

Studienbeiträge zum European Working Conditions Observatory (EWCO)



Working conditions of nationals with a foreign background

The case of Germany

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Köln, Juli 2011

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Abstract

The federal government, the state governments, the social partners and representatives of migrant groups have set up, and are committed to, the National Integration Plan. It aims at improving the education, and particularly the language and occupational skills, of migrants in order to foster their better integration and participation in working life and German society. In 2009, there were over 16 million people living in Germany who had a migrant background; this represents nearly one fifth of the total population. Of these, 8.8 million were nationals with a foreign background.

1 Sources of information

1.1 Statistical sources

The availability of data on the migrant population in Germany improved greatly in 2005, when the new Immigration Act (Zuwanderungsgesetz) took effect and the Federal Statistical Office (Statistisches Bundesamt Deutschland, destatis) began to collect detailed information. National data has so far been published in its series on the section of the population with a migrant background (Fachserie 1. Reihe 2.2) for the years 2005 to 2009.

However, not all data is available for every year. It is derived from the microcensus, a household survey that requires self-categorisation by respondents. The following definitions were adopted to categorise the population living in Germany:

1. Immigrant foreigners, born in a foreign country and not holding German citizenship.
2. Non-immigrant foreigners, born in Germany but holding foreign citizenship.
3. Immigrant Germans, born in foreign countries and holding German citizenship either by naturalisation or by right of birth. Ethnic German repatriates, refugees and displaced persons fall into this group.
4. Non-immigrant Germans, born in Germany and holding German citizenship. Germans with no migrant or foreign background belong to this group. Only persons in the fourth category are considered by destatis to have no immigration history. Persons in all other three categories are regarded as population with a migrant background.

It should be noted that the microcensus only captures those immigrants who came to Germany after 1949 and a variety of information is available for the specified groups, such as:

- Age, nationality and marital status
- Age when entering Germany
- Distribution across the states and selected cities
- Level of education
- Household structures and net income
- Main source of income
- Employment situation, occupational status, employment by sectors (commerce and hotel and restaurant services, manufacturing, agriculture and forestry, other services)
- Weekly working hours, unusual hours (work on Saturdays or Sundays, shift work)

- State of health (assessed by body mass index)
- Smoking habits

Figures are in most cases presented for the total, the male and the female populations. The variables indicated are available as a free download on the destatis website. Information other than that already published usually requires a special investigation (for which a fee is charged).

1.2 Debate on measuring immigration-related ethnicity and labour statistics

What is the current debate in your country on the use of 'ethnic categorisation' and measuring nationals with immigrant origin or immigration-related ethnicity in statistical sources related to work and employment?

With the 2005 microcensus several changes in collecting data and the new definitions described in section 1.1 were introduced. Amongst other reasons, these changes were made because the old statistical categories sorting the population by nationality were no longer deemed sufficient for describing German realities. For example, there were over 16 million people with a migrant background, i.e. immigrants and their descendants, living in Germany in 2009. However, only 7.2 million fell into the category of foreigners.

The statistical changes are based on an extension and adaptation of the Microcensus Act 2005 (Mikrozensusgesetz 2005). The Act's explanatory note stresses that the purpose of the microcensus is to provide important data on the living and working conditions of the population surveyed. This task is of great relevance for academic and other research as well as for political and other institutions. Since even basic information had been missing until 2004, this lack of empirically sound data was to be remedied by the new set up of the microcensus. In addition, the eighth report of the Commissioner for Migration, Refugees and Integration stated that with the new microcensus design integration processes could be monitored even after immigrants had acquired German citizenship. The inclusion and broader availability of such data also helped to identify and draw attention to the specific needs of migrants of the first, second and third generations.

2 Population

2.1 Main groups of nationals with a foreign background/specific ethnic affiliation

When analysing the population of Germany, three main groups of this kind can be identified. Firstly, there are ethnic German repatriates who lived with their families as minorities in eastern European countries before coming to Germany. Secondly, as the Migration Report 2008 published by the the Federal Office for Migration and Refugees (Bundesamt für Migration und Flüchtlinge, BAMF) explains, many immigrants left their home countries in the 1950s and 1960s. These mostly unskilled or low-qualified workers, for example from Turkey, Italy, Greece, Portugal and Spain, were invited to come to Germany to meet a shortage of labour. Subsequently, family members, such as spouses and children, followed these 'guest workers' to Germany. The third group are asylum seekers and political refugees from different parts of the world.

2.2 Demographic data

As shown in Table 1, the total population of Germany decreased from 82.5 million in 2005 to 81.9 million in 2009. The number of immigrants, i.e. those who immigrated themselves to Germany, rose from 10,399,020 in 2005 to 10,601,000 in 2009. In 2005, 5.85% of the total population were naturalised Germans. This share increased slightly, to 6.11%, in 2009. In addition, the share of the second and third generation, i.e. the descendants of immigrants, who held a German passport also rose from 3.2% to 4.24% between 2005 and 2009. The table also shows that the population with no immigration history is on average (45.64 years) older when compared to immigrants (44.23 years).

Table1

Total population by average age and migrant background						
	2005			2009		
	Total (thousands)	Share of total population (%)	Average age	Total(thousands)	Share of total population (%)	Average age
Total Population	82,465	100	42.81	81,904	100	43.48
Persons with...						
No migrant background	67,133	81.41	44.86	65,856	80.41	45.64
Migrating experience of their own; Including:	10,399	12.61	42.25	10,601	12.94	44.23
- Foreigners	5,571	6.76	41.04	5,594	6.83	42.84
- Germans	4,828	5.85	43.64	5,007	6.11	45.79
- Germans without naturalisation	1,769	2.15	43.22	-	-	-
- Ethnic German repatriates	-	-	-	3,265	3.99	45.84
- Germans by naturalisation and former nationality:	3,059	3.71	43.88	1,742	2.13	45.68
Europe	2,029	2.46	45.05	1,192	1.46	46.99
EU 25/27 (depending on accession date):	709	0.86	49.86	479	0.58	52.03

Total population by average age and migrant background						
	2005			2009		
	Total (thousands)	Share of total population (%)	Average age	Total(thousands)	Share of total population (%)	Average age
Poland	471	0.57	45.2	186	0.23	45.49
Romania (2009)	-		-	82	0.10	50.61
Other European countries:	1,320	1.60	42.47	713	0.87	43.61
Romania (2005)	251	0.30	50.58	-	-	-
Russian Federation	633	0.77	39.51	157	0.19	41.05
Turkey	287	0.35	40.9	312	0.38	42.85
Ukraine	-	-	-	36	0.04	44.94
Africa	79.3	0.10	42.75	98	0.12	43.17
Americas	34.0	0.04	41.35	41	0.05	43.44
Asia, Australia and Oceania:	310	0.38	40.59	399	0.49	42.56
Middle East	161	0.20	40.13	237	0.29	42.17
Kazakhstan	-	-	-	93	0.11	39.71
South and Southeast Asia	104	0.13	41.2	128	0.16	42.53
No response	606	0.74	41.96	12	0.01	47.4
No migrating experience of their own (second and third generation of immigrants); Including:	4,385	5.32	15.47	5,102	6.23	15.15
- Foreigners	1,749	2.12	19.8	1,630	1.99	21.81
- Germans	2,636	3.20	12.6	3,472	4.24	12.02
- Germans by naturalisation; and former nationality:	455	0.55	26.15	404	0.49	28.55
Europe	351	0.43	26.17	326	0.40	29.19

Total population by average age and migrant background						
	2005			2009		
	Total (thousands)	Share of total population (%)	Average age	Total(thousands)	Share of total population (%)	Average age
EU 25/27 (depending on accession date)	76	0.09	41.67	62	0.08	42.8
Other European countries:	275	0.33	21.85	264	0.32	26
Turkey	223	0.27	20.36	216	0.26	25.3
Rest of the world or no response	104	0.13	26.08	79	0.10	25.9

Notes: Table includes rounding differences.

Source: Figures from the 2005 and 2009 microcensuses (destatis); own calculation.

Table 2 sheds light on the male population. Whilst nearly 40% had no migrant background, 2.86% or 2.95% must be considered first generation immigrants who were German by right of birth or by naturalisation in 2005 and 2009 respectively. The share of male nationals who were second or third generation immigrants also increased between 2005 (1.65%) and 2009 (2.18%).

Table 2

Male population by average age and migrant background						
	2005			2009		
	Male (thousands)	Share of total population (%)	Average age	Male (thousands)	Share of total population (%)	Average age
Total male population	40,338.5	48.92	41.28	40,135	49.00	42.09
Persons with...						
No migrant background	32,543.6	39.46	43.15	32,065	39.15	44.08
Migrating experience of their own; Including:	5,207.8	6.32	42.09	5,209	6.36	44.01
- Foreigners	2,853.4	3.46	41.65	2,796	3.41	43.36
- Germans	2,354.4	2.86	42.62	2,413	2.95	44.77

Male population by average age and migrant background						
	2005			2009		
	Male (thousands)	Share of total population (%)	Average age	Male (thousands)	Share of total population (%)	Average age
- Germans without naturalisation	856.9	1.04	41.76	-	-	-
- Ethnic German repatriates	-	-	-	1,559	1.90	44.6
- Germans by naturalisation; and former nationality:	1,497.5	1.82	43.12	853	1.04	45.09
Europe	974.2	1.18	43.98	560	0.68	45.85
EU 25 or 27 (depending on accession date):	338.1	0.41	48.21	205	0.25	50.96
Poland	229.0	0.28	43.85	82	0.10	44.9
Romania (2009)	-	-	-	36	0.04	49.75
Other European countries:	636.1	0.77	41.73	355	0.43	42.9
Romania (2005)	116.8	0.14	49.23	-	-	-
Russian Federation	300.4	0.36	38.44	73	0.09	39.13
Turkey	150.7	0.18	41.61	170	0.21	43.47
Ukraine	-	-	-	15	0.02	41.54
Africa	52.7	0.06	44.3	62	0.08	44.64
Americas	16.9	0.02	39.49	15	0.02	42.24
Asia, Australia and Oceania:	166.1	0.20	41.41	208	0.25	43.25
Middle East	93.7	0.11	41.34	130	0.16	43.15
Kazakhstan	-	-	-	44	0.05	38.33
South and Southeast Asia	52.0	0.06	41.9	64	0.08	43.05
No answer	287.5	0.35	41.18	7	0.01	49.48
No migrating experience of their own (second and third generation); Including:	2,318.4	2.81	15.72	2,691	3.29	15.5

Male population by average age and migrant background						
	2005			2009		
	Male (thousands)	Share of total population (%)	Average age	Male (thousands)	Share of total population (%)	Average age
- Foreigners	955.29	1.16	20.05	904	1.10	22.05
- Germans	1,363.2	1.65	12.68	1,788	2.18	12.19
- Germans by naturalisation; and former nationality:						
Europe	219.5	0.27	25.5	195	0.24	28.13
EU 25 or 27 (depending on accession date)	166.3	0.20	25.32	157	0.19	28.86
Other European countries:	38.3	0.05	39.52	29	0.04	42.96
Turkey	128.0	0.16	21.07	128	0.16	25.7
Rest of the world or no response	102.3	0.12	19.74	103	0.13	25.07
	53.1	0.06	26.05	38	0.05	25.12

Notes: Table includes rounding differences.

Source: Figures from the 2005 and 2009 microcensuses; own calculation.

Between 2005 and 2009 the shares of first generation immigrant female nationals rose from 3% to 3.17% and of second or third generation female immigrant nationals from 1.54% to 2.06% (Table 3).

Table 3

Female population by migrant background and average age						
	2005			2009		
	Female (thousands)	Share of total population (%)	Average age	Female (thousands)	Share of total population (%)	Average age
Total female population	42,126.8	51.08	44.27	41,769	51.00	44.83
Persons with...						
No migrant background	34,589.5	41.94	46.48	33,791	41.26	47.12
Migrating experience	5,191.3	6.30	42.41	5,392	6.58	44.45

Female population by migrant background and average age						
	2005			2009		
	Female (thousands)	Share of total population (%)	Average age	Female (thousands)	Share of total population (%)	Average age
of their own; Including:						
- Foreigners	2,717.9	3.30	40.41	2,797	3.41	42.33
- Germans	2,473.4	3.00	44.61	2,595	3.17	46.73
- Germans without naturalisation	912.1	1.11	44.58	-	-	-
- German repatriates	-	-	-	1,705	2.08	46.98
- Germans by naturalisation; and former nationality:	1,561.3	1.89	44.62	889	1.09	46.25
Europe	1,055.2	1.28	46.04	632	0.77	48.01
EU 25 or 27 (depending on accession date):	371.1	0.45	51.35	274	0.33	52.82
Poland	242.4	0.29	46.47	104	0.13	45.95
Romania (2009)	-	-	-	46	0.06	51.28
Other European countries:	684.1	0.83	43.16	357	0.44	44.31
Romania (2005)	134.7	0.16	51.75	-	-	-
Russian Federation	332.9	0.40	40.47	85	0.10	42.69
Turkey	136.0	0.16	40.11	143	0.17	42.11
Ukraine	-	-	-	20	0.02	47.54
Africa	26.6	0.03	39.67	36	0.04	40.66
Americas	17.1	0.02	43.2	25	0.03	44.18
Asia, Australia and Oceania:	143.7	0.17	39.63	191	0.23	41.81
Middle East	67.5	0.08	38.45	108	0.13	40.99
Kazakhstan	-	-	-	49	0.06	40.97
South and Southeast Asia	51.9	0.06	40.51	63	0.08	42
No response	318.7	0.39	42.67	5	0.01	44.62
No migrating experi-	2,066.9	2.51	15.2	2,411	2.94	14.75

Female population by migrant background and average age						
	2005			2009		
	Female (thousands)	Share of total population (%)	Average age	Female (thousands)	Share of total population (%)	Average age
ence of their own (second and third generation); Including:						
- Foreigners	794.0	0.96	19.5	726	0.89	21.51
- Germans	1,272.9	1.54	12.52	1,685	2.06	11.84
- Germans by naturalisation; and former nationality:						
- Europe	184.9	0.22	26.94	169	0.21	29.49
EU 25 or 27 (depending on accession date)	38.2	0.05	43.82	33	0.04	42.66
Other European countries:	146.6	0.18	22.54	136	0.17	26.27
Turkey	121,1	0.15	20.88	112	0.14	25.5
Rest of the world or no response	50.8	0.06	26.11	41	0.05	26.63

Notes: Table includes rounding differences.

Source: Figures from the 2005 and 2009 microcensuses; own calculation.

Data presented in Table 4 describes the schooling history of the population of Germany. The eighth report of the Commissioner for Migration, Refugees and Integration notes that migrants usually do not perform as well as the native population with no migrant background when it comes to schooling (at all stages). This assessment is also supported by the data available from the microcensus. In 2005, a higher share of male nationals who had immigrated to Germany held a lower schooling certificate, e.g. from a basic secondary school (male: 41.2%). On the other hand, fewer immigrant nationals had acquired their A-levels or similar certificates of higher schooling.

Table 4

Population by educational and migrant background, 2005										
Persons leaving school with ...										
	School leaving certificate from a basic secondary school (Hauptschule)	School leaving certificate from an intermediate secondary school (Realschule)	Entrance qualification for universities of applied sciences (Fachhochschule)		A-levels (Qualification for university entrance)		No school leaving certificate			
	In %									
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Population	35.1	36.6	15.5	19.4	5.4	3.4	16.2	13.9	2.8	3.2
No migrant background	36.1	38.7	16.1	20.4	5.8	3.4	16.5	13.5	1.4	1.5
Migrating experience of their own; Including:	39.3	34.6	15.3	17.6	4.3	3.7	18.9	19.3	11.6	15.0
- Foreigners	37.7	32.5	12.2	12.8	3.6	3.2	20.6	21.2	15.9	21.4
- Germans	41.2	36.9	19.1	22.9	5.2	4.3	16.8	17.1	6.3	8.1
- Germans without naturalisation	40.9	37.0	19.8	22.9	5.4	4.2	14.8	16.6	4.9	6.2
- Germans by naturalisation; and former nationality:	41.4	36.9	18.7	22.9	5.1	4.3	18.0	17.4	7.2	9.2
Europe	45.2	40.1	18.0	21.3	5.3	4.4	16.3	17.6	6.5	8.7
EU 25:	48.6	43.8	15.8	17.8	5.8	4.7	20.4	23.6	3.3	5.0
Poland	48.6	40.9	16.6	18.1	5.8	5.5	19.6	24.2	2.8	4.9
Other European countries:	43.4	38.1	19.1	23.1	5.0	4.3	14.0	14.4	8.2	10.7
Romania	45.4	41.1	15.7	16.2	5.7	5.5	27.0	29.0	-	4.1

Population by educational and migrant background, 2005										
Persons leaving school with ...										
	School leaving certificate from a basic secondary school (Hauptschule)		School leaving certificate from an intermediate secondary school (Realschule)		Entrance qualification for universities of applied sciences (Fachhochschule)		A-levels (Qualification for university entrance)		No school leaving certificate	
Russian Federation	42.5	34.1	23.4	28.8	4.3	4.8	8.2	10.5	6.2	7.4
Turkey	46.4	44.7	12.8	16.1	5.4	-	12.9	7.5	18.3	27.4
Africa	25.0	29.3	14.2	20.1	-	-	37.8	21.3	13.3	21.6
Americas	-	-	-	-	-	-	40.7	40.1	-	-
Asia, Australia and Oceania	25.6	23.2	15.9	24.4	5.8	3.8	33.8	27.8	8.6	8.9
Middle East	23.8	24.1	14.2	24.4	5.8	-	36.0	26.6	8.1	9.5
South and Southeast Asia	27.0	23.0	16.6	24.7	-	-	33.5	26.9	11.4	10.6
No response	42.2	33.8	23.9	27.8	4.3	4.4	9.7	10.3	7.6	10.4
No migrating experience of their own (second and third generation); Including:										
- Foreigners	13.6	10.4	8.1	7.8	2.0	1.8	6.0	5.9	1.8	1.8
- Germans	22.0	17.3	11.1	11.1	2.9	2.4	6.5	6.8	2.8	3.3
- Germans by naturalisation and former nationality:	7.6	6.2	6.0	5.7	1.3	1.4	5.5	5.3	1.1	0.9
Europe	24.5	24.7	12.3	16.4	4.6	4.2	14.0	13.2	2.9	3.5
EU 25	26.5	27.3	11.9	16.6	5.3	4.6	12.7	12.8	3.3	3.6
Other European countries	39.2	42.8	13.9	19.1	-	-	21.5	17.7	-	-
	22.7	23.2	11.3	16.0	4.2	4.6	10.1	11.6	-	-

Population by educational and migrant background, 2005										
Persons leaving school with ...										
	School leaving certificate from a basic secondary school (Hauptschule)		School leaving certificate from an intermediate secondary school (Realschule)		Entrance qualification for universities of applied sciences (Fachhochschule)		A-levels (Qualification for university entrance)		No school leaving certificate	
tries:										
Turkey	22.1	23.0	11.5	15.1	-	4.4	8.6	10.3	-	-
Rest of the world or no response	18.0	15.4	13.7	15.7	-	-	18.0	14.4	-	-

Source: Figures from the 2005 microcensus.

The data in Table 5 indicate a slightly positive trend in that higher proportions of nationals with a foreign background had completed their schooling at an intermediate secondary school or even obtained a university entrance qualification at a high school in 2009.

Table 5

Population by educational and migrant background, 2009										
Persons leaving school with ...										
	School leaving certificate from a basic secondary school (Hauptschule)		School leaving certificate from an intermediate secondary school (Realschule)		Entrance qualification for universities of applied sciences (Fachhochschule)		A-levels (Qualification for university entrance)		No school leaving certificate	
	In%									
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Population	33.0	33.8	16.5	20.6	6.3	4.0	17.7	16.0	3.1	3.4
Persons with...										
No migrant	34.2	36.1	17.1	21.6	6.8	4.1	18.0	15.5	1.6	1.5

Population by educational and migrant background, 2009

Persons leaving school with ...

	School leaving certificate from a basic secondary school (Hauptschule)	School leaving certificate from an intermediate secondary school (Realschule)	Entrance qualification for universities of applied sciences (Fachhochschule)		A-levels (Qualification for university entrance)		No school leaving certificate			
	In%									
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
background										
Migrating experience of their own; Including:	36.4	30.8	16.8	19.2	5.0	4.3	21.3	22.9	13.2	16.0
- Foreigners	34.7	28.8	12.8	13.9	4.0	3.5	23.0	24.8	17.8	22.2
- Germans	38.3	33.0	21.5	24.9	6.1	5.3	19.4	20.8	7.8	9.3
- Ethnic German repatriates	40.7	34.3	23.2	26.5	6.2	5.4	15.5	17.9	6.4	8.0
- Germans by naturalisation; and former nationality:										
Europe	40.2	34.7	18.2	21.4	6.1	4.9	21.4	23.9	10.0	11.6
EU 27	39.5	36.1	17.1	19.3	7.3	4.7	28.3	32.1	3.9	4.7
Poland	42.7	35.6	19.5	19.2	6.1	6.7	22.0	31.7	-	-
Other European countries	40.6	33.5	18.9	22.9	5.4	5.0	17.5	17.3	13.8	16.8
Russian Federation	37.5	23.5	23.6	30.6	-	7.1	20.8	23.5	-	7.1
Turkey	44.7	35.9	14.1	18.3	4.1	3.5	14.7	12.0	20.6	28.9
Africa	21.0	22.2	16.1	27.8	-	-	37.1	22.2	16.1	22.2
Asia, Australia and Oceania	23.1	20.9	19.2	23.0	5.3	5.8	35.6	32.5	10.1	11.5

Population by educational and migrant background, 2009

Persons leaving school with ...

	School leaving certificate from a basic secondary school (Hauptschule)	School leaving certificate from an intermediate secondary school (Realschule)	Entrance qualification for universities of applied sciences (Fachhochschule)		A-levels (Qualification for university entrance)		No school leaving certificate			
	In%									
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
ania:										
Middle East	24.6	23.4	20.8	25.2	5.4	5.6	35.4	29.0	8.5	11.2
Kazakhstan	43.2	31.3	31.8	33.3	-	-	-	12.5	-	-
South and Southeast Asia	23.4	20.3	17.2	21.9	-	-	32.8	29.7	14.1	14.1
No migrating experience of their own (second and third generation); Including:	12.9	9.2	9.0	9.2	2.4	1.9	6.1	6.4	2.2	2.0
- Foreigners	24.4	19.3	13.6	15.2	3.8	2.9	8.0	8.5	3.9	3.7
- Germans	7.1	4.8	6.6	6.6	1.7	1.5	5.2	5.5	1.3	1.2
- Germans by naturalisation; and former nationality:	25.1	23.3	17.4	24.8	7.2	6.7	17.4	18.6	4.1	4.3
Europe	27.4	24.9	19.7	26.6	7.6	7.1	16.6	17.8	3.8	4.1
EU 27	34.5	-	-	-	-	-	24.1	-	-	-
Other European countries:	25.8	23.5	21.1	25.7	7.0	8.1	15.6	17.6	3.9	4.4
Turkey	26.2	25.9	21.4	25.0	6.8	8.0	14.6	16.1	4.9	4.5
Rest of the	15.8	17.5	-	20.0	-	-	21.1	20.0	-	-

Population by educational and migrant background, 2009										
Persons leaving school with ...										
	School leaving certificate from a basic secondary school (Hauptschule)		School leaving certificate from an intermediate secondary school (Realschule)		Entrance qualification for universities of applied sciences (Fachhochschule)		A-levels (Qualification for university entrance)		No school leaving certificate	
	In%									
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
world or no response										

Source: Figures from the microcensus 2009.

Tables 6 and 7 furthermore highlight the important role of the German vocational training system in training the population for an occupation. Amongst the male and female population with no migrant background, 43.9% and 41.5% respectively held a vocational training or a similar certificate in 2005. These shares are noticeably higher than the comparative figures of 39% and 33.4% for male and female nationals who had immigrated to Germany.

Table 6

Population by occupational training and migrant background, 2005 (%)												
Persons with a certificate or degree from ...												
	Internship / one-year vocational preparatory course		Vocational or similar training		Other certificates qualifying the holder for an occupation		Technical school		University of applied sciences		University	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Population	1.3	1.9	40.3	37.9	1.6	2.7	8.2	4.9	5.0	2.4	7.2	5.3
Persons with...												
No migrant	1.2	1.9	43.9	41.5	1.6	2.8	9.3	5.3	5.5	2.5	7.5	5.2

Population by occupational training and migrant background, 2005 (%)												
Persons with a certificate or degree from ...												
	Internship / one-year vocational preparatory course		Vocational or similar training		Other certificates qualifying the holder for an occupation		Technical school		University of applied sciences		University	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
background												
Migrating experience of their own;	2.7	2.2	31.8	25.7	1.7	2.3	4.9	3.5	3.7	2.4	8.1	7.5
Including:												
- Foreigners	2.7	1.7	25.8	18.6	1.4	1.7	3.5	2.8	3.4	2.4	9.3	9.2
- Germans	2.7	2.6	39.0	33.4	2.0	3.0	6.7	4.3	4.1	2.5	6.5	5.7
- Germans without naturalisation	2.2	2.4	41.1	35.8	2.0	2.8	7.4	4.3	3.9	2.5	5.7	5.0
- Germans by naturalisation; and former nationality:												
Europe	3.0	2.8	37.8	32.1	2.0	3.1	6.3	4.2	4.2	2.5	7.0	6.0
EU 25:	3.0	2.9	40.4	33.2	2.4	3.1	7.4	4.6	3.8	2.4	5.9	5.9
Poland	2.3	2.8	46.9	38.3	3.0	3.9	11.6	6.2	4.1	2.6	6.6	6.2
Other European countries:	-	2.6	49.6	41.1	3.4	4.0	11.7	6.7	3.4	2.6	4.2	4.8
Romania	3.4	3.0	36.9	30.5	2.1	2.7	5.1	3.8	3.6	2.2	5.5	5.7
Russian Federation	-	-	50.1	34.8	-	4.1	7.7	5.1	4.3	-	9.5	10.9
Turkey	4.1	3.1	35.5	31.7	1.7	2.6	4.0	3.8	3.3	2.9	2.7	4.2
Africa	3.4	-	28.6	22.1	-	-	4.3	-	3.4	-	6.0	-
Americas	-	-	30.6	25.2	-	-	-	-	-	-	15.1	-
Asia, Australia and	-	-	31.1	34.5	-	-	-	-	-	-	-	-
	-	-	23.1	26.2	-	3.6	4.6	3.7	6.5	-	15.2	10.1

Population by occupational training and migrant background, 2005 (%)												
Persons with a certificate or degree from ...												
	Internship / one-year vocational preparatory course		Vocational or similar training		Other certificates qualifying the holder for an occupation		Technical school		University of applied sciences		University	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Oceania												
Middle East	-	-	21.4	25.9	-	-	-	-	8.1	-	16.5	10.1
South and Southeast Asia	-	-	24.1	25.9	-	-	-	-	-	-	14.2	-
No response	2.9	2.4	39.2	31.4	-	2.7	4.1	3.3	3.9	2.9	3.6	4.2
No migrating experience of their own (second and third generation); Including:	0.7	0.6	12.3	9.9	0.7	0.9	1.1	0.6	0.8	0.5	1.3	1.1
- Foreigners	1.2	1.0	19.3	15.4	1.1	1.3	1.7	1.1	1.0	-	1.8	1.2
- Germans	0.4	0.4	7.3	6.5	-	0.7	0.8	-	0.6	0.4	1.0	1.0
- Germans by naturalisation and former nationality:	-	-	23.3	24.1	-	2.2	3.1	-	2.7	-	4.9	3.9
Europe	-	-	25.2	25.4	-	-	-	-	-	-	4.5	3.6
EU 25	-	-	36.8	40.5	-	-	-	-	-	-	-	-
Other European countries:	-	-	21.7	21.5	-	-	-	-	-	-	-	-
Turkey	-	-	19.3	20.7	-	-	-	-	-	-	-	-
Rest of the world or no	-	-	17.4	19.2	-	-	-	-	-	-	-	-

Population by occupational training and migrant background, 2005 (%)												
Persons with a certificate or degree from ...												
	Internship / one-year vocational preparatory course		Vocational or similar training		Other certificates qualifying the holder for an occupation		Technical school		University of applied sciences		University	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
response												

Source: Figures from the 2005 microcensus.

Even higher shares of males and females who had no migrant background and had obtained a vocational training or a similar certificate were reported for 2009 (46.2% and 45% respectively). As shown in Table 7, the same holds true for first generation immigrant nationals (male share: 42.7%; female share: 37%).

Table 7

Population by occupational training and migrant background, 2009 (%)												
Persons with a certificate or degree from ...												
	Internship / one-year vocational preparatory course		Vocational or similar training		Other certificates qualifying the holder for an occupation		Technical schools		University of applied sciences		University	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Population	0.9	1.3	42.4	40.8	0.7	1.6	7.8	5.0	5.8	3.1	8.2	6.5
Persons with...												
No migrant background	0.7	1.3	46.2	45.0	0.7	1.6	8.9	5.6	6.5	3.3	8.5	6.3
Migrating experience of their own; Including:	2.3	1.8	34.7	28.3	0.8	1.5	4.4	3.4	4.4	3.3	9.7	10.0

Population by occupational training and migrant background, 2009 (%)												
Persons with a certificate or degree from ...												
	Internship / one-year vocational preparatory course		Vocational or similar training		Other cer- tificates qualifying the holder for an oc- cupation		Technical schools		University of applied sciences		University	
	Male	Fe- male	Male	Fe- male	Mal e	Fe- male	Male	Fe- male	Male	Fe- male	Male	Fe- male
- Foreigners	2.3	1.6	27.8	20.1	0.7	1.3	3.0	2.5	3.7	3.0	11.3	12.0
- Germans	2.3	2.0	42.7	37.0	0.9	1.8	5.9	4.4	5.1	3.6	7.9	7.7
- Ethnic German repatriates	2.2	2.2	46.1	39.1	1.0	1.8	6.7	4.7	4.9	3.5	5.6	6.0
- Germans by naturalisation; and former nationality:												
Europe	2.3	1.6	41.1	35.1	-	1.9	5.2	4.1	5.4	3.6	9.5	9.7
EU 27:	-	2.2	47.6	41.5	-	2.5	7.8	5.1	5.8	3.6	13.6	11.3
Poland	-	-	54.2	48.1	-	-	-	6.7	-	-	8.4	8.7
Romania	-	-	50.0	39.1	-	-	-	-	-	-	13.9	13.0
Other European countries:	2.2	-	37.1	30.3	-	1.4	3.7	3.4	5.1	3.9	7.0	8.4
Russian Federation	-	-	40.3	33.3	-	-	-	-	6.9	6.0	8.3	13.1
Turkey	-	-	33.5	26.1	-	-	3.5	-	3.5	-	5.9	4.9
Ukraine	-	-	-	-	-	-	-	-	-	-	-	-
Africa	-	-	32.3	29.7	-	-	-	-	-	-	16.1	-
Americas	-	-	-	28.0	-	-	-	-	-	-	-	24.0
Asia, Aus- tralia and Oceania	-	-	26.9	28.3	-	-	3.4	2.6	5.8	4.2	16.8	14.7
Middle East	-	-	30.8	30.6	-	-	3.8	-	5.4	-	16.2	13.0
Kazakhstan	-	-	44.4	38.8	-	-	-	-	-	-	-	-

Population by occupational training and migrant background, 2009 (%)												
Persons with a certificate or degree from ...												
	Internship / one-year vocational preparatory course		Vocational or similar training		Other cer- tificates qualifying the holder for an oc- cupation		Technical schools		University of applied sciences		University	
	Male	Fe- male	Male	Fe- male	Mal e	Fe- male	Male	Fe- male	Male	Fe- male	Male	Fe- male
South and Southeast Asia	-	-	20.3	26.6	-	-	-	-	-	-	14.1	12.5
No re- sponse	-	-	-	-	-	-	-	-	-	-	-	-
No migrat- ing experi- ence of their own (second and third generation); Including:	0.5	0.4	12.0	9.9	0.3	0.5	1.1	0.7	1.0	0.7	1.3	1.5
- Foreign- ers	0.8	0.8	22.7	19.3	-	0.8	2.1	1.4	1.7	1.0	2.2	2.3
- Germans	0.3	-	6.7	5.9	-	0.3	0.6	0.5	0.6	0.5	0.9	1.1
- Germans by natural- isation and former na- tionality:	-	-	28.7	33.5	-	-	3.6	2.9	3.6	2.9	5.6	6.7
Europe	-	-	32.1	36.1	-	-	3.8	-	3.8	3.6	5.1	5.9
EU 27	-	-	37.9	48.5	-	-	-	-	-	-	-	-
Other Eu- ropean countries:	-	-	30.7	33.1	-	-	-	-	-	-	-	5.1
Turkey	-	-	30.1	31.9	-	-	-	-	-	-	-	4.4
Rest of the world or no response	-	-	15.8	19.5	-	-	-	-	-	-	-	-

Source: Figures from the 2009 microcensus.

2.3 Active population

Table 8 indicates the economically active male and female population in Germany. Between 2005 and 2008, they grew in number, i.e. from approximately 36 million persons to 38 millions. It is noteworthy that the distribution of economically active males and females does not differ greatly between nationals with a migrant background and the population with no migrant background. In 2005, 54.4% of the economically active population with no migrant background was male (54% in 2008) and 45.6% was female (46% in 2008). In comparison, the shares for male immigrant nationals of the first generation amounted to 54.8% in 2005 (54.5% in 2008) and for German female immigrants to 45.2% in 2005 (45.5%) in 2008. However, changes for the second or third generation of migrants holding a German passport took place between 2005 and 2008. In this period the male rate rose from 55.4% to 59.1%, whilst the female share dropped from 44.6% to 40.9%.

Table 8

Economically active population (15-64 years) by gender and migrant background						
	2005			2008		
	Total (thousands)	Male (%)	Female (%)	Total (thousands)	Male (%)	Female (%)
Total	36,047	54.9	45.1	38,089	54.6	45.4
Persons with...						
No migrant background	30,035	54.4	45.6	31,606	54.0	46.0
Migrating experience of their own	4,996	57.7	42.3	5,524	56.8	43.2
Foreigners	2,543	60.5	39.5	2,774	59.0	41.0
Germans	2,453	54.8	45.2	2,751	54.5	45.5
No migrating experience of their own (second or third generation), Including:	1,016	58.3	41.7	959	61.0	39.0
Foreigners	485	61.4	38.4	536	62.3	37.7
Germans	531	55.4	44.6	423	59.1	40.9

Source: Eighth report of the Commissioner for Migration, Refugees and Integration (2010), special investigation of the microcensus.

Whilst I have already mentioned the great importance of the vocational training system in Germany, which is also evident in Table 9, I want to draw attention to another point: 28.5% and 28.3% of the male and female immigrants who came to Germany themselves had no vocational training or any other certificate qualifying them for professional life in 2008 (reasons for these differences are given in section 3 of the CAR).

Table 9

Economically active population (15-64 years) by occupational and migrant background in 2008								
	Vocational training or similar certificate		Certificate as technicians or master craftsmen		Degree from a university, university of applied sciences etc.		No such certificate or degree	
Total	Male	Female	Male	Female	Male	Female	Male	Female
Persons with...								
No migrant background	56.4	59.7	9.3	7.5	19.1	16.2	15.2	16.6
Migrating experience of their own; Including:	42.7	41.8	4.6	4.2	15.5	16.9	37.1	37.1
Foreigners	35.6	31.6	3.5	3.0	16.5	19.1	44.5	46.2
Germans	51.0	51.7	6.0	5.2	14.5	14.7	28.5	28.3
No migrating experience of their own (second or third generation), Including:	51.7	54.0	3.6	3.2	8.5	8.8	35.4	34.0
Foreigners	54.8	51.3	3.6	3.0	6.9	7.5	34.1	35.7
Germans	47.5	52.8	3.7	-	11.1	10.6	37.3	32.4

Source: Eighth report of the Commissioner for Migration, Refugees and Integration, special investigation of the microcensus.

3 Employment situation

3.1 Labour market participation

The eighth report of the Commissioner for Migration, Refugees and Integration notes that around 38.1 million persons were between 15 and 64 years old and economically active in 2008. The report also indicates that the employment rate for nationals with a foreign background rose from 71.1% in 2005 to 72% in 2008. This rise was, however, lower than the one for nationals with no foreign background, whose employment rate rose from 75% to 77.4% in the same period.

Another study published by the Institute for Employment Research (Institut für Arbeitsmarkt- und Berufsforschung, IAB) analyses the reasons for the lower employment rates of migrants in Germany. It compares nationals with no foreign background with nationals with a migrant background and with foreigners (aged 26 to 35 years). The study shows that in 2005 the migrant groups held lower school leaving and vocational training certificates (or similar certificates qualifying the holder for a profession) than persons

with no migrant background (Seibert, 2008). The lack of schooling and training also had a negative impact on migrants' employment situation. The differences were, however, less pronounced for naturalised migrants in comparison to those still holding a foreign passport.

In detail, the study shows an employment rate of 92% for nationals who had no migrant background and who held a vocational training or a similar certificate. This compares to 76% for nationals in the same group who did not have such a certificate. The employment rate for German nationals of Turkish origin who held a vocational training or a similar certificate was 86% and dropped to only 66% for those who did not hold such a certificate. The relevant proportions were even lower for Turkish nationals (82% for those with and 64% for those without such a certificate). The IAB study finally concludes that vocational training is a protection against unemployment and that migrants especially profited from it. Naturalisation also increases the chances of migrants being integrated into the labour market.

Unemployment rates are published by the Federal Employment Agency (Bundesagentur für Arbeit, BA). However, the BA only makes a distinction between Germans and foreigners (by citizenship). The unemployment rate for the foreign population declined from 25.1% in 2005 to 18.1% in 2008 (compared with 11.7% declining to 8% for the population as a whole). During the economic crisis it rose again to 19.1% (compared with a rate for the total population of 8.3%). In this context, the eighth report of the Commissioner for Migration, Refugees and Integration highlights the fact that the higher unemployment rate for foreigners correlates to a high degree with their lack of schooling and (vocational) training certificates, which makes them more vulnerable to low-wage employment or unemployment.

3.2 Sectoral or occupational statistics

The eighth report of the Commissioner for Migration, Refugees and Integration stresses that the distribution of migrants across the sectors is becoming gradually more similar to that of Germans without a migrant background. However, distinct gaps are still worthy of note. In 2008, at 34% and 65% respectively, proportionately more migrants worked in manufacturing and proportionately fewer in the service sectors. The shares for Germans with no migrant background were 29% in manufacturing and 69% in services in the same year. A further distinction for naturalised migrants or between separate migrant groups is not offered by the report.

3.3 Employment status

The eighth report of the Commissioner for Migration, Refugees and Integration also shows that more migrants are employed as blue-collar (43%) and fewer as white-collar workers (45%) in comparison to the population with no migrant background. For the latter, the respective shares are 24% and 58%. The foreign population is also more likely to take up marginal part-time jobs. Again, however, this data is not available for the different migrant groups or nationals with a foreign background.

3.4 Possible determinants

Many studies and research analyses emphasize that the migrant population's lack of language skills, education and training is often a reason for major inequalities in working

life, such as those pointed out in the IAB analysis mentioned above or the eighth report of the Commissioner for Migration, Refugees and Integration.

However, the Commissioner's report also states that the difficulties migrant youngsters face when looking for a vocational training position cannot solely be explained by their poorer school leaving certificates, lower educational level or the limited labour market integration of their parents. Other reasons, such as prejudice and negative attitudes towards ethnic minorities, sometimes play a role in their failure, too. In addition, the report notes that when only a limited number of vocational training positions were available, migrant youngsters had even greater difficulties to find an apprenticeship, because the places were being taken by applicants with no foreign background.

In addition, limited recognition of skills and qualifications obtained abroad serves as a barrier to the highly regulated German labour market. This issue is on the agenda of the federal government and a new law on the recognition of foreign qualifications is currently under discussion. The Cologne Institute for Economic Research (Institut der deutschen Wirtschaft, IW) and the IFOK institute have undertaken an assessment of the situation on behalf of the Federal Ministry of Economics and Technology (Bundesministerium für Wirtschaft und Technologie, BMWi).

Their analysis shows that migrants who want to have their foreign certificates and degrees formally recognised are faced with a multitude of authorities and laws and different regulations for the separate migrant groups. Another study by Englmann and Mueller also describes the complexity of the legal regulations when it comes to recognising foreign qualifications. All in all, the complex legal situation is one cause that can hinder qualified immigrants, firstly, from having their foreign certificates and qualifications recognised and, secondly, from taking up employment appropriate to their training.

4 Working conditions

4.1 Training, skills and employability

A study undertaken on behalf of the Federal Ministry of Labour and Social Affairs (Bundesministerium für Arbeit und Soziales, BMAS) analyses the impact of the Social Security Code II on recipients of the so-called Unemployment Benefit II (IAQ et al., 2009). It shows that many migrants are considered as un-qualified labour in Germany, because their foreign occupational certificates are not recognised in Germany. Similarly, in their study Englmann and Mueller highlight the fact that only 15.79% of the 152 migrants surveyed worked in the occupation for which they had originally been trained abroad. Please note that these findings relate to both naturalised and non-naturalised immigrants.

As mentioned above, there is also evidence that youngsters with a migrant background have a harder time in finding a vocational training position and in securing a job after their training. The eighth report of the Commissioner for Migration, Refugees and Integration presents additional evidence from the Federal Institute for Vocational Training (Bundesinstitut für Berufsbildung, BIBB), stating that 58% of German school leavers who had no migrant background and were interested in a vocational training position

were successful in their search in 2008. The same held true for only 33% of the youngsters with a migrant background. Similarly, at 55%, youngsters with a migrant background were overrepresented amongst those applicants who had already tried to secure a vocational training position in the previous year(s). A distinction between nationals with a foreign background and migrants with foreign citizenship was also not made in this case.

4.2 Working hours

A report by the Robert Koch Institute (Robert Koch Institut, RKI) analyses the health situation of migrants and migrant workers. In this context, the RKI report also stresses that especially older immigrants worked in jobs which often included shift-work, overtime or piece work. However, the RKI report does not describe these findings in detail for the different migrant groups or nationals with a foreign background.

4.3 Health & safety

The RKI-report investigates the microcensus data for 2005 which shows that the population with a migrant background above 45 years fell more often ill than the population with no migrant background of the same age. The RKI-report also shows that foreign workers were more often affected by accidents at work and especially Turkish workers more often contracted occupational diseases when compared to their German counterparts. These differences are explained by the jobs of foreign workers. They often work in sectors with riskier working conditions, such as constructions or agriculture. However, the same information for nationals with a foreign background is not available.

5 Policies of workplace promotion and combating discrimination

5.1 Anti-discrimination rules in practice: the field of work

In 2006, the General Equal Treatment Act (Allgemeines Gleichbehandlungsgesetz, AGG) entered into force. Under this law, the so-called Anti-Discrimination Agency (Antidiskriminierungsstelle, ADS) was set up at the national level. Its tasks are regulated by the AGG, which stipulates that no person shall be subject to discrimination on the grounds of race, sex, religious or ideological beliefs. The eighth report of the Commissioner for Migration, Refugees and Integration indicates that whilst several cases of discrimination have been brought to the Commissioners' attention, a steep rise in petitions or law suits on the grounds of the AGG has so far not occurred.

The ADS has however published a paper with selected decisions of German courts. These cases relate to questionable qualifications required by firms, a company's request that a staff member participate in a German course and xenophobic slogans at the workplace.

One example from the collection refers to the recruitment procedure of a postal services company. The applicant, who was not a German native speaker, had taken part in a telephone interview with the company and received a letter of rejection due to his inferior German skills. The applicant had afterwards sued the company for ethnic discrimination. The labour court in Hamburg decided in favour of the applicant. The court argued that the application procedure could not be considered suitable and was easier for

German native speakers to complete. In addition, the court explained that a short telephone interview was not sufficient to assess the German language skills of the applicant and that the language standards set by the company had been too high. German language skills that allowed the applicant to communicate with colleagues, clients and the employer were sufficient for the job posted.

5.2 Public policies

Whilst the new immigration act took effect in 2005, the first integration summit was held in 2006 in Germany. At this summit, representatives of the German federal government, the state governments, the local authorities and migrant groups decided to work on a National Integration Plan (Nationaler Integrationsplan). The first plan was adopted in 2007 and describes several fields of action for German integration policies. These are:

- improvement of integration courses for migrants;
- fostering pre-school education (especially to improve the German language skills of migrant children);
- improving employability and labour market participation by better schooling and a better integration of migrants into the vocational training system;
- gender equality to improve the chances of female migrants;
- better local and cultural integration and stronger civil commitment on the part of migrants;
- sports activities to be made more accessible to migrants;
- closer cooperation with the media.

The National Integration Plan also includes commitments by different parties who are to support and help to realise the goals set. The role and contributions of the social partners is explained in more detail in the following sub-section 5.3.

Initial insights into the effects of all these new measures introduced in the last couple of years are now available. The above-mentioned study undertaken on behalf of the BMAS, for example, evaluates the integration courses offered by the BAMF. These courses were established under the new immigration act and comprise basic language training and lessons on cultural orientation.

The BMAS study stresses that the courses were used extensively by the local agencies assisting unemployment II recipients. However, not all potential recipients had been reached. Furthermore, it seemed especially hard to place recipients in the courses most suitable to their living situation and to their language and educational skills. The study also holds that the BAMF integration courses aim at a language skill level (B1) that limits the employment options of the course participants to manual auxiliary activities. Language skills acquired in the courses were not sufficient for a professional career beyond such activities.

5.3 Role of the social partners

The social partners have contributed to the setting up of the first National Integration Plan. Several federal ministries, the German Confederation of Employers' Associations (Bundesvereinigung der Deutschen Arbeitgeberverbände, BDA), the Federation of German Industries (Bundesverband der Deutschen Industrie, BDI), the Association of

German Chambers of Industry and Commerce (Deutscher Industrie- und Handelskammertag, DIHK), the German Confederation of Skilled Crafts (Zentralverband des Deutschen Handwerks, ZDH), the German Association of the Liberal Professions (Bundesverband Freier Berufe, BFB), the Federal Employment Agency (Bundesagentur für Arbeit, BA) and the Standing Conference of the Ministers of Cultural Affairs of the Laender (Kultusministerkonferenz, KMK) have also signed a declaration to support youngsters from migrant families in their educational and training efforts. Their goal is to improve the language skills of young migrants, to lower the drop-out rate of migrants at school and to foster their integration into the German vocational training system. To this end a variety of projects and initiatives are to be supported by these organisations.

For example, the employers' umbrella organisations have committed themselves to creating an annual average of 60,000 new vocational training positions and 40,000 entry-level vocational qualifications (Einstiegsqualifizierung) between 2007 and 2010. The Chambers of Commerce have set up an advisory service which will inform both foreign companies and youngsters with a migration background of the possibilities of the German vocational training system. Furthermore, the BDA intends to encourage companies to take account of special skills, such as intercultural competences or the ability to speak several languages, when choosing vocational trainees.

The German Confederation of Trade Unions (Deutscher Gewerkschaftsbund, DGB) has stressed on several occasions that the number of apprenticeship positions needs to be raised in order to offer school leavers more possibilities. To increase the number of available positions several collective agreements have been concluded, e.g. in construction, retailing, the iron and steel industry and the chemicals sector. Commenting on the impact of the National Integration Plan, the chair of the Mining, Chemicals and Energy Industrial Union (IG Bergbau, Chemie, Energie, IG BCE), Mr. Michael Vassiliadis, told the press that collectively agreed solutions offered greater opportunities to youngsters with poorer prospects, including those with a migrant background. In the chemicals sector a collective agreement on supporting young people in the industry has been in effect since 1989.

Unions affiliated to the DGB also support the Networks for the Vocational Training of Immigrants (Berufliche Qualifizierungsnetzwerke von Migranten und Migrantinnen, BQN). Furthermore, they inform works or staff councils on how to deal with discrimination in the selection of young applicants.

The DGB also seeks to help all workers irrespective of their origin to represent their interests in firms, etc. Its affiliate, the German Metalworkers' Union (Industriegewerkschaft Metall, IG Metall) has, for example, established a support programme for foreign workers and helped prepare voting documents in different languages. Finally, the DGB advocates equal opportunities and related agreements at the company level and helps in their creation.

5.4 Role of the labour inspectorate

Since labour inspectorates are organised at the local level in Germany, a comprehensive overview or analysis of their activities is not available.

6 Commentary

Since 2005, the statistical dataset for the population with a migrant background has improved considerably. The new design of the microcensus gives a much clearer picture of the living and working situation of migrants in Germany. The changes in the gathering of statistics have also helped to lay the foundation for an in-depth analysis of the different migrant populations and a growing body of research literature has become available. As can be seen from the studies and reports I have presented, the focus of German research and discussion is currently not fixed on nationals with a foreign background (as defined by this CAR). However, the comparative information available for this particular group points to the positive influence of naturalisation and a higher integration of naturalised foreigners into the labour market.

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Annex – Questionnaire

1. Sources of information

1.1 Statistical sources

Are there statistical sources (administrative databases, census, survey's, other administrative reports by for example labour inspectorate) in your country which cover (1) the employment and/or (2) working conditions of nationals with a foreign background/specific ethnic affiliation?

If no data are available, is the basic information available to construct (some categories of) nationals with a foreign background? If so, which categories for which information?

If data are available, please specify for each of the key sources if possible:

- The type
- The authors, which type of body?
- The scope
- At which level these data are available or these studies are carried out (national, sector, regional, other)
- The definitions of 'nationals with a foreign background/ethnic affiliation' they use and how these definitions are further elaborated in classification rules?
- Which method (or combination of methods) is used to make the data classification (history of nationality available in national registers? Self categorisation? Name recognition, ...)?
- Which kind of comparative tables are usually made, when using the category of 'nationals with a foreign background'
- For nationals with a foreign migration background: is it possible to make sub-categories by history of nationality (national by naturalisation of by birth? Immigrants vs. second generation,...)?
- Are there problems of sample size or other methodological problems of interpretation/analysis in relation to these groups?
- Present briefly the topics on employment and/or working conditions covered
- The availability (free or on demand)?
- The periodicity?

Please give references and provide links to all relevant websites.

1.2 Debate on measuring immigration-related ethnicity and labour statistics

What is the current debate in your country on the use of 'ethnic categorisation' and measuring nationals with immigrant origin or immigration-related ethnicity in statistical sources related to work and employment?

2. Population

2.1 Main groups of nationals with a foreign background/specific ethnic affiliation

Which are the main groups in your country? Very briefly summarise the key reasons how these groups ended up in your country? What was the role and place of labour market evolutions and policies in this regard?

2.2 Demographic data (including recent trends in the 2000-2010 period)

For the different groups described:

1. Total number by gender, age, background country/origin, history of nationality (national by naturalisation of by birth? Immigrants vs second generation,...), education level. As a reference, please provide the same relevant information for other groups (nationals with a non-foreign background, non-nationals/foreigners)

2. As a percentage of total population by gender, age, background country/origin, history of nationality (national by naturalisation of by birth? immigrants vs. second generation, ...), education level.

Are there particular reasons for recent trends (recent growth or increase) in the group of nationals with a foreign background (change in law on becoming a country national? / external events?).

2.3 Active population (including recent trends in the 2000-2010 period)

For the different groups described:

1. Total number by gender, age, history of nationality (national by naturalisation of by birth? Immigrants vs. second generation,...), , origin/background country, education level). As a reference, please provide the same relevant information for other groups (nationals with a non-foreign background, non-nationals/foreigners)

2. As a percentage of the total (sub)population between 15 and 64 (activity rate) by gender, age, history of nationality (national by naturalisation of by birth? Immigrants vs. second generation,...), origin/background country, education level. As a reference, please provide the same indicators for other groups (nationals with a non-foreign background, non-nationals/foreigners)

Please, briefly comment, if possible, the key factors contributing to recent trends (change in the position of women?; different demographic evolution?; change in policies?)

3. Employment situation

3.1 Labour market participation

If available, present briefly commented statistics on:

1. Specific rates of labour market participation: employment rate , unemployment rate, level of long-term unemployed (more than 12 months) (by gender, age, history of nationality (national by naturalisation of by birth? Immigrants vs. second generation,...), origin/background country , education level). As a reference, please provide the same indicators for other groups (nationals with a non-foreign background, non-nationals)

2. Do the abovementioned indicators vary significantly according with the history of nationality (for instance, second generation compared with immigrants first generation) or for some ethnic affiliated groups? If such variations exist, which are the reasons put forward to explain them?

3. Do the abovementioned indicators vary significantly according with the country background (for instance, a certain nationality or national background is significantly more or less represented in unemployment?) If such variations exist, which are the reasons put forward to explain them?

3.2 Sectoral or occupational statistics

If available, present briefly commented statistics or study results on:

1. Are nationals with a foreign background/specific ethnic affiliation over- or under-represented in specific sectors or occupations? If so, specify which sectors and occupations. Please distinguish whenever relevant or possible between men and women.
2. If so, what are the possible reasons of such over- or under-representation? What is the role of segregation and discrimination? Please distinguish whenever relevant or possible between men and women.
3. Does the presence in the different sectors or occupations vary significantly according to the history of nationality (national by naturalisation or by birth? Immigrants vs. second generation, ...) or for some ethnic affiliated groups? If such variations exist, which are the reasons put forward to explain them?
4. Does the presence in the different sectors or occupations vary significantly according to the country background or ethnic origin)? If such variations exist, which are the reasons put forward to explain them?

3.3 Employment status

If available, present briefly commented statistics or study results on:

1. Employment status: self-employed with employees, self-employed without employees, employee (men, women). As a reference, please provide the same indicators for other groups (nationals with a non-foreign background, non-nationals/foreigners).
2. Type of contract: open-ended, fixed-term, temporary agency work (men, women). As a reference, please provide the same indicators for other groups (nationals with a non-foreign background, non-nationals/foreigners).
3. Working time regime: full-time, part-time, (men, women). As a reference, please provide the same indicators for other groups (nationals with a non-foreign background, non-nationals/foreigners).
4. Do the abovementioned indicators vary significantly according to the history of nationality (national by naturalisation or by birth? Immigrants vs. second generation, ...) or for some ethnic affiliated groups. If such variations exist, which are the reasons put forward to explain them?

3.4 Possible determinants

If employment inequalities and labour market disadvantages are existing for the groups considered, which determinants are considered in recent studies and reports as key in your country to explain these positions? The following list of barriers can be of help in this regard, please tick off if relevant.

- No major inequalities:
- Lack of education and training
- Lack of language skills
- Lack of recognition of skills and qualifications
- Lack of access to professions
- Lack of integration policies

- Stereotypes, prejudices and negative attitudes
- Disincentives through welfare systems
- Discrimination
- Lack of information/network
- Labour market competition
- Undeclared work
- Other: please specify

Describe very briefly the main result/topic and give references and other useful links.

4. Working conditions

If available and where possible, present briefly commented statistics or key study results for your country on the position of nationals with a foreign background/specific ethnic affiliation:

4.1 Training, skills and employability

1. Level of education and occupational position: over-qualification and under-qualification (including recent trends in the 2000-2010 period)
2. Participation in training and possibilities for competence development; Is the access to and quality of training or other possibilities of competence development (such as apprenticeship) of nationals with a foreign background/specific ethnic affiliation equivalent to that of other population groups (nationals not with a foreign background, non-nationals/foreigners)

4.2 Working hours

1. Working hours, compared with other groups : (nationals not with a foreign background, non-nationals/foreigners)
 - average hours usually worked per week, including overtime;
 - overtime;
 - diffusion of work at unsocial hours (night, weekend);
 - diffusion of shift work;

4.3 Health & safety

1. Exposure to risks and accidents at work; Are the groups considered over-represented in sectors/occupations with higher risks?
2. Possible studies or statistics on differences in physical working conditions (vibration, noise, high/low temperatures etc.) or psycho-social well-being between the group(s) of nationals with a foreign background/specific ethnic affiliation compared to other groups in employment.
3. Health outcomes, work-related health problems and occupational illnesses

5. Policies of workplace promotion and combating discrimination

5.1 Anti-discrimination rules in practice: the field of work

If available, provide commented statistics in relation to the anti-discrimination procedures of your country, namely:

- the number of work-related complaints by nationals with a foreign background/specific ethnic affiliation received and identified as discriminatory by the competent institutions;

- number of these complaints resulting in legal action.
- percentage of these complaints resulting in sanctions.

Please provide, if possible, a recent notable example of the latter (work-related complaint resulting in sanction).

5.2 Public policies

Please indicate whether there are in your country specific public policies to tackle the employment inequalities or to foster workplace promotion of the nationals with a foreign background/specific ethnic affiliation and specifically

- Improving of the working conditions or health & safety
- Enhancing access to quality jobs
- Enhancing progression and well-being in the workplace
- Addressing the issues of quality of employment and precarious job
- Addressing the lack of skills, in particular language problems
- Tackling discrimination in recruitment
- Promoting diversity in the workplace

5.3. Role of the social partners

Please indicate the (most) important actual roles and real contributions social partners (employers' organisations and trade unions at national, sector, or regional level) play in regard to the complaints procedures of point 5.1. and the policies of point 5.2

5.4. Role of the labour inspectorate

Please indicate whether and how the labour inspectorate plays an actual role in especially the monitoring and the control of the anti-discrimination laws.

Commentary by the NC

Please provide your own comments on:

1. how clear the current statistical picture is on the employment and working conditions of nationals with a foreign background in your country and if the possible lack is a big problem or not.
2. the success or not of the current policies in your country to promote the working conditions, combat employment inequalities or prevent discrimination at the workplace of nationals with a foreign background/specific ethnic affiliation.