



LEAPING INTO A NEW LIFE

ARE WE HONGKONGERS
FINDING OUR FEET IN THE UK?



英國港僑協會
HONGKONGERS IN BRITAIN

Initiative
SAFE
移英港人政策研究計劃

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Contents

1. Executive Summary	3
2. Introduction/background of the study	6
3. Outline of Methodology.....	10
4. Sample Statistics for Questionnaire Returns.....	11
5. Quantifying Integration.....	13
5.1 Economic Integration	13
5.2 Psychological Integration	16
5.3 Social Integration	19
5.4 Political Integration	26
6. Exploring the relationships between demographics and integration variables.....	35
7. Push and Pull Factors of Return Migration.....	36
8. Qualitative analysis of Hong Kong respondents regarding the challenges they face in the UK and their expectations for government actions.	42
9. Recommendations for Policies	48
9.1 Economic Integration:.....	48
9.2 Psychological Integration.....	49
9.3 Social Integration:	50
9.4 Political Integration:.....	52
10. Conclusion	54
Appendix I The Questionnaire.....	56
I.(a) Demographics	57
I.(b) Economic Integration.....	58
Appendix II Data Visualization (Answer Distribution).....	84
Appendix III Data Visualization (Statistical analysis).....	119
Appendix IV Reference	128

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About Hongkongers in Britain

Hongkongers in Britain (HKB) is a civil-society organisation established in July 2020, and is a registered Company Limited by Guarantee in the UK. It is the first Hongkonger expat/diaspora & community-building group set up in the UK since the UK announced the introduction of a Welcome Programme for Hongkongers. HKB's primary objectives are to provide assistance, advice and support for the Hongkonger community coming to/arrived in the UK, and enabling them to settle, integrate, and contribute towards the UK society. In brief, HKB is:

- A medium between Hongkongers and local communities in the UK
- A forum to allow people to create connections
- A platform to inspire activities socially, culturally and economically
- A British community for Hongkongers

With a network of over 39,000 followers on Facebook, dedicated Telegram Channel and Twitter page, combined with a well-established network from a large number of partner organisations, HKB can reach a large audience that may be otherwise difficult to reach via public/official means, and to collect data, information, and suggestions from Hongkongers considering to move to or have arrived in the UK, supporting their settling and integration into the UK

1. Executive Summary

- Integration can be extremely difficult, given the concept of integration is chaotic and contested. Inconsistency between policy and academic perspectives on social integration leads to difficulties in implementing and developing integration policies. To study and understand the integration progress and potential challenges faced by Hong Kong immigrants in the UK, and to provide constructive feedback to the UK government, this study provides a framework to quantitatively measure Hong Kong immigrants' economic, psychological, social, and political integration.
- In this study, both quantitative and qualitative research methodologies are utilised to allow two ways of analysis. The study took place by conducting an online survey within the Hong Kong community in the UK between March 24, 2024 and April 14, 2024. A total of 637 valid responses among 943 were collected for both quantitative and qualitative semi-thematic analysis.
- This research comprises two analytical components: (1) a quantitative survey, where participants respond to validated questions, and (2) a qualitative survey, where participants provide open-ended responses regarding specific policies they believe the UK government could implement to assist them or address their concerns in the UK.

Quantitative Key Findings:

- A significant proportion of Hong Kong immigrants are unemployed (66 out of 490 in the working population).
- This study identified most of the crucial indicators of integration. All of our integration indicators correlates significantly with migrants' intention for permanent settlement in the UK.
- Unemployed individuals typically reported lower levels of integration across most integration indicators.
- Unemployed and students had the most serious mental distress and the lowest life satisfaction.
- Unemployed and students were particularly vulnerable when it comes to social integration. Among all Hong Kong immigrants, they experienced the highest levels of loneliness, had the lowest trust in people and the community, and felt the least connected to their neighbourhood.
- Regrettably, despite the ample opportunities available to students at both secondary schools and universities to interact with locals and individuals from diverse ethnic backgrounds, these interactions do not necessarily facilitate their social integration, as shown by high loneliness, low trust, and low connection to neighbourhood.
- A strong foreign accent makes it more likely to be overqualified at work. Speaking with a more native-like accent boosts the chance of getting social support from the community.

- Extended durations of residence in the UK are only correlated with a reduced perceived overqualification and the strength of connection to the UK, but not to other integration indicators. This indicates that intervention is needed.
- Overall, Hong Kong immigrants lacked fundamental knowledge about UK politics, such as the number of seats in the House of Commons.
- Although the majority of Hong Kong immigrants registered as voters and showed a strong intention to vote, less than half actually voted in local government elections. Additionally, they were not actively involved in informal political activities.
- Language proficiency is crucial for immigrant integration. High proficiency improves overall integration, shown by its positive link to neighbourhood belonging, life satisfaction, and social network support. In contrast, limited language proficiency is associated with overqualification.

Qualitative Key Findings:

- Hong Kong immigrants were generally worried about their employment opportunities. Issues such as work experience, professional qualifications, and skills acquired in Hong Kong not being recognised in the UK job market baffled them. As a result, they felt coerced into jobs that did not match their career prospects and skills, potentially causing psychological distress.
- Concerns over social benefits and welfare were also highlighted. Financial pressure from university international fees was unbearable for some, while others sought more childcare and elderly benefits to support households.
- Inability to communicate fluently in English perplexed some immigrants. The lack of local-level activities for Hong Kong immigrant communities and social opportunities for cultural exchange with UK locals delayed seamless social integration.
- Immigrants were discouraged from further political participation due to difficulties in reading and learning information released by political parties and politicians, as well as insufficient channels for working in governmental jobs.
- Lacking mental health support, such as translators for instant English to Cantonese interpretation services and counselling for new immigrants, was a significant reason for psychological disintegration in the UK.

Policy Recommendations:

Our policy recommendations, based on both quantitative and qualitative findings, aim to improve the integration experiences of Hong Kong immigrants.

- Reduce residency requirements for apprenticeships and provide more career support by organising more job fairs and buddy schemes. Longitudinal studies should track and record the economic performance of immigrants.

- Offer political workshops and training to educate immigrants about local political knowledge, actively recruit immigrants into governmental roles, and provide ongoing support to help them prepare for the Life in the UK Test.
- Conduct a longitudinal study or establish a database to monitor the well-being of immigrants to understand their needs and mental health better.
- Expanding translation services by encouraging more capable Cantonese speakers in the NHS.
- Reduce admission barriers to volunteer activities and roles to motivate immigrants to serve their communities.
- Offer pre-migration induction talks on labour rights, social benefits, BN(O) route, and taxation, enabling Hong Kong immigrants to fully understand what to expect after migration.
- Offer English courses particularly focusing on speaking.

2. Introduction/background of the study

Over recent decades, the foreign-born population in the UK has seen a remarkable rise, growing from about 5.3 million individuals in 2004 to 9.5 million by 2021. This substantial increase has significantly influenced the country's demographic composition, with foreign-born individuals accounting for approximately 14.4% of the total UK population in 2021, according to the Office for National Statistics (ONS). Additionally, in 2020, migrants made up 18% of the employed workforce in the UK, highlighting their crucial role in the economy. Migrant workers are notably overrepresented in highly-skilled sectors, comprising 19% of the National Health Service (NHS) workforce, 25% of the information technology sector, and 7.9% of the education sector.

Since 2021, the UK government has established a migration pathway for Hong Kong nationals born before 1997, allowing them to emigrate to the UK via the British National Overseas (BN(O)) route. This has led to a significant influx of Hong Kong nationals into the UK. It is estimated in 2023 that there are approximately 154,000 BN(O) passport holders and their dependents have emigrated to the UK (Home Office, 2023). These newcomers must undergo financial checks and pay an application fee of £3880 for a 5-year visa. Typically, they possess a strong educational background, as shown by previous HKB studies, and have high expectations of contributing to the UK workforce. Consequently, it is expected that there is currently a group of highly-skilled Hong Kong migrants in the UK.

HKB has developed a good understanding of the needs of Hong Kong immigrants through research and the provision of community services. These services include casework, employment support, mental health support, outreach and social integration services, and signposting for Hong Kong immigrants, both BN(O) and non-BN(O). Since December 2020, HKB has published a series of studies on post-2019 Hong Kong immigration to the UK, covering topics such as demography, preferred destinations, housing, employment, and mental health. These studies aim to present insightful findings and recommendations to various stakeholders, including the UK government, non-governmental organisations (NGOs), voluntary, community, and social enterprise organisations (VCSEs), and the House of Commons.

Based on HKB's experience, the current policies and services available in the UK do not fully address all the issues faced by Hong Kong immigrants. As this year marks the third year of the BN(O) visa route, HKB recognizes the essential need to understand the lives of Hong Kong immigrants in the UK to advocate for changes in policies and services. Hence, more detailed research is needed to support advocacy for policy and service changes.

2.1 Aim of our study

There has been a substantial influx of BN(O) visa holders with their dependents migrating to the UK from Hong Kong. It is speculated that these newcomers face distinct challenges in adapting to life in the UK, depending on their diverse backgrounds and reasons for migration. This study focuses on UK HongKongers' integration progress in economic, psychological, social, and political aspects and has the following objectives:

- To understand the economic, political, psychological, and social integration challenges facing UK Hongkongers.

- To understand the immigration intentions of UK HongKongers, including reasons for potentially returning to Hong Kong.
- To help different levels of government and authorities better address the integration challenges facing UK Hongkongers.
- To produce policy suggestions for different levels of government and authorities to improve policies, particularly in resolving barriers and challenges to integrating into UK society.

2.1.1: Economic Integration

Migration literature has indicated that migrants are more often overqualified compared to their local counterparts. In EU host countries, statistics show that non-EU migrants (ages 20-34: 35.2%; ages 35-64: 42.8%) are more frequently overqualified than EU migrants (ages 20-34: 30%; ages 35-64: 33%). These numbers suggest that the length of time migrants spend in host countries does not facilitate their career advancement; instead, the situation appears to worsen over time. The often reported reasons for migrants being overqualified include low language proficiency, lack of social and professional networks, discrimination, and unrecognised professional licences or qualifications.

This study explores the prevalence of job-skills mismatch or overqualification among Hong Kong immigrants. Additionally, we aim to identify factors that might hinder Hong Kong immigrants from achieving economic integration and advancing their careers in the job market. Specifically, we ask Hong Kong immigrants to assess their economic integration by comparing differences in salary and job positions before and after their migration; and to evaluate whether they perceive themselves as being overqualified in their current roles.

2.1.2: Psychological Integration

Migration can be a stressful experience as migrants must rebuild their professional and personal networks. Those with limited language proficiency often report higher levels of depression, lower quality of life, and feelings of loneliness. Initially, new migrants tend to have better physical and psychological health compared to their counterparts in their home country and locals in the host country. This phenomenon is known as the healthy immigrant effect (Ichou & Wallace, 2019), as those who migrate typically possess more resources or have a higher socio-economic status. However, research consistently shows that migrants' mental health declines over time. This decline can be attributed to several factors, including unmet expectations, difficulties in acculturating to the host society, challenges in advancing their careers, and experiences of discrimination. In this study, we attempt to quantify psychological integration by assessing the following factors:

- General Well-being (GHQ-12)
- Life Satisfaction
- Strength of their perceived connection to UK society.

2.1.3: Social Integration

The social identity of Hong Kong migrants is complex. Particularly for older migrants born before 1997, who were part of the working population at that time, there is often a stronger sense of British identity (Yu, 2023). The social systems, cultural norms, and westernised values in Hong Kong are more similar to those in the UK, largely due to the UK's significant influence on Hong

Kong during their sovereignty. In contrast, the explicit systematic differentiation from Chinese politics, economic models, culture, and way of living has cultivated a sentiment among Hong Kong people to feel more alienated from being part of China (Chan & Fung, 2018). A study by Yue (2023) found that 36% of Hong Kong immigrants identify as “British Hongkongers”, while 60% identify as “Hongkongers”. Consequently, we anticipate that Hong Kong immigrants may be more inclined to integrate into UK society compared to other migrant groups.

The UK Home Office has published several documents on migrant integration, however, primarily focusing on refugees. Although migrants’ integration has been a policy goal in the UK (Home Office, 2005), the concept of integration is “chaotic” and “contested” (Kearns & Whitley, 2015). This inconsistency between policy and academic perspectives on social integration leads to difficulties in implementing and developing integration policies. Nevertheless, the Home Office aims for migrants to be participative in three key areas: achieving their potential, contributing to the community, and accessing services (Home Office, 2005). Cheung and Phillimore (2014) describe social integration as encompassing a sense of belonging, building social relationships, neighbourhood social cohesion, and social capital. Drawing upon Phillimore’s concepts of integration, we attempt to assess Hong Kong immigrants’ social integration in five aspects:

- Loneliness
- Frequency of Meeting Friends
- Social Network Support
- Relationship with Neighbourhood
- Overall Trust

2.1.4: Political Integration

The UK is a multicultural nation where migrants make up a substantial part of the workforce. Political integration is crucial for both the immigrants and the country at large. A lack of political engagement among immigrants can create challenges in policy design and implementation. First, minimal participation may skew public policies away from the preferences of immigrants (Vernby, 2013). Second, the more prolonged disengagement from political activities by immigrants may result in them feeling disconnected from the country, potentially obstructing their social and cultural integration (Bratsberg et al., 2020).

Political integration focuses on how new immigrants adapt to and participate in the political systems of their host countries. For instance, the intention of immigrants to vote during elections, attending political debates and seminars, participating in protest and strike, joining lobbying groups, pressure groups, and political parties to influence public policy and affairs, and signing online and offline petitions for changes.

Previous studies on Hong Kong immigrants have focused little on the political integration of BN(O) holders in UK society. Except for a study conducted by a recent campaign Vote for Hong Kong 2024 (2024) showed that more than 80% of the total respondents to the organisation’s survey have already registered as voters. Their report primarily focused on perceived and formal political participation, and presumed that Hong Kong immigrants have at least a moderate understanding of UK policies. Given their recent migration, it is challenging for these immigrants to fully grasp UK politics.

Our research aims to offer a more nuanced approach to understanding recent migrants' political integration. We measure political participation from a holistic perspective, examining not only voting behaviour but also the extent of their political interaction within the community and their confidence in the UK government valuing their opinions. These indicators are crucial for assessing the growth of political integration. Specifically, this study measures Hong Kong immigrants' political integration in four aspects:

- Political Knowledge
- Formal Political Participation
- Confidence to the UK Government (Political Efficacy)
- Informal Political Participation

3. Outline of Methodology

Essentially the study followed 3 principle stages:

1. Develop the questionnaires we used to assess the integration of Hong Kong migrants in the UK across four aspects: social, political, psychological, and economic. The purpose of the questionnaire was to gather (1) quantitative data on (a) the quality of integration across four aspects, (b) demographic characteristics of Hong Kong migrants in the UK, and (c) the likelihood of migrants making a permanent migration; (2) qualitative data on Hong Kong migrants' perceptions of the UK, and their opinions on policies the UK government could implement to improve their lives in the UK.
2. Distribution of questionnaire via social media platforms to potential Hong Kong migrants in the UK
3. Statistical analysis of questionnaire data to produce the present report.
4. Participants were asked about the specific challenges they encountered in the UK and what actions they would like the UK government to take. A thematic analysis was then conducted on their responses.

4. Sample Statistics for Questionnaire Returns

Hong Kong migrants were recruited through various social networks, including Telegram, Facebook, Instagram, Signal, WhatsApp groups, and personal networks. Table 1 displays the response rate for the total sample, with the total respondents referring to the number of participants who accessed the survey, and valid data representing the number of participants who completed the entire survey.

Table 1

Questionnaire Response Rates

Response Rates	Proportion	Percentage
Total Respondent	943	
Valid Data	637	67.55%

Hong Kong Immigrants in the UK

This section details the demographic characteristics of Hong Kong immigrants in the UK. Also, participants were asked to self-assess their English language proficiency and migration intention. Table 2 details the distribution of Hong Kong immigrants by gender, employment status, and education background.

Table 2

Demographics Information of Hong Kong immigrants in the UK (N= 637)

Variable	Category	n	%
Gender	Male	319	50.1
	Female	302	47.4
	Prefer not to say	16	2.5
Education	Below Bachelor's	153	24.0
	Bachelor's	262	41.1
	Master's	208	32.7
	Doctorate	14	2.2
Employment Status	Full time worker	302	47.4

Part Time and Freelance worker	122	19.1
Economically inactive**	92	14.4
Unemployed	66	10.3
Student	38	5.9
Business owner	16	2.5

**Economically inactive individuals include those who are unemployed and not seeking work, as well as homemakers and retired individuals.

Table 3 provides statistics on the length of stay of Hong Kong immigrants in the UK, their likelihood of permanent migration (Migration Intention), and their English proficiency (Appendix I.(a) Demographics and I.(b) (i) Educational Attainment). Hong Kong immigrants were also assessed on their English accent, higher scores indicating more native accent. Overall, Hong Kong immigrants are very positive about pursuing permanent migration to the UK. Their English proficiency is above average, although they tend to have a noticeable foreign accent. Having a foreign accent has affected their careers, and to find social network support, which will be discussed further in the later section.

Table 3 <i>Descriptive statistics on migrants length of stay, migration intention, language proficiencies and Accent</i>					
Variable	No. of items	Scale range	N	M	SD
Migration Intention	2	2 -14	637	11.26	2.21
Language Proficiency	4	4-40	637	26.74	7.53
Accent	1	1-10	637	3.48	2.84
Length of stay	1	/	637	28.89 months	27.41months
Note: No. of items - number of items in a scale; Scale range - the possible attain score in the scale, lowest to highest; N - number of respondents; M - mean; SD - Standard Deviation					

5. Quantifying Integration

5.1 Economic Integration

Research well-documented the income disparity between immigrants and native-born individuals. The primary reasons often cited for immigrants' poor economic integration include limited access to training opportunities, lack of social networks (Aguilera & Massey, 2003), limited language proficiency, and unfamiliarity with the host country's work environment.

Among Hong Kong migrants, there are individuals with diverse backgrounds, including some who are retired or not seeking employment. This study focuses exclusively on Hong Kong immigrants who are actively seeking employment or are currently employed in economic integration. It aims to explore whether they are working in jobs that match their skills and educational background.

5.1.1 - Overqualification (Appendix I.(b)(v) 22. Perceived Overqualification)

Career is crucial for migrants, serving as the starting point for integrating into local society, building social and professional networks, and determining the people they will encounter. Overqualified employees may gradually lose their professional skills, fall behind in career development, and ultimately face career stagnation, all of which can negatively impact their well-being. Migrants are more often overqualified compared to their local counterparts. According to Eurostat (2021), the overqualification rates for non-EU migrants in European host countries were 41.4%, and 32.3% for EU migrants. Additionally, for migrants coming from outside Europe, the overqualification rate is higher among older migrants (35 - 64 years: 42.85%) compared to younger migrants (20 - 34 years: 35.2%). This indicates that even after staying in the host country for a longer duration, migrants do not necessarily overcome workplace barriers or climb the job ladder.

The nature of overqualification is complex, making it difficult to measure accurately or define precisely. Career advancement structures can vary significantly across different industries and countries. In this study, we measure overqualification from two perspectives: objective and subjective. Jobs are typically categorised as entry-level, junior, senior, mid-level, and so on. We assessed objective overqualification by determining whether migrants are working in positions lower than those they held in Hong Kong. Objective overqualification does not capture all forms of overqualification, as it does not consider comparisons between the individual being assessed and their colleagues at the same level, nor their career advancement. Therefore, we also measured perceived overqualification to complement this assessment. Perceived overqualification refers to employees believing that their education, experience, and skills exceed the job requirements. It also encompasses how they compare themselves to their colleagues, particularly if they perceive themselves as being significantly more capable than those at the same level (Erdogan et al., 2011). Scale of perceived overqualification (SPOQ) (Maynard, 2006) was used to measure perceived overqualification.

Higher scores indicate a greater degree of overqualification. Responses are given on a five-point (1-5) scale, with “1” indicating that the participants “strongly disagree” to that item to “5” strongly agree. The scores of overqualification is summed up by the 9 questions to achieve a minimum of 9 and a maximum of 45. This scale has demonstrated good reliability in previous studies ($\alpha = .95$, e.g. Maynard et al., 2007). This scale has also achieved good reliability in this study ($\alpha = .93$)

5.1.1.1 Perceived Overqualification

This analysis only includes those who have a full-time or part-time job. Table 4 presents the descriptive statistics of perceived overqualification scores categorised by education level. Overall, Hong Kong migrants feel slightly overqualified. Among the Hong Kong migrants, those with education levels below a Bachelor’s degree feel the most overqualified, which is surprising. Typically, migrants with higher qualifications tend to feel more overqualified due to the potential for their qualification to be recognised in the UK. However, this association is not observed in the current sample.

Table 4 <i>Perceived Overqualification by Education Level</i>			
Education Level	N	M	SD
Below Bachelor	79	28.04	8.91
Bachelor	184	25.24	9.27
Master	153	25.84	9.56
Doctorate	8	25.50	9.61
Min = 9, Max = 45. $\alpha = .93$			

5.1.1.2 Objective Overqualification

Individuals may overestimate their abilities, making the self-assessment of perceived overqualification less reliable. To gain a more comprehensive understanding of overqualification among Hong Kong immigrants, we also consider objective overqualification.

Hong Kong immigrants were asked to specify the level of their job in both Hong Kong and the UK, with the levels categorised as entry-level, mid-level, senior level, management, executive, and business owner. Work-level changes are defined as shifts from one level to another. For example, if a Hong Kong immigrant indicates that their job in Hong Kong was at management level but in the UK it is at the senior level, this represents a negative work-level change, suggesting overqualification. We also assessed the salary changes of Hong Kong immigrants before and after their migration to the UK.

In this analysis, we exclusively focus on Hong Kong immigrants who have stayed within the same job sector after migration. Assessing whether an individual is overqualified is difficult when their job sectors in Hong Kong before migration and in the UK after migration do not align. Our current sample consists of 227 Hong Kong immigrants who have maintained employment within the same sectors.

Among Hong Kong migrant workers, 93 (41%) experienced a decline in work level, 117 (51%) remained at the same level, and 17 (7%) moved to a higher job level (Table 4). Within all industries, migrant workers in information and communication, financial and insurance, and administrative and support service sectors are most likely to have remained at the same job level. Migrant workers in the education sector and medical and health service sector are likely to hold positions below the job level they had in Hong Kong prior to their migration.

In addition to work-level changes, we also assessed salary differences among 227 Hong Kong immigrant workers who remained in the same sectors. Nearly half (48%) experienced a salary reduction, 29% experienced no change in their salary, and 24% received a salary increase (Table 6).

Table 5 <i>Changes in Work Levels for Hong Kong migrant workers who remained in the same job sector</i>	
Work Level Changes	N (total = 227)
No Change	117
Negative Change	93
Positive Change	17

Table 6 <i>Change in Salary for Hong Kong migrant workers who remained in the same sector</i>	
Salary Changes	N (total = 227)
No Change	65
Negative Change	108

Positive Change	54
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5.2 Psychological Integration

Psychological integration is measured by general health questionnaire, strength of connection with the UK society, and life satisfaction (Appendix I.(c) Psychological Integration).

5.2.1 General Health Questionnaire (GHQ-12) - Appendix I.(c)(ii) GHQ-12 (Goldberg, 1972; Liang et al., 2016)

Hong Kong migrants may struggle to integrate into society or adapt to the UK's environment. GHQ-12 (Goldberg et al., 1997) is used to assess their levels of social dysfunction, anxiety, and loss of confidence.

The GHQ-12 (Goldberg et al., 1997) was developed to screen for non-specific psychiatric morbidity. It has been in extensive use, leading to its translation into many languages and validation across the general and clinical population worldwide. The GHQ-12 is widely utilised in the NHS, and was included as one of the questionnaires in the Health Survey for the UK. The result of GHQ-12 is positively associated with sleep quality (PSQI), perceived stress (PSS), high cholesterol, and psychiatric disorder (Habibi Asgarabad et al., 2023).

There are two common scoring methods for GHQ-12: the bi-modal (0-0-1-1) and the 4-point Likert scale (0-1-2-3). This study uses the 4-point Likert scoring method to measure symptom severity on a continuum, where 0 indicates "not at all", and 3 indicates "much more than usual". This approach is preferred over the bi-modal method, which merely indicates the presence of a symptom, making it less effective for understanding severity (Hystad & Johnsen, 2020). The scale range using the likert-method ranged from 0 - 36. Higher scores on the GHQ-12 indicate greater levels of distress in the individual. A total score below 12 indicates normal levels, > 15 suggests evident of distress, and scores > 20 are considered severe problems with psychological distress.

The GHQ-12 has demonstrated strong reliability ($\alpha = .90$) (Hankins, 2008). It is not often used in the migrant population but has achieved a good reliability in the recent sample ($\alpha = .92$). It is important to note that the NHS, Department of Health, and Health and Safety Executive use this questionnaire to identify people with mental health problems.

Table 7 below provides an overview of descriptive statistics of GHQ-12 by employment status. Full-time workers have a low GHQ-12 score ($M = 12.31$), a normal level of distress, which aligns with expectations as they have settled into jobs in the UK. Part-time workers also display similar scores. Conversely, unemployed individuals exhibit the highest distress level ($M = 18.30$), exceeding the threshold of evident distress (> 15). Taking these together, they suggest that employment is crucial for migrants' mental well-being. Despite the small sample size for business owners ($N = 36$), they exhibit the lowest level of distress. This is reasonable, as this group is likely not facing financial difficulties. These findings suggest that employment is crucial for migrants' mental well-being.

Surprisingly, students also show high distress levels ($M = 15.68$), suggesting that Hong Kong student migrants are another group that requires careful attention, particularly at their critical age. The high level of distress observed in students may suggest difficulties in integrating into the UK

community or making friends. Most of these students are pursuing their Bachelor's degrees, and their distress might be partially attributed to academic pressure. Future research and investigation should be conducted within this population to identify their primary stressors.

Table 7 <i>GHQ-12 by Employment Status</i>			
Employment Group	N	M	SD
Full time worker	302	12.31	5.83
Part Time and Freelance worker	122	12.54	6.20
Economically inactive	92	14.12	7.03
Unemployed	66	18.30	7.19
Student	38	15.68	5.91
Business owner	16	11.25	7.62
Total	636	13.41	6.55
Min = 0, Max = 36, $\alpha = .92$ Note: normal level < 12, evident distress > 15, severe problem >20.			

5.2.2 Life Satisfaction - Appendix I.(c)(iii) Life Satisfaction

Migration is a significant decision with long-lasting impacts for migrants. They must adapt to a new society, and difficulties in integrating or facing challenges in any aspect of life in the host country can lead them to question their decision. Numerous factors can contribute to immigrants' dissatisfaction. For instance, Berry and Hou (2016) emphasised that acculturation and a sense of community belonging are crucial determinants of immigrants' well-being. Additionally, a reduction in income or unemployment are significant factors (Burton & Phipps, 2010). Notably, a large proportion of Hong Kong immigrants are highly educated, and non-EU migrants are more often overqualified compared to their local counterparts, which likely negatively affects their life satisfaction due to disadvantaged career outcomes.

This study assesses Hong Kong immigrants' life satisfaction as an indicator of their perception of their migration experience. Life satisfaction is defined as the overall evaluation of an individuals' quality of life based on their personal judgement and criteria (Diener, 1984).

Diener's Life satisfaction Scale (1985), which has demonstrated good reliability ($\alpha = .87$), was used in this study. Responses are given on a seven-point (1-7) scale, with "1" indicating that the participants "strongly disagree" to that item to "7" strongly agree. However, question 5 was excluded from the analysis due to its low correlation with the other items. The reliability of this

scale achieved $\alpha = .95$ after excluding question 5. The scale therefore after excluding question 5 ranged from 4 - 28.

Table 8 shows that, except for unemployed migrants, others neither feel satisfied nor dissatisfied with their life in the UK, as their average falls within a neutral range. This being said, the life satisfaction scores of our sample are lower than that reported in a study on immigrants in Israel ($M = 18.80$) (Russo-Netzer et al., 2021). Unemployed migrants, however, tend to feel dissatisfied with their life in the UK. This further suggests that economic integration is crucial for Hong Kong migrants.

Table 8 <i>Life Satisfaction by Employment Status (Excluding Q5)</i>			
Employment Group	N	M	SD
Full time worker	302	18.14	5.52
Part Time and Freelance worker	122	17.55	6.01
Economically inactive	92	17.59	6.71
Unemployed	66	12.29	5.65
Student	38	16	6.06
Business owner	16	18.88	7.84
Total	636	17.23	6.14
Min = 4, Max = 28, $\alpha = .95$. Note. HK immigrants' life satisfaction is lower than that of the Israel Immigrants ($M = 18.80$)			

5.2.3 Sense of Belonging/Connection to UK Society (AppendixI.(c)(i) Psychological Integration - Sense of Belonging)

Successful integration in the UK should encompass migrants feeling “at home” and believing they belong to the UK. However, research has shown that first-generation migrants are less likely to feel “rooted”. The sense of belonging and connectedness are affected by multiple factors, including the quality of social connections, cultural integration, community engagement, and acceptance by the locals. Research has found that first-generation migrants tend to be both socially and emotionally lonelier and have less satisfying social relationships with locals (Kate et al., 2020).

Here, we extracted two questions from Immigration Policy Lab (IPL-24) to assess Hong Kong migrants' sense of belonging/connectedness to UK society. The IPL-24 is specifically constructed to measure the integration scale of immigrants in various areas, which our study has covered too. These two questions are "How connected do you feel with the UK?", and "How often do you feel like an outsider in the UK?". Responses were given on a 5-point Likert scale, where higher score indicates a greater sense of connectedness. The total scores range from a minimum of 2 to a maximum of 10. This scale has demonstrated satisfactory inter-item reliability ($r = .53$)

Table 9 denotes the sense of belonging to the UK by employment status. There is no difference in sense of belonging between the employment status, and they generally have an average level of sense of belonging. Future study is therefore encouraged to examine the development of a sense of belonging and connection to society among the Hong Kong immigrants to better grasp the full picture of the trend.

Table 9 <i>Sense of Belonging/Connection to UK Society by Employment Status</i>			
Employment Group	N	M	SD
Full time worker	302	5.74	1.55
Part Time and Freelance worker	122	5.59	1.51
Economically inactive	92	5.47	1.46
Unemployed	66	5.11	1.55
Student	38	5.32	1.51
Business owner	16	6.38	1.54
Total	636	5.60	1.54
Min = 2, Max = 10, $r = .53$			

5.3 Social Integration

Social integration involves how immigrants incorporate themselves into a new country and interact with both local and non-local populations. Immigrants with higher social participation in community life tend to have a higher rate of social integration, while those with lower participation tend to have a lower rate. Importantly, individuals who feel socially isolated from engaging with community members face significant obstacles to social integration. In Canada, a migration study shows the positive correlation between loneliness, low social interaction, and poor mental and social well-being of immigrants (Lu, et al., 2023).

A strong feeling of social isolation is closely related to poor social integration for immigrants. Conversely, feeling accepted by the community, having frequent connections with friends and neighbours, strong social network support, and lower levels of loneliness are indicative of better social integration. Understanding and addressing these factors can significantly improve the integration experiences of immigrants, fostering more inclusive and cohesive communities. Hence, to determine whether Hong Kong immigrants have socially integrated into the UK, the frequency of contact with friends, loneliness, overall trust in the community, sense of belonging to the neighbourhood, and social network support are measured in our study.

5.3.1 Loneliness (Appendix I.(c)(iv)(i) Three-item Loneliness Scale)

The effects of loneliness are detrimental to both physical and mental health. Within immigration studies, loneliness often occurs due to language barriers, cultural differences, and discrimination—all factors linked to poor social integration and greater social isolation.

In this study, the Three-Item Loneliness Scale (Hughes et al., 2004) was utilised to assess the loneliness of Hong Kong immigrants. Previous studies have shown that the scale has a high reliability ($\alpha = .72$). Participants responded to three questions using a 4-point scale ranging from “not at all” to “always”. The questions were: “How often do you feel that you lack companionship?”, “How often do you feel left out?”, and “How often do you feel isolated from others?”. The possible total scores range from 3 to 12. Individuals were classified as not lonely if their score was below 7, and as lonely if their score was 7 or above. This scale has also demonstrated a robust reliability ($\alpha = .86$) in this sample.

Overall, Hong Kong immigrants ($n = 636$) had an average loneliness score of 7.09 (Table 10), indicating a significant level of loneliness. This is notably higher than the average loneliness score of 4.9 reported by immigrants in Canada (Lu et al., 2023). Lu et al. also found no significant difference in loneliness between native-born individuals and immigrants in Canada. Additionally, data from the 2014-2015 wave of the English Longitudinal Study on Ageing (ELSA) shows that the loneliness score for British individuals over 50 years old was only 5.5. Taken together, these results suggest that Hong Kong immigrants experience a severe loneliness problem.

Unemployed immigrants ($M = 8.05$) and students ($M = 8.00$) reported even higher levels of loneliness. This heightened loneliness among unemployed migrants can likely be attributed to their limited exposure to UK social communities, resulting in smaller social circles. Consequently, their sense of isolation is more pronounced.

Interestingly, students also reported high levels of loneliness despite regular interactions with their classmates and coursemates. This unexpected finding suggests that students might struggle with adapting to the UK environment due to cultural differences and language barriers. These challenges can impede their ability to form meaningful friendships and integrate into the social fabric of their new surroundings.

The severe loneliness reported by both unemployed immigrants and students highlights the urgent need for targeted support systems. In particular, students could benefit from increased government attention, including the provision of cultural orientation programmes to help them navigate the cultural challenges they face, thereby reducing their sense of isolation and loneliness. Overall,

these findings emphasise the critical need for tailored interventions to support the well-being of Hong Kong immigrants in the UK.

Table 10
Three-item Loneliness Scale by Employment Status

Full time worker	302	6.91	1.99
Part Time and Freelance worker	122	6.97	2.06
Economically inactive	92	6.86	1.93
Unemployed	66	8.05	2.28
Student	38	8.00	1.85
Business owner	16	6.75	2.18
Total	636	7.09	2.06

Min = 3, Max = 12, $\alpha = .86$.

Note: Immigrants in Canada have a loneliness scale score of 4.9, while British individuals over 50 have a score of 5.5 according to ESLA data. Our data shows significantly higher values, indicating that Hong Kong immigrants feel more lonely.

5.3.2 Frequency of Contact (Appendix I.(c)(iv)(ii)Frequency of Contact):

The changing dynamics of moving from one place to the UK can be challenging, especially as relationships with family and friends might diminish due to migration. According to research conducted by HKB (2020), most Hong Kong BN(O) visa applicants no longer have their original friends and family around. This situation is concerning because if migrants are unable to form new connections in the UK while losing their original ones, it can exacerbate negative impacts on their well-being (British Future, 2023).

Migrants who have better social integration should have more contact with friends outside their household. To better understand the pattern of Hong Kong immigrants in contacting friends and people in the UK, “How often do you meet face-to-face with friends living outside your household?” was asked and measured on a 4-point scale (1-4) from “never” to “more than often” (European Union Survey of Income and Living Conditions on Social Participation, 2006). Higher scores indicated higher frequency of contact with people outside their household.

Table 11
Frequency of Contact Score by Employment Status

Full time worker	302	2.57	0.68
Part Time and Freelance worker	122	2.69	0.67
Economically inactive	92	2.64	0.74
Unemployed	66	2.41	0.58
Student	38	2.87	0.84
Business owner	16	2.63	0.81
Total	636	2.6	0.69
Min = 1, Max = 4			

Overall, the results indicate that Hong Kong immigrants in the UK frequently contact their friends outside their household, with a mean score of 2.6 out of a maximum of 4 (Table 11). The frequency of contact is consistent across different employment statuses. This may suggest that Hong Kong migrants do not have difficulties in finding friends in the UK.

When examining the employment status of our respondents, students exhibited the highest frequency of contact with friends residing outside their households ($M = 2.87$). This trend can be attributed to the academic environment, which offers numerous opportunities for social interaction with individuals from diverse backgrounds, facilitating for social interaction with individuals from diverse backgrounds, facilitating the formation of new friendships. In contrast, individuals who were unemployed demonstrated the lowest frequency of contact with friends ($M = 2.41$), which is unsurprising given their lack of engagement in social environments.

However, a limitation of this question is that it does not specify whether the contacts are with people from Hong Kong or other ethnicities. To gain a more comprehensive understanding of social integration, it may be worthwhile to consider other social integration indicators.

In summary, while Hong Kong immigrants generally maintain a fair level of social interaction, an examination of the loneliness scale reveals a different story. Despite their regular contact with people outside their households, these immigrants still experience significant feelings of loneliness. This disparity between social activity and emotional well-being is concerning. It suggests that even though Hong Kong immigrants are actively participating in the social community in the UK, they remain lonely. This loneliness could be attributed to poor psychological integration or a perceived lack of understanding from British or people of other ethnicities. Further research is essential to uncover the underlying causes of their loneliness and to develop strategies to improve their integration and overall well-being.

5.3.3 Social Network Support: (Appendix I.(c)(iv)(iii)Social Network Support)

Social networks have consistently been recognised as crucial in facilitating transnational migration (e.g. Faist & Ozveren, 2004; Ryan, 2011). They play a key role in understanding migration

patterns, settlement, and employment. The process and quality of forming these networks depend on migrants' ability to explore and integrate into the community. Factors such as language proficiency, cultural awareness, and social capital significantly influence the quality of these networks. In turn, building social networks reinforces these abilities, creating a reinforcing cycle. Such relationships and contact can impact intention to migrate, job searches, access to information, and emotional support. Thus, networks are essential for community formation and fostering permanent migration (Ryan et al., 2008).

In our research, we aimed to measure the quality of social network support among Hong Kong immigrants by asking them to self-assess their confidence in receiving help if they encounter trouble or have specific needs. Specifically, one question inquired about their confidence in finding a British guarantor for applying for full British citizenship, which has been a significant concern for HK BN(O) holders. Responses were given on a 4-point scale (1-4) for two questions, with total scores ranging from a maximum of 8 and a minimum of 2. The scale demonstrated a good reliability in this sample ($r = .64$)

Table 12 presents the descriptive statistics of social network support scores categorised by education level. Overall, Hong Kong immigrants were moderately confident ($M = 5.93$) that they have sufficient social network support when they are in need.

Table 12 <i>Social Network Support Score by Employment Status</i>			
Full time worker	302	6.24	1.39
Part Time and Freelance worker	122	6.07	1.42
Economically inactive	92	5.47	1.69
Unemployed	66	4.74	1.69
Student	38	6.16	1.37
Business owner	16	6.31	1.62
Total	636	5.93	1.55
Min = 2, Max = 8, $r = .64$			

Business owners ($M = 6.31$) and full-time workers ($M = 6.24$) received the highest levels of social network support. Working under a professional environment, in which it increases the chances to collaborate with other coworkers could be the contributing reason to explain the high mean scores. As expected, economically inactive ($M = 5.47$) and unemployed ($M = 4.74$) Hong Kong immigrants had the lowest social network support scores. The score of unemployed individuals

was almost one-third lower than the two highest groups. This is reasonable, as they have less access to the UK community; the workplace often serves as a crucial starting point for migrants to build social networks. It is important to note that social network support here refers specifically to support from British individuals (see questionnaire items).

Our research offers empirical evidence that employment status plays a crucial effect on one’s integrating into the British social circle. This hints that Governmental departments and policymakers may provide more support for unemployed migrants. Furthermore, economically inactive, including homemakers and retirees, have low social network support. This population may be difficult to reach by the government. Therefore, government-funded Hong Kong organisations should pay closer attention to these groups.

5.3.4 Sense of Belonging to the Neighbourhood: (Appendix I.(c)(iv)(iv)Neighbourhood Score)
The sense of belonging to one’s neighbourhood is a key indicator of social capital that has been consistently monitored by the ONS (ONS, 2022). Data indicates that individuals from Asian ethnic groups generally exhibit a stronger sense of belonging to their neighbourhoods compared to other ethnic groups, such as those of Black ethnicity (Department for Culture, Media, and Sports, 2021; 2023).

In contrast to Hong Kong, the UK places significantly more emphasis on fostering neighbourhood relationships. This disparity may be attributed to the cultural norms in Hong Kong, where there is less custom of engaging in casual conversations or interactions with neighbours. A study conducted in Canada reveals that immigrants tend to have a sense of belonging to their own ethnic communities rather than to the local community (Salami et al, 2019).

Here, we measured Hong Kong immigrants' sense of belonging to their neighbourhood as an indicator of their social integration. A question was extracted from the UK’s Department for Communities and Local Government - citizenship Survey (2011), “I have a sense of belonging to my immediate community/neighbourhood.”. Responses were given on a 5-point score from “strongly agree” to “strongly disagree. Higher scores indicate a stronger sense of belonging to the neighbourhood.

Table 13 <i>Neighbourhood Score by Employment Status</i>			
Full time worker	302	3.27	0.96
Part Time and Freelance worker	122	3.31	0.92
Economically inactive	92	3.26	0.97
Unemployed	66	2.88	0.95
Student	38	2.92	1.15

Business owner	16	3.5	1.1
Total	636	3.22	0.98
Min 1, Max 5.			

Table 13 presents the descriptive statistics of the sense of belonging to the neighbourhood by employment status. Overall, Hong Kong immigrants have a moderate level sense of belonging to the neighbourhood ($M = 3.22$). Among them, unemployed individuals ($M = 2.88$) and students ($M = 2.92$) reported the lowest sense of belonging to their neighbourhood. This pattern is consistent with findings for unemployed immigrants in other integration indicators, underscoring the importance of employment for overall integration. The relatively lower sense of belonging among students may be attributed to their stronger sense of belonging to their schools or universities. There is a lack of comparative statistics on local students' sense of belonging to their neighbourhoods in the UK. We do not believe this is an issue that requires concern.

5.3.5 Overall Trust in the Community: (Appendix I.(c)(iv)(v)Overall Trust)

The role of trust in migrants is complex. Trusting their ethnic community for immigrants can be a double-edged sword. On one hand, it protects their image and cultural identity; on the other, it fosters ethnic isolation, segregation, and the formation of cliques, which can obstruct successful social integration (Örkény & Székelyi, 2009). Immigrants typically have lower levels of trust in people than the locals (Örkény & Székelyi, 2009).

However, research indicates that immigrants who exhibit higher trust in people within their immediate surroundings and community fosters more reciprocity, giving and volunteering behaviours within their community (Brown & Ferris, 2007). This increased community trust leads to better social adaptation.

In this study, we specifically measure overall trust in British people, rather than trust in people from their ethnic background, to gain insight into the social adaptation of Hong Kong immigrants. Inspired by the World Values Survey, our question assesses the extent to which Hong Kong immigrants trust people in the UK. Responses are given a 5-point scale, only one question ,with higher scores indicating greater trust.

Table 14 displays the descriptive statistics of overall trust in the community among Hong Kong immigrants by employment status. Among the total 637 valid responses, the mean was 3.48 with a median of 4. This indicated that the majority of Hong Kong immigrants have a high overall trust to the community.

This being said, it is noticed that students ($M = 3.16$) and unemployed ($M = 3.24$) Hong Kong immigrants have a significantly lower overall trust. Unemployed immigrants may struggle to trust the community due to feelings of insecurity. Interestingly, our results also indicate that students demonstrate lower levels of trust in the community. The reasons for this are unclear. This finding suggests the need for further research to understand the social integration challenges faced by ethnic minority students. Here, we propose that academic pressures may have a spillover effect, causing ethnic minority students to feel less trustful of the broader community.

Table 14 <i>Overall Trust Score by Employment Status</i>			
Full time worker	302	3.55	0.81
Part Time and Freelance worker	122	3.49	0.83
Economically inactive	92	3.47	0.84
Unemployed	66	3.24	0.93
Student	38	3.16	0.82
Business owner	16	3.75	0.68
Total	636	3.48	0.83
Min = 1, Max = 5			

5.4 Political Integration

The significant influx of Hong Kong immigrants to the UK was primarily driven by political unrest and instability in Hong Kong, including the erosion of judicial independence, freedom of demonstration and speech. These factors pushed many Hong Kong to consider migration. Given this background, it would be reasonable to expect that Hong Kong immigrants would be more engaged in UK political issues. However, previous studies on Hong Kong immigrants in the UK have shown that only a small proportion (29%) of them are concerned with UK politics (Yue, 2023).

Given that Hong Kong immigrants have only resided in the UK for a relatively short period, we aim to assess their political integration through four key aspects: formal/informal political participation, political efficacy, and political knowledge.

5.4.1 Political Knowledge (Appendix I.(c)(v)(i) Political Integration- Political Knowledge)

Political knowledge is measured to understand immigrants' information and knowledge about their host country's political processes, governmental institutions and systems, political affairs, and policies. The test of political knowledge was designed and adapted based on IPL-24 and the Life in the UK test. Each question is presented with 4 choices, one of which is correct. Additionally, there is an "I am not sure" option for participants who do not know the correct answer. Participants earn 1 point for each correct answer. With 3 questions in total, the maximum score is 3 and the minimum score is 0.

Table 15 presents the descriptive statistics of political knowledge scores achieved by Hong Kong immigrants by employment status. The overall mean score is 1.79, with a median of 2. This suggests that, on average, Hong Kong immigrants answer fewer than 2 questions, indicating relatively weak political knowledge among them. The scores among different employment status immigrants are roughly the same. A previous migration study regarding the political understanding of Hong Kong immigrants found that less than one-fifth believed they had an above average knowledge on UK politics and political parties (Vote for Hong Kong 2024, 2024). This further supports the notion that Hong Kong immigrants in the UK possess limited political knowledge about the country.

Table 15 <i>Political Knowledge Score by Employment Status</i>			
Full time worker	302	1.8	0.82
Part Time and Freelance worker	122	1.75	0.87
Economically inactive	92	1.73	0.87
Unemployed	66	1.88	0.83
Student	38	1.95	0.96
Business owner	16	1.5	1.1
Total	636	1.79	0.86
Min = 0, Max = 3.			

5.4.2 Formal Political Participation

Political participation often reflects one's political integration (Martiniello, 2006). Formal political participation refers to activities and events officially upheld by institutional forces, such as voting in elections, aligning with political parties, and running for public office. Here, we asked if they have registered as voters, the likelihood of voting in the next election, and if they voted in the previous election. Responses and distribution are provided below.

Chart Q36 (Have you registered as a voter in your constituency?)

Voter Registration (Chart Q36). The first chart reveals that a significant majority of Hong Kong immigrants surveyed, specifically 81.16% (517 individuals), have registered as voters in their constituency. This high registration rate indicates a strong inclination towards formal political participation among the respondents. Smaller proportion of 8.79% (56 individuals) have not registered to vote. Additionally, 9.11% (58 individuals) were not eligible to vote due to ineligibility, which stems from not holding a BN(O) passport or being restricted by age. A very small fraction, only 0.94% (6 individuals), are uncertain about their registration status.

The result echoed a previous study that the majority of the Hong Kong immigrants have already registered as voters of their constituency (Vote for Hong Kong 2024, 2024). This reflects a high level of awareness of basic civic responsibility among the Hong Kong immigrants.

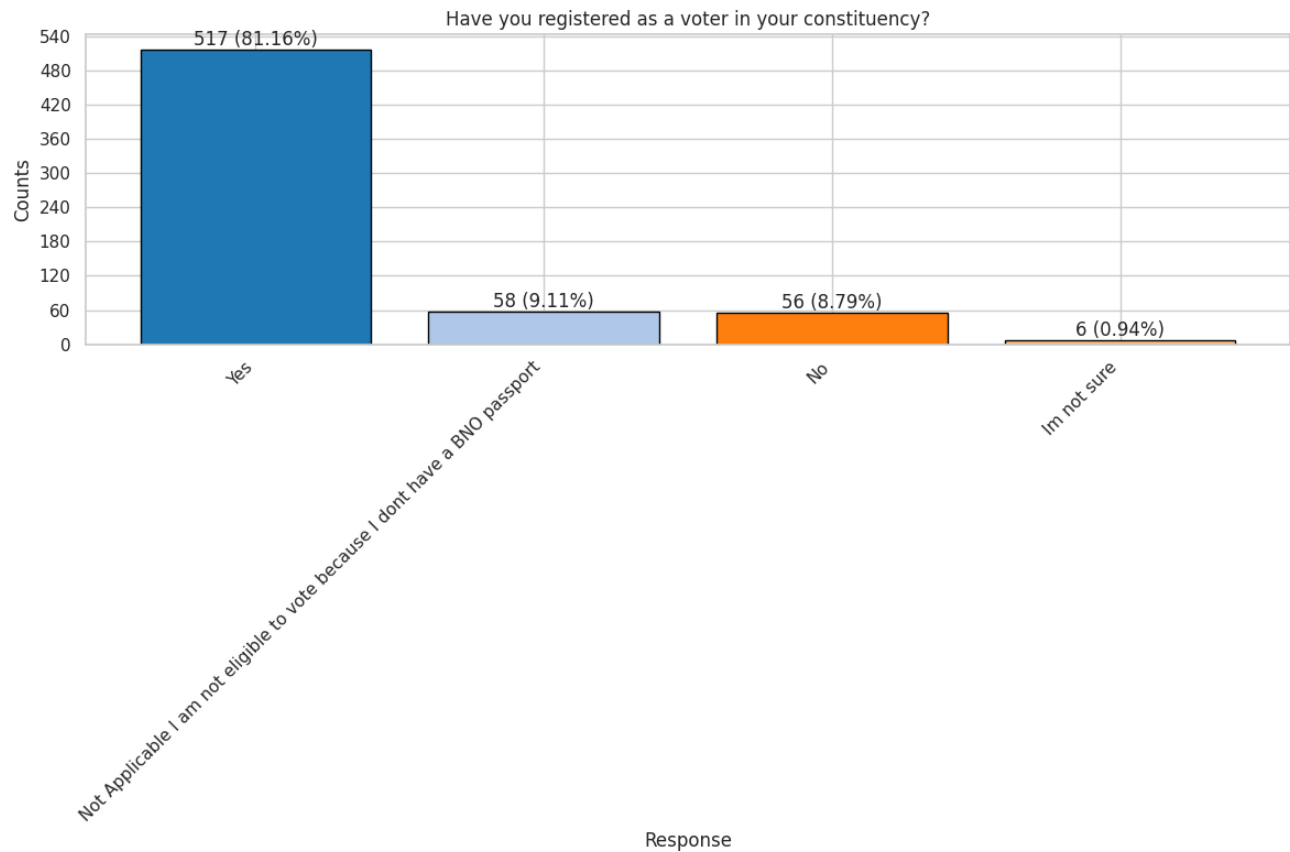
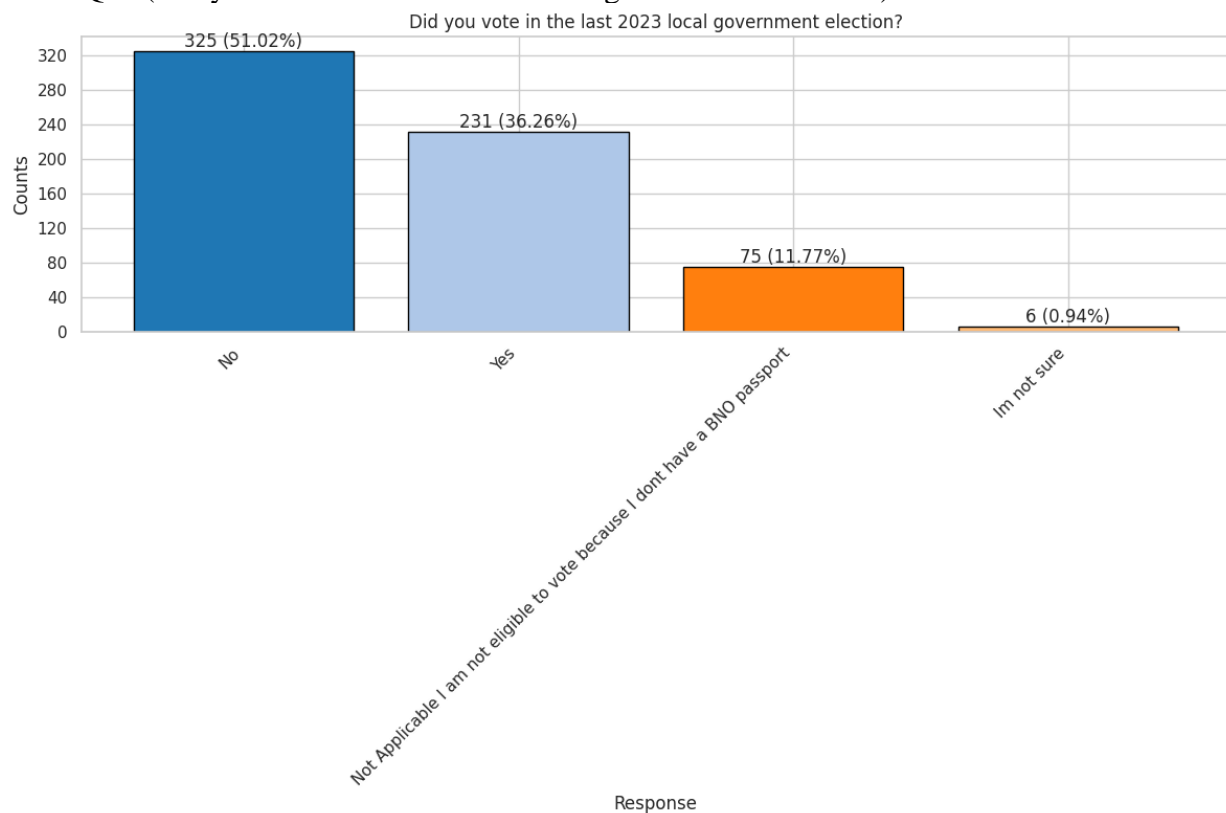


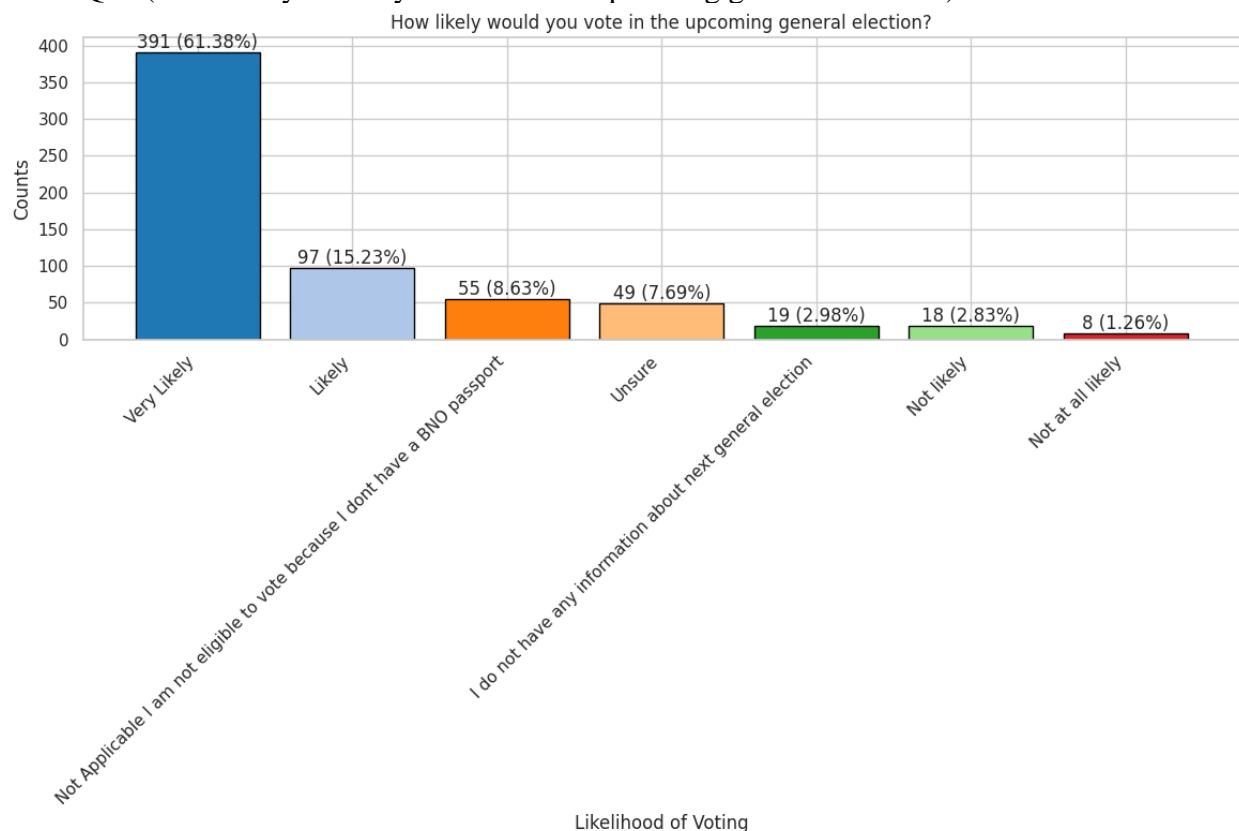
Chart Q37 (Did you vote in the last 2023 local government election?)



Voting in the 2023 Local General Election

This chart illustrates that despite the high voter registration rate, actual participation in the 2023 local general election was low. Of all 556 voters in our sample, only 231 of them voted in the 2023 local general election which is less than a half.

Chart Q38 (How likely would you vote in the upcoming general election?)



Likelihood of Voting in the Upcoming General Election (Chart Q38)

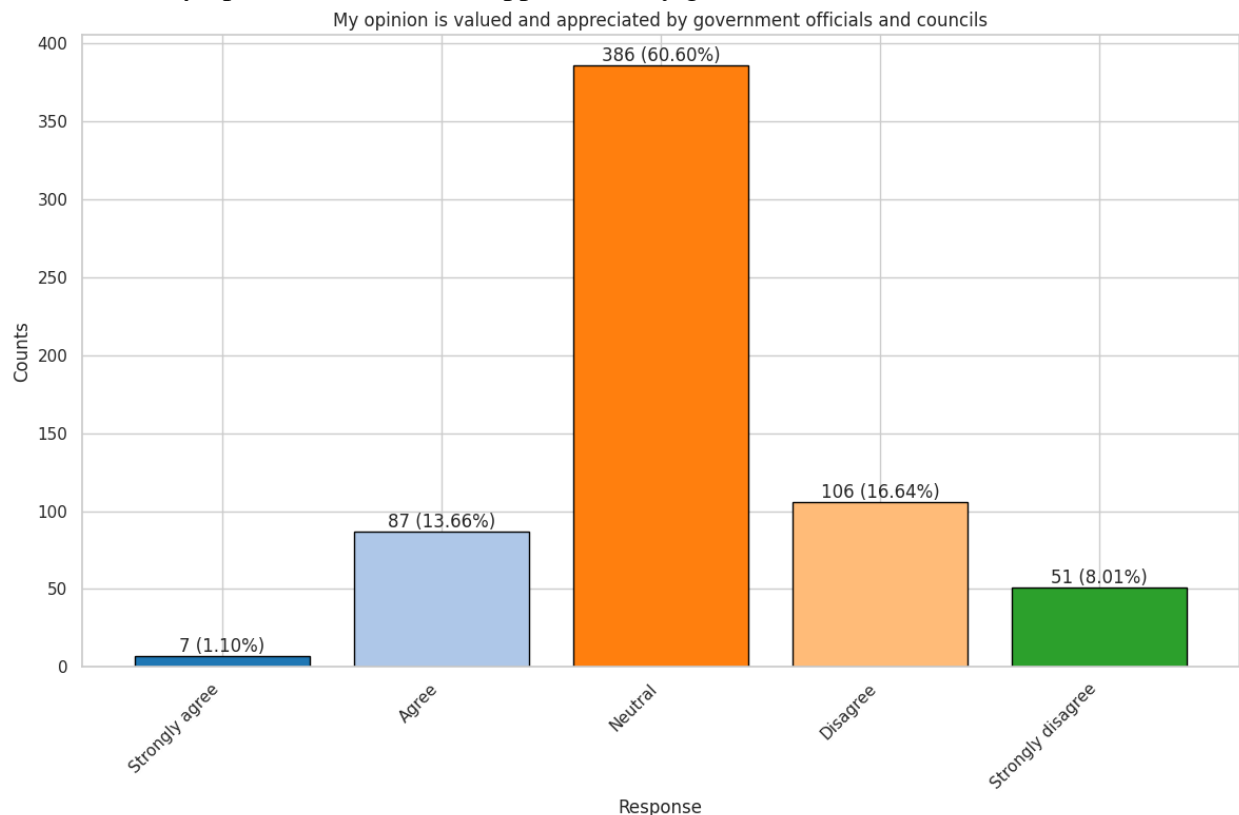
The chart above presents a more optimistic outlook regarding future political participation. A majority of respondents, 61.38% (391 individuals), indicated that they are very likely to vote in the upcoming general election. 15.23% (97 individuals) expressed that they are likely to vote. 8.63% (55 individuals) are not eligible to vote as they do not have a BN(O) passport. There is some uncertainty among respondents, with 7.69% (49 individuals) unsure about their likelihood of voting. Furthermore, 2.98% (19 individuals) stated that they do not have any information about

the next general election, while 2.83% (18 individuals) indicated they are not likely to vote, and 1.26% (8 individuals) are not at all likely to vote.

5.4.3 Political Efficacy (Appendix I.(c)(v)(iii)Political Integration- Political Efficacy)

Political efficacy measures individuals' confidence in their actions and beliefs in changing the political environment, such as policy legislation, political decisions, and processes. Two standard questions from the IPL-24 are asked to assess respondents whether they agree with the statement of “My opinion is valued and appreciated by government officials and councils”, and “People like me do not have any influence on the government.” Their answers are based on a five-point scale ranging from “strongly agree” to “strongly disagree”.

Chart Q39 (My opinion is valued and appreciated by government officials and councils.)



The chart provided illustrates the responses to the statement, "My opinion is valued and appreciated by government officials and councils." A substantial proportion of respondents, 60.60% (386 individuals), chose a neutral stance. This indicates a significant level of uncertainty or ambivalence about whether their opinions are valued by government officials and councils. The high neutral response may suggest that many immigrants are unsure about their influence or may feel disconnected from the political system.

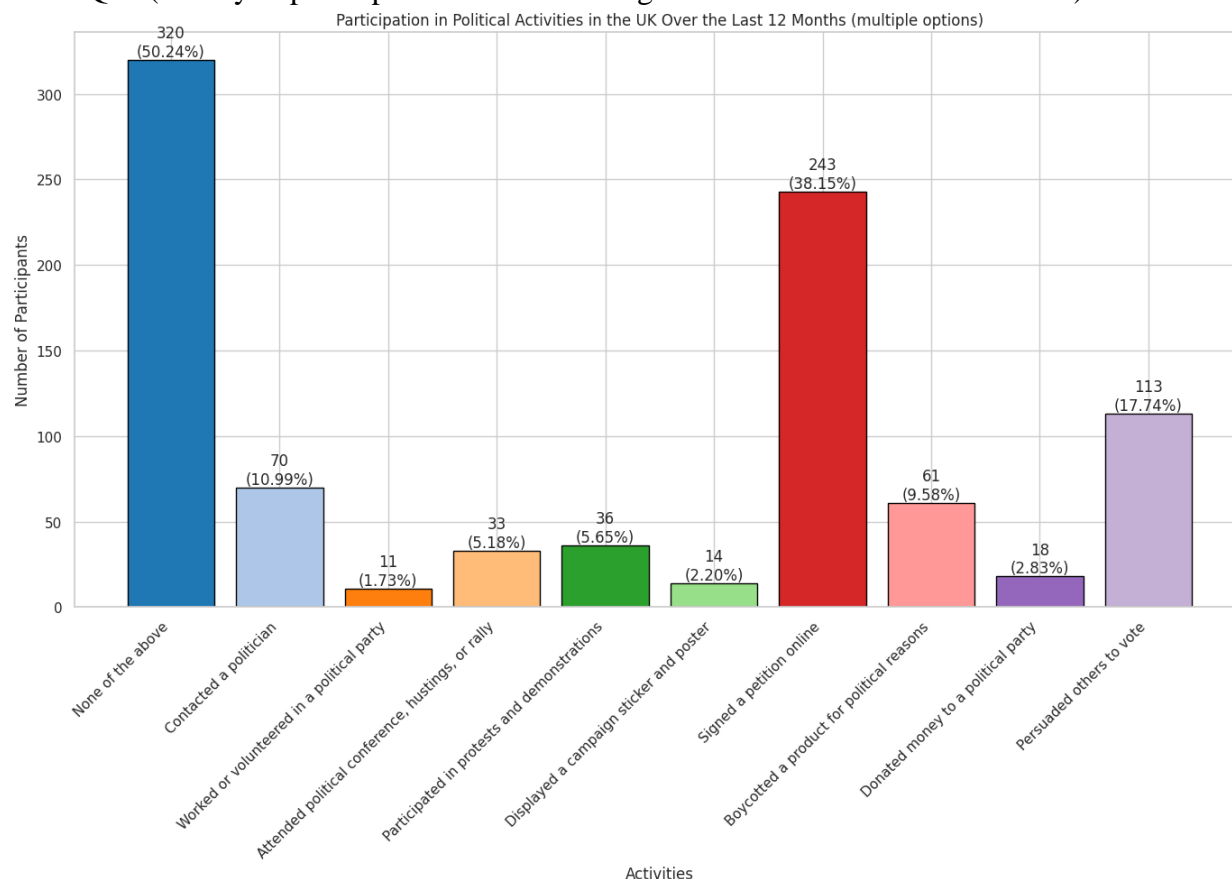
13.66% of respondents (87 individuals) agreed with the statement, while a smaller fraction, 1.10% (7 individuals), strongly agreed, showing that only a small proportion of Hong Kong immigrants feel that their opinions are valued.

One-fourth of the respondents believe that their opinions are not valued by the UK government. Since most respondents neither agree nor disagree, it is reasonable to assume that this group did not attempt to voice their opinions. Therefore, this data suggests that Hong Kong immigrants generally have low confidence that their opinions are valued by the UK government.

5.4.4 Informal Political Participation (Appendix I.(c)(v)(ii)Political Integration- Political Participation)

Informal political participation includes activities not organised by governmental authorities and institutions, such as protests and demonstrations, petition signing, and boycotts of certain products and companies. To measure the degree of informal political participation of immigrants, the IPL-24 was adopted. Participants were asked whether in the last 12 months did they participate in any of the following activities: contacted a politician like a constituency MP in the UK, worked or volunteered in a political party, attended political conference, hustings, or rally in the UK, participated in any protests and demonstration for the UK, displayed a campaign sticker and poster for the UK, signed a petition online pertains to matters within the UK, boycotted a product for political reasons in the UK, donated money to political party in the UK, and persuading others to vote in the UK. People who have never joined in any activities are able to choose the option “none of the above”.

Chart Q40 (Have you participated in the following activities in the last 12 months?)



The chart Q40 indicates the levels of informal political participation among the 637 respondents over the past 12 months. A significant portion of respondents, accounting for 50.24% (320 individuals), reported not engaging in any of the listed informal political activities. This suggests that while there is interest in formal political processes, such as voter registration and voting intention, a substantial number of individuals are not involved in informal political actions.

The most common form of informal political participation was signing an online petition, with 38.15% (243 individuals) having engaged in this activity. This reflects a preference for low-

commitment, accessible forms of political engagement that can be done remotely and quickly. Persuading others to vote was also relatively common, with 17.74% (113 individuals) participating in this activity, indicating that Hong Kong immigrants may discuss UK politics within their communities.

Contacting a politician, such as a constituency MP, was undertaken by 10.99% (70 individuals), showing that a notable number of respondents engage directly with political representatives to express their views or concerns. Boycotting products for political reasons was reported by 9.58% (61 individuals), suggesting that some respondents use their consumer power to express political opinions and drive social change. Participation in protests and demonstrations was reported by 5.65% (36 individuals).

Displaying campaign stickers or posters was reported by 2.20% (14 individuals), reflecting a less common but still relevant form of political expression. Only 1.73% (11 individuals) reported working or volunteering in a political party, suggesting that active involvement in political organisations is less common among the respondents. Attending political conferences, hustings, or rallies was reported by 5.18% (33 individuals), indicating moderate engagement in political events. Donating money to a political party was relatively uncommon, with only 2.83% (18 individuals) participating in this activity.

This data reveals a diverse range of informal political participation activities among the respondents, with online petition signing and persuading others to vote being the most prevalent. While a significant number of individuals do not engage in any informal political activities, who do tend to favour less intensive forms of participation. Direct actions such as contacting politicians and participating in protests are less common but still represent an important aspect of political engagement for a subset of respondents. This suggests varying levels of comfort and commitment to informal political actions within the immigrant community.

6. Exploring the relationships between demographics and integration variables.

Understanding the relationships between integration and demographics variables is crucial in identifying the factors that may hinder Hong Kong immigrants from better adapting to the UK society. Correlation analysis is employed to explore how various demographic variables and integration indicators intersect. These results may also inform the UK government in implementing tailored policies for Hong Kong immigrants, as well as for the broader immigrant population.

Table 16 <i>Correlation of the Demographics Variables and Integration variables.</i>				
	Language Proficiency	Migration Intention	Accent	Length of Stay
Overqualification	↓	↓	↓	↓
Loneliness		↓		
Distress (GHQ-12)	↓	↓		
Connection to UK Society	↑	↑		↑
Sense of belonging to Neighbourhood	↑	↑		
Overall Trust		↑		
Life Satisfaction	↑	↑		
Social Network Support	↑	↑	↑	
Note. Upward arrows suggest positive correlation, Downward arrows suggest negative correlation				

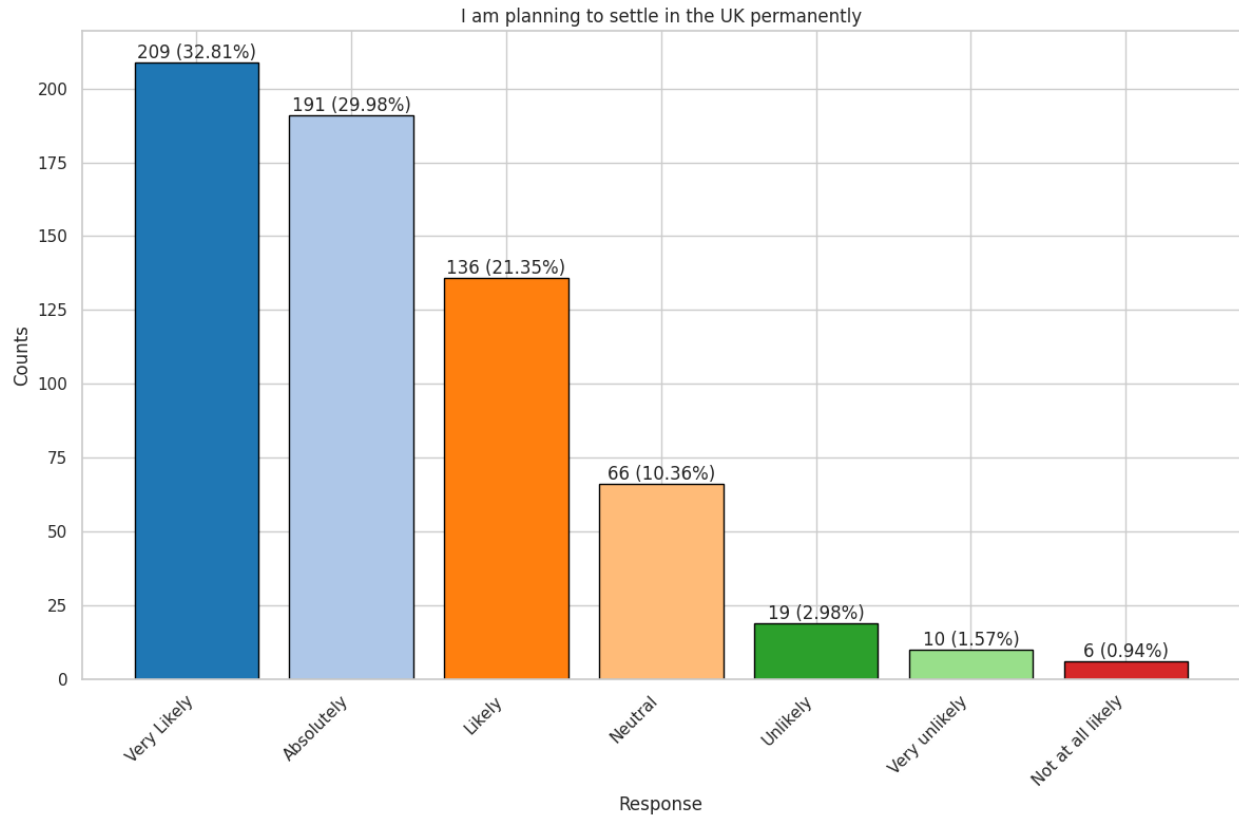
From Table 16, it is evident that language proficiency significantly impacts the integration of Hong Kong immigrants. Higher language proficiency is associated with reduced overqualification, a

stronger sense of belonging to their neighbourhood, greater life satisfaction, increased distress, and increased social network support. Conversely, Hong Kong immigrants who feel overqualified or lonely are less likely to intent to permanently migrate to the UK. A stronger sense of belonging to their neighbourhood, trust to their community, higher life satisfaction, and social network support resulting in greater intention to settle permanently in the UK. Notably, having a better (British) accent is linked to a better job match and increased social network support. Interestingly, the longer the immigrants stay in the UK (length of stay), the less they feel overqualified for their jobs. This may suggest that Hong Kong immigrants are able to gradually find a job that matches their education and experience background. Also staying longer in the UK also increases perceived connection to the UK society.

Our analysis reveals that each integration indicator correlates with migration intentions, indicating that we have addressed the most crucial factors that Hong Kong immigrants consider important for living in the UK. Interestingly, we found no relationship between demographic factors and levels of loneliness or overall trust. These two integration indicators significantly impact migration intentions, yet this research did not identify the factors that might improve/affect these scores. This raises a concern about how we can effectively reduce immigrants' loneliness and enhance their trust in the local population. Our data shows that Hong Kong immigrants experience a very high level of loneliness, underscoring the need for targeted interventions to address this issue. We recommend further research to understand why Hong Kong immigrants feel lonely and to identify the reasons behind their medium levels of trust in the local community.

7. Push and Pull Factors of Return Migration

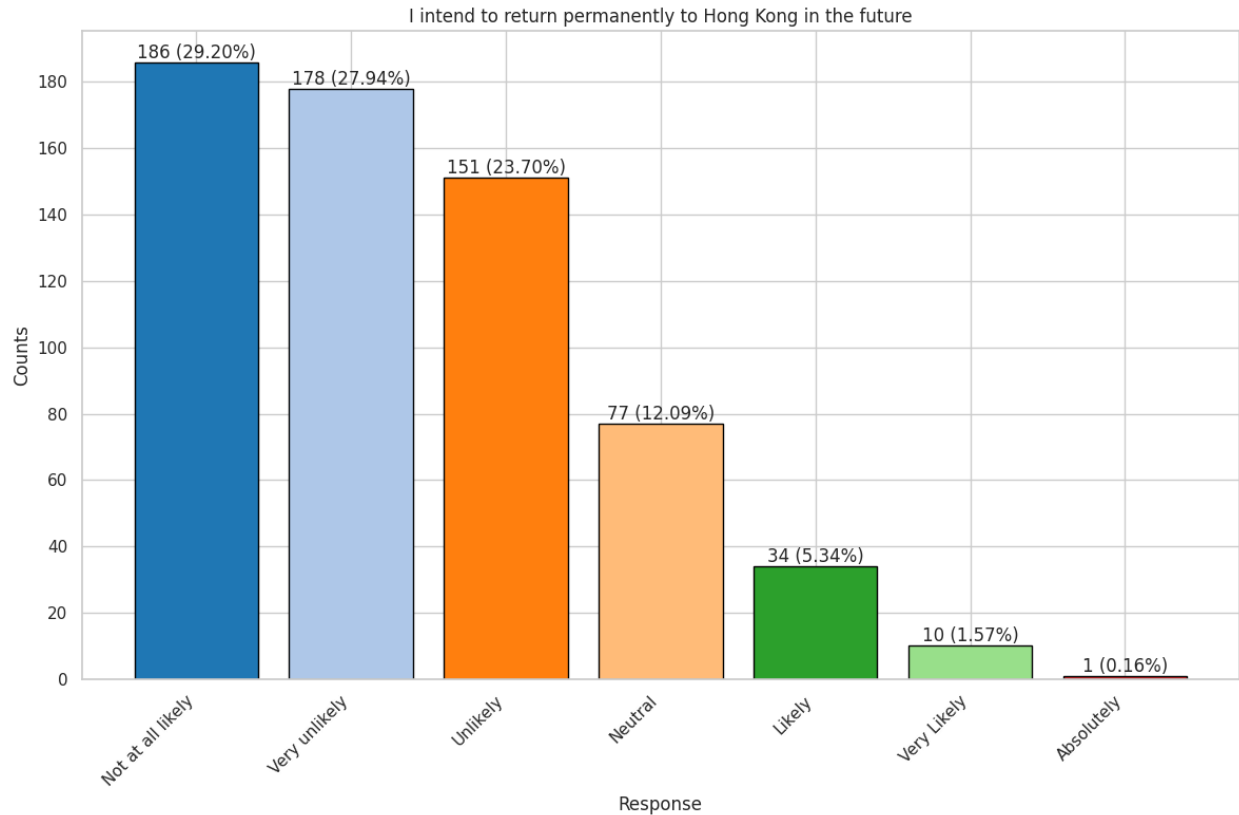
Chart Q41 (I am planning to settle in the UK permanently)



Intention to Settle in the UK Permanently (Q41):

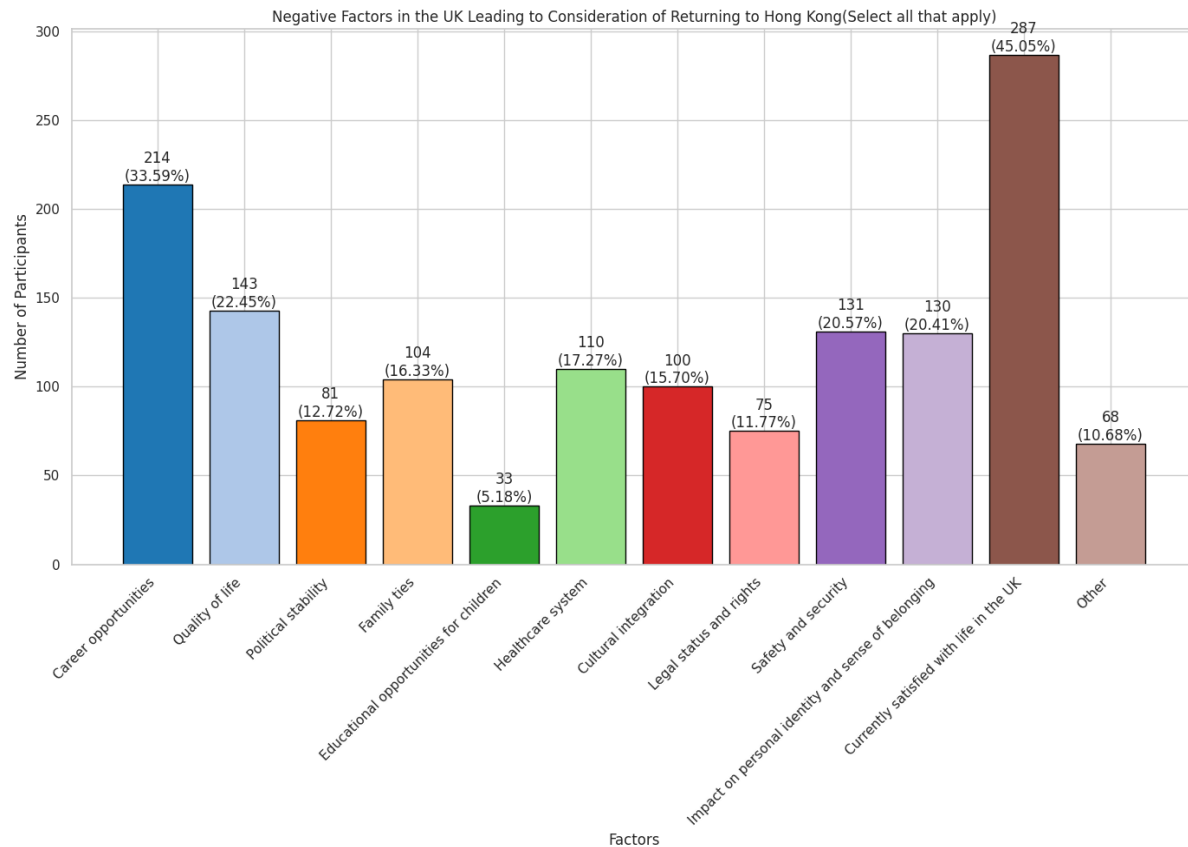
Chart Q41 illustrates respondents' intentions to settle permanently in the UK. A significant portion of the respondents, 32.81% (209 individuals), indicated that they are very likely to settle permanently in the UK. Additionally, 29.98% (191 individuals) responded with absolute certainty that they plan to stay in the UK. This shows a strong inclination among a majority of the respondents towards making the UK their permanent home. Furthermore, 21.35% (136 individuals) marked likely, reinforcing the tendency to remain. However, there is a smaller proportion that expressed neutrality (10.36%, 66 individuals), and a minimal number of respondents indicated unlikeliness to settle permanently, with 2.98% (19 individuals) marking unlikely, 1.57% (10 individuals) marking very unlikely, and 0.94% (6 individuals) marking not at all likely.

Chart Q42 (I intend to return permanently to Hong Kong in the future.)



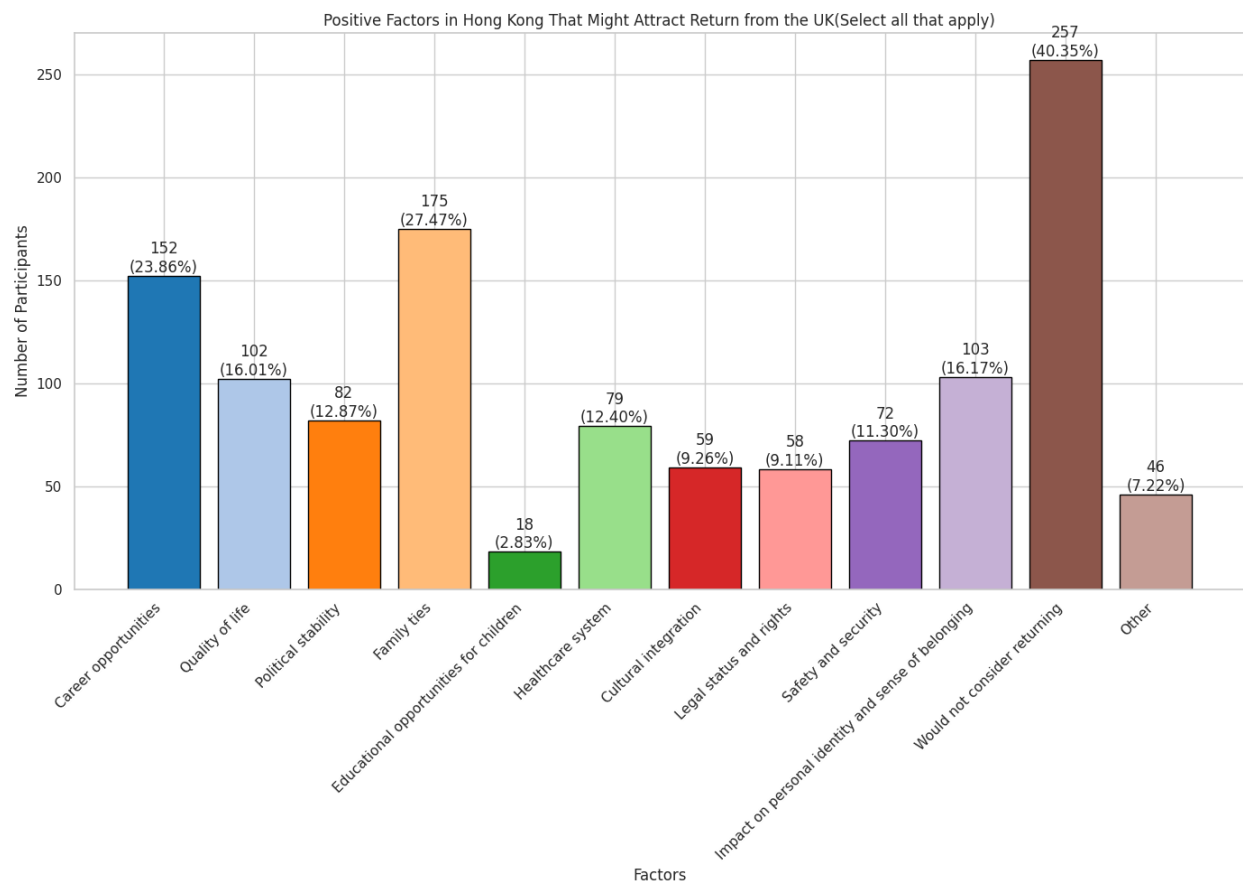
The Chart Q42 focuses on the respondents' intentions to return permanently to Hong Kong. The data reveals that a significant majority are not considering returning to Hong Kong, with 29.20% (186 individuals) indicating that it is not at all likely and 27.94% (178 individuals) stating that it is very unlikely. Moreover, 23.70% (151 individuals) marked unlikely, which underscores a strong tendency not to return migration. Some respondents remain neutral (12.09%, 77 individuals) about this intention, while a smaller segment expressed a likelihood of returning, with 5.34% (34 individuals) marking likely, 1.57% (10 individuals) marking very likely, and only 0.16% (1 individual) stating absolute certainty.

Chart Q43 (What negative factors in the UK have led you to consider returning to Hong Kong?)



The Chart Q43 examines the negative factors in the UK that might lead respondents to consider returning to Hong Kong. The most significant factor reported was career opportunities, cited by 33.59% (214 individuals). Quality of life was another major concern, noted by 22.45% (143 individuals). Political stability (12.72%, 81 individuals) and family ties (16.33%, 104 individuals) were also notable factors. Educational opportunities for children (5.18%, 33 individuals) and healthcare system (17.27%, 110 individuals) were lesser concerns but still relevant. Cultural integration (15.70%, 100 individuals), legal status and rights (11.77%, 75 individuals), and safety and security (20.57%, 131 individuals) also contributed to considerations of returning. Impact on personal identity and sense of belonging (20.41%, 130 individuals) was a significant factor, while 45.05% (287 individuals) expressed overall satisfaction with life in the UK, indicating fewer negative factors compelling them to return. Additionally, 10.68% (68 individuals) cited other factors not listed.

Chart Q44 (What positive factors in Hong Kong might attract you to return?)



The Chart Q44 looks at the positive factors in Hong Kong that might attract respondents to return. Family ties emerged as the most compelling factor, with 27.47% (175 individuals) selecting it. Career opportunities were also significant, noted by 23.86% (152 individuals). Quality of life (16.01%, 102 individuals), political stability (12.87%, 82 individuals), and educational opportunities for children (2.83%, 18 individuals) were also highlighted. The healthcare system (12.40%, 79 individuals), cultural integration (9.26%, 59 individuals), and legal status and rights (9.11%, 58 individuals) were less influential but notable. Safety and security (11.30%, 72 individuals) and the impact on personal identity and sense of belonging (16.17%, 103 individuals) also played a role. Interestingly, 40.35% (257 individuals) stated they would not consider returning to Hong Kong, suggesting a strong preference to stay in the UK. Additionally, 7.22% (46 individuals) mentioned other factors.

The data from the four questions above suggest that Hong Kong immigrants have a strong preference for settling permanently in the UK. This finding aligns previous studies by Vote for Hong Kong (2024) where the majority of Hong Kong immigrants have a strong intention to stay in the UK, and Yue (2023), which found that 61.3% of a total of 1310 Hong Kong immigrants are assertive that they would never consider returning to Hong Kong.

The push (disadvantages in the UK) and pull (attraction of Hong Kong) factors were examined. It was observed that career opportunities and family ties are the primary drivers for return migration.

A significant portion of the survey participants indicated that they would not consider returning to Hong Kong (40.35%) and expressed satisfaction with their current life in the UK (45.5%).

Overall, these findings highlight the intricate interplay of factors influencing migration intentions among Hong Kong immigrants. While the UK is generally preferred for permanent settlement over returning to Hong Kong, significant considerations regarding career prospects and family connections may influence decisions to return. Although concerns about career prospects and family ties are evident among Hong Kong immigrants, it is not anticipated that these disadvantages will lead to a large-scale return to Hong Kong. Ultimately, the data underscores the importance of addressing these concerns to enhance integration and satisfaction among immigrants in the UK.

8. Qualitative analysis of Hong Kong respondents regarding the challenges they face in the UK and their expectations for government actions.

In addition to examining the lives of Hong Kong immigrants in the UK, we are also interested in understanding their suggestions for policies that the UK government could implement to support them.

8.1 Methods:

At the end of the questionnaire, participants were asked “What specific policies or measures do you believe the UK could adopt to facilitate better integration of individuals into British society?” to provide ideas on how the government may improve their life in the UK. Among the total of 637 valid responses, 302 participants provided some qualitative feedback. To analyse the opinions, a semi-thematic approach was used.

8.2 Results:

We identified nine themes in terms of economic, psychological, social, and political integration. Economic integration comprises the first four themes (Table 17). Themes 5 is categorised as psychological integration, while themes 6 to 7 relate to social integration. Lastly, theme 8 and 9 are political integration (see Table 17). “Number coded” refers to the number of times the participants raised concern about the theme being extracted.

Table 17 <i>Themes, Descriptions, and Code Counts in Qualitative Analysis</i>					
Aspect of Integration	Theme		Examples	Description	Number coded
Economic	1	More job opportunities and career support	舉辦多些針對香港人在英國求職技巧活動、了解英國求職文化活動等 *“There should be more job skills and trainings regarding the hiring culture, etc in the UK especially for Hong Kong immigrants”	Job training and workshops must be provided to boost Hong Kong immigrants’ employment rate	63
			各行各業就業配對計劃，增加香港人重拾本業的機會 *“Job matching should be made available so Hong Kong immigrants could get back to work”		

Table 17 Themes, Descriptions, and Code Counts in Qualitative Analysis					
	2	Professional qualification recognition	簡化申請專業執照的程序 *“It should simplify the process of applying professional licence”	Hong Kong immigrants’ previous professional qualification and work experiences should be validated by the local companies and government	25
	3	Incentives for UK employers to hire Hong Kong migrant workers	英國公司聘請香港人工作資助計劃 *“There should be a program for the local companies to employ Hong Kong immigrants”	Incentivise the UK companies and organisations to employ Hong Kong immigrants under governmental leads and support	9
	4	Access to governmental welfare and benefit	“Consider granting a home fee offer to families with children eligible to enter university, if necessary, because these families may not afford to pay the fee for their children”	Allowing immigrants to access to governmental benefits and welfare could help them to cope with economic difficulties and stress	26
Psychological	5	Monitoring migrants’ psychological health	Communication support in NHS setting, eg. more translator, bilingual medical documents	Having more translators who can speak Cantonese and	6

Table 17 Themes, Descriptions, and Code Counts in Qualitative Analysis					
				providing medical documents in additional languages improves the communication between patients and medical professionals	
Social	6	Enhance language proficiencies	“Offering more courses for Hong Kong new migrants to learn and improve their English language proficiency”	More English tutorial classes should be provided to enhance the confidence and proficiency of Hong Kong immigrants when living in the UK	19
	7	Increase Neighbourhood / community connection	<p>一些讓香港人了解和認識英國人/文化等活動</p> <p>*“Programs for Hong Kong immigrants to learn and understand the UK culture and people”</p> <p>定期舉行社區聚會，加深港人與local認識，亦可令港人與社區有更多 connection</p> <p>*“Regular community gathering could facilitate mutual understanding and connection between Hong Kong immigrants and the local people”</p>	Local community events and programs improve the social connection and coherence	54

Table 17 Themes, Descriptions, and Code Counts in Qualitative Analysis					
Political	8	Increase formal political participation in local councils	Invite more Hong Kongers to join the government, political parties, or cabinet positions and provide their input	Increasing the number of Hong Kong immigrants involved in local politics could enhance the community representations	7
	9	Foster political awareness	<p>政黨主動介紹佢哋嘅政策，令香港人更認識英國嘅政治生態</p> <p>*“Political parties in the UK can introduce their policies to Hong Kong immigrants to help them to learn about the political dynamics”</p> <p>儘可能額外加用廣東話宣傳選舉和有關事務</p> <p>*“Use Cantonese for canvassing and any relevant affairs”</p>	Local political parties active reaching out the Hong Kong immigrants community helps to raise awareness and improve understanding of UK politics	5
*English translation for the original Cantonese text					

8.2.1 Economic Integration:

Regarding the first 4 themes of economics integration, these can further expand into 9 sub-categories that are relevant to policy development and suggestion. As reported by many respondents, they have been struggling in looking for jobs in the UK due to unfamiliarity with the job market, working culture, and practice. Hence, it is suggested that more workshops and classes for skills training should be provided. Also, job agencies and organisations should offer more assistance to Hong Kong immigrants to find a skill-matched position. Moreover, the threshold for applying for a government-funded apprenticeship should be lowered to allow immigrants to switch their careers into a new dimension. More importantly, a few respondents stated that there is insufficient information regarding employees' rights and benefits. Thus, more comprehensive information on employees' legal rights and protection should be given to immigrants.

An overwhelmingly large number of respondents have mentioned the job mismatch problem in the UK. Therefore, a comprehensive system for job matching is a must to ensure skilled workers are employed for the right positions. As some expertise and experienced workers' qualifications are not officially verified by local companies and organisations, a more comprehensive education and job experience accreditation must be developed to allow Hong Kong immigrants' knowledge and skills to be transferable in the local job market. Furthermore, the government should foster the process of professional licence accreditation to allow professionals such as accountants, nurses, pharmacists, teachers, and social workers to return to their professional domains as soon as possible.

A proper employment scheme might incentivise local companies and employers to hire Hong Kong immigrants by providing financial incentives such as tax reduction benefits to the organisation. Apart from monetary interest, respondents suggest the government should provide more updated information to employers and organisations about the British National Overseas Visa to remove bias against candidates.

Finally, respondents are also aware of the welfare they are entitled to apply for and receive. Some respondents asserted that the right to claim child care and elderly benefits can help them cope with economic difficulties. A more controversial statement that Hong Kong immigrants should have the right to access university local tuition fees is received from some of the respondents. Some pointed out the model of the Scottish policy that has given people who have already resided in the UK for 3 years to pay local fees instead of international fees. Few respondents replied that due to unaffordable international fees they could not send their children to university. This requires a lot of governmental attention to resolve this problem.

8.2.2 Psychological Integration:

Theme 5 emphasises aids and supports in mental well-being. Concerning psychological integration, a number of respondents complained about the lack of mental health support in the UK, such as Cantonese interpretation service to assist counselling, and shortage of channels and mental health workers for newcomers to seek support through the NHS and other public departments. Hence, it is advised that more mental support and counselling services should be provided for immigrants to cope with the transition period, particularly young adults and teenagers. Also, due to language barriers, they suggested more Cantonese translators should be recruited by the NHS to support immigrants who are not confident in communicating in English.

8.2.3 Social Integration:

Themes 6 and 7 from social integration concentrate on facilitating Hong Kong immigrants to integrate into UK society socially. For languages, it is suggested that more basic language courses for daily communication should be provided. Also, business and workplace English language courses are crucial.

In terms of the betterment of social cohesion and community connection, it is suggested that more local-level activities like the Hong Kong Cultural Festival should be launched to not only establish the network to connect the Hong Kong community in the UK but also provide a chance for Hong Kong immigrants to reach out local people with the cultural exchange program. To launch more local activities and events, some respondents also suggest the allocation of more funding for Hong Kong communities and organisations. Furthermore, cultural classes and workshops are one of the effective ways to raise cultural and racial awareness at the local level so that Hong Kong immigrants can interact and live with the local lives effectively. Lastly, more community volunteer services are necessary for Hong Kong immigrants to integrate into the community. Doing volunteer work for the community allows an opportunity for immigrants to contribute their work, and demonstrate their passion to create a better living environment for others together.

8.2.4 Political Integration:

Themes 8 and 9 highlight the crucial elements of facilitating political integration. In terms of political participation, a few respondents suggest providing Cantonese propaganda and translation for canvassing and political parties' manifestos. This would allow Hong Kong immigrants, especially those who have relatively weak English level, and elderly people to grasp the central government and each political party's fundamental key points and policies. Also, Hong Kong immigrants should be welcomed to participate in administrative-level governmental management and political parties. This allows the voices of Hong Kong immigrants to be sufficiently heard by the various stakeholders.

Regarding the rights and duties, some respondents raised the advice of providing educational materials and lessons to further list the political rights and duties the Hong Kong immigrants should follow.

9. Recommendations for Policies

Based on the quantitative and qualitative research findings, we have developed a range of recommendations for government, local councils, schools, and the communities to address the integration barriers of Hongkongers, targeting on economic, psychological, social, and political aspects.

9.1 Economic Integration:

9.1.1 Career Support and Advice:

We advise the government to review the requirement of applying for publicly funded training provisions. For instance, to shorten the duration of stay requirement from 3 years to 1 year. This is not the first time suggested organisations have suggested lowering the qualification threshold for applying to apprenticeship programs in the UK (e.g. British Future, 2023; Hackney Chinese Community Services et al., 2021). Many immigrants, even though they are skilled, struggle to secure employment for various reasons, such as lacking UK-specific work experience and professional qualifications. Our data suggested that Hong Kong immigrants have a strong intention to settle permanently in the UK, it is crucial for the government to assist them in securing stable jobs for their well-being and overall integration.

A significant proportion of HK BN(O) immigrants are dependents who are at the age of entering the workforce, or those who are in their 20s. Providing and shortening the stay requirement for apprenticeship programs would be highly beneficial for these entry-level job seekers. This approach not only aids HK BN(O) immigrants but also benefits all immigrants in the UK, considering the country's diverse migrant population.

Furthermore, the UK hosts a large number of international students who are eligible to apply for graduate visas. By making these apprenticeships available, the UK could attract these students to remain in the country and contribute to the workforce. This strategy would help international students gain practical skills and experience, making them valuable assets to the UK labour market.

In the short run, it provides immediate financial stability for new arrivals. In the long term, it helps immigrants achieve career advancement, ultimately benefiting the UK's high-skilled workforce.

Local councils may organise more career fairs specifically targeting immigrants in the education sector. From our study, many Hong Kong immigrants with teaching backgrounds in Hong Kong are unable to secure a teaching position in the UK. We Speculated that Hong Kong immigrants with backgrounds in the educational sector face difficulties securing jobs due to a lack of knowledge about the UK education system and policies. Career fairs would help immigrant Hong Kong teachers understand the process of finding a teaching job, and provide them with valuable insights and guidance within the education industry.

A group of Hong Kong immigrant teachers have not pursued teaching positions in the UK due to uncertainty about the UK education system and concerns about cultural differences in delivering teaching. For example, in the UK, primary school teachers must be able to teach all compulsory subjects, whereas in Hong Kong, teachers typically specialise in a single subject. This information is not widely known among Hong Kong teachers.

To address this, **we recommend implementing a work shadowing program for Hong Kong immigrant teachers.** This initiative would allow them to gain firsthand experience of the primary and secondary school teaching environment in the UK. Additionally, it would enable them to acquire valuable knowledge by interacting with experienced teachers.

9.1.2 Tracing the Progress of Economic Integration:

Our data has sufficiently explained the overqualification problem of Hong Kong immigrants. This issue is not limited to the UK, but affects immigrants across Europe. Our data also leads us to conclude that economic integration could potentially be the primary driving factor for the quality of one's psychological and social integration. **We suggest the local government and council, such as the ONS, support longitudinal research to understand immigrants' career advancement challenges. And, to keep tracking and evaluating the economic challenges (salary, underpaid, and overqualification) faced by ALL immigrants.**

Canada, a popular destination for many Hong Kong people, has maintained The Longitudinal Immigration Database (IMDB) since 1952. This database records various aspects of immigrants' lives, including wages and economic behaviour, to analyse their economic status and outcomes (Statistics Canada, 2022). Therefore, we **suggest the UK government consider a similar approach to comprehensively understand the economic integration and career advancement progress of Hong Kong immigrants over time, or better, all high-skilled immigrants.**

9.2 Psychological Integration

9.2.1 Frequent monitoring of immigrants' psychological well-being

As we understand that Hong Kong immigrants are well dispersed in various regions across the entire nation, **we suggest that a pioneer scheme should be set up by the NHS Mental Health Department, as well as the General Practice (GP) to take prompt action in monitoring the Hong Kong immigrants' psychological well-being through distributing psychological questionnaires.** This pioneer scheme could launch in the area where it is highly populated with Hong Kong people, for instance, some boroughs in London like Kingston Upon Thames, Richmond Upon Thames, and Sutton, as well as Altrincham of Manchester, and Solihull. Each of the new Hong Kong immigrants who first register their GP, and who have already registered their GP of their community would receive questionnaires from GP and return the completed form to their registered clinic annually.

Migration studies have shown that migrants' mental health deteriorates overtime. However, to our knowledge, no country has consistently tracked migrants' mental health and integration processes, likely due to the diverse nature of migrant populations, with some settled in the UK and others returning or migrating to other places. Hong Kong immigrants are very likely to stay long-term, and their data could provide valuable insights for policymakers. This information could help understand difficulties Hong Kong immigrants face, and offer broader insights applicable to the wider Asian migrant population.

9.2.2 Increase Cantonese translation services across NHS and mental health clinic

We advise the NHS and its mental health clinic to provide more licensed Cantonese translators for immigrants to facilitate them in accessing the public service and healthcare.

Breaking language barriers has always played an integral component to successful integration for immigrants. Reported from the semi-thematic analysis, some respondents claimed that shortage of translation service has hindered immigrants who are incompatible with English to express their need and access healthcare service. In a previous survey by HKB (2022), rarely did Hong Kong immigrants discuss and seek help from professional expertise regarding mental health issues, in spite of troubles. Although such a phenomenon does not directly and solely attribute to language barriers, it is worth-noting that being unable to consult their GP about their mental health condition and symptoms with compatible English obstruct them to seek help from professionals. Hence, more licensed Cantonese translators should be made available to provide imminent services when needed to Hong Kong immigrants.

Explained by Simon Cheng (2022), founder of HKB the problems of lacking mental health assistance to Hong Kong immigrants in the UK on the Guardian:

“[In] the NHS there’s now still a lack of Cantonese-speaking personnel, especially psychologists and mental health support, who not only can speak in Cantonese but they could be sympathetic or even show basic understanding of what happened in Hong Kong,”

To qualify as an interpreter for the NHS, individuals must pass the Level 3 Certificate in Community Interpreting or obtain a Diploma in Public Service Interpreting. These courses are costly, and not all Hong Kong immigrants are aware of this requirement. **We suggest that central and local governments incentivise provident bilingual Hong Kong immigrants to pursue this training by subsidising a portion of the tuition fees.** This approach would not only provide career opportunities for strong bilingual users, but also address the shortage of NHS interpreters for Hong Kong immigrants.

9.3 Social Integration:

9.3.1 Community Volunteer Service:

Although many government-funded Hong Kong organisations provide volunteer opportunities, these efforts do not expand Hong Kong immigrants' social network into the broader UK community. Our data suggests that the social integration of Hong Kong immigrants within the UK community remains low.

To address this, **it may be beneficial for Hong Kong organisations and local volunteer groups to collaborate**, enabling Hong Kong immigrants to gradually adapt to interacting with people from different cultures.

Some proficient English Hong Kong immigrants enjoy participating in local volunteer groups, such as food banks. **We suggest that local councils set up more information booths and host recruitment days to promote their campaigns and events to Hong Kong immigrants. They may as well advertise through Hong Kong social media channels.** Many Hong Kong immigrants are eager to contribute to their communities, and as a way to expand their social circle, but often lack sufficient information. By engaging in local social activities, immigrants may strengthen their ties to the community, enhancing their sense of belonging to their community.

Our survey indicates that Hong Kong immigrants feel helpless in applying to volunteering due to the strict application rules. One significant barrier is the requirement to provide two references from local British citizens. Newcomers or those who are unemployed may struggle to meet this requirement, which can lead to a sense of isolation and hinder their ability to engage with the community. **We recommend easing the requirements for volunteering, such as reducing the reference requirement to one or allowing anyone to participate in volunteer activities.**

9.3.2 Induction Talks Before Migration:

We suggest the central government, the Home Office, The British Council, and non-profitable organisations collaborate to organise sharing sessions and induction talks to Hong Kong immigrants pre-migration. Given this prevalence of unverified information on the internet, these induction talks could provide accurate details about labour rights, social benefits, BN(O) route, and taxation, enabling Hong Kong immigrants to fully understand what to expect after migration. Such preparation can significantly facilitate their adjustment to life post-migration.

9.3.3 Free English Speaking Course:

Local councils and non-profit organisations should introduce more free English courses, particularly focusing on speaking. Our study suggests that many Hong Kong immigrants have at least above-average proficiency in reading, writing, and listening, except for speaking. Although immersing in an English-speaking environment, a lot of Hong Kong immigrants are not native in English. Some of them due to various reasons such as age and educational level have weaker ability in speaking too, eventually hampering integration. In view of this, more resources should be allocated in cementing the English speaking skills of Hong Kong immigrants.

Also, we notice that having an accent that is neither native nor regional can impact one's confidence in speaking English because they fear being judged based on the way they speak. Hence, apart from speaking classes and training, it is also essential to ignite Hong Kong immigrants' confidence in English communication. This can be achieved by clarifying certain pronunciations and educating people about the normalcy and value of having an accent in linguistic diversity. Practice always makes perfect, and being a confident speaker is the key to mastering a language.

9.4 Political Integration:

9.4.1 Political Workshops and Training:

We advise local councils to launch training and workshops to introduce the Hong Kong immigrants' general history of political development in the UK. For example, the parliamentary system, voting and constituencies, their own boroughs and city's history and development. The majority of Hong Kong immigrants have limited channels to access information on local politics, hence a low political integration level reflected from the average score in political knowledge. Recently, some local councils have been collaborating regularly with Hong Kong organisations to hold activities that facilitate communication between Hong Kong immigrants and the British. It would be feasible for local councils to incorporate topics on history and political knowledge into these activities.

9.4.2 Political Engagement:

Central and local governments may encourage more Hong Kong immigrants working in the governmental bodies and political parties by active recruitment and welcoming events to boost community political integrations. Many Hong Kong immigrants are passionate about political advocacy in the UK. However, limited opportunities are inadequate to get them into the system. Thus, government and local authorities should take an initiative by recruiting and welcoming more enthusiastic immigrants to political and public affairs. For example, arrange career sessions by inviting current public servants with differentiated cultural backgrounds, and British Hongkonger who work in governmental institutions and authorities to actively share their primary experience serving for the government and institution.

9.4.3 Life in the UK Test

Local councils and government-sponsored organisations should provide more support to people taking and passing the Life in the UK Test, such as mock tests, training sessions, and accessible free resources. The Life in the UK Test is crucial not only for an application for British citizenship or settlement in the UK but also for providing immense knowledge about life in the UK, including British politics and history.

We have noticed that a few free courses and talks about the Life in the UK Test have been launched by some non-profit organisations, such as HKB, to help Hong Kong immigrants better prepare.

However, these courses often have limited vacancies for registration that a majority of Hong Kong immigrants cannot benefit from. Therefore, local councils and other community organisations should be more involved in assisting immigrants in better preparing for the test by offering more lessons, training, and free study materials such as multiple-choice question banks, notes with key explanations, and study tips. This would ensure that immigrants can study the content effectively, reduce barriers in terms of grasping new knowledge, and pass the test for future legal and political integration into UK society.

10. Conclusion

This study aimed to provide a framework for quantitatively understanding the integration quality of Hong Kong immigrants. The UK government or researchers may use this framework as a basis for developing improved measures to assess immigrant integration across various aspects.

The findings of this study indicate that Hong Kong immigrants generally exhibit poor integration.

In terms of psychological integration, Hong Kong immigrants display a moderate-to-high level of distress (as measured by the GHQ) and a low level of life satisfaction. We recommend that the UK government monitor immigrants' psychological well-being by distributing questionnaires to immigrants upon their arrival at the NHS. This approach would not only identify immigrants in need of attention but also provide insights into which types of migrants may be more vulnerable to distress. Additionally, this data could serve as a basis for assessing the effectiveness of specific policies targeting immigrants' mental health.

Regarding social integration, our study revealed that Hong Kong immigrants generally exhibit average scores across most social integration indicators, except for loneliness. This result should not be simply interpreted as indicating fair social integration. Despite frequent interactions with people outside their households and receiving satisfactory social support, many Hong Kong immigrants still experience significant loneliness. This raises concerns about why external social contacts do not mitigate their loneliness. It is possible that while opportunities for social interactions are sufficient, cultural integration into the UK remains inadequate. Further research is necessary to understand the underlying mechanisms of loneliness among immigrants, particularly those from Asia, as they represent a significant portion of the immigrant population in the UK. Additionally, Asians are less likely than locals to seek assistance from the NHS for mental health issues, suggesting that mental health problems among Asian immigrants may be under-recognised.

In terms of economic integration, we assessed both objective and perceived overqualification, as well as the salary differences between pre-migration and post-migration. The majority of our respondents possess a bachelor's degree or higher, with one-third holding a master's degree, indicating that Hong Kong immigrants are predominately high-skilled workers.

The findings reveal that Hong Kong immigrants are generally overqualified for their current positions in the UK. A significant proportion of these individuals are experiencing a decrease in salary compared to their previous earnings in Hong Kong. Additionally, many have shifted to different employment sectors, suggesting a potential misalignment between their qualification, experience, skills, and their jobs. This underscores the need for targeted policies and support mechanisms to facilitate the appropriate economic integration of high-skilled immigrants, ensuring their skills and qualifications are fully utilised and adequately compensated. Migration studies and

European statistics have constantly revealed that migrant workers are very likely to be overqualified. It is common for immigrants to be overqualified upon their initial arrival. However, it is crucial to monitor their employment trajectory to determine if they can achieve career advancement over time.

Regarding political integration, although many Hong Kong immigrants show a high intention to vote and a substantial number are registered voters, actual voting participation is not very high. This has suggested that the political integration of immigrants is still not so high. It is also worth noting that the majority of Hong Kong immigrants neither agree nor disagree that their opinions are valued by the UK government. This ambivalence may indicate that Hong Kong immigrants have either not attempted to engage with the government or lack confidence that their opinions will be valued if they do. This uncertainty highlights a potential disconnection between the immigrant community and governmental institutions, suggesting a need for improved communication and outreach to ensure that the perspectives of Hong Kong immigrants are acknowledged and considered. This result may be generalisable to other immigrant populations in the UK; however, further research is needed to validate this assumption.

Our study highlights that employment is crucial for one's integration. Across most of our integration indicators, full-time workers demonstrate better overall integration compared to others. It is important to note that the length of stay does not predict better integration, indicating that some forms of intervention are necessary to improve outcomes.

Immigrants from diverse backgrounds have varied expectations regarding the migration experience, and therefore can have different integration strategies and responses to the circumstances in the host country. This report aims to understand the integration of Hong Kong immigrants by taking their backgrounds into account, making it, to our knowledge, the first report to address this limitation.

A factor rarely considered in previous studies on the integration of Hong Kong immigrants, or other aspects of their experience, is the length of residence. Our research provides empirical evidence indicating that a longer length of residence in the UK does not significantly enhance the quality of integration. This finding underscores the urgent need for targeted interventions to support immigrants, not only those from Hong Kong but also the broader immigrant population.

Our study highlights the importance of developing tailored integration programs that consider the specific expectations and backgrounds of different immigrant groups. By addressing these unique needs, we can facilitate better psychological adaptation and overall integration outcomes.

Appendix I The Questionnaire

Hongkongers in Britain

走向共融:在英港人融入英國社會程度問卷調查

Pathways to Inclusion: Surveying the Integration Journey of Hong Kong Immigrants in the UK

您好!英國港僑會目前正進行一項有關在英香港人融入英國社會程度的調查研究,旨在深入了解香在英港人在有關經濟,政治,社會及心理層面的融入歷程

與所面對的挑戰。研究結果將幫助我們向英國政府建議制定更多更包容港人的政策和服務,以促進香港移民在英國的全面融合。

如果您是**2020年8月**或之後從香港移居至英國的香港人,或是香港移民的家屬,我們誠邀您參與此調查。

調查問卷需時約**15至20分鐘**,所有資料均會保密及匿名處理。閣下是否參與全屬自願,可以毋須解釋隨時退出。

若您已了解問卷屬自願性質及可隨時退出,請按以下「下一頁」按鈕進入問卷。問卷在桌上或筆記型電腦屏幕有最佳顯示效果。

若欲聯絡此調查之總研究員,請電郵至hongkongersinbritain@protonmail.com。

Hongkongers in Britain (HKB) is conducting an in-depth survey to gauge the integration levels of Hong Kong residents within British society, with a focus on economic, political, social, and psychological dimensions. The insights garnered will enable us to advocate for more inclusive policies and services to the UK government, thereby supporting the comprehensive integration of Hongkongers into British life.

We extend a cordial invitation to individuals from Hong Kong who have made the UK their home since August 2020, as well as their family members, to contribute to this important study. The survey is expected to take about 15-20 minutes of your time. Please be assured that your responses will be treated with the utmost confidentiality and anonymity. Participation in this study is entirely voluntary, and you may opt out at any stage without the need for justification.

Should you be aware and agree that your participation is voluntary and that you may withdraw at any point, kindly proceed to the survey by clicking the "Next Page" button. For optimal experience, we recommend viewing the survey on a desktop or laptop computer.

Should you have any questions or require further information regarding this study, please do not hesitate to get in touch with the principal investigator at hongkongersinbritain@protonmail.com.

I.(a) Demographics

Before starting the survey, please answer the following question: 開始問卷前,請回答以下問題:

1. 你是否現居英國? Are you living in the UK?

- Yes 是
- No 否

第一部份:背景資訊

Section one: Demographics

2. What is your biological sex? / 您的性別是什麼?

- Male / 男性
- Female / 女性
- Prefer not to disclose / 選擇不透露

3. What is your current immigration status in the UK? / 您在英國的當前移民狀態是什麼

- British National (Overseas) visa / 英國國民(海外)簽證
- British Citizen / 英國公民
- Spouse Visa / 配偶簽證
- Student Visa / 學生簽證
- Asylum Seeker / 尋求庇護者
- Refugee / 難民
- Working Visa / 工作簽證
- Prefer not to say / 選擇不說
- Other (please specify): / 其他(請說明)

4. How long have you been away from Hong Kong?(Please calculate in months.) / 你離開香港多久?(以月計算)

5. How long have you been residing in the UK?(Please calculate in months.) / 您在英國居住了多久?(以月計算)

6. What was your initial reason for migrating to the UK? (can pick more than one) / 您最初移居英國的原因是什麼?(可以選擇多於一個)

- Work / 工作
- Family / 家庭
- Study / 學習
- Political / 政治
- Other (please specify)

7. In which part of the UK do you currently reside? / 您目前居住在 英國的哪一部分?

- Greater London / 大倫敦
- Yorkshire and Humber / 約郡及亨伯區
- Northwest England / 英格蘭西北
- Northeast England / 英格蘭東北
- Southeast England / 英格蘭東南
- West Midlands / 英格蘭中部西區
- East Midlands / 英格蘭中部東區
- East of England / 英格蘭東部
- Southwest England / 英格蘭西南
- Wales / 威爾斯
- Scotland / 蘇格蘭
- Northern Ireland / 北愛爾蘭
- Other (please specify)

I.(b) Economic Integration

Section two: Economic Integration – Educational Attainment 第二部份:經濟融合 – 教育程度

I.(b) (i) Educational Attainment

8. What is your highest attained education level? / 您所達到的最高教育水平是什麼?

- Below Bachelor / 低於學士學位
- Bachelor / 學士學位
- Master / 碩士學位
- Doctorate / 博士學位

9. Please select your level of proficiency in English speaking* / 請選擇您在英語口語方面的熟練程度

- 1 (Beginner)–10 (Fluent) / 1(初學者)– 10(流利)

10. Please select your level of proficiency in English reading / 請選擇您在英語閱讀方面的熟練程度

- 1 (Beginner)–10 (Fluent) / 1(初學者)– 10(流利)

11. Please select your level of proficiency in understanding spoken English* / 請選擇您在理解英語口語方面的熟練程度*

- 1 (Beginner)–10 (Fluent) / 1(初學者)– 10(流利)

12. Please select your level of proficiency in English writing / 請選擇您在理解英語寫作方面的熟練程度*

- **1 (Beginner)–10 (Fluent) / 1(初學者)– 10(流利)**

13. How frequently do others identify you as a non-native speaker based on your accent?* / 根據您的口音,他人多頻繁地將您識別為非母語人士?*

- 1 (Never)–10 (Always) / 1(從不)– 10(經常)

14. Have you pursued any higher education or training in the UK? / 您有沒有曾在英國接受任何高等教育或培訓?

- No / 否
- Bachelor Degree / 學士學位
- Master Degree/ 碩士學位
- PhD / 博士學位
- Other (please specify)

Section two: Economic Integration –Employment and Occupation 第二部份:經濟融合－ 就業與工作發展

I.(b) (ii) Employment

15. What is your current employment status?" / 您目前的就業狀態是什麼?

- Employer / Business owner / Entrepreneur / Partner / 雇主/企業主/創業者/合夥人
- Full-time employee / 全職員工
- Part-time employee / 兼職員工
- Self-employed / Freelancer / 自僱/自由職業者
- Unemployed (actively looking for work) / 失業(積極尋找工作)
- Unemployed (not currently looking for work) / 失業(目前未尋找工作)
- Student / 學生
- Homemaker / 家庭主婦(夫)
- Retired / 退休
- Prefer not to say / 選擇不回答

Section two: Economic Integration –Employment and Occupation 第二部份:經濟融合－ 就業與工作發展

I.(b) (iii) Earnings

16. What was your monthly earnings range in HKD (before tax) in your home country before migrating to the UK? / 您移居英國前,原居地的每月收入範圍是多少港幣(稅前)?

- Less than HK\$10,000 / 少於HK\$10,000
- HK\$10,000 to HK\$19,999 / HK\$10,000至HK\$19,999
- HK\$20,000 to HK\$29,999 / HK\$20,000至HK\$29,999

- HK\$30,000 to HK\$39,999 / HK\$30,000至HK\$39,999
- HK\$40,000 to HK\$49,999 / HK\$40,000至HK\$49,999
- HK\$50,000 to HK\$59,999 / HK\$50,000至HK\$59,999
- HK\$60,000 or more / HK\$60,000或以上
- Prefer not to disclose / 選擇不透露

17. What is your current monthly earnings range in GBP (before tax)?/ 您目前的每月收入範圍是多少英鎊(稅前)?

- **Less than £1,000 / 少於£1,000**
- **£1,000 to £1,999 / £1,000至£1,999**
- **£2,000 to £2,999 / £2,000至£2,999**
- **£3,000 to £3,999 / £3,000至£3,999**
- **£4,000 to £4,999 / £4,000至£4,999**
- **£5,000 to £5,999 / £5,000至£5,999**
- **£6,000 or more / £6,000或以上**
- **Prefer not to disclose / 選擇不透露**

I.(b) (iv) Occupation

18. Which sector did you work in before you migrated to the UK?/ 在移居英國之前,您從事哪個行業?

- **Agriculture, Forestry and Fishing 農業,林業及漁業**
- **Mining and Quarrying 採礦**
- **Manufacturing 製造業**
- **Medical and Health Services / 醫療及醫療服務業**
- **Electricity, gas , steam and air conditioning supply 電力、燃氣及空調供應**
- **Water supply sewerage, waste management and remediation activities 自來水供應;污水處理、廢棄物管理及污染防治活動**
- **Construction 建造業**
- **Wholesale and retail trade 批發及零售業**
- **Repair of motor vehicles and motorcycles 車輛維修**
- **Transportation and storage 運輸、物流及倉務**
- **Accommodation and food service activities 住宿及膳食服務活動**
- **Information and communication 資訊及通訊**
- **Financial and insurance activities 金融及保險活動**
- **Real estate activities 地產活動**
- **Professional, scientific and technical activities 專業、科學及技術活動**
- **Administrative and support service activities 行政及支援服務活動**
- **Public administration and defence; compulsory social security 公共行政及國防**

- **Education** 教育
- **Human health and social work activities** 人類保健及社會工作活動
- **Arts, entertainment and recreation** 藝術、娛樂及康樂活動
- **Other service activities** 其他服務活動
- **Activities of households as employers; undifferentiated goods- and service-producing activities of households for own use** 家庭住戶內部工作活動
- **Activities of extraterritorial organizations and bodies** 享有治外法權的組織及團體活動
- **Student** / 學生
- **Retired** / 已退休
- **Looking for a job** / 尋找工作
- **Other (please specify)**

19. Please select the category that best describes your last held work level or position in Hong Kong before migrating to the UK: / 請選擇最能描述您在移居英國前在香港最後擔任的工作層級或職位的類別

- **Entry Level / Junior** / 初級階層
- **Mid-Level** / 中級階層
- **Senior Level** / 高級階層
- **Management** / 管理層
- **Executive / Senior Management / Director** 高階管理層
- **Business Owner / Entrepreneur** / 企業家/創業者
- **Did not work in Hong Kong before migrating** / 移居前未在香港工作

20. Which sector are you currently working for in the UK?/ 您目前在英國從事哪個行業?

- **Agriculture, Forestry and Fishing** 農業、林業及漁業
- **Mining and Quarrying** 採礦
- **Manufacturing** 製造業
- **Medical and Health Services** / 醫療及醫療服務業
- **Electricity, gas, steam and air conditioning supply** 電力、燃氣及空調供應
- **Water supply sewerage, waste management and remediation activities** 自來水供應;污水處理、廢棄物管理及污染防治活動
- **Construction** 建造業
- **Wholesale and retail trade** 批發及零售業

- **Repair of motor vehicles and motorcycles** 車輛維修
- **Transportation and storage** 運輸、物流及倉務
- **Accommodation and food service activities** 住宿及膳食服務活動
- **Information and communication** 資訊及通訊
- **Financial and insurance activities** 金融及保險活動
- **Real estate activities** 地產活動
- **Professional, scientific and technical activities** 專業、科學及技術活動
- **Administrative and support service activities** 行政及支援服務活動
- **Public administration and defence; compulsory social security** 公共行政及國防
- **Education** 教育
- **Human health and social work activities** 人類保健及社會工作活動
- **Arts, entertainment and recreation** 藝術、娛樂及康樂活動
- **Other service activities** 其他服務活動
- **Activities of households as employers; undifferentiated goods- and service-producing activities of households for own use** 家庭住戶內部工作活動
- **Activities of extraterritorial organizations and bodies** 享有治外法權的組織及團體活動
- **Retired / 已退休**
- **Looking for a job / 尋找工作**
- **Other (please specify)**

21. Please select the category that best describes your current work level or position in UK /請選擇最能描述您在英國目前工作層級或職位的類別

- Entry Level / Junior / 初級階層
- Mid-Level / 中級階層
- Senior Level /高級階層
- Management / 管理層
- Executive / Senior Management /Director 高階管理層
- Business Owner / Entrepreneur / 企業家/創業者

I.(b)(v) 22. *Perceived Overqualification* / 大材小用

	Strongly Disagree 非常不同意	Disagree 不同意	Neutral 中立	Agree 同意	Strongly Agree 非常同意
1. My job requires less education than I have 我目前工作所需要的學歷，低於我的學歷。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The work experience that I have is not necessary to be successful on this job. 我過去的工作經驗，對我現在的工作沒有幫助。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I have job skills that are not required for this job. 我擁有的工作技能，不符合我現在的工作需要。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

<p>4. Someone with less education than myself could perform well on my job 學歷比我低的人，可以勝任我目前的工作。</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>5. My previous training is not being fully utilised on this job 我之前受過的訓練，在目前的工作上無法運用。</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>6. My education level is above the education level required by my job 我的教育程度高於我目前工作所需的教育程度。</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>7. I have a lot of knowledge that I do not need in order to do my job 我的知識程度對我目前的工作發揮不大。</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<p>8. Someone with less work experience than myself could do my job just as well 工作經驗比我少的人，也可以在我目前的工作有好表現。</p>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. I have more abilities than I need in order to do my job我所具備的能力高於我目前的工作所需。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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I.(c) Psychological Integration

I.(c)(i) Psychological Integration - Sense of Belonging

Section Three: Psychological Integration 第三部份:心理融合

In this section, we would like to know how you feel towards the UK and its society, over the course of migration. Please pick the option that best describes the extent to which the statement applies to you. 在這部分,我們希望了解您在遷移到英國的過程中對英國及其社會的感受。請選擇最能反映您想法的選項。

Q1 How connected do you feel with the UK? 你對英國的感覺如何?	No connection 一點也不親密 <input type="radio"/>	Weak connection 不是很親密 <input type="radio"/>	Moderately close connection 比較親密 <input type="radio"/>	Very close connection 很親密 <input type="radio"/>	Extremely close connection 非常親密 <input type="radio"/>
Q2 How often do you feel like an outsider in the UK? 你在英國感覺像外人的頻率如何?	Never 從不 <input type="radio"/>	Rarely 很少 <input type="radio"/>	Sometimes 有時 <input type="radio"/>	Often 經常 <input type="radio"/>	Always 總常 <input type="radio"/>

I.(c)(ii) GHQ-12 (Goldberg, 1972; Liang et al., 2016)

GHQ-12 (Goldberg, 1972; Liang et al., 2016)

25. We would like to know if you have any mental well-being concerns in general, over the course of migration. Here are a number of characteristics that may or may not apply to you. For example, do you agree that you like to spend time with others? Please pick the option that best describes the extent to which the statement applies to you.

我們希望瞭解您在移居英國後的心理健康質素。以下是一些描述,請選擇最適合形容您的選項。

Have you recently: 最近您有沒有：

	Not at all 從不	Seldom 很少	Usual 較常	More than usual 經常
1. been able to concentrate on whatever you are doing? [在做什麼事情的時候, 能集中精神]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. lost much sleep over worry? [由於過分擔心而失眠的情況]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. felt that you are playing a useful part in things? [覺得自己是有用的人]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. felt capable of making decisions about things? [覺	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

得自己有能力做出選擇]				
5. felt constantly under strain? [總是處於緊張狀態]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. felt you could not overcome your difficulties? [覺得自己不能解決問題]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. been able to enjoy your normal day-to-day activities? [能享受日常活動]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. been able to face up to your problems? [能夠面對你所面臨的問題]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. been feeling unhappy and depressed? [感到不快樂，抑鬱]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. been losing confidence in yourself [感到失去自信]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. been thinking of yourself as a worthless	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

person? [覺得自己 沒有價值]				
12. been feeling reasonably happy, all things considered [總括 而言，感到愉快]	○	○	○	○

I.(c)(iii) Life Satisfaction

Life Satisfaction (Diner et al., 1985 ; Translated by Wu & Yao, 2006)

	1 Strongly Disagree 非常不同意	2 Disagree 不同意	3 Slightly Disagree 少許不同意	4 Neutral 中立	5 Slightly Agree 少許同意	6 Agree 同意	7 Strongly Agree 非常同意
1. In most ways my life is close to my ideal. 大致上，我目前的生活跟理想的生活狀態相當接近。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. The conditions of my life are excellent. 我的生活狀態非常理想。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. I am satisfied with my life. 我對生活感到滿意。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. So far I have gotten the important things I want in life. 到目前為止，我能夠在生活中獲得我想要的事物。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. If I could live my life over, I would change almost nothing. 如果生活可以重頭來過，我不會做大幅度的改變。	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I.(c)(iv) Psychological Integration - Social Integration

Section Three: Psychological Integration – Social Integration第三部份：
心理融合 – 社會融合

27. Please pick the option that best describes the extent to which the statement applies to you. 以下是一些描述,請選擇最適合形容您的選項。

I.(c)(iv)(i)Three-item Loneliness Scale

Three-item Loneliness Scale (Hughes et al., 2004)

	Not at all 從不	Seldom 很少	Often 較常	Always 經常
1. How often do you feel that you lack companionship? 我感到缺乏陪伴	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. How often do you feel left out? 我感到被忽略或冷落	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. How often do you feel isolated from others? 我感到與他人疏離	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I.(c)(iv)(ii)Frequency of Contact

28. How often do you meet face-to-face with friends living outside your household? / 您多久與您家庭之外的朋友面對面見面?

- 1 Never/ 1 從不
- 2 Seldom/ 2 很少
- 3 Often/ 3 很常

- 4 More than often/ 4 經常

I.(c)(iv)(iii) Social Network Support

29. How confident are you in asking a British guarantor for applying a full British Citizenship? 您對找到英國人作為您申請英國公民身份的擔保人有多自信?

- 1 Total confidence/ 1 完全自信
- 2 Moderate confidence/ 2 一般自信
- 3 Low confidence/ 3 不是很自信
- 4 No confidence/ 4 沒有自信

30. How confident are you that you have friends in the UK who could assist you in times of trouble? 您有信心在遇到困難時有在英國的朋友能夠協助您嗎?

- 1 Total confidence/ 1 完全自信
- 2 Moderate confidence/ 2 一般自信
- 3 Low confidence/ 3 不是很自信
- 4 No confidence/ 4 沒有自信

I.(c)(iv)(iv) Neighbourhood Score

31. I have a sense of belonging to my immediate community/neighbourhood. 我對我所在的社區/鄰里有歸屬感

- 1 Strongly Agree/ 1 非常同意
- 2 Agree/ 2 同意
- 3 Neutral/ 3 中立
- 4 Disagree/ 4 不同意
- 5 Strongly Disagree/ 5 非常不同意

I.(c)(iv)(v)Overall Trust

32. Generally speaking, I think most people in the UK can be trusted. 總括而言, 我認為英國大多數人是值得信任的。

- **1 Strongly Agree/ 1 非常同意**
- **2 Agree/ 2 同意**
- **3 Neutral/ 3 中立**
- **4 Disagree/ 4 不同意**
- **5 Strongly Disagree/ 5 非常不同意**

I.(c)(v)(i)Political Integration- Political Knowledge

Section Four: Political Integration – Political Knowledge 第四部份:政治融合 – 英國政治知識

The following are some questions related to politics in the UK, please answer them honestly, if you do not know the answer, choose I'm not sure. We would like to explore the level of familiarity among Hong Kong residents regarding political knowledge in the UK, please do not research or 'Google' the answer. 請誠實地回答以下一些與英國政治相關的問題, 如果您不知道答案, 請選擇「我不清楚」。我們希望瞭解香港人對英國政治環境的理解, 請不要在網上尋求答案。

33. What are the houses of the British Parliament? 以下哪兩個議院構成英國的國會?

- **Council of States and House of People** 聯邦院和人民院
- **House of Lords and House of Commons** 上議院和下議院
- **House of Democrats and House of Republicans** 民主院和共和院
- **House of Representatives and Senate** 眾議院和參議院
- **I'm not sure** 我不清楚

34. Which of the following parties occupies the largest number of seats in the House of Commons of the UK? 哪一個政黨在英國下議院裏佔據最多議席?

- **Labour Party** 工黨
- **Liberal Democrats** 自由民主黨
- **Conservative Party** 保守黨
- **Scottish National Party** 蘇格蘭民族黨
- **I'm not sure** 我不清楚

35. How many elected seats are there in the House of Common? 英國下議院由多少個議席組成?

- **550**

- 580
- 650
- 680
- I'm not sure 我不清楚

*I.(c)(v)(ii)*Political Integration- Political Participation

Section Four: Political Integration – Political Participation第四部份:政治融合 – 政治參與

36. Have you registered as a voter in your constituency? /您有沒有登記成為當區選民?

- **Yes** 有
- **No** 沒有
- **Not Applicable**(I am not eligible to vote because I don't have a BN(O) passport/under 18 currently)
- 不適用 (沒有 **BN(O)** 護照/未滿 18 歲,因此我目前不符合投票資格)
- **I'm not sure** 我不清楚

37. Did you vote in the last 2023 local government election? 您有在上一次2023的地方選舉投票嗎?

- **Yes** 有
- **No** 沒有
- **Not Applicable**(I am not eligible to vote because I don't have a BN(O) passport/under 18 currently)
- 不適用 (沒有 **BN(O)** 護照/未滿 18 歲,因此我目前不符合投票資格)
- **I'm not sure** 我不清楚

38. How likely would you vote in the upcoming general election?您在下一屆大選中投票的可能性有多大?

- **Not at all likely** 極不可能
- **Not likely** 不太可能
- **Unsure** 不肯定
- **Likely** 可能
- **Very Likely** 極可能
- **Not Applicable** (I am not eligible to vote because I don't have a BN(O) passport/under 18 during that time)
- 不適用 (沒有 **BN(O)** 護照/未滿 18 歲,因此我目前不符合投票資格)
- **I do not have any information about next general election** 我不清楚有關下一屆大選的資訊

*I.(c)(v)(iii)*Political Integration- Political Efficacy

39. My opinion is valued and appreciated by government officials and councils. / 我的意見受到政府官員和議會的重視。

- **Strongly disagree** 非常不同意

- **Disagree** 不同意
- **Neutral** 中立
- **Agree** 同意
- **Strongly agree** 非常同意

I.(c)(v)(iv) Political Integration- Informal Political Participation

40. Have you participated in the following activities in the last 12 months? / 在過去12個月中,您有沒有參加過以下這些活動?

- **Contacted a politician like a constituency MP in the UK** 聯絡英國的政治人士,例如你選區內的國會議員。
- **Worked or volunteered in a political party in the UK** 為英國某政黨工作或做義工。
- **Attended political conference, hustings, or rally in the UK** 參加有關英國事務的政治會議,政見發表會,或集會。
- **Participated in any protests and demonstration for the UK** 參加有關英國事務的示威遊行。
- **Displayed a campaign sticker and poster for the UK** 展示英國的競選活動貼紙和海報。
- **Signed a petition online pertains to matters within the UK** 在網上簽署有關英國議題的請願書。
- **Boycotted a product for political reasons in the UK** 因有關英國的政治理由杯葛某產品。
- **Donated money to a political party in the UK** 捐贈給英國的政黨。
- **Persuading others to vote in the UK** 游說他人在英國投票。
- **None of the above** 都沒有

I.(c)(vi) Future Plan

Section Five: Future Plan 第五部份: 未來計劃

41. I am planning to settle in the UK permanently. / 我計劃永久定居英國。

- **1 Not at all likely / 1 完全不可能**
- **2 Very unlikely / 2 非常不可能**
- **3 Unlikely / 3 不太可能**
- **4 Neutral / 4 中立**
- **5 Likely / 5 可能**
- **6 Very Likely / 6 非常可能**
- **7 Absolutely / 7 絕對**

42. I intend to return permanently to Hong Kong in the future. /我打算將來永久返回香港。

- **1 Not at all likely / 1 完全不可能**
- **2 Very unlikely / 2 非常不可能**
- **3 Unlikely / 3 不太可能**

- 4 Neutral / 4 中立
- 5 Likely / 5 可能
- 6 Very Likely / 6 非常可能
- 7 Absolutely / 7 絕對

43. What negative factors in the UK have led you to consider retuning to Hong Kong?/ 英國在哪些方面的不利因素會促使您考慮返回香港? (Select all that apply / 請選擇所有適用的選項)

- **Career opportunities / 就業機會**
- **Quality of life / 生活質量**
- **Political stability / 政治穩定**
- **Family ties / 家庭關係**
- **Educational opportunities for children / 孩子的教育機會**
- **Healthcare system / 醫療保健系統**
- **Cultural integration / 文化融合**
- **Legal status and rights / 法律地位和權利**
- **Safety and security / 安全與保障**
- **Impact on personal identity and sense of belonging/ 對個人身份認同和歸屬感的影響**
- **I am currently satisfied with all aspects of life in the UK/ 我暫時對英國各方面的生活感到滿意**
- **Other (please specify) / 其他(請說明)**

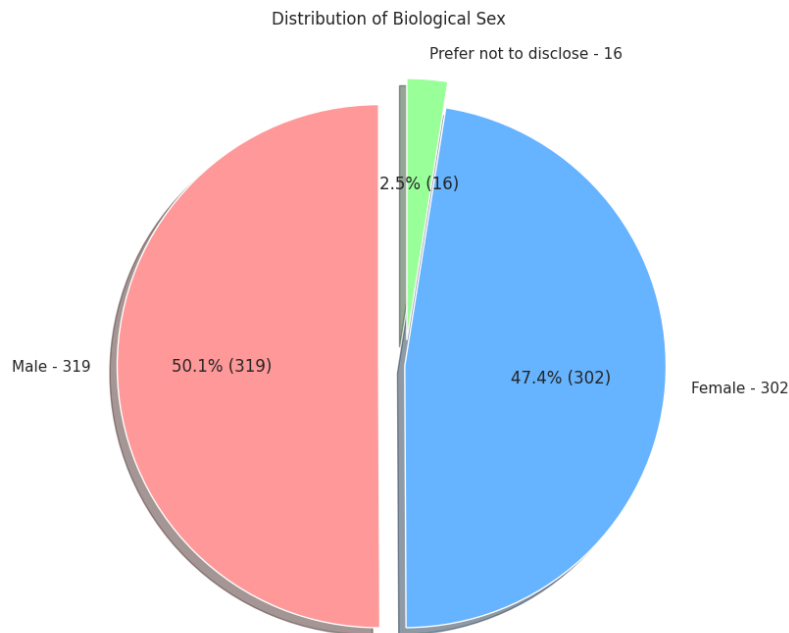
44. What positive factors in Hong Kong might attract you to return?/ 香港有哪些因素可能吸引您從英國返回? (Select all that apply / 請選擇所有適用的選項)

- **Career opportunities / 就業機會**
- **Quality of life / 生活質量**
- **Political stability / 政治穩定**
- **Family ties / 家庭關係**
- **Educational opportunities for children / 孩子的教育機會**
- **Healthcare system / 醫療保健系統**
- **Cultural integration / 文化融合**
- **Legal status and rights / 法律地位和權利**
- **Safety and security / 安全與保障**
- **Impact on personal identity and sense of belonging/ 對個人身份認同和歸屬感的影響**
- **I would not consider returning to Hong Kong from the UK / 我不會考慮從英國返香港**
- **Other (please specify) / 其他(請說明)**

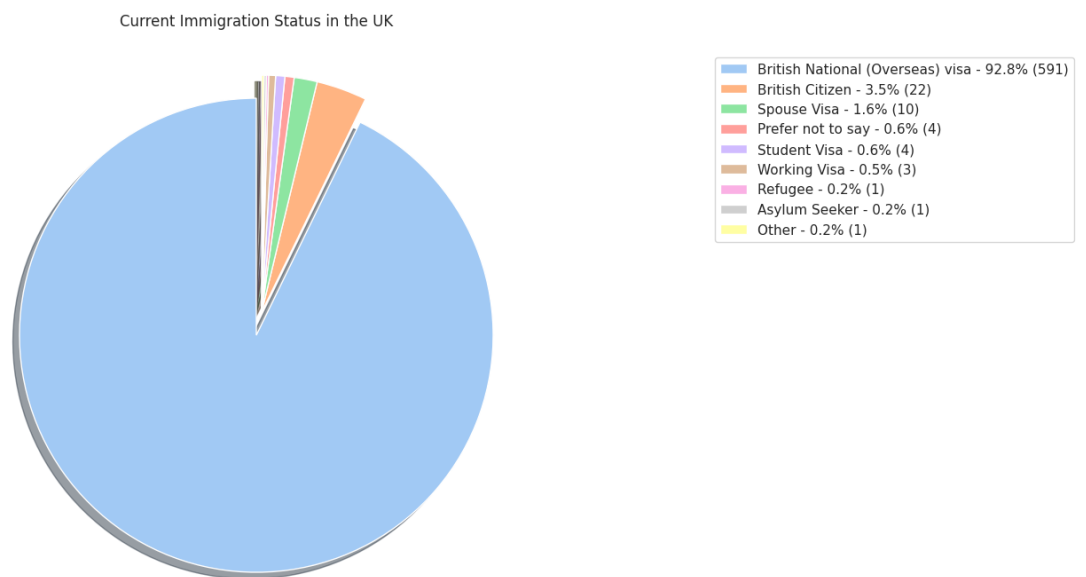
45. What specific policies or measures do you believe the UK could adopt to facilitate better integration of individuals into British society? /您認為英國可以採取哪些具體政策或措施,以促進香港人更好地融入英國社會?

Appendix II Data Visualization (Answer Distribution)

- Q2 What is your biological sex?



- Q3 What is your current immigration status in the UK?



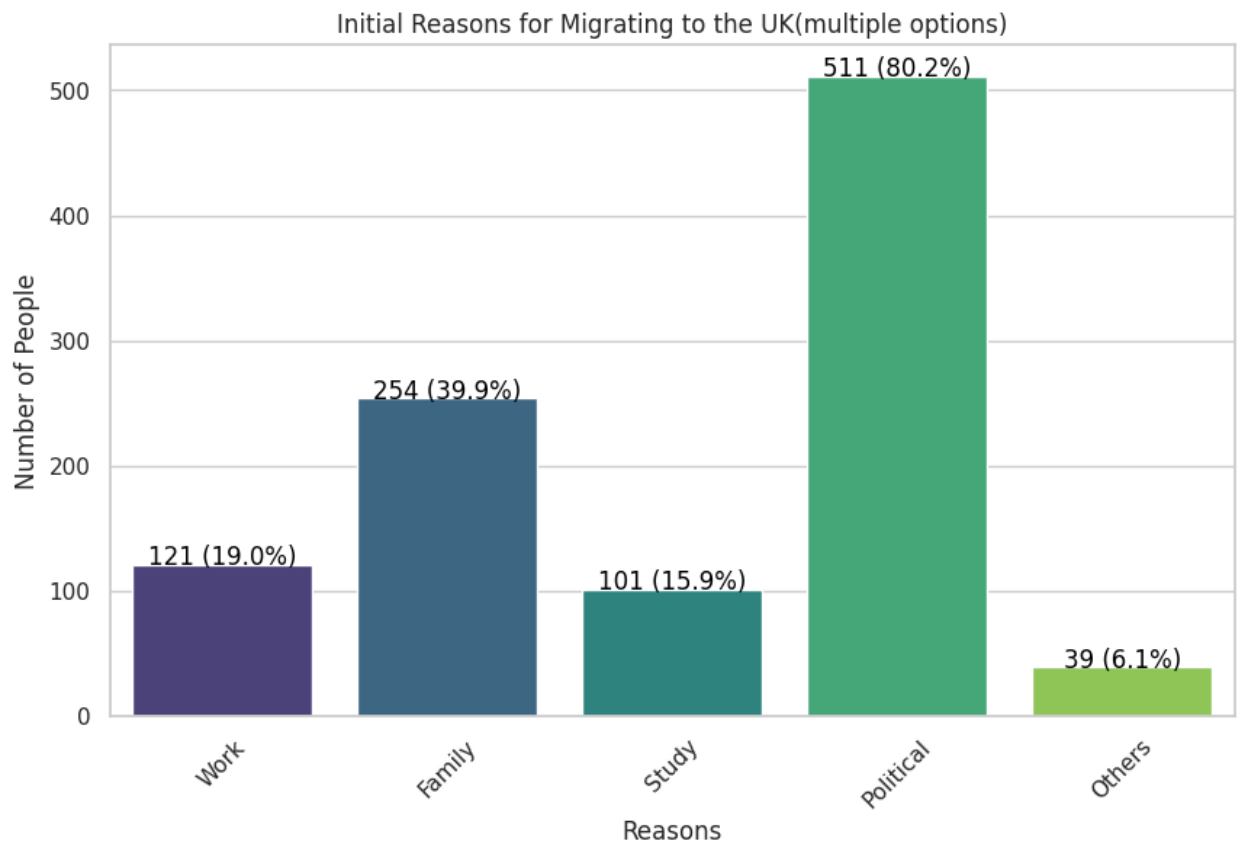
- Q4 How long have you been away from Hong Kong?(Please calculate in months.)

```
count    637.000000
mean     29.009419
std      26.976345
min       1.000000
25%      18.000000
50%      26.000000
75%      34.000000
max      240.000000
Name: How long have you been away from Hong Kong?(Please calculate in months.) / 你離開香港多久?(以月計算), dtype: float64
```

- Q5 How long have you been residing in the UK?(Please calculate in months.)

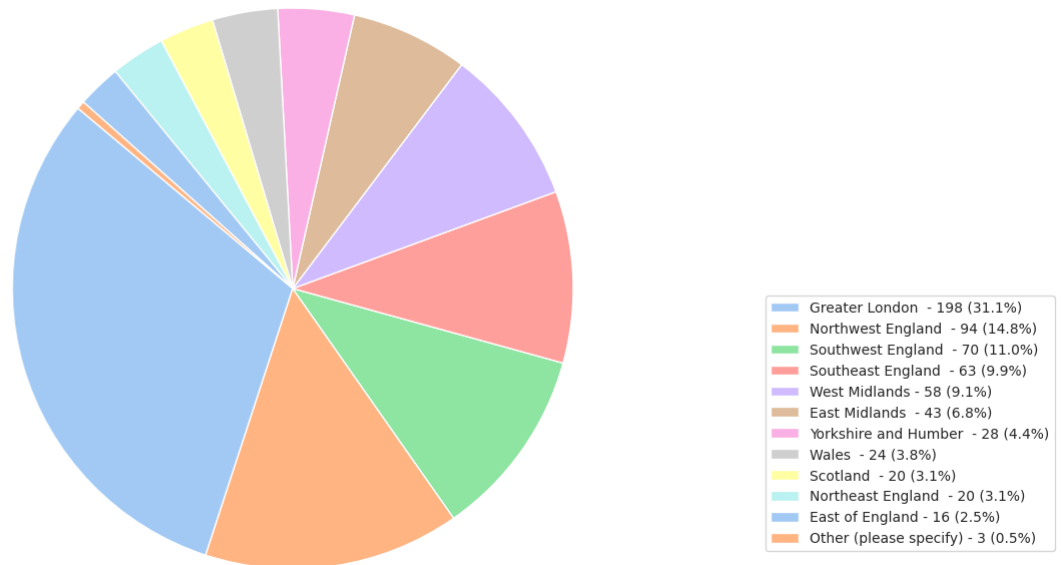
```
count    637.000000
mean     28.894819
std      27.410688
min       1.000000
25%      18.000000
50%      26.000000
75%      33.000000
max      240.000000
Name: How long have you been residing in the UK?(Please calculate in months.) / 您在英國居住了多久?(以月計算), dtype: float64
```

- Q6 What was your initial reason for migrating to the UK? (can pick more than one)



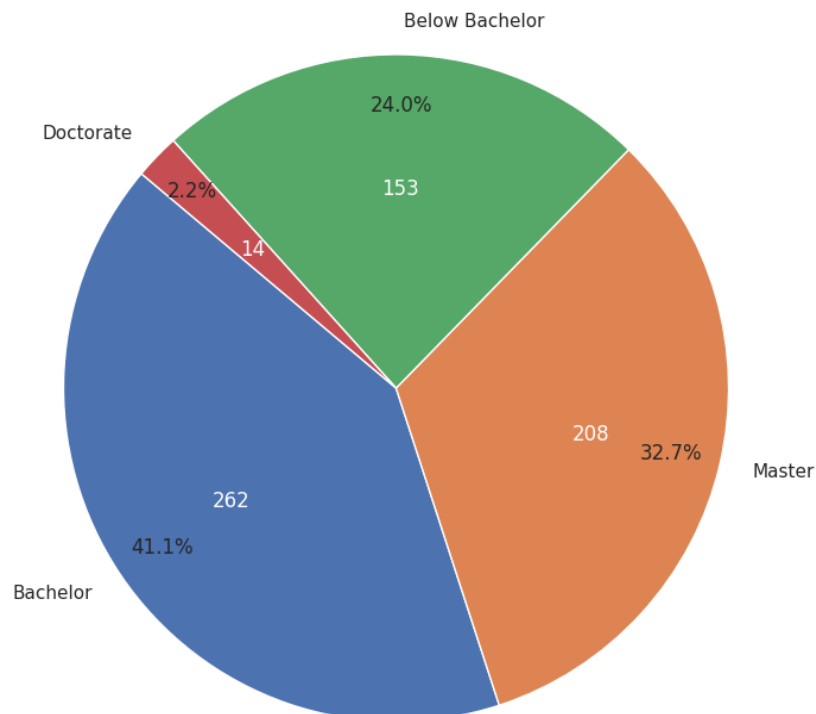
- Q7 In which part of the UK do you currently reside?

Distribution of Residency within the UK



- Q8 What is your highest attained education level?

Highest Attained Education Level of Respondents



- Q9 Please select your level of proficiency in English speaking 1(Beginner)-10 (Fluent)

```
count    637.000000
mean     6.503925
std      1.920282
min      1.000000
25%      5.000000
50%      7.000000
75%      8.000000
max      10.000000
Name: Please select your level of proficiency in English speaking* / 請選擇您在英語口語方面的熟練程度*1 (Beginner)-10 (Fluent) / 1 (初學者) - 10 (流利), dtype: float64
```

- Q10 Please select your level of proficiency in English reading 1(Beginner)-10 (Fluent)

```
count    637.000000
mean     7.196232
std      1.961288
min      1.000000
25%      6.000000
50%      8.000000
75%      8.000000
max      10.000000
Name: Please select your level of proficiency in English reading / 請選擇您在英語閱讀方面的熟練程度1 (Beginner)-10 (Fluent) / 1 (初學者) - 10 (流利), dtype: float64
```

- Q11 Please select your level of proficiency in understanding spoken English 1(Beginner)-10 (Fluent)

```
count    637.000000
mean     6.321821
std      2.017622
min      1.000000
25%      5.000000
50%      6.000000
75%      8.000000
max      10.000000
Name: Please select your level of proficiency in understanding spoken English* / 請選擇您在理解英語口語方面的熟練程度*1 (Beginner)-10 (Fluent) / 1 (初學者) - 10 (流利), dtype: float64
```

- Q12 Please select your level of proficiency in English writing 1(Beginner)-10 (Fluent)

```
count    637.000000
mean     6.718995
std      2.101475
min      1.000000
25%      6.000000
50%      7.000000
75%      8.000000
max      10.000000
Name: Please select your level of proficiency in English writing / 請選擇您在理解英語寫作方面的熟練程度*1 (Beginner)-10 (Fluent) / 1 (初學者) - 10 (流利), dtype: float64
```

- Q13 How frequently do others identify you as a non-native speaker based on your accent? 1(Never) -10 (Always)

```
count    637.000000
mean     7.519623
std      2.836478
min      1.000000
25%      5.000000
50%      8.000000
75%      10.000000
max      10.000000
Name: How frequently do others identify you as a non-native speaker based on your accent?* / 根據您的口音，他人多頻繁地將您識別為非母語人士?*1 (Never)-10 (Always) / 1 (從不) - 10 (經常), dtype: float64
```

English language Proficiency Score by Employment Status (Q9 + Q10 + Q11 + Q12)			
Full time worker	302	28.04	6.97
Part Time and Freelance worker	122	25.57	7.7
Economically inactive	92	23.39	7.74
Unemployed	66	26.09	7.68
Student	38	30.47	5.41
Business owner	16	25.06	9.77

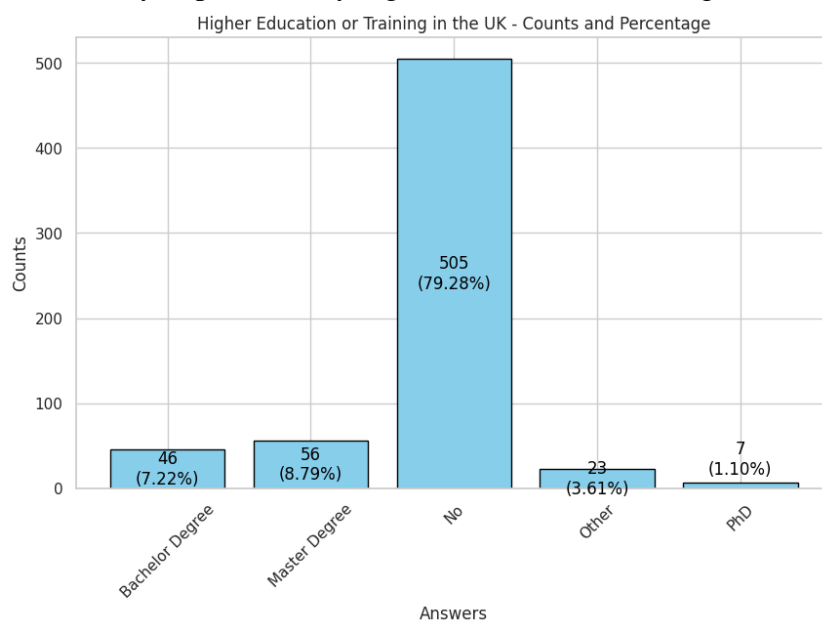
Total	636	26.76	7.53
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Accent Score by Employment Status (Q13).

Higher score indicates less foreign accent, better English

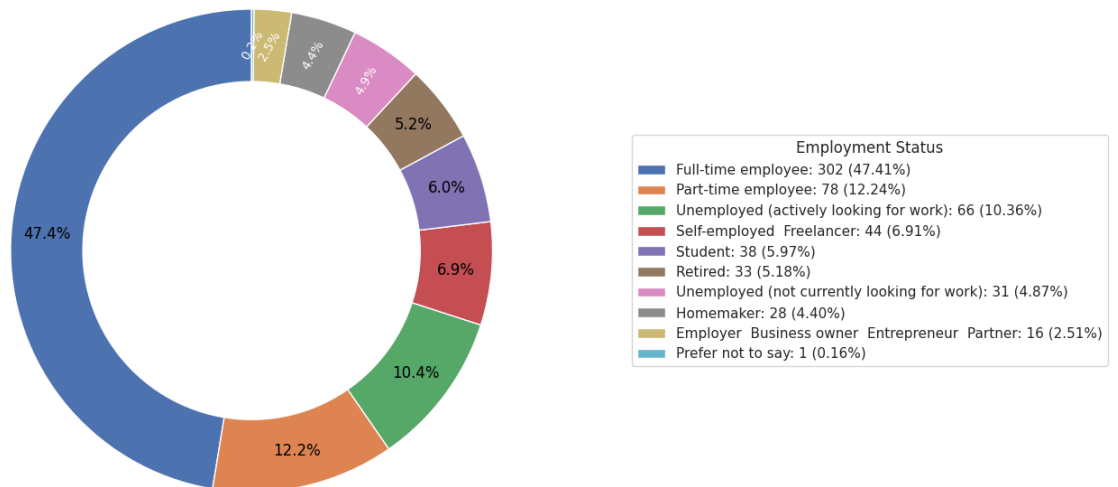
Full time worker	302	7.61	2.79
Part Time and Freelance worker	122	7.65	2.83
Economically inactive	92	7.59	2.9
Unemployed	66	7.41	2.81
Student	38	6.39	3.05
Business owner	16	7.5	3.03
Total	636	7.52	2.84

- Q14 Have you pursued any higher education or training in the UK?



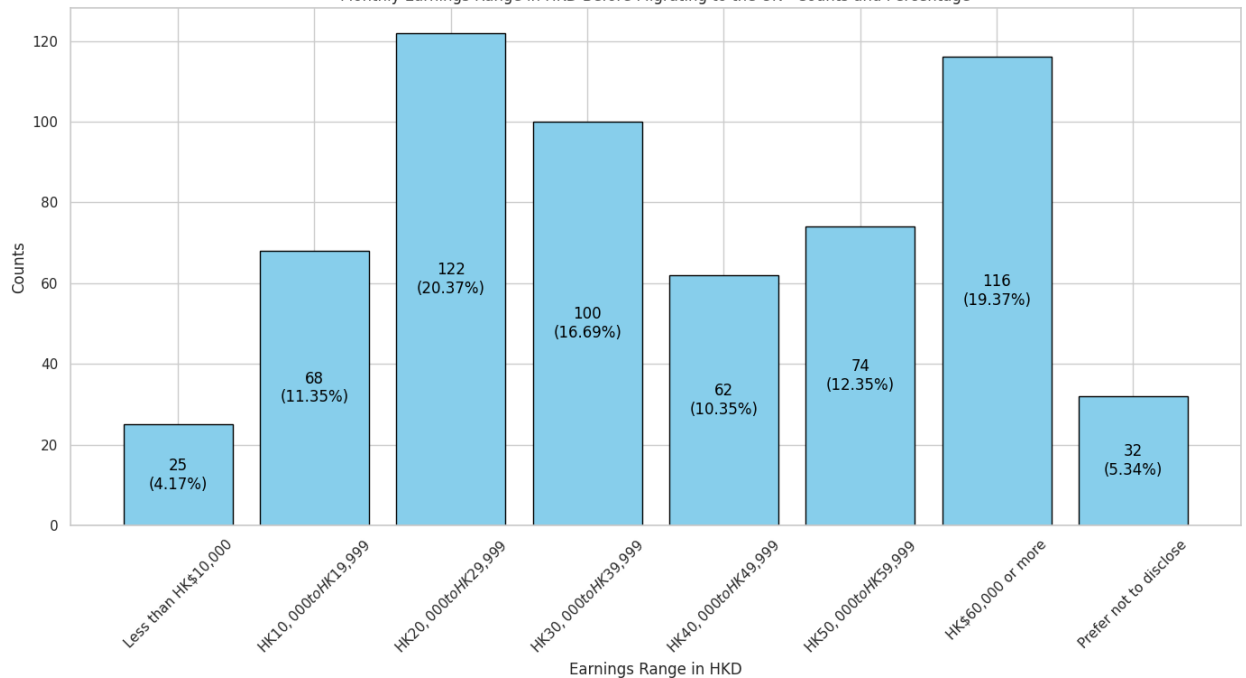
- Q15 What is your current employment status?

Current Employment Status - Counts and Percentage

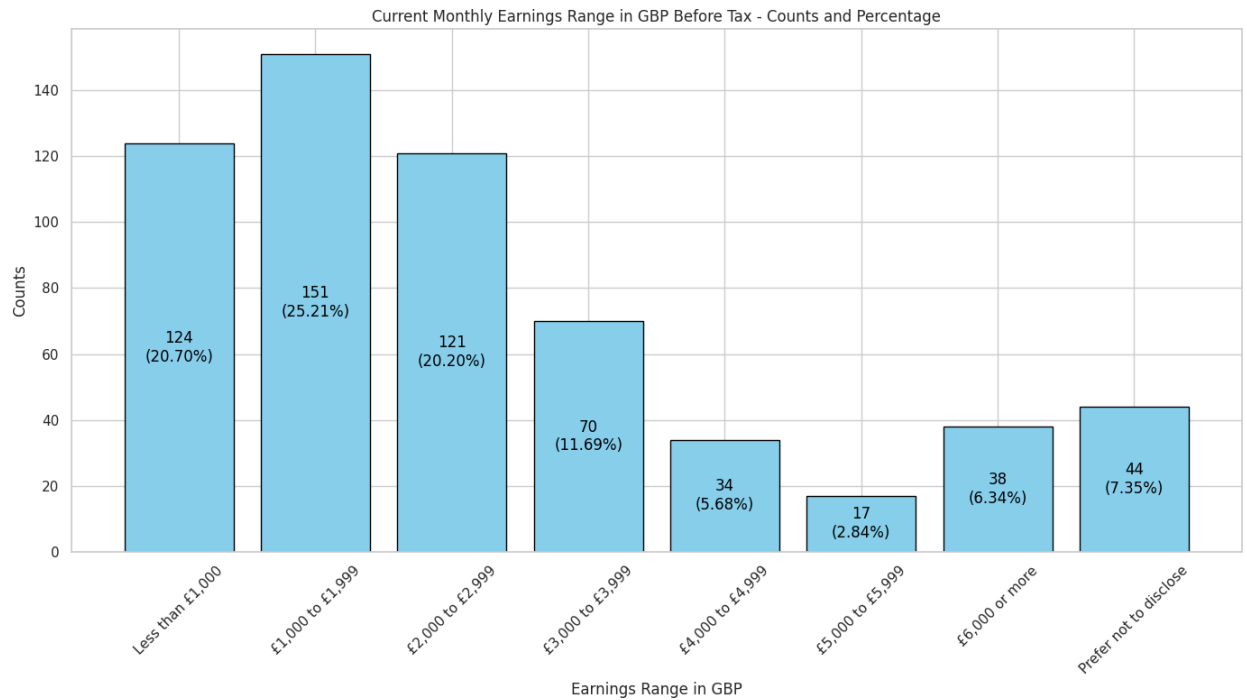


- Q16 What was your monthly earnings range in HKD (before tax) in your home country before migrating to the UK?

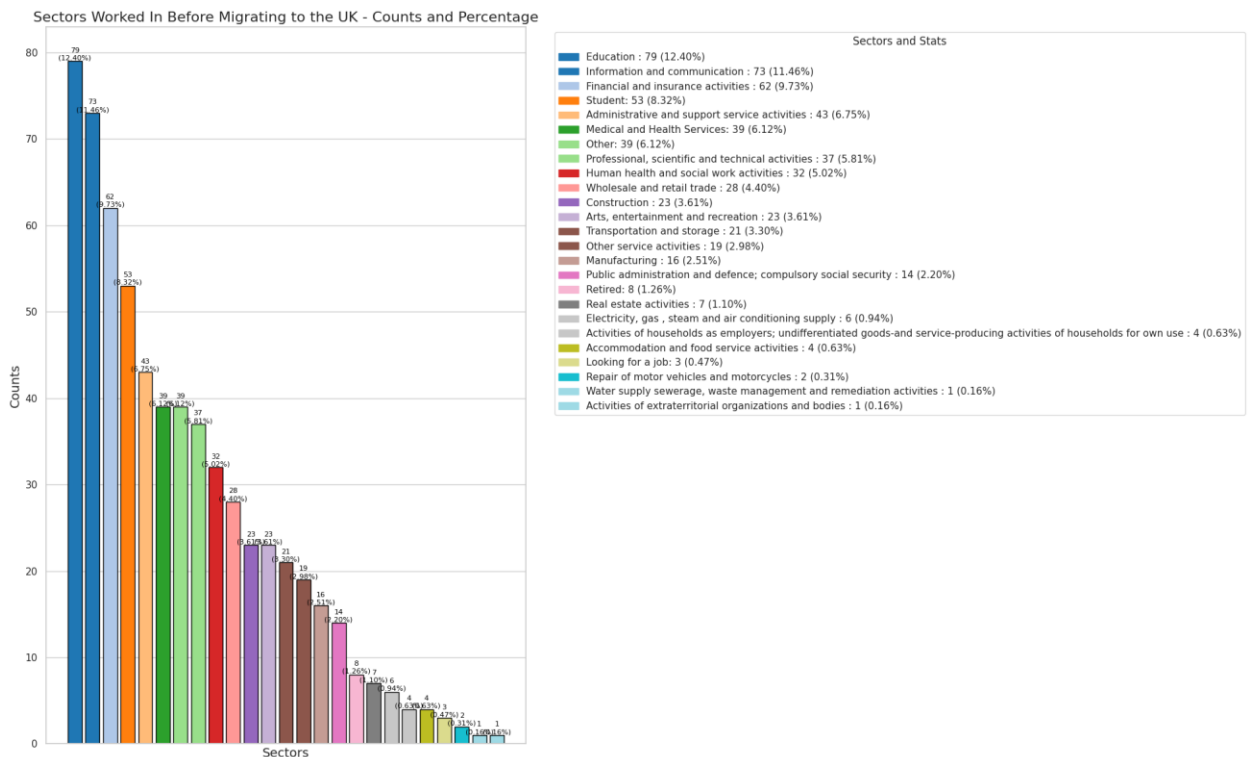
Monthly Earnings Range in HKD Before Migrating to the UK - Counts and Percentage



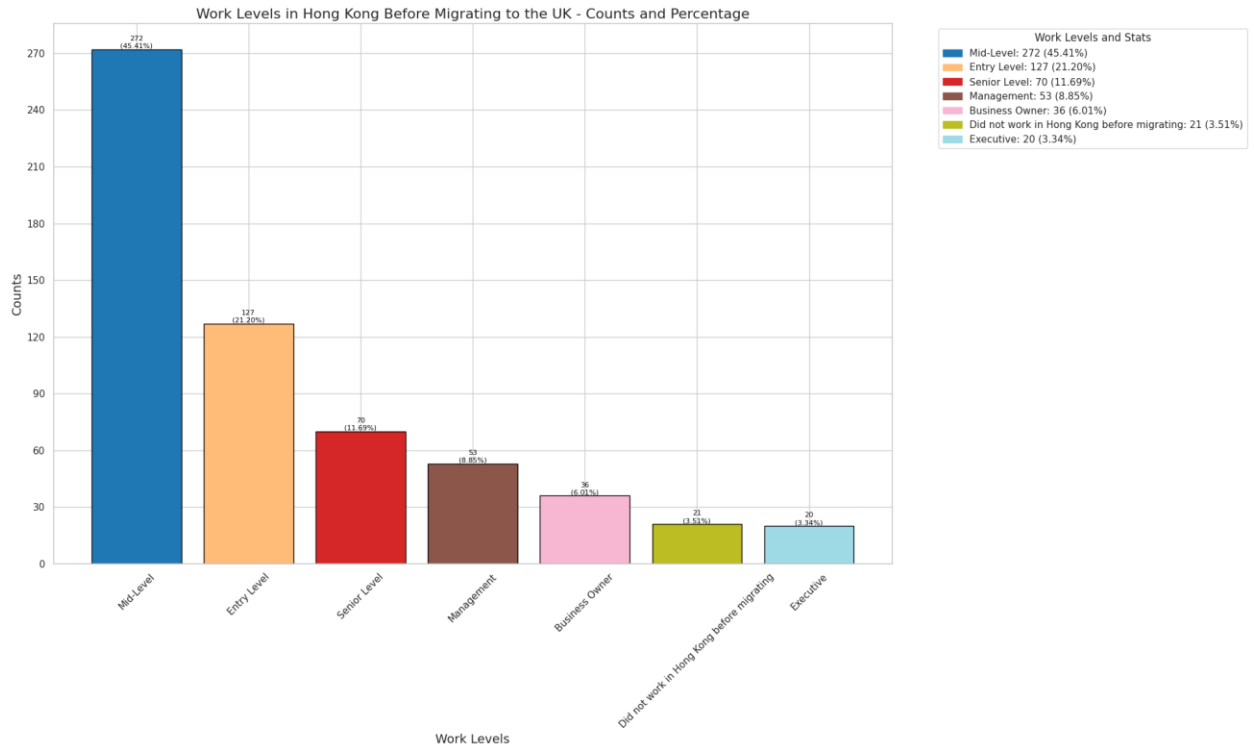
- Q17 What is your current monthly earnings range in GBP (before tax)?



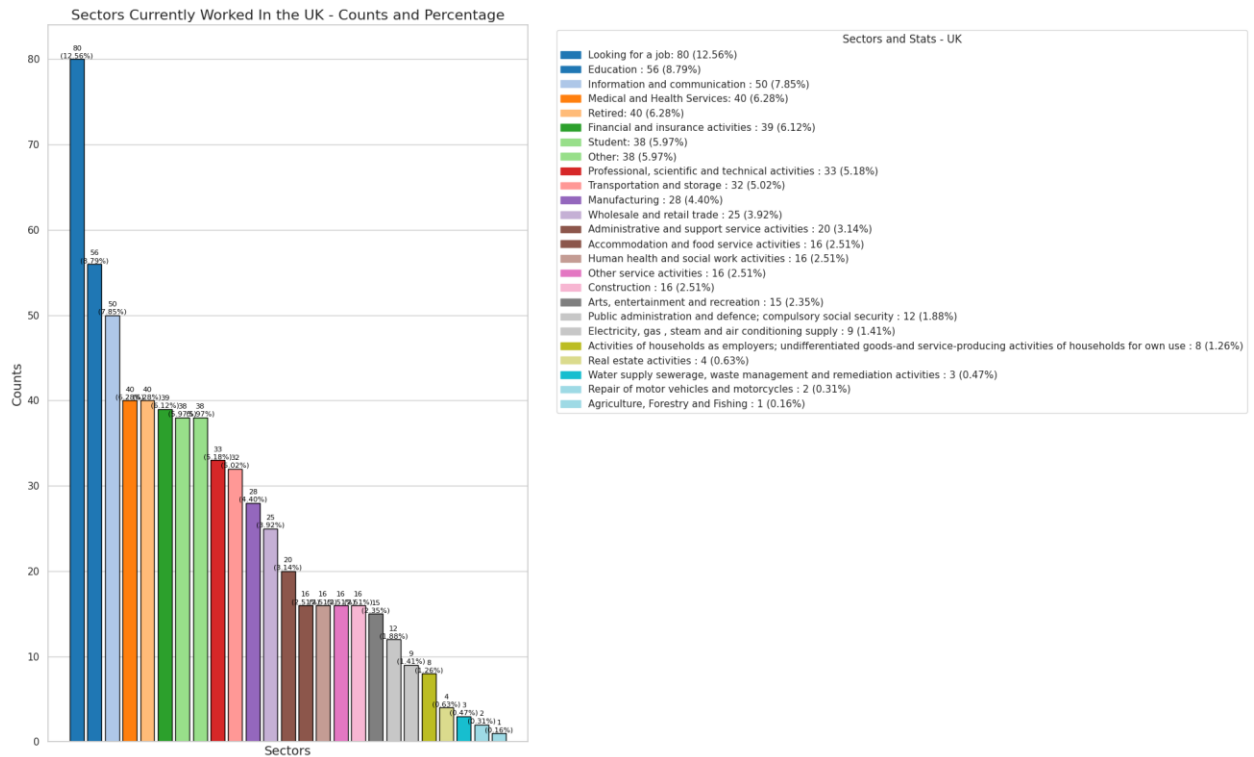
- Q18 Which sector did you work in before you migrated to theUK?



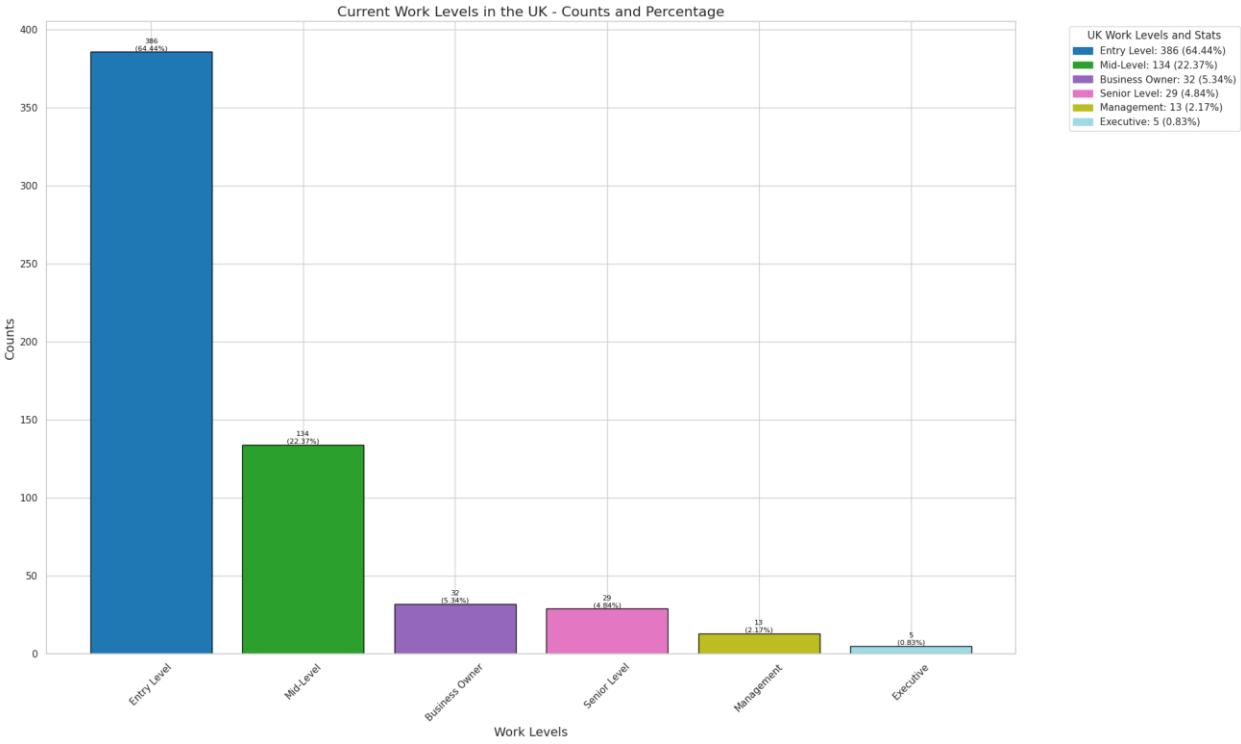
- Q19 Please select the category that best describes your last held work level or position in Hong Kong before migrating to the UK



- Q20 Which sector are you currently working for in the UK?

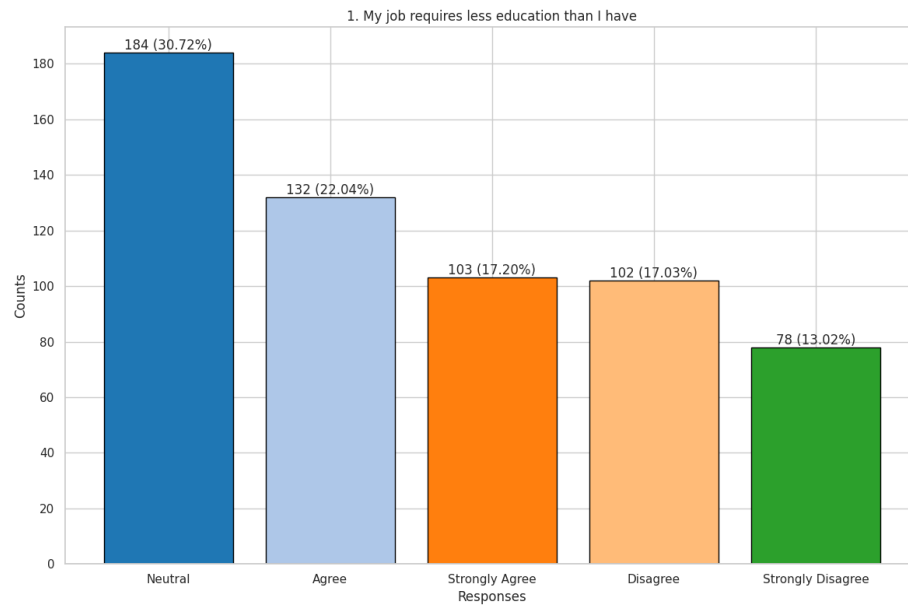


- Q21 Please select the category that best describes your current work level or position in UK

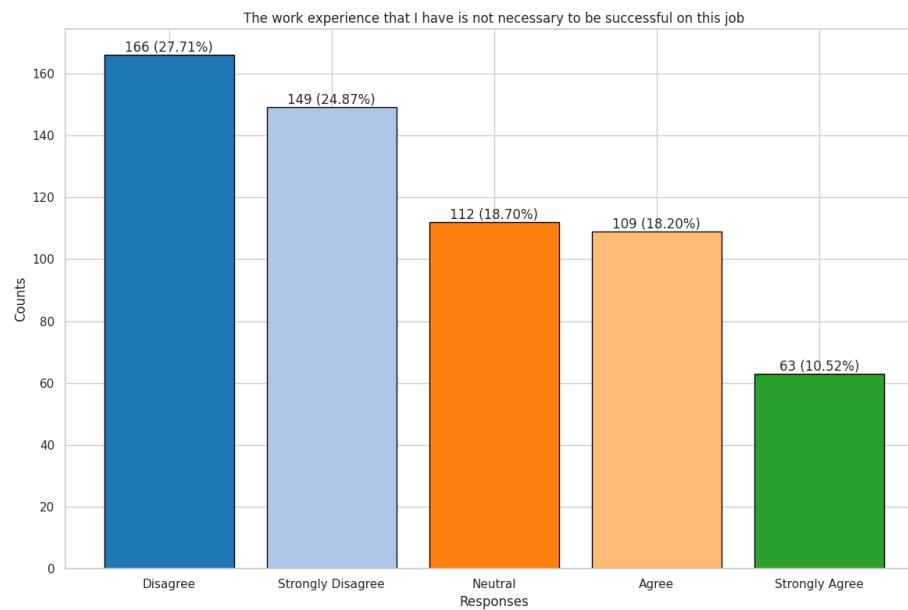


Overqualification

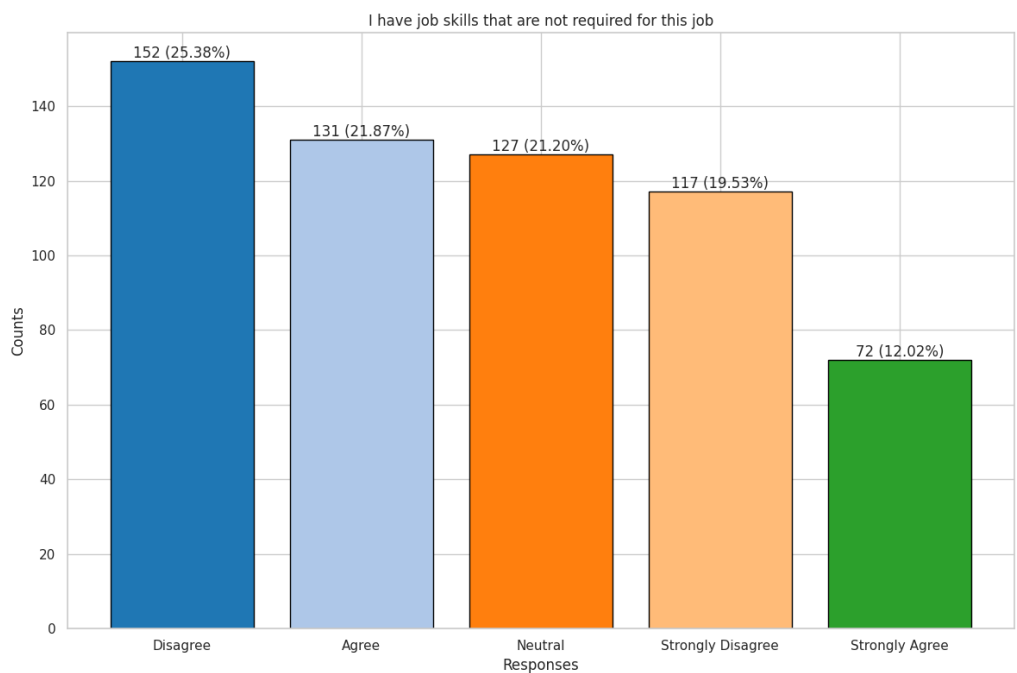
Q22.1 My job requires less education than I have



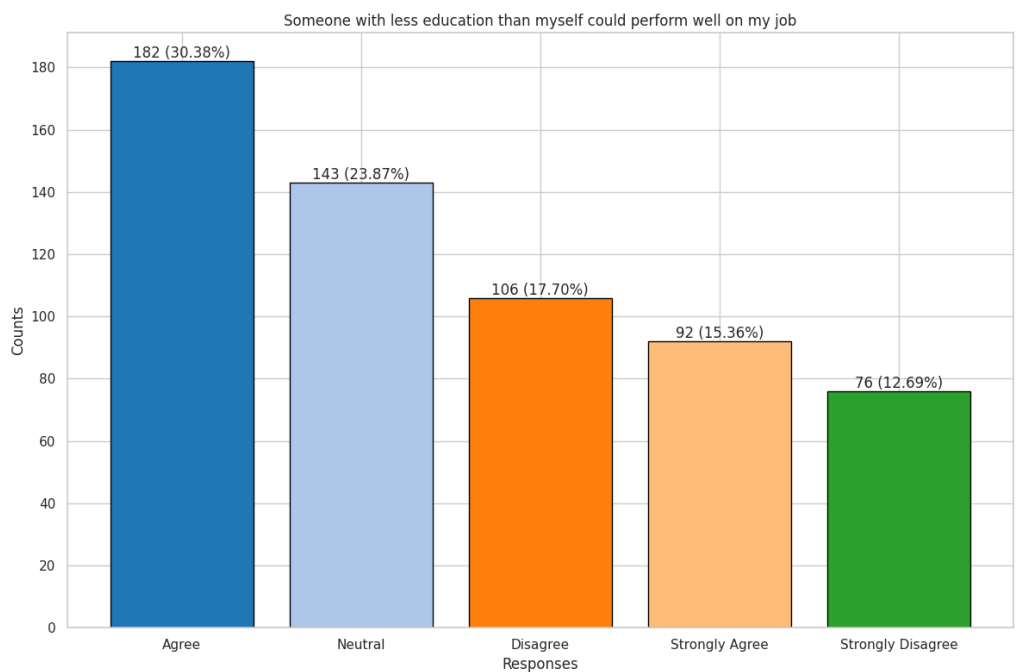
Q22.2. The work experience that I have is not necessary to be successful on this job.



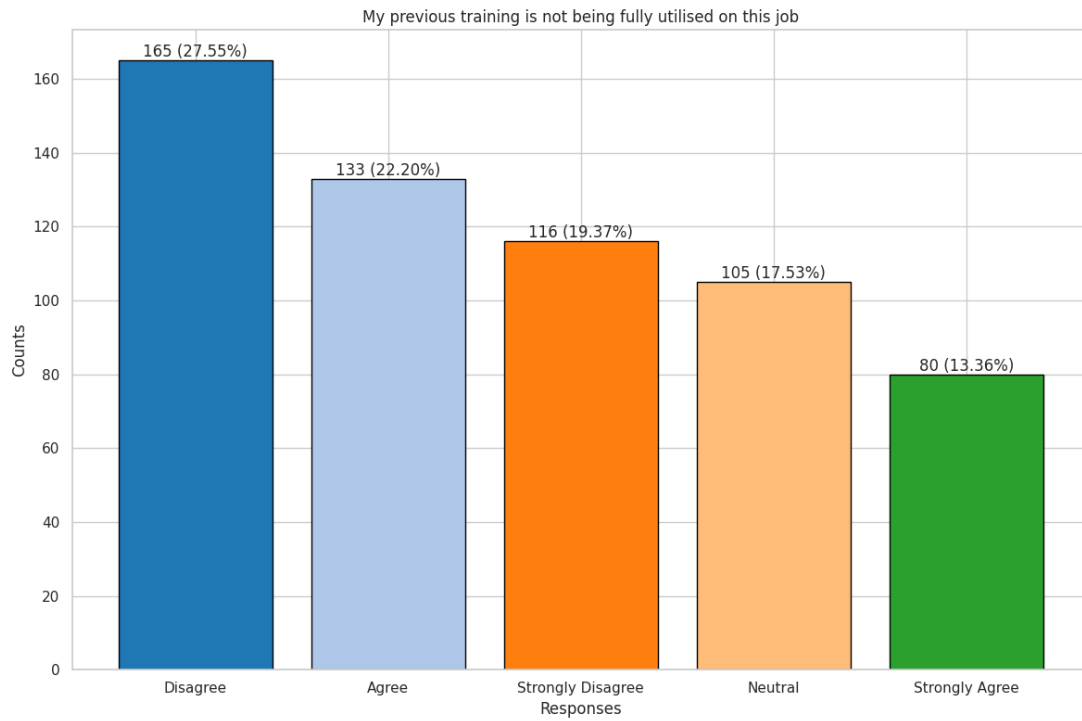
Q 22.3. I have job skills that are not required for this job



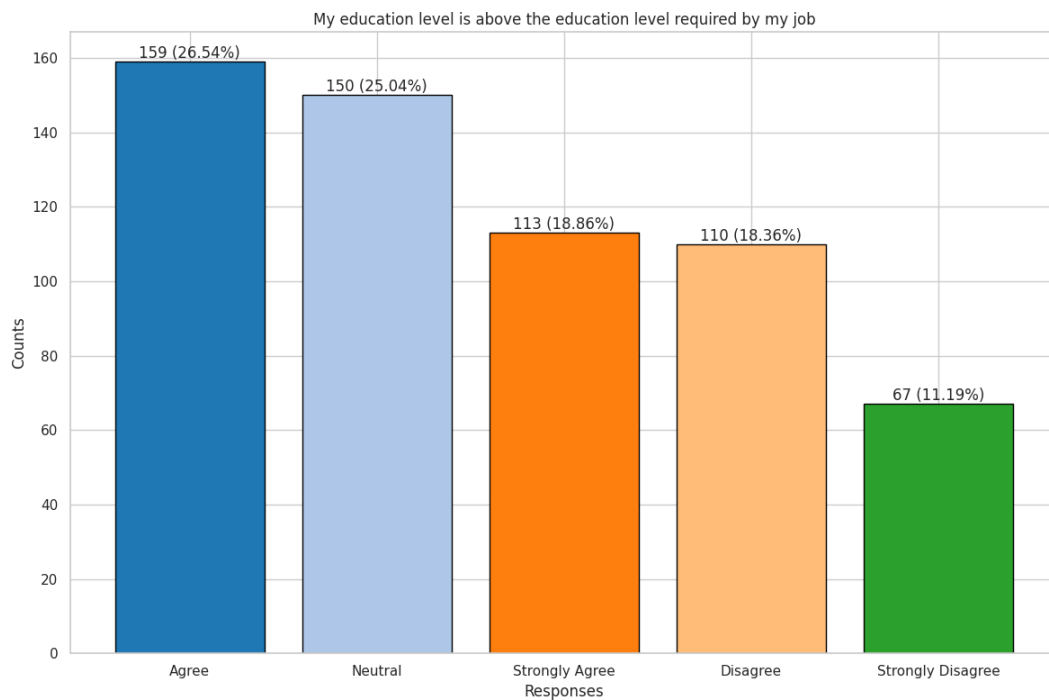
Q 22.4. Someone with less education than myself could perform well on my job



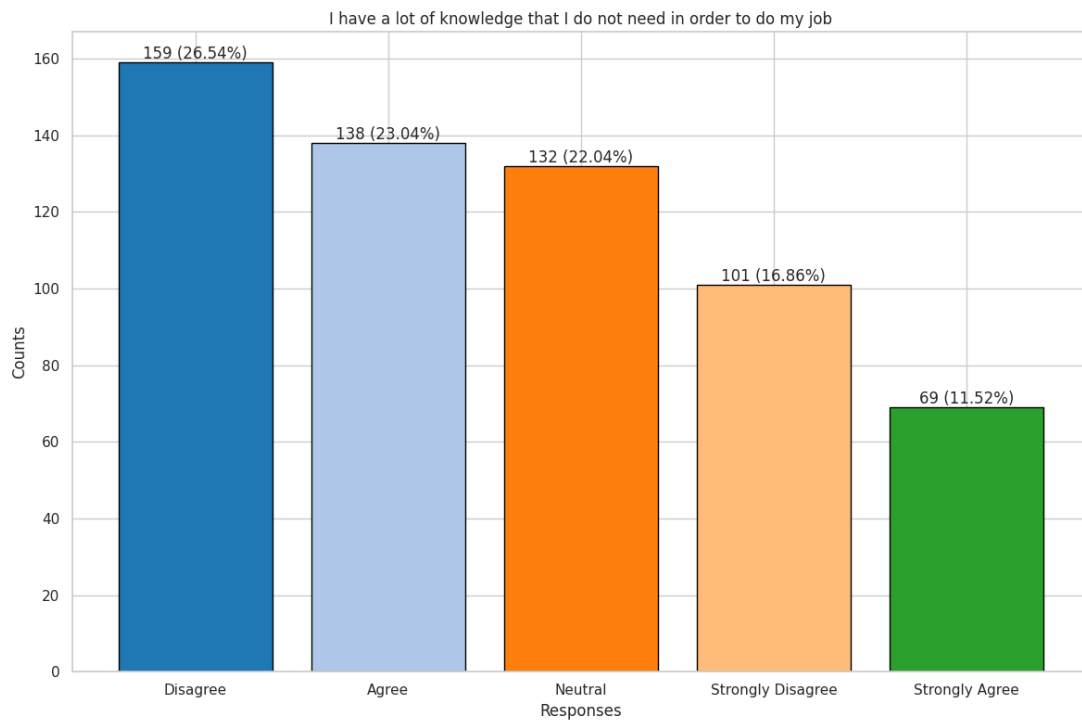
Q 22.5. My previous training is not being fully utilised on this job



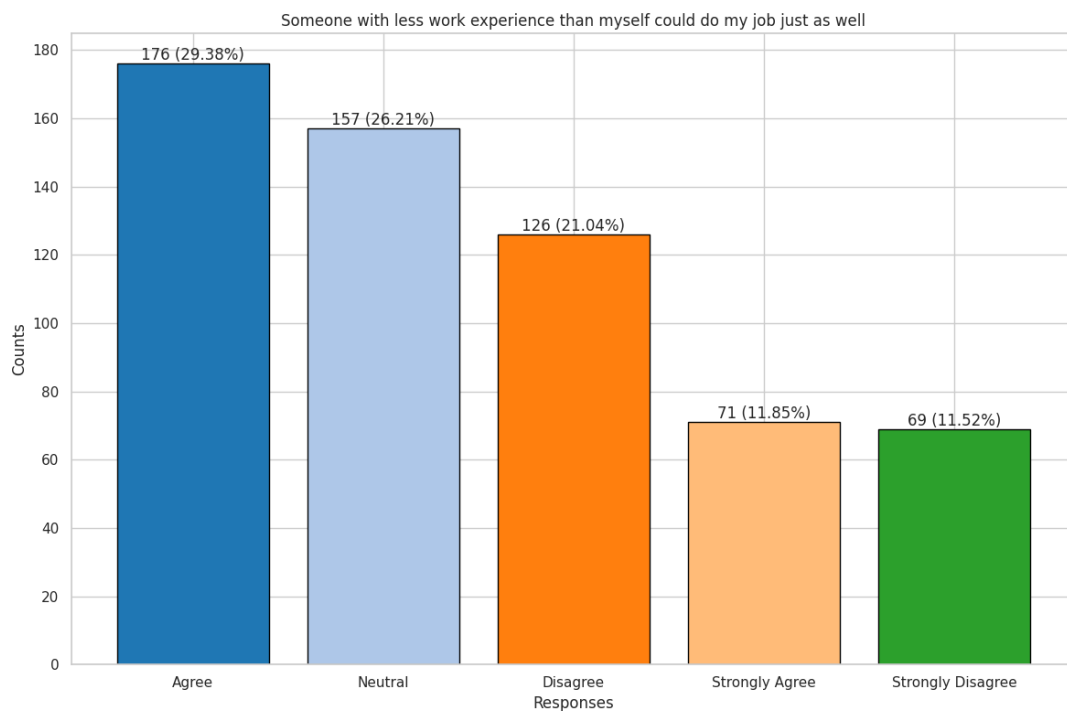
Q 22.6. My education level is above the education level required by my job



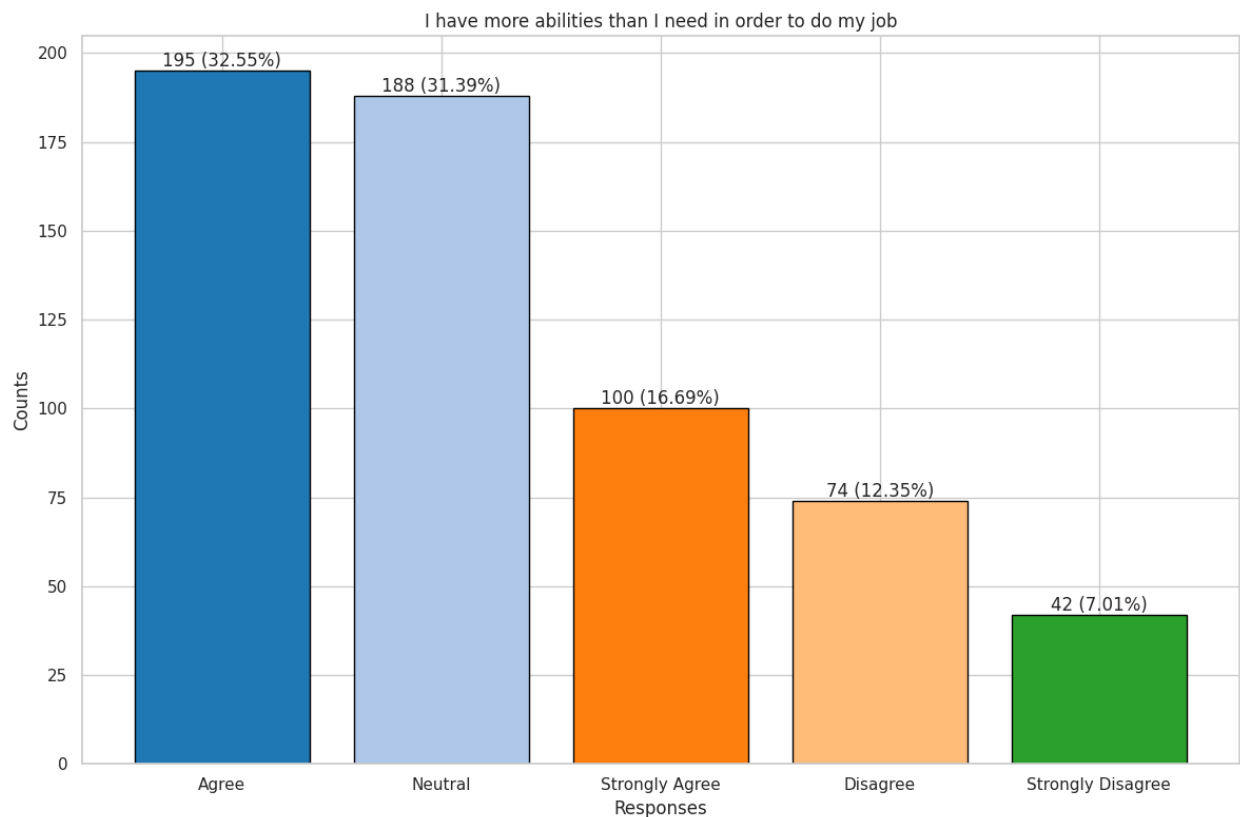
Q22.7. I have a lot of knowledge that I do not need in order to do my job



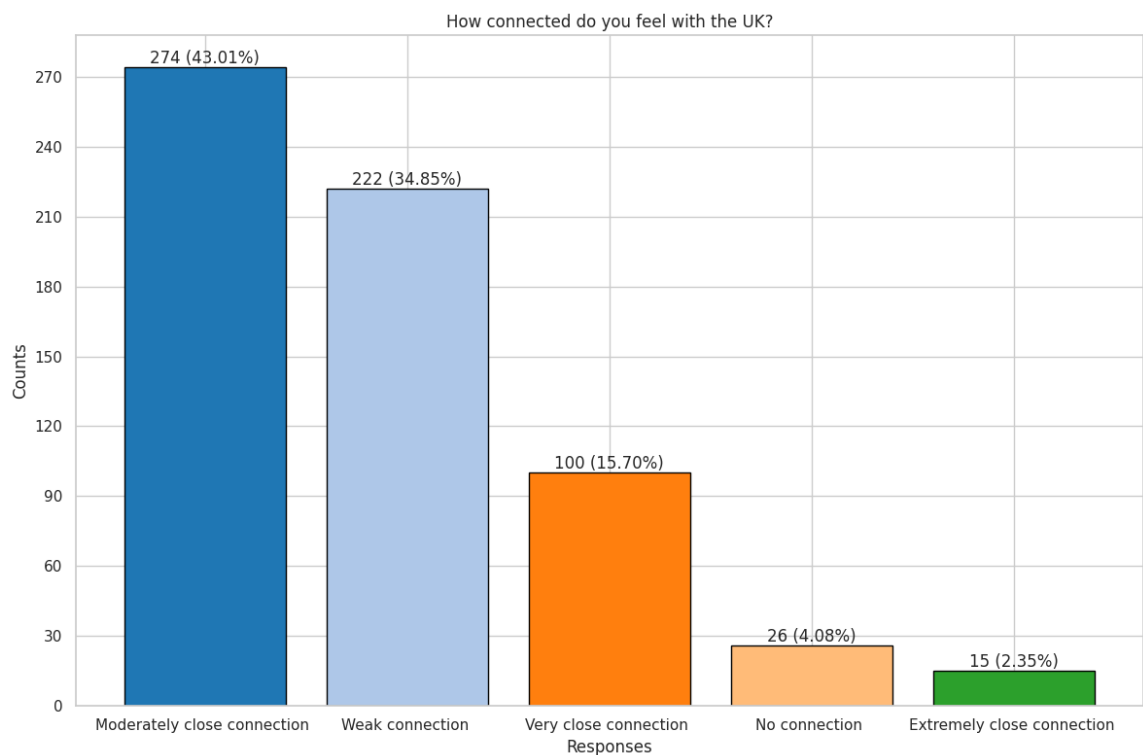
Q22.8. Someone with less work experience than myself could do my job just as well



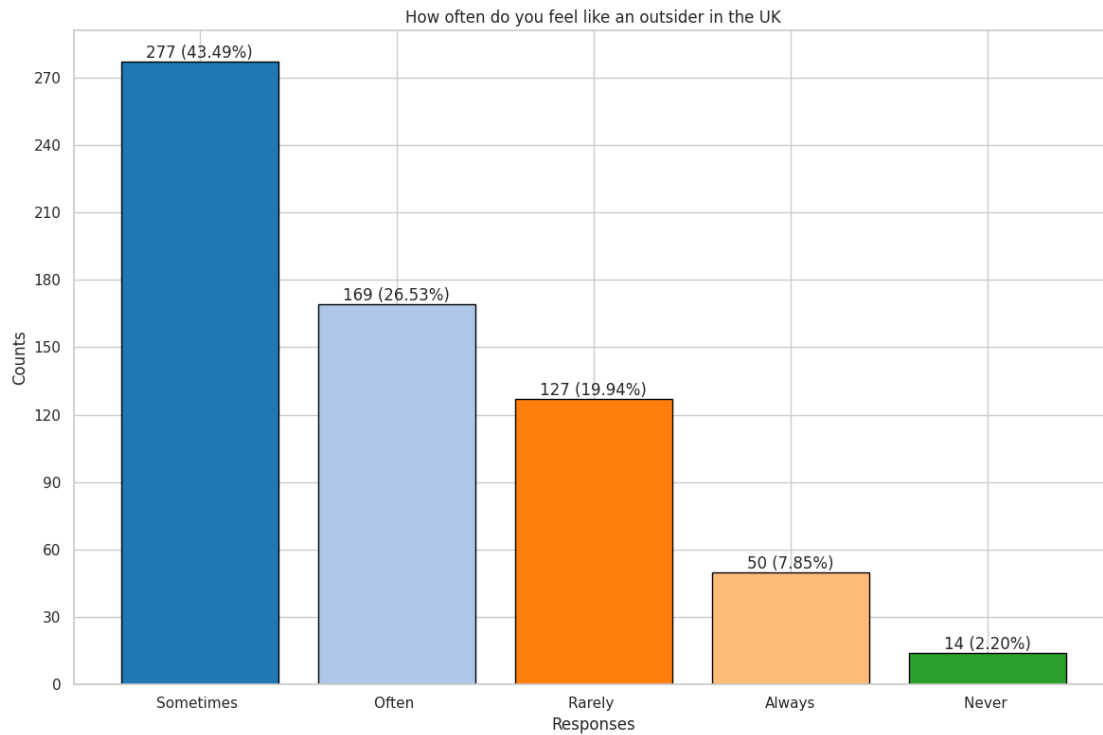
Q22.9. I have more abilities than I need in order to do my job



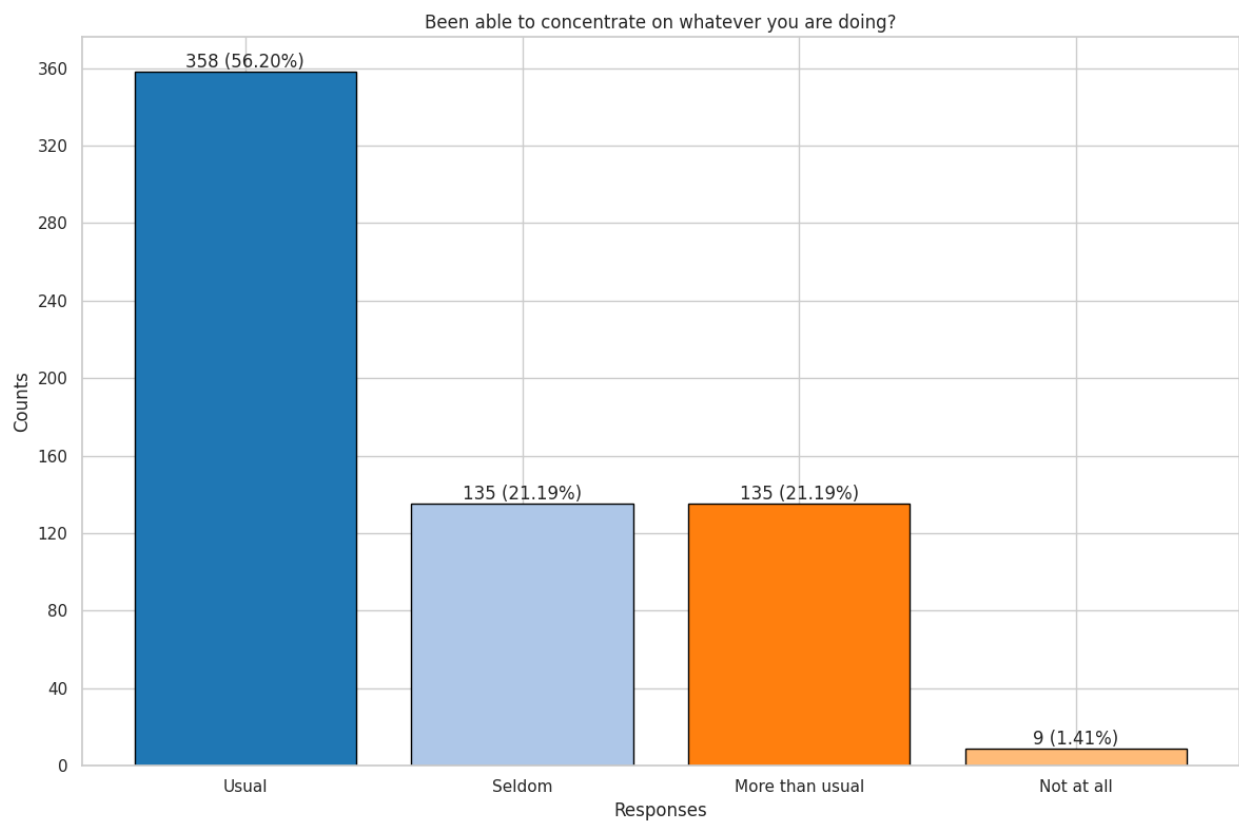
Q23 How connected do you feel with the UK? 您對英國的感覺如何？



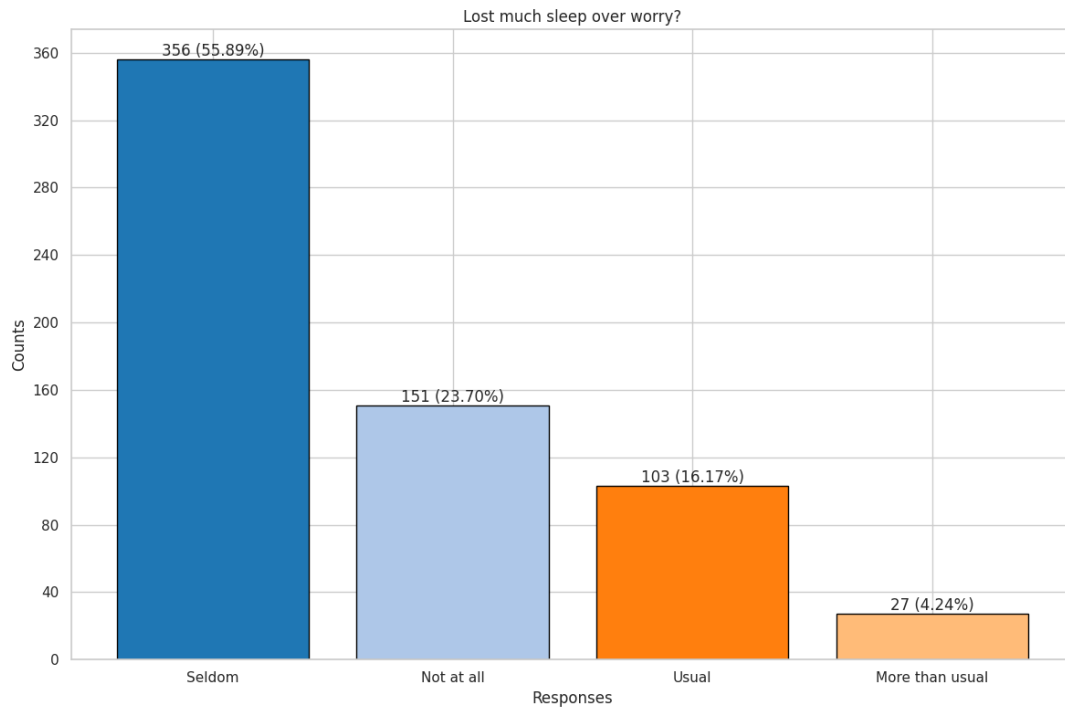
Q24 How often do you feel like an outsider in the UK?



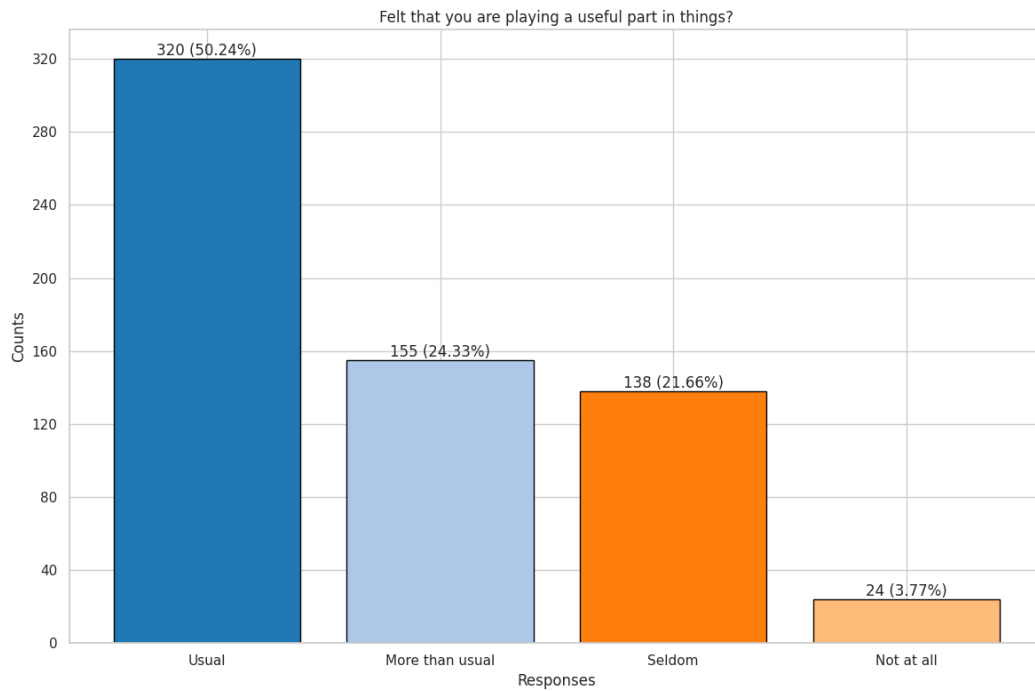
Q25.1. been able to concentrate on whatever you are doing?



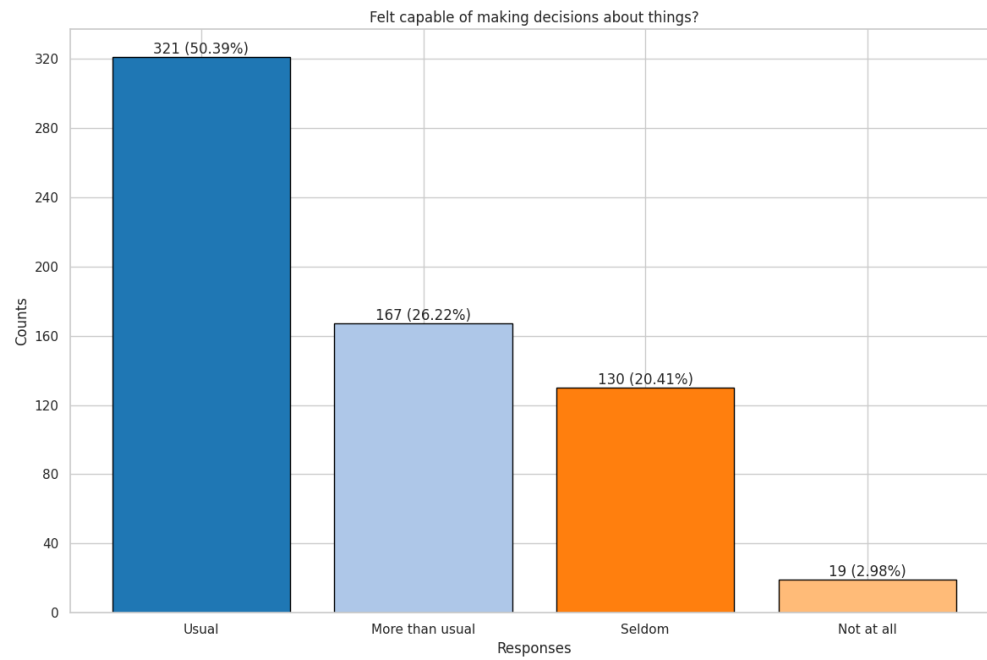
Q25.2. lost much sleep over worry?



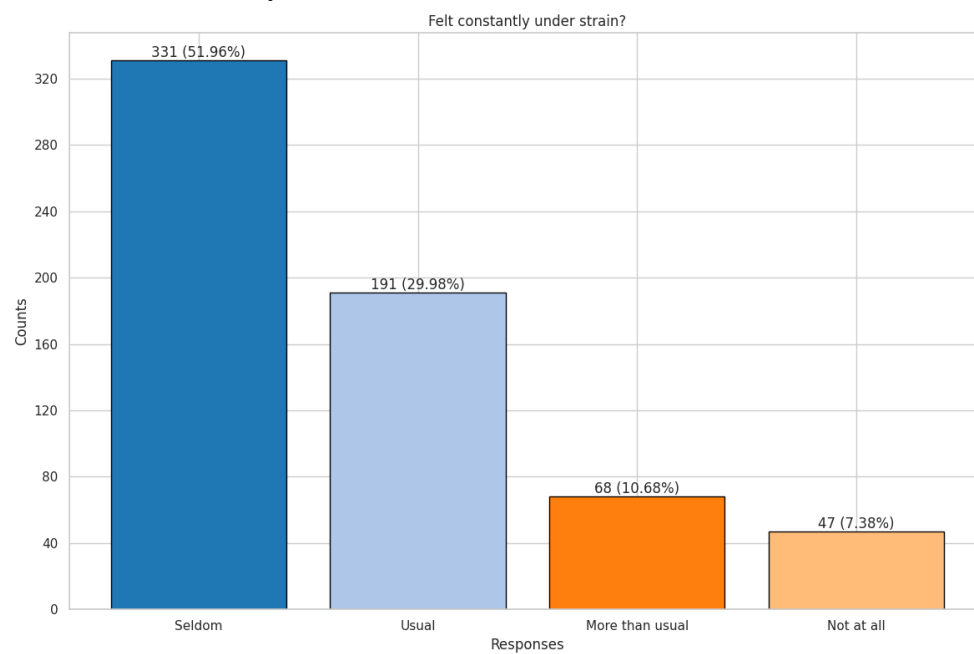
Q25.3. felt that you are playing a useful part in things?



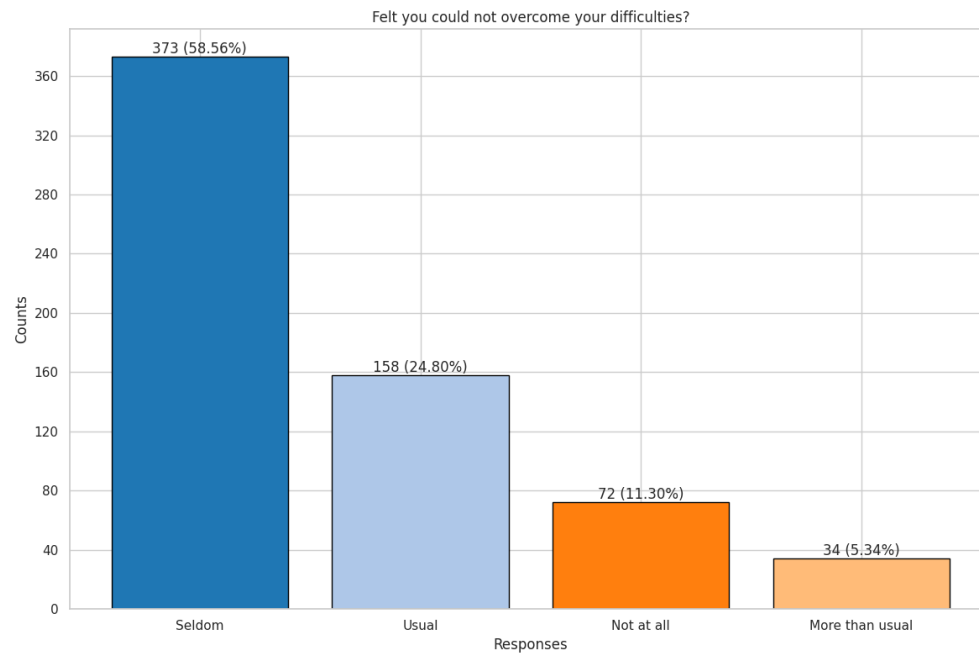
Q25.4. felt capable of making decisions about things?



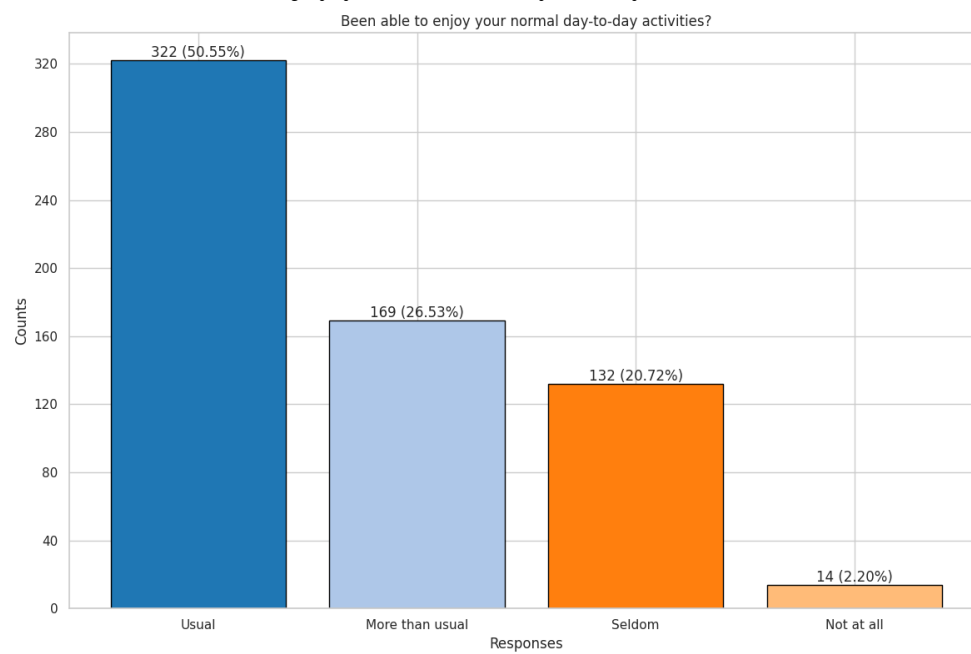
Q25.5. felt constantly under strain?



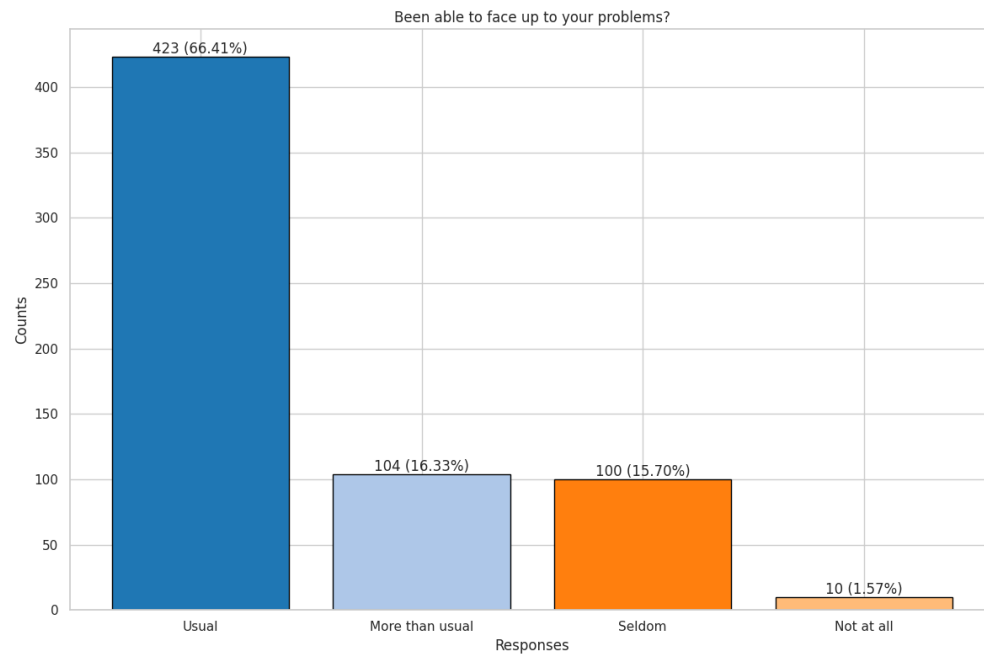
Q25.6. felt you could not overcome your difficulties?



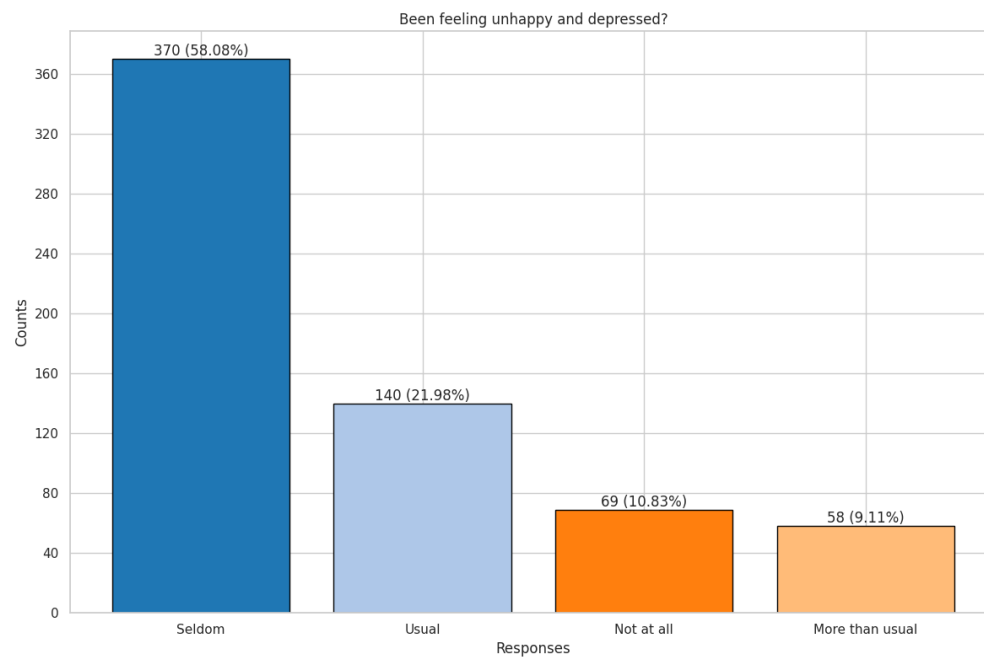
Q25.7. been able to enjoy your normal day-to-day activities?



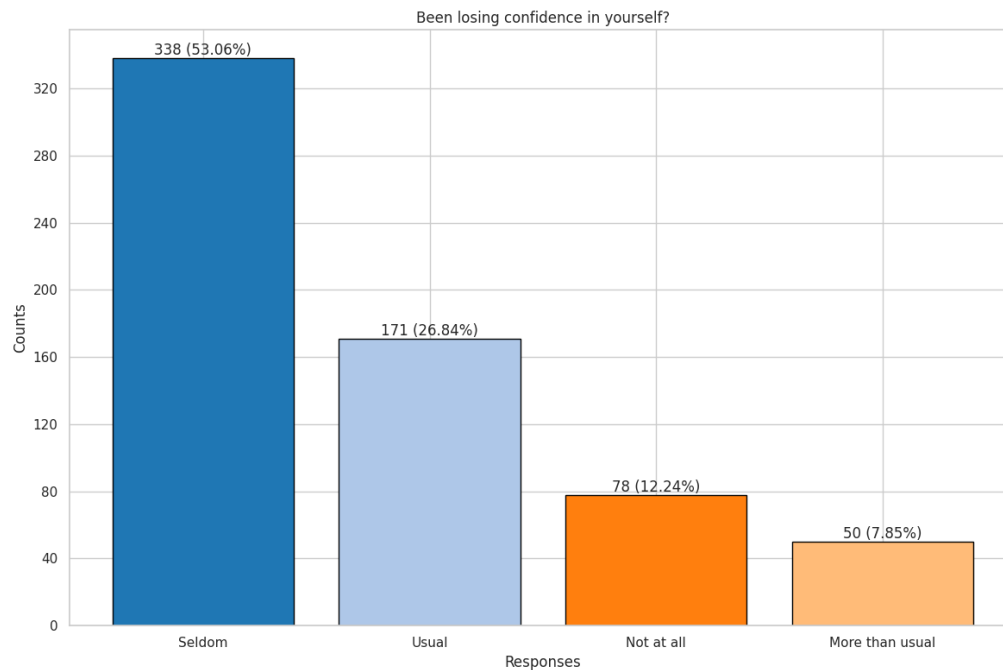
Q25.8. been able to face up to your problems?



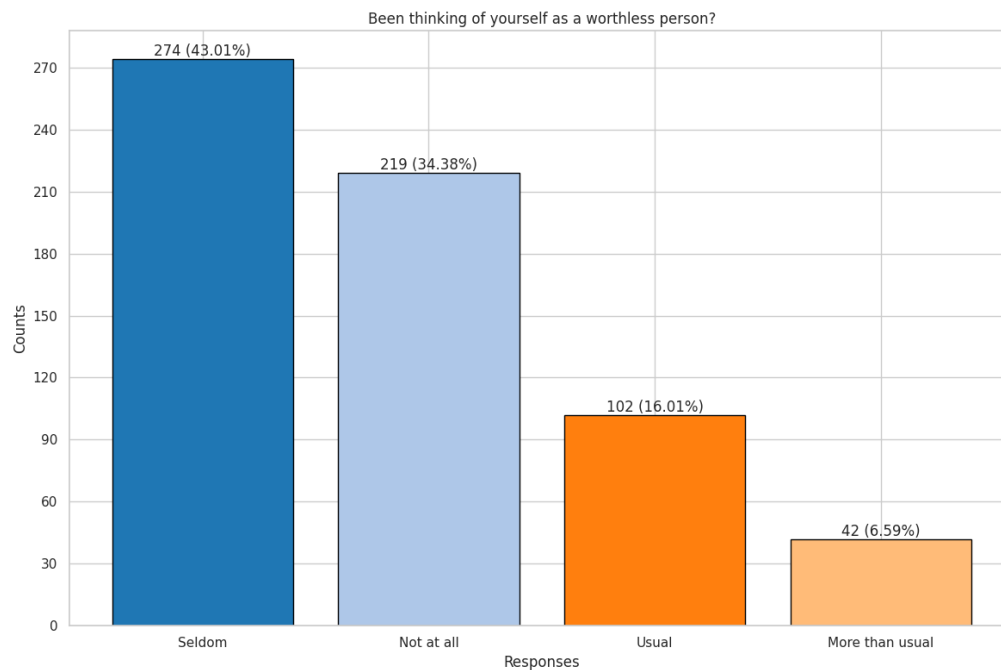
Q25. 9.been feeling unhappy and depressed?



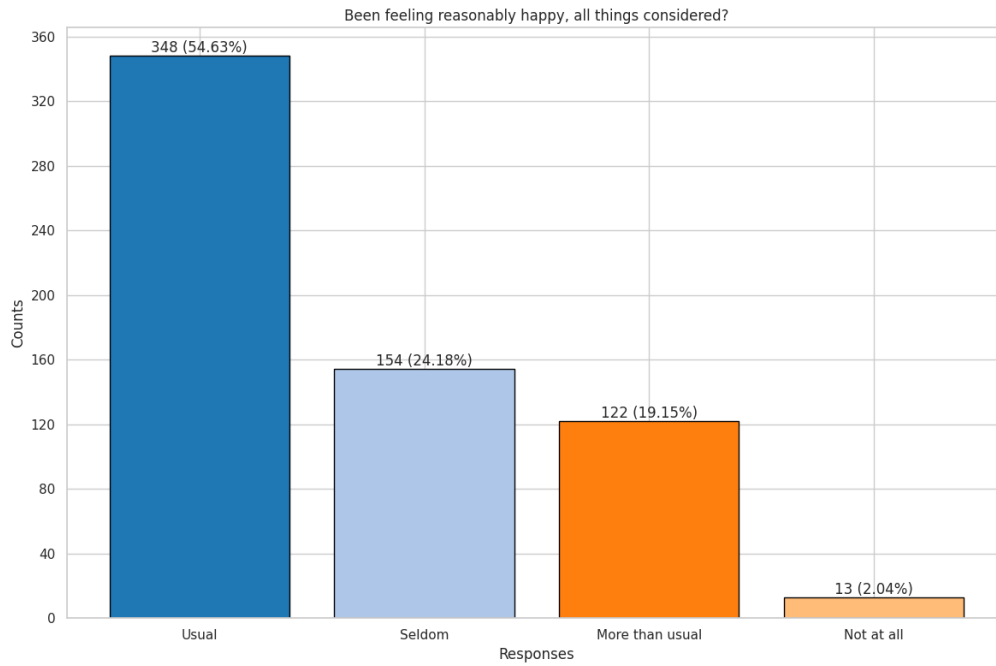
Q25. 10. Been losing confidence in yourself



Q25. 11.been thinking of yourself as a worthless person?

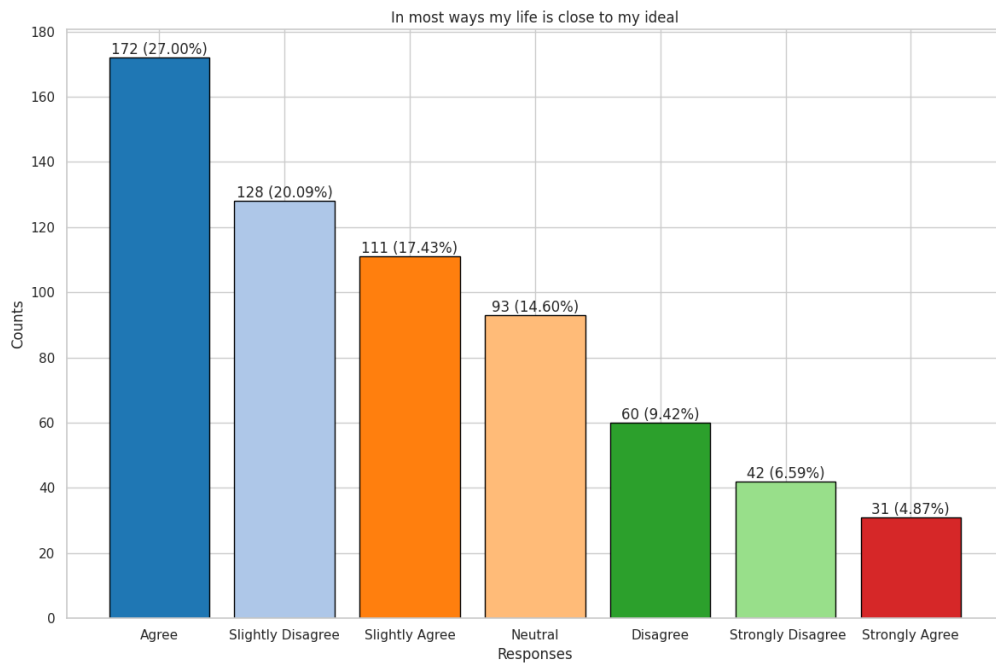


25. 12.been feeling reasonably happy, all things considered

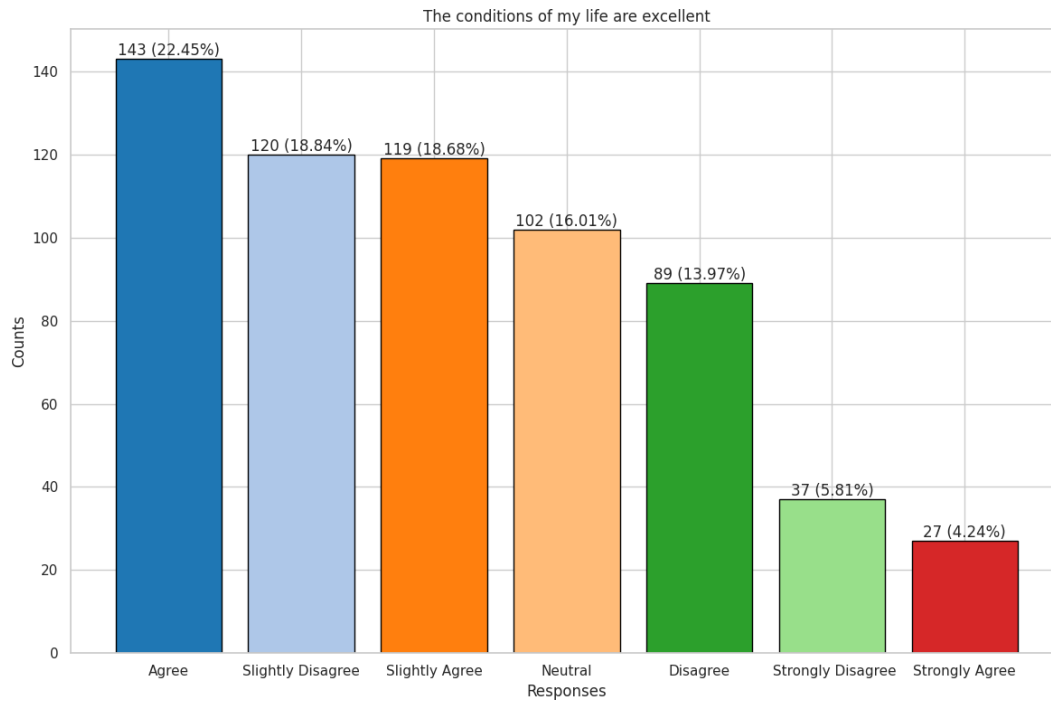


26. Life Satisfaction

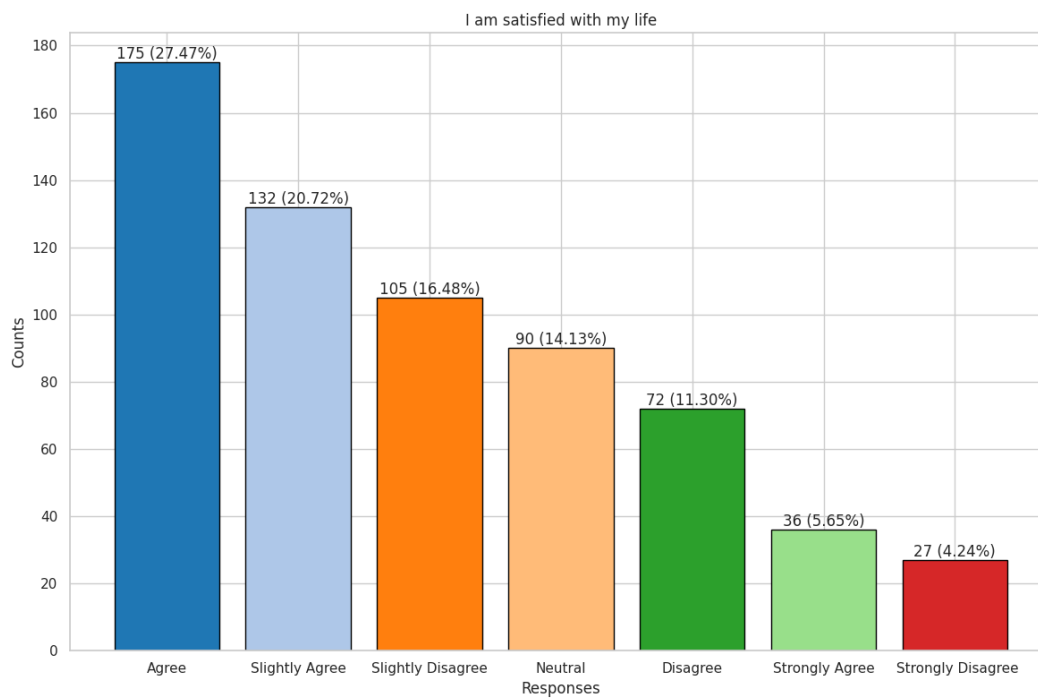
Q26.1. In most ways my life is close to my ideal



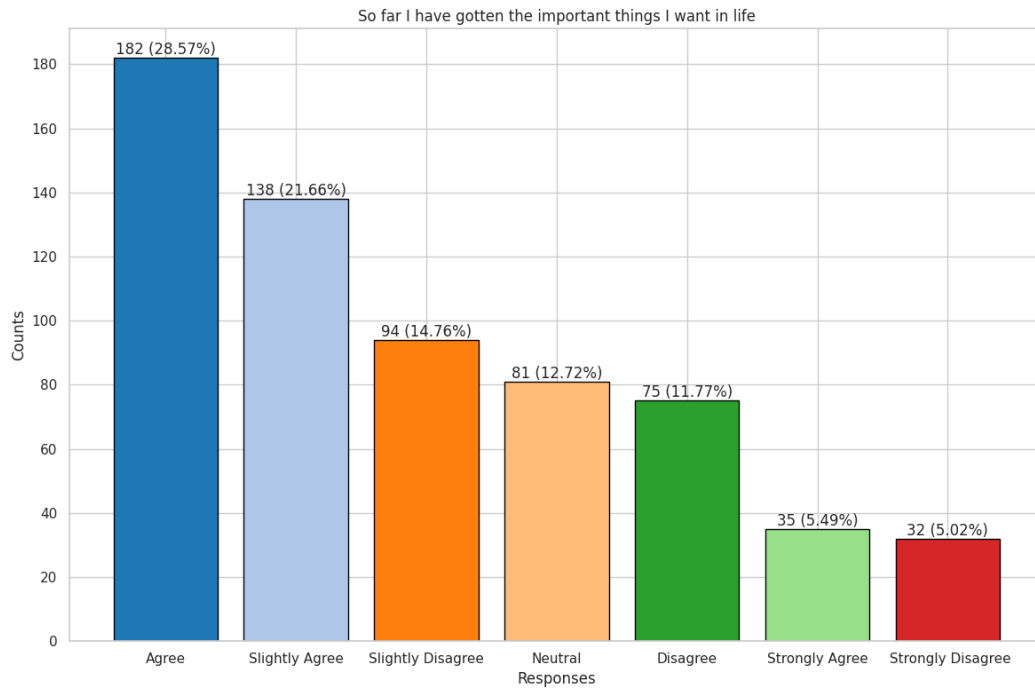
Q26.2.The conditions of my life are excellent.



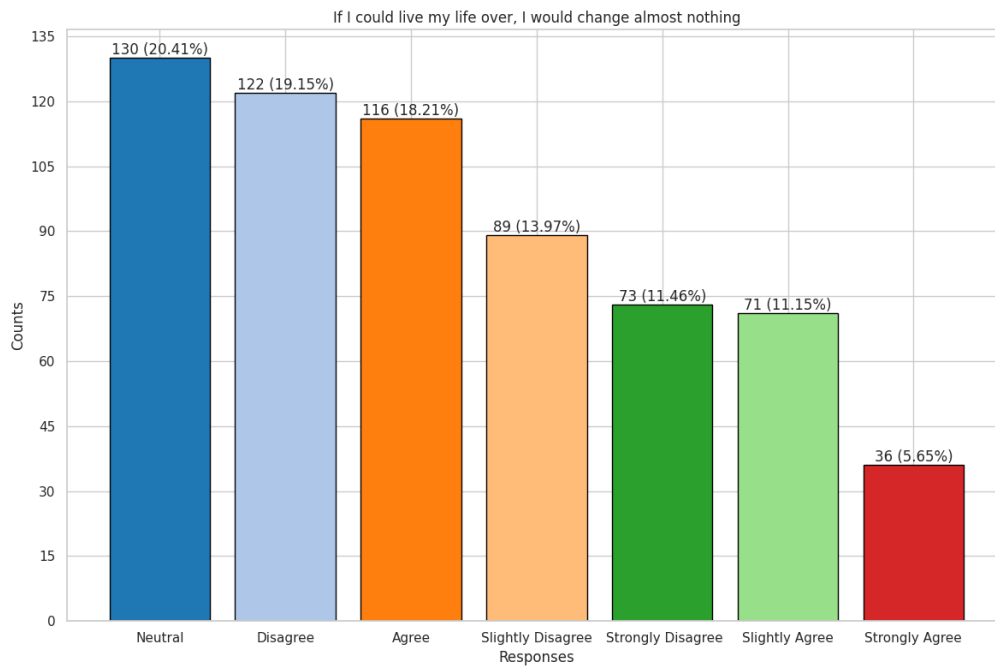
Q26.3. I am satisfied with my life.



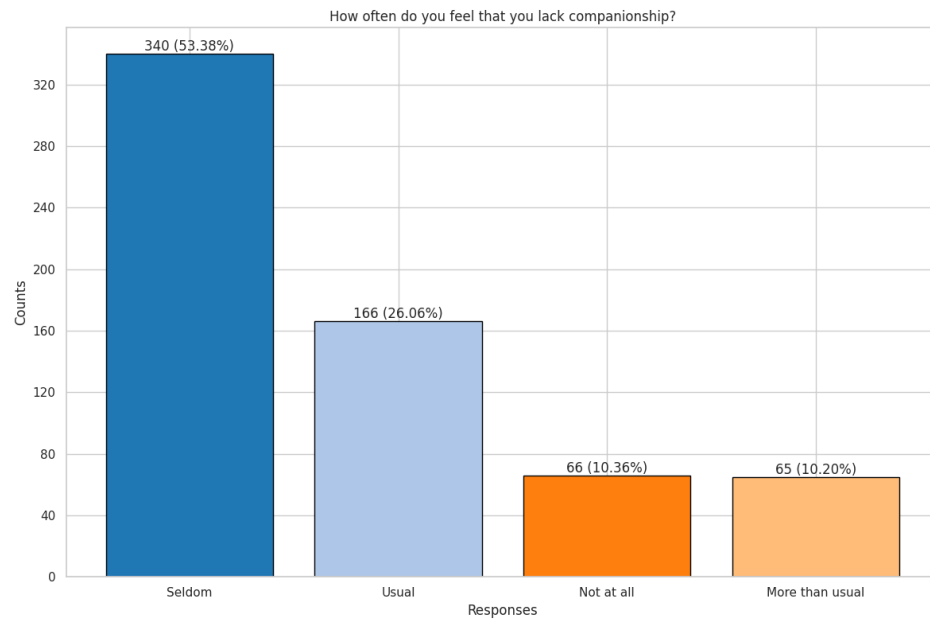
Q26.4. So far I have gotten the important things I want in life.



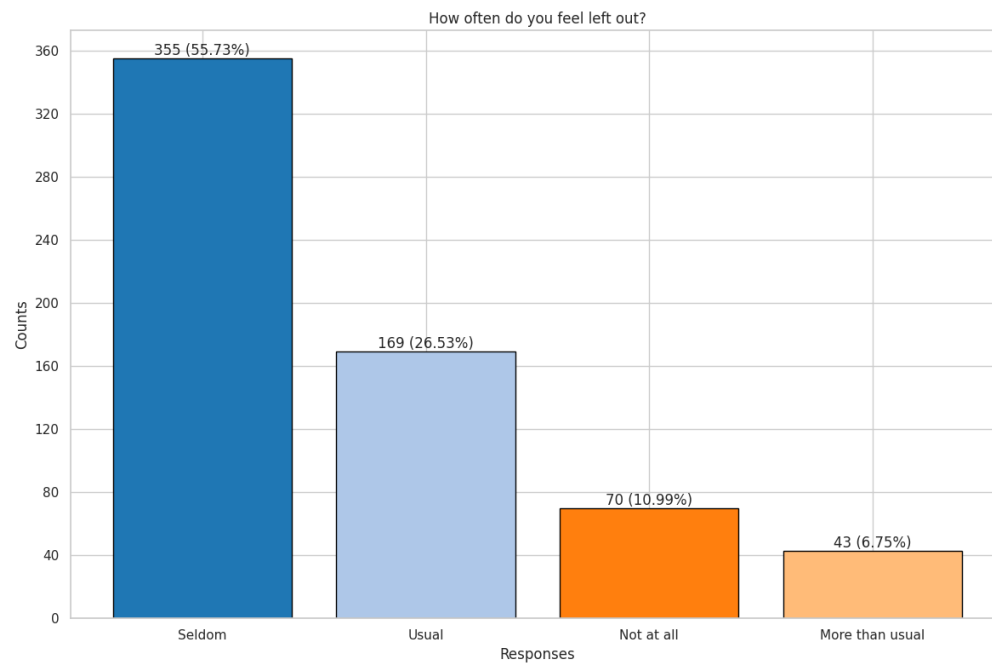
Q26.5. If I could live my life over, I would change almost nothing.



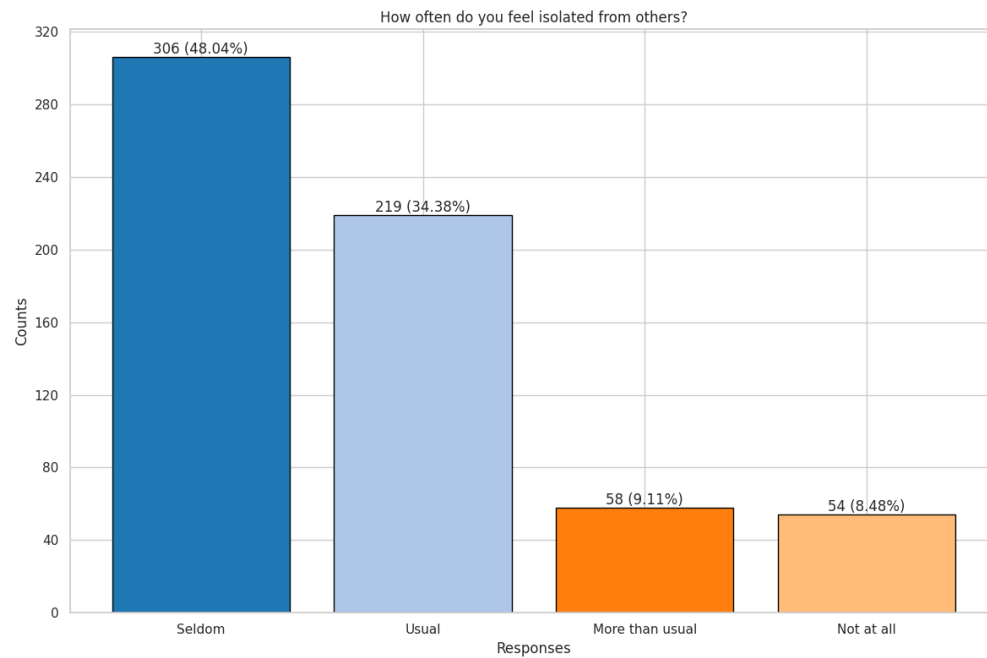
Q27.1. How often do you feel that you lack companionship?



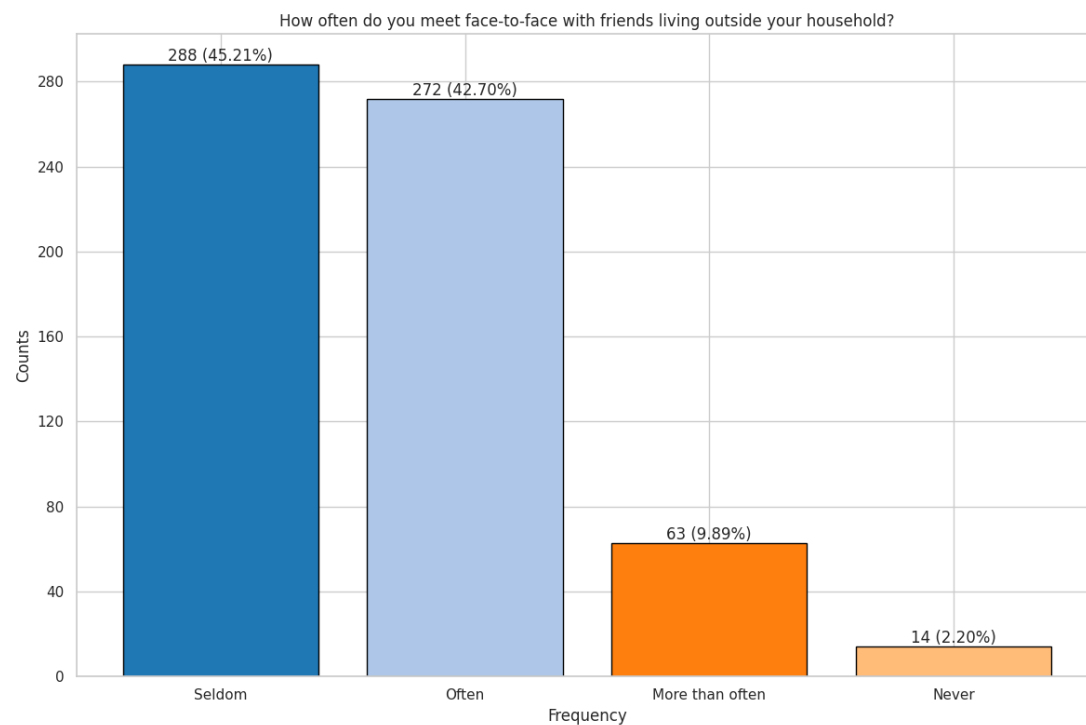
Q27.2. How often do you feel left out?



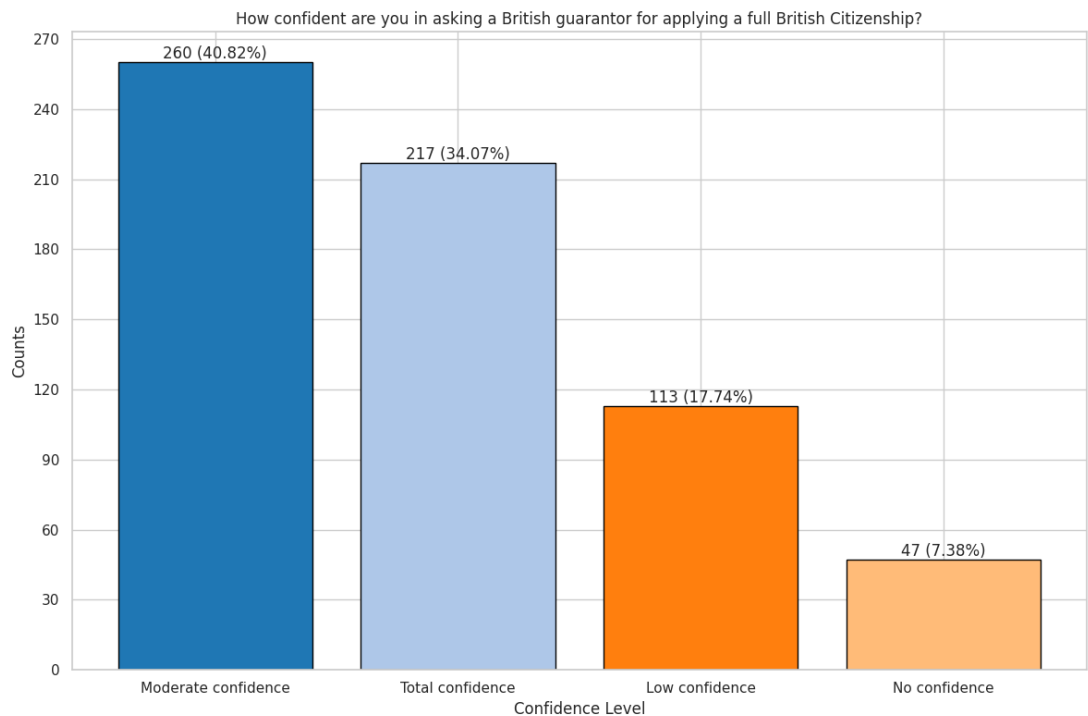
Q27.3. How often do you feel isolated from others?



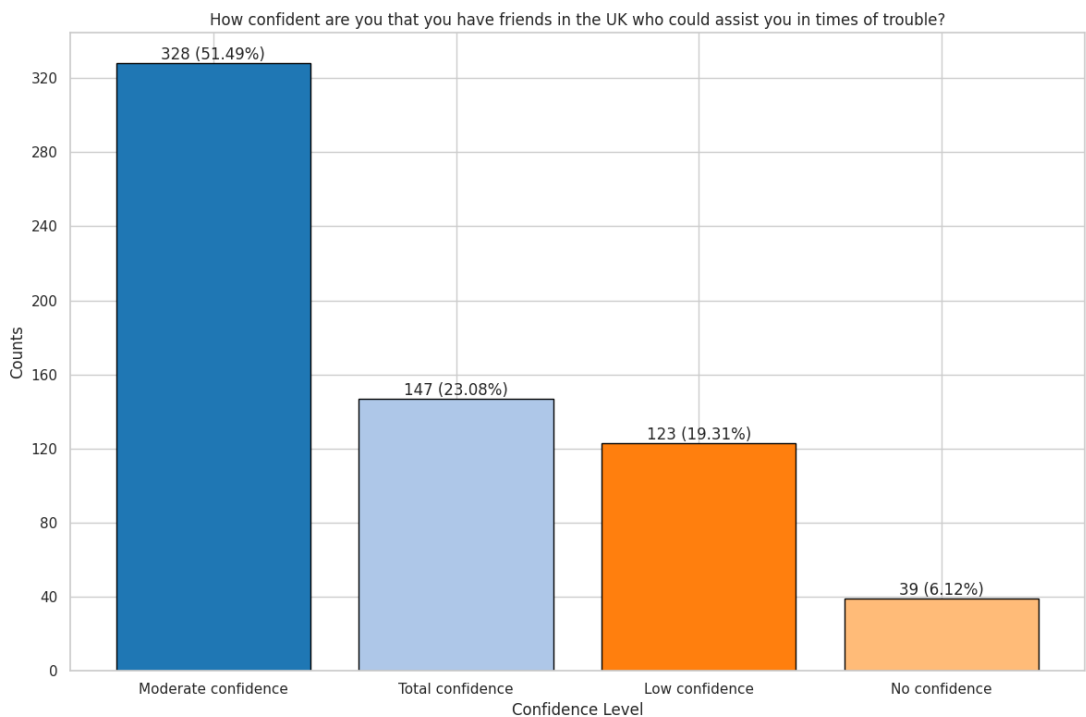
Q28 How often do you meet face-to-face with friends living outside your household?



Q29 How confident are you in asking a British guarantor for applying a full British Citizenship?

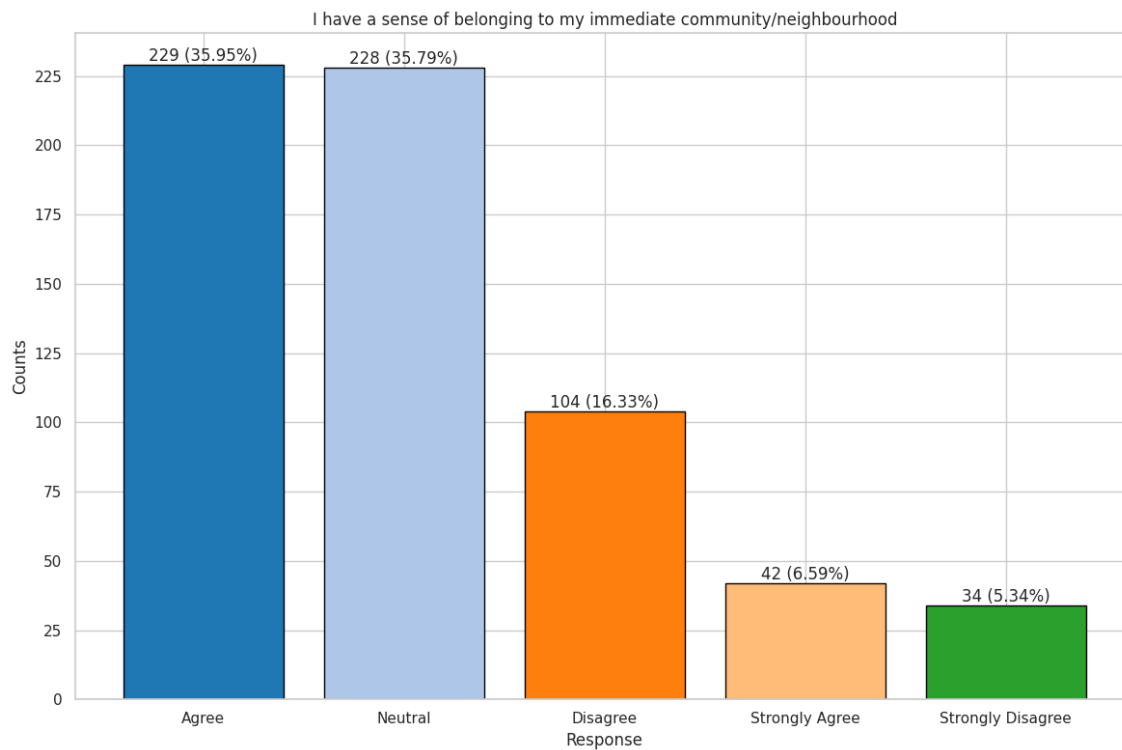


Q30 How confident are you that you have friends in the UK who could assist you in times of

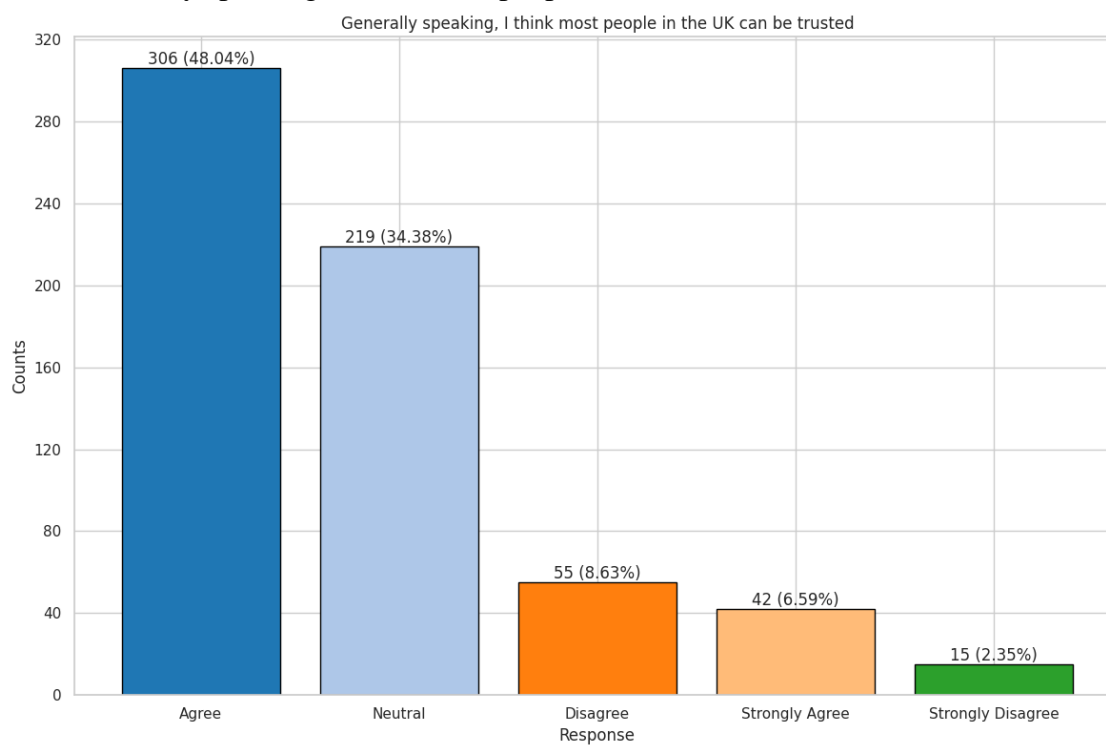


trouble?

Q31. I have a sense of belonging to my immediate community/neighbourhood.

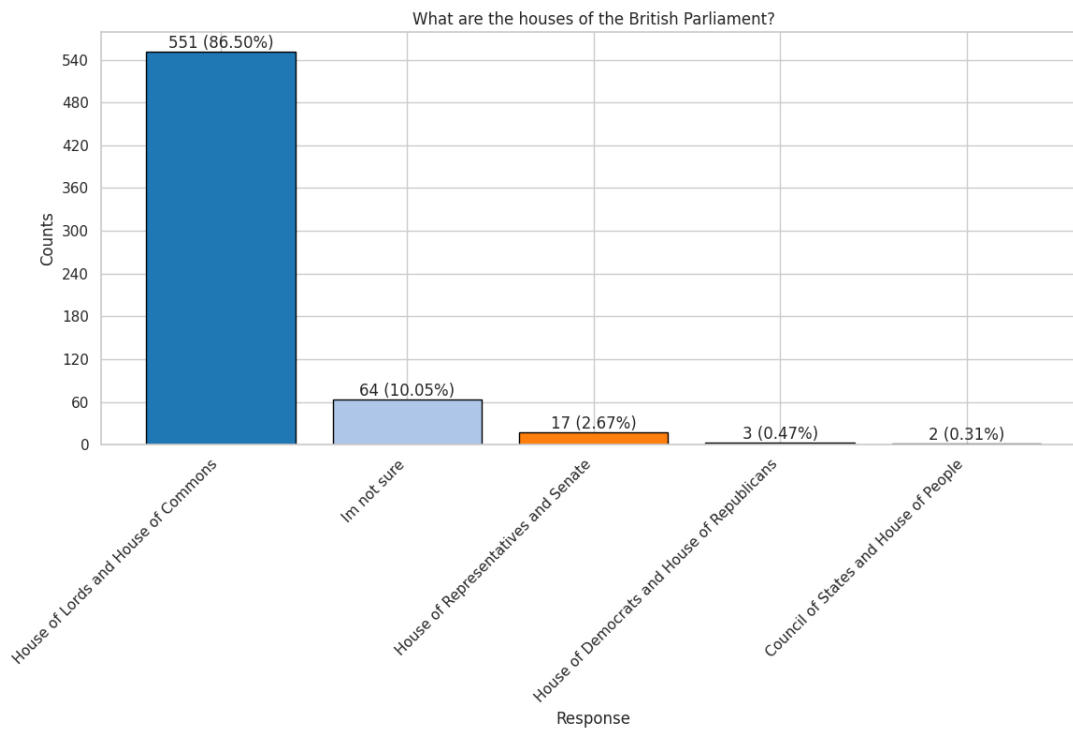


Q32. Generally speaking, I think most people in the UK can be trusted.

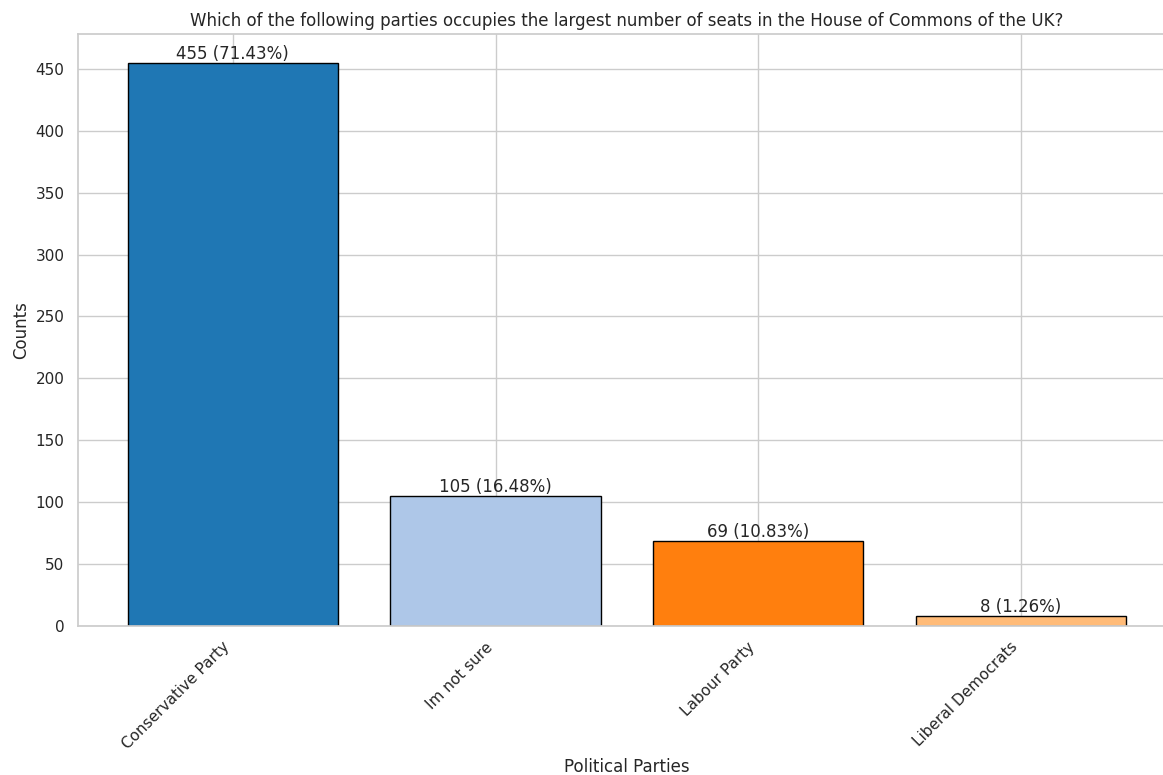


Political Integration - Political Knowledge

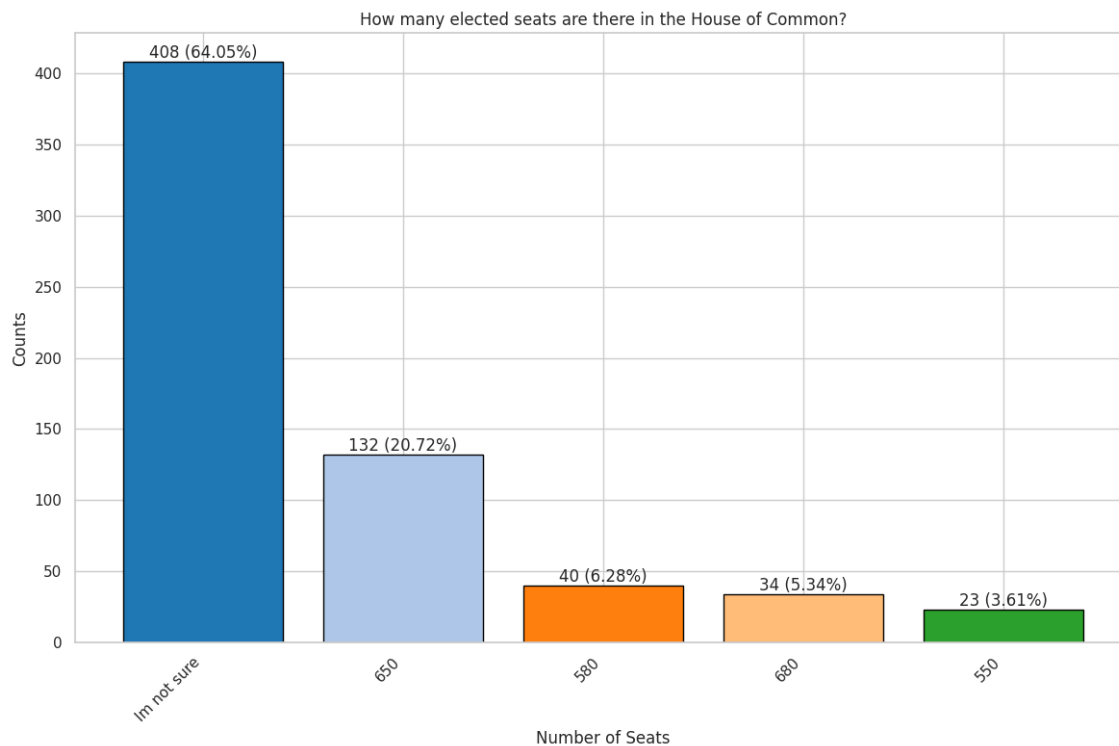
Q33 What are the houses of the British Parliament?



Q34 Which of the following parties occupies the largest number of seats in the House of Commons of the UK?

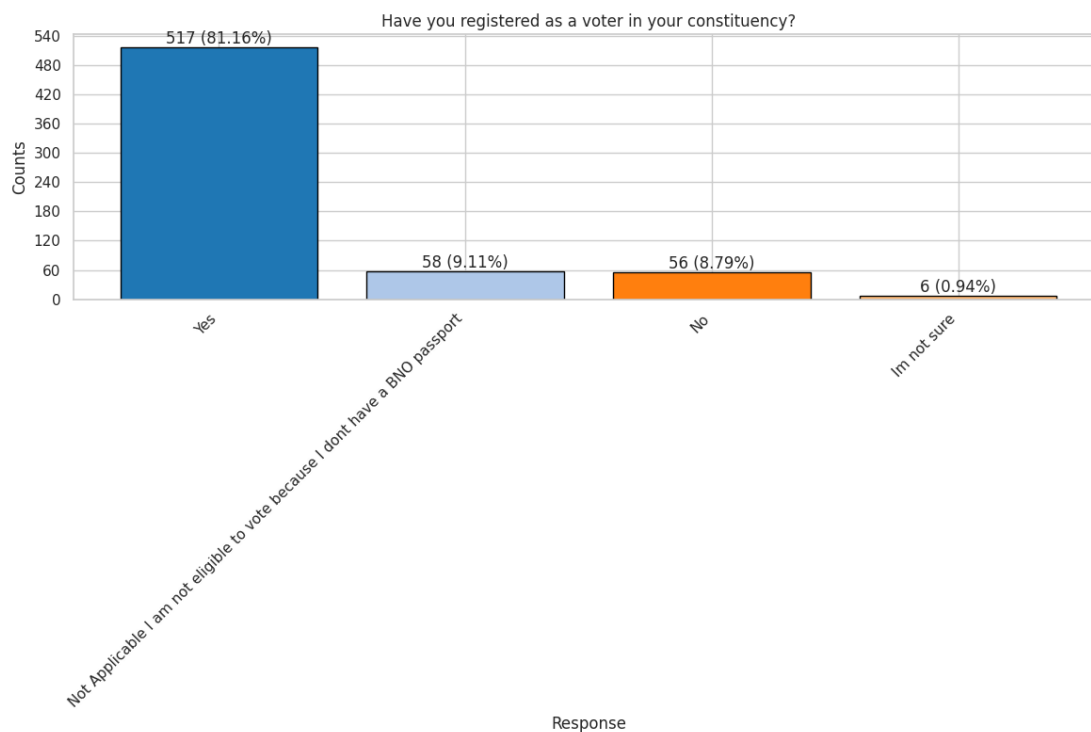


Q35. How many elected seats are there in the House of Common?

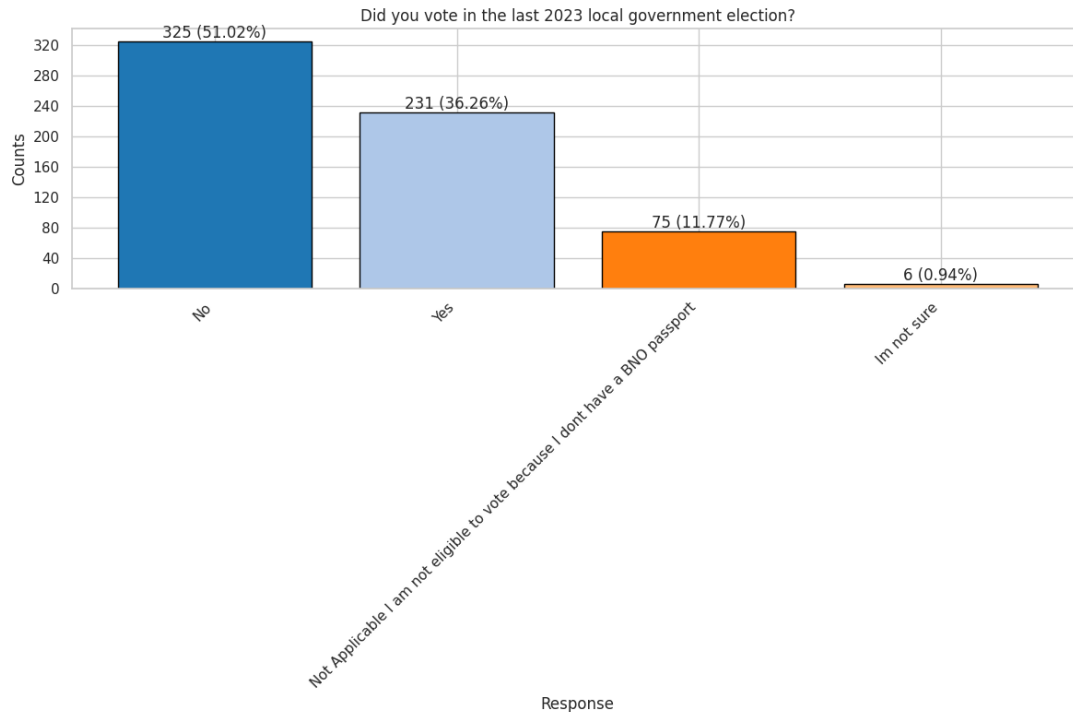


Political Integration - Political Participation

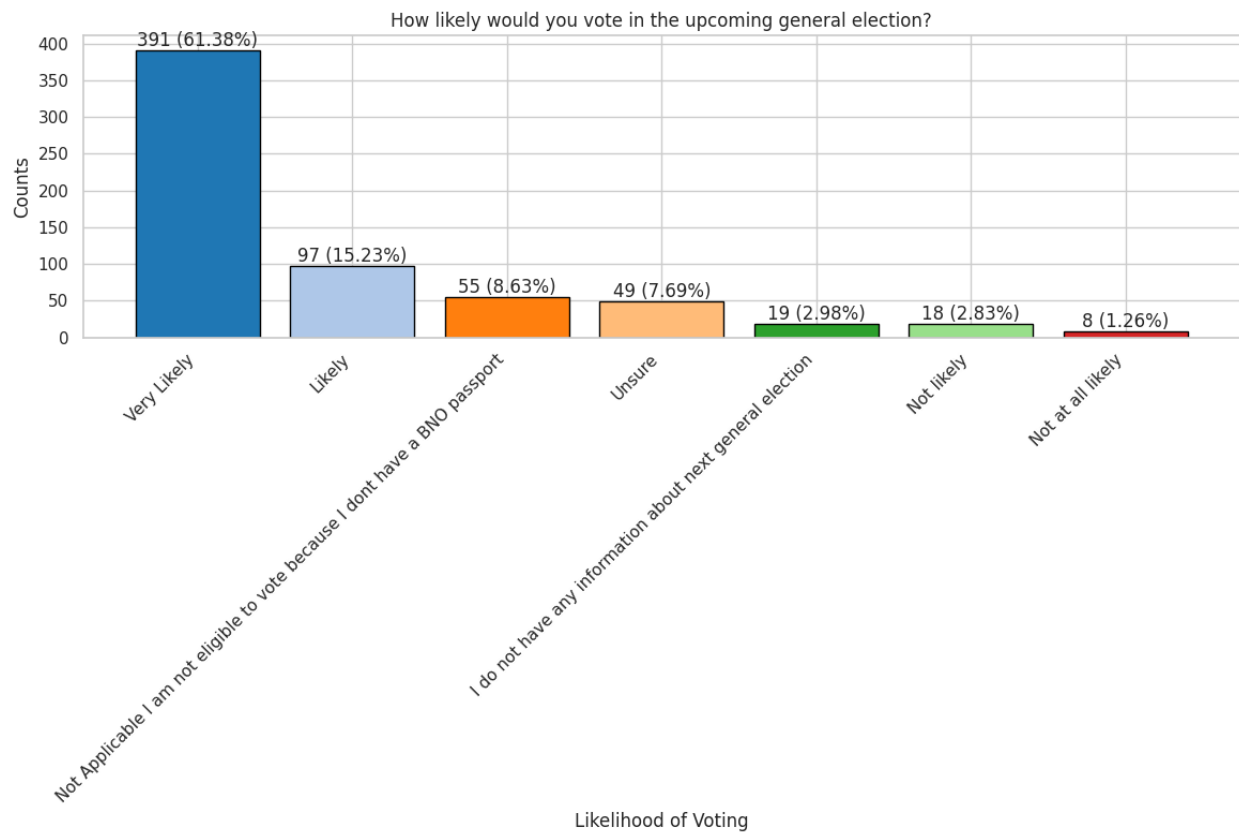
Q36. Have you registered as a voter in your constituency?



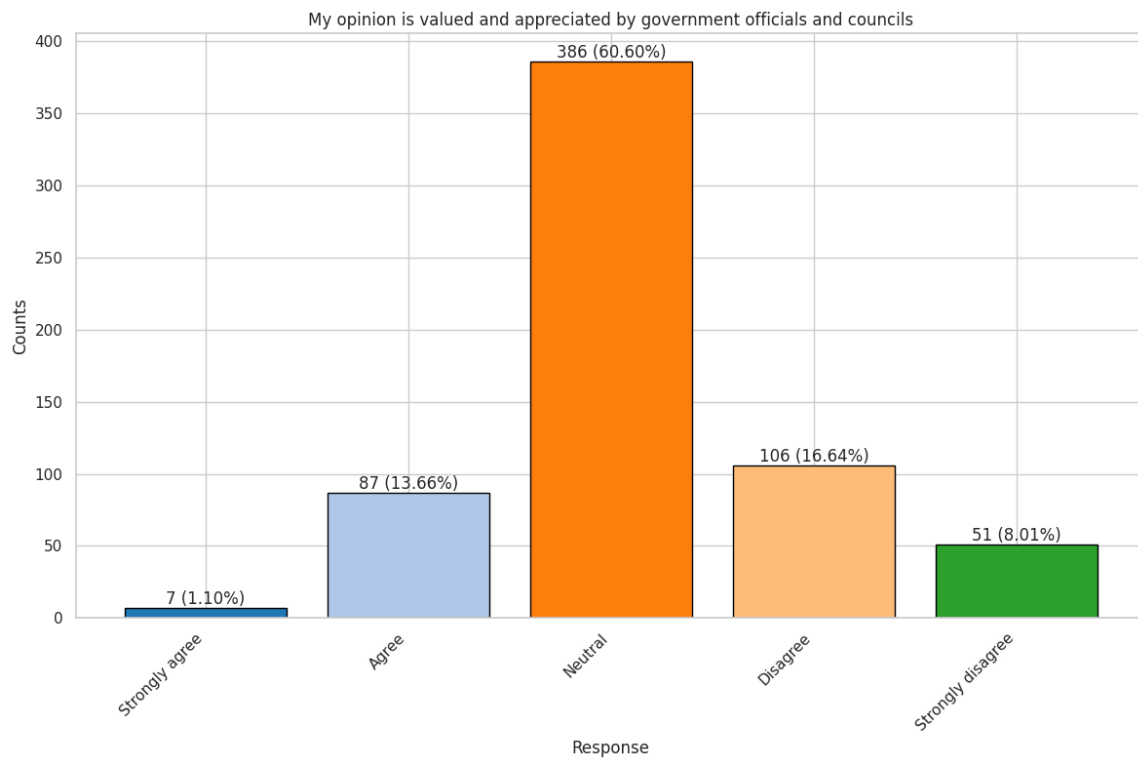
Q37. Did you vote in the last 2023 local government election?



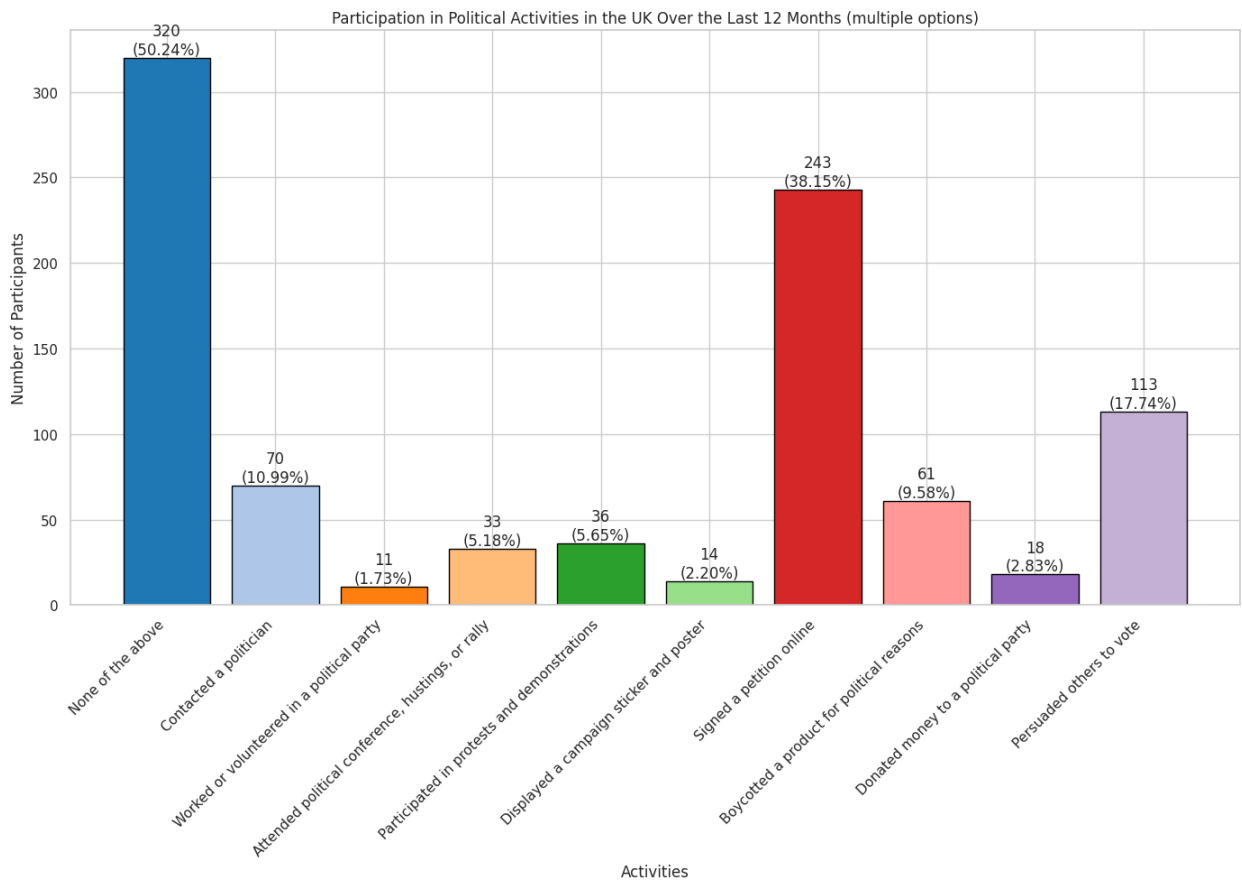
Q38. How likely would you vote in the upcoming general election?



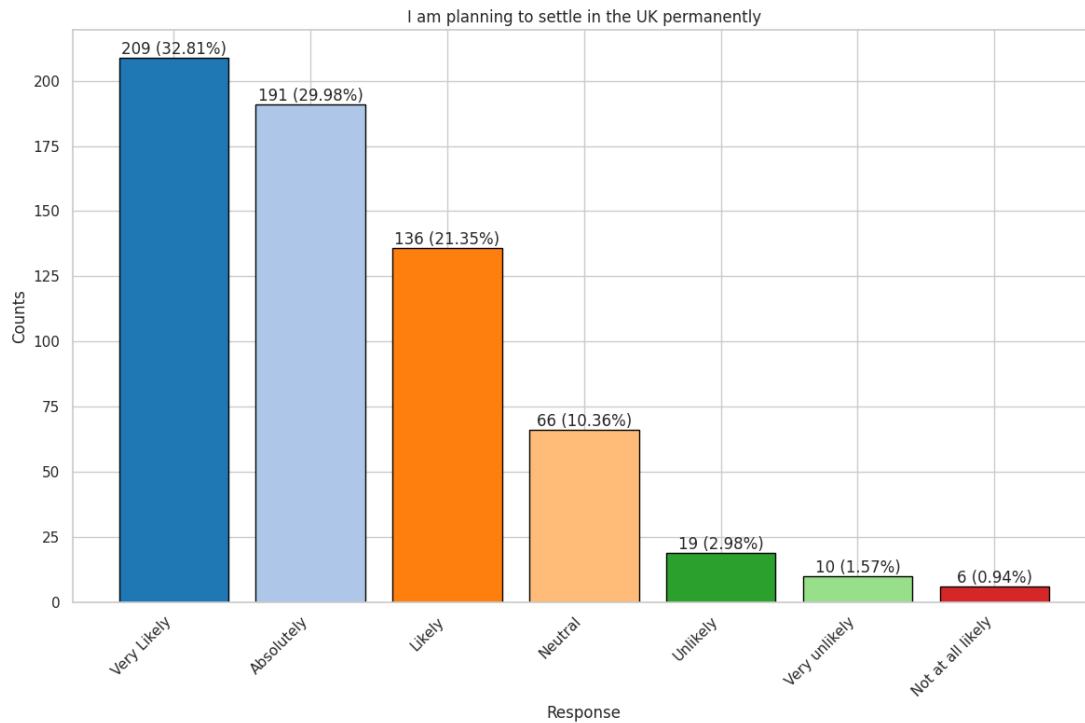
Q39. My opinion is valued and appreciated by government officials and councils.



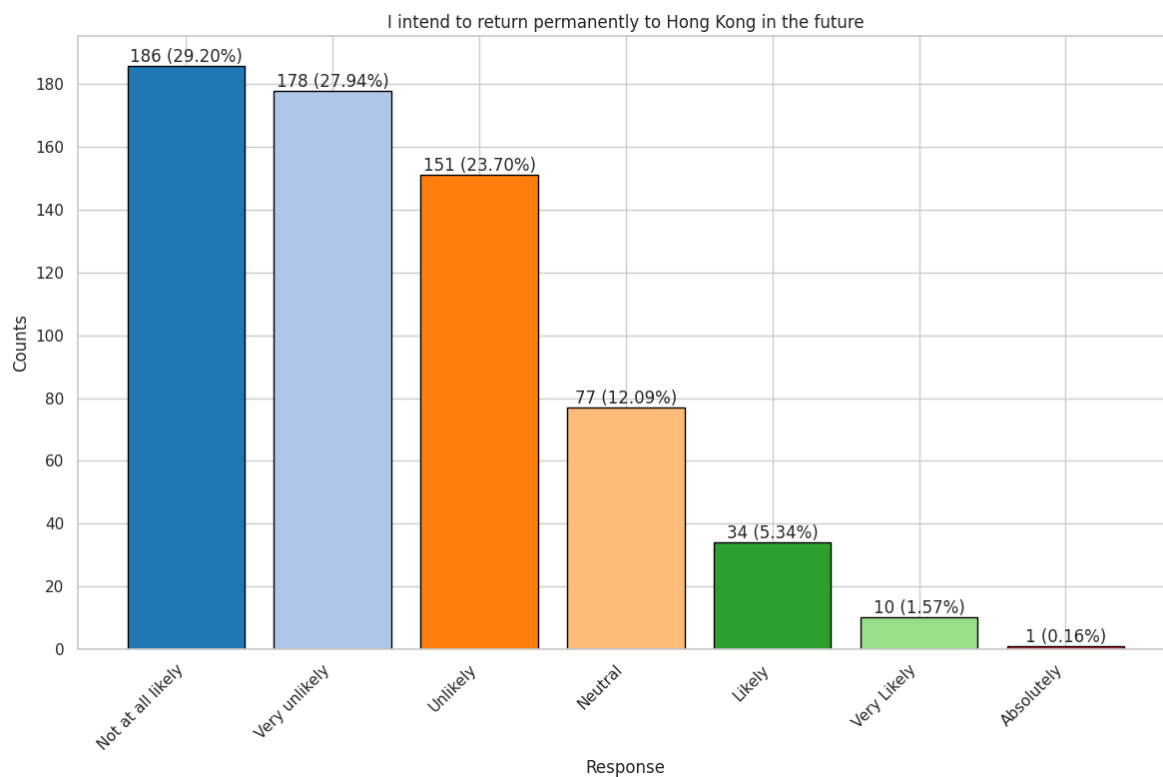
Q40. Have you participated in the following activities in the last 12 months?



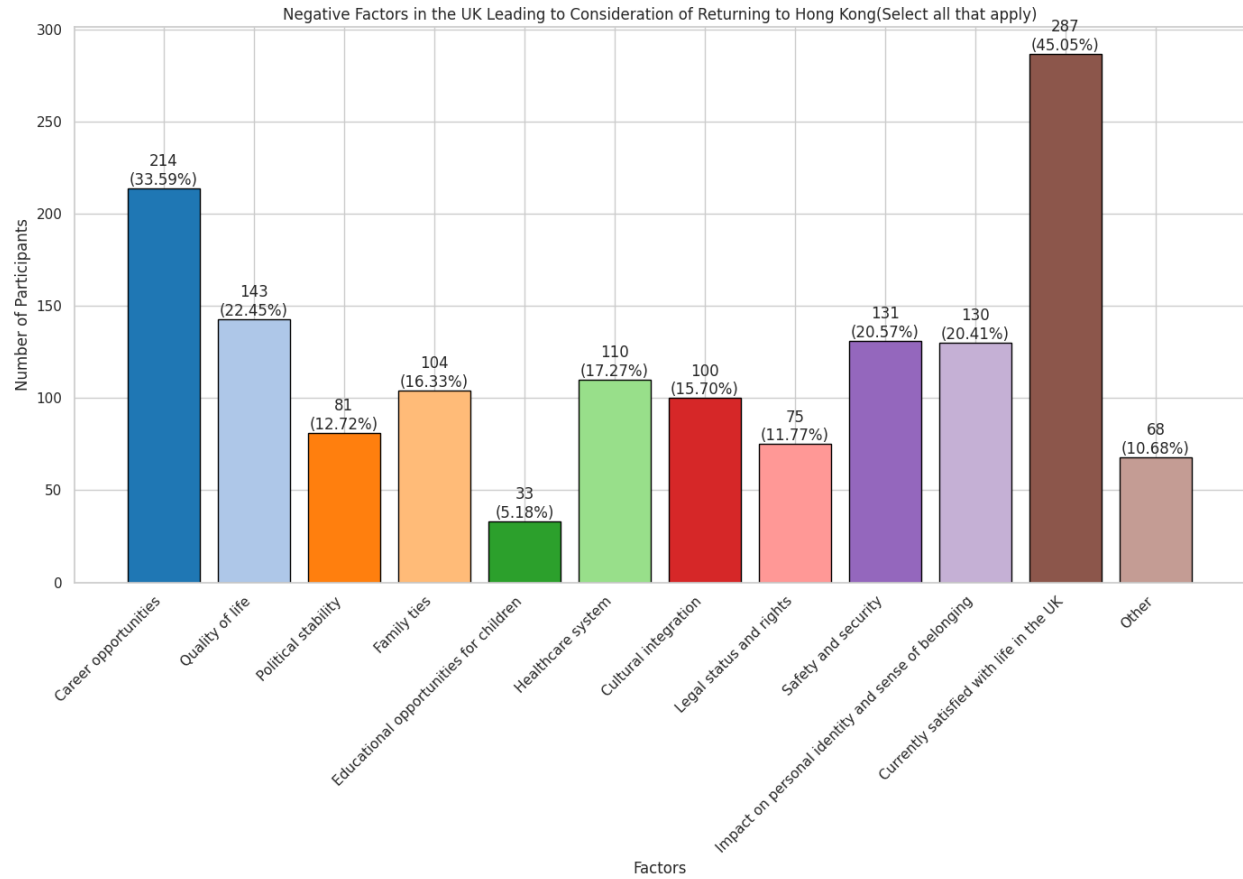
Q41. I am planning to settle in the UK permanently.



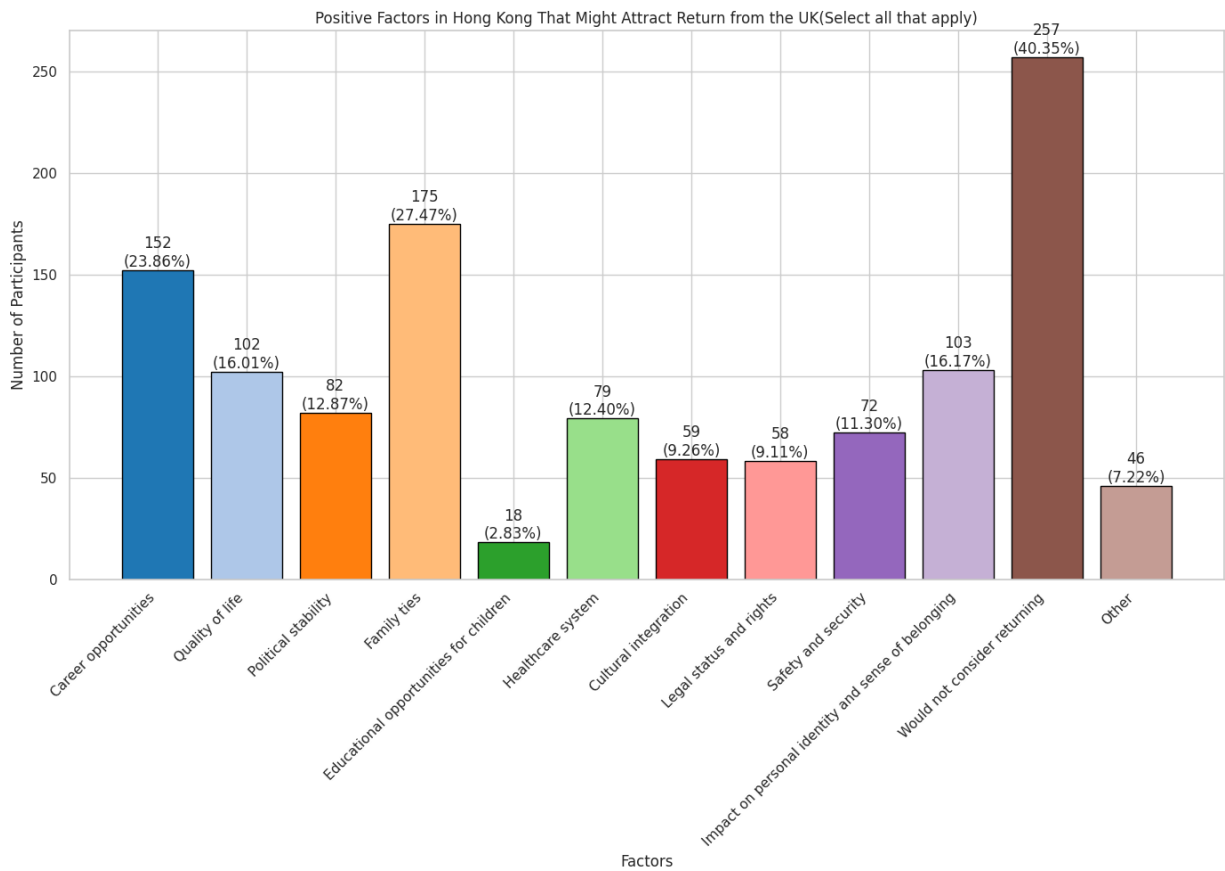
Q42. I intend to return permanently to Hong Kong in the future.



Q43. What negative factors in the UK have led you to consider returning to Hong Kong?/

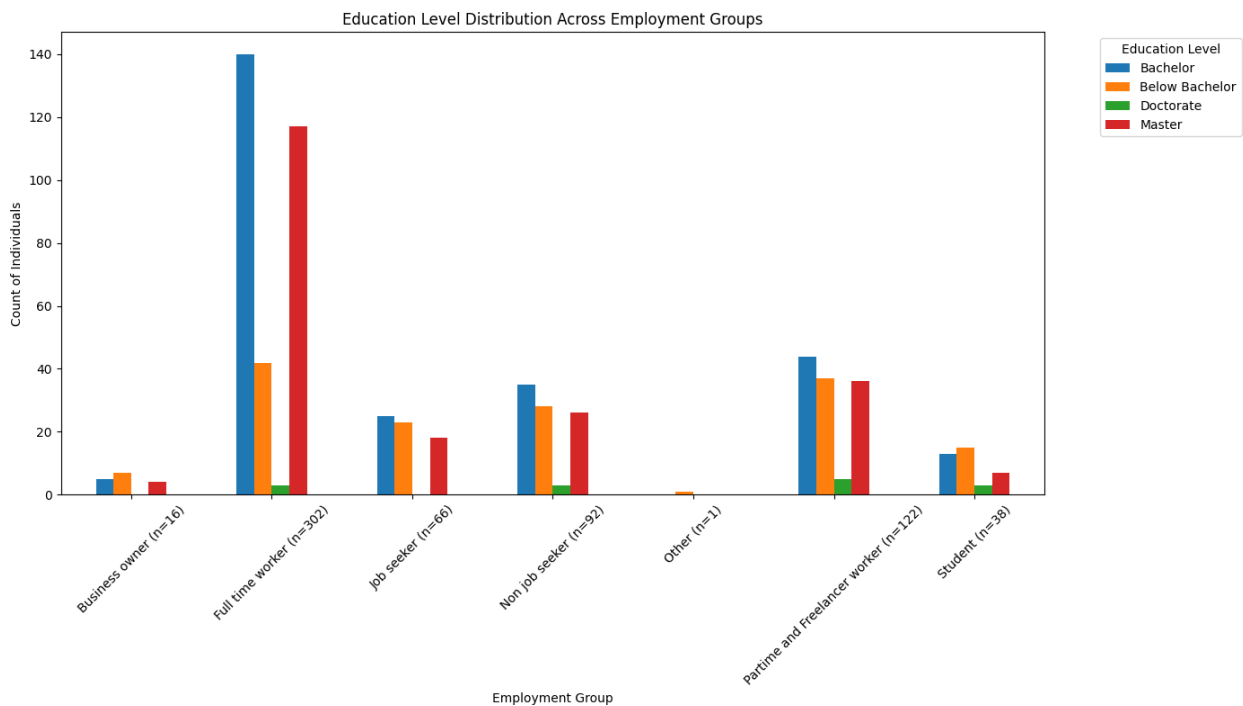


Q44. What positive factors in Hong Kong might attract you to return?

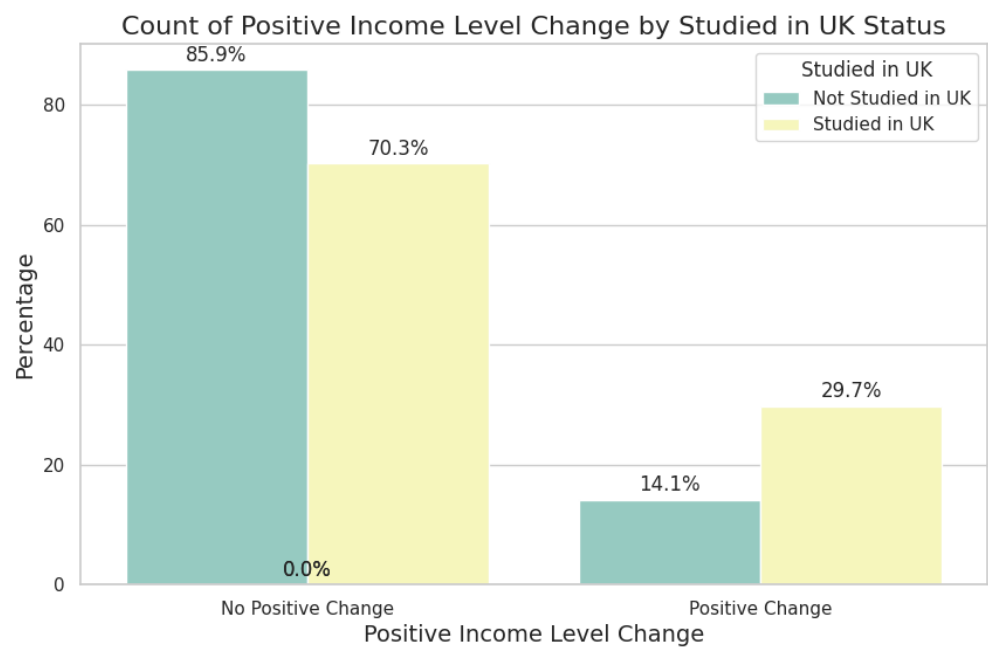


Appendix III Data Visualization (Statistical analysis)

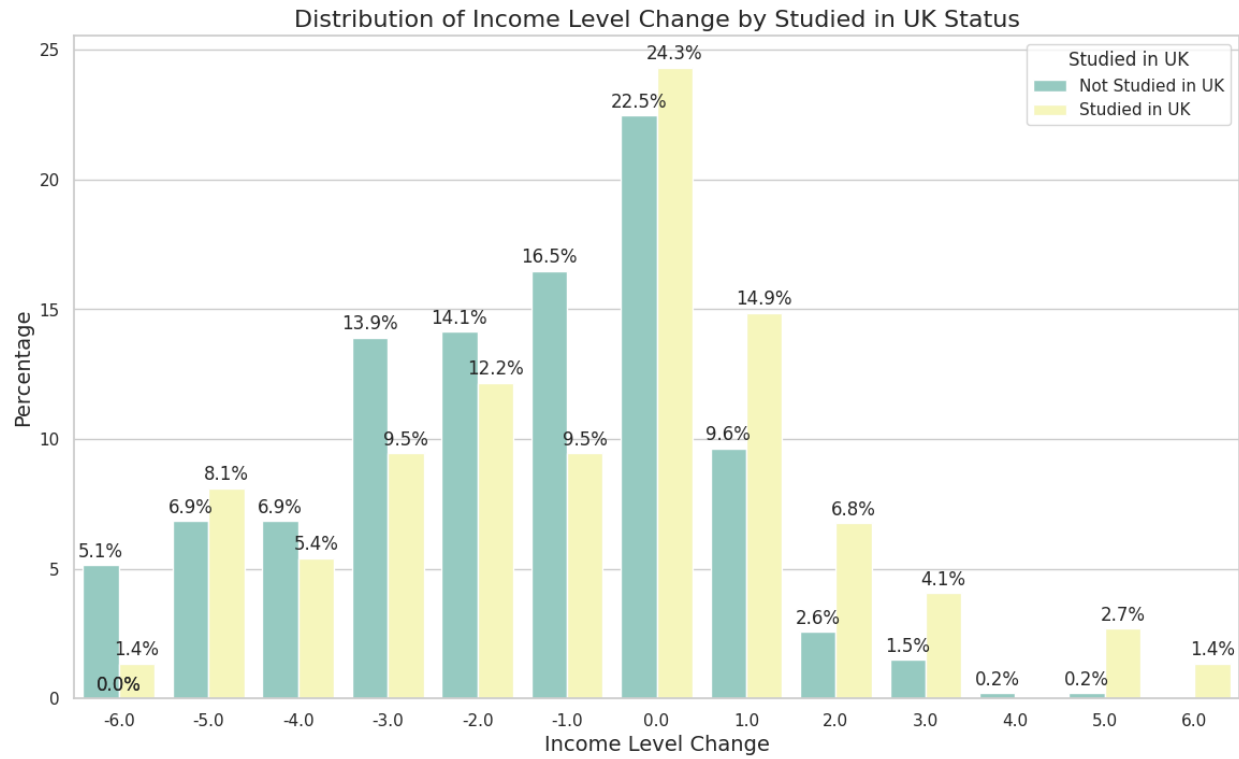
Bar Chart of Education Level Distribution Across Employment Groups



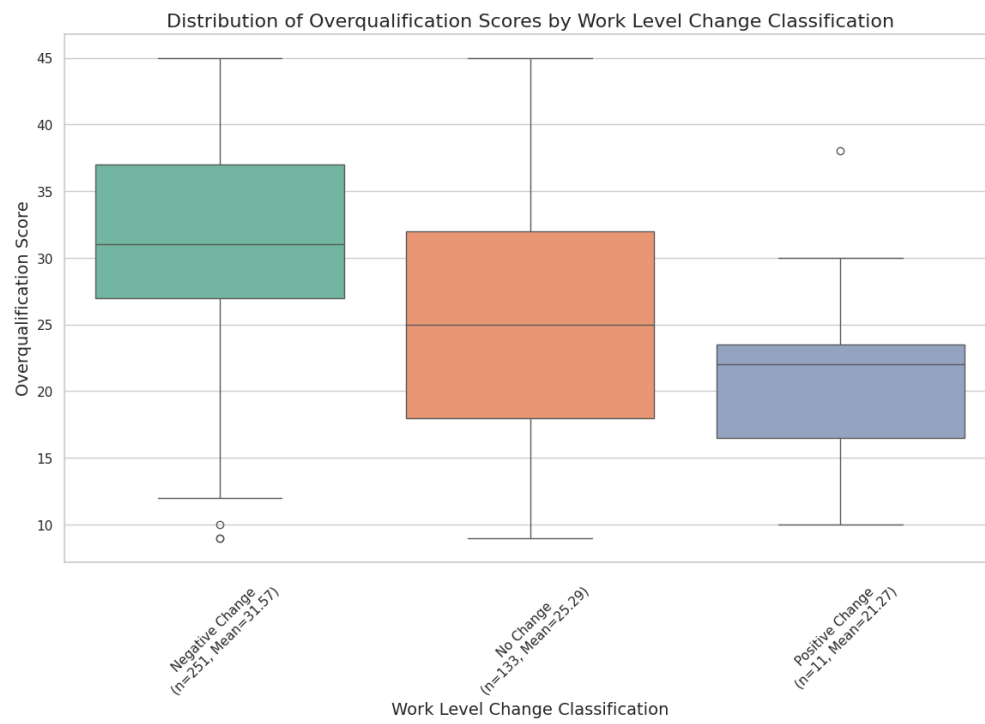
Count of Positive Income Level Change by Studied in UK Status (Percentage)



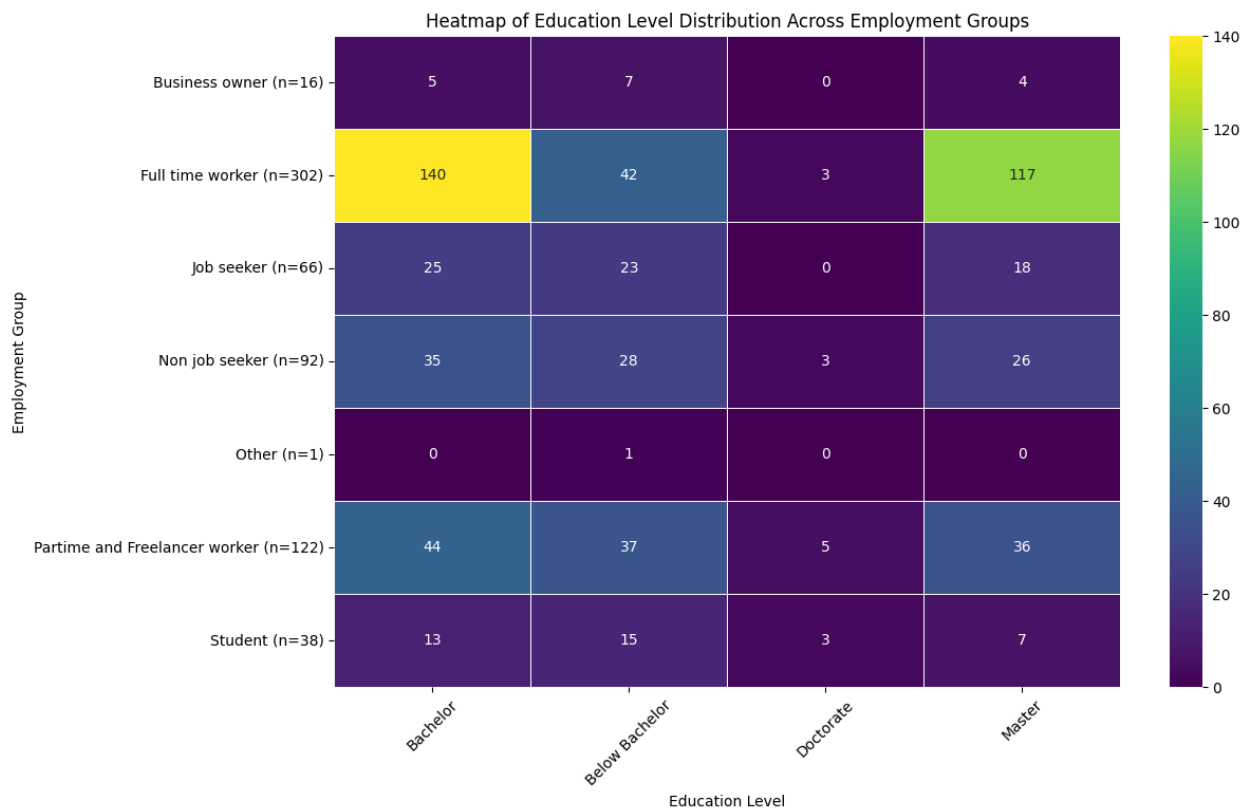
Distribution of Income Level Change by Studied in UK Status (Percentage)



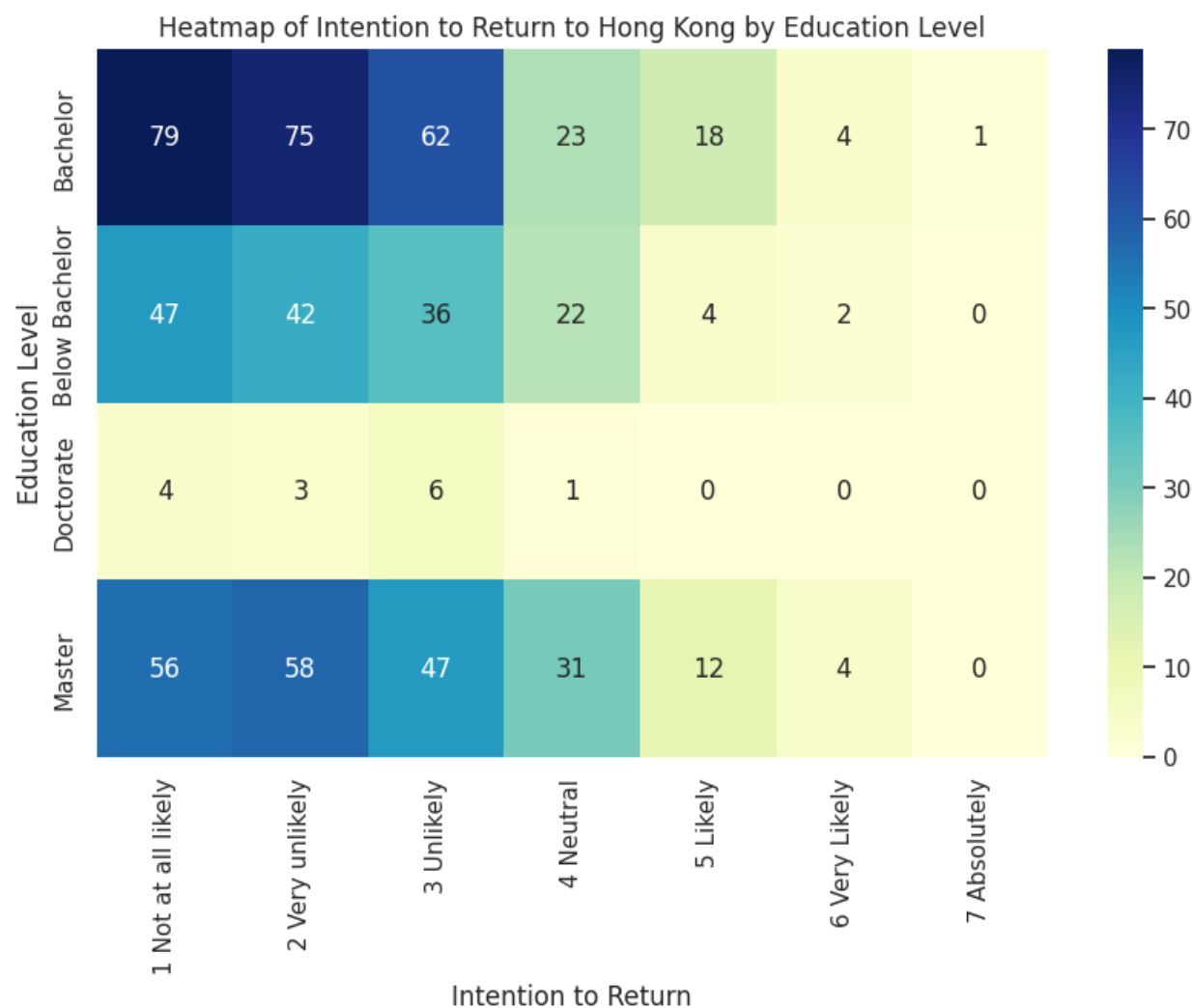
Distribution of Overqualification Scores by Work Level Change Classification (boxplot)



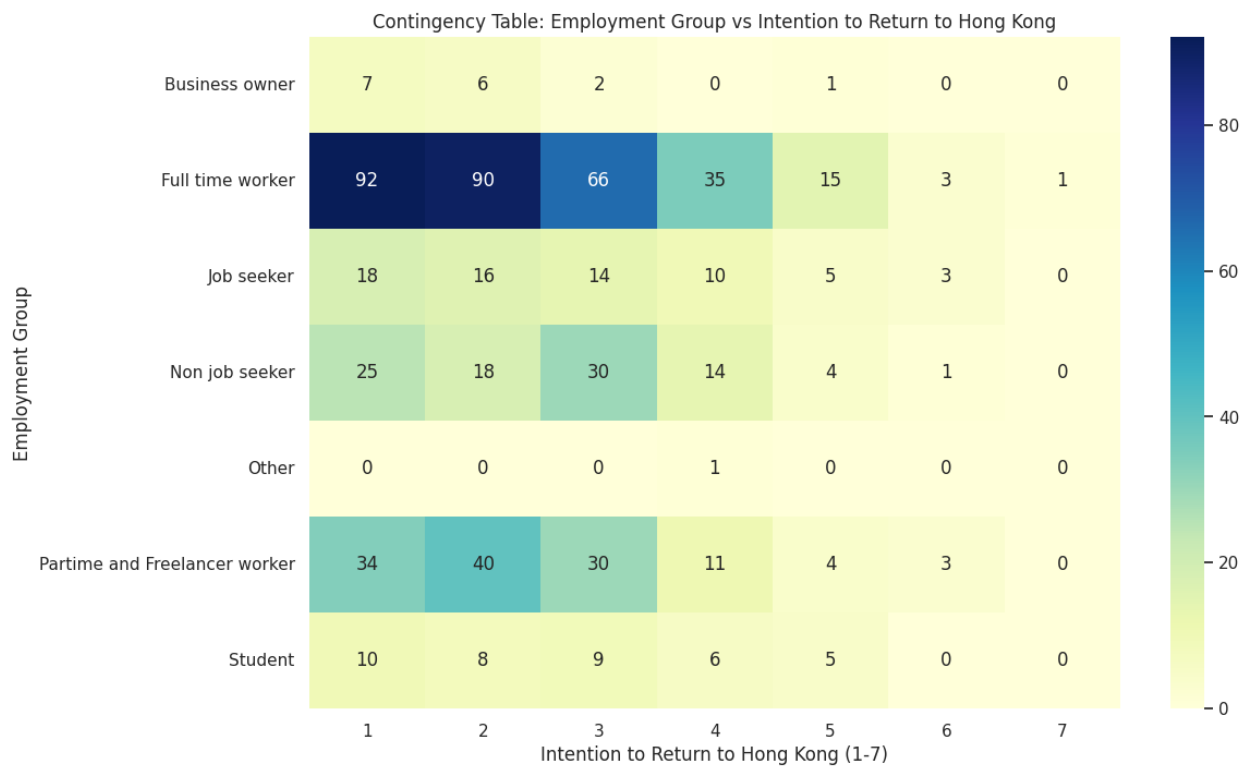
Heatmap of Education Level Distribution Across Employment Groups



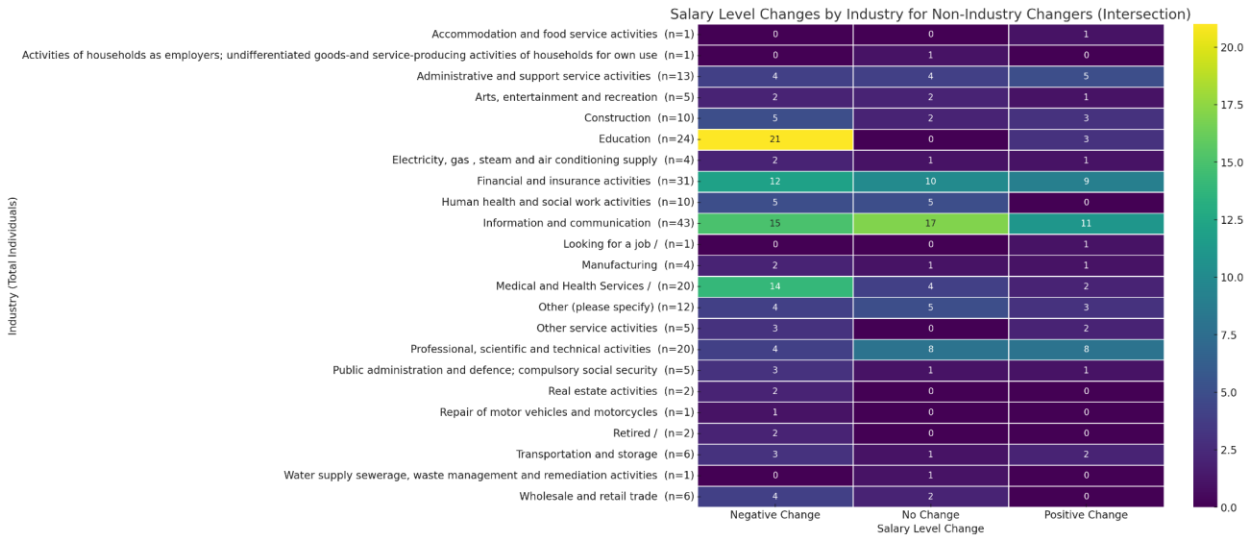
Intention to Return to Hong Kong by Education Level (HeatMap)



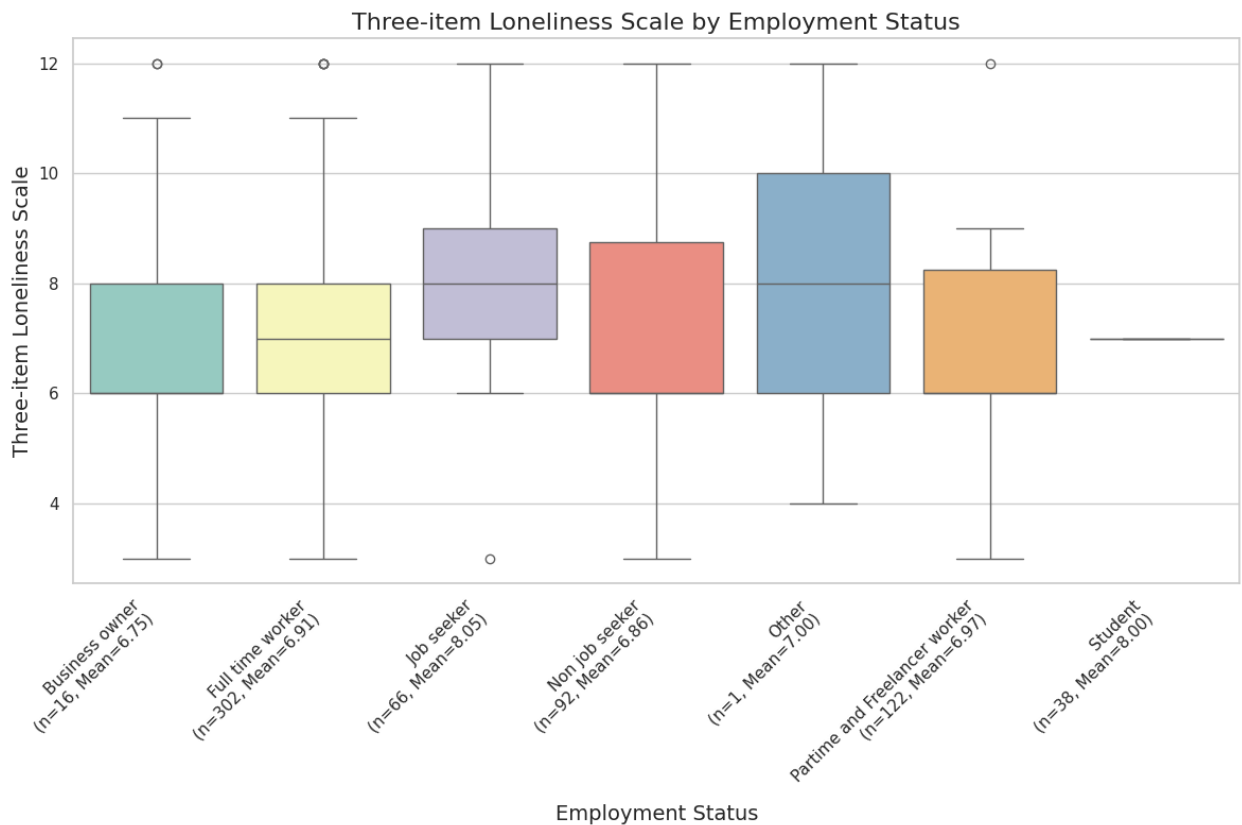
Intention to Return to Hong Kong by Education Level (HeatMap)



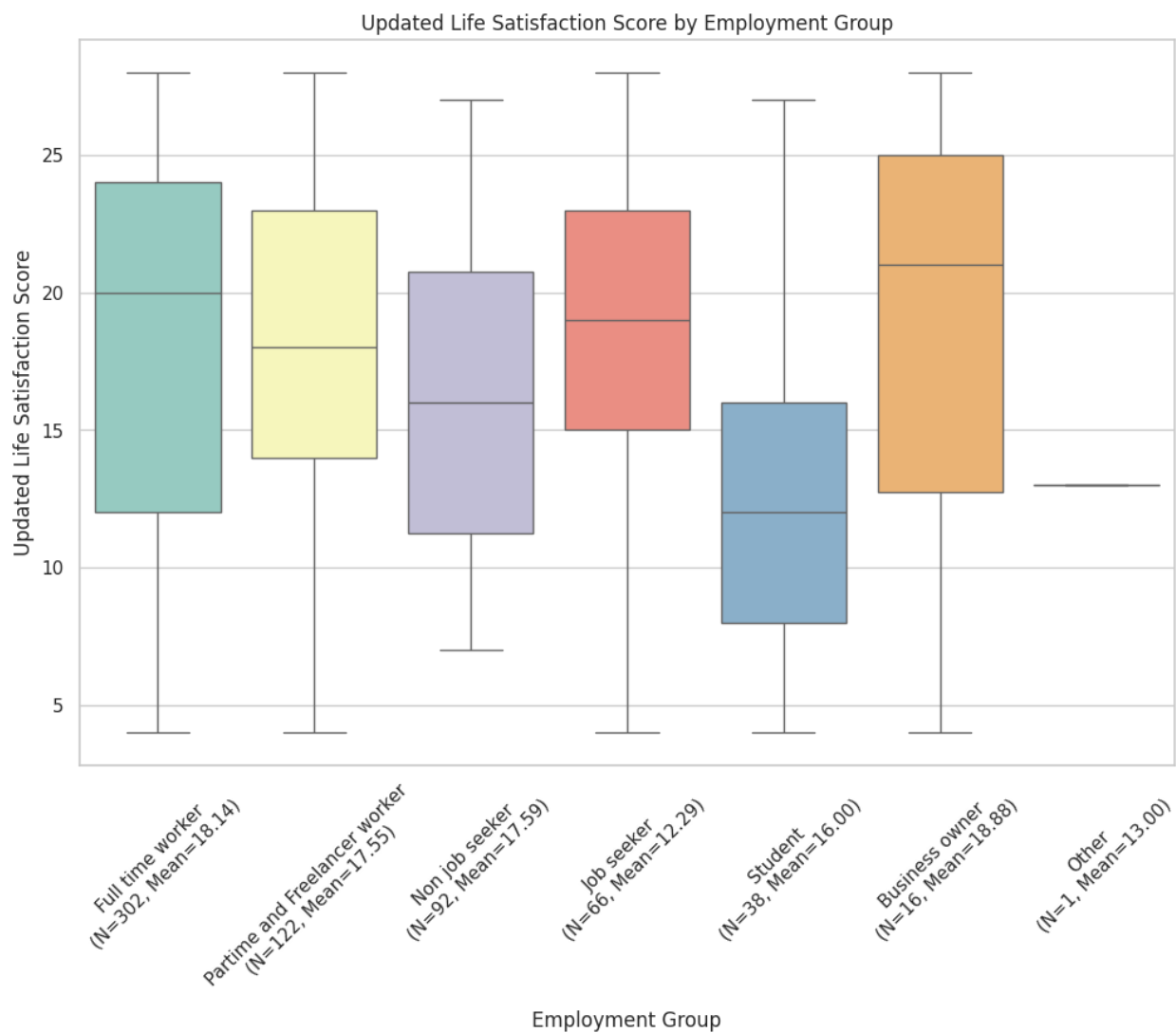
Salary Level Changes by Industry for Non-Industry Changers



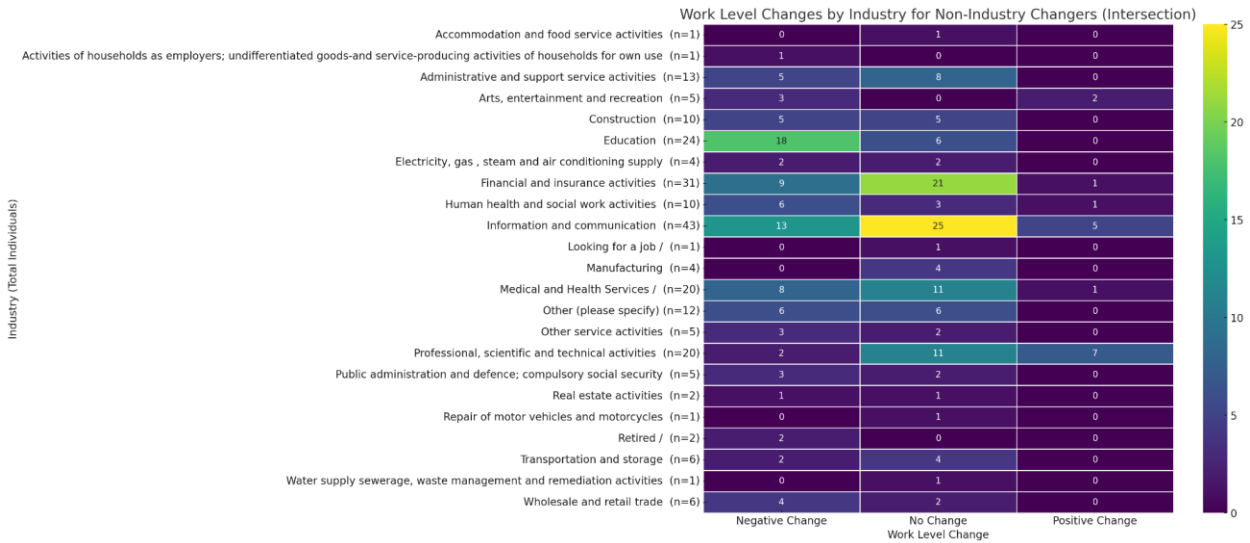
Three-item Loneliness Scale by Employment Status (box plot)



Updated Life Satisfaction Score by Employment Group



Work Level Changes by Industry for Non-Industry Changers



Appendix IV Reference

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