



Hamburgisches
WeltWirtschafts
Institut



The Labour Market Integration of Migrants in Germany

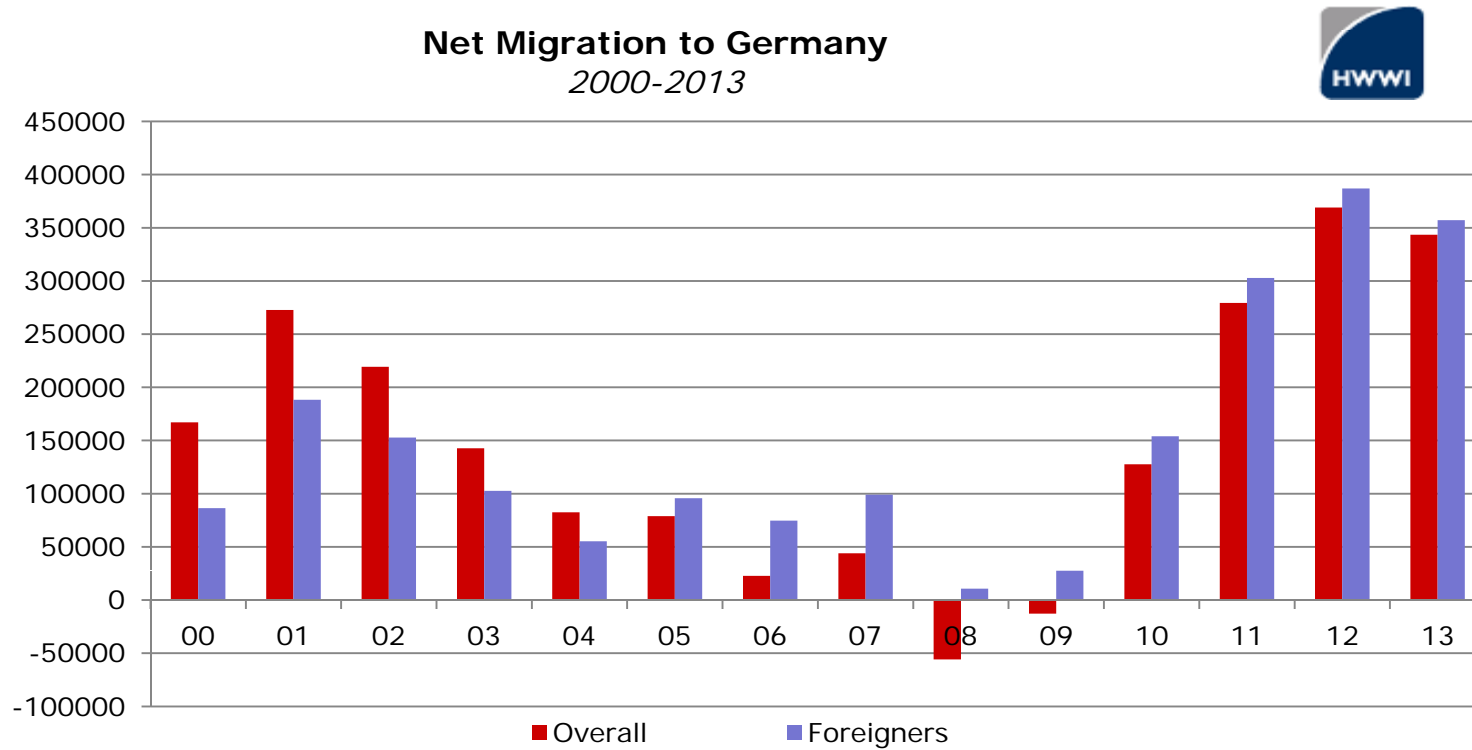
Dr. Max Friedrich Steinhardt

IQ Congress, Berlin, 05.02.2014

Outline

- Migration to Germany
- Migrant Population in Germany
- Concept of Integration
- Some Actual Outcomes
- Challenges

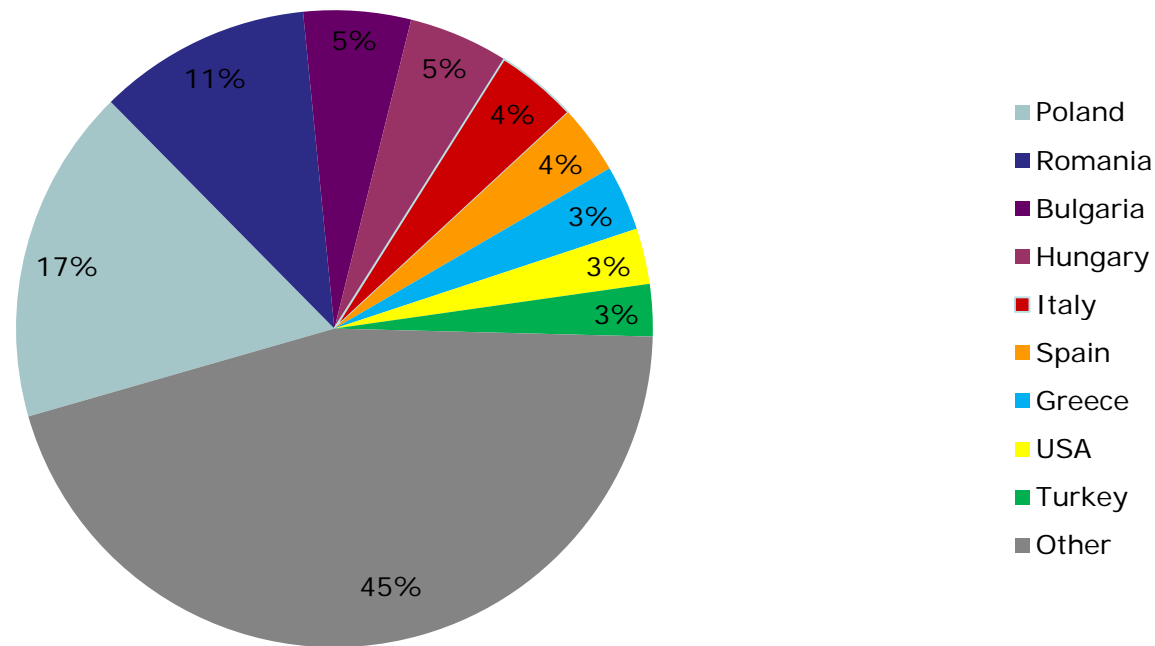
Migration to Germany



Source: Own presentation with figures from the Federal Statistical Office.
 2012: Preliminary figures. 2013: Preliminary figures for January-September.

Inflows by country of origin

Germany 2012



Source: Own presentation with preliminary figures from the Federal Statistical Office.

People with a migration background in Germany

- Long tradition of immigration:

1950ties-1973: Guest workers

1973-1990: family reunifications

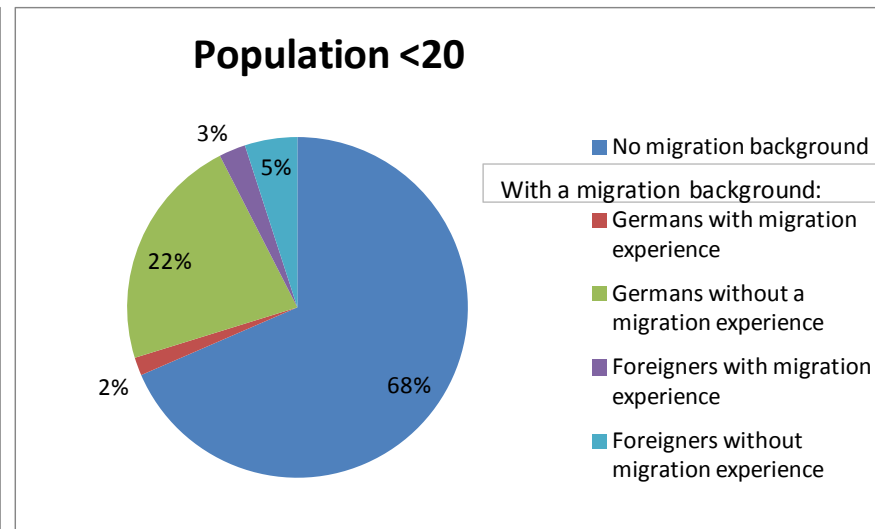
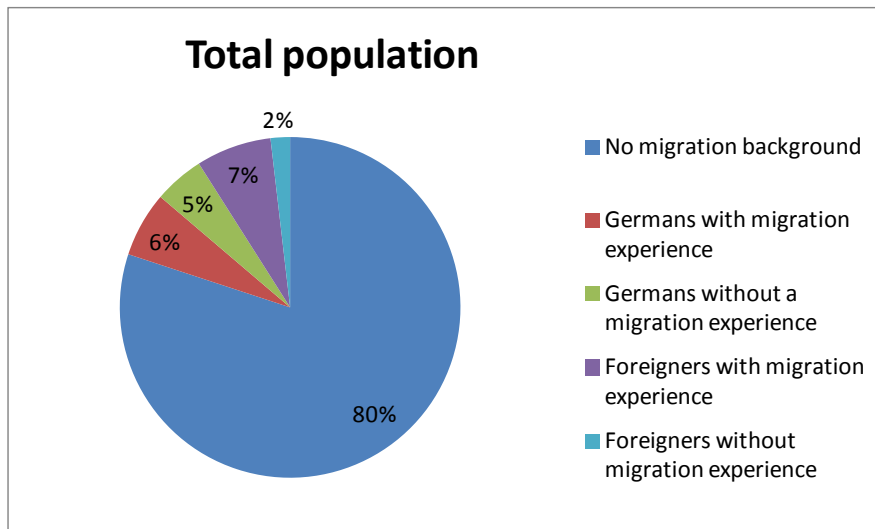
1990ties: Asylum seekers and Aussiedler (ethnic Germans)

Since 2000s: new labour immigration from Eastern Europe

→ large share of people with a migration background:

In 2012, 20% of the German population had a migration background

People with a migration background in Germany



Source: Own presentation with figures from the Microcensus.

Concept of integration

- Integration has multiple dimensions:
 - cultural
 - social
 - political
 - and economic integration
- Crucial for all four dimensions: labour market integration
- Aspects to consider:
 - Participation and outcomes
 - Quantity and quality

Labour Market Outcomes: Employment

Germany	Unemployment rate (2013)	Employment rate (2012)
German men	6,4	82,4
Foreign men	13,1	79,4
German women	5,9	73,3
Foreign women	16,2	57,8

Source: BA

Main Challenge is....

Education

- Relative poor educational background of guest worker migrants from the 60ties and 70ties
 - Lack of investment due to misconception of “guest workers”
- Underperformance of second-generation migrants
 - Social background influences educational outcomes
- Transferability of foreign skills
 - Insufficient recognition of foreign credentials and work experience
- Strong variation between cohorts, ethnicities and regions

Other challenges and (a subjective selection)

- Immigration and citizenship laws
- Discrimination
- Labour market entry (transition from school into the job market)
- Persistence of unemployment and its implications
- Soft location factors (“Willkommenskultur”)
- Migrant specific services in job centers and public administration
- Diversity Management
- Representation of people with migration background in the public sector

Thank you for your attention.

Questions and Comments:

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