

# Refugee women on their way into the job market

Information brochure of the Thuringian IvAF network  
“BLEIBdran. Career prospects for refugees in Thuringia”

This brochure contains initial information for women with  
refugee experience.

**Work**

**Language**

**Childcare**

**Jobtraining**

**Counseling**

**Residence Status**

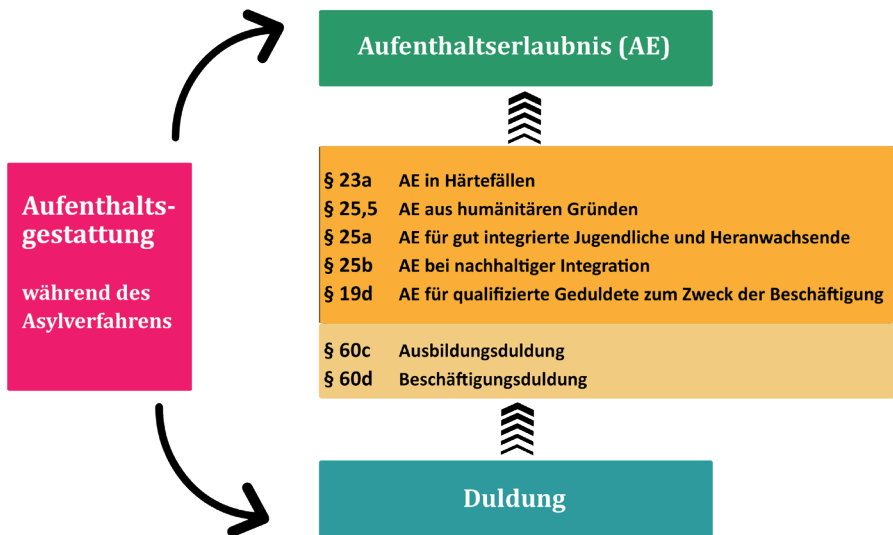
This information sheet is for refugee women in Thuringia.

Here you will find initial information on the topic of work.

This info sheet does not replace counseling! Each case is different.

At the end of the info sheet you will find information on where to get counseling and further information.

## Residence status



During the asylum procedure you usually have a **temporary residence permit** (Aufenthaltsgestattung).

If your asylum procedure is decided positively, you will get a **residence permit** (Aufenthaltserlaubnis).

If your asylum procedure is finally rejected, you will get a **Duldung, a temporary withholding of deportation**.

Do you have a **temporary residence permit**? The asylum procedure counseling (Asylverfahrensberatung) offers advice on the asylum procedure. Be well prepared for the hearing at the BAMF. If you appeal

against a rejection from the BAMF, you will need a lawyer. The lawyer should be specialized in foreigners' law.

Do you have a **Duldung**? Please get advice. There are various ways to get from a Duldung to a residence permit. For this, a job, job training or an education is often necessary.

Do you have a **residence permit**? After a few years, you can apply for permanent residence (settlement permit, Niederlassungserlaubnis) and German citizenship (Einbürgerung). Work may be important for this.

### **Access to the labor market (work permit)**

Do you have a **temporary residence permit**? Then, in order to work, you always need a permit from the Ausländerbehörde. The Ausländerbehörde must enter the permission to work in your identity card. You have to apply for it. Self-employment is not allowed.

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### **Work ban**

Under certain circumstances, you may not be allowed to work (work ban). Your identity card will then say "Erwerbstätigkeit nicht gestattet" ("Gainful employment not permitted.") However, work bans are not always correct. Please seek advice.

Do you have a **residence permit**? Then you are usually allowed to work without permission from the Ausländerbehörde. Self-employment is also usually allowed.

## The Employment Agency (Agentur für Arbeit)

It is advisable to register with the Employment Agency as a **job seeker** or **trainee**. The Employment Agency can help to find a job or training. The Employment Agency can also support (promote) training and qualification, for example financially (BAB) or with tutoring (ASA flex).

## School Reports & Certificates

School reports and certificates are very important in Germany.

Do you have certificates (e.g., school, university) from your home country? Then you can have them **recognized** in Germany (recognition procedure).

The Employment Agency can cover the costs of recognition.

Please go to the Recognition Advisory Service (IBAT) as early as possible with your certificates. The recognition procedure sometimes takes a long time.

## Learn German

For a job, (German) language skills are very important. With good German skills you have better chances in the job market. Take the time to learn German.

There are various language courses. Many refugees are entitled to an integration language course (Integrationskurs) and job-related German support (berufsbezogene Deutschförderung). If you are not entitled, you can attend a StartDeutsch course.

These German courses are usually free of charge. Childcare may be available. Please ask for advice.

## School – Training – Work – Internship

In Germany, qualifications are important - e.g., a job training or a school-leaving certificate.

It is worthwhile to do an **apprenticeship** or **job training**. In the beginning, you often earn less than with a job. But with a job training it is easier to find a good and permanent job and earn more money. After an apprenticeship, you can get further qualifications (e.g., master craftsman training) or start studying at a technical college.

There are more than 600 apprenticeship occupations in Germany. To decide on an apprenticeship occupation, you can do an **internship** or an **introductory qualification** (EQ) in a company. During the internship or EQ, you can get to know the occupation and the company, and the company can get to know you.

Some apprenticeships require a (recognized) school-leaving certificate.

There are possibilities to catch up on your schooling and obtain a school leaving certificate (e.g., year of pre-vocational training/BVJ at a vocational school).

An internship can also be a good introduction to **work**.

Often a (recognized) certificate is also helpful (or even necessary) for a job. Please ask for advice.

## Minimum wage and working conditions

There is a **minimum wage** in Germany. This is currently 10.45 euros (from 01.10.2022: 12.00 euros).

This is the so-called „gross wage.“ The costs for social insurance (e.g., health insurance) are deducted from the „gross wage.“ This is done automatically. The remaining money is transferred to your account. This is the „net wage.“

The employment contract must regulate the **working conditions** (e.g., working hours, vacation, overtime). Before you sign an employment contract, you can have it checked by an advice center.

### **Full-time – part-time – mini-job**

**Full-time work** means working 40 hours a week. In some companies, full-time work is shorter, e.g., 38 hours.

**Part-time work** means working shorter hours (e.g., 20 hours or 30 hours a week) rather than full-time.

There are many reasons why people work part-time. For example, for parents with minor children, part-time work is often a good option.

A **mini-job** is a job where you earn a maximum of 450 euros per month in total (from 01.10.2022: 520 euros per month).

### **Livelihood support**

Sometimes work is important for your stay. For example, if you have a Duldung. Or if you want to apply for a settlement permit or citizenship. In such cases, the amount of your income can be important, or the question of how long you have been working in Germany. Get advice early!

## Childcare

In Thuringia you are entitled to childcare as soon as your child is 1 year old. Under certain conditions (e.g., working, training, attending school, registered as a job seeker) you are entitled to childcare even if your child is NOT yet 1 year old.

It is not always easy to find a childcare place. It is best to register your child immediately after birth.

Children under 3 years old can be cared for in a **daycare center** or with a **childminder**.

Children over 2 years of age are cared for in a **kindergarten/daycare center**.

Registration and advice are available, for example, at the **Youth Welfare Office**. You can also contact a counseling center.

## Where can I find advice and support?

You can find many offers in Thuringia on the Afeefa homepage:  
**[www.bunter-kompass-thueringen.info](http://www.bunter-kompass-thueringen.info)**

The homepage is available in different languages. You can customize the search, for example, by region or by topic:

- Advice & support
- School & Studies
- Training & Work
- Learning Language
- Reside
- Health
- Free time and encounter
- Migrant organizations
- Political education
- Networking offers for actors



**Afeefa**

Bunter Kompass für Thüringen  
Suchen. Finden. Mitmachen.



## Impressum

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