

Spotlight on refugee integration: findings from the Survey of New Refugees in the United Kingdom

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This report summarises the results of the Survey of New Refugees (SNR), a longitudinal study of refugee integration in the UK. Integration was considered in terms of the English language skills, employment and housing of new refugees. The research was initiated by Analysis, Research and Knowledge Management (ARK) within the UK Border Agency, which commissioned the National Centre for Social Research (NatCen) to undertake the longitudinal data analysis and preparation of this report.

Methods

This report is based on an analysis of data from the SNR, conducted between 2005 and 2009. The survey included all new refugees aged 18 or over who were granted a positive decision of asylum, humanitarian protection or discretionary leave to remain between 1 December 2005 and 25 March 2007. A postal questionnaire was issued soon after the asylum decision (the baseline) and then 8 months, 15 months and 21 months later. More than 5,600 new refugees participated in the first sweep of the survey, decreasing to around 940 respondents at the 21-month sweep. Analysis methods included generating

basic descriptive statistics and multivariate regression analyses. The data were weighted so that results are representative of all new refugees who entered the UK within this time period. Weighting also controlled for the loss of respondents between sweeps (attrition), although this may still have affected the results of later sweeps. Only statistically significant differences are reported.

Some refugees participated in the Strategic Upgrade of National Refugee Integration Services (SUNRISE) pilots, which were designed to assist the integration of new refugees in the UK. However, due to the small number of SUNRISE participants who responded to the SNR the research team was unable to assess the effectiveness of this programme over time.

Summary of research findings

Profile of new refugees

New refugees who were granted asylum in the UK between 1 December 2005 and 25 March 2007 came from more than 100 different countries, the majority from Africa, the Middle East and Asia. Individuals from Eritrea and Somalia

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Keywords

Refugees
Integration
Employment
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accounted for around one-third of all new refugees. More than 60 per cent of refugees were men. The majority (70%) were aged 18 to 34, while only two per cent were aged 65 or over. Almost one-half of new refugees had been in the UK for less than a year when they received the decision on their asylum claim, although 22 per cent had already spent five or more years in the country.

Trends in the English language skills, employment and housing of refugees over time

The English language skills of new refugees improved over time. Between the baseline (sweep 1) and 21-month follow-up (sweep 4) the proportion of new refugees reporting a high level of English language ability, compared with a native speaker, increased from 26 per cent to 38 per cent. The proportion of refugees with a low level of English language ability decreased from 38 per cent to 15 per cent.

Employment rates of new refugees also increased over time. The proportion of refugees who were employed increased from 34 per cent at 8 months (when first recorded) to 49 per cent at 21 months. However this remained well below the UK average of 80 per cent (Office for National Statistics, 2009a).¹ More than one-half of new refugees in employment felt that they were over-qualified for their jobs.

At the time of the asylum decision nearly one-half of refugees lived in accommodation provided by the National Asylum Support Service (NASS). The majority of refugees (75%) moved home at least once in the eight months following their asylum decision. At all time points almost one-third of new refugees lived in London, and over time refugees rarely moved out of the area where they originally settled. A small proportion (4%) of the refugees who participated in every sweep of the SNR lived on the streets at some point between the baseline (sweep 1) and 21 months (sweep 4). This is likely to underestimate the true proportion of refugees who experience homelessness, since the SNR was a postal questionnaire that required a fixed address.

Factors found to influence refugee integration

A range of factors were associated with refugees' integration in the UK (Figure 1). The most important factors identified in this study were:

Country of origin

Differences in refugees' English language skills at the time of the asylum decision (sweep 1) by country of origin were

¹ This comparison did not correct for differences in the age, sex or qualifications of new refugees relative to the UK workforce.

most notable. This is important since good English language skills are associated with better integration, in particular increased entry of refugees into employment.

Time in the UK

The longer the time spent in the UK prior to their asylum decision, the better refugees' English language skills and the sooner their entry into employment. Refugees who had spent a longer time in the UK before their asylum decision were also more likely to be living with friends or family, rather than in NASS accommodation, at the time of their asylum decision. This was associated with a lower risk of homelessness over time. Support covering the transition from NASS accommodation to more permanent housing may provide a more stable environment and reduce the risk of homelessness among refugees. Demand for English language training and NASS accommodation may increase with the introduction of faster case conclusion rates through the New Asylum Model (NAM+).

English language skills

At all time points refugees with higher English language skills were more likely to be employed than refugees with lower language skills. Refugee service providers should continue to promote participation in language courses at the earliest opportunity.

Age and sex

Men typically had better English language skills than women, and were more likely to be employed. The same was true for refugees (men and women) below the age of 45. Women and older refugees may need additional support to improve their English language skills and find employment.

Health

Refugees had poorer health than the general population of England and Scotland. Those who described themselves as being in good health were more likely to be employed than other refugees. Poor health was also associated with slower improvement in English language skills over time. The healthcare needs of refugees may need to be addressed before other objectives, such as language learning and entry into employment, can be achieved.

Previous education and employment

Refugees who had spent 16 or more years in education were more likely than others to report a high level of English language ability (compared with a native speaker). Similarly, refugees who had been educated for six or more years before arriving in the UK were more likely than others to be employed eight months after their

asylum decision. Refugees who had been employed (or studying) before entering the UK were also more likely to find a job within eight months of their asylum decision. However, more than one-half of new refugees who were employed at 21 months (sweep 4) felt that they were over-qualified for their jobs. Refugees with degrees or A-level qualifications, and those currently employed in low-skilled occupations, were most likely to express this view. Service providers may wish to consider supporting initiatives which seek to improve job to skills matches among refugees.

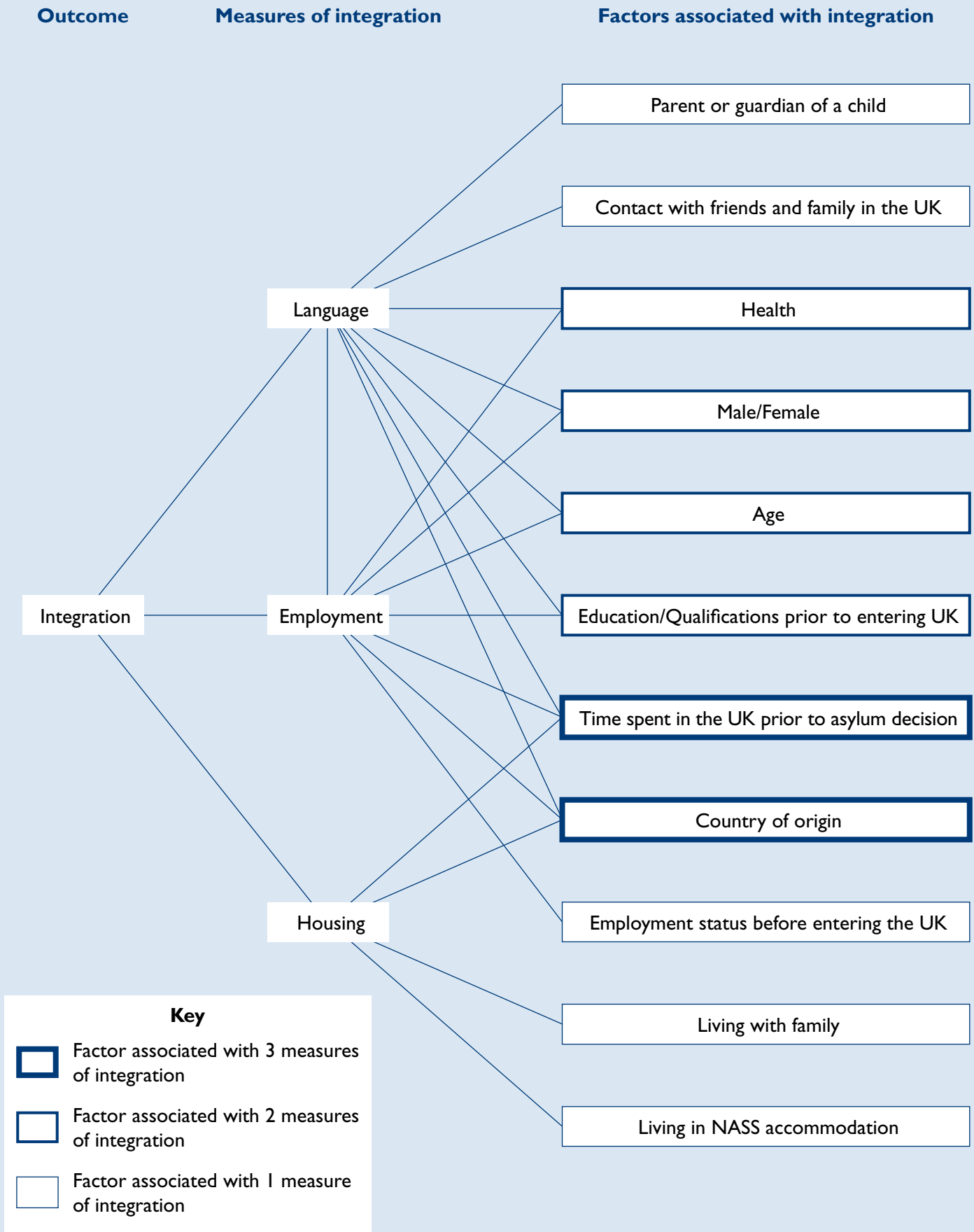
Family and friends

Refugees who were living with their family were less likely than others to move home within eight months of their asylum decision, and were less likely to experience homelessness at any point over the next 21 months. Single refugees were more likely than others to move outside the region they had originally settled in. Refugees who were parents/guardians of a child and who had a low level of English language ability were particularly unlikely to improve their language skills over the following 21 months. These refugees may need special assistance, such as flexible programmes of learning or signposting to specialist language courses. Refugees who did not have regular contact with friends or family in the UK at the time of the asylum decision were more likely to report improved English language skills over time than refugees who had frequent contact with friends or family.

The timing of change

New refugees typically described most changes in their employment, housing and English language skills within the first eight months after receiving their asylum decision. During this time refugees were most likely to change accommodation, take up employment and attend English language classes. Support for refugees therefore needs to be most intensive during the early months following the asylum decision.

Figure 1 Summary of factors associated with refugee integration



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I. Introduction

This report summarises the key findings of a longitudinal study of refugee integration in the UK. English language skills, employment and housing were chosen as key indicators of refugee integration. The research was initiated by Analysis, Research and Knowledge Management (ARK) within the UK Border Agency. The National Centre for Social Research (NatCen) was commissioned to undertake the longitudinal analysis of data from the Survey of New Refugees (SNR).

Background

The first stage of the SNR was carried out by ARK between 1 December 2005 and 25 March 2007. A questionnaire was sent to all refugees aged 18 or over who had been granted asylum, humanitarian protection or discretionary leave to remain in the UK within this period. The questionnaire collected data on refugees at the time of their asylum decision (the baseline), and the results of this will be summarised in a separate report. Three more questionnaires were sent to the same refugees 8 months, 15 months and 21 months later. Therefore in total the SNR comprised four sweeps (the baseline, 8, 15 and 21 months). Data from all four sweeps are presented in this report, and each sweep is referred to by the number of months that had passed since the refugees received a decision on their asylum claim.

One of the purposes of the SNR was to evaluate the Strategic Upgrade of National Refugee Integration Services (SUNRISE) pilots, which were designed to assist the integration for new refugees. However, due to the small number of SUNRISE participants who responded to the SNR the research team was unable to assess the effectiveness of this pilot programme over time.

Methods²

A questionnaire was distributed by post to all asylum applicants granted asylum, humanitarian protection or discretionary leave to remain between 1 December 2005 and 25 March 2007. New refugees were identified from the UK Border Agency Caseworker Information Database. The survey was distributed to all new refugees aged 18 or over with a verifiable address.

The original questionnaire was sent one week after the asylum decision (the baseline), and follow-up questionnaires were sent 8, 15 and 21 months later. Although the questionnaires were addressed to principal applicants, it should be noted that anyone in the household could have completed them. Refugees under the age of 18 were excluded in this analysis because they are considered as dependants by the UK Border Agency.

The National Centre for Social Research (NatCen) weighted responses to each questionnaire to represent all refugees granted asylum, humanitarian protection or discretionary leave within this period (to be representative of all refugees, including those without verifiable addresses, etc). Weighting was also used to control for non-response and attrition. It should be noted that attrition may still have affected the results of the later sweeps, potentially skewing results in a limited number of areas. Analysis methods included generating basic descriptive statistics and multivariate regression analyses, drawing on data from the individual surveys (cross-sectional analysis) or longitudinal panel data. Panel data referred to refugees who responded to each sweep of the survey, and whose responses can therefore be traced over time. Only statistically significant differences (at the 95% level of significance) are reported.

2 Further details of the methodology are available from ARK on request (megan.daniel@homeoffice.gsi.gov.uk)

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Differences in the content of the questionnaire at each sweep means that changes in refugees' language skills, employment and housing are often reported over different time periods. For example, questions about English language ability were only asked in the baseline and 21-month questionnaire, to allow time for improvement. Changes in refugees' English language skills can therefore only be described between the baseline (sweep 1) and 21 months (sweep 4), whereas data on employment were collected at 8 months (sweep 2), 15 months (sweep 3) and 21 months (sweep 4) and can be more closely monitored. Data about refugees' language skills and health were based on the self-assessment of respondents and were not independently verified.

Response

In total, 8,254 baseline questionnaires were distributed. A baseline response rate of 70 per cent (5,742 respondents) was achieved. Of the questionnaires returned, some were received too late to be analysed (12 weeks or more after being disseminated). A total of 5,678 baseline questionnaires were analysed in the first sweep.

To be included in the follow-up sweeps, refugees had to participate in the preceding survey and give permission to be re-contacted. Refugees who returned questionnaires too late to be analysed in one sweep were still sent a questionnaire at the next sweep, providing they had given permission to be re-contacted.

The survey suffered from a high level of attrition (Table 1). In particular there was a substantial loss of respondents between the baseline (sweep 1) and eight-month follow-up (sweep 2). This was possibly due to the large proportion of refugees (48%) who would have needed to move out of National Asylum Support Service (NASS) accommodation within 28 days of their asylum decision (although change of address cards were distributed to help minimise this effect).

Longitudinal panel data included only refugees who returned a questionnaire in time to be included in the analysis at each time point. A total of 867 refugees participated in all four sweeps of the survey, and were therefore included in the longitudinal panel.

Table 1 Respondent numbers over the course of the survey

Sweep number	Time after positive decision of asylum, humanitarian protection or discretionary leave to remain	Number of respondents in each sweep	Number of respondents included in the longitudinal panel
1 (baseline)	1 week	5,678	-
2	8 months	1,840	1,826
3	15 months	1,259	1,173
4	21 months	939	867

2. Key findings: a synopsis

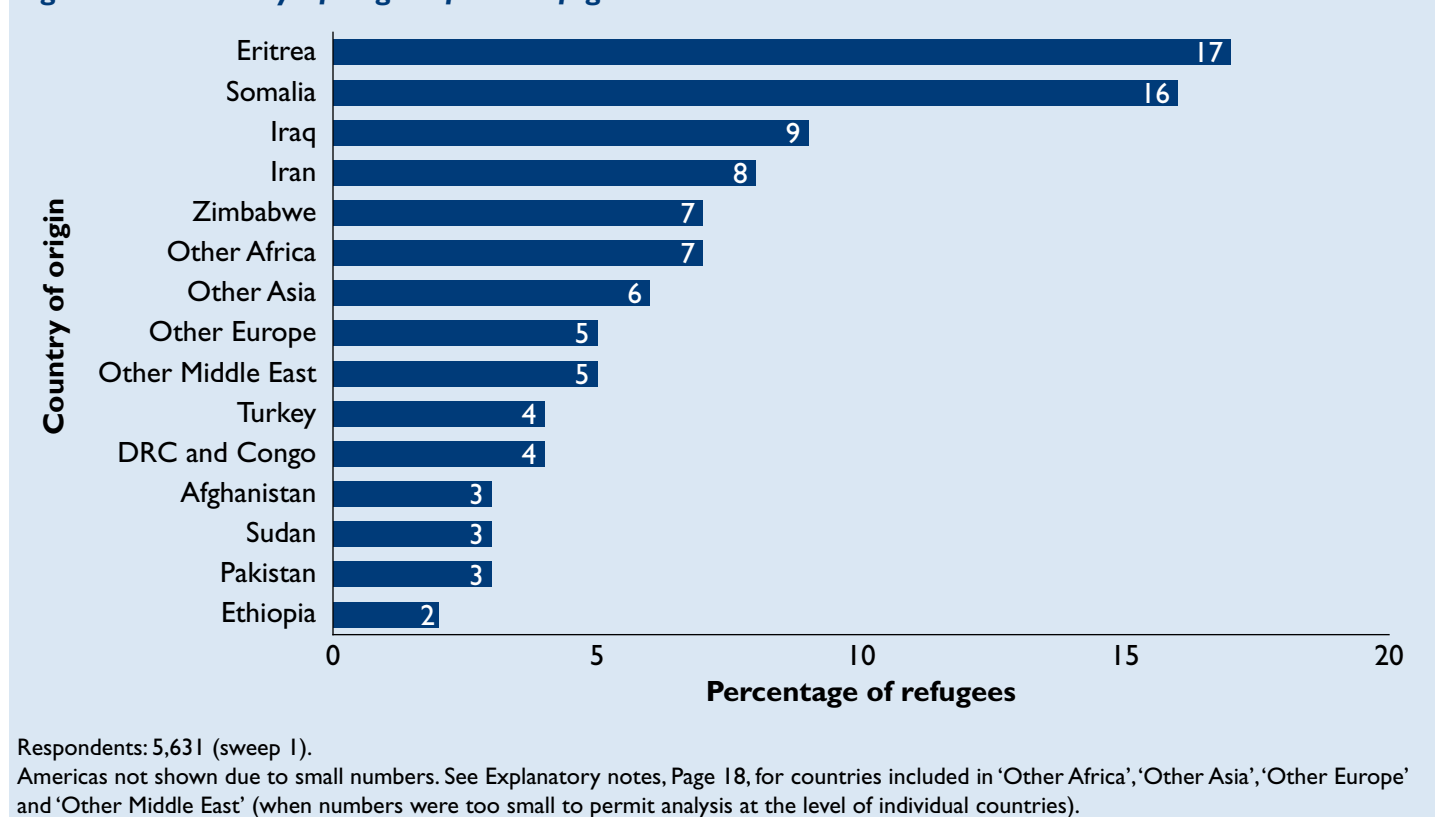
This chapter summarises the key findings from an analysis of refugees' English language skills, employment and housing at the time of the asylum decision and over the following months. The emphasis is not on the details of each individual theme, which can be found in Chapter 3. Instead, this chapter focuses on the key trends and commonalities between themes.

Profile of new refugees

Data from the baseline survey were weighted to represent *all* refugees granted asylum, humanitarian protection or discretionary leave to remain between 1 December 2005 and 25 March 2007. New refugees who were granted asylum in the UK within this time period came from more than 100 different countries. The majority were of African, Middle Eastern and Asian origin, with the two largest groups of refugees coming from Eritrea and Somalia. Eritrean and Somali refugees accounted for one-third of all new refugees (Figure 2).

Over 60 per cent of refugees who were granted asylum in the UK during this time period were men. The majority (70%) of refugees were aged 34 or younger, and only two per cent were 65 years or over (see Appendix, Table A1). While almost one-half of new refugees had spent less than a year in the UK before receiving a decision on their asylum claim, 22 per cent had already spent five or more years in the country.

Figure 2 Country of origin of new refugees in the UK



Trends in English language skills, employment and housing

English language skills, employment and housing were chosen as primary measures or indicators of refugee integration. Trends in these measures over time were described at aggregate level by comparing the responses of all refugees at each sweep (cross-sectional analysis). More detailed longitudinal analysis considered only refugees who responded to all four of the sweeps (panel analysis). These results are reported in more detail in Chapter 3.

Language skills

New refugees were asked to assess their English language skills relative to a native speaker at the time of their asylum decision (sweep 1) and 21 months later (sweep 4). During this time the English language skills of refugees improved. Between the first and fourth sweep the proportion of refugees who reported a high level of English language ability increased from 26 per cent to 38 per cent. The proportion of refugees who reported a low level of English language ability decreased from 38 per cent to 15 per cent. At the time of the asylum decision (sweep 1), 11 per cent of new refugees reported not being able to read, speak, write or understand English. At 21 months (sweep 4), this had decreased to only one per cent of refugees.

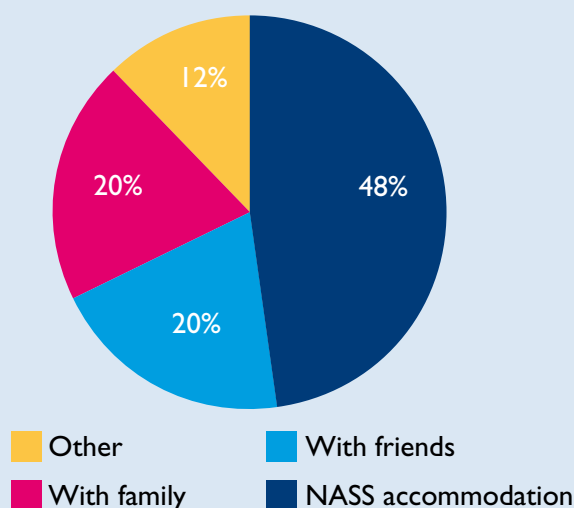
Employment

Questions about employment in the UK were first asked in the eight-month questionnaire (sweep 2) to give refugees time to settle and start looking for employment. Overall, employment rates increased from 34 per cent at eight months (sweep 2) to 49 per cent at 21 months (sweep 4). However, this remained well below the average employment rate of 80 per cent for the UK working-age population (Office for National Statistics, 2009a).³ Although employment rates increased over time, more than one-half of new refugees who were employed at 21 months felt that they were over-qualified for their jobs. Refugees with degrees or A-level qualifications and those currently employed in personal service, sales, process or elementary occupations were particularly likely to express this view.

Housing

At the time of the asylum decision, nearly one-half of refugees lived in accommodation provided by the National Asylum Support Service (NASS), while most of the remainder (40%) lived with friends or family (Figure 3). The majority, 75 per cent, of new refugees moved home at least once between the baseline (sweep 1) and eight-month follow-up (sweep 2). Eight months after the asylum decision almost 70 per cent of new refugees lived in self-contained accommodation, increasing to 80 per cent at 21 months (sweep 4). At all time points nearly one-third of refugees lived in London. Over time, refugees rarely moved out of the area where they had initially settled. Among refugees who participated in all four sweeps of the survey, four per cent lived on the street at some point in the 21 months after their asylum decision. A further eight per cent lived in a homeless shelter at least once in this time period. These figures are likely to underestimate the true proportion of refugees who experience homelessness, since the Survey of New Refugees (SNR) was a postal survey that required a fixed address.

Figure 3 New refugees' accommodation at the time of the asylum decision (sweep 1)



Respondents: 5,376 (sweep 1).

Factors found to influence refugee integration

This section describes the factors associated with refugees' integration, in terms of their English language skills, employment and housing (see Figure 1). It also draws attention to the relationship between the different elements of integration, for example, the important association between English language skills and employment.

Country of origin

Refugees' country of origin was associated with differences in their English language skills, employment and housing experiences. Differences in refugees' English language skills at the time of the asylum decision by country of origin were most notable. Almost 90 per cent of refugees from Zimbabwe had a high level of self-reported English language skills, compared with 20 per cent of Eritrean and eight per cent of Somali refugees. Overall, refugees from Asia and the Middle East (with the exception of Iraq) reported the lowest self-assessed level of English language ability.

³ This comparison did not correct for differences in the age, sex or qualifications of new refugees relative to the UK workforce.

Refugees from Zimbabwe also reported the highest rate of employment among refugees; at eight months (sweep 2), 60 per cent of Zimbabwean refugees were employed compared with 18 per cent of Eritrean and 20 per cent of Somali refugees. Eritrean and Somali refugees were also most likely to need housing support in the form of NASS accommodation at the time of their asylum decision (sweep 1), whereas Zimbabwean refugees were among the least likely to do so.

Time in the UK

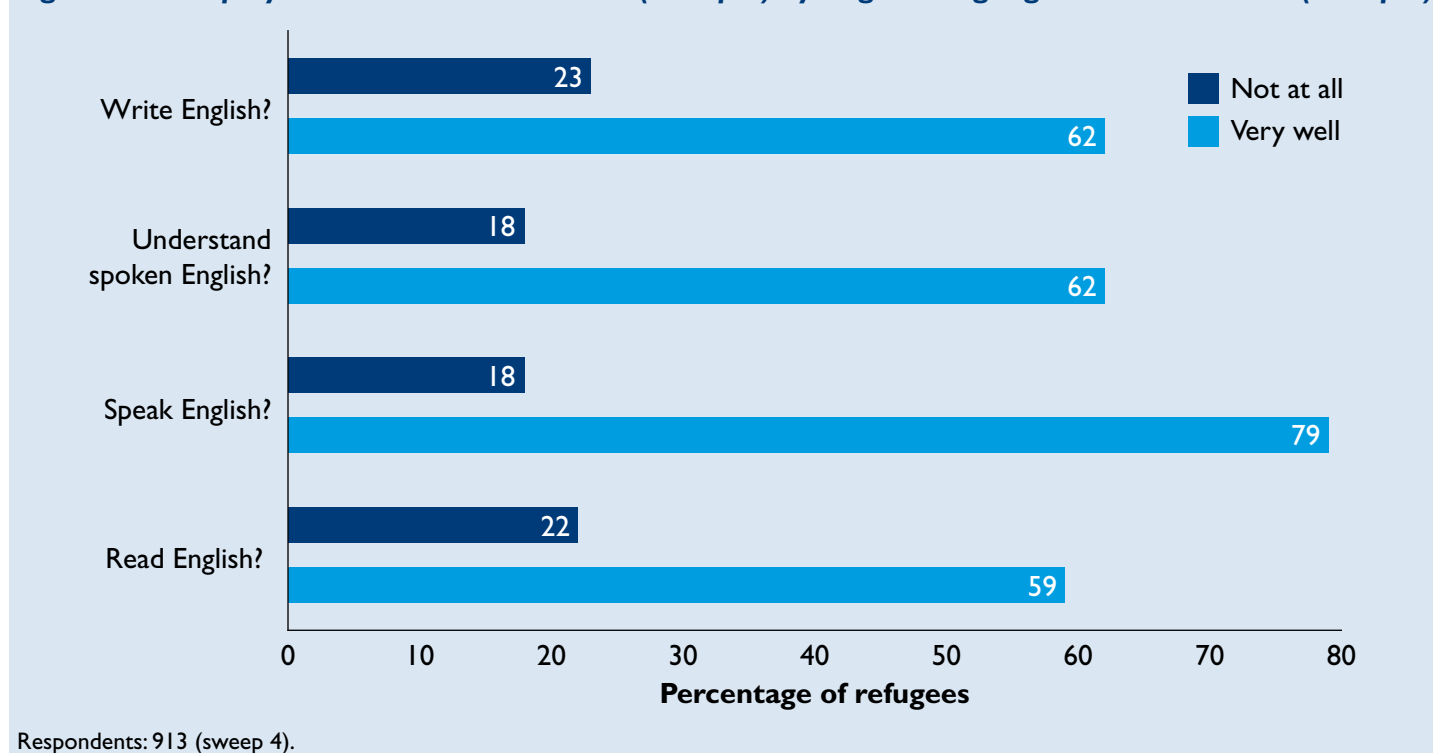
The amount of time that refugees had already spent in the UK before their asylum decision was strongly associated with their integration. As would be expected, the longer the time spent in the UK the better refugees' language skills were and the earlier their entry into employment. For example, eight months after the asylum decision (sweep 2) refugees who had been in the UK for at least five years (at the time of the asylum decision) were twice as likely to be employed as those who had been in the UK for less than two years (see Appendix, Table A2).

The length of time spent in the UK before the asylum decision was also associated with different housing experiences of new refugees. Those who had been living in the UK for a long period of time were more likely to be living with friends or family (rather than in NASS accommodation) at the time of the asylum decision (sweep 1). These refugees were less likely to live in a hostel (rather than more permanent accommodation) or to be homeless at later sweeps, compared with refugees who had inhabited NASS accommodation. Faster case conclusion rates through the New Asylum Model (NAM+) may increase the proportion of refugees who have spent less than a year in the UK before receiving their asylum decision, which may increase demand for English language training and NASS support.

English language skills

Refugees' English language skills were strongly associated with other integration outcomes, in particular employment. At all time points after the asylum decision, refugees with higher English language skills (at the baseline) were more likely to be employed than refugees with lower language skills (Figure 4). Moreover, longitudinal panel analysis revealed that unemployed refugees with good English language skills were more likely than those with lower language skills to take up employment within 21 months of their asylum decision.

Figure 4 Employment levels at 21 months (sweep 4) by English language skills at baseline (sweep 1)



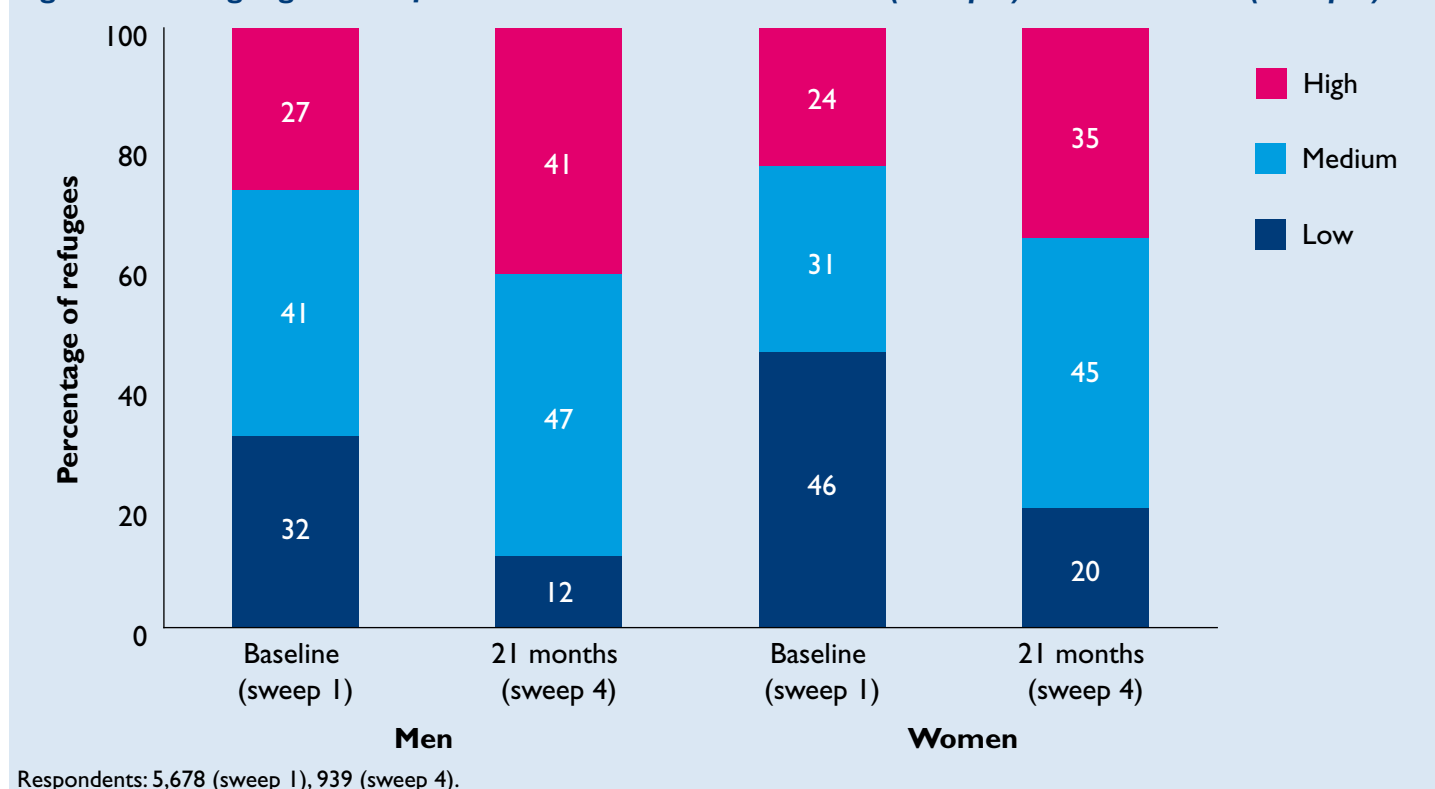
There was some evidence to suggest that better English language skills may also have helped or encouraged refugees to move home. Both within the first eight months after their asylum decision (sweep 2) and during the subsequent seven months (sweep 3), refugees who moved home were more likely than those who did not to have participated in a language course, or to have considered their English language skills to be of a high enough standard not to require language training. This finding held after other factors, such as time in the UK, were taken into account. The cause for this link could not be established, since there was no further information about refugees' reasons for moving home or the timing of home moves in relation to language training. However, this association suggests that participation in language training (and associated improvement in language skills) may affect refugees' likelihood of moving home.

As would be expected, the most improvement in English language skills was seen among refugees with a low level of English language ability at the time of their asylum decision. Refugees with initially low levels of English language ability were also most likely to attend language courses 8 months, 15 months and 21 months after the asylum decision. There was a strong association between participation in language courses and improved English language skills, even when initial language skill level was taken into account. However, compared with refugees who never took part in language training, participants in language courses were also more likely to report *decreasing* rather than unchanged language skills. This may have reflected variation in the extent to which refugees completed these courses, or a re-assessment of how their language skills compared with those of a native speaker. These topics were not included in the SNR and could therefore not be investigated further.

Socio-demographic characteristics

Measures of integration varied with the age and sex of refugees, although this association diminished over time. At the time of the asylum decision (sweep 1) men were more likely than women to report having a high level of English language skills, and were less likely to report a low level of English language ability (Figure 5). At sweep 4, 21 months later, women were as likely as men to have a medium or a high level of English language skills, although they remained more likely to report a low level of language skills. Refugees aged under 45 reported better English language skills than older refugees at both the eight-month (sweep 2) and 21-month (sweep 4) time points. Women and older refugees may need additional support with language learning, particularly in the months shortly after the asylum decision.

Figure 5 Language skills of men and women at the baseline (sweep 1) and 21 months (sweep 4)



Male and younger refugees (45 years and under) were also more likely to be employed than female and older refugees (see Appendix, Table A2). At sweep 2, eight months after the asylum decision, 41 per cent of men were employed compared with just 18 per cent of women. Unlike language skills, gender differences in employment rates remained at the 21-month follow-up (sweep 4). At this time point, 61 per cent of male refugees were employed compared with 24 per cent of females. Refugees under the age of 45 were also more likely to be employed than older refugees. At sweep 4, 21 months after the asylum decision, around one-half of refugees under 45 were employed, compared with just over one-third of refugees aged 45 or over. Refugee support services should continue to provide additional support for women and older refugees to help these groups find employment in the UK.

Health

Refugees were asked to assess their general health on a five-point scale (very good, good, fair, bad, and very bad). It should be noted that this was a subjective measure of health, and was not independently verified. The health of refugees was found to be poorer than the health of the general population in England and Scotland. At the time of the asylum decision (sweep 1), 64 per cent of refugees described their health as very good or good. This compared with 74 per cent of the general population of England (NHS Information Centre, 2008) and 75 per cent of the general population of Scotland (Scottish Executive, 2005). At all time points of the survey around 12 per cent of refugees described their health as bad or very bad, compared with seven per cent of the general population of England and eight per cent of the general population of Scotland.

Measures of health were associated with refugees' English language skills and employment. Refugees who described themselves as being in good general health were more likely than others to be employed. They were also more likely to enter employment after a period of unemployment or inactivity, and were less likely to exit employment. These effects were still present after other refugee characteristics, such as age, sex and education had been taken into account. Often only a small difference in a refugees' health status was associated with a big difference in their employment. For instance, eight months after the asylum decision (sweep 2) the employment rate among refugees in very good health was 45 per cent, compared with 36 per cent of refugees in good health (see Appendix, Table A2).

At the time of the asylum decision (sweep 1) refugees with better self-reported health also had better English language skills, although this effect was not observed 21 months later (sweep 4). Poor health also reduced the likelihood of refugees with low English language skills at the baseline (sweep 1) improving these skills over the 21-month period. This suggests that poor health may inhibit language learning. The healthcare needs of some refugees may need to be addressed before other integration objectives, such as language learning and entry into employment, can be achieved.

Previous education and employment

Refugees' education and employment history also affected their integration into the UK. Refugees who had spent at least 16 years in education before coming to the UK were more likely than others to have a high level of English language proficiency at the time of their asylum decision. This is likely to be associated with other benefits, such as increased entry into employment (see above). Refugees who had been educated for six or more years were more likely than others to be employed eight months after their asylum decision (sweep 2). These effects were independent of other influences, such as time already spent in the UK.

Refugees who held formal qualifications before entering the UK were also likely to have higher English language skills at the baseline (sweep 1). These refugees were particularly proficient in reading English: 38 per cent said that they read very well compared with 12 per cent of refugees without prior qualifications. Refugees with formal qualifications were also more likely to be in employment eight months after the asylum decision (sweep 2) than those without qualifications. Qualifications did not however, directly affect *changes* in language skills or employment over time.

Almost one-half of refugees (49%) were employed or self-employed before coming to the UK. These refugees were most likely to find employment in the UK within the first eight months after the asylum decision (sweep 2). Refugees who had been studying before they came to the UK were also more likely than other refugees (except those who were previously employed) to be employed eight months after their asylum decision. Refugees with no previous experience of employment may need additional support to prepare them for the working environment in the UK.

Family and friends

About 40 per cent of refugees lived with family or friends at the time of their asylum decision (sweep 1). These refugees were less likely to move home than others in the eight months after the asylum decision. They were also less likely than refugees who had been in NASS accommodation to experience homelessness at any point over the next 21 months. Living with family or friends did not appear to affect employment status from eight months (sweep 2) onwards.

The size of a new refugees' household and their family status affected the likelihood of them moving home, including whether they moved within or outside their region. Refugees with children were more likely than others to move home between eight months (sweep 2) and 15 months (sweep 3) after the asylum decision. Single refugees were more likely to move outside of their city or county (rather than within it) than others.

Refugees who were parents or guardians of a child and who had a low level of language ability were particularly unlikely to improve their language skills in the 21 months after the asylum decision. These refugees may need additional support in the form of child care or flexible learning arrangements in order to improve their English language skills.

There was a complex relationship between contact with family and friends and language learning. In particular, refugees who did not have any regular contact with friends or family in the UK at the time of the asylum decision were more likely to report improved English language skills over 21 months than refugees who had frequent contact. Likewise, refugees who lived without a partner in the UK were more likely to improve their language skills than those who lived with a partner.

The timing of change

New refugees typically experienced most change in their employment, housing and English language skills in the first eight months after receiving their asylum decision. This was most apparent with respect to home moves: between the baseline (sweep 1) and eight months (sweep 2), 75 per cent of refugees moved home. This was explained by the large proportion of refugees (48%) who were required to vacate NASS accommodation. Between eight months and 15 months (sweeps 2 and 3) and 15 months and 21 months (sweeps 3 and 4) the proportion of refugees moving home decreased to 38 per cent and 30 per cent respectively.

Similarly, most refugees who entered work did so in the first eight months after the asylum decision, when the employment rate reached 34 per cent (sweep 2). The rise in employment rate slowed over the subsequent two follow-ups to reach 49 per cent at the time of the final questionnaire (sweep 4).

English language skills were only measured at the time of the first and the last sweep, to allow time for these skills to improve. However, data about language training and general educational and work-related training showed that refugees were most likely to participate in these activities during the first eight months after their asylum decision.

The implication of this for service providers is that support for refugees needs to be most intensive during the early months following the asylum decision. This is when refugees are most likely to change accommodation, seek employment and attend English language classes.

3. Thematic summary

This chapter provides a more detailed summary of changes in the English language skills, employment and housing of refugees over 21 months. These were chosen as measures or indicators of refugees' integration into the UK.

English language skills

The English language skills of refugees at the baseline (sweep 1) and 21-month follow-up (sweep 4) were classified into three levels: low, medium and high. This was based on refugees' self-assessed ability to speak, understand, read and write English. Language skills were not measured at eight months or 15 months after the asylum decision to allow time for these skills to improve. At the time of the asylum decision (sweep 1), 26 per cent of refugees reported a high level of English language ability, while 37 per cent reported a medium level and a further 38 per cent a low level of English language ability. At sweep 4, 21 months after the asylum decision, refugees' language skills had improved. At this time 38 per cent of refugees reported a high level of language skills, 47 per cent a medium level and 15 per cent described themselves as having a low level of English language ability.

English language skills varied considerably among new refugees in the UK. At the time of the asylum decision (sweep 1) refugees from parts of Africa, in particular Zimbabwe, typically had better English language ability than refugees from other countries, in particular Asia and the Middle East (Table 2). Men were more likely than women to have a high level of language skills at the time of the asylum decision. They were also less likely to have a low level of language skills at either the first or final sweep.

Table 2 *English language skills of refugees at the time of the asylum decision (sweep 1) by country of origin*

Country of origin	English language skills		
	High	Medium	Low
	Percentage		
Zimbabwe	87	11	2
Other Africa	54	28	18
Ethiopia	37	46	18
Other Europe	36	36	28
Pakistan	30	29	41
Iraq	26	49	25
Democratic Republic of Congo/Congo	22	42	37
Eritrea	20	53	26
Afghanistan	18	31	51
Other Middle East	18	30	52
Other Asia	15	40	46
Sudan	12	41	47
Iran	9	49	42
Somalia	8	28	64
Turkey	5	21	74
All	26	37	37

Respondents: 5,535 (sweep 1).

Weighted percentages and unweighted base numbers are presented.

Percentages may not add to 100 due to rounding.

Americas not shown due to small numbers.

See Explanatory notes, Page 18, for countries included in 'Other Africa', 'Other Asia', 'Other Europe' and 'Other Middle East'.

Age and previous education were also associated with differences in refugees' language skills. Refugees aged 35 to 44 were most likely of all refugees to have a high level of English language ability at the time of the asylum decision (sweep 1), whereas refugees aged 45 or over were most likely to report a low command of the English language. Refugees educated to A-level standard or higher were more likely than others to have a high level of English language skills, while those without educational qualifications were most likely to have low English language skills. Refugees who received their asylum decision within two years of arrival in the UK typically had lower language skills at the time of the baseline survey (sweep 1) than those who had spent longer in the UK.

Closer analysis of the factors that were associated with the English language ability of refugees controlled for a range of characteristics, including past and present economic and social activities. This regression analysis found that refugees' countries of origin and religious backgrounds were associated with their English language ability at the time of the asylum decision (sweep 1), but not at later time points. At the time of the asylum decision refugees from a Christian background were more likely to report a high level of language ability than Muslim refugees and refugees of other non-Christian and non-Islamic religions. Refugees with better English language skills also typically reported better physical health than those with poorer language skills. Some refugees, such as those from a non-Christian background and those in ill health, are likely to have poor English language skills at the time of their asylum decision and may therefore require additional support with finding employment and housing.

The same analysis also revealed that refugees' assessment of their English language ability reflected their educational background, the time they had already spent in the UK, and their engagement with social networks at both the eight-month and 21-month sweep. Refugees who had spent 16 or more years in education were likely to have a higher level of English language ability than other refugees. Similarly, refugees with qualifications that were transferable to UK-equivalent qualifications⁴ were likely to have higher English language skills than refugees with no qualifications prior to coming to the UK. Refugees with fewer years in education and those without formal qualifications may require additional support to improve their English language skills.

The time that refugees had spent in the UK before receiving the decision on their asylum claim was positively associated with English language skills. Refugees who had lived in the UK for five or more years at the time of their asylum decision (sweep 1) were most likely to have a high level of English language ability. In contrast, refugees who had been in the UK for less than one year at the time of the asylum decision were most likely to have a low level of English language ability.

Changes in the English language skills of new refugees over time

At the aggregate level, the English language ability of refugees improved over time. This was particularly apparent for women compared with men. At sweep 4, 21 months after the asylum decision, women were as likely to report a high (or medium) level of English language skills as men (although women were still more likely to report a low level of language ability).

A panel analysis was performed, which included only those refugees who had participated in both the initial (sweep 1) and final survey (sweep 4). This made it possible to observe in detail how the English language ability of new refugees changed over time, and for whom. This study found that the majority of the panel (52%) reported improved English language skills over the 21 months following their asylum decision (Figure 6). Almost one-third of the refugees (31%) did not change their assessment of their English language skills, while almost one-fifth (17%) reported lower English language skills after 21 months (sweep 4).⁵

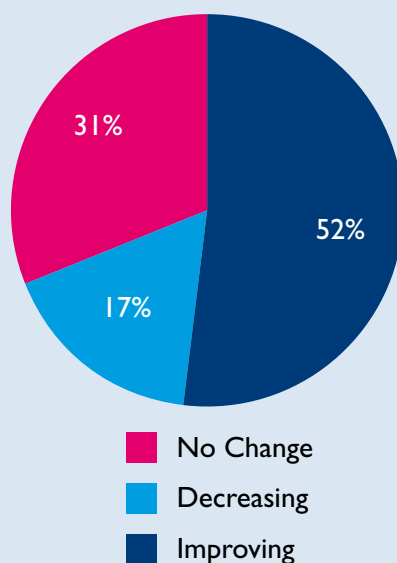
4 Qualifications translated by National Recognition Information Centre for the UK (UK NARIC) into UK National Qualification Framework (NQF) equivalents are considered 'transferable'; qualifications that cannot be translated into NQF equivalents are referred to as 'non-transferable'.

5 There are a number of reasons why refugees might have judged their language skills to have decreased. For instance, respondents might not have been able to recall their initial self-assessment, or realised that they had originally overestimated their language skills.

As would be expected, refugees who reported having low English language skills at the time of the asylum decision (sweep 1) were most likely to describe an improvement in these skills over time. Younger refugees (45 years and under) and those with fewer years in education or no qualifications were more likely to report improved language skills after 21 months (sweep 4) than others. Refugees who had no friends or relatives in the UK at the time of the asylum decision were more likely to improve their language skills than those who met or spoke with friends or relatives at least once a week.

There was also evidence that participation in language training was associated with an improvement in English language skills over time; two-thirds of refugees (66%) who had taken part in language courses at each sweep reported an improvement in language skills. Only one-third of refugees (32%) who had never taken part in a language course reported an improvement in English language skills.

Figure 6 Changes in the self-assessed language scores of refugees between the baseline (sweep 1) and 21 months (sweep 4)

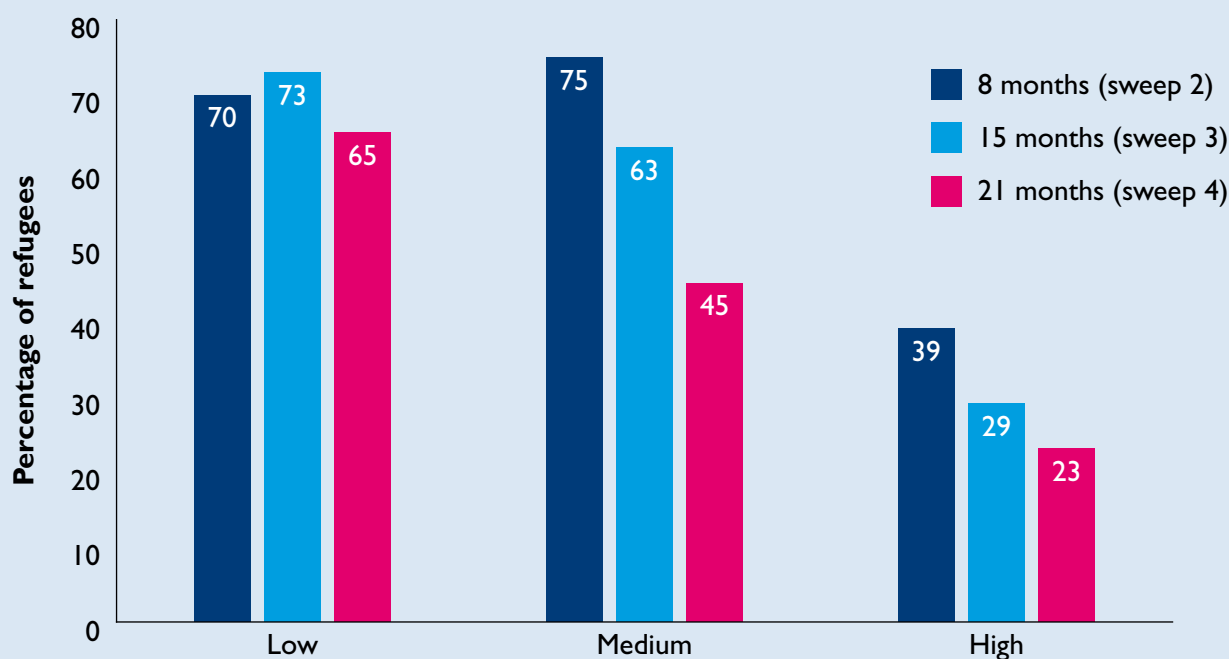


Respondents: 867 (longitudinal panel).

More complex analysis, which controlled for a range of refugee characteristics (including English language ability at the baseline and subsequent language course participation), demonstrated that language skills were more likely to improve if refugees had not been in contact with friends in the UK at the time of the asylum decision, rather than having frequent contact. Conversely, refugees were less likely to report an improvement in their English language ability if they were aged 45 or over, and had spent five or more years in the UK before their asylum decision (rather than having spent less than six months in the UK). Refugees from Middle Eastern countries were most likely to report *decreasing* English language skills. Those with initially low English language skills were least likely to do so.

Participation in language courses

At some point between the baseline (sweep 1) and 21-month follow-up (sweep 4), 75 per cent of refugees attended language courses. As would be expected, refugees who described themselves as having a high level of English language ability at the baseline (sweep 1) were less likely than others to subsequently attend language courses (Figure 7). In contrast, refugees with a low level of English at the baseline (sweep 1) reported a high level of participation in language courses throughout the observation period. At 21 months (sweep 4), 65 per cent of these refugees were still participating in language courses.

Figure 7 Percentage of refugees attending English language courses by language skill level at the time of the asylum decision (sweep 1)

Respondents: 1,840 (sweep 2), 1,259 (sweep 3), 939 (sweep 4).

Helping refugees with persistently low English language skills

At the time of the asylum decision (sweep 1), and again 21 months later (sweep 4), 14 per cent of refugees reported a low level of English language ability. Closer scrutiny of this group, again accounting for a range of refugees' characteristics, revealed that these refugees were disproportionately likely to be aged 35 or over (at the time of their asylum decision), to report poor health, to be the parent or guardian of a child, and to have little or no contact with religious organisations. At the time of the first sweep, they had typically spent less than two years in the UK. They were also more likely than others to have spent fewer than ten years in education before arriving in the UK. These refugees may need additional support to improve their persistently low English language skills.

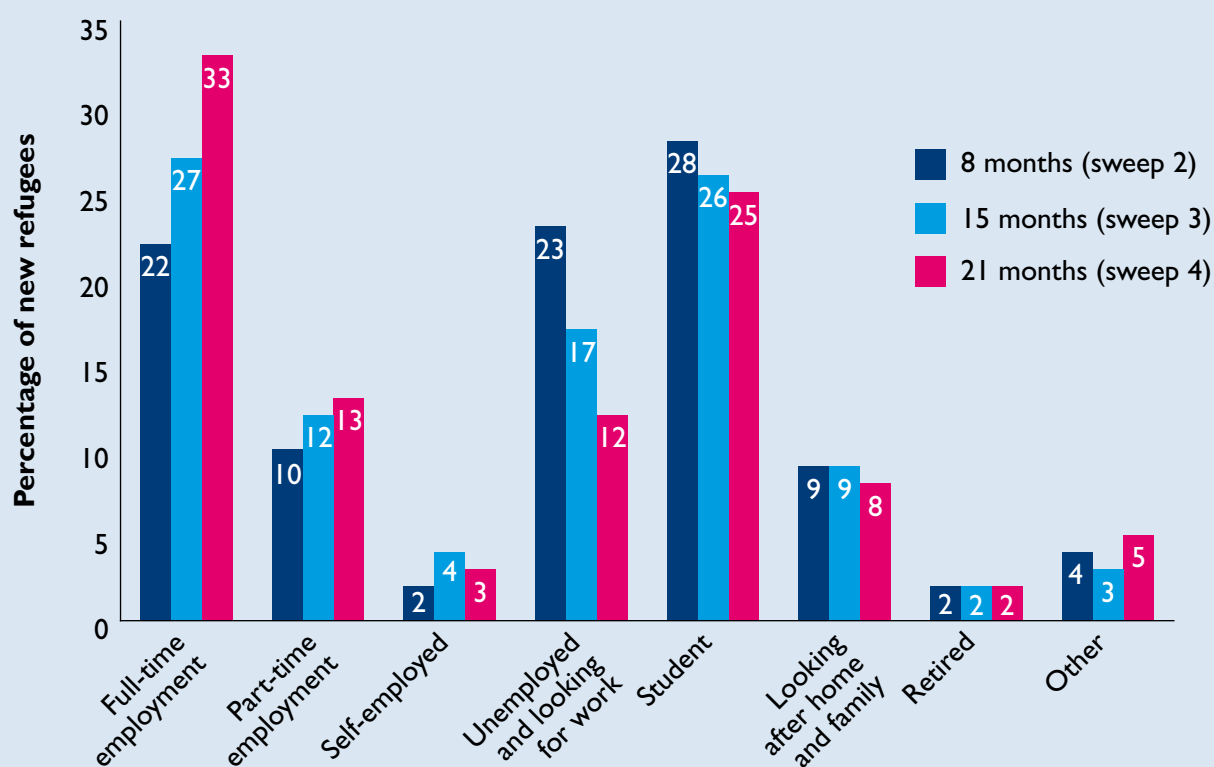
The likelihood of refugees remaining in the low-skilled English language category was not related to their participation in language courses. Refugees who remained in the low-skill category had attended language courses as frequently as others. The survey did not collect information about the quality, duration and intensity of language courses that refugees had attended, or whether the refugees actually completed a course. These factors may explain why some course participants improved their English language skills whereas others did not.

Employment of new refugees

Questions about employment status in the UK were first asked in the second (eight-month) sweep, in order to give new refugees time to find a job. At this time around one-third of refugees were in full-time employment, part-time employment or self-employment, one-quarter were unemployed and looking for work, and a little more than one-quarter were studying (Figure 8). By the time of the fourth sweep (21 months) the proportion of refugees who were in some form of employment increased to 49 per cent. The greatest increase was seen in the proportion of refugees in full-time employment,⁶ which increased from 22 per cent (sweep 2) to 33 per cent (sweep 4). The proportion of refugees who were unemployed and looking for work decreased to 12 per cent by the time of the 21-month questionnaire (sweep 4). The proportion of refugees who were studying, looking after home and family, or who were retired remained stable throughout.

⁶ Full-time employment was defined as 30 or more hours per week.

Figure 8 Economic activity status of new refugees at 8, 15 and 21 months after the asylum decision (sweeps 2 to 4)



Respondents: 1,773 (sweep 2), 1,212 (sweep 3), 913 (sweep 4).

Employment rates varied between different groups of refugees (see Appendix, Table A2). At all three time points men were more than twice as likely as women to be employed. At 21 months after the asylum decision (sweep 4), 61 per cent of men were employed compared with 24 per cent of women. Refugees aged 44 or younger were more likely to be employed than older refugees.⁷ Employment was also much higher among refugees who reported good general health than those who reported fair or worse health. At 21 months after the asylum decision (sweep 4), 56 per cent of refugees who were in very good health were employed compared with 11 per cent of refugees who were in very bad health.

Variation in employment rates by country of origin was also apparent. This is likely to reflect the characteristics and experience of refugees from different nationalities. Refugees from Zimbabwe had the highest overall employment rate; 60 per cent or more of Zimbabwean refugees were employed 8 months, 15 months or 21 months after the asylum decision. Employment rates for some other countries with a small number of refugees in the UK could only be estimated at continent level. Refugees from Asian countries and Europe typically had comparatively high employment rates, whereas refugees from African countries (other than Zimbabwe) and the Middle East reported the lowest employment rates.

Employment rates also reflected differences in the educational qualifications that refugees held before entering the UK. About one-half of refugees who entered the UK within this time period had no qualifications that could be translated to UK National Qualification Framework (NQF) equivalents. Only 29 per cent of these refugees were in paid work eight months after their asylum decision (sweep 2), compared with 43 per cent of refugees with undergraduate and postgraduate qualifications. By the time of the fourth sweep (21 months), the gap in employment rates had decreased; 47 per cent of refugees without qualifications were now in work, compared with 53 per cent of refugees with degree qualifications. This suggests that having formal qualifications (which can be translated to a UK equivalent) may help refugees find employment in the months shortly after the asylum decision, but that this advantage becomes less apparent over later months.

⁷ Age was recorded at the time of the baseline survey and was not adjusted.

There was also a strong relationship between refugees' economic activity status pre-arrival and their employment post-arrival in the UK. Refugees who had been employed or had been students before arriving in the UK were often employed again eight months after their asylum decision (40% and 39% respectively). However, previously employed refugees who did not obtain work in the UK within the first eight months after their asylum decision (sweep 2) were also unlikely to obtain work during later months, suggesting that disrupted employment histories had an adverse effect on future employment.

Employed refugees typically had better self-reported English language ability than those who were unemployed. Longitudinal analysis showed that refugees were also more likely to *take up* work if they had more advanced English language skills. English language ability itself varied markedly among refugees (see language section above), and language skills take time to develop. This finding supports the design of services which seek to develop refugees' language skills at the same time as signposting to opportunities for employment.

Finally, at any point in time, refugees who lived alone were more likely to obtain employment than refugees who were living in a household with four or five people. This was not related to larger households having children, but simply to the number of people per household. Possible explanations for this include overcrowding or caring duties, which may affect refugees' chances of finding a job.

Job-seeking

Unemployed refugees tended to engage in a high level of job search activity. Most job-seeking refugees visited job centres, wrote CVs and completed job applications (Table 3). In between each sweep, refugees who were looking for a job applied on average for 21 to 26 positions and were invited to three to four job interviews.

Table 3 Proportion of new refugees undertaking job seeking activities

Proportion of refugees who had ...	Time after positive decision of asylum, humanitarian protection or discretionary leave to remain		
	8 months (sweep 2)	15 months (sweep 3)	21 months (sweep 4)
	Percentage		
Visited a job centre	85	89	84
Had written a CV	56	68	64
Completed a job application	72	80	73
	Mean		
Number of job applications	21	21	26
Number of job interviews	4	3	4

All new refugees who were unemployed and looking for work.
Respondents: 393 (sweep 2), 193 (sweep 3), 106 (sweep 4).

Types of employment

At sweep 2, eight months after their asylum decision, the majority (65%) of employed refugees worked full time (30 or more hours per week), 28 per cent worked part time, and seven per cent were self-employed. This distribution remained the same over subsequent sweeps.

The single largest employer of refugees was the manufacturing industry (see Appendix, Table A3). At sweep 2, eight months after the asylum decision, this industry employed 25 per cent of working refugees. Other industries that employed sizable proportions of refugees included accommodation and food service activities; human health and social work activities; and wholesale and retail trade, and repair of motor vehicles and motorcycles.⁸ In terms of occupation, the largest proportion of employed refugees worked in low-skilled elementary occupations.⁹ A little over one-third of refugees worked in these types of jobs at all time points, compared with 12 per cent of the UK workforce (Office for National Statistics, 2008a). Only seven per cent of refugees worked in managerial or professional occupations, compared with 28 per cent of the UK workforce.¹⁰

The majority of working refugees were employed on permanent contracts, increasing from 56 per cent at 8 months (sweep 2) to 65 per cent at 21 months (sweep 4). However, the proportion of working refugees who were employed on temporary contracts (35% at 21 months) was much higher than that of the general UK workforce (5%) (Office for National Statistics, 2009a). These comparisons could not correct for differences in the age and qualifications of refugees and the UK workforce, but they still draw attention to the very different employment profiles of these two groups.

Employment and skills match

More than one-half of employed refugees felt that their jobs required fewer skills than they were able to offer. Refugees with degrees and A-level qualifications were particularly likely to express this view. A comparison of refugees' previous and current occupations showed that at least one-half of new refugees who had been in managerial, professional or skilled occupations in their home country held positions in the UK that were below this level. Refugees currently employed in personal, sales, process or elementary occupations were particularly likely to consider their job to be below their skill or qualification level.

Housing experiences of new refugees

Around the time of the asylum decision (sweep 1) almost one-half (48%) of new refugees lived in National Asylum Support Service (NASS) accommodation (Figure 3). A further 20 per cent of the refugees lived with friends, 20 per cent with family, and 12 per cent lived in other (unspecified) accommodation. Refugees living in NASS accommodation included a disproportionate number of men, men and women below the age of 35, and single individuals.

Within the first eight months after the asylum decision three-quarters of new refugees moved home, including almost all refugees who had lived in NASS accommodation. After that early transitional period only a small proportion of refugees moved home. For example, between eight months (sweep 2) and 15 months (sweep 3) after the asylum decision just over one-quarter of refugees moved home.

At all time points, refugees who had been in the UK for a longer period of time before their asylum decision were less likely to move. Living with friends or family (at eight months) or living rent-free (at 15 months) also reduced the likelihood of refugees moving home.

8 Industries were classified according to the Standard Industrial Classification (SIC) 2007 (Office for National Statistics, 2008b).

9 Occupations were classified according to the Standard Occupational Classification (SOC) 2000 (Office for National Statistics, 2008c). Elementary occupations include, among others, farm workers, labourers, porters, waiters and bar staff, and low-skilled service workers, such as window cleaners, traffic wardens, and shelf fillers.

10 These comparisons did not correct for differences in the age, sex or qualifications of new refugees relative to the UK workforce.

Accommodation types and tenure

New refugees tended to live in self-contained accommodation (that is, a house or flat) rather than shared or temporary accommodation. At sweep 2, eight months after the asylum decision, 67 per cent of refugees were living in self-contained accommodation, increasing to 80 per cent 21 months after the decision (sweep 4). The proportion of refugees living in shared accommodation fell from 17 per cent after eight months to ten per cent after 21 months. At all time points between nine and 21 per cent of refugees lived in temporary accommodation. New refugees who had lived in NASS accommodation at the time of their asylum decision (sweep 1) were more likely than others to be living in a hostel at later sweeps. These refugees may need additional support to find more stable, self-contained accommodation over time.

The majority of new refugees remained in the same type of accommodation over the course of the survey. A sizeable proportion of refugees (14%) moved on an upward trajectory, from temporary to shared accommodation or shared into self-contained accommodation.¹¹ This suggests an apparent improvement in accommodation over time, in terms of stability, privacy or independence. However, five per cent of refugees moved on a downward trajectory (from self-contained to shared, or shared to temporary accommodation). These refugees may need more support to secure stable, independent housing.

New refugees typically rented their accommodation. At sweep 4, 21 months after the asylum decision, 51 per cent of new refugees rented from a local authority or housing association and 27 per cent rented in the private sector. This compares with data from across the UK that reported 71 per cent of households were owner-occupiers, 19 per cent rented from a local council or a housing association, and only nine per cent rented in the private sector (Office for National Statistics, 2009b).

Homelessness

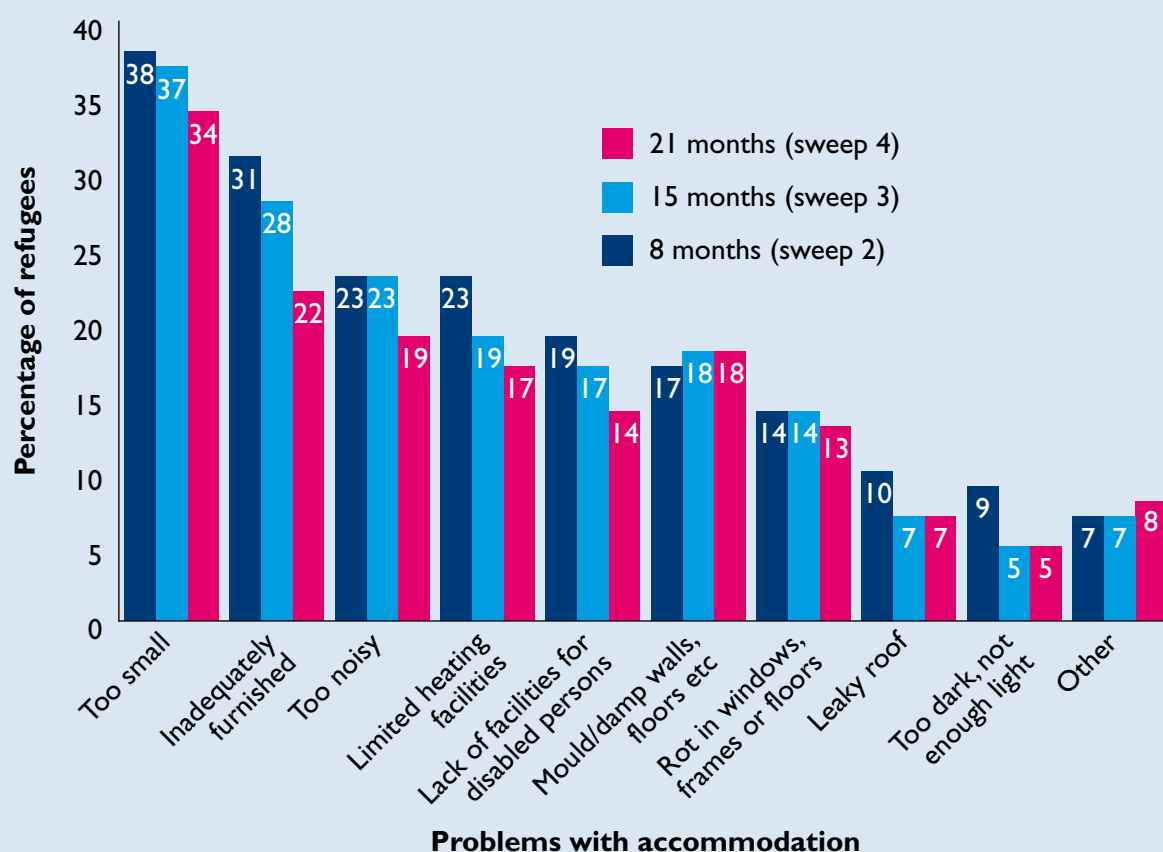
A small proportion (4%) of refugees who participated in all four sweeps of the survey had lived on the streets at some point between the baseline (sweep 1) and 21-month follow-up (sweep 4). A further eight per cent of refugees had lived in a homeless shelter at some point during this time. This is likely to underestimate the true proportion of refugees who experience homelessness since the survey was based on a postal questionnaire, which required a fixed address. New refugees who had been homeless or living in a homeless shelter during the first eight months following their asylum decision (sweep 2) often lived in the North East of England, were single, and had previously lived in NASS accommodation. Support covering the transition from NASS accommodation to more permanent housing may provide a more stable environment and reduce the risk of homelessness among refugees.

Problems with accommodation

When asked about problems with their accommodation, refugees were most likely to report that their housing was too small or inadequately furnished (Figure 9). Over time the proportion of refugees reporting some problems, such as inadequate furnishing, decreased. Other problems, however, persisted over time. For example, 14 per cent of refugees reported that their accommodation was too small for their household at every sweep of the survey. Changes in the number of accommodation problems varied with tenancy type, for instance, owner-occupants were less likely to report problems than those who were renting.

¹¹ Temporary accommodation includes hostel, hotel or bed and breakfast accommodation.

Figure 9 Problems with refugees' accommodation



Respondents: 1,753 (sweep 2), 1,206 (sweep 3), 919 (sweep 4).

Area distribution and movements

Almost one-third of new refugees lived in London. Birmingham, Leeds and Manchester were the next most likely areas of residence (Table 4). Refugees rarely left the area where they originally settled. Around 90 per cent of refugees who moved home at any point between surveys stayed within the same city or county. New refugees were most likely to move between regions in the first eight months after their asylum decision if they were single.

Table 4 Ten most frequent destinations of new refugees in the UK

Time after positive decision of asylum, humanitarian protection or discretionary leave to remain					
Baseline (sweep 1)		8 months (sweep 2)		15 months (sweep 3)	
Percentage					
London	28	London	30	London	31
Birmingham	5	Birmingham	7	Birmingham	6
Leeds	5	Manchester	6	Leeds	6
Manchester	5	Leeds	5	Manchester	6
Sheffield	4	Sheffield	4	Uxbridge	4
Uxbridge	3	Uxbridge	3	Sheffield	3
Liverpool	2	Coventry	3	Leicester	3
Newcastle upon Tyne	2	Leicester	2	Coventry	3
Coventry	2	Newcastle upon Tyne	2	Nottingham	2
Glasgow	2	Liverpool	2	Liverpool	2

Respondents: 5,237 (sweep 1), 1,588 (sweep 2), 1,136 (sweep 3). Percentages do not add to 100 because of the omission of less frequent destinations.

Explanatory notes

'Other Africa' includes: Algeria, Angola, Burundi, Cameroon, Central African Republic, Chad, Cote D'Ivoire, Djibouti, The Gambia, Ghana, Guinea, Guinea-Bissau, Kenya, Liberia, Malawi, Mauritius, Morocco, Niger, Nigeria, Rwanda, Seychelles, Sierra Leone, South Africa, Swaziland, Tanzania, Togo, Uganda and Zambia.

'Other Asia' includes: Bangladesh, Bhutan, Burma/Myanmar, China, India, Indonesia, Japan, Mongolia, Nepal, Philippines, Sri Lanka, Thailand and Vietnam.

'Other Europe' includes: Albania, Armenia, Belarus, Bosnia and Herzegovina, Bulgaria, Croatia, France, Georgia, Kosovo, Kyrgyzstan, Moldova, Poland, Romania, Russia, Serbia and Montenegro, Turkmenistan, Ukraine, Uzbekistan and Yugoslavia.

'Other Middle East' includes: Bahrain, Egypt, Jordan, Kuwait, Lebanon, Libya, Oman, Palestine, Syria, Tunisia, United Arab Emirates and Yemen.

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Appendix A: Additional Tables

Table A1 *Characteristics of refugees at the time of the asylum decision (sweep 1)*

All new refugees	Percentage
Country of origin	
Eritrea	17
Somalia	16
Iraq	9
Iran	8
Zimbabwe	7
Other Africa	7
Other Asia	6
Other Europe	5
Other Middle East	5
Turkey	4
DRC/Congo	4
Afghanistan	3
Sudan	3
Pakistan	3
Ethiopia	2
Sex	
Male	63
Female	37
Age	
18-24	23
25-34	47
35-44	20
45-64	8
65+	2
Time spent in the UK	
Less than 6 months	31
At least 6 months but less than 1 year	18
At least 1 year but less than 2 years	10
At least 2 years but less than 5 years	19
5 years or more	22

Respondents: 5,631 (sweep 1).

Weighted percentages and unweighted base numbers are presented.

Percentages may not add to 100 due to rounding.

Americas not shown due to small numbers. See Explanatory notes, Page 18, for countries included in 'Other Africa', 'Other Asia', 'Other Europe' and 'Other Middle East'.

Table A2 *Employment rates of new refugees 8, 15 and 21 months after the asylum decision (sweeps 2 to 4)*

	Months after the asylum decision		
	8 (sweep 2)	15 (sweep 3)	21 (sweep 4)
	Percentage of each group in employment		
Age at baseline			
18-24	28	40	50
25-34	36	45	50
35-44	36	42	46
45+	25	31	35
Sex			
Male	41	53	61
Female	18	22	24
Area of origin			
Turkey	48	56	49
Other Europe	47	55	49
Americas	56	71	71
DRC/Congo	26	32	47
Eritrea	18	36	43
Ethiopia	19	33	19
Somalia	20	28	39
Sudan	25	28	49
Zimbabwe	60	68	62
Other Africa	45	44	55
Iran	22	30	41
Iraq	47	56	54
Other Middle East	26	32	38
Afghanistan	23	27	34
Pakistan	20	29	43
Other Asia	59	65	74
Religion			
None	48	62	71
Christian	32	44	49
Buddhist	59	70	87
Hindu	81	78	83
Jewish	59	52	26
Muslim	29	36	42
Sikh	19	24	25
Other	32	33	38

Table A2 *Employment rates of new refugees 8, 15 and 21 months after the asylum decision (sweeps 2 to 4) (continued)*

	Months after the asylum decision		
	8 (sweep 2)	15 (sweep 3)	21 (sweep 4)
	Percentage of each group in employment		
Pre-UK qualification (UK equivalent)			
Below GCSE	25	25	40
GCSE	34	42	50
A level	40	50	49
HE/FE certs and diplomas	36	43	49
Undergraduate and post-graduate qualifications	43	49	53
No qualifications	29	40	47
Not transferable	40	43	47
Years of education			
None	28	31	34
6 years or less	27	34	44
7-9 years	27	43	44
10-12 years	31	42	52
13-15 years	40	47	51
16 or more years	43	49	52
Time spent in UK at baseline			
Less than 6 months	23	36	47
At least 6 months but less than 1 year	23	31	40
At least 1 year but less than 2 years	28	32	40
At least 2 years but less than 5 years	41	45	51
5 years or more	57	60	62
General health (current)			
Very good	45	52	56
Good	36	48	57
Fair	24	32	34
Bad	13	16	13
Very bad	9	10	11
All	34	43	49

Respondents: 1,840 (sweep 2), 1,259 (sweep 3), 939 (sweep 4).

Weighted percentages and unweighted base numbers are presented.

Americas not shown due to small numbers.

See Explanatory notes, Page 18, for countries included in 'Other Africa', 'Other Asia', 'Other Europe' and 'Other Middle East'.

Table A3 *Types of employment among new refugees 8, 15 and 21 months after the asylum decision (sweeps 2 to 4)*

	Months after the asylum decision		
	8 (sweep 2)	15 (sweep 3)	21 (sweep 4)
Current industry (SIC 2007)			
Agriculture, forestry and fishing	1	0	0
Mining and quarrying	0	0	0
Manufacturing	25	23	21
Electricity, gas, steam and air conditioning	0	0	0
Water supply; sewerage, waste management and remediation activities	0	0	0
Construction	6	6	5
Wholesale and retail trade; repair of motor vehicles and motorcycles	12	14	11
Transportation and storage	4	4	11
Accommodation and food service activities	18	17	17
Information and communication	1	1	2
Financial and insurance activities	1	1	2
Real estate activities	0	0	0
Professional, scientific and technical activities	4	2	2
Administrative and support service activities	8	7	7
Public administration and defense; compulsory social security	2	3	3
Education	2	2	3
Human health and social work activities	17	17	14
Arts, entertainment and recreation	0	1	1
Other service activities	0	2	0
Activities of households as employers; undifferentiated goods & services producing activities of households for own use	0	0	0
Current occupation (SOC 2000)			
Manager and senior officials	4	3	4
Professional occupations	3	3	4
Associate professional and technical occupations	5	5	7
Administrative and secretarial occupations	5	2	6
Skilled trade occupations	13	11	10
Personal service occupations	13	14	11
Sales and customer service occupations	10	10	10
Process, plant and machine operatives	13	13	13
Elementary occupations	35	38	36
Current contract type			
Permanent	56	61	65
Temporary	44	39	35

Employed refugees only. Respondents: 650 (sweep 2), 544 (sweep 3), 445 (sweep 4).

Weighted percentages and unweighted base numbers are presented. Percentages may not add to 100 due to rounding.

Standard Industrial Classification (SIC) 2007 (Office for National Statistics, 2008b).

Standard Occupational Classification (SOC) 2000 (Office for National Statistics, 2008c).

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