

A 368 915 698v

Recruiting Immigrant Workers: Germany

Table of contents

Acronyms and abbreviations	13
Executive summary	15
Assessment and recommendations.....	19
Introduction	31
<i>Chapter 1. Context for labour migration</i>	<i>33</i>
Current labour market conditions	34
Demographic context	34
Labour shortages	36
The expected role of labour migration in the overall strategy to meet skills shortages.....	41
Notes	44
References	45
<i>Chapter 2. Evolution and characteristics of labour migration to Germany</i>	<i>47</i>
Permanent flows	48
Characteristics of migration flows for employment	52
Temporary labour migration flows.....	57
Notes	59
References	60
<i>Chapter 3. Evolution of labour migration policy</i>	<i>61</i>
The “Guestworker” recruitment (1955-1973)	62
A general recruitment stop with few exceptions (1973-2000)	62
Cautious opening to skilled migration (2000-05).....	63
The 2005 Immigration Act	66
Continuous liberalisations: reform efforts since 2005.....	67
Current migration regulations.....	68
Notes	77
References	79

Chapter 4. Key issues in the legal and administrative framework	81
Processing times and procedural issues.....	82
Selection of migrants.....	98
Notes	116
References	118
 Chapter 5. Key issues in demand and supply	 119
Making Germany attractive for potential workers.....	120
International students as a source for labour migration.....	129
Making labour migration an option for German employers.....	140
Opening to lesser-skilled migration?	150
Notes	157
References	160
 Annex A. Occupational change in Germany over the past decade and the contribution of new immigrants	 163
Annex B. Additional tables	167
Annex C. OECD/DIHK Employer Survey	171
 Figures	
Figure 1.1. Estimated difference between the age-related entries and exits from the working-age population, 2020	36
Figure 1.2. Share of firms projecting problems related to staff shortages over the next two years, by state and year of survey	37
Figure 1.3. Percentage of companies reporting shortages, by firm size and skill level, 2011	40
Figure 1.4. Share of firms compromising on recruitment, by sector and year	40
Figure 1.5. Percentage of employers who expect the number of vacancies to increase over the next five years, by skill level, 2011	41
Figure 1.6. Potential sources for additional skilled labour between 2015 and 2025, by source	42
Figure 2.1. Permanent labour flows per 1 000 inhabitants, selected OECD countries, 2005-09 average and 2010	50
Figure 2.2. Evolution of permanent migration for employment to Germany, 2005-11	51
Figure 2.3. New permits for employment issued in 2011, by origin country and skills level	53
Figure 2.4. Percentage of labour migrants who arrived from outside the free-mobility zone and were still in Germany on 30 June 2012, by year of arrival, five main nationalities and total, 2006-11	54