




| Bertelsmann Stiftung

Integration of migrants
Examples of good practices from selected German towns

Claudia Walther,
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Context of demographic change

- society becomes older
- more children with „migrant background“
- shrinking cities
- more need of qualified workforces



Some data about Germany

- Ca. 20 % of inhabitants in Germany have a „migrant background“
- „migrant background“ means at least one parent coming from abroad.
- Ca. 7 Mio. people don't have a German passport. Ca. 9 Mio people have „migrant background“ but a german passport.
- Every third child (0-5 Years) has a „migrant background“. (34,6%)



Mikrozensus 2009,

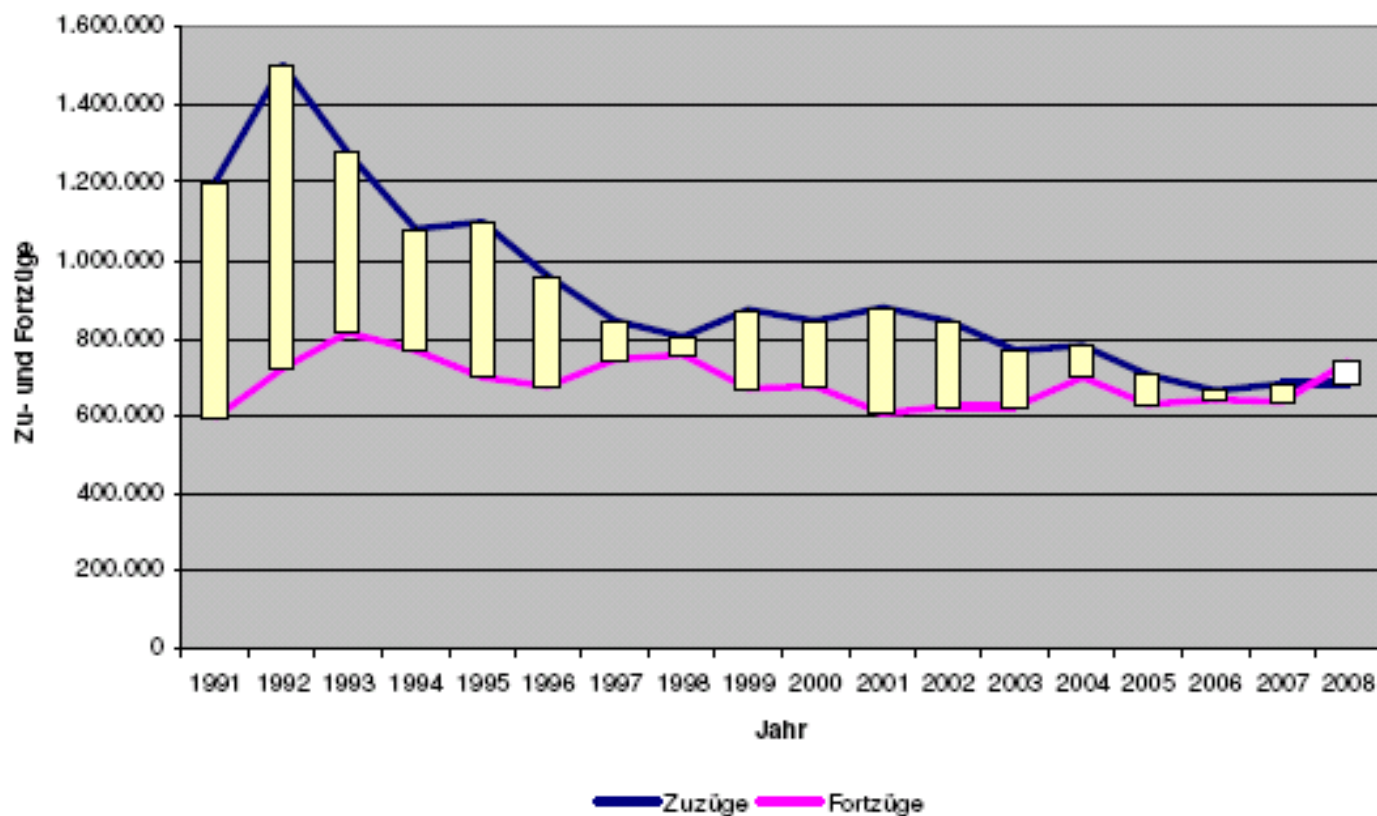
published the 14. Juli 2010

Main Challenges in Germany

- **Education**
 - of 2nd and 3rd Generation - „Fighting the gap“
- **Participation**
 - in all parts of society, including political participation
- **Awareness raising**
 - recognizing potentials & becoming a „We – society“
- **Attracting qualified migrants**
 - becoming attractive also for their families

More emigration than immigration since 2008

Abbildung 1-1: Zu- und Fortzüge über die Grenzen Deutschlands von 1991 bis 2008



Quelle: Statistisches Bundesamt

Recommendations for a successful local community integration policy

1. **Developing a strategy and concept**
2. **Anchoring integration as a multi-departmental task**
3. **Establishing political commitment**
4. **Securing participation and activating citizen commitment**
5. **Establishing networks**

Recommendations for a successful local community integration policy

6. Planning and working at the district level
7. Working on fields of activity: education and language, employment and dialog
8. Communities as employers: pressing ahead with the administration's diversity management
9. Communities as service providers: dismantling access barriers
10. Measuring success: evaluation and controlling

Integration Workshops for cities and communities



Integrationworkshops

▪Aims:

supporting cities and communities developing their strategies or to further develop them

▪Who:

- Administration
- Politicians
- Migrants

▪How:

20 Trainers (Train the trainer
Qualification and practice)
2 days workshop, 1 before, 1
after

Integrationsworkshops für Führungskräfte in Kommunen



Stuttgart – Partnership for Education



- Clear Strategie for Integration: Economy -> Education
 - Kindergarden, school – and working with families
 - Link of Integration and education politics in Stuttgarts administration
- > coordinating the local network
- > Initiative **„Migranten machen Schule!“** - teachers and diversity
- > implementing diversity approach in **teachers qualification**
 - > **Publications** for diversity education & teachers qualification
 - > **Promotion tour in schools:** migrants: become a teacher!

Hamburg: Migrants in Citys administration



Interkulturell Orientation of public administration

Objectives

- More migrants in City administration
- Goal: 20 % until 2011 Employment of trainees with migrant backgrounds
- Intercultural training

procedure:

- Analysis: how many migrants do we have?
- All departments should try to reach the objectives

Hamm – One stop shop

Bürgeramt for Migration and integration

- Central Service desk
- Service in different languages
- Profiling
- Service orientation as principle

Value giving und Intercultural Dialogue:

- Ramadan – Marcet supported by major and City. Major meets migrantsorganisations 2 X a year



Düren – Ethnic Entrepreneurship

Objectives

Meeting the potentials! Workshop with entrepreneurs in order

- to provide contacts,
- to win entrepreneurs with migrant background as partners and
- to present to the German society.

Results

- > To change orientation. See potentials – not only problems
- > The Project-council became a real instrument of active participation
- > Data made the potentials of the entrepreneurs with migrant background visible.
- > The entrepreneurs learnt to know the provided service and advice



Aachen -
reaching the public –
raising awareness

I am an
„Öcher“ (people in Aachen)

HERE IS MY HOME CITY.



AACHEN IST BUNT
156 Nationalitäten leben
zusammen in unserer Stadt.

**ICH BIN
ÖCHER!**

HIER IST MEIN ZUHAUSE.

Robert Grabo // 42 Jahre // Polizist, Aachen-Mitte

stadt aachen

WWW.INTEGRATION-AACHEN.DE

The advertisement features a smiling police officer in a light blue uniform and white cap with a crest, standing with arms crossed in front of a historic building with a tall tower. The text is overlaid on a blue background.

Links:

- > Best Practices:
www.demographie-konkret.de
- > Integration Monitoring
www.wegweiser-kommune.de
- > Integrationsworkshops for Cities and communities
www.integrationsworkshop.de
- > Good Ideas: Cities of Migration
www.citiesofmigration.ca



Diversity – the future!

The German team of the Football Worldcup 2010

3. Row

Serdar Tasci, Thomas Müller, **Mario Gomez**, Holger Badstuber, Per Mertesacker, Stefan Kießling, Marcell Jansen, **Jerome Boateng**, **Sami Khedira**

2. Row

Manager Oliver Bierhoff, Torwart-Trainer Andreas Köpke, Arne Friedrich, Bastian Schweinsteiger, **Dennis Aogo**, **Miroslav Klose**, **Lukas Podolski**, Assistenz-Trainer Hans-Dieter Flick, Bundestrainer Joachim Loew

1. Row

Piotr Trochowski, **Marko Marin**, Philipp Lahm, Jörg Butt, Manuel Neuer, Tim Wiese, Toni Kroos, **Mesut Özil**, **Cacau**

KONTAKT

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