

POTENTIAL REFUGEE LABOUR PATHWAYS TO GERMANY

MULTIPLE PATHWAYS TO COMPLEMENTARY LABOUR PATHWAYS

Complementary labour pathways can take a **variety of forms**, meaning that they can be designed in line with Member State contexts and priorities, can engage a variety of actors, and can reach refugees with a range of profiles. Approaches to facilitating refugee labour mobility include those that make **current labour pathways more accessible** to refugees generally as well as **targeted initiatives for displaced talent** in certain sectors or geographies.



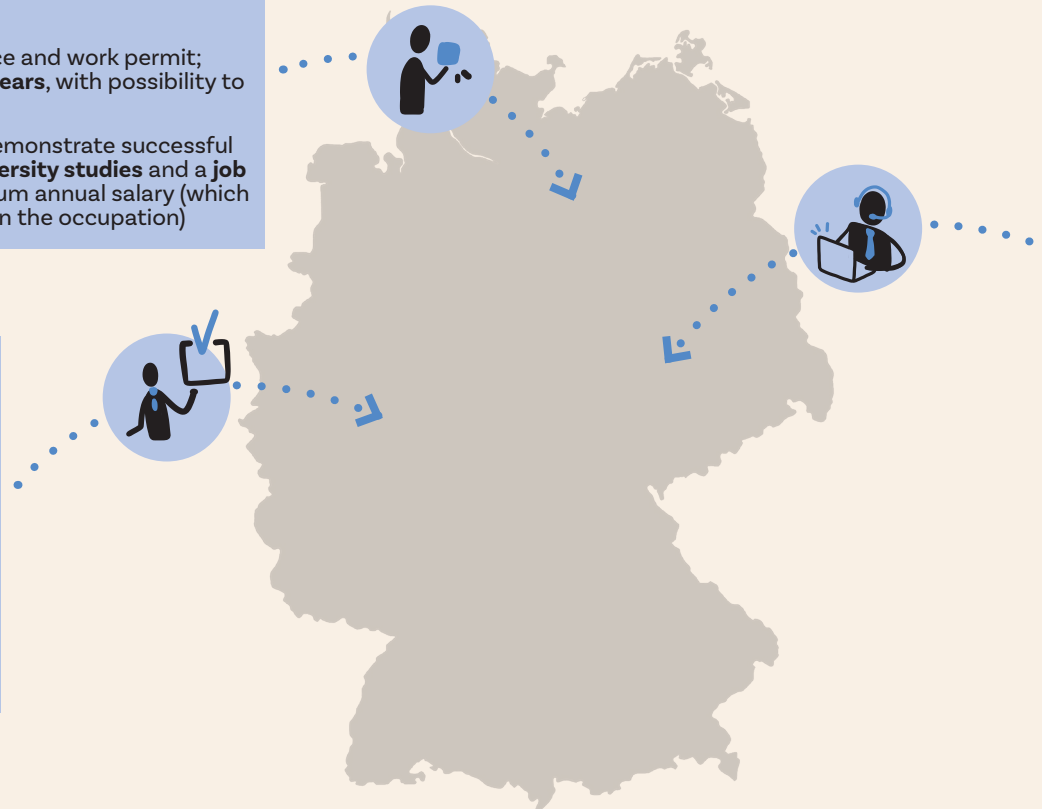
Selected labour migration channels for third-country nationals that might be considered in a complementary labour pathway scheme.
📍 With flexibility or adaptations, these could be used by displaced talent.

EU Blue Card

- Combined residence and work permit; issued for up to **4 years**, with possibility to extend
- Applicants must demonstrate successful completion of **university studies** and a **job offer** with a minimum annual salary (which varies depending on the occupation)

Working (Employment) Visa

- Third-country nationals with a university degree or a non-academic vocational qualification can receive this visa if there is a **shortage of skilled workers** in the profession they want to practice in Germany, they have a **concrete job offer**, and their **education is recognised**
- Visa holders can enter and work in Germany for up to **2 years**, with the possibility of extending the visa and later applying for an EU Blue Card or other residence permits



Profession-specific entry and employment rules

- These exist for **IT specialists** and **professional drivers** of heavy goods vehicles and buses (both are in high demand)
- Persons who have obtained a temporary residence permit on either of these grounds can usually extend this permit **as long as they have a valid employment contract**; in both cases, it is also possible to **apply for a settlement permit** if the necessary requirements are met



The 2020 **Fachkräfteeinwanderungsgesetz** (*Skilled Immigration Act*) sought to meet labour market needs for qualified professionals and support employers who have been unable to fill vacant positions or find needed talent.

This Act expanded the definition of skilled workers to include those with qualified vocational training, making it easier for employers to recruit skilled workers with vocational training by removing the requirement that workers fill shortage occupations and that employers confirm that no German or EU citizens can be found to take up the position.

Western Balkans Regulation

- Facilitates access to the German labour market for nationals of **Western Balkans countries**
- Prospective migrant workers can obtain the approval of the Federal Employment Agency for any employment, regardless of their qualifications and language proficiency, as long as:
 - they have a **concrete job offer**
 - there is **no preferential domestic worker** is available for the job
 - working conditions are **not less favourable** than those of comparable German workers

Hand in Hand for International Talents

- Pilot to connect foreign skilled workers and German companies via the **Skilled Immigration Act**, supporting SMEs in recruiting foreign skilled workers and accompanying businesses and workers throughout the process
- Aims to recruit skilled workers from **target countries** (Vietnam, Brazil, and India) and **target sectors** and occupations (IT and software development, electrical engineering, cooks, hotel service, catering, and hospitality)

EU Talent Partnerships

- Aim to facilitate **job matching** and **labour market mobility** that is beneficial for migrants, sending countries, and receiving countries, and could be used to reach refugees in addition to migrants
- Mobility for study, **work**, and **training** purposes
- Focus on **North African countries, Bangladesh, Nigeria, Pakistan, and Senegal**



Other labour migration initiatives that, while not currently targeting displaced persons, could be expanded or taken as inspiration to reach those in particular countries or occupations.

📍 Targeted initiatives offer an opportunity to proactively reach displaced talent.

Towards a Holistic Approach to Labour Migration Governance and Labour Mobility in North Africa

- Aims to support **development in Egypt, Morocco, and Tunisia** via legal migration and mobility to Germany (while also filling vacancies in Germany)
- The mobility component of this project includes, among other activities, a pilot for youth from North Africa to undertake **vocational training** or **take up work** in Germany

Triple Win nurses – Sustainable recruitment of nurses from third countries for employment in Germany

- Promotes the **sustainable recruitment of nursing staff** from abroad, targeting Bosnia and Herzegovina, Indonesia, Jordan, the Philippines, Tunisia, and Kerala (India)
- Aims to achieve a **'triple win'** whereby
 - pressure is eased on labour markets in origin countries
 - migrants' remittances provide a developmental stimulus in origin countries
 - the shortage of nurses in Germany is alleviated



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