



**ICAR**

**Navigation guide**

**Employment**

**Kirsteen Tait**

**May 2003**

## **About the author**

Kirsteen Tait is the Director of ICAR and was formerly the national policy development adviser on employment, training and adult education at the Refugee Council. She also chairs the Policy Group of the Employability Forum. Kirsteen can be contacted at [Kirsteen.tait@kcl.ac.uk](mailto:Kirsteen.tait@kcl.ac.uk).

<b>Section</b>	<b>Page</b>
<b>Legal aspects</b>	<b>4</b>
Relevant legislation	4
Legal entitlements	4
Valid documentation	6
Guidance and help	6
Entitlement and access to higher and further education	7
European comparisons	7
<b>Key issues</b>	<b>8</b>
Are immigrants, refugees and asylum seekers an economic advantage to the UK?	8
What skills, qualifications and experience do refugees have?	10
Can refugee doctors fill the vacancies for qualified doctors in the NHS?	11
What are the chances of a successful employment strategy for refugees? Could the government do more?	12
Should asylum seekers be allowed to work while waiting for decisions on their applications?	14
How has the removal of the concession to work affected asylum seekers?	15
Why is there a high level of unemployment among refugees?	15
Why is English language such a big issue?	18
Is racial prejudice an obstacle to the employment of refugees?	19
How do refugees experience job seeking in the UK?	19
What kind of jobs do refugees do in the UK?	20
What kind of working conditions can refugees expect?	20
<b>Statistics</b>	<b>21</b>
<b>Resources</b>	<b>23</b>
<b>Projects and initiatives</b>	<b>32</b>
General	32
Helping refugee professionals into jobs	41
Funding opportunities for refugee employment projects	43

<b>Skills audits</b>	<b>44</b>
<b>Contacts and links</b>	<b>47</b>

## Legal aspects

### Relevant legislation

Employment of refugees and asylum seekers is governed by the following legislation:

- Section 8 of the Asylum and Immigration Act 1996 which aims to ensure that employment is offered only to those entitled to live and work in the UK. Guidance was also issued in 1996 to remind employers of their obligations not to discriminate in recruitment or employment under the Race Relations Act 1976.
- Section 22 of the Immigration and Asylum Act 1999 provides that in seeking to avoid conviction under Section 8 employers do not unlawfully discriminate.

The Nationality, Immigration and Asylum Act 2002 does not contain direct changes to the employment of refugees and asylum seekers. However, it does include a range of measures to combat illegal working, such as extending the obligation of employers to show proof of eligibility to work to business partnerships (Section 147), and increasing the power of immigration officers and police to enter and search business premises without a warrant (Section 153). The recent removal of the concession to work for asylum seekers from July 2002 is not governed by any legislation (see key issues below).

### Legal entitlements

#### Refugees

- Have a right to work in the UK on exactly the same terms as UK citizens.
- Are not allowed to work in government departments (Aliens Restriction (Amendment) Act 1919 and Aliens Employment Act 1955).
- Are entitled to enter all government job preparation and training schemes e.g. New Deal, Work Based Learning for Adults etc.<sup>1</sup>

---

<sup>1</sup> For more information, see also p.16-21 of Refugee Council's *Information for refugees and people with ELR*. An English language version of this report is available at [http://www.refugeecouncil.org.uk/downloads/pdfbooklets/english\\_elr.pdf](http://www.refugeecouncil.org.uk/downloads/pdfbooklets/english_elr.pdf). Other language versions (Albanian, Arabic, Farsi, French, Kurdish, Somali, and Tamil) are also available.

## **People with other forms of protection related status e.g. ELR (under the former provisions), Temporary Protection, Humanitarian Protection (HP) and Discretionary Leave (DL) status (with effect from April 1<sup>st</sup> 2003)<sup>2</sup>**

- Have a right to work for the period they have been granted protection in the same way as UK citizens.
- Can apply for Job Seekers' Allowance (JSA) and participate in training for work programmes.
- Are not allowed to work in government departments (Aliens Restriction (Amendment) Act 1919 and Aliens Employment Act 1955).<sup>3</sup>

## **Asylum seekers**

- Do not have the right to work while their applications are being considered.
- Previously had a concession to work after six months in the UK if their case had not yet been decided by the Home Office. This was withdrawn by an announcement made in the House of Commons in July 2002. Employers can safely employ asylum seekers whose documentation is still stamped with this concession.
- Have the right to volunteer while their applications are being considered. Payment of expenses is governed by Home Office circular.
- Do not have the same entitlements as refugees to enter government training schemes.

## **Asylum seekers awaiting appeal after an initial rejection**

- As above. Asylum seekers who already have concessions to work retain this while awaiting appeal.
- Asylum seekers whose cases are turned down on appeal and are subject to deportation orders lose this concession.

---

<sup>2</sup> On November 29<sup>th</sup> 2002 the decision was announced to discontinue the status of Exceptional Leave to Remain (ELR) except for non-asylum cases and to replace it with a new 'humanitarian protection' status for those with protection needs not covered by the 1951 UN Convention but who cannot be returned to their country of origin because they face serious risk. This means that from April 1<sup>st</sup> 2003, ELR has been replaced by two subsidiary forms of protection - humanitarian protection (HP) and discretionary leave (DL) and procedures for eligibility and extension have been tightened up. People granted HP and DL status will be given permission to stay for three years or less, followed by a rigorous review of the necessity for continued protection; with the possibility of extension and Indefinite Leave to Remain (ILR) after six years.

<sup>3</sup> As footnote 1.

## Valid documentation<sup>4</sup>

- A document issued by a previous employer, the Inland Revenue, the Benefits Agency, the Contributions Agency or the Employment Service (or their Northern Ireland equivalents) that states the National Insurance number of the person named.
- A passport describing the holder as a British citizen or as having the right of abode in or an entitlement to readmission to the United Kingdom.
- A passport containing a Certificate of Entitlement issued by or on behalf of the Government of the United Kingdom certifying that the holder has the right of abode in the United Kingdom.
- A certificate of registration or naturalisation as a British citizen.
- A birth certificate issued in the United Kingdom or in the Republic of Ireland.
- A passport or national identity card issued by a state which is a party to the European Economic Area Agreement and which describes the holder as a national of that state.
- A passport or other travel document endorsed to show that the person named is exempt from immigration control, has indefinite leave to enter, or remain in, the United Kingdom or has no time limit on his or her stay; or a letter issued by the Home Office confirming that the person named has such status.
- A passport or other travel document endorsed to show that the person named has current leave to enter or remain in the United Kingdom and is not precluded from taking the employment in question; or a letter issued by the Home Office confirming that this is the case.
- A United Kingdom residence permit issued to a national of a state that is a party to the European Economic Area Agreement.
- A passport or other travel document endorsed to show that the holder has a current right of residence in the United Kingdom as the family member of a named national of a state which is a party to the European Economic Agreement and who is resident in the United Kingdom.
- A letter issued by the Immigration and Nationality Directorate of the Home Office indicating that the person named in the letter is a British citizen or has permission to take employment.
- A work permit or other approval to take employment issued by Work Permits (UK) or, in Northern Ireland, by the Training and Employment Agency.
- A passport describing the holder as a British Dependent Territories citizen and which indicates that the status derives from a connection with Gibraltar.

## Guidance and help

Guidance and help to employers and others is available from:

---

<sup>4</sup> For full details and examples of documents see Home Office's 'List of Specified Documents' at <http://www.ind.homeoffice.gov.uk/default.asp?pageid=85>.

- [Immigration and Asylum Act 1999-Section 22: Code of Practice](#)
- [Home Office Immigration and Nationality Department](#)
- Employment Service/Department of Work and Pensions have set up [Equality Direct](#), a confidential advice service for business on equality matters. Its website includes advice about refugees and asylum seekers.
- The [National Academic Recognition Information Centre](#) (NARIC) advises on how overseas academic qualifications relate to UK qualifications. The service covers a wide range of countries, and can advise on the standing of international qualifications with UK professional bodies.
- A section of the BMA website provides detailed [guidance for refugee doctors](#) seeking to requalify in the UK and the BMA has also produced [Guidelines for Clinical Attachments for Overseas Qualified Doctors](#).

## **Entitlement and access to higher and further education**

- The Council for International Education ([UKCOSA](#)) provides comprehensive information on this subject. ICAR will also provide a navigation guide on this issue in the future.

## **European comparisons**

- [ECRE/ERF project page](#) contains a section on descriptions and comparisons of the different situations relating to permission to work for asylum seekers across European countries and an analysis of relevant sections in the European Draft Directive on Minimum Standards for the Reception of Applicants for Asylum in EU Member States.

## Key issues

### Are immigrants, refugees and asylum seekers an economic advantage to the UK?

There has been recent recognition in the UK, and the rest of the industrialised world, of the increasing reliance on economic migration to fill skills gaps and compensate for the declining indigenous population and an adverse ratio of people of wage earning age to the rest of the population<sup>5</sup>. However, refugees and asylum seekers are not the same as economic migrants.

Economic migrants obtain entry to the UK on the basis of work permits issued by the Home Office for skilled and unskilled jobs that need to be filled. Previously this entry route was very restricted, but it has recently been broadened by the Home Office's managed migration policy<sup>6</sup>.

Asylum seekers claim safe haven from persecution. Refugees are asylum seekers whose cases for safe haven have been accepted under the Refugee Convention 1951 and relevant UK legislation. While refugees have an important contribution to make to the economy, their claim to settle in the UK is based on their reasons for flight from their country of origin, not on the skills they bring to the host country, great though these may be.

Little is currently known about the economic contribution of asylum seekers and refugees in the UK as existing data sources generally fail to distinguish between refugees and other migrant groups. Furthermore ethnic monitoring categories<sup>7</sup> and methods used by official data sources such as household surveys often do not capture refugee populations adequately. However, recent studies have produced conclusions as to the contribution of migrants<sup>8</sup> generally. A Home Office study<sup>9</sup> published in 2002 estimates that migrants contributed £2.5bn more in taxes than they consumed in benefits and services in 1999/2000. However, migrants are a heterogeneous population and their labour market outcomes vary. Another Home Office study has suggested that migrants from ethnic minority groups have significantly lower levels of employment and wages than the UK-born population, with different ethnic groups experiencing greater success in the labour market than others<sup>10</sup>. Although the level of qualifications of amongst migrants is very varied, this

---

<sup>5</sup> See, for example, the [Sussmuth Commission report](#).

<sup>6</sup> See [David Blunkett's House of Commons announcement on October 29<sup>th</sup> 2001](#) and the recent [Home Office White Paper \*Secure Borders Safe Haven Integration with Diversity in Modern Britain\* 2002](#).

<sup>7</sup> Eastern European, Mediterranean and Middle Eastern populations are often not represented by the ethnic categories in official surveys.

<sup>8</sup> These reports identify migrants as those being born outside the UK. As the authors note in many cases, this definition has problems when it comes to identifying economic contributions of second-generation migrants. It also includes those who were born outside the UK but have been British citizens from birth.

<sup>9</sup> [The migrant population in the UK: fiscal effects](#) by Ceri Gott and Karl Johnston (2002), RDS Occasional Paper No 77, Home Office.

<sup>10</sup> [Migrants in the UK: their characteristics and labour market outcomes and impacts](#) compiled by Jeremy Kempton from research studies by Russell Haque, Christian Dustmann, Francesca Fabbri, Ian Preston,

research also suggests that many migrants are very well educated, with more studying to degree level than the UK-born population<sup>11</sup> and therefore potentially have much to contribute to the UK economy.

Recognition recently that refugees have a range of skills and qualifications useful to the UK has led to a series of initiatives to record them (see section on skills audits below). NIACE research in 2001 involving interviews with 70 respondents from 21 different countries living in Leicester revealed a high level of education, skills and qualifications with the intention of matching them to skills needs in the local area. A recent programme developed by the London Framework for Regional Employment and Skills Action (FRESA) and the London Skills Commission, targets London's refugees to help fill the chronic skills shortages in health and construction sectors. London Skills Commission research revealed that refugees were often skilled in the very sectors that are understaffed, which includes engineering and teaching as well as construction and health. The NHS plans to recruit and retain more health care professionals, estimating that it will need 45,000 extra health professionals over the next five years to meet London's rising demand for services. Similarly a construction skills programme responds to the expected need for 10,000 construction staff ranging from qualified engineers to bricklayers to deliver London's key building projects.

Studies have suggested that asylum seekers and refugees have higher than average educational, skills and qualification levels, high levels of motivation, and that the majority are young males of working age. Given these characteristics, it is likely that, along with other categories of migrants, refugees and asylum seekers have a great deal to offer their host country if initial obstacles can be overcome. Unlike economic migrants, people seeking asylum do not arrive in the UK ready to enter the labour market, but in need of safe haven from persecution, and may have to overcome barriers such as trauma of flight and exile, uncertainty of status and English language. However, despite the lack of data that identifies the contribution of refugees and asylum seekers as a group, the evidence on individual contributions to the UK economy<sup>12</sup> suggest that these barriers need not be insurmountable.

On the basis of available data, it has also been concluded that contrary to popular perceptions, migration does not have a significant impact on overall unemployment amongst the existing UK population, including previous migrant groups<sup>13</sup>. Similarly, migration was not found to have an adverse effect on the wages of the UK population, indeed if anything, immigration was found to have a positive effect on the wages of the existing population. Findings from such research accord with both international<sup>14</sup> and European evidence<sup>15</sup>

---

Jonathan Wadsworth, Michael Shields and Stephen Wheatley Price (December 2002). RDS Occasional Paper No. 82, Home Office.

<sup>11</sup> *Migrants in the UK: their characteristics and labour market outcomes and impacts* compiled by Jeremy Kempton from research studies by Russell Haque, Christian Dustmann, Francesca Fabbri, Ian Preston, Jonathan Wadsworth, Michael Shields and Stephen Wheatley Price (December 2002). RDS Occasional Paper No. 82, Home Office.

<sup>12</sup> For example *Credit to the Nation: A study of refugees in the United Kingdom* by K. Knox (1997), Refugee Council, and *Credit to the nation: refugee contributions to the UK*, Refugee Council (2002).

<sup>13</sup> *The Local Labour Market Effects of Immigration in the UK* by Christian Dustmann, Francesca Fabbri, Ian Preston, Jonathan Wadsworth (February 2003). Home Office Online Report 06/03. It is important to note that deficiencies in the data sources used mean that these conclusions are tentative.

<sup>14</sup> See, for example, *International Mobility of the Highly Skilled* by the OECD (January 2002).

<sup>15</sup> See, for example, *Immigration as an Economic Asset: the German Experience* by S. Spencer (ed.) (1994), IPPR.

on this issue and have influenced the change of government policy on inward migration.

As of July 2002, asylum seekers are not permitted to work in the UK until their claim for asylum has been approved. This constitutes a significant barrier to any potential economic contribution they might make, both in terms of its immediate restriction on employment but also in terms of the long-term effects of periods of forced unemployment.

**For more information and research on economic migration see:**

[Research Development and Statistics, the Home Office](#)

[Office for National Statistics](#)

[Sussex Centre for Migration Research](#)

[Transnational Communities Programme](#)

[University College London \(UCL\), Migration Unit](#)

[University of Wales Swansea, Migration Unit](#)

## What skills, qualifications and experience do refugees have?

Research into refugees and employment over the last 10 years has suggested that asylum seekers and refugees have higher than average educational, skills and qualification levels. But until recently, there has been very little robust quantitative evidence for this. It is encouraging that a series of initiatives has been developed to audit the skills and qualifications of asylum seekers and refugees on a more systematic basis. This is very welcome both because it will help refugees to find appropriate employment and because many of them have skills and qualifications of which there is a shortage in the UK. It has been a matter of concern to refugee support organisations for some time that the UK has brought in foreign workers to fill UK vacancies in sectors such as nursing and teaching, which refugees could fill were they not frustrated by the obstacles to doing so.

There have been a number of small-scale, local studies of refugee and asylum-seeker skills. Others are in progress. Recent examples include those commissioned by NIACE (Asylum seekers' skills and qualifications audit pilot project) which led the field in 2001, and more recently, the Eastern England Consortium for Asylum Seeker Support's (EECASS) *Pathways into Employment* feasibility study which maps skills of refugees and asylum seekers and matches them to local jobs. Learning and Skills Councils in London North, Coventry and Warwickshire, and Devon and Cornwall have commissioned various studies of skills and qualifications, as have Southampton City Council and Plymouth City Council.

Assessments of skills within the Somali community include *The Professional Capacity of Nationals from the Somali Regions in Britain* (Bloch and Atfield 2002) commissioned by Refugee Action and IOM, and the report *Supporting the Somali Community in West London* that analysed Somali skills levels in six west London boroughs. In 2000, the Refugee Council and the BMA established a [database of refugee doctors](#) which now includes over 800 individuals. More recently, the Refugee Council has also developed a dentists database in association with the British Dental Association and this already contains 80 dentists.

*Missed Opportunities. A skills audit of refugee women in London from the teaching, nursing and medical professions* (Dumper 2002) was commissioned by the Greater London Authority, and contained a list of individuals interviewed and ready to work. The LDA has recently commissioned a research project that will identify the main skills, employment, enterprise and economic development barriers and issues which prevent refugees and asylum seekers from fully participating and contributing to the capital's economy. The project will make policy recommendations and establish a skills, qualifications and employment baseline. Single borough skills audits are also in progress, such as that in Hammersmith and Fulham.

The report *Asylum seekers and refugees: education, training, employment, skills and services in Coventry and Warwickshire* (Phillimore et al 2003) was commissioned by the Coventry and Warwickshire Learning and Skills Council and undertaken by the University of Birmingham to follow up the knowledge gap in the early NIACE report, and explore the emerging issues and possible solutions. It recorded the skills and qualifications of 374 asylum seekers and refugees, and contains information on broad range of employment-related issues similar to the *DWP research undertaken by Alice Bloch* which also contains data on the skills and qualifications of the asylum seekers and refugees interviewed in a number of cities including Birmingham, Manchester, London, Newcastle, Leeds and Sheffield.

LSCs and others have statutory responsibilities to map the learning and training needs in their local areas but it would be a pity if a series of local, regional and specific skills and qualifications audits were incompatible. The Home Office asylum and immigration research team administered a postal skills audit of over-18 year olds who had been given refugee status and Exceptional Leave to remain (ELR) during the period November 2002-January 2003. Recipients were offered a translated version of the questionnaire in six languages, and it achieved a remarkable 66% response rate with over 2,000 replies. NARIC has assessed the equivalence of their qualifications and results are likely to be available in June 2003. The Scottish Executive is carrying out its own version of a skills audit using different methodology and with a broader remit. This project seeks to identify the skills, qualifications and aspirations of both asylum seekers and refugees, unlike the Home Office version, and will also identify the barriers that refugees and asylum seekers encounter when attempting to find employment or access further training.

These two government-commissioned reports could introduce a more standardised approach to skills auditing. The real issue is whether these useful audits can be used effectively to improve the employment preparation services offered to refugees, as a basis for needs assessment to help refugees obtain employment more quickly, and at a level more suited to their skills and qualifications, as well as benefiting the local and national economy by filling skills.

## **Can refugee doctors fill vacancies for qualified doctors in the NHS?**

The UK has recently been involved in campaigns to recruit overseas professionals to fill gaps in the availability of qualified staff e.g. doctors, teachers, nurses and IT specialists. But at the same time, qualified refugees already settled in the UK and with the right to work have been unable to obtain suitable jobs. Refugee Council and the British Medical Association (BMA) have a database of 815 refugee doctors in the UK and a recent report published by the Greater London Authority identified 75 refugee women doctors and other medical professionals resident in London, the majority of whom were not employed<sup>16</sup>.

A good deal of evidence has been collected recently about the obstacles preventing refugee doctors from

---

<sup>16</sup> *Missed opportunities. A skills audit of refugee women in London from the teaching, nursing and medical professions* by Hildegard Dumper (December 2002), produced by the Mayor of London in association with Refugee Women's Association.

re-qualifying and obtaining jobs<sup>17</sup>. These include the difficulty of studying for and passing the necessary English language (IELTS) tests, financial difficulties, rigid General Medical Council (GMC) regulations, lack of access to library facilities, lack of hospital placements, being required to take up unsuitable job offers, and discrimination. Many of these obstacles have been successfully alleviated recently as a result of campaigning by the Refugee Council, the Jewish Council for Racial Equality (JCORE), the BMA, and the National Health Service Advisory Group on Medical Education, Training & Staffing (AGMETS) subcommittee. However, it is important to note that even once qualified, barriers to career progression may continue to cause problems for refugee health professionals<sup>18</sup>.

This work has been extended to other health professionals such as dentists and nurses, and could provide a model for facilitating re-qualification and employment by refugee professionals in other skills shortage areas. The database of refugee dentists recently initiated by the Refugee Council and the British Dental Association already contains 80 dentists and recent surveys suggest that there are also a significant number of teachers amongst the refugee and asylum seeking population whose skills could be utilised in the UK following appropriate conversion training<sup>19</sup>.

## What are the chances for a successful employment strategy for refugees? Could the government do more?

Until recently, the answer would certainly have been yes. But a series of welcome recent initiatives are very helpful. The government recognises that employment is a key factor in the integration of refugees as full and equal citizens<sup>20</sup> and employment support for refugees is therefore an important part of the government's national refugee integration agenda. The National Refugee Integration Forum Adult Education Training and Employment Subcommittee meets quarterly, chaired by Employability Forum, and has taken up a series of issues relevant to employment including introductory guides, improving use of JobCentres by refugees, ESOL, permission to work documentation, equivalence of qualifications and access to National Insurance numbers.

---

<sup>17</sup> See on this issue, 'A Bitter Pill to Swallow: Obstacles Facing Refugee Doctors in the UK' by Emma Stewart, paper presented at 1<sup>st</sup> Annual Student Conference on Forced Migration, Oxford, 22 February 2003; 'Refugee doctors in the United Kingdom' by Emma Stewart & S. Nicholas (2002) *British Medical Journal*, 16.11.02; 'Barefoot doctors' by D. Carlisle (2001) *Health Service Journal*, 8.11.01; 'Long and winding road' by B. Millar (2001) *Health Service Journal* 8.2.01; 'Opportunity knocked' by M. Oldham (2001) *Health Service Journal*, 8.11.01; Report of the Working Group on Refugee Doctors and Dentists by the National Health Service Executive (NHSE) Advisory Group on Medical and Dental Education and Staffing - Overseas Doctors Subgroup (2000); 'Helping refugee doctors' by K. Adam and E. Borman (2000) *British Medical Journal*, 1.4.00; 'Refugee doctors in Britain: a wasted resource' by Berlin et al (1997) *British Medical Journal*, 2.8.97.

<sup>18</sup> 'A Bitter Pill to Swallow: Obstacles Facing Refugee Doctors in the UK' by Emma Stewart, paper presented at 1<sup>st</sup> Annual Student Conference on Forced Migration, Oxford, 22 February 2003.

<sup>19</sup> Asylum Seekers' Skills and Qualifications Audit Pilot Project by Fiona Aldridge and Sue Waddington (April 2001), NIACE and Refugees' opportunities and barriers in employment and training by Alice Bloch (2002) Department for Work and Pensions Research Report 179.

<sup>20</sup> Home Office Full and Equal Citizens: A strategy for the integration of refugees into the United Kingdom (November 2000).

The DWP is developing an employment strategy for refugees drawing on the results of the research commissioned by them<sup>21</sup>. *Working to Rebuild Lives: a preliminary report towards an employment strategy* provides a strategic look at ways in which government, the voluntary sector, training providers and employers can work more effectively together to help refugees into work. This strategy is backed by DWP pilot initiatives in 2003 to help refugees into work. Such initiatives include:

- A 'Hard to Help' refugee pilot delivering early measures for those who have newly received permission to stay until they obtain work. This helps refugees to access benefits, language and vocational assessment and establishes a training and employment plan.
- Work Based Learning for Adults will provide refugees over the age of 25 with 13 weeks of employment preparation, followed by a possible extension of 13 weeks for intensive language provision.

These initiatives will be externally evaluated.

Job Centre Plus is examining ways of collecting information about refugee clients in order to be able to track individual outcomes and trends. It has produced a leaflet in 35 languages to encourage refugees to register with Job Centres, which will accompany the NASS 35 letter that is sent out when permission to stay is granted.

Recent useful initiatives promoted by government which suggest that progress is being made in this area are summarised in the box below.

---

<sup>21</sup> *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002) Department for Work and Pensions Research Report 179.

### Recent government initiatives

**Obstacle** Inadequate English language provision

**Helpful response** The White Paper, *Secure Borders, Safe Haven: Integration with Diversity in Modern Britain* published February 2002; Home Office integration policy; DWP English language pilots provision at gateway to New Deal.<sup>22</sup>

**Obstacle** Lack of placements for refugee doctors attempting to requalify.

**Helpful response** National Health Service Executive (NHSE) Advisory Group on Medical and Dental Education and Staffing Overseas Doctors Subgroup; *Report of the Working Group on Refugee Doctors and Dentists*, November 2000.

**Obstacle** Lack of data regarding barriers to employment and training needs.

**Helpful response** Commissioning of research by DWP of research into this subject, undertaken by Alice Bloch at Goldsmiths College and recently published.

**Obstacle** Lack of data on the qualifications and education of refugees in the UK.

**Helpful response** The Home Office Immigration Research and Statistics Service (IRSS) is conducting a postal survey on the skills, qualifications and English language competency of people granted refugee status and ELR. The pilot has been completed and the main stage is now taking place. This will be the largest ever skills audit of this group.

It is too early to say whether the decision to withdraw the concession to work from asylum seekers who have not received a decision on their application after six months undermines the positive developments in the government approach to this issue (see key issue below).

## Should asylum seekers be allowed to work while waiting for decisions on their applications?

In theory, allowing asylum seekers to work immediately upon their arrival in the UK could save money for the taxpayer by reducing the financial support needed to sustain them during their application period. However, present government policies are based on the belief that being allowed to work on arrival in the UK would act as an additional 'pull' factor in attracting more asylum seekers and economic migrants posing as asylum seekers to the UK.<sup>23</sup>

This is why in July 2002 the government removed the concession giving asylum seekers permission to work after they have been waiting over six months for a decision on their case. This decision was justified on the basis that most decisions are now made within this initial six-month period. The withdrawal of this concession was made with no consultation, engendering protest from refugee agencies and organisations promoting refugee employment. These organisations believe that employers, who have only recently begun to understand the complicated documentation arrangements which allow asylum seekers to work, will become confused once more, and might overlook applications from those with refugee status for fear of contravening asylum and immigration legislation. Such organisations also maintain that given the lengthy appeals process and the fact that many initial decisions may still not be made within six months, exclusion from the labour market may affect processes of integration. Many organisations also suggest that the public

<sup>22</sup> See projects and initiatives section.

<sup>23</sup> See [David Blunkett's statement of 29th October 2001](#)

and asylum seekers themselves support the notion that, where possible, asylum seekers should be given the opportunity to provide for themselves and contribute to the economy<sup>24</sup>.

A significant percentage of asylum seekers (25-30% over recent years) will eventually be given refugee or ELR status. There is evidence that obtaining employment helps asylum seekers to settle in the host country, to improve English language skills, to interact socially, to fulfil the wish to contribute to their adopted country, and to support their families. It may also reduce the mental health problems resulting from war, trauma, family disasters and the problems of flight and exile<sup>25</sup>. However, some asylum seekers will not be able to work on arrival, and they should not be penalised for this. These include heads of families who need to settle children in school, those suffering from health or mental health problems or the effects of torture, and people with no English language skills.

If the average time taken to reach an asylum decision falls below six months, and if new government integration policies introduce substantial induction and English language programmes - and with them a sense of purpose - into this waiting period, then the issue of early concessions to work may become less pressing. Effective arrangements to encourage asylum seekers to do voluntary work during the asylum period would certainly mitigate the possible ill effects of the withdrawal of the concession and EECASS is carrying out research on pathways into volunteering for asylum seekers. The Refugee Council will produce a report on the effects of the withdrawal of the concession in autumn 2003.

## How has the removal of the concession to work affected asylum seekers?

The concession to work given to asylum seekers after six months in the UK if their case had not yet been decided by the Home Office was withdrawn by an announcement made in the House of Commons in July 2002. As stated above, this move provoked concern from agencies working with refugees and asylum seekers as it was thought that this would confuse employers, increase poverty and dependency on the state, and have an adverse effect on future integration into the job market, as prolonged periods of unemployment may impact on motivation and mental health whilst contributing to the deskilling of professionals. Several refugee agencies and researchers are beginning to monitor the effect of this move on asylum seeking and refugee populations and ICAR will report on the findings of these initiatives as soon as they become available. In the meantime, it has been noted that the removal of the concession to work has impacted on the assistance that voluntary agencies in receipt of EU funding (particularly the European Social Fund [ESF]) can offer asylum seekers. The departments responsible for administering the ESF grants have ruled that asylum seekers are no longer eligible for ESF-funded courses as they can no longer be granted permission to work in the UK (see projects and initiatives section below).

## Why is there a high level of unemployment among refugees?

The evidence suggests that refugees are the most unemployed and underemployed group in the UK and that asylum seekers with permission to work conceded after six months have especially high unemployment levels. A number of recent studies have identified the barriers to obtaining employment, both as perceived

---

<sup>24</sup> See for example, the response of [the Refugee Council](#).

<sup>25</sup> See for example the findings of a recent report on migrants, [\*The labour market outcomes and psychological well-being of ethnic minority migrants in Britain\*](#) by M. Shields and S. Wheatley Price (2002). Home Office Online Report 07/03.

by refugees and by employers. Even so, the available evidence does not make it possible to conclude which of a number of factors is the most significant.

#### **Obstacles to employment: refugee perceptions**

- Inadequate English language
- Lack of work experience in the UK
- Non-recognition of qualifications obtained overseas
- Lack of information about employment and training services
- Lack of knowledge about job search culture and UK labour market
- Cultural barriers to effective job seeking
- Employers' lack of understanding of immigration status
- Racial prejudice by employers
- Lack of childcare provision

#### **Obstacles to employment: employer perceptions**

- Inadequate English language and communication skills - considered the single most important issue
- Lack of familiar and easily comparable qualifications and work experience
- Confusion about permission to work documentation and immigration status
- Lack of CV writing and interview skills

The most recent contribution to this debate comes from a research project commissioned by the DfES, and managed by the DWP, whose findings were published at the end of 2002<sup>26</sup>. This project found that of the 400 asylum seekers and refugees surveyed, only 29% were working at the time of the survey. This study identified the barriers to employment as perceived by respondents and also highlighted the variable socio-demographic factors affecting individuals' likelihood of being employed.

The main barrier to employment cited by respondents was English language and literacy proficiency although lack of UK work experience was also considered to be a major obstacle. Barriers were experienced differentially by respondents at different stages of settlement in the UK. Whilst lack of familiarity with the UK system was mentioned by many of those who had been in the UK for less than five years, this barrier was perceived to be less of a problem by those who had been resident in the UK for longer. For this group, racial

---

<sup>26</sup> *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

discrimination was perceived to be more of a barrier to participation in the labour market.

In analysing the social and demographic characteristics of individuals in relation to their employment experiences, the report concluded that although the length of residence had an impact on employment outcomes as suggested by previous research<sup>27</sup>, the factor determining labour market activity was actually English language proficiency. Receiving training in the UK also positively influenced the likelihood of employment. However, it is not clear whether the training led to employment in a causal manner, or whether those who had accessed training were ready to enter the labour market already.

In the focus groups held as part of the research, the issue of local labour markets was also suggested as being a key element in determining employment opportunities, as areas with service sector jobs were seen to offer greater employment opportunities for refugees. This was perhaps reflected in the regional variations in the employment rates of the survey respondents: respondents in Leeds, Sheffield and London were more likely to be employed. Other studies have also pointed to the fact that dispersal may have affected the employment prospects of asylum seekers as their search for employment is restricted to areas accessible from their homes in the dispersal area<sup>28</sup>.

Other local studies such as that published by Learning and Skills Council, London North in July 2002<sup>29</sup> have offered similar conclusions regarding barriers to employment as perceived by refugees and asylum seekers. A recent publication focusing on the skills of refugee women in the London area also reveals the gender differentials in the employment barriers experienced<sup>30</sup>. Many women have suffered exclusion from the labour market that predates the new provision preventing asylum seekers from working; those that have entered the UK as dependents on their husband's asylum claim have never had the right to work. Furthermore, many women in exile suffer from the loss of support systems from family and friends and the informal childcare arrangements that these provide.

In addition to unemployment, occupational downgrading is also reported as a characteristic of refugee employment by refugee agencies offering training and preparation for employment (Refugee Council/TES, WUS/RETAS, Praxis, Refugees into Jobs). Reports published by the DWP, the Greater London Authority and the Refugee Council that provide data on individuals' occupations in countries of origin also suggest that this is the case, particularly with regard to those whose professional qualifications are not recognised in the UK<sup>31</sup>.

---

<sup>27</sup> *The Settlement of Refugees in Britain* by Carey-Wood, Duke, Karn, and Marshall (1995). Home Office Research Study 141, Home Office Research and Planning Unit.

<sup>28</sup> *Exploring mechanisms for the integration of asylum seekers and refugees into the labour market in Wolverhampton. Report for Wolverhampton Connects by The Centre of Urban and Regional Studies, The University of Birmingham. Draft Summary Report.* by J. Phillimore and L. Goodson (October 2001), University of Birmingham.

<sup>29</sup> *Refugees and Asylum Seekers in the Learning and Skills Council London North Area* by Africa Educational Trust (July 2002). Learning and Skills Council London North.

<sup>30</sup> *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

<sup>31</sup> *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179; *Missed opportunities. A skills audit of refugee women in London from the teaching, nursing and medical professions* by Hildegard Dumper (December 2002), produced by

The research evidence makes it clear that asylum seekers with permission to work have generally suffered from all the barriers to employment encountered by refugees, with the additional problem of uncertainty of status. Employers are uncertain whether they have the right to work and how long they will stay in the UK. Asylum seekers may in turn be demotivated by uncertainty and/or be barred from government employment training opportunities by their status. These problems are likely to be exacerbated by the removal of the concession to work for asylum seekers, as not only will new arrivals be excluded from the labour market altogether, but those who retain the concession to work may suffer from employer confusion surrounding the changes.

## Why is English language such a big issue?

The acquisition of English language is one of the indices of integration for refugees, although levels are likely to be self-assessed. Although many asylum seekers arrive in the UK speaking some English, evidence suggests that the lack of adequate English language skills is the single most serious obstacle to obtaining employment<sup>32</sup>. Echoing findings relating to migrants in the UK generally<sup>33</sup>, research into the employment of refugees and asylum seekers suggests that English language proficiency is the factor most positively associated with labour market participation. Furthermore, those with poor knowledge of English that do manage to find work are generally confined to low skill jobs as language levels required to compete for jobs in the UK is higher than the level needed to survive in the UK. Research published by the DWP found that among the 400 asylum seekers and refugees surveyed, English language training was felt to be the most useful type of help needed to gain the employment they wanted<sup>34</sup>.

However, research also indicates that simply identifying English language proficiency as a problem is not enough. There is evidence that the availability, quantity, level, flexibility, vocational content and progression of courses and training are inadequate<sup>35</sup>. Recommendations about English language provision in the White Paper, *Secure Borders. Safe Haven: Integration with Diversity in Modern Britain* published in February 2002 (see paragraphs 4.31, 4.98, 4.99) represent governmental recognition of this and propose steps that may address these issues. The National Research and Development Centre at the London University Institute of Education has established an online database of current research in the ESOL field.

---

the Mayor of London in association with Refugee Women's Association; *Creating the conditions for refugees to find work* by MbA, for the Refugee Council (March 1999).

<sup>32</sup> *Creating the conditions for refugees to find work* by MbA, for the Refugee Council (March 1999); *Refugee skills-net: the employment and training of skilled and qualified refugees* by R. Barer (June 1999), Peabody Trust/London Research Centre; *English Language as a Barrier to Employment, Education and Training* by P. Schellekens (2001), DfEE; *Refugees and Progression Routes to Employment* by D. Shiferaw and H. Hagos (2002), Refugee Council and PLRTEN; *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

<sup>33</sup> See for example, *Migrants in the UK: their characteristics and labour market outcomes and impacts* by Haque et al (December 2002), RDS Occasional Paper No. 82.

<sup>34</sup> *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

<sup>35</sup> *English Language as a Barrier to Employment, Education and Training* by P. Schellekens (2001), DfEE; *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

## Is racial prejudice an obstacle to the employment of refugees?

Until the other recognised obstacles identified above are removed by improved policy and job preparation services, there is insufficient evidence to judge whether employers may be discriminating against refugees on racial grounds. Studies of refugee perceptions of obstacles to employment invariably identify racial prejudice as a significant factor. Employers on the other hand, identify key problems as confusing permission to work documentation, the negative public image of refugees and the lack of familiarity and comparability of qualifications and work experience. These obstacles may appear as racial prejudice to the unsuccessful refugee job seeker.

## How do refugees experience job seeking in the UK?

Research suggests that the means and strategies for finding employment that are used by refugees and asylum seekers have been found to differ according to length of residence and proficiency in English. Informal personal contact seems to be the most common means of job seeking and gaining advice on employment, although personal contacts are more likely to be made through friends rather than kinship networks, which were commonly used in countries of origin<sup>36</sup>.

Mainstream employment services are more likely to be used by those that have been in the country for a longer period and have a better command of English. However, the take up and knowledge of these services still remains low. In Shiferaw and Hagos' research, only 11% of those interviewed had used their Jobcentre to find a job, and the same number had accessed refugee agency career advisory services<sup>37</sup>. Bloch's research found that of those who had been able to find work in the UK, 11% had used statutory services to find their most recent job, 7% had used private agencies and 5% had used community groups. Furthermore just under half of those who were working or looking for work had heard of schemes run by Jobcentre Plus. Of the statutory schemes offered, New Deal was the most widely known<sup>38</sup>.

Awareness and use of statutory provision may also be affected by gender, with recent research indicating that women are less likely to visit a Jobcentre and more likely to ask family and friends about jobs than men<sup>39</sup>. Methods of job-seeking may also vary according to country of origin. For example, recent research found that, of a sample group, Somalis used Jobcentres more than Iraqis, respondents from Sri Lanka, Kosova or Turkey, but were less likely than these other nationalities to have asked friends about employment opportunities<sup>40</sup>. These findings illustrate the significant challenges faced by voluntary and statutory agencies

---

<sup>36</sup> *Refugees and Progression Routes to Employment* by D. Shiferaw and H. Hagos (2002), Refugee Council and PLRTEN; *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

<sup>37</sup> *Refugees and Progression Routes to Employment* by D. Shiferaw and H. Hagos (2002), Refugee Council and PLRTEN.

<sup>38</sup> *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

<sup>39</sup> *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

<sup>40</sup> *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

in making their services accessible to a diverse refugee and asylum-seeking population. Recent steps taken by Jobcentre Plus and other providers to increase the uptake of their services are outlined in the projects and initiatives section below.

## **What kind of jobs do refugees do in the UK?**

Existing research has found that of the refugees and asylum seekers that are employed, the majority work in catering, interpreting, retail, cleaning, security, factory, administrative and clerical jobs<sup>41</sup>. A relatively high percentage of refugees are self-employed.

## **What kind of working conditions can refugees expect?**

Recent research published by the DWP<sup>42</sup> suggests that refugees and asylum seekers work under poor terms and conditions. Of a selected sample of 400, one-quarter of those in work had temporary posts, the majority not by choice but because they were unable to find secure work. The duration of such jobs was often quite short, with 25% for less than six months. Nearly a third of both men and women were working part-time, half of these because they were unable to find full-time work. Nearly half of those working were working unsociable hours, before 8.30 in the morning and after 6.30 in the evening at least twice a week. Less than half of the refugees employed were entitled to holiday pay and only a third had been offered training in their job. The research concluded that in comparison with the wider ethnic minority population, refugees experience greater job insecurity and have fewer entitlements in the work place. Importantly, refugees were also found to be earning on average 79% of what ethnic minorities in the UK on average earn per hour. More than one-tenth was earning less than the National Minimum wage. However, there was a notable disparity between the five communities involved in the research. Even though Tamils were the most likely to be employed and Somalis were the least likely to have a job, the Tamils in the survey had the lowest average hourly rate whilst the Somalis had the highest.

---

<sup>41</sup> *Refugees and progression routes to employment* by D. Shiferaw and H. Hagos (2002), Refugee Council and PLRTEN; *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

<sup>42</sup> *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

## Statistics

There is a surprising lack of research, statistical data and evidence on:

- the economic contribution made by refugees and economic migrants in the UK;
- the level of unemployment and underemployment among refugees;
- the engagement of asylum seekers in irregular employment;
- their skills and qualifications on arrival;
- economic outcomes for refugees over time;
- tracking outcomes for those who have received various kinds of training and support e.g. language courses, New Deal, Work Based Learning for Adults, educational grants, start up grants, CV writing, interview skills, etc.

Compared with Australia<sup>43</sup> and Canada there is very little statistical data about refugees and asylum seekers in the UK. Because little is known about their numbers and whereabouts and little demographic data collected at the asylum application stage, there is no refugee sampling frame. The acute need for research and data collection is highlighted in a number of recent reports<sup>44</sup>.

However these information gaps are increasingly being addressed. The Home Office Immigration and Nationality Department has a research programme attached to its integration policy and is considering ways of recording the skills and qualifications of asylum applicants. As part of this, the Immigration Research and Statistics Service (IRSS) has recently conducted a postal survey on the skills, qualifications and English language competency of people granted refugee status and ELR. This is the largest ever skills audit of this group and data collated from the survey will contribute to creating an employment and education profile of this group in the UK. Other local and regional skills audits have also been initiated in response to this information deficit (see projects and initiatives section below). The Home Office Immigration Research and Statistics Service is currently examining the feasibility of using its audit to create a baseline for a longitudinal survey.

Estimates of unemployment levels have often used the Home Office research published in 1995<sup>45</sup> as the best available source of data on this issue. It was based on a sample of 263 and took place before the introduction of Section 8 of the Immigration and Asylum Act, which both employers and refugees perceive as a barrier to employment. This study showed that only 27% of those seeking work were employed.

---

<sup>43</sup> *New Settlers have their say: how immigrants fare over the early years of settlement. An analysis of data from three waves of the Longitudinal Survey of Immigrants to Australia* by A. Vanden Heuvel and M. Wooden (November 1999). The National Institute of Labour Studies, Flinders University of South Australia. Report Prepared for the Department of Immigration and Multicultural Affairs.

<sup>44</sup> *Migration and Economic and Social Analysis* by Glover et al (2001), RDS Occasional Paper no. 67, Home Office.

<sup>45</sup> *The settlement of refugees in Britain* Carey-Wood by Duke et al (1995). Home Office Research Study 141.

Subsequent government-published research<sup>46</sup> has found that on the basis of a survey of 400 refugees and asylum seekers from five different countries, living in five regions in England and who had been in the UK for different lengths of time, the level of labour market activity was very low indeed. Only 29% of refugees were working at the time of the survey compared with 60% of the ethnic minority population as calculated using Labour Force Survey data. Within this sample, men were more likely to be employed than women, with only 15% of women being in paid employment compared to 42% of men. There were also differences in employment by country of origin. Tamils were the group most likely to be working, with 36% of these respondents in employment at the time of the survey, whilst Somalis were much less likely to have a job, with only 16% of respondents employed.

The unemployment rate among asylum seekers still awaiting decisions on their applications but with permission to work is higher but there are few statistics. The report published by DWP<sup>47</sup> found that 25% of those with temporary admission were employed compared to 31% of those with secure status (ILR, refugee status, citizenship). The Peabody Trust and the London Research Centre found, on the basis of a sample of 236 London-based interviewees that there was 68% unemployment among asylum seekers and 42% unemployment among refugees. Taken together, 51% of those seeking work were unemployed<sup>48</sup>.

These studies echo the findings of other recent small-scale studies that found similarly high unemployment rates. For example, studies in 1997 found that of the groups surveyed, 73% were unemployed, 85% had never succeeded in getting employment<sup>49</sup> and at least 75% were unemployed after 2 years<sup>50</sup>. In 1998, it was estimated that 160,000 refugees and asylum seekers in Greater London were unemployed<sup>51</sup>.

There is no data about irregular employment among asylum seekers, but it is thought to be high.

ICAR continues to press for:

- the collection of data on employment outcomes for refugees both in Greater London and in the rest of the UK;
- auditing of their skills and qualifications, languages spoken and English language needs when they start job seeking;
- research into employment rates among refugee professionals.

---

<sup>46</sup> *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

<sup>47</sup> *Refugees' opportunities and barriers in employment and training* by Alice Bloch (2002), Department for Work and Pensions Research Report 179.

<sup>48</sup> *Refugee Skills Net: the employment and training of skilled and qualified refugees* by R. Barer (June 1999). Peabody Trust and London Research Centre.

<sup>49</sup> *Refugee Skills Analysis* by the North London TEC (1997).

<sup>50</sup> *Developments to Assist Refugees and Asylum Seekers towards Earlier Self-Sufficiency* by MbA for Refugee Action (1997).

<sup>51</sup> *Labour market information for Objective 3 ESF Programme* in London by DTZ Piedad Consulting (1998).

## Resources

This section contains references for useful resources on this issue. The list is intended to be indicative only. If you would like to suggest a resource to be included in the list, please contact [icar@kcl.ac.uk](mailto:icar@kcl.ac.uk).

### Key recent publications

For those who would like to follow up the issues discussed in this guide but do not have time for extended reading, ICAR has selected five recent publications that cover a range of the main issues relating to employment.

**Bloch, A.** (2002) *Refugees' opportunities and barriers in employment and training*. Department for Work and Pensions Research Report 179. Leeds: Corporate Document Services.  
[www.dwp.gov.uk/asd/asd5/rrep179.html](http://www.dwp.gov.uk/asd/asd5/rrep179.html)

**Department for Education and Skills et al** *Working with Refugees and Asylum Seekers: Support Materials for ESOL providers*. National ESOL Training and Development Project.

**Dumper, H.** (December 2002) *Missed opportunities: a skills audit of refugee women in London from the teaching, nursing and medical professions*. Produced by Mayor of London and Refugee Women's Association. London: Greater London Authority.  
[www.london.gov.uk/approot/mayor/refugees/docs/skills\\_rpt.pdf](http://www.london.gov.uk/approot/mayor/refugees/docs/skills_rpt.pdf)

**Haque, R., Dustmann, C., Fabbri, F., Preston, I., Wadsworth, J., Shields, M., Wheatley Price, S., Kempton, J.** (December 2002) *Migrants in the UK: their characteristics and labour market outcome and impacts*. RDS Occasional Paper No 82. London: Home Office.  
[www.homeoffice.gov.uk/rds/pdfs2/occ82migrantuk.pdf](http://www.homeoffice.gov.uk/rds/pdfs2/occ82migrantuk.pdf)

**Phillimore, J., Goodson, L., Oosthuizen, R., Ferrari, E., Fathi, J., Penjwini, S, Joseph, R.** (2003) *Asylum seekers and refugees: education, training, employment, skills and services in Coventry and Warwickshire*. Centre for Urban and regional Studies, School of Public Policy, University of Birmingham, NIACE, Bostock Marketing Group.  
[http://www.lsc.gov.uk/news\\_docs/ASR%20ETE%20skills%20%20services%20Cov%20%20Warks%20Final%20report%20Apr%2003.doc](http://www.lsc.gov.uk/news_docs/ASR%20ETE%20skills%20%20services%20Cov%20%20Warks%20Final%20report%20Apr%2003.doc)

**Praxis** (2002) *Employing the skills and experience of refugees in the international development sector*. London: Praxis.

**Refugee Education and Training Advisory Service (RETAS)** (2002) *Qualifications of refugees and employment in Europe. A research report on refugees in Belgium, Germany, Spain, Italy, the Netherlands and the United Kingdom*. London: World University Service.

## Publications

**Adams, K. and Borman, E.** (2000) 'Helping refugee doctors', *British Medical Journal*, 320, pp. 887-888, 1 April 2000  
<http://bmj.com/cgi/content/full/320/7239/887?ijkey=rqsE4UCY6PIA>

**Africa Educational Trust** (July 2002) *Refugees and Asylum Seekers in the Learning and Skills Council London North Area*. London: Learning and Skills Council London North.  
[www.lsc.gov.uk/news\\_docs/Refugees%20and%20Asylum%20Seekers%20in%20the%20LSC%20London%20North%20Area\\_.pdf](http://www.lsc.gov.uk/news_docs/Refugees%20and%20Asylum%20Seekers%20in%20the%20LSC%20London%20North%20Area_.pdf)

**Africa Educational Trust** (2000) *Do study grants help refugees find a job?* London: Africa Educational Trust.

**Africa Educational Trust** (1998) *Employment issues facing young refugees in Haringey*. For the Strategic Planning Unit, Haringey Council. London: Africa Educational Trust.

**Ahipeaud, M. J.** (1998) *Employment Training for Refugees in London: Survey Analyses*. London: Pan London Refugee Training and Employment Network.

**Aldridge, F. & Waddington, S.** (April 2001) *Asylum Seekers' Skills and Qualifications Audit Pilot Project*. Leicester: NIACE.  
[www.niace.org.uk/projects/Asylum/Asylumreport.pdf](http://www.niace.org.uk/projects/Asylum/Asylumreport.pdf)

**Algoe Consultants and Alphametrics Limited** (2002) *The construction of an index of labour market adaptability for EU Member States*. Brussels: The European Commission.  
[www.europa.eu.int/comm/employment\\_social/empl&esf/adap\\_report.pdf](http://www.europa.eu.int/comm/employment_social/empl&esf/adap_report.pdf)

**Ashe, P., Brown, K., Huremovic, D., Olumide, G., Walters, N.** (1997) *On the Horizon: the Report of the European Union Employment-Horizon Project European Refugees and Migrants Advice and Guidance into Employment 1995-1997* Surrey: School of Educational Studies at the Guildford Institute of the University of Surrey.  
[www.surrey.ac.uk/Education/cse/horizon2.doc](http://www.surrey.ac.uk/Education/cse/horizon2.doc)

**Austin, C., Este, D.** (2001) 'The working experiences of underemployed immigrant and refugee men'. *Canadian Social Work Review*, 18(2), 2001, pp.213-229.

**Barer, R., Peabody Trust and London Research Centre** (1999) *Refugee skills-net: the employment and training of skilled and qualified refugees*. London: Peabody Trust/London Research Centre.

**Bloch, A.** (2002) *Refugees' opportunities and barriers in employment and training*. Department for Work and Pensions Research Report 179. Leeds: Corporate Document Services.  
[www.dwp.gov.uk/asd/asd5/rrep179.html](http://www.dwp.gov.uk/asd/asd5/rrep179.html)

**Bloch, A. & Atfield, G.** (May 2002) *The Professional Capacity of Nationals from the Somali Regions in Britain*. London: Refugee Action and IOM.

**Bloch, A.** (2001) 'The importance of Convention status: A case study of the UK'. *Sociological Research Online* 6(1)  
<http://www.socresonline.org.uk/6/1/bloch.html>

**Bloch, A.** (2000) 'It's not working: refugee employment and urban regeneration'. In Kershen, A (ed.) *Language, Labour and Migration*. London: Ashgate.

**Bloch, A.** (1999) 'Refugees in the job market: A case of unused skills in the British economy'. In Bloch, A. and Levy, C. (eds.) *Refugees, Citizenship and Social Policy in Britain and Europe*. Basingstoke:

MacMillan.

**Bloch, A.** (1996) *Beating the Barriers: the Employment and Training Needs of Refugees in Newham*. London: London Borough of Newham.

**Bloch, A.** (1996) 'Refugee settlement in Britain: the impact of policy on participation'. *Journal of Ethnic and Migration Studies* 26: 75-88

**Berlin, A., Gill, P., Eversley, J.** (1997) 'Refugee doctors in Britain: a wasted resource', *British Medical Journal*, 315, pp. 264-265, 2 August.  
<http://bmj.com/cgi/content/full/315/7103/264?ijkey=TqxiSPVO4GX3k>

**Brink, M** (1997) 'The labour market integration of refugees in the Netherlands'. In Muus, Ph. (ed.) *Exclusion and inclusion of refugees in contemporary Europe*, Comparative Studies in Migration and Ethnic Relations 3. Utrecht: ERCOMER.

**Brophy, M., Maxey, K., Abraham, T., Aybek, T., Bird, P., and Stanikzai, F.** (1998) *Refugee Education, Training and Employment in Inner London*. London: Africa Education Trust.

**Bunani, F.** (2002) *Report: Refugee Engineers Workshop organised by RAISE Welling, London Borough of Bexley 3 August 2002*. London: RAISE.

**Candappa, M., Thomas Coram Research Unit, University of London Institute of Education** (1999) *Employers' Experiences of Job-related Training Provided to Refugees*. London: Pan London Refugee Training and Employment Network (PLRTEN).

**Carey-Wood, J., Duke, K., Karn, V., and Marshall, T.** (1995) *The Settlement of Refugees in Britain*. Home Office Research Study 141, Home Office Research and Planning Unit. London: HMSO.

**Carlisle, D.** (2001) 'Barefoot doctors' *Health Service Journal*, 8.11.01, p.13.

**Chapman, B. and Iredale, R.** (1993) 'Immigrant Qualifications: Recognition and Relative Wage Outcomes'. *International Migration Review* 27: 359-387.

**Chatrik, B** (1992) *The Obstacle Course - Experience of Multi-lingual Trainees on Youth Training and Employment Training*. London: Youthaid.

**Clark, G.** (1992) *Refugees and the Greenwich Labour Market*. London: Local Economic Policy Unit, South Bank Polytechnic London.

**Collins G.** (2002) 'Route to inclusion' *Community Care*, 21.2.02, p.36.

**Commission for Racial Equality** (2000) *Strengthening the Race Relations Act: The Race Relations (Amendment) Act*. London: Commission for Racial Equality.  
<http://www.cre.gov.uk/pdfs/rraamend.pdf>

**Commission for Racial Equality** (1999) *Racial Equality Means Business Series. Case Studies*. London: Commission for Racial Equality.  
[http://www.cre.gov.uk/publs/cat\\_employ.html](http://www.cre.gov.uk/publs/cat_employ.html)

**Commission for Racial Equality** *The Asylum and Immigration Act 1996: Implications for Racial Equality*

Commission for Racial Equality. London: Commission for Racial Equality.

**Commission for Racial Equality** (1984) *Race Relations Code of Practice: For the Elimination of Racial Discrimination and the Promotion of Equality of Opportunity in Employment*. London: Commission for Racial Equality.

**de Beijl, R.Z.** (2000) *Documenting discrimination against migrant workers in the labour market: A comparative study of four countries*. International Labour Organisation (ILO).

**Department for Education and Skills et al** *Working with Refugees and Asylum Seekers: Support Materials for ESOL providers*. National ESOL Training and Development Project.

**Dumper, H.** (December 2002) *Missed opportunities: a skills audit of refugee women in London from the teaching, nursing and medical professions*. Produced by Mayor of London and Refugee Women's Association. London: Greater London Authority.  
[www.london.gov.uk/approot/mayor/refugees/docs/skills\\_rpt.pdf](http://www.london.gov.uk/approot/mayor/refugees/docs/skills_rpt.pdf)

**Dustmann, C., Fabbri, F., Preston, I., Wadsworth, J.** (February 2003) *The Local Labour Market Effects of Immigration in the UK*. Home Office Online Report 06/03.  
[www.homeoffice.gov.uk/rds/pdfs2/rdsolr0603.pdf](http://www.homeoffice.gov.uk/rds/pdfs2/rdsolr0603.pdf)

**Dustmann, C., Fabbri, F., Preston, I., Wadsworth, J.** (2003) *Labour market performance of immigrants in the UK labour market*. Home Office Online Report 05/03.  
[www.homeoffice.gov.uk/rds/pdfs2/rdsolr0503.pdf](http://www.homeoffice.gov.uk/rds/pdfs2/rdsolr0503.pdf)

**ECRE Task Force on Integration** *Good Practice on the Integration of Refugees in the European Union*. British Refugee Council.  
[http://www.refugeenet.org/pdf/employment\\_guide.pdf](http://www.refugeenet.org/pdf/employment_guide.pdf)

**Employability** (February 2000) *Promoting Employment for Refugees*. London: Employability.

**Employment Service** (1998) *New Deal Engaging Ethnic Minority Jobseekers and Businesses*.

**Fraser, L.** (1998) *Research into the Employment, Training and Educational Needs of Refugees from Vietnam in Leeds and Bradford*. London: Refugee Action.

**Girbash, C.** (1991) *Manchester Vietnamese Employment and Training Survey*. Manchester: The Centre for Employment Research, Manchester Polytechnic.

**Glover, S., Gott, C., Lozillon, A., Portes, J., Price, R., Spencer, S., Srinivasan, V., and Wills, C.** (2001) *Migration: an economic and social analysis* RDS Occasional Paper No 67. London: Home Office  
<http://www.homeoffice.gov.uk/rds/pdfs/occ67-migration.pdf>

**Gott, C. and Johnston, K.** (2002) *The migrant population in the UK: fiscal effects* RDS Occasional Paper No 77. London: Home Office.  
<http://www.homeoffice.gov.uk/rds/pdfs/occ77migrant.pdf>

**Goleta project** (1997) *Job searching handbook for refugee professionals*. RETAS (WUS), RAGU (UNL), NERS, Bournville College.

**Gregg, A.** (2001) 'A waste of talent' *Voluntary Voice*, Issue 154, May 2001, pp.16-17.

**Griffiths, D.** (February 2003) *English language training for refugees in London and the regions*. Home Office Online Report 14/03.  
[www.homeoffice.gov.uk/rds/pdfs2/rdsolr1403.pdf](http://www.homeoffice.gov.uk/rds/pdfs2/rdsolr1403.pdf)

**Haque, R., Dustmann, C., Fabbri, F., Preston, I., Wadsworth, J., Shields, M., Wheatley Price, S., Kempton, J.** (December 2002) *Migrants in the UK: their characteristics and labour market outcome and impacts*. RDS Occasional Paper No 82. London: Home Office.  
[www.homeoffice.gov.uk/rds/pdfs2/occ82migrantuk.pdf](http://www.homeoffice.gov.uk/rds/pdfs2/occ82migrantuk.pdf)

**Haringey Council** (1997) *Refugees and Asylum Seekers in Haringey: Research Project Report*. London: Haringey Council.

**Home Office** (2002) *Secure Borders, Safe Haven: Integration for Diversity in Modern Britain*. Home Office. London: HMSO.  
<http://www.official-documents.co.uk/document/cm53/5387/cm5387.pdf>

**Home Office** (2000) *Immigration and Asylum Act Section 22 Code of Practice*. London: Home Office  
<http://194.203.40.90/default.asp?pageid=1366>

**Home Office IND Communications Team and Home Office Communications Directorate** (2000) *Full and Equal Citizens: A strategy for the integration of refugees into the United Kingdom*. London: Home Office.

**Hudson, D. and Martenson, H.** (1998) *Refugees and employment: the European context, an analysis of the ECRE task force on integration survey on refugee employment*. London: Refugee Council.

**Joly, D.** (1996) *Haven or Hell? Asylum policies and refugees in Europe*. London: Macmillan.

**Jordan, B.** (2000?) *Undocumented Immigrant Workers in London. End of Award Report to ESRC*. Exeter: University of Exeter.

**Kenny, C.** (2002) *Asylum seekers in Galway and the right to work*. Galway: Galway Refugee Support Group

**Knox, K., Refugee Council** (1997) *Credit to the Nation: A study of refugees in the United Kingdom*. London: Refugee Council.

**Labour Research Department and The Joint Council for the Welfare of Immigrants** (January 2002) *Migrant Workers: A TUC Guide*. The Joint Council for the Welfare of Immigrants, TUC.

**Loebl, H.** (1978) *Government financed factories and the establishment of industries by refugees in the special areas of the North of England, 1937-1961*. M.Phil thesis, University of Durham.

**Loebl, H.** (1984) 'Refugee industries in the special areas of Britain' in Hirschfield, G. *Exile in Great Britain*. Berg Publishers.

**Lukes, S. and Bell, M.** (1997) *Developments to assist refugees and asylum seekers towards earlier self-sufficiency*. London: Refugee Action.

**Marshall, T.** (1992) *Career Guidance with Refugees*. London: Refugee Training and Education Centre.

**Marshall, T.** (1989) *Cultural Aspects of Job Hunting*. London: Refugee Council.

**MbA** (1997) *Developments to Assist Refugees and Asylum Seekers Towards Earlier Self-Sufficiency*. London: Refugee Action and MbA.

**McLaughlin, G. & Salt, J.** (March 2002) *Migration Policies Towards Highly Skilled Foreign Workers*. London: Home Office.

**Millar, B.** (2001) 'Long and winding road' *Health Service Journal* 8.2.01, pp.26-29.

**Moody, A.** (February 2000) 'New Deal and ethnic minority participants'. *Labour Market Trends*.

**National Health Service Executive (NHSE), Advisory Group on Medical and Dental Education and Staffing - Overseas Doctors Subgroup** (2000) *Report of the Working Group on Refugee Doctors and Dentists*. London: Department of Health.  
<http://www.doh.gov.uk/pdfs/refugee.pdf>

**Neumann, U. et al** (2002) *How open is the education and training market? The legal and symbolic restrictions placed on African refugees in the education training and employment system*. Waxman Munster.

**North London TEC** (1997) *Refugee Skills Analysis*. London: North London TEC.

**Oldham, M.** (2001) 'Opportunity knocked' *Health Service Journal*, 8.11.01, p.24.

**Owen, D., Reza, B., Green, A., Maguire, M. and Pitcher, J.** (November 2000) 'Patterns of labour market participation in ethnic minority groups'. *Labour Market Trends*.

**Performance and Innovation Unit, the Cabinet Office** (February 2002) *Ethnic Minorities and the Labour Market Interim Analytical Report*. London: Cabinet Office  
[www.cabinet-office.gov.uk/innovation/2001/ethnicity/attachments/interim.pdf](http://www.cabinet-office.gov.uk/innovation/2001/ethnicity/attachments/interim.pdf)

**Peters, H.** (1997) *Portfolio Building for the Purpose of AP(E)L: a self access pack for qualified and/or experienced refugees and asylum seekers in the UK*. London: RAGU, University of North London.

**Phillimore, J., Goodson, L., Oosthuizen, R., Ferrari, E., Fathi, J., Penjwini, S, Joseph, R.** (2003) *Asylum seekers and refugees: education, training, employment, skills and services in Coventry and Warwickshire*. Centre for Urban and regional Studies, School of Public Policy, University of Birmingham, NIACE, Bostock Marketing Group.  
[http://www.lsc.gov.uk/news\\_docs/ASR%20ETE%20skills%20%20services%20Cov%20%20Warks%20Final%20report%20Apr%202003.doc](http://www.lsc.gov.uk/news_docs/ASR%20ETE%20skills%20%20services%20Cov%20%20Warks%20Final%20report%20Apr%202003.doc)

**Phillimore, J. and Goodson, L.** (October 2001) *Exploring mechanisms for the integration of asylum seekers and refugees into the labour market in Wolverhampton. Report for Wolverhampton Connects by The Centre of Urban and Regional Studies, The University of Birmingham. Draft Summary Report*. Birmingham: University of Birmingham.

**Phillips, A.** (1989) 'Employment as a Key to Settlement'. In Joly, D. and Cohen, R.(eds.) *Reluctant Hosts: Europe and its Refugees*. Aldershot: Gower.

**Pile, H.** (1997) *The Asylum Trap*. London: Low Pay Unit and World University Service.  
<http://www.lowpayunit.org.uk/publications/list5.shtml>

**Praxis** (2002) *Employing the skills and experience of refugees in the international development sector*. London: Praxis.

**Refugee Council** (June 2002) *Credit to the Nation: Refugee Contributions to the UK*. London: Refugee Council.

**Refugee Council** (2002) *Survey of refugee employment practices within ECRE member organisations*. London: Refugee Council.  
[www.ecre.org/erfproject/employment/](http://www.ecre.org/erfproject/employment/)

**Refugee Council** (2001) *Conference Report Refugee Employment and Education/Training Advice 2<sup>nd</sup> and 3<sup>rd</sup> November 2001 Stockholm*. London: Refugee Council.  
[www.ecre.org/erfproject/employment/stockholm.shtml](http://www.ecre.org/erfproject/employment/stockholm.shtml)

**Refugee Council** *InExile* August 2001 (focus on employment and integration strategies).

**Refugee Council** (May 2001) *Refugee Employment in Europe*. London: Refugee Council.  
[www.ecre.org/erfproject/employment/refemploy.doc](http://www.ecre.org/erfproject/employment/refemploy.doc)

**Refugee Council** (1999) *Refugees and self-employment: report from the seminar on refugee self employment Copenhagen 14 –15 May 1999*. London: Refugee Council.  
[www.ecre.org/erfproject/employment/cphagen.doc](http://www.ecre.org/erfproject/employment/cphagen.doc)

**Refugee Council** (1999) *Creating the conditions for refugees to find work*. London: Refugee Council.

**Refugee Council** (1999) 'Catch 22'. *InExile* 6: 18-19.

**Refugee Council** *Refugee Employment and Training: a positive policy for the 1990s (including the Refugee Employment and Training Charter)*. London: Refugee Council.

**Refugee Mentoring & Employer Network** (September 2002) *Quality Guidelines on Mentoring for Refugees*. London: Refugee Mentoring & Employer Network (RM & EN).

**Refugee Education and Training Advisory Service (RETAS)** (2002) *Qualifications of refugees and employment in Europe. A research report on refugees in Belgium, Germany, Spain, Italy, the Netherlands and the United Kingdom*. London: World University Service.

**RETAS, Hernan Rosencrantz** (2000) *Refugee Professionals' Guide on the Assessment and Recognition of Overseas Qualifications*. London: RETAS.

**Robinson, V.** (2001) *Jewels in the Crown: The contribution of ethnic minorities to life in post-war Britain*. Moneygram International.

**Robinson, V.** (1993) 'Marching into the Middle Classes? The Long-term Resettlement of East African Asians in the UK'. *Journal of Refugee Studies* 6: 230-247.

**Rosenkrantz, H.** (2000) *A Concise Guide to Refugees' Education and Qualifications*. London: World University Service and RETAS.

**Rosenkrantz, H.** (2000) *The Refugee Professionals' Guide on Assessment and Recognition of Overseas*

Qualifications. London: RETAS.

**Rubery, J.** (2002) *UK Adaptability Report Part 1*. Manchester: European Work and Employment Research Centre, Manchester School of Management.

[www.europa.eu.int/comm/employment\\_social/empl/esf/adap\\_en.pdf](http://www.europa.eu.int/comm/employment_social/empl/esf/adap_en.pdf)

**Salinas, C.** (1998) *Refugee Engineers in the UK*. London: World University Service.

**Sargeant, G. et al** (1999) *Turning Refugees into Employees: Research into the Barriers to Employment Perceived by Women Refugees in London*. London: The Industrial Society in association with Fair Play London.

**Sargeant, G. and Forna, A.** (2001) *A Poor Reception. Refugees and Asylum Seekers: Welfare or Work?* The Work Foundation.

<http://www.theworkfoundation.com/pdf/1858359112.pdf>

**Schellekens, P.** (2001) *English Language as a Barrier to Employment, Education and Training*. London: DfEE.

**Seifert, W.** (1996) 'Occupational and social integration of immigrant groups in Germany'. *New Community* 22: 417-436.

**Shields, M. and Wheatley Price, S.** (2003) *The labour market outcomes and psychological well-being of ethnic minority migrants in Britain*. Home Office Online Report 07/03.

[www.homeoffice.gov.uk/rds/pdfs2/rdsolr0703.pdf](http://www.homeoffice.gov.uk/rds/pdfs2/rdsolr0703.pdf)

**Shiferaw, D. and Hagos, H.** (2001) *Refugees and Progression Routes into Employment*. London: Refugee Council/Pan London Refugee Training and Employment Network (PLRTEN).

[http://www.refugeecouncil.org.uk/downloads/rc\\_reports/progression\\_routes.pdf](http://www.refugeecouncil.org.uk/downloads/rc_reports/progression_routes.pdf)

**Spencer, S. (ed.)** (1994) *Immigration as an Economic Asset. The German Experience*. Institute of Public Policy Research (IPPR).

**Stewart, E. & Nicholas, S.** (2002) 'Refugee doctors in the United Kingdom'. *British Medical Journal* 325, S166, 16 November 2002.

[http://bmj.com/cgi/content/full/325/7373/S166?maxtoshow=&HITS=10&hits=10&RESULTFORMAT=&author=1=Stewart%2C+E&searchid=1046102843644\\_14255&stored\\_search=&FIRSTINDEX=0&resourcetype=1,2,3,4,10](http://bmj.com/cgi/content/full/325/7373/S166?maxtoshow=&HITS=10&hits=10&RESULTFORMAT=&author=1=Stewart%2C+E&searchid=1046102843644_14255&stored_search=&FIRSTINDEX=0&resourcetype=1,2,3,4,10)

**Stopforth, S., RETAS and Islington Volunteer Bureau** (2001) *Volunteering: is it worth it? The effect of volunteering on refugee's prospects for getting paid work*. London: RETAS and World University Service.

**Walters, N.** (April 1999) *INTEGRA Refugee Communities – Labour Market Advice and Guidance Update on work in the UK*. Combating Social Exclusion Occasional Paper 1. University of Surrey Department of Educational Studies, University of Surrey.

[www.surrey.ac.uk/Education/cse/paper1.doc](http://www.surrey.ac.uk/Education/cse/paper1.doc)

**Whiteford, G.** (2000) 'Occupational deprivation: global challenge in the new millennium' *British Journal of Occupational Therapy*, 63(5), May 2000, pp.200-204.

**Working Group on English for Speakers of Other Languages, Department of Education and**

**Employment** (2000) *Breaking the language barriers: The report of the working group on English for speakers of other languages (ESOL)*. Department of Education and Employment.  
<http://www.asylumsupport.info/publications/lifelonglearning/languagebarriers.pdf>

**Wren, K., Boyle, P.** (February 2001) *Migration and Work-Related Health in Europe – A Feasibility Study*. St. Andrews: School of Geography and Geosciences, University of St. Andrews.

## Audio-visual

### Video

***On the Horizon – Refugees Learning and Earning*** (1997)  
School of Educational Studies at the Guildford Institute of the University of Surrey

### Film

***Dirty Pretty Things*** (2002)  
Directed by Stephen Frears, written by Steve Knight, distributed by Buena Vista Films  
97 minutes

This film portrays the world of illegal employment in London with a cast of migrants as its main characters. Audrey Tatou plays a Turkish asylum seeker and Chiwetel Ejiofor plays a Nigerian migrant.

## Projects and initiatives

This section provides basic information relating to a number of current or recently completed projects and initiatives addressing the issue of refugees and employment. This list is intended to be indicative only. If you would like your project to feature in the list and ICAR's projects database, then please contact us at [icar@kcl.ac.uk](mailto:icar@kcl.ac.uk).

### Context

#### **Secure Borders, Safe Haven: Integration with Diversity in Modern Britain** **Home Office White Paper proposals**

This White Paper, published on February 7th 2002, contains proposals for a coherent strategy on nationality, immigration and asylum policy. It responds to recent events including on the one hand September 11th 2001 and on the other, evidence that the UK, like most of Western Europe, needs to import skilled and unskilled labour to fill current and future job vacancies. It confronts the challenges of active citizenship in a global economy, the need for public confidence in effective management of migration and the asylum process, and the need to integrate those who settle in the UK in a way that promotes both their interests and social cohesion. Within this broad context, the following proposals are relevant to refugees and employment:

- Managed migration proposal as per October 29th 2001 House of Commons announcement, not specifically about refugees.
- Continuation of the Integration Strategy: Full and Equal Citizens - a Strategy for the Integration of Refugees into the United Kingdom (November 2000) which seeks to identify and spread good practice in integration through the National Refugee Integration Forum and its subgroups. The Employment, Training and Adult Education sub group is identifying barriers to employment.
- Continuation of Department of Education and Skills (DfES) new curriculum for the teaching of English for Speakers of Other Languages (ESOL).
- Development of effective mentoring schemes to help refugees find employment.
- Possible use of entitlement cards to provide a means of identification for potential employers to assist them to comply with Section 8 of the Immigration and Asylum Act 1996 and to reduce scope for fraudulent identification.
- Facilitation of employment of refugees by distinguishing them from illegal workers against whom various penalties are strengthened.

Since the publication of the White Paper, the concession to work for asylum seekers that have not received a decision on their case after six months was withdrawn by an announcement made in the House of Commons in July 2002.

## General

### **Africa Educational Trust (AET)**

#### **Information Forum and Refugee Mentoring (INFORM) project**

This project gives refugees the opportunity to gain skills through voluntary work. Its newsletter, the 16+ Finder, researches and publishes details of education, training and advice services provided by refugee community organisations

Website [www.aet.refugeewomen.care4free.net](http://www.aet.refugeewomen.care4free.net)

### **Africa Educational Trust (AET)**

#### **The Refugee Women's Programme**

This provides free education, training and employment advice to African refugee women and produces bulletins containing details of courses and provision (e.g. childcare) which are particularly suitable for women.

Website [www.aet.refugeewomen.care4free.net](http://www.aet.refugeewomen.care4free.net)

### **Basic Skills Agency, in partnership with Be Consultancy and the National Foundation for Educational research (NFER)**

Have commissioned the Adult Basic Skills Strategy Unit to produce a suite of diagnostic assessment materials matched to national standards including the ESOL Curriculum, for use with adult learners.

Contact [diagnostic@basic-skills.co.uk](mailto:diagnostic@basic-skills.co.uk)

Website [www.basic-skills.co.uk](http://www.basic-skills.co.uk)

### **British Bankers' Association**

#### **Basic bank accounts**

A Basic Bank Account has now been created following consultation with those working on social exclusion and in preparation for changes in benefits payments from JobCentre Plus. The basic bank account is ATM based and does not have an overdraft facility, but will accept direct debits and payments such as salary cheques. Following tightened security after 9/11 regarding the opening of accounts and the provision of personal identification, the BBA is working to extend the list of specified identity documents in order to prevent the exclusion of refugees and asylum seekers.

Website [www.bba.org.uk](http://www.bba.org.uk)

### **Council for Assisting Refugee Academics**

Recently obtained Refugee Challenge Fund Grant to help refugee academics to return to quality employment.

Website [www.cara.org.uk](http://www.cara.org.uk)

### **Department of Work and Pensions (DWP)**

#### **Equality Direct**

This is a confidential advice service for businesses on equality. The website contains information about refugees and asylum seekers that includes definitions, employment rights and contact details for key organisations.

Website [www.equalitydirect.org.uk](http://www.equalitydirect.org.uk)

**Department for Work and Pensions (DWP)**

**New Deal/Ethnic Minority Jobseekers**

Arising from the Green Paper published in March 2001 entitled 'Toward Full Employment in a Modern Society', the Government is investing £15 million in new outreach activities by the New Deal Task Force to benefit ethnic minority job seekers, through voluntary and community based intermediary bodies. This is part of the Government's aim to equalise employment and unemployment rates regardless of ethnic origin. This service will be run until March 2004.

Website [www.dwp.gov.uk](http://www.dwp.gov.uk)

**Department for Work and Pensions (DWP)**

**'Hard to help' refugee pilot scheme**

This will provide £300,000 to help 100 refugees in early 2003 through initial stages of ensuring that they are accessing the appropriate benefits and a language and vocational assessment, up to establishing an employment and training plan and intensive language provision as required.

Website [www.dwp.gov.uk](http://www.dwp.gov.uk)

**Department for Work and Pensions (DWP)**

**Draft strategy on employment**

The draft strategy provides an overview of different government departments' initiatives aimed at refugees and asylum seekers, and analyses the impact these have on their search for employment in the UK. The contribution that can be made by employers to enhance employment opportunities is also considered. The strategy outlines the needs of this group as identified by recent research and will include a section on the activities and policies that should be implemented to meet these needs. Consultation with various groups, including the National Refugee Integration Forum subcommittee on employment, adult education and training, is currently taking place on the first draft.

Website [www.dwp.gov.uk](http://www.dwp.gov.uk)

**Department for Work and Pensions (DWP)**

**New Deal and Work Based Learning for Adults (WBLA) and improved ESOL pilots**

Using a new basic skills ESOL curriculum and set in a work context, these aim to deliver labour market instruction and preparation and vocational/IT skills through Work Based Learning for Adults (WBLA) (over 25s) as an initial vehicle. They link in with colleges using the new ESOL curriculum e.g. City and Islington, Park Lane in Leeds, North Warwickshire College, Liverpool Community College.

Website [www.dwp.gov.uk](http://www.dwp.gov.uk)

**Department for Work and Pensions (DWP) and Goldsmiths College**

**Refugees: opportunities and barriers to employment and training research project**

This research has now been completed and its findings and recommendations will feed into the DWP refugee employment strategy.

Contact Alice Bloch, email [a.bloch@goldsmiths.ac.uk](mailto:a.bloch@goldsmiths.ac.uk)

Website [www.dwp.gov.uk/asd/asd5/rrep179.html](http://www.dwp.gov.uk/asd/asd5/rrep179.html); [www.goldsmiths.ac.uk](http://www.goldsmiths.ac.uk)

**ECRE/ERF website project**

This contains descriptions and comparisons of the different situations relating to permission to work for asylum seekers across European countries including an analysis of relevant sections in the European Draft Directive on Minimum Standards for the Reception of Applicants for Asylum in EU Member States; surveys of employment practices within ECRE member organisations and refugee assisting organisations; models of

good practice and other information relating to employment and refugees in Europe.

Website [www.ecre.org/erfproject/employment](http://www.ecre.org/erfproject/employment)

### **ECRE and ERF**

#### **New good practice models**

The project is collecting new models of employer good practice which will be shown on the ECRE/ERF website. Please contact the project if you know of potential models that could be included. Models of good practice that ECRE has already come across are now available online.

Contact Saba Khan, [saba.khan@refugee.council.org.uk](mailto:saba.khan@refugee.council.org.uk)  
Website [www.ecre.org/erfproject/employment/ngoodp/pdf](http://www.ecre.org/erfproject/employment/ngoodp/pdf)

### **ECRE and Refugee Council**

#### **Good Practice in the Reception and Integration of Refugees: networking across Europe**

One strand of this work, headed by the Refugee Council, focuses on models of practice and policy implications. It also looks at approaches to employers and employment-related special measures for refugees.

Website [www.refugeenet.org](http://www.refugeenet.org)

### **Employability Forum**

This was set up in 1998 to promote employment for well-qualified displaced professionals who were finding it difficult to get jobs. It provides practical help through events and projects and seeks to influence government policy, where necessary, to dismantle obstacles to employment.

Contact Patrick Wintour, email [p.wintour@employabilityforum.co.uk](mailto:p.wintour@employabilityforum.co.uk)  
Website [www.employabilityforum.co.uk](http://www.employabilityforum.co.uk)

### **EQUAL**

The ESF EQUAL Fund will allocate 365 million Euros (£233 million) to the UK over years 2000-2006. Seven of its eight themes are defined in the context of the four pillars of the European Employment Strategy and the eighth covers the specific needs of asylum seekers. EQUAL operates by bringing key partners in a geographical area together in Development Partnerships (DPs). Information on all Development Partnerships (DPs) can be accessed via the Equal Common Database (ECBD). There are currently 45 asylum seekers' DPs, each of which has to involve at least one EU partner who is leading an EQUAL DP. Action 1 plans were approved by member states in November 2001. Action 2, covering two or three years, started on May 15<sup>th</sup> 2002. The EQUAL Asylum Seekers European Thematic Group (ASETG) are prioritising employment and training issues and is developing a workplan which will include a number of European meetings in 2003-4 where EQUAL projects can meet to debate these issues. It is important to note that the recent Home Office ruling that removes the concession to work for asylum seekers who have not received a decision on their case after six months renders many asylum seekers ineligible for support from the ESF. However, the EQUAL information note of December 2002 states that asylum seekers may still be eligible for a certain level of EQUAL support, but only under Theme 1. This support, it states, should focus on enabling asylum seekers to play a more active role in society, and to enable those who are subsequently granted leave to stay to make a more rapid transition to the labour market. The note advises that intensive levels of support should only be provided after positive decisions have been made.

Contact EQUAL, telephone 0121 616 3660 (helpline) or 0121 616 3661 (information line), email [equal@ecotec.co.uk](mailto:equal@ecotec.co.uk). Contact also David Hutson at [david.hudson@refugee.council.org.uk](mailto:david.hudson@refugee.council.org.uk).  
Website [www.equal.ecotec.co.uk](http://www.equal.ecotec.co.uk)

**Framework for Regional Employment and Skills Action (FRESA), London**

Collaborative approach to addressing London's skills shortages targeting refugees with health care and construction skills needed to meet extra demand over the next five years.

Website <http://www.hrgateway.co.uk/viewnewsdetail.asp?uniquenumber=1551&loginstatus=>

**Hawk Plant Hire Limited**

**Training and employment programme**

The Hawk Group (one of the leading hirers of construction equipment) in cooperation with North Shropshire College, have formed a specialised training and employment programme for refugees and asylum seekers with permission to work in the UK.

Contact Sarah Hayward at Employability, email [s.hayward@employabilityforum.co.uk](mailto:s.hayward@employabilityforum.co.uk)

**Home Office**

**National Refugee Integration Forum Subgroup on Adult Education, Training and Employment**

This subgroup supports the work of the Home Office strategy for the integration of refugees in the United Kingdom. The [integration strategy](#) outlines cross-departmental activity to build successful lives and recognises that however integration is defined, refugees need to find work which makes effective use of their skills and experience, maximises their potential and provides an income for individuals and families. Its work is aimed primarily at people who have been given positive decisions on their asylum applications by the Home Office, but also takes into account the needs of asylum seekers before decisions are taken. Its membership is drawn from key stakeholders in the voluntary, public and private sectors. The Forum is in the process of drafting a document called *Welcome to Britain* that will contain information on employment and training in the UK and be included in a pack sent out to those receiving refugee status.

Contact Anne-Marie Trimblett, email [Anne-Marie.Trimblett@homeoffice.gsi.gov.uk](mailto:Anne-Marie.Trimblett@homeoffice.gsi.gov.uk)

**Jobcentre Plus**

**Refugees and employment pilot project**

This organisation is developing a small pilot initiative that will introduce employment focused support to refugees. It is anticipated that the project will be delivered by a specialist external organisation with experience of working with refugees in an employment setting. The initiative is likely to provide support in relation to social needs, vocational and needs assessment, and ESOL.

Contact Sue Couldwell at Welfare to Work, email [sue.couldwell@jobcentreplus.gov.uk](mailto:sue.couldwell@jobcentreplus.gov.uk)

Website [www.jobcentreplus.gov.uk](http://www.jobcentreplus.gov.uk)

**Jobcentre Plus and Department for Work and Pensions**

**New multi-lingual leaflets**

Jobcentre Plus has produced and translated into 35 languages a leaflet on its activities to accompany NASS 35 letters. It is hoped that these will encourage refugees to register with their local job centres.

Website [www.jobcentreplus.gov.uk](http://www.jobcentreplus.gov.uk)

**Jobcentre Plus and Department for Work and Pensions**

**Assisting Iraqi Kurds from Sangatte – Operation Concorde**

1, 200 mainly Iraqi Kurds and a few Iranians from the Red Cross camp in Sangatte were given Exceptional Leave to Enter for four years and given GV3 forms allowing them to work in that period. These new entrants are being processed by JobCentre Plus Personal Advisers. The DWP has been involved in ensuring the route into employment is as straightforward as possible and has issued National Insurance numbers to

those arriving from Sangatte. Special arrangements were made with banks in order to set up accounts for individuals. English language, literacy, numeracy, and employment skills assessments were made on arrival. All individuals have a CV and are interviewed regularly on a one to one basis to help with information on, for example, interviews or financial assistance for travel. The time limit on assistance from the Home Office was 15 March, although this may have been extended. It is possible that lessons learned from this intake could be transferred to the asylum process in the future, but very little English language provision has been available and few have found jobs so far.

Website [www.jobcentreplus.gov.uk](http://www.jobcentreplus.gov.uk)

### **London Development Agency (LDA)**

#### **Research into employment barriers**

The LDA has recently commissioned a research project that will identify the main skills, employment, enterprise and economic development barriers and issues which prevent refugees and asylum seekers from fully participating and contributing to the capital's economy. The project will make policy recommendations and establish a skills, qualifications and employment baseline. The research is to be undertaken by Michael Bell Associates.

Contact Email MbA at [info@mba4consultancy.co.uk](mailto:info@mba4consultancy.co.uk)

Website [www.mba4consultancy.co.uk](http://www.mba4consultancy.co.uk)

### **Merseyside Racial Harassment Prevention Unit supported by NACRO**

#### **The Renaissance Project**

This will identify the educational, training and employment needs of asylum seekers and refugees across Merseyside in order to help them to settle and integrate successfully. The project will contribute to a sub regional racial harassment prevention strategy. A website will also be set up. The project is funded by Expanding Horizons and Nationwide Foundation.

### **National Asylum Support Service (NASS), UK Immigration Services (UKIS), Department for Work and Pensions (DWP), Her Majesty's Customs and Excises (HMC&E), the Inland Revenue**

#### **NASS pilot on illegal working**

This project will set up a joint NASS/UKIS Investigation Team to work with DWP, HMC&E and the Inland Revenue to tackle illegal working by removing offenders and reducing NASS fraud. The project has received £390,000 in funding from monies allocated to the Home Office by the Treasury's annual Invest to Save fund.

Contact Home Office Press Office, telephone 020 7273 4545.

Website [http://213.121.214.245/n\\_story.asp?item\\_id=411](http://213.121.214.245/n_story.asp?item_id=411)

### **National Institute for Adult Continuing Education (NIACE), funded by EQUAL**

#### **Expanding and developing the work of the Asylum Seekers' Skills and Qualifications Audit Pilot Project**

This will involve placing a guidance worker in five towns in the East Midlands to audit the skills, qualifications and experiences of asylum seekers in the area and then to facilitate appropriate opportunities for volunteering and work experience alongside learning support.

Contact Fiona Aldridge, email [fiona.aldridge@niace.org.uk](mailto:fiona.aldridge@niace.org.uk)

Website [www.niace.org.uk](http://www.niace.org.uk)

### **NIACE**

#### **Funded by EQUAL**

Rolling programme of 12 regional events (including Wales, Scotland and N. Ireland) to identify and

disseminate good practice of work with asylum seekers, particularly in the area of education and training. This project will culminate in the production of a good practice guide to be further disseminated.

Contact Fiona Aldridge, email [fiona.aldridge@niace.org.uk](mailto:fiona.aldridge@niace.org.uk)  
Website [www.niace.org.uk](http://www.niace.org.uk)

**NIACE, NARIC, London LSCs  
Migrant qualifications project**

This project was initiated in May 2003.

Contact Vic Seddon, telephone 020 8929 4744  
Website <http://www.niace.org.uk>, <http://www.lsc.gov.uk>, <http://www.naric.org.uk>

**Personnel Today**

**Refugees in Employment Campaign**

Personnel Today launched this campaign to persuade the government to make it easier for refugees and asylum seekers to be employed. In an open letter to Lord Rooker, then Minister of State at the Home Office, they called for a standard permission to work document, removal of the red tape preventing refugees who are entitled to work from gaining employment, a database recording the skills of refugees and asylum seekers, and concrete plans to co-ordinate the employment of refugees and asylum seekers.

Website [www.personneltoday.com/pt\\_news/news\\_daily\\_det.asp?liArticleID=10567](http://www.personneltoday.com/pt_news/news_daily_det.asp?liArticleID=10567)

**Personnel Today and the Refugee Council**

**Survey of employer attitudes**

This survey looked at attitudes of UK employers as perceived by refugees and asylum seekers who are seeking jobs. Set up to highlight the issues facing unemployed refugees and asylum seekers and help address them, the study has been completed and a report will be published. Among other results the analysis of refugees' experiences found that 61.3% had been out of work for between six months and three years although 58.9% had some sort of UK qualification and 61.3% had some relevant UK work experience. Over half said employers did not recognise overseas qualifications and 66.7% were offered no reason for unsuccessful job applications.

Contact Deng Yai, Refugee Council Policy Development Adviser for Employment, Training and Adult Education, email [deng.yai@refugeecouncil.org.uk](mailto:deng.yai@refugeecouncil.org.uk)  
Website [www.refugeecouncil.org.uk](http://www.refugeecouncil.org.uk) ; [www.personneltoday.com](http://www.personneltoday.com)

**Praxis and UNHCR**

**Employing the skills and experience of refugees in the international development sector**

This is a feasibility study to investigate how refugees can be enabled to work in the international development sector. The study, involving a postal survey, in-depth interviews and focus groups with skilled refugees and potential employers, has now been completed. The report is available from Praxis.

Contact Theodoros Abraham, Praxis, telephone 020 7749 7610, email [theodoros@praxis.org.uk](mailto:theodoros@praxis.org.uk)  
Website [www.praxis.org.uk](http://www.praxis.org.uk); [www.unhcr.ch](http://www.unhcr.ch)

**Refugee Assessment and Guidance Unit (RAGU), London Metropolitan University, Camden Jobtrain,  
Central London Learning Partnership, European Social Fund  
Diversity Works (Placement Programme)**

This project aims to provide three-month part-time unpaid work experience to highly skilled and/or professionally qualified refugees. All candidates have permission to work and are 'job-ready'.

Contact Louise Salmon, email [l.salmon@londonmet.ac.uk](mailto:l.salmon@londonmet.ac.uk), or Sheila Heard at [s.heard@londonmet.ac.uk](mailto:s.heard@londonmet.ac.uk)  
Website [www.londonmet.ac.uk/ragu](http://www.londonmet.ac.uk/ragu)

**Refugee Assessment and Guidance Unit (RAGU), London Metropolitan University, Learning and Skills Council Central London, European Social Fund  
2003 courses for refugees and asylum seekers**

RAGU is running a number of courses for refugees and asylum seekers with permission to work in 2003. These include several English courses targeted at education and health professionals, community and management development for women, and a course towards the Certificate of Professional Development (APEL).

Contact Telephone 020 7753 5044  
Website [www.londonmet.ac.uk/ragu](http://www.londonmet.ac.uk/ragu)

**Refugee Council, Refugee Assessment and Guidance Unit (RAGU), The Basic Skills Agency (BSA), London Language and Literacy Unit (LLLU), National Institute for Adult Continuing Education (NIACE), Northern Ireland Council for Ethnic Minorities (NICEM), Sheffield College (SC), Midlands Refugee Council (MRC)**

**Asset UK**

This project, led by the Refugee Council, will provide a range of services and resources to asylum seekers and staff working with asylum seekers in the regions of the UK where large numbers of asylum seekers are now being dispersed. Provision will include advice and guidance, the development of orientation resources and delivery of ESOL and Basic Skills programmes. It will also include a skills audit of asylum seekers in dispersal areas and work with employers. The programme seeks to disseminate good practice in education and training and to support policy development in this field. As part of its contribution to this initiative, NIACE has recently organised a series of regional seminars entitled 'Empowering asylum seekers to support the regional economy and local communities' which will be used to raise awareness, inform, collate and promote good practice and identify needs in working with asylum seekers.

Contact Lynda Lawrence, Asset partnership manager, email [Lynda.Lawrence@refugeecouncil.org.uk](mailto:Lynda.Lawrence@refugeecouncil.org.uk)  
Website [www.refugeecouncil.org.uk](http://www.refugeecouncil.org.uk), [www.niace.org.uk/conferences/asylumseekers.htm](http://www.niace.org.uk/conferences/asylumseekers.htm)

**Renaïsi**

**Refugee Mentoring and Employer Network**

This is a pilot programme to work with unemployed clients from refugee and ethnic minority communities. Aimed to enhance employment and further learning opportunities by encouraging clients to gain accredited qualifications which recognise the skills they already use on an informal basis within their communities. The pilot was completed in September 2002. The mentoring scheme was complemented by the Employer Network, which worked towards engaging employers with vacancies in order to secure employment, work placements and voluntary work opportunities for candidates. Quality guidelines on mentoring for refugees have now been produced by the programme.

Contact Lawrence Garry at Renaïsi, 300 Mare Street, London E8 1HE. Telephone 020 7683 8300, email [renaisi@renaisi.com](mailto:renaisi@renaisi.com)  
Website [www.renaisi.com](http://www.renaisi.com)

**Reed in Partnership**

### **Client survey**

This survey will study at least 100 refugee and asylum seeker clients who are members of Reed in Partnership's Action Teams to establish whether their education, skills and experience are being fully utilised.

Contact [steve.dungworth@reed.co.uk](mailto:steve.dungworth@reed.co.uk)  
Website [www.reedinpartnership.co.uk](http://www.reedinpartnership.co.uk)

### **Refugee Employment, Education, Training and Advice Partnership (REETA)**

This project within the community-led Pepys Community Forum aims to break down barriers to employment for refugees in the London Borough of Lewisham. It works with local organisations and employers to enable refugees to obtain and retain jobs.

Contact Hilary Morgan, Job Link, 124 Deptford High Street, London SE8 4NP, telephone 020 8700 8407

### **Refugees into Jobs**

Refugees into Jobs aims to empower refugees in Brent and Harrow through training and employment. It offers guidance to refugees and employers through consultancy, outreach and counseling; provides information on training and employment opportunities; runs a Job Club, volunteering placements and a study programme for health professionals; and provides financial and training support for those beginning work.

Contact Refugees into Jobs, 3-7 Carlton Avenue East, Wembley, Middlesex, HA9 8UA. Tel: 020 8908 4433, Fax: 020 8908 3917, Email: [info@rij.dircon.co.uk](mailto:info@rij.dircon.co.uk).

### **Renewal**

Renewal is a partnership of refugee organisations and the statutory sector across six West London Boroughs which has set up a refugee community organisation (RCO) projects fund to help refugees overcome barriers to health, education and economic opportunities. The fund is supporting projects under three heads, one of which is employment and training. Funding of between £5,000-£90,000 will be allocated for up to three years. RCOs are encouraged to work with borough refugee forums and capacity building organisations.

Contact Stephen James, email [stephen.james@ealingpct.nhs.uk](mailto:stephen.james@ealingpct.nhs.uk)  
Website [www.renewalsrb.org.uk/renewal.htm](http://www.renewalsrb.org.uk/renewal.htm)

### **RETAS, Islington Education Authority and University of North London Fostering Refugee Enterprise and Employment (FREE)**

This is a comprehensive support package to help refugees into jobs including one to one advice on Information Communication Technology and Personal Development Training, business, start up, job search and education grants advice.

Contact RETAS, telephone 020 7426 5800, email [retas@wusuk.org](mailto:retas@wusuk.org); Islington Enterprise Agency telephone 020 7226 2783, email [free@islingtonenterprise.co.uk](mailto:free@islingtonenterprise.co.uk); Refugee Assessment and Guidance Unit (RAGU), telephone 020 7753 5044, email [ragu@unl.ac.uk](mailto:ragu@unl.ac.uk)

### **University of Surrey School of Educational Studies Employment HORIZON Project- European Refugees and Migrants Advice and Guidance into Employment 1995-1997**

Funded by the European Social Fund, this project sought to develop and disseminate a knowledge base on

refugee employment founded on individual advice and guidance. Individual casework was established as a catalytic activity between the established actors in the field.

Contact            Nicolas Walters, telephone 01483 562 142, email [n.walters@surrey.ac.uk](mailto:n.walters@surrey.ac.uk)  
Website            [www.surrey.ac.uk/Education/cse/horizon.htm](http://www.surrey.ac.uk/Education/cse/horizon.htm)

**University of Surrey School of Educational Studies and the Guilford Institute, and INTEGRA Refugee Communities - Labour Market Advice and Guidance Project**

This project was designed to help refugees find appropriate jobs through advice, counseling and guidance training and to equip refugees to help others in their own communities to find jobs. The project was funded by the employment initiative of INTEGRA.

Contact            Nicolas Walters, telephone 01483 562 142, email [n.walters@surrey.ac.uk](mailto:n.walters@surrey.ac.uk)  
Website            [www.surrey.ac.uk/Education/cse/refcomm1.htm](http://www.surrey.ac.uk/Education/cse/refcomm1.htm)

**University of Surrey, Refugee Assessment and Guidance Unit (RAGU), London Metropolitan University, University of Sussex, University of Warwick, University of Bristol, Centre for Local Policy Studies at Edge Hill College  
SEQUAL**

This EQUAL programme is led by the University of Surrey. The project is based on the rationale that most interventions to combat social exclusion are local and practice oriented. Despite the proliferation of local projects, the lessons learned often remain with the local practitioners involved in delivering projects. The SEQUAL partnership is designed to address this issue. Each higher education partner will carry out a research project into one area of discrimination: gender, race and ethnic origin, disability, sexual orientation, belief and political conviction or age. All the partners in the SEQUAL partnerships are active in the field of social exclusion, unemployment and dissemination.

**Workforce**

Delivers specialised assessment, guidance, training and employment services for clients with a wide range of barriers to work, including English as a second language. Services include weeklong residential courses. Initial assessment and guidance services are free and available to refugees across London. The project is working in Tower Hamlets and through Hackney Action Team for Jobs and is supported by the New Deal Innovation Team for Jobs.

Contact            Telephone 020 7613 4467  
Website            [www.workforce.org.uk](http://www.workforce.org.uk)

**Yorkshire/Humberside Asylum Consortium (YHAC)**

YHAC has set up a regional project to record skills and prepare refugees and asylum seekers for employment. It will provide skilled refugees with a detailed employment portfolio to help them get jobs appropriate to their level of qualifications and also to help deal with local skills shortages. Providers of National Asylum Support Service (NASS) accommodation will distribute blank employment portfolio forms which asylum seekers will be encouraged to fill in with information relevant to job seeking. The pilot project began in autumn 2001.

Contact            Liz Westmorland, Asylum Services Manager YHAC, email [liz.westmorland@leeds.gov.uk](mailto:liz.westmorland@leeds.gov.uk)  
Website            [www.refugeeaccess.info/default.asp?step=4&pid=55;  
www.leeds.gov.uk/pageView.asp?style=&view=&identifier=200226\\_902919949](http://www.refugeeaccess.info/default.asp?step=4&pid=55;www.leeds.gov.uk/pageView.asp?style=&view=&identifier=200226_902919949)

## Helping refugee health professionals into jobs

**Birmingham Specialist Community Health Trust (BSCHT)**

**Nurses training scheme**

BSCHT has set up a scheme to take on refugees to combat the city's acute shortfall of 2,000 trained nurses. Having been tested for skills, fluency in English and numeracy, six refugee nurses were selected for training to top up existing qualifications so that they could register with the UK Central Council for Nursing, Midwifery and Health Visiting. Mentors from within BSCHT were appointed to guide them and the results of the project will be shared with all NHS Trusts and the Department of Health.

**British Medical Association (BMA)**

**Helping Refugee Doctors into Jobs**

The BMA has recently been campaigning on behalf of refugee doctors in the UK and have produced briefing papers on a number of issues.

Contact BMA International Department, telephone 020 7383 6133 or 6793, email  
[internationalinfo@bma.org.uk](mailto:internationalinfo@bma.org.uk)

Website [www.bma.org.uk/ap.nsf/Content/\\_hub+refugee+doctors](http://www.bma.org.uk/ap.nsf/Content/_hub+refugee+doctors)

**British Medical Association (BMA) and Refugee Council**

**Refugee Doctor Database**

The Refugee Council and the BMA are asking refugee doctors to send them details in order to assemble statistics on how many refugee doctors there are in the UK, where they live and at what stage they are in the process of requalification. The database will also be used to help refugee doctors by sending them details of schemes designed to help them requalify. The database currently holds the details of over 800 doctors.

Contact Deng Yai, Refugee Council. Telephone 020 7820 3138, email  
[deng.yai@refugeecouncil.org.uk](mailto:deng.yai@refugeecouncil.org.uk)

Website [www.bma.org.uk/ap.nsf/Content/refugee+docs+-+about+database](http://www.bma.org.uk/ap.nsf/Content/refugee+docs+-+about+database)

**Department of Health**

**Refugee Health Professionals Steering Group**

The Department of Health has set up this group to allocate funds for projects to integrate refugees into the NHS workforce. The funds are to be allocated to assist the implementation of the recommendations of the Report of the Working Group on Refugee Doctors and Dentists. Deadline for funding bids has past.

Contact Danny Walley, Department of Health, telephone 0113 2545952

Website [www.doh.gov.uk](http://www.doh.gov.uk)

**Department of Health**

**Refugee Health Professionals Contact Network**

The Department of Health website provides details of organisations that can help refugee health professionals establish a career in the UK.

Website [www.doh.gov.uk/medicaltrainingintheuk/refugeehpcnetwork.htm](http://www.doh.gov.uk/medicaltrainingintheuk/refugeehpcnetwork.htm)

**General Medical Council (GMC)**

**Helping Refugee Doctors to Requalify**

The General Medical Council has waived the £145 fee for refugee doctors to sit part one of the Professional Linguistics Assessment Board test.

Website [www.gmc-uk.org/global\\_sections/search\\_frameset.htm](http://www.gmc-uk.org/global_sections/search_frameset.htm)

**Liverpool School of Tropical Medicine  
University course for refugee doctors**

The Liverpool School of Tropical Medicine has received funding to create and deliver a one year university course for refugee doctors which will bring them into practice in the UK.

Contact            Dr James Bunn, email [jegbunn@liverpool.ac.uk](mailto:jegbunn@liverpool.ac.uk)

**Redbridge and Waltham Forest Health Authority  
Refugee Health Professionals Project**

Launched in 1999, this pilot project facilitated the conversion of refugee doctors' overseas professional qualifications and provided English Language lessons and clinical attachments. It helped to fill 700 local NHS vacancies as well as enabling refugee doctors to use their expertise in the UK. Winner of an NHS Equality Award in 2000.

Website            [www.rwf-ha.nthames.nhs.uk](http://www.rwf-ha.nthames.nhs.uk)

**Scottish Refugee Council  
Assisting refugee doctors**

The SRC works with the Scottish Council for Postgraduate Medicine to enable refugee doctors to requalify and obtain employment in the UK. Over 40 doctors have been assisted in this way over the past year. The SRC also holds refugee doctors seminars on Wednesdays from 6.30pm onwards in St Rollox Church, Springburn, Glasgow.

Website            [www.scottishrefugeecouncil.org.uk/Services/Education.htm](http://www.scottishrefugeecouncil.org.uk/Services/Education.htm)

**Refugee Council and the British Dental Association  
Refugee dentists database**

These organisations have been awarded a grant by the Department of Health to set up a voluntary database of refugee dentists in the UK. The database will be used to assemble statistics on how many refugee dentists there are in the UK, where they live and at what stage of the registration process they have reached. It will also be used to send refugee dentists information that will help them develop their dental careers in the UK. The database currently holds details for over 80 dentists.

Contact            Deng Yai, telephone 020 7820 3138 or email [deng.yai@refugeecouncil.org.uk](mailto:deng.yai@refugeecouncil.org.uk)

Website            [www.refugeecouncil.org.uk/downloads/questionnaires/dentists\\_leaflet.pdf](http://www.refugeecouncil.org.uk/downloads/questionnaires/dentists_leaflet.pdf)  
[www.refugeecouncil.org.uk/downloads/questionnaires/dentists.pdf](http://www.refugeecouncil.org.uk/downloads/questionnaires/dentists.pdf)

## **Funding opportunities for refugee employment projects**

**Association of London Government  
European Social Fund co-financing programme, funding for training projects**

The programme funds projects which aim to help people at risk of social exclusion to get into employment, with refugees forming one of the target groups. The deadline for bids last year was 7th June 2002.

Contact            The co-financing team, telephone 020 7940 1524

Website            [www.alg.gov.uk/doc.asp?docId=7417](http://www.alg.gov.uk/doc.asp?docId=7417)

**European Refugee Fund: conditions for reception, integration and voluntary repatriation**

Administered on behalf of the European Commission by the Immigration and Nationality Directorate of the Home Office.

Link [www.european-refugee-fund.org](http://www.european-refugee-fund.org)

### **Home Office Refugee Challenge Fund**

In 2002 £1 million was available for refugee integration projects that address specific social needs among refugee communities.

Website [www.ind.homeoffice.gov.uk/default.asp?pageid=90](http://www.ind.homeoffice.gov.uk/default.asp?pageid=90)

## **Skills audits**

There has been a recent proliferation in skills audits in response to the lack of data on refugee and asylum seekers' skills and qualifications. The initiatives listed below include both recently completed research projects and those projects undertaken by service providers to facilitate the integration of clients. Some projects are wider than the skills audit component, research projects in particular may also encompass wider issues but have been included where substantial data has been obtained on skills or where this was one of the major aims of the project.

### **Department for Work and Pensions (DWP) and Goldsmiths College**

This research on refugees' opportunities and barriers to employment and training collected data on the skills and qualifications of 400 refugees and asylum seekers (see also General section above). This research has now been completed and its findings and recommendations will inform the DWP refugee employment strategy.

Contact Alice Bloch, email [a.bloch@goldsmiths.ac.uk](mailto:a.bloch@goldsmiths.ac.uk)  
Website [www.dwp.gov.uk/asd/asd5/rrep179.html](http://www.dwp.gov.uk/asd/asd5/rrep179.html)

### **Glasgow Asylum Seekers Consortium**

This is an unofficial audit of qualifications and previous employment conducted on all asylum seekers on dispersal to Glasgow as part of routine information gathering. The audit collects information on occupation in country of origin and languages spoken. Education Services then screen for teachers, check qualifications against General Teaching Council of Scotland registration requirements for registration and support acquisition of additional qualifications and English Language competence, if needed.

### **Greater London Authority (GLA) and Refugee Women's Association (RWA)**

The Mayor of London and RWA have recently published a report on the survey of refugee women's skills and qualifications in the teaching, nursing and medical professions conducted in March 2002. The report by Hildegard Dumper is entitled *Missed Opportunities: A skills audit of refugee women in London from the teaching, nursing and medical professions* (see also Resources section).

Contact Greater London Authority, City Hall, The Queen's Walk, London, SE1 2AA. Tel: 020 7983 4000.  
Website <http://www.london.gov.uk/approot/gla/publications/refugees.jsp>

### **Home Office Immigration Research and Statistics Service (IRSS)**

The IRSS is conducting a postal survey on the skills, qualifications and English language competency of people granted refugee status and ELR. The pilot is now completed and the main stage is currently taking place. All those receiving permission to remain in the UK over a three-month period have been sent a questionnaire with their favourable decision letter from the Home Office. The equivalence of their overseas qualifications will be assessed by NARIC. This will be the largest ever skills audit of this group and the

project is due to report to the Home Secretary in March 2003.

Contact [Kate.Hitchcock@homeoffice.gsi.gov.uk](mailto:Kate.Hitchcock@homeoffice.gsi.gov.uk), [Janis.Makarewich-Hall@homeoffice.gsi.gov.uk](mailto:Janis.Makarewich-Hall@homeoffice.gsi.gov.uk)  
Website [www.homeoffice.gov.uk/rds/](http://www.homeoffice.gov.uk/rds/)

### **Learning and Skills Councils (LSCs)**

The national office of the LSC is working on a draft guidance note called *Equality and diversity: Meeting the Learning Needs of Asylum Seekers and Refugees*. A number of local LSCs are considering or have initiated or completed skills audits or broader studies into the employment preparation needs and potential of refugees and asylum seekers.

Website <http://www.lsc.gov.uk>

### **Learning and Skills Council, London North**

As part of the wider study conducted by Africa Educational Trust and published by the London North LSC in July 2002, this research also collected data on previous employment in home country, English language skills, and level of previous education from refugees and people seeking asylum in Barnet, Enfield, Haringey and Waltham Forest. The report is entitled *Refugees and Asylum Seekers in the Learning and Skills Council London North Area* (see Resources section above).

Contact [Elizabeth.kwaw@lsc.gov.uk](mailto:Elizabeth.kwaw@lsc.gov.uk)  
Website [www.lsc.gov.uk/news\\_docs/Refugees%20and%20Asylum%20Seekers%20in%20the%20LSC%20London%20North%20Area\\_.pdf](http://www.lsc.gov.uk/news_docs/Refugees%20and%20Asylum%20Seekers%20in%20the%20LSC%20London%20North%20Area_.pdf)

### **London Development Agency (LDA)**

The LDA has recently commissioned a research project that will identify the main skills, employment, enterprise and economic development barriers and issues which prevent refugees and asylum seekers from fully participating and contributing to the capital's economy. The project will make policy recommendations and establish a skills, qualifications and employment baseline. The research is to be undertaken by Michael Bell Associates.

Contact Email MbA at [info@mba4consultancy.co.uk](mailto:info@mba4consultancy.co.uk)  
Website [www.mba4consultancy.co.uk](http://www.mba4consultancy.co.uk)

### **NIACE**

NIACE, the national organisation for adult learning, conducted a pilot skills and qualifications audit that involved 121 refugees and asylum seekers in the Leicester area. The findings were published in *Asylum Seekers' Skills and Qualifications Audit Pilot Project* in April 2001.

Contact Sue Waddington, email [sue.waddington@niace.org.uk](mailto:sue.waddington@niace.org.uk) or Fiona Aldridge, email [Fiona.Aldridge@niace.org.uk](mailto:Fiona.Aldridge@niace.org.uk).  
Website [www.niace.org.uk/projects/Asylum/Asylumreport.pdf](http://www.niace.org.uk/projects/Asylum/Asylumreport.pdf)

### **Plymouth University and local asylum support organisations**

The university has developed a questionnaire relating to skills, potential and actual, of asylum seekers and refugees arriving in the area. The project team would like to find out about similar studies that could provide a framework for comparative analysis.

Contact Dr. Alex Cunliffe, Principal Lecturer, Department of Politics and International Relations, University of Plymouth, PL4 8AA. Telephone 01752 233215/233275, fax 01752 233206, email [A.Cunliffe@plymouth.ac.uk](mailto:A.Cunliffe@plymouth.ac.uk)

**Refugee Action, Goldsmiths University**

The research conducted by a Goldsmiths University team and commissioned by Refugee Action collected data on the skills, qualifications and employment experience that Somali refugees have brought with them on arrival and have obtained since living here. The research is now published and entitled *The professional capacity of nationals from the Somali region in Britain* (see Resources section above).

Website [www.refugee-action.org.uk](http://www.refugee-action.org.uk); [www.goldsmiths.ac.uk](http://www.goldsmiths.ac.uk)

**Scottish Refugee Council and the Scottish Executive**

The Scottish Executive has commissioned a skills audit that is being carried out by a team of three researchers at the Scottish Refugee Council (SRC). The research began in March 2003 and seeks to record the skills, education levels, previous and current employment situation and hopes and aspirations of 500 asylum seekers and refugees resident in Glasgow and Edinburgh. The project is due to complete in April 2003 and a report of the findings will be made available.

Contact Kushtrim Ibrani, email [kushtrim.ibrani@scottishrefugeecouncil.org.uk](mailto:kushtrim.ibrani@scottishrefugeecouncil.org.uk)  
Website [www.scottishrefugeecouncil.org.uk](http://www.scottishrefugeecouncil.org.uk)

**Southampton City Council, Training and Employment Initiatives**  
**Skills audit of asylum seekers and refugees in Southampton**

This audit aims to identify the skills, qualifications and experiences of asylum seekers and refugees in the Southampton area in order to establish a baseline of information that can be disseminated to relevant agencies to inform service development and enable refugees to achieve their maximum potential. The audit hopes to identify the training and employment requirements of refugees and asylum seekers and thereby facilitate their integration into the labour market. The audit is being conducted using a questionnaire that is administered by local agencies and a report on the findings will be made available in June 2003.

Contact Kathryn Rankin, email [k.rankin@southampton.gov.uk](mailto:k.rankin@southampton.gov.uk), telephone 023 8083 2396

## Contacts and links

This section aims to provide contact details for organisations and individuals whose work relates to employment issues. This list is by no means comprehensive, and is continually developing, so if you would like to add details of your organisation to these pages then please email [esme.peach@kcl.ac.uk](mailto:esme.peach@kcl.ac.uk).

Links to publications are incorporated in the [resources](#) section.

### **Council for Assisting Refugee Academics (CARA)**

CARA aims to assist university teachers or researchers who have lost their jobs as a result of political, racial or religious discrimination and have become refugees in the UK.

<http://www.academic-refugees.org>

### **Equality Direct, Department of Work and Pensions (DWP)**

This is a confidential advice service for businesses on equality. The website contains information about refugees and asylum seekers that includes definitions, employment rights and contact details for key organisations.

<http://www.equalitydirect.org.uk>

### **Employability Forum**

Set up in 1998 to promote employment for well-qualified displaced professionals who were finding it difficult to get jobs, the forum provides practical help through events and projects and seeks to influence government policy, where necessary, to dismantle obstacles to employment.

<http://www.employabilityforum.co.uk>

### **Home Office National Refugee Integration Forum Subgroup on Adult Education, Training and Employment**

This subgroup supports the work of the Home Office strategy for the integration of refugees in the United Kingdom.

Contact Anne-Marie, [Trimblett@homeoffice.gsi.gov.uk](mailto:Trimblett@homeoffice.gsi.gov.uk)

<http://homeoffice.gov.uk>

### **National Institute for Adult Continuing Education (NIACE)**

NIACE aims to promote the study and general advancement of adult continuing education through advocacy, collaboration with education service providers and research and the dissemination of research findings and best practice through a number of initiatives. NIACE has conducted research on refugees and asylum seekers and developed a number of projects relating to the education and employment of this group.

<http://www.niace.org.uk/projects/Asylum>

### **National Academic Recognition Information Centre for the United Kingdom (UK NARIC)**

NARIC advises on how overseas academic qualifications relate to UK qualifications. The service covers a wide range of countries, and can advise on the standing of international qualifications with UK professional bodies.

<http://www.naric.org.uk>

### **Praxis**

This organisation has developed a number of projects and services to help refugees into employment, including professional development programmes. It also has published a number of research reports on refugee professionals in a number of sectors.

<http://www.praxis.org.uk>

### **Reed In Partnership**

Reed is one of the UK's leading recruitment specialists. Reed in Partnership works with people who have found it hard to get into work due to a wide variety of obstacles. The organisation runs a number of programmes for those seeking work, as well as helping employers fill their recruitment needs. Their website has information available in a number of languages including Somali, Turkish, Kurdish, Vietnamese, French and Urdu.

<http://www.reedinpartnership.co.uk>

### **Refugee Assessment and Guidance Unit (RAGU), London Metropolitan University**

RAGU runs a number of courses for refugees and asylum seekers with permission to work including several English courses targeted at education and health professionals, community and management development for women, and a course towards the Certificate of Professional Development (APEL).

<http://www.londonmet.ac.uk/ragu>

### **Refugees into Jobs**

Refugees into Jobs aims to empower refugees in Brent and Harrow through training and employment. It offers guidance to refugees and employers through consultancy, outreach and counselling; provides information on training and employment opportunities; runs a Job Club, volunteering placements and a study programme for health professionals; and provides financial and training support for those beginning work.

Email [info@rij.dircon.co.uk](mailto:info@rij.dircon.co.uk)

### **Refugee Education, Training and Advice Service (RETAS), Education Action International**

RETAS supports the social and economic development of refugees and asylum seekers in the UK and at a European level by facilitating their access to education, employment and training opportunities. It offers a range of service including drop in advice, courses, employment support and grant schemes.

<http://www.wusuk.org>

### **Refugee Action**

Refugee Action is an independent national charity that aims to enable refugees to build new lives in the UK. It provides practical advice and assistance for newly arrived asylum seekers and also promotes settlement and integration through community development work. It provides employment and training advice as part of its services.

<http://refugee-action.org.uk>

### **Refugee Council**

Refugee Council is the largest organisation in the UK working with asylum seekers and refugees. Its activities include the provision of practical support services, advocacy, campaigning and information dissemination. Its Training and Employment Section offers a free careers advice and guidance service for asylum seekers, refugees, and anyone over the age of 16 who is unemployed, and runs a number of training courses. Its website also offers information on entitlements relating to training, education and employment in relation to refugees and asylum seekers.

<http://www.refugeecouncil.org.uk>

### **Scottish Refugee Council**

The Scottish Refugee Council is a charity providing advice, information and assistance to asylum seekers and refugees in Scotland. It provides direct services to individuals and families, and conducts campaigning, public information and community development work. Its services include employment and training advice and it runs a number of projects and events relating to employment issues, training and advice. The

*the* INFORMATION CENTRE *about* asylum *and* refugees IN THE UK

organisation is currently conducting research into the skills and qualifications of refugees and asylum seekers in Scotland and their professional aspirations.

<http://www.scottishrefugeecouncil.org.uk>