

Germany (BDA) (last updated December 2022)

Overall approach and state of play

Over one million refugees have been registered in Germany as of October 2022.

With the Council Decision on activating the Temporary Protection Directive, [section 24 of Germany's Residence Act](#) ("Aufenthaltsgesetz") on granting residence for temporary protection applies immediately to those people referred to in the Council Decision. This means that these people may apply for a temporary residence permit at the responsible foreigners' authority in Germany as of 4 March 2022. The residence title according to § 24 AufenthG has the following legal consequences:

Coordination of joint social partner or social partner and government actions

- **Residence permit initially until March 4, 2024** : Germany is thus making use of the extension option provided for in the Directive (1 year + 2 x 6-month extensions).
- **Unrestricted access to the labour market:** Access to the labour market and thus also access to in-company training is possible without restriction with the approval of the foreigners authority. An approval of the Federal Employment Agency is not necessary. Employment in temporary work is possible. In some regions, refugees can apply for their residence title online via the help portal Germany4Ukraine. The data is then transmitted to the relevant foreigners authority. Already upon application for the temporary residence permit, a certificate of fiction will be issued. It serves as a provisional proof of a temporary right of residence until a residence permit can be issued; bridging the time/waiting gap. Most importantly, on this provisional residence permit it is noted that *paid employment is already permitted*. This also applies to the taking up of an internship. With the provisional document there's also access granted to advice from the local government employment agencies and help finding a job as well as access to integration programmes and courses. Formal recognition of the vocational or university degree acquired abroad is only required for employment in a few regulated occupational areas (e.g. health care, nursing, education). For this purpose, refugees must contact the responsible offices at the federal or state level. The majority of occupations in the private sector are non-regulated. In all non-regulated occupational areas, employment can be taken up without the recognition of qualifications.
- **Access to integration measures** : The federal government has decided to allow refugees from Ukraine access to various integration measures, among others: migration counseling for adults, professional language courses (generally from level B1), integration courses, special courses for women, initial orientation courses. For refugees from Ukraine, participation in the integration course is free of charge. Participants are automatically (ex officio) exempted from the obligation to contribute to costs when they are admitted to the course. A separate application or further proof is not required.
- **Access to education:**
 - **IVET:** Permission to take up training is equivalent to permission to take up employment and is covered by approval for employment under Section 4a (2) of the Residence Act by the foreigners authorities. For persons who take up vocational training in Germany, it is possible to change to a residence title according to § 16a AufenthG and complete the training before the protection period of § 24 AufenthG expires. After completing the

training, a residence title according to § 18a AufenthG can be applied for in order to pursue employment as a skilled worker.

- **School:** Children and young people up to the age of 18 are generally entitled to education in the country of residence. After a stay of six weeks, compulsory education generally takes effect. Germany has prepared for the schooling of Ukrainian students. Both the previous "welcome classes" and regular classes are used. Ukraine's teaching materials are digitized. Apparently, Ukrainian children and youth in Germany are also participating online in ongoing lessons in digital classrooms in their schools back home. Teachers with German and Ukrainian, or alternatively Russian, language skills are now being sought; in particular, refugee Ukrainian teachers and educators are also welcome. According to current estimates, an additional 13,500 teachers and 11,400 educators are needed.
- **University:** So far, there has been no significant demand from students. Of the age group typically studying, the majority are women with children to care for or older people. If the situation in Ukraine continues to escalate, demand is likely to increase significantly for the winter semester 2022/23.
- **Access to social benefits:** Refugees in need of assistance can claim social benefits as soon as they are registered for the first time. The registration can take place directly when crossing the border at the border authority or still in the country, for example at one of the initial reception facilities, a foreigners authority or by the federal police. After the registration, the proof of arrival is issued, which opens the access to first social benefits - especially accommodation, food and medical care. Since June 1, 2022, refugees from Ukraine can also receive benefits under SGB II/XII if they are unable to secure their livelihood independently.

Initiatives:

#WirtschaftHilft: To support needs-based aid, the four leading associations BDA, BDI, the Chambers and Skilled Crafts have worked closely together to **launch the initiative #WirtschaftHilft** ("economy helps") initiative. At www.WirtschaftHilft.info, companies and associations can obtain comprehensive information on needs-based donations, labour market integration of refugees and the impact on companies and employment.

Germany4ukraine: platform of federal government where refugees receive support with accommodation and medical care.

Help for Refugees: Federal Employment Agency provides information about counseling options and offers information and support for arriving in Germany and later also for finding a job or apprenticeship.

Erfolgreich integrieren: website by BDA, BDI, ZDH (skilled crafts) and employment agency set up during the refugee crisis in 2015 and now adjusted to the current challenges. In the future, events, practical examples and initiatives will be compiled here in a clear and concise manner.