Workforce Integration in the German Labour Market

Facts and Figures, Policy Strategies and Assessment Methods for Local-Level Integration Initiatives
Summary

1. About Minor
2. Immigration to Germany
3. Integration in the Labour Market
4. Policy Strategies
5. Assessment Methods for Local-Level Integration Initiatives
1. About Minor – project office for education and research

- The goal of our work is to improve the situation of disadvantaged groups such as migrants and stimulate change in social processes and structures.
- Currently running 12 projects, among others:
  - The Competence Centre for Immigration commissioned by the German Federal Ministry of Labour and Social Affairs (BMAS) within the German-wide network “Integration through qualification (IQ)”
  - Perspective of participation: Support of volunteers who work with refugees and refugees themselves who volunteer
  - Fair Work in Berlin: Explores ideas and tests solutions for a fair and long-term integration of EU-citizens in the Berlin labour market
  - New in Berlin: Information and counselling of migrants in Berlin
  - MB 4.0.: Counselling of migrants in social media
2. Immigration to Germany in 2017

- EU Citizens: 634,836
- Asylum Seekers: 198,317
- Labour Migration: 47,926
- Education Migration: 40,619
- Family Reunification: 108,592

International Gross Migration to Germany 2017
(Source: Federal Office for Migration and Refugees 2018, Data of the Federal Statistical Office) © Minor
2.a. Typology of Migration Flows

International Gross and Net Migration to Germany by Origin in 2017
(Source: Federal Office for Migration and Refugees 2018) © Minor
2.b. Typology of Migration Flows from Third Countries

Share of Residence Permits Issued by Purpose of Migration Type in 2017
(Source: Federal Office for Migration and Refugees 2018) © Minor
2.c. Regions of Origin

International net migration to Germany by region of origin from 2007 to 2017
(Source: Federal Statistical Office 2018) © Minor
2.d. Asylum Applicants: Countries of Origin

Number of Asylum Applications in Germany by Country of Origin from January to August 2018
(Source: Federal Office for Migration and Refugees 2017) © Minor
3. Labour market integration

- Labour force participation rate
- Unemployment rate
- Skill requirement level
Significant differences between immigrant groups

Different prerequisites and conditions

Highest employment rates: Non-EU Balkan States (Western Balkan Regulation) and EU citizens (Free Movement)

Lowest employment rates: nationals from Asian and African countries of origin, considered volatile

Reversed figures for unemployment rate

3.a. Labour Force Participation

Labour Force Participation Rate of Workers by Origin in August 2018
### 3.b. Level of Skills Utilized in the Work Place

<table>
<thead>
<tr>
<th>Category</th>
<th>Low-Skilled (0-10)</th>
<th>Medium-Skilled (11-40)</th>
<th>Specialised (41-60)</th>
<th>Expert (61-100)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall</td>
<td>15.9</td>
<td>56.9</td>
<td>13.1</td>
<td>13.5</td>
</tr>
<tr>
<td>German Nationals</td>
<td>13.2</td>
<td>58.2</td>
<td>14.0</td>
<td>14.0</td>
</tr>
<tr>
<td>Foreign Workers</td>
<td>37.2</td>
<td>46.3</td>
<td>6.5</td>
<td>9.7</td>
</tr>
<tr>
<td>EU-East-Enlargement</td>
<td>46.6</td>
<td>44.8</td>
<td>3.9</td>
<td>4.7</td>
</tr>
<tr>
<td>GIPS</td>
<td>30.3</td>
<td>51.9</td>
<td>7.6</td>
<td>9.9</td>
</tr>
<tr>
<td>Non-EU Balkan States</td>
<td>39.4</td>
<td>51.1</td>
<td>4.5</td>
<td>4.7</td>
</tr>
<tr>
<td>Eastern European Third Countries</td>
<td>27.0</td>
<td>43.0</td>
<td>10.5</td>
<td>19.3</td>
</tr>
<tr>
<td>from Asian and African Countries</td>
<td>52.6</td>
<td>35.0</td>
<td>3.5</td>
<td>8.6</td>
</tr>
</tbody>
</table>

*Skill Requirement Level of Workers by Nationality in February 2018*
(Source: Federal Employment Agency 2018) © Minor
4. Policy Strategies

Central legal stipulations of access

restrictive  open-liberal
4.a. Conditions of Access: Refugees

- Historically, refugees were barred from the labour market; later on, they could have access after four years of residence in Germany
- Current developments: various laws and regulations gradually opened up the labour market for refugees
- Asylum seekers can start working or begin a vocational education or apprenticeship after three months of registered residence
- Asylum seekers can participate in the professional education system from the first day of registered residence
- Some groups of asylum seekers are still barred from the labour market: so called safe countries of origin
4.b. Conditions of Access: Highly Qualified Migrants

- OECD Report 2013: Germany has one of the most liberal immigration regimes for highly-qualified migrants among OECD countries
- Liberal regulations for highly-qualified and highly-skilled migrants (specialized workers, researchers etc.): i.e. EU Blue Card
- Leading country for the use of the Blue Card in the EU: 84% of the Blue Cards granted in 2016 EU-wide were issued in Germany, in 2017 21,727 Blue Card were issued (893 Ukraine)
- But: Still low rate of labour migration
4.c. Conditions of Access: Qualified Professionals

- New regulations in Residency Act for qualified professionals
- Possibility to seek work in Germany from abroad
- Possibility to enter Germany for the purpose of recognition of foreign qualifications or credentials and to seek employment in corresponding industry sector
- Characteristics of the German training system must be taken into account: nationally-specific and not well-known dual education, difficulties in obtaining an certificate of equivalence or a state accreditation

- Additional possibility for access to the labour market
- General rule: direct access to the labour market and to professional education system
- Conditions for reunification are restrictive: minimum knowledge of German language (A1) and sufficient means of subsistence provided by the sponsor are required
- More liberal conditions for reunification for highly-qualified migrants
- For some groups of refugees the family reunification has been temporary suspended until August 2018 and from September 2018 on limited to 1,000 person monthly
4.e. Conditions of Access: Students and Trainees

- Low barriers for students: minimal student fees
- Funding programmes for trainees from EU-countries (MobiPro-EU: financial and technical support)
- After graduation, third country nationals can receive a residence permit for a period of up to 18 months to search for a job that is appropriate to their acquired qualifications
- After the professional education third country trainees can receive a residence permit for up to 12 months to search for a job that is appropriate to their acquired qualifications
4.f. Main Stakeholders

- Federal Ministry of Labour and Social Affairs (IQ, IvAF, MobiPro-EU)
- Federal Employment Agency: several programmes for labour market integration of specific groups (youth, women, refugees, long-term unemployed)
- Ministry of Education and Research, Ministry of Internal Affairs, Federal Office for Migration and Refugees, Universities
- Federal Ministry of Economic Affairs, business networks
- Trade unions and employers’ organisations
- NGOs and volunteers
4.f. Crucial Challenges in the Area of Workforce Integration

- Required language skills
- Required formal qualifications and the system of recognition of qualifications obtained abroad
- Long-term perspectives vs. short-term needs
- Precarious work and the discussion of fair workforce integration
- Integration in the workplace
- Housing and limitations by law to settle down
- The role of civil society and volunteering
- Measures and instruments run by the government
- Specific challenges for/of specific migrant groups
5. Assessment methods for local-level integration initiatives (Minor)

- Praxis-oriented research projects:
  - Surveys of some of the biggest European migrant communities in Berlin in order to explore integration pathways and challenges migrant workers experience during their integration process in the local labour market (the method of *local-sampling*)

- Survey in the area of social media:
  - how and where migrants look for information and counselling (developing the method of *digital streetwork*)
Visibility and utilization of consultation centers and services amongst refugees who are aware of the respective consultation center (in percent)


- Youth Migrant Consultation
- Adult Migrant Consultations
- Asylum Consultations
- Job Counseling by employment agency & job centres
- General Employment Market Consultations by the employment agency & job centres

Legend:
- unknown
- known but not attended
- known and attended
"Where do you mostly get your information about government services (for example finding housing, asylum procedure etc):"
Overlap between arabic-speaking and german-speaking Facebook-Groups
Conclusion

- There is a great need for information and counselling among recently immigrated persons
- This need is currently met by formal provision of information and counselling
- A large number of recently immigrated migrants look for information and counselling in social media although they know about the existing risks
- The risks are among others confusing or false information and even abuse
Thank you for your attention!

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