



Study on policies and good practices addressed to migrants and refugees' social and labour integration

National Report Germany



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Introduction

Statistically speaking, Germany is an Immigrant country. According to the Federal Statistical Office, approximately 1.14 million more people immigrated to Germany in 2015 than emigrated. The number of immigrants in 2015 was around 2.14 million, including about 2.02 million foreigners. The main country of origin for immigrants to Germany was Syria, followed by Romania and Poland. At the end of 2015, a total of around 9.12 million people with a foreign passport were living within the borders of the Federal Republic of Germany. Around 17.12 million people in Germany had a migration background in the same year¹.

At the end of 2016, 18.6 million people with a migration background were living in Germany, with roughly 10 million of them holding a foreign nationality. The largest group of immigrants came from Turkey (1.5 million), followed by Poland (783,085) and Syria (637,845). 1.6 million of those can be designated as asylum seekers or persons looking for protection. Protection was granted in 872,340 cases, 157,705 were rejected and 572,545 are still being processed.²

Asylum Seekers and Refugees

In 2015, 441,899 (new) people applied for asylum; in 2016 722,370 and in 2017 198,317. Most applications are from Syria (48,974), followed by Iraq (21,930) and Afghanistan (16,423).³

Most adult asylum seekers in 2016 came from Syria, Afghanistan and Iraq and were aged between 18 and 29 years; almost 70 percent were men. The proportion of women has increased by 4.5 percentage points compared to 2015. The proportion of women among both Syrian and Iraqi nationals grew at an above-average rate of more than 10 percentage points, but there were also more women than in the previous year among applicants from Afghanistan.⁴

About one in ten asylum seekers in 2016 used to work in the craft sector in their country of origin. This was the most important sector of activity, followed by services and ancillary

¹ <https://de.statista.com/themen/46/einwanderung/>

² <https://www.destatis.de/DE/ZahlenFakten/GesellschaftStaat/Bevoelkerung/MigrationIntegration/MigrationIntegration.html;jsessionid=0CFC631B4F0C93C42F4830C7F2B70E03.InternetLive2#Tabellen>

³ http://www.bamf.de/SharedDocs/Anlagen/DE/Downloads/Infothek/Statistik/Asyl/aktuelle-zahlen-zu-asyl-dezember-2017.pdf?__blob=publicationFile

⁴ http://www.bamf.de/SharedDocs/Anlagen/DE/Publikationen/Kurzanalysen/kurzanalyse8_sozial-komponenten-gesamt2016.html;jsessionid=D192716361C29E08597E705D07B65793.2_cid294?nn=7495794

activities. Women worked in these areas much less frequently, and had mostly teaching professions as their last job.

31.1 percent had attended a secondary school as their highest form of education, followed by grammar school and primary school with 21.5 and 20.5 percent respectively. 11.3 percent had no formal education and 15.5 percent attended a university. Women more often than men had no formal education.

National Employment Data

The number of migrants with employment in Germany rose up from 2,622,000 in 2014 to 2,940,000 in 2015 (+12%). Most of these are from EU-countries, but the number of employed people from non-EU-countries also went up from 71,000 to 88,000 (+24%)⁵.

In 2017, the total employment rate for all foreign nationals in Germany was 16.1%. EU-migrants are still the most successful group when it comes to labour market integration with an employment rate 53%, compared to 16.6% for migrants from countries at war or in crisis⁶.

Benefits and integration services

As of September 2017 2,017,683 foreigners were entitled to receive financial benefits and to receiving integration services (33.5% of the total amount of entitled inhabitants). 935,549 of them came from non-European countries.⁷

Table 1 provides an overview of the number of foreigners in Germany at the end of 2016, according to status and country of origin. These are the latest overall figures available at the time of writing.

⁵ <https://www.bundesregierung.de/Content/DE/Artikel/2016/03/2016-03-30-fluechtlinge-in-sv-beschaeftigung.html>

⁶ http://doku.iab.de/arbeitsmarktdaten/Zuwanderungsmonitor_1703.pdf

⁷ <https://statistik.arbeitsagentur.de/Navigation/Statistik/Statistik-nach-Themen/Migration/Migration-Nav.html>

Table 1. Foreign population and protection seekers by protection status on 31.12.2016⁸

Regions and country of origin	Foreign Population	Of which seeking protection	According to protective status				rejected
			open	recognised total	temporary	Indefinite	
<i>Total</i>	10 039 080	1 602 590	572 545	872 340	599 940	272 400	157 705
	<i>According to region of origin</i>						
Europe	7 073 980	346 090	57 865	208 780	53 640	155 135	79 445
Africa	510 535	194 305	111 020	59 635	45 475	14 160	23 650
America	259 840	1 560	645	760	290	470	155
Asia	2 077 330	1 008 660	388 275	571 320	475 375	95 945	49 065
	<i>Accordig to the 30 most common countries of origin:</i>						
Syria	637 845	454 815	96 445	354 720	346 920	7 800	3 650
Afghanistan	253 485	190 880	129 085	51 075	40 210	10 865	10 720
Iraq	227 195	156 455	67 440	83 350	52 540	30 810	5 670
Russian Fed.	245 380	63 910	18 880	36 560	5 495	31 065	8 465
Iran	97 710	55 000	27 980	24 545	11 830	12 710	2 475
Kosovo	202 905	54 970	4 590	36 945	12 520	24 425	13 435
Turkey	1 492 580	49 250	7 530	38 005	10 310	27 700	3 710
Eritrea	59 800	47 350	18 305	28 050	25 300	2 750	995
Serbia	205 975	46 780	4 485	25 215	12 125	13 090	17 075
Ukraine	136 340	35 375	6 255	28 260	1 555	26 705	860
Pakistan	73 790	34 910	23 065	6 780	4 000	2 775	5 065
Somalia	33 900	25 745	15 760	7 985	6 045	1 940	1 995
Albania	51 550	25 265	8 540	1 735	1 120	615	14 990
Nigeria	50 440	24 225	20 020	2 090	1 725	365	2 115
Bosnia/ Herz.	172 560	22 815	1 235	17 150	4 085	13 065	4 430
Lebanon	41 445	16 385	5 510	7 615	4 655	2 960	3 265
Macedonia	95 570	16 370	3 425	3 710	2 175	1 530	9 240
Armenia	25 170	15 475	8 770	4 340	2 995	1 345	2 365
Azerbaijan	23 635	14 900	6 650	6 145	2 480	3 665	2 105
Vietnam	89 965	13 175	590	11 030	1 810	9 220	1 555
Stateless	22 365	12 125	2 370	9 330	6 765	2 565	425
Ethiopia	18 425	11 255	6 775	3 605	1 585	2 020	870
Gambia	15 710	10 720	9 550	315	250	65	860
India	97 865	9 965	3 980	615	390	225	5 375
Georgia	24 055	8 825	4 905	1 730	620	1 110	2 185
Sri Lanka	25 865	8 240	1 410	6 140	1 935	4 205	690
Algeria	21 320	7 675	3 280	1 170	710	460	3 225
Guinea	11 955	7 225	5 360	980	710	265	885
Ghana	32 870	6 570	3 910	1 250	920	330	1 415
Morocco	75 855	6 240	3 150	505	335	170	2 580
	<i>additional:</i>						
Inconclusive	68 055	33 825	10 160	19 715	15 765	3 955	3 945
Not specified	9 355	6 000	2 190	2 790	2 625	165	1 020

8

<https://www.destatis.de/DE/ZahlenFakten/GesellschaftStaat/Bevoelkerung/MigrationIntegration/Schutzsuchende/Tabellen/StaatsangehoerigkeitSchutzstatus.html>

Conclusion

Migration from countries at war or in crisis has caused a tremendous rise in asylum applications in Germany over the last years with more than 1.3 million new asylum applications since the year 2015. As taken from the data on national employment, the low employment rate of 16.6 % for this group of migrants presents a significant issue. This is partly influenced by the sheer number of affected individuals that reached Germany over the past 3 years, but also to differences in educational background and uncertainty about their status and future situation. Moreover, many of them lack basic knowledge of the language in their host countries and face many barriers to communication with official instances and to finding suitable training, studies or work. Due to their young average age, they often lack work experience or have not been able to finish school or complete their studies. Asylum seekers and refugees are therefore an especially vulnerable group, but at the same time, they represent a huge potential waiting that needs to be supported and guided in the proper direction.

In view of this development, the following sections of this study will focus on refugees and asylum seekers in Germany. Furthermore, although many efforts are already been undertaken by both governments and non-governmental organisations, refugees and asylum seekers can benefit greatly from initiatives supporting social and labour integration that are tailored to their needs. They will therefore be considered as the main target group of the upcoming MigrEmpower project activities in Germany.

Policy, legislative and institutional framework

Definitions⁹

As the term refugees and asylum seekers are often used as synonyms, it is important to begin with a clear definition before elaborating on the policy towards this group.

In everyday life, the term "refugee" is often used as a general synonym for people who have fled their home country. In the understanding of asylum law, however, it encompasses only recognised refugees under the Geneva Refugee Convention: these are persons who receive refugee protection after concluding an asylum procedure. However, there are also three other forms of protection where asylum can be granted. The authority responsible for implementing asylum law, the Federal Office for Migration, distinguishes between the following groups of persons:

1. Asylum seekers: Persons who intend to file an asylum application and are not yet registered as applicants for asylum with the Federal Office.
2. Applicants for asylum: Asylum seekers who are in the asylum procedure and whose procedure has not yet been decided.
3. Persons entitled to protection and persons entitled to remain in Germany: Persons who are granted asylum, refugee protection or subsidiary protection or who are allowed to remain in Germany based on a ban on deportation.

The Asylum Process in Germany¹⁰

After arriving in Germany, asylum seekers are first registered and receive a document proving their arrival. They can then immediately apply for asylum. After applying for asylum, the asylum seeker receives a temporary residence permit for the length of the procedure.

According to the Dublin regulation, a check is performed in order to verify the country of entrance and probe for possible previous applications in other countries. The next step is a hearing at the federal agency (BAMF), where the applicant can explain their reasons for fleeing their country. New asylum seekers are then accommodated in a reception facility.

The decision or outcome of the procedure is communicated by letter. The applicant can file against the decision if he does not agree, according to a certain deadline. If the application is rejected, the applicant is required to leave the country by the date stated in the letter. A

⁹ This section has been derived from a publication by the Ministry of Migration and Refugees (https://www.bamf.de/SharedDocs/Anlagen/DE/Publikationen/Broschueren/das-deutsche-asylverfahren.pdf?__blob=publicationFile)

¹⁰ www.bamf.de/SharedDocs/Anlagen/EN/Publikationen/Broschueren/begleitbroschuere-asylfilm.pdf?__blob=publicationFile

residence permit is granted after a positive decision. The validity of the permit depends on the refugee status and can vary between 1 and 3 years.

“According to Section 25(2) of the Residence Act, both refugees and subsidiary protection beneficiaries are entitled to a residence permit (Aufenthaltserlaubnis). According to Section 26(1) of the Residence Act, the duration of residence permits differs for the various groups:

- Three years for persons with refugee status;
- One year for beneficiaries of subsidiary protection, renewable for an additional two years;
- At least one year for beneficiaries of humanitarian protection.”¹¹

On average, more than one year passes from the date of entry to the decision on an asylum application. Depending on the country of origin, those affected may have to wait considerably longer. The average processing time is seven months. In addition, there is an average waiting period of just under six months before an asylum application can be filed at all.¹²

Legal framework for integration – entitlements according to status

“The latest asylum legislation seeks to facilitate refugees’ integration into German society and participation in vocational training programs and the labour market. It was approved by the Bundesrat (Parliamentary Body of the Representatives of the Federal States) on July 8, 2016 after being passed by the Bundestag (Federal Parliament), and will be in force once it is signed by the Federal President and published in the Federal Gazette (Bundesgesetzblatt).”¹³

Labour Market Access

Refugees' access to the labour market depends on their residence status. There is no access to the labour market in the first three months of stay, nor for the duration of stay in an initial welcome facility and for tolerated persons who are responsible for preventing deportation or who have violated their obligations to cooperate in removing the obstacle to deportation.

Asylum seekers and tolerated persons from safe countries of origin have been prohibited from working since 24 October 2015 if the application for asylum was filed after 31 August 2015.

Asylum seekers or tolerated persons have basically equal access to the labour market. Their waiting period for access to the labour market was recently reduced to three months. However, tolerated persons may be banned from employment, e. g. because they have violated their obligations to cooperate in leaving the country (in particular by presenting identification documents). There are also certain rules for applying for a work permit.

¹¹ Taken from: <http://www.asylumineurope.org/reports/country/germany/content-international-protection/status-and-residence/residence-permit>

¹² <https://www.proasyl.de/thema/fakten-zahlen-argumente/>

¹³ https://guides.library.harvard.edu/ld.php?content_id=23339772

In the 1st to 3rd month there is a waiting period. From the fourth month onwards, asylum seekers and tolerated persons can start to work in many parts of Germany (with the exception of some regions) without a priority check. Unlike in the past, it will no longer be checked until the 16th month to see whether a German or EU free movement employee is available for a specific job. From the 16th month onwards, the labour market in the whole of Germany is open without a priority check. It is also possible to work as a temporary employee whenever there is no priority check. However, comparable working conditions are checked, even in temporary employment agencies. From the 49th month onwards, the approval of the Federal Employment Agency (BA) is no longer required, but the approval of the Foreigners Authority is still required. There is easier access to the labour market for skilled workers and for training.

Social and Financial Benefits

Recognised refugees, persons entitled to asylum or subsidiary protection have unrestricted access to the labour market and self-employment. When registered as unemployed, they receive a basic sum according to the rules of the Sozialgesetzbuch II (Social Security Legislation). Benefits for foreigners correspond to those for nationals. Those who are not employed can receive social assistance. Services are similar to those for nationals.

Recognized refugees, persons entitled to asylum or persons with a subsidiary protection are also entitled to participate in an integration course. When they receive social benefits, participation can be obligatory.¹⁴

Asylum applicants and tolerated refugees do not have a residence permit and cannot make use of the full social benefits in Germany. They can however receive financial help in case of need and receive support for food, accommodation, clothing, physical care, household needs and medical care. They also receive a certain amount of pocket money between 79 and 135 Euro depending on age and family status.^{15 16}

¹⁴ https://www.bundesregierung.de/Webs/Breg/DE/Themen/Fluechtlings-Asylpolitik/4-FAQ/function/glossar_catalog.html?nn=1419512&lv2=1663008&id=GlossarEntry2085790

¹⁵ http://www.betanet.de/betanet/soziales_recht/Auslaender-41.html

¹⁶ <https://de.wikipedia.org/wiki/Asylbewerberleistungsgesetz>

Government actors

Different levels of Government involved with asylum seekers or refugees and their respective responsibilities are shown in table 2 below:

Table 2. Government Actors¹⁷

Federal Ministry of the Interior	Coordination of refugee policy and the overall management of refugee policies.
Federal Office for Migration and Refugees (BAMF)	The asylum procedure and integration measures
Federal Police	The security of German borders
Federal States	The registration, accommodation and care of asylum seekers (usually in primary reception facilities)
foreigners authority	Enforcement of the law on foreign nationals
state police	Security in Germany (police jurisdiction)
municipalities	Accommodation, care for the benefit of the society as a whole. On-site integration
Federal Employment Agency	Counselling and placement of asylum seekers (in the process) in work positions or or training
Jobcenter	Labour integration of persons entitled to protection

Labour market and integration measures

Language courses¹⁸

Knowledge of the German language is considered to be an important precondition for entering the job market. The Federal Agency for Migration and Refugees (BAMF) offers refugees with good chances of attaining a residence permit to take part in language courses on different levels. The courses are organised and carried out by numerous educational institutes and language schools throughout the country. For participants with a BAMF-permission to visit the course and who are receiving benefits or are financially disadvantaged, the courses are free. When receiving benefits, migrants usually obtain an obligation to take part in an integration course. Other participants with a BAMF-permission pay half of the costs.

¹⁷ <http://www.bundesfinanzministerium.de/Monatsberichte/2017/01/Inhalte/Kapitel-3-Analysen/3-1-Asyl-Fluechtlingspolitik-aus-Sicht-des-Bundeshaushalts.html?nn=14404&view=pdf>

¹⁸ <http://www.bamf.de/DE/Startseite/startseite-node.html>

Integration Courses

An Integration Course provides 600 hours of German lessons from level A1 to B1, followed by an Orientation Course in which knowledge about the German society, culture and values is passed on in 100 hours. The course is concluded by two tests: one leading to a B1 language certificate and the other to a LID (Leben in Deutschland/ Living in Germany) certificate. Special programmes are offered as well, like literacy courses, women's courses and courses for parents and young adults. In 2016, 400,628 permissions to enter integration courses were issued, which represents an increase of 100% compared to 2015. Syrians from the largest group with 46.4% of all participants (+380% compared to 2015), followed by people from Iraq (7.3%), Eritrea (5.7%). Noteworthy is that also 46,752 European citizens took part in integration courses in 2016. More attended the courses than women (66.1%). In the last quarter of 2016, 63.3% of the participants concluded with a German language test reaching the B1 level and 30.2% reaching A2¹⁹.

Vocational German Language Courses

Vocational language training is offered from the B2 level and offers participants the chance to further their knowledge after completing an integration course until the C2 level. These courses provide a bridge between German language training, professional qualification and the opportunity to learn about a profession in practice through internships.

Measures for skills assessment, early activation and language learning (KompAs)

Integration courses and activation measures like skills assessment are offered in a combination, with the aim of early guiding participants to the labour market.

Measures supporting companies willing to adopt Migrants²⁰

In Germany, there is a strong emphasis on qualification and certification in order to better the chances of finding work. As such, many programmes and measures aim at facilitating training access and providing companies with information and support. Vocational training is usually offered as a dual system (school/company) with the largest part taking place inside companies.

For Refugees, Asylum Seekers or tolerated Refugees, the Federal Labour Office (Bundesagentur für Arbeit) offers a number of possible support measures:

Assisted Training

Assisted Training provides supports to companies and trainees before and during vocational training, with the goal of attaining a successful completion. Assistance is offered in managerial activities as well as for the training itself. During training, the participants are strongly supported on different levels:

¹⁹ <http://www.bamf.de/DE/Infothek/Statistiken/InGe/inge-node.html>

²⁰ https://www.asylinfo.sachsen.de/download/asyl/2016_12_SMI-Info-Fluechtberatungsstelle_Fluechtlingsbeschaeftigung.pdf

- help in overcoming language difficulties
- support in gaining specific subject-related knowledge
- support in stabilising professional training relationships

Recognised refugees can apply for this programme without further ado.

Tolerated refugees can apply when they have permission to work and after 12 months of legal residence in Germany, when they are taking part in a company-based training.

Asylum seekers and asylum applicants can take part after a waiting period of three months, provided legal and sustained residence can be expected and the measure starts no later than 31 December 2018.

Assistance during training for young people

This programme supports young people who are taking part in a company-based training or in EQ (Einstiegsqualifizierung or a prequalification offered before an actual vocational training). It can help prevent an early leaving of training and takes form in close collaboration with the company and the vocational school. Support includes:

- Knowledge transfer in general or specific subjects
- Language courses
- socio-educational help

These measures are carried out by educational institutes on demand of the Federal Labour Office and take place as individual lessons or in small learner groups for 3 to 8 hours per week outside working hours.

Recognised refugees can apply for this programme without further ado.

Tolerated refugees can apply after 12 months of legal residence in Germany.

Asylum seekers and asylum applicants can take part after a waiting period of three months, provided legal and sustained residence can be expected and the measure starts no later than 31 December 2018.

Entry qualification for youngsters (EQ)

EQ is meant to provide the fundamentals of vocational proficiency and offers young people the chance of getting a first work experience of 6 to 8 months.

Recognised refugees have unrestricted access to this programme.

Young asylum seekers, asylum applicants or tolerated refugees can make use of EQ after their waiting period and provided there is no restriction on employment.

Integration Support (EGZ)

EGZ or Eingliederungszuschuss offers companies financial help when hiring employees who don't yet have the necessary knowledge and skills. The amount and the duration are dependent on the individual abilities of the jobseeker in question.

Cooperative models for sustainable professional integration

Interdisciplinary cooperative models help to provide early insurable employment interlocked with a vocational/professional training. The aim is to create long-term employment for low-skilled people with or without a migration background, while simultaneously offering language learning.

Activation measures for professional integration

- Company based measures (MAG: Maßnahmen bei einem Arbeitgeber) for assessing or providing professional knowledge: up to 6 weeks, or 12 weeks in case of difficult to integrate groups (e.g. long-term unemployed)
- Perspectives for refugees (PerF): a special measure to assess available competencies in refugees
- Perspectives for young refugees (PerjuF): measure aiming to provide young refugees with information on the German educational and labour system, helping them to make their own professional choices and choose the training that is right for them. This measure is accessible for asylum seekers and applicants with good chances of attaining long-term residence.

Continuing education/training of low-skilled workers and employees in small to medium enterprises (WeGebAU – Weiterbildung Geringqualifizierter Beschäftigter und Beschäftigter in kleinen und mittelständischen Unternehmen)

When low-skilled employees take part in a training leading to official qualification, the resulting downtime can be compensated by payment subsidies. Training for the employee can be fully reimbursed, along with the possibility of financial support for additional training costs.

Access to training and qualification

One of the obstacles newcomers (refugees as well as other migrants) to Germany face is the recognition of professional qualifications. The government has provided a portal with information and advice: <https://www.anerkennung-in-deutschland.de/html/en/index.php>

Through the funding programme IQ

Saxony: <http://www.netzwerk-iq-sachsen.de/anerkennung/>

Contact points of the "Integration through Qualification (IQ)" funding programme provide information about the procedures of professional recognition and direct persons interested in recognition to the relevant authorities.

Support for starting self-employment

In order to support migrants interested in taking up self-employment, the Federal Government has expanded its information and advisory services to non-EU nationals. The online guide "GründerZeiten" gives tips to refugees in German and Arabic²¹. Also the "Existenzgründerportal" provides information about start-ups in several languages to people with and without a migration background.

The Federal Government started with a pilot project named "Gründerpatenschaften" ("Founder Sponsorships") aiming to join interested refugees with resident companies to share information about how to start a business²².

Government financing²³

At the beginning of 2015, the €500 million made available to the states and municipalities was increased to a total of €2 billion in order to relieve the states and municipalities of part of the costs caused by the refugee influx.

Further measures were financially supported by the federal budget for 2016. Some €1.9 billion was made available for benefits under the Social Security Code II (for recognized refugees) and for vocational German language support. The Ministry for the Interior and its lower-level authorities have been allocated additional funds of €900 million. For example, the budget for integration courses was increased by €250 million, the BAMF received about €250 million more for personnel and about €100 million for IT measures needed to optimise the recording and processing procedures. The Federal Police received an additional €200 million. Through the provision of unpaid real estate and its free renovation, the Federal Government also waived revenues of more than € 300 million.

At the end of the 2015 financial year, the positive budget implementation was used to set up a reserve for additional expenditure on refugees in order to finance, among other things, the relief measures agreed with the federal states in subsequent years.

In drawing up the Federal budget for 2016, the results of the meetings of the Prime Ministers with the Federal Chancellor in June 2015 and September 2015 were also taken into account. Among other things, a structural, dynamic and lasting participation of the Federal Government in the refugee costs of the federal states from 2016 onwards was agreed. Accordingly, the Federal Government reimburses the federal states 670 € per month of the procedure and per refugee. To this end, the federal budget for 2016 initially provided for an advance payment of just under €3 billion. In addition, the Federal Government provided the federal states and municipalities with € 350 million for the care of unaccompanied minor refugees and € 339 million to improve childcare. In addition, the Federal Government has increased the compensation funds allocated to the federal states by € 500 million due to its termination of financial aid for social housing subsidies. The

²¹ <http://www.existenzgruender.de/DE/Mediathek/Publikationen/Gruender-Zeiten/inhalt.html>

²² <https://www.bundesregierung.de/Content/DE/Artikel/2016/06/2016-06-08-kabinett-fluechtlinge-selbststaendigkeit.html>

²³ Information derived from: <http://www.bundesfinanzministerium.de>

federal states had agreed to use these funds earmarked for social housing. In 2016, around €21.7 billion was budgeted for asylum-related benefits.

In 2017, the federal government continues its efforts in the national budget, allocating e21.3 billion (note: final figures for 2017 are not yet available at the time of writing).

Groundwork: NGOs, associations, public and private sector

Government actors have been described in [4. Government Actors](#). An extended field of NGO's, charities and educational institutes is present in Germany that are funded completely or partially by numerous programmes by different levels of government and by private sector donations. Language education is paid for mostly by the Ministry for Migration and Refugees (BAMF) and to a lesser extent by federal authorities. Language and integration courses are provided by private entities and state run adult education centres. In Leipzig alone there are at least 34 schools offering integration courses, among them large enterprises like Berlitz and Euroschulen. Job and labour market counselling as well as information and advice on vocational training and academic studies can be provided by these same institutes, but also by organisations dealing with specific subjects. For instance, the chambers of crafts and industries can provide advice on training, entry requirements and recognition of foreign qualifications. There are also organisations that work closely together with certain branches of industry, such as Joblinge²⁴ with BMW. Other organisations deal with social and psychological support for migrants/ refugees like Mosaik e.V.²⁵.

A solid network of companies involved with migration projects or with specific experience with migrants or refugees is unavailable at present. Funded programmes aiming at including refugees in trainings and internships are still at an initial phase, most likely as a result of language barriers and because it takes time to build the relevant networks.

Current political climate

Faced with the political climate of today, traditional parties seem to be under pressure from growing extreme-right sympathy and its manifestation in parliament in the form of the AfD. Since the elections of September 2017 and for the first time ever, the extreme-right AfD won 94 seats and their MPs have taken over the chairmanship of three parliamentary committees. The German `Willkommenskultur` (Welcoming Culture) is under attack and it is likely to be affected further in the time to come. Nationwide, the readiness to accept more refugees has been revolving. According to a national survey held in 2017, approximately half of the people believe that Germany has reached its limits. Whereas two years ago, this view was shared by only 40 percent. More and more Germans (81 percent) find that each EU country, depending on its size and economic strength, would have to accept a fixed number of refugees²⁶.

²⁴ <https://www.joblinge.de/english-overview/>

²⁵ <http://www.mosaik-leipzig.de/>

²⁶ <https://www.bertelsmann-stiftung.de/de/themen/aktuelle-meldungen/2017/april/willkommenskultur-besteht-stresstest-aber-skepsis-gegenueber-migration-waechst/>

Pending issue: family reunion

Many refugees in Germany have close relatives who are left behind in their country of origin, in neighbouring countries or on the Balkan route. Often, the route was too dangerous for women and children in particular, and often the financial means are only sufficient for the escape of one person. Whilst some of those arriving in Germany have been waiting for years for a decision in their asylum procedure, their families often endure under the most difficult circumstances. However, since the "Asylum Package II"²⁷ suspends the family reunification for subsidiary protection for two years, their situation has become even more hopeless - because now refugees from Syria often only receive subsidiary protection. To put it bluntly, for many families this means a separation for years to come: during the asylum procedure and the tightening of the law, the waiting period for a visa application in the German embassies of Syria's neighbouring countries can also last many months²⁸.

Many NGO's as well as some political parties are advocating the fundamental right to family reunion for refugees with subsidiary protection. Following a long political debate, the majority has agreed to a compromise that puts family reunions on hold until July 2018, after which a limited number of 1,000 per month will be allowed²⁹.

²⁷ <https://www.bundesregierung.de/Content/DE/Artikel/2016/02/2016-02-03-asylpaket2.html>

²⁸ <https://www.proasyl.de/thema/familiennachzug/>

²⁹ <http://www.zeit.de/politik/deutschland/2018-02/migrationspolitik-familiennachzug-abstimmung-bundestag-reaktionen-manuela-schwesig>

Good Practices

GP 1: Mosaik Leipzig e.V.

Name – Last Name	Maike Heinke
Organisation	Mosaik Leipzig e.V.
Position	Founding Member, Case Manager
Territorial scope	Local Organisation in Leipzig
Address	Peterssteinweg 3 , 04107 Leipzig
Date	05.02.2018
Place	Leipzig

<p>Title of the Good Practice:</p> <p>Mosaik Leipzig e.V. - Centre of competence for transcultural dialogue e. V.</p>	<p>Contact:</p> <p>Entity: Registered Association</p> <p>Profile Charitable organization, NGO</p> <p>Address: Peterssteinweg 3 , 04107 Leipzig</p> <p>Phone: 0341 60479907</p> <p>e-mail: mbe@mosaik-leipzig.de</p>
<p>Field:</p> <p>Migration Counselling and Psychosocial support, Energy conservation measures support (NGO)</p>	
<p>Funding:</p> <p>Local funding, Federal funding, donations</p>	
<p>Description of the Good Practice:</p> <p>Objectives</p> <ul style="list-style-type: none"> • The MBE offers migrants from 27 years of age individual counselling and assistance. Concrete support include arranging German language, education and occupational issues, housing, access to welfare benefits, family and childcare, issues regarding residency status and leisure time. • Psychological counselling is provided through PSZ Leipzig and is intended for adult refugees who suffer from psychological trauma. • Support in household Energy Efficiency: The project is funded by the City of Leipzig and functions as a coordination office for energy efficiency counselling for low-income households in Leipzig, particularly those housing refugees. <p>Methods implemented</p>	

In accordance with the diversity approach, the projects are based on diverse and multidisciplinary teams. The offers are transcultural and aligned with professional standards. The term "transcultural" indicated the absence of clearly marked cultural boundaries. The focus is on individual life contexts. Professional migration counsellors start from individual support requirements and develop an action plan together with the clients. After this the implementation of the agreed integration measures can take place. This happens within a fixed time frame and is regularly reviewed with the active participation of the clients. When necessary, clients' needs are passed on to other advisory and support institutions. Counselling services are modelled on the concept of **systemic counselling**, thereby trying to include all involved and possibly helpful persons of a (family) system in the counselling process. Mosaik Leipzig e. V. makes use of the creative and efficient methods of the systemic concept and treats clients with respect and appreciation.

Activities

Migration counselling, psychosocial support, treatment, therapy, energy efficiency advice.

Time duration

Founded in 2013, psychological support started in 2015.

Number of people involved in the action

Over 700 individuals and families reached in 2017

Target groups:

MBE

- Migrants with a prospect of long-term residence status and ethnic German resettlers above the age of 27, their spouses/partners and children
- EU residents above the age of 27
- Immigrants having lived in Germany for some time

PSZ

- adult refugees who suffer from psychological trauma

KEB

- low-income households in Leipzig, particularly those housing refugees

Web page:

<http://www.mosaik-leipzig.de>

TEMPLATE DIMENSIONS	DESCRIPTION
Relevance	The organisation's relevance is apparent through their emphasis on personalized support towards the target group of migrants in general and specifically refugees. It offers a broad range of services, from social counselling and practical assistance through psychological support and treatment.
Innovativeness	The combining of psychological, social and practical support with a multidisciplinary team emphasizing cultural diversity can be considered an innovating approach.
Effectiveness	The work is effectively organized and most interventions take place on a one-to-one basis and all are carried out by qualified personnel.
Efficiency	The work could not be carried out with less funds.
Impact	Participation on many local as well as national events and conferences. Strong presence locally and extensive networking activities on a local level with the local government as well as other organisations active in the migration field.
Sustainability	By offering support with energy usage, households are encouraged to use their resources more efficiently, so that not only do they manage better financially; the environment also benefits.

GP 2: Honorary Hotel – Intercultural meeting centre

Name – Last Name	Ariane Jedlitschka
Organisation	Honorary Hotel (HELDEN WIDER WILLEN e.V.)
Position	President
Territorial scope	Local Organisation in Leipzig
Address	Hildegardstr. 49/51
Date	05.02.2018
Place	Leipzig

Title of the Good Practice: Honorary Hotel – Intercultural meeting centre	Contact: Entity: Registered association Profile: Charitable organization Address: Hildegardstraße 49/51, Leipzig Phone: +49178 475 46 69 e-mail: ariane@eexistence.de
Field: The Honorary Hotel is a house where local artists open their doors to facilitate encounters between the local cultural community, residents of the region and newcomers.	
Funding: Local and international projects, funded by several governmental organization and the ministry for Federal Ministry for the Environment, Nature Conservation, Building and Nuclear Safety (BMUB).	
Description of the Good Practice: <u>Objectives</u> To foster a welcoming culture locally and Europe-wide, the Honorary Hotel works on building a circle of trust between cultural communities, residents of a region and newcomers. <u>Methods implemented</u> 1. Developing an intercultural meeting centre: A guest house enabling people from all over the world to come into contact with artists, neighbours and communities around the HAL (Hybrid Art Lab) Residency; A field for experimentation for social entrepreneurship with professional service (work on hybrid art forms, social innovations and technologies, cooperative strategies, sustainable business ideas and free science).	

2. The Circle of trust: A method developed by the Honorary Hotel during the Tandem Europe program. E.g. 1-to-1 performances, facilitating a journey into the participants' personal memories.
3. Other work: Initiating Honorary Kitchen, Hildes Bauernmarkt (farmers market) to reach a larger audience, Radio and Cinema workshops to acquire skills in media production

Activities

- HAL (Hybrid Art Lab)
- Performances, art exhibitions
- Developing business ideas
- Promoting social, intercultural encounters, e.g. by organizing events like festivals.

Time duration

Founded in 2013, ongoing projects

Number of people involved in the action

Over 30 People

Target group:

Children and young people, Artists, technicians, scientists, graduates, people with ideas and concrete projects. People of all generations and cultures

Web page:

<http://www.honoraryhotel.net>

Additional comments:

<http://www.tandemforculture.org/stories/build-your-community/>

Trailer <https://vimeo.com/219502164>

TEMPLATE DIMENSIONS	DESCRIPTION
Relevance	To foster a welcoming culture locally and Europe-wide, the Honorary Hotel works on building a circle of trust between cultural communities, residents of a region and newcomers. In times where there is much political and social tension about migration, this is very relevant in building positive encounters and experiences.
Innovativeness	The idea is innovative in that it brings an artistic perspective into social and professional integration.
Effectiveness	2015 – 2016 – Structural funding of the Federal Cultural Foundation

	<p>2015- 2017 – Funding as pilot project in the framework of the National Strategy for an integrated urban development by BMUB/BBSR</p> <p>2016 - 2017 – International networking, participation in the Tandem Europe programme</p> <p>2017 – Honorary Radio – Nomination by the Federal Office of Saxony for private radio and new media (SLM) for the best project idea in the competition of the Central German Media Competence Award 2017.</p>
Efficiency	The action could not be carried out with less means.
Impact	Local and national presence, regional and government recognition.
Sustainability	Yes, by engaging in city development and renovating old buildings, transforming them into new art- and intercultural projects
Gender approach	There is no specific gender approach

GP 3: Start with a Friend e.V.

Name – Last Name	Lea Bremicker
Organisation	Start with a Friend e.V.
Position	Project Staff Leipzig
Territorial scope	National Organisation, with local department in Leipzig
Address	Wiclefstr. 17, 10551 Berlin
Date	14/12/2017
Place	Leipzig

Title of the Good Practice: Start with a Friend e.V.	Contact: Entity: Registered association Profile: Charitable organization Address: Wiclefstr. 17, 10551 Berlin E-mail: info@start-with-a-friend.de
Field: ‘Strangers can be friends’: social integration through creating tandems between locals and refugees.	
Funding: Donations and financial support through the program “Menschen stärken Menschen” of the Federal Ministry of Family Affairs, Senior Citizens, Women and Youth.	
Description of the Good Practice: <u>Objectives</u> Start with a Friend is a charitable organization that promotes societal participation of refugees. They are brought together with locals to help them one on one with the new challenges they are facing in Germany because integration can only work if people get a chance to play an active role in society. They promote encounters that are personal and uncomplicated, as well as long-term connections as equals. <u>Methods implemented</u> Start with a Friend wants to give everyone a chance to participate according to their personal interests. A framework of volunteers is created to organize life around family, job, and voluntary work. There are different ways to become active with Start with a Friend: If a local wants to get in contact with refugees, he can sign up as a tandem partner. If one would like to train their intercultural competences,	

<p>they can become an intercultural mediator at the SwaF Academy. And if one wants to contribute their professional expertise, they can become a member of the SwaF task force. Time management is always highly flexible and the role customized according to the volunteers situation.</p> <p><u>Activities</u></p> <p>The organization of networking events and also 1 year trainings for cultural mediators. Volunteers engage in the following supporting activities:</p> <ul style="list-style-type: none"> • Spending free time together and building a social network • Exchanging knowledge and learning from each other • Optional: Orientation help with papers, support in finding a language course or an apartment, looking for job opportunities <p><u>Time duration</u></p> <p>The organization was founded in 2014</p> <p><u>Number of people involved in the action</u></p> <p>9 employees, 23 fellows (employees on a mini-job basis) and over 2,500 volunteers</p> <p>Target group:</p> <p>Refugees in Germany</p> <p>Web page:</p> <p>www.startwithafriend.de</p>

TEMPLATE DIMENSIONS	DESCRIPTION
Relevance	The good practice is highly relevant viewed against the background of the difficulties refugees face in successfully integrating. Often, they lack a network with locals (Germans) and are unable to make enough social connections in their new home country. It is also beneficial to learn and practice the German language.
Innovativeness	Similar volunteering initiatives exist on a local level, but lack the strong organization of an organisation with a professional staff. There are clear guidelines and assistance is provided for those interested in volunteering and the organization matches individuals and families according to profile/preferences.
Effectiveness	The organization is effective in that it reaches many in the target group and also it was able to spread nationally over a period of three years, engaging more than 2000 volunteers.
Efficiency	

	The organisations is efficiently run and there is a strong presence in many important German cities so far. The funding is well organized and the funds are efficiently used to finance and expand activities. It is easy to start a new branch in a city that is not yet covered.
Impact	Current impact is 2500 participants (1250 Refugees) and activities in 8 major German cities
Sustainability	A sustainable effort is accomplished through the use of volunteers that can act locally, within their own limited geographical area. The good practice is well run and professionally managed, thereby improving the chances of standing the test of time.
Gender approach	Matches are made according to preferences, gender, family composition and more.

GP 4: Event Catering Leipzig GmbH

Name – Last Name	
Organisation	Event Catering Leipzig GmbH
Position	Owner
Territorial scope	Local firm in Leipzig
Address	Möckernscher Weg 1, 04158 Leipzig
Date	31/01/2018
Place	Leipzig

Title of the Good Practice: Event Catering Leipzig GmbH	Contact: Entity: Event Catering Leipzig GmbH Profile Gastronomy service/Restaurant Address: Möckernscher Weg 1, Leipzig Phone: + 0341 4685585
Field: Event Catering Leipzig GmbH is a business in the hospitality sector in Leipzig.	
Funding: Private company	
Description of the Good Practice: <u>Objectives</u> This private enterprise runs three restaurants in Leipzig + a catering service. <u>Methods and Activities implemented</u> The company hires personnel with many different nationalities and normally has between 25-50 employees. Talented workers receive onsite training in the kitchen or in service and have the chance of getting a contract. The company collaborates with educational institutes and offers training positions in order to get their workers to attain the necessary documents or certification. Assistance is possible in looking for housing or accommodation in Leipzig. The company regularly offers placements to foreign students as a part of EU mobility projects. <u>Time duration</u> Founded in 1995 and ongoing <u>Number of people involved in the action</u>	

Over 30 People
Target group: General public, people with migration background
Web page: https://event-catering-leipzig.de

TEMPLATE DIMENSIONS	DESCRIPTION
Relevance	The efforts of Event Catering Leipzig GmbH are important in offering direct chances to migrants and refugees to work experiences and possible contracts.
Innovativeness	The combination of offering training, mobility, internship and job positions explicitly to people with migration background is innovative in itself.
Effectiveness	Currently around 5 people with migration background are employed.
Efficiency	Being a commercial enterprise, resources have to be allocated and used in a cost efficient way
Impact	Strong local presence, providing good examples.
Sustainability	Yes, due to the steady flow of possible work force this model is sustainable at least over the next few years.
Gender approach	No specific gender approach

GP 5: Integration courses

Name – Last Name	Ms. Mareike Betz
Organisation	Wisamar Bildungsgesellschaft gGmbH
Position	Head Teacher
Territorial scope	Leipzig Region
Address	Lutherstr. 11a, 04315 Leipzig
Date	22/02/2018
Place	Leipzig

Title of the Good Practice: Integration courses	Contact: Entity: Non-profit limited liability company Profile Education Provider Address: Lutherstr. 1, Leipzig Phone: + 049 341 67 965 523 e-mail: sprachschule@wisamar.de
Field: Wisamar is a not-for-profit educational institute located in Leipzig	
Funding: The Integration courses are funded by the ministry of migration and refugees (BAMF).	
Description of the Good Practice: <u>Objectives</u> To offer migrants and refugees an introduction to the language and culture of their host country and thereby facilitate their integration. <u>Methods and Activities implemented</u> The Integration Courses consist of 7 modules spread over 700 lesson units of 45 minutes. The first six modules span the A1 until B1 German language level and focus on coping with daily life situations. This part is concluded with a language exam to test the B1 level (DTZ – German For Foreigners). The last 100 lesson units form an introduction to German culture and the political system. This part is concluded with a test called LID (Living In Germany). Passing the test is important when attaining the German nationality is aspired. All courses are thought by qualified teachers holding a special permission by the BAMF and make use of course handbooks that have to be approved by the Ministry. Also, participants need to obtain permission to join the course, otherwise they need to pay for the costs themselves.	

<p><u>Time duration</u></p> <p>Courses started in 2016 and ongoing.</p> <p><u>Number of people involved in the action</u></p> <p>Over 80 participants have completed an integration course and 4 teachers are involved.</p>
<p><u>Target group:</u></p> <p>Anyone with migration background and refugees.</p>
<p><u>Web page:</u></p> <p>https://www.wisamar.de/bamf</p>

TEMPLATE DIMENSIONS	DESCRIPTION
Relevance	In view of the high number of refugees needed to be integrated into society, the courses are highly relevant as they form the first and necessary step on the road to work and education. Also, many participants are required to join integrations courses when they receive benefits, with the risk of their benefits being cut when they fail to participate.
Innovativeness	Innovative interactive teaching methods and materials are applied during the courses. Social assistance is offered as an extra service to the participants. The lessons take place in a friendly and familiar atmosphere and groups are kept small.
Effectiveness	The courses are highly effective and generally show good results considering the refugee background of many of the participants. Most participants are able to gain enough knowledge for their daily lives and to continue to professional language course.
Efficiency	The courses could not be organised with lesser budget. Funding is received as a fixed amount per participant and there is a maximum number of participants to be observed. The funds allow for the payment of the teachers, for the administration and for the rent of the offices. No profit is made.
Impact	The impact of the participants is high. They are attending the course on a daily basis and are fully immersed for a period of at least 7 months. It is a first and broad introduction to life and society in Germany and they are able to form or further develop their professional ideas or plans.
Sustainability	The project is sustainable as long as the government funding for these programmes is available and as long as there is enough demand.
Gender approach	Specific courses for Women are possible on request.

GP 6: Professional Language Courses

Name – Last Name	Mr. Christian Girke
Organisation	Wisamar Bildungsgesellschaft gGmbH
Position	Project Manager/ teacher
Territorial scope	Leipzig Region
Address	Heinrichstr. 5-7, 04317 Leipzig
Date	23/02/2018
Place	Leipzig

Title of the Good Practice: Professional Language Courses	Contact: Entity: Non-profit limited liability company Profile Education Provider Address: Heinrichstr. 5-7, 04317 Leipzig Phone: + 049 341 67 965 523 E-mail: sprachschule@wisamar.de
Field: Wisamar is a not-for-profit educational institute located in Leipzig	
Funding: The Professional Language courses are funded by the ministry of migration and refugees (BAMF).	
Description of the Good Practice: <u>Objectives</u> Helping people with migration background to attain a B2 German professional language level and helping them prepare for a job application, or a vocational training. <u>Methods and Activities implemented</u> The German B2 language courses offered are part of a special programme called ‘deuFöv’ (berufsbezogene Deutschsprachförderung or Professional German Language Support). A course consists of 400 Lesson Units of 45 minutes spread across at least 4 months and is ended with an official language test. B2 is considered the entry requirement for most occupations or training programmes and therefore crucial in creating chances for professional development. Courses take place daily and most participants are engaged full time. Apart from the necessary language skills that are thought, specific attention is given to using German in a work context, with specific vocabulary and phrases, but also writing cover letters and CV’s. As part of an additional support programme and because time within the lessons is limited, one-to-one coaching is offered to the participants for CV writing and job	

application support, as well as job interview training. Extracurricular workshops are organized several times a year including topics like Active Job Searching and information for participants interested in taking on self-employment.

Time duration

Courses started in 2017 and are ongoing.

Number of people involved in the action

Over 20 participants have completed the course and 30 more participants are currently engaged in two courses. Over 45 participants have received individual support concerning job application. This also includes external participants. Two teachers are involved in the action, plus one job counsellor.

Target group:

People with a migration background and residence permit who have at least B1 level German. Participants need to obtain permission to participate from their Employment agency or directly from the BAMF (Migration and Refugees Ministry). It is not allowed to take part on a self-paid basis.

Web page:

<https://www.wisamar.de/bamf>

TEMPLATE DIMENSIONS	DESCRIPTION
Relevance	The action is highly relevant because the B2 level is considered the minimum entry requirement for most professions and vocational trainings. It is crucial for the professional and societal integration of migrants and refugees.
Innovativeness	Innovative teaching methods using audio-visual means and web based applications are used throughout the course. The action makes use of a combined effort of language teaching and job counselling, which go hand in hand to optimally support the participants.
Effectiveness	Given that the amount of time is very limited to raise the language level from B1 to B2 German, results on the language exams are modest (20% success). Many participants need to repeat the course. The coaching is very effective in that several hours can be appointed per participant which allows to work in depth. Each participant finishes at least a high quality CV. The coaching is also important for providing support with job market orientation and preparation for interviews.
Efficiency	The action could not be made with less means. Without the extra funding for counselling, we would be limited to the courses themselves.
Impact	By June 2018, 50 participants will have concluded the programme.
Sustainability	The project is sustainable as long as the government funding for these programmes is available and as long as there is enough demand.
Gender approach	All participants are accepted regardless of their gender.

GP 7: EU-ROADMAP

Name – Last Name	Ms. Sabine Roehrig-Mahhou
Organisation	Wisamar Bildungsgesellschaft gGmbH
Position	Project Manager
Territorial scope	European Union
Address	Heinrichstr. 5-7, 04317 Leipzig
Date	27/02/2018
Place	Leipzig

Title of the Good Practice: Roadmap	Contact: Entity: Non-profit limited liability company Profile: Education Provider Address: Heinrichstr. 5-7, 04317 Leipzig Phone: + 049 341 67 965 523 E-mail: info@wisamar.de
Field: Labour Integration of migrants and refugees.	
Funding: Funded by the European Commission, DG Migration And Home Affairs within the Asylum, Migration And Integration Fund (AMIF)	
Description of the Good Practice: <u>Objectives</u> The European Agenda for Migration clearly states as Europe is for migrants, asylum seekers and people on International protection a safe haven. Member States, EU Institutions, International and Third Sector organizations, local authorities need to work together to realize a common European migration policy. The Commission since 2011, with the publication of the EU Agenda for Third Country Nationals proposes Integration as a dynamic, long-term process requiring efforts by a wide range of actors in different policy areas at various levels. The EU-ROADMAP project addresses priority to facilitate the access to work and foster integration in the work place of migrants by implementing concrete initiatives and by the exchange of experiences involving employers.	

Our main aim is developing activities and tools through a common methodology and have a unique European approach to facilitate the access to work of migrants, asylum seekers and on International protection.

Methods and Activities implemented

The activities and the products stem from projects already implemented by the partners and considered Best practice.

The following activities are the core of the EU-ROADMAP project:

- Implementation of a Guidance Desk that will be set up in each partner country for 15 months
- Common training of the staff of the Guidance Desks to have a unique EU approach in dealing with the beneficiaries
- Skills assessment of beneficiaries to foster their job insertion even in the entrepreneurial perspective
- Use of a unique EU tool to find a job in the perspective of European Mobility of workers
- Exercise of the Active EU Citizenship of the beneficiaries
- Vocational training in the relevant working areas
- Matching and encounter with potential employers

Project Activities are divided in 5 WPs that are interconnected and structured in a logical order. WP0 and WP4 covers the entire project period, while each other WP is preparatory to the next one, with the progressive involvement of the beneficiaries in the following main activities:

WP1: Start up EU-ROADMAP Guidance Desk

Training of the guidance desk personnel: a two days course to train the staff that will be work at the Guidance Desk in each partner country.

Guidance desk methodology: tools and methodologies developed by the partnership in previous project will be shared, unified and adapted as a unique methodology to deal with the beneficiaries of the guidance desk

Mapping of relevant working areas: through a common survey every partner will map the relevant areas in terms of possibilities of access to work for migrants in each partner country/region

WP2: EU-ROADMAP Guidance Desk

EU-ROADMAP Guidance Desk: a Guidance Desk will be implemented in each country for 15 months for 12 hours a week to provide Skill Assessment and useful information on the local labour market

Workshops on Active European Citizenship: 3 in each country, to promote the concept of European citizenship among the target group

EU-ROADMAP Database: implementation and improvement of databases of companies interested in the project or available for job insertion of the beneficiaries

Seminars on active Job Search: 3 in each country, to reinforce or build beneficiary competences to support their job search

WP3: Vocational and entrepreneurs pathway

<p>Vocational training: 4 courses (32 hours) in every country will cover vocational language and professional training</p> <p>EU-ROADMAP Job shadowing: at least 30 beneficiaries per country will be accompanied for a brief experience (2 days) in local enterprises, to observe the working processes</p> <p>EU-ROADMAP Start Up Workshops: targeted to those persons who during the Skill Assessment show entrepreneurial skills and competencies in the sector where they want to set up a Business (16 hours duration for 10 participants in each country)</p> <p><u>Time duration</u></p> <p>January 1st 2017 until December 31st 2018.</p> <p><u>Number of people involved in the action</u></p> <p>https://euroadmap.eu</p>
<p><u>Target group:</u></p> <p>People with a migration background and access to the labour market.</p>
<p><u>Web page:</u></p> <p>https://www.wisamar.de/bamf</p>

TEMPLATE DIMENSIONS	DESCRIPTION
Relevance	Migrants' and refugees' access to the labour market is an important issue and holds many challenges. It has come the foreground of the migration debate in Germany and efforts are being made on many levels of society. Nevertheless, there is a definite need for counselling services that are open to migrants of all ages and that provide a guide from labour market orientation to creating CV's and preparing for the job interview. The service also extends to providing opportunities to get to know certain work fields and get in touch with employers, as well as vocational training and numerous workshops.
Innovativeness	The project is innovative in that it actively tries to identify those economic sectors and occupations that face recruitment or skill gaps" in order to facilitate the access to work and foster integration in the workplace. A multidisciplinary methodology is developed that is the result of the exchange of best practices in terms of socio-economic inclusion of the target group tested by the partnership in previous projects in the field. In fact, the activities and the products foreseen by EU ROADMAP stem from projects already implemented by the partners and considered Best practices at NA and EU level such as: KIM (LLP GMP), SKILL BILL (ERF), Building participation skills (ERF), BIS (LLP GMP), "ECVET Agent" (Erasmus+) and other successful projects.
Effectiveness	The activities of the Guidance Desk (workshops to foster Active EU Citizenship, Vocational training courses, Start-up-workshops, Seminars on active Job Search, Job shadowing experiences) will involve a minimum of 1500 direct beneficiaries (medium term beneficiaries), among migrants, asylum seekers and migrants under International protection in the

	<p>partner countries. Other organizations in the field in EU countries and their clients (long term beneficiaries) will benefit from the innovative methodology and activities implemented by the EU-ROADMAP, as a good example in the frame of migration labour policy.</p>
Efficiency	<p>In order to give concrete response to the beneficiaries' integration in the local labour market, every partner works in cooperation with local companies to achieve a mapping of the working areas that offer most of the job opportunities at local level. In this perspective, employers and companies will be actively involved as they have a fundamental role in the integration to the work of the target group in each partner country on the long term.</p>
Impact	<p>In the project lifetime at EU Level the indicators will be:</p> <ul style="list-style-type: none"> • 14 staff trained to use and apply a unique methodology in their daily work • 5 Guidance Desks implemented • Min. 400 direct beneficiaries involved at different level in the Guidance Desk activity • 15 workshops to foster Active EU Citizenship, 400 Participants • 1750 Enterprises included in a Database to foster the access to work • 20 Vocational training courses for 300 • Job shadowing Experience for 150 • 10 Start uppers workshops for 100 • 5 OST seminars, min. 400 • 5000 Stakeholders reached
Sustainability	<p>After the completion of the Project activities, thanks to the dimension of the Organizations involved, the EU Guidance Desk and some activities will be still available.</p>
Gender approach	<p>The partnership has a long-standing experience in working with vulnerable populations and diverse cultures with differences in the ways ethical behaviour is defined. All approaches and relations will be managed very carefully and with sensibility in order to avoid potential conflicts due to cultural differences (related to religion, gender, disabilities and socio-economic disadvantages). If necessary support will be requested to a linguistic mediator, without any charge for the project.</p>

GP 8: International Guesthouse Leipzig

Name – Last Name	Adil Mahhou
Organisation	Internationales Gästehaus Leipzig
Position	Owner
Territorial scope	Region of Leipzig
Address	Heinrichstr. 39/41, 04317 Leipzig
Date	28/03/2018
Place	Leipzig

<p>Title of the Good Practice:</p> <p>Labour market integration of migrants</p>	<p>Contact: Internationales Gästehaus Leipzig</p> <p>Entity: Individual company</p> <p>Profile Hotel sector</p> <p>Address: Heinrichstr. 39/41, 04317 Leipzig</p> <p>Phone: + 049 341 6792050</p> <p>E-mail: info@leipzig-pension.com</p>
<p>Field:</p> <p>Hotel offering employments also to migrants and refugees</p>	
<p>Funding:</p> <p>Private company, no external funding</p>	
<p>Description of the Good Practice:</p> <p><u>Objectives</u></p> <p>Social and labour market integration of migrants and refugees</p> <p><u>Methods and Activities implemented</u></p> <p>Employment offers together with further training options for migrants and refugees. We employ in the field of housekeeping but also administration. Currently we have team members from Tunisia and Algeria. For all employees we offer job related further training, in case of people with migrant background we also offer the chance to participate in language classes.</p> <p><u>Time duration</u></p> <p>We offer internships starting from 4 weeks but regularly also part-time and full-time employment with regular working contract.</p> <p><u>Number of people involved in the action</u></p>	

Currently we have two full-time employees with migrant background and one trainee. Our approach focusses on sustainable employment and not short-term solutions.
Target group: People with a migration background and access to the labour market.
Web page: http://www.leipzig-pension.com/eng/

TEMPLATE DIMENSIONS	DESCRIPTION
Relevance	We offer to gain work experiences in combination with targeted training to fill possible educational or linguistic gaps. All employees have the chance to get an indefinite working contract. By this we contribute to a sustainable labour market integration.
Innovativeness	Instead of just offering low-skilled employment options we offer also specific training.
Effectiveness	We are a smaller company and managed to employ 2 persons with migrant background.
Efficiency	We managed not only to offer employments but also to contribute to social integration, among others by offering the participation in language courses.
Impact	A good example for a small company contributing to the sustainable integration of migrants.
Sustainability	Both persons received indefinite working contracts.
Gender approach	No specific gender approach

GP 9: Agentur Punktde

Name – Last Name	Mr. Thomas Korcz
Organisation	Agentur Punktde
Position	Director
Territorial scope	Region of Leipzig + national
Address	Eisenacher Str. 72 , 04155 Leipzig
Date	27/03/2018
Place	Leipzig

Title of the Good Practice: Agentur Punktde: Opportunities for talented migrants/refugees in the IT field	Contact: Entity: private company Profile IT, web design Address: Eisenacher Str. 72 , 04155 Leipzig Phone: 0341 2407733 E-mail: e_post@thomas-korcz.de
Field: Labour Integration of migrants and refugees.	
Funding: Private company	
Description of the Good Practice: <u>Objectives</u> To offer young and talented refugees the opportunity to build their first work experiences in the field of programming and web design. <u>Methods and Activities implemented</u> Interested individuals can apply for an internship of various duration from 1 to 6 months after which they can continue with formal vocational training. During the internship, they get to experience what it means to be working in a small, but dynamic enterprise, interacting with colleagues and be exposed to many different challenges and assignments. Participants are given as much responsibilities as they are able to handle and want to take on. All participants are accompanied by a dedicated trainer throughout their internships. Their most important consist of: <ul style="list-style-type: none"> - Assisting with website content management - Producing graphic content for online and offline use - Database management 	

<ul style="list-style-type: none"> - Programming tasks - Learning and mastering new IT skills - Participating at client meetings - Participating at internal team meetings <p><u>Time duration</u></p> <p>We started hiring interns with migrant/refugee recently in 2017 have seen 3 participants so far. One of them will continue with formal training after the internship.</p> <p><u>Number of people involved in the action</u></p> <p>13</p> <p><u>Target group:</u></p> <p>Young migrants and refugees</p> <p><u>Web page:</u></p>
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TEMPLATE DIMENSIONS	DESCRIPTION
Relevance	Young refugees and migrants usually lack the necessary background to apply for vocational training and they often do not answer to the formal requirements. On the other hand they can be highly motivated and talented. In order to start with a training programme in Germany, they need to apply directly at a company acting as a training organisation and find themselves in direct competition with native speakers who were schooled in Germany. This puts them in a difficult position to advance further. Offering them the chance to have a first real work experience with many challenges and learning opportunities acts as a bridge making applying for a job or a training programme easier.
Innovativeness	Participants work with the latest programming tools and versions of current software packages and are encouraged to be creative and inventive and take their own initiatives. They can work relatively independent but only in as much as they can manage at a certain point in time.
Effectiveness	Being a small scale project, we can devote much individual attention tailored to suit the person's need and look for solutions that answer to the individual's personal path and wishes. This creates an optimal environment to promote and develop talents and pave the way for a future career in the field.
Efficiency	The programme is made possible with a low amount of financial input.
Impact	The overall impact on society is limited due to the small scale nature of the company, but the impact on the individual is significant and highly meaningful.
Sustainability	The company handles energy resources in a responsible and mindful way and makes sure the used equipment is up-to-date and energy efficient.

Gender approach	Women are especially encouraged to participate as there is an unequal majority of males employed in the sector.
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GP 10: MyStory

Name – Last Name	Ms. Sabine Roehrig-Mahhou
Organisation	Wisamar Bildungsgesellschaft gGmbH
Position	Project Manager
Territorial scope	European Union
Address	Heinrichstr. 5-7, 04317 Leipzig
Date	09/03/2018
Place	Leipzig

Title of the Good Practice: Roadmap	Contact: Entity: Non-profit limited liability company Profile: Education Provider Address: Heinrichstr. 5-7, 04317 Leipzig Phone: + 049 341 67 965 523 E-mail: info@wisamar.de
Field: Social integration, prevention of bias in the media.	
Funding: Funded by the European Commission Europe for Citizens Programme	
Description of the Good Practice: <u>Objectives</u> <p>MyStory is a project funded by the European Commission Europe for Citizens Programme to assist journalists and organisations working with migrants and refugees in Europe to better use the media so to contribute to offer an alternative to mainstream media bias and for those organisations to pass on these skills to the migrants and refugees they are working with to tell their own stories. The EU-ROADMAP project addresses priority to facilitate the access to work and foster integration in the work place of migrants by implementing concrete initiatives and by the exchange of experiences involving employers.</p> <u>Methods and Activities implemented</u> <p>MyStory is an initiative to raise awareness, promote discussion and assist journalists, migrants and refugees and the organisations working with them, to contribute to improve the media narratives of displaced peoples in a fair way.</p>	

Within the project, ten events were organised in seven different countries. The debates have been very well received including at the highest level at the European Parliament. Many quality videos have been produced and they are available through this website.

Event 1 – Refugees and Migrants: Brussels (Belgium) on 4/10/2016

‘The inconvenient Truths (Journalism against bias and stereotypes)’

The initial event was filmed and counted as speakers, representatives of European Federation of Journalist, Associazione Carta di Roma, The Charter of Indomeni, Euronews, ANSA, UNHR, UN Refugee Agency, the International Organisation for Migration (IOM) and UNESCO. The event involved 42 participants. There were one or more participants for the following 13 EU countries: Spain, Germany, Belgium, Italy, Greece, Romania, France, Hungary, Ireland, Slovenia, Finland, Portugal, Nederland, plus others from USA, Australia and Turkey. More information <http://bit.ly/2BIQXQO>

Event 2 – Szeged (Hungary) on 5/11/2016

‘Debate on Media, Stereotypes and Delusive rhetoric’

A debate involving citizens, refugees and journalists to document how individuals’ opinions are shaped by the media and Government. 78 participants, mainly Hungarians. More information <http://bit.ly/2DCggTH> <http://bit.ly/2DwvPt2>

Event 3 – Patras (Greece) on 14/11/2016

‘Internet media literacy, migration and the role of online media journalism: Good practices and dangers’.

Mainly Greek participants expressed their views on the migrants’ crisis. Discussions range from the spread of hate speech to the misinformation from media. Participants: 35 including refugees to testimony their experiences.

Event 4 – Naples (Italy) on 27/01/2017

‘Esperienze positive di migranti e rifugiati’.

114 Participants from Italy. At the University of Naples, many different aspects related to migration and media have been debated, Many Refugees were also present. It followed an interactive workshop on story telling where 26 more people also participated. More information <http://bit.ly/2DxKV5s>

Event 5 – Leipzig (Germany) on 14/03/2017

‘Digital Storytelling as a stimulus to social dialogue’.

The event was very interactive and focused on video literacy and participants (97, manly Germans but also including many refugees) learnt to formulate storytelling and produce low costs videos. More information <http://bit.ly/2n75qf1>

Event 6 – Subotica (Serbia) on 27/04/2017

'Media in operation: How personal migrants and refugees' situations can be translated into media content'

65 mainly Hungarians participants including journalists, discussed about the production of news and how to rethink the coverage of migration. Video interviews were also produced by a BBC reporter. More information <http://bit.ly/2Dv3JhG>

Event 7 Athens on 15/05/2017 (replacement event)

'Workshop media literacy, the refugees issue and the role of online journalism'.

Following on the event in Patras, 54 participants, mainly Greeks, had the opportunity to learn about how journalism shape the social discourse. More information <http://bit.ly/2E0HPE0>

Event 8 – Novo Mesto (Slovenia) on 19-23/06/2017

Within the Week of Cultures to grant a bigger audience, Workshops, talks and activities

To increase awareness about media literacy and migration reporting, mainly aimed at young Slovenian people (119 participants). Diversity and discriminatory practices. More information <http://bit.ly/2BoqDW1>

Event 9 – Szeged (Hungary) on 21/09/2017 (extra event)

'Role interpretations of journalists in their reports with refugees'

Given the interest originated by the previous event and documentary, an extra event with 62 Hungarians participants was organised in Hungary. More information <http://bit.ly/2rsINGq>

Event 10 – Brussels (Belgium) on 5/12/2017

My Story, Media (literacy) and refugees.

56 Participants from 16 EU countries (Germany, France, Spain, Italy, Greece, Belgium, Hungary, Nederland, Slovenia, Finland, UK, Poland, Romania, Lithuania, Slovakia, Croatia) plus more from Switzerland, USA, Australia and many refugees' countries representatives . More information <http://bit.ly/2DGAR9t>. The morning event continued at the European Parliament to discuss freedom of expression and better representation of refugees in the media. Interventions included MEPs and international organisations. More information <http://bit.ly/2BoyXFp>

In addition to the (a) events listed above, MyStory also carried out activities in (b) Audiovisual production and (c) compiling a Guide.

Time duration

October 2016 until December 2017.

Number of people involved in the action

750 People were involved in the 10 activities described above.
Target group: Journalists; migrants, refugees and organisations working with them.
Web page: https://www.mystoryproject.eu

TEMPLATE DIMENSIONS	DESCRIPTION
Relevance	As we live in a media driven society, it is important that media represent the EU's diversity, fostering intercultural understanding and promoting EU core values such as inclusiveness and tolerance. Faced with the current refugee crisis, many news stories show disproportionate negative image of migrants, often relating them to crime and violence. Migrants and refugees are rarely given the opportunity to provide a counter-narrative. This results in a social, political and editorial bias across European media shaping the public's perceptions in a negative way.
Innovativeness	Journalists as well as migrants and refugees are brought together in this project through various media processes and experiences. Materials such as a video documented debate and online champagne materials are being disseminated as media literacy and human rights educational tools to be used in formal/non formal education to demonstrate media literacy concepts on media manipulation, perception formulation, critical analysis and deconstruction of media production.
Effectiveness	The project offers an effective way to build a bridge between the media world and the people portrayed in the media.
Efficiency	The allocated resources were used in an economically responsible way throughout the project.
Impact	About 750 people were reached through the project activities in various European countries and the media outputs were widely disseminated via the internet. Presenting counter narratives on the refugee crisis are expected to have long lasting effects on the public's perception.
Sustainability	Through an online platform, training materials, multimedial story telling resources remain available to the public.
Gender approach	Specific attention is given to discrimination of women due to religious symbols such as headscarves in some of the activities.

Summary and recommendations

Germany has experienced a large influx of refugees and asylum seekers over the last few years. On the positive side, great efforts and financial means are invested in professional integration, with a strong focus on language acquisition and on facilitating vocational training access. There is an elaborated public-private partnership with private institutes offering state-funded programmes working closely together with the public administration on different levels.

The so called ‘Willkommenskultur’ or Welcoming Culture has been a hallmark of the previous government under Chancellor Merkel and will remain so in the present legislature. However, there has been growing critique as to how many newcomers a country can absorb and deal with. This has led to a strengthening and legitimising of the far right discourse. Another point of worry is that Germany has welcomed more refugees than other European countries and that there is no fair spread across the EU. According to many, the EU has failed to form a common policy.

Furthermore it is often heard that refugees are not being processed equally. For example, viewed against the acute war situation in Middle Eastern countries, the same treatment does not usually apply to Afghan refugees. Integration courses are often not being funded for them and they mostly lack the staying perspective of Syrian refugees because the government considers some areas to be ‘safe’.

Much of the recent political debate focuses on family reunion for people with subsidiary protection. The government has suspended family reunions until August 2018, after which only a small number of 1,000 persons per month will be allowed to join their families in Germany on the basis of a grace right. This means that there is no legal right to family reunion anymore for this group.

The length of the asylum procedure is another point that is often criticised. On average, more than one year passes from the moment of entry to the decision on an asylum application. Depending on the country of origin, those affected wait considerably longer. The average processing time is seven months. In addition, there is an average waiting period of just under six months before an asylum application can be filed at all. In addition, the reach of protection measures has been declining. Subsidiary protection is being granted much more frequently than before. This is particularly apparent in the case of Syrian refugees. In 2016, over 25% of Afghans received only a deportation ban and thus the weakest protection status³⁰.

Access to the job market is regulated by a set of complex rules and many restrictions are in place. This is often confusing and frustrating.

³⁰ <https://www.proasyl.de/thema/>

Main policy recommendations

1. Ensure a fair asylum procedure for all refugees based on the factual situation in the countries of origin and recognise the actual dangers people face in countries like Afghanistan.
2. The principle of family reunion should be considered a right for all those who have a longer perspective of staying in Germany.
3. Efforts should be made to shorten the length of the asylum procedure.
4. Instead of trying to discourage people from coming to Germany, make sure they can integrate well and fully contribute to society.
5. Strive towards simplifying the rules for job market access.

Additionally, a panel of 15 migrants and refugees who are taking a professional language course at Wisamar engaged in a discussion resulting in the following points of recommendation:

- Make it easier for foreign, non-formal qualifications to be recognised when applying for work. People with much experience in a certain field should be given chance to prove their abilities and skills when they lack the formal certificates or degrees and thus obtain work or a training position.
- Facilitate job market access: asylum applicants who are in the often lengthy process waiting for a decision should have easier access to work. This makes them less reliant on benefits and allows them to feel useful in contributing to society.
- Migrants especially in the new federal states often face discrimination when trying to rent an apartment. Policy makers should work towards a system to prevent discrimination to take place and invest in projects to raise awareness and bring about a change in mentality.
- More affordable child care facilities should be made available and waiting lists reduced. Also here, the discrimination should be brought to the political agenda.
- Discrimination when looking for work or a training position should be addressed, for instance by enforcing a system of anonymous application.
- Non-specific for migrants: there is a lack of doctors and specialists resulting in long waiting lists. Allow more students for medical professions.