

Fair Labour Market Integration of Refugees

Workshop 6.17, Everest 2

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INTERNATIONAL METROPOLIS CONFERENCE 2017

The Hague, 21 September

Draft Agenda	
Welcome and introduction	16:00
Speaker statements: <ul style="list-style-type: none"> ➤ Labour market integration of refugees in Germany: framework, challenges, initiative „Fair Integration“ (Doritt Komitowski, IQ Competence Centre on Immigration and Stephan Schiele, Tür an Tür/MigraNet IQ Bavaria) ➤ Labour market integration of refugees in Sweden (Bernd Parusel, Swedish Migration Agency) ➤ Labour market integration of refugees: Different approaches in Europe (Klára Fóti, Eurofund) 	16:05
Discussion with the presenters and audience	16:40
Conclusion and end of workshop	17:25

Labour Market Integration of Refugees in Germany

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Summary

1. Immigration to Germany
2. Legal framework for the access to the labour market of refugees and asylum seekers
3. Labour market integration: current situation and main challenges
4. Policy strategies aiming at fair labour market integration

Das Förderprogramm „Integration durch Qualifizierung (IQ)“ wird durch das Bundesministerium für Arbeit und Soziales gefördert.



In Kooperation mit:

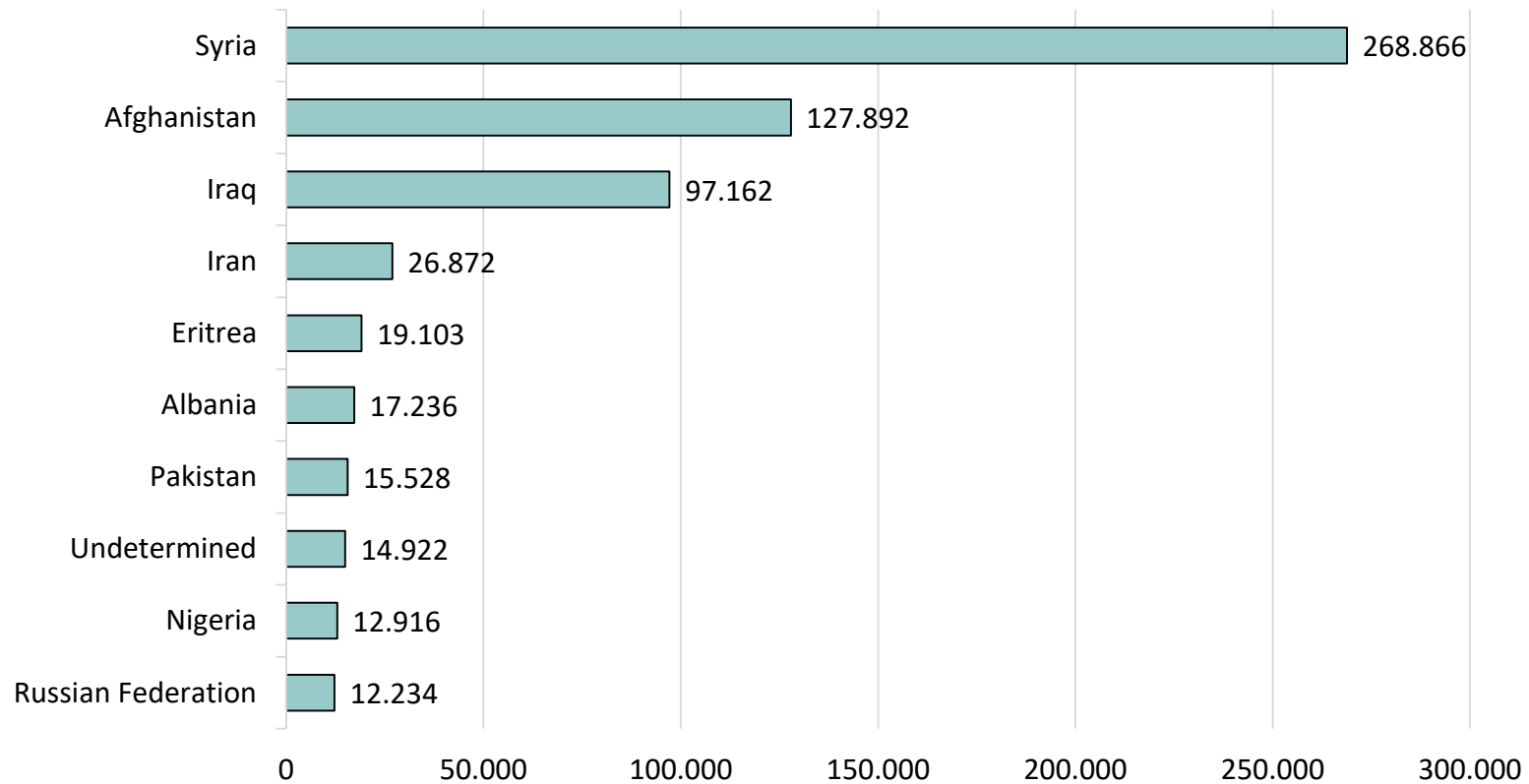


1. Immigration to Germany

- By the end of 2016 1.5 million refugees lived in Germany: recognised refugees, asylum seekers, non-returnable refused asylum seekers (the so-called “tolerated persons”) and persons with a residence permit based on humanitarian reasons (humanitarian residence permit)

- Current migration dynamics:
 - 2015: 1,091,894 EASY-Registrations → approximately 890,000 incoming refugees (Federal Ministry of the Interior)
 - 2016: 321,371 EASY-registrations → approximately 280,000 incoming refugees (Federal Ministry of the Interior)
 - 2017 (January to July): 106,604 (new Asylum Application Statistics)

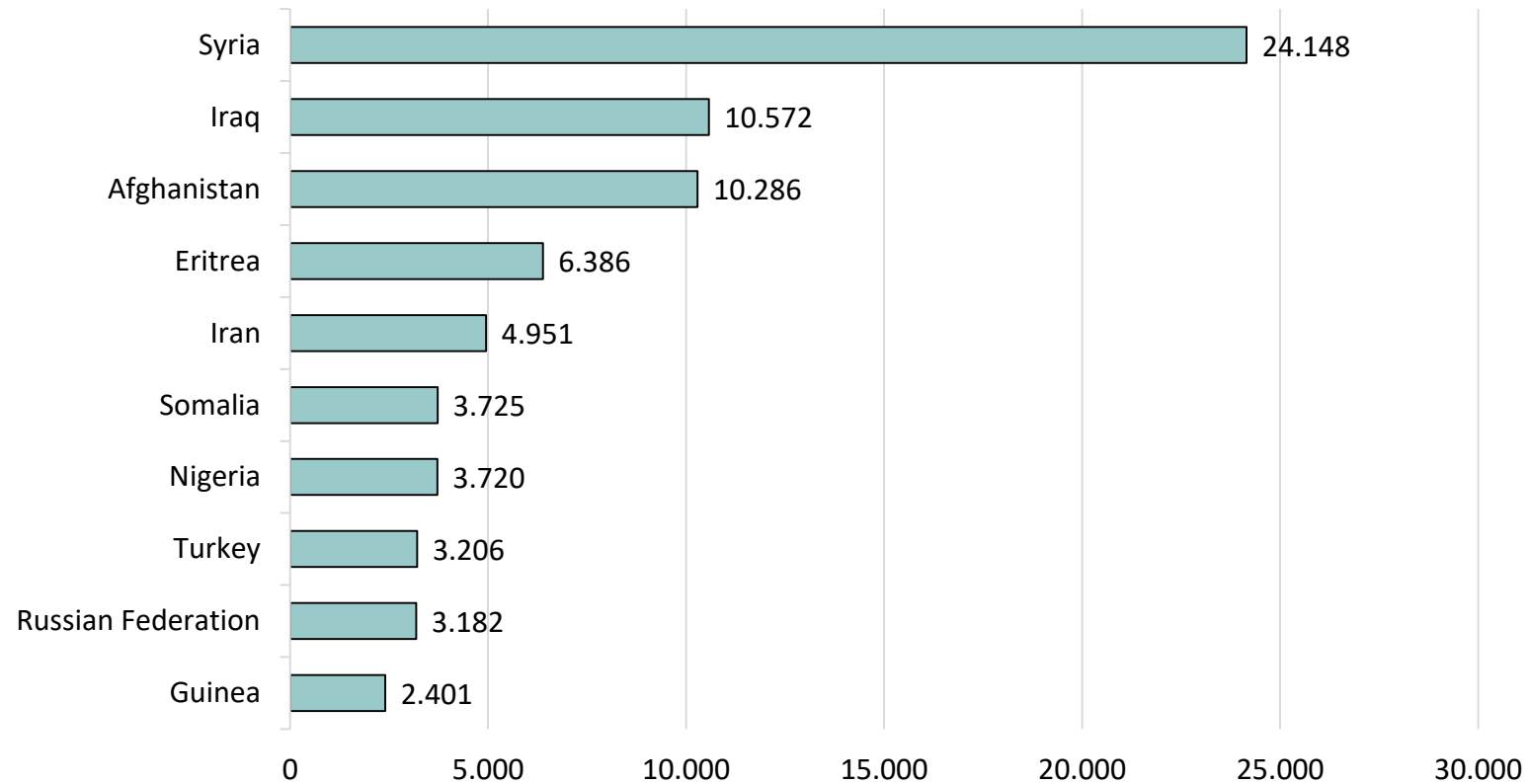
1.a. Asylum applications in Germany: countries of origin 2016



Number of asylum applications in Germany by country of origin in 2016

(Source: Federal Office for Migration and Refugees 2017) © Minor

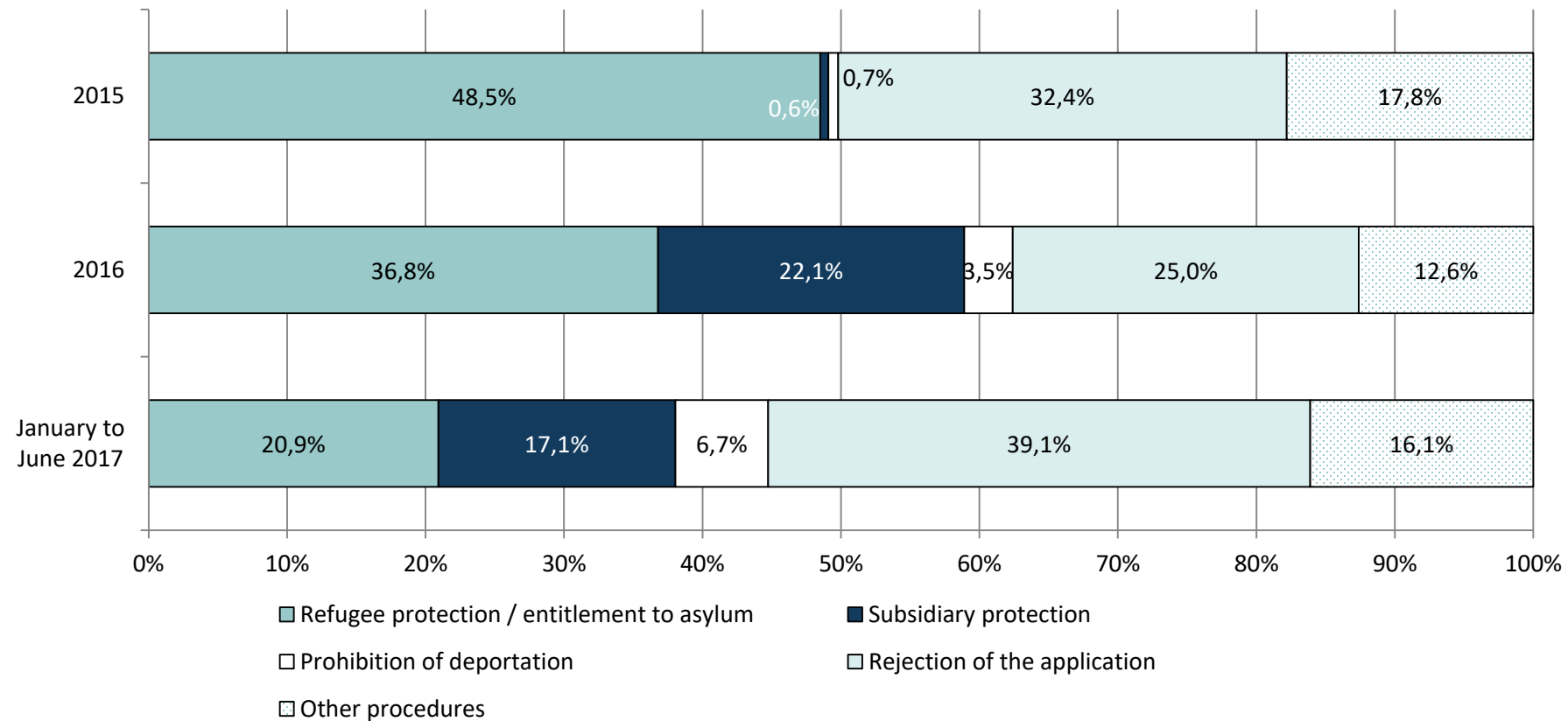
1.b. Asylum applications in Germany: countries of origin 2017



Number of asylum applications in Germany by country of origin in the 1st half of 2017

(Source: Federal Office for Migration and Refugees 2017) © Minor

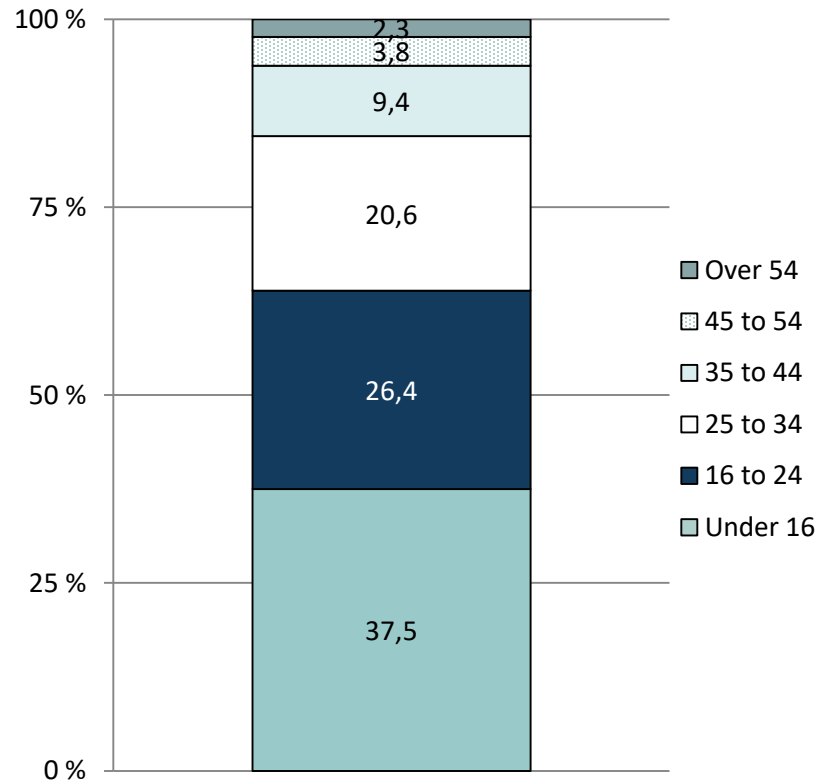
1.c. Asylum applicants: decisions of the Federal Office



Decisions of the Federal Office on asylum applications in 2015, 2016 and 2017

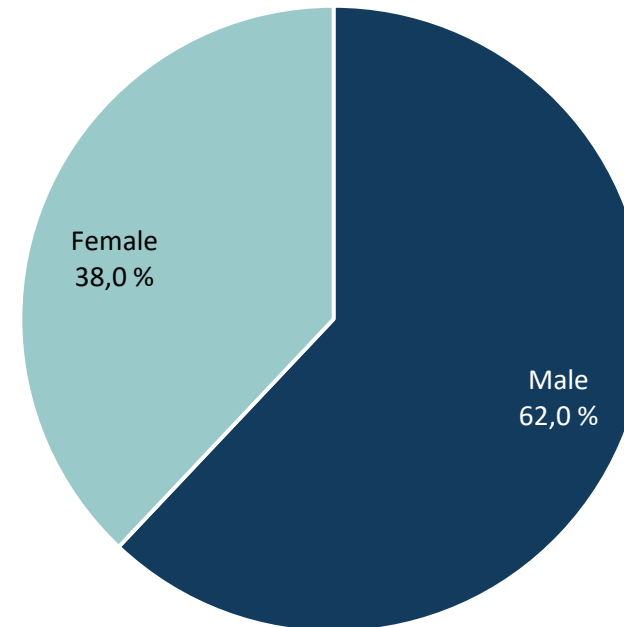
(Source: Federal Office for Migration and Refugees 2017) © Minor

1.d. Asylum applicants: age and gender



Age of asylum applicants 2017(1st half)

(Source: Federal Office for Migration and Refugees 2017) © Minor



Gender of asylum applicants 2017(1st half)

(Source: Federal Office for Migration and Refugees 2017) © Minor

2.a. Legal framework for access to the labour market

- Refugees have unlimited access to the labour market
- Historically, asylum seekers were barred from the labour market; later on they could access it after four years of residence in Germany
- Recent developments: various laws and regulations gradually opened up the labour market to asylum seekers and „non-returnable“ refused asylum seekers (the so-called „tolerated“ persons)
- Asylum seekers and “tolerated” persons can start **working** or begin **vocational education** or an apprenticeship **after three months** of registered residence
- Asylum seekers and “tolerated” persons can participate in the **professional education system** from **the first day** of registered residence
- Asylum seekers and “tolerated” persons from the so-called **safe countries of origin*** are still **barred** from the labour market

*Albania, Bosnia and Herzegovina, Ghana, Kosovo, Macedonia, Montenegro, Senegal and Serbia

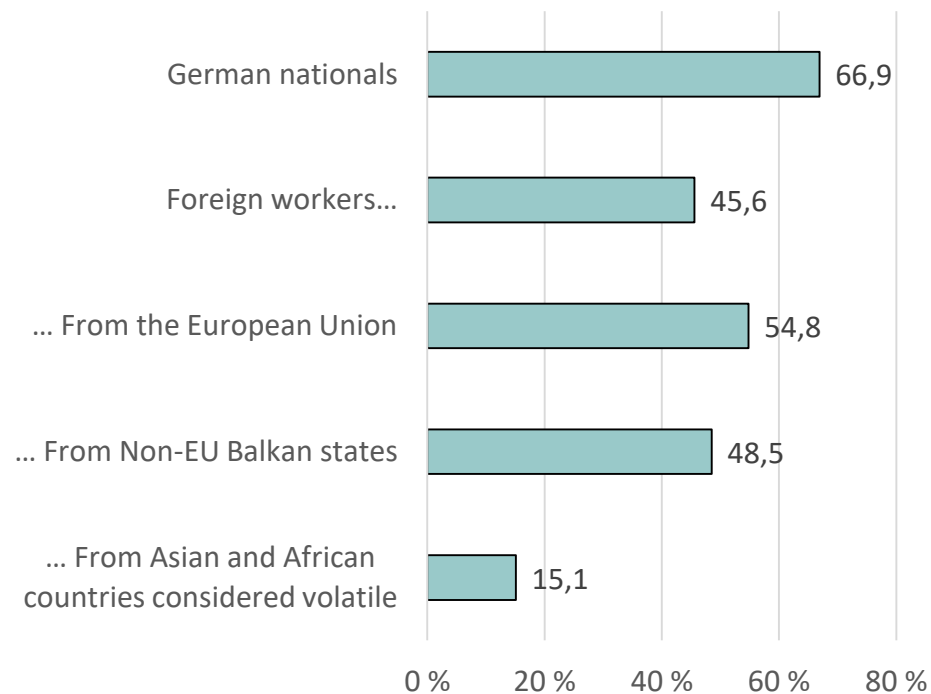
2.b. Policy for access to the labour market of asylum seekers

- Early access to integration courses, vocational language courses and financial support as instruments of labour market integration

But: Many of the early-access measures are limited to the group of asylum seekers who are said to have a long-term perspective to stay in Germany (Syria, Iran, Iraq, Somalia and Eritrea)

- Identification and recognition of job qualifications acquired in the country of origin
- New since August 2016: Guaranteed residence permit limited to the duration of the apprenticeship for „tolerated“ persons („non-returnable“ refused asylum seekers)

3.a. Labour force participation

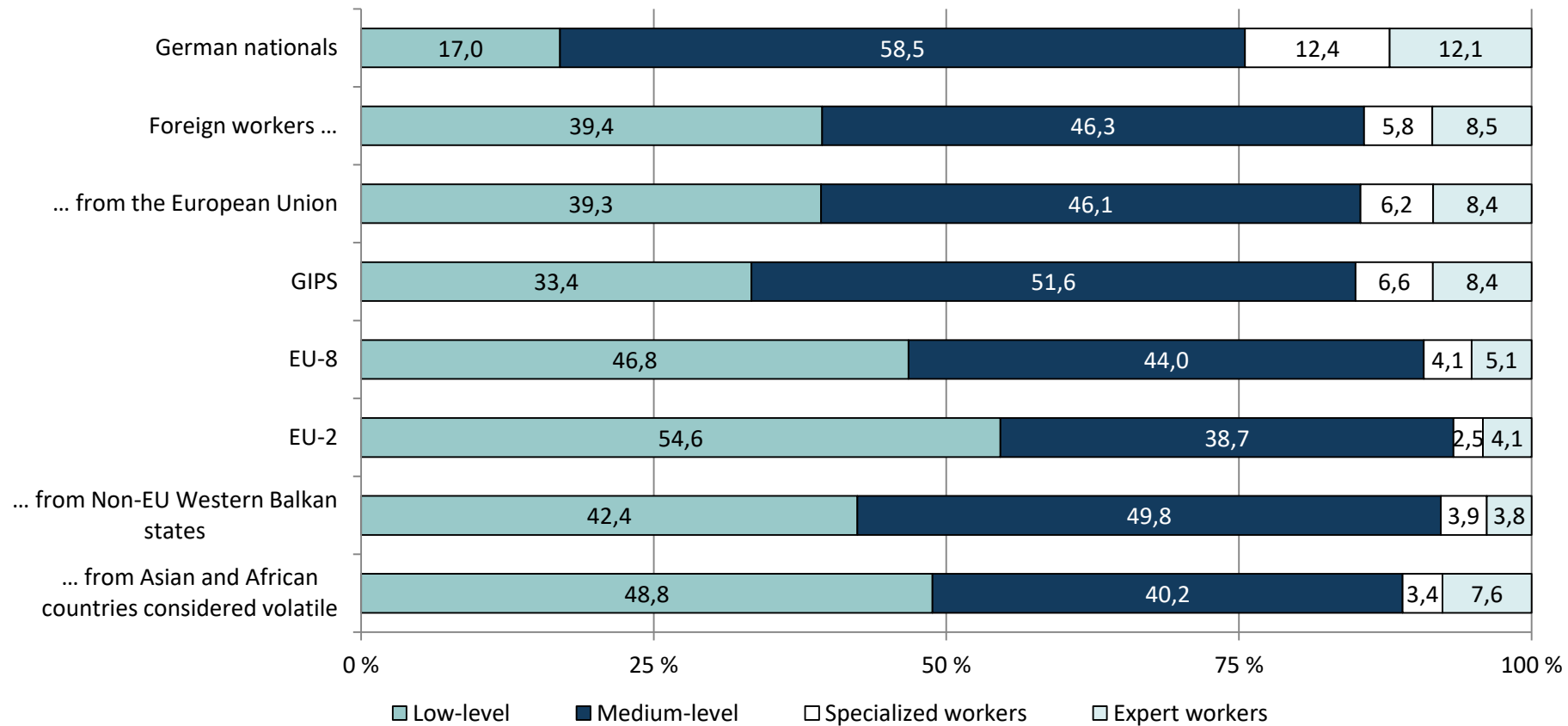


- Significant differences between immigrant groups
- Different prerequisites and conditions
- Highest employment rate: EU citizens (free movement)
- Lowest employment rate: nationals from Asian and African countries of origin, considered volatile
- Reversed figures for unemployment rate

Labour force participation rate of German and Non-German citizens 2016

(Source: Federal Employment Agency, Institute for Employment Research 2016) © Minor

3.b. Level of skills utilised in the work place

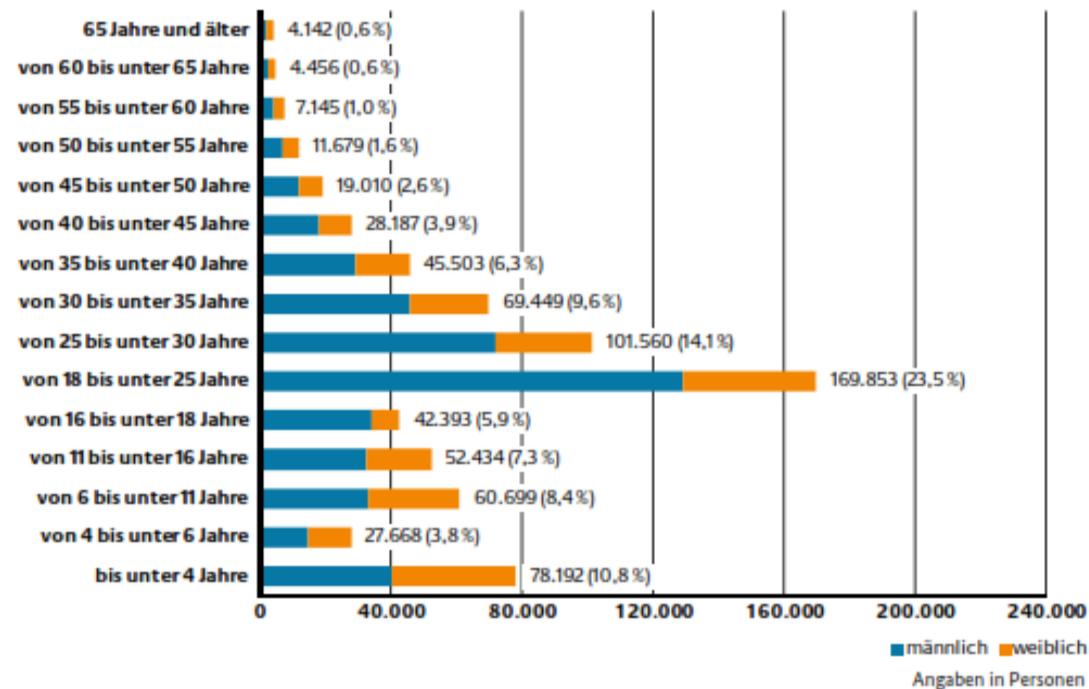


Skill-level requirement of German and Non-German workers as of December 31st 2016

(Source: Federal Employment Agency 2017) © Minor

3.c Push and pull factors of successful labor market integration

Abbildung I - 8:
Asylerstanträge im Jahr 2016 nach Geschlecht und Altersgruppen



- 73,8 % younger than 30 Years
- 59,7 % younger than 25 Years
- 36,2 % younger than 18 Years

School education of over 18-year-old

- 19% said they had not attended any school or only elementary school
- 36% have attended an intermediate or technical school, 25% completed this
- 37% visited a secondary school, 32% had completed this

In the Group of under 18-year old the number of refugees who had not completed school is much higher

3.d Push and pull factors of successful labor market integration

Push-factors:

- Formal recognition through Recognition law (included §14 BQFG)
- Volunteer-networks
- many programs for the target group refugees (employers involved)
- positive attitude towards refugees

3.e Push and pull factors of successful labor market integration

Pull-factors:

- Lack of knowledge of education and training system
- lack of knowledge about labour law and wage agreement
- Non-formal and informal skills will not be validated
- Language learning opportunities are not adapted to the individual needs
- Programs provide false incentives for education providers

3.f Recommendations for a successful labor market integration

Recommendations:

- use existing qualifications
- if there are none, bring refugees into job training
- If some refugees are too old for job training, use company training, partial qualification or on the job training
- ...

3.f Recommendations for a successful labor market integration

Recommendations:

- Educational background must be connection capability:
 - Individual educational advice
 - School-system must be able to integrate also „older“ students (16 +) and should be able to refer to the right types of school
 - Formal conditions are in many cases still a big problem
 - Validation of non-formal and informal skills
 - Successful way: professional recognition recognized by law

3.f Recommendations for a successful labor market integration

Recommendations:

- Provide information on education and training system
- Support structures for employers must be available
- Individual offers of extra occupational qualifications must be offered
- Language courses adapt to individual needs (language course advice)

4. Policy strategies aiming at fair labour market integration

- Numerous programmes, policy measures, initiatives and projects conducted by the federal and local government(s), municipalities, NGOs and volunteers
- New initiative „**Fair Integration of Refugees**“ starts in 2018:
 - Part of the funding programme „Integration through Qualification“
 - Provision of nationwide consulting services for refugees and asylum seekers concerning:
 - » Basic employee rights and labour standards
 - » Forwarding to the trade unions if enforcement of labour rights is necessary
 - » Counselling services and structures
 - » Recognition of foreign qualifications and professional education
 - » Labour market participation

Thank you for your attention!

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Das Netzwerk IQ wird gefördert durch das Bundesministerium für Arbeit und Soziales, das Bundesministerium für Bildung und Forschung und die Bundesagentur für Arbeit.

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