



Integration of Migrants into the Labour Market

Experiences from Germany

Introduccion

OVH 1:

Integration of Migrants into the Labour Market • Experiences from Germany

Dear colleagues,

In the following at the end of this 2nd working day of our seminar I would like to bring to your attention some [experiences from Germany](#).

I have been asked to focus my contribution on the [role of NGOs](#) in the work with migrants in Germany and to give some experiences on the question of [entrepreneurship](#) and [self-employment](#) of migrants in my country.

[Tomorrow](#) we will have some more time, I assume, to report on some concrete and [practical examples](#) in the field.

OVH 3:

Integration of Migrants into the Labour Market in Germany • The Role of NGOs

I have structured my contribution in two major parts:

- The first is “[NGOs](#) working in Germany on labour market integration of migrants”.

Here I want to give you a summarised overview on:

- Who are the [actors](#)?
- [What](#) are they [doing](#)?
- How are they [linked](#) to the [public](#) programmes?
- What are the [advantages](#) of NGOs and NPOs working in that field?
- What are the [limits](#)?

But sure, I will firstly have to make some **remarks** about **migration** in general in Germany and the role of **NGOs** in German society.

OVH 4:

Integration of Migrants into the Labour Market in Germany Self-employment and entrepreneurship

In the second part will focus on the question of

- **Self-employment** and **entrepreneurship** of migrants in Germany

With some 2,1 million people actually living in Germany the Turkish migrants are the quantitatively most significant national group. The Turkish people does not have European Union citizen status. So I choose this group – beneath some few remarks on Italians living in Germany – to face the following questions:

- What **relevance** has entrepreneurship and self-employment?
- What **kind** of enterprises would have been built up by this group of migrants?
- What are **supporting** and **hindering** factors?
- What seem to be significant factors for a **good success** in building up own business for migrants in Germany?

OVH OFF

I would like to invite you, during my short presentation, to not hesitate to ask for clarification where necessary and to focus your attention to the question:

- What and how might that experience in Germany be **interesting** for us?
- What is **transferable**? **How**?

If we can reach your interest by pulling out **questions** on **your reality** in the Russian Federation, both on national and local level, I will be very happy.

1st Introductory Remark

Migration to Germany

OVH 5

1st Introductory Remark • Migration to Germany

Now my first introductory remark: Migration into Germany.

I brought you **some graphs** with a few **basic figures** on this subject that you might find in your materials.

OVH 6:

Migrants 1998 in the European Union

The **first** table allows us to get an idea on the **quantitative** aspect of migrants living in Germany. With nearly **7,4 million** migrants Germany will be the first immigration country in the European Union, covering ca. **42%** of the phenomenon, followed by France (ca. 20%) and the United Kingdom (ca. 12%) with a significant distance.

OVH 7:

Migrants 1998 in Proportion to the Population

In this **second** table we can again see the figures of migrants in the European Union, but in relation to the total population. We would see that after Luxembourg a second group of countries – Germany, Belgium and Austria – where the **proportion** of migrants to the resident population is between **8% and 10%**.

OVH 8:

Migrants in Germany • Recruitment Countries

This **third** graph I wanted to show you to give evidence of the fact that migration in Germany is not a very new but a **solid** phenomenon, at least in the last about forty years.

Let me not go into details here. But sure you will notice the most relevant phases in the early **sixties** and **seventies**, and you will notice relevant refugee movements in the early **nineties** especially from the than former Yugoslavia in civil war.

OVH 9:

Migrants in Germany • Movement

On a **forth** graph we can base the statement that migration into Germany in the last ten years is – also if we consider it an “old phenomenon” – a **vital** migration movement of **700.000** until **1,2 million** people per year.

OHV 10:

Migrants in Germany • Population

In this **fifth** graph it can be noticed a **consolidated growing** the number of migrants in the nineties. Also if the migrants from the so-called **recruitment countries** – Turkey, Former Yugoslavia, Italy, Greece and Spain – is most important, the figure of migrants from **other countries** becomes more and more significant.

OVH 11:

Migrants in Germany • Permanence

Just a **last** graph. Here we see that nearly the **half** of the migrant population in Germany is living there for **more than 10 years**. 8 of 10 would live there for at least 4 years.

OHV 12:

Migration to Germany • Summary

Please let me **summarise**:

- **4 of 10** migrants in the European Union would live in Germany.
- The migrants will have a fairly **high relevance** in the residence population in Germany.
- Migration into Germany has a fifty years history, it is an “old” or “solid” phenomenon.
- We have to consider migration into Germany as a **vital migration** movement.
- The most relevant group of migrants in Germany are the **migrant workers** – especially from the so-called recruitment countries – and, surely, their families: we would speak today about the **second** and **third generation** of migrant youth living in Germany.

2nd Introductory Remark

NGOs in Germany

OVH 13

2nd Introductory Remark • NGOs in Germany

Now my second introduction remark on **NGOs** in Germany.

I just took, for common understanding, some definition found on the Internet Web-sites of the United Nations.

OVH 14

Definition of NGOs

Let me underline:

- any non-profit, voluntary citizens' group
- organised on a local, national or international level
- task-oriented and driven by people with a common interest
- perform a variety of service and humanitarian functions
- bring citizen concerns to Governments
- advocate and monitor policies and encourage political participation through provision of information
- organised around specific issues, such as human rights

OVH OFF

Speaking about NGOs in Germany – and sure I want to limit myself here to organisations working in the human rights and social relevant for the work with migrants – means to take into consideration some specific **historical development** of building up German society after the cruelties and crimes against humanity brought by German Nazism to Europe and the world between 1933 and 1945.

(Please understand that I as a German speaker in your country have to mention the sorrow, anger and trouble about what our fathers and grandfathers have done to your families and your country.)

OVH 15:

Historical note on NGOs in German Society

In reconstructing after 1945 German society a big **emphasis** has been made on the **division of power**, the **legal control** (also of the state itself), the involvement of **civil society** (and the private sector) as a **counter-part** to the state.

This would mean, that you will have in Western Germany a very **important** role of **non-state driven actors and organisations**.

And there would be two significant **principles** for the organisation of German post-war society I would like to stress out, relevant also for the work with migrants:

- **subsidiarity**
- **consensus**

The principle of **subsidiarity**, developed in the Catholic Social Doctrine, would mean in simple words, that any task of the government should be performed at the lowest level which can be deemed to be efficient. This principle would be implemented not only within the public sector (for example the high emphasis on federalism) but would have been **enlarged to civil society**. If we shorten it up to a slogan: The state would delegate all, that might be done as well within the civil society (and the private sector).

The second principle – the necessity to create most possible **consensus** (driven also by a solid distrust of power and the power of the state) would have created many structural mechanisms of **necessary negotiation** between the state and actors within the civil society or the private sector.

So you would have in all organised society welfare activities beneath the state very often the presence of:

OVH 16:

Important Presence

- **Catholic, Protestant Churches'** (in part also the **Jewish Communities'**) and/or their welfare organisations (**Caritas, Diakonisches Werk** and **Zentralwohlfahrtsstelle der Juden in Deutschland**)
- **non-religious** humanitarian organisations as for example the **Red Cross** or the **Paritätischer Wohlfahrtsverband** (Parity Welfare Association)
- organisations in the tradition of the **social-democratic workers' movement** like the **Arbeiterwohlfahrt** (Workers' Welfare)
- the **social partners'** organisations (**employers' associations** and **trade unions**)

If we now want to speak about actors working on labour market integration of migrants we have to face a map of the actors in the social and welfare system in Germany that would give **large space** to **non-governmental** organisations and **non-profit** organisations.

OVH OFF

(Just to give your an extreme **example** for understanding better: We have also to consider that not even the benefits for unemployed people and the measures to promote employment realised by the **Federal Labour Office** (Bundesanstalt für Arbeit) are purely “state-run”: Most of the budget comes from the legally determined social contributions paid half by workers and employees and half by the employers. So also here you would find a significant **importance** of **social partners** in the public system.)

Integration into the Labour Market of Migrants

NGOs in Germany

OVH 17:

Integration of Migrants into the Labour Market in Germany
Areas of Activity

What is now – and I am starting my first main subject – what is now the role of NGOs working in the field with migrants? My first question was:

- Who are the **actors**?

Sure, I already told you something about the actors giving the two background statements.

Let me mention – before focussing on labour market integration – the important role of NGOs in some key areas of activities where their intervention would be vital on a local, national and international level.

- There is first the practical help in cases of **emergency** for refugees and asylum-seekers. You would have many local groups, partly network-linked, that would intervene by **presence**, **petitions**, **demonstrations**, **negotiations** with public authorities, **legal advice** in benefit to refugees.
- The special form of **Church-Asylum** or **Parish Asylum** should be mentioned here where a Community would give shelter in their church to refugees searched by public authorities, negotiating on the legal and social conditions of the refugees.
- Networks have been established for **legal counselling** of refugees fighting for their asylum rights.

- Local initiatives, partly network-linked, to intervene quickly in **cases of violence** against refugees or migrants have been established and many organisations will have drawn up **education material** and **measures** against latent and virulent forms of **xenophobia**.
- In many cases you would have near Contemporary Centres of Accommodation of Migrants **neighbourhood groups** and so-called **groups of friends** to protect, support **socially, psychologically** and **physically** as well as **politically** and **legally** refugees and ethnic migrants.
- And it should not be forgotten that in many cases in Germany you would have **parents** or people coming from the **same country** fighting for the rights and **hosting** refugees. That was for example very much the case during civil war in Bosnia-Herzegovina.
- And sure, the major area is **political** work, **documentation** and work on the **public opinion**.
- And maybe we also should not forget all kinds of **social work** of growing importance in the last years with **elderly migrants**.

The list cannot be exhaustive at this moment.

But I want to return on the question on: who are actors that would contribute to **labour market integration**?

Before giving you a more **analytical view** I want to give you **two examples**:

OVH 18:

Deutscher Caritas Verband • General Figures

The Caritas, founded in **1897** (sic), is one of the so-called **leading welfare** organisations in Germany. Keeping nearly 25.000 **institutions**, working with more than 1,2 million **clients**, the Caritas is one of the most powerful NGO in Germany. With more than 430.000 **employees** this organisation would surely also be the biggest employer in Germany.

OVH 19:

Deutscher Caritas Verband • Areas of Activity

As you see, the **areas of activities** are very wide-spread. In the annex to the papers you might find some more figures on the different intervention fields. In this very moment it is important for us to get some **overall idea** on the work with **migrants** and **refugees**.

OVH 20:

Deutscher Caritas Verband • Services for Migrant Workers, Refugees and Ethnic Migrants

The Caritas is traditionally the contact organisation for **migrant workers** and their families coming from Italy and Spain. In the counselling centres social workers staff would help in emergency situations, realise **person- and family-oriented** counselling and give support in dealing with **public services**. In many cases **mother tongue** social workers would facilitate communication and give respect and value to the **cultural and social background** of the migrant population. Culture and recreation centres for migrants have been established to support the **social integration**.

The Caritas is involved in **social work** with **refugees** and **ethnic migrants inside** and outside Centres of accommodation, offering also in a few cases specific **schooling**.

In the last years the services the concept of the Caritas work would more and more leave the ethnic orientation and provide for more **specialised services** for all groups of migrants. Another important tendency is to emphasise more a **local community-oriented** approach in the work, linking different actors and activities, involving also groups of **volunteers** in the work.

Pilot projects on information and vocational orientation of migrant youth are realised by this organisation as well as **school support** and language **courses** for specific groups, for example for **migrant women**. In many cases the social work will include advice and counselling for **migrant unemployed** and those in difficult financial situation. Several **projects of job creation**, for migrant women and youth, would have their origins within the Caritas network.

Major subjects of the **political work** of the Caritas on local, regional and federal level will face the following problems:

- **Discrimination** of migrants
- **Legal status** of refugees, asylum-seekers and migrants
- **Poverty** of migrants
- **School** situation of migrant students
- Vocational **training** situation of migrant youth
- Social situation of **unemployed** migrants

OVH 21:

Internationaler Bund IB • General Figures

The **second example** – I wanted to show you – is an organisation that has been founded with a specific regard on the need of **young migrants** and their problems in integration into German society and the local **labour market**.

Also this organisation, the Internationaler Bund IB – the full **name** maybe could be translated as “International Association IB / Free Provider of Youth, Social and Training Work” – is **not** a very **small** one, and would be present in Germany on a **national level**.

OVH 22:

Internationaler Bund IB • Principles

Organisationally and ideologically close to the **German Red Cross**, the IB would be **independent** of political parties and religious denominations. The **promotion of political participation** and a **social and pedagogical work** that aspires to develop abilities of **involvement**, **responsibility** of **disadvantaged groups** are the declared objectives.

OVH 23:

Internationaler Bund IB • Areas of Social Action

Also the Internationaler Bund is **not** an organisation working **exclusively with migrants**. Given the specific target group of young people and the orientation towards education and training work however, young migrant would be a **rather significant group** of its clients. In fact also the word “international” in the name of this organisation has to be understood as programmatic: an **international oriented** youth and social work to improve **understanding**, **intercultural learning** and co-operation.

OVH 24:

Internationaler Bund IB • Assistance to Ethnic Migrants

Before looking at services provided to migrant youth by the IB, I want to give you an idea on the work with young **ethnic migrants**.

How would the IB define, based on the practical experience in with ca. 30.000 of these young people, describe their **problems** to be faced?

- The first obstacle to integrate into the local society and also labour market is the lack of **language** abilities. Many of the new arrived young people will not know German language.
- This is additional to general problems of integration to a new local **education system**.

- These young ethnic migrants will have to face **vocational training** in the local training **market** of apprenticeship.
- Given the fact that unemployment between migrants in Germany is considerably higher the total figures and the growing numbers of unemployed young people, the **lack of jobs** becomes a very difficult problem to these new arrived young people.
- And sure, general problems of social integration like unknown **habits** and the lack of **contact** to the local youth and population have to be faced too.

To **respond** to these problems, the work would concentrate in **4 areas**:

- In primary 6 month **language** courses basic language skills and **basic knowledge** about local society would be provided.
- Different measures of assistance at **school** are established.
- The IB works offers assistance to **vocational training** measures like vocational pre-training, vocational training and assistance to apprenticeship.
- And high relevance has also the youth-oriented social work in the **leisure & recreation** field in youth centres with the objective to support social integration.

OVH 25:

Internationaler Bund IB • Assistance to Young Migrants

On this overhead slide we see now a list of activities for young migrants.

Also here it can be noticed that specific **training measures** would be **supported** by **person- and group-oriented social-pedagogical assistance** and work by **personal counselling** and **leisure & recreation** and **social integration** activities.

These **two examples** – that somehow would be representative – give us some more idea on the question:

- What are NGOs in Germany doing on the labour market integration of migrants?

Certainly, it could be interesting to go into more detail and to take into consideration also the **many little initiatives** working in the field. Maybe tomorrow or in the second seminar we might have possibility to give some **practical examples**.

For the moment I want to draw, starting from these two examples, some basic **hypothesis** on the **significant factors** for labour market integration of migrants in Germany. What is needed, what has to be provided to support the integration of migrants into the local labour market.

OVH 26:

Labour Market Integration of Migrants in Germany • Significant Factors

There is a consensus of the experts of labour market that all future tendencies will ask for **higher educational** and **professional qualifications level**. The most threatened by unemployment are and will be **unqualified people** and those with **low educational level**.

The labour market of the future will **not** in the same way as in the past **need unskilled workers** in large industries, the typical area where the **traditional migrant workers** would have been allocated.

So in poor words: Higher education level and higher professional and personal skills **will support** – not guarantee – labour market integration of the migrant population.

We cannot forget general **employment and labour market policies**, if we discuss this subject. But this would, certainly, be an other presentation (paper). Let me just say as a foot-note: Migrants in Germany that have to cope with a **high unemployment rate** will pay very much attention to the policies to be proposed and implemented by the **new socialdemocratic-green government** that put combating unemployment onto the top of the agenda. Migrants are aware of the fact that they are – together with other disadvantaged groups – the people to pay most in case of bad labour market.

Now again to the more specific factors:

Over many years the **language** problem ha dominated the discussion and you would have heard, and sometimes you will hear still, statements about migrants like these:

- “Oh no, he won’t get a job. He doesn’t even speak German.” Or
- “She has no problems. She speaks German. She has no job, like many others. But she is well integrated.” Or
- “Why should this student learn English. That is too difficult. First he has to learn a good German.”

There is growing evidence of the fact, that the linguistic problem is **one important factor** that **cannot** be **separated** from the others. And it will be taken into consideration that the knowledge of **English language** is – especially for young migrants – necessary if they do

not want to remain excluded from **higher educational levels** and better possibilities on the labour market.

Beneath the language problem the **organisation** of the German **education system** would be another obstacle of migrants reaching higher **school levels**. The high relevance given to **formal school level** in the German labour market will disadvantage migrant youth also by the fact that **decision on the type of school** at the young age of 10 years will have strong influence on the school biography of the students. In fact, the migrant youth will **not participate** in an adequate measure at higher school levels /upper secondary school leaving certificate). So, an important area of NGOs working with migrants will be all kinds of school assistance.

To increase participation of migrant youth in **vocational training** in Germany is still an important challenge. Migrant youth would be underrepresented. It has take into consideration that the traditional vocational training in Germany would be organised – also if there is some public control – as a **market of apprenticeship**. This certainly from one hand allows a quite fair **labour market orientation** of the training system. On the other hand weaker social groups will **not** have the **equal opportunities** as the stronger ones. Projects and measures that would support migrants in **preparing for, getting into, remaining in and be successful** in the local vocational training system will be significant for their integration into the local labour market.

Just a short remark on the last point: The labour market requires more and more **key skills** like **personal, communication** skills and **teamwork** ability, **flexibility** and geographical and professional **mobility**. Measures with migrants would have to take this into consideration.

OVH OFF

Now we have identified some areas of action relevant for labour market integration of migrants in Germany.

In the following I want to try give you some **overview** on the **specific support of NGOs** in these areas. I have prepared some table that would in three columns report on the activities of:

- the **public services**
- the **private sector** and on the third
- of the **NGOs**

In my presentation I cannot get through all of them in detail. But you will find some more details in the material to be handed out.

OVH 27:

Public Services • Private Sector • NGOs • Language Training

In the field of **language training** a lot of experience has been made by NGOs in specific pilot projects on school assistance and specific **methodologies** of language training for the **different groups** of migrants.

(...)

OVH 28:

Public Services • Private Sector • NGOs • Recognition of Qualifications

This area of activity is traditionally competence of the public services. NGOs would work on technical assistance and information and counselling measures. Relevant for migrants is also the ongoing discussion on **assessment centres** and the **accreditation of prior learning**.

(...)

OVH 29:

Public Services • Private Sector • NGOs • Careers Information & Guidance

This area of activity is traditionally competence of the public services. A lot of specific **information material** has been produced. The public system would cover all the territory also on local level and provide for careers information centres. Specific **careers advisors for migrants** would have been trained.

Nevertheless significant groups of (young) migrants would not be reached by the public services. It seems that behind declared “language problems” there have to be found other kinds of “**communication problems**”. Not in all cases migrants would trust in high **trustworthiness** and **efficiency** of the public institutions.

NGOs would have the duty:

- to **motivate** to use the public careers services
- to **facilitate contact** and communication with the public services
- to create of different and complementary **methodologies**
- to offer advice for **specific target groups**

(...)

OVH 30:

Public Services • Private Sector • NGOs • Vocational Preparation Schemes

(...)

- BVJ
- High percentage of migrants
- BEO

(...)

OVH 31:

Public Services • Private Sector • NGOs • Vocational Training

(...)

- Problems:
 - To get into the local system (that is a market)
 - To cope with problems
 - To stay with the choice
- NGOs:
 - Information
- New tendencies:
 - Enterprises of migrants offering apprenticeship
 - More flexibility

(...)

OVH 32:

Public Services • Private Sector • NGOs • Job Placement

(...)

- To be taken into consideration: Informal ways of job allocation

(...)

(...)

- **Transition** from training into labour market
 - Specific vocational training system
 - Specific pilot projects
- **Remain** in the labour market
 - Re-training measures

(...)

OVH 33:

Public Services • Private Sector • NGOs • Job Creation Schemes

(...)

- **Second labour market**

(...)

OVH 34:

Public Services • Private Sector • NGOs • Self-employment / enterprise creation

(...)

- **Self-employment**
 - See part two!
 - Culture of arrangement ...
- **Social enterprises**
 - New Work
 - ...

(...)

OVH 35:

Public Services • Private Sector • NGOs • Specific Action for Migrants Training

(...)

OVH 36:

Public Services • Private Sector • NGOs • Advantages

(...)

- Person-oriented approach
- Take advantage of cultural background
- Advocate function
- Facilitator in dealing with public services
- Create long-term partnerships
- Link to the labour market
- Necessity and chances of co-operation
- Networking

(...)

OVH 37:

Public Services • Private Sector • NGOs • Limits

(...)

- Employment policies
- Dependence on public funding
- Overtaking entrepreneurial risks into the NGOs
- Management and structural limits within the NGOs

(...)

OVH 38:

Public Services • Private Sector • NGOs • Benefits for Public Services

(...)

- Necessity and chances of **co-operation**
- Elements of **market** in the services
- Taking advantage of specific knowledge on:
 - **Target groups**
 - **Methodologies**
- **Private expertise**
- **High flexibility**

(...)

Integration of Migrants into the Labour Market in Germany

Self-employment and entrepreneurship

In the following I want to give you some experiences on self-employment and entrepreneurship of migrants in Germany.

The first question I want to put is:

- What **relevance** has entrepreneurship and self-employment of migrants in Germany?

For answering this question we have to take into consideration two important facts:

- Most of the migrants in Germany – as we have seen before – are **migrant workers** that came there in the last forty years, and – sure – their families. So traditionally migrants would have been employed in the industries and would not have come to build up their own business.
- In Germany we would **not** have a very high **rate of self-employment**. Only 1 of 10 working people would be self-employed or entrepreneurs. This figure is rather similar in Denmark (9,3%) or Luxembourg (9,7%) and is very different to the situation in Southern European Countries like Greece with a quote of 45% or Italy and Portugal where nearly 3 of 10 people would be self-employed.

OVH 39:

Not to be used

OVH 40:

248.000 Self-employed Migrants (Economic Branch)

Taking into account this figure in Germany of 10% the correspondent rate of self-employed migrants of 6% is to be considered already rather high. That means that you would have about **248.000 self-employed** migrants in Germany this year.

But we can notice that in the last few years there is a significant growing of self-employment and enterprise creation of migrants in Germany.

The national group which is most active in self-employment are the Italians followed by the Turkish migrants.

The economic branches of most activity are:

- Wholesale and especially **retail trade**
- **Restaurants and catering industry**

OVH 42:

Turkish Enterprises

Let me give you some figures on the Turkish enterprises that would refer to a **population** of about 2,1 million people.

You will not a significant increasing in the last eight years, but also a relevant impact on employment of people and we see that we are dealing with small enterprises with an average of 4,3 employed people.

OVH:

47.000 Enterprises of Turkish Migrants (1998)

Also in this case we can not a high relevance of Restaurant and catering industries: in fact 1 of 5 enterprises are Döner-Restaurant, a Turkish way of fast food that had a great success in Germany and has developed new technologies of half-industrial production.

In the last years in Germany you would find an increasing attention to entrepreneurship of migrants in major PR activities and in funding pilot projects on this subject. One of these has been realised in the Region of North-Rhine-Westphalia, a traditional area of mining and manufacturing industries converting to service industries.

The project consisted in building up 4 so-called **Transfer Centres** with the objective to promote self-employment and enterprise creation of migrants.

OVH 43:

Self-employment and Entrepreneurship • Principle Objectives of Transfer-Centres

The operational objectives of these Transfer Centres have been defined as follows:

- **Networking** of existing private and public **institutions** working in the field
- **Promotion** of co-operation between **local** and migrants' **enterprises** and institutions
- **Promotion** of co-operation of non-German entrepreneurs within the local **trade associations**
- **Motivation** of non-German entrepreneurs to use more intensively for their staff local systems of **further** (vocational) **training**
- **Facilitate** foreign SMEs in claiming (public) **financial contributions**
- **Support** to non-German enterprises through advise services able to reduce the actual **lack of information**

I think it could be interesting for us to see how these experts would have seen factors of increasing/encouraging and hindering self-employment of migrants within their practical work.

OVH 44:

Self-employment and Entrepreneurship • Increasing factors

- Self-employment in the **local society** as an **alternative to the origin aim** of back home
- **Demographic change**
 - **Young heterogeneous** population
 - Oriented at the local **value system**
- Changes in the **local labour market**
 - Reduction of work in the **traditional industries**
- **Growing unemployment** of migrants

- Self-employment as the **only alternative**
- Few **prospects of promotion** and **indecency** about personal income situation
 - Higher **personnel income**
 - More **self-determination**
 - Higher **social standing**

OVH 45:

Self-employment and Entrepreneurship • Major problems:

- Few **information** on **measures** to promote enterprise creation
- Few **information** on counselling & **advice centres**
- Specific **advice services** are **seldom used**
 - By migrants willing to create an enterprise or to become self-employed
 - By migrants already established as entrepreneurs
- **Low preparedness** in co-operating within local **trade associations**
- **Prejudices** or **reservation** in front of local **bureaucracy** and few contact
- **Higher risk** to go **bankrupt** in the first years

They point out the importance of good advice and consultancy for your enterprises of migrants.

Just some last figure:

- Without advice: **50%** bankrupt after 1 year
- With advice: **10%** bankrupt after 1 year

Giving up an enterprise is not always a failure. Many times enterprises will be sold to make a next step in self-employment...



OVH 46:
Thank you