us at[…].

Your participation will directly contribute to better policies for skilled internationals like you.

Social Media Posts

LinkedIn post
(prepared by Terry Martin)

🌍 **Are you a skilled professional (working in STEM, health, or construction) in the Netherlands?**
🌐

The EU-funded **Link4Skills project** wants to hear from you! We're conducting a survey to understand the experiences of international professionals who moved from non-European countries. Your feedback will help shape policies and create more supportive environments for skilled internationals.

🕐 It only takes **20 minutes**, and your responses are **completely anonymous**.

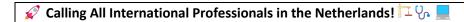📅 The survey runs **until mid-June 2025**.

Make your voice heard: https://link4skills.eu/index.php/survey/

#Link4Skills #InternationalProfessionals #SkilledWorkers #STEM #HealthCareers #ConstructionIndustry #PolicyResearch

---

Facebook posts

Post 1
(prepared by Terry Martin)

🚀 **Calling All International Professionals in the Netherlands!** 🏗️ 🩺 💻

Did you move to **the Netherlands** for work? We want to learn about your journey!

The **Link4Skills** project, funded by the EU, is conducting a survey to understand the experiences of skilled internationals from non-European countries. Your feedback will help improve policies and support programmes for people like you.

✅ The survey is **anonymous** and takes only **20 minutes** to complete.

📝 Available online **until mid-April 2025.**

Share your story and help shape better policies! Click <u>here</u> to participate.

#SkilledWorkers #STEMCareers #HealthProfessionals #ConstructionSector #Survey #Research

---

Post 2 in English and German
(prepared by Daria Huss and colleagues)

🌍 **Share Your Story, Shape the Future of International Mobility!** 🌍

Are you an international living in Austria? We need your voice!

We're conducting research on what shapes the decisions of people who've moved to Austria from abroad — whether to stay or return home. Your experience could help gain a better understanding of experiences abroad and inform services for skilled internationals.

📋 **What to expect?**

A short survey about your journey and future plans. Your responses are anonymous, and participation is voluntary.

💡 Your input will contribute to a better understanding of the experiences and decisions of individuals moving across borders, which will be used to inform policymaking aimed at improving services and supporting the integration of international professionals.

✅ **Who can participate?**
- You've moved from outside the EU to Austria
- You've completed post-secondary education (vocational, professional, or academic

👫 **Who are we?**

We're a team of researchers from ICMPD's Research Unit, working with partners in Europe, North America, North Africa and Asia on the Link4Skills project, among them Erasmus University in Rotterdam, the Scalabrini Centre in the Philippines, and IIMAD in India.

👉 **Ready to share your story? Click here to participate**

Thank you for your contributions! 💙

🌍 **Teile deine Geschichte und gestalte die Zukunft der Fachkräftebewegung mit!** 🌍

Lebst du als internationale Fachkraft in Österreich? Dann brauchen wir deine Stimme!

Wir führen eine Studie dazu durch, welche Faktoren die Entscheidungen von Menschen prägen, die aus dem Ausland nach Österreich gezogen sind – sei es, zu bleiben oder zurückzukehren. Deine Erfahrungen können dazu beitragen, die Bewegungen von internationalen Fachkräften besser zu verstehen und die Entwicklung von politischen Maßnahmen zu unterstützen.

📋 **Was erwartet dich?**

Eine kurze Umfrage zu deinem Weg nach Österreich und deinen Zukunftsplänen. Deine Antworten sind anonym und die Teilnahme ist freiwillig.

💡 **Warum teilnehmen?**

Dein Beitrag ermöglicht ein besseres Verständnis von internationalen Erfahrungen und - Mobilitätsentscheidungen. Die Ergebnisse können zur politischen Entscheidungsfindung genutzt werden, die zu einer Erleichterung der Fachkräftebewegung beiträgt und gerechte Praktiken im Bereich der Arbeitskräftemobilität fördert.

✅ **Wer kann teilnehmen?**
- Du bist von außerhalb der EU nach Österreich gezogen.
- Du hast eine postsekundäre Ausbildung (beruflich, akademisch oder professionell) abgeschlossen.

👫 **Wer sind wir?**

Wir sind ein Team der Forschungsabteilung des **ICMPD** und arbeiten gemeinsam mit Partnern aus Europa, Nordamerika, Nordafrika und Asien am Link4Skills-Projekt. Zu unseren Partnern gehören unter anderem die **Erasmus-Universität Rotterdam**, das **Scalabrini Centre** auf den Philippinen und **IIMAD** in Indien.
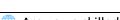
👉 **Bereit, deine Geschichte zu teilen?** Klicke **hier**, um teilzunehmen

Vielen Dank für deinen Beitrag! 💙

X (formerly Twitter) post
(prepared by Terry Martin)

🌐 Are you a skilled international working in **the Netherlands**? We want to hear your story! 📣

Take our **20-minute survey** for the EU-funded **Link4Skills** project and help shape better policies for skilled professionals like you. Your responses are **completely anonymous**.

📝 Survey open **until mid-April 2025.** Click to participate: https://link4skills.eu/index.php/survey/

#InternationalProfessionals #SkilledWorkers #Link4Skills #PolicyResearch

---

X (formerly Twitter) post
(prepared by Terry Martin)

Emails to potential participants and multipliers

Email 1
(prepared by Johanna Ullmann, adapted by Julia Reinold)

Dear…

Erasmus University is working on the research project **Link4Skills** about international skilled mobility. We are currently searching for internationals to participate in an **online survey about international experiences and mobility decisions**. As someone who fits this group, we invite you to take part in this voluntary and anonymous survey. Your responses will not only contribute to valuable research but also offer a chance to reflect on your own experiences moving and living abroad.

What's the survey about?
The survey brings in the **perspective of skilled internationals in the Netherlands**. It explores reasons for moving, experiences of living and working in the country, future mobility plans, and personal background.

Who can participate?
You can participate if you **(1)** have moved away from your usual home **outside the European Union (2)** to live **in the Netherlands ɴʟ** and **(3)** have completed **vocational, professional or academic training.**

We would very much appreciate if you could spare 20 minutes
to **participate** and/or ⏩ **spread** this call for participation **within your networks**.

🔗 Direct link to the survey: https://link4skills.eu/index.php/survey/

The survey is available in six languages – **Arabic, English, French, German, Russian and Ukrainian**.

🔗 For more information about our research project: https://link4skills.eu/

If you have any questions, please get in touch with […].

Thank you very much for your support!

Email 2
(prepared by Julia Reinold)

New online survey for skilled <u>workers from non-European Union</u> countries in the Netherlands

Dear International,

We'd like to take the opportunity to kindly invite you to participate in a new online survey conducted by Erasmus University Rotterdam for the EU-funded **Link4Skills** project. The Link4Skills project seeks to bridge the gap between skill supply and demand by encouraging international mobility. The survey is aimed at internationals who come from outside the European Union and have completed vocational, professional or academic training. It will provide insights into the challenges and successes of skilled internationals like you. This will help inform policies and initiatives that aim to:
  - Improve international mobility experiences
  - Support professional integration
  - Create attractive environments for skilled internationals

The survey is **completely anonymous**, respects the highest privacy standards, and takes just **20 minutes** to complete. Your experience could make a real difference in improving the mobility journey for others.

Click on the button below to start the questionnaire!
Start questionnaire

Read more about the project here.

The results of this survey will be published on the Link4Skills website.

Questions?

If you have questions about the Link4Skills survey, please contact […].

We are counting on your participation! Share your voice!

Email to employers
(prepared by Julia Reinold)

The Future of International Talent in the Netherlands – online survey

Dear Employer,

What is the future of international talent in the Netherlands? How can we better leverage the mobility of medium and highly skilled professionals to address growing skills shortages? What factors make our country attractive, and where can improvements be made?

Erasmus University Rotterdam is looking to answer these questions based on a comprehensive online survey with skilled international professionals as part of the EU-funded research project Link4Skills.

To get as many answers as possible, we need your help. The study's findings will not only show results for the Netherlands but also give us results from about different sectors. The study's findings can benefit your company as it will give insights into how companies can attract and retain international talent.

Help us by forwarding the attached invitation to participate in an online survey to your international employees (i.e., non-Europeans with vocational, professional or academic training). We have created a template that you can share with them to make this process easier for you.

If you have any questions or are interested in receiving the results (for the Netherlands, or your sector), please contact [...].

Thank you for your support!

Email template that employers can share with international employees

---

Your opinion matters: The Future of international talent in the Netherlands

Dear International,

How do you like living in the Netherlands?
We'd like to take the opportunity to kindly invite you to participate in a new online survey conducted by Erasmus University Rotterdam for the EU-funded **Link4Skills** project. The Link4Skills project seeks to bridge the gap between skill supply and demand by encouraging international mobility. The survey is aimed at internationals who come from outside the European Union and have completed vocational, professional or academic training. It will provide insights into the challenges and successes of skilled internationals like you. This will help inform policies and initiatives that aim to:
- Improve international mobility experiences
- Support professional integration
- Create attractive environments for skilled internationals

The survey is **completely anonymous**, respects the highest privacy standards, and takes just **20 minutes** to complete. It is available in Arabic, English, French, German, Russian and Ukrainian. Your experience could make a real difference in improving the mobility journey for others.

Click on the button below to start the questionnaire!
Start questionnaire

Read more about the project here.

The results of this survey will be published on the Link4Skills website.

If you have questions about the Link4Skills survey, please contact […].
We are counting on your participation!
Best regards,
[your name]

Appendix 6- Instructions for translators

When translating the text, please keep the following in mind:

1. It is important that your translation is accurate and that the content of **meaning** of the text does not change.
2. It is important that the text is **easily understandable, also for non-native speakers**.
3. Prioritize preserving the **intended meaning** over literal word-for-word translation.
4. Use language that is **clear, natural, and culturally appropriate** for the target audience.
5. Avoid introducing bias by rephrasing questions unnecessarily or assuming participant responses.
6. Please translate items consistently, for example the different **reasons for migration in the past and future migration preferences** should be translated consistently. The same is true for the questions about satisfaction with different factors that could drive migration in the destination country.
7. It is also important to **avoid the terms migration/ migrant/ to migrate** because they sometimes have negative connotations and participants may not self-identify as migrants. Use more neutral terms like mobility/ people who moved internationally/ move, etc.
8. There may be formulations that cannot be translated one-on-one because precise / literal translations may be too technical or may not make sense in another language. In such cases, translators should try to find a formulation that preserves the original meaning and that respondents can understand.
9. It is important to note that only one survey will be published, which will be taken by all respondents disregarding their origin or destination. Therefore, **it is important to formulate questions and answers in a way that can be answered by all participants**. For example, instead of referring to a specific country, broader terms like the "current country of residence" or the respondent's "country of origin" should be used.
10. It is important to also **keep the formatting** (bold, italics, underlined) in the translation to make sure that the survey is understood correctly by respondents.
11. **Keep detailed notes on all decisions made during the translation process**, e.g.:
    a. Justifications for specific translation choices.
    b. Uncertainty whether original survey was understood correctly, etc.
    c. Highlight terms, phrases, or questions where the meaning is unclear, ambiguous, or difficult to translate accurately.
12. Please write down any questions, remarks or doubts that you have in the separate column for this. This could concern the original version or the translation.
13. Please keep the use of machine translation **at a minimum**, only use it for inspiration and confirmation, not to translate entire questions or blocks.
14. **Do not consult the other translator during the translation process**.

Appendix 7- Justification paragraph (Austria) for deliverable

The Austria team promoted the Link4Skills survey through various targeted campaigns and outreach efforts:

- **Meta Campaign (March–June 2025):** A broad online campaign addressing skilled professionals from non-EU countries, with a particular focus on individuals from Link4Skills countries and those working in key sectors.

- **Collaboration with *The Local*:** A targeted campaign with *The Local*, a news platform for internationals in Austria, included 15 newsletter send-outs and banner placements. The newsletter reaches 2,869 subscribers, over 80% of whom are third-country nationals.

- **Outreach to Key Multipliers:** The team researched and contacted over 90 multipliers across Austria, including:
  - Expat services in the provinces
  - Contact points for individuals with foreign qualifications
  - Diaspora associations, incl. 18 Indian associations, Internations
  - Professional associations, integration services, employers
  - Schools offering recognition (nostrification) courses, language schools
  - Sports clubs popular among non-EU nationals, esp. Indians (e.g., cricket clubs)

  These stakeholders were asked to disseminate the survey via newsletters, social media, or direct client outreach. To support this, templates for newsletter texts and social media posts as well as flyers were provided German and in English language.

- **Facebook Outreach:** 14 Facebook groups addressing international migrants in Austria were contacted. Group administrators were approached for permission to post a call for survey participation.

- **On-Site Promotion at Events:** The survey was promoted at an Asian film festival and a summer festival at Austria Campus, where companies with international staff were present.

- **Use of the *Prolific* Platform:** The survey was also disseminated via *Prolific*, an online platform connecting researchers with diverse participant pools.

Despite extensive promotional efforts, the target of 500 survey participants was not reached (n=171). This is likely due to a degree of "survey fatigue" among the target group, as well as Austria's relatively small size and accordingly a smaller target group of third-country nationals in Austria, as compared to the other participating countries.

Appendix 8 – Metadata sheet

This metadata sheet describes the restricted-access version of the Link4Skills Migrant Survey Dataset reserved for use of the Link4Skills consortium. To prevent identification of respondents, the dataset has been anonymized. There will also be an open-access version made available at the end of the project.

Data type	Survey data
Unit of analysis	Individuals
Geographical coverage	Austria, Canada, Germany, Poland, and The Netherlands
Timespan	Data collected between January 2025 and June 2025 in European destination countries, and between May 2025 and October 2025 in Canada
Sample size	n = 2317 (based on a target sample of 500 individuals per country) AT: n=171 CA: n=448 DE: n=508 NL: n=644 PL: n=546
Target group	Migrants with at least post-secondary education (ISCED level 2) or higher. In the case of Austria, Germany, Poland, and the Netherlands only migrants originating from non-European countries were sampled.
Data origin	Computer-assisted web interviewing (CAWI)/ online survey
Thematic coverage	Individual information about 1) moving to the destination country; 2) experiences living and working in the destination country; 3) future prospects of (im)mobility; 4) demographic and socio-economic information
Data files	L4S_Migrant_Survey_data_restricted_v1.dta
Dataset citation	Reinold, Julia; Engbersen, Godfried; Grabowska, Izabela; Chrol, Emil; Kyliushyk, Ivanna; Schwenken, Helen; Ullmann, Johanna; Maegan, Hendow; Huss, Daria; Triandafyllidou, Anna; Shirazi, Homayoun, 2025, "Link4Skills Migrant Survey Restricted Access", https://doi.org/10.17026/SS/1IK0NT, DANS Data Station Social Sciences and Humanities, v1
Detailed documentation	- Link4Skills Migrant Survey Handbook - Link4Skills Migrant Survey Questionnaire EN - Link4Skills Migrant Survey Restricted Codebook - Link4Skills Migrant Survey Cleaning
Dataset manager	Julia Reinold (EUR)
Funding	European Union, grant number 101132476

Appendix 9- List of variables

country
country2
country2_o
origin
origin_EU
educ
skill
field
field_o
job_trained_o
job_origin_o
job_stat_workft
job_stat_workpt
job_stat_self
job_stat_une_l
job_stat_une_nl
job_stat_intern
job_stat_stu
job_stat_voc
job_stat_home
job_stat_reti
job_stat_oth
job_stat_o
job_current_o
contract
sector
sector_o
find_job_migr_net
find_job_pub_agency
find_job_priv_agency
find_job_partnership
find_job_faith_net
find_job_prof_net
find_job_soc_net
find_job_ngo
find_job_int
find_job_oth
find_job_o
challenges_job
challenges_job_o
arrival_yr
prior_stay
prev_mig
imp_push_lm
imp_push_econ

imp_push_educ
imp_push_profdev
imp_push_Altrain
imp_push_env
imp_push_pol
imp_push_ins
imp_push_safe
imp_push_soc
imp_push_fam
imp_pull_lm
imp_pull_Alwork
imp_pull_econ
imp_pull_educ
imp_pull_profdev
imp_pull_Altrain
imp_pull_env
imp_pull_pol
imp_pull_ins
imp_pull_migpol
imp_pull_safe
imp_pull_soc
imp_pull_fam
com_prearr
com_prearr_feedb
training_lang
training_cult
training_job
training_rec
training_none
permit_EU
permit_EU_o
papers_CA
papers_CA_o
permit_work_EU
permit_access
permit_permanent
smooth
challenges_leg
challenges_fin
challenges_lang
challenges_emp
challenges_cult
challenges_emo
challenges_house
challenges_soc
challenges_oth
challenges_o
ir_access
ir_renew

ir_gaps
sat_work_jobs
sat_work_profdev
sat_work_training
sat_work_conditions
sat_work_security
sat_work_prospects
sat_work_env
sat_work_localc
sat_work_intc
sat_work_wlb
sat_work_skillu
sat_work_reg
sat_work_startb
sat_work_runb
sat_AI_work
sat_AI_train
sat_AI_wage
sat_AI_sec
sat_AI_rec
sat_AI_comp
sat_econ_lstd
sat_econ_stab
sat_econ_wages
sat_econ_ret_educ
sat_econ_adv
sat_econ_lcost
sat_econ_equal
sat_educ_acc
sat_educ_qual
sat_educ_cost
sat_educ_lang
sat_educ_div
sat_public_ssec
sat_public_health
sat_public_inf
sat_public_trans
sat_mpol_proc
sat_mpol_postentry
sat_mpol_fam
sat_mpol_integr
sat_mpol_cit
sat_soc_tol
sat_soc_div
sat_soc_con
sat_soc_integr
sat_soc_welc
sat_soc_cult
sat_soc_amen

sat_soc_reli

sat_soc_adv

sat_soc_gen

improved_fin

improved_qol

improved_job

plan_perm

plan_perm_o

citizen_CA_oth

citizen_EU_dest

citizen_other_EU

citizen_TCN

citizen_stateless

citizen_CA

citizen_CW

citizen_EU_inCA

plan_citizen

plan_citizen_o

preference

preferred_dest_o

preferred_trans_o

reason_perm_lm

reason_perm_Alwork

reason_perm_econ

reason_perm_educ

reason_perm_profdev

reason_perm_Aitrain

reason_perm_env

reason_perm_pol

reason_perm_ins

reason_perm_migpol

reason_perm_safe

reason_perm_soc

reason_perm_fam

reason_temp_lm

reason_temp_Alwork

reason_temp_econ

reason_temp_educ

reason_temp_profdev

reason_temp_Aitrain

reason_temp_env

reason_temp_pol

reason_temp_ins

reason_temp_migpol

reason_temp_safe

reason_temp_soc

reason_temp_fam

reason_return_p_lm

reason_return_p_Alwork

reason_return_p_econ

reason_return_p_educ

reason_return_p_profdev

reason_return_p_Aitrain

reason_return_p_env

reason_return_p_pol

reason_return_p_ins

reason_return_p_migpol

reason_return_p_safe

reason_return_p_soc

reason_return_p_fam

reason_return_t_lm

reason_return_t_Alwork

reason_return_t_econ

reason_return_t_educ

reason_return_t_profdev

reason_return_t_Aitrain

reason_return_t_env

reason_return_t_pol

reason_return_t_ins

reason_return_t_migpol

reason_return_t_safe

reason_return_t_soc

reason_return_t_fam

reason_onward_lm

reason_onward_Alwork

reason_onward_econ

reason_onward_educ

reason_onward_profdev

reason_onward_env

reason_onward_Aitrain

reason_onward_pol

reason_onward_ins

reason_onward_migpol

reason_onward_safe

reason_onward_soc

reason_onward_fam

reason_trans_lm

reason_trans_Alwork

reason_trans_econ

reason_trans_educ

reason_trans_profdev

reason_trans_Aitrain

reason_trans_env

reason_trans_pol

reason_trans_ins

reason_trans_migpol

reason_trans_safe

reason_trans_soc

reason_trans_fam

likelihood_stay_p

likelihood_stay_t

likelihood_return_p

likelihood_return_t

likelihood_onward

likelihood_trans

likelihood_onward_o

likelihood_trans_o

agency_ind

agency_ppl

agency_ins

comm_origin

comm_dest_a

dest_a_o

comm_dest_b

dest_b_o

comm_dest_c

dest_c_o

comm_ori_feedb

comm_desta_feedb

comm_destb_feedb

comm_destc_feedb

age

gender

gender_o

kids

kids_place_1

kids_place_2

kids_place_3

kids_place_4

kids_place_5

marital

partner

partner_place_1

partner_place_2

partner_place_3

partner_place_4

partner_place_5

partner_place_6

partner_job

partner_job_11_TEXT

partner_citizen_EU

partner_citizen_CA

partner_citizen_CW

partner_citizen_EUinCA

partner_citizen_CA_oth

partner_stateless_CA

English

French
Dutch
German
Polish
language_3_CA
language_4_CA
language_6_EU
language_EU_o1
language_7_EU
language_EU_o2
language_CA_o1
language_CA_o2
mood
recruit
consent_CA_2
duration_min
start_date

Appendix 10 - Stata code for data cleaning

```
*******************************************************************************
***                            Link4Skills                              ***
***                    International Experience Survey                   ***
***                            Data cleaning                            ***
***                              v 25-11-25                             ***
***                             Julia Reinold                           ***
*******************************************************************************


* this do-file is for cleaning and de-identifying the (translated) raw data to create the restricted access variant of the Link4Skills Migrant Survey dataset. There will be a separate do-file to generate the open access-variant from the restricted access variant.

sort StartDate

count // 3979

*******************************************************************************
* Append updated Canadian dataset
drop if canada==7

append using "C:\Users\95878jre\OneDrive - Erasmus University Rotterdam\Bureaublad\Link4Skills\T4.5 Survey\Monitoring\Canada\L4S_CA_combined.dta"

* Include Russian and Ukrainian translations

preserve
keep if Q_Language == "RU"
save RU.dta, replace
restore

preserve
keep if Q_Language == "UK"
save UK.dta, replace
restore
count

drop if Q_Language == "RU"
append using "C:\Users\95878jre\OneDrive - Erasmus University Rotterdam\Bureaublad\Link4Skills\T4.5 Survey\Monitoring\RU.dta"

drop if Q_Language == "UK"
append using "C:\Users\95878jre\OneDrive - Erasmus University Rotterdam\Bureaublad\Link4Skills\T4.5 Survey\Monitoring\UK.dta"

count // 3999

save "C:\Users\95878jre\OneDrive - Erasmus University Rotterdam\Bureaublad\Link4Skills\T4.5 Survey\Complete dataset\L4S_data_06-11-2025_combined_translated.dta", replace

*******************************************************************************
* Recode and label destination country variable

tab country
tab canada

replace country=2 if canada==7
label var country "Destination country"
label def country 1 "Austria" 2 "Canada" 3 "Germany" 4 "Poland" 5 "Netherlands" 6 "Other"
label val country country
tab country
```

```
drop if country==6
drop if country==.

* Drop respondents who did not consent to participation
drop if consent_1_1 == . & canada == .
drop if consent_2_2 == . & canada == .
drop if consent_3_3 == . & canada == .
drop if consent_CA_1 == . & canada == 7

count // 3348

drop consent_1_1 consent_2_2 consent_3_3 consent_CA_1


*******************************************************************************
* Recode and label variables and values

* drop if Progress < 90

* define target group

recode country2 (2 = 0) (1 = 1)
label var country2 "Living in two countries"
label def country2 0 "No" 1 "Yes"
label val country2 country2

rename country2_1_TEXT country2_o
label var country2_o "Second country of residence"

***
label var origin "Origin country"

gen origin_EU = .
replace origin_EU = 0 if inlist(origin, 1, 2, 3, 8, 9, 11, 13, 14, 15, 16, 18, 22, 24, 25, 27, 32, 34, 35, 36, 41, 42, 43, 45, 46, 47,
50, 58, 59, 60, 62, 65, 67, 73, 75, 79, 81, 84, 85, 87, 90, 91, 92, 93, 96, 98, 99, 100, 101, 102, 104, 105, 106, 108, 111, 112,
114, 119, 121, 122, 128, 130, 131, 132, 134, 137, 139, 142, 143, 145, 146, 148, 150, 155, 156, 159, 162, 168, 169, 172, 173,
178, 181, 183, 185, 187, 189, 190, 191, 193, 197, 198, 199, 200, 203, 204, 205, 206, 207, 208, 209, 211, 212, 217, 218, 219)
// 148 is Norway, 173 is St Maarten Dutch part, 187 are Suriname, 189 is CH- does that count as TCN?

replace origin_EU = 1 if inlist(origin, 19, 30, 49, 69, 74, 77, 88, 94, 97, 110, 116, 140, 157, 158, 161, 174, 180, 188)

label var origin_EU "Originate from European Union"
label def origin_EU 0 "No" 1 "Yes"
label val origin_EU origin_EU

tab origin_EU

drop if origin_EU==1 & country==1 // 11 Europeans in AT
drop if origin_EU==1 & country==3 // 22 Europeans in DE
drop if origin_EU==1 & country==4 // 15 Europeans in PL
drop if origin_EU==1 & country==5 // 30 Europeans in NL

drop if origin==36 & country==2 // 15 Canadians in CA
order origin_EU, after (origin)

***
tab educ
recode educ (9 = 8) (8 = 7) (7 = 6) (6 = 5) (5 = 4) (4 = 3) (3 = 2) (2 = 1) (1 = 0)
label var educ "Highest educational level (ISCED)"
label def educ 0 "No formal education or below primary" 1 "Primary education" 2 "Lower secondary education" 3 "Upper
secondary education" 4 "Post-secondary non-tertiary education" 5 "Short-cycle tertiary education" 6 "Bachelor's degree or
equivalent" 7 "Master's degree or equivalent" 8 "Doctoral degree or equivalent"
label val educ educ
drop if educ < 2
count // 3186
```

```
gen skill = .
replace skill = 0 if educ==3 | educ==4
replace skill = 1 if educ==5 | educ==6
replace skill = 2 if educ==7 | educ==8 | educ==9
label var skill "Skill level"
label def skill 0 "semi-skilled" 1 "medium skilled" 2 "highly skilled"
label val skill skill

order skill, after(educ)
tab skill
```

***

*test if progress varies by groups

```
tab Progress
oneway Progress country, tabulate
tab Finished country, chi2
```

// yes, there are statistically significant differences, respondents in Austria and the Netherlands were less likely to complete the survey (mean Progress, 70.7 % and 72.29 %) than respondents in Canada (93.8%), Germany (90.12%), and Poland (89.87). Also around half of people who started the survey in NL and Austria, did not finish. This likely has to do with the fact that the survey was more broadly advertised in Austria and NL, for example through the meta campaign and interview on DutchNews, which made more people start and then abandon the survey, - provide some evidence that this is normal.

```
* test if Progress varies by recruit
gen recruit=.
replace recruit = 1 if general == 1
replace recruit = 2 if prolific == 1
replace recruit = 3 if meta == 1
replace recruit = 4 if paid == 1
replace recruit = 5 if recruit == .

label var recruit "Recruitment recruit"
label def recruit 1 "general link" 2 "prolific" 3 "meta campaign" 4 "paid" 5 "Risbo panel" , replace
label val recruit recruit

oneway Progress recruit, tabulate
tab Finished recruit, chi2
// prolific and paid users significantly more progress (98.4 and 97.6%), meta campaign significantly less progress (83.6%)

oneway Progress skill, tabulate
tab Finished skill, chi2 col // highly skilled were more likely to abandon

* Drop unfinished responses
drop if Progress <= 90
```

count // 2334 -> completion rate of 72.9 % considering only respondents who consented and were part of the target group in terms of origin and destination

**
```
* drop speeders
gen duration_min = Duration__in_seconds_ / 60
summarize duration_min , detail

estpost summarize duration_min , detail
esttab ., cells("count mean sd min max p1 p25 p50 p75") ///
    title("Summary statistics for survey duration") ///
    label

drop if duration_min < 7 // 17 obs, dropped
count // 2317
```

***

```
label var field  "Field of education"
rename field_4_TEXT field_o
label var field_o "Field of education - free text"
```

***

```
label var job_trained "Trained for job or occupation"
rename job_trained job_trained_o
```

***

```
label var job_origin "Last job or occupation before leaving origin country"
rename job_origin job_origin_o
```

***

```
gen job_stat_workft = 0
replace job_stat_workft = 1 if employment_status_1==1
label var job_stat_workft "Working full-time"
label def job_stat_workft 0 "No" 1 "Yes"
label val job_stat_workft job_stat_workft
replace job_stat_workft = . if employment_status_1==. & employment_status_2==. & employment_status_3==. &
employment_status_4==. & employment_status_5==. & employment_status_6==. & employment_status_7==. &
employment_status_8==. & employment_status_9==. & employment_status_10==. & employment_status_11==.

gen job_stat_workpt = 0
replace job_stat_workpt = 1 if employment_status_2==1
label var job_stat_workpt "Working part-time"
label def job_stat_workpt 0 "No" 1 "Yes"
label val job_stat_workpt job_stat_workft
replace job_stat_workpt = . if employment_status_1==. & employment_status_2==. & employment_status_3==. &
employment_status_4==. & employment_status_5==. & employment_status_6==. & employment_status_7==. &
employment_status_8==. & employment_status_9==. & employment_status_10==. & employment_status_11==.

gen job_stat_self = 0
replace job_stat_self = 1 if employment_status_3==1
label var job_stat_self "Self-employed"
label def job_stat_self 0 "No" 1 "Yes"
label val job_stat_self job_stat_self
replace job_stat_self = . if employment_status_1==. & employment_status_2==. & employment_status_3==. &
employment_status_4==. & employment_status_5==. & employment_status_6==. & employment_status_7==. &
employment_status_8==. & employment_status_9==. & employment_status_10==. & employment_status_11==.

gen job_stat_une_l = 0
replace job_stat_une_l = 1 if employment_status_4==1
label var job_stat_une_l "Unemployed and looking for work"
label def job_stat_une_l 0 "No" 1 "Yes"
label val job_stat_une_l job_stat_une_l
replace job_stat_une_l = . if employment_status_1==. & employment_status_2==. & employment_status_3==. &
employment_status_4==. & employment_status_5==. & employment_status_6==. & employment_status_7==. &
employment_status_8==. & employment_status_9==. & employment_status_10==. & employment_status_11==.

gen job_stat_une_nl = 0
replace job_stat_une_nl = 1 if employment_status_5==1
label var job_stat_une_nl "Unemployed and not looking for work"
label def job_stat_une_nl 0 "No" 1 "Yes"
label val job_stat_une_nl job_stat_une_nl
replace job_stat_une_nl = . if employment_status_1==. & employment_status_2==. & employment_status_3==. &
employment_status_4==. & employment_status_5==. & employment_status_6==. & employment_status_7==. &
employment_status_8==. & employment_status_9==. & employment_status_10==. & employment_status_11==.

gen job_stat_intern = 0
replace job_stat_intern = 1 if employment_status_6==1
label var job_stat_intern "Intern/ trainee"
label def job_stat_intern 0 "No" 1 "Yes"
label val job_stat_intern job_stat_intern
```

```
replace job_stat_intern = . if employment_status_1==. & employment_status_2==. & employment_status_3==. &
employment_status_4==. & employment_status_5==. & employment_status_6==. & employment_status_7==. &
employment_status_8==. & employment_status_9==. & employment_status_10==. & employment_status_11==.

gen job_stat_stu = 0
replace job_stat_stu = 1 if employment_status_7==1
label var job_stat_stu "Student"
label def job_stat_stu 0 "No" 1 "Yes"
label val job_stat_stu job_stat_stu
replace job_stat_stu = . if employment_status_1==. & employment_status_2==. & employment_status_3==. &
employment_status_4==. & employment_status_5==. & employment_status_6==. & employment_status_7==. &
employment_status_8==. & employment_status_9==. & employment_status_10==. & employment_status_11==.

gen job_stat_voc = 0
replace job_stat_voc = 1 if employment_status_8==1
label var job_stat_voc "Vocational trainee"
label def job_stat_voc 0 "No" 1 "Yes"
label val job_stat_voc job_stat_voc
replace job_stat_voc = . if employment_status_1==. & employment_status_2==. & employment_status_3==. &
employment_status_4==. & employment_status_5==. & employment_status_6==. & employment_status_7==. &
employment_status_8==. & employment_status_9==. & employment_status_10==. & employment_status_11==.

gen job_stat_home = 0
replace job_stat_home = 1 if employment_status_9==1
label var job_stat_home "Homemaker or stay-at-home parent"
label def job_stat_home 0 "No" 1 "Yes"
label val job_stat_home job_stat_home
replace job_stat_home = . if employment_status_1==. & employment_status_2==. & employment_status_3==. &
employment_status_4==. & employment_status_5==. & employment_status_6==. & employment_status_7==. &
employment_status_8==. & employment_status_9==. & employment_status_10==. & employment_status_11==.

gen job_stat_reti = 0
replace job_stat_reti = 1 if employment_status_10==1
label var job_stat_reti "Retired"
label def job_stat_reti 0 "No" 1 "Yes"
label val job_stat_reti job_stat_reti
replace job_stat_reti = . if employment_status_1==. & employment_status_2==. & employment_status_3==. &
employment_status_4==. & employment_status_5==. & employment_status_6==. & employment_status_7==. &
employment_status_8==. & employment_status_9==. & employment_status_10==. & employment_status_11==.

gen job_stat_oth = 0
replace job_stat_oth = 1 if employment_status_11==1
label var job_stat_oth "Other"
label def job_stat_oth 0 "No" 1 "Yes"
label val job_stat_oth job_stat_oth
replace job_stat_oth = . if employment_status_1==. & employment_status_2==. & employment_status_3==. &
employment_status_4==. & employment_status_5==. & employment_status_6==. & employment_status_7==. &
employment_status_8==. & employment_status_9==. & employment_status_10==. & employment_status_11==.

rename employment_status_11_TEXT job_stat_o
label var job_stat_o "Other employment status - free text"

drop employment_st*

order job_stat*, after(job_origin)
order job_stat_o, after (job_stat_oth)

***
label var job_current "Current job or occupation"
rename job_current job_current_o

***
recode contract (1 = 0) (2 = 1)
label var contract "Permanent contract"
label def contract 0 "No" 1 "Yes"
```

```
label val contract contract
```

***
```
label var sector "Currently working in sector"
rename sector_4_TEXT sector_o
label var sector_o "Currently working in other sector - free text"
```

***
```
gen find_job_migr_net = 0
replace find_job_migr_net = 1 if find_job_1==1
label var find_job_migr_net "Job found through migrant networks"
label def find_job_migr_net 0 "No" 1 "Yes"
label val find_job_migr_net find_job_migr_net
replace find_job_migr_net = . if find_job_1==. & find_job_2==. & find_job_3==. & find_job_4==. & find_job_5==. &
find_job_6==. & find_job_7==. & find_job_8==. & find_job_9==. & find_job_10==.

gen find_job_pub_agency = 0
replace find_job_pub_agency = 1 if find_job_2==1
label var find_job_pub_agency "Job found through public employment agency"
label def find_job_pub_agency 0 "No" 1 "Yes"
label val find_job_pub_agency find_job_pub_agency
replace find_job_pub_agency = . if find_job_1==. & find_job_2==. & find_job_3==. & find_job_4==. & find_job_5==. &
find_job_6==. & find_job_7==. & find_job_8==. & find_job_9==. & find_job_10==.

gen find_job_priv_agency = 0
replace find_job_priv_agency = 1 if find_job_3==1
label var find_job_priv_agency "Job found through private recruitment agency"
label def find_job_priv_agency 0 "No" 1 "Yes"
label val find_job_priv_agency find_job_priv_agency
replace find_job_priv_agency = . if find_job_1==. & find_job_2==. & find_job_3==. & find_job_4==. & find_job_5==. &
find_job_6==. & find_job_7==. & find_job_8==. & find_job_9==. & find_job_10==.

gen find_job_partnership = 0
replace find_job_partnership = 1 if find_job_4==1
label var find_job_partnership "Job found through skills mobility partnership"
label def find_job_partnership 0 "No" 1 "Yes"
label val find_job_partnership find_job_partnership
replace find_job_partnership = . if find_job_1==. & find_job_2==. & find_job_3==. & find_job_4==. & find_job_5==. &
find_job_6==. & find_job_7==. & find_job_8==. & find_job_9==. & find_job_10==.

gen find_job_faith_net = 0
replace find_job_faith_net = 1 if find_job_5==1
label var find_job_faith_net "Job found through faith-based networks"
label def find_job_faith_net 0 "No" 1 "Yes"
label val find_job_faith_net find_job_faith_net
replace find_job_faith_net = . if find_job_1==. & find_job_2==. & find_job_3==. & find_job_4==. & find_job_5==. &
find_job_6==. & find_job_7==. & find_job_8==. & find_job_9==. & find_job_10==.

gen find_job_prof_net = 0
replace find_job_prof_net = 1 if find_job_6==1
label var find_job_prof_net "Job found through professional networks"
label def find_job_prof_net 0 "No" 1 "Yes"
label val find_job_prof_net find_job_prof_net
replace find_job_prof_net = . if find_job_1==. & find_job_2==. & find_job_3==. & find_job_4==. & find_job_5==. &
find_job_6==. & find_job_7==. & find_job_8==. & find_job_9==. & find_job_10==.

gen find_job_soc_net = 0
replace find_job_soc_net = 1 if find_job_7==1
label var find_job_soc_net "Job found through social networks/ family/ community"
label def find_job_soc_net 0 "No" 1 "Yes"
label val find_job_soc_net find_job_soc_net
replace find_job_soc_net = . if find_job_1==. & find_job_2==. & find_job_3==. & find_job_4==. & find_job_5==. &
find_job_6==. & find_job_7==. & find_job_8==. & find_job_9==. & find_job_10==.

gen find_job_ngo = 0
```

```
replace find_job_ngo = 1 if find_job_8==1
label var find_job_ngo "Job found through NGO/ welfare organisation"
label def find_job_ngo 0 "No" 1 "Yes"
label val find_job_ngo find_job_ngo
replace find_job_ngo = . if find_job_1==. & find_job_2==. & find_job_3==. & find_job_4==. & find_job_5==. & find_job_6==.
& find_job_7==. & find_job_8==. & find_job_9==. & find_job_10==.

gen find_job_int = 0
replace find_job_int = 1 if find_job_9==1
label var find_job_int "Job found through Internet"
label def find_job_int 0 "No" 1 "Yes"
label val find_job_int find_job_int
replace find_job_int = . if find_job_1==. & find_job_2==. & find_job_3==. & find_job_4==. & find_job_5==. & find_job_6==.
& find_job_7==. & find_job_8==. & find_job_9==. & find_job_10==.

gen find_job_oth = 0
replace find_job_oth = 1 if find_job_10==1
label var find_job_oth "Job found through other way"
label def find_job_oth 0 "No" 1 "Yes"
label val find_job_oth find_job_oth
replace find_job_oth = . if find_job_1==. & find_job_2==. & find_job_3==. & find_job_4==. & find_job_5==. & find_job_6==.
& find_job_7==. & find_job_8==. & find_job_9==. & find_job_10==.

rename find_job_10_TEXT find_job_o
label var find_job_o "Job found through other way - free text"

order find_job*, after(sector_o)
order find_job_o, after (find_job_oth)

drop find_job_1 find_job_2 find_job_3 find_job_4 find_job_5 find_job_6 find_job_7 find_job_8 find_job_9 find_job_10

***
recode challenges_job (2 = 0) (1 = 1)
label var challenges_job "Faced challenges finding job in destination country"
label def challenges_job 0 "No" 1 "Yes"
label val challenges_job challenges_job

rename challenges_job_open challenges_job_o
label var challenges_job_o "Faced challenges finding job in destination country - free text"

***

gen arrival_yr = 2025 - arrival
replace arrival_yr = 2025 if arrival== 52
label values arrival_yr
label var arrival_yr "Year of arrival in destination country"
drop arrival

order arrival_yr, after(challenges_job_o)

***
label var prior_stay "Lived in destination country before"

***
label var prev_mig "Previous migration experience"

***

rename push_2 imp_push_lm
label var imp_push_lm "Labour market and employment conditions"
replace imp_push_lm = 0 if imp_push_lm==.

rename push_10 imp_push_AIwork
label var imp_push_AIwork "Importance push factor: Integration of artificial intelligence (AI) into the workplace"
replace imp_push_AIwork = 0 if imp_push_AIwork==.
```

```
rename push_1 imp_push_econ
label var imp_push_econ "Importance push factor: Economic conditions"
replace imp_push_econ = 0 if imp_push_econ==.

rename push_3 imp_push_educ
label var imp_push_educ "Importance push factor: Education and training opportunities"
replace imp_push_educ = 0 if imp_push_educ==.

rename push_4 imp_push_profdev
label var imp_push_profdev "Importance push factor: Opportunities for professional development"
replace imp_push_profdev = 0 if imp_push_profdev==.

rename push_11 imp_push_AItrain
label var imp_push_AItrain "Importance push factor: Access to AI-related training and development"
replace imp_push_AItrain = 0 if imp_push_AItrain==.

rename push_9 imp_push_env
label var imp_push_env "Importance push factor: Environmental conditions"
replace imp_push_env = 0 if imp_push_env==.

rename push_5 imp_push_pol
label var imp_push_pol "Importance push factor: Political conditions"
replace imp_push_pol = 0 if imp_push_pol==.

rename push_6 imp_push_ins
label var imp_push_ins "Importance push factor: Public policy and institutions"
replace imp_push_ins = 0 if imp_push_ins==.

rename push_7 imp_push_safe
label var imp_push_safe "Importance push factor: Safety and security situation"
replace imp_push_safe = 0 if imp_push_safe==.

rename push_8 imp_push_soc
label var imp_push_soc "Importance push factor: Social and cultural conditions"
replace imp_push_soc = 0 if imp_push_soc==.

rename push_12 imp_push_fam
label var imp_push_fam "Importance push factor: Reasons related to family and/or your partner"
replace imp_push_fam = 0 if imp_push_fam==.

***
rename pull_2 imp_pull_lm
label var imp_pull_lm "Importance pull factor: Labour market and employment conditions"
replace imp_pull_lm = 0 if imp_pull_lm==.

rename pull_14 imp_pull_AIwork
label var imp_pull_AIwork "Importance pull factor: Integration of artificial intelligence (AI) into the workplace"
replace imp_pull_AIwork = 0 if imp_pull_AIwork==.

rename pull_1 imp_pull_econ
label var imp_pull_econ "Importance pull factor: Economic conditions"
replace imp_pull_econ = 0 if imp_pull_econ==.

rename pull_3 imp_pull_educ
label var imp_pull_educ "Importance pull factor: Education and training opportunities"
replace imp_pull_educ = 0 if imp_pull_educ==.

rename pull_4 imp_pull_profdev
label var imp_pull_profdev "Importance pull factor: Opportunities for professional development"
replace imp_pull_profdev = 0 if imp_pull_profdev==.

rename pull_13 imp_pull_AItrain
label var imp_pull_AItrain "Importance pull factor: Access to AI-related training and development"
replace imp_pull_AItrain = 0 if imp_pull_AItrain==.
```

```
rename pull_5 imp_pull_env
label var imp_pull_env "Importance pull factor: Environmental conditions"
replace imp_pull_env = 0 if imp_pull_env==.

rename pull_6 imp_pull_pol
label var imp_pull_pol "Importance pull factor: Political conditions"
replace imp_pull_pol = 0 if imp_pull_pol==.

rename pull_7 imp_pull_ins
label var imp_pull_ins "Importance pull factor: Public policy and institutions"
replace imp_pull_ins = 0 if imp_pull_ins==.

rename pull_8 imp_pull_migpol
label var imp_pull_migpol "Importance pull factor: Migration policy"
replace imp_pull_migpol = 0 if imp_pull_migpol==.

rename pull_9 imp_pull_safe
label var imp_pull_safe "Importance pull factor: Safety and security"
replace imp_pull_safe = 0 if imp_pull_safe==.

rename pull_10 imp_pull_soc
label var imp_pull_soc "Importance pull factor: Social and cultural conditions"
replace imp_pull_soc = 0 if imp_pull_soc==.

rename pull_11 imp_pull_fam
label var imp_pull_fam "Importance pull factor: Reasons related to family and/or your partner"
replace imp_pull_fam = 0 if imp_pull_fam==.

***
rename comm_before com_prearr
recode com_prearr (5 = 1) (4 = 2) (3 = 3) (2 = 4) (1 = 5)
label var com_prearr "Communication pre-arrival with people in destination"
label def com_prearr 1 "Never" 2 "Less often" 3 "Every month" 4 "Every week" 5 "Almost every day"
label val com_prearr com_prearr

rename comm_interest com_prearr_feedb
recode com_prearr_feedb (1 = 1) (2 = 3) (3 = 2)
label var com_prearr_feedb "Influence of pre-arrival communication on migration decision (feedback)"
label def com_prearr_feedb 1 "Less interested in moving there" 2 "Did not make a difference" 3 "More interested in moving
there"
label val com_prearr_feedb com_prearr_feedb

***
gen training_lang = 0
replace training_lang = 1 if training_1 == 1
label var training_lang "Pre-arrival language training"
label def training_lang 0 "No" 1 "Yes"
label val training_lang training_lang
replace training_lang = . if training_1==. & training_2==. & training_3==. & training_4==. & training_5==.

gen training_cult = 0
replace training_cult = 1 if training_2 == 1
label var training_cult "Pre-arrival cultural training"
label def training_cult 0 "No" 1 "Yes"
label val training_cult training_cult
replace training_cult = . if training_1==. & training_2==. & training_3==. & training_4==. & training_5==.

gen training_job = 0
replace training_job = 1 if training_2 == 1
label var training_job "Pre-arrival job/ professional training"
label def training_job 0 "No" 1 "Yes"
label val training_job training_job
replace training_job = . if training_1==. & training_2==. & training_3==. & training_4==. & training_5==.
```

```
gen training_rec = 0
replace training_rec = 1 if training_2 == 1
label var training_rec "Pre-arrival training for recognition qualifications"
label def training_rec 0 "No" 1 "Yes"
label val training_rec training_rec
replace training_rec = . if training_1==. & training_2==. & training_3==. & training_4==. & training_5==.

gen training_none = 0
replace training_none = 1 if training_2 == 1
label var training_none "No pre-arrival training"
label def training_none 0 "Training" 1 "No training"
label val training_none training_none
replace training_none = . if training_1==. & training_2==. & training_3==. & training_4==. & training_5==.

drop training_1 training_2 training_3 training_4 training_5
order training_*, after(com_prearr_feedb)

***
rename permit_EU permit_work_EU
label var permit_work_EU "Specific EU permit"

rename permit permit_EU
label var permit_EU "Permit EU destinations"

rename permit_9_TEXT permit_EU_o
label var permit_EU_o "Other permit EU destination - free text"


label var papers_CA "Permit Canada"
label def papers_CA  1 "Based on family ties" 2 "Based on employment" 3 "Au pair" 4 "For studying" 6 "Asylum, temporary
protection, humanitarian reasons" 8 "Canadian citizens" 9 "Other" 10 "Permanent residency" , replace
label val papers_CA papers_CA

rename papers_CA_9_TEXT papers_CA_o
label var papers_CA_o "Other permit Canada - free text"
order papers_*, after(permit_EU_o)

rename permit_work permit_access
label var permit_access "Labour market access"
recode permit_access (3 = 1) (2 = 2) (1 = 3)
label def permit_access 1 "No" 2 "Conditional access" 3 "relatively free access"
label val permit_access permit_access

recode permit_permanent (1 = 0) (2 = 1)
label var permit_permanent "Permanent permit"
label def permit_permanent 0 "No" 1 "Yes"
label val permit_permanent permit_permanent

***
label var smooth "Overall experience migration process"
label def smooth 1 "Extremely stressful and challenging" 2 "Very difficult with many significant challenges" 3 "Somewhat
difficult, with a few significant challenges" 4 "Mostly smooth, with some minor challenges" 5 "Very smooth, with no major
challenges"
label val smooth smooth

***

rename challenges_1 challenges_leg
label var challenges_leg "Legal and administrative challenges"
replace challenges_leg = 0 if challenges_leg ==.

rename challenges_2 challenges_fin
label var challenges_fin "Financial challenges"
replace challenges_fin = 0 if challenges_fin == .
```

```
rename challenges_3 challenges_lang
label var challenges_lang "Language barriers"
replace challenges_lang = 0 if challenges_lang == .

rename challenges_4 challenges_emp
label var challenges_emp "Employment challenges"
replace challenges_emp = 0 if challenges_emp == .

rename challenges_5 challenges_cult
label var challenges_cult "Cultural adjustment"
replace challenges_cult = 0 if challenges_cult == .

rename challenges_6 challenges_emo
label var challenges_emo "Emotional and psychological challenges"
replace challenges_emo = 0 if challenges_emo == .

rename challenges_7 challenges_house
label var challenges_house "Housing challenges"
replace challenges_house = 0 if challenges_house == .

rename challenges_8 challenges_soc
label var challenges_soc "Social integration"
replace challenges_soc = 0 if challenges_soc == .

rename challenges_9 challenges_oth
label var challenges_oth "Other challenges"
replace challenges_oth = 0 if challenges_oth == .

rename challenges_9_TEXT challenges_o
label var challenges_o "Other challenges - free text"

***
gen ir_access = 0
replace ir_access = 1 if irregular_1==1
label var ir_access "Difficulties accessing permits/visa"
label def ir_access 0 "No" 1 "Yes"
label val ir_access ir_access
replace ir_access = . if irregular_1==. & irregular_2==. & irregular_3 ==.

gen ir_renew = 0
replace ir_renew = 1 if irregular_2==1
label var ir_renew "Difficulties renewing permits/visa"
label def ir_renew 0 "No" 1 "Yes"
label val ir_renew ir_renew
replace ir_renew = . if irregular_1==. & irregular_2==. & irregular_3 ==.

gen ir_gaps = 0
replace ir_gaps = 1 if irregular_2==1
label var ir_gaps "Gaps between permits/visa"
label def ir_gaps 0 "No" 1 "Yes"
label val ir_gaps ir_gaps
replace ir_gaps = . if irregular_1==. & irregular_2==. & irregular_3 ==.

drop irregular_*
order ir_*, after(challenges_o)

***
rename sat_work_1  sat_work_jobs
label var sat_work_jobs "Satisfaction with job opportunities"

rename sat_work_2  sat_work_profdev
label var sat_work_profdev "Satisfaction with professional development opportunities"

rename sat_work_3  sat_work_training
label var sat_work_training "Satisfaction with training opportunities"
```

rename sat_work_4 sat_work_conditions
label var sat_work_conditions "Satisfaction with employment conditions"

rename sat_work_5 sat_work_security
label var sat_work_security "Satisfaction with job security"

rename sat_work_6 sat_work_prospects
label var sat_work_prospects "Satisfaction with career prospects"

rename sat_work_7 sat_work_env
label var sat_work_env "Satisfaction with working environment"

rename sat_work_8 sat_work_localc
label var sat_work_localc "Satisfaction with relationship with colleagues from the country of residence"

rename sat_work_9 sat_work_intc
label var sat_work_intc "Satisfaction with relationship with international colleagues"

rename sat_work_10 sat_work_wlb
label var sat_work_wlb "Satisfaction with work-life balance"

rename sat_work_11 sat_work_skillu
label var sat_work_skillu "Satisfaction with skill utilisation"

rename sat_work_12 sat_work_reg
label var sat_work_reg "Satisfaction with recognition of diplomas, qualifications, skills"

rename sat_work_13 sat_work_startb
label var sat_work_startb "Satisfaction with conditions for starting own business"

rename sat_work_14 sat_work_runb
label var sat_work_runb "Satisfaction with conditions for running own business"

***
rename sat_AI_1 sat_AI_work
label var sat_AI_work "Satisfaction with integration of AI into the workplace"

rename sat_AI_2 sat_AI_train
label var sat_AI_train "Satisfaction with availability of AI/automation training programmes and development"

rename sat_AI_3 sat_AI_wage
label var sat_AI_wage "Satisfaction with wage differences between AI-enhanced and traditional jobs"

rename sat_AI_4 sat_AI_sec
label var sat_AI_sec "Satisfaction with job security in AI-transformed sectors"

rename sat_AI_5 sat_AI_rec
label var sat_AI_rec "Satisfaction with recognition of AI skills from your country of origin"

rename sat_AI_6 sat_AI_comp
label var sat_AI_comp "Satisfaction with competition with local workers for AI-related positions"

drop sat_AI_7 sat_AI_7_TEXT

***
rename sat_economic_1 sat_econ_lstd
label var sat_econ_lstd "Satisfaction with standard of living"

rename sat_economic_2 sat_econ_stab
label var sat_econ_stab "Satisfaction with economic stability and prospects"

rename sat_economic_3 sat_econ_wages
label var sat_econ_wages "Satisfaction with income levels/ wages"

rename sat_economic_4 sat_econ_ret_educ
label var sat_econ_ret_educ "Satisfaction with returns to education/ skills"

rename sat_economic_5 sat_econ_adv
label var sat_econ_adv "Satisfaction with opportunities for economic advancement"

rename sat_economic_6 sat_econ_lcost
label var sat_econ_lcost "Satisfaction with living costs"

rename sat_economic_7 sat_econ_equal
label var sat_econ_equal "Satisfaction with income equality"

***
rename sat_educ_1 sat_educ_acc
label var sat_educ_acc "Satisfaction with access to education and training"

rename sat_educ_2 sat_educ_qual
label var sat_educ_qual "Satisfaction with quality of education and training"

rename sat_educ_3 sat_educ_cost
label var sat_educ_cost "Satisfaction with cost of education and training"

rename sat_educ_4 sat_educ_lang
label var sat_educ_lang "Satisfaction with availability of language training"

rename sat_educ_5 sat_educ_div
label var sat_educ_div "Satisfaction with diversity and inclusion in educational institutions"

***
rename sat_public_1 sat_public_ssec
label var sat_public_ssec "Satisfaction with social security/ welfare system"

rename sat_public_2 sat_public_health
label var sat_public_health "Satisfaction with healthcare system"

rename sat_public_3 sat_public_inf
label var sat_public_inf "Satisfaction with infrastructure and services"

rename sat_public_4 sat_public_trans
label var sat_public_trans "Satisfaction with public transport"

***
rename sat_mpolicy_1 sat_mpol_proc
label var sat_mpol_proc "Satisfaction with immigration procedures"

rename sat_mpolicy_2 sat_mpol_postentry
label var sat_mpol_postentry "Satisfaction with post-entry rights"

rename sat_mpolicy_3 sat_mpol_fam
label var sat_mpol_fam "Satisfaction with opportunities for family reunification"

rename sat_mpolicy_4 sat_mpol_integr
label var sat_mpol_integr "Satisfaction with integration policy"

rename sat_mpolicy_5 sat_mpol_cit
label var sat_mpol_cit "Satisfaction with pathways to citizenship"

***
rename sat_social_1 sat_soc_tol
label var sat_soc_tol "Satisfaction with tolerance of locals"

rename sat_social_2 sat_soc_div
label var sat_soc_div "Satisfaction with cultural and ethnic diversity"

rename sat_social_3 sat_soc_con

label var sat_soc_con "Satisfaction with ease of connecting with locals"

rename sat_social_4 sat_soc_integr
label var sat_soc_integr "Satisfaction with integration into local society and community"

rename sat_social_5 sat_soc_welc
label var sat_soc_welc "Satisfaction with welcoming culture"

rename sat_social_6 sat_soc_cult
label var sat_soc_cult "Satisfaction with cultural offers and leisure opportunities"

rename sat_social_7 sat_soc_amen
label var sat_soc_amen "Satisfaction with availability of amenities"

rename sat_social_8 sat_soc_reli
label var sat_soc_reli "Satisfaction with freedom to practice religion and culture"

rename sat_social_9 sat_soc_adv
label var sat_soc_adv "Satisfaction with opportunities for social advancement"

* sat_social_10 does not exist, so skip it

rename sat_social_11 sat_soc_gen
label var sat_soc_gen "Satisfaction with gender and social norms"

***
rename improved_1 improved_fin
label var improved_fin "Financial situation improved with move"

rename improved_2 improved_qol
label var improved_qol "Quality of life improved with move"

rename improved_3 improved_job
label var improved_job "Job status improved with move"

***
label var plan_perm "Plan to apply for permanent residency"
label def plan_perm 1 "Yes" 2 "No" 3 "In other country"
label val plan_perm plan_perm

rename plan_perm_3_TEXT plan_perm_o
label var plan_perm_o "Plan to apply for permanent residency elsewhere - free text"

***
gen citizen_EU_dest = 0
replace citizen_EU_dest = 1 if citizen_EU_1 == 1
label var citizen_EU_dest "Destination country citizenship"
label def citizen_EU_dest 0 "No" 1 "Yes"
label val citizen_EU_dest citizen_EU_dest
replace citizen_EU_dest = . if citizen_EU_1==. & citizen_EU_2==. & citizen_EU_3==. & citizen_EU_4==.

gen citizen_other_EU = 0
replace citizen_other_EU = 1 if citizen_EU_2 == 2
label var citizen_other_EU "Other EU citizenship"
label def citizen_other_EU 0 "No" 1 "Yes"
label val citizen_other_EU citizen__other_EU
replace citizen_other_EU = . if citizen_EU_1==. & citizen_EU_2==. & citizen_EU_3==. & citizen_EU_4==.

gen citizen_TCN = 0
replace citizen_TCN = 1 if citizen_EU_3 == 3
label var citizen_TCN "Third-country citizenship"
label def citizen_TCN 0 "No" 1 "Yes"
label val citizen_TCN citizen_TCN
replace citizen_TCN = . if citizen_EU_1==. & citizen_EU_2==. & citizen_EU_3==. & citizen_EU_4==.

```
gen citizen_stateless = 0
replace citizen_stateless = 1 if citizen_EU_4 == 4
replace citizen_stateless = 1 if citizen_CA_4 == 1
replace citizen_stateless = 1 if national_CA_4 == 1
label var citizen_stateless "Stateless"
label def citizen_stateless 0 "No" 1 "Yes"
label val citizen_stateless citizen_stateless
replace citizen_stateless = . if citizen_EU_1==. & citizen_EU_2==. & citizen_EU_3==. & citizen_EU_4==.

drop citizen_EU_1 citizen_EU_2 citizen_EU_3 citizen_EU_4
order citizen_*, after(plan_perm_o)

***
gen citizen_CA = 0
replace citizen_CA = 1 if citizen_CA_1 == 1
replace citizen_CA = 1 if papers_CA == 8
replace citizen_CA = 1 if national_CA_1 == 1
label var citizen_CA "Canadian citizen in CA"
label def citizen_CA 0 "No" 1 "Yes"
label val citizen_CA citizen_CA

gen citizen_CW = 0
replace citizen_CW = 1 if citizen_CA_5 == 1
replace citizen_CW = 1 if national_CA_5 == 1
label var citizen_CW "Commonwealth citizen in CA"
label def citizen_CW 0 "No" 1 "Yes"
label val citizen_CW citizen_CA

gen citizen_EU_inCA = 0
replace citizen_EU_inCA = 1 if citizen_CA_2 == 1
label var citizen_EU_inCA "EU citizen in Canada"
label def citizen_EU_inCA 0 "No" 1 "Yes"
label val citizen_EU_inCA citizen_EU_inCA

rename citizen_CA_3 citizen_CA_oth
replace citizen_CA_oth = 1 if national_CA_3==1
label var citizen_CA_oth "Citizen other than CA, EU, CW in CA"

order citizen_* , after(plan_perm_o)

drop citizen_CA_1 citizen_CA_2 citizen_CA_4 citizen_CA_5

***
label var plan_citizen "Plan to apply for citizenship"
replace plan_citizen = 1 if plan_national_CA == 1
replace plan_citizen = 2 if plan_national_CA == 2

rename plan_citizen_3_TEXT plan_citizen_o
label var plan_citizen_o "Plan to apply for citizenship in country - free text"

drop plan_national_CA

***
label var preference "Spatial preference"
label def preference 1 "Stay permanently" 2 "Stay 2-5 yrs" 3 "Return permanently" 4 "Return temporarily" 5 "Move onward"
6 "Transnational living"
label val preference preference

rename preference_5_TEXT preferred_dest_o
label var preferred_dest_o "Preferred next destination - free text"

rename preference_6_TEXT preferred_trans_o
label var preferred_trans_o "Preferred transnational living countries - free text"

***
```

```
rename reason_perm_2 reason_perm_lm
label var reason_perm_lm "Importance labour market and employment conditions for staying permanently"
replace reason_perm_lm = 0 if reason_perm_lm == .

rename reason_perm_13 reason_perm_AIwork
label var reason_perm_AIwork "Importance of integration of artificial intelligence (AI) into the workplace for staying
permanently"
replace reason_perm_AIwork = 0 if reason_perm_AIwork == .

rename reason_perm_1 reason_perm_econ
label var reason_perm_econ "Importance of economic conditions for staying permanently"
replace reason_perm_econ = 0 if reason_perm_econ == .

rename reason_perm_3 reason_perm_educ
label var reason_perm_educ "Importance of education and training opportunities for staying permanently"
replace reason_perm_educ = 0 if reason_perm_educ == .

rename reason_perm_4 reason_perm_profdev
label var reason_perm_profdev "Importance of opportunities for professional development for staying permanently"
replace reason_perm_profdev = 0 if reason_perm_profdev == .

rename reason_perm_12 reason_perm_Aitrain
label var reason_perm_Aitrain "Importance of access to AI-related training and development for staying permanently"
replace reason_perm_Aitrain = 0 if reason_perm_Aitrain == .

rename reason_perm_5 reason_perm_env
label var reason_perm_env "Importance of environmental conditions for staying permanently"
replace reason_perm_env = 0 if reason_perm_env == .

rename reason_perm_6 reason_perm_pol
label var reason_perm_pol "Importance of political conditions for staying permanently"
replace reason_perm_pol = 0 if reason_perm_pol == .

rename reason_perm_7 reason_perm_ins
label var reason_perm_ins "Importance of public policy and institutions for staying permanently"
replace reason_perm_ins = 0 if reason_perm_ins == .

rename reason_perm_8 reason_perm_migpol
label var reason_perm_migpol "Importance of migration policy for staying permanently"
replace reason_perm_migpol = 0 if reason_perm_migpol == .

rename reason_perm_9 reason_perm_safe
label var reason_perm_safe "Importance of security for staying permanently"
replace reason_perm_safe = 0 if reason_perm_safe == .

rename reason_perm_10 reason_perm_soc
label var reason_perm_soc "Importance of social and cultural conditions for staying permanently"
replace reason_perm_soc = 0 if reason_perm_soc == .

rename reason_perm_11 reason_perm_fam
label var reason_perm_fam "Importance of family and partner for staying permanently"
replace reason_perm_fam = 0 if reason_perm_fam == .

***
rename reason_temp_2 reason_temp_lm
label var reason_temp_lm "Importance labour market and employment conditions for staying temporarily"
replace reason_temp_lm = 0 if reason_temp_lm == .

rename reason_temp_13 reason_temp_AIwork
label var reason_temp_AIwork "Importance of integration of artificial intelligence (AI) into the workplace for staying
temporarily"
replace reason_temp_AIwork = 0 if reason_temp_AIwork == .

rename reason_temp_1 reason_temp_econ
```

label var reason_temp_econ "Importance of economic conditions for staying temporarily"
replace reason_temp_econ = 0 if reason_temp_econ == .

rename reason_temp_3 reason_temp_educ
label var reason_temp_educ "Importance of education and training opportunities for staying temporarily"
replace reason_temp_educ = 0 if reason_temp_educ == .

rename reason_temp_4 reason_temp_profdev
label var reason_temp_profdev "Importance of opportunities for professional development for staying temporarily"
replace reason_temp_profdev = 0 if reason_temp_profdev == .

rename reason_temp_12 reason_temp_Aitrain
label var reason_temp_Aitrain "Importance of access to AI-related training and development for staying temporarily"
replace reason_temp_Aitrain = 0 if reason_temp_Aitrain == .

rename reason_temp_5 reason_temp_env
label var reason_temp_env "Importance of environmental conditions for staying temporarily"
replace reason_temp_env = 0 if reason_temp_env == .

rename reason_temp_6 reason_temp_pol
label var reason_temp_pol "Importance of political conditions for staying temporarily"
replace reason_temp_pol = 0 if reason_temp_pol == .

rename reason_temp_7 reason_temp_ins
label var reason_temp_ins "Importance of public policy and institutions for staying temporarily"
replace reason_temp_ins = 0 if reason_temp_ins == .

rename reason_temp_8 reason_temp_migpol
label var reason_temp_migpol "Importance of migration policy for staying temporarily"
replace reason_temp_migpol = 0 if reason_temp_migpol == .

rename reason_temp_9 reason_temp_safe
label var reason_temp_safe "Importance of security for staying temporarily"
replace reason_temp_safe = 0 if reason_temp_safe == .

rename reason_temp_10 reason_temp_soc
label var reason_temp_soc "Importance of social and cultural conditions for staying temporarily"
replace reason_temp_soc = 0 if reason_temp_soc == .

rename reason_temp_11 reason_temp_fam
label var reason_temp_fam "Importance of family and partner for staying temporarily"
replace reason_temp_fam = 0 if reason_temp_fam == .

***
rename reason_return_p_2 reason_return_p_lm
label var reason_return_p_lm "Importance of labour market and employment conditions for returning permanently"
replace reason_return_p_lm = 0 if reason_return_p_lm == .

rename reason_return_p_12 reason_return_p_AIwork
label var reason_return_p_AIwork "Importance of integration of artificial intelligence (AI) into the workplace for returning permanently"
replace reason_return_p_AIwork = 0 if reason_return_p_AIwork == .

rename reason_return_p_1 reason_return_p_econ
label var reason_return_p_econ "Importance of economic conditions for returning permanently"
replace reason_return_p_econ = 0 if reason_return_p_econ == .

rename reason_return_p_3 reason_return_p_educ
label var reason_return_p_educ "Importance of education and training opportunities for returning permanently"
replace reason_return_p_educ = 0 if reason_return_p_educ == .

rename reason_return_p_4 reason_return_p_profdev
label var reason_return_p_profdev "Importance of opportunities for professional development for returning permanently"
replace reason_return_p_profdev = 0 if reason_return_p_profdev == .

```
rename reason_return_p_11 reason_return_p_Aitrain
label var reason_return_p_Aitrain "Importance of access to AI-related training and development for returning permanently"
replace reason_return_p_Aitrain = 0 if reason_return_p_Aitrain == .

rename reason_return_p_5 reason_return_p_env
label var reason_return_p_env "Importance of environmental conditions for returning permanently"
replace reason_return_p_env = 0 if reason_return_p_env == .

rename reason_return_p_6 reason_return_p_pol
label var reason_return_p_pol "Importance of political conditions for returning permanently"
replace reason_return_p_pol = 0 if reason_return_p_pol == .

rename reason_return_p_7 reason_return_p_ins
label var reason_return_p_ins "Importance of public policy and institutions for returning permanently"
replace reason_return_p_ins = 0 if reason_return_p_ins == .

rename reason_return_p_8 reason_return_p_migpol
label var reason_return_p_migpol "Importance of migration policy for returning permanently"
replace reason_return_p_migpol = 0 if reason_return_p_migpol == .

rename reason_return_p_13 reason_return_p_safe
label var reason_return_p_safe "Importance of security for returning permanently"
replace reason_return_p_safe = 0 if reason_return_p_safe == .

rename reason_return_p_9 reason_return_p_soc
label var reason_return_p_soc "Importance of social and cultural conditions for returning permanently"
replace reason_return_p_soc = 0 if reason_return_p_soc == .

rename reason_return_p_10 reason_return_p_fam
label var reason_return_p_fam "Importance of family and partner for returning permanently"
replace reason_return_p_fam = 0 if reason_return_p_fam == .


***

rename reason_return_t_2 reason_return_t_lm
label var reason_return_t_lm "Importance labour market and employment conditions for returning permanently"
replace reason_return_t_lm = 0 if reason_return_t_lm == .

rename reason_return_t_13 reason_return_t_AIwork
label var reason_return_t_AIwork "Importance of integration of artificial intelligence (AI) into the workplace for returning permanently"
replace reason_return_t_AIwork = 0 if reason_return_t_AIwork == .

rename reason_return_t_1 reason_return_t_econ
label var reason_return_t_econ "Importance of economic conditions for returning permanently"
replace reason_return_t_econ = 0 if reason_return_t_econ == .

rename reason_return_t_3 reason_return_t_educ
label var reason_return_t_educ "Importance of education and training opportunities for returning permanently"
replace reason_return_t_educ = 0 if reason_return_t_educ == .

rename reason_return_t_4 reason_return_t_profdev
label var reason_return_t_profdev "Importance of opportunities for professional development for returning permanently"
replace reason_return_t_profdev = 0 if reason_return_t_profdev == .

rename reason_return_t_12 reason_return_t_Aitrain
label var reason_return_t_Aitrain "Importance of access to AI-related training and development for returning permanently"
replace reason_return_t_Aitrain = 0 if reason_return_t_Aitrain == .

rename reason_return_t_5 reason_return_t_env
label var reason_return_t_env "Importance of environmental conditions for returning permanently"
replace reason_return_t_env = 0 if reason_return_t_env == .

rename reason_return_t_6 reason_return_t_pol
```

```
label var reason_return_t_pol "Importance of political conditions for returning permanently"
replace reason_return_t_pol = 0 if reason_return_t_pol == .

rename reason_return_t_7 reason_return_t_ins
label var reason_return_t_ins "Importance of public policy and institutions for returning permanently"
replace reason_return_t_ins = 0 if reason_return_t_ins == .

rename reason_return_t_8 reason_return_t_migpol
label var reason_return_t_migpol "Importance of migration policy for returning permanently"
replace reason_return_t_migpol = 0 if reason_return_t_migpol == .

rename reason_return_t_9 reason_return_t_safe
label var reason_return_t_safe "Importance of security for returning permanently"
replace reason_return_t_safe = 0 if reason_return_t_safe == .

rename reason_return_t_10 reason_return_t_soc
label var reason_return_t_soc "Importance of social and cultural conditions for returning permanently"
replace reason_return_t_soc = 0 if reason_return_t_soc == .

rename reason_return_t_11 reason_return_t_fam
label var reason_return_t_fam "Importance of family and partner for returning permanently"
replace reason_return_t_fam = 0 if reason_return_t_fam == .

***

// reason_onward_*
rename reason_onward_2 reason_onward_lm
label var reason_onward_lm "Importance labour market and employment conditions for moving onwards"
replace reason_onward_lm = 0 if reason_onward_lm == .

rename reason_onward_13 reason_onward_AIwork
label var reason_onward_AIwork "Importance of integration of artificial intelligence (AI) into the workplace for moving
onwards"
replace reason_onward_AIwork = 0 if reason_onward_AIwork == .

rename reason_onward_1 reason_onward_econ
label var reason_onward_econ "Importance of economic conditions for moving onwards"
replace reason_onward_econ = 0 if reason_onward_econ == .

rename reason_onward_3 reason_onward_educ
label var reason_onward_educ "Importance of education and training opportunities for moving onwards"
replace reason_onward_educ = 0 if reason_onward_educ == .

rename reason_onward_4 reason_onward_profdev
label var reason_onward_profdev "Importance of opportunities for professional development for moving onwards"
replace reason_onward_profdev = 0 if reason_onward_profdev == .

rename reason_onward_12 reason_onward_Aitrain
label var reason_onward_Aitrain "Importance of access to AI-related training and development for moving onwards"
replace reason_onward_Aitrain = 0 if reason_onward_Aitrain == .

rename reason_onward_5 reason_onward_env
label var reason_onward_env "Importance of environmental conditions for moving onwards"
replace reason_onward_env = 0 if reason_onward_env == .

rename reason_onward_6 reason_onward_pol
label var reason_onward_pol "Importance of political conditions for moving onwards"
replace reason_onward_pol = 0 if reason_onward_pol == .

rename reason_onward_7 reason_onward_ins
label var reason_onward_ins "Importance of public policy and institutions for moving onwards"
replace reason_onward_ins = 0 if reason_onward_ins == .

rename reason_onward_8 reason_onward_migpol
label var reason_onward_migpol "Importance of migration policy for moving onwards"
```

```
replace reason_onward_migpol = 0 if reason_onward_migpol == .

rename reason_onward_9 reason_onward_safe
label var reason_onward_safe "Importance of security for moving onwards"
replace reason_onward_safe = 0 if reason_onward_safe == .

rename reason_onward_10 reason_onward_soc
label var reason_onward_soc "Importance of social and cultural conditions for moving onwards"
replace reason_onward_soc = 0 if reason_onward_soc == .

rename reason_onward_11 reason_onward_fam
label var reason_onward_fam "Importance of family and partner for moving onwards"
replace reason_onward_fam = 0 if reason_onward_fam == .

// reason_trans_*
rename reason_trans_2 reason_trans_lm
label var reason_trans_lm "Importance labour market and employment conditions for transnational living"
replace reason_trans_lm = 0 if reason_trans_lm == .

rename reason_trans_13 reason_trans_AIwork
label var reason_trans_AIwork "Importance of integration of artificial intelligence (AI) into the workplace for transnational
living"
replace reason_trans_AIwork = 0 if reason_trans_AIwork == .

rename reason_trans_1 reason_trans_econ
label var reason_trans_econ "Importance of economic conditions for transnational living"
replace reason_trans_econ = 0 if reason_trans_econ == .

rename reason_trans_3 reason_trans_educ
label var reason_trans_educ "Importance of education and training opportunities for transnational living"
replace reason_trans_educ = 0 if reason_trans_educ == .

rename reason_trans_4 reason_trans_profdev
label var reason_trans_profdev "Importance of opportunities for professional development for transnational living"
replace reason_trans_profdev = 0 if reason_trans_profdev == .

rename reason_trans_12 reason_trans_Aitrain
label var reason_trans_Aitrain "Importance of access to AI-related training and development for transnational living"
replace reason_trans_Aitrain = 0 if reason_trans_Aitrain == .

rename reason_trans_5 reason_trans_env
label var reason_trans_env "Importance of environmental conditions for transnational living"
replace reason_trans_env = 0 if reason_trans_env == .

rename reason_trans_6 reason_trans_pol
label var reason_trans_pol "Importance of political conditions for transnational living"
replace reason_trans_pol = 0 if reason_trans_pol == .

rename reason_trans_7 reason_trans_ins
label var reason_trans_ins "Importance of public policy and institutions for transnational living"
replace reason_trans_ins = 0 if reason_trans_ins == .

rename reason_trans_8 reason_trans_migpol
label var reason_trans_migpol "Importance of migration policy for transnational living"
replace reason_trans_migpol = 0 if reason_trans_migpol == .

rename reason_trans_9 reason_trans_safe
label var reason_trans_safe "Importance of security for transnational living"
replace reason_trans_safe = 0 if reason_trans_safe == .

rename reason_trans_10 reason_trans_soc
label var reason_trans_soc "Importance of social and cultural conditions for transnational living"
replace reason_trans_soc = 0 if reason_trans_soc == .

rename reason_trans_11 reason_trans_fam
```

label var reason_trans_fam "Importance of family and partner for transnational living"
replace reason_trans_fam = 0 if reason_trans_fam == .

***
rename likelihood_1 likelihood_stay_p
label var likelihood_stay_p "Likelihood stay permanently"
replace likelihood_stay_p=0 if likelihood_stay_p==.

rename likelihood_2 likelihood_stay_t
label var likelihood_stay_t "Likelihood stay temporarily"
replace likelihood_stay_t=0 if likelihood_stay_t==.

rename likelihood_3 likelihood_return_p
label var likelihood_return_p "Likelihood return permanently"
replace likelihood_return_p=0 if likelihood_return_p==.

rename likelihood_4 likelihood_return_t
label var likelihood_return_t "Likelihood return temporarily"
replace likelihood_return_t=0 if likelihood_return_t==.

rename likelihood_5 likelihood_onward
label var likelihood_onward "Likelihood move onward"
replace likelihood_onward=0 if likelihood_onward==.

rename likelihood_6 likelihood_trans
label var likelihood_trans "Likelihood transnational living"
replace likelihood_trans=0 if likelihood_trans==.

rename likelihood_5_TEXT likelihood_onward_o
label var likelihood_onward_o "Likelihood country onward _ free text"

rename likelihood_6_TEXT likelihood_trans_o
label var likelihood_trans_o "Likelihood country onward _ free text"

order likelihood_onward_o, after(likelihood_trans)

***

rename agency_1 agency_ind
label var agency_ind "Respondent can freely choose residency"

rename agency_2 agency_ppl
label var agency_ppl "Other people determine respondent's residency"

rename agency_3 agency_ins
label var agency_ppl "Other institutions determine respondent's residency"

***
rename comm_current_1 comm_origin
recode comm_origin (5 = 1) (4 = 2) (3 = 3) (2 = 4) (1 = 5)
label var comm_origin "Communication with people in origin country"
label def comm_origin 1 "Never" 2 "Less often" 3 "Every month" 4 "Every week" 5 "Almost every day"
label val comm_origin comm_origin

rename comm_current_2 comm_dest_a
recode comm_dest_a (5 = 1) (4 = 2) (3 = 3) (2 = 4) (1 = 5)
label var comm_dest_a "Communication with people in possible destination A"
label def comm_dest_a 1 "Never" 2 "Less often" 3 "Every month" 4 "Every week" 5 "Almost every day"
label val comm_dest_a comm_dest_a

rename comm_current_3 comm_dest_b
recode comm_dest_b (5 = 1) (4 = 2) (3 = 3) (2 = 4) (1 = 5)
label var comm_dest_b "Communication with people in possible destination B"
label def comm_dest_b 1 "Never" 2 "Less often" 3 "Every month" 4 "Every week" 5 "Almost every day"
label val comm_dest_b comm_dest_b

```
rename comm_current_4 comm_dest_c
recode comm_dest_c (5 = 1) (4 = 2) (3 = 3) (2 = 4) (1 = 5)
label var comm_dest_c "Communication with people in possible destination C"
label def comm_dest_c 1 "Never" 2 "Less often" 3 "Every month" 4 "Every week" 5 "Almost every day"
label val comm_dest_c comm_dest_c

rename comm_current_2_TEXT dest_a_o
label var dest_a_o "Possible destination A - free text"
rename comm_current_3_TEXT dest_b_o
label var dest_b_o "Possible destination B - free text"
rename comm_current_4_TEXT dest_c_o
label var dest_c_o "Possible destination C - free text"

rename comm_future_1 comm_ori_feedb
recode comm_ori_feedb (1 = 1) (2 = 3) (3 = 2)
label var comm_ori_feedb "Influence of origin communication on return intention (feedback)"
label def comm_ori_feedb 1 "Less interested in moving there" 2 "Did not make a difference" 3 "More interested in moving
there"
label val comm_ori_feedb comm_ori_feedb

rename comm_future_2 comm_desta_feedb
recode comm_desta_feedb (1 = 1) (2 = 3) (3 = 2)
label var comm_desta_feedb "Influence of destination A communication on migration intention (feedback)"
label def comm_desta_feedb 1 "Less interested in moving there" 2 "Did not make a difference" 3 "More interested in
moving there"
label val comm_desta_feedb comm_desta_feedb

rename comm_future_3 comm_destb_feedb
recode comm_destb_feedb (1 = 1) (2 = 3) (3 = 2)
label var comm_destb_feedb "Influence of destination B communication on migration intention (feedback)"
label def comm_destb_feedb 1 "Less interested in moving there" 2 "Did not make a difference" 3 "More interested in
moving there"
label val comm_destb_feedb comm_destb_feedb

rename comm_future_4 comm_destc_feedb
recode comm_destc_feedb (1 = 1) (2 = 3) (3 = 2)
label var comm_destc_feedb "Influence of destination C communication on migration intention (feedback)"
label def comm_destc_feedb 1 "Less interested in moving there" 2 "Did not make a difference" 3 "More interested in
moving there"
label val comm_destc_feedb comm_destc_feedb

***

replace gender = 1 if sex_CA == 1 // male
replace gender = 2 if sex_CA == 2 // female
replace gender = 3 if sex_CA == 3 // non-binary
replace gender = 5 if sex_CA == 5 // prefer not to say
replace gender = 5 if gender == . | sex_CA == .
label var gender "Gender"
label def gender 1 "Man/Male" 2 "Woman/Female" 3 "non-binary" 4 "Prefer to self-describe" 5 "Prefer not to say" , replace
label val gender gender

generate gender_o = gender_4_TEXT
replace gender_o = sex_CA_4_TEXT if missing(gender_o)
label var gender_o "Gender self-describe - free text"

drop sex_*

***
gen age2 = age + 16
label var age2 "Age in years"
label values age2
drop age
rename age2 age
```

```
order age, before(gender)


gen partner_citizen_CA = .
replace partner_citizen_CA = 1 if partner_national_CA_1==1
replace partner_citizen_CA = 1 if partner_citizen_CA_1==1
label var partner_citizen_CA "Partner Canadian citizen"

gen partner_citizen_CW = .
replace partner_citizen_CW = 1 if partner_national_CA_2==1
replace partner_citizen_CW = 1 if partner_citizen_CA_2==1
label var partner_citizen_CW "Partner Commonwealth citizen"

gen partner_citizen_EUinCA = .
replace partner_citizen_EUinCA = 1 if partner_national_CA_3==1
replace partner_citizen_EUinCA = 1 if partner_citizen_CA_3==1
label var partner_citizen_EUinCA "Partner EU citizen in CA"


gen partner_citizen_CA_oth = .
replace partner_citizen_CA_oth = 1 if partner_national_CA_4==1
replace partner_citizen_CA_oth = 1 if partner_citizen_CA_4==1
label var partner_citizen_CA_oth "Partner citizen other than CA, EU, CW in CA"

rename partner_national_CA_5 partner_stateless_CA
label var partner_stateless_CA "Partner stateless CA"

order partner_cit*, before (partner_stateless_CA)
***

gen English = .
replace English = 1 if language_1==1 & country==2 // Canada
replace English = 1 if language_2==1 & country==1
replace English = 1 if language_2==1 & country==3
replace English = 1 if language_2==1 & country==4
replace English = 1 if language_2==1 & country==5

replace English = 2 if language_1==2 & country==2 // Canada
replace English = 2 if language_2==2 & country==1
replace English = 2 if language_2==2 & country==3
replace English = 2 if language_2==2 & country==4
replace English = 2 if language_2==2 & country==5

replace English = 3 if language_1==3 & country==2 // Canada
replace English = 3 if language_2==3 & country==1
replace English = 3 if language_2==3 & country==3
replace English = 3 if language_2==3 & country==4
replace English = 3 if language_2==3 & country==5

replace English = 4 if language_1==4 & country==2 // Canada
replace English = 4 if language_2==4 & country==1
replace English = 4 if language_2==4 & country==3
replace English = 4 if language_2==4 & country==4
replace English = 4 if language_2==4 & country==5

replace English = 5 if language_1==5 & country==2 // Canada
replace English = 5 if language_2==5 & country==1
replace English = 5 if language_2==5 & country==3
replace English = 5 if language_2==5 & country==4
replace English = 5 if language_2==5 & country==5

label var English "English language skills"
label def English 1 "None" 2 "Basic" 3 "Intermediate" 4 "Fluent" 5 "Native", replace
label val English English
```

```
gen French = .
replace French = 1 if language_2==1 & country==2 // Canada
replace French = 1 if language_3==1 & country==1
replace French = 1 if language_3==1 & country==3
replace French = 1 if language_3==1 & country==4
replace French = 1 if language_3==1 & country==5

replace French = 2 if language_2==2 & country==2 // Canada
replace French = 2 if language_3==2 & country==1
replace French = 2 if language_3==2 & country==3
replace French = 2 if language_3==2 & country==4
replace French = 2 if language_3==2 & country==5

replace French = 3 if language_2==3 & country==2 // Canada
replace French = 3 if language_3==3 & country==1
replace French = 3 if language_3==3 & country==3
replace French = 3 if language_3==3 & country==4
replace French = 3 if language_3==3 & country==5

replace French = 4 if language_2==4 & country==2 // Canada
replace French = 4 if language_3==4 & country==1
replace French = 4 if language_3==4 & country==3
replace French = 4 if language_3==4 & country==4
replace French = 4 if language_3==4 & country==5

replace French = 5 if language_2==5 & country==2 // Canada
replace French = 5 if language_3==5 & country==1
replace French = 5 if language_3==5 & country==3
replace French = 5 if language_3==5 & country==4
replace French = 5 if language_3==5 & country==5

label var French "French language skills"
label def French 1 "None" 2 "Basic" 3 "Intermediate" 4 "Fluent" 5 "Native", replace
label val French French

gen Dutch = . // check if Dutch in open answes canada
replace Dutch = 1 if language_1==1 & country==1
replace Dutch = 1 if language_1==1 & country==3
replace Dutch = 1 if language_1==1 & country==4
replace Dutch = 1 if language_1==1 & country==5

replace Dutch = 2 if language_1==2 & country==1
replace Dutch = 2 if language_1==2 & country==3
replace Dutch = 2 if language_1==2 & country==4
replace Dutch = 2 if language_1==2 & country==5

replace Dutch = 3 if language_1==3 & country==1
replace Dutch = 3 if language_1==3 & country==3
replace Dutch = 3 if language_1==3 & country==4
replace Dutch = 3 if language_1==3 & country==5

replace Dutch = 4 if language_1==4 & country==1
replace Dutch = 4 if language_1==4 & country==3
replace Dutch = 4 if language_1==4 & country==4
replace Dutch = 4 if language_1==4 & country==5

replace Dutch = 5 if language_1==5 & country==1
replace Dutch = 5 if language_1==5 & country==3
replace Dutch = 5 if language_1==5 & country==4
replace Dutch = 5 if language_1==5 & country==5

label var Dutch "Dutch language skills"
label def Dutch 1 "None" 2 "Basic" 3 "Intermediate" 4 "Fluent" 5 "Native", replace
label val Dutch Dutch
```

```
gen German = . // check if German in open answes canada
replace German = 1 if language_4==1 & country==1
replace German = 1 if language_4==1 & country==3
replace German = 1 if language_4==1 & country==4
replace German = 1 if language_4==1 & country==5

replace German = 2 if language_4==2 & country==1
replace German = 2 if language_4==2 & country==3
replace German = 2 if language_4==2 & country==4
replace German = 2 if language_4==2 & country==5

replace German = 3 if language_4==3 & country==1
replace German = 3 if language_4==3 & country==3
replace German = 3 if language_4==3 & country==4
replace German = 3 if language_4==3 & country==5

replace German = 4 if language_4==4 & country==1
replace German = 4 if language_4==4 & country==3
replace German = 4 if language_4==4 & country==4
replace German = 4 if language_4==4 & country==5

replace German = 5 if language_4==5 & country==1
replace German = 5 if language_4==5 & country==3
replace German = 5 if language_4==5 & country==4
replace German = 5 if language_4==5 & country==5

label var German "German language skills"
label def German 1 "None" 2 "Basic" 3 "Intermediate" 4 "Fluent" 5 "Native", replace
label val German German

gen Polish = . // check if Polish in open answes canada
replace Polish = 1 if language_5==1 & country==1
replace Polish = 1 if language_5==1 & country==3
replace Polish = 1 if language_5==1 & country==4
replace Polish = 1 if language_5==1 & country==5

replace Polish = 2 if language_5==2 & country==1
replace Polish = 2 if language_5==2 & country==3
replace Polish = 2 if language_5==2 & country==4
replace Polish = 2 if language_5==2 & country==5

replace Polish = 3 if language_5==3 & country==1
replace Polish = 3 if language_5==3 & country==3
replace Polish = 3 if language_5==3 & country==4
replace Polish = 3 if language_5==3 & country==5

replace Polish = 4 if language_5==4 & country==1
replace Polish = 4 if language_5==4 & country==3
replace Polish = 4 if language_5==4 & country==4
replace Polish = 4 if language_5==4 & country==5

replace Polish = 5 if language_5==5 & country==1
replace Polish = 5 if language_5==5 & country==3
replace Polish = 5 if language_5==5 & country==4
replace Polish = 5 if language_5==5 & country==5

label var Polish "Polish language skills"
label def Polish 1 "None" 2 "Basic" 3 "Intermediate" 4 "Fluent" 5 "Native", replace
label val Polish Polish

replace language_3 = . if country==1 | country==3 | country==4 | country==5
rename language_3 language_3_CA
replace language_4 = . if country==1 | country==3 | country==4 | country==5
rename language_4 language_4_CA
```

```
rename language_3_TEXT language_CA_o1
rename language_4_TEXT language_CA_o2

rename language_6 language_6_EU
rename language_7 language_7_EU
rename language_6_TEXT language_EU_o1
rename language_7_TEXT language_EU_o2

drop language_1 language_2 language_5

order language*, after (Polish)

order mood source consent_CA_2, after (language_CA_o2)

drop canada link
drop general prolific meta paid
drop national_CA_*

* Extract the date part (days since 01jan1960)
gen start_date = dofc(StartDate)
format start_date %td

count // 2317

* drop variables that are empty, redundant or not needed for the analysis
drop StartDate EndDate Status Progress Duration__in_seconds_ Finished RecordedDate ResponseId DistributionChannel
source UserLanguage


save "C:\Users\95878jre\OneDrive - Erasmus University Rotterdam\Bureaublad\Link4Skills\T4.5 Survey\Complete
dataset\L4S_data_28_11-2025_combined_translated_clean.dta", replace

// before publication, check once more if everything is correct


* check source and start date

*****************************************************************************
```