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Skilled Refugees Integration into the UK Labour Market

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Abstract

War in the Middle East, especially Syria, recently led to a significant refugee increase in the United Kingdom. Almost 29,000 people were settled in the U.K., mainly from Syria. But the 2021 report shows that the number had dropped to around 12,000, thus making 43% of the refugees who were granted refuge in the United Kingdom in 2020. Therefore, as much as the numbers are dropping, it is clear that there are still Syrian refugees moving to the UK as of 2021 (House of Commons (2022). For these reasons, the research analyses the challenges influencing employment accessibility of skilled refugees in the UK, evaluates how the integration of skilled Syrian refugees impacts UK's labour market and the economy, and determines how the failure of the UK government to recognize refugee credentials complicates their ability to get decent jobs.

Skilled refugees, in this case, are Syrian refugees who are academically qualified, experienced, and also meet UK's labour market requirements. The research used the quantitative approach, but there were some minimal instances where the qualitative research approach was applied. Information was gathered from 20 respondents from the UK's skilled refugees, and the respondents were selected randomly through probability sampling to avoid biases. The primary data for this study was collected with the help of a questionnaire. The findings first provided a comprehensive conclusion that age, language, education, experience, gender, culture, length of stay, and social networks influence the employment accessibility of refugees. For instance, it was also found that skilled refugees' age hindered refugees under 26 years old since they had not acquired the required experience, especially in medicine, engineering, and technology-related jobs. Besides, skilled refugees over 65 were also not considered in the labour market because the UK's Employment Equality (Age) Regulations set the retirement age to 65. That notwithstanding, language was a hindrance because skilled refugees were good in Arabic and not English, the common language in the U.K., thus making it hard for them to secure professional employment (Jamil et al., 2012).

Regarding gender, most skilled refugees were limited by the Islamic culture that does not allow women to work unless they are working from home. The length of stay and social networks also hindered skilled refugees from Syrian being absorbed into the UK's labour market because of their limitations in personal relationships and social interactions. According to Hogan (2017), social interactions improve the ability of people to keep and find jobs meaning that skilled Syrian refugees will be limited in securing employment.

Skilled Syrian refugees in the UK also faced challenges of accreditations from Syrian not being recognized in the UK and lack of job readiness skills and sponsorship. But it was also concluded that this was improvable through the government and relevant organizations identifying credentials from the former country, offering refresher courses in subjects like computers, developing programs that can assist refugees in getting jobs, the introduction of policies that can enable skilled refugees to get recognized as equals and offering adequate sponsorship especially when it comes to education and employment in professional jobs

Contents

1.   Forward

1.1   Background

War in the Middle East, especially Syria, recently witnessed a significant refugee increase in the United Kingdom. The number of refugees residing in the UK decreased between 2014 and 2022. Almost 29,000 people were settled in the UK, mainly from Syria. But the 2021 report shows that the number had dropped to around 12,000, thus making 43% of the refugees who were granted refuge in the United Kingdom in 2020. Therefore, as much as the numbers are dropping, it is clear that there are still skilled Syrian refugees moving to the UK as of 2021 (House of Commons (2022).

Further data showed that currently, as the labour market is constituted, refugees are 11.6 percent less likely to get jobs in the UK, and 22.1 percent will remain unemployed compared to other refugees who had moved to the UK for the same reasons. This is primarily due to government and relevant body failures and other factors like age, credential recognition, language, etc. However, the government and other stakeholders are trying to fix these problems through several avenues, like changing some policies and developing programs like Migrant English and Brighton Migrant English Projects to help skilled refugees learn English and integrate with the community. There still seems to be a problem in integrating skilled refugees into the UK labor market with all these. Therefore, there is an urgent need for more research to find out issues/obstacles and strategies that are more impactful for integrating skilled refugees into the UK labor market.

1.2   Purpose

The purpose of this research is to analyze the challenges influencing employment accessibility of skilled refugees in the UK, evaluate how the integration of skilled refugees impacts UK's labor market and the economy, determine how the failure of the UK government to recognize refugee credentials complicates their ability to get decent jobs, give the effect of the tailored government and private organization projects in helping skilled refugees get jobs in the UK. Finally, a recommendation is needed to ensure skilled refugees are easily integrated into the UK labor market. The research questions include; (1) How does age, language, education, experience, gender, Culture, length of stay, and social networks influence the employment accessibility of the refugees? (2) Does accreditation recognition by the UK government help refugees access appropriate employment? (3) What effects have the government and private organization projects had on the employability of skilled Syrian refugees? (4) How do skilled refugees impact the UK's labor market and the economy?

1.3   Research Design and Methodology

The research approach for this study is quantitative, but there are some instances where the qualitative research approach has been applied. Information was gathered from 20 skilled refugees in the UK. The respondents were selected randomly through probability sampling to avoid biases. The primary data for this study is collected with the help of a questionnaire. Questionnaires were administered manually and digitally through Google docs and were designed and formatted to allow the respondents to participate only once and give no other chance for other submissions. The data analysis and presentation were done with the help of SPSS.

1.4   Practical Implications

These research findings implicate that, in the future, when the UK government is taking skilled refugees from Syria, it must consider there that they are poor in English and, for that reason, introduce English language teaching programs to sharpen their English language understanding. Additionally, the government must educate skilled Syrian refugees on gender equality. Thus, Syrian women must be given equal employment rights in the UK's labor market. Besides, the government should try to integrate the Syrian refugees into society through communal activities to increase their interactivity with UK citizens, thus

increasing their social networks and chances of securing employment.

The government can also increase the skills of skilled Syrian refugees to fit the UK's labor market by offering refresher courses in subjects like computers. These developing programs can assist refugees in getting jobs, introducing policies that can enable skilled refugees to be recognized as equals and offering adequate sponsorship, especially regarding education and employment in professional careers, nevertheless, regarding obstacles like accreditation recognition, lack of job readiness skills, and lack of sponsorship. But the government can improve this, and relevant organizations recognizing credentials from the former country, offering refresher courses in subjects like computers, developing programs that can assist refugees in getting jobs, the introduction of policies that can enhance can enable skilled refugees to get recognized as equals and offering adequate sponsorship especially when it comes to education and finance.

1.5   Limitations and Future Research Directions

The study has a limited direct approach to the research's main scope through close-ended questionnaires. Close-ended questionnaires, in this case, the survey research questions that can be answered only through the selection of limited options, which in most cases are multiple choice questions like "Strongly Agree," "Agree," "Neutral," "Disagree," "Strongly Disagree" and YES or NO answers. The missing concrete link between the value scale (1-5) in the interpretation of results instead, relative frequency is used. In the future, there should be a detailed research questionnaire to enable the researcher to find proposals comparable to the scope of the study. Besides, a more inclusive value scale should be applied for descriptive analysis as it is for qualitative research to generate accurate linkage.

2.   Introduction

While skilled refugees generally aspire to resume their disrupted careers, they often face several institutional obstacles to re-entering their professions. Many highly skilled refugees struggle to obtain recognition for their prior education and skills, particularly refugees in regulated occupations, including doctors, engineers, teachers, and lawyers. As a result, numerous refugees who could be contributing to the Host societies using their qualifications are today unemployed or obliged to restart education or training already completed in their home country. While many barriers can explain refugee unemployment, there is much evidence that systems for assessing and recognizing foreign certificates, skills, and knowledge often fail to offer refugees appropriate routes into employment or further education and training. So, refugees need an Effective integration project tailored to their needs of refugees and involve long-term investment.

This research aims to identify the potential challenges related to the impact of recently arrived highly skilled refugees on the labor market. It will focus specifically on highly skilled refugee status in the United Kingdom as an exemplary case study for this issue. The research will contribute to understanding professional employment as a route into integration. It will seek to identify practical solutions to the problem of skilled refugee integration and their contribution to the labor market and benefit from them to the maximum extent.

2.1   Background Information

With increased instability, war, and assassination in the Middle East, the United Kingdom recently witnessed a significant refugee increase. According to the House of Commons (2022), the number of refugees residing in the UK has decreased from 29,000 between September 2022 and 2014 to around 12,000 in 2020. Until today, most of these claims are still being processed. Nevertheless, the dramatic increase of people looking for protection in the UK sparked heated debates across the globe, including the western countries, especially concerning the impacts refugees cause to the society once welcomed. One of the main aspects of the discussion was how the UK and Western countries would successfully integrate refugees into their communities and labour markets (The Migration Observatory, 2020). This was because it was discovered that there was a significant labour market gap between refugees and the locals. Data showed that currently, as the labour market is constituted, refugees were 11.6 percent less likely to get jobs in the UK, and 22.1 percent were going to remain unemployed compared to other refugees who had moved to the UK for the same reasons. All this was because of the Limited Leave to Remain (LTR), which is five years as per the UNCHR's provisions under humanitarian protection (Home Office staff, 2022).

Numerous studies have been conducted to investigate the effects that immigration has on the job market, particularly the employment opportunities available to people currently living in the United Kingdom and other countries with high incomes. Because it is difficult to accurately measure the consequences of immigration using statistics, the results of different studies don't necessarily point to the same conclusion. The decisions that researchers make about the data they use, the time period that they analyse, and the procedures that they apply all have the potential to have an impact on the findings that they obtain (Home Office personnel, 2022). However, if we consider the findings of a lot of different studies, we might recognize some fundamental patterns that are generally consistent throughout investigations.

It is extremely important to make a distinction between the ways in which immigration impacts the average pay of all economic workers and the ways in which immigration affects the pay of specific worker groups along the wage distribution (such as low-, medium-, and high-paid workers). For example, immigration may cause an increase in the median wage for all workers, but it may have the opposite effect on the pay of those who carry out a certain category of jobs (Home Office personnel, 2022). It is possible that the state of the economy plays a role on how people feel about immigration as well. For instance, the response of the labour market to migration may be slower during a period of economic contraction in comparison to a period of economic expansion.

Moreover, refugee quality of occupation, income, and participation in the labour market was also poor (The Migration Observatory, 2020). According to Bassel and Emejulu (2018), this had been blamed on the failure of the UK government to develop programs like ESOLE and Survival Trust's Glasgow, which would

help the refugees connect with others within the community. However, conducted research has shown that the few employed skilled refugees in the UK have been able to fill gaps in low and high-skilled occupations, addressing labour market imbalances, contributing more to taxes or benefits than they receive and spurring innovation, thereby, economic growth (Bassel & Emejulu, 2018). But there is still a struggle by the government and the relevant stakeholders to eliminate the imbalances within the labour market regarding refugees. Therefore, there is an urgent need for more research to find out issues/obstacles and strategies that are more impactful for integrating skilled refugees into the UK labour market.

2.2   Statement of the Problem

Skilled refugees should be integrated into the UK labour market without much effort or challenges. Currently, the skilled refugees in the UK are facing several challenges in being integrated into the UK labour market, thus hindering their ability to fill gaps in low and high-skilled occupations, address labour market imbalances, replace the aging population, contribute more to taxes or benefits than they receive and purring innovation, and, thereby boosting economic growth. With all these, there is a high likelihood of the UK government spending more money on sustaining the refugees and taking more time to resettle them. Therefore, skilled Refugees need to be integrated into the UK labour market.

2.3   Research Questions

1. How do age, language, education, experience, gender, Culture, length of stay, and social networks influence the employment accessibility of refugees?

2. Does recognition by the UK state help refugees access appropriate employment?

3. What effects have the government and private organization projects had on the employability of skilled Syrian refugees?

4. How do skilled Refugees impact the UK's labour market?

2.4   Objectives of the Study

The main objectives of this research include the following;

a. To analyse the challenges influencing employment accessibility of skilled refugees in the UK.

b. To evaluate how the integration of skilled Refugees impact UK's labour market and the economy by analysing the number of professional job slots filled by the refugee.

c. To determine how the failure of the UK government to recognize refugee credentials complicates their ability to get professional jobs.

d. To give the effect of the government and privately developed organization projects in helping skilled Refugees get jobs in the UK.

e. To develop a recommendation on ensuring skilled refugees are easily integrated into the UK labour market.

2.5   Topic Relevance

I chose the topic of skilled refugee integration into the UK labor market because it involves the integration of refugees into a foreign competitive labor market. By analyzing this topic, experts in the labor industry, including Human Resource Managers, in the future will understand how the labor market can benefit from the refugees once they fill the professional occupations and address the imbalances in the

labor market and their contribution to economic growth (Moore et al., 2013). This topic is also critical because it can help the government and non-governmental organizations understand how the government can use specific projects to address refugee integration into the labor market. For instance, the topic can explain how the Migrant English and Brighton Migrant English Projects from 2013 have helped Refugees overcome language barriers (Moore et al., 2013).

This topic is again relevant for the government, refugees, and other concerned parties in the future because it talks about how demographic factors like age, language, education, experience, gender, Culture, length of stay, and social networks influence employment accessibility of the skilled Syrian refugees. By analyzing these factors, the government can plan and know how to ensure the successful integration of refugees into the labor market. On the same note, the refugees will learn how to handle these factors not negatively affect their employment search. Lastly, the concerned bodies, like employers, will use this research in the future to plan and know how to handle highly skilled refugees who could be having problems securing jobs (Moore et al., 2013).

2.6   Limitations of the Study

This study was faced with several limitations. For instance, biases and prejudice among respondents were witnessed during systematic sampling. Hence the accuracy of 100% was not assured. This was so because very few skilled refugees managed to fill out the questionnaires given to them (Theofanidis & Fountouki, 2018). Secondly, the respondents who were, in most cases, educated (Skilled refugees who can use their knowledge to do productive) chose not to disclose some confidential information that they felt could have negatively exposed them, their families, or the company. Therefore, because of the pulled pool for participation, there was a problem since systematic sampling assumed that the population was smaller or larger than it was in the real sense; hence it was going to impact the questions for sampling integrity (Theofanidis & Fountouki, 2018).

Also, the small sampling size of only 20 participants provided limited responses about integrating skilled refugees into the UK labour market. This sampling size could have been too small to miss something that might have led to new findings. However, it was convenient because very few skilled refugees were available for the questionnaire survey. Some already-employed participants could have refused to participate in this exercise because they felt the pattern excluded them (Greener, n.d). The Systematic sampling method could also have potentially interacted with hidden periodic traits. Unintentional interaction with occasionally hidden qualities in the group could have occurred. Suppose it occurred randomly through the process of the integer selection process. In that case, this sampling technique could have periodically coincided with the traits; hence the data that was supposed to be final would not be a random representation of the whole group since it was over-emphasizing the periodic attributes' nature (Greener, n.d).

3.   Literature Review

3.1   Non-UK Literature Review

3.1.1   Definition of Skilled Refugees

According to van Dijk (2021), skilled refugees, unlike unskilled refugees, have special skills, knowledge, and training they can apply at work. In addition, they may also have attended university, colleges, or technical school, or they have learned their skills at work. This may include; skilled refugees may consist of; lawyers, teachers, doctors, nurses, engineers, and many others (Dijk, 2021).

3.1.2   Challenges Generally Facing Skilled Refugees Globally

Metcalfe-Hough (2015) provides that refugees globally face similar challenges regarding employment in their new countries. As per Metcalfe-Hough (2015), one of the challenges is having difficulties getting legal recognition. Metcalfe-Hough (2015) provides that most skilled refugees face delays in obtaining asylum documents from local authorities and UNHCR, which usually contributes to delays in securing employment. That notwithstanding, skilled refugees across the globe also face challenges in accessing refresher courses or opportunities to enhance their skills. United Nations has also cited racism, discrimination, culture crash, and xenophobia as significant hindrances in refugees' employment. This usually makes the refugees feel isolated and even fear looking for jobs. There is also discrimination, gender inequality, violence, and exploitation. Skilled refugees worldwide have highlighted their concerns regarding discrimination and gender inequalities they face during their job search. Sexual exploitation, forced marriages, rape, and sexual assault have also been mentioned. Skilled refugees also lack security and freedom of movement. According to Metcalfe-Hough (2015), there have been cases of refugees being harassed and sometimes detained illegally by the police, thus making it hard for skilled refugees to secure jobs since they are scared of detainment and harassment. This usually makes them fear going out to look for employment. Lastly, skilled refugees cannot participate, engage, or access people who make decisions regarding their work. In other words, skilled refugees do not have empowerment, more so in decision-making, thus being limited in accessing job opportunities (Metcalfe-Hough, 2015).

3.1.3   Filling Gaps in High-Skilled and Professional Occupations

Ruiz & Vargas-Silva (2017) affirm that refugees have been used to fill high-skilled occupations and employment gaps in the recent past, thus addressing the skills shortage. Ruiz & Vargas-Silva (2017) provides that this is evident in the US, where some companies in specific industries like construction, agriculture, and Medicare cannot get adequate employees and have opted for importation. The US requires almost 10 million people, including highly skilled and low-wage workers, to fill nationwide job openings. This has made the US focus on the immigrants willing to take over the jobs. The US has reduced the gap from 78% to 45% since most US citizens are unwilling to work. Based on this, the UK can also copy the US by considering reducing its employee shortage in healthcare, construction, logistics, and hospitality by employing more Skilled Syrian refugees.

According to Ruiz & Vargas-Silva (2017), the construction industry in the US is already capitalizing on immigration policies to increase its labour force in areas where it has gaps. On the other hand, the government is encouraging incentive introduction to promote refugee work in sections already facing shortages (Ruiz & Vargas-Silva, 2017). The other way skilled refugees are lured into the US is through the existing visa programs designed to bring workers of low wages through the H-2 program, which unconditionally allows organizations and companies to hire seasonal employees in industries ranging from agriculture to nursing. The program has managed to get 66,000 refugees this year, and there is a plan by the Department of Homeland Security to raise the allotments so that the refugees can get more visas yearly without the Congress act (Ruiz & Vargas-Silva, 2017). The UK must also use this approach to reduce labour gaps by employing more skilled Syrian refugees.

3.1.4   How Women Refugees' Employment Issues can be addressed

According to World Bank (2020), women refugees' employment issues can be addressed by buildingflexible working permits. World Bank (2020) alleges that allowing women to have flexible working permits can enable them to work for several employers, thus increasing their chances of employment. Currently, most working permits only focus on men-dominated fields like agriculture and construction, thus limiting the opportunities for skilled women refugees. World Bank (2020) maintains that of the 57,000 permits approved for refugees in the UK in the construction and agricultural sectors between 2016 and 2018, only 4% was distributed to Syrian women refugees. Therefore, there is a need to address these issues so that women can access employment opportunities as men. The other way skilled women refugees can increase their employment opportunities is through the government, including access to finances and training potential women. Through programs like the LP-ESBC or Livelihood Programme Targeting Entrepreneurship Skills and Business Creation in Turkey, the government can support women entrepreneurs by providing technical training, financial access, socio-emotional skills, and financial access (World Bank, 2020). The point regarding helping skilled women refugees access employment by the government supporting opportunities for income-earning. This can be achieved by ensuring mothers get decent wages for small businesses like handicrafts. Finally, skilled refugees can be assisted by providing affordable and safe transportation, like protecting women from harassment by men. This can be of great importance for companies willing to employ women to provide them with secure transport to attend work (World Bank, 2020).

3.1.5   How Refugees can be Quickly Integrated into Employment

According to Legrain (2017), job training is the best and surest way of integrating Syria refugees into the UK's labour market quickly. This is because apart from lacking language competency, the skilled refugees do not have most job-required attributes, including communication skills, application knowledge, and several other skills that may be needed in the office, like handling clients due to what they have been put through. Other refugees may even require computer refresher courses, numeracy training, and continuing education to different levels like Masters and Ph.D. Those with the required skills will still need more job preparation skills, which may be provided through orientation. The other way refugees can be integrated into employment, according to Legrain (2017), is through mentorship. Legrain (2017) provides that refugees do not have contacts for people who can mentor them on job-related skills, pursue careers and find work. Therefore, there is a need for the refugees to be counselled and given information that can raise their chances of being employed. Most countries in and out of the UK provide career guidance and counselling for refugees regarding recruitment processes, job application working culture, and requirements. Legrain (2017) asserts that these programs have brought huge differences, especially in ensuring skilled refugees get employment.

3.2   UK Literature Review

3.2.1   Migrants in the UK Labour Market

The provided statistics by The Migration Observatory (2020) show that refugee men are more likely to be employed than men born in the UK. That is 82 percent vs. 78 percent, as per the 2020 survey. However, women have a lesser chance of getting employed, with a ratio of 68 percent vs. 72 percent. Appendix 1 shows that UK-born individuals and refugees' unemployment rates dropped steadily from 2012 to 2020, but again, it increased among immigrants sharply in 2020. For those born in the UK, unemployment rose from 3.6 percent in 2020 to 6.5 percent in 2021. On the same note, unemployment increased for people not born in the UK from 5.2 percent in 2020 to 6.7 percent in 2021. That notwithstanding, The Migration Observatory (2020) further alleges that, as of 2020, unemployed skilled refugees (27 percent) were not likely to claim unemployment benefits in the UK, while 36% of the unemployed UK-born were not likely to claim benefits of unemployment. In addition, The Migration Observatory (2020) affirms that over 28% of skilled refugees are over-represented in hospitality, 26% are in transport, and 25% are in the IT or information and Technology sector.

3.2.2   UK Framework for Labour Market Integration of Refugees

Morano-Foadi et al. (2017) assert that the UK's framework for integrating skilled refugees into the labor market is anchored on the legal obligation of conferring post-determination rights and ensuring that refugees are granted the required protection in their search for jobs. The post-determination, in this case, is the period starting when a skilled Syrian refugee gets a job and is protected. To achieve post-determination rights, the UK discharges all its legal policies, laws, and obligations to facilitate skilled refugees and immigrants' engagement with work. Morano-Foadi et al. (2017) maintain that the commitments, in this case, can include the use of VPRS or Syrian Vulnerable Persons Resettlement like schemes to settle refugees and assist them in their journey of looking for employment with the help of other projects like teaching those English sponsoring them also enabling them to meet possible employers and sponsors. The UK has also ensured that the refugees are processed quickly to be citizens or given the required residence documents. Lastly, the UK works with relevant organizations and other state-sponsored actors to inhibit and facilitate skilled refugees and immigrants' access to the United Kingdom's labor market and counterbalance the integration acts (Morano-Foadi et al., 2017).

3.2.3   Labour Market Imbalances: Conflict between Economic Integration and Policy-led Labour Market Restriction

According to The Migration Observatory (2020), a labour market imbalance is a situation with a misalignment between skills supply and demand in the economy. This can involve skills mismatches and skills shortages like in the above-stated sectors. The Migration Observatory (2020) maintains that skilled refugees' immigration in the UK's labour market has impacted the long and short-term labour demands due to the high labour supply in some industries. Equally, migrants also increase labour demand because the consumers increase the need for some commodities and services. Therefore, migration can increase the competition for jobs in some industries while creating jobs in others. The immediate short-term effects of refugees on employment or wages of already working people depend on the extent of the refugees' skills, which complement the skills of the existing workers.

Regarding employment terms, The Migration Observatory states that the extent to which wage decrease will increase employability among UK-born workers depends on the native workers' willingness to accept lesser payments. On the contrary, if skilled immigrants' skills complement those of native workers, then all the workers will increase productivity, eventually raising the wages of native employees. Generally, workers in low-skilled occupations are expected to face more refugee competition because the required skills for those jobs are easily acquired and specialized (The Migration Observatory, 2020).

Besides expanding the labour supply, skilled refugees can boost labour demand, creating new jobs because the UK has no fixed job numbers. Due to this, the increased number of jobs will result from the refugees expanding the demand for consumer services and goods, thus making producers or employers raise their sectors of production where refugee labour might be required, like in the construction, care, and agricultural sectors (Clark et al., 2019).

3.2.4   Contributing More to Taxes or Benefits than they receive

Naumann et al. (2018) provide that skilled refugees contribute more to the countries' taxes than they benefit from. Naumann et al. (2018) allege that when skilled refugees enter the UK, they pay an average of £21,000 more in taxes than they received as benefits in their first twenty years. According to Naumann et al. (2018), this amount exceeds what the UK government uses for social programs and relocation costs, which are currently assumed to be £107,000 compared to an approximated £129,000 they pay as taxes across all government levels. The study has further indicated that skilled refugees in Britain increase earnings and employment earnings over time. Even though skilled refugees experience lower employment rates and pay from the start, with time, this scenario changes effectively after 6 to 10 years of living in the UK. Research by Naumann et al. (2018) also indicated that, despite having challenges in culture, religion, language, and experience, most skilled refugees in the UK were finally able to get decent employment and contribute to the economy. However, this was true mainly for refugees in the UK aged below 14 years and graduated the same years as their UK-born peers.

Skilled refugees are also said to be an opportunity but not a burden in the UK. In other words, the UK will have invested in public funds by welcoming skilled refugees to its labour market. This is evident from Naumann et al.'s (2018) report, stating that in a country like Britain, where sometimes demand is depressed, investment is raised, which acts like a small fiscal stimulus that can yield demand dividends immediately. Furthermore, when skilled refugees start working, these investments pay another five or more dividends.

For instance, deftness dividends can be provided by high skilled refugees. This is because complementary and different skills can fill gaps in the United Kingdom labour market, thus enhancing productivity. A good example is the Wales refugees who recently graduated, and over two-thirds of their skills match graduate vacancy jobs. In addition, skilled refugees in enterprising can also create dynamism dividends because they will start businesses. In the process, they will create wealth and employ the locals, making the UK economy more adaptable and dynamic (Portes, 2016). This will also boost international investment and trade. There is also a demographic dividend. Portes (2016) maintains that having skilled refugees in the labour market will help stabilize the labour sector because they are vital to the aging population still working and need replacement. In addition, skilled refugees can complement the aging population's skills.

3.2.5   Factors Affecting Skilled Refugee Employability

According to Bloch (2004), several factors can affect the employability of skilled refugees in the UK.

English Language

The English language is one factor that affects the chances of skilled refugees getting employment in the UK. According to Bloch (2004), proficiency in English in the UK or language in an asylum country is vital for refugees' economic and social integration. Thus, those fluent in languages like English in the UK have a higher chance of getting employment than those without. This applies to both high and low-skilled jobs.

Length of residence

Length of stay also impacts the skilled refugees' participation in the labour market. Bloch (2004) alleges that refugees who have stayed for a long have a higher chance of getting employed than those who arrived recently. This is because of the earlier refugees' connections within the community and the labour sectors.

Migration Aspiration

Attitude towards migration also matters when it comes to the employment of skilled refugees. That is whether the refugee's residence is a permanent or temporary move. Refugees that are on temporal stay seem not to have aspirations of working. At the same time, those on permanent residence are always fond of looking for employment because they consider their new country their home (Bloch, 2004).

Immigration status

According to Bloch (2004), different immigration category status confers additional economic and social rights and security levels in the asylum country. Thus, legal restrictions can affect the settlement of migrants even though the England government is trying hard to reduce the time taken to determine asylum seekers' cases. A Good example was in 2002 when the UK had over 41,300 asylum seekers whose cases were pending while there were another 51,695 who submitted their appeals to be heard by the Independent Appeals Adjudicator (IAA). Based on all these, skilled Syrian refugees will not know their UK resident status; hence, they cannot work or apply for professional jobs in the UK's labour market.

Training

According to the research, skilled refugees who participated in training and specific career seminars had higher chances of getting employment than those who did not attend (Bloch, 2004).

Age

Bloch (2004) provides that age is a vital factor influencing the prospects and attitudes of someone getting employment. Bloch (2004) alleges that people over 50 and young adults in the UK are unlikely to be con-

sidered for employment. This pattern has been primarily seen in individuals from minority groups. This is because the younger generation is still regarded as inexperienced, while those over 50 are considered close to retirement.

Gender

Research has consistently indicated that men are more likely to be employed than women. This is because most jobs available are in male-dominated fields like agriculture, construction, and many more (Bloch, 2004). Moreover, women's lower educational attainment, poor communication skills, and culture have led to their low economic participation through employment. In addition, women also have issues accessing skills training programs that could have made them get skills that would have enabled them to secure jobs (Bloch, 2004).

3.2.6   Practical Solutions to the Problem of Integrating Skilled Refugees into the UK Labour Market

According to OECD (2018), there are five practical solutions to the problems of integrating skilled Syrian refugees into the UK labour market. As explained below, the solutions include; verifying and identifying refugee skills, developing job-readiness skills, matching employers' needs to refugee talents, preparing the working environment, and making highly skilled refugees' employment a 'business.'

Explanation of Verifying and Identifying Refugee Skills

OECD (2018) asserts that the first practical solution for integrating skilled refugees into the UK labour market is verifying and identifying refugee skills/credentials. That is mapping their competencies. This will include the validation of formal or education competencies immediately after the refugees are received. OECD (2018) maintains that this will help identify the most relevant areas or municipalities to house the refugees as per their labour market demands. In January 2017, Britain opened a hotline advising people to assess the refugees. In addition, the UK countries also started education and training certification programs to orient the Refugees to basic UK labour demands.

Explanation of Development of Job-Readiness Skills Analysis

The other solution is the development of job-readiness skills. OECD (2018) provides that refugees are offered practical jobs training skills activities like the ECDL or European Computer Driving program through this practical solution. The ECDL accreditation will offer highly skilled refugees refresher courses on introductory computer courses like emailing, data management, and other native language training programs, enabling the refugees to fit easily into the market. There are also training programs that can enhance employability. UNHCR collaborated with the government in different pieces of training in the Industrial Strategy and Development plan to increase the employability of highly skilled refugees (OECD, 2018).

Explanation of Matching Employers' needs to Refugee Talents Analysis

OECD (2018) affirms that matching employers' needs to refugee talents is also a practical solution to the problem of integrating skilled refugees into the UK labour market. Because there are online tools that the UNHCR has recommended to match employers and refugees where employers can post jobs, refugees will be directly able to apply and be assisted in developing their resumes. There is also the connection of the matching processes with upskilling opportunities. This is done by the charity of many offices in the UK supporting employer recruitment connections with recent arrivals of highly skilled refugees from Syria with at least a bachelor's degree (OECD, 2018).

Explanation of Preparing the Working Environment Analysis

According to Brell et al. (2020), preparing the working environment is another practical solution that can work through businesses integrating refugees. This 'network' will provide practical guidance on refugee employment topics, including how to prepare line managers and staff and how they support highly skilled Syrian refugees. Furthermore, this practical solution will provide short information outlining successful strategies to make workplaces more inclusive for refugees (Brell et al., 2020).

Explanation of Making Highly Skilled Refugees' Employment a 'Business' Analysis

Gericke et al. (2018) also assert that making skilled refugees› employment a business is a practical solution for integrating skilled refugees into the UK labour market. For example, in Scotland, the government started an initiative to bring together organizations and companies to hire at least 100 highly skilled refugees in 3 years. On the other hand, Britain supports companies to link with highly talented employees. This will enable highly trained employees to be integrated into the labour markets (Gericke et al., 2018).

Explanation of Offering Sponsorship

According to Gericke et al. (2018), the final Practical Solution in integrating skilled Refugees into the UK labour market is offering sponsorships to startups for highly skilled refugees. According to Gericke et al. (2018), the UK has a refugee pilot scheme that has already helped over 112 highly skilled refugees with business training for startups. Sponsored by Home Office and the National Lottery Community Fund, many refugees have been supported from the idea stages to business launching (Gericke et al., 2018). After several successes, three out of four bodies have already secured a total of £1.7m to expand pilot areas. In that case, the Centre for Entrepreneurs oversaw over 585 refugee projects, of which 25 percent of them were launched during the Covid-19 outbreak while 40 percent are still pending (Freeman-Powell, 2021).

3.2.7 How Highly Skilled Refugees Contributed to UK's Labour market

There are so many ways in which the integration of highly skilled Refugees has impacted or contributed to the UK's labour market. Below are some of the highly skilled refugees' contributions and impacts.

Improvement of the Labour Market Outcomes for UK citizens

According to The Health Foundation (2019), refugees in the UK can contribute to the labour market by engaging in the economy through entrepreneurship and paying taxes, thus benefitting UK citizens. By complementing the natives, filling the labour shortages, and expanding the labour supply, they create other employment opportunities inducing UK citizens to upgrade to higher-paying occupations. The increased production resulting from refugees will benefit the broader economy of the UK. According to The Health Foundation (2019), employing highly skilled refugees improves the lives of nearly 800,000 immigrants and refugees, thus increasing the UK GDP by 0.8%, equal to over $15 billion annually. In addition to that, it is also estimated that providing refugees and irregular immigrants with amnesty in the UK boosts the economy by 3.1% of the private sector while contributing 4.8% to the GDP (The Health Foundation, 2019).

Increasing Labour Supply

The Health Foundation (2019) maintains that highly skilled refugees contribute to the UK's labour market by expanding the labour supply, thus creating new jobs. Health Foundation (2019) provides that this happens because there are no fixed-term jobs in healthcare (jobs with specified starting and ending dates) in the UK's labour market. Hence highly skilled Refugees expand the demand for consumer services and goods, thus forcing employers to increase their production in various sectors where the skilled refugees' labour is in use, such as the care and agriculture sectors. Evidence shows that skilled refugees contributed to the health sector of the UK through tax and offering services by working through the NHS. According to The Health Foundation (2019), the social care and NHS have suffered severe employee shortages recently because the country struggles to recruit and train enough nurses to fill the 100,000 shortages. That is why the UK came up with non-restrictive policies for migration to ensure that the country gets a high number of nurses, doctors, and social workers to fill the gap (The Health Foundation, 2019).

Changes in Wages

Morris and Hochlaf (2019) provide that highly skilled refugees can also contribute to the change in wages in the UK because, naturally, this is how the economy responds to the immigration of qualified people. In this case, there are two possibilities. The first one is that refugees may change the services and goods mix produced in a country hence the industrial and occupational structure of the UK's labour markets. For instance, the immigration of highly skilled workers can increase the provision or production of various services and goods that use highly skilled labour. This sector expansion can raise demand, thus increasing

wages (Morris & Hochlaf, 2019). On the same note, high-skilled refugees can also alter the technology used to produce products like innovations and encourage more skill adoption, affecting labour demands. Actual data indicates an increase of around 10 percent in the refugee influx, which resulted in a decreased number of weeks by almost 2 percent for the native workers who also had high skills like those of refugees. Therefore, skilled refugees' contribution will depend on how labour and investment demand respond to immigration (The Migration Observatory, 2020).

Entrepreneurship Generating Jobs and Wealth

When the UK›s high-skilled refugees can own businesses like law firms, clinics, IT firms, restaurants, and many more, they contribute to the UK's economy as suppliers, employers, and even buyers (Clemens et al., 2018). Their formal businesses benefit the natives as well as themselves. When the UK allowed skilled refugees to own businesses, they opened over 6,000 standard companies that employed over nine people on average. Almost 56,710 people were used, and 75% were natives, thus significantly contributing to the economy's labour market (Clemens et al., 2018). An excellent example of a highly skilled entrepreneur is Razan Alsous, a Syrian who fled the war. Having graduated from Damascus University as a medical laboratory technician and studying civilization and languages at Abu Dhabi's Sorbonne University, she was a full-time marketer of lab equipment. However, after relocating to the UK, she secured a £2,500 startup loan from a Local Enterprise Agency, and today she owns the Yorkshire Dama Cheese with dozens of employees (Bassett, 2021)

How Employers can hire and Find Refugees

For employers who want to hire and find refugees, it is good that they first understand what skilled refugee job seekers face. Secondly, TENT (n.d) states employers must tailor their recruitment processes. When hiring, they need to consider some factors more so when handling refugees, in CV gaps, and when reviewing their assessment and application processes. The employers also need to ask for documentation appropriateness. After the refugees have been recruited, pre-employment checks must be completed to affirm whether the refugee has a right to work. In case the refugees do not have what is required, the employers should offer to assist the skilled refugee to advance education or seek whatever documentation that may be required. Lastly, employers should provide skilled refugees with more support, even if it means psychological support, because the refugees have gone through challenging traumatic experiences. Other support can be helping them build confidence and also helping them understand cultural differences, and even training them in a language like English (TENT, n.d).

3.2.8   Other Ways the UK Has Benefitted From Integrating High-Skilled Refugees in Their Labour Market

Replacement of the Aging Population

According to Mavelli (2017), Today's UK aging population is almost 20 percent which translates to around 12.7 million. Therefore, the UK is benefitting from the highly skilled refugee because most of them are younger, which may mean that they may be more productive to the UK's economy through technical progress, human capital development, and capital investments. Furthermore, there is a high likelihood that without skilled refugees, there will be an increased demand for care and social services, in addition to significant gaps left in the workforce (Mavelli, 2017). This may create an economic problem; thus, it is an excellent decision for the UK to accept highly skilled refugees. That is why NHS Employers are closely working with non-government organizations and DHSC or the Department of Health and Social Care to assist with placing highly trained and experienced physicians and nurses from the UK and Syria in employment (Mavelli, 2017).

Growth of Income after Resettlement

When highly-skilled refugees participate in creating new jobs and workforce, they raise the median income of the UK. In the UK, the revenue of refugees tends to be below the median in the first half of a decade after resettlement. However, after 25 years, the income increased to $67,000, exceeding the national average by $14,000 (Marlowe, 2018). The World Bank indicates that in 2015 alone, the Syrian highly skilled refugees

increased Britain's average wage by creating conventional jobs outside the agriculture sector. The high in-come allows more money in businesses and taxes, thus holistically benefiting the UK's economy. Therefore, it is very beneficial for the UK to host Refugees (Marlowe, 2018).

The Overall Growth of the Economy

Maybin and James (2019) assert that a refugee influx also increases UK's gross domestic product as a host-ing country. From the start, it may seem expensive to take highly skilled refugees. This is due to the taxpay-ers' money in job training programs, social services, and integration efforts. But research has indicated the opposite because, between 2014 and 2017, that is only three years of increased refugee inflow (Mayblin & James, 2019). The UK economy became healthier, and there was also a decrease in unemployment. That is due to the paid taxes, jobs created, and demand for goods. In addition, the Tent Foundation 2016 report discovered that in the EU, every invested euro in support programs for refugees produced two more euros of economic benefit returns (Mayblin & James, 2019).

Creation of Community Benefits

When the UK invests in Syrian refugees, it not only does the correct moral thing, like helping the globe's most vulnerable individuals but also promotes economic growth and creates a positive future for its resi-dents. For the UK to receive financial benefits, it has to ensure that highly skilled Refugees are welcomed, accepted, and integrated (Mayblin & James, 2019).

3.2.9   Integration Projects Tailored to the Needs of Refugees and Involve Long-Term Investment

One of the tailored integration projects, according to McAdam (2020), is the Migrant English Project which is meant to help Refugees overcome language barriers. McAdam (2020) further reveals that refugees with enough language skills are more likely to access services, form social connections, and even obtain jobs. Some community language groups like the Brighton Migrant English Project help the Refugees practice English with the natives in a formal setting. This project also allows refugees to understand health, legal, and housing matters (McAdam, 2020). The other project is the Integration of Refugees Through Sport (IRTS) which takes an active-based approach to connect highly skilled refugees with the community over shared interests. This project also helps fund sports clubs that connect communities and refugees, thus improving their physical and mental well-being and decreasing stigmatization (McAdam, 2020).

The Refugee Survival Trust's Glasgow is a befriending scheme that helps to build and develop deeper com-munity and corporate world connections at an individual level. This program also matches skilled refu-gees with specific partners to explore the city and other places. Touring the city and local cities helps the refugees to get an overview of the areas, thus making it easy for them to access offices and know where to get jobs (McAdam, 2020). McAdam (2020) provides that the last project tailored to the refugees' needs and long-term investment is the LINK IT project. This project also ensures that refugees with knowledge and skills are integrated into the community. UN-led LINK IT provides that refugees, once they arrive, are relocated to the places where their skills can be required. Once the refugees arrive, a focused employability information session helps the skilled refugees transition to the local workforce (McAdam, 2020).

3.2.10   The Role of Civil Society Organizations, Institutions, and Associations in Supporting Skilled and Qualified Refugees in Finding Permanent Work

According to Willott and Stevenson (2013), civil society organizations, institutions, and associations sup-porting skilled refugees to support their work in the UK get paid and showcase their talents. For instance, the employers' organizations have provided that skilled Refugees in the UK represent a professional talent pool yet to be tapped (Willott & Stevenson, 2013). The employers further reveal that skilled refugees are vital in bridging the skills gap in the UK and increasing workforce diversity. According to employers, tran-sition candidates can work as specialists in architecture, business, engineering, nursing, and law, among other fields. Willott and Stevenson (2013) also allege that most skilled Refugees have Masters or Degree qualifications, and their experiences range between 2 to 25 years, thus becoming a significant force in UK's workforce. In addition to that, over 40 percent of the Degrees and Masters Certificates they hold are from

overseas, and they have already worked in Eurocode or American standards or British overseas (Willott & Stevenson, 2013).

3.2.11 Organizations that have Assisted Refugee Professionals in the UK

Renaisi

Renaisi is a UK-based organization that has helped skilled refugees in several ways, including transition placement, by assisting them back to employment. Their guidance in this journey includes building the refugees' profiles by creating detailed UK standard CVs with clear skills (Renaisi, 2021). They also help the refugees map their skills to roles and ensure they can get paid placements between 3 to 6 months in their profession. In addition to that, they provide skilled refugees get long-term employment and positions. According to Renaisi, over 70 percent of their candidates are maintained and retained by their new employers. Finally, for refugees who do not get relevant immediate employment, Renaisi supports them until they find one (Renaisi, 2021).

Breaking Barriers

Another organization that has helped skilled refugees find jobs is the Breaking Barriers organization. This organization's vision is to assist skilled refugees in London with the required confidence, knowledge, and experience to secure fulfilling and stable jobs (Breaking Barriers, 2021). The organization offers intensive, bespoke, and flexible job support to assist skilled refugees in integrating into the United Kingdom's job market. An excellent example of how they have helped is when they called on all UK businesses on 27th September 2021 to get behind refugees by supporting and hiring them next year (Breaking Barriers, 2021)

4. The Methodology

This part entails the procedures and processes used in the research study's conduction. Therefore, this chapter presents the research design and approach to the following; the data collection procedures, techniques, and analysis techniques used.

4.1 Method Used

This study used strictly a quantitative method where data was collected using a questionnaire from 20 participants who are skilled refugees in the UK. The questionnaire data were analysed using percentage forms.

4.2 Sampling Technique

A random stratified procedure was administered for participating individuals during selection. This procedure was deployed to ensure an equal representation of the variables to be researched and studied. Stratification was based on skilled refugees employed in private and government-owned organizations in the United Kingdom. Each selection section was done through simple random sampling. This was doable by writing the names of the participants on a piece of paper, and then it was folded and placed in a basket where it was thoroughly reshuffled. The elements were selected, recorded, and returned to the basket until a threshold was reached.

A stratified proportionate random sampling technique was then employed to select 20 participants. The proportionate stratification was based on the issues impacting the refugees' integration into the UK's labour market.

4.3 The Instrument for Data Collection

A questionnaire titled Labor market integration of skilled refugees in the United Kingdom was designed and used in the research. The questionnaire contents were based on the findings of factors impacting the skilled refugees' search for employment in the UK. In this case, elements like Language, Education, Age, Culture, Religion, Length of residence, and social networks were considered. The questionnaire was broken into two sections. The first Section had seven close-ended personal questions. The second question had eight open-ended questions that were primarily still anchored on the challenges the skilled refugees faced getting employment in the UK labor market (Appendix).

The first section of this questionnaire was structured in the fashion of a Likert Scale of 5-point scale that ranged from "Strongly agree (5)", "Agree (4)", "Neutral (3)", "Disagree (2)," and "Strongly disagree (1)" (Alexandre et al., 2019). The participants were then instructed to respond to their agreement degree, which questions and statements were contained in the questionnaire. The first section, in this case, used radio buttons, while the second section used the writing of reports.

As outlined herein, the respondents' definitive response was strongly agreeing, agreeing, neutral, disagreeing, or strongly disagreeing. Each response was presented as a variable based on the qualitative analysis. Therefore, portraying such definitive variables on each question in the questionnaire sections was statistically difficult. Thus, it could have been imperative to start coding variables that were definitive based on the disagreement or agreement of the respondents with determinant factors that could have influenced the employability of skilled refugees in the UK's labor market. According to the code values, on a scale of 1 to 5, one meant strongly agreeing, and five meant strongly disagree.

The reliability of the collected information was based on some demographical characteristics of the respondents. Such elements included; Social Networks, Religion, Culture, Age, Language, Education Level, and Working Experience (Alexandre et al., 2019). Many respondents were required to be within an acceptable age, and they were also required to attain certain standard levels of education to respond to ques-

tionnaire questions objectively. In line with that, spreading these characteristics was more critical regarding representation. A fair representation or distribution of each category was a sign of normal distribution that a normal frequency distribution curve could have indicated in aiding a frequency test (Alexandre et al., 2019). Such tests ensured the respondents' size and sample did not provide biased representation in the making of the results hence making them more reliable and authentic to represent the whole population.

4.4   Validation of the Questionnaire

The questionnaire design was subjected to the validation processes for content and face validity. According to Taherdoost (2016), the face was defined as the idea that tested the appearance of the questionnaire was able to test what it was supposed to test, while the content was whether the questionnaire had a behaviour representation of the theoretical concept that was supposed to be tested (Taherdoost, 2016). The copies of the questionnaires were then given to 10 senior skilled refugees to ascertain the instrument's appropriateness. After the questionnaire was validated, ten other skilled refugees carried out a pilot test to see whether the questions were straightforward, if more subjects needed to be added, and check the workability of the questionnaire method too (Taherdoost, 2016).

4.4.1   How I Come Up With the Research Questions

   i.   I did preliminary research on the topic through searches in current periodicals and journals on integrating skilled refugees into labor markets worldwide. Especially on issues scholars and researchers discuss regarding refugee employability issues.

   ii.   I considered my audience; that is why I visited refugee residential areas and private and public organizations where refugees were working on getting their data regarding their employment status and the issues involved.

   iii. Considering all the above, I asked the "how" and "why" questions about refugee integration into the UK labor market. For example, "Why were skilled refugees facing several challenges when seeking employment in the UK?"

   iv.   I evaluated my questions after writing them down on paper. Then I checked if the questions were focused, clear, and complex.

4.5   Method of Data Collection

After piloting and testing, all necessary modifications were made to the chosen study sample. Thirty copies of the questionnaire were printed, but only 28 copies of the questionnaires were successfully given out digitally and manually, and only 22 were returned. Among the 22 questionnaires, only 20 were filled correctly. A colleague helped in retrieving questionnaires that had been filled manually.

4.6   Method of Data Analysis

The first methodology was to analyse the content technique, determined by checking the number of skilled refugees formally employed in the UK and those not used. This was to help accomplish objectives by analysing the factors that contributed positively and negatively to the refugees getting jobs and evaluating what had contributed to the unemployment of skilled refugees. After that, I recommended the factors that highly contributed to the employability of refugees and looked into ways the government and other organizations were going to limit and address the factors limiting skilled refugees from securing employment in the UK. In line with that, analysis of data was done using the SPSS program to generate statistics that were descriptive to help in the creation of statistical characteristics on the factors that were contributing to the likelihood of skilled refugees securing jobs in the UK and what the govern-

ment and all concerned parties were doing to help refugees secure jobs or qualify for employment in the UK. SPSS was also used to generate charts, tables, and graphs to summarize the key findings on refugee integration into the UK's labour market.

4.7   Ethical Consideration

The fundamental ethical consideration during this research ensured that all respondents were informed of the purpose of the study. In that manner, it was simpler to get their consent to take part in the study as respondents. It was also crucial to inform the respondents that their privacy rights were protected; no personal details would be shared with any 3rd parties unless the information was related to homicide, child abuse, or suicide. However, it was critical to inform respondents that the researcher's responsibility was to keep their data.

5.   Analysis and Results

Descriptive statistics played a critical role in the presentation of the information of respondents based on demographic characteristics. This kind of information was provided within the principles of quantitative analysis of the demographic characteristics of the respondents. Descriptive statistics provided several disciplines of quantitative research. It included measures of central tendencies as well as measures of dispersion. It allowed the researcher to understand the characteristics of the respondents and determine whether the demographic was distributed fairly to be used as a representative of the rest of the population.

The primary data collected included different categories of respondents based on gender, age, language, education level, culture, religion, and years of experience in the current organization. Other primary data collected involves; the field that the refugees were working in the country, recognition of credentials by the UK government, and job background. The findings were as detailed below:

5.1   Demographic Profile of Respondents

Table 1

| Group Age	Frequency	Percentage (%)
16-20	1	5
21-25	3	15
26-30	1	5
31-35	3	15
36-40	8	40
41-50	4	20
Over 50	0	0

Figure 1
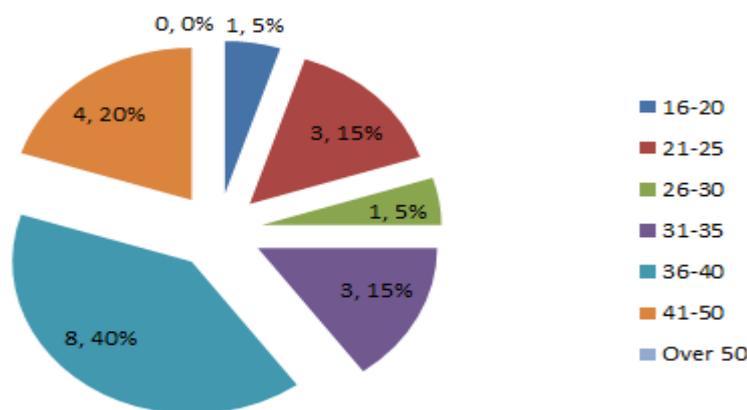
Explanation of Figure 1 and Table 1: Age of Participants

Figure 1 and Table 1 show the age of people who participated in the research. The results indicate that most participants (8) out of 20 were aged between 36 and 40, which translates to 40%. This age group was followed by people aged 41 and 45, with 4 participants or 20%. There were no participants over 45 years, but 1 or 5% were in age groups 26 to 30 and 16 to 20.
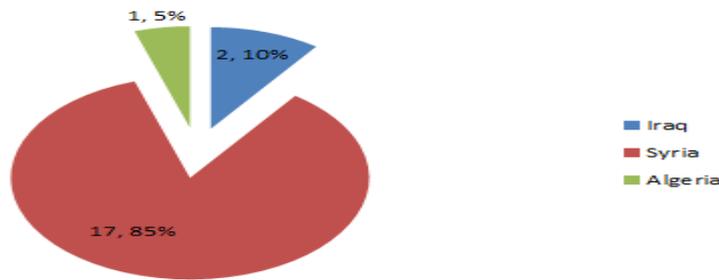
Figure 3
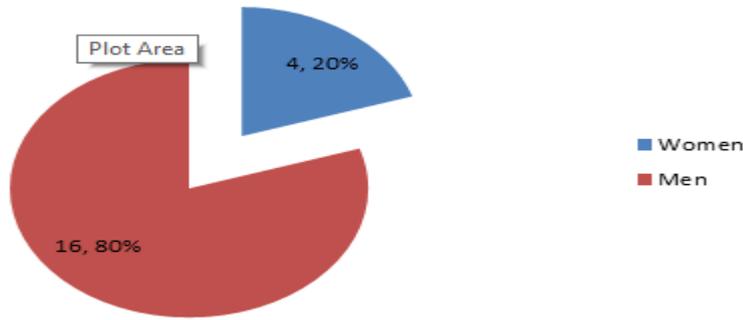
Explanation of Figure 3: Gender Representation

The Figure 3 pie chart shows the number of participants in the research from the gender point of view. In this case, 16 men participated in the study, meaning 80%, while only 20% or 4 participants were women.

Figure 4

Explanation of Figure4: Originality of refugees

Figure 4 discusses the originality of the skilled refugees who participated in this research. From the results, 85% of the 17 participants were from Syria, 10%, or two refugees, were from Iraq, and the rest, or 5%, were from Algeria.

## 5.2   Questionnaire Questions Analyses (First Section)

This part will look into the question in the questionnaire's first section. These questions were close-ended and answered with the help of the 5-Point Likert Scale.

5.2.1   Did language influence your access to employment?

Table 2

Code	Value	Frequency	Percentage %
1	Strongly Disagree	1	5
2	Disagree	2	10
3	Neutral	2	10
4	Agree	9	45
5	Strongly Agree	6	30

Figure 5
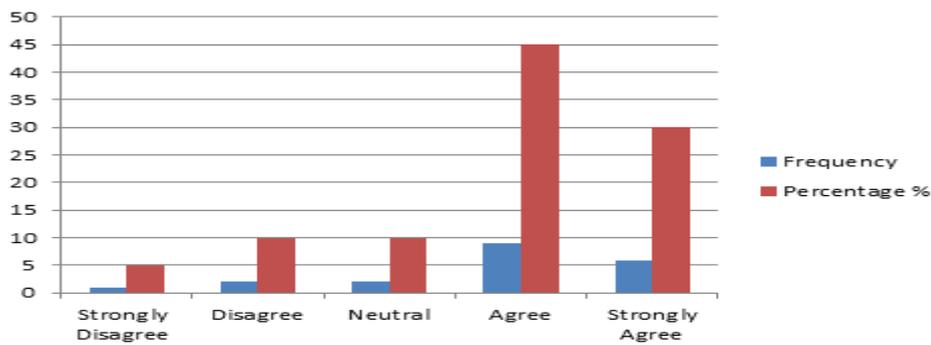
### Explanation of Table 2 and Figure 5: Language Influence

Table 2 and Figure 5 answer question 1 of the questionnaire, which discusses how language influences refugees' chances of employment in the UK. From the results, only one person strongly disagreed that language influenced their employability in the UK. Most (9) or 45% of the participants agreed that language affected their employability status. In addition, 6 (30%) of the participants strongly agreed that language hinders their employment search, and people disagreed, while the other two disagreed.

5.2.2   How has education influenced your access to employment?

Table 3

Code	Value	Frequency	Percentage %
1	Strongly Disagree	0	0
2	Disagree	3	15
3	Neutral	4	20
4	Agree	7	35
5	Strongly Agree	6	30

Figure 6
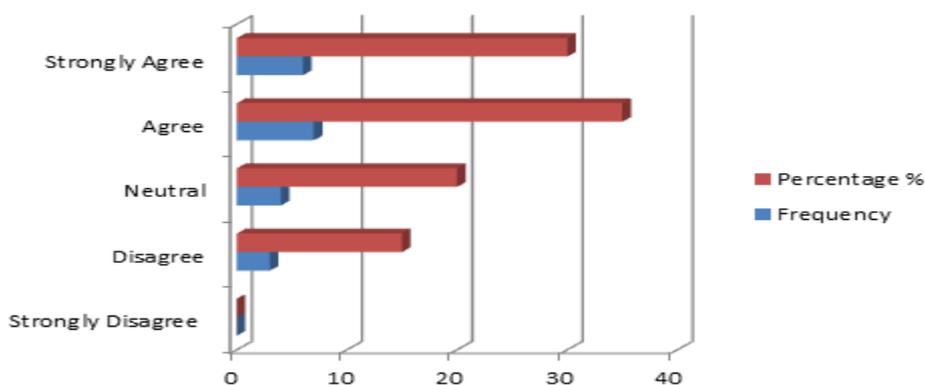
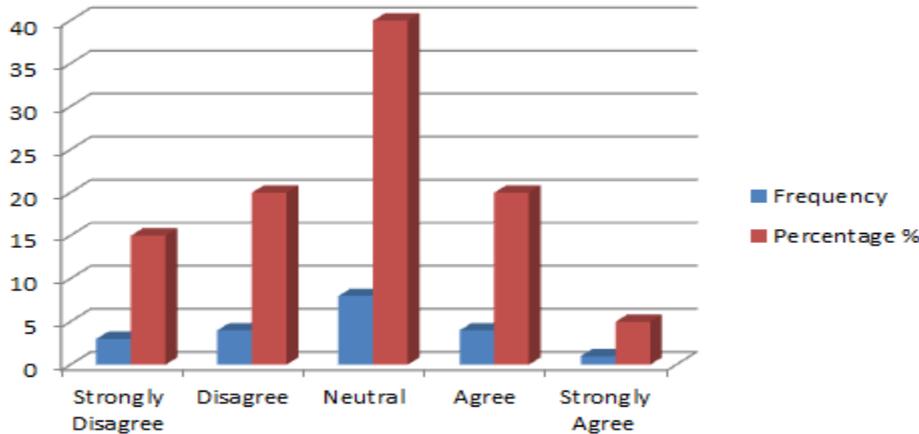### Explanation of Table 3 and Figure 6: Education Influence

Table 3 and Figure 6 address question 2 on how education influences skilled refugees' chances of employment. In this case, out of the 20 participants, no one strongly disagreed that education impacts their access to work. 15% or 3 disagreed that education influences their access to employment, and four were neutral, while most participants (35%) agreed that education had influenced their access to jobs in the UK.

5.2.3   Has age influenced your access to employment?

Table 4

Code	Value	Frequency	Percentage %
1	Strongly Disagree	3	15
2	Disagree	4	20
3	Neutral	8	40
4	Agree	4	20
5	Strongly Agree	1	5

Figure 6

### Explanation of Table 4 and Figure 6: Age Influence

This section shows results for questions C or three on the questionnaire. The results indicate that most participants were neutral on age issues. That is, 40% of the participants were neutral regarding their employability, 20% disagreed that age influenced their employment status, and 4% agreed that age had influenced their chances of employment. Nevertheless, 15% of the participants strongly disagreed that age influenced their access to work, while 5% strongly agreed that age influenced their access to employment.

5.2.4   How has culture influenced your access to employment?

Table 5

Code	Value	Frequency	Percentage %
1	Strongly Disagree	2	10
2	Disagree	3	15
3	Neutral	3	15
4	Agree	5	25
5	Strongly Agree	7	35

Figure 7
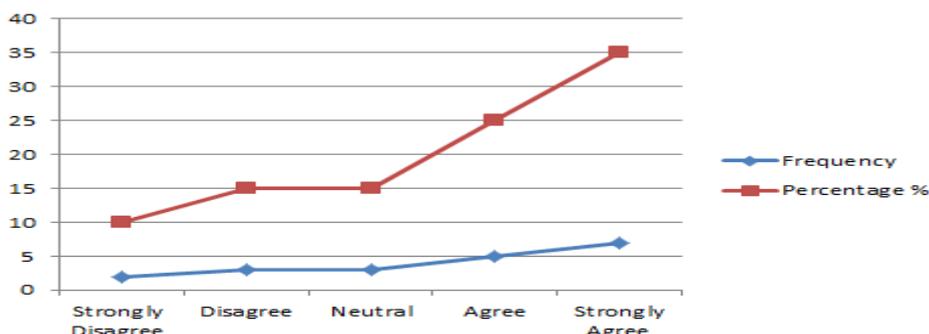
### Explanation Table 5 and Figure 7: Culture Influence

This table and graph give giving results of questions D or 4. The results show that most participants (35%) strongly agreed that culture influenced their access to employment. On the contrary, only 10% strongly disagreed that culture influenced their access to employment in the UK. However, 15% disagreed with this notion, the other 15% were neutral, and 25% agreed that culture affected their access to employment.

5.2.5   In what ways has religion influenced your access to employment?

Table 6

Code	Value	Frequency	Percentage %
1	Strongly Disagree	2	10
2	Disagree	3	15
3	Neutral	3	15
4	Agree	5	25
5	Strongly Agree	7	35

Figure 8
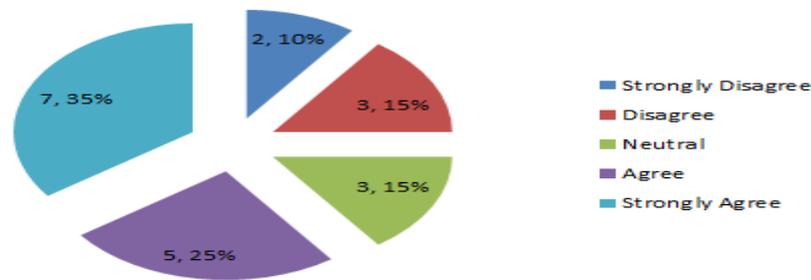
### Explanation of Table 6 and Figure 8: Religion Influence

Table 6 and Figure 8 (pie chart) portray results for questions E or five on how religion influences skilled refugees' chances of employment in the UK. From the returned questionnaires, the results show that most participants (10%) strongly disagreed that religion influenced their chances of getting a job. In comparison, 15% disagreed that religion was influencing their access to employment, and the other 15% remained neutral on the issue of religion. In addition, 25% of the participants agreed that religion influenced their access to employment in the UK. In comparison, a majority of 35% strongly agreed that religion was influencing their access to jobs in the UK.

5.2.6   Has the length of residence influenced your access to employment?

Table 7

Code	Value	Frequency	Percentage %
1	Strongly Disagree	0	0
2	Disagree	2	10
3	Neutral	4	20
4	Agree	10	50
5	Strongly Agree	4	20

Figure 9
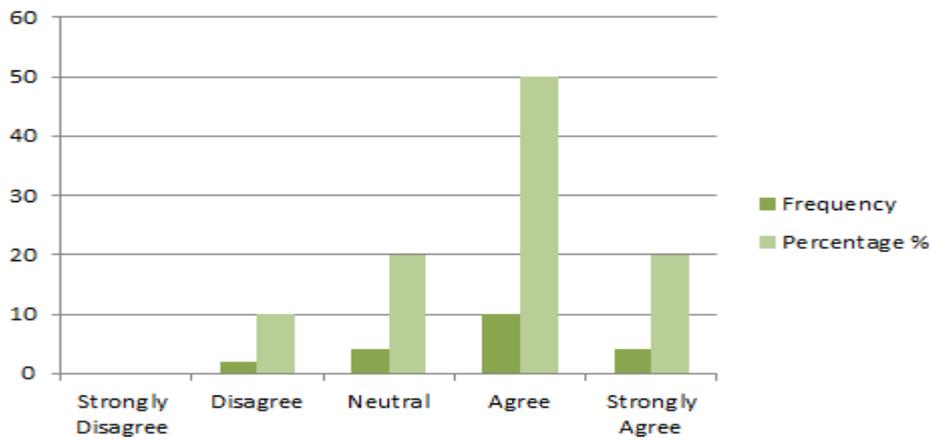
### Explanation of Table 7 and Figure 9: Length of Resident, Influence

This part looks into the results of questions F or six regarding how the length of residence impacts skilled refugees in accessing employment in the UK. The results show that no one strongly disagreed that length of residence influenced their chances of accessing employment. However, 10% of the participants disagreed on the length of residence while only 20% were neutral, and the other 20% strongly agreed that the length of stay impacted their employment access. Nevertheless, most people (50%) agreed that their length of stay influenced their chances of getting employment.

5.2.7   How do social networks influence your access to employment

Table 8

Code	Value	Frequency	Percentage %
1	Strongly Disagree	2	10
2	Disagree	3	15
3	Neutral	3	15
4	Agree	5	25
5	Strongly Agree	7	35

Figure 10
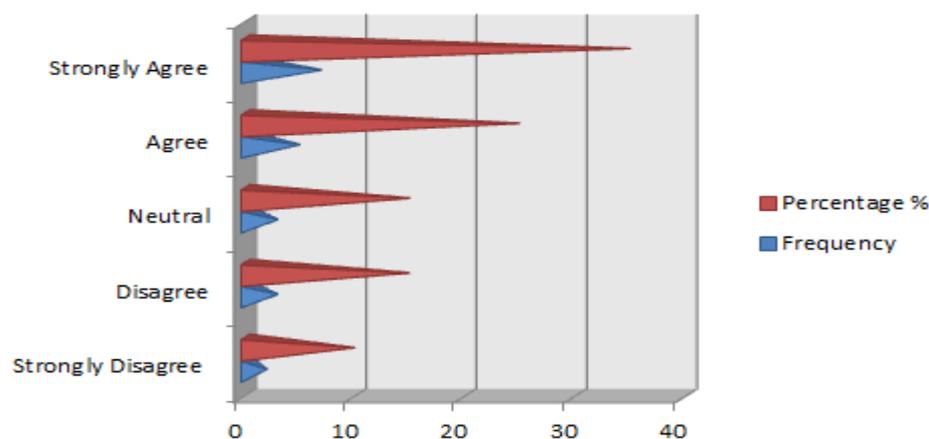
Explanation of Table 8 and Figure10: Social Networks Influence

Table 8 and Figure 10 show results for questions G or seven on how Social Networks influence the skilled refugees' chances of employment in the UK. From the returned questionnaires, the results show that most participants (10%) strongly disagreed that religion influenced their chances of getting employment. In comparison, 15% disagreed that religion was influencing their access to employment, and the other 15% remained neutral on the issue of religion. In addition, 25% of the participants agreed that religion influ-

enced their access to employment in the UK. In comparison, a majority of 35% strongly agreed that religion was influencing their access to employment in the UK.
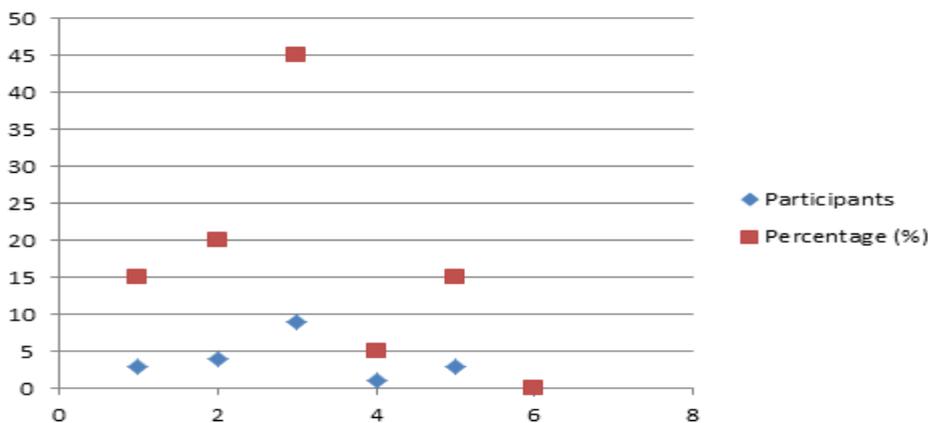
5.3   Questionnaire Questions Analyses (Second Section)

5.3.1   What is your educational background?

Table 9

Education Level	PHD	Masters	Degree	Diploma	Student	Other
Participants	3	4	9	1	3	0
Percentage (%)	15	20	45	**5**	15	0

Figure 11

Figure 11 and Table 9 Explanations: Educational Background

This part looks into the results from question 1 of the second part of the questionnaire regarding the participants' educational backgrounds. This is all about the academic level qualification of the participants. From the results, only 15% of the participants were Ph.D. holders, while 20 percent had Master's degrees, and the majority of the participants were undergraduate degree holders, and they were 45%. On the contrary, 15% of the participants were students, and only 5% were Diploma holders. There were no other academic-level qualifications from the questionnaires collected.

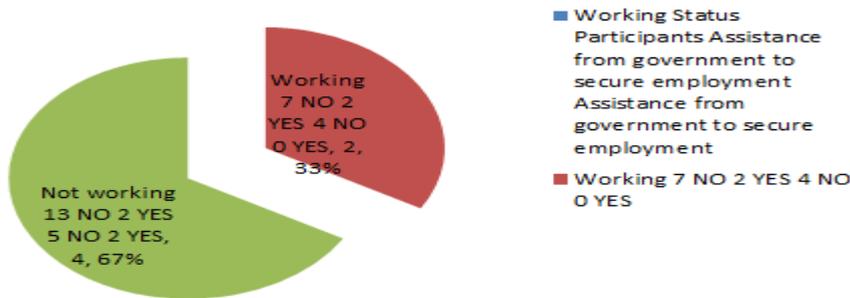### 5.3.2   What is your job background - what were you working in your country of origin?

This question looks into the job participants used to do before they became refugees and left their countries. From the collected data, all the participants had different job backgrounds apart from the three students who were not employed before. For instance, 2 participants used to work as lawyers, 1 was a finance manager, and the other was a logistics and forwarding officer. There was also 1 Engineer, banker, and primary school teacher.

5.3.3   Are you working in the UK recently, and did the government of any organization help you get employment?

Table 10

Working Status	Participants	Assistance from the government to secure employment			Assistance from non-governmental organizations to secure employment			
Working	7	NO	2	YES	4	NO	0	YES	2
Not working	13	NO	2	YES	5	NO	2	YES	4

Figure 12

Table 10 and Figure 12 Explanations: Are you working in the UK recently, and did the government of any organization help you get employment?

Table 10 and Figure 12 (pie chart) look into whether the skilled refugees work in the UK and whether the government or non-governmental organization assisted them in accessing employment. The results showed 20 participants; only seven could access employment, while the other thirteen were still searching for jobs. Moreover, data provides that the government assisted only four people working, while two said that the government did not assist them. Still, on the same note, only 2 working skilled refugees were assisted by non-governmental organizations to secure jobs. None of the participants stated that non-governmental organizations did not assist them. For those not working, five stated that the government was trying to assist them in accessing employment, while two said that the government had done nothing regarding their unemployed status. Equally, four unemployed skilled refugees stated that non-governmental organizations had tried to assist them secure jobs. Still, two said non-governmental organizations had not done anything to help them access employment.

5.3.4   Yes / No. If No, please explain why? If yes, what do you do? How has the government or non-governmental organization helped you?

From the results, most refugees (80) answered this question as YES by stating that the government had only offered the development programs like the ones teaching English to teach them English, matching their skills with those required by employers and offering them sponsorships. For those who answered NO (20%), their main issue was the government's lack of sponsorship and failure to recognize their credentials.

5.3.5   Do you work in the same field you used to work in your country? Yes / No. If No, please explain why?

Table 11

Participants	YES	%	NO	%
Working in the Same Field or Different Place	13	65	7	35

Figure 13
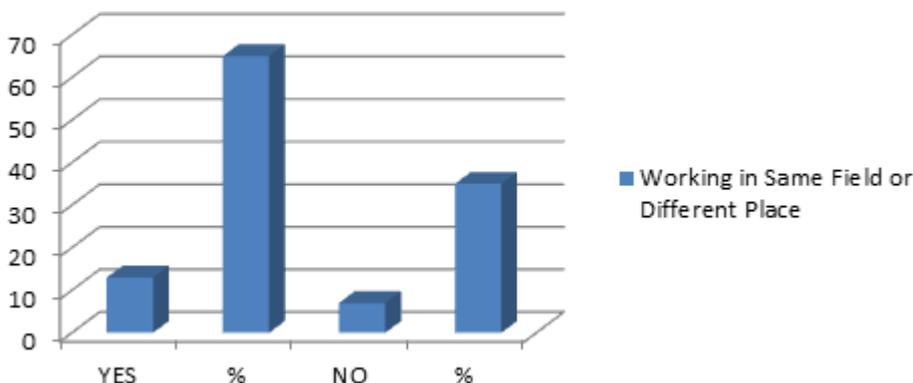
Table 11 and Figure 13 Explanations: Do you work in the same field you used to work in your country? Yes / No. If No, please explain why?

This table and figure are for whether people work in the same field they used to work in their former country. The results show that most (65%) of them work in the same field or are looking for a job in the same field, while 35% are working in a different field or are looking for employment in various areas. Their primary issues are language, unrecognized credentials, and lack of job readiness skills for those working in different fields. For those working in the same field, the results show that they managed to do because they developed job readiness skills, and 2 of them had attended internationally recognized universities. Non-governmental organizations sponsored 2; the others got jobs because they stayed in the UK for over eight years.

5.3.6   Did you face problems concerning credential recognition/identifying and verifying your skills, job readiness skills, matching your skills with employers' requirements, or lacking sponsorship in accessing appropriate employment?

Table 12

Obstacle Faced	Participants Involved	%
Credential recognition/identifying and verifying your skills	16	80
Job readiness skills	16	80
Matching skills with employers' requirements	12	60
Lacking sponsorship	17	85

Figure 14
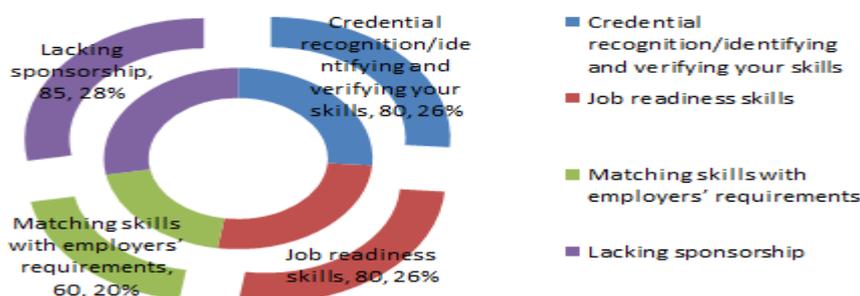
Explanation of Table 12 and Figure 14: Did you face particular issues concerning credential recognition/identifying and verifying your skills, job readiness skills, matching your skills with employers' requirements, or lacking sponsorship in accessing appropriate employment?

Explanation of Table 12 and Figure 14 belong to the question on issues skilled refugees faced in accessing jobs in the UK. The questionnaires indicate that all 20 participants met more than 2 of the stated problems. For instance, 80% of the participants had issues with credential recognition, 80% faced job readiness skills issues, and 60% had problems matching their skills with employers' requirements. Lastly, 85% of the participants had problems with funds or sponsorship to access employment.
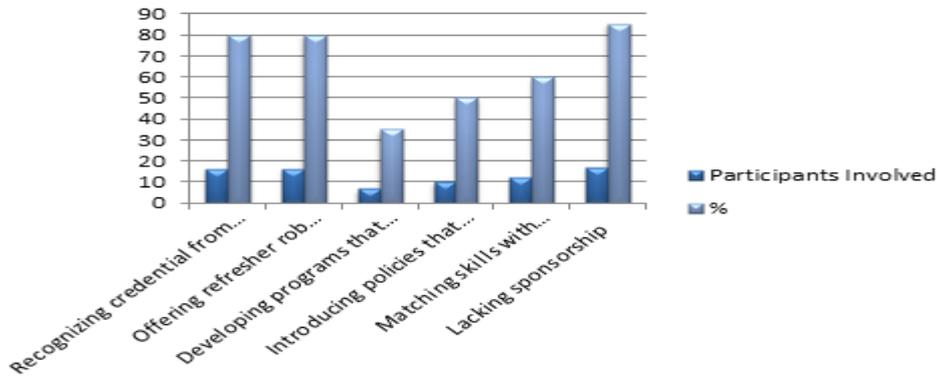
5.3.7   What are the best rankings the host country can do, in your opinion, to help highly skilled refugees to access the labour market?

Table 13

Obstacle Faced	Participants Involved	%
Recognizing qualifications and accreditations from the former country	16	80
Offering refresher rob readiness skills	16	80

Developing programs that can assist refugees in getting jobs	7	35
Introducing policies that enhance the skilled refugees' recognition as equals	10	50
Matching skills with employers' requirements	12	60
Lacking sponsorship	17	85

Figure 15

Explanation of Table 13 and Figure 15: What are the best ways that the host country can, in your opinion, help highly skilled refugees to access the labour market?

Table 13 and Figure 15 discuss how the host country (UK) can help skilled refugees access the UK's labour market. Out of the 20 participants, 80% feel that the government should recognize their credentials without limitations, 80% feel that the government should offer refresher job readiness skills, and 35% think that the UK government should introduce programs to assist refugees in getting jobs. In this case, the refugees mentioned projects like ESOLE, Survival Trust's Glasgow, ECDL or European Computer Driving program, Migrant English Project, Brighton Migrant English Project, Integration of Refugees Through Sport (IRTS), Refugee Survival Trust's Glasgow and UN-led LINK IT. In addition, the participants also stated that the government should introduce policies that enhance skilled refugees' recognition as equals. Lastly, they also provided that the government should sponsor them financially to access employment.

6.   Discussion and Conclusion

This chapter extensively covers the discussion, interpretation, and validation of the survey results. Further, the chapter delineates the discussions on the part of study limitations and prospectus for future research and leads to a broad conclusion at the end of the chapter.

6.1   Discussion

Quantitative research was used in this study. The variables used were obtained from the sampling participants from different public and private organizations then the results were used to plot graphs and charts against the observed values. This was an iterative process whereby evidence was evaluated for the chances of skilled refugees accessing employment and their challenges. The results were then presented in tables and graphs. Conclusion: it is conclusive and investigates the what, where and when of decision-making. This study had four main objectives that will form the basis of the discussion concerning the findings outlined and provided in Chapter 4. Therefore, the discussion focuses on determining whether and to what extent each of the four research objectives has been achieved. It also provides a framework for explaining and interpreting the study's findings from the 130 respondents through the questionnaire. Below is a detailed discussion of each case objective:

6.1.1   To determine the demography of the respondents

This objective was considered because it would have highlighted the age group, gender, and originality of skilled refugees who had issues integrating into the UK's labour market. From Table 1 and Diagram 1, it is clear that most of the skilled refugees in the UK were aged between 36 and 40. This is because 40% of the participants were in that age bracket. This could be that at that age, one is through with school and is either working or seeking a job. On the contrary, only one person, or 5% of the participants, was between 16 and twenty and was looking for employment. The reason for a small percentage could have been that, at this age, most skilled refugees were still in school and not professionals for that reason. Gender was also considered under the demography party through Figure 3. In this case, the majority (80%) of the skilled refugees were men, while only 20% were women. This could have resulted from the Muslim community not valuing girl children, thus not educating them. This led to very few women getting to the university level, hence having very few professional or skilled women. Then under demography, there was also the consideration of refugees' originality, highlighted in Figure 4. This part was vital because it determined the refugees' country of origin. It was found that most of the refugees (85%) were from Syria, while 10% were from Iraq, and the rest were from Algeria.

6.1.2   Determining if language influences skilled refugees' access to employment

The response to this question was to determine whether the refugees› insufficient knowledge of the English/Language denied employment accessibility. From the results in Table 2 and Figure 5, most participants could not access employment because of their low knowledge of the English language. For instance, 45% of the participants agreed that the English language was a hindrance, while 30% strongly agreed that language was an issue in accessing employment. On the contrary, only 5% of the skilled refugees had no problem with language accessing employment. Therefore, language was vital for the refugees in accessing employment. This answered part of research question 1 on how language impacted employment accessibility.

6.1.3   Considering how education has influenced skilled refugees' access to employment

 This question was important in this research because education would be weighed whether it mattered in the UK regarding the employment of the refugees. And truth be said, Education was a significant issue when skilled refugees were trying to access employment. The results from Table 3 and Figure 6 affirmed that seven people had agreed that Education determined their access to employment, while 6 of the par-

ticipants strongly agreed that Education was a determinant in their trial; to access employment. However, no single person did not strongly agree with this assertion, meaning it was true, as a majority of the participants stated. This also answered part of research question 1 on how education impacted employment accessibility.

6.1.4   Determining whether age influenced the skilled refugees' access to employment

The objective of this question was broad after finding out the age of refugees who got jobs in the UK and whether the UK was strict with retirement and employment age when issuing jobs to skilled refugees. From Table 4 and Figure 6, most (80%) participants were neutral on this factor, probably because they were never asked about their age when accessing employment. Nevertheless, 20% disagreed that age was an issue, while 20% agreed that age complicates their chances of getting employment. Only 5% of the participants strongly agreed that age was a factor. This showed that age was unimportant in skilled refugees trying to access jobs in the UK. Therefore, this question answered part of research question 1 on how age impacted employment accessibility.

6.1.5   Appraising whether culture and religion influence access to employment in the UK by skilled refugees

These were two different questions, but they had similar results. But they helped answer part of research question 1 on culture and religion—this question aimed to determine if religion and culture mattered regarding the skilled refugees' UK employment access. The results from Table 6 and Figure 8 and Table 5 and Figure 7 showed that religion and culture were significant issues in the participants' employment. This was probably because 35%, a majority, strongly agreed, and 25% agreed with these assertions, while only 10% strongly disagreed. Therefore, it was confirmed that religion and culture did influence the ability of skilled refugees to secure employment in the UK.

6.1.6   Finding out whether the length of residents, Influenced their access to employment

This was another important question in the research because it would determine whether a refugee's time in the UK contributed to their access to work. As expected, the results from Table 7 and Figure 9 showed 50% of the participants agreed that the length of stay was a factor in one getting a job. In contrast, 20 percent of the participants strongly agreed. Only 10% of participants disagreed with this factor, while none strongly agreed. This indicated that the length of a refugee's stay in the UK counted for them in getting jobs, thus answering part of research question 1. It was also found from Table 8 and Figure 10 that social networks also contributed significantly to skilled refugees getting jobs in the UK. The results affirmed that 35% of the participants strongly agreed that social networks were essential for getting jobs, while only 10% disagreed. This meant that one needed social network in the UK to get a job, hence answering part of research question 1. To my understanding, length of stay and social networked were interrelated because when one stayed for long, they had a higher likelihood of having more extensive social networks and thus having higher chances of getting employment.

6.1.7   Determining the educational background of skilled refugees

This question in the research was vital because it explained whether the education level of skilled refugees mattered in their search for jobs in the UK. From Table 9, it was stipulated that the majority (45%) of the skilled refugees in the UK were Degree holders then, followed distantly by Master's Degree holders at 20%. Then 15% had Ph.D. Only 15 (5%) students had Diplomas. This led to an assumption that most skilled refugees were degree holders, and the students, in this case, meant that refugees were advancing their education level, from diploma to degree or degree to master or from master to Ph.D.

6.1.8   Determining whether one is working in the UK and how the government and non-governmental originations helped

This was another critical question in this research because it helped explain whether the government was putting effort into ensuring that the refugees were accessing employment. This was quite helpful because it answered research question 3. In this case, looking at results from Table 10, 7 participants were working, and 4 out of 7 agreed that the government indeed assisted them in getting employment. Still, two participants disagreed that the government helped them. In non-governmental organizations, two people decided they were assisted in obtaining employment, and no one denied that assertion. Five unemployed skilled refugees (13) agreed that the government was doing something to make them employed, while two disagreed that the government was working to help them. On non-governmental organizations, four unemployed refugees agreed that they were being assisted, while two disagreed. As much as there were some rejections, it was undeniable from the results that the government and non-governmental organizations were working to ensure that skilled refugees could access employment.

6.1.9   Checking whether the skilled refugees are currently working in the same field, they sued to work in their countries

This part aimed to check whether the UK labour market could directly absorb skilled refugees into employment and why they might have changed their field of specialization. In addition, this question also answered part of research question 1 regarding experience. Table 11 showed that the majority (65%) of them were working in the same field or were looking for a job in the same field, while 35% were working in a different field or were looking for jobs in other areas. Their main issues were language, credentials not being recognized, and lack of job readiness skills for those working in different fields. For those working in the same area, the results showed that they managed to do it because they developed job readiness skills, 2 of them had attended internationally recognized universities, and non-governmental organizations sponsored 2. The others got jobs because they had stayed in the UK for over eight years.

6.1.10   Determining whether the skilled Syrian refugees encountered any challenges regarding job readiness skills, matching employee skills with employers' requirements, and lacking sponsorship

This question was considered the most important as it focused on particular issues like credential recognition/identifying and verifying your skills, job readiness skills, matching your skills with employers› requirements, lacking sponsorship, and how the refugees encountered them while trying to access employment in the UK. This clearly showed that this part had also answered research question 2. From Table 12, the results confirmed that all the stated factors were encountered by all the skilled refugees in one way or another while trying to access employment. The job readiness skills, which could have involved refresher courses and credential recognition, were encountered by 80% of the refugees. In comparison, the lack of money or sponsorship was experienced by 85% of the refugees, and matching skills with required employers' requirements was least encountered by only 60% of the refugees. These results showed that there were refugees who met all these factors, but money or sponsorship was the main issue skilled refugees encountered in their journey to employment in the UK.

6.1.11   Looking into the best ways a country can help skilled refugees access employment in the UK

This objective was also critical in this research because it assisted in revealing what should have been done so that refugees would not go through the current problems of accessing employment in the UK. In addition, distantly, this question also answered research question 2. From Table 13, most (85%) refugees asked for sponsorship because they needed a place to live and transport costs to access areas where they would be employed successfully. 80% of the skilled refugees also requested the government to recognize their credentials to be directly employed without being subjected to certification issues. 80% of the refugees were also asking the government to consider introducing refresher rob readiness skills

like computer basics to make the refugees compliant in the UK labour market. There was also the 35% asking the government to develop programs that were going to assist refugees in getting jobs like ESOLE, Survival Trust's Glasgow, ECDL or European Computer Driving program, Migrant English Project, Brighton Migrant English Project, Integration of Refugees Through Sport (IRTS), Refugee Survival Trust's Glasgow and UN-led LINK IT. On the other hand, 10% advocated introducing policies like giving out citizenship early enough to recognize skilled refugees as equal citizens. Lastly, 60% of the skilled refugees asked the government and all stakeholders to help them match their skills with what employers may require.

6.2   Conclusion

The literature and discussion sections show that age, language, education, experience, gender, Culture, length of stay, and social networks influence the employment accessibility of skilled Syrian refugees in the UK. This is because most refugees working were between 36 and 40, while those aged between 16 and 18 could not access employment. On the same note, English is equally important for skilled refugees in the UK who would like to get employed. There is also an urgent need for the refugees to reconsider their Culture and religion because it negatively impacts their ability to get hired. It can also not be ig-nored that skilled refugees are likelier to stay in the UK and get employees because they have made a more extensive social network than the new skilled refugees. That notwithstanding, gender has also been found to impact the chances of skilled refugees getting employed, but this is all due to the low numbers of skilled refugees in the UK. These assertions have also been supported by Bloch's 2004 research.

Recognition of credentials by the UK government has also impacted the refugees' employment access. This is major because the government and all other relevant stakeholders are not recognizing certifica-tion from the universities the skilled refugees attended in their original countries. That is why over 80% of the refugees have encountered credential recognition problems, per the research findings. The govern-ment has done a lot to assist skilled refugees in securing employment. For instance, research has shown that the government is trying hard to verify and identify refugee skills, development of job-readiness skills, assist refugees in matching employers' needs to refugee talents, preparing the working environ-ment for the refugees by coming up with programs like the Migrant English Project and Brighton Migrant English Project which will help them know language/English which is vital when searching for jobs, mak-ing highly skilled refugees' employment a 'business' and offering sponsorship.

On the other hand, non-governmental organizations like Breaking Barriers organization by helping skilled refugees based in London get the required confidence, knowledge, and experience to secure fulfilling and stable jobs. Other organizations like Renaisi are trying to help skilled refugees with transition place-ment helping them back to employment. Nevertheless, skilled refugees still want the UK government to do more on credential recognition, offer more refresher job-ready skills like computer packages to prepare the refugees for the UK labour market, introduce policies that enhance the skilled refugees' recognition as equals, and, most importantly, give them required financial sponsorship when looking for employment.

6.3   Recommendations

1. The UK should offer skilled refugees' cultural orientation, like introducing the refugees to the local com-munities and communal activities. This will be vital in preventing misunderstandings between the local communities and employers. This will also enforce consistent information sharing with the refugees, including job positions and regions with high job rates.

2. The UK should also ensure that all skilled refugees are taught English in writing and speaking. This is also important because it will form their basis of job qualification. In addition, research has also af-firmed that language improves refugees' integration with local communities.

3. Projects like UN-led LINK IT, Refugee Survival Trust's Glasgow, Brighton Migrant English Projects, and Migrant refugee community organizations (MRCOs) should be put in place to support refugees in dif-ferent fields like practicing English with the natives in a formal setting and ensuring that once the refu-

gees arrive; they are relocated to the places where their skills can be required.

4. The UK should also change some of its policies regarding refugee integration into the labour market, more so on credential recognition and duration taken before refugees are given asylum.

5. Employers who want to hire should understand what skilled refugee job seekers face. For instance, they should know they are traumatized, and their CVs probably have gaps.

6. The UK should offer skilled refugees' sponsorships like financing their startups or providing them with residence places as they seek employment.

7. The UK also needs to help refugees to develop job-readiness skills. Through this practical solution, refugees should adequately be offered valuable jobs and training skills activities like the ECDL or European Computer Driving program to get used to office equipment.

6.4   Limitations and Scope for Future Research

This study has two primary limitations based on the procedures followed to complete it. The study focused on skilled refugee integration into UK's labour market. The questionnaire asked, "Do you work in the same field that you used to work in your country?" This question could be replied to as yes or no. But that is just about it; as a researcher, it is difficult to dig deeper and determine some of the reasons why the respondents are either responded to promptly or not. This limitation did not allow the researcher to develop more real issues and factors impacting skilled refugee integration into the UK labour market because there could have been more reasons the respondents could have provided. However, this challenge was solved by providing a space "enter the text" where the participants were supposed to explain their answer choice further to clarify if there was a need.

The other limitation is that the primary responses were linked to the coded fixed values of 1 to 5, with one strongly disagreeing and five strongly agreeing. The middle values are different, neutral, and arranged, making up a scale of 1-5. It was not easy to use the value scale in analysing the responses. Instead, the researcher focused on relative frequency to determine percentages of responses in each value. In future research, researchers must develop appropriate measurement criteria that will suit the study and be used effectively to display the answers.

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8.   Appendices

8.1   Appendix 1

Rate of Unemployment by Country of Birth between 2004 And 2021 (The Migration Observatory, 2020)

Not seasonally adjusted. Comparisons across years should be made using the same quarter
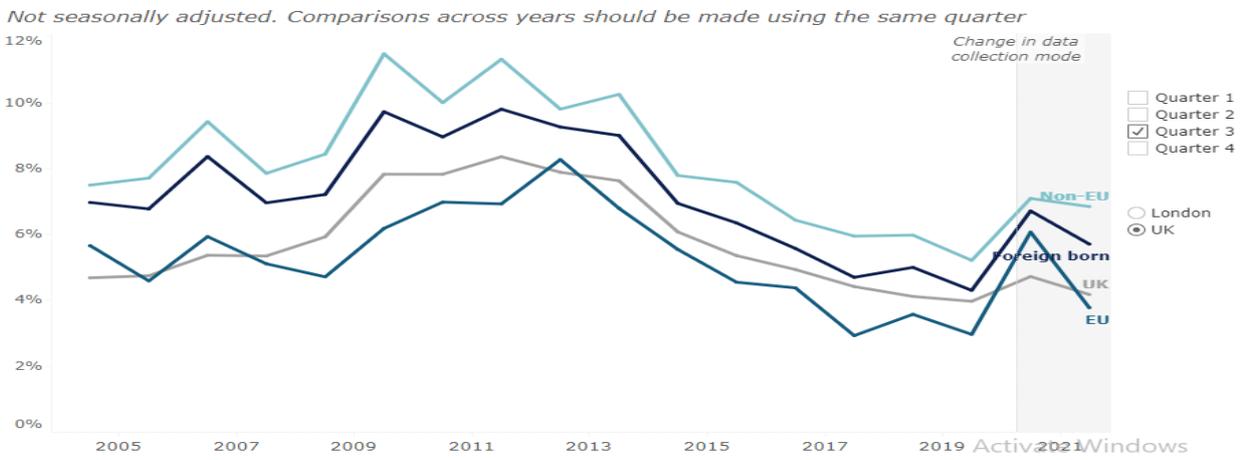
8.2   Appendix 2

Research Questionnaire

Participant Name (optional)		Age	Original country
enter text.		enter text.	
Date of arrival to the UK		**Participant Status**	**Postcode** (City)
enter text.		enter text.	enter text.

	Please Tick your level of agreement with the statements listed below	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
	Language influenced your access to employment					
	Education influence your access to employment					
	Age influenced your access to employment					
	Culture influenced your access to employment					
	Religion Influenced your access to employment					
	Length of resident, Influenced your access to employment					
	Social Networks Influenced your access to employment					

What is your educational background?

What is your job background - what were you working in your country of origin?

enter text.

Are you working in the UK recently and did the government of any organisation help you get employment?

Yes / No . If No please explain why? If yes, what do you do?

enter text.

Do you work in the same field that you used to work in your country? **Yes / No . If No please explain why?**

enter text.

If you are working in the same field, how did you manage to work in this field, and were there any obstacles you faced in getting the job?

Did you face particular issues concerning credential recognition/identifying and verifying your skills, job readiness skills, matching your skills with employers' requirements, lacking sponsorship in accessing appropriate employment?

What are the best ways that the host country can do, in your opinion, help Highly skilled refugees to access the labour market?

enter text.

What might be some innovative ways for you with work experience in your home country to use your skills in the UK?

Participant Signature

enter text.