

LABOUR MARKET INTEGRATION OF MIGRANT WOMEN

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According to the micro census, in 2021 approximately 27.2 percent of the population in Germany, equivalent to around 22.3 million people, had a migration background.¹ The proportion of women in the group was around 49 percent. Women migrate to Germany for a variety of reasons such as to study, to live with their families, to apply for asylum or for work. Migrant women represent a huge potential for the German labour market. The IQ Fact Sheet "Labour market integration of migrant women" examines the situation for migrant women in the labour market and highlights offers provided by the Network "Integration through Qualification" which contribute to the successful integration of migrant women in the labour market.

MIGRANT WOMEN IN THE LABOUR MARKET

Current statistics show that many migrant women in Germany are well qualified. In fact, 16 percent of women with a migration background have a university degree. However, the participation of migrant women in the labour market paints a different picture. In the group of migrants from third countries², 71.5 percent of men of employable age were in employment in Germany in 2020 while the corresponding figure for women was only 55.3 percent. By comparison, for the same year, the employment rate of women without a migration background was 76 percent and the corresponding figure for men was 80.5 percent. A glance at the refugee group³ reveals that even with a duration of stay of five years or more, the employment rate of women remains less than half of the employment rate of refugee men (27% versus 61% in 2019). Both migrant and refugee women in gainful employment are also more frequently engaged than men in part-time or marginal employment. The number of migrant women engaged exclusively in marginal employment is 19.1 percent which is over twice the figure for migrant men. The data illustrates that migrant women are still under-represented in the German labour market and that they are unable to access the labour market on an equal footing and in a manner appropriate for their level of education.

EMPLOYMENT RATE OF WOMEN AND MEN

(2020, in percent)

55.3% women	76.0 % women
71.5% men	80.5 % men
with migration background from third countries	without migration background

Source: Agency for Horizontal Objectives within the European Social Fund (ESF), May 2021

MIGRANT WOMEN IN IQ OFFERS

The Network IQ is focussed on people who have acquired their qualifications abroad. The network's advice on recognition and job training and its job training schemes support the labour market integration in the context of the Recognition Act. The objective is to get professional qualifications recognised and in doing so to increase the chances of employment appropriate to one's level of education. To this end, the Network IQ makes advice on recognition and job training available free of charge in more than 70 permanent advice centres and a further 100 mobile advice centres and provides qualification offers via more than 140 projects.



IQ ADVICE ON RECOGNITION
01/19–06/22

GENDER OF PERSONS SEEKING ADVICE

59.1%
female

40.9%
male

Migrant women can improve their prospects in the labour market by having their foreign qualifications recognised. From January 2019 to June 2022, 96,506 women and 66,845 men took advantage of the **IQ advice on recognition and job training** offer. At 59.1 percent, the share of women is significantly above – by around 18 percent – the share of men (approx. 40.9 percent). The situation is similar for the recognition procedures. In 2021, 58.1 percent or 34,716 of these were distributed among women and 41.9 percent or 25,047 among men. The migrant women seeking advice in IQ offers were most frequently of Syrian, Ukraine, German, Russian or Turkish nationality. Approximately 61.7 percent of them were interested in advice on recognition, around 5.0 percent were interested in advice on job training, and approximately 33.3 percent were interested in advice on recognition and job training.

NATIONALITIES OF MIGRANT WOMEN SEEKING ADVICE (TOP 5)

Syria	9.3 %
Ukraine	7.3 %
Germany	7.0 %
Russian Federation	5.7 %
Turkey	5.7 %

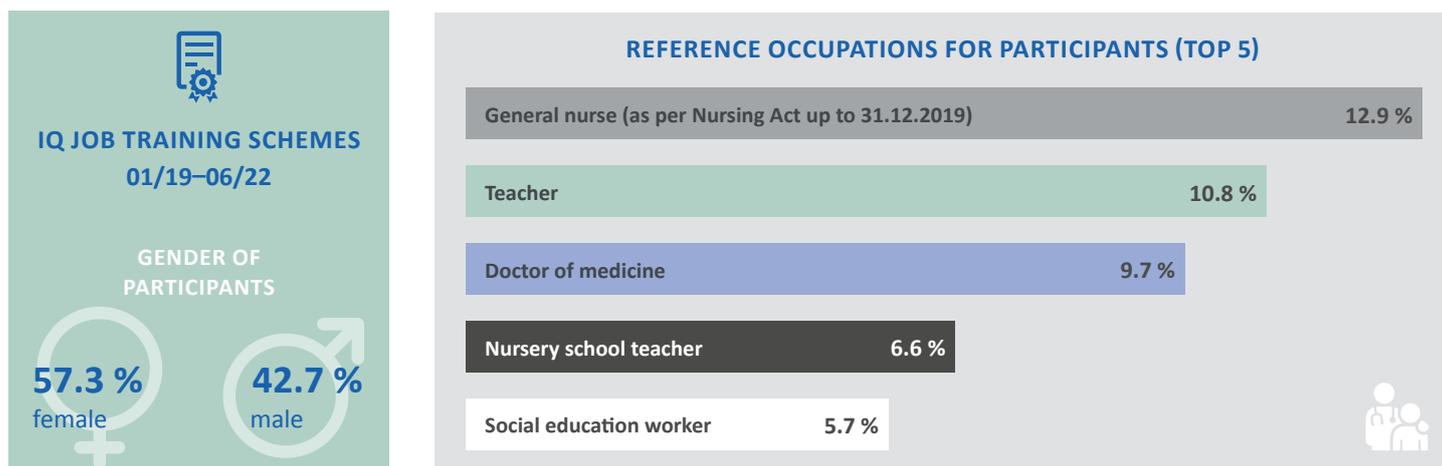
¹ A person has a migration background if he or she or at least one parent does not have German citizenship by birth.

² In general, a third country in terms of the German right of residence refers to all countries which are not part of the European Economic Area (EEA) – and this comprises all member states of the European Union as well as Iceland, Liechtenstein and Norway.

³ Refugees from the eight most significant asylum countries of origin: Afghanistan, Eritrea, Iran, Iraq, Nigeria, Pakistan, Somalia, Syria.

A feature of the specific offers for migrant women in the IQ advice on recognition and job training is that these are tailored to a specific target group. This comprises, for example, easy-to-access advice, support and coaching, and empowerment for women from a wide range of different countries of origin and with a wide range of languages. This includes subprojects such as [AMinA – Arabische Migrantinnen in Anerkennung \[Arabic migrant women in recognition\]](#) and [Frauen aus Afrika erfolgreich im Anerkennungsverfahren \[Success for African women in the recognition procedure\]](#) from the Network IQ Hamburg and the subproject [Zugewanderte Frauen im Anerkennungsverfahren \[Migrant women in the recognition procedure\]](#) from the Network IQ Lower Saxony which offers advice for migrants in 16 languages.

If refresher training is required for full recognition of the foreign professional qualifications, this can be completed for example via **IQ job training schemes in the context of the Recognition Act**. From January 2019 to June 2022, 9,584 women and 7,140 men participated in an IQ job training scheme. For job training offers, the proportion of migrant women was around 57.3 percent and above the figure for men of approx. 42.7 percent. The five most common nationalities of female participants in job training schemes – Syria (10.9%), Germany (8.3%), Russian Federation (5.3%), Ukraine (5.1%) and Turkey (4.8%) – matched the five most common nationalities of women seeking advice in IQ advice on recognition. Participants receive training in particular in the occupations of general nurse, teacher and doctor of medicine (see graphic below).



In terms of job training schemes, the continuing training programme [CHANGE - Arbeiten in Zeiten des Klimawandels \[working in times of climate change\]](#) provided by the Network IQ Berlin is especially noteworthy since the project provider has focused on female empowerment from its very start. This scheme involves migrants with academic qualifications being trained to become CHANGE climate change mentors.

Under the Gender Budgeting approach of the “German Federal Operational Programme for the implementation of the European Social Fund”, Network IQ is evaluated in the horizontal objective of “Gender equality”. The latest reports can be accessed by the links below [Gender Budgeting 2019 / Gender Budgeting 2020 / Gender Budgeting 2021](#)

FURTHER WOMEN-SPECIFIC IQ PROJECTS

IQ offers relating to the intercultural opening of labour market stakeholders and in the area of migrant entrepreneurship contribute to improved participation of migrant women in the labour market. This includes the the project [ÖFFUNGSzeiten - Interkulturelle Öffnung von Arbeitsmarktakteuren für Migrantinnen \[OPENING times – intercultural opening of labour market stakeholders for migrant women\]](#) which is based in the Network IQ North Rhine-Westphalia. The target audience for the subproject includes labour administrations, municipal authorities and migrant organisations. In 2021, the IQ Competence Centre for Migrant Entrepreneurship organised the first summit for international women entrepreneurs in Germany: [SIE GRÜNDET \[HER START-UP\]](#). The aim is to increase the visibility of international women entrepreneurs, to strengthen the start-up spirit of international women, and to further promote the nationwide networking of different stakeholders across Germany.

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 (sources in German, retrieved on 22.09.2022)

Want to know more?

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Information on the latest figures is also available at:
www.netzwerk-iq.de

All figures relating to the Network IQ services originate from internal surveys from all projects supported by the programme. The IQ Competence Centre for Advisory Services and Job Training of Migrants / F-bb gGmbH compiles data on advice and training offers. The data was collected from 01.01.2019 to 30.06.2022 (reference date of data set 15.07.2022).

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