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BUILDING THE COMMON HOME MIGRATION AND DEVELOPMENT IN GERMANY

BUILDING THE COMMON HOME

MIGRATION AND DEVELOPMENT IN GERMANY

COMMON HOME — series —

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Led by Caritas Austria, the partners of the MIND project are: Caritas Bavaria (Germany), Caritas International Belgium, Caritas Bulgaria, Caritas Czech Republic, Caritas Europa, Caritas Italy, Cordaid (Caritas Netherlands), Caritas Portugal, Caritas Slovakia, Caritas Slovenia and Caritas Sweden.
For more information about MIND follow the campaign:

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FOREWORD

In 2017, there lived about three million people with a migrant background in Bavaria. This number rose significantly in the years 2015 and 2016. In the meantime, much has been done in our federal country to integrate the refugees into our society. Now the focus has shifted: from refugee aid to migration and integration. It is clear to see that this topic has developed into a challenge to be addressed by the whole society, involving many actors, from Caritas and Churches, to the politicians and civil society. We see it as a special responsibility to work for fair and humane treatment of refugees and migrants – whether it's here in Germany or already in the countries of origin. This is not a task only for the German society, but for the entire European community.

As Caritas Bavaria, we are well aware of Europe's responsibilities and want to contribute to the attainment of this important task. That's why we are one of 12 cooperation partners for the European Caritas project Migration Interconnectedness & Development (MIND). The project stands for the connection of migration and sustainable development and is financed by the European Commission (DG DEVCO). It was developed together with Caritas Austria in the lead, along with Caritas Bavaria (Germany), Caritas International Belgium, Caritas Bulgaria, Caritas Czech Republic, Caritas Europa, Caritas Italy, Cordaid (Caritas Netherlands), Caritas Portugal, Caritas Slovakia, Caritas Slovenia and Caritas Sweden as partners. With MIND we want to contribute to a positive mood and also generate more knowledge about development work within the European population. That's why we want to create places of encounter, places in which people have the opportunity to tangibly experience and understand the complex relationships between migration and sustainable development. Our events and projects are designed with respect, dignity and humanity for both groups: Locals and migrants alike.

Within the framework of the project it was also possible to create this publication. Of course, such publications always come from a certain point of view, but it is also an example of successful European cooperation. Each partner country has published a similar publication on migration and development which we call Common Home. We offer the interested reader a summary of migration characteristics and networking on the subject of development in Germany. The publication is not only looking at figures, data and facts, but also the hurdles, chances and opportunities for migrants in Germany, and it gives recommendations for the future in order to make migration-related issues successful.

As Caritas Bavaria we want to go ahead with a good European example and show that despite and especially because of the differences, it is proper and important to work together for the good cause. Europe is the best way to jointly tackle such societal challenges as migration and development. Europe is more than a union of countries with over 500 million citizens. Europe stands for peace, democracy and human rights.

– 1 –
PREVENT DISCRIMINATION AND XENOPHOBIA

– 2 –
ENSURE HUMAN RIGHTS' PROTECTION OF ALL MIGRANTS AND REFUGEES

– 3 –
APPLY AND ENFORCE LABOUR LAW, DECENT WORK STANDARDS AND OCCUPATIONAL SAFETY AND HEALTH PROTECTION FOR ALL MIGRANTS

– 4 –
REPLACE THE NEGATIVE DISCOURSE WITH AN ACCURATE AND POSITIVE NARRATIVE ON MIGRATION

– 5 –
EXPAND SAFE AND LEGAL PATHWAYS OF MIGRATION

– 6 –
ENHANCE ENGAGEMENT OF CITIES AND LOCAL ACTORS IN INTEGRATION

– 7 –
EMPOWER AND ENABLE MIGRANT AND REFUGEE PARTICIPATION IN LOCAL COMMUNITY AND CITIES AS WELL AS POLICY DIALOGUE

– 8 –
ADDRESS DRIVERS AND CAUSES OF FORCED MIGRATION

– 9 –
IMPROVE DATA COLLECTION AND KNOWLEDGE TO ENHANCE THE MIGRATION-DEVELOPMENT NEXUS

– 10 –
STRENGTHEN GERMANYS SUPPORT FOR REGIONAL, NATIONAL AND INTEGRAL HUMAN DEVELOPMENT ELSEWHERE

These ten recommendations are findings of this study. To each recommendation one finds further information in chapter 13.

- CHAPTER 2 -

EXECUTIVE SUMMARY

The interaction between migration and development has become a frequent topic of debate among researchers, politicians and practitioners. It is now widely acknowledged that there is a link between the two processes; yet, it is rather difficult to properly understand how they influence each other. This study aims to better understand the link between migration and development for the German context, and has the objective of boosting the positive role migrants can play in the development of both, their countries of origin and of Germany. This study contributes and sets the basis to improve public understanding on the relation between universal sustainable development and migration in Germany and in selected developing countries, as well as of Germany's contributions in development cooperation and increasing engagement of government authorities at all levels, civil society organisations (CSOs), individuals and other actors in addressing causes and factors of migration, and in supporting the notion of migrants and refugees as valuable development actors.

Concerning migrants' contributions to development in Germany and in the country of origin, interview partners emphasise not only the economic contribution of migrants, such as their participation in the labour market or their financial remittances, but they also address the social dimension, including the flow of skills, knowledge, ideas and values that migrants transmit home. The study illustrates the importance of diaspora and migrant organisations for development in the country of origin and destination.

Barriers and challenges that migrants face in their contribution to development in Germany include the negative connotation of the term migration, the lack of support for diaspora and migrant organisations, the focus on integration rather than on development, as well as barriers related to the access to legal rights, education and the labour market. The academic literature analysis and interviews also identify a number of obstacles that impede migrants' full contribution to development in their country of origin, depending on the specific situation of the country concerned, including conflict, civil unrest and unstable security situations, the lack of rule of law and the lack of infrastructure for investment.

Besides major barriers and challenges, the study also aims to highlight potential opportunities that may facilitate migrants' contribution to the development of Germany and of their countries of origin, as well as their own integral sustainable development. The report reveals that the German government has understood the importance of maximising the development benefits of migration for all. In order to do so, it has strengthened its efforts to link migration and development policy by focusing on addressing the root causes of displacement, on supporting reintegration and on investing in developing countries. The study concludes by presenting promising practices that are government driven on the national, local and municipal levels, as well as promising practices from NGOs, migration and diaspora organisations. The webpage DiasporaNRW.net, for example, informs about the engagement of diaspora actors and makes their commitment more visible. The interlinkage of migration and development is promoted during regional networking meetings, which are conducted for migrants and migrant organisations dealing with issues of local development policy.

The study concludes by presenting a set of recommendations, which may be summarised as follows:

- Ensure development and migration policies are human-rights based;
- Create more legal pathways for safe, orderly and regular migration;
- Ensure civil society participation, including diaspora and migrant organisations, in policy dialogue;
- Strengthen and facilitate knowledge and money transfer between Germany and countries of origin;
- Foster sustainable return and reintegration by coordinating approaches with countries of origin.

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– CHAPTER 3 –

THE COMMON HOME VISION

In his 2015 encyclical, Laudato Si' – On care for our common home, Pope Francis (2015) reminded us that the Earth is "our common home", and that we need to address economic, social, political and environmental challenges together in an integrated manner (CAFOD et al. 2018). Exclusion and poverty, warfare, global inequalities, climate change, unsustainable consumption and growth—as well as forced displacement and migration—demand our utmost attention and engagement. The encyclical quickly became a reference document for Catholic social service as well as development agencies worldwide, drawing attention both in and outside the Catholic Church. With the national and European "Common Home" publications, Caritas draws on this message to explore the complex interconnectedness between migration and development with its faith-based ethical framework respectful of Human Rights and dignity.

For Caritas, a human-centred, ethical and rights-based approach is fundamental to law, to every policy, and to all practice. Thus, an ethical interpretation of the relation between migration, development and the human person is essential to frame the vision and the objectives of the "Common Home publication". Caritas' vision, actions and views are rooted in legal and political instruments and sources and fundamentally in Christian and Roman Catholic Church values and teaching. These values and teachings have in common with international legal instruments and policy frameworks an affirmation of human dignity, equality of all, and the inalienability of Human Rights as key moral principles to ensure the peaceful coexistence and basic well-being of all persons and peoples on this planet. Those include: the Universal Declaration of Human Rights (UDHR) and eight fundamental United Nations Human Rights covenants and conventions[1]; the 1951 Refugee Convention on the Status of Refugees and its 1967 Protocol; and the International Labour Standards defining principles and rights for decent work. The United Nations 2030 Agenda for Sustainable Development and the New Urban Agenda are especially relevant global policy frameworks. Catholic Social Teaching (CST), the doctrine developed by the Catholic Church on matters of social and economic justice, and fundamental Christian values are the foundations for Caritas views and action.

In Laudato Si', Pope Francis (2015: 12) has argued that "the urgent challenge to protect our common home includes a concern to bring the whole human family together to seek a sustainable and integral development." Moreover, he has called for a dialogue including everyone about "how we are shaping the future of our planet" (2015:12), questioning the current model of development and the present condition of global society where injustices are numerous and more and more people are deprived of fundamental Human Rights. This demands "prioritising the weakest members of society as a way of measuring progress" (CAFOD et al. 2018: 16). Human Rights can be defined as protections for individuals and groups, guaranteed under international law, against interferences with fundamental freedoms and human dignity. Human Rights are inalienable and cannot be denied to or relinquished by any human being, regardless of any reason including legal or immigration status. They are universal in that they apply to everyone, everywhere. Human Rights encompass civil, cultural, economic, political and social rights, and are indivisible, meaning that the different sets of rights are all equally important for the full development of human beings and their well-being (Vienna Declaration, 1993). Human Rights instruments and customary international law generate three overarching obligations for States, namely: to respect, to protect, and to fulfil those rights.

Migration

Migration is a major feature of today's globalised world. In broad terms, migration is the movement of people from one place of residence to another. While the term migration covers population movement internal to a country—rural to urban or from one locality to another in a different jurisdiction, the MIND project addresses international migration. International

migration is a distinct legal, political and social category, as people move from a nation-state in which they are citizens with the rights and protections citizenship normally confers, to other countries where rights and protections of nationality, of access to social protection, and of common identity often do not apply and where social and cultural paradigms may be significantly different.

While there is no international normative definition for migration, international conventions provide agreed definitions for refugees and for migrant workers and members of their families; the latter applicable to nearly all international migrants. The definition of a refugee in the 1951 Convention and 1967 Protocol on the Status of Refugees is: "someone who is unable or unwilling to return to their country of origin owing to a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group, or political opinion." All EU Member States have ratified both the 1951 refugee Convention and its 1967 Protocol.

The International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (ICRMW) states that: "The term 'migrant worker' refers to a person who is to be engaged, is engaged or has been engaged in a remunerated activity in a State of which he or she is not a national."[2] That convention recognizes frontier worker, seasonal worker, seafarer, offshore worker, itinerant worker, and other specific categories of migrant workers as covered under its provisions. The ICRMW iterates that all basic Human Rights cover family members present with and dependent on migrant workers. Data from the International Labour Organization (ILO) shows that nearly all international migrants, whatever their reasons for migration or admission, end up economically active—employed, self-employed or otherwise engaged in remunerative activity.

However, a specific definition and statistical standards to obtain reliable and comparable data on international migrants have been agreed under UN auspices and are used by most governments. For statistical purposes, an international migrant is defined as 'a person who has resided in a country other than that of birth or citizenship for one year or more, irrespective of the causes or motivations for movement and of legal status in the country of residence.' There are an estimated 260 million foreign-born people residing today in countries other than where they were born or held original citizenship.[3] However, this figure does not include persons visiting a country for short periods such as tourists, nor commercial or transportation workers who have not changed their place of established residence. Many other persons in temporary, short-term or seasonal employment and/or residence situations are not counted in UN and other statistics on migrants when their sojourn is less than a year and/or if they retain formal residency in their home or another country—even though they may fit the definition of migrant worker. For an accurate analysis of the interconnectedness of migration and development, Caritas uses a broad understanding of migration, inclusive of all those who are refugees and asylum seekers, as well as migrant workers and members of their families.

Development

The pledge to leave no one behind and to ensure Human Rights for all is a cornerstone of the Resolution by the UN General Assembly 70/1 "Transforming our world: 2030 Agenda for Sustainable Development" that contains a Declaration and the 17 Sustainable Development Goals (SDGs) with 169 sustainable development targets, adopted on 25 September 2015. This document endorsed by all 193 UN Member States expresses their shared vision of and commitment to a "world of universal respect for Human Rights and human dignity, the rule of law, justice, equality and non-discrimination; of respect for race, ethnicity and cultural diversity; and of equal opportunity permitting the full realization of human potential and contributing to shared prosperity. A world which invests in its children and in which every child grows up free from violence and exploitation. A world in which every woman and girl enjoys full gender equality and all legal, social and economic barriers to their empowerment have been removed. A just, equitable, tolerant, open and socially inclusive world in which the needs of the most vulnerable are met."[4]

The 2030 Agenda has led to paradigm shifts in the perception of development: development and sustainable development concern all countries on the planet; environmental protection and tackling inequalities are considered among key development goals; peace and social justice are seen as integral components of the universal development agenda; and the need for the commitment and participation of all groups within all societies and states is emphasised in order to achieve development for all. The new worldwide consensus on development is grounded in the Universal Declaration of Human Rights and all Human Rights treaties; therefore, if states do not make progress on the actual realization of Human Rights for all, the SDGs cannot be reached.

The term development encapsulates the elaboration of productive means, forces, capacities, organization and output of goods, services, technology and knowledge to meet human needs for sustenance and well-being. It comprises building the means for: extraction and transformation of resources; production of goods, services and knowledge; infrastructure for production, transportation and distribution; growth of capital as well as skills and labour; and the foundation for human welfare/well-being in terms of housing, nutrition, healthcare, education, social protection and culture in its broad sense (Taran 2012).

Caritas uses the concept of integral human development, which places the human person at the centre of the development process. It may be defined as an all-embracing approach that takes into consideration the well-being of the person and of all people in seven different dimensions. First, the social dimension, which focuses on quality of life in terms of nutrition, health, education, employment, social protection and social participation as well as equality of treatment and non-discrimination on any grounds. Second, the work and economic activity dimension as the means of self-sustenance and those of kin, of socio-economic engagement and of direct contribution to development for most adults in all populations. Third, the ecological dimension, which refers to the respect for the goods of creation and to ensure the quality of life for future generations without ignoring this generation's cry for justice. Fourth, the political dimension, which includes issues such as: existence of the rule of law; respect for civil, political, economic, social and cultural Human Rights; democracy, in particular as a representative and, above all, participatory tool. Fifth, the economic dimension, which relates to level of GDP and distribution of income and wealth, sustainability of economic growth, structure of the economy and employment, degree of industrialisation, level of high-tech ICT, and the state's capacity to obtain revenue for human services and social protection, among other considerations. Sixth, the cultural dimension, which addresses identity and cultural expression of communities and peoples, as well as the capacity for intercultural dialogue and respectful engagement among cultures and identifies. Seventh, the spiritual dimension. Taken together, those dimensions underpin an integral approach to development (Caritas Europa 2010). According to the Catholic Social Teaching (CST), social inequalities demand coordinated action of all the people/ the whole of society and the whole of government in all countries for the sake of humanity based on two grounds: 1) social questions are global, and 2) socio-economic inequalities are a danger for peace and social cohesion. In this sense, development of our own country and that of others must be the concern of us all—the human community.

Migration and development

How development is linked to migration is a centuries old juridical, political and practical question. Vast forced and voluntary population movements from the 17th century onwards provided the people to develop the Americas, as well as some of the emerging European nation-States.

Since the end of World War II, migration and development has been the subject of intense discussions among policy-makers, academics, civil society and the public. Pope Pius XII dedicated an encyclical on "migrants, aliens and refugees of whatever kind who, whether compelled by fear of persecution or by want, are forced to leave their native land" (Exsul Familia 1952), reaffirming that migrants and refugees have a right to a life with dignity, and therefore a right to migrate.

Migration became a fundamental pillar of development across several regions under regional integration and development projects, namely the European Economic Community succeeded by the European Union. Since the 1970s, migration has been essential to development through regional free movement systems in Central, East and West Africa. From the 1920s, large population movements—some forced—in the (former) Soviet Union underpinned industrial and agricultural development across the twelve USSR republics.

Spurred by geopolitical events that greatly affected human mobility on a global scale, the relationship between migration and development has become central in contemporary political and economic and social policy debates. The first global development framework to recognize the role of migration and its immense contribution to sustainable development worldwide was the Declaration and Programme of Action of the International Conference on Population and Development at Cairo in 1994.[5] The overarching contemporary framework is the above-mentioned 2030 Agenda for Sustainable Development with its Sustainable Development Goals. While explicit reference to migration and development was laid out in SDG Target 10.7 on "safe, regular and responsible migration and mobility," more than 44 SDG Targets across 16 of the 17 SDGs apply to migrants, refugees, migration and/or migration-compelling situations (Taran et al. 2016). The New Urban Agenda adopted in Quito in October 2015 provides even more explicit attention to migrants, refugees and internally displaced persons in its global development and governance framework for cities—where most migrants and refugees reside.

In 2016, in the wake of severe and protracted conflicts in the Middle East and South Asia and the collapse of effective protection for refugees in neighbouring countries, UN Member States adopted the New York Declaration for Refugees and Migrants (UN Resolution 71/1, 2016), calling for improved global governance of migration and for the recognition of international migration as a driver for development in both, the countries of origin and of destination. The Global Compact for Safe, Orderly and Regular Migration (GCM), adopted at an inter-governmental conference in Marrakesh, Morocco in November 2018, and the Global Compact on Refugees (GCR) elaborated on those principles and proposed ways for implementing them through political dialogue and non-binding commitments. Both Compacts were adopted by the UN General Assembly in December 2018.

Caritas recognises that a growing number of people are forced to leave their countries of origin not only because of conflicts

and persecution but also because of other existential threats. These include poverty, hunger, unemployment and lack of decent work or good governance, absence of access to education and healthcare, as well as those linked to the consequences of climate change. Forced migration for Caritas encompasses all migratory movements where an element of coercion exists. People fleeing conflicts and persecution naturally have a particular claim and right to international refugee protection.

Caritas also recognises that the overwhelming proportion of migration into Europe reflects most EU member countries' need for 'foreign' labour and skills to maintain viable work forces capable of sustaining their own development. This demand results from rapidly evolving technologies, changes in the organisation of work, its location, and the declining number of local people active in the workforce, all of which reflects the local population's ageing and declining fertility.

In Caritas' view, the people who migrate and those who remain—whether in country of origin or in country of residence—have the right to find wherever they call home, the economic, political, environmental and social conditions to live with dignity and achieve a full life. Regardless of the legal status in a country, all migrants and refugees possess inherent human dignity and Human Rights that must be respected, protected and fulfilled by all States at all times. Caritas calls for a human response of solidarity and cooperation to assume responsibility for integral human development worldwide and for the protection and participation of people who have moved from one country to another—migrants and refugees. Migration contributes to the integral human development of migrants and their countries of residence. Such a vision implies the recognition that migration, regardless of its drivers, is an opportunity for our societies to build a more prosperous, global Common Home, where everyone can make a contribution to live with dignity.

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– CHAPTER 4 –

INTRODUCTION

This study aims to better understand the interlinkage between migration and development in the German context, and has the objective of boosting the positive role migrants can play in the development of both, their countries of origin and Germany. This report aims to contribute to public understanding on the relation between universal sustainable development and migration to and within Germany; to highlight Germany's contributions on development cooperation by focussing on selected countries; and to showcase the benefits of increased engagement of government authorities at all levels, along with civil society organisations (CSOs), individuals and other actors in addressing causes and factors of migration, and in supporting migrants and refugees as development actors, as well as ensuring their own integral human development.

The report starts with an analysis of the national migration context including a brief summary of the history of migration in Germany and a statistical overview focusing on immigration and emigration trends, groups of migrants as well as categories of migrants. Secondly, the report examines the reality on the ground by addressing the question of how migrants contribute to development both in Germany as well as in their respective countries of origin. In particular, this part of the study focuses on the participation of migrants in the labour market and in business activities and their social and cultural contributions within the German context. For selected countries of origin, the study explores economic and social remittances and contributions of return migrants.[6] Thirdly, the report investigates obstacles that impede migrants' full contribution to development including lack of exchange, dialogue and cooperation, lack of support for diaspora and migrant organisations as well as obstacles regarding legal rights, employment and education in Germany and the lack of rule of law and challenges of reintegration in the countries of origin. Fourthly, this publication explores opportunities that may facilitate migrants' full contributions to development by focusing on general enablers, national policies and practices as well as promising practices in Germany. The study concludes by summarising the main findings and formulating key recommendations.

The study applies a methodology which combines analyses of qualitative and quantitative data sources with secondary desk research. Between May and September 2018, the author gathered data and information directly from national and local state authorities, national and local NGOs, researchers and other key informants. Besides collecting statistical data, the author also interviewed 18 experts and key informants, who were selected on the basis of their expertise on various aspects of migration and development.[7]

With the informed consent of participants, semi-structured interviews, according to a standard set of interview guidelines, were carried out in person in different cities in Germany, over the phone, on Skype or via email exchange. A total of 18 interviews were conducted for this study.[8] Interviewees were given the option of remaining anonymous; of being cited only with their organisation/institution, or of being cited with their name, position and organisation. In every case, the wishes of the research participants have been respected. These details, together with the interview codes are cited in this study and presented in the Annex.

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– CHAPTER 5 –

THE MIGRATORY CONTEXT IN GERMANY

Germany's asylum and migratory context in historical perspective

The recent history of Germany as a nation state cannot be fully understood without looking at the impact of migration in all its forms. Between 1945 and 1955, following the expulsion from neighbouring countries after the liberation from German occupation, or after the ethnic and political persecution in countries that joined the Soviet bloc, around 12 million ethnic Germans (Aussiedler)[9] resettled to West Germany. According to Article 116 of the 1949 Basic Law, they were granted full access to rights and automatic German citizenship.[10] These ethnic Germans were seen as part of the German 'community of fate' even if they were geographically distant. By 1950, refugees and expellees accounted for 16% of West Germany's population (Geddes and Scholten, 2016). As Fetzer (2000:69-70) notes, this population of newcomers had to restart "their lives from scratch in the war-devastated Germany" while, "from the perspective of native Germans, this caused a huge burden and hardship, as the Germans were compelled to receive [them]."

Besides ethnic Germans, approximately four million East Germans (Übersiedler) reached West Germany before the construction of the Berlin Wall in 1961; these vast population movements presented an additional challenge for West Germans to "integrate so many 'non-natives'" (Fetzer 2000; Bade 1992). According to Thomas Schwarz (1992), this situation led to Germany's first phase of developing policy on foreigners. In his view, such a policy came about mainly as a result of the need to address urban planning problems following the construction of the Berlin wall and due to Germany's 'unique and difficult' economic and geographic condition at the time (Schmalz-Jacobsen 1993; Vertovec 1996). "Demographic and employment factors of migration were the key concerns of policy makers, and 'integration' was considered largely in structural terms.'" (Vertovec 1996:121-138 in Pfohman, 2014:384).

The arrival of the re-settlers helped fill Germany's post war labour market gaps between 1945 and 1955, but their numbers were insufficient for the needs. This led to another wave of post-war immigration as Germany began to look, first, for agricultural and then for industrial labourers outside its territory to counterbalance its depleted workforce. Guest workers came as (low-skilled) labourers. Initially, they were not allowed to settle permanently or to run their own businesses because the guest worker system was intended to bring in labourers only on a temporary basis ('rotation principle') (Ohliger, 2008). The idea was to supply the growing economy and growing demand for workers with labour and skills not available locally, but the understanding was always that the temporary migrant workers would return home when the work was done. Guest workers from Italy were the first to be recruited to carry out hard-to-fill jobs in agriculture. Germany's first bilateral agreement on labour recruitment was signed with Italy in 1955 (Pfohman, 2014). Germany soon signed recruitment agreements with various other countries as well, including Spain and Greece in 1960, and with Turkey in 1961.

Germany's immigration policy in the period from the 1950's to the '60s was thus characterised by the active recruitment of guest workers. "By July 1960, close to 280,000 guest workers (46% of whom were Italian) had been recruited to Germany" (Geddes 2003 in Pfohman, 2014:384). The construction of the Berlin Wall in August 1961 ended movement from East Germany and led to greater reliance on foreign labour to fuel economic growth. Additional recruitment agreements were thus signed with Portugal (1964), Tunisia (1965) and Morocco (1963 and 1966). The number of guest workers in Germany peaked at 1.3 million in 1966, with the years between 1961 and 1967 often being referred to as the period of 'uncontrolled expansion' (Esser/Korte 1985:169). During those years, Germany experienced an economic boom that, to a large extent, was made possible by the contribution of thousands of guest workers (Pfohman, 2014:386). With renewed prosperity during the Wirtschaftswunder, or economic miracle, German

public sentiment toward foreigners softened as well (Fetzer 2000).

However, as the economic situation started to teeter, hinting at forthcoming financial decline, German nativism turned its attention to the Turkish population (Pfohman, 2014). Eventually, this led to the immigration-stop (Anwerbestopp) of 1973. While the intention was to stop newcomers from arriving, it did not actually lead to the end of immigration. Rather, the foreign population increased as many settled permanently. Given the large pool of immigrants that had come to West Germany by 1973 when systematic immigration and labour recruitment was stopped, family unification developed as the prime gate of long-term entry for immigrants (i.e. for those who did not come on an ethnic ticket as ethnic German immigrants). Decisions by the courts protected the right to family migration (Geddes and Scholten, 2016). At the beginning of the 1970s, 13% of the foreign population were Turks, which rose to 33% by 1980 (Esser and Korte, 1985: 172). Since 2008 immigration via family reunification has been made more stringent (Ohliger, 2008). Figure 1 shows the migration flows to and from Germany between 1950 and 2014, illustrating peaks in immigration in the 1970s mainly due to guest workers arriving in Germany, early 1990s due to the outbreak of the Yugoslav Wars and the rising number of asylum seekers heading to Germany, and in the mid-2000s due to the increasing number of asylum seekers mainly from Syria, Afghanistan and Iraq.

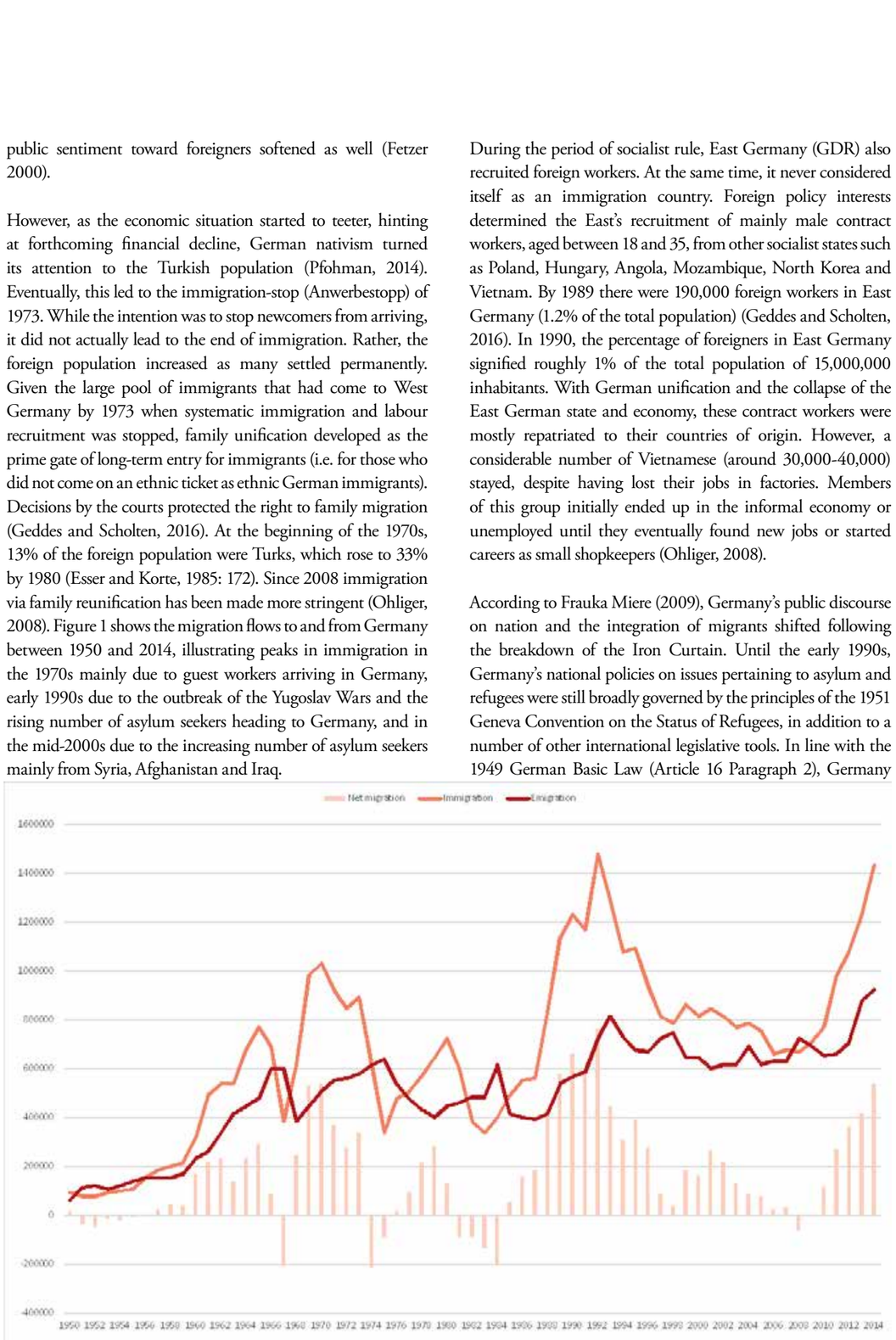

Figure 1: Migration to and from Germany 1950 – 2014

Source: Rietig and Müller, 2016. Data based on: Federal Office for Migration and Refugees, Migrationsbericht 2014 (Berlin: Federal Ministry of the Interior, 2016), 218-19; Federal Statistical Office, Annual Statistical Yearbooks for 1953-1973 (Bonn: Federal Statistical Office, various years).

During the period of socialist rule, East Germany (GDR) also recruited foreign workers. At the same time, it never considered itself as an immigration country. Foreign policy interests determined the East's recruitment of mainly male contract workers, aged between 18 and 35, from other socialist states such as Poland, Hungary, Angola, Mozambique, North Korea and Vietnam. By 1989 there were 190,000 foreign workers in East Germany (1.2% of the total population) (Geddes and Scholten, 2016). In 1990, the percentage of foreigners in East Germany signified roughly 1% of the total population of 15,000,000 inhabitants. With German unification and the collapse of the East German state and economy, these contract workers were mostly repatriated to their countries of origin. However, a considerable number of Vietnamese (around 30,000-40,000) stayed, despite having lost their jobs in factories. Members of this group initially ended up in the informal economy or unemployed until they eventually found new jobs or started careers as small shopkeepers (Ohliger, 2008).

According to Frauka Miere (2009), Germany's public discourse on nation and the integration of migrants shifted following the breakdown of the Iron Curtain. Until the early 1990s, Germany's national policies on issues pertaining to asylum and refugees were still broadly governed by the principles of the 1951 Geneva Convention on the Status of Refugees, in addition to a number of other international legislative tools. In line with the 1949 German Basic Law (Article 16 Paragraph 2), Germany allowed individuals seeking protection from political persecution a fixed and enforceable, individual constitutional right to claim political asylum[11] (Pfohman, 2014). The rights of asylum seekers were protected by the comparatively liberal provisions of Article 16 of the German constitution that "recognized the right of the asylum applicant to make a claim rather than the obligation of the state to consider a claim made" (Geddes 2003:87). Unlike any other country, and until the legislation was amended in 1993, the German asylum law readily granted asylum to people fleeing political persecution, irrespective of their country of origin.[12] Originating in the times of National Socialism, it was conceived to grant an individual "persecuted on political grounds the absolute entitlement to protection and thus the fundamental right to asylum" (Comune di Roma 2004:55).

Germany was a prime destination for asylum seekers and refugees from the mid-1980s to the mid-1990s. The fall of the Iron Curtain and the wars in former Yugoslavia increased the number of asylum seekers and refugees as Germany was initially quick to offer a humanitarian response. By the end of 1992, Germany admitted—when compared with other European countries—the highest number of displaced people from the former Yugoslavia, reaching 235,000 (Blaschke/Sabanovic, 2001). This response stemmed from Germany's tradition of responding generously to asylum seekers with obvious vulnerabilities. However, over time, public concern arose over Germany's capacities to assist and absorb these newcomers. Besides asylum seekers from the former Yugoslavia, Germany also received asylum applicants from Romania, Turkey, as well as from different regions in Asia, Africa, and the Middle East; moreover, it also admitted more than one million 'German' immigrants comprised of ethnic immigrants from Eastern Europe (Aussiedler) and Germans from the GDR (Übersiedler) (Pfohman, 2014). As an effect of this rapid increase and the corresponding public and political pressure, the liberal German asylum law enshrined in the German Constitution was changed in 1993. With this policy change, claiming asylum was made much more difficult as a result of certain sending countries identifying themselves as safe countries, and introducing the third safe country principle, which effectively resulted in denying asylum if an asylum seeker passed a safe country before entering Germany. All neighbouring countries to Germany were herewith declared safe third countries. Whereas the number of asylum seekers stood at 438,000 applications for asylum in 1992, it fell as low as 30,000 in 2007 (Ohliger, 2008).

Germany was, for many years, resistant to the idea that it actually was a country of immigration. This happened in spite of the fact that, as shown above, the country received a large number of migrants and refugees alike. Until the 1990s, this phenomenon, combined with an ethno-cultural understanding of German nationality and citizenship, led to Germany being seen as an exceptional case with denial of its immigration status and a strong ethno-cultural model. This also made it extremely difficult for non-German immigrants to acquire German citizenship (Geddes and Scholten, 2016). In the year 2000, reforms of the nationality law went into effect, making it slightly easier for children born in Germany to foreign-born permanent residents to acquire German citizenship while also maintaining the citizenship of their parents. This was no small policy shift, as it signified a fundamental transformation of the understanding of German citizenship, positively affecting the generations of children with a migrant background. Whereas the right to the German nationality was previously only available through hereditary links (jus sanguinis), with this shift, it became available to individuals born on German territory (jus soli). However, only the children of EU-citizens or parents from states with special agreements with Germany are able to keep their dual citizenship long-term. All others must choose one of their nationalities upon reaching legal adulthood (Geddes and Scholten, 2016). So while this change was perceived positively for migrants in Germany compared to other EU countries, this still signifies a rather limited and static understanding of German nationality.

With the entering into force of the Immigration Act in 2005, Germany had to rescind its long-maintained stance, "Wir sind kein Einwanderungsland"[13] to finally declare itself as a country of immigration. The law aimed to simplify the current procedure: many different residence titles for specific purposes were simplified into just two: the temporary residence permit and the permanent settlement permit. Moreover, it was the first time that language courses became a legal requirement (Geddes and Scholten, 2016). The implication of this was that the government needed to also cover the costs of German as a foreign language (DAZ) courses and cultural integration courses. For the first time, the state sponsored 'integration courses' that targeted foreigners, ethnic Germans and citizens of the EU. The government claimed those courses were designed to respond to the linguistic and cultural needs of newcomers, in order to ensure their proper functioning in German society. However, they have rather been used to indoctrinate newcomers and to emphasise their responsibility to adapt to German or Western culture, language, norms and values (Miera 2009). Moreover, not every migrant was eligible to benefit from the classes; for instance, people with a tolerated status (Duldung) were not awarded the right to take part for free in the newly developed integration or language classes due to the fact that recipients of unemployment benefits (ALG II) were ineligible for a permanent residency authorisation (Pfohman, 2014). Since then, Germany has been nevertheless undergoing a profound policy shift toward recognising its status and becoming a country that emphasises the integration of newcomers and the recruitment of skilled migrant workers (Rietig and Müller, 2016).[14] This approach to immigration and immigrants has been tested with the arrival of asylum-seekers and refugees, beginning in 2015. It has stoked heated debate and significant changes in immigration and asylum policy and law (Juran and Broer, 2017).

Migration and asylum in contemporary Germany: A statistical overview

By the end of 2015, around 15 million of Germany's total population of 80 million had an immigration background, either as immigrants themselves or with at least one immigrant parent. By the end of the same year, around one million asylum seekers and refugees had entered Germany (Geddes and Scholten, 2016). According to the Central Register of Foreigners (AZR, 2018), with 10.6 million foreign-born people, Germany has become the country with the largest immigrant population in Europe. The number of registered foreigners in 2017 increased by around 585,000 (5.8%) compared to 2016. Germany is a destination country for migrants from all over the world, including refugees from the former Yugoslavia, Iraq, Afghanistan and now Syria. Among the top ten host countries, Germany signifies one of these high-income countries. It hosted about 970,400 refugees by the end of 2017 (UNHCR, 2017). Germany also registered a total of 846,000 arrivals among European Union citizens in 2015. This means that they accounted for a 40% share of overall immigration to Germany. Despite the increase in the absolute number of arrivals among European Union citizens, the share is however declining (2014: 55%). This is due to the disproportionate increase of arrivals among third-country nationals, particularly in contrast with the strong increase in numbers of asylum-related immigration. The number of European Union citizens who left Germany in 2015 was 518,500 (BAMF, 2016 in Rietig and Müller, 2016).

Overall, net migration has sharply increased in recent years. In 2015, net migration almost doubled reaching about 1.2 million. This is largely due to the high increase of people seeking asylum in Germany, linked to what many refer to as the "refugee crisis" and what Caritas has rather termed as a European "solidarity crisis." After initially applying a welcoming approach, mounting political pressure led the German government to apply tighter controls and restrictive measures to slow down the number of new arrivals to Germany. As a result, refugee flows have decreased considerably since 2016.

As Table 1 displays, foreign population in Germany has continuously increased from 2009 to 2017. Citizens from EU countries constitute the largest group. The number of immigrants, most of whom are in refugee-like situations from Syria, Afghanistan and Iraq, increased significantly between 2013 and 2017, mainly due to the conflicts in these countries and people seeking asylum in Germany. At the end of the year 2017, a total of around 18.6 million people with a migrant background[15] lived in Germany, that is, more than one in five people (22.5%). The vast majority of those recorded as having a migrant background came from Turkey and other European countries. However, the fastest-growing groups were from Africa and the Middle East. Germany has seen a 50% rise in arrivals from the two regions since 2011. Around 740,000 people living in Germany have African roots, with 2.3 million originating from the Middle East. Just over half of those with a migrant background were reported to have German citizenship (Destatis, 2018).

Table 2 illustrates some of the key migration statistics for Germany. It is interesting to see that, for example, the employment rate between native Germans and the foreign population in Germany is quite similar (76% employment rate for Germans and 68% for foreigners), but still, with an 8% difference. The difference is somewhat larger for women, with almost 13% difference. The acquisition of nationality in Germany remains low with only 1.3% in 2015. This study did not have resources to investigate reasons for these differences in employment rates. However, authors expect that the disaggregated breakdown of these figures would show firstly, a high correlation of employment to length of time in country versus recent arrival, especially for immigrants of non-EU origins. Secondly, a strong correlation is likely with whether or not immigrants' educational attainment and qualifications are recognized. Thirdly a correlation can also be expected with the level and speed of acquisition of working ability in German language—which is dependent on length of time in the country as well as availability and accessibility of German language lessons. For women refugees and immigrants, especially those of non-EU origins, a strong correlation could be expected between employment, young children under care, and the availability or not of affordable childcare in proximity permitting work outside home. Access to German language lessons for women caring at home for young children may also be a factor.

Since 2014, the number of residence permits granted to third-country nationals for the purpose of family reunification with Germans or third-country nationals has risen considerably. Between 2010 and 2013, the number of residence titles granted for the purpose of family reunification amounted to nearly 55,000 per year. In 2014, it rose to 63,677 and further increased to 82,440 in 2015. Most of these residence permits were issued to wives or female registered partners who joined their husbands or registered partners; in 2015, their share in the total number of residence titles amounted to 42.8% (35,319 persons). Minor children are the second-largest group; their share came in between 22.1% in 2011 and 33.9% in 2015. Husbands and male registered partners are the third-largest group, ahead of parents and other family members. In 2015, the ten most important countries of origin were Syria (15,956 residence permits granted for the purpose of family reunification), Turkey (7,720), the Russian Federation (4,726), India (4,605), Kosovo (3,808), the US (3,098), Ukraine (2,693), China (2,635), Iraq (1,800) and Bosnia and Herzegovina (1,775) (Grote, 2017).

Among asylum seekers arriving in Germany between 2015 and 2017, more than 50% were below the age of 24, and about a quarter of all refugees were children below the age of 15. The average duration of stay in Germany is 15.3 years (Destatis, 2018). People with a migrant background are mainly registered in Bavaria (21%), followed by North Rhine-Westphalia (19.4%) and Baden-Württemberg (17.1%), in Germany's more economically secure regions.

Around 5.92 million of the registered foreigners in the Central Register of Foreigners came from third countries in 2017. That was around 163,000 (2.8%) more than in 2016. Thus, the increase was significantly lower than in 2016, when it was 665,000 (13.0%). The lower increase can be attributed to a lower refugee influx from the main countries of origin of the persons seeking international protection. For example, the number of registered asylum seekers from Syria in 2017 was around 61,000 (2016: 260,000), Iraq 17,000 (2016: 91,000) and Afghanistan 5,000 (2016: 119,000). In total, Germany registered 476,649 asylum applications in 2015 (2016: 745,545, 2017: 222,683, January 2018: 12,905) (AZR, 2018). The majority of migrants, asylum seekers and refugees in Germany are male (around 60%). The average age is 37.7 years. As Figure 2 illustrates, there were two major peaks for asylum claims in Germany, the first in the early 1990s due to the Yugoslav Wars and the second in the mid-2010s mainly due to conflicts in Syria, Afghanistan, Iraq, Somalia and Eritrea.

Syrians, Iraqis and Iranians represented the top asylum seekers during the first half of 2016—a shift from 2015 when Balkan countries including Albania and Kosovo also ranked high. Asylum applications from the Balkan countries decreased markedly after Germany designated them safe countries of origin, which would send the message that would-be applicants had a minuscule approval chance. The share of people to whom Germany gives some form of humanitarian protection (including subsidiary protection and bans on deportation) has

Citizenship	2009	2013	2017
Total	6,694,776	7,633,628	10,623,940
EU-states	2,589,130	3,366,504	4,701,290
EU-candidate countries	2,103,390	1,934,083	1,935,460
Africa	267,900	318,577	539,385
Asia	812,321	957,950	2,184,410
Syria	28,921	56,901	698,950
Afghanistan	48,752	66,974	251,640
Iraq	79,413	85,469	237,365
China	79,870	101,030	136,460

Table 1: Foreign population in Germany by selected countries and regions of origin for the years 2009, 2013, 2017
Source: Central Register of Foreigners, 2018.

OECD databases	Data
Inflow of foreign population 2015	2.016.200
Outflows of foreign population 2015	859.300
New asylum requests 2016	722.360
Stocks of foreign-born population 2015	11.453.000 or 14.2%
Stocks of foreign population 2015	9.107.900 or 11.3%
Acquisitions of nationality 2015	107.181 or 1.3%
Employment rate by gender &place of birth 2016, total	76.2% native 68.4% foreign
•men	79.2% native 75.3.% foreign
• women	73.2% native 60.5% foreign
Unemployment rate by gender & place of birth 2016, total	3.6% native 6.8% foreign
• men	3.9 native 7.9% foreign
• women	3.3% native 6.2% foreign

Table 2: Key Statistics on migration in Germany
Source: OECD, 2018

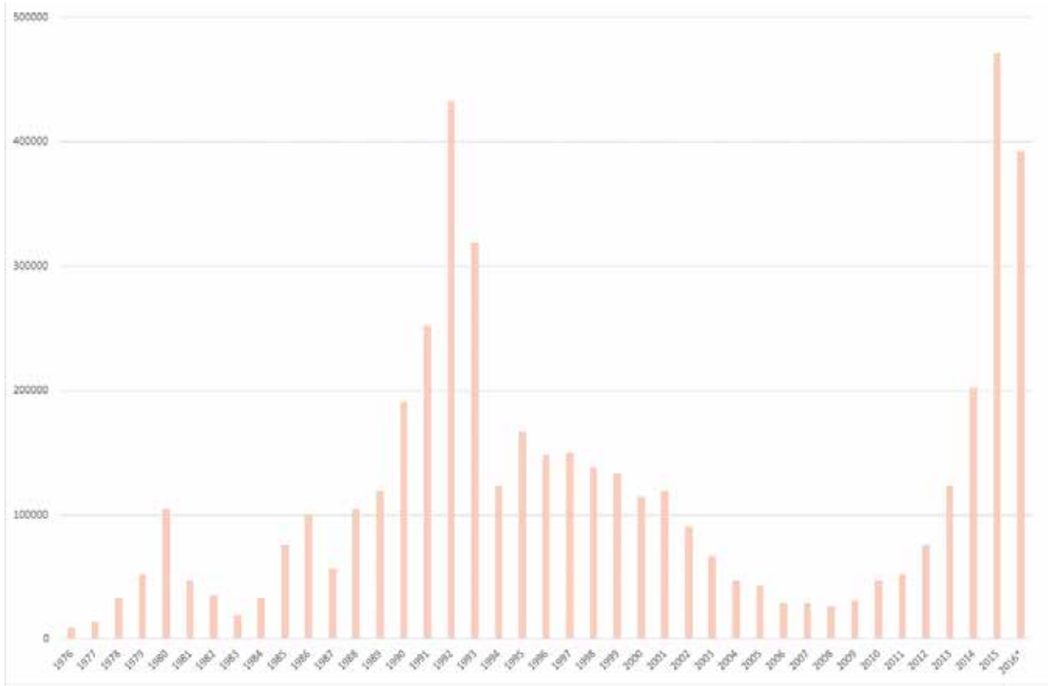

Figure 2: Asylum claims in Germany, 1976-2016 (data covers first half of the calendar year 2016)

Sources: Rietig and Müller, 2016. Data based on: Sources: Federal Office for Migration and Refugees, "Aktuelle Zahlen zu Asyl Mai 2016," accessed August 17, 2016; Federal Ministry of the Interior, "396.947 Asylanträge im ersten Halbjahr 2016," (press release, July 8, 2016)

increased. In 2013, only one-quarter of asylum seekers who applied in Germany were allowed to stay; in 2015, half were permitted to do so, meaning the protection quota doubled in just two years (see Figure 3) (Rietig and Müller, 2016).

Figure 3 shows that in general the protection rate for asylum seekers in Germany increased between 2011 and 2016. However, it needs to be emphasised that the number of asylum seekers who received only subsidiary protection significantly increased while the quota for asylum seekers receiving asylum/ refugee status decreased. Subsidiary protection applies when neither refugee protection nor an entitlement to asylum can be granted, but serious harm is threatened in the country of origin. Persons under subsidiary protection obtain a residence permit for only one year. They have unrestricted access to the labour market permitting gainful employment. However, they are not entitled to privileged family reunification. These trends allude to serious law and policy challenges: for one, the tendency to grant subsidiary protection and humanitarian statuses rather than a longer term refugee protection status; also, the extent to which asylum acceptances vary highly by nationality and are used to express political policy and convey messages, rather than being solely based on merit.

Despite the high number of third-country nationals entering Germany, internal EU migration remains strong, as it constitutes nearly 40% of immigration to Germany. Although Germany has registered an increase in the arrival of EU citizens, the share of the internal EU migration within overall immigration figures declined due to the disproportionate increase in asylum-related immigration starting in 2015. Free movement from other EU Member States contributes to the high level of immigration. There has been a net inflow in Germany of roughly more than two million since 2011, in particular from Poland, Romania and Bulgaria. Net immigration from EU Member States amounted to 439,000 in 2017 (2016: 277,000). The highest net immigration was recorded in Poland (85,000) and Romania (85,000), followed by Bulgaria (45,000). The development of the last ten years illustrates the increasing importance of immigration from the new EU Member States. Between 2007 and 2017, the foreign population with citizenship of a new EU Member State grew from 919,000 to 2.6 million (+ 185.7%). The largest growth rates over this period were Romanian (+ 636.3%) and Bulgarian (+ 563.0%) citizens (AZR, 2018).

According to the Ministry of Interior, the number of third country migrant workers increased by around 4% to 38,800 in

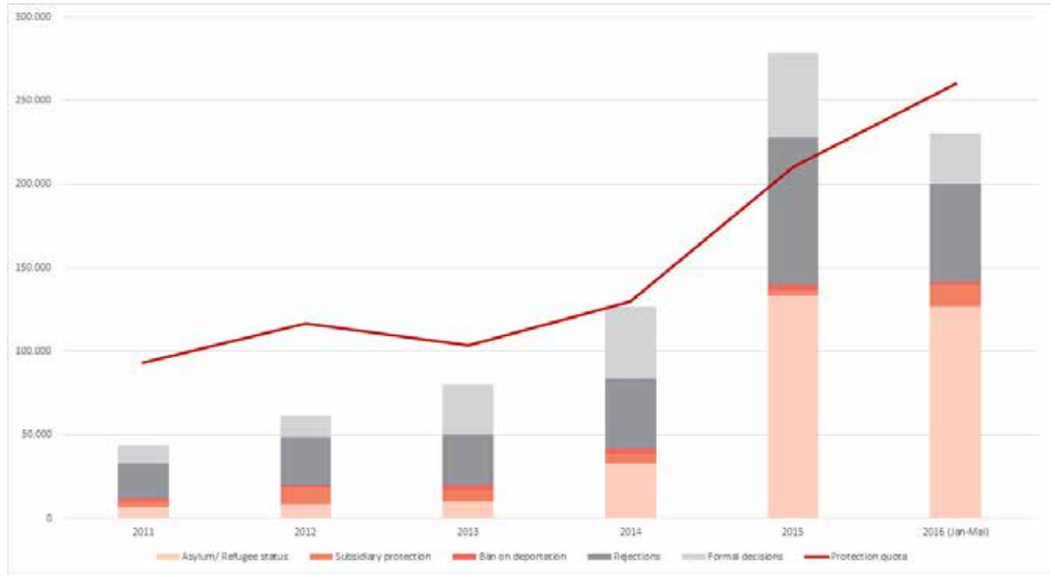

Figure 3: Decisions on Asylum Claims and Protection Quota, 2011-16

Note: "Formal decisions" include abandoned claims and repeat claims which the BAMF did not accept.

Source: Rietig and Müller, 2016. Data based on: Federal Office for Migration and Refugees, "Aktuelle Zahlen zu Asyl Mai 2016".

2015, of whom 28,00 were highly skilled. Around 6,800 came to Germany in 2015 with an EU Blue Card,[16] a 30% increase compared to 2014 (OECD, 2017). In 2015, nearly 42,365 international scientists were working in German research institutions. Between 2012 and 2015, the number of scientists doing research in mathematics, science and engineering subjects rose from 20,627 to 24,498. As a highly specialised centre of industry, Germany needs their know-how to develop strength in innovation and international competitiveness (Make it in Germany, 2017).

In addition, in 2014, there were 2.7 million students registered in higher education institutions, among them 301,350 with a non-German passport: 218,848 students who gained their university entrance quali¬fication abroad, and 82,502 foreigners with a German entrance qualification (Abitur). Since 2011, the total number of students has risen by 18%, and the number of international students by almost 20% in the same period. Today there are twice as many foreigners enrolled in German universities as in 1996. Most international students come from China, Russia, and India. This makes Germany the most popular non-English-speaking host country for international students.[17] Only the USA and Great Britain are more attractive. The technical ¬universities have a particularly good reputation for training engineers—25% of the freshmen are international students. The multitude of structured doctoral courses is particularly attractive for international doctoral students. The fact that for the most part the majority of German higher education institutions do not charge tuition fees gives them a further advantage (Destatis, 2017).

In Germany, as in most countries with substantial immigration, undocumented migrants fall into four general categories: (1) "over-stayers" who have entered legally on temporary visas and have not sought, or were not granted, a legal extension of stay; (2) persons, including many seasonal workers and commuters, who have permission to be in the country but are breaching their conditions of stay by working undocumented; (3) asylum seekers whose applications and further appeals for reconsideration have been rejected; and, finally, (4) persons who were refused entry and, therefore, entered clandestinely undetected or by using deceptive means, such as false papers. It is estimated that approximately 80% of undocumented immigrants in the European Union enter by means of tourist visas and overstay (Humanity in Action, 2006). In 2015, 90,425 persons were residing in Germany without legal status. This category includes registered asylum seekers who had not yet filed an application for asylum or who had not yet been granted a preliminary residence permit on the grounds of seeking asylum (Statistisches Bundesamt, 2017). Data collected by the Federal Office on Migration and Refugees also provides a rough overview of the level of qualification and employment of first-time asylum applicants.

In 2016, Germany registered 84,230 unaccompanied minors. Accordingly, 93% of these were between 14 and 17 years old

(with the remaining 7% under the age of 14), and 92% were male. The majority of unaccompanied minors in the asylum procedure were nationals of Afghanistan, Eritrea and Somalia (Tangermann and Hoffmeyer-Zlotnik, 2018). Unaccompanied minors usually enter Germany irregularly and are taken into care by the Youth Welfare Office following detection by the authorities.[18] They have the prospect of remaining in Germany if they file an application for asylum. The foreigners' authorities generally grant a temporary suspension of deportation, known as a Duldung). This is understood as temporary protection with an enforceable obligation to leave the country eventually, the timing of which depends on the particular situation and country of origin of the specific person. Under certain conditions, this status can transition into a residence permit, for instance, if an unaccompanied minor manages to complete his/her school education/vocational training (Müller, 2014). As of 31 May, 2017, some 37,570 unaccompanied minors were under the protection of the youth welfare offices (BAMF, 2017)[19]. Table 3 shows the number of asylum applications filed by unaccompanied minors for the year 2013, according to countries of origin, gender, and age (ranging from 13 to 17-year-olds). It is observed here that for almost every country of origin, the number of male unaccompanied minors is significantly higher than the number of female unaccompanied minors (Müller, 2014).

After years of debating the possibilities for true integration in Germany, the German Cabinet agreed in December 2018, on the key points for a new "skilled workers immigration law" targeting in particular migrants from third countries. By definition, this law aims to "maintain Germany as an economic centre and to secure its social systems. In addition to applying to graduates, the law should now also apply to people with professional qualifications—and not only in professions where there is a shortage of workers" (Euractiv, 2018). Essentially, the premise is that migrants should be able to make a living for themselves in Germany and those with professional skills will be enabled to come to Germany for six months to look for work. "In occupations where there is an acute shortage of skilled labour, such as in IT or care services, if a job has been accepted there does not even need to be proof of qualifications. At the same time, the German government undertakes to better inform potential applicants abroad and to guide them through the jungle of German administration" (ibid). This new law will position Germany as a "pioneer" in the European Union for recognising the contributions migrants can make for the country.

		Male			Female		
Country of origin	**Total**	**Below the age of 14**	**14 to 15**	**16 to 17**	**Below the age of 14**	**14 to 15**	**16 to 17**
Afghanistan	690	30	165	435	15	10	30
Somalia	355	5	60	240	0	15	35
Syria	285	35	35	120	40	15	40
Eritrea	140	5	20	85	0	5	20
Egypt	120	5	10	105	0	0	0
Pakistan	90	0	5	75	0	0	5
Iraq	85	10	10	40	5	0	20
Total (including all other countries of origin)	2,486	110	370	1535	75	80	310

Table 3: Number of applications for asylum filed by unaccompanied minors in 2013
Source: Müller, 2014

- CHAPTER 6 -

REALITY ON THE GROUND

Considering the different phases of migration to Germany and despite the varying nativist tendencies, it seems evident that much of Germany's immigration history has benefitted and contributed to the development of Germany in numerous ways. Some are evident, ranging from benefits stemming from rebuilding post-war Germany, maintaining its population and labour force, introducing skills and innovation, contributing to cultural diversity, improving quality of life in terms of culinary variety, nutrition, health, education, and ecological respect for the goods of creation, among others.

For instance, while reflecting on contributions from specific periods, it can be argued that both emigration from and immigration to Germany have been fundamental to development in Europe and elsewhere. With respect to German emigration, the several million German immigrants to the US from mid-19th century and continuing up to today have been a backbone of industrial—and later high-tech—development of what remains the first industrial power in the world. Similarly, tens of thousands of German emigrants recruited to Russia in the mid-19th century engineered and supported the initial industrialisation of that country as well as mechanising and modernising agriculture across the country's vast fertile farmlands stretching from the upper Volga to the Black Sea. German emigrants to South America—Chile, Argentina, and Uruguay—contributed significantly to agricultural modernisation and industrial development in the Southern Cone from late 19th to mid-20th centuries.

With respect to immigration to Germany, there are equally powerful examples. The influx of Germans from other countries at the end of Second World War brought millions of working-age people into Germany—a country whose male work force had been decimated by death and incapacitation as a result of the war. Without these 'returnees', Germany—both East and West—would not have had the necessary labour force to rebuild, let alone to re-industrialise—nor to produce food to feed its surviving population. Another example is evident by the contributions of guest workers. More foreign labour was needed to expand the agricultural production and sustain re-industrialisation and modernisation from the mid-1950s onward. Thus, the explicit labour (im)migration guest worker programmes brought in more than 5 million workers between 1955 and the 1970s. Not to mention the German Democratic Republic's parallel recruitment of hundreds of thousands of workers. This was followed by several million Ausseidler, who contributed to the development of Germany especially from the mid-1970s to late 1990s. These numerous examples of people who had been recruited to work in Germany was not for 'altruistic' reasons; rather, it was to sustain development in Germany.

Currently, Germany's economic performance and development is expected to hang on a thread until 2030 due to the reduction of six million members in its work force (due to labour force ageing and decline). The corollary is that immigration is the only means to compensate for a large part of that decline in this short time frame. In 2015, a Deutsche Bank brief (2015) to the government urged allowance for an influx of significant numbers of refugees, including those 'stranded' in Greece. It was noted that many had high school-plus schooling and technical skills of interest to German employers. This decline in the work force remains real despite the arrival of one million refugees/asylum-seekers to Germany in 2015 and despite their representing a substitution for less than three years of decline in the German work force, taking into account the proportion of dependants and economically inactive persons in that population.

The following section reviews the contributions of migrants and migration, first, as it influences Germany, the country of residence; and secondly, as it influences the countries of origin, often perceived as developing countries. Conscious of the paternalistic approach behind notions of "developing countries", this terminology is used with caution throughout this publication. The German government has stated that a business-as-usual approach cannot continue if the global community wants to meet the challenges of the 21st century, declaring that putting an end to poverty and hunger, to disease and pandemics, is possible and that sustainability must be the principle which drives all development (UN, 2014)

Recognition of migrant contributions towards places of residence: Germany

Literature concerning migrants' contributions to development in Germany mainly focuses on the economic contribution of migrants, the effects of immigration on the labour market and on the demographic change in the country, for example, its growing need for skilled labour. There are fewer studies on migrants' social and cultural contributions or that are specific to Germany.

Contribution of migrants to the German economy

The academic literature, the interview partners, as well as the federal government provide strong evidence that migrants contribute to GDP and economic growth in Germany. Participation in the labour market and in productive employment is a clear indicator of that. The report "The Impact of Immigration on Germany's Society" published (in German) by the BAMF (2005) within the framework of the European Migration Network, indicates a positive fiscal impact of immigration, which depends, however, on migrants' duration of stay and the legal regulations regarding their entitlement to social benefits. Furthermore, it states that the immigrants' net contribution to social security and the welfare system helps to counteract problems linked to the continuous ageing of the German population. "Immigration has caused an increase in jobs and therefore triggered stronger economic growth. Regarding ethnic entrepreneurs, new jobs have been created and a specialised range of goods and services (food-groceries, restaurants) has developed." (BAMF, 2005: 6).

Table 4 shows that in 2017 nearly three million migrants from EU Member States were employed in Germany. More than seven million migrants from non-EU Member States were active in the labour market in 2017. As is further explained below, migrants clearly contribute to the German GDP (gross domestic product) whether as employed or self-employed persons. The data also shows that foreign/migrant/immigrant workers make up just about one quarter of the entire labour force. Figure 4 shows the contribution of migrants to economic growth, as well as the extremely negative effect that no net immigration would have over the German economy. It is estimated that migrants will increasingly contribute to production in the coming years. In addition, the graph shows that migrants will significantly contribute to economic growth, while the German economy without migrants would be much worse off.

Population of employed persons Age 15-64, 2017	40,481.000
... from EU 28[20] countries except Germany	2.786.000
... from non-EU 28 countries	7.140.000

Table 4: Population of employed persons in Germany
Source: Eurostat, 2018.

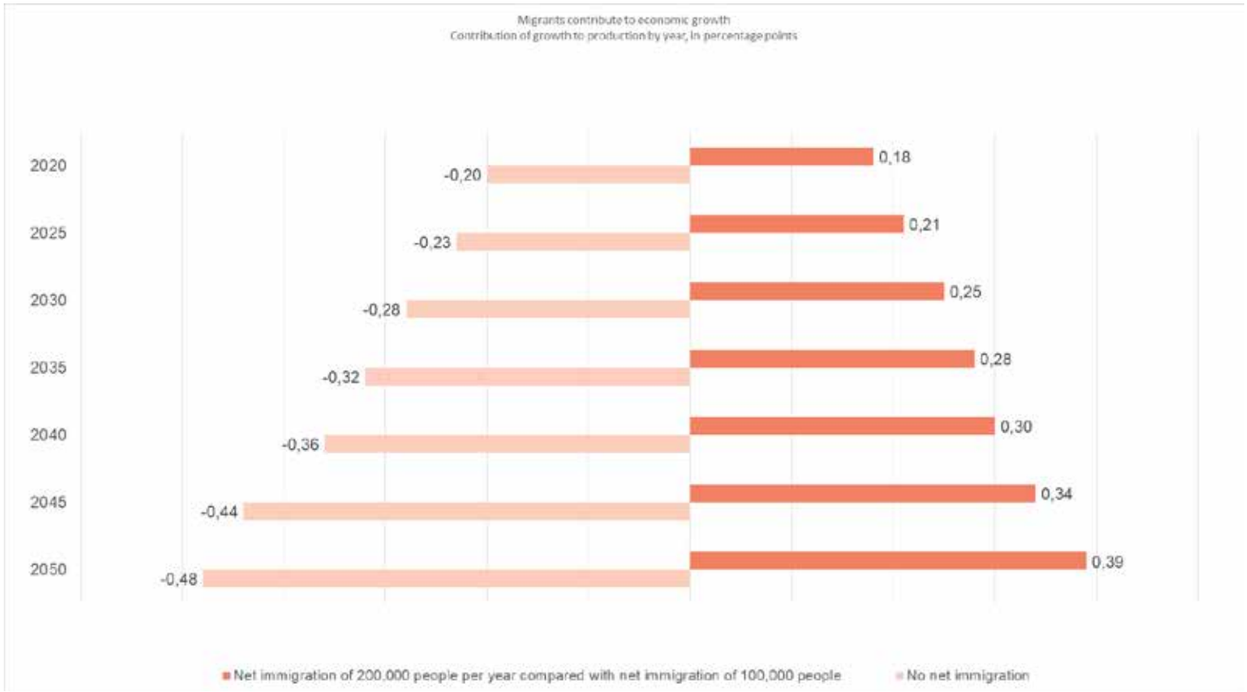

Figure 4: Contribution of growth to production potential by year, in percentage points
Source: Make it in Germany, 2017.

Figure 5 also shows the projected changes of the GDP (growth of gross domestic product) over the next 20 years depending on projected inflows of refugees. It illustrates that refugees significantly contribute to economic growth in Germany. Even in the worst-case scenario, migrants are expected to still contribute to the GDP.

Participation in productive employment and business activity

Between one in five and one in six entrepreneurially active persons has a foreign background. Within this migrant-background cohort, evidence also shows that people holding a foreign passport play a slightly bigger role in the start-up boom than those who have already taken German citizenship. The data shows that there are fewer signs of entrepreneurial ambition among the second generation while the drive to start a business is strong among foreigners with first-hand experience of immigration to Germany. Migrants without German nationality display the strongest propensity to become self-employed. Over half of all self-employed people with a migrant background have already spent more than twenty years living in Germany. Around 10% of all self-employed migrants first came to Germany after 2010. The data shows that the self-employed from the vast majority of groups of origin are on average better educated than their dependently employed counterparts. Taking the self-employed as a whole, 28% have a university degree or comparable vocational qualification, whereas this applies to only 17% of the dependently employed (BMWi, 2017).

According to the Bertelsmann Stiftung (2016), the monthly net income among the self-employed with a migrant background shows the following correlations with the individual factors of influence:

- Performance of the economy: The absolute gross domestic product per capita has a positive influence. If the GDP per capita in a region as a whole is higher, this is also reflected in the net income of the self-employed with a migrant background.

- Industry structure: A higher share of the self-employed in the manufacturing sector has a positive impact on net income.

- With regard to the determinants of income among the self-employed with a migrant background, it also appears that the performance of the economy and the industry structure have an impact on monthly net income. The naturalisation rate and the length of

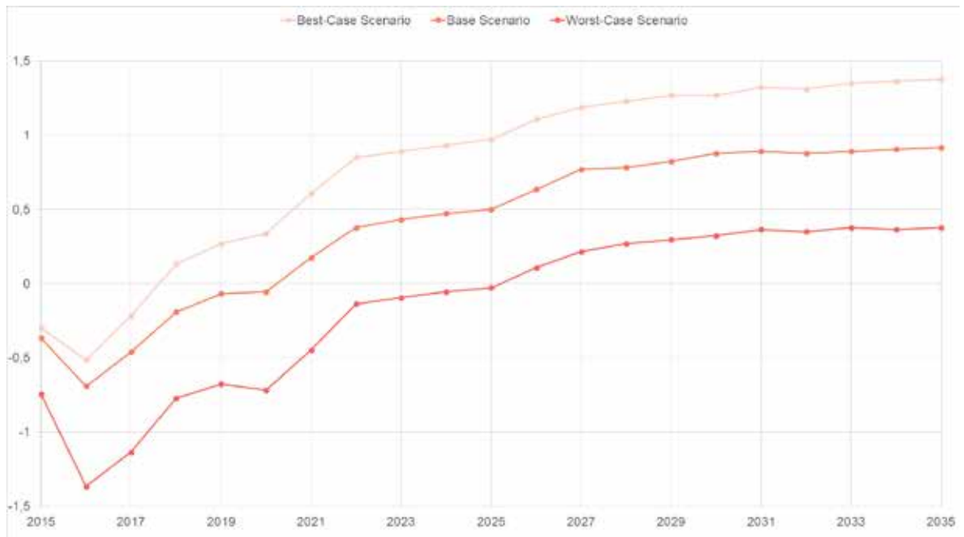

Figure 5: Projected changes in GDP as a result of refugee inflows to Germany
Source: Trines, 2017.

stay in Germany also show a positive correlation with income levels among the self-employed. With regard to the naturalisation rate, this finding could provide an indication of possible access barriers for start-ups, and thus could also indicate a possible area for action.

Migrants are still underrepresented above all in manufacturing and in knowledge- and technology-intensive services, while they play a proportionally bigger role in the construction industry, in commerce and in the hospitality sector as well as in services that are not knowledge-intensive. Specific advantages in setting up a business may also be available to migrants thanks to their involvement in international networks and their experience, innovative approach and valuable store of knowledge—advantages that can be generated primarily in an international context. This point refers, on the one hand, to the observation that the business models of migrant-run companies are more frequently based on international relationships and offer competitive advantages as a result. On the other, a considerable percentage of start-up entrepreneurs who acquired their knowledge and professional know-how abroad are disproportionately successful at developing innovative products and services and bringing them to the market. This innovative strength is evidently found most frequently in teams that combine a diversity of national backgrounds (BMWi, 2017).

As Table 6 shows the median net income of migrants is lower than that of German nationals whereas non-EU 28 migrants have the lowest net median income.

New results published by the Institute for Employment Research of the German Federal Employment Agency show that in the past, when the framework conditions were less favourable, 50% of refugees between 15 and 64 years old in Germany were employed five years after their arrival, 60% after 10 years and 70% after 15 years. The labour market participation of women (11.5%) was much lower than that of men (49.8%). Women mainly worked in a small number of sectors and rarely had high-skilled jobs. However, 87.6% said that they would like to work or continue to work. Some evidence also suggests that asylum seekers find jobs, even though they are often low-paid (Trines, 2017). Foreigners also contribute significantly to the German pension system. Therefore, immigration can contribute to the demographic challenges in Germany (Thelen, 2018). The successful integration of refugees and migrants could help to balance Germany's age structure and increase its labour force (Trines, 2017). As Table 7 shows, the number of foreign scientific and artistic staff increased significantly from 2012 to 2015, particularly in the areas of mathematics, life sciences and engineering.

Median net income 18 & older € 2016	19.165 foreign 21.734 native
Median net income 18 & older € 2016	20.171 EU28 17.778 non EU28

Table 6: Median net income
Source: Eurostat, 2018.

The number of refugees enrolled in German higher education can be expected to increase considerably in the coming years. Between the 2016 summer semester and the 2016 winter semester, the number of refugees registered for foundation courses reportedly increased by to 5,700 refugees. Almost 70% of these refugees are seeking enrolment in a bachelor's programme, while about 20% intend to study at the master's level (Trines, 2017).

Social and cultural contributions

There are manifold influences of immigration in the areas of sports, food, media, music, language, literature, film, fashion and the fine arts. A particularly striking influence of immigration in everyday life in Germany can be identified in food culture. It can be considered as the most important area with regard to the incorporation of migrants by the native population. The German media landscape shows a great variety of newspapers and magazines published in foreign languages. In parallel to the print media, there are numerous cable and satellite programmes which broadcast radio and TV programmes in immigrants' mother tongues. There are countless important authors with migrant backgrounds such as Navid Kermani, who in 2015 won one of Germany's most illustrious cultural prizes, the Peace Prize of the German Book Trade, and is known both for his fiction and for his books on religious tolerance. In Pop, a whole array of international styles of music, ranging from Balkan beats, Afro-American sounds and Turkish Saz Rock to American Hip Hop and even Techno, blends with other strands or electronic elements that are considered "typically German". As in other countries, Rap is a point of identification for young people from migrant families, with languages often blurring in the process. Famous movie directors are, for example, Fatih Akin or Bora Dagtekin. The national football team's two top scorers are both Polish-born—Miroslav Klose and Lukas Podolski—while Sibel Kekilli, an actress of Turkish origin, is now making a name in the Game of Thrones television series. And Cem Ozdemir, the son of a Turkish guest worker, is the co-chairman of the Green party and the country's best-known politician with an immigrant background. Aydan Ozoğuz is a politician of Turkish origin, who has served as a member of the Bundestag, the legislative branch of the German Federal Government, since 2009. Prior to this, she was Commissioner for Immigration, Refugees and Integration at the rank of Minister of State in the government of Chancellor Angela Merkel from 2013 until 2018 (Make it in Germany, 2017).

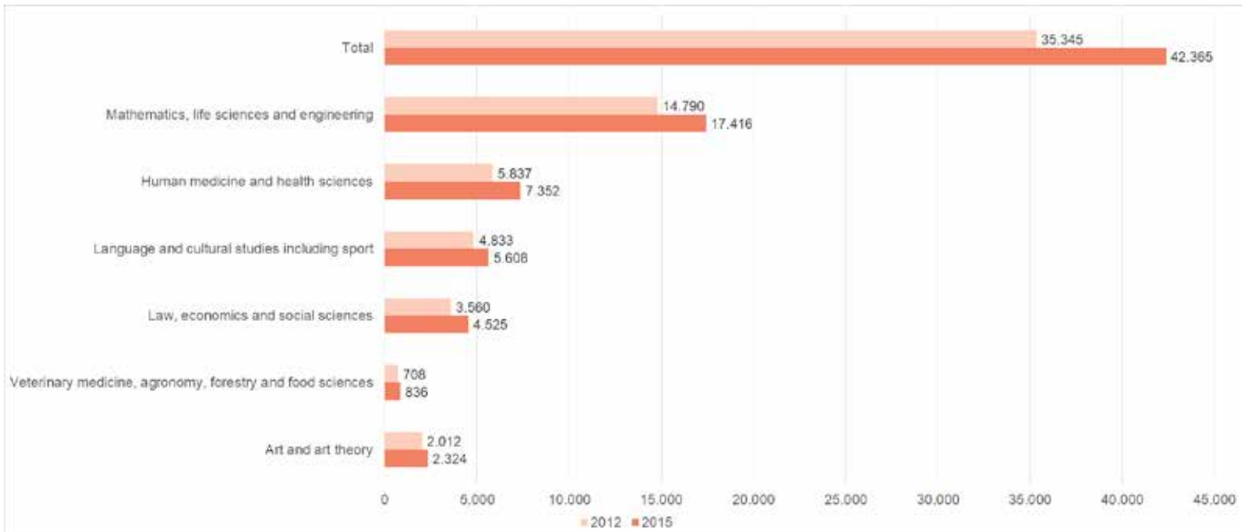

Table 7: Number of foreign scientific and arts staff in 2012 and 2015
Source: DAAD, 2017.

Case Mesut Özil: the first soccer star in Germany from an immigrant background

Mesul Özil is third generation Turkish and often called by the nickname "multikulti kicker" for being the first national player from an immigrant background to have made it internationally, in a journey that has taken him from a scruffy, grey playground in the Ruhr valley, once a booming but now rundown part of the nation's industrial heartland, to the heights of Real Madrid football club. Özil's grandfather moved as a guest worker from his native home 40 years ago. Özil was repeatedly upheld as the prime example of an immigrant success story since he joined the national World Cup team. Behind the Özil story is the untold narrative of a growing underclass of poorly-integrated, under-performing parents and children of foreign origin who are unemployed, under-achieving and increasingly dependent on the state. It was they Chancellor Angela Merkel was referring to when she waded into a heated debate about immigration with her damning remark that Germany's "multikulti" project had "utterly failed" (Connolly 2010).

In addition, it seems that everyone sought to use Özil for their own political gain: Merkel took full PR advantage of the player's success, including an impromptu encounter with him in the team's dressing room following Germany's win over Turkey during the World Cup. The far-right NPD label him a "plastic German"—an artificial, manufactured fake. More problematic was when Turkish president Recep Tayyip Erdogan (before June's Turkish elections) was photographed with Mesut Özil. This resulted in Özil being strongly criticised by the German public, prompting hate mail and threats against him, as well as being blamed for Germany's disappointing performance in the World Cup. The disproportionate and unequal expectations put upon him, as a German with a migration experience, versus the other national football players culminated in Özil's exit from the German national team. He cited "racism and disrespect" of his Turkish roots, indicating that Germany still has a long way to go in fostering integration, countering racism, and enabling full participation of migrants in society. "In the eyes of my supporters, I am German when we win, but I am an immigrant when we lose," Mr Özil said (Chazan 2018).

Recognition of migrant contributions towards places of origin: countries overseas

Concerning migrants' contributions towards the place of origin, OECD/ILO (2018), much of the academic literature focuses on the following three dimensions: labour markets, economic growth and public finance:

- Labour markets: How well immigrants are integrated into the host country's labour market is directly linked with their economic contributions to both their countries of origin and of residence.

- Economic growth: The estimated contribution of immigrants to gross domestic product (GDP) ranges from about 1% in Ghana to 19% in Cote d'Ivoire, with an average of 7%. Overall, immigration is unlikely to depress GDP per capita.

- Public finance: Immigrants help increase overall public revenues, but the increase may not be always sufficient to offset the public expenditures generated. Overall, immigrants' net fiscal contribution is therefore generally positive but limited. This is in line with the available evidence for OECD countries.

According to Diallo (2015), migrants contribute to the economic development of their countries of origin in three other important ways:

- Diaspora Direct Investments (DDI) fosters business development, job creation and innovation, all of which help to drive development in general.

- DDI also create social and political capital in global networks, linking developing countries to the international community and giving them access to advanced technologies and business models.

- Diaspora entrepreneurs have specific linguistic and cultural competences and thus provide opportunities for third parties.

Economic remittances

The economic importance of remittances to and from Germany is underlined by the 14.84 billion Euros in personal remittances received in Germany in 2017, more than a half of them (7.984 billion) coming from elsewhere in the EU, while some 19.501 billion Euros in personal remittances were sent out that same year, of which 14.951 billion to other EU member countries (Eurostat 2018).

The World Bank (2018a) provides approximately equivalent figures in US dollars for the same year 2017: Remittance inflows to Germany: 16.778 billion US dollars, while remittance outflows from Germany: 22.092 billion US dollars.

Germany is the fifth largest country sending remittances worldwide (after USA, United Arab Emirates, Saudi Arabia, and Switzerland). The top-7 recipient countries were EU Member States. France was the largest recipient, followed by Poland, Italy, Austria, Czech Republic, Spain, Hungary, ranging from 2.124 billion USD for France to 997 million USD for Hungary. Looking at recipient countries outside the EU, Lebanon was followed by the Russian Federation, Vietnam, Nigeria, China, Thailand, Serbia and Turkey. These countries received important and relatively similar amounts ranging from 878 million USD for Lebanon to 503 million USD for Turkey (The World Bank. 2018b). Germany received significant amounts of remittances from (top-10 countries): USA (2.801 billion USD), Turkey (1.637 billion), Switzerland (1.480), United Kingdom (1258), France (962), Spain (951), Italy (932), Austria (834), Canada (810) and Australia (556) (The World Bank.2018b).

In 2015, Syrian workers in Germany transferred 18 million Euros home, compared with 152 million Euros in 2017. Also, remittances by Romanian workers in Germany have increased from 115 million Euros to 333 million Euros within two years. Financial remittances have been recognised as an important developmental vehicle associated with migration. Remittances could lift families out of poverty, improve health and nutrition conditions, increase education opportunities for children, improve housing and sanitation, promote entrepreneurship and reduce inequality. Remittances can drive positive changes for family, community, and society mainly in the areas of education, health, business development, housing and land ownership (GER 6).

Social remittances

Apart from financial remittances, transnational communities also contribute by way of 'social remittances'—the flow of skills, knowledge, ideas and values that migrants transmit home. The impact of social remittances has been most strongly felt in areas such as education, health, employment, business and aspects of governance, found in Tanzania in 2014. There is also a broader development effect, as the recipients of social remittances extend beyond migrants' immediate circle of relatives and friends to the wider community beyond. Taken together, financial and social remittances have an important role to play in the achievement of individual family goals, community and national development priorities, and relative to the achievement of the SDGs more generally (ACP Observatory on Migration 2014). Contributions of Diasporas often concentrate on health and education. For example, they build/renovate hospitals and schools, pay salaries, send used equipment, capacity-building and awareness. Other initiatives include sustainable development (environmental protection, job creation and skills training), gender equality (reproductive health, women and girls' rights), human rights and democracy (good governance, civil society development, peace and conflict resolution, youth and minority rights) (GER 5, BAMF 2012).

Migrant and diaspora organisations

Migrant organisations are not only independent civil society actors involved in integration policy, but are also frequently involved in their countries of origin by carrying out development projects there or by providing development education and information in Germany. According to BAMF, such commitments can be subdivided into two dimensions (BAMF 2012; GER 2):

- an internal dimension: development policy education and information work and donation acquisition in Germany

- an external dimension: development projects in the country of origin

For the external dimension and the support of migrant and diaspora organisations given to their respective country of origin, development projects that aim to improve the health and education of disadvantaged groups in the country of origin dominate. Due to their knowledge of the countries of origin and their local contacts, migrants can become carriers of social remittances and initiate development processes directly. Such specific resources can be an advantage over established development actors and can be used profitably in cooperation with them. Synergy effects can be generated between country of origin engagement and integration by linking the two fields of action more closely together and recognising the integrative potential of migrant development engagement. Local integration policy plays a key role for migrant organisations, further recognition and development of cooperation between communities with migrant organisations offer opportunities to support the engagement of migrant organisations and to initiate cooperation with both state and non-state actors (BAMF, 2012; GER 2, 5). Diaspora organisations have the potential for change in the country of origin, for example, through knowledge transfer, innovation, investment, political processes, democracy, international networks and resources (GER 4, 5).

Contribution of Syrian diaspora

Already prior to the conflict in Syria, Germany was one of Europe's largest receivers of Syrian immigrants, hosting a total 30,133 Syrian citizens in the year 2010. Since 2010, the stock of Syrian nationals increased more than tenfold, with the number of Syrian nationals reaching 637,845 in the year 2016. Regarding the geographic distribution, North Rhine-Westphalia hosted 174,020 Syrian nationals. This marked the highest share of Syrian citizens residing in Germany in December 2016. It was followed by Baden-Wuerttemberg (68,085), Lower Saxony (68,005) and Bavaria (62,450). Syrian immigration to Germany tends to be male-dominated, with men representing 64% of the Syrian migrants. Moreover, with 78% under the age of 35 and an average age of 24.3, young people make up by far the largest share of Syrian nationals in Germany. In 2016, the vast majority of Syrian citizens had a limited residence permit. More than half (54%) received temporary protection based on humanitarian grounds, whereas 84,375 were granted a residence permit based on their admission to the asylum procedure. In 2015, 27% of Syrian first-time asylum applicants had attained higher education (i.e. university or technical college) which was around ten percentage points higher than the overall average of applicants from all countries of origin. Concerning the profession last exercised, around a quarter of all applicants surveyed had recently worked in technical, medical, engineering, teaching and administrative professions. Across genders, about 73% of male applicants and 29% of female applicants had most recently been employed (Ragab, Rahmeier and Siegel, 2017).

In general, there is a feeling of stereotypes and prejudice against the Syrian refugees, but also vice versa, against the hosting society by the Syrians, which impedes intercultural dialogue and mutual understanding. Moreover, the insecurity of residency, on the one hand, limits the willingness to invest in building a new life in an unstable environment, while on the other it also negatively affects the feeling of belonging to the new society. The Syrian diaspora in Germany shows high commitment to address the various aspects of the Syrian crisis, by being engaged both in the Syrian and the German context. While many organisations that started to alleviate the suffering of those most affected by the conflict, activities are now moving towards more development-orientated efforts through, among other things, the provision of health care and education and the promotion of community cohesion and women empowerment. More recently, many initiatives focus on the promotion of integration through assisting displaced Syrians in their integration process and strengthening intercultural dialogue and mutual understanding between the displaced Syrian population and the broader German society. Despite these efforts, the real potential of the Syrian diaspora can only be realised once there is an end to the violent conflict. At this stage, questions on return and reintegration can only be addressed through promoting the capacity of Syrian diaspora organisations in Germany. Through their engagement, these organisations not only contribute to the creation of the necessary structures for sustainable return but they also build a strong basis of individual capacity for the reconstruction process among those who have recently arrived in Germany (Ragab, Rahmeier and Siegel, 2017).[21]

Return migration and reintegration

Migration is often seen as a one way path—migration, integration and citizenship, but there are numerous other aspects, such as return, reintegration, as well as circular, temporary return, or transnational migration (GER 4). This is because migration movements are never static, but rather dynamic and often in transition as they are closely intertwined with an understanding of identity and belonging.

Various instruments can help engage with the diaspora, in particular those nationals living abroad who might be interested in temporary or permanent return. In order to know who and where the diaspora is, countries of origin should develop diaspora engagement strategies, including diaspora engagement officers in relevant embassies, and diaspora mappings. By knowing the diaspora, countries of origin can plan to engage returning migrants in professional jobs or short-term placements. Designing sustainable reintegration interventions, however, requires sufficient data and information on migration issues (Haase and Honerath, 2016).

The Centre for International Migration and Development CIM's returning experts programme focuses on the transfer of knowledge. CIM recruits people from one of the partner countries who have studied or worked in Germany and places them with local employers in their country of origin. The aim is to find exactly the right position for the returning experts, where they can use their knowledge, experience and contacts for everyone's benefit—for the returning experts themselves, but also for the employer, the country of origin and, not least, Germany (GER 11). The term 'returning expert' is used for those who have gained technical or managerial skills through study and work in Germany and who then go on to use their knowledge and expertise in their country of origin. The term 'diaspora experts' is used for well-qualified and skilled people with a migration background who wish to support their country of origin by putting their expertise to good use as volunteers. Diaspora experts will pass on their knowledge and skills through short-term assignments in development projects involving local organisations. The programme is open to people from a wide range of careers and sectors, including managers, financial advisors, organisational developers, engineers, legal specialists, doctors, vehicle mechanics, skilled manual workers and health care professionals. The assignment must have a development focus. Support is currently available for assignments in Albania, Cameroon, Ethiopia, Kosovo and Serbia (CIM, 2018).

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– CHAPTER 7 –

OBSTACLES

Two major challenges today are the widespread ignorance, denial and rejection of the benefits of immigration to European societies coupled with the rise of violent xenophobic rejection of migrants and refugees present in and arriving to European countries from elsewhere. In the case of Germany, this effectively threatens the very viability of Germany's economy and future welfare system, as well as the future welfare of its people. Such denial and rejection of the added value of the migration development nexus—and of migrants themselves, ironically, transpires under the guise of "protecting" Germany and Germans. The following chapter presents some barriers and challenges migrants face in their contributions to development whether in terms of developing the country of origin or the country of residence. The material in this chapter is mainly based on interview data.

General obstacles in both country of residence and country of origin

An important prerequisite to understand the migration/development nexus and to improve the conditions in which migrants can contribute to development in countries of origin and residence is the availability of reliable and disaggregated quantitative and qualitative data. Statistical data and information illustrating migrants' contributions to development have to be broadened in terms of covering various aspects including economic contributions, but also the cultural, social and political ones, as well as employment rates, educational levels, health situation, social protection access, rates of discrimination, living situation and integration indicators. Furthermore, projects, initiatives and engagement in the area of migration and development need to be documented, shared with others and, more importantly, be evaluated. Project monitoring and evaluation allow others to learn and improve their own work. For the future, it is important to generate more knowledge and learn from past experiences. The (voluntary) engagement of migrants should be the subject of scientific research in both qualitative and quantitative terms in order to support such research frames in a more targeted and sustainable way.

Obstacles hindering migrant contributions in the country of residence: Germany

Inadequate protection and enforcement of human and labour rights

Germany has a substantial and evolving legislative framework on migration and refugee asylum. However, legislation fully protecting migrants, foreigners' and refugee rights is insufficient, and its enforcement is weak, particularly in the world of work.

Germany has ratified the 1951 Convention and 1967 Protocol on the Status of Refugees and nearly all the fundamental United Nations Conventions on Human Rights, except the 1990 International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families. It has also ratified two of the other three international instruments specifically detailing human rights' and labour rights' protections being applied to migrants, namely ILO Convention 97 on migration for employment (ratified as well by a dozen other EU members' states) and ILO Convention 189 on Decent Work for Domestic Workers. However, it has not ratified ILO Convention 143 on migrant workers (supplemental provisions) which in particular provides standards for integration of migrant workers. The absence of the ratification of the two instruments mentioned above translates to the absence of domestic law adequately guaranteeing rights' protection and equality of treatment for migrants, and it contributes to a lacuna of policy and practice of promoting and enforcing those rights and protections. It can reinforce assumptions that the absence of rights under law

means that the people concerned have lesser or no rights—or legitimate presence.

Germany has long been relatively exemplary in the adoption of International Labour Standards, in part a reflection of strong trade unions and employer organizations' recognition of the importance of decent work for productivity as well as good business. Germany has ratified 8 of the 8 Fundamental ILO Conventions, 4 of the 4 priority Governance Conventions, and a total of 59 ILO Conventions are in force in Germany (ILO. NORMLEX). All of these conventions apply—or should apply—to all migrant workers. However, enforcement through labour inspection and complaint mechanisms appears far less than adequate to ensure protection of decent work conditions, remuneration, and occupational safety and health for many migrant workers in the country.

Lack of awareness on positive aspects of migration and the role of media

The general public has insufficient information about the complex linkage between migration and development. In addition, if the positive aspects of migration are highlighted then the focus is on the economic contribution of migrants, but much less so on their social and cultural potentials. Best-practice models of voluntary engagement of migrants are to be publicly represented and promoted at federal and state level. There is a need to shape public discourse and strengthen the positive discourse about migration, e.g. portray migrants as bridge builder/mediators/interlocutors and migration as an opportunity for all involved including migrants, as well as people in the country of origin and destination. Currently, migration has a strong negative connotation in the public discourse. There is a need to show that migration is a "normal process and a part of life." (GER 4, 6). Acknowledge the potential of the migration experience—soft skills, language skills, cultural know-how (GER 4).

Media often present only one side of the story, e.g. "there are too many migrants". There is a need to train and sensitise media representatives and journalists on how to describe migration, e.g. avoid using images such as: refugee crisis, wave of migrants (GER 4, 18).[22] Migration should not be portrayed as a strain (on the social system) but instead viewed as a potential for economic and social improvement. At all political and professional levels, it is not necessary to talk about migrants, their life situation and their voluntary commitment, but to enter into an open and, if necessary, personal exchange with them and to create the necessary structures. There is a need to publicly discuss the participation opportunities offered to migrants and to further encourage a public debate on questions such as: What kind of society do we want to be? What kind of (immigration) country should Germany be?

Negative connotation of the term migration

In the past years, terms such as migration, migrants and refugees tended to have negative connotations in Germany. Therefore, it is important to make migrants visible, portray them as actors of change and of human integral development in order to change the current negative narrative on migration, in which it is seen as a problem or a threat that needs to be dealt with. One idea would be to use the term mobility instead of migration as it is not as 'loaded' a term. Migration is often associated with people coming from far away; mobility is something that is deemed important for all, including the older lady in a small village in Germany who requires transport to the doctor in the next town, the Syrian asylum seeker and the Spanish student (GER 7). Access to mobility is not equal, but a structural necessity exists in many different areas for many different people. Mobility is often associated with EU-nationals, highly qualified, transnational movements, while migration as a concept in the public eye is commonly linked to low-skilled people, asylum seekers, and irregular migrants. Distinctions between expats and migrants move in a similar direction. How to name people and processes might be an obstacle for development, especially considering the general lack of understanding of the issues and how they are interrelated. In this regard, further awareness raising on the contributions of migration to human integral development would be essential. Here, links to the importance of the sustainable development goals could also be made, and to the role migrants can play in helping governments implement their goals and reach the associated targets.

Inequality and unacknowledged cultural diversity

One of the major obstacles is inequality and a lack of full participation of migrants in all spheres of society and on all levels, including in local communities and nationally. Therefore, the enormous potential of migrants often remains unused and undervalued (GER 12). The German society and political actors need to create more flexible structures to encourage migrants to participate whether in organisations or political parties. Political parties should represent the diversity of voters. So far, none of the German parties has achieved this, so a realistic image of the society (with 20-30% migrants) is currently not being represented in the political realm. Cultural diversity should be fostered among the higher echelons of businesses, politics, judicial systems, academia, policing, media, etc. in order to better represent the diversity of the German population—and foster greater participation (GER 12). The public discourse lacks a "you belong to us"—feeling. Diversity can create conflicts, but conflicts are not essentially bad, because they are the drivers of change (GER 12). Using the potential of diverse groups of people with different skills and experiences both in countries of destination and of origin, i.e. recognising and making better use of migrants' soft skills (GER 18). Hence, there is a need to develop diversity competence, i.e. capacity building among communities and local employers in how to deal with inequality, discrimination, diversity and related challenges.

Designing and implementing a steady capacity-building process related to the topic of migration and development could be helpful in this regard. Such a process must also have resources for developing training modules and carrying out multiple annual workshops focused on various topics to allow the project implementers receive the information, tools and guidelines that they can adapt and use for their integration and development projects. The workshops should also include feedback sessions where project implementers can discuss their challenges and promising practices to improve implementation (GER 4, 12, 18). In addition, the German society requires more space and places for exchange, dialogue and learning ("Begegnungsräume", "Interaktionsräume") (GER 3) not just with migrants but also among themselves to better recognise the way they unknowingly contribute to the existence of structural and institutional discrimination. Several interviewed partners emphasised that it is important "not to instrumentalise migrants only for their contributions, but rather to see them as human beings, as individuals with needs and aspirations like us" (GER 3, 12, 18). This reaffirms the understanding of and importance of human integral development.

Lack of policy consultation and dialogue

The nationwide dialogue between policymakers, academia, administration, diaspora groups and migrant organisations is often insufficient. Intensifying poli¬cy consultation can strengthen partnerships, taking into consideration that collaboration offers potential opportunities for development agencies and Diasporas alike. The coverage of these would include promoting political dialogue with governments and regional bodies, conducting regional exchange events to showcase experiences of projects, compiling lessons learned and discussing the future of migration and development with regard to the migrants themselves, the country of origin and the country of destination (GER 12, 18). It is also important to broaden and deepen the network of city-to-city partnerships and project-based cooperation with municipalities in countries of the Global South, to strengthen city partnership, such as Frankfurt/Paris, using existing promising practice examples and applying them to the Global South (GER 3). Support structures of autonomous local government and municipal knowledge transfer through development cooperation projects (for instance, SDG 17)[23] represent other possible interventions.

Lack of support for diaspora and migrant organisations

Much diaspora and migrant engagement takes place through registered associations and is based on voluntary work and a sense of moral obligation. However, many diaspora actors emphasise that when the current generations withdraw and retire, the future of such involvement will be uncertain. Therefore, there is an urgent need to comprehensively support diaspora and migrant organisation and engage young people as actors of change (GER 1, 3, 4, 12, 18). Gaps in knowledge or false information about funding and financing opportunities represent a central barrier to engagement. Lack of space to organise association and project work and difficulties in acquiring financial resources prove to be a common challenge for migrant organisations. It is important to increase the support of diaspora and migrant organisations, both financially and with regard to capacity building. Reaching out to other actors such as individual entrepreneurs and busi¬nesspersons is important when considering the future of institutionalised diaspora support to de¬velopment (GER 1).

Focus on integration without emphasis on human integral development

Several interviewed partners argued that the focus of the German government is on integration and to a lesser extent on development (e.g. National Action Plan focuses on integration). Therefore, there is a need to show the complex link between migration, integration and development (GER 3, 12, 14, 18). In the recent past with the influx of around one million asylum seekers and refugees to Germany, the focus has been on the integration. However, interviewed partners also empathised that integration is important to enhance migrants' contribution to development. Despite the focus on integration in Germany, the German government also addressed the root causes of displacement mainly on the African continent by focusing on development projects in the areas of education, unemployment and high fertility. In this regard, Germany's Development Minister, Gerd Müller, launched the Marshall Plan with Africa in 2016, which calls for more German engagement in Africa. He argues that investments help reduce poverty.

Limitations in legal rights

One of the major obstacles identified by interviewed partners is the lack of legal rights for asylum seekers, refugees and migrants. Some of the interviewed experts argued that the length of prior residency required for citizenship should be reduced. Also the dual citizenship should be favoured and permanent residents should be allowed to vote in local

elections. This would largely improve their social and political participation (GER 12). In addition, there is a need for a fundamental recognition and legal equality of migrants, for example, by implementing the EU anti-racism guidelines in Germany (GER 18). According to GER 3, "the main obstacles to increase migrant's contributions are structural, for example, migrants' disadvantages to access the labour market, education and language and training courses." GER 1 gives the example of Iranian migrants in Germany who "share the problems of other migrant communities in Germany, such as structural discrimination and not equal educational and career opportunities." Interviewed partners agreed that Germany urgently needs a new immigration law which regulates immigration and integration. There is also the hope that the new immigration law will open more opportunities for legal migration to Germany. "There is a need to create ways to legally enter Germany and gain the right to work. So far there are only few ways to legally migrate to Germany: study, family reunification or highly skilled" (GER 6).

Education obstacles

Immigrants are less successful in school compared to German natives. Language skills and lack of educational attainment are among the chief barriers to workforce integration and hence, that impede migrants' full contribution to development. Additionally, a large education issue in Germany is structurally discriminatory tracking of children, particularly affecting the children of third-country nationals, including Turkish children, who are being boxed into vocational/technical training instead of being encouraged to access to 'higher' scientific and academic education.

In light of these barriers, access to higher education is important for the long-term social advancement of sizeable numbers of migrants and refugees. Migrants can generally attend German universities without restrictions. German language proficiency and other hurdles, however, deter migrants' enrolment in public universities. At the undergraduate level, where degree programmes are almost exclusively offered in German, all international students must present a qualification equivalent to the German university-preparatory high school diploma, and demonstrate advanced German language abilities. Migrants often lack formal vocational training and the type of professional qualifications usually required on the German labour market. In other words, the work experience many refugees bring to their new country has little relevance to the German job market (Trines, 2017).

Labour market obstacles

Skilled immigrants often have higher labour force participation and employment rates than native-born workers. However, the quality of jobs immigrants take remains a concern because they often face a lack of decent work. Although Germany makes substantial efforts to welcome skilled migrant workers, significant barriers remain for third-country workers. Complicated bureaucratic procedures prevent employers from hiring in certain sectors. Receiving residence and work permits is considerably harder when the migrant has no or few qualifications. In practice, this means a situation close to a recruitment stop for unqualified persons or persons with low qualifications (PICUM, 2016). In reality, discriminatory practices further make it difficult for migrants to access the labour market even when they are qualified and have the certificates needed to prove it.

If they are fortunate enough to access the labour market, migrants then often face further challenges on the job. In general, immigrants earn far less when they do find work. Migrants are often offered low-skilled jobs, internships and temporary positions that rarely lead to full-time employment (Trines, 2017), or that match their qualifications. Additional obstacles are linked with high rates of occupational/employment injury, sickness and death, lack of OSH protection, absence of application of labour standards and supervisory labour inspection, especially where migrant workers are concentrated.

A number of additional factors further constrain access to employment for refugees in Germany, including lengthy periods of stay but without clear rights of residency and work; residence in mass accommodation for asylum seekers, which limits contacts with networks that could facilitate access to employment; some evidence of slow recognition of skills and qualifications; some lack of feeling welcomed into Germany society (Trines, 2017). While the objective of dispersing asylum seekers and refugees across the country is understandable, more thought has to be put in making sure that there is a better match between the distribution of asylum seekers and refugees and local labour market conditions. To this end, administrative obstacles to job-related moves need to be lowered. Improvements are also needed with respect to cooperation between the various stakeholders, as this is a prerequisite for an effective and efficient integration policy (OECD/UNHCR, 2018).

GER 6 identified three major obstacles related to the labour market:

- The German labour market is strongly regulated and therefore, refugees and migrants have difficulties to gain access to formal employment.
- Qualifications/certificates are often not recognised, and non-formalised knowledge and skills remain often unused. For example, a lawyer or a medical doctor often works in less qualified positions.
- The 'residence obligation' does not allow migrants to use their existing networks to search for employment. There are often better opportunities in the urban areas, but migrants are forced to live in rural areas.[24]

Obstacles hindering migrant contributions in countries of origin – countries overseas

There are a number of obstacles that impede migrants' full contribution to development, and an even higher one that prevents the recognition of migrants' contributions. Three main challenges are highlighted below, using the example of Nigeria, and based on interviews conducted with Nigerians living and working in Germany, with representatives of ILO and GIZ in Nigeria, and with returning migrants in Nigeria. Nigeria was chosen as an example since on the one hand, Nigerians are an excellent example for their integration in Germany. According to the data from the Federal Bureau of Statistics, in March 2017 more than 56,000 Nigerians lived in Germany; of these more than 20,000 Nigerians were employed. This makes them very successful in finding work in Germany (Brückner, 2018). The second reason for choosing Nigeria as an example is more practical in nature, based on a field visit to the country. All major obstacles described below hold true for many other countries of origin as well.

Conflict, civil unrest, and insecurity

The ongoing Boko Haram conflict in the northeast of Nigeria, cycles of communal violence between pastoralists and farmers also mainly in the northern parts, and separatist protests in the south, define Nigeria's human rights landscape in 2017. Nigeria—just like many other sub-Saharan African countries—has witnessed many conflicts revolving around political, economic, religious and ethnic motives after independence. Religious and ethnic nationalism has led to conflicts about the control of state power, unequal allocation of resources, citizenship issues, state collapse, economic decline and ethno-religious clashes. Nigeria has been pushed hither and thither by recurrent crises of regional or state illegitimacy, often impairing efforts at economic transformation, democratisation, national cohesion and stability. Instability, conflicts, and civil unrest places the country under constant threat, which strongly impacts development (Canci and Odukoya, 2016). Development can only take place in a peaceful environment. There is an urgent need for the Nigerian government to intensify efforts to sensitise or educate Nigerians on the imperative of peaceful coexistence, fight against poverty and unemployment, promote mutual respect among the adherents of the two major religions, and mobilise traditional, religious and political leaders, among others, to ensure a lasting peace. These are requirements for meaningful development.

Lack of rule of law

The lack of rule of law can be seen as one of the major obstacles to development. A number of Nigerians leave their country because the Nigerian justice system, which lacks the capacity and will to prosecute highly-placed government officials who, whether serving or having formerly served, have been indicted for corruption. Development is only possible with effective, accountable and inclusive institutions, which are based on and guided by law as well as sound ethical principles. Only an effective judiciary guarantees fairness in legal processes and is a powerful weapon against corruption. The practice of rule of law enhances good governance and development. For the Nigerian state to develop, it has to allow the practice of the rule of law in its entirety (Jibrin 2017). President Muhammadu Buhari was elected in 2015. After emphasising his track record of tackling corruption, he declared: "if we don't kill corruption, this corruption will kill us." However, Mr. Buhari has failed in many instances to prosecute cases of corruption. High-ranking corrupt officials rarely end up in jail, "as suspects continue to exploit the flaws in the justice system and the anti-corruption programme's legal and institutional mechanisms, to the point where individuals are profiting from their crimes" (Olaniyan 2018). Despite Mr. Buhari's political will to fight corruption, the Nigerian government routinely disobeys court orders. An effective judiciary that guarantees fairness in legal processes and acts as a powerful weapon against corruption is needed. Rule of law enhances good governance and development. For the Nigerian state to develop, it has to allow the practice of the rule of law in its entirety (Jibrin 2017).

Lack of infrastructure for investment

Modern, efficient infrastructure is the key to economic growth. Unfortunately, energy, transportation, and internet costs in Africa are among the highest in the world. This lack of infrastructure makes it difficult for African markets to grow sustainably. Infrastructure is central to the sustainable development and economic competitiveness of any nation. Inadequate infrastructure is holding back economic growth and it reduces productivity. Without a viable infrastructure, companies including those from Europe, are less likely to invest and try to access foreign markets. In addition, a lack of infrastructure (which has causal links to high unemployment, poverty, and corruption) may result in deterring migrants living

abroad to invest in their country of origin or from eventually returning home (GER 9, 11). In addition, an efficient working infrastructure could guarantee that remittances are being used and invested productively, in sectors which could create new job opportunities. Moreover, a lack of infrastructure might also cause ambitious residents, hoping to make something of themselves and for their families but with little opportunities at home, to leave their country of origin. Among the one who leave are likely to be found the most skilled workers of the country, an exodus which results in the country losing not only ambitious labourers—possibly some of its most talented citizens—but also the scarce capital which has gone into their rearing and training. Countries also lose the very people on whom campaigns of social and economic development must be based; those with the highest expectations, the greatest initiative and intelligence, and those most dissatisfied with conditions at home (brain drain).

Challenges to reintegrate

Although the right to return to the country of origin is recognised in the Universal Declaration of Human Rights, for many countries of origin, return receives low priority, in particular involuntary return, or return due to failed migration or integration elsewhere. The reintegration of returning migrants is overlooked when many countries of origin face weak economies and labour markets. In some cases, this is a political decision made by the governments in the country of origin to not be pressured by Germany or other European governments. Instead they prefer to let their citizens decide for themselves what is best for each person. In addition, if even members of the local society have little or no access to the labour market, higher qualifications or a good welfare system, returnees may be considered as a burden not only by governments, but also by the local society. Reintegration policies and individual reintegration processes thus greatly depend on the overall economic, political and social circumstances of a country. Services such as counselling require corresponding institutional capacities and resources, which are often lacking in so-called developing countries.

Returning migrants often face a number of challenges when returning to their country of origin if the economic conditions are not favourable for finding employment, their knowledge and skills are not valued, or if they are seen as competitors to the local population. There are, in some cases, conflicts between return migrants and citizens who never left when it comes to scarce resources and access to services. Furthermore, some returning migrants are stigmatised, which hinders the potential of their development contribution (GER 8). Returning migrants may also have difficulties in re-adapting to the home country, or their skills may have deteriorated while abroad. Returning migrants may be disappointed by the wages or working conditions or may have more difficulty in finding or re-training for jobs than the local population who never left (GER 5). A lack of interest or even rejection by state-owned actors toward migrant-led development projects could undermine existing ambitions or restrict people in their development commitment (GER 2).

– CHAPTER 9 –

BETTER INTEGRATION BETTER OPPORTUNITIES

The large number of refugee arrivals over a short period of time presented challenges “across the board” for Germany, especially for city governments, since the local and regional level are ultimately the ones responsible for ensuring that structures and funding are in place to foster migrant integration. Finding solutions to address the following points has been essential: registration of arrivals, housing, health care, language training, school enrolment for children, recognition of qualifications, labour market entry and employment, specific needs of unaccompanied refugee minors, and facilitating coordination of supportive citizen responses as well as dealing with varying public opinion, sometimes negative press, and the resurgence of anti-refugee/anti-migrant political sentiment and manifestations.

In response, many cities have developed integration plans. For instance in May 2016, the Berlin Senate adopted the “Masterplan for Integration and Security”[25], building on the 2015 Senate Paper “Care and integration concept for asylum seekers and refugees”. It created as well the Berlin State Office for Refugee Issues and fostered increasing coordination between state departments, boroughs and non-governmental organizations (UNESCO 2016). Many cities are exchanging and learning from each other, identifying practices that work and strategies for overcoming challenges. The four principles of the Berlin integration Masterplan are:Each individual has the right to dignified and respectful treatment, whether they were born in Berlin, have freely chosen to live in Berlin, have fled to Berlin, or are only visiting the city briefly; Everyone in Berlin must adhere to the same legal framework. The promise of security in a democratic state based on the rule of law is indivisible and includes protection of those seeking refuge; Each refugees living in Berlin must be provided all the opportunities for social, societal and economic inclusion necessary to establish oneself as a fully-fledged member of society and their efforts to integrate must be fostered; All refugees are expected to actively endeavour to integrate and to participate in the community life of the city and to accept how others live in society as well as its democratic values.

The Masterplan charts the path to successful integration in eight steps:

1. Arrival, registration and the provision of benefits and services to refugees, from the very first day, including
2. health care and
3. accommodation and housing. Asylum seekers receive
4. comprehensive and customised language-learning and education opportunities and
5. are integrated into the labour market. Throughout these steps,
6. the sense of security of both the refugees and the Berlin community must be maintained at all times. Joint efforts across the Berlin Government are necessary for
7. an inclusive and open Berlin community. Successful integration requires the
8. active participation of the refugees in Berlin’s social and cultural life.

The Berlin city government has engaged in implementing the eight Masterplan components with an integrated and comprehensive “whole of government” approach. New initiatives included

1. centralisation of registration and provision of benefits at the Berlin State Office for Health and Social Affairs;
2. systematic provision of initial orientation measures;
3. transfer to and provision of benefits in the boroughs and

❹ clarification of residence statuses, in addition to numerous other measures. With many good ideas, this masterplan for integration may be helpful.

Deliberate media and public relations on welcoming migrants and refugees include improved communication within local neighbourhoods and raising awareness in the urban community "for an open and inclusive Berlin society." Dialogue events are held in boroughs, neighbourhoods, local districts involving Senate offices, borough departments, volunteer institutions and civil society. Participation of citizens is a main goal, especially through active involvement in voluntary work and urban development programmes such as the Integration Action and Development Concept of the City/Neighbourhood Management Programme. Nevertheless, each integration plan needs to be adapted to the specific context in which it is to be implemented.

Several interviewed partners supported the argument that better integration in the country of destination means at the same time better chances to support the country of origin. Refugees and migrants who are integrated in the German society, implying that they participate in the social and cultural life and have access to the labour market, education and health, while keeping their contacts and networks in their country of origin, can create opportunities to support development. GER 8 gave an example of Kurdish doctors in Germany who founded a diaspora organisation and provide humanitarian support in northern Iraq. They engage in the development of the health sector, but they could only do so because they are well integrated in Germany.

German mayor sets example of how to welcome refugees

(Le Blond, 2018)

"Mayor Andreas Hollstein sees refugees as a benefit for his community." He aimed to create an atmosphere conducive to integration, an achievement for which he has been nominated for the UNHCR Nansen Refugee Award. The annual prize honours those who have gone to extraordinary lengths to support refugees and displaced people.

The town has struggled in recent years. Factories have closed and the population has dwindled. Now the mayor has managed to turn things around, promoting a vision of a community thriving once again, essential to the long-term wellbeing of the refugees and the people hosting them. He has highlighted the positive effects of the refugee influx, stressing the potential and skills brought individually by the newcomers.

The advantages of improving refugees' self-reliance and enabling them to have access to the labour market are recognised by the mayor, volunteers and refugees alike. It boosts the local economy and benefits the host population, while providing long-term opportunities for newcomers.

The administration supported the development of an internet portal to match refugees' skills with jobs. This approach has enabled many quickly to establish contacts with members of the local population, learn the language and find employment or educational opportunities.

"The newcomers are a gain for German society," says Ludger Leweke, a life-long Altena resident and volunteer who mentors about 20 young refugees, helping them apply for work and traineeships. "That's why I want to help them into careers."

"With small steps you can do something good for people in need," says Hollstein. "It's not the big words of top politicians that are important. It's the people out there showing the humanitarian face of Europe – and that's us" (UNHCR, 2018).

– CHAPTER 10 –

MIGRATION AND DEVELOPMENT POLICIES

General enablers

Considering historical and contemporary evidence, it appears that Germany has relied on (im)migration for its own development extending back to the last two centuries or more. While perhaps not explicitly called a 'migration and development' policy, the German state has deliberately developed a policy to that effect. Evidence shows that the movement of millions of people, including in coercive circumstances, has had direct links with labour and skill provisions for German industry. Examples exist of such movements having been deliberately organised by the state. In some cases, the initial focus was on cooperation between diaspora associations and the facilitation of money transfers. This has meanwhile been broadened considerably in recent years, aiming now to cover the whole migration cycle. "Triple-win" (benefits for the migrants themselves, their countries of origin and their residence countries) is what often characterises common understandings of migration and development.

In general, the German government has understood that there is a need and an opportunity for migrants to contribute both to the development in Germany as well as to their country of origin. In the last few years, Germany made significant efforts to support migrants' integration in Germany. In response to current debates about the importance of enabling migrants to access the German labour market as fast as possible, a new immigration and integration law was agreed and has recently come into force in Germany. Considering the need to facilitate and enhance migrants' own development and contributions to development, Germany aims to make better use of the potential of migrants on the German labour market by not relying on formal qualifications, but instead on developing practical tests or exams, which can determine skills and knowledge levels. The aim is to benefit from the 2015 influx of asylum seekers, refugees and migrants who may contribute to a significant change in German society by acknowledging the diversity of people living in the country, and also by benefiting from their input whether in economic, social or cultural terms (GER 6).

National policies and practices in the field of migration and development

The debate leading up to the new immigration law

As part of the solution that ended the recent crisis for Angela Merkel's government, the centre-left Social Democrats (SPD) have gotten the governing coalition to pledge to introduce comprehensive immigration legislation before the end of 2018. The new legislation aims for a clear separation of (an individual's) right to asylum, on the one hand, and the acquisition of foreign specialists on the other. Experts from business and industry as well as political parties agree that immigration from outside the EU to Germany—with its ageing population—is crucial for maintaining viability of the economy, ensuring needed skills and labour in the work force, restoring Germany's research and development capacity, all of which are needed to maintain the country's current standard of living. Some key points in the new immigration law include (Deutsche Welle, 2018a): institutionalisation of a points-based system to rate skilled workers and prioritise who should be allowed to immigrate; fixed contingents of immigrants to be offered residency and work permits defined per year on the basis of the needs of the German economy, with the suggested size of the first contingent set at 25,000; quicker recognition of foreign professional qualifications and the possibility of immigration without specific employment (if instituted, these changes would allow people with university education or sought-after qualifications to come to Germany without having to first find a job).

National Action Plan against Racism

2017 saw the adoption of the new 'National Action Plan against Racism', which calls for the protection of and

solidarity with victims of racial discrimination, violence or other ideas of inequality. The goal is to develop and promote measures to reduce (institutional) racism, increase public awareness of equality and equal value and strengthen a diverse, democratic society. The Federal programme 'Live Democracy! Active against Right wing Extremism, Violence and Hate' was extended in 2017 to cover also the prevention of hostility, rejection and hate against Islam and Muslims, the empowerment of victims, the prevention of racism and the promotion of initiatives to support diversity and anti discrimination measures in companies. In addition, the 'Network Enforcement Act' entered into force in October 2017. It aims to combat hate crime and criminal fake news on social media platforms. This, of course, builds on existing anti-discrimination legislations, strategies for achieving intercultural openness as well as strategic integration plans.

Connection between migration and development policy

The links between migration and development policy continued to be strengthened in 2017. As part of its development cooperation efforts, Germany has long promoted political, economic and social reforms in partner countries. It is committed to the non-violent management of conflicts and works to strengthen civil society. According to the Federal Ministry for Economic Cooperation and Development (BMZ), the pressures that build up in these countries to migrate can only be alleviated within a long-term development cooperation framework. In its development policy, Germany sees migration as a contribution to development and endeavours to minimise the associated risks.

Within Germany, the BMZ seeks to raise awareness of the causes of migration and the opportunities it brings. The Ministry regards migrants as important cooperation partners in its development education work. "As members of an active civil society both in Germany and in their countries of origin, migrants can build bridges between these nations" (BMZ, 2018). The German Society for International Cooperation (Deutsche Gesellschaft für Internationale Zusammenarbeit - GIZ) alone implemented 100 projects in the area of migration and displacement around the world in 2017. Since March 2017, the Federal Ministry for Economic Cooperation and Development (BMZ)[26] has been developing its return programme 'Returning to New Opportunities', which is directed at persons who voluntarily return to their country of origin. The goal is to provide these voluntary returning migrants with information, advice and (financial) support to give them a new start in their country of origin. At the beginning of 2018, migration advice centres had been established in Albania, Kosovo, Serbia, Tunisia, Morocco, Ghana and Senegal and Iraq. A centre in Nigeria is planned. These centres aim to support the reintegration of returning migrants and to inform people about local employment opportunities and legal migration options to Germany.

Many Caritas organisations—as members of the ERSO Network, which stands for European Reintegration Support Organisations—cooperate in the field of migration and development and provide non-governmental return counselling and reintegration support to those interested in returning on a voluntary basis. "ERSO Network members believe that migration entails the potential of having a positive impact on the development of countries of origin/return, which can be unlocked and fostered by improving the reintegration of returnees in the local community of their countries of origin. Therefore the Network's focus lies on the improvement of the social and professional reintegration of returnees and the involvement of the local society in that process (community-based approach).[27]

The Federal Ministry for Economic Cooperation and Development is also raising awareness about the reasons for migration and the opportunities it entails. The ministry thereby wants to contribute to a wider acceptance of migrants. Migrants are important cooperation partners for the ministry's educational work on development policy: Migrants are part of active civil society in both Germany and the countries of origin. They can provide reliable information about their origin countries and function as bridge builders between states (BMZ, 2018). The Federal Ministry for Economic Cooperation and Development has identified four focal points of intervention in the area of 'displacement and development cooperation'. These four areas of intervention overlap in many of the fields of work and are supposed to complement each other:

- Tackling the root causes of displacement: regardless of how the causes of displacement have come about, the only way they can be tackled is through long-term efforts. The aim of the BMZ is to improve people's living conditions to such an extent that they will not be forced to leave their homes. This requires initiatives to strengthen political and economic stability and to improve security and social cohesion.

- Stabilising the host regions: through development projects that improve job creation, education or health care, and that benefit both displaced people and locals in the host communities, it is possible to foster the integration of displaced people in their new environment and to help reduce social tensions.

- Integration and reintegration of refugees, internally displaced persons and returnees: through its development cooperation, Germany seeks to give refugees and internally displaced people in host countries as well as returnees a basis for building a future for themselves in their countries of origin. Beyond meeting the immediate basic needs of refugees (food, water, shelter), Germany is helping them by providing income opportunities. Through cash for work activities, they are able to generate an income that is quickly available. The programme is also open to people from host communities.

- Encouraging people to return voluntarily, with support from the Returning to New Opportunities programme: the German government assists people in returning home voluntarily. Through its 'Returning to New Opportunities' programme, it is creating chances for a new start for people in selected countries.

The Federal Government declared 2017 as the 'Africa-Year'. The Federal Minister for Economic Cooperation and Development presented the key features of a 'Marshall Plan with Africa'. The concept emphasises the importance of migration for the relationship between Africa and Europe: "It is vital that Africa's young people can see a future for themselves (in Africa). That means that 20 million new jobs will be needed each year, in both urban and rural settings. Developing the necessary economic structures and creating new employment and training opportunities will be the central challenge. Africa's young people also need exchange with Europe. Europe must develop a strategy that allows for legal migration whilst combating irregular migration and people smuggling" (BMZ, 2018a).

At the national level, 2017 was also characterised by Germany's chairing important international migration and development policy bodies, by a new focus of German development cooperation on Africa, and by the launch or enlargement of key development cooperation projects and programmes. The Global Forum on Migration and Development (GFMD), for instance, has been in place since 2007. It is "an informal platform where government decision-makers and civil society organisations can discuss policy measures and challenges in the migration/development context. In 2017 and 2018, Germany and Morocco co-chaired the forum. The main theme of the annual summit in 2017 was "Towards a Global Social Contract on Migration and Development". In December 2018, Germany adopted the Global Compact for Safe, Orderly and Regular Migration. The compact reaffirms the signing nations' commitment to protecting the human rights of migrants and acknowledges that migration is an issue that requires collective, multinational action. While the compact does not create new legal obligations, it does provide states with a framework to better meet existing legal obligations and to address issues related to migration on an international level such as data collection. In addition, an 'Africa Partnership' was launched with the explicit goal of mitigating the causes of migration by creating decent employment particularly for women and youth, thus helping to address poverty and inequality as root causes of migration (Deutsche Welle, 2018b).

Access to the labour market

Compared with other European countries, Germany's demographic deficit and sustained economic growth, combined with consistently low levels of unemployment, have created favourable conditions for the labour market integration of migrants and refugees. Even in the recession of 2008–11 (albeit more limited in Germany than elsewhere in Europe), the economic crisis had a relatively subdued effect, overall, on the foreign migrant population, including refugees. The overall framework conditions for migrant and refugee integration in Germany are relatively favourable, according to interviewees. Labour market conditions are positive, and the integration framework has seen a number of adaptations that go in the right direction. Germany has taken impressive steps to welcome and integrate refugees—both through government action and civil society initiatives.[28] The strong engagement of the latter is an asset that will bear fruit well beyond refugee integration. It could be further tapped into by moving the focus more strongly to labour market integration, for example through mentorship programmes that focus on helping refugees to get both the networks and the tacit knowledge about labour market functioning that are crucial for obtaining employment (Trines, 2017).

There are numerous opportunities for facilitating migrants' own development, as well as enhancing the contributions of migration to development in Germany and countries of origin, for example, via facilitated access to labour market needs, education and training. The Integration Act (Integrationsgesetz), which entered into force in 2016, promotes the rapid integration into the labour market (BMAS, 2016). Changes include, among others, 100,000 so called "one-euro jobs" for asylum seekers and refugees: one-euro jobs provide employers with government-subsidised labour, while at the same time allowing refugees to gain practical experience, improve language skills and cultivate contacts that may lead to regular full-time employment; The labour market priority test is being suspended for three years for asylum applicants and those with "tolerated person" status[29], enabling them to also engage in temporary agency work. This removes the need to carry out a time-consuming check as to whether an EU citizen could be considered for the job in question before the position is filled; Refugees will be allowed to apply for training courses at a much earlier stage—after three months, whether or not their asylum applications have been processed.[30]

In his article "Lessons from Germany's refugee crisis: Integration, Costs, and Benefits", Trines (2017) explains that one focal point of the German government was to focus its efforts to accelerate employment among migrant and refugees via a 9-month integration 'course'. The course is designed to expedite the assimilation of approved asylum seekers, refugees and migrants, helping them to obtain needed linguistic skills as well as softer cultural skills and understanding. Moreover, in 2016, the federal government subsidised 100,000 spots in job-related language training courses for refugees. The goal was to help trainees improve their language skills in order to graduate from vocational training programmes or gain subject-specific language knowledge (Trines, 2017). Germany has a welcoming policy for highly skilled and job creating businesses operating in niche sectors. However, the low number of entrepreneurs who apply and receive, after three years, a permanent residence permit, calls for a critical review of the overall welcoming nature of this policy and its successes (de Lange, 2018).

Benefits for Asylum Seekers

Until recently, asylum seekers had to wait four years before they were eligible for government student loans. Since 2016, asylum seekers and "tolerated refugees" (Duldung) can apply for monthly loans of up to 720 Euros after only 15 months in Germany. That said, access to financial aid is contingent on enrolment at a recognised university, and the vast majority of refugees presently do not have the necessary language skills to gain access to degree programmes. Among the benefits that this recognition procedure offers to refugees is a provision that allows persons who cannot submit supporting documents for evaluation to undergo a "skills analysis"—a process which typically involves the submission of work samples, interviews or practical examinations. If foreign credentials are found incomparable to German qualifications, further education programmes may also be offered to convey missing skills in the framework of a specific programme (Trines, 2017).

ESB Professional / shutterstock.com

– CHAPTER 11 –

PROMISING PRACTICES

The next section describes some promising practices relevant to migration and development. These practices are in part led by government entities or by diaspora and migrant organisations. They were chosen because interviewed partners described them as promising practices. The selection is not representative.

Promising governmental practices: National level

On the state level, the Federal Ministry for Economic Cooperation and Development (BMZ) is the central body with regard to migration from a development perspective. Within the ministry, Division 113 is responsible for migration and it entails federal government, states, and local authorities working on migration and employment; returning experts; export credit and investment guarantees. Within Germany, the BMZ seeks to raise awareness of the causes of migration and the opportunities it brings. In its development education work, the ministry regards migrants as important cooperation partners. As members of an active civil society both in Germany and in their countries of origin, migrants can build bridges between these nations (ICMPD and ECDPM, 2013). Areas of involvement include policy advice in the country of origin, facilitating money transfer, supporting migrants' and diaspora organisations, strengthening private-sector activity, assisting skilled returnees and expanding development education (BMZ, 2018).

Besides the BMZ, the Federal Ministry of Finance, the Federal Ministry of the Interior, the Federal Ministry for Labour and Social Affairs, the Federal Ministry of Economics and Technology, the Federal Ministry of Justice, the Federal Ministry of Education and Research are involved in migration and development policy making. The Federal Office for Migration and Refugees (BAMF) is responsible for the implementation of the Federal Ministry of Interior's policies. As far as funds reserved for Germany are concerned, the BAMF coordinates the European Integration, the European Refugee, and the European Return Funds. Furthermore, it is involved in the implementation of mobility partnerships. It is also the German focal point for the European Migration Network (ICMPD and ECDPM, 2013).

The main implementing agency for projects in the area of migration and development is the German Society for International Cooperation (Deutsche Gesellschaft für Internationale Zusammenarbeit - GIZ), and its Centre for International Migration and Development (CIM) in particular, a joint operation between GIZ and the Federal Employment Agency. Thematic areas in migration and development include diaspora engagement, remittances, migration policy advice, private sector development, returning and integrated expert programmes and 'triple win' projects. The BMZ has commissioned GIZ to develop mechanisms and strategies to unlock the development potential inherent in migration. The GIZ-Programme "Migration for Development" (PMD), which was established at the beginning of 2017, pursues the following main objectives (GIZ, 2018, GER 5): the development-related contribution of migrants in their countries of origin is strengthened, and the framework conditions for legal migration have improved in selected countries of origin; migrants and refugees living in Germany receive better needs-oriented support to facilitate their informed return to and reintegration in their home country.

Engagement Global

Another promising practice is Engagement Global, which works on behalf of the BMZ and supports migration and development at the local and regional levels (Länder, municipality, community). The main tasks include (SKEW, 2018): Facilitating exchange among different actors to strengthen municipal development cooperation; Targeting intercultural expertise in municipalities and promoting integration. This creates a focus on the abilities of migrant organisations to build new bridges and establish new links;

Case: The 'Triple Win' Project

Germany is feeling the impact of a significant shortage of nurses in the nursing sector. According to an assessment by the Federal Employment Agency (BA), in 2014, for every 100 vacancies in the fields of healthcare and nursing, there were only 84 applicants, and for geriatric nursing jobs, no more than 44 applicants. Demographic changes in Germany will exacerbate this situation in the medium and long term. By contrast, in Bosnia and Herzegovina, Serbia and the Philippines, there is a surplus of qualified experts who cannot be absorbed by the local labour markets. This has resulted in a high level of unemployment among nurses in these countries.

The recruitment of qualified foreign nurses is alleviating the nursing shortage in Germany and reducing unemployment in the nurses' countries of origin. The migrants' remittances and the transfer of know-how contribute to development in the countries of origin. The BA's International Placement Services (ZAV) and GIZ have established a joint project for the placement of qualified nurses with German companies. Migration of healthcare personnel from the participating countries who can demonstrate a suitably high standard of training presents a wide range of opportunities for everyone involved and generates threefold benefits ('triple win'):

- Pressure is eased on labour markets in the countries of origin;
- Migrants' remittances provide a developmental stimulus in their countries of origin;
- The shortage of nurses in Germany is alleviated.

Migrating in this way provides the nurses with the chance to improve their future prospects. The project cooperates with the employment agencies in the partner countries as well as with International Placement Service (ZAV), to select and assess nurses, provide them with preparatory language and professional courses, and then place them at work. It provides them with support in their country of origin, upon arrival in Germany and during their stay there. GIZ supports the process with its international field structure, focusing on the promotion of the nurses' German language skills, their professional preparation for the placement, and encouraging their integration after their arrival in Germany. GIZ also coordinates the recognition process for the qualifications acquired abroad. ZAV, as the other contributor to the project, is responsible for placing the candidates.

In selecting partner countries, the project takes into consideration those countries which have a surplus of well trained nurses. This is intended to prevent brain drain. In other words, placing nurses in Germany must not create a shortage of nurses in the countries of origin. Furthermore, the high standard of the nurses' qualifications implies that they are expected to integrate more quickly once in Germany.

Since the project started in 2012 until October 2018, more than 2,000 nurses were placed with German employers, in clinics, geriatric care homes and out-patient services. Among these, 620 already started working in Germany, and 290 were still undergoing their preparations in their home countries. Another 284 Triple-Win positions have yet to be filled. The demand continues to grow, both among the nursing staff and on the part of the employers.

Triple Win has established itself worldwide as a model programme and has been recognised as a promising practice by the International Organisation for Migration (IOM) and the International Trade Union Confederation (ITUC).

Support local networking processes by offering advice and training free of charge, in the form of inputs in various events, and by compiling and analysing good practice examples; Workshops and seminars bring together local government representatives, bureaucrats as well as politicians, civil society actors and migrant organisations; One of the key offerings of the Service Agency is a national forum in the form of a yearly conference which brings together key actors from across Germany to discuss migration and development issues;

- Engagement Global supports the stronger focus contained in the 2030 Agenda on the joint responsibility of the North and the South for greater justice in our One World, and the link it describes between sustainability and development;
- Engagement Global calls on Germany's federal and state governments to involve local authorities and their representatives as equals when developing strategies to achieve the SDGs, to recognise the importance of municipal engagement for achieving the goals of the 2030 Agenda, to include local authorities more than hitherto as actors for sustainability and global responsibility (SKEW, 2018).

Promising governmental practices: National level

The federal level (Bundesländer) also plays a major role when it comes to ensuring necessary structural and institutional frameworks are in place to foster migrant integration and its funding. Particular municipalities are responsible for the integration of migrants, which are also working closely with migrant and diaspora organisations. The role of different levels can be further broadened considering additional fields of action, for instance, on integration and development.

STUBE initiative

The federal state of Hesse funds the STUBE initiative, a development-oriented education programme for students from Africa, Asia and Latin America, who are studying in the state of Hesse. The programme aims to contribute to the professional qualification and reintegration of the students in their countries of origin by establishing an academic perspective for their post-return phase. STUBE Hessen supports initiatives and foreign student working groups, who want to organise development-oriented events in their cities. STUBE Hessen promotes work experience schemes for professional training (internships) and research visits in Africa, Asia and Latin America for their final thesis. The aim of such stays is to help students build a bridge to their home countries and to prepare them for their future professional life. STUBE supports the visits by covering the travel costs and in some cases helps out with a payment for inland travel costs. The website "Hessen Higher Education Institutions in the North-South Context" offers comprehensive information on activities on development-oriented issues and on international programmes of the universities and institutions of higher education as well as other scientific agencies in Hesse. It also presents NGOs and working groups that have an international, intercultural and development-oriented approach and that are located in the state of Hesse (WUS, 2018).

Shaping migration justly and globally

Another promising practice comes from the work of the Friedrich-Ebert-Foundation, which is 'Shaping migration justly and globally' (GER 7). Shaping migration is an initiative of the Friedrich-Ebert Foundation. It supports the idea that people should be able to remain in their countries of origin, if they so choose. For this to be possible, their livelihoods and rights need to be protected. In the 2030 Agenda for Sustainable Development, the United Nations declared it a global task to "free the human race from the tyranny of poverty and want, and to heal and secure our planet". In order to open up migration opportunities to people worldwide, states and societies must agree on principles, regulations and political projects with which migration can be shaped. The following ten messages represent a change of perspective on migration and mobility:

1. Migration opens up prospects for a better life;
2. Decent work for all globally;
3. Having a say wherever you live;
4. Migrants build bridges between their worlds;
5. Out of sight – out of mind, isolation is no solution;
6. Schools and roads instead of walls and fences;
7. Today's peace policy mitigates future causes of displacement;
8. Climate change reinforces migration;
9. Capital flight contributes to migration;
10. Fair global trade against poverty-driven migration.

Shaping migration globally means that worldwide migratory movements affect all states and societies. Therefore, there is a communal responsibility that goes far beyond "managing" migratory movements. Migration shines a light on abuses and misguided developments in various policy areas. These can only be solved globally (GER 7). Hence, working to raise awareness on the SDGs and the importance of migration is vital, and especially necessary for changing the negative narrative on migration and development.

Promising governmental practices: Municipal level

Fairtrade Initiative Saarbrücken

The municipal level is also particularly important. The Fairtrade Initiative Saarbrücken (FIS, 2018) is a local, regional and cross boarder platform, which aims at fostering fair trade within different contexts. It is engaged in the wider area of Saarbrücken, the federal state of Saarland, as well as within the cross-border city network QuattroPole11, including Luxembourg, Metz, Saarbrücken and Trier and the respective fair trade organisations (QuattroFair). The initiative engages in awareness raising and educational activities, giving speeches on fair trade. Fair trade stores are engaged in development cooperation with reference to Africa, Latin America and Asia.

The city Saarbrücken benefits from the cooperation with FIS in various ways: The city profits from the manifold activities and events that enrich the social and cultural life in Saarbrücken. The initiative fosters cohesion of the city's population and integrates people of different ages, social classes, countries of origin and religions. Fair trade lays the ground for innovative businesses and brings people and business to Saarbrücken. These achievements constantly improve Saarbrücken's image as an open-minded and cosmopolitan place to live and contributes to a proud population and administration committed to migrants—Here and There Fair Trade offers the chance to meet global challenges on the local and regional levels and to develop future prospects to both the producers in the Global South as well as the regional producers and traders in the Global North. This fact is of special interest to the migrant population in Saarbrücken, which offers a chance to make a difference in the countries of origin. Migrants feel that with this kind of development work they can bring their expertise regarding the situation in their country as well as the language, knowledge, contacts and special interests of a certain region/country. This also helps foster the self-esteem of the migrants as they feel valued and recognised as development actors.

In order to personally learn about the effects of fair trade in the producing countries, migrants who work with FIS visit producers, cooperatives and initiatives in their countries of origin on a yearly basis. These experiences influence the activities in Saarbrücken. A joint trip to Africa, for instance, has inspired ideas for new products promoted by the initiative (soap combining ingredients from Africa, a biosphere reserve in Saarland, etc.). This exchange yields a special impact on those activities that focus on awareness raising and the global education of the population. "Field reports" are presented by people who've been personally involved—often migrants. When it comes to their countries of origin, they have a special impact on the audience and therefore contribute to enriching awareness raising activities. Also, the visits and contacts enable the network to invite producers and Global South activists to Saarbrücken, and to involve them in awareness raising programmes as well as to give direct support to special initiatives of the producing countries (GER 16).

Promising governmental practices: NGOs/diaspora and migrant organisations

Federal Association of Non-Statutory Welfare

The Federal Association of Non-Statutory Welfare (BAGFW, 2017) is the collective voice of the six non-statutory welfare umbrella organisations in Germany.[31] They are all based on different religions and beliefs. The six umbrella organisations cooperating in the BAGFW give voice to the concerns that unite them: support for all people in need. A total of 1.4 million people work full-time and between 2.5 and 3 million estimated volunteers. Despite different ideological and religious characteristics and objectives, the Welfare Associations aim to work together, directly and in solidarity.

In 2017, the focus in the field of migration and integration was on the conceptual development and organisational implementation of federal programmes that serve to accommodate and integrate asylum seekers and refugees, e.g. a programme to empower female asylum seekers and refugees, the implementation of a protection concept for asylum accommodations and the support of psycho-social centres for victims of torture. Concerning the support of voluntary work, the Information Association for Asylum and Integration initiated the website: http://www.fluechtlingshelfer.info. Volunteers working with asylum seekers and refugees find information on legal advice, language courses, health and education services, housing and employment (Flüchtlingshelfer, 2018). Volunteers are central for the work of the member organisations of the BAGFW. Therefore, one of the key tasks of the BAGFW is to support and promote voluntary work and social engagement with regard to asylum seekers, refugees and migrants. The BAGFW coordinates the work of volunteers and offers counselling and advice for the volunteers. In addition, the committee for migration and integration dealt with the optimisation of cooperation with migrant organisations. Regular discussions at government level took place with members of the European Parliament, the Federal Integration Commissioner, the Federal Ministry for Family, Seniors, Women and Youth (Bundesministeriums für Familie, Senioren, Frauen und Jugend - BMFSFJ), the Federal Interior Ministry (Bundesministerium des Innern – BMI), the Federal Government's coordinator for refugee issues, the BAMF and the Council of Experts for Integration and Migration (Sachverständigenrat Deutscher Stiftungen für Integration und Migration – SVR).

The associations organised within the BAGFW also support asylum and migration advice centres. These counselling services benefit asylum seekers as well as people of foreign origin who live and work in Germany. Clients are given individual counselling on how to find their way around their new place of residence and discuss matters relating to integration. The advice is free and confidential. The consultation can be about the following topics: German language, dealing with authorities, education, training and work, recognition of qualifications acquired abroad, childcare, social benefits, housing, personal and family problems and health issues (Jugendmigrationsdienste, 2018). The aim of the counselling centres is to initiate, steer and accompany the integration process of people with a migrant background in order to improve opportunities for participation and living together on a daily basis. In addition, immigrants should be empowered to act independently in all matters of daily life (Caritas, 2018; Freie Wohlfahrtspflege Bayern, 2018).

Furthermore, the BAGFW supports the federal government in the implementation of its special Integration Measures for Refugees (FIM), which aims to create opportunities for refugees involved in asylum proceedings to work with municipalities and local authorities and with national or charitable service providers. Refugees can thus familiarise themselves with the German labour market and can carry out charitable work while their asylum procedure is in progress. This temporary federal programme, which allows asylum seekers a non-profit job opportunity, is financed with €300 million annually (2017-2020). Asylum seekers receive an allowance of 80 cents per hour. Employment is possible for up to six months and can last up to 30 hours a week. However, participation in the programme is not possible for asylum seekers from so called safe countries of origin.

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Migrant organisations

Migrant organisations (MOs) play an important role in migration and development in Germany. Most MOs operate at a local level as associations, and people work for these organisations as volunteers. The members of MOs usually have personal migration experience (GER 1), and are therefore particularly good at supporting and assisting new arrivals to settle in Germany. The organisations are as different and diverse as the migrants themselves, including leisure and sports clubs, cultural and religious associations, workers' and political associations, and youth and students' associations. They often offer a wide variety of services, such as interpreting services, counselling, organisation of events, educational programmes such as homework clubs for children and integration projects.

People with a migrant background are also often involved in diaspora organisations, helping to promote integration in Germany and supporting projects in their countries of origin. Diaspora organisations in Germany perform valuable educational work and are important contact points and sources of information for anybody involved with the respective countries of origin. Their knowledge and experience can prove helpful in areas such as science, research and training, and even for the private business sector. Diaspora activities include knowledge transfer, business networking, advice on policy, culture and technical know-how to government, business and civil society in Germany and the country of origin (GER 1, 12, 18).

DiasporaNRW.net

GER 18 coordinates and maintains the website DiasporaNRW.net. This webpage informs about the engagement of diaspora actors and makes their commitment more visible. Interested parties will find up-to-date information about funding opportunities, further education and various events such as lectures, exhibitions or film screenings on the topics of diaspora and development, with a special focus on North Rhine-Westphalia (NRW). The Empowerment Days (so-called "E-Days") are particularly relevant for promoting the topic of migration and development. Five to six times a year, regional networking meetings are held for migrants and migrant organisations dealing with issues of local development policy. Target groups are migrant and diaspora organisations and local representatives who work with the diaspora in NRW. The aim is to discuss topics relevant to the SDGs, create and maintain a network between the relevant actors and hence, to pursue common development goals (Diaspora NRW, 2018). In addition, GER 18, as a trainer in the One World Network NRW (Eine Welt Netzwerk) and supports the intercultural opening of the one world scene. On the one hand, more diaspora actors are to be won for development policy issues, while at the same time, more understanding of migration and global contexts is to be generated in the "majority population". This is done through educational opportunities (workshops, lectures, seminars) on topics such as anti-discrimination, migration and development. In addition, the department offers an overview of funding opportunities and advises MSO and diaspora organizations.

- CHAPTER 12 -

CONCLUSIONS

This study aimed to contribute to a better understanding of the interconnection between migration and development relative to the German context. With the intention of boosting the positive role migrants can play in the development of both counties of origin and country of destination, i.e. Germany, it described examples of the relation between migration in Germany and sustainable development as this affects certain countries overseas as well as Germany. It also highlighted numerous examples in which migration and migrants themselves contribute to integral human development, to development cooperation, and to receiving countries.

Academic literature reviews, interviews with migration and development experts, and with representatives from state authorities and NGOs, compiled together highlight Germany's interest in migration and development, focusing on cooperation between diaspora associations, the facilitation of money transfer and more recently, on return migration and reintegration, among others. Concerning migrants' contributions to development in Germany and in the country of origin, interview partners emphasised not only the economic contribution of migrants, their participation in the labour market or financial remittances, but also addressed the social dimension, for example, the flow of skills, knowledge, ideas and values that migrants transmit in the receiving society as well as back home. The study also illustrates the importance of diaspora and migrant organisations for development in the country of origin and destination, alluding to the importance of circular and transnational migration movements.

Barriers and challenges that migrants face in their contribution to development in Germany include the negative connotation of the terms migration, migrants and refugees, the lack of support for diaspora and migrant organisations, the focus on integration rather than on development as well as barriers related to accessing certain rights and resources such as legal rights, education, and the labour market. Based on the literature review and interviews, a number of obstacles impeding migrants' full contribution to development in their country of origin were also identified such as the existence of conflict, civil unrest and unstable and insecure situations, lack of rule of law, and an inadequate infrastructure and economy

Besides major barriers and challenges, the study indicates that the German government has understood there is a need and an opportunity for migrants to contribute both to development in Germany as well as in their countries of origin. In the last few years, Germany made significant efforts to support migrants' integration in Germany. The new immigration and integration law, which came into force in early 2019 is a clear indicator of the importance of migrants' contributions to the German welfare state and future pension, and the fact the German government acknowledges all this marks it as a pioneer in this field in the EU. Moreover, the German government strengthened its efforts to link migration and development policy, focusing on addressing the root causes of displacement, return migration and reintegration, and investing in developing countries. Several interviewed partners supported the argument that better integration in Germany means better chances to support the country of origin. Integrated refugees and migrants in Germany—meaning they are able to participate in the social and cultural life and have access to essential resources, like the labour market, education and health—who at the same time keep their contacts and networks in their countries of origin, create amazing opportunities to support international development in general and human integral development in particular.

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- CHAPTER 13 -

RECOMMENDATIONS

The analysis in this report led to the following recommendations. All of these together are essential to support the enhancement of migrants' contributions to development. The recommendations for advocacy on these ten issues are first and foremost intended for Caritas and its constituents, as well as for the German society, migrants in Germany, NGOs and CSOs, and for the German government:

1. Prevent discrimination and xenophobia

- Strengthen anti-discrimination, anti-racism and equality legislation, public policy, business practices and union action to eradicate this in all spheres: particularly in employment, in the education system, in accessing other resources and rights.

- Enforce existing anti-discrimination legislation and adopt new law as necessary to prevent discrimination and violence against migrants and provide redress for victims, in conformity with the International Convention for the Elimination of Racial Discrimination, ICERD and its Treaty Body recommendations.

- Work together with political parties, associations and community groups to launch and sustain awareness-creating campaigns in the media, as well as on social media to promote non-discrimination and equality of treatment, respect for cultural diversity, and to foster migrants' participation.

- Urge political, social, educational, business, sports, religious and community leaders, and public figures to speak up with strong messages of solidarity and respect, promoting equality of treatment and opportunities, and to condemn all racist, xenophobic, religious or other discriminatory behaviour or actions, including hate speech and violence.

2. Ensure human rights' protection of all migrants and refugees

- Promote ratification of the UN International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (1990) and ILO Convention 143 on migrant workers (1973) and ensure prompt legislative enactment and implementation of their provisions whether or not ratified.

- Ensure full implementation of the provisions of Conventions ratified by Germany: ILO C-97 on Migration for Employment and ILO C-189 on Decent Work for Domestic Workers.

- Advocate that the development and migration policies be human-rights based and include a systematic human rights impact assessment.

- Irrespective of legal status or nationality, protect migrants from exploitation or precarious and unsafe living and working conditions.

- Implement the relevant commitments to make migration rights protected, socially protected, safe and orderly spelled out by Global Compact for Safe, Orderly and Regular Migration.

3. Apply and enforce labour law, decent work standards and occupational safety and health protection for all migrants

- Strengthen labour law legislation in conformity with all relevant International Labour Standards/ILO Conventions and Recommendations and ensure full application to all people working in Germany

- Ensure that labour inspection in Germany has adequate mandate, resources and training to reach all workplaces where migrants (and nationals) are employed to ensure compliance with decent work and occupational safety and health standards.

- Improve co-operation between the German government, local governments, social partners and the International Labour Organisation to improve the realisation of labour and human rights and the conditions of all migrant-workers, such as minimum wages, decent work conditions and safe working environments.

4. Replace the negative discourse with an accurate and positive narrative on migration

- Articulate and promote a vision in German society of migrants as contributors to Germany in all spheres, and as a bridge between different cultures and people.

- Recognise and promote migrants and their contributions as both fellow human beings and as development actors, by acknowledging the importance of their economic contributions where they reside and their remittances as well as their 'social contributions'—including flows of skills, knowledge, ideas and values that migrants transmit from and to their origin countries—as do German migrants elsewhere.

- Advocate for proactive communication and policy by the public administration, welcoming migrants and refugees and encouraging integration in all spheres of German society, such as in employment, education, housing, health, sports, cultural activities, etc.

- Support political parties concerned with migrant and migration issues, and that aim for a more equal and humanitarian attitude toward migrants and refugees.

- Call for media responsibility in creating awareness of the rights and contributions of migrants and in disseminating an accurate and positive narrative, images and stories on migration, migrants and refugees.

- Establish partnerships with actors in the media and launch campaigns on social media to counter anti-migration and extreme right-wing campaigns with replacement positive and accurate discourse and narratives.

5. Expand safe and legal pathways of migration

- Create more legal pathways for rights-protecting regular migration to ensure that Germany can attract and welcome the people it needs for economic and social well-being without encouraging irregular migration and exploitation of and discrimination against migrants.

- Build on discussions around the new immigration law in Germany to ensure fair and just agreements regulating international workers' mobility between countries of origin and of destination to ensure safe movement and respect of international workers' rights, while at the same time protecting the rights of people seeking asylum in Germany.

- Promote the reduction of strict regulations on dual nationalities to facilitate business opportunities between Germany and countries of origin, allowing migrants to act as agents in strengthening the economy by eliminating legal restrictions for foreigners in business activity and enhancing the application of their knowledge of both cultures.

- Foster and simplify family reunification mechanisms as a form of legal migration.

- Enhance possibilities for migrants to obtain skills and knowledge in Germany while preparing for a professional return to the country of origin—and facilitate their access to vacant job positions in Germany.

- Expand legal, institutional and sectoral measures at all levels for recognising foreign educational attainment, skills qualifications, and work experience.

- Promote the expansion of circular migration projects while including lessons from the past.

- Reconsider and prevent the negative effects of a brain-drain and ensure protection of human and labour rights for workers—for example, by investing in programmes in collaboration with the ILO, the IOM, NGOs, CSOs and migrant and diaspora organisations.

- Ensure that voluntary return policies focus on fostering sustainable voluntary return, coordinating approaches with countries of origin and partner countries. Facilitate voluntary return by offering effective incentives, and ensuring that migrants' skills and abilities are integrated into society.

- Engage with migrants and the diaspora, and invite their input when designing attractive and effective migration programmes, including voluntary return and reintegration policies. Make use of existing instruments, such as bilateral agreements and long-term multiple entry visa agreements to encourage circular migration.

- Offer dual citizenship in both countries of origin and destination and/or build up multiple entry visa regimes in destination countries, which can facilitate both the return and circulation of talent.

6. Enhance engagement of cities and local actors in integration

- Strengthen the roles and actions of local governments in promoting and facilitating migrants' inclusion and integration.

- Ensure local governments address all resident and arriving migrants regardless of status as both target groups and co-drafters of policy and practice, including the fostering of migrant participation in governance and administrations in communities where they reside.

- Assist municipalities with knowledge and advice about migrants and cooperate in local level activities on welcome, inclusion and integration concerning migrants and refugees.

- Include diaspora organisation, churches, associations and labour unions in local integration policies to provide migrants with swift starts and contribute to mutual understanding between migrants and German citizens.

- Promote the importance, availability and accessibility of immediate language classes, integration courses and work permits for arriving migrants and refugees.

- Enable access to citizenship for long-term residents without requiring them to give up their own citizenship. Expand options for having dual citizenship.

- Continue to reduce strict restrictions on accreditation and for facilitating recognition of diplomas and certificates of arriving refugees and migrants.

7. Empower and enable migrant and refugee participation in local community and cities as well as policy dialogue

- Create an enabling environment for the participation of diaspora and migrant organisations in the process of designing, implementing, monitoring and evaluating public policies affecting migration and development.

- Include migrants themselves in any discussion about migration and development by encouraging their participation through expert meetings, structured dialogues and workshops.

- Foster the participation of diaspora and migrant organisations in identifying development priorities to increase the credibility of governmental players by involving migrants from the start in policies that affect them.

- Build on and promote the evidence highlighting the importance of involving diaspora and migrant organisations in policy dialogue and recognising them as actors of development both in the country of destination and in the country of origin.

- Ensure diversity trainings are part of established development organisations so that staffing policies (i.e. quota regulations for migrant employees in governmental and non-governmental development organisations) reflect the diversity of the society.

- Make funding available to further build the capacity of civil society, including diaspora and migrant organisations.

8. Address drivers and causes of forced migration

- Promote the implementation and inclusion of Goal 10 of the Sustainable Development Goals (SDGs): "Reduce inequality within and among countries" and compliance with the Paris Agreement re. Climate Change. Promote the further implementation of all other SDGs related to enhancing peoples' livelihood security (SDGs 1, 2, 6, 11, 13), access to basic services and income (SDGs 3, 4, 8), and gender equality and peace (SDGs 5, 16).

- Advocate for ending Germany's arms exports. Stop immediately sales and exports to countries in areas of conflict or whose human rights' standards are dubious.

9. Improve data collection and knowledge to enhance the migration-development nexus

- Improve the collection, availability and use of reliable and disaggregated quantitative and qualitative data to improve understanding on the migration/development nexus, as well as to ensure rights protection, social protection and decent conditions for migrants to contribute to development in countries of origin and destination.

- Ensure that policy-makers in countries of origin and destination rely on the collection and analysis of gender and age-disaggregated migration data covering their situation, conditions, employment, education, social protection as well as economic, cultural, social and civic contributions when designing migration and asylum policies, taking into account the local reality and capacities.

- Document, evaluate, share and promote information about projects, initiatives and engagement in the area of migration and development. Monitoring and evaluating projects allows others to learn and improve their own work. For the future, generate more knowledge and learn from past experiences.

- Carry out qualitative and quantitative scientific research on the aspects listed above as well as (voluntary) engagement of migrants in order to support good law, policy and practice on migration in a more targeted and sustainable way.

10. Strengthen Germanys support for regional, national and integral human development elsewhere

- Work together with diaspora and migrant organisations in international development assistance to build on their knowledge and understanding of the countries and the people, and serve as bridges between both parties.

- Respect international commitments by allocating 0.7% of Gross National Income to Official Development Aid (ODA) without counting reception costs of asylum seekers as ODA.

- Ensure that all ODA follows the objective of supporting sustainable development as enumerated in the UN 2030 Agenda for Sustainable Development. ODA should never fund border or migratory/mobility control actions.

- Ensure that budgets for migration and development are linked only if they both aim at the sustainable development agenda and humanitarian assistance. Advocate against any conditionality of German or European ODA linked to management of migratory flows.

- Ensure that ODA respects the principle of leaving no one behind; it cannot select beneficiaries based on the migratory status nor on their purported propensity to migrate.

- Support the positive effects of migration on countries of origin by strengthening knowledge, skills, and technology transfers as well as increased trade and commerce.

- Support the mobility of skills and social remittances by enabling circular migration, facilitate the temporary provision of experts with an immigrant background, and encourage the participation of diaspora in the development of their countries by establishing suitable cooperation frameworks.

- Encourage the adoption of policies and measures to reduce costs of transactions for migrants' remittances sent to their country of origin. Promote the improvement of cash-transfer facilities for sending financial remittances to migrants' countries of origin and lower transaction costs. Use SDGs 10 target 10.c as a directive for advocacy: "the transaction costs of migrant remittances should be less than 3%—and remittance corridors with costs higher than 5% should be eliminated."

Appendix

ENDNOTES

1 The International Convention on the Elimination of all Form of Racial Discrimination (1965), the International Covenant on Civil and Political Rights (1966), International Covenant on Economic, Social and Cultural Rights (1966), the Convention on the Elimination of all Forms of Discrimination against Women (1979), the Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment (1984), the Convention on the Rights of the Child (1989), the International Convention on the Protection of the Rights of All Migrant Workers and Members of their Families (1990), the Convention on the Rights of Persons with Disabilities (2006).

2 See full text at https://www.ohchr.org/en/professionalinterest/pages/cmw.aspx

3 Extrapolated from UNDESA (2017). As noted in UNDESA estimates, "The estimates are based on official statistics on the foreign-born or the foreign population, classified by sex, age and country of origin. Most of the statistics utilised to estimate the international migrant stock were obtained from population censuses. Additionally, population registers and nationally representative surveys provided information on the number and composition of international migrants."

4 The 2030 Agenda for Sustainable Development, paragraph 8.

5 The ICPD was the biggest conference ever held on population, migration and development with 11,000 delegates from 179 countries and some 4,000 participants in the parallel NGO Forum. Two of the ten chapters of the Programme of Action were entirely about migration and development. Adopted by all 179 States/governments participating, the ICPD Declaration and 20-year Programme of Action (extended in 2010) continues to serve as a comprehensive guide to people-centred development progress. https://www.unfpa.org/fr/node/9038

6 The selection of examples is mainly based on the responses received by interviewees.

7 Not all relevant stakeholders were interviewed, but the sample chosen was sufficiently representative to give an overview of the main issues covered in the study. The author contacted a higher number of potential informants to be interviewed but several declined to participate in the research, for lack of time or interest. Due to the intended scope of the study and to the resources available, both the literature review and the field research did not systematically review and analyse the broad range of aspects relating to migration and development, but rather examined the topic with support of case studies and examples of countries of origin, migrant groups and projects.

8 These are cited in what follows as GER NN whereby GER is the code for Germany and NN is the number of the interview.

9 Perhaps ironically, this amount is almost the same number as the approximately 11 million foreigners (categorised as 'displaced persons'), most of whom were forced labourers and POWs, counted in Germany in 1945, most of whom eventually repatriated or resettled in other Western countries.

10 German Basic Law, https://www.bundestag.de/grundgesetz.

11 This was based on the provisions contained in the 1949 Basic Law (Art. 16 Abs. 2 Grundgesetz), which assumed that people had fled involuntarily due to political reasons (i.e. persecution on grounds of race, religion, national origin, etc.) (Mielast 2006).

12 As highlighted in a report on asylum in Europe, "this is the only asylum status provided for under German asylum law and is the only constitutional right pertaining solely to foreigners. Before changes with the Immigration Act, all other titles were based on subsidiary protection statuses according to the 1951 Refugee Convention and the German Foreigners Act (Comune di Roma 2004:55).

13 Translation: We are not a country of immigration.

14 The EU Blue Card was introduced in 2007 and implemented in 2009 as the EU Blue Card Directive. It is a work permit issued by 25 out of 28 EU Member States to highly-qualified non-EU citizens.. The aim is to simplify procedures to stimulate economic development by making Europe a desirable destination for qualified workers to practice professional knowledge and skills, while also benefitting from free movement within the European Union for non-EU citizens. See: https://www.eu-bluecard.com/

15 For the purpose of this report, the author relied on the definition of the German Federal Statistical Office, according to which "the population group with a migration background consists of all persons who have immigrated into the territory of today's Federal Republic of Germany after 1949, and of all foreigners born in Germany and all persons born in

Germany who have at least one parent who immigrated into the country or was born as a foreigner in Germany." According to this definition, "German nationals born in Germany may have a migration background, too, be it as children of Ethnic German repatriates, as children born to foreign parents (in accordance with the so-called jus soli principle) or as German nationals with one foreign parent" (AZR, 2018 in https://www.domid.org/en/migration-history-germany).

16 EU Blue card holders can obtain a permanent residency permit for only five years. Renewal options are possible after expiration of the first permit.

17 Many of the universities are also offering course work in English, contributing to its popularity.

18 This procedure takes place unless minors are refused entry at the border. That case would present a serious protection concern

19 Persons under the age of 18 years are regarded in the German asylum procedure as being minors. If they enter a Member State of the EU without being accompanied by an adult who is responsible for them, or if they are left there unaccompanied, they are regarded as unaccompanied minors (Federal Office for Migration and Refugees, 2018).

20 "The European Union (EU) is a political and economic union, consisting of 28 member states that are subject to the obligations and the privileges of the membership. Every member state is part of the founding treaties of the union and is subjected to binding laws within the common legislative and judicial institutions" (EU Schegen Visa: https://www.schengenvisainfo.com/eu-countries/).

21 In 2013, the German Federal Foreign Office provided financial funds to facilitate the establishment of an umbrella organisation of German-Syrian relief organisations in Germany (VDSH). VDSH represents around 22 associations and can be perceived as the largest network within the Syrian diaspora in Germany. Within the recent project "Capacity building for civil society actors in Syrian relief aid", supported by German Society for International Cooperation (Deutsche Gesellschaft für Internationale Zusammenarbeit - GIZ) and the BMZ, members of VDHS receive training in project management, accounting, and proposal writing to promote professionalization as well as capacity development of Syrian diaspora organisations in Germany. Moreover, selected projects have received seed funding for a six-month period (Ragab, Rahmeier and Siegel, 2017).

22 The year 2015 marks, in the collective memory of Germany's population, the year as the "so-called refugee crisis". (Caritas Europa, in contrast prefers, to refer to this year and situation as a crisis in European solidarity). The influx represented the highest number of people in refugee situations to arrive in Germany since the end of World War II (when at one point 15,000 destitute ethnic Germans were arriving per day at Germany's borders expelled from nearby countries.). The reactions among the population oscillated between euphoric readiness to take in refugees versus violent rejection of those seeking protection; torn between being a "welcoming culture" versus public and political calls for isolation; between cosmopolitanism and nationalism. Initially, there was unparalleled civic support for refugees, leading to offers of housing and supplies for asylum seekers and refugees, which was especially important considering that public structures were temporarily overstrained. Eventually, violent acts targeting refugees and accommodation facilities for asylum seekers also increased significantly. The populist right-wing party, known as Alternative for Germany (AfD), managed during this humanitarian situation to appeal to nationalist voters by instrumentalising the topic of migration. As a consequence, the AfD gained enough seats to enter several state parliaments and sometimes even had double-digit voting results. Since the elections on 24 September 2017, the AfD has also been represented in the lower house of the German Parliament (Bundestag) (Hanewinkel and Oltmer 2018).

23 "Goal 17: Revitalise the global partnership for sustainable development: A successful sustainable development agenda requires partnerships between governments, the private sector and civil society. These inclusive partnerships built upon principles and values, a shared vision, and shared goals that place people and the planet at the centre, are needed at the global, regional, national and local level. National oversight mechanisms such as supreme audit institutions and oversight functions by legislatures should be strengthened" (UN: https://www.un.org/sustainabledevelopment/globalpartnerships/).

24 This requires a refugee to stay within a specific territory linked to their residence. It means effectively, that a refugee is not permitted to look for a job in Munich if residing in Berlin or even to travel to a neighboring town without approval from the authorities. This greatly limits their mobility and flexibility to find viable labour market options, especially if they are dispersed to areas with limited infrastructures.

25 The General Plan of Berlin for Integration and Security (in German) (Masterplan Integration und Sicherheit). 24.05.2016. www.efb-berlin.de/fileadmin/templates/images/pdf-redakteure/END__Langfassung-Masterplan-integration-undsicherheit.pdf

26 The Federal Ministry for Economic Cooperation and Development (BMZ) is responsible for drafting and promoting the Federal Government's initiatives in the field of development policy. In the field of 'migration and development cooperation' the BMZ strives to reduce the risks related to migration. The BMZ is working towards national and international framework conditions for migration which take into account the needs of poorer countries (BMZ, 2018).

27 In Germany, Raphaelswerk is involved as a member of ERSO. More information can be found: http://www.erso-project.eu/

28 The engagement of civil society not only in welcoming refugees at the height of the arrivals in 2015, but continuing on to also be active in community sponsorships schemes has been generating quite some positive attention. Caritas Europa and ICMC are in the process of drafting a publication on the topic in the realm of the SHARE Integration project: https://www.caritas.eu/share/

29 Tolerated persons or a tolerated right to stay refers to the Duldung. This status is granted to people whose asylum requests have been rejected, but who cannot be deported. These individuals, however, need permission from immigration officials to be able to work (BAMF, 2014).

30 However, asylum applicants from a so-called safe country of origin—a category determined by the German government—are not entitled to training. More info available: https://www.bundesregierung.de/breg-de/aktuelles/integrationsgesetz-setzt-auf-foerdern-und-fordern-222362.

31 These are the Arbeiterwohlfahrt, the Deutsche Caritasverband, the Deutsche Rote Kreuz, the Deutsche Paritätische Wohlfahrtsverband, the Diakonische Werk der Evangelischen Kirche in Deutschland and the Zentralwohlfahrtsstelle der Juden in Deutschland.

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[Table 1: Personal remittances total outflows from the EU-28, millions EUR https://ec.europa.eu/eurostat/statistics-explained/images/7/74/Personal_remittances_total_outflows_from_the_EU-28%2C_millions_EUR.png]

[Table 2: Personal remittances total inflows to the EU-28, millions EUR https://ec.europa.eu/eurostat/statistics-explained/images/4/42/Personal_remittances_total_inflows_to_the_EU-28%2C_millions_EUR.png]

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List of interview Partners

Interview Code	Name and Organisation	Position	Date	Type of interview
GER 1	Dirk Tröndle Iranian Community Berlin	CEO/Managing Director	06/06/2018	Email exchange
GER 2	Tatjana Baraulina Federal Office for Migration and Refugees (BAMF)	Researcher Migration, Integration and Asylum	08/06/2018	Email exchange
GER 3	Prof. Dr. Ulrike Krause Institute for International Law of Peace and Armed Conflict (IFHV), Ruhr University Bochum	Junior Professor	14/06/2018	Skype interview
GER 4	Dr. Marcus Engler Part of the Leadership of the Senate Department for Integration, Labour and Social Services, Berlin	Migration Expert Researcher Social Scientist	19/06/2018	Skype interview
GER 5	German Society for International Cooperation (Deutsche Gesellschaft für Internationale Zusammenarbeit GmbH - GIZ), Programme Migration for Development	Project Manager	20/06/2018	Skype interview
GER 6	Dr. Benjamin Etzold Bonn International Center for Conversion (BICC)	Researcher	20/06/2018	Skype interview
GER 7	Felix Braunsdorf Friedrich-Ebert Stiftung	Project Coordinator "Migration and Development" Department Global Politics and Development, International Development Cooperation	11/07/2018	Phone
GER 8	Dr. Uwe Hunger Institute for Political Science, University Münster	Lecturer/Researcher	11/07/2018	Phone
GER 9	Elizabeth Adekunle African Women & Youth Organisation (AWYO) Nigerian-German Centre for Jobs, Migration and Reintegration	Former director (AWYO) and National Coordinator Nigeria (GIZ)	18/07/2018	Interview
GER 10	Dino Corell ILO Country Office for Nigeria, Ghana, Liberia, Sierra Leone and Liason Office for ECOWAS	Employment and Migration Officer	20/07/2018	Interview
GER 11	Austin Ezejiofor GIZ/ Centre for International Migration (CIM), Nigeria	Coordinator Migration and Development	19/07/2018	Interview
GER 12	Isa Sandiraz Municipality Göttingen, Department for Social Affairs	Responsible for Integration	06/08/2018	Phone
GER 13	Representative of the Federal Chancellery (Bundeskanzleramt)	Task Force of the Minister of State and Federal Government Commissioner for Migration, Refugees, and Integration (Arbeitsstab der Beauftragten der Bundesregierung für Migration, Flüchtlinge und Integration)	06/08/2018	Phone
GER 14	Pia Popal City of Munich	Coordinator Asylum, Refugee and Development (Koordinationsstelle Flucht und Entwicklung)	10/08/2018	Phone

GER 15	Reyhan Kulac-Brechfeld City of Munich	Responsible for Intercultural Work – Schools for All (Stelle für Interkulturelle Arbeit – Schule für Alle)	09/08/2018	Email exchange
GER 16	Peter Weichardt Fairtrade-Initiative Saarbrücken	Campaign Manager "Faire Schulklasse - Klasse des Fairen Handels"	15/07/2018	Email exchange
GER 17	Federal Ministry for Economic Cooperation and Development (BMZ), Referat L3	Communication Department	10/08/2018	Email exchange
GER 18	Tina Adomako Forum for Social Innovation (Forum für soziale Innovation), DiasporaNRW.net)	Fachpromoterin Empowerment and Intercultural Exchange	10/08/2018	Phone