CHARLES UNIVERSITY IN PRAGUE
Faculty of Social Sciences
Institute of International Studies

PROTOCOL ON DIPLOMA THESIS ASSESSMENT
(Reviewer)

Name of the student: **Shpresonë Grulaj**
Title: **The work of Government and non-Government organizations in refugee integration in the German labor market, Sep. 2015-Jan. 2016**

Reviewer: **PhDr. Michal Dimitrov, Ph.D.**

1. TOPIC AND OBJECTIVE (short information on the thesis, research objective):

The presented thesis by Sphresonë Grulaj deals with a crucial point of integration process in Germany: labour market integration of refugees. The author´s aim is to "contribute to current research gaps by bringing a comparison between government and nongovernment actors, and by identifying the work of each sector towards those challenges" (pg. 3) As stated in the abstract, the thesis highlights the challenges that are typically faced by refugees and assesses the importance of government and nongovernment institutions and organisations in helping refugees overcome those challenges.

2. CONTENT (complexity, original approach, argument, structure, theoretical and methodological backing, work with sources, appropriateness of annexes etc.):

The author formulates two leading research questions: 1. What challenges do refugees face in relation to their labour market integration in Germany? 2. What do government and nongovernment organizations do in order to help refugees overcome those challenges? (pg. 18) She uses a case study approach, evaluating primary sources and secondary literature. The thesis is built on a rather banal hypothesis that "the work of government and nongovernment actors has a strong correlation with the challenges that refugees face and both are directed in facilitating different sets of challenges" (pg. 18). The author does not come up with original empirical research, however she proofs a high ability to summarize, present and discuss data findings of institutional reports and to date empirical studies.

3. FORMAL ASPECTS AND LANGUAGE (quality of language, citation style, graphics, formal aspects etc.):

The thesis is written in almost perfect English, both from grammatical and stylistic perspective. However, the citation style is not always sufficient and transparent. The author does refer only to author and year of publication, but not to specific pages. She often refers to studies, that are not included in the bibliography of the thesis and only inform about the author and the year of publication, but not the title etc., e.g. *"According to a 2018 study by Kondle-Seidl published by Europa.eu"* (pg. 1 of the thesis); *"Further research, as cited by Hynie (2018) extends on research covering the position of political bodies (Bose, 2018; DeBono, 2018; Lukunka,2018; Schulz and Taylor, 2018), organizations (Atkinson, 2018; Lamping et al., 2018) and social institutions (Carvalho &Pinto, 2018, Hayes and Endale, 2018; Lenette, 2018), and how these separately influence the integration of refugees."* (pg. 6 of the thesis); *"In addition, Risberg & Romani (2021) as cited by Hirst et al. (2021)"* (pg. 10 of the thesis); *"The OECD-DIHK-BMAS survey conducted with employers highlights the significance of language skills. The results of given survey have shown that for 80% of employers it is necessary for applicants to have very good language skills for highly skilled positions"* (pg. 30). Concerning the last example, it is not clear at all, which survey is meant by the author and where can the results be found in the survey. This does not comply with the scientific rule *ad fontes* and lowers the reliability of the presented thesis significantly.

4. STATEMENT ON THE ORIGINALITY OF THE THESIS

The thesis was checked by the Ouriginal/URKUND/ ani-plagiarism software which confirmed the originality of the text.

5. SHORT COMMENTS BY THE REVIEWER (overall impression, strengths and weaknesses, originality of ideas, achievement of the research objective etc.):

The chapter called "Literature review" gives a compact and clear overview of the current both theoretical and empirical research on labour market integration of refugees and its gaps (with focus on Germany, but reflecting empirical studies from other countries as well) from various perspectives (qualifications of refugees, policies of institutions, support from employers and their employing strategies etc.) and is valuable on its own. The chapters dealing with data analysis and findings concerning the activities of government and non-government actors on the field of labour integration of refugees rely strongly on publications by OECD and offer a good summary of the surveys. This is sufficient enough to give the author the opportunity to answer her rather descriptive research questions. The thesis does not come up with original ideas that would not have been formulated before (e.g. recommendation that "future academic research divides the available data and creates a set of data that corresponds refugees only", pg. 45). However, the author showed ability to deal well with various aspects of scientific work, excepting the citation style (see point 3) that should be addressed during the defence.

6. QUESTIONS AND COMMENTS THAT SHOULD BE ADDRESSED DURING THE DEFENCE:

1) The citation style used by the author (see point 3) raises the question, how did she work with her sources and literature. Could she explain for example, why did she not refer to particular pages?

2) The original project of the M.A. thesis suggested interviewing experts from NGOs and government institutions in order to answer the question how well have migrants integrated in the workplace. Why did the author not use interviews in her thesis and resigned on her own empirical evaluation of the labour market integration of refugees in Germany?

3) How did the author deal with the limits of her thesis given by the fact, that the thesis is completely without sources in German? How could the language barrier affect the results/conclusion of the thesis? Can there be any crucial sources, reports etc. missing?

7. (NON-)RECOMMENDATION AND SUGGESTED GRADE:

YES – C (on A-F scale)

Date: 5. 9. 2021   Signature: