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Asylum Seekers and the German Labour Market: Challenges and Opportunities

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Abstract: This article explores the challenges and opportunities associated with the integration of asylum seekers into the German labour market. Asylum seekers are a potential workforce that is underutilized in Germany, given that the country experiences a labour shortage in the current population due to population ageing and the high need for a skilled workforce. The article reviews the legal, social and economic impediments to meaningful employment by asylum seekers, such as bureaucratic obstacles, language barriers, discrimination, as well as qualification mismatches. Also, it determines the main opportunities which include the needs of workers in the fields such as medical, structure building and service industries, value of vocational training, learning languages and the public-private collaborations. The article suggests several recommendations to be made through the integration of asylum seekers in a country, such as easing the restrictions on work permits, increasing outreach in terms of education and training, battling discrimination in the workplace, and growing the social support system, among others, based on the analysis of the case studies and in comparison, to the rest of countries in Europe. The article ends with the view that through the appropriate policy changes, the presence of asylum seekers will be able to play a great role in the economy and social integrity of Germany.

Keywords: Asylum Seekers; Labour Market Integration; Employment Barriers; Policy Recommendations; Germany

1. Introduction

The question concerning asylum seekers and their entry into national labour markets has remained a burning issue, especially over the past few years, in European nations like Germany. The situation of asylum seekers, i.e., the people who leave their parent countries because of persecution, conflict, and/or violation of human rights and go abroad in a bid to escape, has significant problems, trying to fit into the host nations, in their legal structure, social environment and economic systems, which is quite complicated. In Germany, the human rights of asylum seekers have led to key debates on the need to reconcile humanitarian duty with the realities of a dynamic and competitive labour market. Such debates not only are the focus of public policy, but also are an important point of concern by employers, workers and social services [1-3].

Germany has seen increased asylum seekers in recent years, especially after the refugee crisis in 2015, which saw more than a million refugees and migrants enter Germany [4]. The flow of newcomers has diminished since that period, but Germany remains one of the foremost destinations of asylum seekers in Europe. The Federal Office for Migration and Refugees (BAMF) claim that asylum seekers can have different countries of origin and that large groups are made up of people who live in places of war, including Syria, Afghanistan, Iraq, and Eritrea. Integration of these asylum seekers into society, such as their inclusion in the workforce, has become a focal issue for policymakers, particularly with the growing population of ageing people and continuing skills shortage of labour supply [5].

The German labour market in the last few decades has been changing considerably. The economy of the country is defined as an economy that has a very solid industrial foundation, a rather fully developed sector of services, and an advanced technology level. The low birth rate and the ageing population have led to the requirement of foreign workers in order to compensate for the increasing need for labour as well as the impact of demographic changes. It has put asylum seekers in an unusual situation; on the one hand, they are regarded as a labour resource that is not being used properly and could stimulate the development of the economy; on the other hand, there is an immense number of barriers to the complete access of the asylum seekers into the labour market [6-8].

The predicament encountered by asylum seekers in Germany is manifold. To begin with, legal obstacles greatly contribute to their restriction of accessibility to job opportunities. The most common problems of asylum seekers mainly include being forced to have a long wait before the asylum application gets processed, yet, in most cases, they cannot perform any other types of work or are restricted to certain few employment possibilities. Most people are also unable to have their qualifications recognised or know the rules that govern employment after they have been granted asylum status. Moreover, refugees usually are not well enough versed in the German language, and this is one of the main points in gaining good employment. Although language courses and integration programs exist, such programs may be inadequate and may be inaccessible to asylum seekers or those still in their initial stages of the asylum process [9,10].

Alongside the legal and bureaucratic obstacles, there is a problem of cultural and social integration. The asylum seekers coming mostly due to their cultural differences with German society, which can be characterized by a non-European origin, might find some difficulties in following the German society's social norms within the working environment. The problem is further enhanced by incidents of discrimination and prejudice both during employment procedures and also in the job environment. These elements add to the general feeling of exclusion that most asylum seekers receive and increase the difficulties in their integration as labour market participants.

There are, however, tough opportunities too, but in spite of all these, asylum seekers can also play big roles in the labour market of Germany. The workforce in the nation is experiencing a workforce shortage in the most important sectors that include healthcare, construction, agriculture and technology. Given the right type of training and provided support, asylum seekers can provide labour in these areas, and much will be required to boost the economy of this country. Indeed, some authors have mentioned the economic value of integrating asylum seekers into the workforce, not the least being the possibility of greater productivity, improvement of social safety nets, and the possible innovations that can be realised due to the diversity of views that the asylum seekers have. Germany has introduced a variety of policies and measures that are oriented at facilitation asylum seekers in the labour market. These are language acquisition classes, vocational training and programs to match the skills of asylum seekers with the requirements of the employers. Besides, the non-government sector and the activities of the private sector have significantly contributed to the process of integration, facilitating job placement, mentorship, and support to the issues of resolving bureaucratic obstacles [11-14].

Though the labour market in Germany has these problems, it presents great opportunities to asylum seekers to get absorbed into the economy. Focused on eliminating the obstacles asylum seekers experience, such as legal barriers, language challenges, and discrimination, Germany may fully utilize the potential of the underrepresented labour force and achieve a more inclusive labour market. This paper discusses the problems and the opportunities that asylum seekers face in Germany in regard to a particular labour market and emphasises the main issues as far as the integration process, the policy, and benefits that can be suffered by both asylum seekers and German society, in general. Asylum seekers not only receive the benefits of integration policies, but they also have the potential to contribute to the economy of Germany and its society. Through the analysis of the challenges associated with their engagement within the labour market, the paper will give a detailed elaboration on how asylum seekers can cut across the barriers, utilize the existing opportunities, and eventually give birth to a more viable and open-minded Germany [15-18].

2. Asylum Seekers in Germany: A Context

This section is designed to present the background information that can guide the reader in estimating the wider picture about the social, political, legal, and economic framework in which asylum seekers are doomed in Germany. It will outline the asylum procedure in this country, population trends, the configuration of the labour market, and the way they coincide with asylum seeker integration.

2.1 Legal Framework

The legal regime entails the legislation and policies guiding the status and rights of asylum seekers in Germany. The legal asylum seeker status contributes tremendously to the capacity of asylum seekers to access and engage in the labour market.

2.1.1 Application Process: The Asylum

Asylum seekers can be defined as persons who have run away to Germany to seek asylum in Germany because of various reasons like persecution, war and violence. In Germany, the Federal Office for Migration and Refugees (BAMF) is in charge of the asylum procedure. The first step is the application process, which should be followed by an interview to ascertain eligibility. The asylum application of the applicant could be asylum or refugee, subsidiary protection or denied.

The time of application processing may vary from several months and years. In the course of this period of waiting, asylum seekers cannot work or can work extremely limitedly. Such limitations lead to a confused mentality and an obligation to state support [19].

2.1.2. The work authorization

The government of Germany also has certain restrictions related to the work permits of asylum seekers. Usually, asylum seekers are not allowed to work until their asylum is decided positively or until they have to wait a certain time before they are considered to be permitted to work, except they satisfy certain criteria. Asylum seekers can work in seasonal jobs or even in a certain sector that is short of labour before their asylum applications are approved. The problem is that such approval is bureaucratic and takes a long time. Refugees and asylum seekers who are permitted to be permanent residents find it simple to acquire work permits. Yet some of them often encounter such difficulties as qualification recognition [20].

2.2 Demographic Picture

This is important because it will help understand the demographic profile of asylum seekers to understand how they can integrate into the labour market in Germany.

2.2.1 Major countries of origin

Germany receives asylum seekers who are natives of different countries and on a higher in areas that are under conflict, political instability, or economic distress. Some of the major contributors of asylum seekers are countries such as Syria, Afghanistan, Iraq, Eritrea, and Nigeria. Due to these countries of origin, asylum seekers add valuable skills and variety in terms of the education level and culture, and these have various effects on the capability of asylum seekers to integrate into the German labour market [21-23].

2.2.2 Tendencies in population and migration flows

Different waves of migration have been observed in Germany, and some of the highest ones appeared in 2015 at the time of the European Refugee Crisis. Throughout the time, Germany registered more than 1 million asylum seekers who are primarily Syrian and from other violence-torn nations. These trends of migration have been influential in the development of public policy and government reaction to labour market integration, and it will be necessary to acknowledge how the number of asylum seekers will vary and how this will impact the planning of the labour market [24].

2.2.3 Age and Skill Distribution

A lot of asylum seekers are young adults, many of them with a relatively high level of education or vocational training. This population feature puts them as possible members of the German workforce. Yet it may be difficult for asylum seekers to find a fitting employment corresponding to their qualifications or skill base because a foreign degree may not be accepted by German officials.

2.3 Social and Economic Context

This subsection dwells on the social and economic factors that influence the process of integration of asylum-seekers into the German labour market.

2.3.1 The Economic Requirement and the Labour Market of Germany

Germany is a country with one of the largest and strongest economies in Europe and has a well-developed

labour market. Nevertheless, there are certain serious problems which affect the country, e.g., an aged population and a skills shortage in various important areas like health, construction and technology. Among the resources that present a significant labour supply which can assist the economy in the swelling economy are the asylum seekers, particularly those with the needed skills or who can be trained. Also, there is an interest in foreign workers to solve labour shortages in different industries, so asylum seekers are an essential component of planning the labour market [25].

2.3.2 Integration frameworks and Immigration Policies

Germany has instituted numerous policies aimed at favouring the assimilation of refugees and asylum seekers into the labour market. These are integration programs which involve teaching the German language, an occupational training program and programs which are aimed at helping job seekers find vacancies. Nevertheless, the process of integration is complicated and not finished. Others encounter a problem in embracing the bureaucracy of asylum, and this has delayed their potential to access available employment opportunities. Further, the discrimination that exists at the workplace level as well as in hiring practices still presents quite a hurdle.

2.3.3 Societal Impression and Social Influence

The social image that asylum seekers have developed among the population may affect their unionization into the job market. Although some sectors and communities consider asylum seekers as a blessing since they provide labour that benefits the nation and assists it to thrive economically, some tend to regard them as a liability to public amenities. The social attitude, political discourse, and media discourse have the potential to influence the perception of asylum seekers within the labour market and society in general. Social cohesion and the attitudes people have towards immigrants will be crucial in the creation of the successful integration of asylum seekers [26,27].

3. Challenges Faced by Asylum Seekers in the German Labour Market

The entry of asylum seekers into the job market in Germany and enjoying success requires them to go through a process. These problems are entrenched and, in most cases, interlinked, due to the legal status of the asylum seekers, lack of resources, and socio-cultural challenges.

3.1 Law and Bureaucracies Hurdles

This is one of the major issues experienced by asylum seekers in Germany concerning the legal framework of their stay and rights of employment. These obstacles impose high delays and uncertainties and narrow the chances of asylum seekers to engage in the labour market.

3.1.1 Limitations of the Right to Employment

Usually, asylum seekers are not allowed to work in the first three to six months of their asylum application, and in other cases, the length of time depends on what kind of asylum application. The decision granting a positive asylum decision (refugee status or subsidiary protection) does not mean that the person is fully liberated to have any degree of work. This is because the bureaucratic rules do not allow them to join the job market immediately, or they have to accept low-skilled jobs that are not related to their qualifications.

3.1.2 Permits to work and authorization to work

The process of getting employment authorization is tedious, and in most cases, they have to wait till their status or qualification is formally recognized. Asylum seekers can be left to wait a long time before they can be allowed to work, or in some cases, they are given work but under hard and heavy conditions (e.g., in an area where there is a shortage of workers). Work permits and the following bureaucratisation sometimes elicit frustration because even willing people to make their contribution to the economy can be prevented from doing so over time [28-30].

3.1.3 Qualification and Recognition of Foreign Qualification

A major challenge for asylum seekers is qualification recognition. Most of the asylum seekers come with either degrees or vocational training results that are not automatically accepted in Germany, and thus, they are compelled to go through costly and time-consuming procedures where their qualifications need to be assessed

and recognized. This identification entails that most of the asylum seekers fail to find employment opportunities that are within their educational qualifications or experience, hence limiting their labour supply capabilities [31].

3.1.4 In Legal Uncertainty and Temporary Status

Employers are usually reluctant to hire asylum seekers because, in most instances, they experience legal instability during their stay in the country. The disadvantage of temporary asylum status (e.g., subsidiary protection or tolerated stay) is that asylum seekers may be regarded as unreliable regular workers, especially in those sectors where stability and long-term presence are appreciated.

3.2 Barriers to Language

Language is also a major obstacle facing asylum seekers in Germany. In order to integrate effectively into the labour market, language plays an important role, in the sense that most of the jobs presuppose a basic knowledge of the German language.

3.2.1 Weak languages

Most of the asylum seekers lack the skills or knowledge of the German language in most cases, thus encounter the problem of difficulty understanding job requirements, interacting with other employees, as well as adapting to the job environments. Even though language courses sponsored by the state do exist, the choice, quality of language learning and accessibility of these language programs tend to be inadequate, particularly for those who are in initial asylum stages [32,33].

3.2.2 Consequences on the Job Vacancies

Asylum seekers with ineffective German language skills have no way of entry into skills and labour-intensive undertakings in the cleaning agencies, agriculture, or construction. Such jobs could be the only options that some people without knowledge of the German language get, but it is not necessarily their previous qualifications or professional aspirations. Communication difficulties on the part of the employees make employers hesitant to employ people who do not know German, and that is what compounds the unemployment and underemployment rate of asylum seekers.

3.2.3 Vocational and Language Training

Although language courses and other vocational training programs are available to improve the employability of asylum seekers, the enrolment in these programs is sometimes restricted by either long queue, bureaucratic regulations, and lack of finance. Moreover, those asylum seekers who have not received a status of refugee yet can be refused to attend some of the training programs.

3.3. Qualification and Skill Mismatch

Most of the asylum seekers are at a disadvantage because their current set of skills does not match their qualifications needed in Germany [34].

3.3.1 High-Skill vs. Low-Skill Jobs

Many of the asylum seekers to Germany come in with good education and work experience. Language barrier, unrecognizability of credentials, or other legal impediments, however, push them to accept low-skilled, entry-level jobs that do not reflect their degrees. As an example, asylum seekers who are well educated can originate in Syria or Afghanistan and find themselves in the agriculture, hospitality industry or cleaning industry even though their educational background was in engineering, medicine, or education.

3.3.2 Non-recognition of foreign qualifications

Lack of recognition of foreign qualifications is a serious challenge, particularly of non-Europeans. The formal procedure of acknowledging diplomas and degrees in Germany is a bureaucratic procedure which may consume months and years. Consequently, given the above, asylum seekers might be unable to engage in professional employment in their areas of discipline.

3.3.3 Restricted Professional Development

Refugees in need of further training or development of the profession might find it challenging to find

affordable programs, either through a lack of funds or by the fact that there are no accessible programs to individuals who have temporary asylum statuses. Potential asylum seekers can readily find training programs regarding low-skill positions, and chances are few regarding specializing in career development [35].

3.4 Discrimination and Bias

Another major obstacle towards the successful integration of asylum seekers is discrimination in the German labour market.

3.4.1 Racial and Ethnic Discrimination:

The hiring process is usually racially and ethnically discriminatory towards asylum seekers, especially asylum seekers outside the European Union. Rather than hold prejudiced opinions regarding their competence, cultural background, or legal status, employers can have prejudiced views regarding their qualifications. Research is also available towards the likelihood of employers recruiting employees with German names or those perceived to be within the same cultural groups as the Germans. This kind of discrimination restricts access for asylum seekers to the general labour market [36,37].

3.4.2. Stereotyping and Bad Perceptions:

Preconceived notions regarding the potential of asylum seekers or their dedication may be reaffirmed by negative media coverage as well as popular belief. These perceptions are reflected in discriminatory attitudes by employers toward asylum seekers, preventing opportunities to secure good jobs.

3.4.2 Socio-exclusion at the place of work:

There is also a possibility of them undergoing social marginalization in the work environment, even when they are working. Discrimination may be given in terms of bad treatment by other workers, few chances of professional development opportunities, and problems of adjusting to the workplace conventions.

3.5 Social and Cultural Assimilation

Cultural hindrances may also be experienced by asylum seekers, and this may provoke their failure to integrate into the German labour market.

3.5.1 Integrating into the Culture in the Workplace:

Asylum seekers, and more so those with non-European cultures, find it tricky to understand the workplace culture in Germany. Punctuality, communication, the structure of hierarchy, and collaboration may be very different to what asylum seekers are accustomed to. The misrepresentation of workplace norms in Germany may create misunderstandings and poor development of professional relationships.

3. Assimilation in the Social Fabric

Refugee seekers are usually socially isolated because of cultural differences, language barriers, and a weak social network. These are the reasons why they do not have social capital, without which they are often required to obtain their job opportunities through networking. The process of social integration at the workplace is a long-term one, and asylum seekers might find it hard to develop relationships and earn trust in a new, unfamiliar setting.

This has been described in this part as the most important setbacks that the asylum seekers experience in the German labour market, which are the legal barriers, the mismatch of languages and qualifications, discrimination and the issue of cultural integration. Such barriers reduce their possibilities towards productive employment and may become a source of both long-term social and economic marginalization. The only way out is to balance such challenges through specific policy interventions, language education, work environment, and legal acknowledgement to make the integration process easier and fairer [38].

4. Opportunities for Asylum Seekers in the German Labour Market

In this section, the author of the essay determines and discusses the constructive features and opportunities that might arise in the labour market of Germany for asylum seekers. Despite the numerous obstacles, the current

economic situation and the demographic demands of the German population open several opportunities to overcome the challenges and become a useful section of the labour market.

4.1 Demand in the Labour Market

A number of factors define the German labour market, such as demographic change, economic dynamism, and labour shortage within the various sectors. These factors present a large opportunity for asylum seekers to replace the shortage of workers in the industries that demand workers.

4.1.1 Shortage of labour in major areas

The low birth rates and the ageing population in Germany have culminated in shortages of labour in some key sectors in the country that are of utmost importance to the economic development of the country. This mostly applies in the areas of healthcare, construction, agriculture, hospitality and technology. The asylum seekers, especially those who have experience in such areas, are well-positioned to respond to the sector of workers that are needed. As an example, it has become common that construction workers are needed in Germany and experienced workers in construction workers can be available in the form of asylum seekers.

On the same note, the healthcare sector in Germany is badly in need of a larger labour force, considering the ageing population and more elderly people in need of care. This demand can be met by asylum seekers who are medically trained or interested in caregiving [39,40].

4.1.2 Service Sector opportunity

The service industry (such as retailing, logistics, and hospitality) has continuously grown, and with the proper language training and essential skills, asylum seekers can secure employment in the service sector. Asylum seekers can be allowed into the workforce through the demand for workers in supermarkets, delivery services and cleaning jobs. A lot of asylum seekers also possess expertise in care areas like taking care of children, older people or doing social work. The level of these services is constantly rising, therefore making an opportunity for asylum seekers who have the right qualifications or would be willing to take the necessary training.

4.1.3 The Future of a “Younger Workforce”

Most of the asylum seekers are youths and in most cases between 18-35, which is the age bracket that Germany requires to keep the population working. This group can be very easily integrated into different sectors with the right policies in place and support, and this new group of young people will be able to replace the retiring ones that Germany very much needs.

4.2 Education and Skills Training

German asylum seekers are usually provided with a wide range of programs that help to enhance their skills and develop the ability to communicate and find a job. These programs are meant to help the asylum seekers break the barriers and make their entry into the labour market easier [41].

4.2.1 Language Courses and Integration Programmes:

The program that is most significant to the asylum seekers in Germany is the integration course that comes with language classes and culture lessons. Most of the jobs in Germany can only be acquired when one is fluent in the German language, and these classes offer a chance to enable asylum seekers to be fluent in the language in a relatively short time. Moreover, the program, namely, the Integration through Qualification (IQ), is specifically designed to assist asylum seekers in their integration into the labour market through the recognition of their foreign qualifications and the development of professional skills.

4.2.2 Vocational and Technical Training:

Germany has decades decades-long tradition of dual education systems, where apprenticeship and vocational training are conducted along with classroom training. The asylum seeker has a chance to receive training in certain fields of trade (carpentry, electrical work, plumbing), and besides, they have a chance to obtain useful skills and gain some practical experience. To asylum seekers with limited formal education, such vocational programs will present a critical means of acquiring employable skills and joining the workforce in those industries involving specialised knowledge and technical skills [42].

4.2.3 Moreover, Higher Education and Qualification Recognition

Asylum seekers possessing higher education degrees can apply in Germany through several channels that are used to recognition foreign qualifications. This process is time-consuming and bureaucratic; however, it gives the scope to asylum seekers the opportunity to enter professions that match their qualifications. As an example, degrees in universities in engineering, computer science or healthcare may be accepted, creating entries in professional jobs in these disciplines.

4.3 Programs to support the government and NGOs

The German government and other non-governmental organisations (NGOs) play a great part in the process of asylum seekers gaining access to the labour market. The programs will break down the obstacles that the asylum seekers would have had and get the required resources to enable them to become successful in their new destination.

4.3.1 Supportive Services for Employment and Job Placement Services:

The Federal Employment Agency (BA) provides employment services which help asylum seekers land on employment. This is done through job search services, interview skills, as well as aligning job seekers and employers in the sectors with labour shortages. Some NGOs even provide services of job placement in a specific direction of asylum seekers. Such organisations assist asylum seekers in finding their way in the job market, and on many occasions, they cooperate with employers who are ready to employ the asylum seekers and the refugees.

4.3.2 Subsidized Employment Schemes

Government-sponsored programs also exist in which asylum seekers can be employed in subsidised jobs, which are usually in jobs of the public sector or have social service-oriented jobs. Such schemes give asylum seekers the advantage of a constant source of revenue and work experience to go on and join the general society.

4.3.3 mentorship programs and Social Integration:

NGOs also have mentorship programs, in these programs, the asylum seekers are paired with a German mentor who could offer advice, assist in networking, and also give guidance on social integration. Such mentorship programs are useful in getting the asylum seeker to assimilate into the culture of the workplace and become more employable [43-45].

4.4 Privacy Enhancing Initiatives by the Private Sector

The private sector is also involved in opportunity creation to asylum seekers besides the government and NGOs.

4.4.1 Corporate Social Responsibility (CSR) programs:

A lot of firms in Germany are complying with corporate social responsibility (CSR) and regard the integration of asylum seekers to be hired in the workforce as their social duty. Other companies give internship or trainee positions with specific requirements of being an asylum seeker, such that they will get the on-job training, and be given a chance to demonstrate their abilities. Big corporations, including Volkswagen and Siemens, have built alliances with the government and NGOs to employ asylum seekers and refugees, giving them the much-needed solid entry to the workforce.

4.4.2 Social Businesses and Startups:

Social enterprises and startups may be aimed at providing jobs to underprivileged people, even among asylum seekers. Such businesses can be more accommodating in their hiring policy and can provide training or work in industries that do not require formal education or training skills.

4.4.3 Incentives to employers:

The German government offers financial incentives, i.e. wage subsidies to employers to recruit refugees or asylum seekers. These incentives can facilitate the employment of asylum seekers by businesses more readily, after the reduction of the perceived risk of hiring an individual who has no permanent legal status [46].

4.5 Entrepreneurship

Along with traditional employment, a good opportunity to work is also entrepreneurship, since asylum seekers can take advantage of it.

4.5.1 Self-Employment and Small Businesses:

Small-scale entrepreneurship can be carried out by asylum seekers with entrepreneurship skills or ideas. The support programs and resources towards establishing small businesses are numerous to assist the asylum seekers with training on how to manage businesses and legal regulations. Most of the asylum seekers arrive having special skills or cultural knowledge which can be converted into potential entrepreneurship opportunities, for example starting restaurants or other types of services that are based on their native culture or cuisine.

4.5.2. Assistance to Refugee-Entrepreneurs:

There are specific organizations (governmental and non-governmental) to support a refugee business by providing entrepreneurs with grants, mentorship, and access to microfinance. The resources assist asylum seekers in bypassing the financial and bureaucratic filters they have to manage in setting up their own business. Although asylum seekers encounter numerous difficulties, several opportunities exist to integrate them into the German labour market. Such opportunities include prominent sector shortage of labour, access to vocational and education programmes, government and non-governmental aid, corporate initiatives, as well as entrepreneurship. Considering the good assistance and specific policies, it is possible to see how asylum seekers can successfully eliminate the obstacles to contribute to the German economy, benefiting both them and society in general. The following actions must be aimed at capitalizing on these possibilities, whereby not only should asylum seekers receive the opportunity to obtain a job, but they also must have access to medium and long-term career development [47].

5. Case Studies

This part will provide real-life experiences of how the asylum seekers have been integrated into the labour market in Germany and the success story, as well as the challenges of certain initiatives or programs. Case studies can help with practical answers as to how policies and interventions should work in the field, as well as identify areas requiring more focus on behalf of the policy and interventions. Further, a comparison will also be done on how well these integration programs are being successful in the case of Germany in comparison with other European countries or regions which experience the same problems of integrating asylum seekers into the labour force [48].

5.1 Germany: Successful Integration Programs

This subsection dwells on programs, initiatives, and interventions which have entailed positive outcomes in providing integration of asylum seekers in the German labour market. The case studies will demonstrate how well particular policies or practices are working and will give practical examples which can be expanded or enhanced.

5.1.1 Course Program of the Integration Course:

The Integration Course Program, which is one of the most important programs for asylum seekers in Germany, entails a combination of language classes and cultural orientation. The program will assist the asylum seekers to learn the German language, to be conversant with laws in Germany and also get socialised to their standards. A case study might be based on a regional area or a city where the program has been effective in enabling asylum seekers to acquire language proficiency, hence enabling them to report good employment opportunities. As an example, the refugees, who have already studied integration courses in cities such as Berlin or Munich, might be offered work in service industries or hospitality, or in low-level offices. The efficiency of this program can be judged by observing the rate of employment of people who have already undergone the integration courses with receptors who have not done the course and the kind of jobs they land after completing the program [49-51].

5.1.2 Vocational training and Apprenticeships (Dual education system):

The dual education system of Germany is a vocational training mixed with apprenticeship; the system has been especially effective in assimilating asylum seekers into the work sector. Such programs equip asylum seekers with skills to match the needs of the labour market established in certain sectors, including skills in the building sector, plumbing skills, electrician skills, and health care-related skills. Syrian asylum seekers who passed a vocational course in such specialities as mechanical engineering or IT support and found an apprenticeship or employment in one of the local firms. Such individuals may be profiled as the need arises to show how vocational education, together with hands-on training, is used to penetrate the labour market. The case study would ask the question about what goes wrong with asylum seekers regarding their access to vocational programs (e.g., language issues, bureaucracy) and how focusing on their overcoming of these issues can enable their valuable role towards filling labour shortages in certain sectors [52].

5.1.3 The IQ Qualification Program

The IQ program is aimed at assisting asylum seekers in recognition of their foreign qualifications and their introduction to an acceptable job in Germany. This programme offers counselling, educational and support services so as to give asylum seekers acknowledgement of their qualification or obtain training opportunities that are relevant to the job market in Germany. The story of a single asylum seeker of Afghan origins who had a

medical degree, but could not make it acknowledged in Germany. Through the IQ program, this person acquired the required licenses to work in another field and became capable of a medical career in Germany. When responding to the success story, the challenges encountered in the process and how this process brought in a good ending could be emphasized.

5.1.4 PPPs

In Germany, most firms have collaborated with governments and non-profit organisations in offering jobs to asylum seekers. Such alliances may lead to training programs, job fairs, and internships to fill the gap between asylum seekers and employers. An initiative of a large retail chain and a local NGO in which asylum seekers have an opportunity to integrate into the retail industry as either managers or workers serving customers. In the case study, this may be an idea which shows how such relations enable training to asylum seekers in customer relations, inventory and communication skills and lead to long-term employment [53].

5.2 Comparison to other European States

The subsection provides a comparative view in terms of how the embarking of Germany in terms of the judgment of asylum seekers into the German labour market compares with other European nations. It also points out the differences and similarities in policy, not to mention the triumph and failure tales that can guide Germany in its strategies.

5.2.1 Case Study: The Integration Programs in Sweden

Sweden is also another country which has received a high influx of asylum seekers in recent years, similar to Germany. Language classes, vocational training and job placement services are among similar programs that form part of Sweden's integration efforts. But in Sweden, there is a different route which is providing job guarantee programmes where the asylum seekers avail direct employment within the labour market by getting subsidised employment. An effective initiative in Sweden entails providing government-subsidised employment to asylum seekers who lack work or work in low occupations in the state sector. This gives financial security in the short term as well as experience in the labour market. The case study will be able to contrast the more immediate Swedish model of integration with the more gradual German approach to integration, and the benefits of each model and its shortcomings.

5.2.2 Case Study: Employment Programs by France for the refugees

France has already realised employment initiatives for the refugees and asylum seekers, which involve employment incentives, including financial support to employers who employ the refugees and also vocational training programs. Such initiatives have worked in certain regions more than others because of administrative issues and the low level of integration services.

Case study example: The effectiveness of the integration programs in cities such as Paris and Lyon, where the asylum seekers have been effectively incorporated into the construction and service industries. The usage of the same approach in Germany might be used to propose new areas researchers could address in Germany, including streamlining the bureaucracy or providing more direct financial incentives to employers [54,55].

5.2.3 Case Study: Labour market policies for refugees in the Netherlands

The Netherlands is relatively very successful in hiring refugees, and this is because the country has very flexible labour market regulations that allow asylum-seekers to join the workforce as their cases are being handled by the authorities. It is relatively open in accepting foreign qualifications and provides various courses in language and skills training for asylum seekers to enter the workforce. The comparison can be based on the availability of skills programs in the Netherlands and Germany, as well as their contribution to helping asylum seekers obtain permanent jobs in the market. Another theory that may be considered in the case study is the Dutch employment quota system towards refugees, where employers are encouraged to hire a given number of refugees [56].

5.3 Best Practices and Lessons Learned

Using that subsection, one aims to conclude those different case studies to give hints of what does not work, what does work and how Germany can better address the issue of integrating asylum seekers into the workforce. What are the policies or strategies that have turned out to be the most effective in assisting the integration of asylum seekers? The case studies will be used to identify how vocational training, language support, and public-private partnerships have facilitated the creation of work opportunities for asylum seekers. It will also address the shortcomings of such programs, including the lack of sufficient language courses or hiring discrimination, which remain factors that do not allow asylum seekers to gain full access to employment opportunities.

The success factors have always been found to be language proficiency, formal qualification recognition and sector-specific training in the integration of asylum seekers. These results shall be used to make a policy suggestion on how to enhance the integration schemes in Germany. The emphasis on mentorship programs and

cultural exchange programs shall be noted as an alternative to the enhancement of the social integration of asylum seekers in the workplace.

These cases give first-hand proof of the opportunities and problems that asylum seekers have in the job market. These case studies have now taught a lesson on which the next part of the paper, referring to policy recommendations, will be based, but will also guide how Germany can better handle the reception and integration of asylum seekers in the labour market.

As shown through the successful examples of various countries and regions, Part V will also demonstrate why cross-border cooperation, the introduction of best practices, and constant policy modifications are critical aspects, since it will allow blending asylum seekers into the workforce and society of Germany fully [57,58].

6. Policy Implications and Recommendations

Of interest is to provide practical guidelines that could be put in use to further incorporate the asylum seekers in the working community, to the advantage of the asylum seekers themselves, as well as German society in general. The advice will centre on the legal schemes, teaching, training, and employment discrimination, and the community to which the asylum seekers can be referred. By targeting these main points, Germany will develop a more open and fruitful labour market where it can utilize the power of asylum seekers.

6.1 Strengthening Laws and Employment Permission

One of the most disabling barriers to integration is the legal limitations that are created over the access of asylum seekers to the labour market. In this section, I will dwell on what Germany can do on its part to enhance its legal system to present more employment opportunities, with ease and rapidity, to asylum seekers.

6.1.1 Removal of Employment Restrictions in the Processing of Asylum:

The refugees seeking asylum in Germany are usually not permitted to work until they are granted asylum or until their asylum request is denied, which may take some months or even years. Throughout this waiting time, asylum seekers are under financial stress and lack the chance to develop professional experience. The application backlog before being granted employment ought to be shortened or fully eliminated. Giving the asylum seekers the chance to start working earlier would ease the burden on them by providing them with an income of their own, work experience and benefit the economy before their asylum requests are dealt with. Another solution available to Germany is to let the asylum seekers do some volunteer jobs or an internship, as the case may be, until they get the opportunity to work [59].

6.1.2 Streamlining the Procedures on Work Permit:

Issues like filing work permits by asylum seekers may be bureaucratic and time-consuming. This leads to late access to jobs and confusion for asylum seekers, which makes it difficult to get stable jobs. The situation can be improved considerably by streamlining the procedure of obtaining a work permit and an employment authorization. This can be explained by giving an example that after arriving, asylum seekers can be offered conditional work permits whereby all employment rights will be awarded in case their asylum requests are accepted. Making it easy to identify foreign qualifications would also ensure that asylum seekers access jobs commensurate with their educational and work experiences, instead of the need to take up lowly jobs.

6.2 Multiplication of Educational and Vocational Training Programs

Asylum seekers require education and training in order to facilitate their access to employment, which matches their skills and qualifications. In Germany, there are still obstacles to the full participation of different programs despite the existence of such programs. In Germany, one of the greatest obstacles afflicting asylum seekers in gaining employment is language competence. There are cases where they lack the proficiency and skills to work in a certain field, but when they do, they are barred by a language barrier. The asylum seekers should also have access to more language courses, especially in the initial period of their stay. Such programs are supposed to be varied according to levels of proficiency and concentrate on language use at the workplace besides the ordinary communication. Moreover, even more intensive training on the language can be applied to the earlier process, so that the process of learning German should start immediately after the asylum seekers arrive in Germany. The German dual education system has been working well to benefit young individuals by easing them into the labour market, and this system can be used to accommodate those asylum seekers who are ready to receive vocational training. Enhance the use of vocational training programs by making them more specialized for asylum seekers. Such programs must be industry-specific in targeting the industries with labour shortages in construction, healthcare, information technology, and manufacturing.

There should be more partnerships between vocational training centres, local businesses and the asylum seeker support organisations to make sure the asylum seekers are trained in areas that are needed and that suit their

capabilities.

The problem of recognition of foreign qualifications is also quite problematic among asylum seekers. Highly learned or professional asylum seekers and others are usually subjected to taking low-skilled jobs because their expertise is not accepted in Germany. Simplify the system of accepting foreign academic education and qualifications, and professional experience. IQ program should be developed to provide more structural support to asylum seekers in this region, and the government should develop ways through which it can simplify the credentialing process in areas where professionals can work, e.g. healthcare, engineering, etc [60,61].

6.3 Tackling the issue of Discrimination in the labour market

One of the main challenges in the successful integration of asylum seekers into the labour market is discrimination. Both the present and potential asylum seekers are frequently exposed to prejudice due to their ethnicity, religion, language and the status of a legal guest. The prejudice is especially strong against non-Europeans. Employer discrimination is also an issue facing asylum seekers who hope to secure decent jobs which offer high remuneration. The fear of not being able to ascertain the legal status of asylum seekers, together with negative stereotypes, has made many employers shy away from hiring asylum seekers. Anti-discrimination policies must also be reinforced and vigorously pursued so that asylum seekers are treated equally during the process of hiring. The situation can be stimulated by offering financial incentives to employers who hire the asylum seekers in terms of tax deductions or profits. The awareness campaigns on the economic advantage of hiring asylum seekers need to be triggered, including the issue of addressing various labour shortages and gaining different views on the job.

The firms employing asylum seekers must be motivated to maintain a diverse and inclusive workplace. This may involve giving the employees diversity training and an atmosphere at work whereby people of various cultural backgrounds are encouraged and appreciated. Come up with support programs on social integration within the workplace: mentorship and cultural sensitivity training to make sure that asylum seekers adjust to the German norms of workplaces [62].

6.4 Increased Support Systems for Asylum Seekers

To succeed in the labour market, asylum seekers should have access to a full support system, and it should not only comprise employment-related services, but also housing, health care, and social services. Job counselling and placement services are essential to asylum seekers who have no experience with the German labour market or have an additional barrier, i.e., language problems. Scale up job placement programs specifically focused on asylum seekers by equipping them with career guidance information, and connecting them with employers who are willing to employ asylum seekers. The partnership between the government agencies, NGOs, and local employers would enhance effectiveness of such placement programs that requires that the asylum seekers be groomed to meet the requirements of the job market.

The success of asylum seekers in the labour market in the long term is connected with social integration. Illegal immigrants with well-developed social connections and links to the communities find it easier to get stable jobs and perform well at work. Intensify community-based integration support programs, putting asylum seekers under social supports, mentorships and cultural orientations. Such programs are also required to assist asylum seekers in adjusting to the social environment in Germany to make them less isolated and with better mental health.

The suggestions given are based on major areas including work authorisation, vocational training, discrimination and support networks. By improving in these areas, Germany will be able to establish a more integrative labour market, testing the asylum seekers to be involved in the workforce to improve the economy and curb tensions among social groups. Moreover, enhancing the integration of asylum seekers in the labour market will also help the German economy, which is experiencing demographic challenges along with a shortage of labour. Such policy proposals pave the way so that the asylum seekers may be able to take full benefit of the job market and explore the opportunities provided to them, and enhance the vision of German prosperity [63,64].

7.Conclusions

Diversity of asylum seekers has posed a major challenge and has contributed immensely to the German labour market. Although asylum seekers have to endure barriers like legal challenges, language discrimination, etc., they are an unexploited resource that can be instrumental in times of labour shortage and can help the economy of Germany out. The impact of demographic changes in Germany, where its population has grown old and

many people are needed to work, illustrates why the practice of asylum seekers should be appropriately included in the labour force. As this paper has explored, the issues are varied and they include bureaucratic processes, competency mismatch, social exclusion and discrimination in the workplace. Nevertheless, it is possible to do a lot to change the situation. Germany could open up the asylum-seeking population and create a more diverse and successful labour market with appropriate policy reforms, including easing work permit conditions, access to language and vocational training, discrimination reduction, and improved support mechanisms. The use of successful case studies that have been done both in Germany and other European countries, it more evident that a congruence of government efforts, non-governmental agency assistance, and the cooperation of the private sector can result in a positive result, which would indeed apply to the asylum seekers. Public-private partnerships, simplification of the qualification recognition procedures and increased acceptance in all aspects of the employment environment will have the asylum seekers adding their worth to the German economic and social environment. After all, asylum seekers' integration is more than a humanitarian problem; it is an economic one. Following the suggestions stated in this paper, Germany can take advantage of the opportunities posed by asylum seekers and make them active economic agents out of economic liabilities. To maximize these opportunities, Germany needs to remain dedicated to practices relating to inclusive policies and practices. Through this process, Germany will not only be able to make the lives of asylum seekers better but will also help to make their labour market and social cohesion sustainable in the long run.

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