

Refugee and Asylum Rights and Entitlements to Employment

The logo for the Scottish Refugee Council, consisting of the words "scottish", "refugee", and "council" stacked vertically in a white, lowercase, sans-serif font, enclosed within a white rectangular border.

scottish
refugee
council

Anita Yu - Employability Development Officer

Session Overview

Terminology

Routes to sanctuary, rights and entitlements

Right to work checks

Challenges people have accessing employment opportunities and suggestions

SRC employability service

Scottish Refugee Council - 1985

Advice,
information
and advocacy

Employability
and Housing

Volunteering

Community
development

Training, L&D

Policy
influencing

Media and
social media

Campaigns
and
fundraising

Understanding Terminology

Terminology – from articles

THE INDEPENDENT WEDNESDAY 16 SEPTEMBER 2015



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Refugee crisis: Asylum seekers start hunger strike as they refuse to leave Hungarian border

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Migrant crisis: Dozens reach Croatia as Hungary border sealed



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Refugee crisis: Hungary rejects all asylum requests made at border - as it happened

Terminology used

Migrant

Someone who chooses to move from one region or country to another for e.g. better employment opportunities

Forcibly Displaced Person

Someone who has had to flee from where they live as a result of persecution, conflict, generalised violence or human rights violations

Terminology cont.

Asylum Seeker

A person who has made a claim to be considered for protection to a state which has signed the UN Convention on Refugees 1951 and is **waiting for a decision**

Refugee

A Refugee is someone whose individual application for protection **has been recognised** under the UN Convention on Refugees 1951

Who is a refugee?

“Someone who is unable or unwilling to return to their country of origin owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion.”

(The 1951 Refugee Convention)



Stats

Question 1

How many people do you think were forcibly displaced worldwide due to persecution, conflict, violence, human rights violation or events seriously disturbing public order (mid 2023)

- a) 5 million
- b) 48 million
- c) 74 million
- d) 110 million



Question 1 Answer

How many people do you think were forcibly displaced worldwide due to persecution, conflict, violence, human rights violation or events seriously disturbing public order (mid 2023)

- a) 5 million
- b) 48 million
- c) 74 million
- d) 110 million**



Question 2

Of the 110 million who are forcibly displaced, how many are refugees?

- a) 36million
- b) 45 million
- c) 56 million
- d) 65 million



Question 2 Answer

Of the 110 million who are forcibly displaced, how many are refugees?

- a) **36million**
- b) 45 million
- c) 56 million
- d) 65 million



Question 3

How many refugees were there in UK in November 2022?

- a) 82,998
- b) 110,216
- c) 135,912
- d) 231,597



Question 3 Answer

How many refugees were there in UK in November 2022?

- a) 82,998
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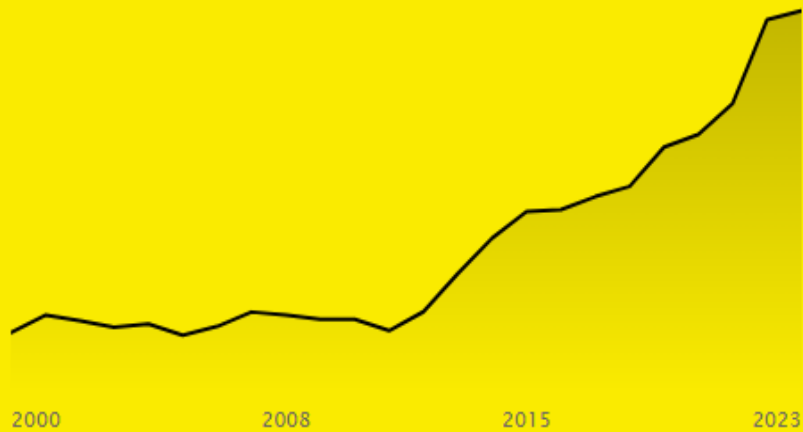


Worldwide Stats

110 MILLION

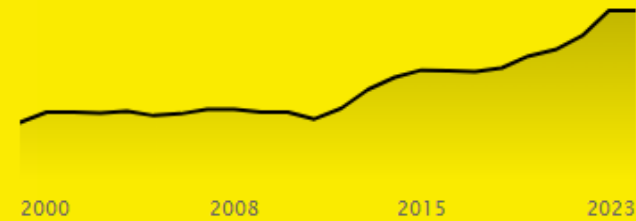
Forcibly displaced people worldwide

at mid-2023 as a result of persecution, conflict, violence, human rights violations or events seriously disturbing public order.



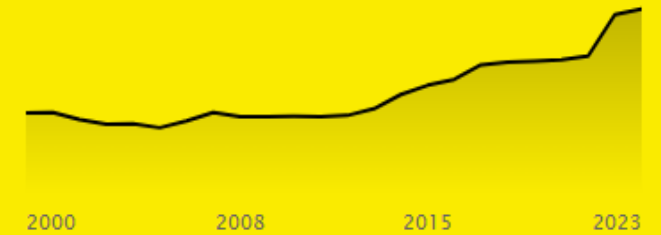
62.5 MILLION

are internally displaced people (Source: IDMC, as of end-2022)



36.4 MILLION

are refugees



6.1 MILLION

are asylum-seekers



5.3 MILLION

are other people in need of international protection

UK Stats

Nov 22:
231,597 refugees

Year end Sept 23:
- 75,340 asylum applications (relating to 93,296 people)
- 125,173 cases waiting for outcome on initial asylum claim

2022: c5,000 asylum seekers in Glasgow

Jan 24:
197,500 arrivals from Ukraine Schemes (26,478
Scotland)

Routes to the UK for people seeking sanctuary, rights and entitlements

Main routes for people seeking sanctuary

Refugee resettlement route

UK Resettlement Scheme (UKRS)

Community Sponsorship

Afghan Citizens Resettlement Scheme - Pathway two

Humanitarian and/or nationality-based immigration route

Ukraine Schemes

Afghanistan schemes

Asylum route

Cannot apply for asylum outside of the UK

Claim asylum at port or 'in country'

Have the right to work, access to HE/FE, access public funds from day 1

Asylum Rights and Entitlements

- Allocated to dispersal cities across UK (not London)
- Offered Home Office accommodation
- Receive support (£49.18 or £8.86 - hotel with meals)
- No access to public funds
- Limited access to FE/HE
- Young asylum seekers can access SAAS tuition fees
- Access to healthcare
- Can volunteer (public/charitable)
- If application is unsuccessful, can appeal
- If previously a student, will have different right to work conditions

Asylum Rights and Entitlements to Employment

- Work prohibited in first 12 months
- After 12 months, apply for permission to work (via solicitor or immigration advisor)
- Apply for [National Insurance Number](#)
- If right to work grants, restricted to jobs on the [Shortage Occupation List](#) e.g.:
 - Chemical/Biological/Physical scientists
 - Civil/Mechanical/Electrical/Production and Process Engineers
 - Artists/Musicians
 - Entry level: bricklayers, roofers/tilers, joiners, plasterers, social care workers
 - And others

Refugee Rights and Entitlements

- Granted Leave to Remain
- Integration process
- 28 days move-on period, temporary furnished accommodation/hotels
- Access to welfare rights
- Access to further and higher education
- Can apply for any employment

Right to Work Checks

Biometric Residence Permit



- Valid until is for the BRP card (not length of stay), similar to the British Passport where is a Date of Expiry
- Going digital from 1st January 2025



Right to Work Check


- BRP holders will evidence their right to work using the Home Office online service only, presentation of a physical document is no longer be acceptable.
- Applicant generates **share code** to pass to employer (with DOB):
[Prove your right to work](#)
- Employer enters share code and DOB to:
[View a job applicant's right to work details](#)
- [Employers Guide to Right to Work](#)

BRP Profile

They have permission to work in the UK from 19 October 2021. They can work in the UK until 19 November 2023.

Details

They can work in any job

 **GOV.UK** View a job applicant's right to work

BETA This is a new service - your [feedback](#) will help us to improve it.


Right to work

Erika Mustermann

They have permission to work in the UK from 19 October 2021. They can work in the UK until 19 November 2023.

Details

They can work in any job.



Rotate ↻

If you employ this person

To avoid a [penalty](#), you must:

- check this looks like the person you meet face to face
- keep a secure copy of this online check (either electronically or in hard copy), for the duration of the employment and for 2 years after
- do this check again when their permission to be in the UK expires on 19 November 2023

Read the [employers' code of practice](#) to find out more about right to work checks.

Details of check		
Company name	Date of check	Reference number
Acme Ltd	8 January 2018	WE-BKFEUUN-64

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Asylum seekers with permission to work check

- People in the asylum process have an Application Registration Card (ARC card) which will indicate Work Permitted, Shortage Occ.
- They will also have a letter from the Home Office granting the permission to work.
- Employers to gather the above and **must** also check on:
 - <https://www.gov.uk/employee-immigration-employment-status>
 - (for more info: <https://www.gov.uk/check-job-applicant-right-to-work>)



What skills and experience do refugees have?

Refugee Skills and Experience

Customer
service

Teaching

Admin

Finance

Business
management

Hospitality

Health &
social care

IT

Electrical
Engineering

Construction

Civil
Engineering

Skilled
trades

Challenges for refugees and asylum seekers finding employment

Challenges

- Language
- Understanding UK education and recruitment process
- Understanding UK work culture
- Awareness of employment rights
- Gaps in education or employment
- Recognising overseas qualifications
- Finding suitable volunteering opportunities
- Housing situation
- Employers not understanding refugee and asylum right to work
- References
- Criminal record checks and PVG's

Scottish Refugee Council Employability Service



We offer refugees and asylum seekers

- Mentoring programmes via employers e.g Barclays, Scottish Government
- Employability Newsletter with job, training and volunteer opportunities
- Employer focused employability training e.g. Starbucks, IKEA, social care
- Referral to employability organisations



We offer employers

- Refugee and asylum rights and entitlements awareness session
- Review of recruitment process to ensure accessibility and understanding
- Promote job, training and volunteer opportunities on employability newsletter



We offer partner organisations

- Promote job/volunteering/training opportunities via newsletter
- Support with client enquiries



Evaluation



<https://forms.office.com/e/R3x1a1qmcc>

**Need more
information or
have any
questions?**

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