



Rethinking Refugee Camps: Workforce Training and Integration

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ABSTRACT

Refugee camps serve their purpose as transitory setups, but numerous displaced persons must live there indefinitely since they encounter restricted access to employment in addition to economic independence. This research evaluates the importance of developing workforce education programs in refugee camps to increase self-support capabilities while promoting community integration with stable financial success. According to research, the three most significant problems for refugees are legal barriers, a lack of training opportunities, and employers who don't want to hire refugees. This means that targeted vocational development programs can help asylum seekers financially while also helping host economies. The analysis reviews mounted evidence of training programs operating in different refugee camp locations to determine their success in preparing refugees for usable skills. This study looks at the roles of both government and non-government organizations in ensuring sustainable employment, policy resolution, and the upkeep of ethical labor. A dedicated focus exists on women's refugee needs because of the barriers they face when pursuing training and work opportunities. This paper establishes that workforce development initiatives in refugee camps represent both a moral duty and an intelligent economic measure. The authors present an organizational structure that combines vocational education with camp sustainability by establishing partnerships between public entities, private entities, and NGOs. This study suggests that instead of seeing refugee camps as temporary places to stay, they should be seen as places where people can learn new skills. This is because it shows how to integrate people in a lasting way.

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INTRODUCTION

Temporary refuge facilities, known as refugee camps, have developed into long-term dwellings, forcing individuals and families to live for extensive periods ranging from multiple years to many decades. Many refugees experience 17 years of displacement because the United Nations High Commissioner for Refugees (UNHCR) observes they generally lack definite pathways toward settlement or return to their home nations.¹ The long-term presence of refugees in these camps exceeds humanitarian delivery times, so solutions must provide enduring powers to improve refugee welfare beyond mere subsistence needs. Refugee camps might develop into long-term dependent vocational hubs if their communities lack economic and societal support.

Economic opportunities remain scarce as a primary and urgent problem for displaced people who continue living in refugee situations. The legal boundaries existing for refugees deny them access to formal employment opportunities in their new countries. The ability to work is restricted by multiple hurdles, including language barriers along with restricted education and discrimination against them, which also results in skill-job mismatches. Refugees who lack work opportunities can only survive through international aid, but they remain unable to develop stable futures or offer valuable services to their communities.² Poor people become more isolated when they don't have many friends or family. This makes it harder for displaced people to get help and puts more pressure on host countries and humanitarian efforts.

Workforce training initiatives have developed into a possible mechanism for refugees to secure economic success and independent living. These programs empower displaced people to transition from job loss to the workforce by teaching applicable professional skills needed in their respective labor markets.³ Workforce training programs, from basic vocational instruction to entrepreneurship support, offer refugees functional abilities in refugee camps, both in foreign communities and in their eventual return to their original homes. These programs enable self-dependence and promote active community ties between refugees and their settlements. Training programs build economic stability for refugee groups and local environments by remedying skill shortages and integrating local labor forces within regional economies.

The research investigates workforce training programs because these programs work as sustainable

practices for preventing economic exclusion among refugees in long-term displacement scenarios. The evaluation looks at current training models to see how well they work and how well they can help refugees become self-sufficient and integrate into society through economic participation. By carefully looking at successful case studies and problems, the study developed policies that help displaced people become economically independent instead of relying on aid for survival.

The main point of the thesis is that workforce development programs in refugee camps are essential for helping refugees become self-sufficient while integrating them into society and getting them working. These programs bestow refugees with appropriate skills, which lowers their need for aid while establishing lasting income opportunities. When people from the camp and the host communities work together to set up workforce training programs, they create projects that help groups get along and grow the economies of both regions. Workforce training for refugees accommodates humanitarian duties and creates economic potential that benefits displaced persons and their destination nations because of rising global displacement numbers.

This document investigates protracted refugee situations in the subsequent text before studying legal and social employment barriers and reviewing different workforce training approaches. The research will investigate successful methods within this review, obstacles, and strategic policy choices that can boost workforce education projects in refugee camps. The research aims to improve long-term discussions about helping refugees by supporting economic empowerment to help displaced people in a way that lasts.

Challenges Faced by Refugees in Workforce Participation

Legal and Policy Barriers

Legal and policy restrictions represent the main barrier that prevents refugees from joining the workforce. Many refugee-hosting countries maintain stringent employment regulations that block refugees from finding jobs, and they lack proper legal systems to guide employment access for refugees. The unclear position refugees hold under local laws due to these restrictions results in their difficulties obtaining employment without breaking the law.⁴

¹ Karsu, Ozlem, Bahar Y. Kara, and Bayram Selvi. "The refugee camp management: a general framework and a unifying decision-making model." *Journal of Humanitarian Logistics and Supply Chain Management* 9, no. 2 (2019): 131-150.

² Clemens, Michael, Cindy Huang, and Jimmy Graham. "The economic and fiscal effects of granting refugees formal labor

market access." *Center for Global Development Working Paper* 496 (2018): 1-69.

³ Schuettler, Kirsten, and Laura Caron. *Jobs interventions for refugees and internally displaced persons*. World Bank Group, 2020.

⁴ Dhawan, Swati Mehta, Kim Wilson, and Hans-Martin Zademach. "From financial inclusion to financial health of

Overall, governments in refugee-holding nations avoid giving employment rights to asylum seekers because of rivalries with their domestic workforce. The fear of employment policymakers extends to the potential job displacement of local workers and possible wage reductions when refugees access unrestricted work options.⁵ The implementation of restrictive policies gives refugees no other choice than to accept informal employment positions that pay little with minimal stability. Working through the informal economy subjects refugees to risky scenarios such as overwork and non-payment of wages, together with dangerous workplace environments.

The process of refugee workforce participation faces additional challenges due to political considerations. Public opinion overwhelmingly affects government policy decisions, while most populations oppose refugee involvement in local employment. Political groups, together with parties, maintain that placing refugee work above local employment will lead native workers to develop increasing hostility toward them. Extending work permit approval delays makes refugees rely on aid instead of securing employment.

Educational and Skill Gaps

The interruptions in refugee education because of displacement restrict their access to official learning institutions. The interruption of their education due to displacement generally causes large deficits in qualifications compared to the skills requirements of available jobs. The host countries often fail to recognize the professional qualifications of refugees from their original countries, and this lack of professional recognition prevents refugees from practicing their expertise.⁶ People without standard formal education should have access to trade classes and vocational institution training, which leads to work opportunities. The availability of programs that lead to employment remains insufficient in regions that accept refugees. Costly absences of appropriate vocational training provide refugees with insufficient abilities to work jobs matching labor market needs.⁷ The skill level of refugees does not guarantee better job opportunities because employers typically assign them to entry-level positions that pay low wages, which do not align with their qualifications or aspirations. Proving their skills in

refugees: urging for a shift in perspective." *Third World Quarterly* 45, no. 5 (2024): 926-945.

⁵ El Arab, Rabie Adel, Joel Somerville, Fuad H. Abuadas, Esther Rubinat-Arnaldo, and Mette Sagbakken. "Health and well-being of refugees, asylum seekers, undocumented migrants, and internally displaced persons under COVID-19: a scoping review." *Frontiers in public health* 11 (2023): 1145002.

⁶ de Wal Pastoor, Lutine. "Rethinking refugee education: Principles, policies and practice from a European perspective." *Annual review of comparative and international education* 2016 (2016): 107-116.

acquiring recognition for previous learning and experience remains challenging for refugees. Host countries' accreditation systems impose formal documentation procedures on refugees, which they cannot fulfill due to forced displacement. Without efficient evaluation systems for foreign educational credentials, skilled refugees struggle to showcase their expertise, leading to their underutilization and potential waste.

Social and Economic Barriers

Current employment barriers for refugees start with their inability to speak the language of their host country. In most workspaces, the ability to converse with employers and customers becomes essential, leading to challenges in workplace communications for refugees who do not speak the local language. Cultural disconnects diminish their possibilities for obtaining employment roles that demand straight confrontation with clients and collective team duties.⁸ Refugees struggle to integrate because language training programs lack sufficient funding and wide availability throughout their integration process. Refugees encounter difficulties in obtaining stable employment because of discrimination and employer prejudices against them. Attitudes expressed through discrimination by employers against refugee candidates stem from their inaccurate beliefs regarding refugee capacity and immigration status, together with cultural differences.⁹ A select group of businesses tries to avoid adverse reactions when emphasizing employing refugees. Employer prejudices, along with discrimination, create higher unemployment risks for refugees who end up working short-term low-paid positions without stability.

When refugees arrive in their host countries, they frequently encounter financial difficulties that add to their hardships. Budgetary uncertainty frequently leads refugees to maintain inadequacies in job search tools, educational attainment abilities, or skill training options. Refugees struggle to survive after relocation because they must accept substandard labor conditions following the costs of relocation and necessities such as housing and daily expenses.

Addressing the Challenges

Effective integration of refugees into local labor markets requires three-way collaboration between governmental

⁷ Dryden-Peterson, Sarah. "Refugee education: The crossroads of globalization." *Educational researcher* 45, no. 9 (2016): 473-482.

⁸ Shapiro, Ditte, and Rikke Egaa Jørgensen. "Are we going to stay refugees?." *Nordic Journal of Migration Research* 11, no. 2 (2021): 172-187.

⁹ Fossati, Flavia, Carlo Knotz, Fabienne Liechti, and Ihssane Otmani. "The gender employment gap among refugees and the role of employer discrimination: Experimental evidence from the German, Swedish and Austrian labor markets." *International Migration Review* 58, no. 1 (2024): 147-172.

entities, private enterprises, and civil organizations. Legal frameworks need to be changed so that there are clear employment programs for refugees that make it easy to get work permits and for their foreign professional certificates to be recognized. Vocational education offerings for refugees, which focus on meeting market demands, will enhance their skill set abilities and open employment possibilities.¹⁰

Workforce development programs for employers and job seekers should improve the accessibility of language education. Educating employers about refugee employment opportunities and assisting their recruitment initiative requires training that fights biases.¹¹ Additionally, employers should get incentives to take on refugee employees. Employers can support refugee employment transition through economic support features that provide job placement assistance and microfinance opportunities.

Refugees must overcome numerous obstacles to enter the workforce because they encounter problems at multiple levels, including laws, education, society, and economics. A solution to these challenges requires active participation by governmental authorities, workplace implementers, and local service groups. Participatory policies coupled with training expansions and community-based acceptance programs allow host nations to turn refugees into productive economic contributors. By accepting refugees into their workforce, societies protect humanitarian values and gain the advantages of immigrants' different expertise and abilities.

The Benefits of Workforce Training in Refugee Camps

Refugee camps function as emergency shelters for dislocated people while enduring displacement runs long enough to create sustained economic and social repercussions. The training programs available in refugee camps deliver basic occupational skills, which enable refugees to support themselves economically and successfully integrate into their new communities while helping them recover emotionally. Workforce training programs give refugees access to vocational skills that lead to employment opportunities, thereby creating avenues for expanding personal stability and dignity. Three main advantages emerge from workforce training

in refugee camps, which connect to economic self-sufficiency, social integration, stability, and psychosocial and gender aspects.

Economic Self-Sufficiency

Training programs in refugee camps develop economic self-sufficiency through their essential contribution. Refugees use international aid to survive, yet this help proves temporally inadequate because it lacks sustained and reliable funding. The workforce training initiatives offer refugees the necessary skills that will allow them to pursue financial independence through local economic contributions and reduce their dependency on aid programs.¹² Refugees who acquire marketable skills in fields such as agriculture, construction, information technology, and tailoring can secure employment and generate income. By gaining workplace independence through employment, refugees can meet their basic needs, including shelter, food, medical care, and family education.¹³ By working, they gain the ability to develop strategic goals, leading to enhanced stability and resilience.

In addition to employment, workforce training facilitates entrepreneurship among refugees. Refugees demonstrate business potential but need sufficient funding to launch their enterprise ventures. Combining business training, financial skills, and access to microfinance through workforce development lets refugees start microenterprises.¹⁴ The establishment of businesses by refugees benefits both humanitarian camps and host territories because they provide basic goods and employment opportunities and stimulate economic advancement in all communities. The participation of refugees in the workforce allows them to generate tax payments for the legally accepted host countries. The economic participation of refugees reduces funding requirements for governments and international aid organizations, so workforce training emerges as an economical method of providing refugee assistance. The shift into productive roles enables refugees to enhance the economic structures of their settlement communities and the regions where they reside.

Social Integration and Stability

¹⁰ Foged, Mette, Linea Hasager, and Giovanni Peri. "Comparing the effects of policies for the labor market integration of refugees." *Journal of Labor Economics* 42, no. S1 (2024): S335-S377.

¹¹ Sultana, Ronald G. "The labour market integration of migrants and refugees: Career guidance and the newly arrived." *International Journal for Educational and Vocational Guidance* 22, no. 2 (2022): 491-510.

¹² Sarid, Ariel, and Adi Binhas. "Educational leadership for migrant and refugee education: challenges and dilemmas in the Israeli context." *Journal of Educational Administration* 61, no. 4 (2023): 423-438.

¹³ Pasanchay, Khamsavay, and Christian Schott. "Community-based tourism homestays' capacity to advance the Sustainable Development Goals: A holistic sustainable livelihood perspective." *Tourism Management Perspectives* 37 (2021): 100784.

¹⁴ Schmich, Marilena, and Jay Mitra. "Can entrepreneurship enable economic and social integration of refugees? A comparison of the economic, social and policy context for refugee entrepreneurship in the UK and Germany." *Journal of Entrepreneurship and Innovation in Emerging Economies* 9, no. 1 (2023): 9-32.

Employee training is essential for advancing refugee group connections and social equilibrium among refugee populations and with native populations. Refugees who gain economic power develop better relationships with members of the local population because they prove themselves as developers of social growth alongside economic contributors.¹⁵ Refugees can meet people from the local community by working and going to work. This helps both groups understand each other better and fights prejudice against foreigners. Refugees and locals can form economic partnerships through working together and doing business and other economic activities in their communities.¹⁶ When refugee populations mix with other groups, it creates situations that promote harmony, which leads to peaceful coexistence between different community groups.

Workforce training demonstrates its power to minimize unemployment-linked defenselessness, which constitutes a significant aspect of its operation. Refugees unable to find formal jobs often seek work in informal markets, but such jobs expose them to danger through abuse and unsafe workforce conditions, together with exploitation.¹⁷ Through workforce training programs, refugees obtain access to legal employment avenues, thus protecting them from potential risks when working outside structured systems. The training increases refugee protection levels and builds regional economic and social stability. Workforce training programs serve to protect young refugees from marginalization by preventing their exposure to violent extremist groups and criminal organizations that lead them to reject social involvement. Young refugees who receive vocational training and employment access tend to construct beneficial community involvement and choose positive life directions. Refugee youth participation in knowledge development programs and workforce readiness education establishes a more secure environment between refugees and their receiving communities.

Psychosocial and Gender Considerations

Workforce training makes a critical psychological and social difference to refugees in addition to its economic advantages. Displacement makes refugees lose their sense of identity, purpose, and self-worth, therefore

leading to psychological problems, including depression as well as anxiety, and trauma-related mental illnesses. Through employment, refugees gain an appreciation for their worth, dignity, and purpose, which helps their psychological health and general wellness.¹⁸ The disciplined learning experience provided by workforce programs helps refugees recover their feeling of normalcy through meaningful work routines. Participation in skills development and productive work activities enables refugees to succeed and develop optimism about their future.¹⁹ The importance of a sense of purpose stands distinctive for people who have faced major trauma because productive engagement is a vital mechanism to promote emotional recovery and strengthen resilience.

The empowerment of female refugees occurs through workforce training programs that focus on gender inclusivity. Employment obstacles prevent numerous women within refugee communities from entering the workforce because these barriers stem from traditional customs along with household duties, in addition to minimal educational support.²⁰ Labor participation programs that encourage women in the workforce destroy social obstacles while working to establish equal rights for both genders.

The path to economic self-reliance makes women stronger decision-makers in both domestic and community matters. Economic empowerment leads families to better living environments, provides their children with better education and healthcare services, and creates enhanced social movement abilities.²¹ Women in the workforce help transform cultural attitudes about gender roles, which results in enduring beneficial social transformations throughout refugee communities and their host populations. Workforce gender-inclusive programs build secure environments where women can gain new abilities while creating supportive female relationships. The workforce training programs for women implement empowerment measures such as mentoring programs, leadership training, and childcare facilities that enable more women to enter economic

¹⁵ Kreisberg, A. Nicole, Els De Graauw, and Shannon Gleeson. "Explaining refugee employment declines: structural shortcomings in federal resettlement support." *Social Problems* 71, no. 1 (2024): 271-290.

¹⁶ Łukasiewicz, Karolina, Tanzilya Oren, and Saumya Tripathi. "Local welfare system response to refugees: Between innovations, efficiency, and creating unequal opportunities." *Journal of Ethnic and Migration Studies* 49, no. 1 (2023): 350-370.

¹⁷ Akech, Joseph Geng. "Legal Protection of Socio-Economic Rights of IDPs, Refugees and Asylum Seekers in South Sudan: Prospects and Challenges." *Realising Socio-Economic Rights of Refugees and Asylum Seekers in Africa: Our Lives Matter* (2023): 275-293.

¹⁸ Lai, Huyen, Clemence Due, and Anna Ziersch. "The relationship between employment and health for people from refugee and asylum-seeking backgrounds: A systematic review of quantitative studies." *SSM-population health* 18 (2022): 101075.

¹⁹ Morrice, Linda. "The promise of refugee lifelong education: A critical review of the field." *International Review of Education* 67, no. 6 (2021): 851-869.

²⁰ Al-Dajani, Haya. "Refugee women's entrepreneurship: where from and where to next?." *International Journal of Gender and Entrepreneurship* 14, no. 4 (2022): 489-498.

²¹ Mengstie, Belay. "Impact of microfinance on women's economic empowerment." *Journal of Innovation and Entrepreneurship* 11, no. 1 (2022): 55.

sectors.²² Women's workforce entry supported by these programs leads to double benefits by improving personal health and the economic expansion of entire communities.

CASE STUDIES OF SUCCESSFUL WORKFORCE TRAINING PROGRAMS

Zaatari Camp (Jordan) – Vocational Training in Technology and Trades

The vocational training programs at Zaatari Camp collaborate with humanitarian organizations, local institutions, and private sector companies to operate them. The programs have dual purposes, addressing both emergency requirements at the camp and employment needs throughout Jordan. The training agenda contains instructions for electrical work combined with carpentry and digital fluency. The electrical work training equips participants with fundamental concepts about electrical systems, wiring methods, maintenance, and repair techniques.²³ These practical abilities hold significant monetary worth for the community since the camp depends on electricity for power and communication. Students receive training in implementing and maintaining electrical fixtures and developing skills to resolve power outages and carry out safe wiring procedures.²⁴ Post-graduate positions frequently lead graduates to find employment in local workshops or establish their careers by working for humanitarian agencies that manage camp infrastructure. The carpentry program delivers essential education to students about constructing wooden structures together with repairing both wooden structures and wooden furniture and wooden fixtures. Strong, durable housing and proper furniture are essential for the camp, making these skills highly sought after. The core skills taught in carpentry training include wood measurement

identification and cutting methods for assembly work alongside wood product finishing techniques.²⁵ Some graduates start small business operations within the camp to manufacture furniture or join construction works.

The contemporary labor setting determines digital proficiency as a necessity. Digital literacy programs at Zaatari provide fundamental IT education, teaching both software mastery and online browsing techniques and digital communication abilities. The advanced coursework at Zaatari includes performance tasks in data management, coding, and graphic design education.²⁶ Digital literacy equips refugees to interact with worldwide remote work and internet businesses, which creates economic independence opportunities in global markets. Successful private sector company partnerships account for the Zaatari Camp vocational training programs. The partnership between humanitarian organizations and businesses creates pathways for training graduates to find job positions horizontally through employment. Several businesses contribute via financial support and technical capabilities to achieve enhanced training standards.²⁷ These partnerships between the education centers and private sector businesses help graduates secure employment positions in operational settings after completing their training.

Professionals from Jordan's construction, electrical, and technology industries have recruited refugee workers because they see them as capable employees. The initiative focuses on providing online job opportunities that target digital specialists.²⁸ The collaboration between private sector companies and vocational training programs creates better employment possibilities and economic accessibility for refugees in Jordan. The Zaatari Camp residents have significantly improved their life quality because of vocational training programs. The occupational programs result in students securing stable incomes while building self-assurance and strengthening community resistance to challenges.²⁹

²² Lwamba, Etienne, Shannon Shisler, Will Ridlehoover, Meital Kupfer, Nkululeko Tshabalala, Promise Nduku, Laurenz Langer et al. "Strengthening women's empowerment and gender equality in fragile contexts towards peaceful and inclusive societies: A systematic review and meta-analysis." *Campbell systematic reviews* 18, no. 1 (2022): e1214.

²³ Olaimat, Farhan, and AL-Tahat Khalaf. "The situation of communication and media in the Syrian refugee camps in Jordan (The Zaatari camp as a model)." *Dirasat: Human and Social Sciences* 49, no. 1 (2022): 44-61.

²⁴ Rajbongshi, Jogita, and Madhumati Deshpande. "Life of Syrian Refugees: From Syrian Civil War to the Jordan Compact—A Case Study of Zaatari Camp." *IUP Journal of International Relations* 15, no. 4 (2021): 18-35.

²⁵ Altare, Chiara, Natalya Kostandova, Jennifer OKeefe, Heba Hayek, Muhammad Fawad, Adam Musa Khalifa, and Paul B. Spiegel. "COVID-19 epidemiology and changes in health service utilization in Azraq and Zaatari refugee camps

in Jordan: A retrospective cohort study." *PLoS medicine* 19, no. 5 (2022): e1003993.

²⁶ Seifert, Lysann, Nathan Kunz, and Stefan Gold. "Sustainable innovations for humanitarian operations in refugee camps." *International Journal of Operations & Production Management* 43, no. 10 (2023): 1554-1586.

²⁷ Jaber, Rola, and Ayat Nashwan. "Aid Programs Integration: Case Study of Alzaatri Refugee Camp in Jordan." *Dirasat: Human and Social Sciences* 49, no. 5 (2022): 581-596.

²⁸ Rajbongshi, Jogita, and Madhumati Deshpande. "Life of Syrian Refugees: From Syrian Civil War to the Jordan Compact—A Case Study of Zaatari Camp." *IUP Journal of International Relations* 15, no. 4 (2021): 18-35.

²⁹ Khader, Yousef S., Wadih Maalouf, Mohammad Abu Khair, Mohannad Al-Nsour, Eresso Aga, Adam Khalifa, Mohamad Kassarbeh, Soha El-Halabi, Tobias Alfvén, and Ziad El-Khatib. "Scaling the Children Immunization App (CIMA) to Support Child Refugees and Parents in the Time of the COVID-19 Pandemic: a social capital approach to scale a

The main benefits of vocational program completion are employment opportunities, which enable graduates to find work across businesses serving locals and humanitarian organizations, along with working in online marketplaces. The ability to work enables camp refugees to provide for their families without needing support from humanitarian organizations.

Skilled workers operating in the camp led to improved infrastructure, enhanced living conditions, and the activation of small business growth. An economic cycle forms within the camp because trained individuals provide various services to each other. The advancement of vocational training is a core factor that equips women and young people to break through obstacles they face when seeking work.³⁰ Digital literacy programs with small-scale entrepreneurship training provide refugees with the tools they need to achieve self-support.

The chance to study and work provides refugees with both meaning and optimism about their forthcoming lives. Mental and social benefits arise when people participate in productive activities, further strengthening the camp population's bonds. Many obstacles continue to appear, but vocational training has shown promising results. Sparse job openings outside the camp, Jordanian work permit limitations, and funding obstacles impede the complete realization of such initiatives. The programs require ongoing curriculum revisions because employment requirements in the workforce are changing.³¹ The solution is based on three main ideas: building partnerships between the private and public sectors to create jobs, pushing for better work policies, investing in digital education so that people can use remote and online jobs, and encouraging people to become self-employed by giving them access to microfinance and other business development tools.

In Zaatari Camp, vocational training in technology and trades related to technology serve dual purposes through empowering refugees and building their economic resilience. Through technology-based training camps, residents learn electrical skills, carpentry expertise, and digital competencies, enabling them to obtain jobs and become economically independent. The partnership with private companies through vocational training creates job opportunities, which serve as a connection between humanitarian relief and sustainable development. The continuing commitment to vocational training initiatives will establish opportunities for Zaatari

Camp refugees to create lasting success for their families and communities.

Kakuma Camp (Kenya) – Entrepreneurship Programs for Refugees

The entrepreneurship programs in Kakuma focus significantly on teaching refugees small business management and financial literacy education. The camp's population requires education about running businesses since most refugees with no business experience enter the camp. The United Nations High Commissioner for Refugees (UNHCR), together with the International Rescue Committee (IRC) and the Danish Refugee Council (DRC), among others, runs formal training sessions for refugees to develop their business acumen.

The essential entrepreneurial training curriculum includes business planning, market research, pricing strategies, customer service, and inventory management. The training prepares refugees to discover feasible business prospects within the refugee and the surrounding host populations.³² The training teaches refugees to establish distinct products, service differentiation abilities, supply chain management skills, and technological business enhancement methods. Digital marketing training programs educate refugees on modern marketing approaches that allow them to promote their products across broad markets using social media platforms and e-commerce channels. Knowledge regarding financial matters remains a key subject for education in this context. Refugees encounter obstacles when they try to participate in formal banking because they receive minimal exposure to financial services and lack essential financial knowledge.³³ Educational programs instruct refugee entrepreneurs on financial basics, including budgeting practices, savings and investment strategies, and understanding debt utilization. The training programs demonstrate how to maintain records while introducing fundamental accounting principles that assist entrepreneurs in tracking their financial operations and making effective decisions about their money.

Getting the needed funding remains the primary obstacle that refugee business owners confront. Their lack of financial resources limits their ability to develop new businesses or expand their operations. Different microfinance institutions and humanitarian groups offer microloan services and grants to help entrepreneurial

smartphone application in Zaatari Camp, Jordan." *Journal of Epidemiology and Global Health* 12, no. 1 (2022): 7-12.

³⁰ Wardeh, Mai, and Rui Cunha Marques. "Sustainability in refugee camps: A comparison of the two largest refugee camps in the world." *Journal of Refugee Studies* 34, no. 3 (2021): 2740-2774.

³¹ Al Tal, Raed, Safa Sallam, and Hikmat Ali. "Syrian Crisis Impacts on the International Refugee Education Fund in Jordan." *International Journal of Educational Reform* (2022): 10567879221124882.

³² Seifert, Lysann, Nathan Kunz, and Stefan Gold. "Sustainable innovations for humanitarian operations in refugee camps." *International Journal of Operations & Production Management* 43, no. 10 (2023): 1554-1586.

³³ Mwangi, Sarah Wanjiku. "Empowering Women in Refugee Camps through Sustainable Agriculture for Nutrition: A Case Study of Kakuma Refugee Camp in Kenya." Master's thesis, Norwegian University of Life Sciences, 2024.

migrants achieve their goals in Kakuma.³⁴ The microcredit programs make it possible for refugees to obtain minimal loans, which enable them to launch business activities. The African Entrepreneur Collective (AEC), together with Equity Bank, runs specialized microloan programs that serve the particular needs of refugee entrepreneurs.³⁵ The financial products come with both lenient payment conditions and minimal interest costs. Many such programs include financial coaching to help recipients manage their funds effectively and repay their loans.

Startup grants from specific organizations assist refugees by providing them with financial support to address their initial business costs. Recipients obtain grants through business competition programs when they present their business proposals to evaluation boards. Successful business owners get both financial backing and access to continued guidance. The programs implemented by Action Africa Help International (AAH-I) provide capital grants in combination with training and mentorship support. The entrepreneurship programs of Kakuma understand that monetary backing is inadequate for assuring business achievement. Business initiatives require both mentorship services and continual business development guidance.

Mentorship programs unite refugee entrepreneurs with knowledgeable commercial experts who guide their marketing and finance management strategies and operational development processes. Business mentors assist refugees in improving their ideas and building sustainable business plans while helping them adjust their operations to market shifts.³⁶ Through their services, programs enable refugee business owners to meet suppliers and investors while gathering potential customers. Access to local and regional markets occurs through trade fairs and business forums organized by specific initiatives. Refugees receive business relationships with local Kenyan businesses, which enables both the exchange of knowledge and cooperation opportunities.

The training programs combine digital resources with their entrepreneurship curriculum to let refugees use modern tools that boost their business operations. The implementation of mobile banking digital payment networks and online marketplaces delivers operational improvements to business owners through the programs that serve them.³⁷ Refugees who receive this training learn how to use mobile applications for financial control and customer relationship building.

Multiple refugees have achieved business success through the entrepreneurship training that operates in Kakuma, and the programs show notable achievements. A wide range of business ventures operate within the refugee camp, including shops that cater to clothes and food, agricultural projects, and digital technology entrepreneurship.³⁸ Due to training and funding support, Mary, a South Sudanese refugee, launched her small tailoring shop. She obtained guidance, which allowed her business to grow, leading to staff hiring, and now she provides clothing items to customers who live within and outside the camp. Some Somali refugees initiated a mobile money transfer program to fix the problem of weak formal banking services available to the refugee community in the camp.³⁹

These entrepreneurial programs establish substantial economic value for Kakuma through their multiple positive impacts on the camp economy.⁴⁰ Refugees gain employment opportunities from these programs, and their businesses activate trading activities and encourage self-supported independence. Refugee businesses that thrive enter into transactions with their host populations while creating better relationships and economic growth between both groups. The positive effects of entrepreneurial programs in Kakuma Camp continue to face ongoing difficulties. The inability of refugee entrepreneurs to obtain access to work permits and commercial licenses diminishes the maximum potential of refugee business owners operating in the marketplace. The restricted formal banking access barrier prevents refugees from obtaining high amounts of capital.⁴¹ These programs need more substantial support

³⁴ Dushime, Joseph, and Stephen Muathe. "Refugee Entrepreneurship: Talent Displacement, Integration and Social-Economic Inclusion in Kenya." *International Journal of Entrepreneurship and Business Development* 6, no. 1 (2023): 25-35.

³⁵ Bhagat, Ali. "Experimental financial inclusion as refugee management: shelter insecurities at the bottom of the pyramid in Kenya." *International Journal of Housing Policy* 21, no. 4 (2021): 484-504.

³⁶ Luseno, Tracy, and Oluwaseun Kolade. "Displaced, excluded, and making do: a study of refugee entrepreneurship in Kenya." *Journal of Entrepreneurship in Emerging Economies* 15, no. 4 (2023): 808-834.

³⁷ Omata, Naohiko. "Refugee livelihoods: a comparative analysis of Nairobi and Kakuma Camp in Kenya." *Disasters* 45, no. 4 (2021): 865-886.

³⁸ Betts, Alexander, Antonia Delius, Cory Rodgers, Olivier Sterck, and Maria Stierna. "Doing business in Kakuma: Refugees, entrepreneurship, and the food market." *Refugee Studies Centre* (2019).

³⁹ Howe, Kimberly, Elizabeth Stites, Lucy Bassett, Maya Ewart, Khalat Ahmed Hammada, Shilan Sulaiman, Nyachar Lony, and Tabitha Nyalel Maguek. "Health and well-being of young mothers displaced by conflict: Experiences from South Sudan and the Kurdistan Region of Iraq." *Social Science & Medicine* 348 (2024): 116710.

⁴⁰ Sackett, Blair. "It's Only Fellow Refugees Who Assist: Social Capital, Social Institutions, and Self-Reliance in Kakuma Refugee Camp, Kenya." PhD diss., University of Pennsylvania, 2022.

⁴¹ Onyango, Otieno Collins, Willis Otuya, and Rosemary Nanyama. "Effect of Mobile Phone-Based Digital Technologies on the Performance of Refugee Women-Led

through advocacy-related policy changes that remove barriers to and improve access for refugee businesses. Newly developed alliances between NGOs, private sector companies, and government agencies can facilitate more financing for refugee entrepreneurs.

The entrepreneurship programs in Kakuma Refugee Camp enable refugees to gain business and financial understanding while receiving monetary support and mentoring to build their entrepreneurial capabilities. These initiatives enable personal economic growth while positively impacting refugee groups and the local communities. Entrepreneurship programs that work well in refugee camps need to keep getting money, as well as helpful policies and new ideas, so they can serve as models for other places around the world where refugees can change.

European Refugee Camps – Digital Training for Remote Work Opportunities

The European refugee crisis requires multiple countries to develop new strategies to help displaced people enter the workforce. German and Swedish countries have started promising workplace integration projects based on digital training for new employees.⁴² Refugees learn information technology abilities through focused training that helps them establish careers using both IT expertise and online freelancing methods despite location barriers. Digital work acceptance allows refugees to build economic independence by making significant global economic contributions.

Germany and Sweden established digital education training programs for refugees because their governments understand remote work is a developmental step toward economic security. German organizations ReDI School of Digital Integration and CodeDoor deliver free digital integration training, mentoring, and career development support specifically for refugees.⁴³ The training includes basic digital skills and instruction for students in Python and JavaScript programming, and it teaches practical skills for web development, data analytics, and cybersecurity. Sweden supports refugee educational programs through Digital Futures and IT training from the Migration Agency to

provide software development and online freelancing education.⁴⁴ The educational programs equip refugees with an understanding of the freelance economy by directing them toward job opportunities on Upwork and Fiverr, among other platforms. These programs develop digital skills that allow refugees to create professional independence outside their host country's job market situations.

The incapacity to work in traditional roles blocks refugees primarily because of regulatory requirements, language barriers, and administrative hurdles. Local job markets present two major obstacles for refugees because they lack either permission to work correctly or the required language skills for local employment.⁴⁵ Remote work gives refugees a practical employment choice since it lets them search for global organizations that value skills regardless of work location or legal status.

The digital training programs teach refugees skills that international companies need to supply their workforce from anywhere. Remote employment allows restricted workers to obtain financial stability without losing their integration progress with their new communities.⁴⁶ Remote work encourages refugees to become more independent, decreasing their dependence on state aid and promoting better socio-economic opportunities for their communities.⁴⁷

Training programs on digital platforms deliver advantages propagating economic development while promoting social advantages. The employment of refugees in digital fields leads to increased consumer spending and a reduced welfare system, which activates economic stimulation.⁴⁸ These initiatives create purpose and dignity, which improve the mental health of displaced people who usually face social isolation and future uncertainty. The social impact of placing refugees within digital roles enhances both sectoral diversity and employment inclusivity in technology firms. The program assists in resolving worldwide skill deficits within IT sectors through its benefits to companies that need trained professionals. Host countries can enhance their economic prospects through digital education investments because they develop skilled workers with relevant contemporary skills for the workforce.

Micro, Small and Medium Enterprises in Kakuma Refugee Camp." *African Journal of Empirical Research* 4, no. 2 (2023): 763-771.

⁴² Bastaki, Jinan, and Lorraine Charles. "The Privilege to Work: Syrian Refugees in Jordan, Technical and Vocational Education Training, and the Remote Work Loophole." *Refugee Survey Quarterly* 41, no. 4 (2022): 625-644.

⁴³ Badritdinova, Roza. "Online Education: Benefits and Challenges for Refugee Students." (2023).

⁴⁴ Nicaise, Ides, Anne Van Lancker, Nick Verhaeghe, Kristof Faes, and Anna Ruelens. "The impact of the COVID-19 crisis on vulnerable groups in the EU: People experiencing homelessness, migrants, Roma, people with disabilities and vulnerable children." *Social Situation Monitor* (2022).

⁴⁵ Spehar, Andrea. "Navigating institutions for integration: Perceived institutional barriers of access to the labour market among refugee women in Sweden." *Journal of Refugee Studies* 34, no. 4 (2021): 3907-3925.

⁴⁶ Easton-Calabria, Evan, and Andreas Hackl. "Refugees in the digital economy: The future of work among the forcibly displaced." *Journal of Humanitarian Affairs* 4, no. 3 (2023): 1-12.

⁴⁷ Elbek, Laust Lund, and Peter Starke. "Registers of security: The concept of tryghed in Danish politics." *Security Dialogue* 55, no. 2 (2024): 216-234.

⁴⁸ Madon, Shirin, and Emrys Schoemaker. "Digital identity as a platform for improving refugee management." *Information Systems Journal* 31, no. 6 (2021): 929-953.

The implementation of digital training for refugees encounters multiple obstacles successfully. The effectiveness of such initiatives faces multiple barriers because refugees struggle to access dependable internet, encounter language barriers, and need professional certification validation. Several refugees experience difficulty entering advanced digital education since they lack sufficient educational preparation.

The successful implementation of refugee digital training requires additional investments in camp infrastructure, speak-to-speak language programs, and company partnerships to overcome the existing challenges. The combination of expanded mentorship schemes along with more financial support for buying equipment and internet access enables enhanced user accessibility and training program success.⁴⁹ The digital training schemes implemented by Germany and Sweden establish how remote work helps refugees gain economic independence and integrate globally. For refugees, online freelancing opportunities and IT training establish a lasting employment solution that builds their economic self-sufficiency and social integration. The future success of remote work opportunities for refugees depends on continuous investment and innovation within digital education so that more refugees can use these digital job opportunities to build a more inclusive European workforce.

Policy and Implementation Strategies

Collaboration Between Stakeholders

Governments must unite efforts with NGOs and private enterprise entities to develop a successful workforce training initiative. The government has essential functions to create regulatory systems, supply financial resources, and maintain program relevance toward national workforce requirements. NGO organizations deliver specialized capabilities for community outreach advocacy work and logistical support, which proves essential for refugees and disadvantaged communities. Through their involvement, the private sector gives access to technical know-how, training infrastructure, and professional job opportunities.⁵⁰ Implementing training programs benefits from public-private partnerships (PPPs) as their mechanism proves effective. The alliances between organizations help place jobs, provide internships, and develop training modules adjusted to professional market requirements. Workforce training initiatives obtain improved sustainability when

they access resources from organizations spanning various stakeholders. Governments create opportunities for private sector involvement by offering tax benefits, regulatory simplification, and financial subsidies to encourage productive cooperation.

Sustainable Training Models

Workforce training programs must implement sustainable systems that deliver ongoing skills development for long-term success. Establishing vocational education schools at refugee camps and host communities offers sustained educational opportunities to refugees. Schools adopting apprenticeship programs should provide trainees with hands-on learning and theoretical instruction. These educational programs receive additional improvement through industry collaboration, which creates practical training sites and career development routes.⁵¹ Digital learning solutions provide additional educational access and employment prospects to refugees stationed in distant or cut-off areas. Training platforms through the internet and mobile devices and mentorship initiatives online help learners overcome physical distance obstacles. Non-governmental organizations (NGOs) and the government must work together to build the infrastructure for e-learning needs, such as digital devices and Internet access systems. Establishing partnerships with global employers enables digital training to meet current business demands, leading to improved employability among program participants.

Ethical and Legal Considerations

The design of workforce training programs for refugees needs to integrate rigorous ethical and legal support structures to provide fair treatment to workers. Training programs must fulfill international labor requirements by offering participants just wages and proper working protections. Governments must establish policies to protect refugees against exploitative labor practices and create authorized work permits and social benefit programs for refugees.

Host countries seeking to resolve their job competition reservations should implement employment policies that inclusively address these concerns. Refugee workers should benefit from economic growth, and employment opportunities should be identified as the primary elements of supportive policy rather than being compared to native labor forces. The social cohesion between local populations and refugees improves significantly when training programs involve them jointly.

⁴⁹ Al-Mahdi, Alya, Buay Peter Kun, and Daowad Adam. "Refugees serving refugees: financing refugee-led organisations in Egypt." *Forced Migration Review* 74 (2024): 39-42.

⁵⁰ Behera, Biswabhusan, and Mamta Gaur. "Skill development in India—A literature review." *GIS science journal* 9, no. 1 (2022): 1721-1731.

⁵¹ Mathur, Arushi, Maitreyi Sharan, Shilpi Chakraborty, and Sohini Mullick. "Technical and vocational education and training: Examining changing conditions in India." *Environmental Sciences Proceedings* 15, no. 1 (2022): 31.

Government policies must introduce business incentives that enable companies to hire local and refugee workers while instituting quotas for their employment.

These policy measures and adopted strategies create enduring job opportunities that drive economic development and social acceptance between different groups of people. To achieve success, these initiatives need effective collaborations with innovative training models that maintain ethical labor practices.

Conclusions and recommendations

Implementing workforce training programs within refugee camps is essential to building self-reliance for refugees with better community ties and mutual advantages. Trained refugee workforce programs generate better employment chances, improved self-reliance, and better engagement with the surrounding economy. Such initiatives will yield their most significant impact through combined governmental policies and ongoing partnerships.

Workforce training strategies should become fundamental components of refugee camp infrastructures because this approach puts education and skills growth at the same level of importance as basic humanitarian support. Reaching job placements and internships requires government collaboration with non-governmental organizations and private-business employers. Refugees should benefit from enhanced digital education and entrepreneurship programs that eliminate spatial limitations for their opportunity access. If implemented, these approaches will enhance the power of displaced people while stimulating the economic development of their host nations.

The transformation of refugee camps into centers of skill development requires a worldwide policy change that directs funding to build permanent programs instead of short-term shelters. The government, international organizations, and private stakeholders must cooperate by developing supportive policies to foster sustainable economic integration. The research community requires additional investigations regarding the permanent effects of workforce training initiatives on the labor force. Three priority areas should be studied to evaluate employment gains from digital education programs, analyze how both governments and education contribute to building inclusive employment systems, and understand how educational programs influence economic mobility across family generations of refugees. Policymakers working with humanitarian organizations should solve these problems to enhance workforce training models, which will deliver lasting, inclusive economic opportunities to displaced populations worldwide.

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