

A QUALITATIVE STUDY OF UNHCR'S EMPLOYMENT AND PROFESSIONAL DEVELOPMENT PROGRAMMES FOR REFUGEES

Peter KARÁCSONY^{a*}, Sara SHALTOUT^b

^{a)} Óbuda University, University Research and Innovation Center,
Budapest, Hungary

^{b)} ELTE University, Institute of Business Economics, Budapest, Hungary

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Abstract: *The purpose of this study was to review literature on career management for refugees and identify the challenges refugees face in terms of crafting a successful career. The paper further examined career management and professional development programmes UNHCR offers to refugees to make recommendations to improve them in alignment with organizational and refugees' needs. Semi-structured interviews were used in the qualitative research, the study population consisted of 18 individuals. Key findings suggest that UNHCR's employment and education programmes are in high demand among the refugee community and they contribute to personal development and capacity building. However, by improving them and providing additional opportunities, the organization could make even better use of refugees' skills and develop them to ensure their career growth. Moreover, the UN Refugee agency should serve as a good example for companies and organizations in employing and training forcibly displaced people.*

Key words: *capacity building; career challenges; career development; refugees; UNHCR*

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* Corresponding author. E-mail address: karacsony.peter@uni-obuda.hu.

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