

Session 3.1 - Raising the Global Talent Pool – Harnessing the Potential of the Private Sector for Global Skills Partnerships

Statement by the Federal Republic of Germany

Roundtable 3: Migration and Development: Finding Strategies beyond the State

Germany congratulates the co-chairs Australia and Philippines for the drafting of the background paper for this Roundtable Session and would like to contribute the following points:

- Although it is the right and responsibility of States to define the legal framework for admission to their labour markets, the private sector can play an important and supportive role within this framework.
- The fair and effective labour market integration of regular migrants bears important economic growth potentials and is crucial for the achievement of sustainable growth and decent work.
- This includes providing strong integration governance frameworks, ensuring decent working conditions, improving employability and fostering economic and societal acceptance.
- As such, the recognition, transfer, application and development of skills according to national law is only one part of an overall integration strategy including the promotion of conducive labour market conditions and strong support policies as well as social inclusion and societal acceptance that can benefit countries of origin, destination as well as the migrants themselves.
- The migration of skilled workers in line with fair recruitment practices, realistic skills matching and respecting the national labour needs of countries of origin can contribute to overcome temporary sectoral skills shortages in destination countries and ease labour market pressures in countries of origin as well as contribute to international development through remittances and skills transfers.
- Germany does not suffer from a general shortage of skilled workers, but experiences temporary and regional skills shortages in certain professions.
- In response, the German Federal Employment Agency carries out an analysis of shortages of skilled workers twice a year.
- This analysis is based upon several indicators, such as the number of unemployed persons in relation to the number of vacancies, duration of vacancies, and profession-specific unemployment rates.
- These indicators are validated by examining further criteria such as the age structure in the particular profession, number of apprentices etc. Based on this bottleneck analysis the Federal Employment

Agency in cooperation with the Ministry of Labor and Social Affairs create and update a white list (so-called "positive list") that contains professions with a facilitated access to the German labor market for skilled workers besides the privileged Intra-EU-Migration.

- In addition to the listing, requirements are a completed and accredited vocational education as well as equal working conditions as for comparable native workers.

- The blue card regulates access for people holding an academic degree.

- People holding an academic degree and having sufficient funds to maintain their livelihood can get a job-seeker-visa for six months.

- Already in 2012, the German Government has introduced a qualification recognition law that enables migrants to have their foreign qualifications accredited according to German standards or to receive information on what additional qualification modules are required to receive a full accreditation of one's foreign professional qualification.

- Since the entry into force of the recognition legislation, every person with a foreign qualification has a legal entitlement to a recognition process for his or her foreign qualification.

- The procedure is open to everyone regardless of citizenship or residency status - and is thus also open to asylum seekers and tolerated persons.

- Better skills matching could - as a win-win-situation - also be reached, when migrants are trained in the country of origin by companies from countries of destination.

- This way migrants gain better qualifications which are relevant for their home country, but may also be useful for attractive jobs in countries of destination.

Contact Details

Ms Katharina Bosch

Federal Foreign Office

Email: AS-GFMD-2@diplo.de

Phone Number: +49-(0)30-1817-8618