

October, 18th 2024

9.00 – 17.00 h

TU Berlin, Room
H1035



Conference: The Impact of Gendered Migration Cycles on the Labour Market Integration of Female Migrants in European Welfare States – Developing Pathways towards Gender-responsive Policies

Presentation: Job-Turbo: Heaven or hell for the Integration of Refugee Women into Employment

Presenter: Dr. Ralf Sanger

Perspektive neuStart e.V.



Paradigm shift_new Outlooks

JOB-TURBO: HEAVEN OR HELL FOR THE INTEGRATION OF REFUGEE WOMEN INTO EMPLOYMENT

Dr. Ralf Sängler, 18th of October 2024

AGENDA

- I. JobTurbo: tasks / goals / innovations*
- II. Target group: a quantitative approach*
- III. Interim conclusion*
- IV. In practice: integration into the labour market*
- V. First results*

Perspektive neuStart is made possible by

JOB-TURBO: TASKS, GOALS, INNOVATIONS

Job turbo was announced in October 2023, starts on 5th of January 2024.

The aim is to improve the labour market integration of refugees through joint activities by all stakeholders



Prevention of long-term unemployment among refugees



Securing labour and skilled workers for companies and the economy



Enabling a self-determined future and participation in society for refugees



Contribution to securing social peace and social cohesion

JOB-TURBO: TASKS, GOALS, INNOVATIONS



1. Phase: Orientation and basic german language acquisition

- Arrival, orientation and early language acquisition
- Specialists and experts who can work without knowledge of German (e.g. in the IT sector) are placed immediately

2. Phase: Work and qualification in employment

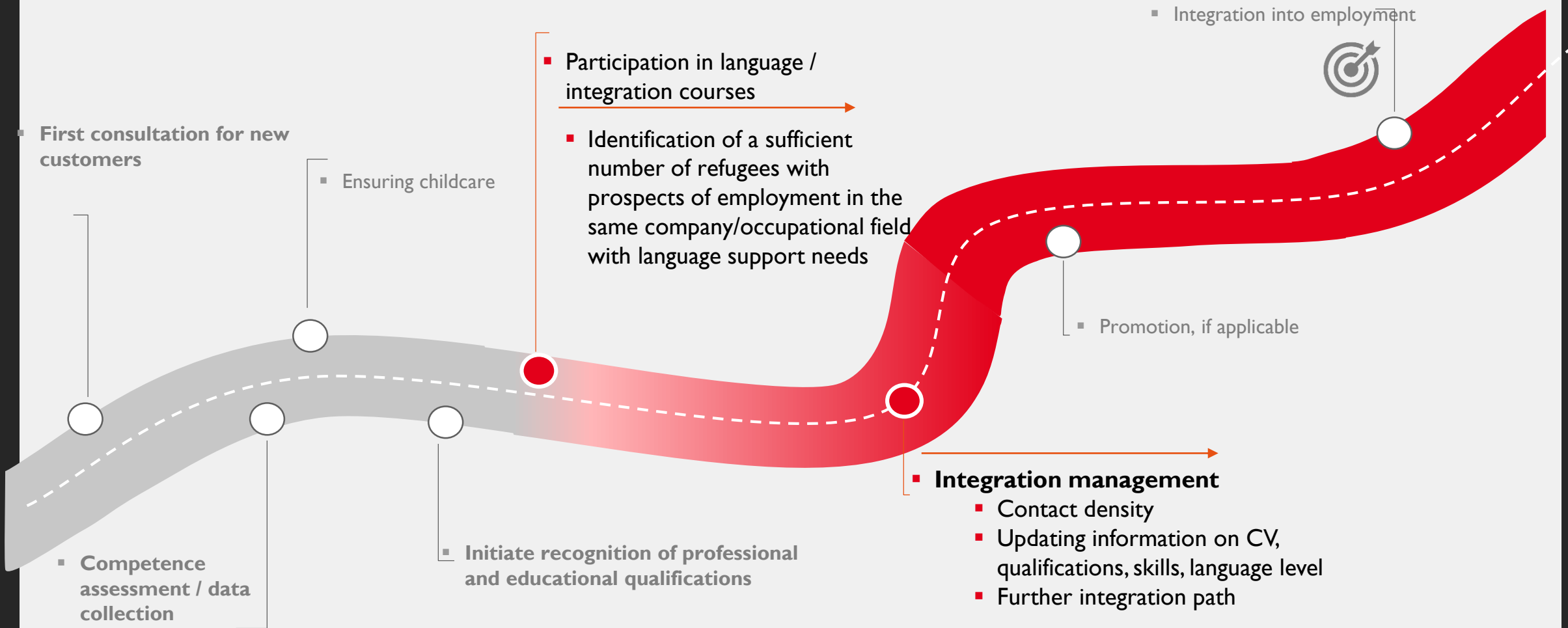
- Entry into the training and labour market, possibly through in-service (language) support opportunities
- Offering support and activation programmes
- Applicant days, internships, and the opportunity for trial work

3. Phase: Stabilise and expand employment

- Further development of skilled workers and stabilisation of employment
- Utilisation of existing funding instruments (employer benefits, promotion of employees)

JOB-TURBO: TASKS, GOALS, INNOVATIONS

Overview of the different steps for integration into a qualification-appropriate job



JOB-TURBO: TASKS, GOALS, INNOVATIONS

Paradigm shift

Until October 2023, refugees should first learn the German language up to a B2 level in order to then be placed in a job: 1. Integration Course, 2. Language Course B1, 3. Language Course B2.

Duration: 1,5 – 2,5 years

Since October 2023, refugees should be placed in a job - usually in low skilled jobs - as soon as possible in order to gain qualifications alongside their work (also in german language). After the integration course (Level A2).

Duration: 1 year

TARGET GROUP: A QUANTITATIVE APPROACH

Ukrainian refugees were (immediately) granted Section 24 AufenthG (Residence permit for temporary protection).

In terms of residence law, this means that they are not recognised refugees and their period of residence is therefore shorter (max. 2 years) than for recognised refugees (3 years).

However, Ukrainian refugees receive the so-called citizen's allowance (benefits according to SGB II) and are therefore customers of the job centre.

Note: Recognised refugees also receive the citizen's allowance upon recognition - previously benefits from the social welfare office and these are lower.

Note: People who are long-term unemployed (longer than 12 months) receive citizen's allowance. A standardised rate applies, which is not based on the previous salary. Family members (spouse and children) also receive citizen's allowance.

TARGET GROUP: A QUANTITATIVE APPROACH

Some Datas

31.12.2023: **1.239 705** ukrainian people lived in Germany – most of them are refugees.

31.12.2021: **155.310** ukrainian people lived in Germany – most of them were not refugees.

An increase of over 1 million Ukrainian people within two years (§ 24 AufenthG).

TARGET GROUP: A QUANTITATIVE APPROACH

31.12.2021: Only a small proportion have a residence permit in Germany for political or humanitarian reasons.

Ukraine	Right of residence according to FreizügG/EU	1150	5020
	Exempt from the requirement of a residence permit	20	20
	Permanent settlement permit	28650	52175
	Temporary residence permit	14520	26785
	Temporary residence permit, training	1815	3215
	Temporary residence permit, gainful employment	3875	3955
	Temporary residence permit, international law, humanitarian, political reasons	1730	2365
	Temporary residence permit, family reasons	6255	15985
	Temporary residence permit, special reasons and national visas	845	1260
	Application for a residence permit submitted	2665	4745
	Tolerance	1175	1295
	Residence permit (Aufenthaltsgestattung)	610	625
	Without a residence permit, toleration or authorisation	9915	5945

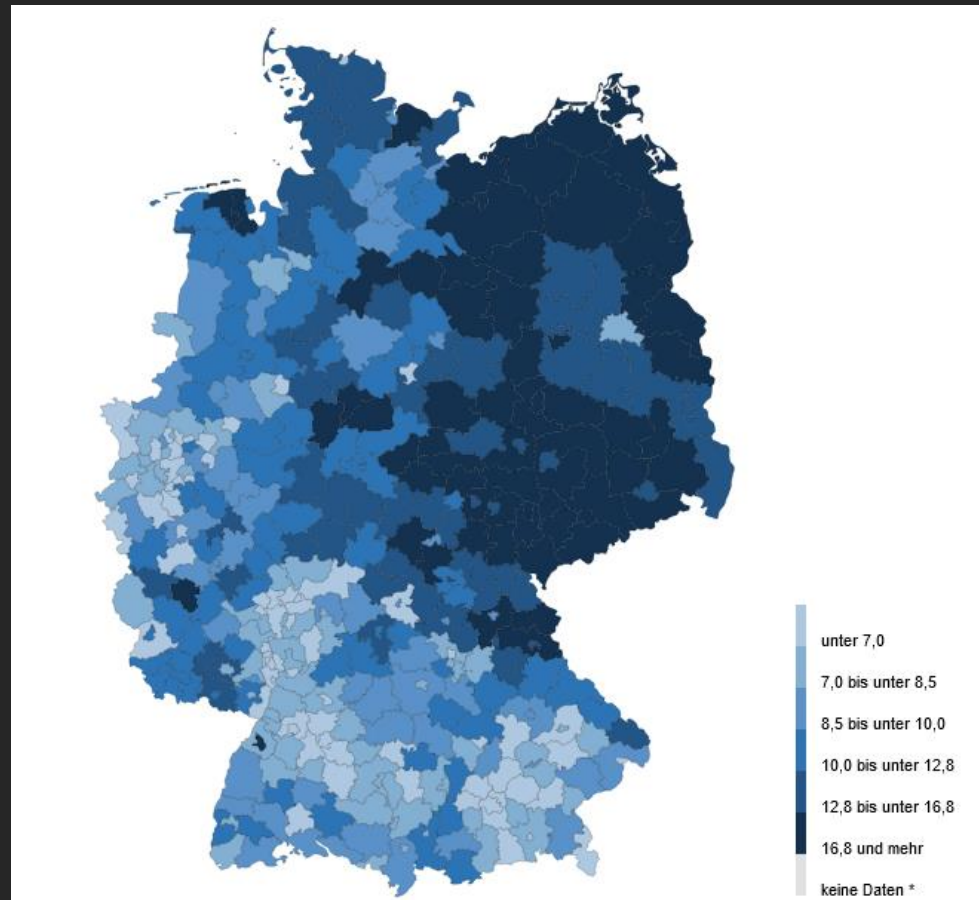
TARGET GROUP: A QUANTITATIVE APPROACH

31.12.2023: The largest proportion by far has a residence permit in Germany for political or humanitarian reasons.

Ukraine	Right of residence according to FreizügG/EU	1450	5720
	Exempt from the requirement of a residence permit	115	265
	Permanent settlement permit	27340	50435
	Temporary residence permit	355.835	578.595
	Temporary residence permit, training	1390	2205
	Temporary residence permit, gainful employment	4140	4280
	Temporary residence permit, international law, humanitarian, political reasons	342.255	554.970
	Temporary residence permit, family reasons	7105	15785
	Temporary residence permit, special reasons and national visas	950	1350
	Application for a residence permit submitted	58.965	76.125
	Tolerance	1575	1240
	Residence permit (Aufenthaltsgestattung)	675	600
	Without a residence permit, toleration or authorisation	35.180	45.590

TARGET GROUP: A QUANTITATIVE APPROACH

The highest density of Ukrainian refugees lives in the new federal states - however, the total number of inhabitants there is also lower than in the old (western) federal states. This leads to major political / social upheavals / challenges.



TARGET GROUP: A QUANTITATIVE APPROACH

Ukrainian refugees (of working age) are by far the largest group of refugees, especially women.

Bevölkerung im erwerbsfähigen Alter (15 bis unter 65 Jahre)

August 2024

	Insgesamt	dar. Frauen	in %	Anteil geP an Bevölk. (in %)
Asylherkunftsländer (TOP 8)	1.566.530	578.635	36,9	46,1
Ukrainische Staatsangehörige	887.158	553.396	62,4	59,9
TOP 8 und Ukraine gesamt	2.453.688	1.132.031	46,1	51,1

Quelle: Rohdatenauszahlung Ausländerzentralregister

TARGET GROUP: A QUANTITATIVE APPROACH

Ukrainian refugees who receive benefits from the job centre and are able to work.

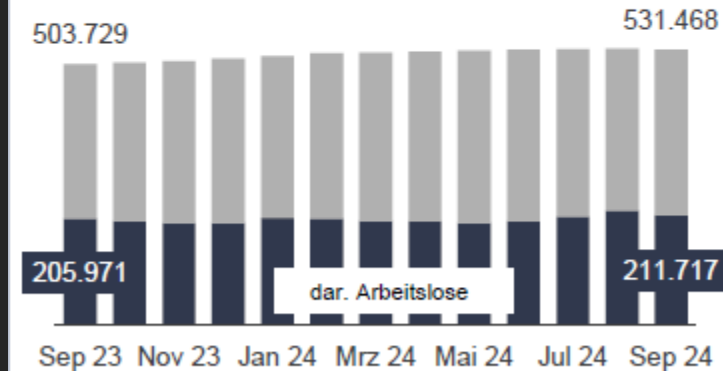
Leistungsberechtigte Personen in der Grundsicherung für Arbeitsuchende (SGB II)						
Juni 2024						
	Regelleistungsberechtigte (RLB)		dav. erwerbsfähige Leistungsberechtigte (ELB)		dav. nicht erwerbsfähige Leistungsberechtigte (NEF)	
	absolut	Veränderung ggü. Vorjahr	absolut	Veränderung ggü. Vorjahr	absolut	Veränderung ggü. Vorjahr
Asylherkunftsländer (TOP 8)	943.883	28.458	635.562	39.322	308.321	-10.864
Ukrainische Staatsangehörige	716.979	13.046	505.096	24.750	211.883	-11.704
TOP 8 und Ukraine gesamt	1.660.862	41.504	1.140.658	64.072	520.204	-22.568

TARGET GROUP: A QUANTITATIVE APPROACH

Ukrainian refugees of working age registered with the job centre and their activities.

Gemeldete erwerbsfähige Personen (geP) - Ukrainische Staatsangehörige

September 2024

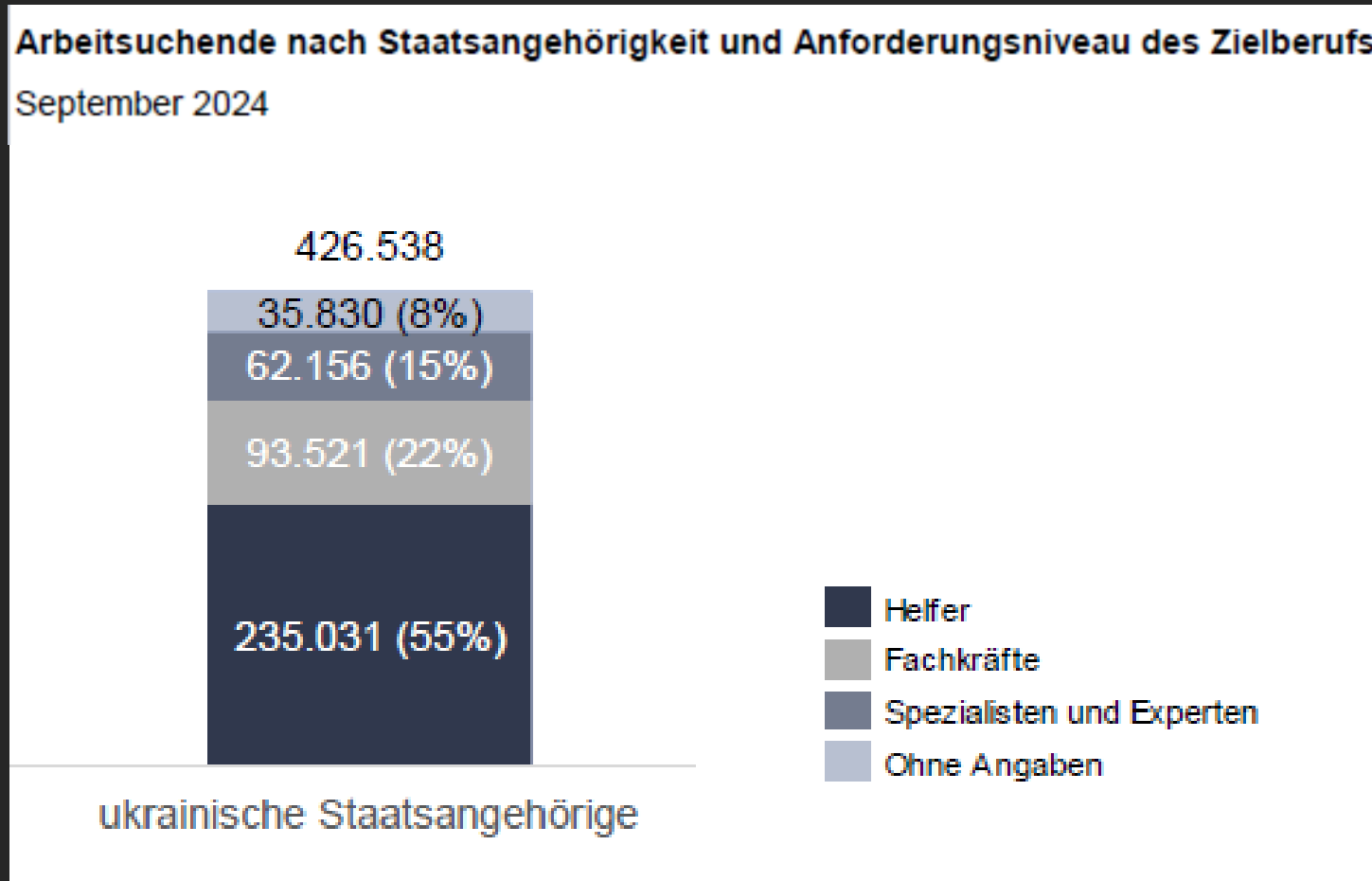


	Ukr. Staats- angehörige	Anteil (in %)	Veränderung gegenüber	
			Vormonat	Vorjahr
Gemeldete erwerbsfähige Personen	531.468	100,0	-1.837	27.739
darunter in				
Arbeitslosigkeit	211.717	39,8	-9.265	5.746
dar. SGB II	204.414	38,5	-9.337	2.406
Integrationskursen ¹⁾	100.016	18,8	2.746	-29.081
berufsbezogene Deutschsprachförderung	25.705	4,8	1.665	6.818
Förderungen (BA und JC)	24.115	4,5	984	12.466
ungeförderte Erwerbstätigkeit	38.940	7,3	1.761	16.892
(Ausb-)Bildung/Schule	61.734	11,6	2.428	9.353
Erziehung/Pflege	24.544	4,6	-982	450

¹⁾ Nicht-arbeitslos gemeldete erwerbsfähige Personen in Integrationskursen

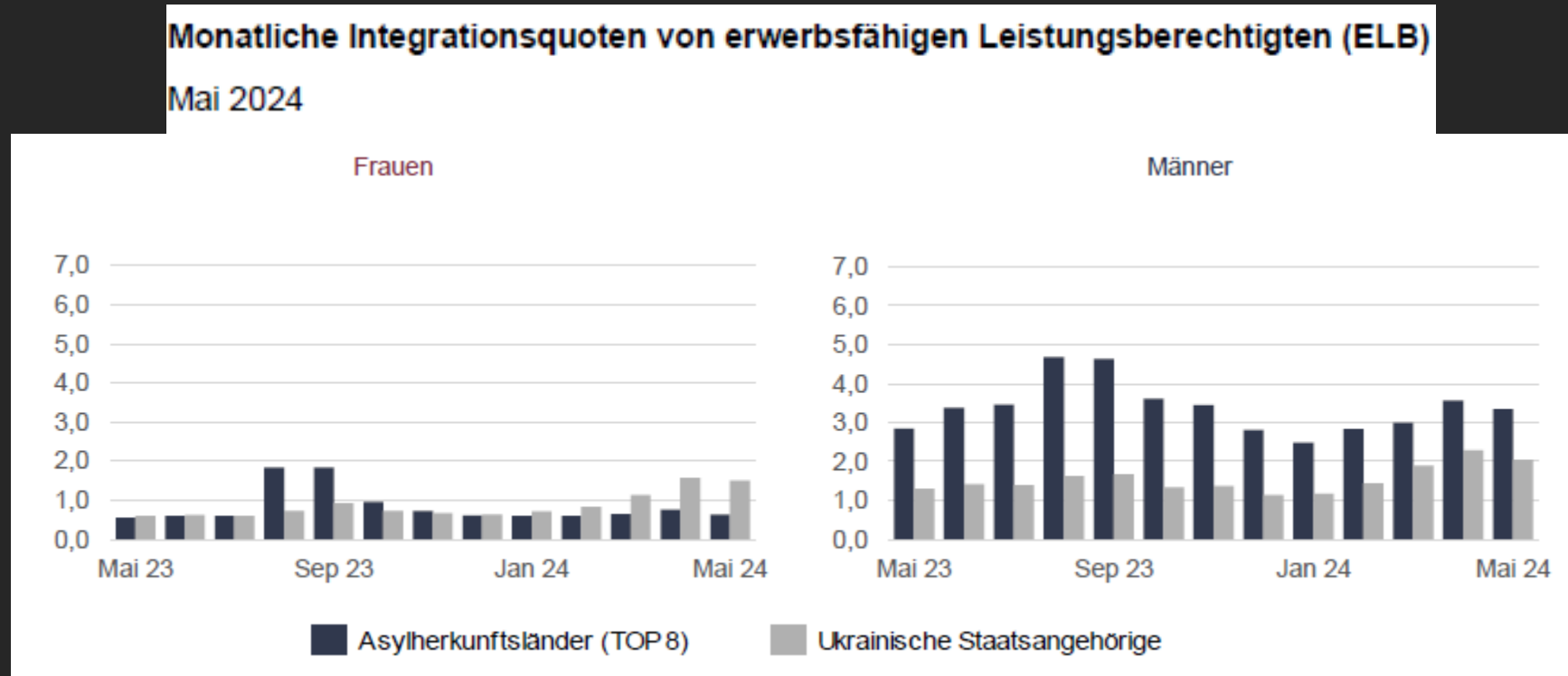
TARGET GROUP: A QUANTITATIVE APPROACH

Ukrainian jobseekers by qualification level. More than half are searching for a low-level (unqualified) job.



TARGET GROUP: A QUANTITATIVE APPROACH

Integration into the labour market: the integration rate has risen since the beginning of 2024, especially among Ukrainian women.



TARGET GROUP: A QUANTITATIVE APPROACH

Ukrainian employees and refugees from other countries: a significant increase compared to the previous year.

Beschäftigung insgesamt, davon sozialversicherungspflichtig und ausschließlich geringfügige Beschäftigung am Arbeitsort

Juli 2024

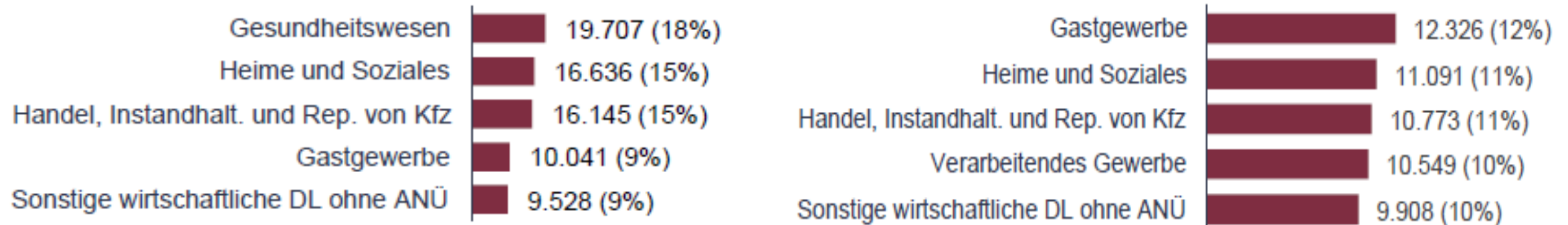
	Beschäftigung		sozialversicherungspflichtige Beschäftigung		ausschließlich geringfügige Beschäftigung		sv.pfl. Beschäftigung an Beschäftigung insgesamt (in %)
	absolut	Veränderung zum Vorjahr	absolut	Veränderung zum Vorjahr	absolut	Veränderung zum Vorjahr	
Asylherkunftsländer (TOP 8)	703.800	71.486	599.300	59.295	104.500	12.191	85,2
Ukrainische Staatsangehörige	265.800	71.380	213.200	60.144	52.600	11.236	80,2
TOP 8 und Ukraine gesamt	969.600	142.866	812.500	119.439	157.100	23.427	83,8

TARGET GROUP: A QUANTITATIVE APPROACH

Ukrainian employees and refugees from other countries by economic sector: Top 5: Hotels and restaurants, Residential care and social work, Trade and repair of motor vehicles, Manufacturing, Other services.

Beschäftigung

Sozialversicherungspflichtige Beschäftigung am Arbeitsplatz nach Staatsangehörigkeit, Geschlecht und Wirtschaftszweigen (WZ08, TOP 5); Anteile in Prozent
März 2024



INTERIM CONCLUSION

Extremely strong increase in female Ukrainian refugees since the beginning of the war.

Ukrainian refugees (immediately) came into receipt of benefits (SGB II) from the Job Centre. This means that they are entitled to citizen's allowance and all labour market policy benefits.

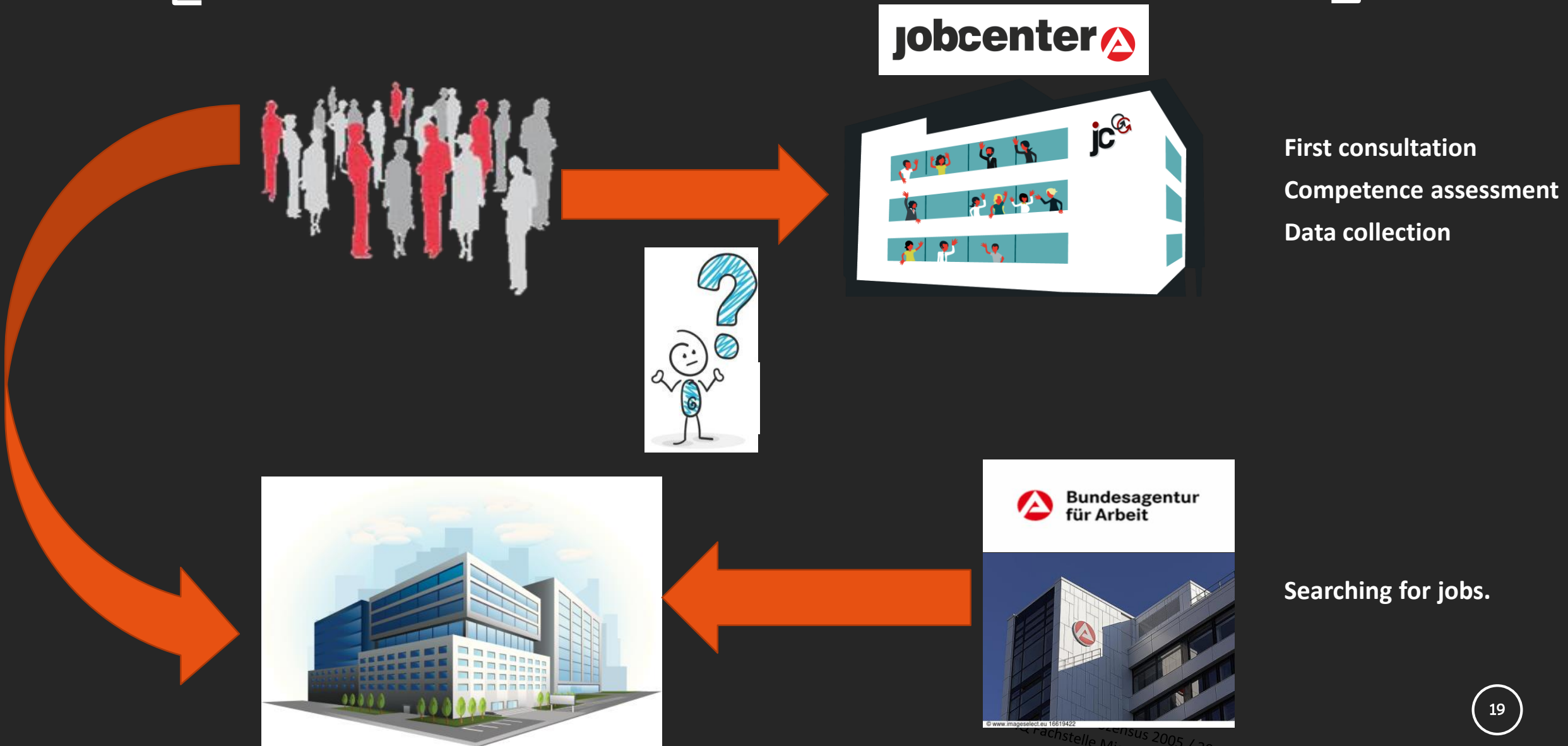
Over 70% of Ukrainian refugees are able to work.

Around 55% of Ukrainian refugees are looking for low-skilled job: and most of them are working in a low-skilled job.

Job-Turbo: Refugees are to be integrated into the labour market more quickly. Successful implementation or target achievement (in words of the job centre) since January 2024.

But: is this a successful labour market integration from the refugees' point of view?

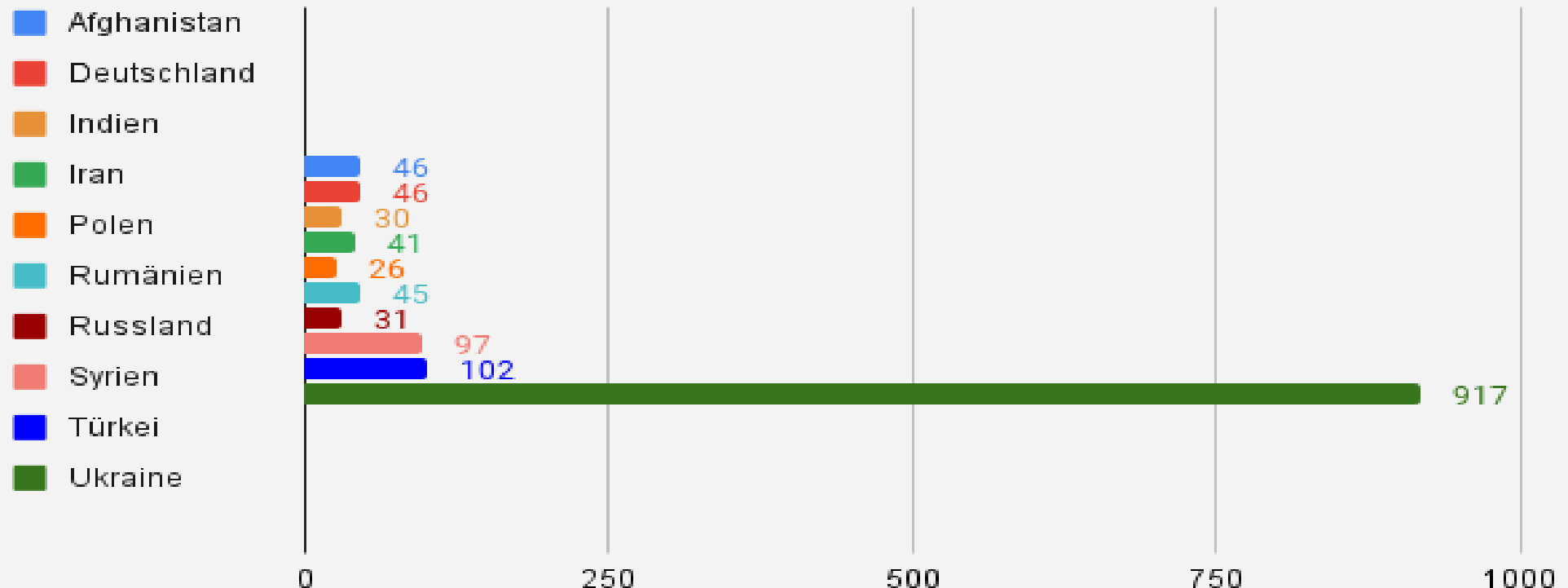
IN PRACTICE: INTEGRATION INTO THE LABOUR MARKET



RECOGNITION SEEKERS: SKILLS & QUALIFICATIONS

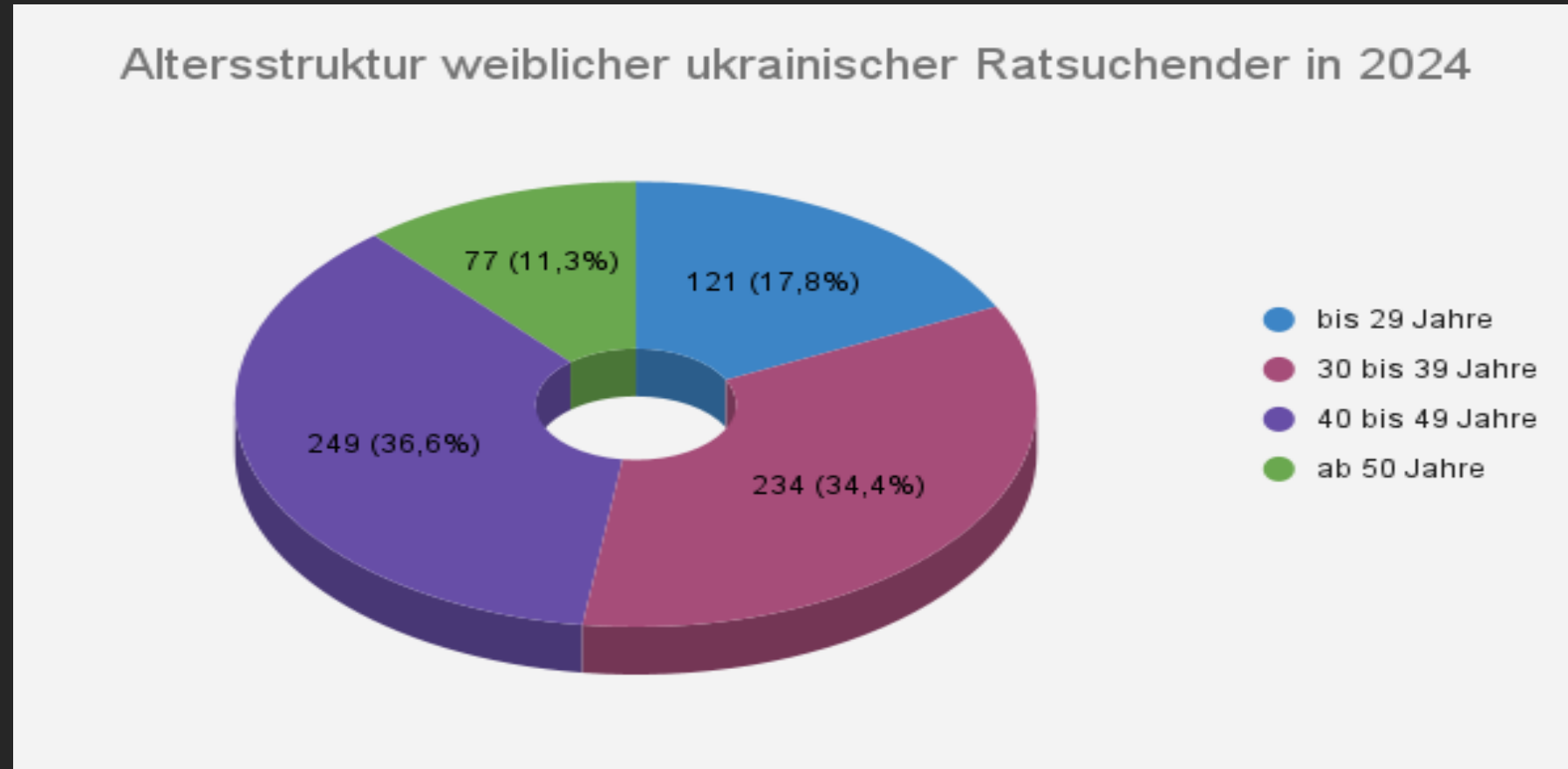
Ukrainian citizens were by far the largest number of people seeking advice from the recognition advice centres in 2024 (in Rhineland-Palatinate).

Die 10 häufigsten ersten Staatsangehörigkeiten in der AQB in RLP im 1. Halbjahr 2024



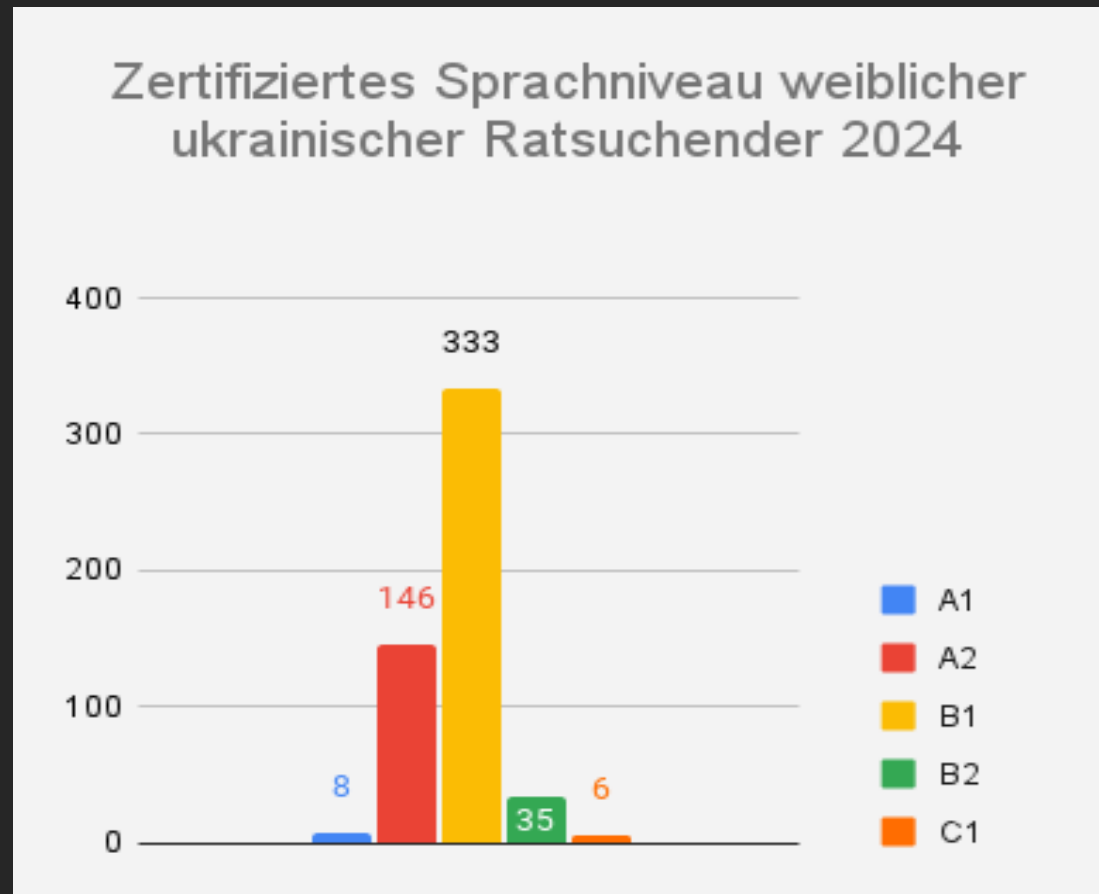
RECOGNITION SEEKERS: SKILLS & QUALIFICATIONS

The age structure of the women seeking advice shows that it was mainly younger women (up to 39 years) who came to the advice centres. However, the 40-49 age group still accounted for 36.6%. These groups are/were particularly suitable for entering the labour market.



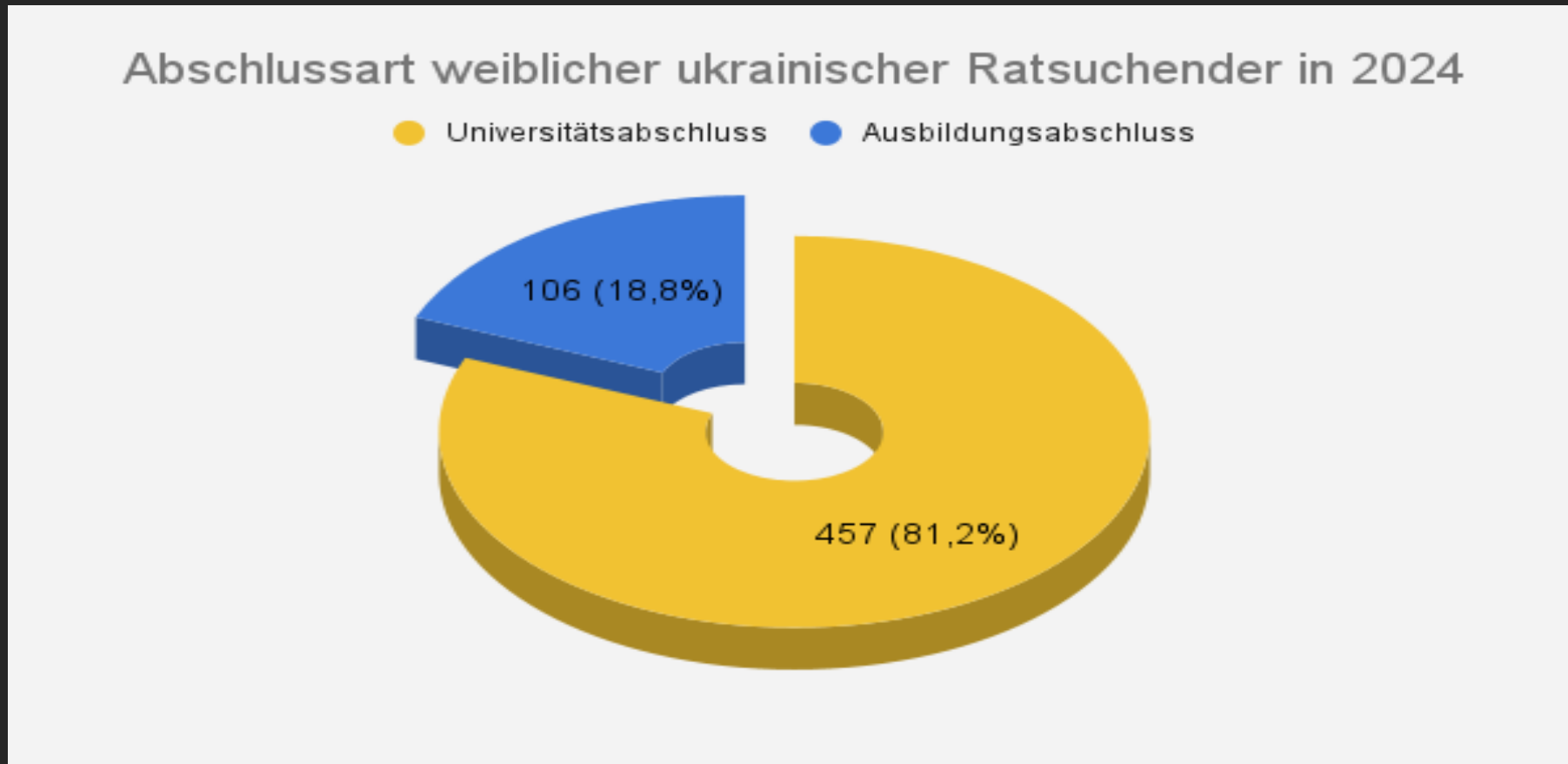
RECOGNITION SEEKERS: SKILLS & QUALIFICATIONS

Language level: 63% of those seeking advice had a B2 level, and around 8% had B2 / C1. Only a small proportion of those seeking advice were/are suitable for in-service training due to their language level.



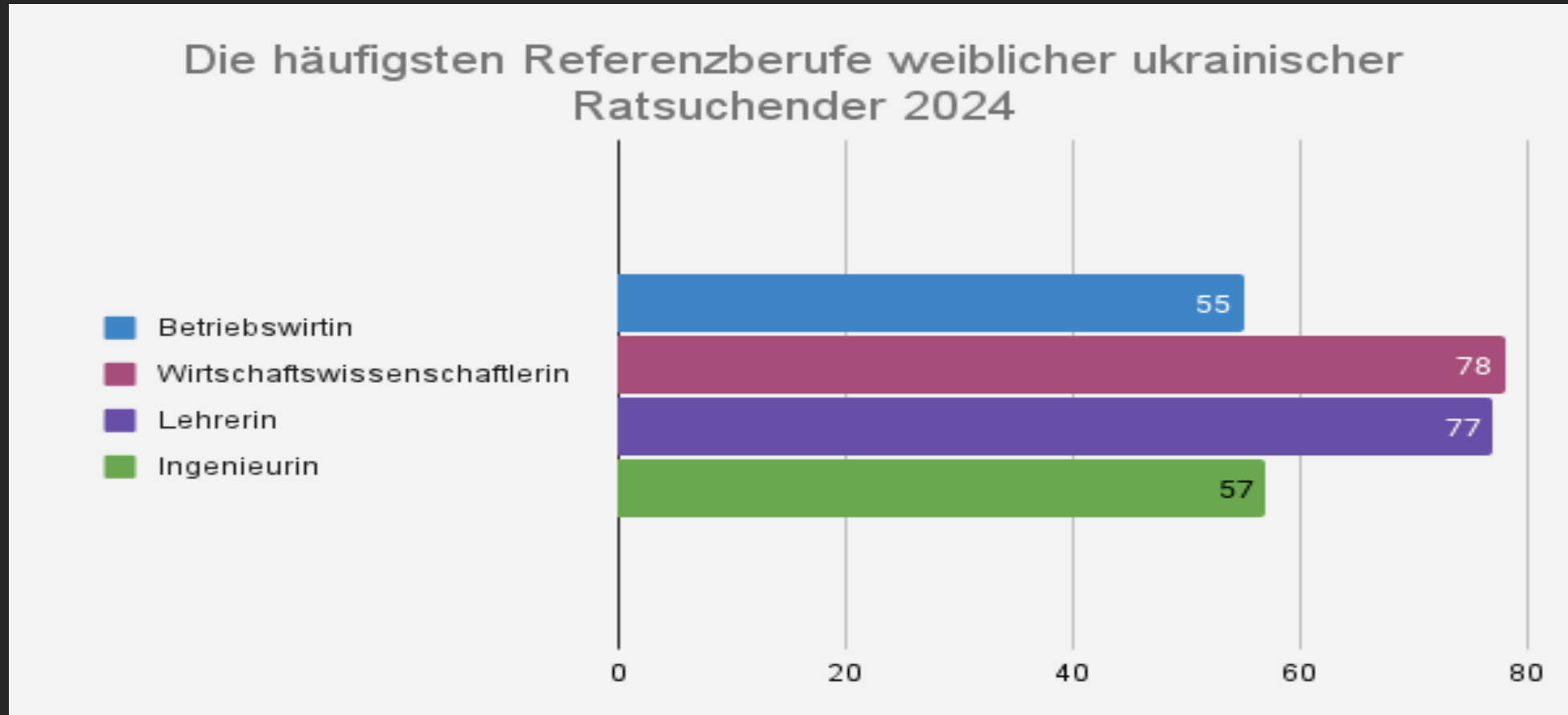
RECOGNITION SEEKERS SKILLS & QUALIFICATIONS

Qualification: over 80% of the women had an academic/university degree - just under 19% had a vocational qualification.



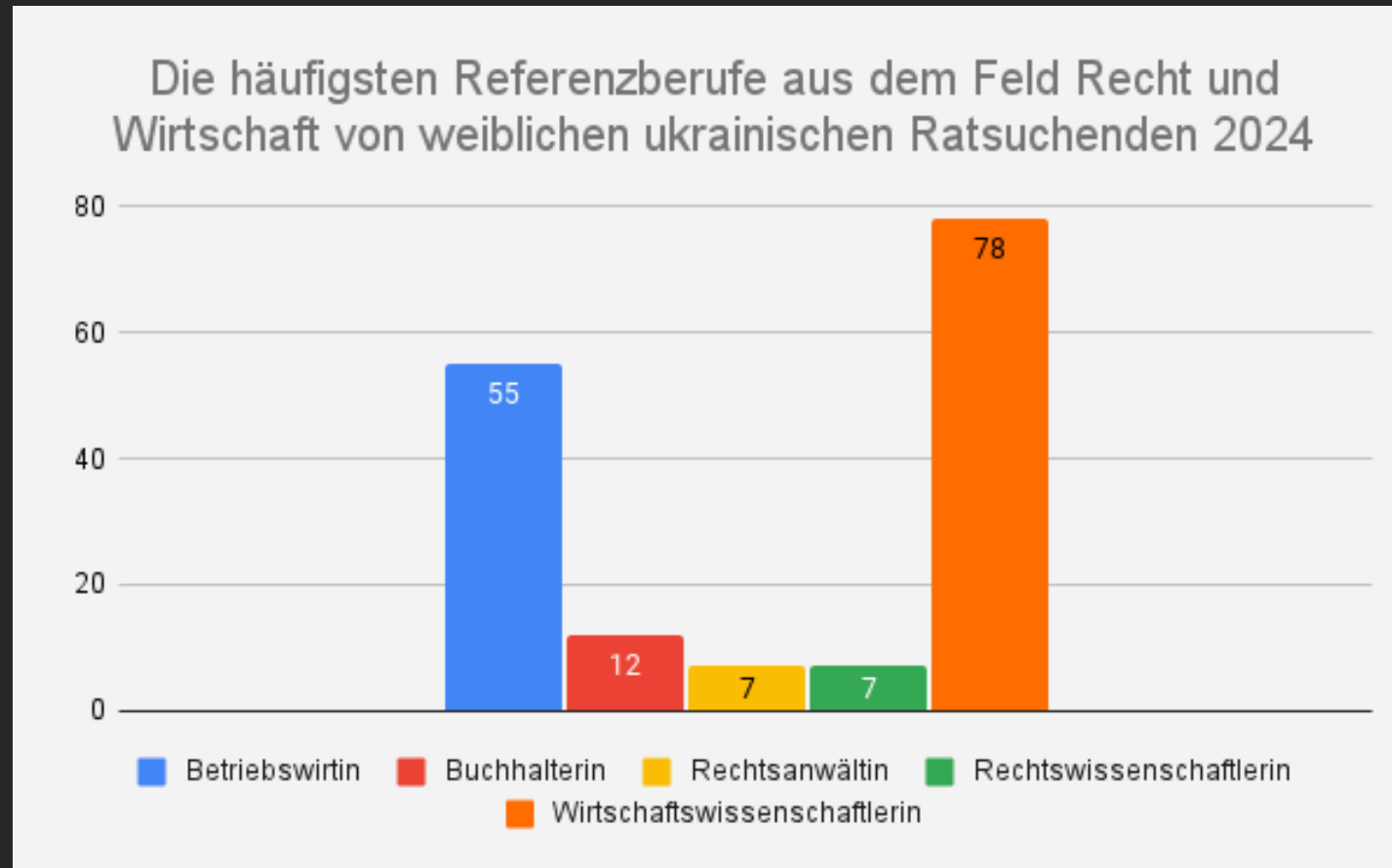
RECOGNITION SEEKERS SKILLS & QUALIFICATIONS

The most common reference professions: Economics, teachers, engineers and business economists



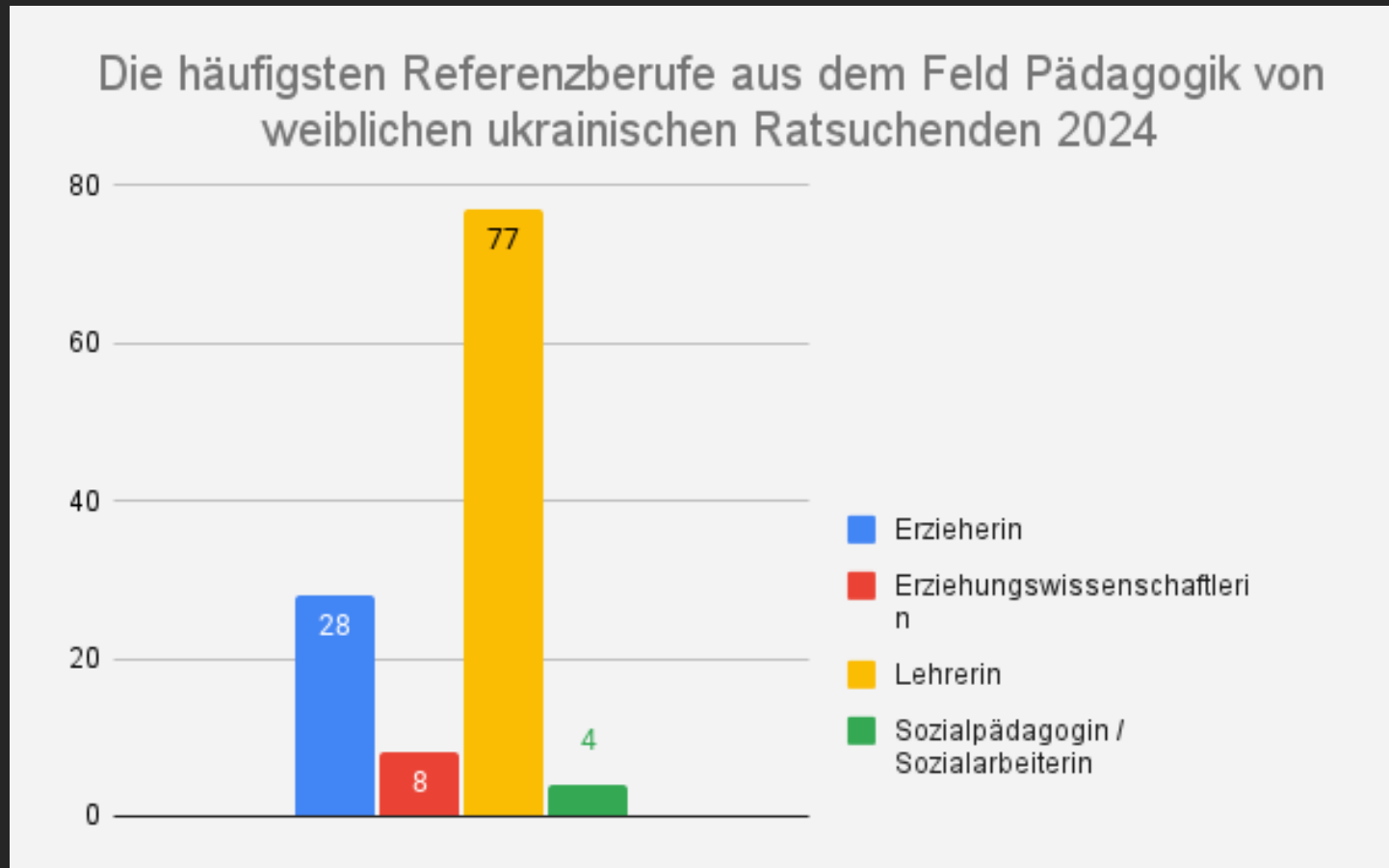
RECOGNITION SEEKERS: SKILLS & QUALIFICATIONS

In the occupational field of "law and economics", female economists (around 49%) and business economists (around 35%) were the most strongly represented.



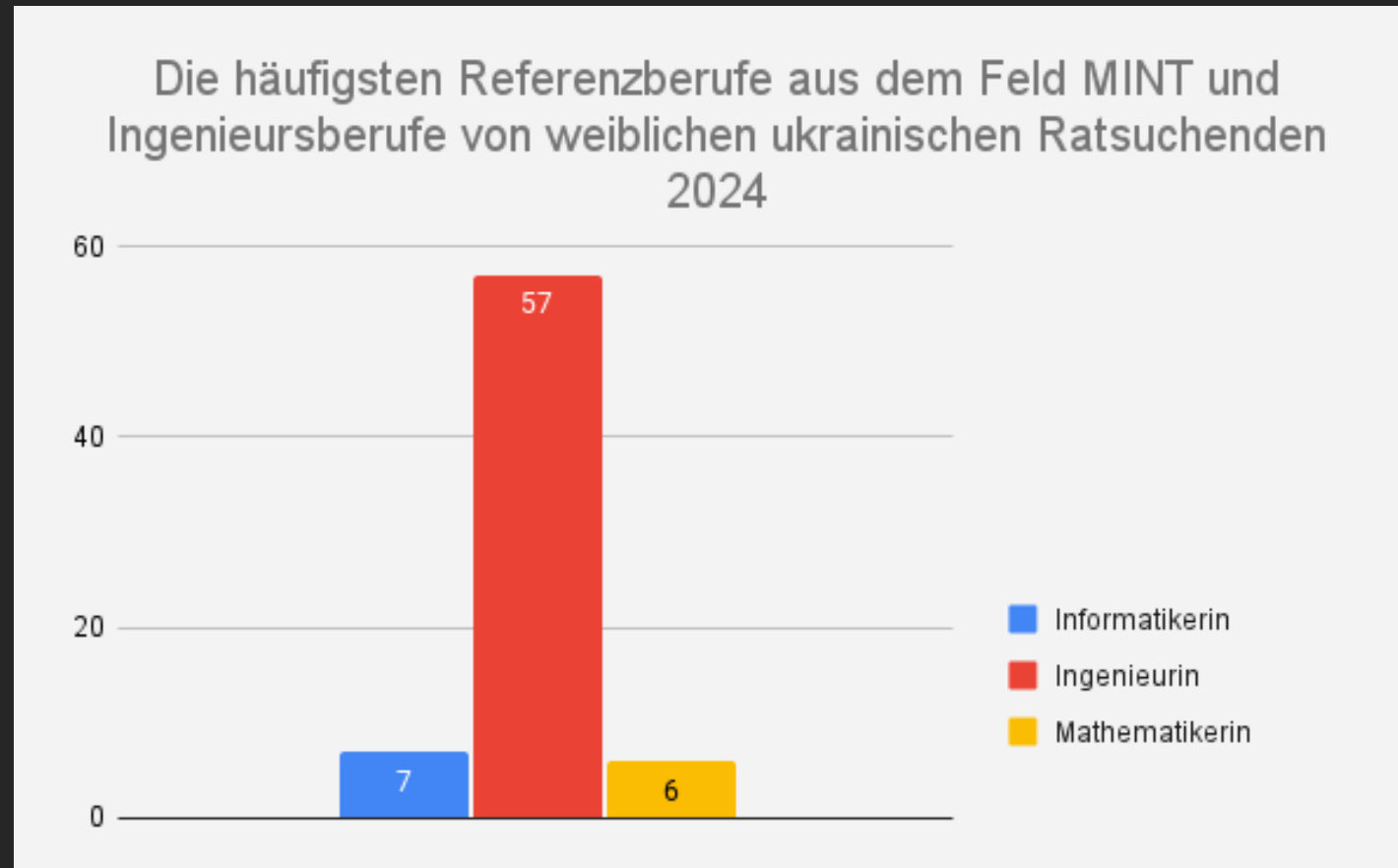
RECOGNITION SEEKERS: SKILLS & QUALIFICATIONS

Teachers (around 66%) and educator (around 24%) were the largest groups in the "education" occupational field. In the field "Pädagogik" were Lehrerinnen (rd. 66%).



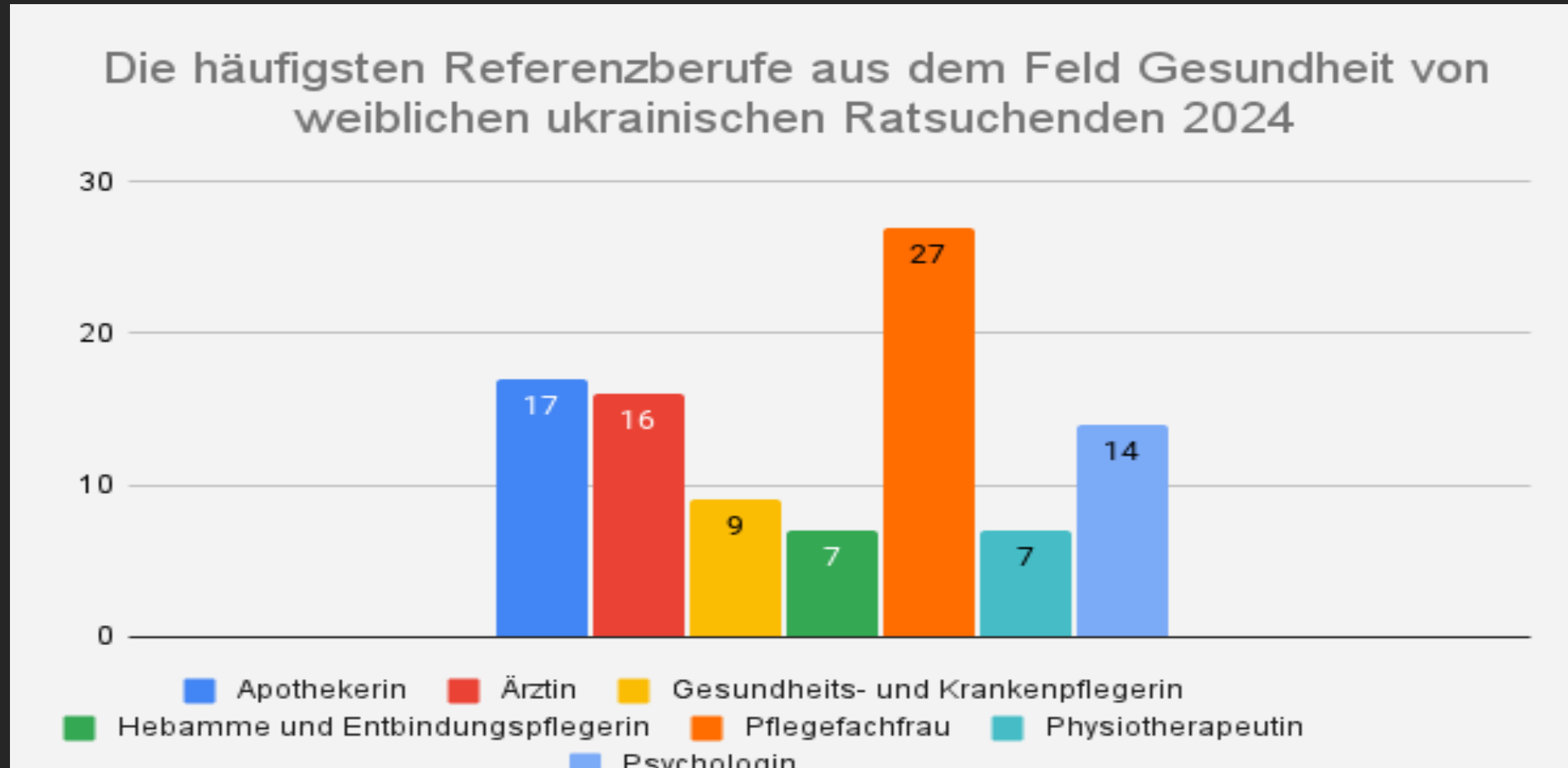
RECOGNITION SEEKERS: SKILLS & QUALIFICATIONS

In the "MINT" occupational field, it was mainly female engineers (around 81%).



RECOGNITION SEEKERS: SKILLS & QUALIFICATIONS

Women nurses were most strongly represented in the "Health" occupational field, but pharmacists and doctors also had a high proportion.



FIRST RESULTS

The majority of Ukrainian women are of working age.

Over 80% of women have an academic degree.

The strongest reference professions of ukrainian women are: economics, teachers, engineers and business economists,

Job Turbo: the majority of refugees end up in non-qualified occupations: hotels and restaurants, residencial care and social work, trade and repair, manufacturing, warehouse.

Job Turbo: Once the refugees are integrated into the labour market, it is difficult to reach and to qualify them.

THANK YOU FOR YOUR ATTENTION

www.perspektive-neustart.de

www.wir-gruenden-in-deutschland.de

Dr. Ralf Sängner

Perspektive neuStart is made possible by