



Employer Survey Report

Career Advancement for Refugee Researchers in Europe
– CArE project, 2020



CArE

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Summary

This report presents the results of the employer survey conducted in 10 European countries in the framework of the CARE project (Career Advancement for Refugee Researchers in Europe), funded by the Horizon2020 science4refugees initiative. The aim of the employer survey was to gather the perspectives of the employers active in the research labour market of 10 European target countries (Austria, Belgium/Flanders, Finland, France, Germany, Ireland, Norway, Sweden, Switzerland, the Netherlands).

Outline data

SURVEY DATA

Objective	Collecting relevant information on the country and sector specific labour market conditions and requirements for researchers with refugee background the CARE project launched an online survey for the stakeholders in 10 target countries.
Sample	n= 104
Survey period	29.11.2019 - 21.02.2020
Rounding off	For an improvement of the readability, percent values have been rounded. Summing up subtotals might therefore result in total values that differ from 100 percent.
Method	Online survey distributed by the CARE project; survey has been hosted by SPLENDID RESEARCH GmbH

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Based on the survey results it is clear that the situation, challenges and perspectives of the employers on academic and non-academic sectors concerning employment of researchers with refugee background are predominantly shared across the target countries. The results have been thus presented on European level in this report.

Most of the organisations responding to the survey were universities and there were only a small number of companies among respondents, mirroring the visibility and awareness of the need of support activities for this target group especially in the academic sector. A majority of the organisations have international staff in research positions, and they do not differ or recognise researchers with refugee background as a separate group in recruitment process. This is on the one hand positive, as the researchers are evaluated on an equal basis with others, based on their achievements and skills, not on the basis of their background. On the other hand, this could have a consequence that the needs for targeted support and the specific challenges the researchers of this group encounter may be overlooked.

The significance of targeted initiatives providing support and connecting scholars with employers proved to be of key role: most of the scholars indicated in this survey were hired through a kind of intermediary body, which in most cases

was a support initiative or funding programme targeting scholars with refugee background. The vast majority of the organisations indicated that they would consider hiring researchers with refugee background in the future. The experiences on employing researchers with refugee background, perspectives on research labour market and recommendations are presented thoroughly in the following chapters. The key messages of the survey are presented below.

Key messages of the survey



Introduction

The CARE project (Career Advancement for Refugee Researchers in Europe) is a 24-month project, funded by the Horizon2020 science4refugees initiative, aiming to support the integration of researchers with a refugee background into the European research labour market.

The project targets 10 European countries (see picture 1) selected under the criteria with a high number of asylum seekers, an absorption capacity of the Research and Development (R&D) labour market and supportive environment to facilitate refugee researchers' entry and integration in the labour market (Austria, Belgium/Flanders, Finland, France, Germany, Ireland, Norway, Sweden, Switzerland and the Netherlands).



Picture 1: CARE target countries

The project supports needs-based guidance and compilation of country-specific information on employment requirements and opportunities for the target group, through the following main activities: focus groups engaging refugee researchers, employer survey, country guides, and thematic webinars involving experts and employers.

The core consortium is composed of the Brussels-based Academic Cooperation Association ACA Secretariat (the coordinator), and German Academic Exchange Service DAAD (Germany) and Finnish National Agency for Education EDUFI (Finland).

This report presents the main findings of an employer survey, which was conducted in the 10 target countries in December 2019 – February 2020.

The survey was designed by the project consortium and technically conducted and quantitatively analysed by the agency “Splendid Research”. Splendid Research also produced the charts for the report.

The objective of the survey was to collect relevant information on the labour market conditions and requirements for researchers with refugee background in the 10 target countries. The survey was implemented as an online questionnaire hosted by Splendid Research and responses were collected between 29 November 2019 and 21 February 2020.

The survey was divided in three sections and this report follows that structure.

Implementation of the survey

The objective of the survey was to collect relevant information on the labour market conditions and requirements for researchers with refugee background in the 10 target countries. The survey was implemented as an online survey hosted by Splendid Research and responses were collected between 29 November 2019 and 21 February 2020.

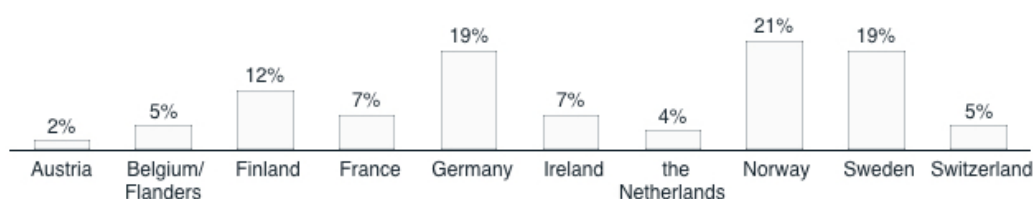
The survey was divided in three sections and this report follows that structure. The first section of the survey collected the basic information on the profiles of the respondent organisations.

Respondents per country

BACKGROUND INFORMATION

"In which country do you work?"

In case your organisation operates internationally, please select the country to which your replies refer to.



n=104

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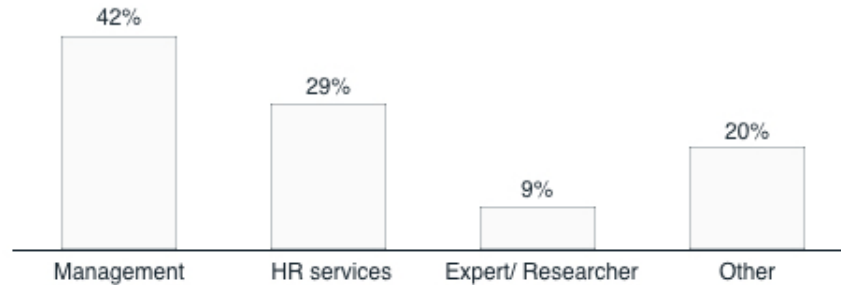
Chart 1: Respondents by country

All in all, there were 104 respondents in the survey. The highest number of answers was received from Norway, Germany and Sweden, while the lowest number of respondents was in Austria, the Netherlands, Belgium/Flanders and Switzerland.

Position of the participants

BACKGROUND INFORMATION

"Your position in the organisation:"



n=104

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Chart 2: Position of the participants

Most of the respondents are working either in management or in HR services. Moreover, 9 % of the respondents work as experts or researchers. One fifth of the respondents have chosen the option other, representing CEOs, senior advisers, programme managers, project specialist, policy adviser, senior lecturer, several persons working in administration, coordinators in different positions, and representatives of e.g. support programmes, research office, student assistant, welcome services, external funding acquisition and head of one EURAXESS network.

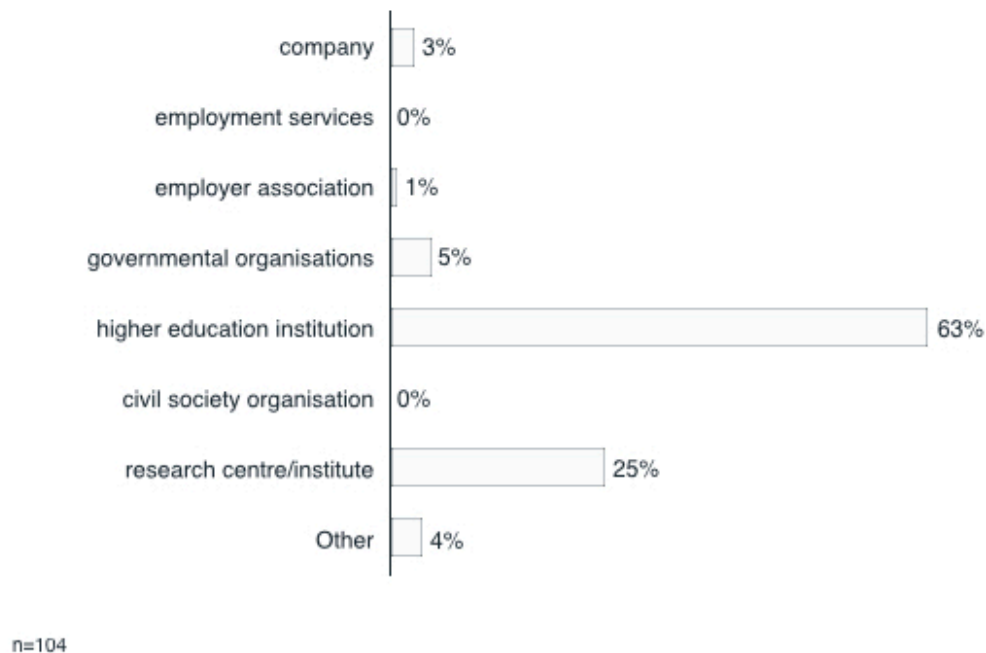
66% of respondents replied to the survey on behalf of the whole organisation and 27% on behalf of their unit, section or department. 7% replied other, and they were answering e.g. on behalf of a central support unit for early career researchers, central administration, team for cultural diversity, coordinator for a refugee programme, secretariat of a Europe-wide union and a laboratory belonging to a higher education institution.

Profile of the respondents

Type of the participants' organisation

INFORMATION ON YOUR ORGANISATION

"The type of your organisation:"



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Chart 3: Organisation type

The clear majority of the survey respondents work either in higher education institution or in research centre/institute. Furthermore, we received some responses from companies, governmental organisations and from one employer association. 4 % of the respondents have chosen the option other and these were a trade union, an NGO, a project supporting at-risk scholars and an association of research centres and higher education organisations.

Companies, Employer associations, Governmental organisations and other

Depending on the type of organisation, respondents were asked to answer a number of questions concerning their organisation. For companies, governmental organisations, employer associations and category “other”, the following questions applied. 13 out of 104 respondents represented these types of organisations.

Size of the organisation

INFORMATION ON YOUR ORGANISATION (1/4)

"Size of your company/organisation:"

Based on OECD classification

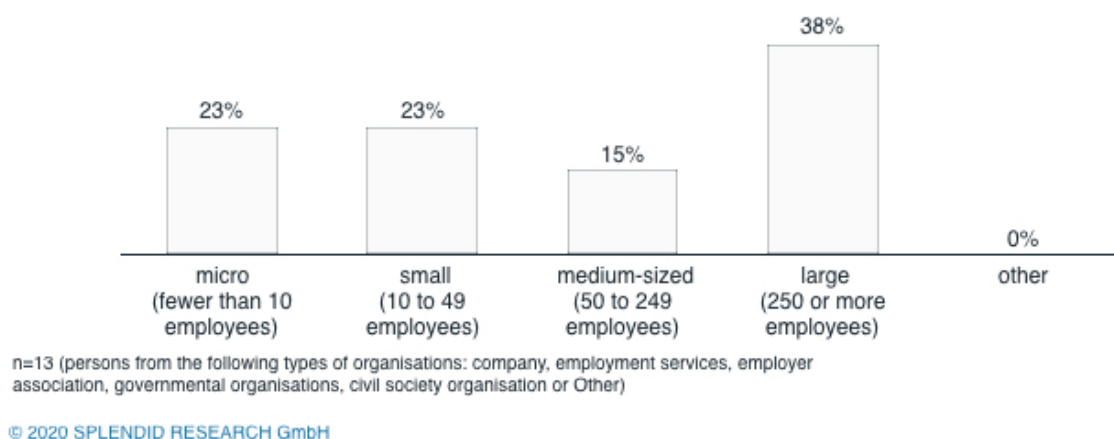


Chart 4: Size of organisation: companies, employment services, employer associations, governmental associations, civil society organisations and others

38 % of these 13 organisations are large companies or organisations with more than 250 employees, 15 % are medium-sized (50 to 249 employees), 23 % are small (10 to 49 employees) and an equal share are micro-level (fewer than 10 employees) companies or organisations. The size of company / organisation is based on the OECD classification.

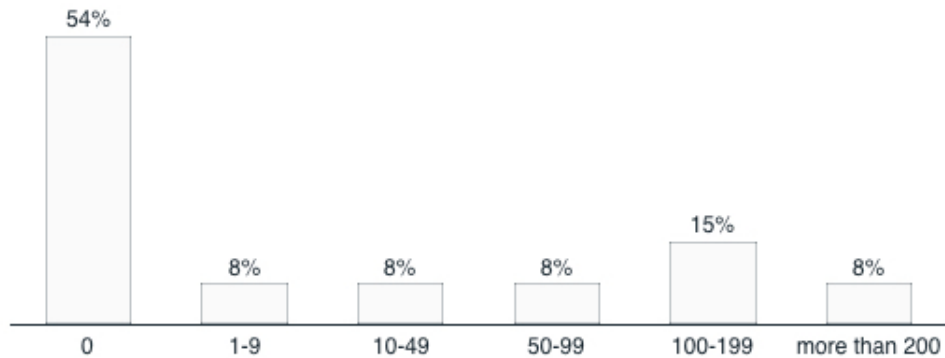
¹ <https://data.oecd.org/entrepreneur/enterprises-by-business-size.htm>

Number of staff employed in research positions

INFORMATION ON YOUR ORGANISATION (2/4)

"Number of staff employed in research positions:"

If you do not know the exact number, please give an estimation.



n=13 (persons from the following types of organisations: company, employment services, employer association, governmental organisations, civil society organisation or Other)

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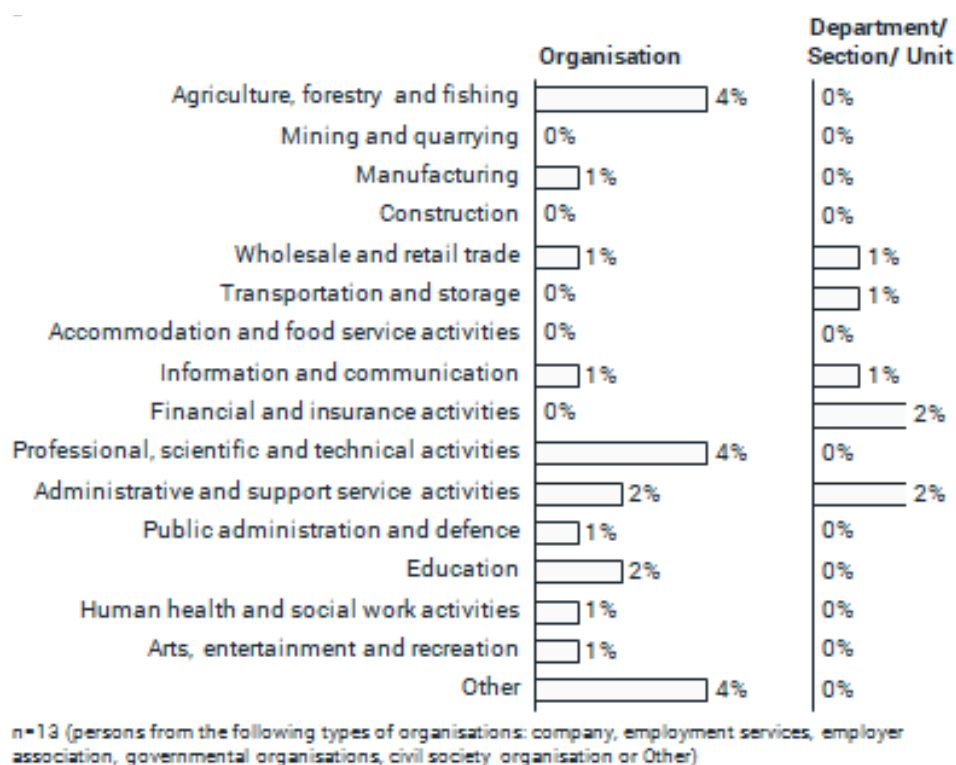
Chart 5: Number of staff in research positions

Over half of these 13 organisations (including companies, governmental organisations, employer associations and “others”) do not have any staff employed in research positions, and 23 % have over 100 persons in research positions.

NACE classification of the organisation

INFORMATION ON YOUR ORGANISATION (3/4)

"Field of operation – Based on NACE classification:"



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Chart 6: NACE classification of the organisation

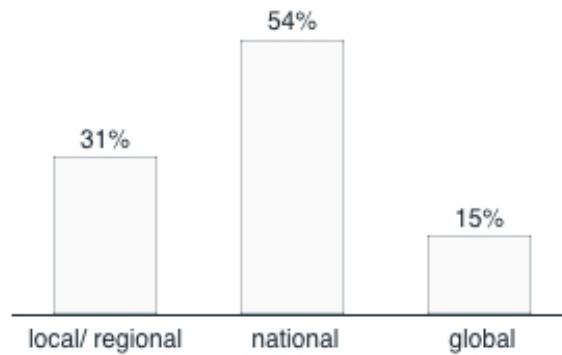
These 13 organisations represent different fields of operation according to the NACE classification.² They could select several fields for both the whole organisation and/or a specific department, section or unit.

² <https://ec.europa.eu/eurostat/documents/3859598/5902521/KS-RA-07-015-EN.PDF>

Level of operation of the organisation

INFORMATION ON YOUR ORGANISATION (4/4)

"Please select the level of operation of your organisation."



n=13 (persons from the following types of organisations: company, employment services, employer association, governmental organisations, civil society organisation or Other)

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Chart 7: Level of operation

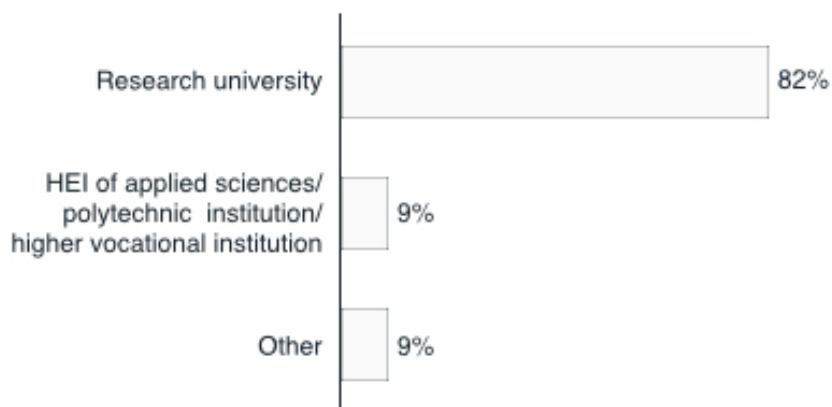
A bit over half of these 13 organisations operate at national level, 31 % operate at local or regional level and 15 % act globally.

Higher Education Institutions and Research centres/institutes

Types of higher education institutions

INFORMATION ON YOUR ORGANISATION

"Please choose the type of higher education institution which best describes your institution."



n=65 (persons from a higher education institution (type of the organisation))

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Chart 8: Higher Education institution type

There were 65 higher education institutions (HEIs) which responded to the survey, out of which 82 % research universities and 9 % HEIs of applied sciences, polytechnic institutions or higher vocational institutions. 9 % of the respondents selected the option other, and there are e.g. art and music schools, full comprehensive university, education and research university and association on higher education.

The following three questions, concerning research field, size of the organisation and the number of research staff, were common both to HEIs and research centres/institutes. All in all, there were 91 respondents belonging to these two categories.

Research Field

INFORMATION ON YOUR ORGANISATION

"Research Field – Based on the ISCED classification"

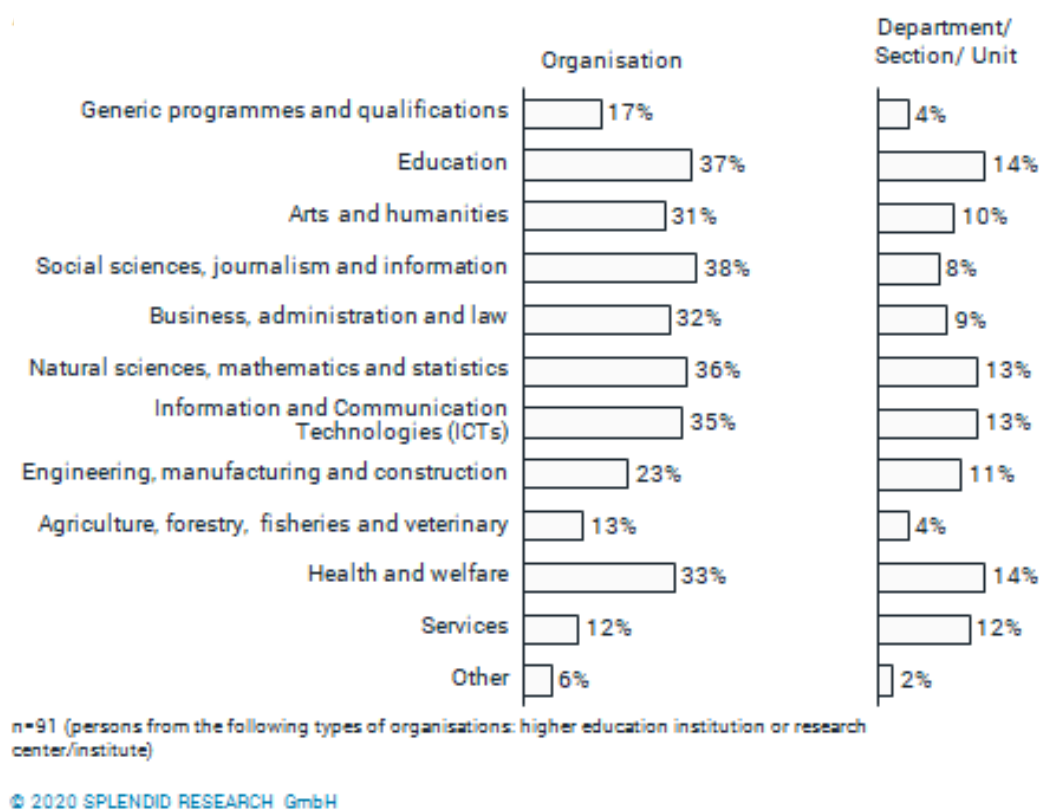


Chart 9: Research fields

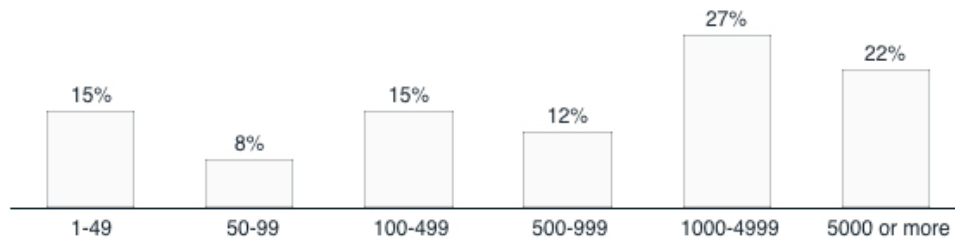
Higher education institutions and research centres/institutes which responded to the survey represent various fields both at organisation level and department/section/unit levels. The selection "other" included e.g. energy and environment, architecture, medicine, electrical engineering, maritime academy, police academy, food science, and tourism. Research fields were based on the ISCED classification.³

³ <http://uis.unesco.org/sites/default/files/documents/international-standard-classification-of-education-isced-2011-en.pdf>

Size of organisation

INFORMATION ON YOUR ORGANISATION

"Size of your organisation (number of staff, organisation level: academic and administrative staff):"



n=91 (persons from the following types of organisations: higher education institution or research center/institute)

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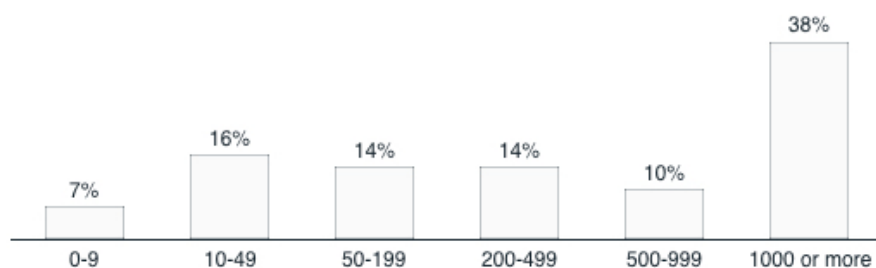
Chart 10: Size of organisation: higher education institution or research center/institute

In 27 % of the organisations the number of staff at organisation level including academic and administrative staff is between 1000 and 4999 and 22 % have more than 5000. On the other hand, 15 % of the organisations the amount of staff is between 1 and 49 persons.

Staff employed in research positions

INFORMATION ON YOUR ORGANISATION

"Number of staff employed in research positions."
If you do not know the exact number, please give an estimation.



n=91 (persons from the following types of organisations: higher education institution or research center/institute)

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Chart 11: Number of staff employed in research positions

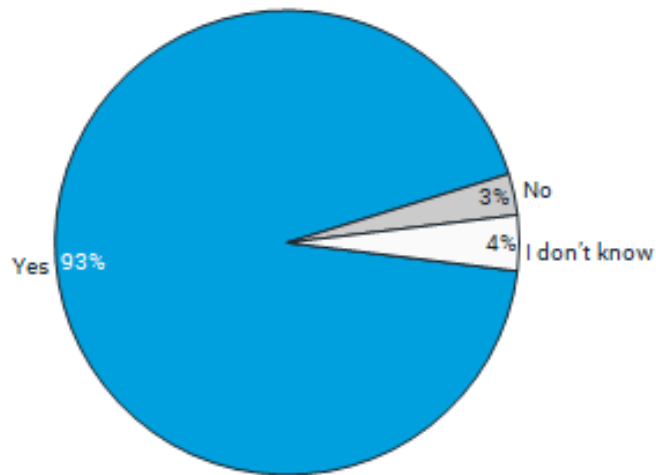
38 % of the organisations have more than 1000 employees in research positions, whereas 7 % of the organisations have only 0-9 persons in research positions.

Nearly all organisations employ international staff in research or expert positions

EXPERIENCES ON EMPLOYING RESEARCHERS WITH REFUGEE BACKGROUND (1/9)

"Has your organisation/department employed international staff in research/expert positions?"

With international staff we mean staff based in another country before being recruited or based in the same country but of different nationality from the one of the host country.



n=104

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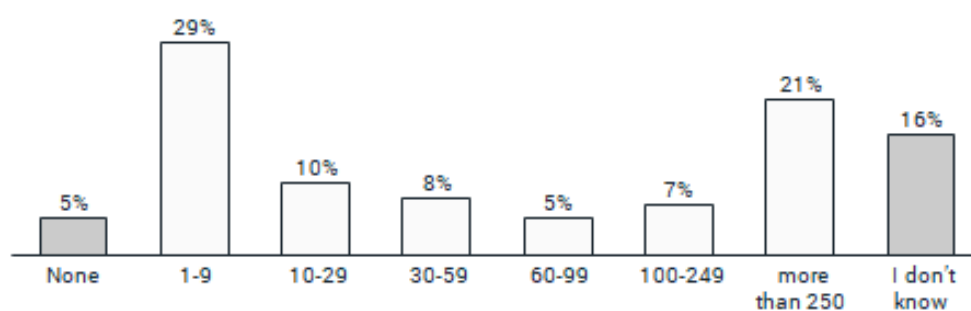
Chart 12: International staff in research/expert positions

The vast majority of the survey respondents employ international staff in research or expert positions. Only 3% do not and 4% responded that they do not have this information. The organisations without international staff were governmental expert organisations, a company and smaller units of universities.

The number of international staff is varying

EXPERIENCES ON EMPLOYING RESEARCHERS WITH REFUGEE BACKGROUND (2/9)

"Number of international staff currently employed at your organisation/department."



n=104

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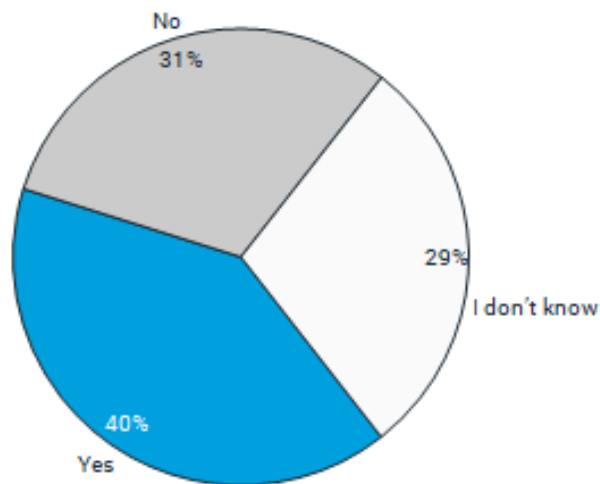
Chart 13: Number of international staff currently employed

The number of international staff varied depending on the overall size of the organisation. Only 5% indicated that there were no international staff employed at their organisation, while some respondents had no knowledge of this.

40 percent of the organisations/departments employ researchers with refugee background

EXPERIENCES ON EMPLOYING RESEARCHERS WITH REFUGEE BACKGROUND (3/9)

"Has your organisation/department employed a researcher with refugee background?"



n=104

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Chart 14: Employing researchers with refugee background

When asked if the organisation had employed researchers with refugee background, 40% indicated yes. 31 % had not employed researchers with refugee background and 29% did not have the knowledge on this.

Most researchers with refugee background work in the position of a researcher; 40 percent are PhD students.

EXPERIENCES ON EMPLOYING RESEARCHERS WITH REFUGEE BACKGROUND (4/9)

"To what kind of position have you employed researcher(s) with refugee background?"

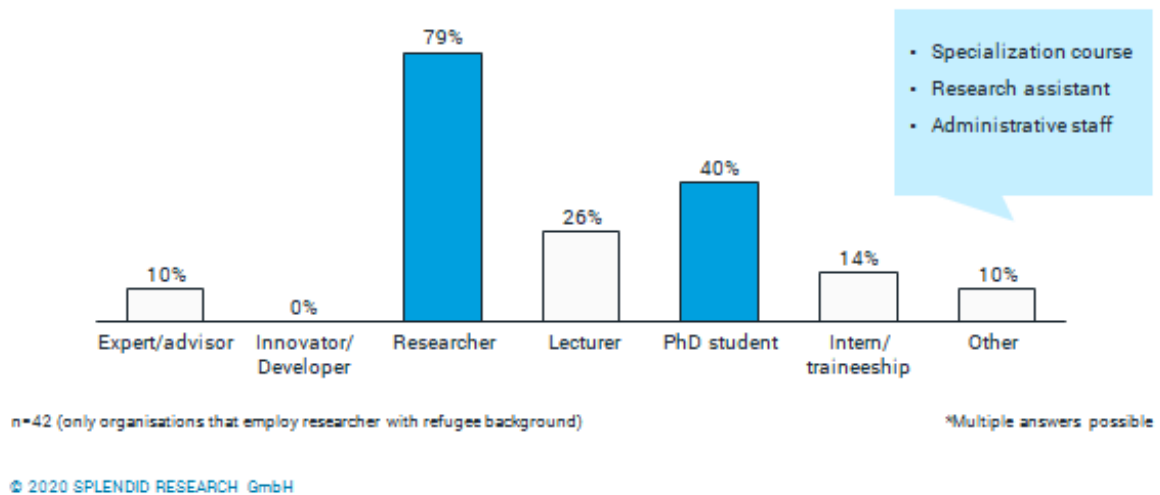


Chart 15: Position of the employed researchers with refugee background.

The organisations had employed researchers with refugee background in most cases in research positions. Quite many were employed as PhD students and some in internship positions, experts or advisors, research assistants or as administrative staff.

In this survey the term 'researchers' refers to research profile levels R1-R3⁴, meaning that PhD students are also included.

⁴ <https://euraxess.ec.europa.eu/europe/career-development/training-researchers/research-profiles-descriptors>

Nearly two third of the researchers applied through an intermediary body; one third work due to regular recruitments to open positions.

EXPERIENCES ON EMPLOYING RESEARCHERS WITH REFUGEE BACKGROUND (5/9)

"How were researcher(s) with refugee background recruited?"*

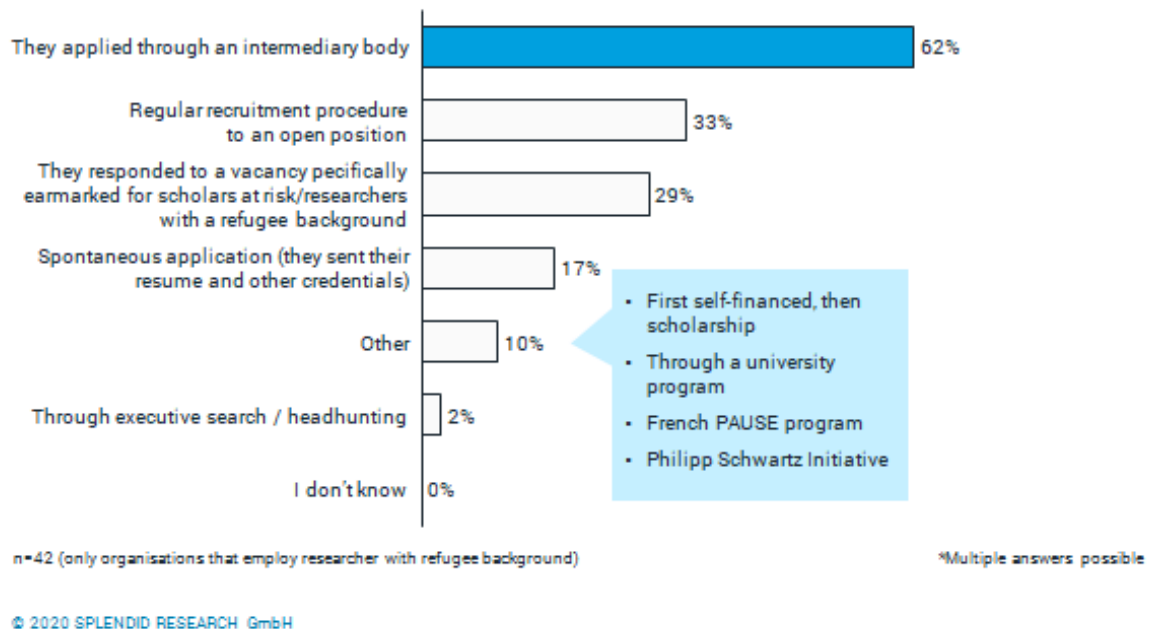


Chart 16: Recruitment methods of the researchers with refugee background.

As for the recruitment process, almost two thirds of researchers were recruited through an intermediary body. In many cases this means an initiative or a programme providing support and grants for at-risk academics. When combined with the replies given under the option 'Other', most of the replies further indicating to these programmes, it can be stated that the relevance of such programmes for the employment of the researchers with refugee background among the responding organisations is significant. Also, almost one third were recruited in positions specifically earmarked for the target group.

Further, a significant number of researchers were employed through regular recruitment procedure as well as through sending an open application. These recruitment methods were used for 50% of the positions. Headhunting was also mentioned in one case.

However, multiple selection was possible, and a combination of these methods could be included in the recruitment process.

Four out of five refugees are offered temporary contracts; 14 percent receive permanent contracts.

EXPERIENCES ON EMPLOYING RESEARCHERS WITH REFUGEE BACKGROUND (6/9)

"Contract type(s) offered to researcher(s) with refugee background:"*

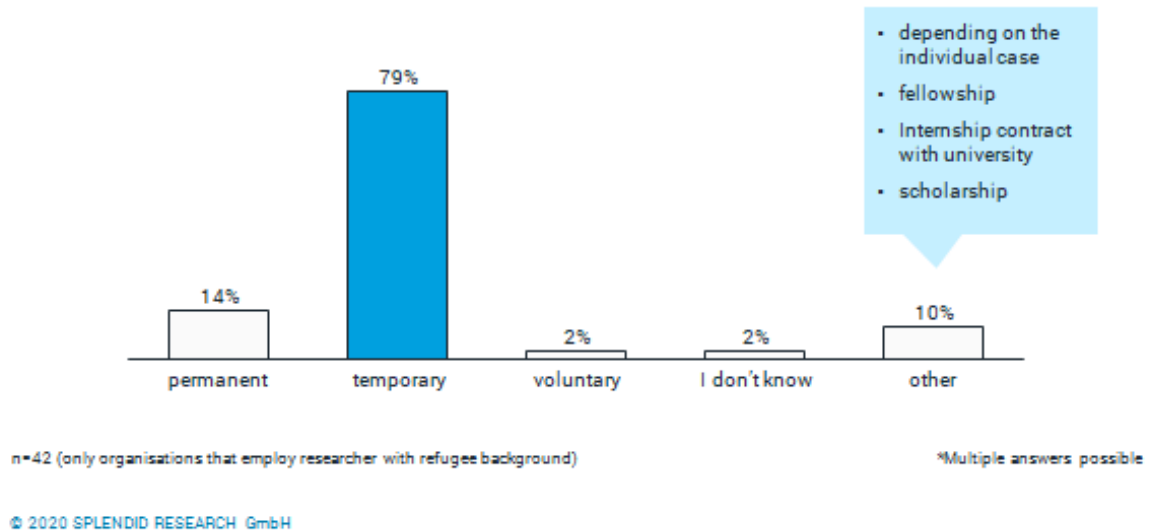


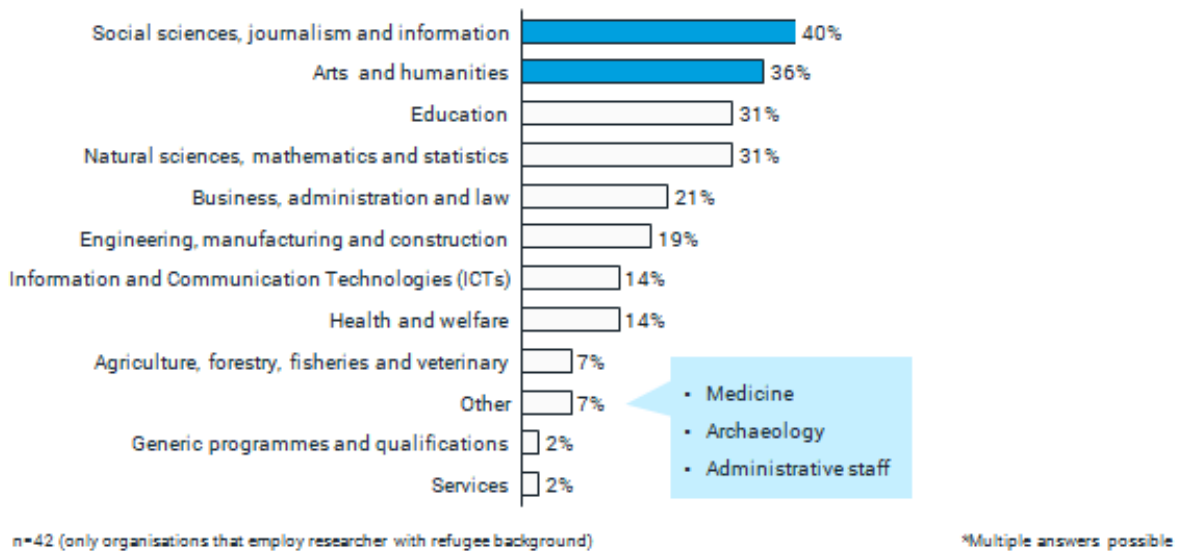
Chart 17: Contract types for researchers with refugee background.

In most cases, the researchers with refugee background were employed on a temporary basis. In only 14% of the cases the researchers were employed in permanent positions. Furthermore, 10% of the respondents indicated positions linked to scholarships and internships, which are also temporary.

40 percent are employed in the field of social science, journalism and information; 36 percent work in the field of arts and humanities.

EXPERIENCES ON EMPLOYING RESEARCHERS WITH REFUGEE BACKGROUND (7/9)

"Research Field of the employed researcher(s)/expert(s) with refugee background:
Based on ISCED classification?"*



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Chart 18: Research fields of employed researchers with refugee background.

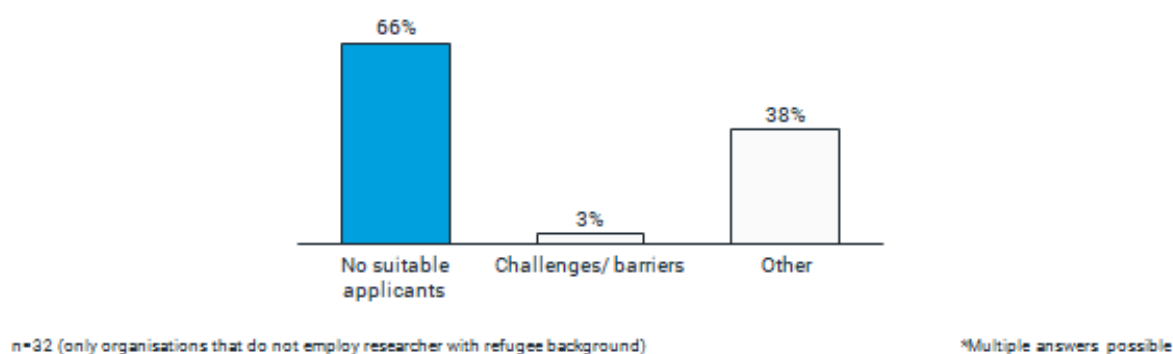
The employed researchers represented several academic fields. The majority, 40% of the cases represented social sciences, journalism and information and 36% of cases arts and humanities. In addition, education, natural sciences, business and engineering as well as several others were among the represented fields.

In this question multiple answers were possible as well, so one organisation could indicate to researchers in different fields as well as multidisciplinary and interdisciplinary cases could be covered.

The most common reason for not employing researchers with refugee background is that there are no suitable applicants.

EXPERIENCES ON EMPLOYING RESEARCHERS WITH REFUGEE BACKGROUND (8/9)

"Reasons for not employing researcher(s) with refugee background:"*



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Chart 19: Reasons for not employing researchers with refugee background.

32 respondents out of the total of 104 indicated that they had not employed researchers with refugee background. The main reason for that was that there had been no suitable applicants. Also, quite a few of them indicated to other reasons.

The table below provides further elaborations by the employers on the reasons for not employing researchers with refugee background. Some indicated language barriers, lack of funding or lack of information on support mechanisms. Still, most of the replies indicate to either not receiving applications from researchers with this profile or not having the information on refugee background of the researchers.

Selection of comments to specify the item

EXPERIENCES ON EMPLOYING RESEARCHERS WITH REFUGEE BACKGROUND (9/9)

"Reasons for not employing researchers with refugee background: - Comments"*

„No suitable applicants“	„Challenges/ barriers“	„Other“
<ul style="list-style-type: none"> • No applicants with refugee background • No information on possible refugee background • Being fluent (oral and written) in a local language is a prerequisite for employment 	<ul style="list-style-type: none"> • Lack of local language skills 	<ul style="list-style-type: none"> • No applications from researchers with refugee background • No staff in research positions (expert organisations) • Not aware if the applicant are refugees or not. • No recruitment processes ongoing • No financial resources • Not aware of any support for this type of recruitment
n=32 (only organisations that do not employ researcher with refugee background)		*Multiple answers possible

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Chart 20: Reasons for not employing researchers with refugee background.

The main reasons for not employing researchers with refugee background was that there had been no applications with such profile to the organisations. The other reason mentioned by the respondents was not being aware if the applicant is a refugee or not. This kind of information is also something that some employers would not ask and is thus not gathered or recognised by the employer.

Some of the respondents represented expert organisations, which as such do not employ researchers. Being fluent in a local language was mentioned as a requirement for certain positions, posing a limitation for recruiting the target group. One respondent indicated of not being aware of any support provided for this type of recruitment.

All in all, there seems to be no clear reason for not employing researchers with refugee background but the recruitment process for research positions is based on the qualifications and research profile of the candidates.

Experiences on employing researchers with refugee background

The second section of the survey focused on the perceptions of employers concerning hiring researchers with refugee background.

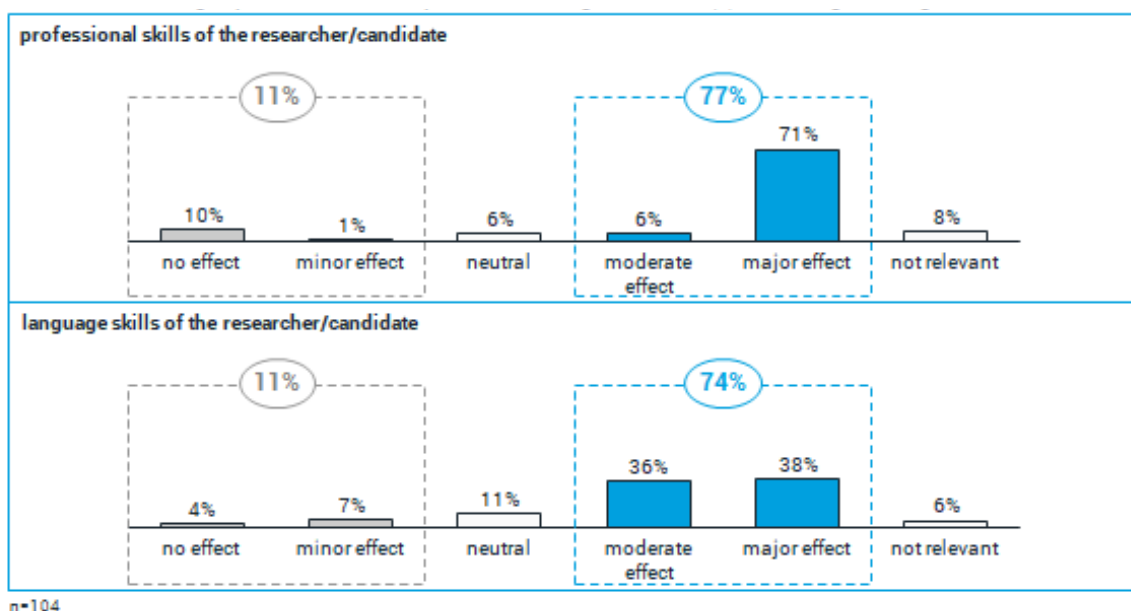
Incentives

The question inquired which aspects in terms of incentives have affected the process of hiring researchers with refugee background. The question was targeted for all respondents, for those who have hired researchers with refugee background and for those who have not. According to the replies, professional and language skills of the candidates, financial support available for the research candidates, and internationalisation of the workplace and research are the main incentives when hiring researchers with refugee background.

Professional and language skills have an impact on the process of hiring researchers with refugee background.

INCENTIVES (1/4)

"Have the following aspects affected the process of hiring researcher(s) with refugee background?"



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Chart 21: Incentives affecting the hiring process 1/4

Adequate information and support available as well as social responsibility for the organisation seem to have some effect in the hiring process. However, business opportunities seem to have no major effect on the hiring process of the refugee researchers.

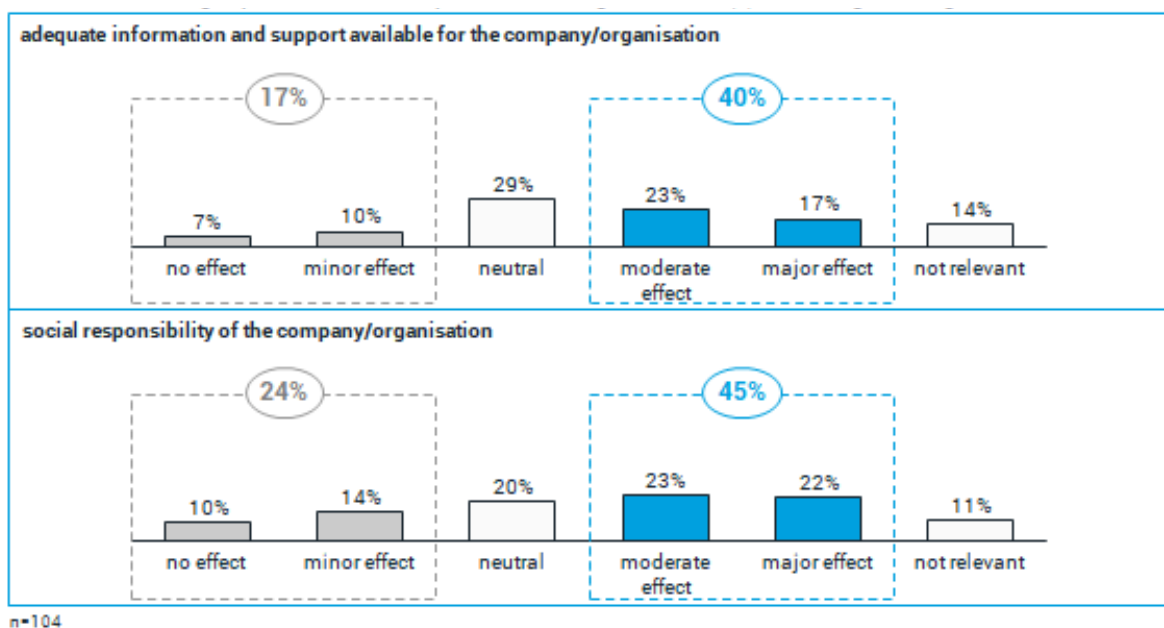
The respondents emphasise that professional skills and qualifications are the most important aspects when hiring employees. In other words, organisations generally hire the best applicant despite of his or her background. The immigration status of the researchers is not relevant in the hiring process and the information is not requested or registered when hiring. Likewise, generally in research, the qualifications, publication, degree and CV are the only criteria that matter.

74 % of the respondents also consider language skills to have a major or moderate effect when hiring. Thus, if the candidate has good and relevant language skills this has a positive impact on the hiring process. English is often the language of research in many countries and many state that fluent English is mandatory in projects and in conducting research and publications. However, local language skills matter especially for a fixed position and it is an important aspect of communication with the colleagues. Some respondents also add that in social sciences, the knowledge of local society, institutions and organisations is also important.

Opinions differ on the exchange of information; social responsibility does have an effect on the process.

INCENTIVES (2/4)

"Have the following aspects affected the process of hiring researcher(s) with refugee background?"



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Chart 22: Incentives affecting the hiring process 2/4

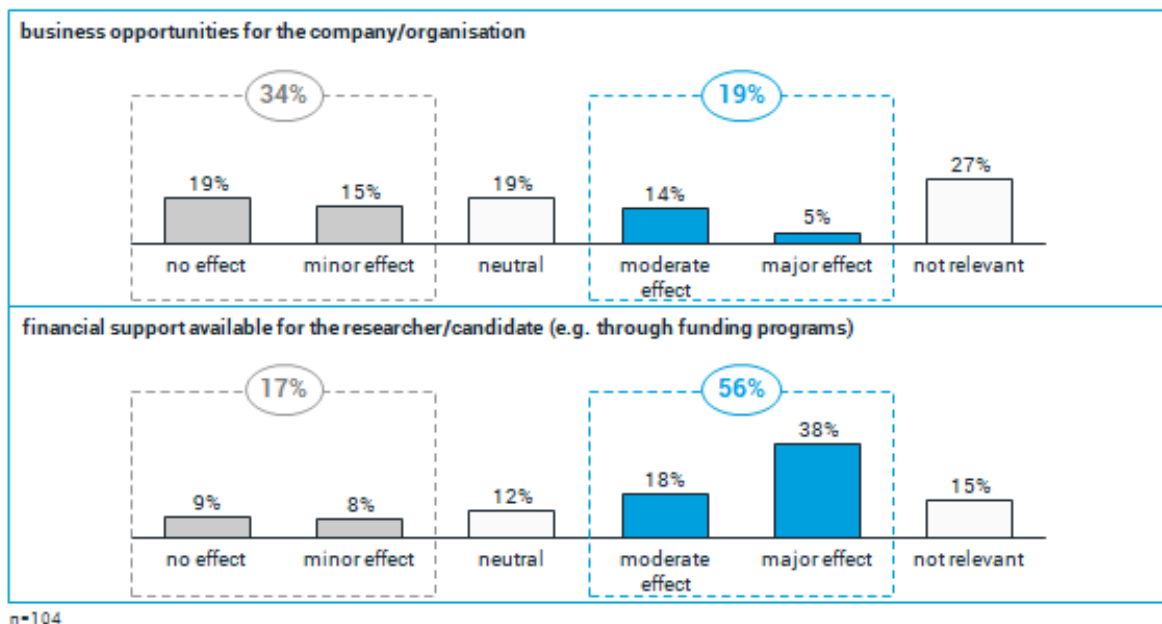
40 % of the respondents think that adequate information and support available has moderate or major impact on the hiring process, while on the other hand, almost 30 % think that this has a neutral effect. One respondent indicated that visa procedures can be difficult and time consuming so in this light it could be useful for the employer to have adequate information and support available.

As one of the respondents pointed out, organisations do consider social responsibility and it would be possible to take a limited number of researchers with refugee background based on social responsibility instead of pure qualifications. 45 % of the respondents also consider this to have a moderate or major effect in the hiring process. Institutes do host researchers with refugee background sometimes based on social responsibility, but generally the hiring process is based on their skills and competences. Organisations often have to hire the applicant based on their merits in relation to the available employment, so it is not even possible to take into account different aspects such as social responsibility.

Business opportunities do not seem to have a big effect; 56 percent think that financial support for the researcher does have an effect.

INCENTIVES (3/4)

"Have the following aspects affected the process of hiring researcher(s) with refugee background?"



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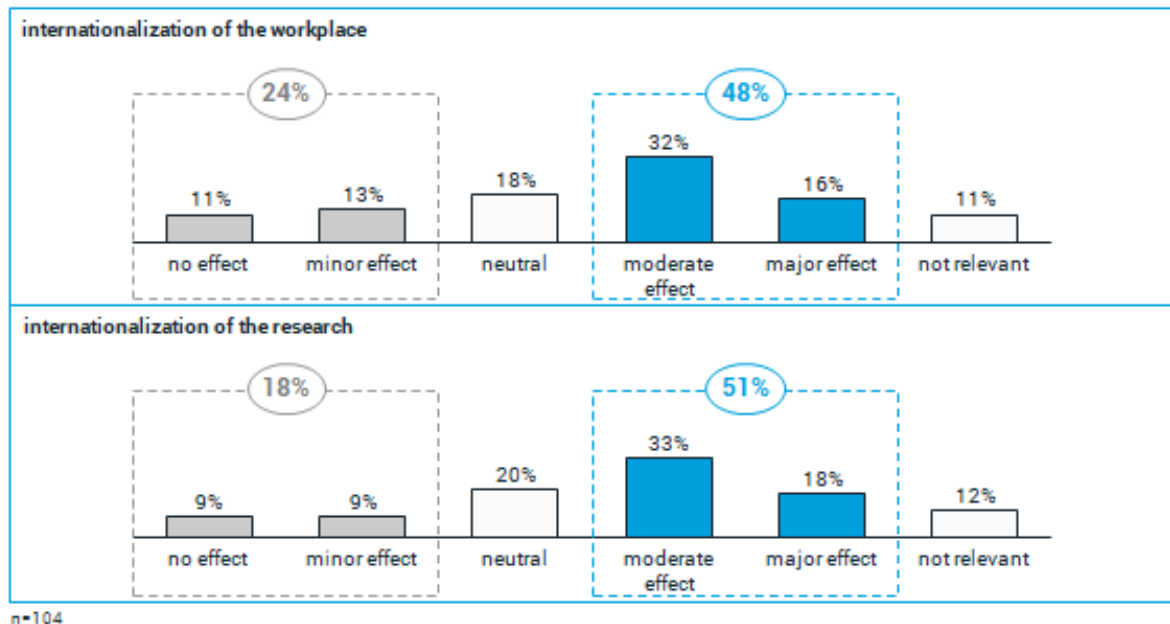
Chart 23: Incentives affecting the hiring process 3/4

56 % of the respondents consider that the financial support available for the candidates has a major or moderate impact on the hiring process. Consequently, external funding support would have a positive impact on hiring researchers with refugee background. Many respondents state that the current funding for the target group is not sufficient and sometimes employers have to top up the salary in order to fulfil the employment permit rules in certain countries. Thus, extra funding to cover living expenses, especially in expensive host countries (such as Norway), would be needed.

About half of the respondents think that internationalization of the workplace and of the research has an effect on the process

INCENTIVES (4/4)

"Have the following aspects affected the process of hiring researcher(s) with refugee background?"



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Chart 24: Incentives affecting the hiring process 4/4

"We would like to have a research staff as a mirror of the population."

Approximately half of the respondents consider that Internationalisation of workplace (48%) and internationalisation of research (51%) has a major or moderate effect on the hiring process. However, professional and language skills are still seen as more important. Equally, internationalisation may be considered in relation to the researcher's research and not to his or her background, nationality or refugee status.

One important aspect in addition to the previous incentives is the relevant networks and recommendations that often impact positively on the hiring process. As science and research is very competitive everywhere, one major obstacle for recruitment of researchers with a refugee background is lack of relevant networks in a new country. Thus, researchers face challenges when looking for research funding possibilities and positions, as they do not have any connection with the academic community in the country of residence. In the competitive environment where research funding and positions depend on connections, the relevance of networks and recommendations of senior colleagues is key when hiring researchers. This holds true also for other international researchers who come from elsewhere - if they are not part of a research team or do not have established academic networks to support them, it is very difficult to find a position.

Obstacles

The question concerning obstacles in the hiring process of researchers with refugee background was compulsory for all respondents whether they had hired refugee researchers or not.

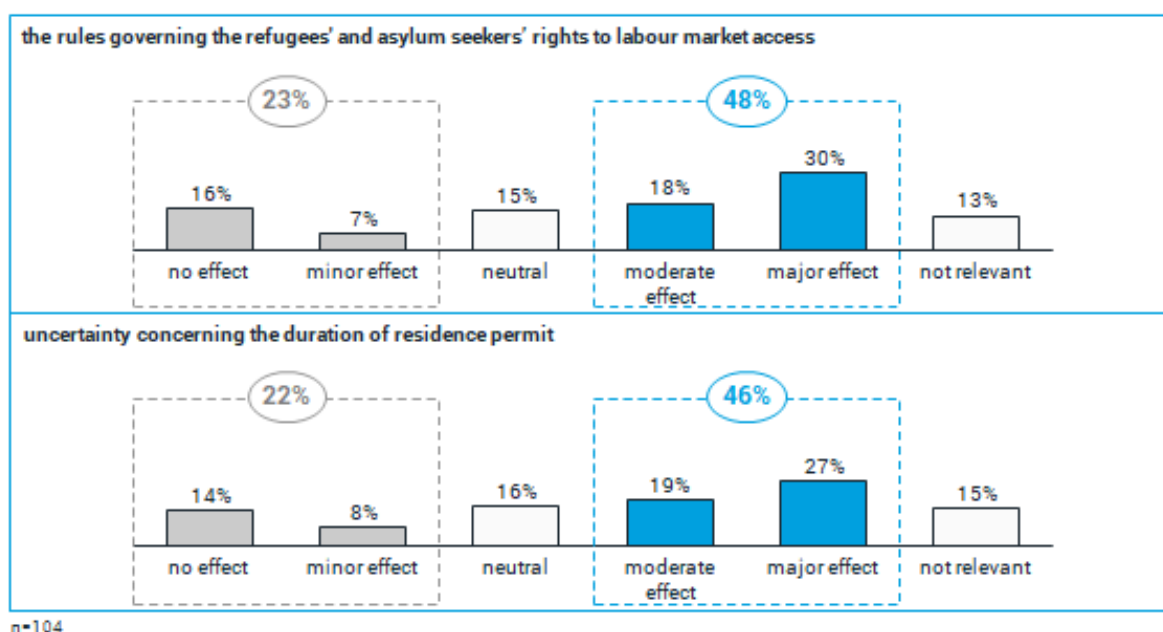
The findings reflect the described aspects of incentives in the previous chapter. The level or professional skills, recognition of qualifications and foreign language skills of the researcher have the most impact when considering the obstacles in the hiring process. Also, the level of host-country language skills, the rules governing the refugees' and asylum seekers' rights to labour markets and uncertainty concerning the duration of residence permit are considered to have an effect on the hiring process.

Family and health issues of the researchers, a lack of information and support structures for the hiring organisation, sceptical attitudes within the organisation towards hiring refugee researchers and negative public opinion towards the target group have a minor or no effect on the hiring process.

Less than half of the participants think that the access to the labour market and the uncertain permit affect the process

OBSTACLES (1/6)

"Have the following aspects affected the process of hiring researcher(s) with refugee background?"



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Chart 25: Obstacles affecting hiring process 1/6

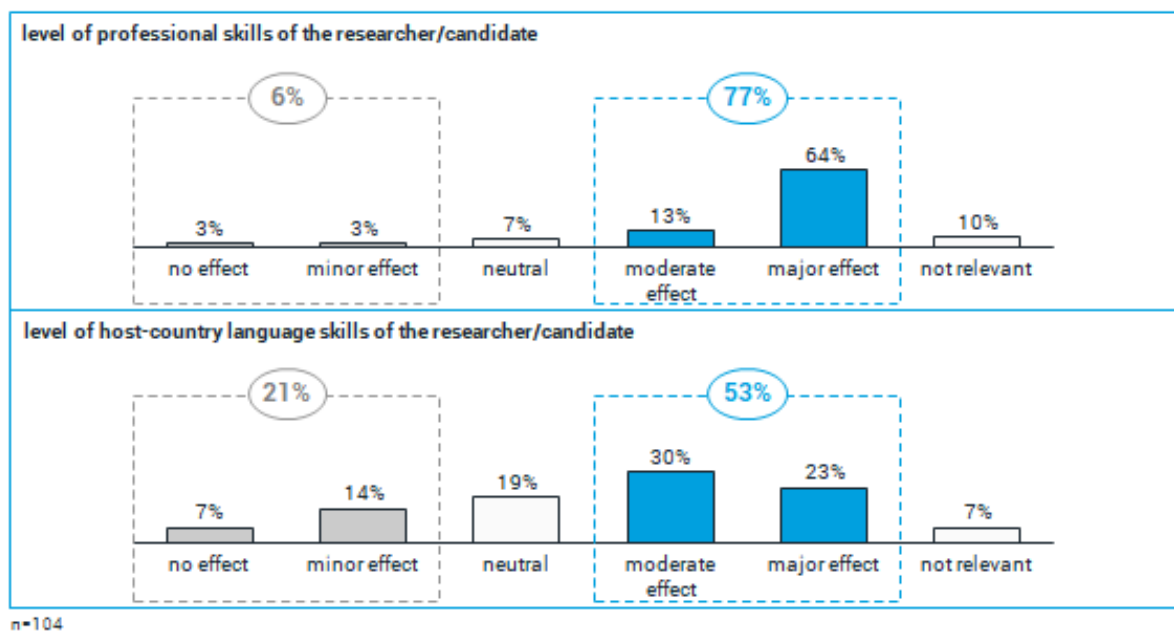
48 % of the respondents think that the rules governing the refugees' and asylum seekers' right to labour market have a major or moderate effect and, 46 % think the same about the uncertainty concerning the duration of the residence per-

mit. For example, in Ireland an obstacle for non-EEA researchers is the right to travel without visas, which is a particular issue as Ireland is a non-Schengen EU member state. It can limit the ability for researchers to attend conferences in the EU and to fully participate in relevant meetings with research partners.

For 77 percent professional skills are a reason for hiring researchers with refugee background; one half states that language skills do.

OBSTACLES (2/6)

"Have the following aspects affected the process of hiring researcher(s) with refugee background?"



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Chart 26: Obstacles affecting hiring process 2/6

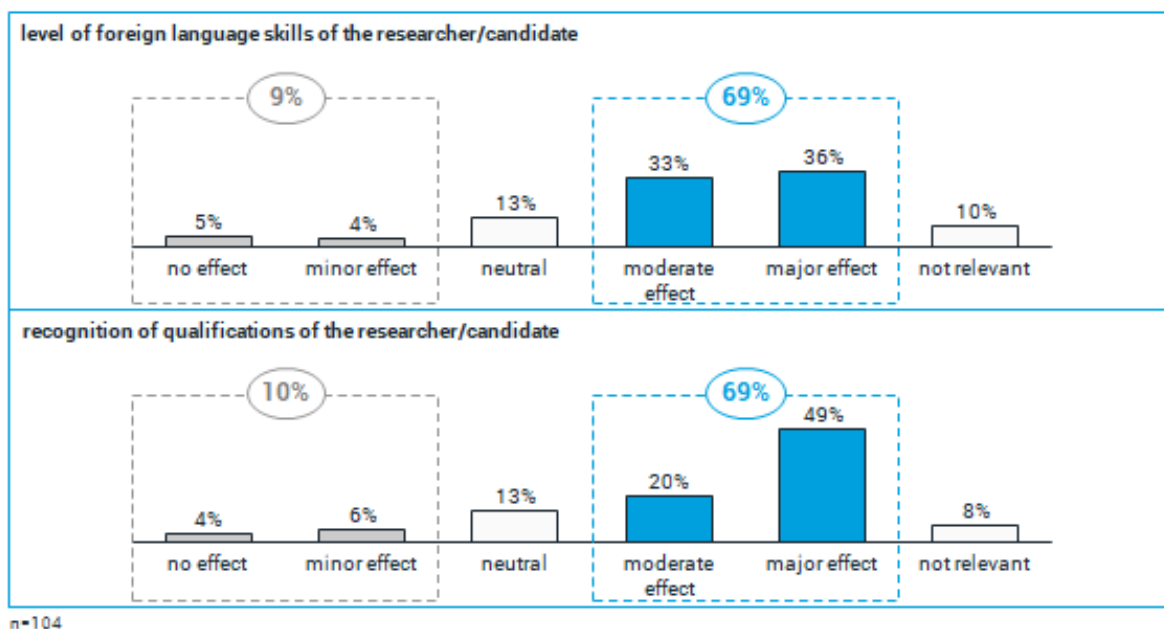
Reflecting the results on incentives, 77 % think that level of professional skills has a major or moderate effect. Foreign language skills, or lack thereof, has also a major or moderate effect on the hiring process. The respondents point out however, that English language skills C1 (reading, writing, speaking) are very important for international (academic) staff whether they are refugees or not.

For example, in Finland, the major obstacle for hiring international (non-Finnish staff) is that in many places they operate in the two official languages (Finnish and Swedish) and in addition English is often needed.

The level of foreign language skills does affect the process; for nearly one half recognition of the qualification has a major effect

OBSTACLES (3/6)

"Have the following aspects affected the process of hiring researcher(s) with refugee background?"



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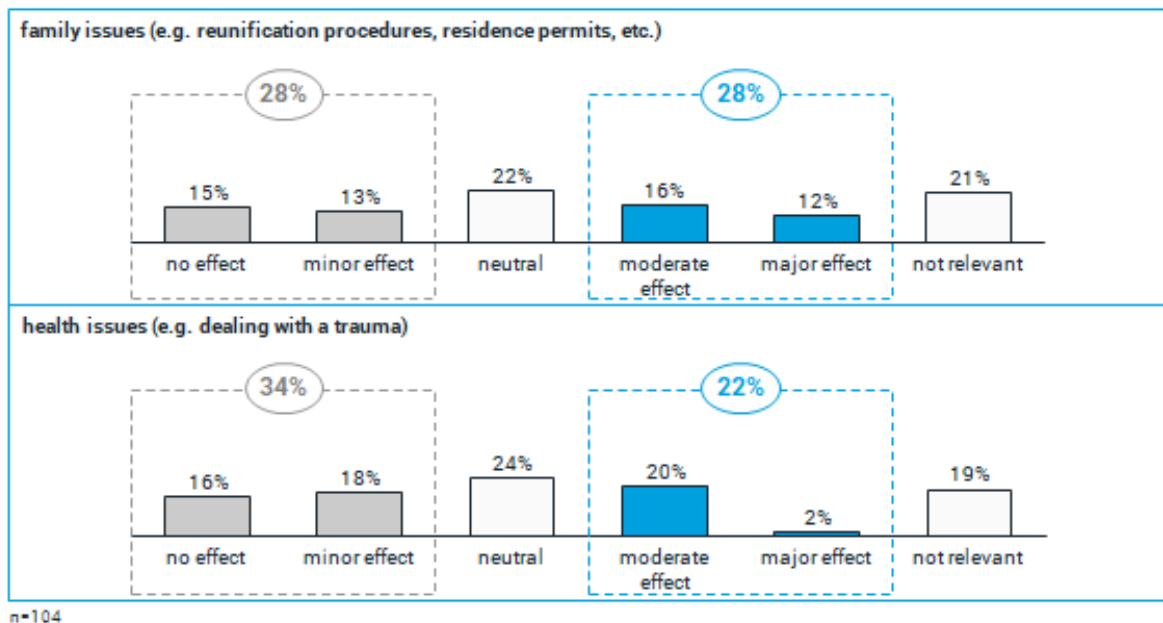
Chart 27: Obstacles affecting hiring process 3/6

Almost half of the participants consider recognition of qualification or lack thereof to have a major effect on the hiring process. This is a common issue for at-risk researchers who have suddenly left their country and who do not have relevant networks in a new country of residence. As stated earlier, in research qualifications, publications and CV are the most important aspects when searching for a research position. Thus, the lack of recognition of qualifications is a major obstacle for researchers with refugee background. This issue is also connected with the lack of networks as one of the respondents emphasised in the previous section. Without relevant contacts and networks in academia it is almost impossible to find position in a new country.

Regarding family and health issues, the respondents are undecided; no clear opinion emerges here

OBSTACLES (4/6)

"Have the following aspects affected the process of hiring researcher(s) with refugee background?"



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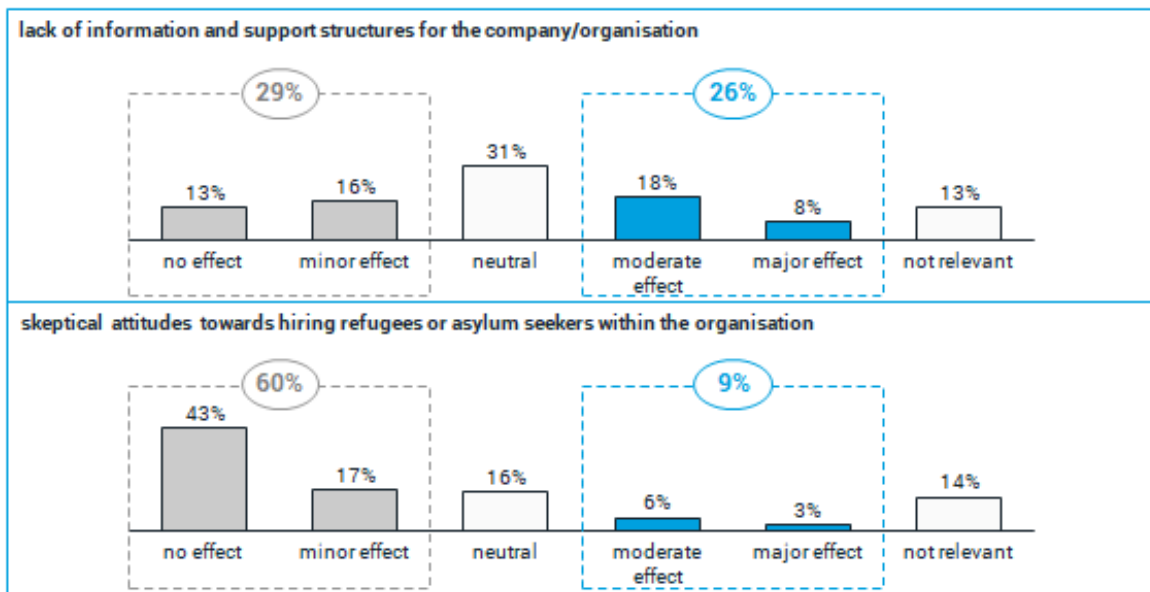
Chart 28: Obstacles affecting hiring process 4/6

Family and health issues of research candidates are not clearly considered major or minor obstacles. One of the respondents mentions that the employer would probably not reflect much upon personal issues until it becomes a problem at work after already being hired. On the other hand, one respondent states that his/her organisation does not have a capacity to take on an employee with severe health issues.

A lack of information as well as a skeptical attitude within the organization have a minor effect on hiring researchers

OBSTACLES (5/6)

"Have the following aspects affected the process of hiring researcher(s) with refugee background?"



n=104

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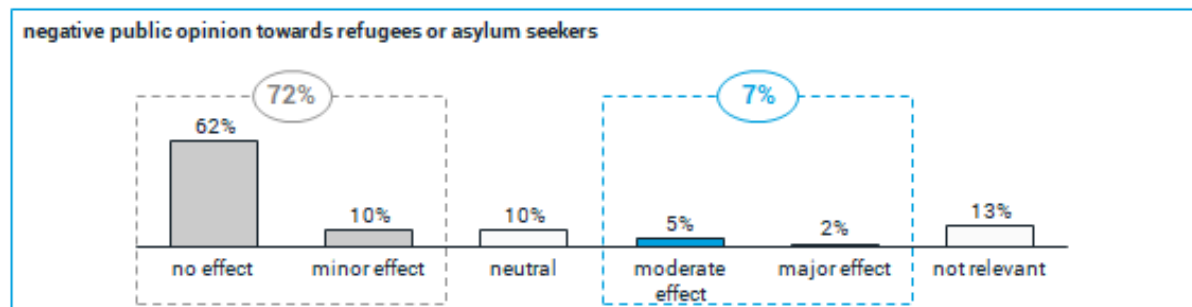
Chart 29: Obstacles affecting hiring process 5/6

Lack of information for the organisation hiring refugee researchers is not considered as a very relevant obstacle. Also, sceptical attitudes towards hiring refugees or negative public opinion do not have an effect on the hiring process.

The public opinion and other issues are less important for the process of hiring researchers with refugee background

OBSTACLES (6/6)

"Have the following aspects affected the process of hiring researcher(s) with refugee background?"



n=104

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Chart 30: Obstacles affecting hiring process 6/6

Over 60 % of the respondents state that negative public opinion has no effect and over 40 % thinks that sceptical attitudes within the organisation are not relevant obstacles on the hiring process. One respondent states, however, that the topic of researchers with a refugee background and their career advancement has not received much attention so far as in the public discussion as refugees are still generally considered as people with little educational background.

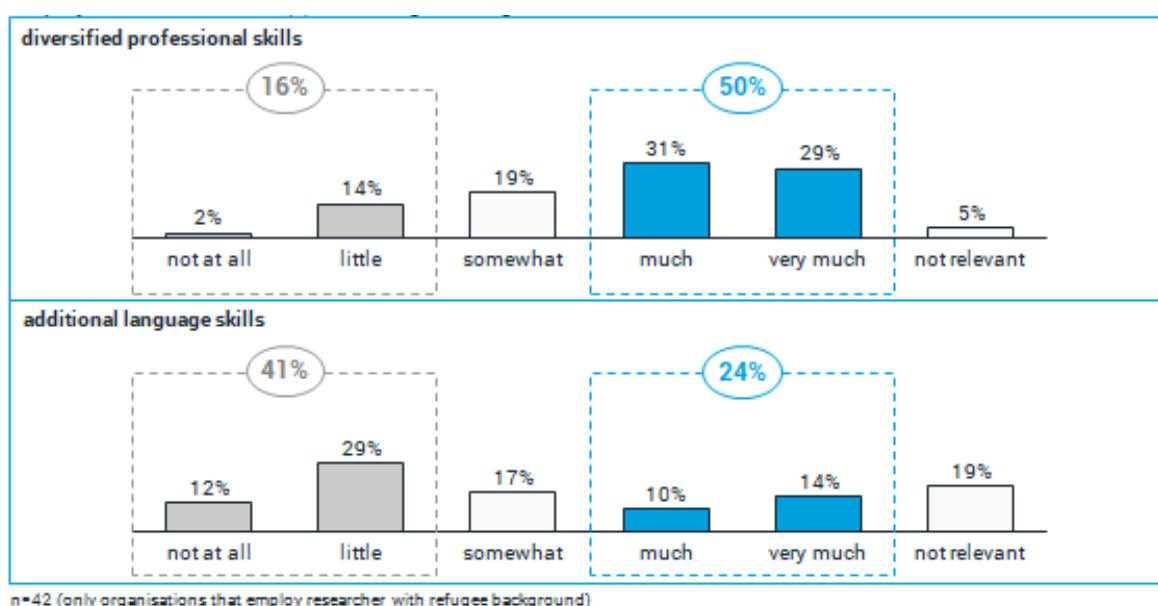
Benefits

The question on benefits was targeted to those 42 respondents who have employed a researcher with refugee background.

Half of the organisations that employ researchers with refugee background experienced diversified professional skills

BENEFITS (1/4)

"Evaluate to what extent has your organisation/department experienced the following benefits during employment of researcher(s) with refugee background?"



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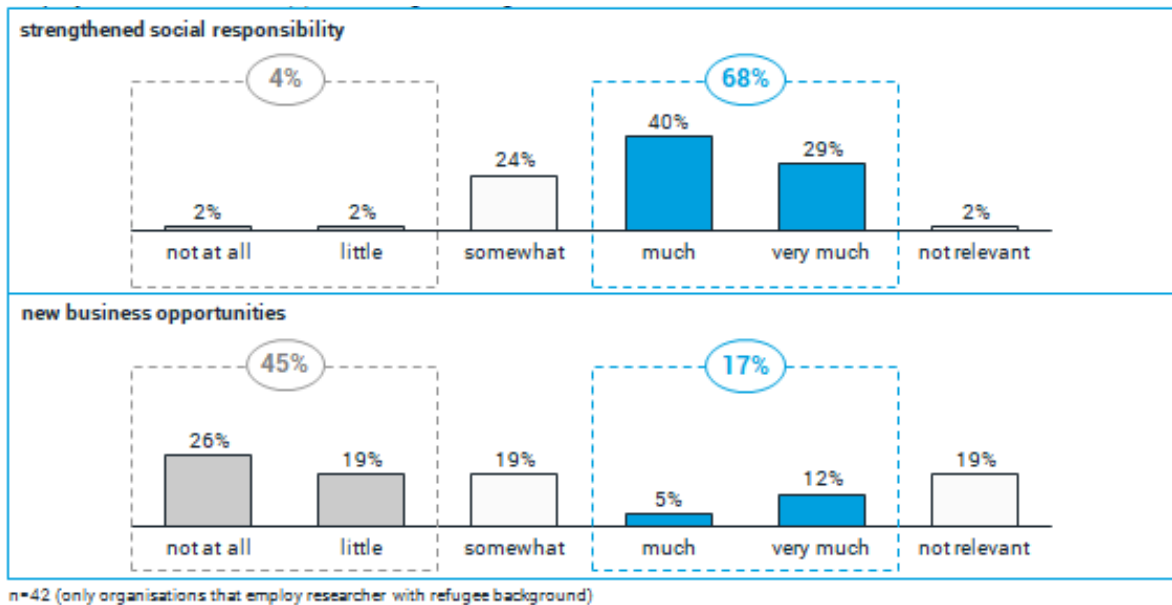
Chart 31: Benefits of employing researcher with refugee background 1/4

Half of the organisations that employ researchers with refugee background have benefitted from diversified professional skills. About one fourth of the respondents say that there have been benefits from additional language skills compared to 40 % of the organisations who state that there has been no or little benefit from additional language skills. Almost one fifth of the respondents found the additional language skills not relevant.

68 percent experienced the benefit of a strengthened social responsibility; new business opportunities were rarely detected

BENEFITS (2/4)

"Evaluate to what extent has your organisation/department experienced the following benefits during employment of researcher(s) with refugee background?"



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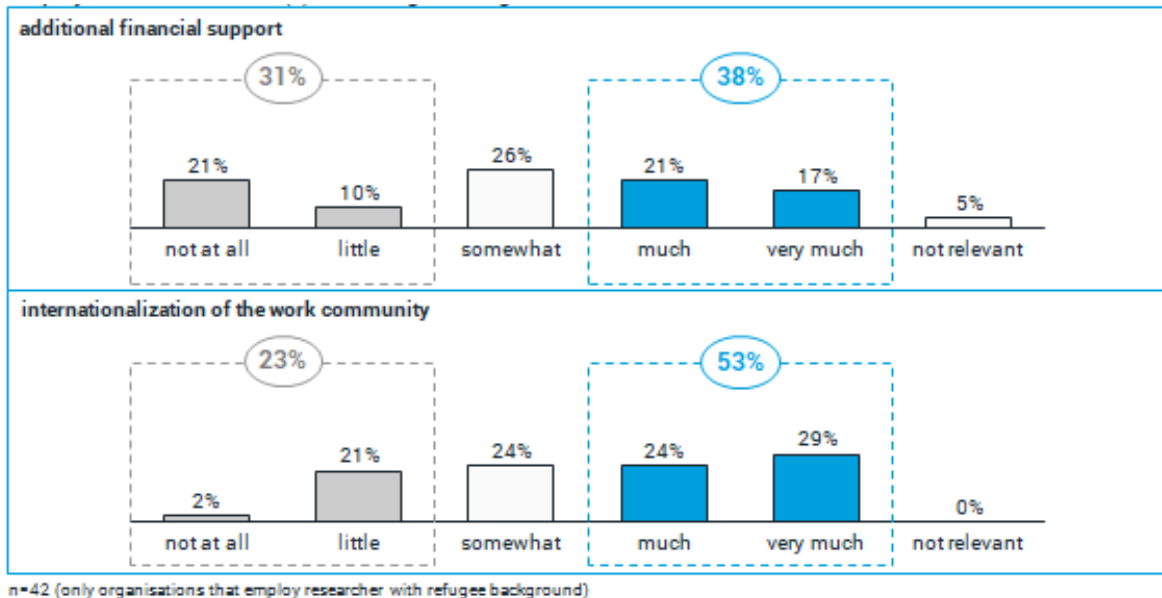
Chart 32: Benefits of employing researcher with refugee background 2/4

68 % of the respondents experienced much or very much benefit from a strengthened social responsibility compared to only 4 % who encountered no or little benefit. New business opportunities were rarely detected, as stated by 45 % of the organisations compared to 17 % of the respondents remarking that they had observed much or very much benefit from the new business opportunities. 19 % of the respondents noted that this was not relevant.

Additional financial support is experienced differently; internationalization of the work community is realized by one half

BENEFITS (3/4)

"Evaluate to what extent has your organisation/department experienced the following benefits during employment of researcher(s) with refugee background?"



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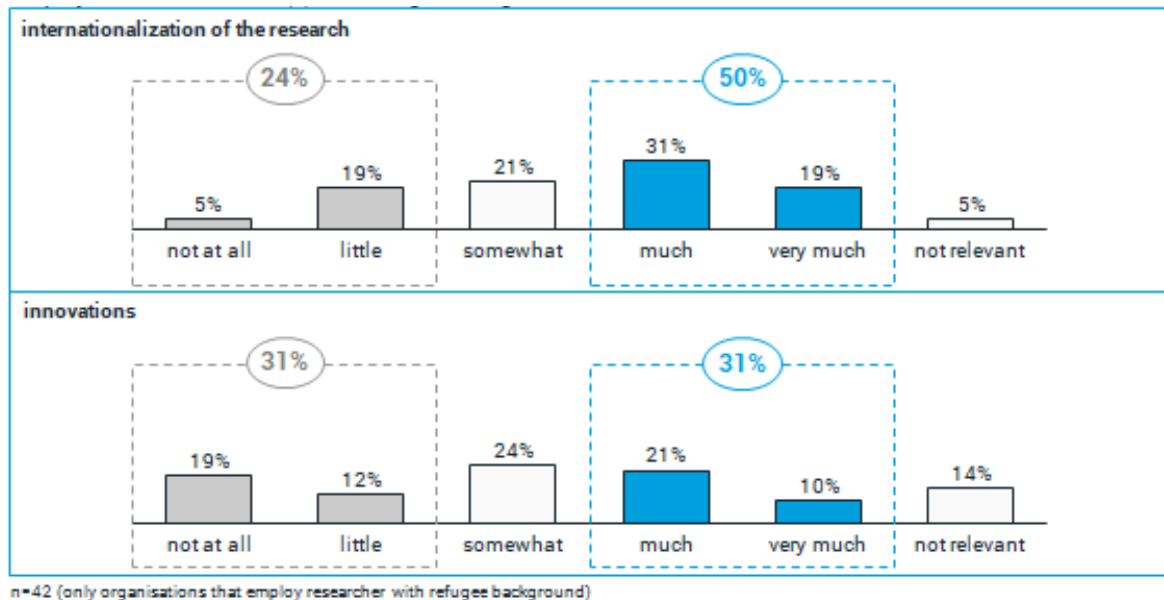
Chart 33: Benefits of employing researcher with refugee background 3/4

The responses were quite evenly distributed when it comes to the benefits of the additional financial support – 38 % have experienced much or very much benefit compared to 31 % of respondents who had not observed these benefits at all or only little. Internationalisation of the work community was detected as a benefit by over half of the organisations.

50 percent of the organisations realized a internationalization of the research; opinions about innovations vary

BENEFITS (4/4)

"Evaluate to what extent has your organisation/department experienced the following benefits during employment of researcher(s) with refugee background?"



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Chart 34: Benefits of employing researcher with refugee background 4/4

Half of the organisations experienced the benefit of internationalisation of research. When it comes to innovations, the experiences were quite evenly distributed. 31 % of the respondents had observed much or very much benefit in the form of innovations compared to 31 % who had not benefitted from the innovations at all or only little.

Concerning the experienced benefits, one respondent highlighted also the fact that the long-term effects (strengthening of contacts in the research community) are still to be evaluated over time.

Respondents were also asked to share any good practices or success stories concerning the benefits gained from employing researchers with refugee background.

One respondent highlighted the perseverance of an individual PhD candidate as the main driver of success. Also, the good attitude of the researchers with refugee background was mentioned. One respondent remarked that through a researcher with refugee background they gained access to data and language, cultural and other resources in different areas. Another respondent highlighted that they received a new research project in his specification supported through a third party.

One example of a personal success story is that a researcher with refugee background created his own start-up after two years of a post-doc fellowship in a university. It can also be seen as a success story that all researchers at risk currently

hosted at the institution seem to do very well in their new working environment and are supported by their academic mentors and teams.

Furthermore, it brings new perspectives on where, how and in what kind of conditions researchers conduct their work. One respondent quoted one of their department heads:

"It is at times challenging, but at all times it gives more than it takes!"

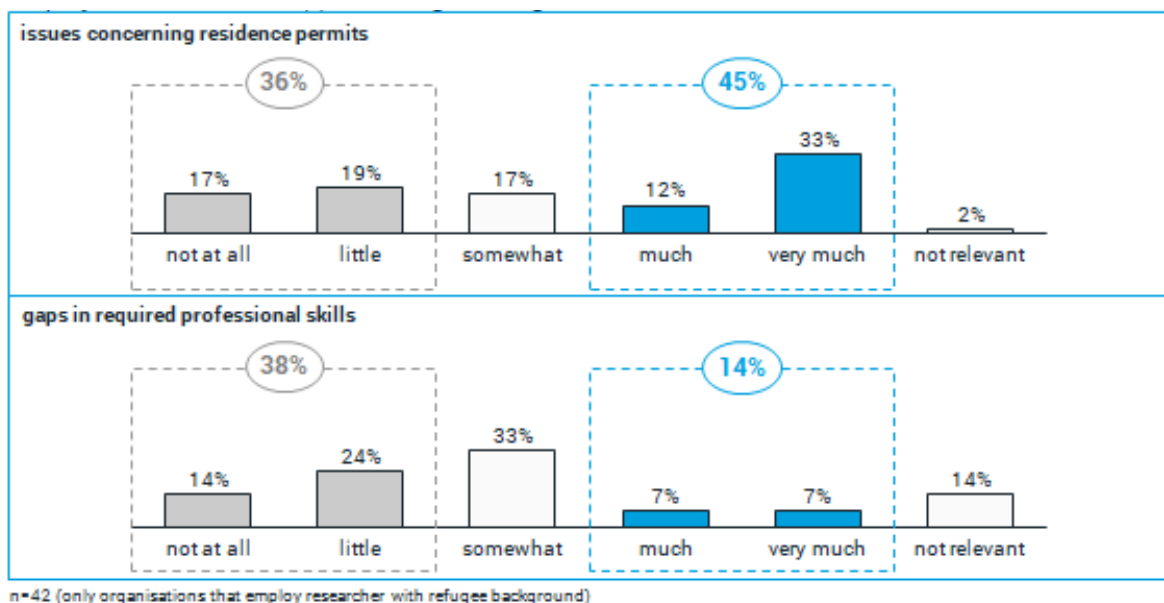
Challenges

The question on challenges was targeted to those 42 respondents who have employed a researcher with refugee background.

For less than half of the organisations residence permits have been challenging; gaps in required skills were rather not identified

CHALLENGES (1/6)

"Evaluate to what extent has your organisation/department encountered the following challenges during employment of researcher(s) with refugee background?"



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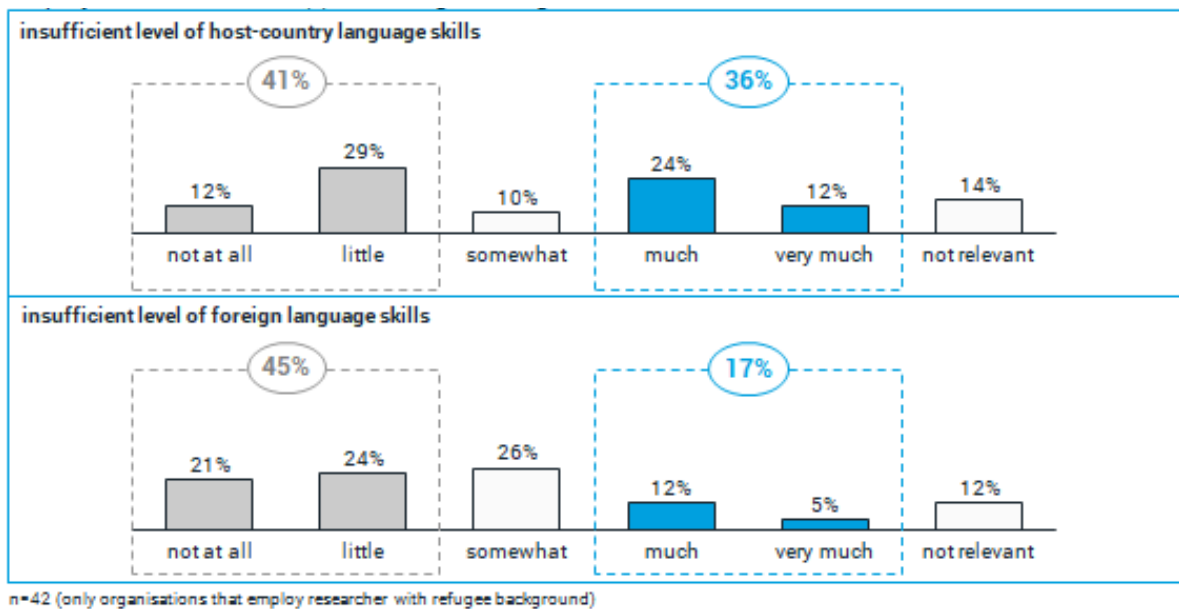
Chart 35: Challenges in hiring researchers with refugee background 1/6

For a bit less than half of these 42 organisations the residence permit issues have caused challenges compared to 36 % of respondents who did not experience challenges at all or only little. Gaps in required skills were not identified that much as only 14 % of the respondents had much or very much challenge with these.

An insufficient level of language skills has not been perceived as a big challenge

CHALLENGES (2/6)

"Evaluate to what extent has your organisation/department encountered the following challenges during employment of researcher(s) with refugee background?"



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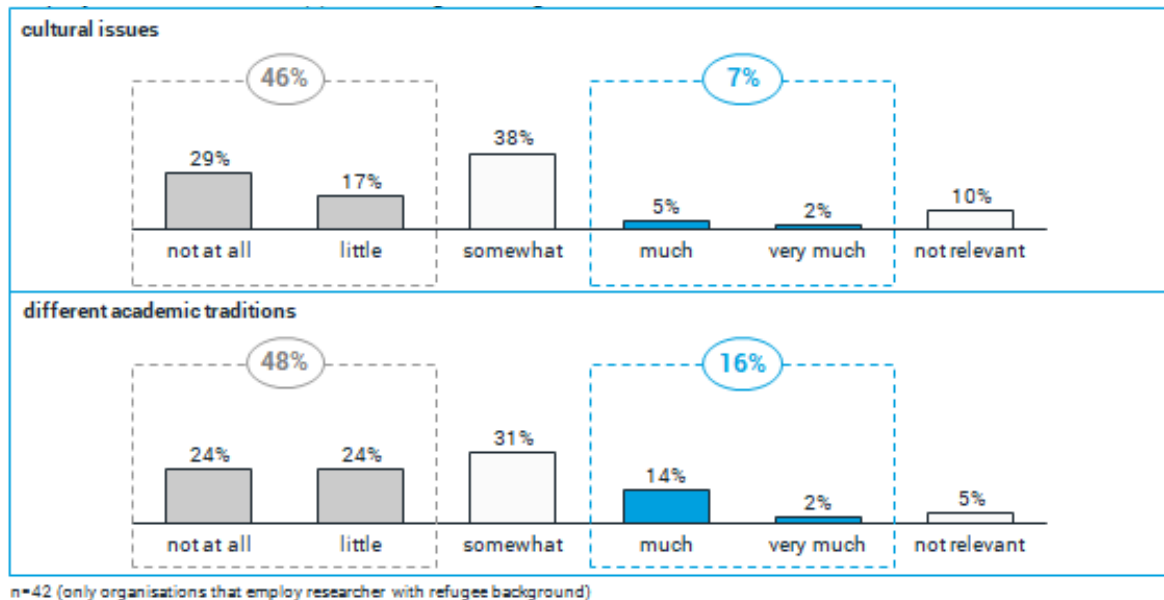
Chart 36: Challenges in hiring researchers with refugee background 2/6

When it comes to the host-country language skills, the responses are rather evenly divided – 41 % state that it has not been at all or only little challenging and 36 % say that it has been much or very much challenging. However, concerning the challenges of insufficient levels of foreign language skills, 45 % have not experienced to no or only little extent as compared to 17 % who answer that it has been much or very much challenging.

Cultural or academic differences were rather not seen as a challenge

CHALLENGES (3/6)

"Evaluate to what extent has your organisation/department encountered the following challenges during employment of researcher(s) with refugee background?"



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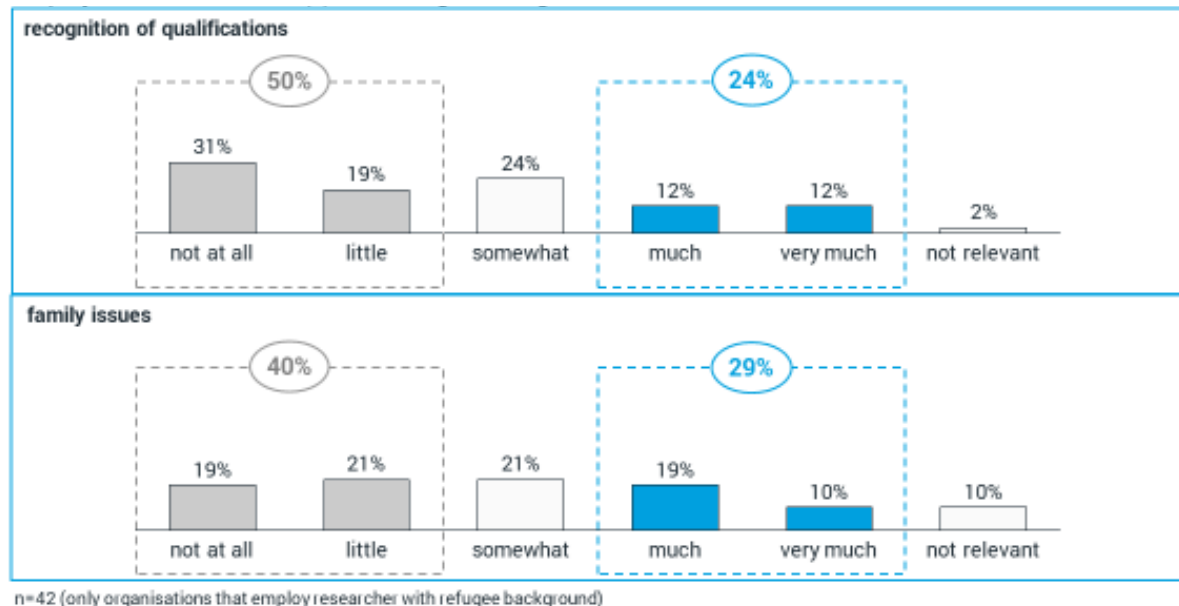
Chart 37: Challenges in hiring researchers with refugee background 3/6

46 % of the respondents identified no or few challenges concerning cultural issues and 38 % answer that they have experienced some challenges. Only 7 % have found it much or very much challenging to deal with cultural issues. The results concerning different academic traditions are rather similar, only slightly more respondents - namely 16 %, state that they have experienced challenges much or very much.

For 50 percent recognition of qualification has not been a challenge; family issues were evaluated differently

CHALLENGES (4/6)

"Evaluate to what extent has your organisation/department encountered the following challenges during employment of researcher(s) with refugee background?"



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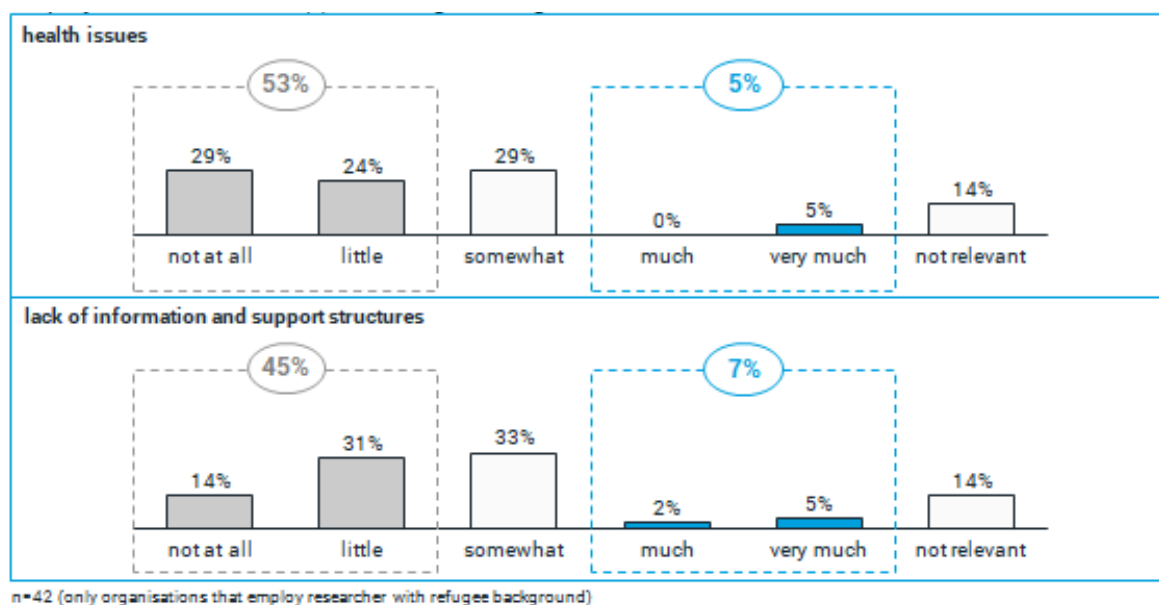
Chart 38: Challenges in hiring researchers with refugee background 4/6

Half of the organisations have not encountered challenges on recognition of qualifications, compared to 24 % of respondents who have experienced them much or very much. Family issues are seen as challenging by 29 % of the respondents, whereas 40 % have not encountered any or only few challenges.

More than half of the organisations state that health issues were not a challenge; lack of information and support were evaluated similarly

CHALLENGES (5/6)

"Evaluate to what extent has your organisation/department encountered the following challenges during employment of researcher(s) with refugee background?"



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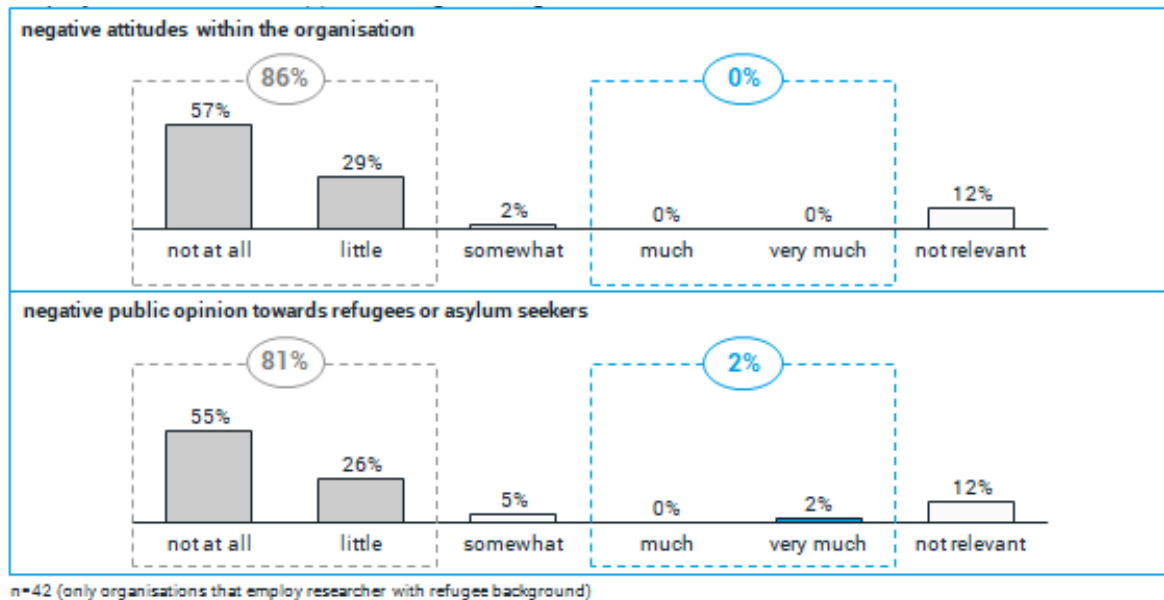
Chart 39: Challenges in hiring researchers with refugee background 5/6

More than half of the organisations say that health issues were not a challenge, 29 % have experienced some challenges and only 5 % state that these have caused significant challenges. The response is similar concerning lack of information and support structures.

More than 80 percent state that there was definitely no negative attitudes within the organization and the public opinion has not been an issue

CHALLENGES (6/6)

"Evaluate to what extent has your organisation/department encountered the following challenges during employment of researcher(s) with refugee background?"



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Chart 40: Challenges in hiring researchers with refugee background 6/6

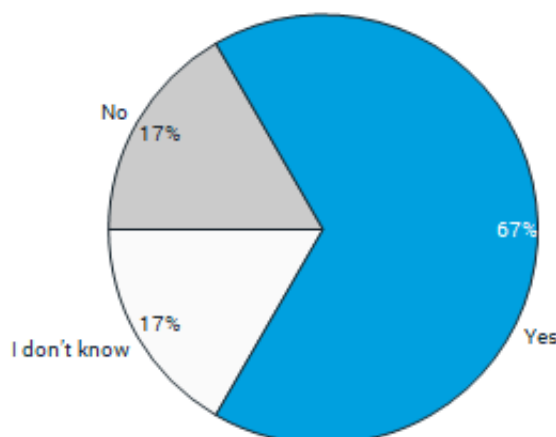
It is very clearly stated that there are no or little negative attitudes within the organisation, according to 86 % of respondents. Almost the same percentage, 82 %, remarked that there is no or little negative public opinion towards refugees or asylum seekers.

Furthermore, the organisations mentioned challenges related to the limited funding as a 1-year contract does not allow for a non-EU citizen access to the necessary public services, for instance. Also, one year is a very short time to provide enough security to a researcher and especially to their family.

As a very personal challenge, one respondent gave the example of a researcher who was unable to return home to attend his/her father's funeral, which was certainly very upsetting for the researcher.

Two thirds of the organisations provided additional support for their researchers with refugee background.

"Have you provided additional support to meet the needs of researchers with refugee background?"



n=42 (only organisations that employ researcher with refugee background)

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Chart 41: Percentage of respondents who have provided additional support for the target group

Two thirds of the organisations have provided additional support for their researchers with refugee background, while 17 % have not provided any support and 17 % do not know the situation.

Among the examples of such support are flexibility, time and understanding, time to do additional academic training at university, assistance with arrival and entry into the academic environment, individual academic advising and counselling and information sessions about available research funding.

Several respondents have offered practical help, support for international employees and through support programme and offering a support network, personal support with administrative matters like with bank accounts, social security issues, taxation, work permit, visa issues, help with local bureaucracies and practice, assistance for finding accommodation and financial support for accommodation, support on asylum seeker process managerial support related to health issues, psychological support, guidance and counselling, language courses, participation in conferences, working means and facilities.

There were also measures like voluntary supervision, mentoring, training opportunities and also specific support to researchers with refugee background in writing proposals for funding schemes and training for applying special research projects.

Respondents were also asked to share any good practices to overcome challenges e.g. sources of relevant information. They mentioned e.g. institutional support provided by the Wellcome Centre which proved to be adequate and sufficient for refugees as a target group.

In one case, it was only a minor challenge that the guest researcher needed to learn about the infrastructure of the research system and financing possibilities of research projects. The researcher received support from a professional

member of their institute who guided and trained the researcher in activities that could help in finding a way to continue life as a researcher in the new country of residence.

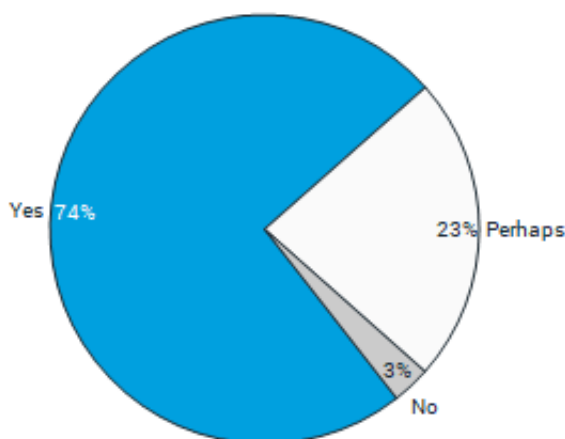
Another helpful aspect was a common understanding of the roles between funding, intermediary and receiving organisation. Furthermore, local refugee support groups and organisations were found to be useful in tackling the challenges.

Perspectives on research labour market

The last section of the survey focused on hiring refugee researchers in the future and mapping the research labour market, relevant stakeholders and existing support mechanisms in the ten target countries. Moreover, the respondents listed support mechanisms, services and information that should be further developed at local, national and EU level. The following chapters summarise the respondents' replies concerning the research labour market landscape and perspectives for researchers with refugee background, main stakeholders as well as recommendations for beneficial support and services. The respondents could provide their views in open questions.

Nearly three quarters of the participating organisations/departments consider hiring researchers with refugee background in the future

"Would your organisation/department consider hiring researcher(s) with refugee background in the future?"



n=104

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Chart 42: Percentage of respondents considering to hire researchers with refugee background

All respondents of the survey were asked, if their organisation would consider hiring researchers with refugee background in the future. 74% of the responses were positive and 23% potentially. Only 3% answered that their organisation would not consider hiring researchers with refugee background.

When asked about the reasons for this, the organisations replied that either they had not had suitable applicants, were not active in the research field or that the recruitment is based on the skills of the applicant, not their background as a refugee.

“We employ the person best qualified for the position, regardless of the background.”

“We would hire a refugee if he/she has the best skills, not because he/she is a refugee.”

One institution indicated that hiring researchers with refugee background is their goal in the future. However, they saw that the very competitive system to obtain a permanent position would make it very difficult for possible candidates.

Further, one respondent indicated to the insufficient local language skills as a barrier for employment for small research institutes, even if the professional expertise of the candidate would otherwise be on the required level.

The majority of the answers to this open question highlight the fact that a researcher with best skills and competences which match the open position's requirements is hired irrespective of the background. Some answers also point to the relevance of language requirements. One respondent states that at least at the moment there is no policy of positive discrimination in the selection.

Labour market opportunities

Respondents were asked to describe the research labour market opportunities for researchers with refugee background in their field or generally in their country.

“Growing with the growth of knowledge and awareness.”

Many respondents report that the research labour market opportunities are the same for all international staff and hiring is always based on academic competences. Thus, the situation may not be necessarily worse for refugee researchers if they have the required qualifications, professional and language skills. The key message from the respondents is that the background of the researchers is not highlighted above the academic merits. All international academic staff is recruited based on their competences, quality and relevance of the research and number of publications. Thus, refugee researchers are having the same opportunities than any other candidate. Of course, proficiency in English and local language plays a significant role and in addition, cultural awareness may sometimes have an impact.

On the other hand, many respondents also describe the research labour market for the target group very challenging, limited and hard to obtain in their country. Unless you are on top of your field, with good language skills and impressive academic merits, it is very difficult to find a position even for a local researcher, let alone for a researcher with refugee background. The target group often faces the challenge of insufficient language skills, difficult family situations or inconsistencies in their career. These are usually the result of very challenging and unfortunate circumstances that have severe consequences for the continuation of their career. In other words, refugee researchers have an extra layer of difficulties compared to local researchers.

Several respondents also mention that the research labour market is not necessarily welcoming for researchers with refugee background. The internationalisation of higher education is a trendy expression, but not high on the agenda for many higher education institutions. One respondent even states that the target group's qualification and their previous research positions in their countries of origin, do not mean that they would be academically qualified to work in Europe. Fortunately, this is only a single comment and does not reflect the attitudes of all potential employers.

As one respondent puts it, when competing for open positions, humanitarian considerations do not (and cannot) often weigh that much. However, considering their challenging circumstances, there is a need to develop opportunities for researchers with refugee background without applying the excellence criteria. Generally, the respondents consider that targeted funding programmes for refugee researchers are relevant and beneficial for the continuation of the target group's research career. There are already good examples of different targeted funding programmes which recognise the needs of the researchers with refugee background. For example, the Scholars at Risk programme takes place outside the standard recruitment routines and is thus rather easy compared to typical recruitment, which often takes long time, while there still may be time constraints on deadlines, visa/work-permits, need for a housing address before arrival (for use in the visa application). Respondents also indicate that the recruitment announcements may be difficult to understand for non-local researcher.

On the other hand, most support for refugee scholars takes the form of scholarships, while there is a need for actual research positions. One of the respondents points out that the overall precariousness in academia hits the refugee scholars harder. Moreover, the positions available are often temporary. For instance, one respondent from Germany points out that there is fierce competition with German researchers and hardly any permanent positions in academia in Germany. Thus, the system may be quite different compared to researchers' countries of origin.

Naturally, the research labour market opportunities also depend on the academic field. The respondents report that it seems to be easier to find a research position in the field of informatics, ICT, technics and biosystems compared for example to humanities. However, this is a general note and not related to candidates' background.

Main stakeholders

Respondents were asked to provide information on the main stakeholders concerning the research labour market opportunities for researchers with refugee background in their country.

Generally, respondents consider that all areas and stakeholders connected with higher education are the main stakeholders concerning the research labour market opportunities for researchers with refugee background. Higher education institutions themselves are mentioned as key players. More specifically HR services, host faculties and departments as well as individual members of selection committees in each institution are considered having a major role. Also, research institutes and centres as well as funding institutes play a similar role. For example, in Norway, the research institutes are large and have a common organisation (FFA) which carries out policy development in research. Scholar programmes providing funding for the target group have a special role and operate between employers and research candidates. Nationally for example, the PAUSE programme in France and the PSI (Philipp Schwartz Initiative) in Germany are relevant actors.

The ministries, national agencies for education and research councils are listed among the main stakeholders. Respondents say that organisational support is needed from the public sector including municipalities and federal and cantonal authorities depending on the structure of the country. Immigration offices have an important role granting residence and work permits that regulate the immigrant's employment possibilities in certain country. They also prepare migration policies and provide support services for integration and employment. Employment offices play an important role

providing assistance and services for refugee researchers navigating the research labour market. Also, employment unions and political parties have an impact on the target group.

All potential R&D employers both in the public and private sector are also considered as relevant stakeholders. Private sector employers who provide research positions could have a bigger role providing employment opportunities for the target group. For example, main ICT players in Europe are located in Ireland and all those companies offer excellent opportunities for people with a refugee background. Moreover, third sector organisations such as non-profit associations involved with asylum seekers and refugees can provide relevant assistance. Expert organisations providing relevant information, such as EURAXESS, also have a key role.

Further support to enhance the employment opportunities

Respondents were asked to provide information on the type of support that would enhance the employment opportunities for researchers with a refugee background, which resulted in several key points.

It was stated that in many countries there are laws regulating employment according to which attention may only be paid to objective grounds, such as merit and skills i.e. academic qualifications. Since organisations hire PhD, post doc students and researchers from all over the world, the opportunities are open to everyone and universities' culture generally values staff diversity. It was also highlighted that, alongside the dedicated individuals, the support from the top management is a key factor.

One respondent emphasised that depending on the programme, they offer specific support to candidates with a refugee background, such as support in developing competitive proposals to apply for funding. Several respondents highlighted that they are connected to different support structures which have been helpful. One respondent also mentioned that a change in law on employment in public service would be needed, yet it was not specified where the problem lies currently.

Several respondents highlighted the importance of financial support in employing researchers with a refugee background or mention that additional funding would be needed in order to employ researchers. More economic freedom for this purpose would support more recruitment. The employment costs are quite high and the grants from support programmes do not cover the employment costs for both the researcher and the university. Scholarships in general were seen as a priority with an emphasis on dedicated scholarships for refugees. These dedicated scholarship programmes and targeted financial support could facilitate entry and integration and would allow the organisations to host more researchers. With the additional funding for the employment of refugee researchers, it would be easier to justify positive discrimination. Besides, the need for external funding, additional positions and scholarships for the PhDs were seen to be beneficial. On the other hand, it was also mentioned that there is a need to have a better knowledge of the funding opportunities. One aspect concerning financial support was to have it specifically during a trial period as that would make employment easier. Administrative resources and support were also stated as something that would be beneficial. Next to the initial support, there is also a need for a long-term plan for what happens after the temporary position ends. One respondent proposed to give the candidate a 2- or 3-years scholarship and support the institution with research or other materials to strengthen the infrastructure of the institution.

One respondent mentioned close cooperation with companies and who would provide traineeship programmes for refugees. These programmes should cover a wider target group and not only students and young people and could poten-

tially lead to employment. The traineeship programme should primarily concentrate on improving skills and cover the core duties of the company, but it could also include some language training and knowledge of the working culture of the country in question. A mentoring programme for academics would also be beneficial.

Language training was mentioned several times, and it could be useful to have subject-related language courses. Cultural training both for researchers with refugee background but also for the organisation and its personnel was also emphasised. Furthermore, training in the local work culture and gender equality would be helpful as well as similar support in integration in the local society, according to employers. Furthermore, support in practical issues would be helpful, e.g. for finding an apartment for the researcher. One respondent remarked that they are used to employing candidates from other countries and have a professional HR section with established routines. However, when it comes to a person whose life has changed dramatically and who has potentially gone through a traumatic experience, it might be difficult to expect them to work as effectively as another person without such background. There is a need for information on available support e.g. concerning reuniting families and dealing with trauma.

Several respondents highlighted the need for support in finding the right candidate and support needed for recruitment – for instance, to connect interested researchers with refugee background with higher education institutions. One of the solutions could be matchmaking through an organisation familiar with the working field of the company which would then make a good match with the candidate. For small institutes, employing new staff who they do not know beforehand e.g. through their master studies, is a high risk. To mitigate this risk, it would be useful to have some kind of support, but the respondent has no answer how this could be done. Furthermore, possible employers would need a clear picture of the knowhow, qualification, skills and experience of the candidate in their business or research field. More awareness was also mentioned when these aspects were highlighted. One respondent with no previous experience on hiring researchers with refugee background listed that it would be beneficial to receive clear information about the researchers' CV, support during the application process, insights in the financial consequences, if any, and inspiring 'PR' material on the needs and benefits when it comes to social responsibility.

Some respondents also took up the issue of residence permits, and they were hoping to have a close contact with the immigration office and support from the migration board. Another expressed need was also the easing of acquisition of residence permits. The respondents highlighted that the residence permit applications need to be processed in due time and all details need to comply with the regulations, so the researcher is able to stay at the workplace for the entire duration of the contract. More predictable immigration procedures would be helpful here. One organisation also remarked a need for a better knowledge of the law on asylum seekers and foreign nationals. Easily accessible information on the legal status of the refugees and the eligibility to work, when they can start working and what are the rules concerning work permits is needed. Another helpful aspect would be a network between local authorities and universities. More governmental support, specifically from social services and employment agencies, was highlighted by one respondent.

Partnership with established actors in the field is needed in order to create research and teaching positions for scholars with refugee background. Developing joint research projects that employ local and international researchers including the ones with refugee background would provide more possibilities. One respondent also highlighted the need for a constant discussion and joint efforts between all stakeholders involved in providing job opportunities for researchers with refugee background.

Recommendations for support, services or information

Respondents were requested to describe what kind of support, services or information is lacking or should be further developed.

Recommendations

"What kind of support, services or information is lacking or should be further developed? You may elaborate your choice in the text fields."

„at local/ regional level“	„at national level“	„at EU/ global level“
<ul style="list-style-type: none"> Financial support Awareness raising; Initiatives that help employers to have a better understanding/awareness of the benefits of hiring researchers with refugee background. To get more people involved at the university in the support activities Language and cultural training Local services to support integration and networking between individuals and organisations (universities, other research organisations / employers) Collaboration and enhanced discussion between HEI's and employers in the region Networking opportunities More inclusive employment strategies 	<ul style="list-style-type: none"> Migration policy, improved system of recognition of qualifications and educational/professional background of refugees, funding initiatives and security of research funding More networking opportunities for researchers with refugee background, and different types of funding that allow them to consider job opportunities, including temporary ones Breaking the stereotypes related to immigrants and refugees (Anti-racist work) Health insurance for scholarship holders Further Support programs Facilitation of residence options and process Clarity on legal status conditions; raising public awareness about the contributions of the scholars with refugee background; expansion of the labour market 	<ul style="list-style-type: none"> International collaboration networks and programmes, such as SAR EU networks for job opportunities A mobility and funding programme at European level for mobility of researchers with refugee background within Europe Funding instruments, support / recommendation for recognition of educational/professional background of refugees on national level

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Chart 43: Recommendations for support, services or information lacking or to be further developed

When asked about the support, services and information that could be further developed or is currently lacking, the respondents provided suggestions for local/regional, national and the EU/ global level. These suggestions are presented in the chart 43.

On local and regional level, the respondents underlined the importance of collaboration with the local employers. Bridging the gap between the individual researcher and the potential employer organisation with providing networking opportunities and awareness raising was suggested as one of the needed measures. Another suggestion was to develop initiatives to ensure a better understanding by local employers of the benefits of hiring a researcher with refugee background. Financial support was mentioned as one of the key issues, as it was on national and on EU and global levels.

The recommendations and suggestions for the national level were, for example: improving procedures for the recognition of qualifications and the educational background of researchers with refugee background, and providing more networking opportunities, in addition to the local and regional level.

The legal framework was mentioned from different perspectives: providing different residence status options as well as smoothening and facilitating the residence permit process were one of the issues that the respondents identified as key factors at national level which could support better labour market access and integration of the target group. Another

one mentioned was enhancing the opportunities to accept temporary employment options with flexible funding opportunities.

The importance of changing attitudes and awareness raising in the sense of breaking the stereotypes of being a refugee was identified as one of the fields of action.

On EU and global level, the respondents identified a need for further development of support and collaboration networks, such as Scholars at Risk. Creation of EU level networks providing information on job opportunities was seen as one of the ways to enhance the employment opportunities.

Funding was equally mentioned as one of the key issues: the respondents suggested establishing a European-level funding programme for researchers at risk.

At all levels, the prospects of networking and disseminating good practices from the organisations that have successfully recruited researchers with vulnerable backgrounds was seen as one of the key elements of further action.

Conclusions and Recommendations

The employer survey of the CARE project gathered the perspectives of the employers active in the research labour market in the 10 European target countries. Based on the survey results it is clear that the situation, challenges and perspectives of the employers on academic and non-academic sectors concerning employment of researchers with refugee background are predominantly shared across the target countries. The results have been thus presented on European level in this report.

Most of the organisations responding to the survey were universities and there were only a small number of companies. This can be seen to mirror the visibility and awareness of the need of support activities for this target group especially in the academic sector. Also, many respondents indicated that the refugee background of the applicants/employees is not a factor in the recruitment and not known by the employers. Furthermore, employers who had not hired researchers with refugee background indicated that there had been no applicants with this kind of background. A majority of the organisations have international staff in research positions and therefore they have experienced benefits as well as challenges concerning the recruitment process and diversity of the work community.

One of the main issues raised by the respondents was that they do not differ or recognise researchers with refugee background as a separate group in a way that would have an impact on the recruitment. This is on the one hand positive, as the researchers are evaluated on equal basis with others, based on their achievements and skills, not on the basis of their background. On the other hand, this could lead to situation where the needs for targeted support and the specific challenges the researchers of this group encounter, can be overlooked.

40 % of the organisations responding to the survey have already employed researchers with refugee background. These organisations did not report any major challenges, but in most cases the reported obstacles and challenges in the employment process were linked to residence permits and insufficient host country language skills of the candidate. 70 % of the institutions who had hired researchers with refugee background had offered additional support for the scholars in various ways.

The significance of targeted initiatives providing support and connecting the scholars with the employers proved to be in central role: most of the scholars indicated in this survey were hired through this kind of intermediary body, which in most cases was a support initiative or funding programme targeting scholars with refugee background in particular.

The overall majority of the organisations indicated that they would consider hiring researchers with refugee background in the future.

The main recommendations made for different levels of action, which could improve the situation of researcher with refugee background in the European research labour market are presented in the following chart.

Observation	Recommendation
<ul style="list-style-type: none"> • The private companies active in R&D field potentially significant employer sector for the target group. 	<ul style="list-style-type: none"> • Increasing awareness raising in the private sector. • Creating links and intensifying cooperation with companies in the existing support programmes for at-risk scholars to improve employment opportunities.
<ul style="list-style-type: none"> • Employers do not differ or recognise researchers with refugee background as a separate group in a way that would have an impact on the recruitment. 	<ul style="list-style-type: none"> • Be mindful on the potential need for targeted support and specific challenges the researchers of this group encounter.
<ul style="list-style-type: none"> • The employers lack knowledge on the legal status and work permits of refugees. 	<ul style="list-style-type: none"> • Providing clear, easily accessible information on the residence status and working opportunities.
<ul style="list-style-type: none"> • The lack of local language skills identified as one of the challenges in recruitment process. 	<ul style="list-style-type: none"> • Ensuring language training opportunities of the local language for researchers with refugee background.
<ul style="list-style-type: none"> • An intermediary body creating connections between scholars and employers is lacking. 	<ul style="list-style-type: none"> • Creating support structures for recruitment and introducing match-making efforts.
<ul style="list-style-type: none"> • Further support measures needed in Europe. 	<ul style="list-style-type: none"> • Intensifying specific support and introducing more initiatives for the target group on all levels - European, national and local. • More funding for targeted measures to create entry and pathways to academic communities.
<ul style="list-style-type: none"> • Collaboration between the main stakeholders needed to create further opportunities for researchers with refugee background. 	<ul style="list-style-type: none"> • Creating more networks and partnerships for enhancement of employment opportunities researchers at-risk.

Chart 44: Main observations and recommendations

CARe project's Focus Group Report

On the same topic, the CARe project has conducted focus groups and the aim was to map the needs, interests and competences of researchers with refugee background who are navigating the research labour market in 10 European target countries. Based on the focus group report's results it is obvious that the situation, challenges and perspectives of the

researchers with refugee background are predominantly shared across the target countries. The findings are in line with the results of the employer survey report concerning the need for targeted measures and support structures, networking and awareness raising as well as the wish for more involvement of the private sector.

Please see the report on the CARe-website <http://www.aca-secretariat.be/index.php?id=1123>

Further information

This chapter presents the contact details of the CARe project and the validation agency, other relevant publication and surveys concerning the topic, funding sources and initiatives and additional information sources provided by the survey respondents.

CARe project

- **Career Advancement for Refugee Researchers in Europe – CARe project**

Email address: care@aca-secretariat.be

Webpage: <http://www.aca-secretariat.be/index.php?id=1123>

Twitter: @CAReRefugees

- **Validation Agency SPLENDID RESEARCH GmbH**

Street address: *Barmbeker Str. 7a, 22303 Hamburg, Germany*

Phone number: *+(49) 40/69 45 36 6 –0*

Email address: hallo@splendid-research.com

Webpage: www.splendid-research.com

Publications and surveys on this topic

- **OECD: Migration policy debates: Hiring refugees - What are the opportunities and challenges for employers?**

<https://www.oecd.org/els/mig/migration-policy-debates-10.pdf>

- **ENGAGING WITH EMPLOYERS IN THE HIRING OF REFUGEES:**

A 10-point multi-stakeholder action plan for employers, refugees, governments and civil society:

<https://www.oecd.org/els/mig/UNHCR-OECD-Engaging-with-employers-in-the-hiring-of-refugees.pdf>

- **Nordic integration and settlement policies for refugees**
- A comparative analysis of labour market integration outcomes:
<http://norden.diva-portal.org/smash/get/diva2:1306724/FULLTEXT01.pdf>
 - **Employment and traumatised refugees**
- A study of effective employment initiatives for vulnerable and traumatised refugees in the Nordic countries:
<http://norden.diva-portal.org/smash/get/diva2:1299529/FULLTEXT01.pdf>
 - **Employer attitudes towards refugee immigrants:**
Findings from a Swedish survey:
<https://onlinelibrary.wiley.com/doi/abs/10.1111/ilr.12026>
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Funding sources, initiatives and projects

- **EURAXESS: Science4refugees initiative**
<https://euraxess.ec.europa.eu/jobs/science4refugees>
 - **Scholars at Risk**
<https://www.scholarsatrisk.org/>
 - **IIE- Scholar Rescue Fund**
<https://www.scholarrescuefund.org/>
 - **Partnership of the Finnish National Agency for Education EDUFI and the IIE-Scholar Rescue Fund**
<https://www.oph.fi/en/programmes/scholar-rescue-fund>
 - **The national programme for the urgent aid and reception of scientists in exile, PAUSE**
<https://www.college-de-france.fr/site/en-program-pause/index.htm>
 - **The Council for At-Risk Academics, CARA**
<https://www.cara.ngo/>
 - **The Philipp Schwartz Initiative, PSI**
<https://www.humboldt-foundation.de/web/philipp-schwartz-initiative-en.html>
 - **BRiDGE II:**
www.uni-bielefeld.de/International/projects/bridge2/bridge2.html
 - **InSPIREurope:**
<https://www.maynoothuniversity.ie/sar-europe/inspireurope>
 - **Inclusive Internationalisation:**
www.gu.se/english/research/doctoral_studies/programme-for-refugees-with-a-research-background
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