

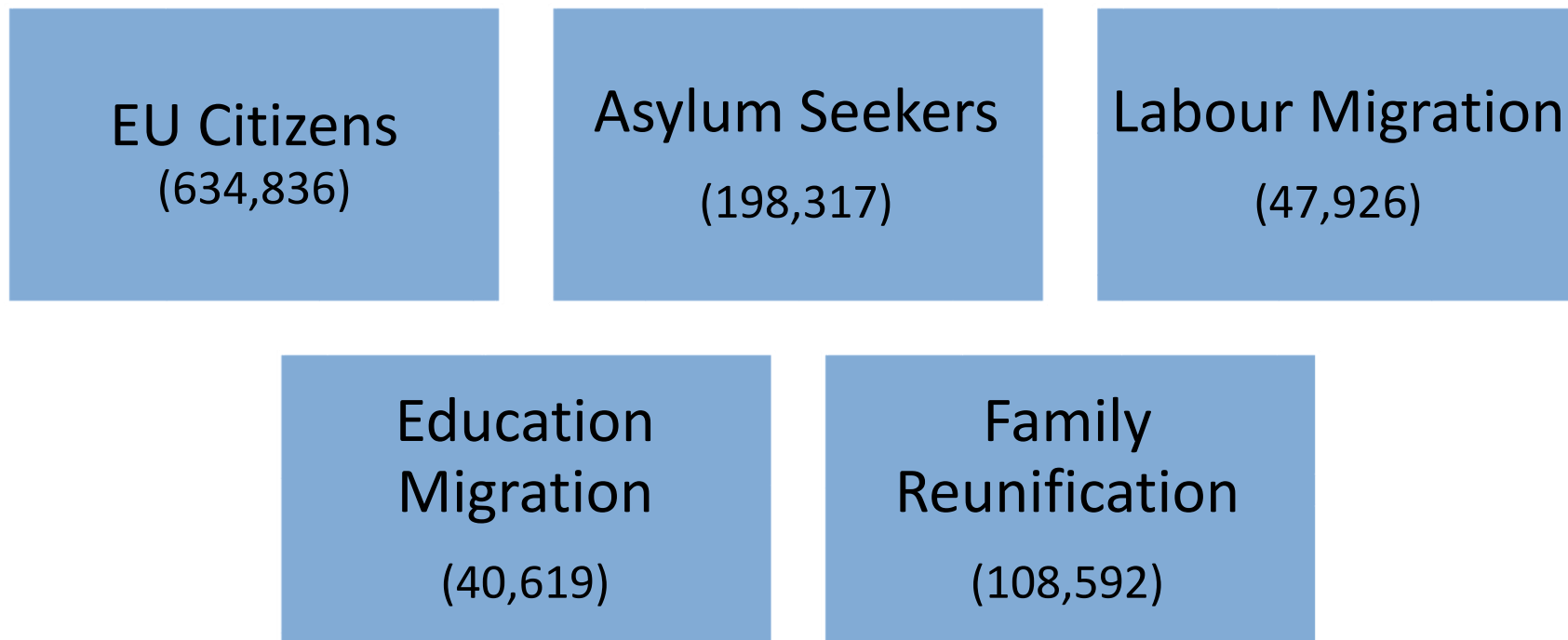
# Fair Integration of Refugees on the employment market

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**Network ‚Integration through Qualification‘**

## Immigration to Germany in 2017



### International Gross Migration to Germany 2017

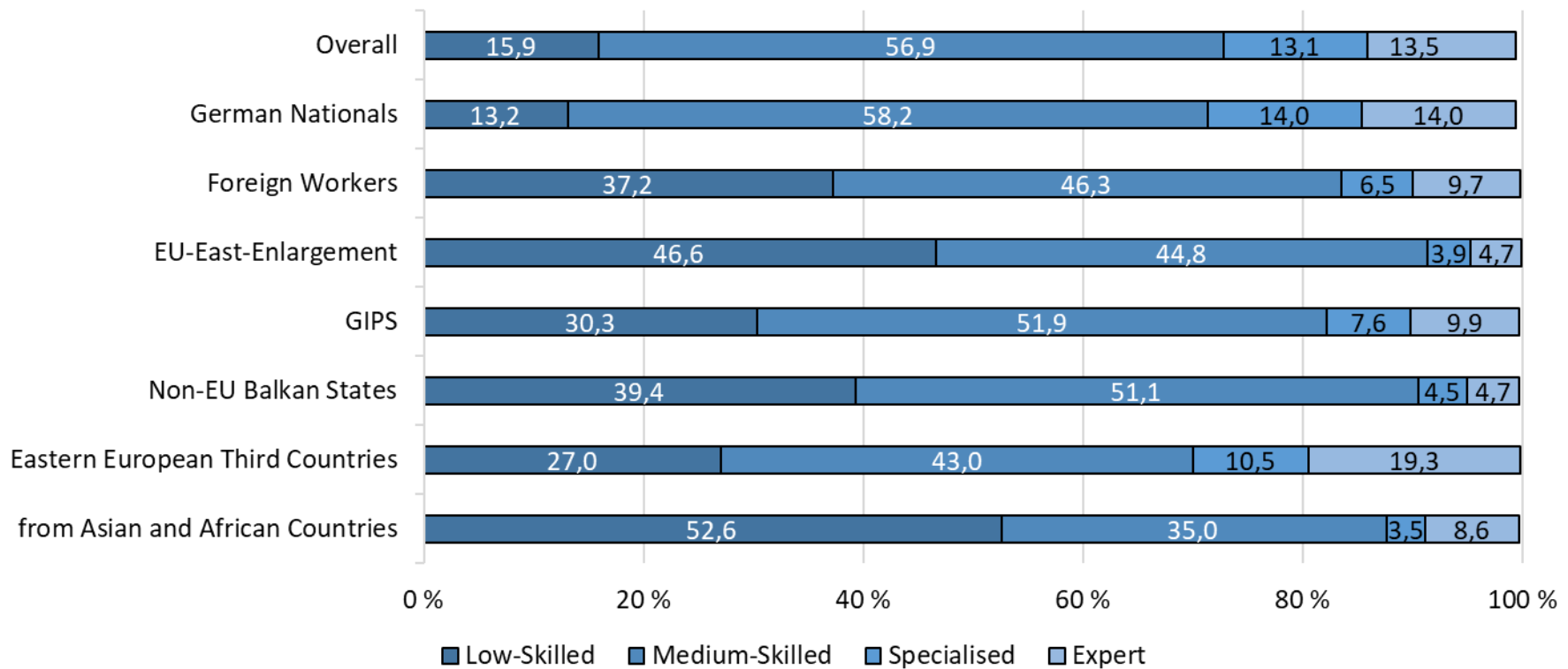
(Source: Federal Office for Migration and Refugees 2018, Data of the Federal Statistical Office) © Minor

## **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

## 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:

Competency Centre Immigration. 2017: Labor market integration of refugee women: figures, facts and international experiences. Working Paper 04/2017.

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## 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:

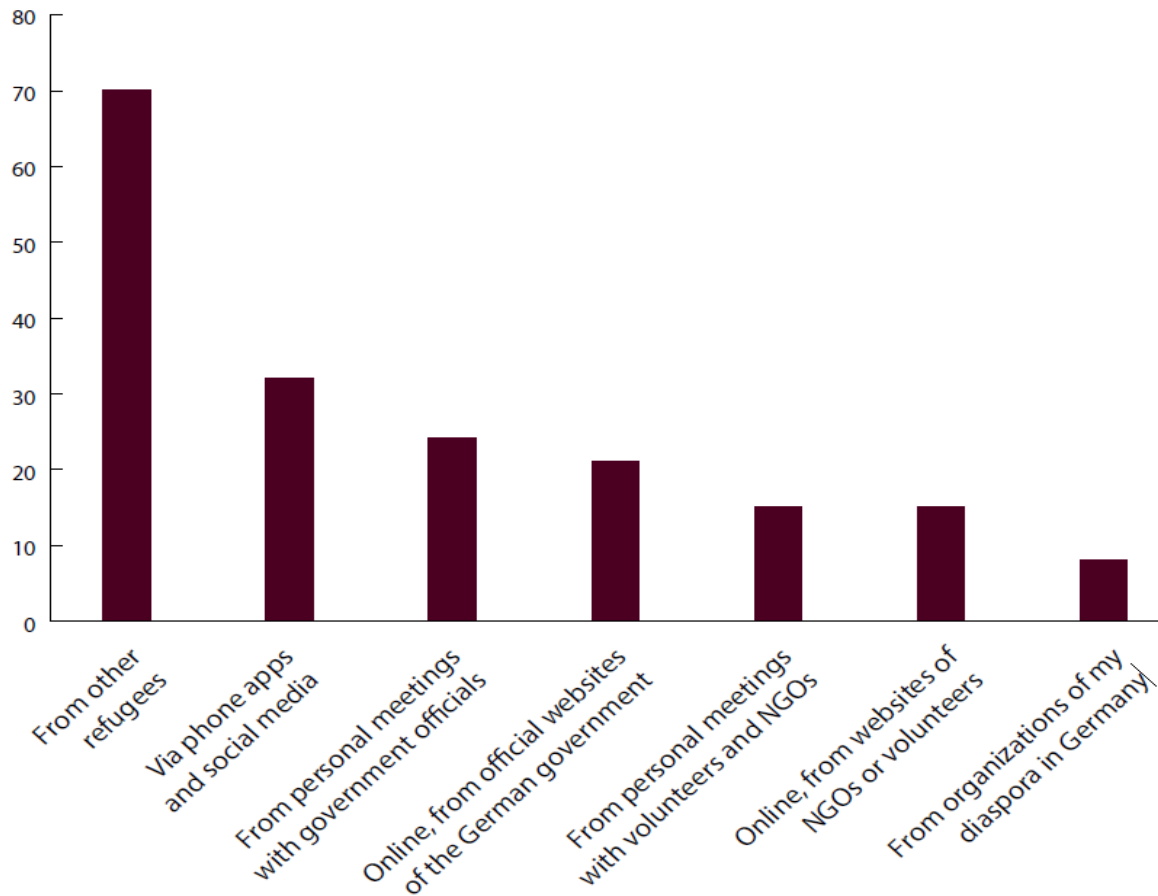
- Integration and language support
- Regular labor market support instruments
- Regular support measures for Professional education: Other regular measures for refugees
- Specific Measures of Labor Market Support for Refugees
  - "Welcome classes"; "PerF - Perspectives for Refugees"; "PerF-W" (for women); "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)?”



## 'Fair Integration'

### A Consultation network on Labour Rights fo Refugees

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

Information on employment law	Other Service
<ul style="list-style-type: none"> <li>• Legal framework</li> <li>• Industry-specific collective agreements</li> <li>• Rights and obligations regarding <i>e.g. Illness, leave, termination, overtime</i></li> </ul>	<ul style="list-style-type: none"> <li>• Statement and review of employment contracts</li> <li>• Assistance in extrajudicial enforcement of labour rights</li> <li>• Mediation between employee and employer in case of problems</li> <li>• Referral advice outside the labor and social law context</li> </ul>

## ‘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

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Thank you for your attention!

More information is available on:  
[www.netzwerk-iq.de/metropolis](http://www.netzwerk-iq.de/metropolis)

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In cooperation with:

