Fair Integration of Refugees on the employment market

Stana Iliev

Competence Centre for Immigration

Network 'Integration through Qualification'
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
Access to employment and professional education for Refugees and other beneficiaries of international protection

Educational Background of Refugees (2013-2016)

- 12% have a vocational training
- 6% have a vocational degree
- 19% have studied
- 12% have a university degree
- 70% - 80% do not have a vocational training directly applicable for the German employment market, if anything, they are partial qualifications
- Approx. 1/4th of refugees are in the age group for vocational trainings

Level of Skills Utilized in the Work Place

Skill Requirement Level of Workers by Nationality in February 2018
(Source: Federal Employment Agency 2018) © Minor
Access to employment and professional education for Refugees and other beneficiaries of international protection

The Employment market

- 154,000 relevant jobs exist in the German labour market
- 254,000 BiPs had a working contract in July 2018
- 486,000 were searching for employment in September 2018
  - 71% working BiPs with a tertiary degree are overqualified for their job
  - BiPs in Germany are among the worst earning groups
- approx. 215,000 vocational training posts remained vacant
  - 192,000 applicants who have not been trained
  - 15,000 BiPs are undergoing trainings in the German CoC
  - Only 7% of CoC companies are training BiPs
  - 2016/ 2017: 4.3% of applicants for vocational training were BiPs

Sources: Statistics of the National Labour Agency. Migration-Monitor Employment market - Keynumbers (monthly numbers), Nuernberg, September 2018
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
The special situation of female BiPs

- 37% of Asylum applications in Germany are from women
- Significant gender differences in employment participation of refugees
  - About two-thirds of women from Iraq (65.7%) and from Syria (62.9%) are not represented in the labour market at all
- Refugee women, on average, have a lower level of education, fewer occupational qualifications, and a lower motivation to work.
  - Female BiPs have been out of school almost twice as often as male BiPs and were less frequently in secondary education
  - 81% of the refugee men, but only 50% of the women who have fled, have work experience in their country of origin
  - The majority (78%) of them are not professionally trained in the country of origin (compared to 80% of men)

Sources:
Access & barriers to the employment and professional education market for refugees in Germany

Depending on the country of origin, the following support measures can be distinguished:

• Integration and language support
• Regular labor market support instruments
• Regular support measures for Professional education: Other regular measures for refugees
• Specific Measures of Labor Market Support for Refugees
  - "Welcome classes“; "PerF - Perspectives for Refugees“; "PerF-W" (for women); "PerjuF - perspectives for young refugees“; "PerjuF-H" (craft); "KompAS - competence assessment, early activation and language acquisition"

Opening and expansion of existing funding programs:

• "Integration through Qualification (IQ); Bleibenetzwerke; "Integration of Asylum Seekers and Refugees (IvAF)“; "Welcome Mediators“; "Jobstarter plus"
“Where do you mostly get your information about government services (for example finding housing, asylum procedure etc)?”

- From other refugees: 70
- Via phone apps and social media: 30
- From personal meetings with government officials: 20
- Online, from official websites of the German government: 10
- From personal meetings with volunteers and NGOs: 5
- Online, from websites of NGOs or volunteers: 5
- From organizations of my diaspora in Germany: 1
'Fair Integration'
A Consultation network on Labour Rights for Refugees

- One Consultation Centre in each of the 16 states providing free consultations on workers rights, where possible in languages of origin

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<th>Other Service</th>
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<td>• Statement and review of employment contracts</td>
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<td>• Industry-specific collective agreements</td>
<td>• Assistance in extrajudicial enforcement of labour rights</td>
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<td>• Rights and obligations regarding <em>e.g.</em> <em>Illness, leave, termination, overtime</em></td>
<td>• Mediation between employee and employer in case of problems</td>
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<td>• Referral advice outside the labor and social law context</td>
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‘Fair Integration’ : Lessons Learned

• Act preventative
• Know your rights
  • also before work starts
• Cooperation and Visibility (sensitize stakeholders)
• Use existing qualifications
  • Employment corresponding to Qualification
  • Offers for low-skilled job seekers
• Strong networks to have community access
• Consider wishes of the jobseekers
Sources


Thank you for your attention!

More information is available on:
www.netzwerk-iq.de/metropolis

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