



Hamburgisches  
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# Workplace integration of migrant health workers in Germany

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# Outline

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- **Background**
  - The German healthcare sector
  - The Hamburg study
- **Results**
  - Access to practice the profession
  - Access to jobs
  - Experiences at the workplace
- **Policy recommendations**

# Labour shortages in the German healthcare sector in 2014

## Doctors



## Nurses



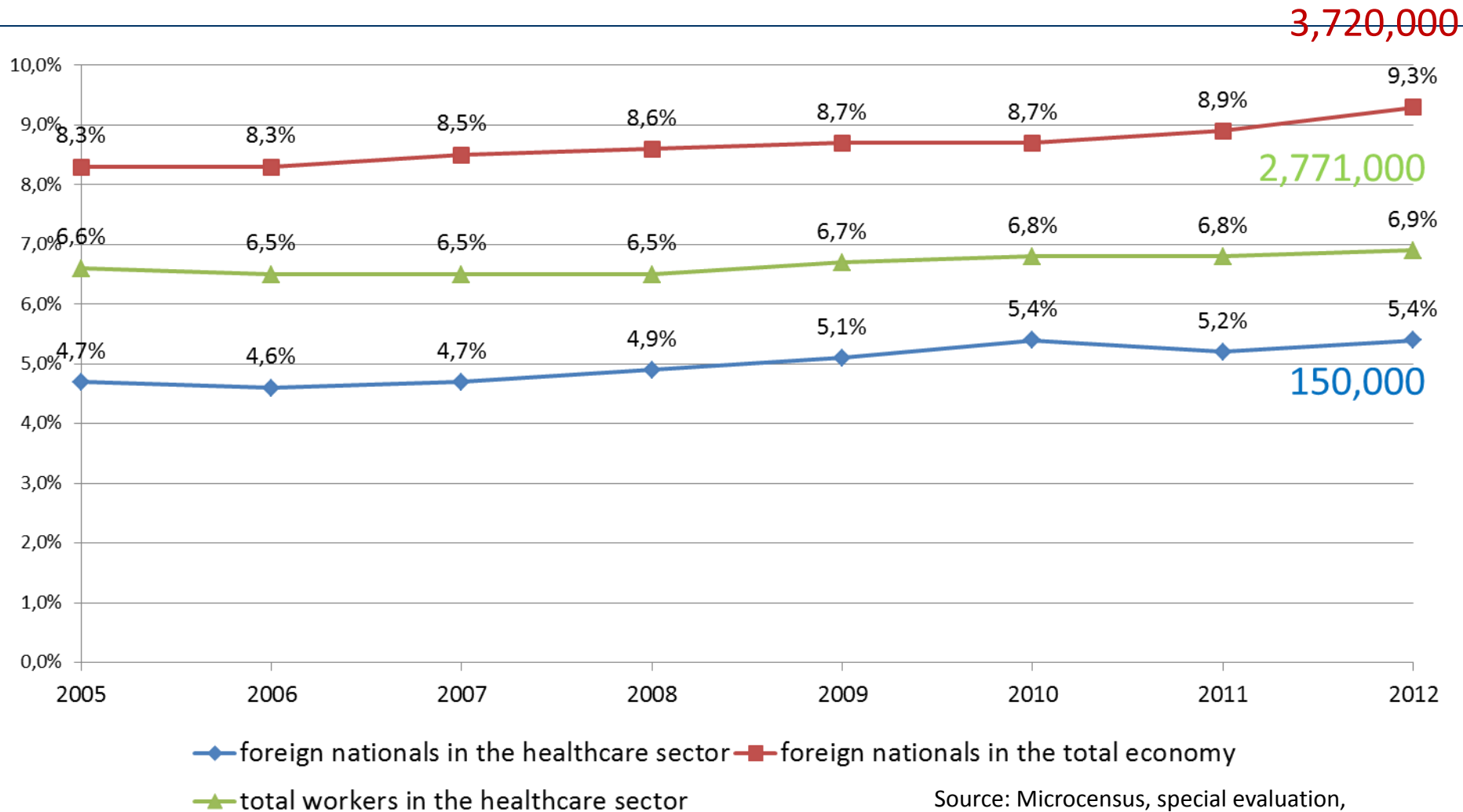
## Elderly care nurses



■ = Shortages  
■ = Less urgent shortages  
■ = No shortages  
□ = No data

Source: Federal Employment Agency 2014

# Migrant workers in the German healthcare sector



Source: Microcensus, special evaluation,  
Federal Employment Agency

# The Hamburg study

<b>Employees</b>	<b>Public hospital</b>	<b>Private hospital</b>
Total number of employees	9,436	12,802
Number of foreign nationals	1,550	890
Share of foreign nationals	16%	7%

- 48 interviews
- Focus on doctors (academic profession) and nurses (non-academic profession)

# RESULTS:

## Workplace integration of migrant health workers

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- **Access to practice the profession:** German admission policies
  - Migration policies
  - Policies on recognition of professional qualifications
- **Access to jobs in the healthcare sector:**
  - Recruitment policies in hospitals
- **Experiences at the workplace:**
  - In the initial stage of employment
  - In the long term perspective

# Access to practice the profession: German admission policies

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- Improved migration opportunities:
  - Blue Card (2012)
  - Whitelist with shortage occupations (2013)
  - Pilot projects for recruitment abroad (2012, 2013)
- Improved opportunities for recognition of qualifications:
  - Recognition law (2012)
  - 83 % of all recognized titles by health professionals (2013)
- **The German case:**
  - Improved access to practice the profession

# Access to jobs: recruitment policies in Hamburg hospitals

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- **The Hamburg experience:**

- No systematic proactive recruitment abroad
- Pilot projects for training in nursing (Italy 2011, Tunisia 2012)
- Bilateral cooperation for exchange of guest doctors and researchers
- Challenges in recruitment: difficulties to assess the skills of foreign-trained applicants

- **The German case:**

- Access to jobs differs across German regions



# Experiences at the workplace: initial stage of employment

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- **The Hamburg experience:**

- Job-related language skills
- Structured measures for special groups (language training)
- Adaptation to working processes and culture
- Informal support by colleagues, mentoring systems

- **The German case:**

- More active support at the beginning of employment needed for better utilization of migrants' skills

# Experiences at the workplace: long-term experience

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- **The Hamburg experience:**
  - Relationships at the workplace
  - General working conditions and career development opportunities
  - Focus on general measures targeting all employees irrespective of origin
- **The German case:**
  - General measures more relevant than migrant-specific measures for stay in the long run

# Policy recommendations

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- **Language training:**
  - Multilingual online language-learning platform
  - Job-related language courses
  - Language facilitators at the workplace
- **Adaptation to a new workplace:**
  - Mentors in the first months of employment
- **Good working atmosphere in multicultural teams:**
  - Intercultural training for employees, particularly for team leaders
  - Awareness campaign in the workplace

# Thank you for your attention!

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