

**Iryna Kushnir:** My name is Iryna Kushnir. Today is May 30, 2023, and this is the online interview with Inesa Kostenko and this interview is for the project 'Ukrainian Refugees in the English Higher Education Sector'. Inesa Kostenko, do you agree to the interview?

**Inesa Kostenko:** Hello! Yes, I do.

**Iryna Kushnir:** Thank you. Okay, so let's start with this question. Please tell us a little about yourself.

**Inesa Kostenko:** So, before the start of the war, I worked in the city of Kharkiv, lived and worked there. At that time, I was a researcher at the Research Institute of State Construction of Local Self-Government, Academy of Legal Sciences of Ukraine. Also, I combined the work of a lecturer in 2 educational institutions at the Karazin University of the city of Kharkiv and the Yaroslav Mudryi National University of Law. That is, I had two part-time jobs and one main job that remained. As a result of this invasion, we have already stopped work at 2 universities. Therefore, part-time workers are no longer working for us.

**Iryna Kushnir:** When the war started, how did it affect your work? These two part-time jobs stopped, did the main job remain and, in general, how did the teaching go? What did you do?

**Inesa Kostenko:** Well, that is, it was Thursday morning for us, when we all woke up, were going to go to work, to school, to kindergarten and so on. But on that day, it was clear that no one was going anywhere, and for about a week there was probably still such silence and a pause of not understanding what was happening next. Most of the people just tried to leave, and just as many students began to evacuate and leave. I personally left with my children on March 1. We went to Poland. And then it all gradually somehow worked out. That is, at that moment, for several weeks, we stopped the educational process. And during this time, being in Poland, I wrote a lot of e-mails to all my acquaintances who work in one or another field and received an invitation to the university in the city of Vilnius. It was a partner university of our National Law University. They invited me and there was an opportunity to work there. I got a contract for 3 years, for Research, for the position of Researcher. And we were also given University Accommodation, that is, my two children and I moved to Vilnius. And, apparently, at the beginning they felt very happy. I remember when we were given University Accommodation after two difficult weeks in Poland, full of not understanding what, where how. You understand that you have a little room of your own and some opportunity to work, it was very cool. But the situation was such that in the first week's people did not understand how long it would last. And I sent a lot of letters to various grant projects, and many offered 3 months, 6 months, and so on. That is, it was very difficult to understand how long it would take to go somewhere. While in Vilnius, we seem to have settled down and the children also went to school. Very quickly, and I remember that in one week we resolved all issues: migration, housing, school and so on. But then there was something, maybe you remember the first months when information came that Poland and the Baltic countries would be next in terms of the Russian invasion and given that my eldest son was very worried about it all. I was also worried about my emotional health and, probably, the main point was about this great fear, and we decided to move on further. And to be honest, I looked not only at western European countries, but at options such as Canada and Australia. That is, further, further, further, because this huge fear that you experienced... Before that invasion, we all thought that it was some kind of rumour, and then, when it is already a film like the Second World War, you already experienced it, then you understand that it may have some further consequences. And while I was in Vilnius, I received approval from the University of Regensburg in Germany. We decided to go there. It was a grant from Volkswagen. And it was great that they offered 12 months, so it was sometime in April last year. We already understood that it is not for a month or two, that is, we have at least a year, we need to stay somewhere, such a temporary period, and it would be useful, that you would have the opportunity to work, children would have the opportunity to study. In April, we left Vilnius for Regensburg. In

the beginning, we were given University Accommodation, this was a Guest House, but we paid for it. Then many new issues arose. There were many problems in school education, problems with housing, and many issues that you did not understand even at the stage when you were not in the country. I also started looking further, because I understood that it would be very difficult to be in such position for a year. I received a lot of both rejections and approvals. One approval was from the Canadian McGill University.

We applied for a visa, that is, we aimed to go there for a year, a little further away, to protect ourselves from those situations. But while waiting for a visa to Canada, by chance, I received an email from an Associate Professor at the University of Leicester in Great Britain. The most interesting thing is that I sent so many emails, but I did not submit a request there, I did not hear anything about this grant from the British Academy, but I received an offer if I would like to apply for this option. And what was important for me, the three most important points were the opportunity to be a Fellow Researcher for two years, the second is that the country is English-speaking, because we all understood that, being in a European country, for 3-6 months you can sort out issues in English, but if further, you still need to learn their European language. It's very cool and even before the war I wanted to learn German and French, but it's impossible when you have a lot of migration, school, hospital issues, you just can't. And when you always read the news, postings and ask, 'how are you?' you are not able to deal with learning German language. I studied for two months, but I was not successful, that is, an English-speaking country was important. And, of course, there was a third point, namely specialization. Since, before the full-scale invasion, I began to develop the discipline 'Space Law.' It was the University of Leicester that offered the Fellow Researcher offer, that is, to continue research and provide support precisely in this Space Law, and that was really important. Because I had never heard of Leicester, but then I read, looked at this Space Park, National Space Centre, I think that this is really what I need, that is, not only to hold on, write something, read and stay afloat, but really raise my level as a researcher, scientist and replenish my knowledge in this direction. We waited for a visa to Canada for a very long time, and a visa to the UK came in three days and we left very quickly and realized that this was our option. And so, on July 1 last year, my two children and I flew to Leicester.

**Iryna Kushnir:** It turned out interestingly. So, it was supposed to be. Let's go back to the beginning, when you say about moving from Ukraine, did you go immediately, or did you wait a little?

**Inesa Kostenko:** I think we were one of the first ones. Because the war started on Thursday, a terrible Thursday, and we waited for several days. We lived in a house, two children and I, and my parents. That is, for several days we spent in the basement, in our basement. We didn't run to the underground. We just stayed and slept there. And the most terrible thing was that when... I remember my condition, once I gathered myself very quickly, I understood that it was a war and it was necessary to stock up on food, water, matches, etc. But the most difficult thing was that when you go to bed together with the children in the basement, and the question of the eldest son: 'Will we wake up?' I remember this being one of the scariest questions. And so, every day you live with it, and it was scary to go, because already on the second, third day, when we spent time in the basement, you are already looking at the news feed, when the bus was fired upon, the cars were fired upon... But then there was information about these trains, which are going west in an unknown direction, and we packed and reached the station. The war started on Thursday; we left on Monday. We stayed for 5-6 days and left. Of course, it was very scary on the train. We see this only in the movies, when children are thrown into wagons separately, then adults somewhere shout, 'my children are there,' complete darkness, you are going, and you don't know where you are going. Then, when we reached Lviv, it's such a feeling that you survived. It was like that; you go west, and you don't understand where. That is, 5 days, I consider it quite short, because many people left later, in April and May. But these 5 days were very memorable.

**Iryna Kushnir:** Thank you. Regarding moving to Great Britain, you have already been to Poland, Germany, and Lithuania. I just realized that someone contacted you and one thing after another, and you already happened with the visa. What was your moving experience like? What do you remember the most? From your real-life experience, how easy was it to adapt?

**Inesa Kostenko:** I think that it is very easy, because when we were in Lithuania, everything was very fast. In Ukraine, I can say that everything was very digitized. Especially when we had Covid, and we solved all administrative processes electronically. This is exactly what we observed in Lithuania, but after Germany, this digitization that was in Great Britain, it was much easier, because the previous experience in Germany, when you have to go with papers to different migration services every day and you just spend a whole month doing... Even in order to get, for example, a card or a pass to the library, a pass card to the University, that is, we solved these issues for a month. Even after two months in Germany, we did not finish these migration and paper issues. We already went to Great Britain, and then I began to close those questions in reverse order.

As for the UK, I think the first thing to consider is that I already had that immigration access. I was volunteering on Facebook helping with some questions for people to decide in which countries, because many people were scared by the thoughts, 'can they leave this country, and can they go somewhere else.' Having such experience as a lawyer, and already practical experience as a person who has already been there, I tried to volunteer in such situations. I was very pleasantly surprised how quickly everything happened in Great Britain. There was a lot of clear information. There were guidelines of how you should go, all the issues: school, NHS, bank account etc. And what to do step by step. Visa issues are all resolved online, getting a BRP, that is, everything was very easy, very prompt, that I think we resolved all issues in about two weeks in Great Britain. That is, we lived with our sponsors for two weeks, then we moved to University Accommodation and in those two weeks, I think we made a bank account and NHS registration and enrolled in school. In this regard, this digital process worked very quickly, especially compared to Germany. Because if we had moved here immediately after Ukraine, it would have been normal, but after Germany, we were pleasantly shocked in this respect.

**Iryna Kushnir:** Absolutely. Did you and your children's level of English allow you to go through these steps easily?

**Inesa Kostenko:** So, I came here, and my level of English was, as a couple of years ago, level B2 was confirmed, maybe a little more. The children, like all Ukrainian children, studied in ordinary schools, had some level of English, at the level of 'My name is...My favourite food'... and so on. But what we faced, was British accent. You really have to constantly ask to repeat, that is, even when you watch some movies to... I remember when I was preparing for the certification exams, I had a problem with listening, I listened to a lot of podcasts and movies, but I listened to US English more. It was necessary to listen to the British. But children got it faster.

We stayed in Leicester for a couple of months and already, if we walk in the park or go to a store, I can ask something, the person answers, I ask again, and my child says to me: 'Oh, mom, he said this and that.' That is, they really, being constantly in this environment, at school, they understand this accent faster and even begin to speak. Because I have such a very correct academic language, I will think twice, and somehow my children started to talk faster. But in addition to the level of English, it is also important certain communicative skills. They are not ashamed to make mistakes. And some people may know more and understand more but are weaker and remain silent and cannot correctly ask questions or answer. This is also a case, unfortunately.

**Iryna Kushnir:** Yes, absolutely. Regarding the higher education sector, what were your expectations before you got here?

**Inesa Kostenko:** I think it was even one of my dreams, if you go back a few years ago, I really wanted to get an internship experience. I can't say that I wanted it for two years, but for 3 months, somewhere like that. Two years you really do miss the country, but considering these circumstances, 2 years is the best offer that can be at the moment. For me personally, the system of higher education seemed like another level, another universe, it seems to me that with our constant European integration in all directions, including in the system of higher education, we tried to reach such a level. Expectations were very high. I didn't think it was permanent... I understand there's Oxford and Cambridge and a lot of other universities, but it seemed to me that it was a different universe in this regard.

**Iryna Kushnir:** What have been the moments since you've known how higher education works that made you think that it's a different level and higher expectations to have?

**Inesa Kostenko:** You know, I didn't know some details. Even, remembering myself at school, when we taught about Great Britain, London, these universities... it was from those years, there was such an impression, such a picture was drawn in our head that this Oxford and Cambridge are somehow incredible, even without knowing the intricacies and details I had a personal image that there were professors, laboratories, huge libraries, a special student life. I was very tenuously interested in these universities. But these were the 18th and 19th centuries. This is from the time when students lived. Now all this is at the modern level, there is no such colossal difference. Those times were really interesting. There were such pictures in my head that separated the English system of higher education.

**Iryna Kushnir:** What is your experience now? What exactly do you do? What does your day-to-day job involve?

**Inesa Kostenko:** Being a Fellow Researcher at the University of Leicester, I have three areas: Research, Teaching and Leadership. And regarding Research, this is a continuation of my research on the topic of Space Law, and it is very cool that there is currently such an opportunity, because when I was in Ukraine even before the war, I remember that when I tried to develop this branch of knowledge, in Ukraine there was always the question: 'Who are these space lawyers and what will they do for living?', that is, they are not necessary at all. Because we are not dealing with the ISO, our government space agency. All this is only on the way, and we do not understand how many years this path can take, 1-2 years or 10-20. But people need to work now, and lawyers are more practical people whose skills can be implemented now. If we are talking about a space lawyer, then it is very difficult to understand, and if you are introducing this branch of knowledge just to understand the basic skills, then again, what is the need for it. But now that I'm here and constantly, once a week for sure, in the Space Park in the city of Leicester there are regular events dedicated to this topic. We see that this question is currently popular, and I think that Ukraine should also move in this direction, even though there is no such job as 'Space Lawyer.' It is a difficult profession, even for European level. But this branch of knowledge is very popular, and everyone says that this direction is developing very quickly. So, the first such direction, this Research is a continuation of the research, I am working on the Monograph of Space Security Dimensions, Theory and Practice. It's very difficult. I planned that in two years I would be able to finish 70% of this work, but I understand that writing a Proposal takes six months, then waiting for a Review takes three months, I understand that I need reduce the speed a little and more realistically estimate the time spent. I have this direction, but I understand that in these 2 years I will hardly have time to finish it completely, and I just need to move in smaller steps.

The second direction is Teaching. I was offered to immediately take the module of European Law and Space Law as a separate optional subject. Of course, when you first arrived, I decided to take a break from teaching for one year, because there were worries. At the beginning, I need to understand how this process goes here and I was worried about language barriers, because I need to

understand, to improve my English level a little, so that I can speak and understand and listen absolutely freely. But for the next academic year, I have planned European law and Space Law as an optional subject. These are the classes I will have.

And the third direction, this is what I am actively working on is a Leadership. It is more suitable for events, writing grant applications, project activities. Feel yourself at work as a Principal Investigator. That is, raising the level of administrative skills. You can feel the difference. If we talk about, for example, teaching and research, then in Ukraine most of our lecturers and scientific and pedagogical workers were also engaged in this. But I feel the strengthening of my skills precisely in Leadership because I believe that I practically did not have this experience. Because we in Ukraine were limited by the possibility to do all the grant applications, or via partner countries, such as Vilnius University, that acted as our partner because they had access to European grants, so we did not have access. It is true that only a few universities, only 1-2 years ago, began to formulate laboratories, where our scientific and pedagogical workers began to be taught this step by step. In general, to understand what article writing and grant applications are. Therefore, I remember how for several years I tried to write, and you do not understand anything about it at all, and you really need a mentor. That is, you will not learn it yourself. And I am very grateful that I have exactly this subject right now. Because I had one small grant and now, I received a second small grant. I see that it really works and it's really cool. It is great when the university helps you in all respects, in terms of writing grant applications, in terms of review. I have not come across the issue of impact regarding this in Ukraine, that is, we did not even think about it, but I think that our teachers and our scientists are very smart. I can't say that someone is worse or on a different level, but there are some problems in the system and therefore there are some wrong steps. If it changes over time, I really hope that Ukrainian education will really be able to move forward. Because we work a lot. This is also a significant difference, how everything happens here slowly, how people value their time, how they don't take on extra work, like you have lectures from 8:00 a.m. to 4:00 p.m., and Research is scheduled after 8:00 p.m.; there is no such thing here. Here people do everything gradually.

And I really liked the long planning. It's not like they wrote to you in a week, and you have to do something. At first it seemed strange to me, but now I understand that it is very correct when you have a calendar planned for 2-3 months ahead. So, there are some changes, but you really end up doing more than little tasks at random. That is, you understand that there are advantages in planning.

**Iryna Kushnir:** Quite an interesting comparison. Inesa, what opportunities do you see for your work in front of you in the situation where you are now?

**Inesa Kostenko:** Currently, given that I have research, teaching and leadership, I still have about a year of work in these three areas. In the future, this is a very important question for all scientists and lecturers who are currently in Great Britain, what will we do next? Because even when I came to Great Britain, we worked out my action plan together with the mentor, considering plan A and plan B. Plan A - I go home to Ukraine, plan B - the war continues, I have to stay longer. And probably, this is the main point from which you need to start, that is, what is the main task and where are you moving next. But it is difficult to understand, so we have to sit on two chairs and move in these two directions. Of course, I found out what the options are for further employment at the University of Leicester or at another UK university. And you face the fact that even being a Senior Teacher or Associate Professor in Ukraine, here you have to start from the bottom, that is, to be a lecturer. But even to submit your documents for this competition, you must have a number of the documents, certificates, teaching experience. That is, at the moment I think to myself that the next academic year will be my teaching experience, if the war continues and I have to get a job here. It is also important to understand that most of our scientific research, articles that we published in Ukraine,

they do not fit here at all in terms of the level of influence and so on. That is, there must be research done within the framework of this year in order to be able to submit documents, and the list of these scientific studies should meet these standards. By all means you must understand that you will start from the lower step, as a lecturer, then further, then further. This is in case the events would continue. However, we have an optimistic mood. We really hope that everything will be over within a year. And then I think that this experience that I have now here, these 2 years, is a very, very enhanced deepening of the study of this Space Law. You know, several years I had an idea, but it was criticized by the majority in our universities, because it is not important, now I can say with confidence, with great confidence, that this is it. And you can already be considered experts of a certain level in this and, indeed, continue to develop. It is already very cool, when you already have contacts, when you already have possibilities, and even the continuation of this scientific research work in Ukraine, you can keep in touch here with Great Britain, with Leicester, with the Space Park, because this networking works very well. Now we had an event, what we did, an International Conference, when several Ukrainians came, and I had a great feeling when you did something useful, when you see that people in Ukraine have a lot of these startups, but not enough resources, since, unfortunately, the State Space Agency does not allocate funds for this, and all we have to do is to look for external funds, but this should be networking or partnership. It was just very cool when there are such opportunities in the Space Park, when people come and have a lot of common interests, and a lot of cool ideas, and there will be such a development in this, then I think that this is good. My plans in the future include working in this Space Law, finishing my monograph. As you know, we in Ukraine had just a general subject called International Space Law dealing with some general issues. My first subject, which was optional was Public Administration in Space Activity, based on the fact that I was more of an Administrator in the previous one, so I was already approaching from this side, but you already understand how many questions should be devoted to, for example, questions of commercialization, questions of space resources. Here, having deepened your experience, you understand what you need to rely on, what new branches of knowledge can be introduced, what new measures can be taken. It seems to me that there is a lot of work, and every day a lot of new ideas appear, being right here, in such a cosmic place. This is exactly what I am very, very happy about.

**Iryna Kushnir:** And I want to return to the articles. You mentioned some difficulties and differences between how and which articles were written in Ukraine and here. Do you have any support at the university or somewhere outside the university in terms of how to plan the paperwork you now want to write and what exactly to write in them?

**Inesa Kostenko:** Again, the British Academy regularly conducts online events and various conferences to help, they provide support in the writing of these articles and publications, as well as in the publication of monographs. We recently went to Nottingham and there was a focus on these publications, what to look out for. For example, if you are looking for Publishing house, then what is the procedure. That is, you have to understand this system completely and also, in addition to networking, support is provided by the Royal Society. They also come to all our events and support our Ukrainian researchers, and also provide information about these publications, what the procedure is, what to pay attention to, how and where to contact. I believe that the support is enormous. The problem was that in Ukraine, you know, we have such concepts as ratings, some publications, the number of these printed sheets, and people just write, and write, and write. Let's be honest, there is a lot of corruption, just in the articles, and, unfortunately, it exists, but when you are already here, you understand how such a science should be done, when a person devotes himself completely, when he does not have such a goal as writing one article a month, and when you can write an article thoughtfully for one year and that's normal, then it is really not about quantity, but about quality, then you already look at it differently. This is really what we should pay attention to, and it is very cool, because now the British Academy has invited 177 Ukrainian researchers to this

program. Of course, this changes the overall picture of quality assessment, quantity, and how it should be done. Not to rush, and not for the sake of reports. And it's amazing, because scientists, who are here, they are no longer silent here, and they already take part in various surveys, and in various written comments, and what do they want to change, and how do they want to change. Now we have a new head in the Ministry of Education, we have plans and ideas. Most of these scientists really take an active part because people have already had this experience. It is one thing when you sit in Ukraine and think to change something, but you are told that the system doesn't work like this. It is another thing when you have support here, that is, there are special departments, each of them is responsible for something: they are responsible for publications, for support, and so on. It really plays a very important role in this regard. That is, there is support. I don't know how it is in most universities, but several universities in Ukraine tried to create something, but there are such issues in the system, which, unfortunately, were still unbreakable. That is, something seems to be created, but something goes wrong, unfortunately. But I think that the more people will get such an experience, the better it will be. Even if there are 2-3 months or 6 months, the perception of this scientific experience still changes.

**Iryna Kushnir:** Yes of course. And what about obstacles? You mentioned such moments that are related to past work and what you are used to, and the obstacles here are at some systemic level. Do you see any such problems that hinder your growth and adaptation here?

**Inesa Kostenko:** If we talk about obstacles... I think that if we take scientific and pedagogical workers, then surely the first question is the language level. It is very important that a person who has at least some level should continue to study and study and study further. That is, this is the first question. Even if you are trying to get a job as a lecturer, you have to understand that you have to conduct seminar or lecture. That is, it must be a very high level of English. A lot of people come with such basic knowledge and then there are language barriers. If we also talk about, for example, employment, then there is no understanding, because, for example, they come and think about getting a job, and then you understand that you can get some certificate, you must have this experience, you must have a certain level English... Then another obstacle becomes, for example, specialization and research itself, in which categories you work, what kind of branch of knowledge you have. The obstacles may be in case this is a category of law, if people work in the judiciary, or with criminal law, administrative law. That is, it is a big problem to come and get a job. Who needs administrative proceedings here? That is, people try to find themselves only in the positions of Researcher, in order to write some articles, implement analytical works, compare, in order to adopt some experience from here and transfer it there to Ukraine. In some specializations that are more technical, medical, bimolecular, and so on, if you have great experience and a level of English, then of course you have more chances of success in this regard. Specialization is very, very important. And, unfortunately, I know lawyers, even if we are not talking about researchers at all, but lawyers as practitioners who come here, have to start from the very beginning, at the Paralegal level, and move gradually. I think that it would be great if you understand where you want to go and you should have a specific vision, what for, what certificates you need and what experience you have in this. But, unfortunately, most people, I will tell you this, most people do not understand where and what, and how they want to see themselves in which country, because people come, search, and then realize that they have some issues in the country, and it is very difficult. It's one thing when you sit in your country and plan, gradually collect some documents, and then leave; another thing is when you already figure it out already here.

**Iryna Kushnir:** Right. Perhaps there are some other tips that you could offer on how to further support Ukrainians who are moving from Ukraine to England due to the war and are already employed at universities as students, teachers, or researchers, or want to be employed. From your point of view, what are the gaps in the support that exists at the level of universities and other state organizations.

**Inesa Kostenko:** In April, we were at King's College and there was a meeting of The British Academy with Cara (the Council for At-Risk Academics). This is an organization that supported Researchers at Risk a lot and we talked about this issue, tried to understand, a year has passed, and 177 researchers have been supported by the British Academy. They all gathered there and found out the pros and cons, what needs to be improved and where to move forward. A very important issue was the issue of housing, and even the people who came, even with help of grant applications and already had some kind of employment opportunity, faced a huge problem of finding and renting housing, because the sponsorship program is when people still live there 6 months and then have to move somewhere. Very often, people have to move somewhere within the first month, because people do not get along – different cultures, many problems. Even if people try to communicate and somehow look for compromises, most scientists come with children, and families with children are also accepted here. And there are a lot of conflict situations between children. And then people start looking for other options. The first question, it seems to me that when universities offer some options, you have to keep in mind that... I was surprised that not all universities have University Accommodation. University of Leicester does, we came here from Germany, because there was also a problem with housing, we could not find it, because you are on the 35th point on the list and if you have children, and most of them have children, then this is already such a huge minus. We were going exactly here because there was an opportunity to stay at University Accommodation. Unfortunately, not all universities have such an opportunity. This is a question that is really very important.

There was a question devoted to the topic of the English language. Many universities do introduce some courses, initial Academy courses and so on, but they do not work. It is clear to everyone that they do not work in practice. I really started to register in Academic writing myself, but you have very little time for the first 2-3 months, because there are a lot of questions, you devote a lot of attention to work, everything is new, you need to understand the system, how you work where and what, obtain passes and find offices. Next, if you have children, you are still looking for a school, childcare and so on, and even those people who, for example have offline courses, it is a problem to commute, if a person lives in 40 minutes by bus. If it is online, then they are not effective. And again, if these are some initial levels, then this is not enough, if a person tries to work somewhere in the field of Research, then indeed, even before going, one must at least have a minimum level in order not only to understand, but to have above the minimum. In our country, most Ukrainians say that they speak English, and then they face a huge pile of problems when they actually come and understand that it is difficult. And I think it would be effective if there was information. For example, if we take Ukraine-UK, and all job categories. If you already have categories in Ukraine, that is, where you can move, in which direction. It was difficult for me to understand what certificates and experience I should have. That is, this knowledge, I think, can be obtained purely practically, when you already start submitting these documents. But it's one thing when you arrive and you have some kind of job and time and housing to look for, but people come and don't have that time and opportunities, and you just start looking, and then there's a lot of disappointment. It seems to me that there should be exact understanding of those categories that are important, what skills you should have, and confirmation of all that, so that you have the opportunity to at least get a job in such a position. This, in my opinion, is very important in this regard. This is also what I faced. Because I also thought that if you are an expert in this regard, for example, a specialist in international branches of knowledge, then all doors will be open. But unfortunately, not. Because it is a very field specific. I also faced such a practical question. Many acquaintances had experience. Do you know how it goes in Ukraine? If you are a scientist, you are also a lecturer, and an editor, and so on. Therefore, scientists come and look for themselves as an Editor or as a Grant manager, that is, something related to science, a position of some kind, but you also need to have this information and understand that here in Great Britain everything is very field specific. If you are planning for the position of Editor or Assistant Editor, then you must have experience. It's not that

simple. If you are an expert in some sciences in Ukraine, you can talk and write about it, and 5-6 vacancies in different fields are open to you, then here everything is a little different. Briefly, it would be very useful for people to come here, who are going to work in this scientific and pedagogical field, to understand these categories, criteria, salary levels and rent levels. I remember myself a few years ago, when I found the wage and thought it was cool; a professor there could earn 150 thousand a year, and then when you understand that you should deduct taxes, this and that, housing then you are left with a certain amount and if you have children, then you have to pay even more. Knowing this, people will already think, should they go, or is it better for them, even from an economic point of view, to stay there for a certain time. You know how it is compared on Facebook, in the comments, where they post just a comparison of wages. But there are many other factors to consider. Because people, after reading 2-3 comments on Facebook, think: 'Cool, I am in, I'm a super expert there, they're waiting for me there.' Unfortunately, in practice it is a little different.

**Iryna Kushnir:** Thank you very much, Inesa. Very interesting and informative. Basically, such information is shocking regarding the move, and this is what you went through with your children, relatives, and acquaintances. I want to ask you one last question, is there anything that we haven't mentioned that you think would be interesting and important to mention here?

**Inesa Kostenko:** Oh, I think we've talked about basic issues, what we've faced there, issues like housing, wage expectations, and very high-level demands so that people could be more realistic. Optimism is good, but it seems to me that realism comes first. And there are a lot of questions for those scientists who come with children, it is also necessary to take into account these questions about the school, how the children study. Because when families move, they first bring their children, think that they will be better off here, and then think they will easily find a job here. I have heard many such experiences, and then people came back. And the child is under stress, especially this is a question of teenagers of 12, 15 years old. If a person in Ukraine lives in some more or less peaceful conditions and there are more or less normal options, then one should think about realistic options for finding a job here and how it will be for the child here and understand where to go and how to apply. Because there are a lot of such stories, from practical experience, when people bring their children, then they look for a job, then people come down to earth and understand that everything is bad, it's difficult for the children, and they don't find anything, and they go back. Unfortunately, many people have such a negative experience. For sure, that there are a lot of disappointments. I have my project, or it is my volunteer work in Leicester - we made manuals for beginners who come here, describing basic skills. The same manuals are for children, because translators and smartphones cannot be used at school, therefore such small manuals can help. For example, 'how do I get to that room,' 'how do I find a teacher there'. For now, we finished this project. There was also an idea, it is also of significant importance - it is the description of differences in culture, that is, we, on the one hand, understand that it seems that we are not very far, and it seems that everything is similar. What we know about the English is that they drink a lot of tea in England, and it rains. Well, these are such basic funny differences. Those people who rely on sponsors have a very large number of negative experiences, because of the differences in culture. Not because someone is worse or better, but just because of these differences, and we will work on this project. This is a survey of people who have gone through such experiences and such elementary basic things that you would never even think about. This idea is still in the project, but I think it is also very important - these cultural differences, why and how, taking into account practical experience, why people separated and why certain conflicts arose. You need to know this as well. If a person expects to live here for six months, and then they will beg for more time, then they have a year, now they will quickly find a job, will live there, the child will study, then this should be taken into account.

**Iryna Kushnir:** Yes, definitely yes. Thank you very much Inesa for very useful information and very necessary for the project for this interview. Thank you very much for your time, for sharing your experience. It's very useful. I thank you very much.

**Inesa Kostenko:** Thank you.