

Labour market integration of refugee women in Germany

Insights of a case study

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International Metropolis Conference

Ottawa, June 26th 2019

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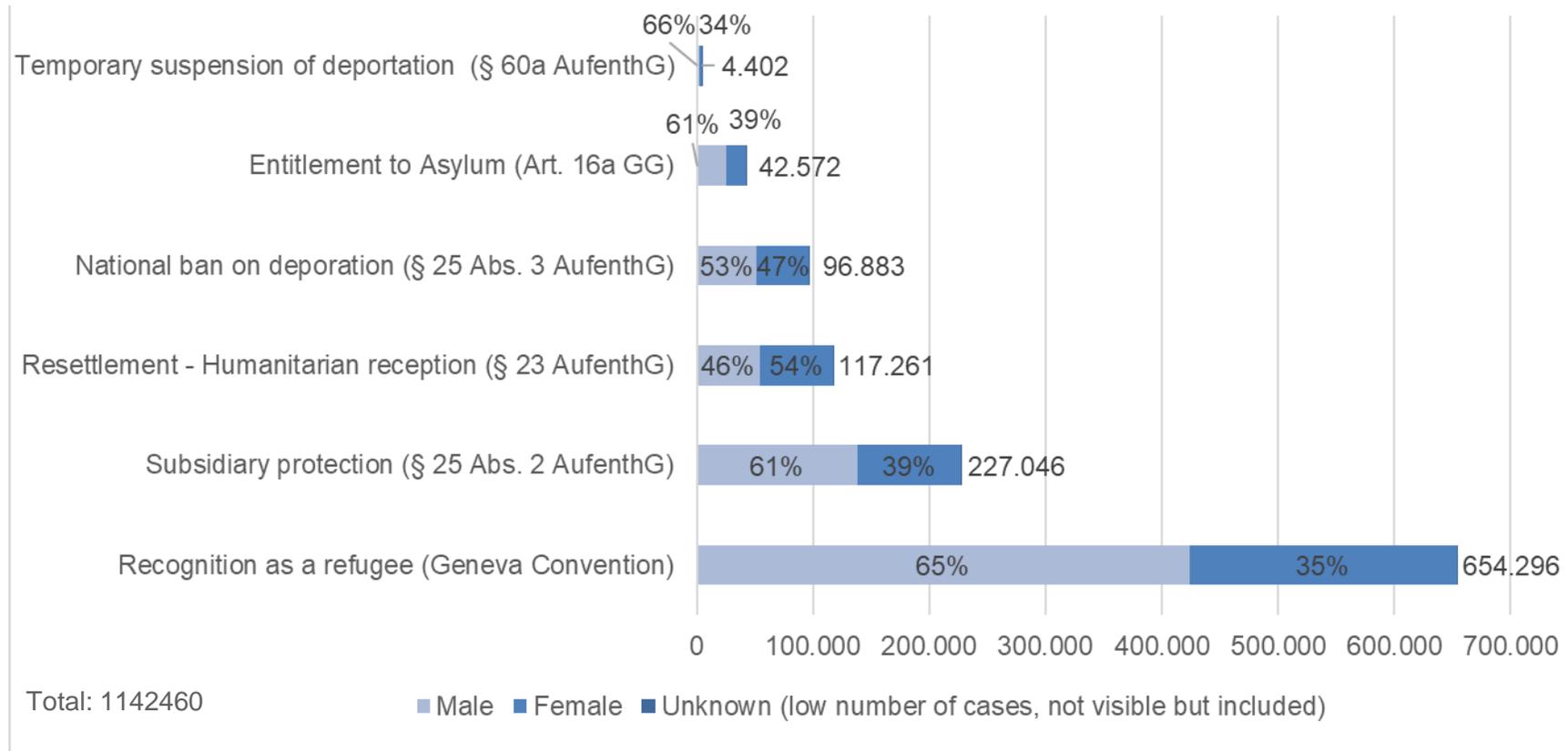
1. About Minor and the IQ Competence Centre for Immigration

Minor – Project office for education and research

- Goal: 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. Refugee women in Germany – current trends and figures

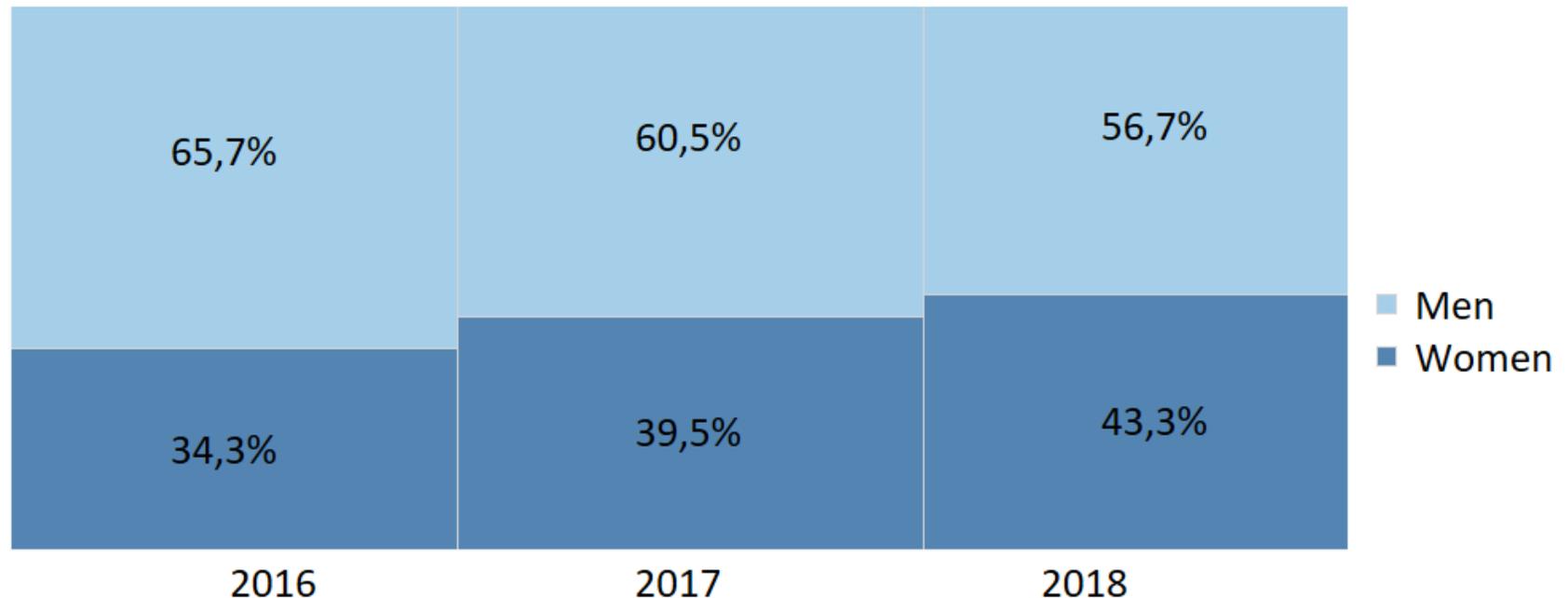
Refugees in Germany by residence status and gender



Refugees in Germany by residence status and gender by December 31, 2018

Own illustration based on Bundesregierung 2019 © Minor

While the importance of asylum applications by refugee women increases...

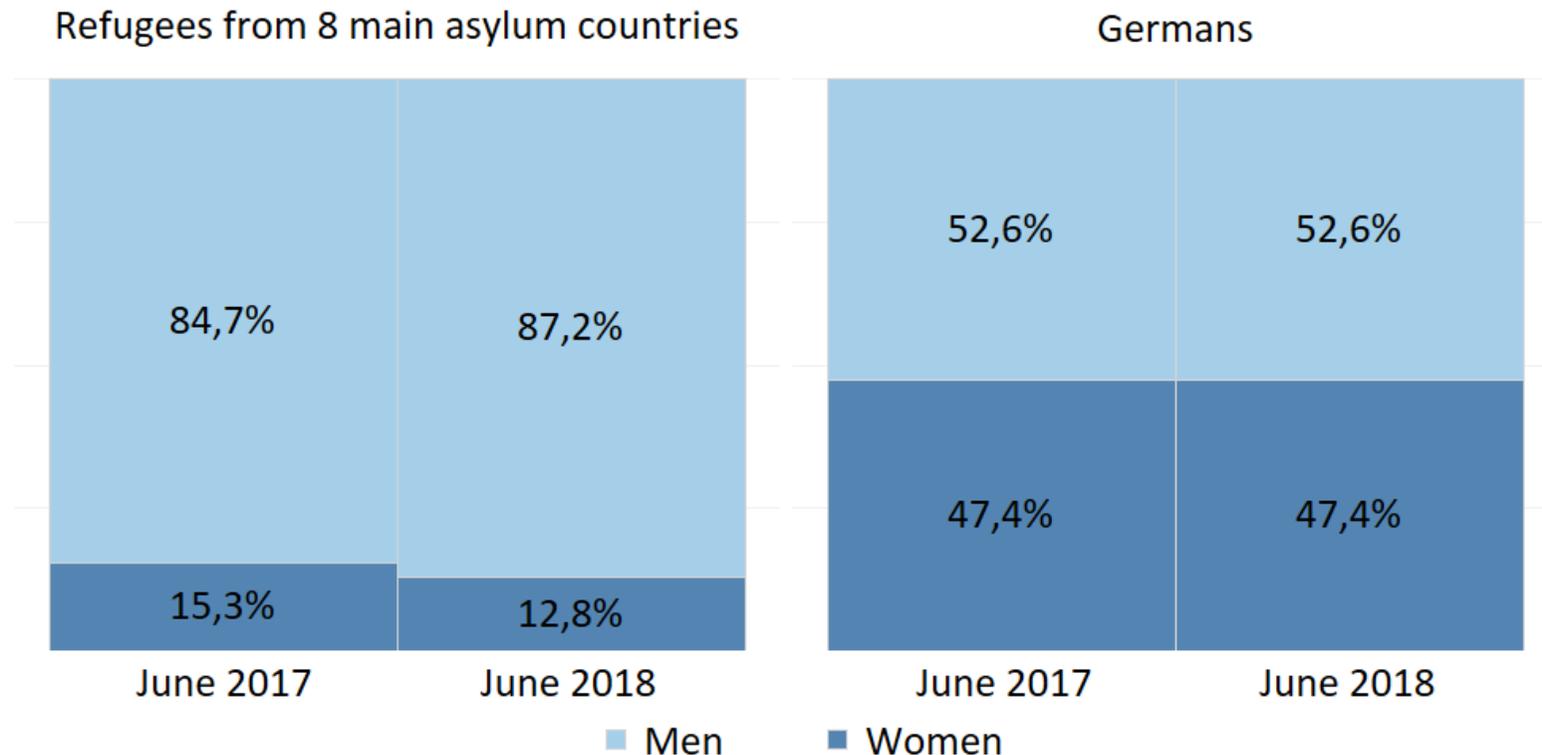


Gender ratio of asylum applications in Germany, January 1st, 2016 – December 31st, 2018.

n=722.370 / 198.317 / 161.927.

Own illustration based on BAMF 2016, 2017, 2018 © Minor

... they struggle to access the labour market.



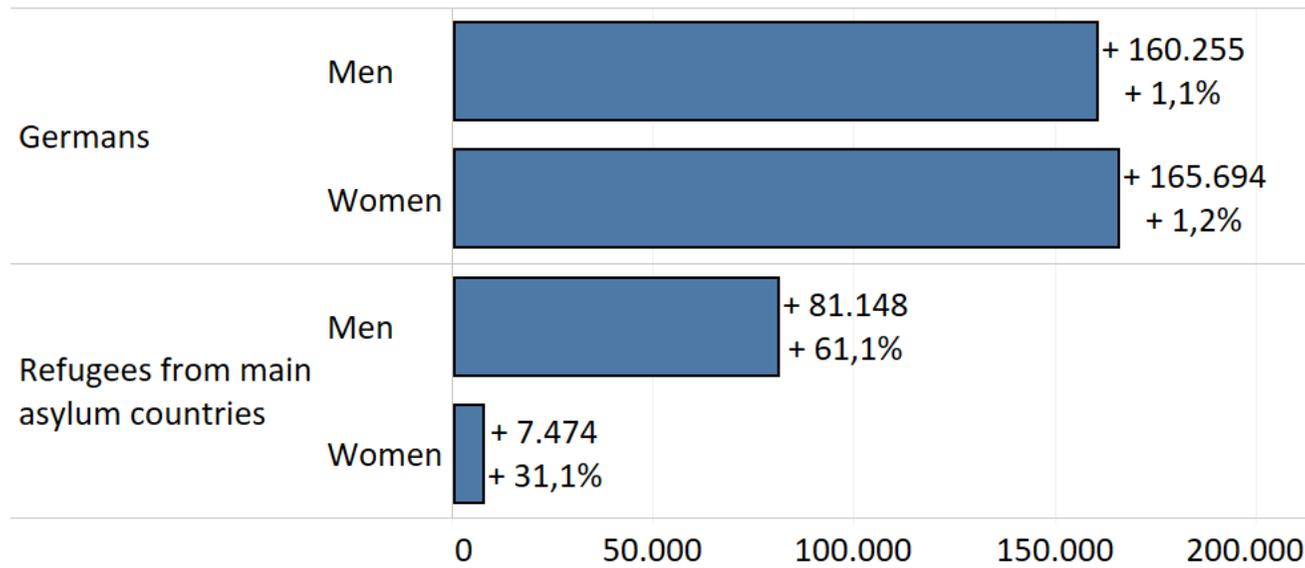
Employees subjects to statutory welfare contributions, June 2017 and June 2018

Eight main asylum countries include Eritrea, Nigeria, Somalia, Afghanistan, Iraq, Iran, Pakistan, Syria.

n=156.850 / 245.472 / 28.677.921 / 29.003.870.

Own illustration based on BA 2018 © Minor

Labour market participation of refugee women increases only slowly.



Employees (subjects to statutory welfare contributions), June 2017 and June 2018

n=156.850 / 245.472 / 28.677.921 / 29.003.870.

Own illustration based on BA 2018 © Minor

3. Refugee women as a target group of labour market integration programs

Refugee women as target group of (federal) employment programs

- Since 2015, Federal Employment Agency introduced several (pilot) programs to enable refugees access to labour market
- Some programs are specifically targeted: young and minor refugees and refugee women (Perspectives for female refugees – Identify potentials, enable integration PerF-W)
- Few information and data on the target group of refugee women, heterogeneity of the group not recognized
 - How can they be reached?

4. Insights of a case study

High Motivation to work in Germany,...

„I studied in Iran und worked for a medical NGO for three years. I have no documentation about my medical qualifications and experience. But I'm flexible. I just want a good job und would like to do a vocational training. Going to university is too hard for me because of the language (Woman from Afghanistan/Iran, political scientist, divorced, 1 child)

„One can discover new skills and work in different branches, Women should have more opportunities to explore their skills. They need more Information about the opportunities they have in Germany (Woman from Syria, dentist, divorced, 3 children)

... but many unsolved questions.

- „What kind of work am I able to do here?“
- „What opportunities, besides elderly care, do I have in Germany?“
- „My documents are in Iran: what can I do now?“
- „Why don't my diplomas get recognized?“
- „Which opportunities do I have for studying here?“
- „How can I become self-employed?“
- „How do I find a place at a Kindergarten for my child?“
- „Where do I find the information about decent work in Germany?“

What do refugee women need to successfully enter the job market?

- Stable living situation
- Language training in combination with language practice
- Englobing and understandable information on their professional opportunities in Germany
- Individual counseling
- Appreciation and recognition of (non)formal qualifications and competences
- Needs-based, job-specific programs and offers with a high share in practice
- Contact to civil society

Thank you for your attention!

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

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Das Förderprogramm „Integration durch Qualifizierung (IQ)“ wird durch das Bundesministerium für Arbeit und Soziales gefördert.



In Kooperation mit:

