

# Labour migration trends and attraction of (highly) skilled migrants in Germany

Johannes Remy, IQ Competence Centre on Immigration – Germany

Workshop „(Highly) skilled labour migration: selective immigration policies and skills shortages“

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## Summary

1. About Minor and the Competence Centre for Immigration
2. Current trends of labour migration to Germany
3. Skills shortages – problem of today or tomorrow?
4. Policy strategies and conditions of access

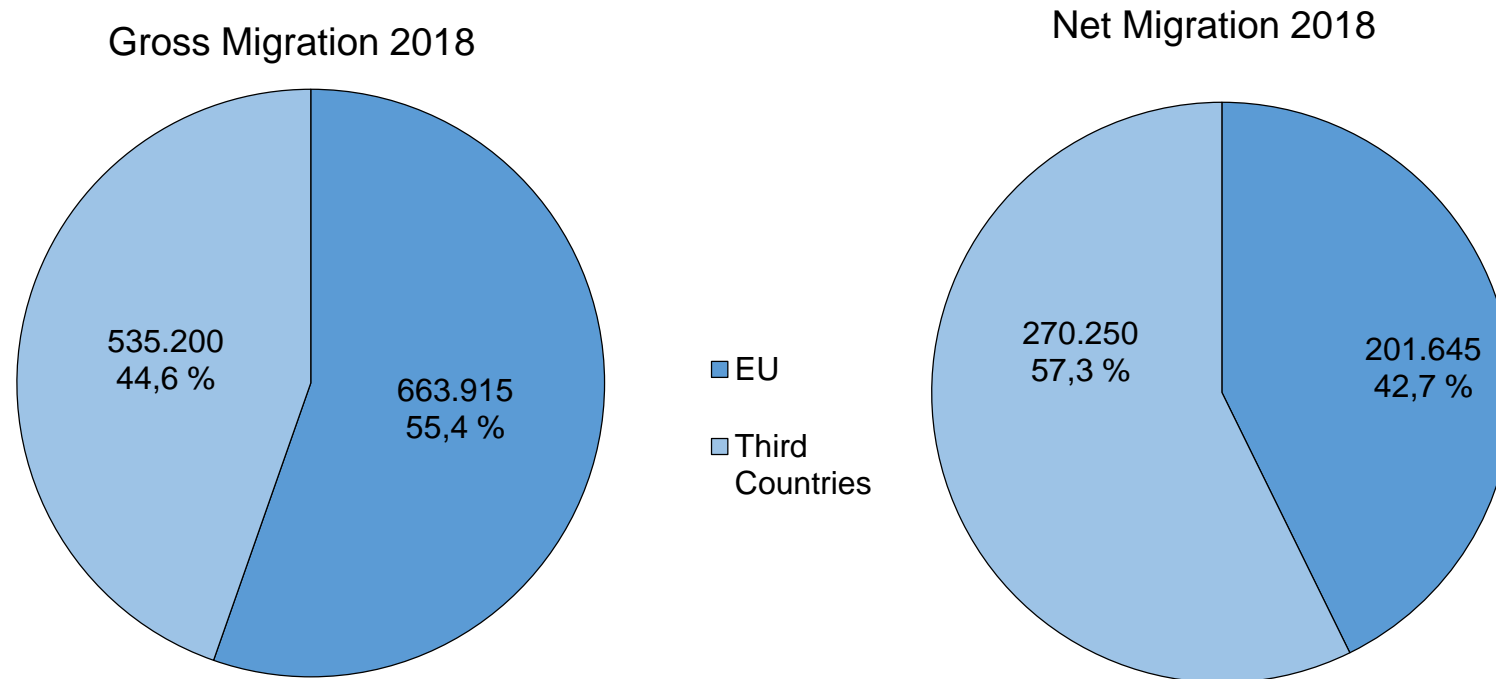
# 1. About Minor and the Competence Centre for Immigration

## 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 13 projects, among others:
  - **IQ Competence Centre for Immigration**
  - LARA – Counselling on professional recognition of foreign qualifications
  - Fair Work in Berlin: Explores ideas and tests solutions for a fair and long-term integration of EU-citizens in the Berlin labor market
  - New in Berlin: Information and counselling of migrants in Berlin
  - MB 4.0.: Counselling of migrants on social media

## 2. Current trends of labour migration to Germany

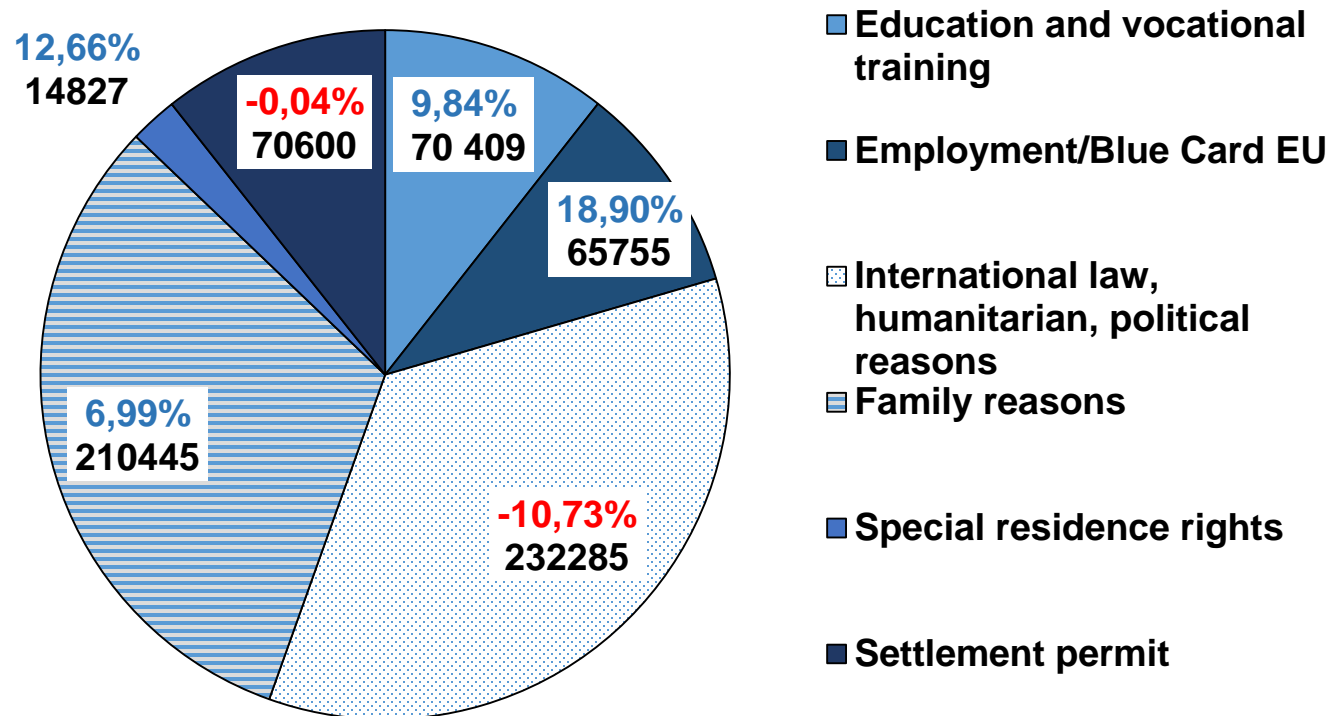
## Typology of Migration Flows



**International Gross and Net Migration to Germany by Origin in 2018**

(Source: Federal Office of Statistics 2019) © Minor

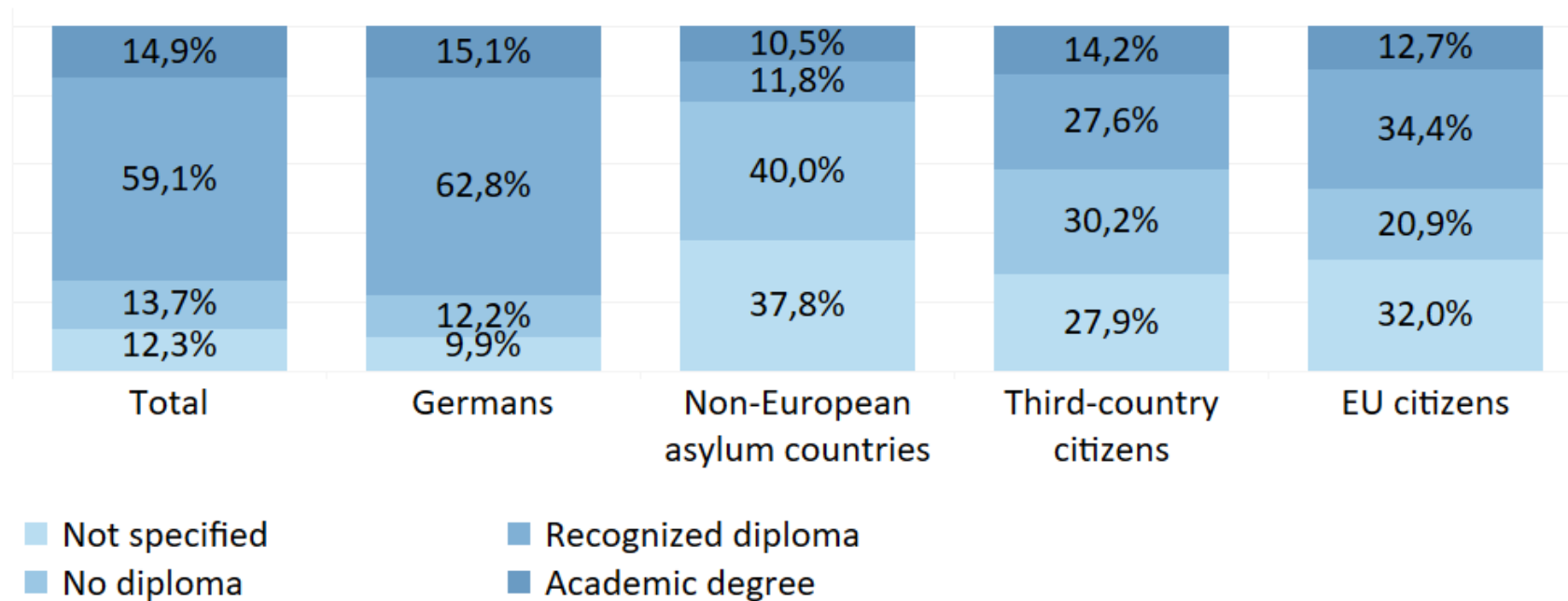
## Residence and settlement permits for third country nationals in Germany, January-June 2018



Third-country nationals by residence permit in Germany in the first half of 2018 and difference (in %) to the same time period in 2017.

Source: BAMF 2018 © Minor

## Level of formal education and qualifications of employees

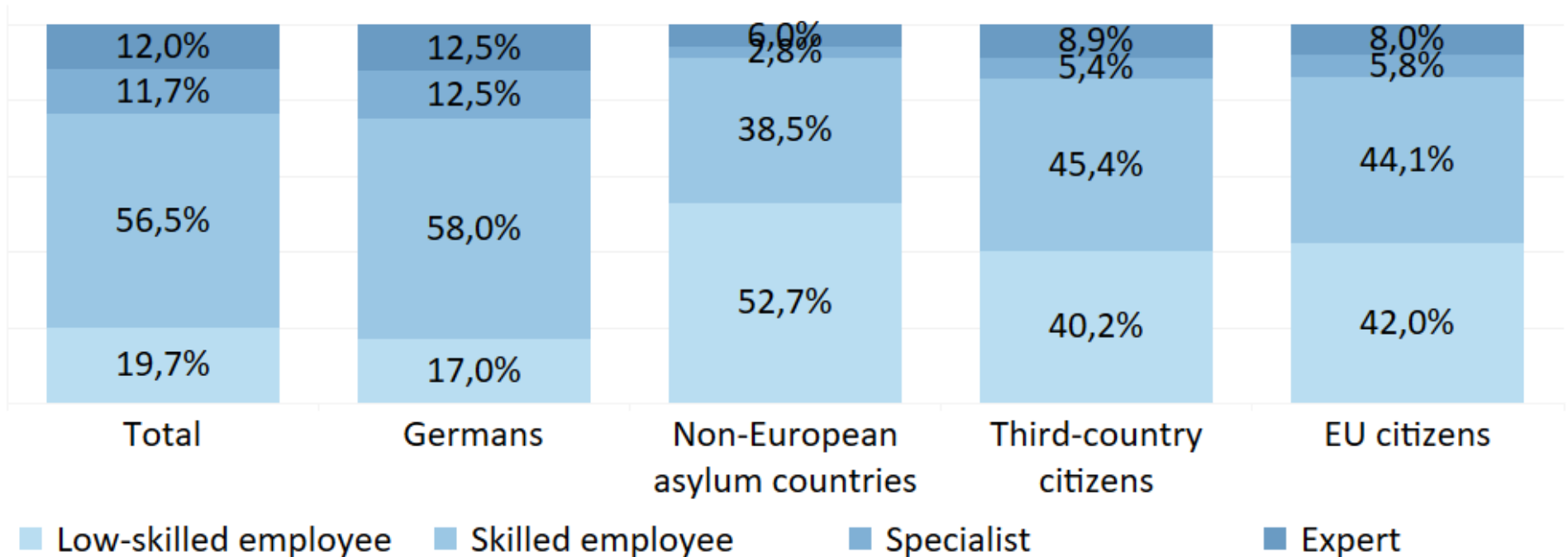


Education and Qualification Levels of Employees by Nationality in 2018

Source: Federal Employment Agency 2019 © Minor



## Level of skills required at the workplace



Skill Requirement Level of Employees by Nationality in October 2018

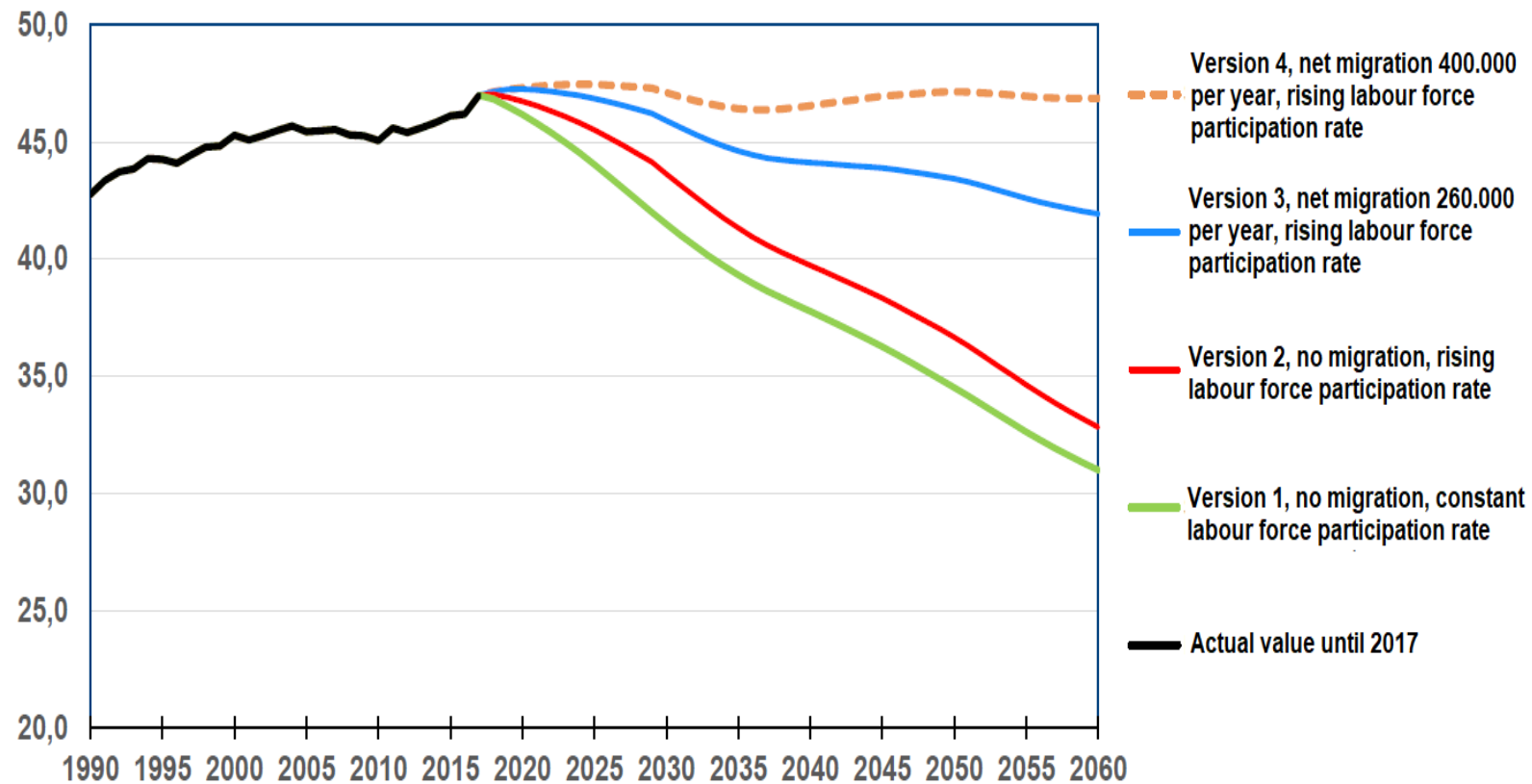
Source: Federal Employment Agency 2019 © Minor

### **3. Skills shortages – a problem of today or tomorrow?**

## Skills shortages in Germany - today

- No nationwide general shortage of skilled workers
- Bottlenecks in some areas:
  - Sectors: STEM, health-related occupations, construction
  - Regional (city-countryside)
- High fluctuation in low income sectors (security services, temporary employment) leads to periods of high number of unfilled job positions

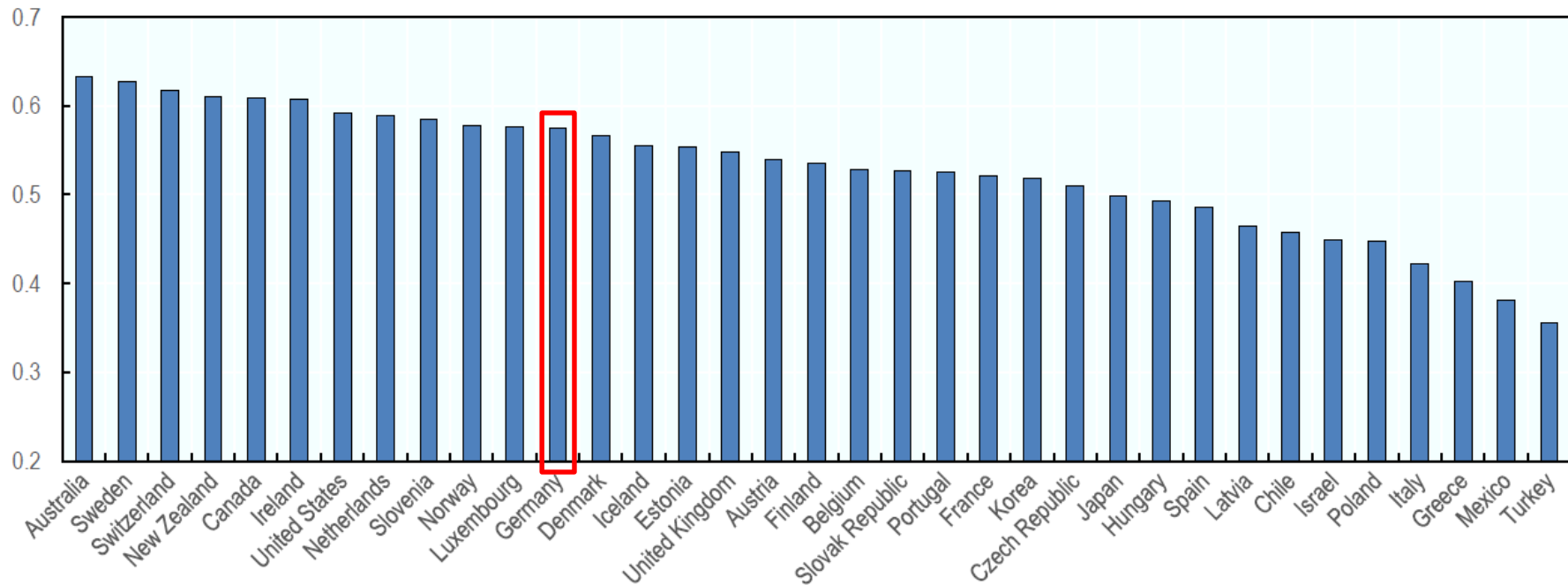
## Labour force potential scenarios 2020 - 2060 (million Persons)



Required potential labour force to cover Germany's total demand for labor

Source: Fuchs et al. 2019

## Attractiveness of Germany for talented migrants



How do OECD countries compare in their attractiveness for talented migrants?

Source: OECD 2019

## 4. Policy strategies and conditions of access

## Conditions of Access

- Refugees:
  - Various laws and regulations opened up labour market access recently
- Highly Qualified Migrants
  - Leading country for the use of EU blue card: 84,5% (2017)
- Qualified Professionals
  - New regulations in Residency Act reform to open up labour market for qualified professionals
- Family members
  - Restrictive regulations for refugees but if granted, full access to labour market. More liberal conditions for refugees
- Students and trainees
  - Possibility to receive residence permit after studies/vocational training to search for a job

## Crucial Challenges

- Restrictive vs. open-liberal conditions of access
- Required language skills
- Formal qualifications and the system of recognition of foreign qualifications
- Long-term perspectives vs. short-term needs
- Precarious work
- Integration in the workplace



## Policy strategies

- Combination of untapped national potential, EU labour migration and **labour migration from non-European countries** as federal skilled labour strategy (2019-2022)
- New bundle of migration laws, June 2019
  - Make it easier for foreign citizens with recognized qualifications and a work contract to integrate German labour market
  - Withdrawal of restrictions on low-skilled and skilled labour migration
  - But: high hurdles for rejected asylum seekers to obtain work permit
- Recruiting projects abroad by German Federal Employment Agency's International Placement Services (ZAV)

# Thank you for your attention!

Minor – Project Office for Education and Research  
IQ Competence Centre for Immigration

Johannes Remy  
[j.remy@minor-kontor.de](mailto:j.remy@minor-kontor.de)  
[www.minor-kontor.de](http://www.minor-kontor.de)

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In Kooperation mit:



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