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

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Workshop „(Highly) skilled labour migration: selective immigration policies and skills shortages”
International Metropolis Conference 2019
Ottawa, June 25th 2019
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**

**Gross Migration 2018**
- 535,200 (44.6%)
- 663,915 (55.4%)

**Net Migration 2018**
- 270,250 (57.3%)
- 201,645 (42.7%)

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*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

- Education and vocational training
- Employment/Blue Card EU
- International law, humanitarian, political reasons
- Family reasons
- Special residence rights
- Settlement permit

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Not specified</th>
<th>Recognized diploma</th>
<th>Academic degree</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total</strong></td>
<td>14,9%</td>
<td>15,1%</td>
<td>10,5%</td>
<td>59,1%</td>
</tr>
<tr>
<td><strong>Germans</strong></td>
<td>13,7%</td>
<td>12,2%</td>
<td>9,9%</td>
<td>59,1%</td>
</tr>
<tr>
<td><strong>Non-European asylum countries</strong></td>
<td>27,6%</td>
<td>30,2%</td>
<td>37,8%</td>
<td>95,0%</td>
</tr>
<tr>
<td><strong>Third-country citizens</strong></td>
<td>14,2%</td>
<td>34,4%</td>
<td>20,9%</td>
<td>79,6%</td>
</tr>
<tr>
<td><strong>EU citizens</strong></td>
<td>12,7%</td>
<td>32,0%</td>
<td>27,9%</td>
<td>72,6%</td>
</tr>
</tbody>
</table>

**Education and Qualification Levels of Employees by Nationality in 2018**

Source: Federal Employment Agency 2019 © Minor
Level of skills required at the workplace

- **Low-skilled employee**
  - Total: 19.7%
  - Germans: 11.7%
  - Non-European asylum countries: 56.5%
  - Third-country citizens: 8.0%
  - EU citizens: 8.0%

- **Skilled employee**
  - Total: 52.7%
  - Germans: 58.0%
  - Non-European asylum countries: 38.5%
  - Third-country citizens: 45.4%
  - EU citizens: 44.1%

- **Specialist**
  - Total: 38.5%
  - Germans: 12.5%
  - Non-European asylum countries: 6.0%
  - Third-country citizens: 8.9%
  - EU citizens: 5.4%

- **Expert**
  - Total: 2.3%
  - Germans: 12.5%
  - Non-European asylum countries: 2.9%
  - Third-country citizens: 4.5%
  - EU citizens: 5.8%

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!

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Bibliography