



**HK**

Handelskammer  
Hamburg

## TOWARDS A GLOBAL COMPACT ON REFUGEES

### Thematic discussion five:

Issues that cut across all four substantive sections of the comprehensive refugee responses, and overarching issues

### Panel two:

How can we ensure a whole-of-society response to large movements of refugees and protracted situations

- Private sector

Geneva, 15<sup>th</sup> November 2017

# REFUGEES IN GERMANY

## Arrivals

2015	890.000
2016	280.000
2017	150.000 (Jan-Oct)

## Perspectives and challenges

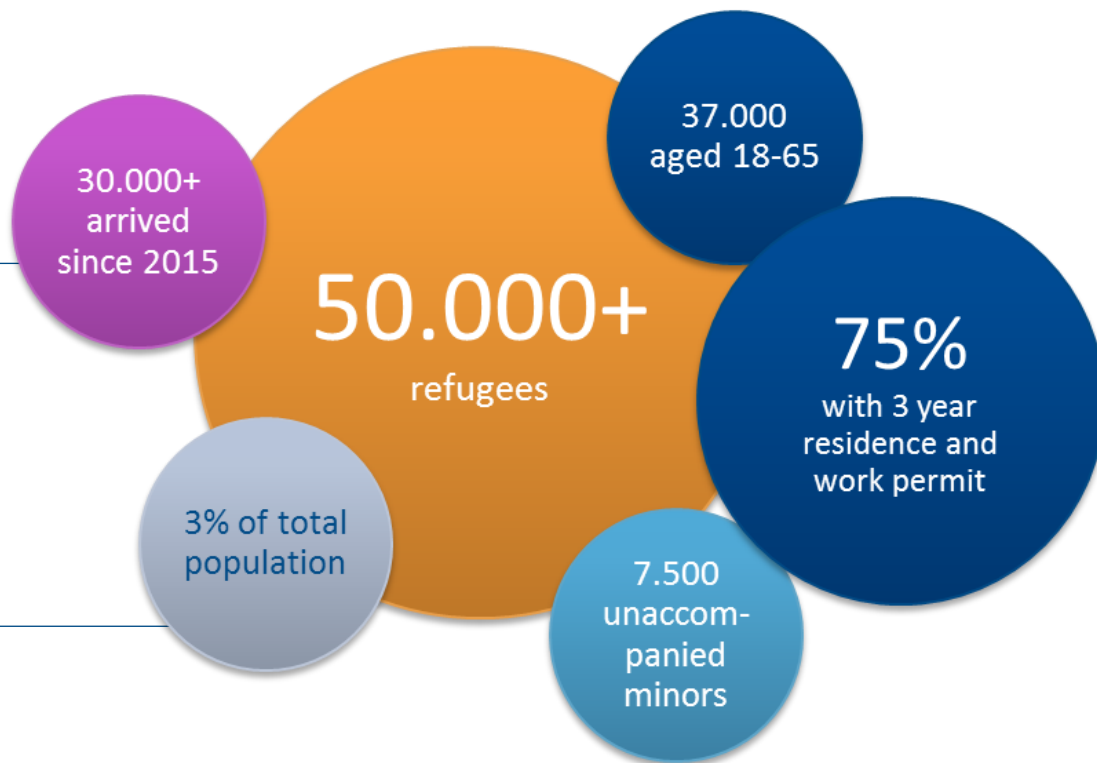


## REFUGEES IN HAMBURG

Population of 1.7m

Major countries of origin:

Syria  
Afghanistan  
Irak  
Iran



## HAMBURG CHAMBER - SIX POINT PLAN FOR MIGRANT INTEGRATION



## SIX POINT PLAN FOR MIGRANT INTEGRATION

### 1. Company information and expectations on labor market integration

#### Survey in September 2015

- Sample of 1700 participating companies
- 80% willing to employ refugees for internships or regular jobs
- 70% willing to contract refugees for vocational training

#### Prerequisites

- Willingness to integrate into German working environment
- German level B1-B2
- Residence and work permit => 3+2 regulation
- Reduce bureaucratic impediments => suspension of positive discrimination of EU-citizens

## SIX POINT PLAN FOR MIGRANT INTEGRATION

### 2. Lobbying for favorable regulatory framework and implementation

#### 3+2 regulation

- Residence permit guaranteed for 3 year vocational training period + 2 subsequent years working in the profession
- Application in Hamburg also for pre-VocTraining

#### 15 months vacancy regulation

- suspension of positive discrimination of EU-citizens

## SIX POINT PLAN FOR MIGRANT INTEGRATION

### 3. Cooperation in local refugee integration network

#### **W.I.R. – work and integration for refugees**

- Cooperation of public authorities (job agencies and department for migrants) private sector institutions (Chambers of Commerce and of Crafts) to facilitate procedures and job integration
- 2 Chamber employees delegated to one-stop-agency => 90 new job contracts since March 2016

#### **Refugee forum (“Forum Flüchtlingshilfe”)**

- Platform for regular exchanges of actors from public and private institutions with volunteers and NGOs

## SIX POINT PLAN FOR MIGRANT INTEGRATION

### 4. Bridge cultural gaps – enhance understanding

#### Job application trainings

- Presentation and explanation of German dual vocational training to young refugees
- Explanation of application procedures and employer expectations
- Translations into Arabic or Dari/Farsi or Tigryna
- Preparation of CVs in German with 1:1 support of volunteers

#### => 41 trainings with 500+ participants

- Financial support from BMZ (June-Dec 2016) and BASFI (Hamburg State Department for work, social affairs, families and integration)
- 350+ volunteers <=> company CSR activity



## SIX POINT PLAN FOR MIGRANT INTEGRATION

### 5. Facilitate job integration

#### Market places

- Start in November 2015 was first chance for refugees and companies to meet
- 7 editions up to date with 7000 refugees and 280 companies => consecutive bilateral meetings

#### Company information

- Regulatory framework
- 7 editions up to date with 500 companies

#### Competency assessments for recognition of prior learning

- 2-week program combines information on German labor market and job opportunities with refugees presenting their competencies in hospitality and logistics under the supervision of an examiner
- 11 editions with 170 participants => 50% transition into internships, voc.training or jobs

## SIX POINT PLAN FOR MIGRANT INTEGRATION

### 5. Facilitate job integration - vocational training

#### Preparatory classes for minors

- General education and language training for high school diploma, including company internships
- 2282 students enrolled 75/25 men/women | 1000+ participating companies

#### Entrance Qualification (EQ)

- 6-12 months preparation for vocational training with 3 days working in a company and 2 days language training
- 75% of participants with migrant background | 53% refugees

#### Dual vocational training

- 464 contracts with refugees  $\Leftrightarrow$  5% of all newly signed contracts (Nov 2017)
- No eviction from Hamburg during VocTraining or EQ

## SIX POINT PLAN FOR MIGRANT INTEGRATION

### 6. Facilitate self-employment

#### Statistics

- 20.000 owners of member companies (total:155.000) have migrant background
- 30% of company founders in 2016 had other than German citizenship

#### Support to migrant entrepreneurs

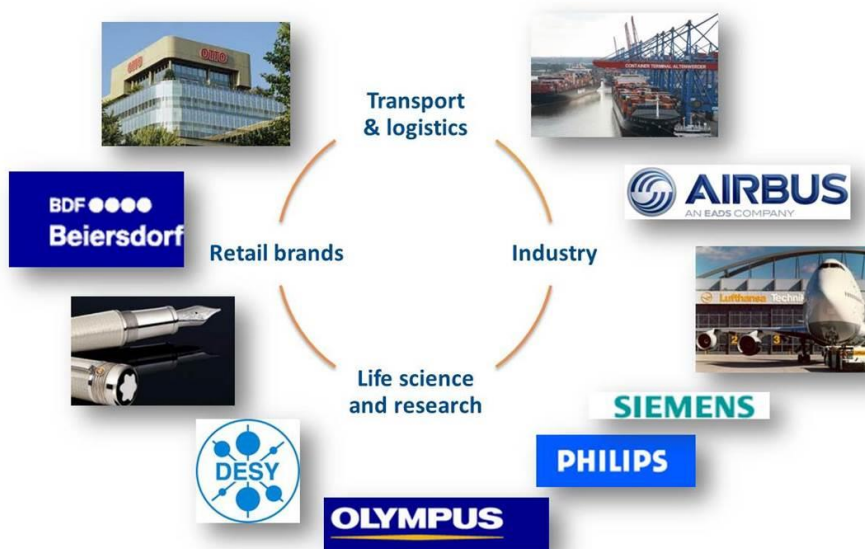
- Chamber employees with migrant background speak Arabic, Farsi, Turkish
- Specific formats tailored to the needs of migrant entrepreneurs

## CHALLENGES

- Language barrier: understanding of health and safety regulations
- High appreciation of vocational training in Germany and subsequent career opportunities unknown
- Need for quick money to be sent home versus 3 year vocational training with limited remuneration
- Security: certificate of conduct of past 5 years requested for many occupations
- Recognition of certificates / diploma from countries of origin possible on lower level than expected

# HAMBURG ECONOMY

Broad variety of sectors, global brands and mostly medium sized companies



## HAMBURG CHAMBER OF COMMERCE



Foto: Daniel Sumesgutner

- Founded 1665
- 155.000 member companies (mandatory membership)
- 800 company representatives organized in general assembly and committees
- 250 employees
  
- Mandated with supervision and quality assessment of dual vocational training in the Hamburg business community
- Business advocacy for the Hamburg business community
- Company information services

# ABUNDANT PRIVATE SECTOR INITIATIVES

## Useful links

- Hamburg Chamber of Commerce refugee activities: [https://www.hk24.de/produktmarken/interessenvertretung/fluechtlinge\\_hamburg/integration-fluechtlingen-ausbildung-beschaeftigung/2740944](https://www.hk24.de/produktmarken/interessenvertretung/fluechtlinge_hamburg/integration-fluechtlingen-ausbildung-beschaeftigung/2740944)
- Networks of companies for refugee integration: <https://www.unternehmen-integrieren-fluechtlinge.de/>  
<http://www.wir-zusammen.de/home>
- Hamburg network for refugee integration: <http://www.hamburg.de/fluechtlinge/integration/>  
<http://www.hamburg.de/wir/programm/>
- Apps for refugee integration: <http://welcome-app-concept.de/de/>  
<http://ankommenapp.de/APP/DE/Startseite/startseite-node.html>
- OECD report on refugee integration in Germany: [http://www.oecd.org/els/mig/workingtogetherlabourmarketintegrationofrefugeesingermanyan\\_dotheroecdcountries.htm](http://www.oecd.org/els/mig/workingtogetherlabourmarketintegrationofrefugeesingermanyan_dotheroecdcountries.htm)



Handelskammer  
Hamburg

WIR HANDELN FÜR HAMBURG

Birgit Schweeberg

Director Special Projects

Hamburg Chamber of Commerce

+49 40 36138484

[Birgit.Schweeberg@hk24.de](mailto:Birgit.Schweeberg@hk24.de)



metropolregion hamburg

