



INSTITUT FÜR ARBEITSMARKT- UND  
BERUFSFORSCHUNG  
Die Forschungseinrichtung der Bundesagentur für Arbeit

# FACTS AND FIGURES: THE SITUATION OF MIGRANT WOMEN IN THE GERMAN LABOUR MARKET

The Impact of Gendered Migration Cycles on the Labour Market  
Integration of Female Migrants in European Welfare States

TU Berlin

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# Motivation

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- Already today, 40% of German firms have problems resulting from (skilled) worker shortages
- In the long run, it will significantly harm economic growth and the sustainability of social security systems.
- Countries develop various strategies to increase migration, and to improve the labour market integration of migrants already living in the country.
- The labour market integration of migrant women is crucial due to their relevant proportion among migrants, and much higher barriers to integration.
- Multiple disadvantages not only lead to lower employment rates compared to migrant men, but also compared to native women.

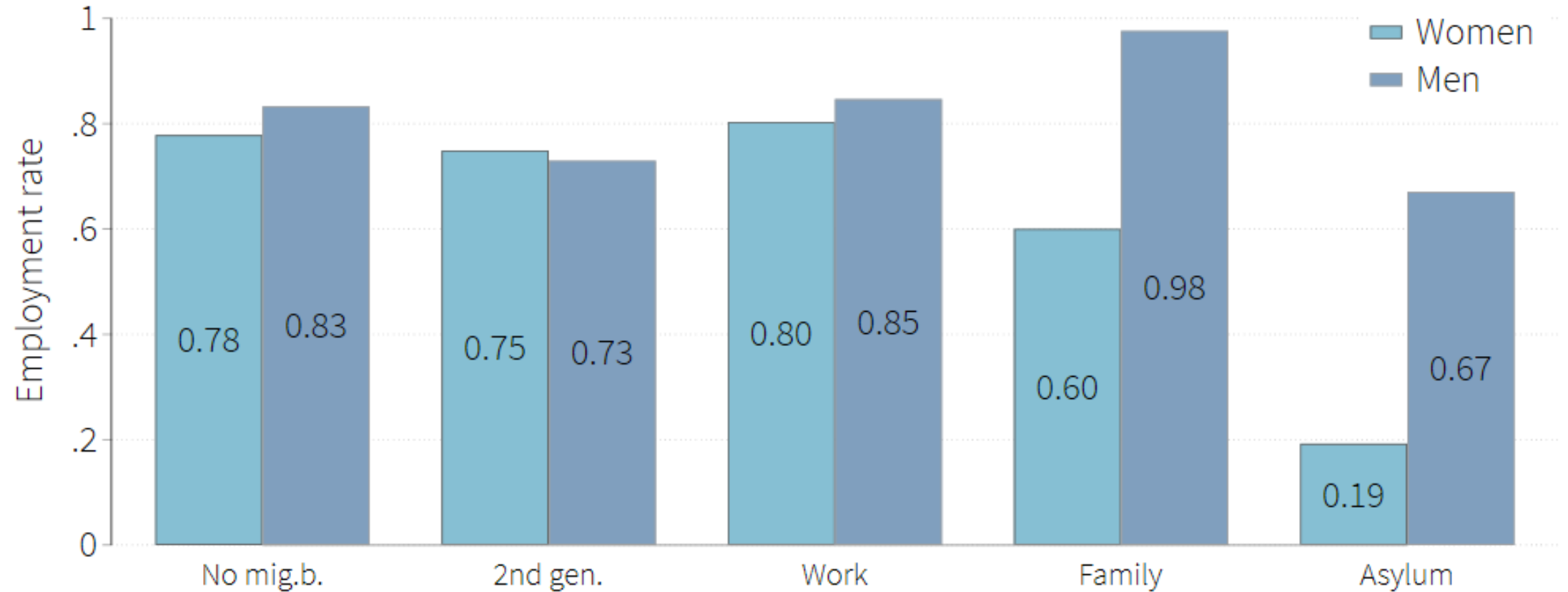
# Struktur

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- Employment rates and educational attainment by population group
- Impact of care obligations
- Labour market integration of refugees
- Relevance of qualifications and recognition of foreign degrees

# Employment rate by migration background/reason and gender

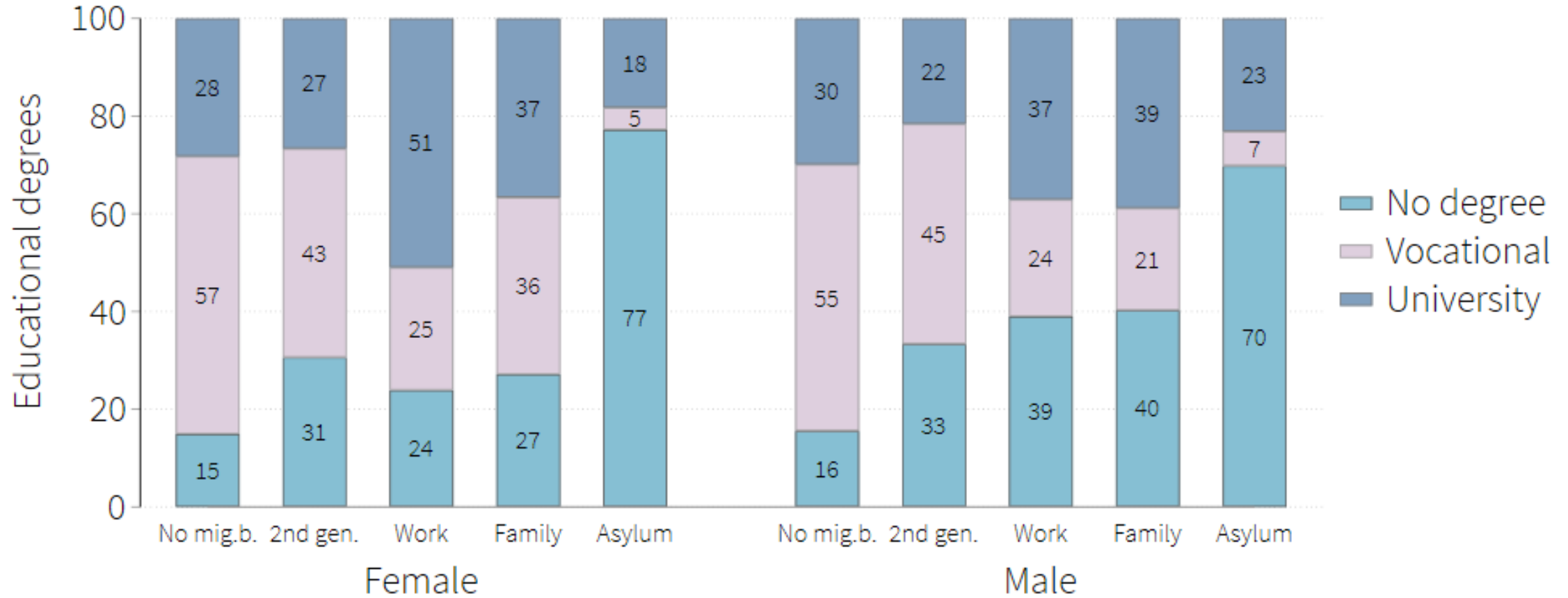
Proportions in percent



Source: IAB-BAMF-SOEP Survey of refugees, IAB-SOEP Migrationsample, SOEP, 2021 weighted.

# Education by migration background/reason and gender

Proportions in percent



Source: IAB-BAMF-SOEP Survey of refugees, IAB-SOEP Migrationsample, SOEP, 2021 weighted.

# Employment rate by gender and child age group

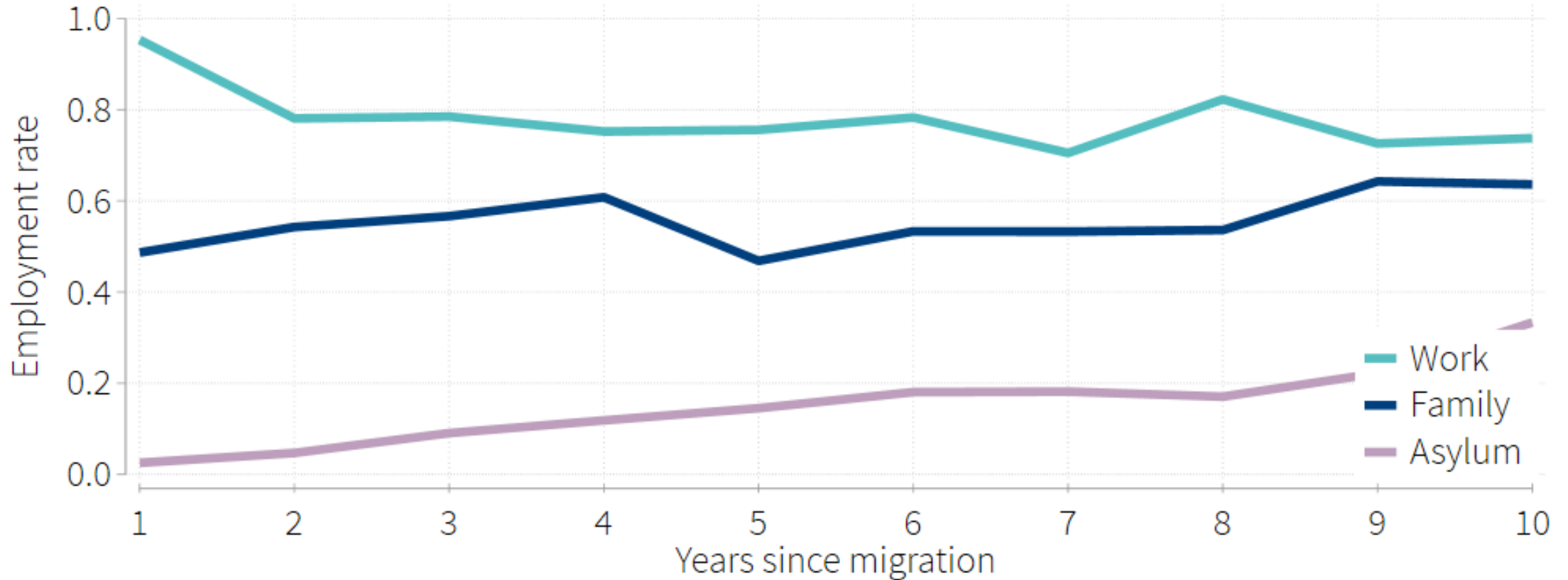
Proportions in percent



Source: IAB-BAMF-SOEP Survey of refugees, IAB-SOEP Migrationsample, SOEP, 2021 weighted.

# Female employment rates by migration reason and years since mig.

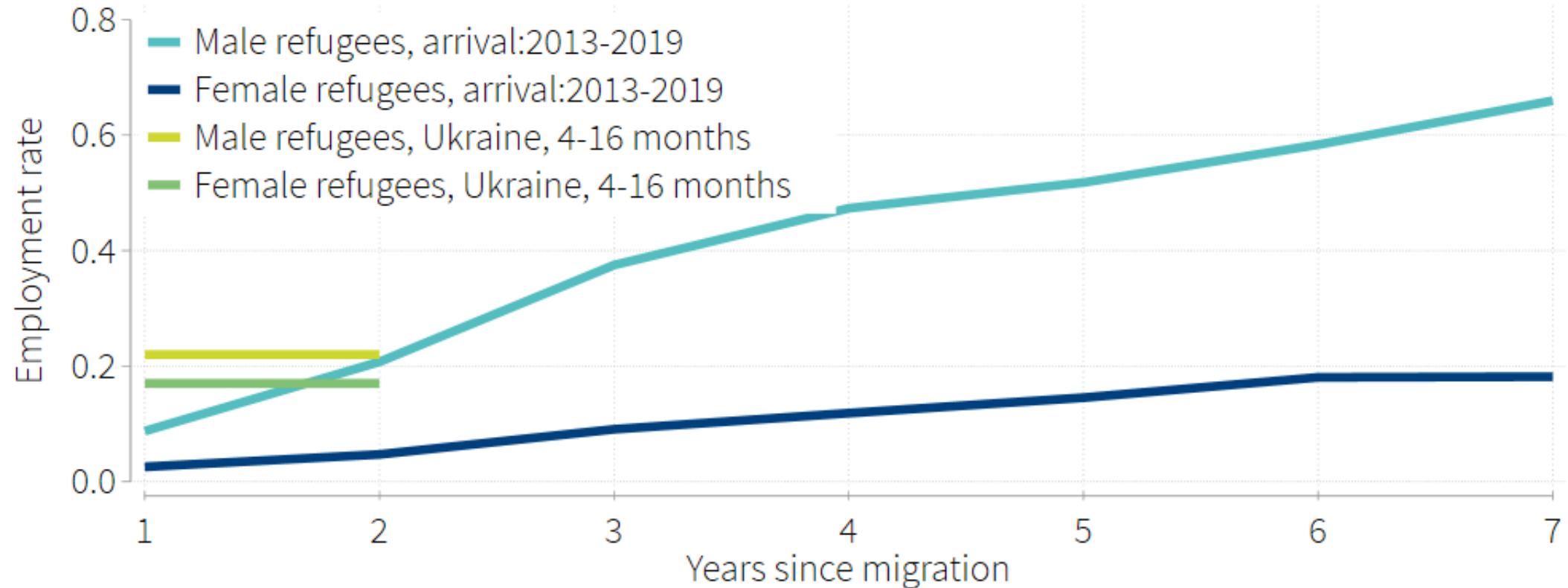
Proportions in percent



Source: IAB-BAMF-SOEP Survey of refugees, IAB-SOEP Migrationsample, SOEP, 2013-2022 weighted.

# Employment rates of refugees by gender and years since migration

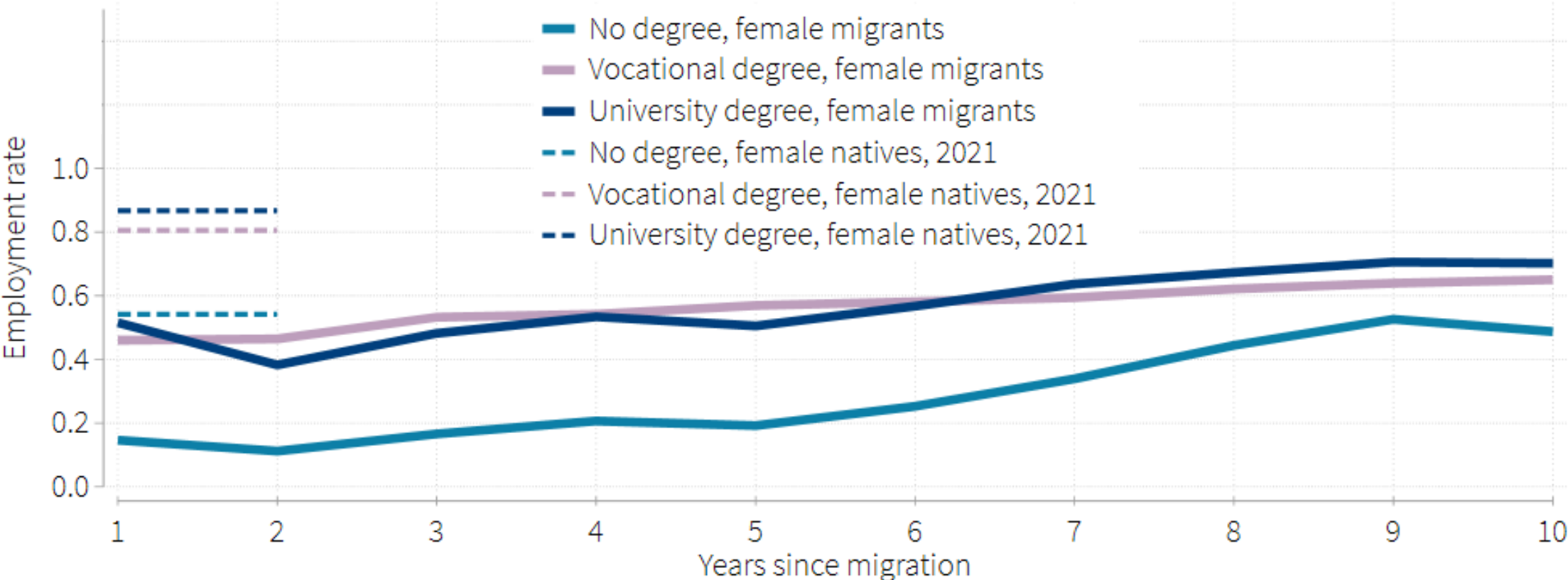
Proportions in percent



Source: IAB-BAMF-SOEP Befragung Geflüchteter, 2016-2022 weighted. Kosyakova et al. (2023), IAB-BiB/FReDA-BAMF-SOEP Survey, 2. wave 2023, weighted.



# THE ROLE OF QUALIFICATIONS



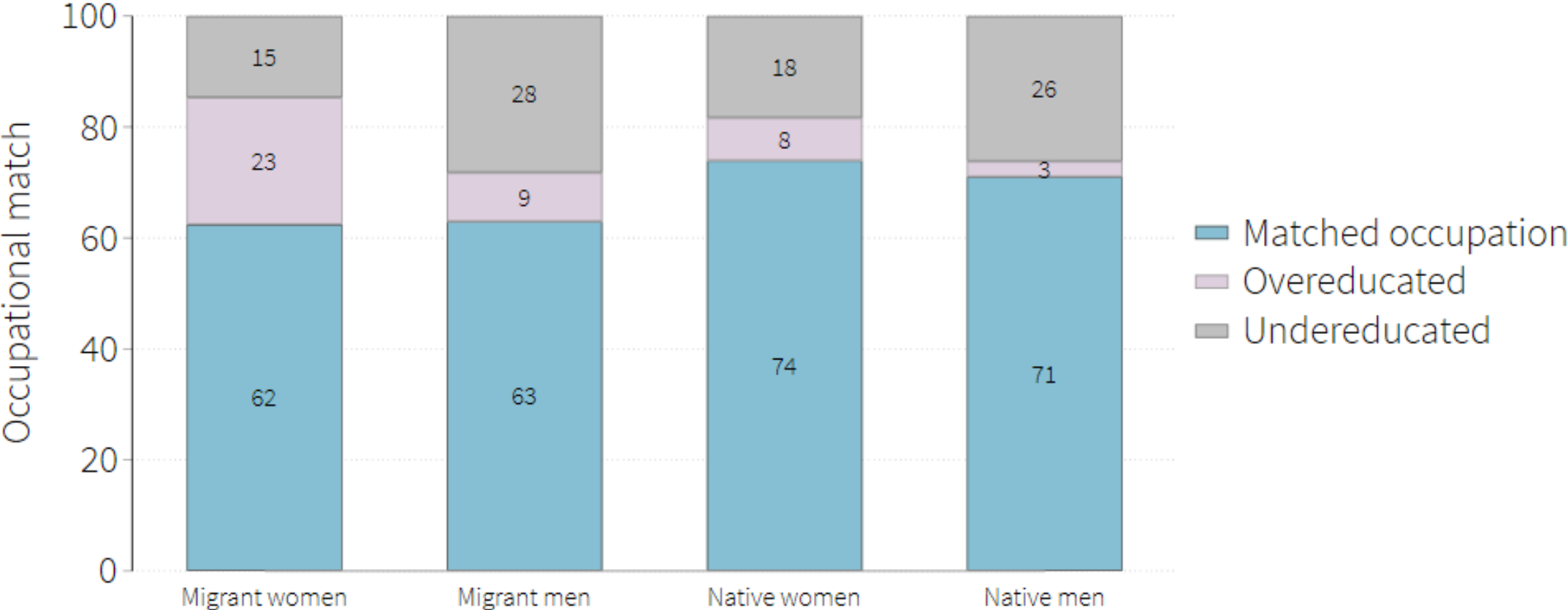
Source: IAB-BAMF-SOEP Survey of refugees, IAB-SOEP Migrationsample, SOEP, 2013-2022 weighted.

# Recognition of foreign degrees in Germany

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- For regulated occupations (medicine, law & education), the recognition of a foreign degree is obligatory.
- Immigrants from non-EU countries need to get credentials recognised for non-regulated occupations as well.
- Proof of equivalence to the German reference occupation.
- In case the first notification (3-4 month) is a partial recognition, requirement of adaption measures applies (2020: 441 days).
- Up to 600€ in fees, costs for translation, authentication, living expenses and participation in measures.

# PROPORTION BEING OVERQUALIFIED



Source: IAB-SOEP Migration sample, IAB-BAMF-SOEP Survey of refugees and SOEP Core, 2021, weighted.

# KEY TAKE AWAYS

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- Migrant women face similar challenges to native women due to care obligations but additionally have to deal with migration-relevant barriers.
- Independent of the migration pathway, it is crucial to support mothers through accessible and affordable child care options.
- Firms need to encourage applications from foreign women by emphasizing compatibility of family and work in international job advertisements. To decrease deskilling, it is also important to support the recognition of foreign degrees and the acquisition of German language skills and firm-specific qualifications.

THANK YOU FOR YOUR ATTENTION

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