



I-WELCOME - Reinforcing migrant women's integration in society and the labour market

## DESKTOP RESEARCH

**Developed By:**

### INFORMATION ABOUT OUTPUT

Output:	IO1 – A BELNDED UP-SKILLING PROGRAMME FOR TCN WOMEN
Activity:	IO1-A1 : QUALITATIVE AND QANTITATIVE RESEARCH

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## PROJECT INFORMATION

Project acronym:	I-WELCOME
Project title:	I-WELCOME - Reinforcing migrant women's integration in society and the labour market
Project number:	
Sub-programme or KA:	KA2 Cooperation for Innovation and the Exchange of Good Practices

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## 1. General Introduction

Germany is one of the most sought after host countries in terms of migration. In comparison to other European countries it remains one of the most popular countries for migrants alongside the UK, Spain and France.

Of the 81.8 billion people living in Germany in the year 2019, 26% either were migrants or had at least one parent who migrated to Germany. Of the quarter of the population having a history of migration, 52.7% are German citizens, about half of which have been born in Germany to migrant parents, while the other half have adopted German citizenship after migration. 47.6% of migrants did not (yet) obtain the German citizenship, of which only 7.4% do not have migration experience themselves.\*

There is a significant difference among the federal states of Germany regarding the proportion of migrants in the population. In general, the percentage of citizens with a history of migration is significantly lower in the federal states of the former GDR than in (former) West-Germany. On average, only 8% of the population in the East-German federal states have either migrated themselves or have a family history of migration. In the West-German states, the percentage is 25% on average, highest in the city-states Berlin, Bremen and Hamburg, in Baden-Württemberg and Hessen and lowest in the northern federal states of Schleswig-Holstein and Niedersachsen as well as Saarland.

Two thirds of people migrating to Germany came from another European country, a number made up of 51.1% EU-citizens and 15.3% of people from other European countries, Turkey being the most important. Generally, except for the years 2015 and 2016 when many refugees seeking asylum for humanitarian reasons came to Germany, EU-citizens make up about half of migrants newly arrived to Germany. In 2019, nearly 7% of the population in Germany were migrants from countries outside of the EU. Another 5% came from states within the EU, adding up to an overall percentage of 12% of the population without German citizenship.

The percentage of migrants seeking asylum for humanitarian reasons has decreased significantly between the years 2015 and 2019. While in 2015 and 2016, approximately 30% of migrants were seeking asylum, the percentage dropped to not even half the number in 2019 (14.2%). On the contrary, the percentage of migrants attempting to be granted a working residence permit has increased significantly. In 2015, only 3.4% of third country nationals were granted a working residency permit. Until the year 2019, the percentage rose to 12%. Similarly, the percentage of third country nationals granted a student residency permit has increased from 4.5% in 2015 to 8.8% in 2019.

In September 2020, 52.6% of non-citizens living in Germany were employed. 15.5% were looking for a job and 19.8% received financial aid. It is important to note that refugees and migrants without a working permit might be eligible to receive financial aid but are not allowed to be employed officially.

\*German population statistics differentiate between people with a history of migration, which can mean themselves or members of their family, who may or may not be German citizens, and non-German citizens, who may or may not have a history of migration themselves. Therefore, people born and raised in Germany may count as non-German migrants. On the other hand, people who have only been living in Germany for a few years may have been granted citizenship and count as German with a history / background of migration.

## 2. The presence and characteristics of migrant women

In 2018, 46.1% of people living in Germany who were not German citizens were women. However, 12.6% of them were born in Germany. Of the people who migrated to Germany themselves, 53% were women. Women with a history or background of migration are on average 36.2 years old, making them significantly younger than the native female population (48.3 years on average).

In both groups, about every fourth woman is unmarried. The percentage of migrant women who are married is almost 10% larger than that of native German women (59.53% vs. 50.63%) and the percentage of widowed women is twice as high (14.39% vs. 7.81%). On average, migrant women in Germany have 1.4 children compared to native women who on average have 1.2 children.

Since migrant women are younger on average, 25% are either still receiving education or too young to even go to school. Of those TCN women who were old enough to have obtained a school degree in 2018, 41.9% did not have any degree at all. Of the 58.2% who did 66.8% completed an apprenticeship, while 32.8% had an academic degree. In comparison, 81.5% of native born women who have completed their education are professionally trained.

25% of migrant women had a certificate which qualifies them for studies either at a university of applied sciences or an academic university, a percentage similar to native born women. Nearly 20% had completed general secondary school (compared to 29.35% native women) and another 16.5% intermediate secondary school (compared to 22.95% native women).

In 2019, 68.7% of women migrating to Germany came from Europe, mostly from states within the EU (56.67%), most significantly Poland (33.11%). Of those who came from Non-EU states within the EU, Turkey (30%) and Russia (29.8%) are the most important countries of origin. A quarter of women migrating to Germany came from Asian countries, mostly the Near and Middle East (69.3%)

In all EU-countries, migrant women who were born outside of the EU earn significantly lower incomes compared to migrant men. While 83% of third-country-national men are gainfully employed, this is only true of only 63% migrant women. Nearly 40% of women who were either migrants themselves or had a (family) history of migration were not able to gain their living independently but received financial aid from relatives. About 12% received state financial aid.

### 3. Migrant Women in the Labour Market

The employment rate of foreign-born women in Germany is currently 62.9%, compared to 75.3% native-born women, 78.4% of foreign-born men and 81% of native-born men who are employed.

In 2018, the general employment rate of German citizens was about equal between men and women and only 5% less female than male EU-citizens were employed. The rate is significantly lower among Third Country National women, of whom only 38.1% are employed, compared to 50.7% Third Country National men. Within the group of none-European Asylum seekers, only 37.3% of men and 12.4% of women were employed. Most of the migrant women working in Germany are employees, followed by workers and self-employed women.

Only about a third of TCN women who were employed were working full-time, 36.8% had part-time employment and 26.5% a so-called “Mini-Job”, a category of employment which gains less than 450€ and does not entail any social security. In contrast, 70.3% of Third Country National men were employed full-time.

In 2019, 64,219 people from states outside of the EU were granted a working permit in Germany. Of these, 33.2% obtained qualified or highly-qualified employment, a quarter of which were women. The proportion of women is higher in non-qualified fields, making up a third of the 38.7% of migrants with a working permit. 20% of migrants with a working permit were granted the “EU Blue Card” - a working residency of four years for migrants who have a graduate degree and found employment according to their qualification - a quarter of which were women. The remainder is made up of self-employed migrants and people working in research and other highly specialized fields. Interestingly, of the latter groups, about 40% were women.

Of the migrant women who obtained a university degree, 66% are employed compared to 40% who only completed primary school and 58% who have a secondary degree. Nevertheless, their employment rate is still lower than that of migrant men. Additionally, Third Country National women are often employed in low-skilled and less regulated fields such as cleaning or care work, even if they are qualified for highly skilled jobs.

TCN women particularly work in the service industries, for instance commerce and the hospitality sector. A survey conducted in 2018 finds that almost 20% of Third Country National women were employed in cleaning services, 15% in the health sector and 13.48% in the food and gastronomy sector. Less than one percent were working in the fields of security, construction or agriculture and gardening.

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#### 4. State of Art regarding Policies/ Guidelines

Launched in 2005 , the support programme is Integration through qualification (IQ) is concerned with offering better job market opportunities for people with a history of migration in general (<https://www.netzwerk-iq.de/>). In 2015 the programme was expanded with a focal point on the recognition of qualifications obtained in the country of origin. In each federal state, networks have been established which are concerned with giving migrants opportunities to work at transferring their acquired skills to the German job market's requirements.

In 2015 the European Social Fund (ESF) programme „Stark im Beruf“ (strong at work), which is targeted towards the support of mothers with a history of migration and will run until 2022, was launched by the federal ministry of families, seniors, women and adolescents. (<https://www.starkimberuf.de/>)

The programme has founded 90 reception centres which support migrant mothers looking for employment. Their aim is to offer individually targeted advice and counselling for all needs their target audience may have. They offer coaching, qualification and practical language courses and advice on the regional job market, on sponsorship and on employment opportunities. They cooperate regularly with the local job centres, with family support institutions and cooperations. They are familiar and connected with institutions offering job placement, skill and language training, education as well as social services.

One important aspect is the recognition of the skills and strong suits migrant mothers seeking advice in the centres already bring with them as well as figuring out their own interests. Women seeking advice are counselled on the opportunities and prerequisites to obtain further qualifications. Often, further apprenticeship or an internship is a useful interim step towards employment. They are also supported in finding child care places or thinking of other options for how to take care of their children.

About two thirds of the women who took part in the programme have gained at least an employment prospect such as recognition of their qualifications, further qualification or an internship, while 32% are either regularly employed, self employed or absolving training.

## 5. Other training programmes/ initiatives

<b>GOOD PRACTICE 1</b>	
<b>Name</b>	MuT – Mütter und Talent (Courage – Mothers and Talents)
<b>Description (50-70 words)</b>	While aimed primarily at refugee mothers, MuT nevertheless provides an example of good practices for migrant women in general. Participants are offered support in finding suitable child care services foremost so they are free to receive counselling in figuring out the next steps – for instance to be conveyed to a language course, an internship /training or an integration course. As a special offer, the centre itself provides a one-year qualification course on becoming an intercultural mediator.
<b>Key Stakeholders/ Provider</b>	ZIB-Bildungsoffensive – Zentrum für Integration und Bildung (Centre for integration and education)
<b>Level (Organisational, Regional, Local, National)</b>	Local
<b>Type (Digital Skills, Professional Skills etc.)</b>	Professional skills, coaching
<b>Tools/Resources/ Services</b>	Child care, qualification, counselling
<b>Link/ Website</b>	<a href="https://www.starkimberuf.de/praxis/praxisbeispiele/praxisbeispiel-oberhausen">https://www.starkimberuf.de/praxis/praxisbeispiele/praxisbeispiel-oberhausen</a>

<b>GOOD PRACTICE 2</b>	
<b>Name</b>	lebens:ARTplus
<b>Description (50-70 words)</b>	For a duration of 9 months, migrant women who are caring for children take part in a programme which combines theatre seminars, communication training and job coaching. Individual care for children according to their needs is an

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	integral part of the programme. Improving communication and presentation skills is at the backbone of the coaching. Intensive individual counselling, which takes the women's qualifications as well as their educational responsibilities into account, accompanies the theatre work which allows them to express themselves.
<b>Key Stakeholders/ Provider</b>	Defakto GmbH
<b>Level (Organisational, Regional, Local, National)</b>	Nation-wide organisation offering local-based courses in about 15 different cities
<b>Type (Digital Skills, Professional Skills etc.)</b>	Professional, educational, language and artistic skills
<b>Tools/Resources/ Services</b>	Coaching, theatre work, individual advice
<b>Link/ Website</b>	<a href="https://defakto.org/de/konzept/lebens-art-plus">https://defakto.org/de/konzept/lebens-art-plus</a>

<b>GOOD PRACTICE 3</b>	
<b>Name</b>	Hayati
<b>Description (50-70 words)</b>	Targeted towards refugee women with small children below the age of six, Hayati (arabic for "my life") offers language courses and job orientation. Participating women receive a programme combined of consultation on the German education system and job market, culturally sensible coaching as well as language and integration courses. The courses and coaching are accompanied by flexible child care according to the women's needs.
<b>Key Stakeholders/ Provider</b>	Project Lead: Arbeiterwohlfahrt Offering (language) courses: Ludwig Fresenius schools Ahrensburg – department of vocational training Financial support: Federal ministry of economics, traffic, work, technology and tourism
<b>Level (Organisational, Regional, Local,</b>	Regional: three cities in Schleswig-

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<b>National)</b>	Holstein (Neumünster, Kiel and Ahrensburg)
<b>Type (Digital Skills, Professional Skills etc.)</b>	Language skills, job orientation / coaching
<b>Tools/Resources/ Services</b>	<a href="https://www.schleswig-holstein.de/DE/Landesregierung/VII/_startseite/Artikel2017_2/171124_Hayati.html">https://www.schleswig-holstein.de/DE/Landesregierung/VII/_startseite/Artikel2017_2/171124_Hayati.html</a>
<b>Link/ Website</b>	<a href="https://www.awo-sh.de/main/awo-interkulturell/arbeit/">https://www.awo-sh.de/main/awo-interkulturell/arbeit/</a>

<b>GOOD PRACTICE 4</b>	
<b>Name</b>	FrauenKompetenzCenter Wetzlar
<b>Description (50-70 words)</b>	For a duration of 24 weeks, the Women Skills Centre of Wetzlar offers part-time job orientation for refugees and migrant women. A combination of teaching job relevant skills such as a secure (self-)presentation or how to create a CV is combined with the opportunity of getting to know new fields of employment by internships. Participants are encouraged to recognize their strength and skills, to learn new competencies important for work and education and to gain relevant experiences in a variety of fields.
<b>Key Stakeholders/ Provider</b>	Internationaler Bund / International Union
<b>Level (Organisational, Regional, Local, National)</b>	Local (Wetzlar)
<b>Type (Digital Skills, Professional Skills etc.)</b>	Professional skills
<b>Tools/Resources/ Services</b>	Workshop, Internships
<b>Link/ Website</b>	<a href="https://www.internationaler-bund.de/angebot/10578">https://www.internationaler-bund.de/angebot/10578</a>

<b>GOOD PRACTICE 5</b>	
<b>Name</b>	QualiMigra
<b>Description (50-70 words)</b>	Founded in 2001 by migrant mothers themselves, the programme offers

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	counseling by women who have migration experience themselves. Establishing contact via low-level leisure activities such as breakfast cafés for migrant women with child care provided, QualiMigra offers counseling on job and education opportunities. Focusing on the skills and interests participants already have, QualiMigra offers individual coaching in a relatable, empathic way, as the counselors have migration experience themselves. At the same time, they function as role models the target group can trust and relate to.
<b>Key Stakeholders/ Provider</b>	Bildungs- und Beratungskarawane e.V.
<b>Level (Organisational, Regional, Local, National)</b>	Local
<b>Type (Digital Skills, Professional Skills etc.)</b>	Counselling
<b>Tools/Resources/ Services</b>	Counselling
<b>Link/ Website</b>	<a href="https://www.netzwerk-iq.de/angebote/iq-good-practice/interkulturelle-kompetenzentwicklung/qualimigra">https://www.netzwerk-iq.de/angebote/iq-good-practice/interkulturelle-kompetenzentwicklung/qualimigra</a>

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## 6. Conclusion/ Summary

One main issue in the integration of TCN women to the job market is the recognition of qualifications obtained in the country of origin. Many women do find employment but are working in half-time jobs below their level of qualification. A major factor in the growing number of women migrating to the EU and Germany to work is the increasing demand for cheap and flexible employees in the service industries and care sector, particularly in caring for the sick and elderly. A problematic aspect is the lack of regulation these job opportunities often have in Germany, making the migrant women working in these fields particularly vulnerable. Private, non-regulated employment make them susceptible to precarious working conditions. For undocumented or illegalized migrant women, irregular, private care work may be one of the very limited opportunities to gain a living. Often this entails them either working in a different field than they have experience in or working at a much lower level. For instance, highly trained and experienced nurses who completed their studies may only be employed as care assistants.

Even taking into account part-time work, the employment rate differs to a greater extent between foreignborn men and foreignborn women than between foreign and native born men. The high potential of TCN women's labour and skills is only slowly becoming apparent to labour market and integration policies. This is largely due to the general view of migrant women as following their husbands and taking on the role of caretaker for children foremost. Even though TCN women are often either accompanied by children, pregnant or having children within the first year of arrival in Germany, giving them the opportunity to access high-qualified work placement is an important task the whole family and community will profit from.

While programmes have been installed to give support to refugee or migrant women, the success of these policies remains largely dependent on individual initiatives. It has become clear that a sound network of different stakeholders, combining low-level courses, coaching, state institutions as well as employers, is crucial to provide long-term success.

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