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TALENT HUB

Supporting Copenhagen Capacity to strengthen retention and EU-Mobility of skilled migrants through collaborative multi-country coordination on talent retention and circulation in the EU

PRELIMINARY FINDINGS

IOM Online Survey on International Talent Attraction & Retention

This document was produced with the financial assistance of the European Union.
The views expressed herein can in no way be taken to reflect the official opinion of the European Union

TALENT HUB

Supporting Copenhagen Capacity to strengthen retention and EU-Mobility of skilled migrants through collaborative multi-country coordination on talent retention and circulation in the EU

IOM Online Survey on International Talent Attraction & Retention

The *International Talent Attraction & Retention* survey was carried out by the International Organization for Migration (IOM) in Denmark and Germany in the context of the [Talent Hub EU](#) project. The project is implemented with support from the European Commission's Directorate-General for Structural Reform Support (DG Reform) and Copenhagen Capacity (CopCap) and aims at enhancing the retention and mobility of skilled migrants within the EU through coordinated efforts in talent circulation, including via technical support to develop strategies related to talent retention, attraction, and nurturing. The survey was developed to collect practical insights and personal experience of how it is to live and either work or study in Denmark/Germany and what factors are important for talent's/expat's ability and willingness to stay (retention). This document presents the main data of the survey that was conducted from 5 to 19 December 2023.

The survey was implemented through an online questionnaire produced in Kobo Toolbox distributed to potential respondents mainly in **Denmark** and **Germany**, but also promoted through X (formerly Twitter) and LinkedIn.

A total of **110 persons participated** in the survey in December 2023. Seventy-six respondents (**69%**) answered that they lived in **Germany**, whereas thirty-two (**29%**) lived in **Denmark**. Almost **80 per cent** of the respondents were reportedly **women** (87).

While the target group of the survey was third country nationals residing in either Denmark, Germany or another EU country, **two of the total 110 (2%) reported that they lived outside of the EU** by the time the survey was conducted. These two formally fall out of the target scope wherefore their answers are excluded from most results except the respondent profiles on pages 4-5.

Due to the relatively small cohort, the responses cannot be considered statistically representational. However, because the survey was implemented to test the validity of IOM's research and draft recommendations under the Talent Hub project, the results are still relevant for the project in providing a direction. Due to the number of respondents, the survey results **should be considered directional more than representational**. **Multiple-choice selected** were possible for some of the questions wherefore percentages might total more than 100 per cent.

The results for questions with options "**Agree/Neither agree nor disagree/Disagree/Not applicable to me**" or "Important/Moderately important/Not important/Not applicable to me" have been sorted from highest to lowest values with Denmark as reference. In some responses i.e. the category "Agree" is therefore listed first, whereas it in others is "Disagree" or "Not applicable to me" depending on the highest value for Denmark.

- This document was produced with the financial assistance of the European Union. The views expressed herein can in no way be taken to reflect the official opinion of the European Union.
- Funded by the European Union via the Technical Support Instrument (TSI)

- ✓ Most of the respondents are women, accounting for almost 80 per cent of the total respondents (110). Almost **70 per cent** of the respondents residing in **Denmark** are reportedly women (22), and thirty-one per cent (10) **men**. Eighty-four per cent (64) of the respondents residing in Germany are women, and 16 per cent (12) **men**.
- ✓ The largest proportion of the respondents hold a **master degree (42%)**, followed by a **bachelor degree (29%)** and **high school or secondary degree (12%)**. The top three type of commonly obtained education degrees of the respondents residing in **Denmark is master degree (50%; 16)**, followed by bachelor degree (25%; 8), and Post Doctoral Degree (PhD) or higher (23%; 7).
- ✓ Similarly, most common degree obtained among the respondents in Germany, is **master degree (38%; 29)**, followed by **bachelor degree (30%; 23)**. While the third largest group of the respondents reported to have obtained a PhD/higher education in Denmark, the trend is slightly different when comparing with Germany within the scope of this survey. **Seventeen per cent (13)** of the respondents in Germany, obtained a high school or secondary degree, and almost **11 per cent indicated that they obtained another type of degree ('other')**, which includes e.g. vocational training and state exam (*Staatsexamen*). Only 4 per cent (3) reported that they obtained a PhD or higher education.²
- ✓ Largely over half (63%; 20) of the talents in **Denmark** arrived **within the past two years**. Only 4 persons lived in Denmark **for 10 years**, and 2 **more than 10 years**. While most of the respondents arrived in Denmark recently, the trend is different when comparing with the respondents residing in Germany. Majority of the respondents arrived in Germany **more than 10 years ago (37%; 28)**. **Thirty-four per cent** of the respondents arrived in Germany **five to seven years ago** and **20 per cent within the past two years**.
- ✓ More **than three-third** of the respondents residing in Denmark (**78%; 25**) would like to stay in Denmark as long as possible/permanently if they could with the proportion being highest among those who came to Denmark recently, within the past **0-2 years (68%; 17)**. **Thirteen per cent** of the respondents (4) would like to leave Denmark and go to another EU country.
- ✓ Slightly more than half of the respondents (**51%; 39**) **residing in Germany** would like to stay in Germany as long as possible/permanently. Almost **19 per cent** of the respondents (14) **do not know whether they would like to stay or leave** while the answers are divided almost proportionally between those who have lived in Germany for more than 10 years (6) and those who came to Germany between **5 and 7 years ago (7)**. Eleven respondents (14%) would like to leave Germany and return to their home country with the proportion being highest among those who came to Germany more than 10 years ago (64%; 7).

- ✓ Many of the respondents residing particularly in Germany reports that they live with their **partner/spouse**. Out of the total responses given majority indicated that **following their partner/family** was among the factors contributing to the decision to move to Germany, hereby ranking as the **second most common factor** contributing to their decision to move to Germany (**factor selected 30 times among 76 respondents, 39%**). The case is different when comparing with responses given by the respondents residing in **Denmark**, where following a partner/family is a **less common factor, ranked as fifth** most common factor contributing to the decision to move to Denmark (**factor selected 10 times among 32 respondents, 31%**). ¹
- ✓ The respondents in Denmark, selected '**good work-life balance**' (**selected 23 times among 32 respondents, 72%**) followed by '**better working conditions**' (**selected 20 times among 32 respondents, 63%**) and '**career/professional development**' (**selected 19 times among 32 respondents, 59%**), in this way marking the top three most common factors contributing to the decision to move to Denmark. Among the respondents in Germany, **career/professional development** is ranked as the main decision factor contributing to the decision to move to Germany (**selected 36 times among 76 respondents, 47%**), followed by '**following a partner/family**' (**selected 30 times among 76 respondents, 39%**), and '**better work conditions**' and '**health care and social system**' (**selected 27 times among 76 respondents, 36%, respectively**), thus to a lesser extent good work-life balance. ²
- ✓ While most of the respondents addresses the need for receiving **pre- and post- arrival support** to incoming talents, respondents in **Denmark** seem to lean more towards **after arrival support**, such as having a **designated contact person/mentor from the municipality** (selected 18 times among 32 respondents, 56%). The situation looks slightly different when looking at respondent's preferred assistance in **Germany**. Here pre-departure assistance such as **guidance on admission to school, social security, taxation, finding housing** etc. seems to be regarded greater importance (selected 43 times among 76 respondents, 57%). Post-arrival assistance in the same area (**guidance on admission to school, social security, taxation, finding housing**), is also regarded importance among the respondents in Germany (selected 41 times among 76 respondents, 54%). ³
- ✓ Thirty-four per cent (11) of all respondents residing in **Denmark** and 41 per cent (31) of those residing in Germany **disagree** with the statement that their **municipality was welcoming and providing them with the information** needed/request indicating a need for improvement in terms of support from municipalities. At the same time, the role of the municipalities is seen as important by respondents in both countries when it comes to i.e. family support and job search/matching among respondents.
- ✓ In **Denmark**, 15 out of 32 (**47%**) respondents indicated that **limited opportunities to obtain permanent residence permit** would be one of the main reasons if they were to leave Denmark, closely followed by **challenges to adapt socially and culturally** (**44%; 14**), and language learning barrier (41%; 13). Similarly, to the respondents in Denmark, respondents in Germany also view social and cultural adaption as a challenge. **Thirty-four out of 76** respondents residing in **Germany** indicated that the **challenges to adapt socially and culturally** would be one of the main reasons if they were to leave Germany (**45%**), followed by language barrier and limited opportunities for learning and career development (**29%; 22, respectively**).
- ✓ In addition, in the case of Germany in particular, up to **26 per cent (20)** of the respondents indicated that **difficulty in obtaining family reunification** would be one of the reasons for them to leave Germany. The situation looks slightly different when comparing with Denmark where only 15 per cent (5) reports similar reason to leave Denmark. On the other hand, in the case of Denmark, the **inability to find employment for the accompanying partner/spouse** appears to be another predominant factor among the main reasons to leave Denmark (**38%; 12**).

¹ Note: The question is a multiple-choice question, therefore the percentages presented in the figures for both Denmark and Germany are based on the number of times the respondent answered the question by selecting one or more answers. The base calculations is thus not based on the number of participants participating in the survey (32 for Denmark, 76 for Germany).

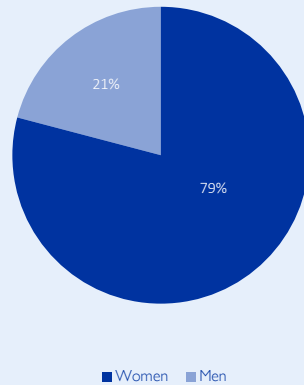
² Ibid.

³ Ibid.

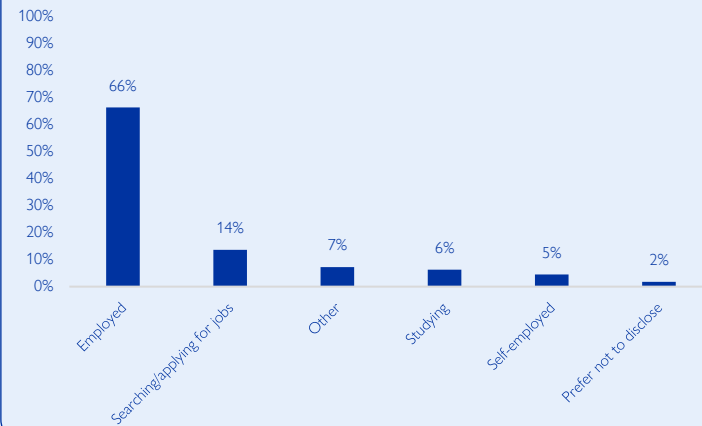
KEY RESULTS

PROFILE OF THE RESPONDENTS (ALL)*

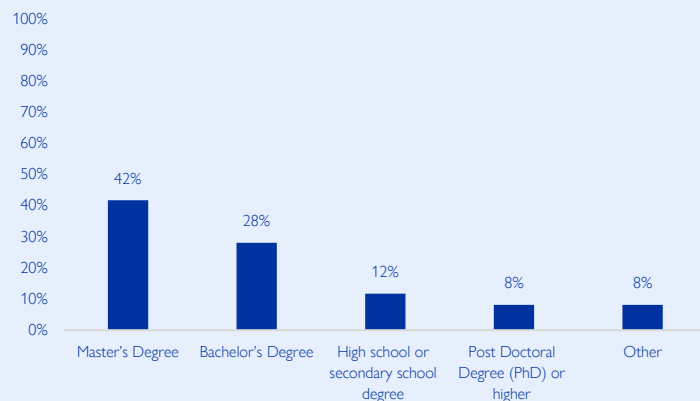
1. WHAT IS YOUR GENDER? (N=110)



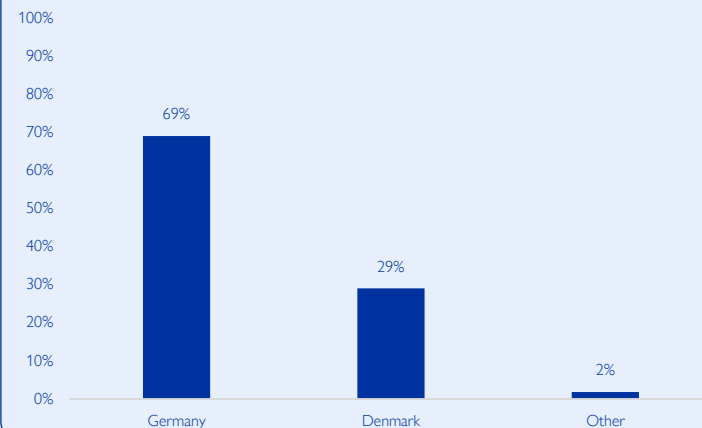
2. ARE YOU CURRENTLY (N=110)



3. WHAT IS THE HIGHEST LEVEL OF EDUCATION/DEGREE THAT YOU HAVE OBTAINED? (N=110)



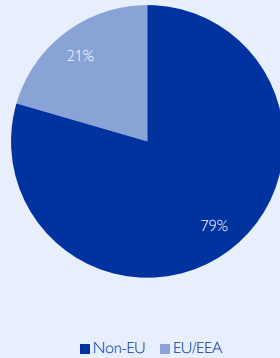
4. WHAT IS YOUR CURRENT RESIDENCE COUNTRY? (N=110)



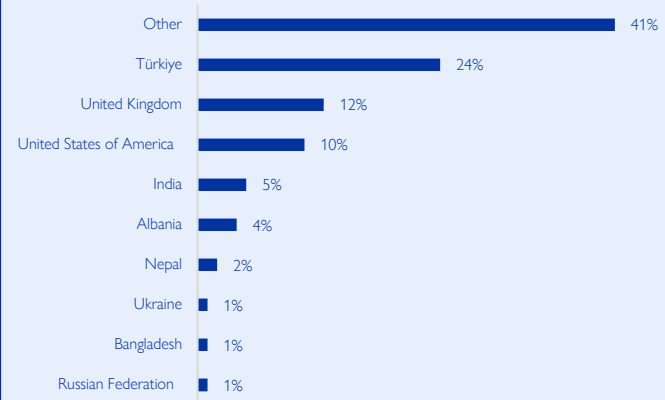
Note: 'All' refers to data collected from Denmark, Germany and other EU countries, thus represents collective figures and does therefore not distinguish between the collected data by geographical location.

PROFILE OF THE RESPONDENTS (ALL)

5. WHAT IS YOUR NATIONALITY/CITIZENSHIP? (YOU CAN SELECT MORE THAN ONE) (N=110)

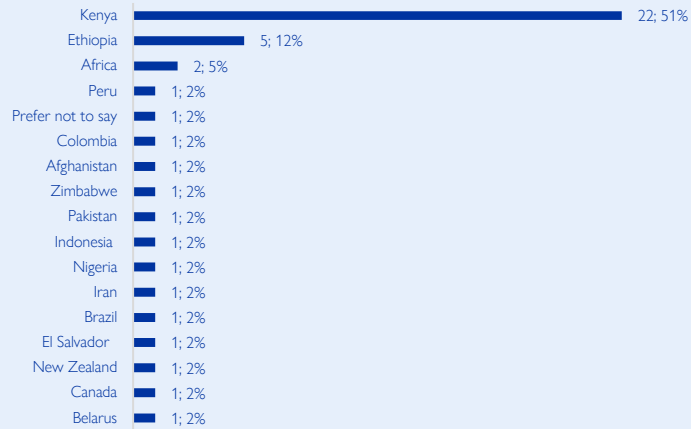


6. NON-EU (N=106)



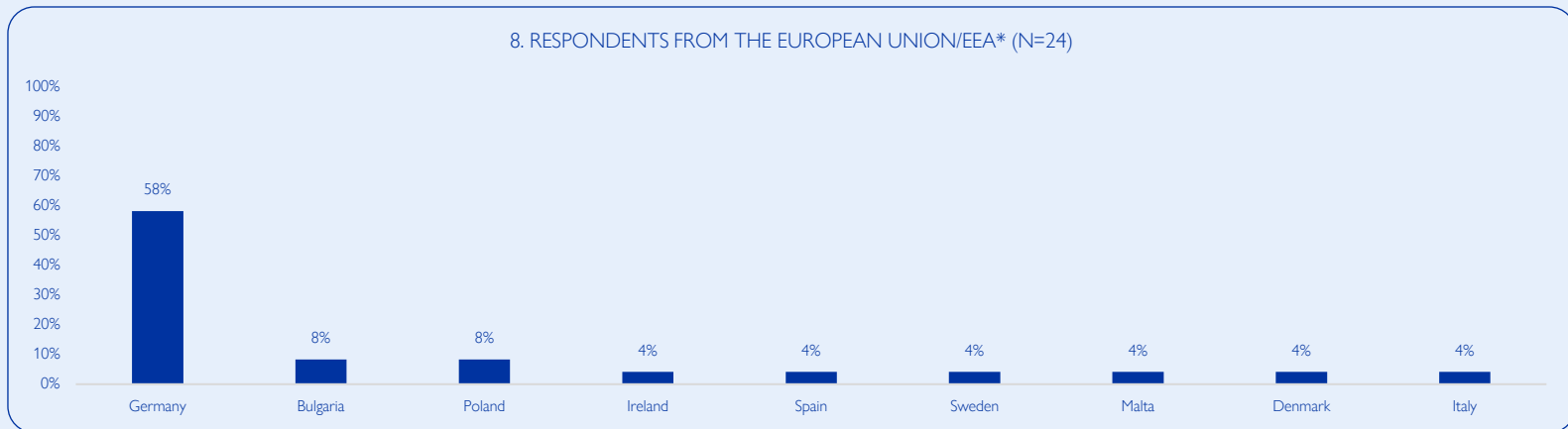
Note: Please note the respondent could select more than one nationality.

7. NON-EU: OTHER (N=43)



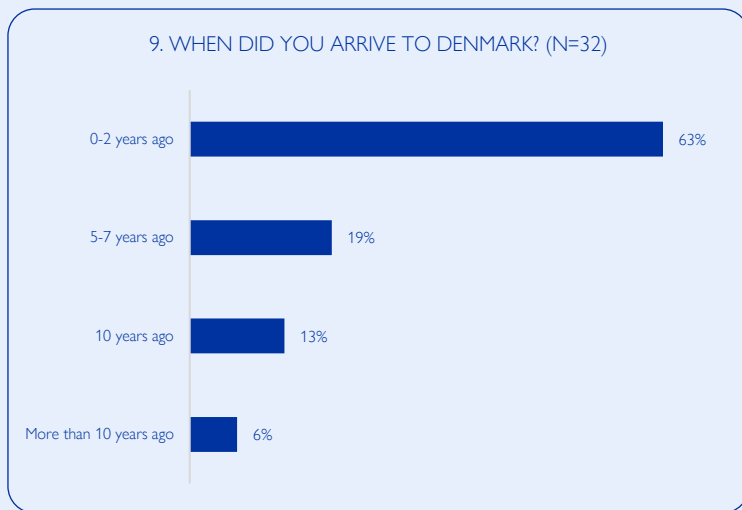
KEY RESULTS

PROFILE OF THE RESPONDENTS (ALL)

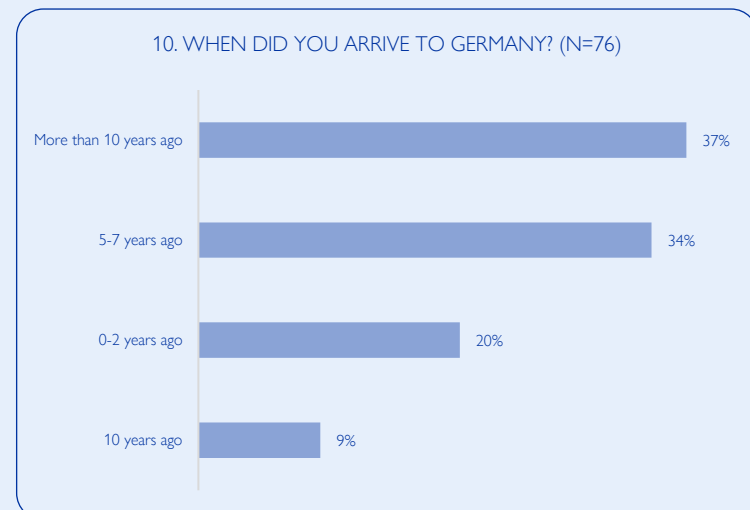


Note: EEA refers to the members of the European Economic Area.

DENMARK

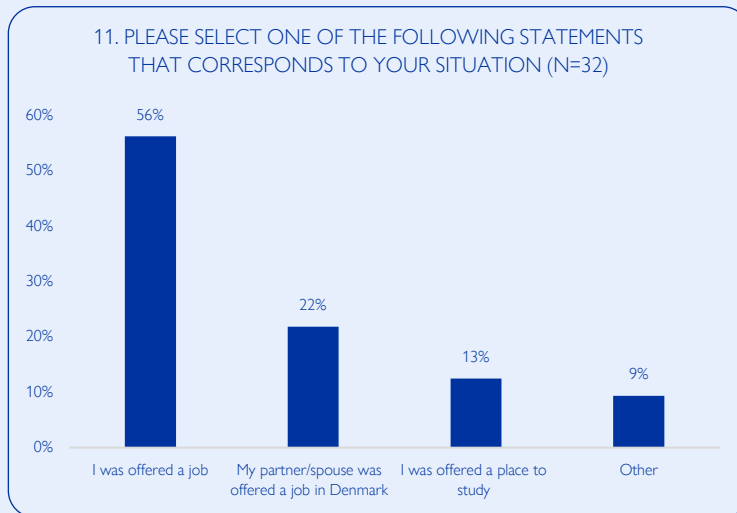


GERMANY



I ORIGINALLY CAME TO DENMARK/ GERMANY BECAUSE:

DENMARK

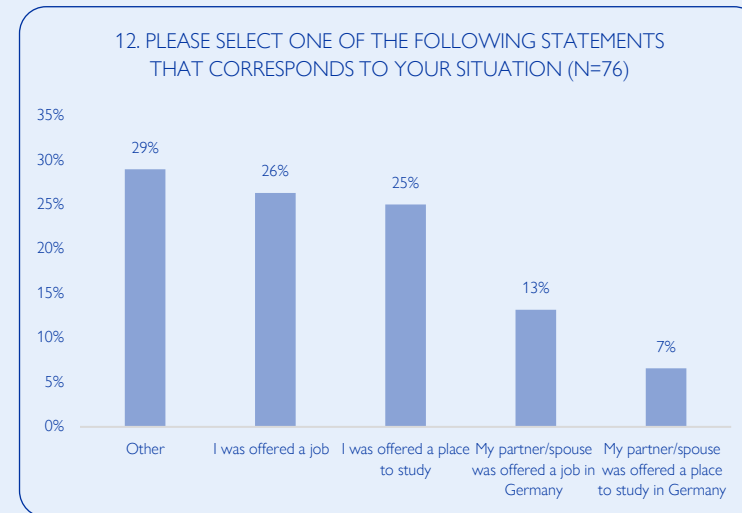


EXPLANATORY NOTE

With the response 'other' following were reported:

- My partner opened a business
- I was offered a work visa
- I married a Danish national

GERMANY



EXPLANATORY NOTE

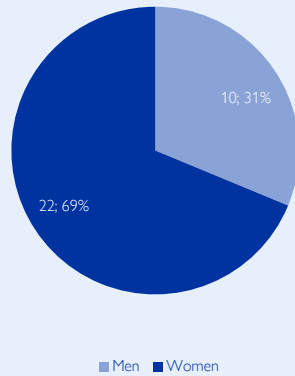
With the response 'other' following were reported:

- Marriage
- Au pair
- Family reunion
- In search of Greener pasture including Study and or Work at the time
- My wife is a German National and we decided to stay here
- I had a volunteer opportunity that provided a very affordable housing package
- I wanted to move to Germany after studying at University in the UK
- Partner moved here. No job
- My son was living in Germany
- I came to look for a job
- I was offered an internship
- I studied German during my BA

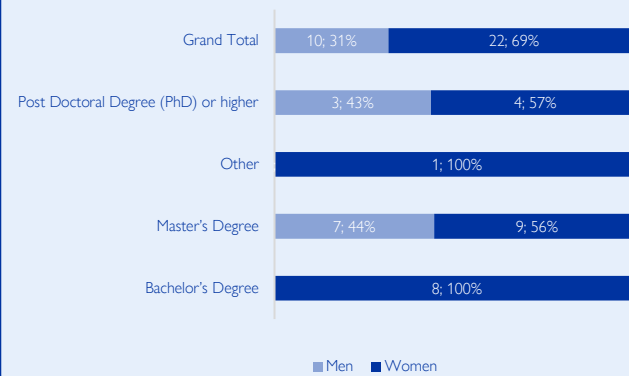
GENDER BREAKDOWN BY COUNTRY

DENMARK

13. RESPONDENTS BY GENDER IN % (N=32)

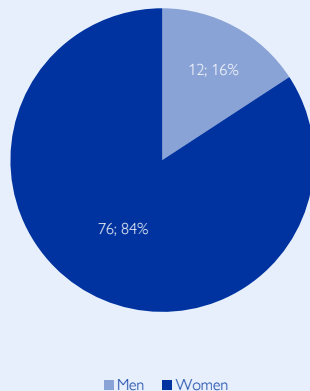


14. EDUCATIONAL BACKGROUND BY GENDER BREAKDOWN IN % (N=32)

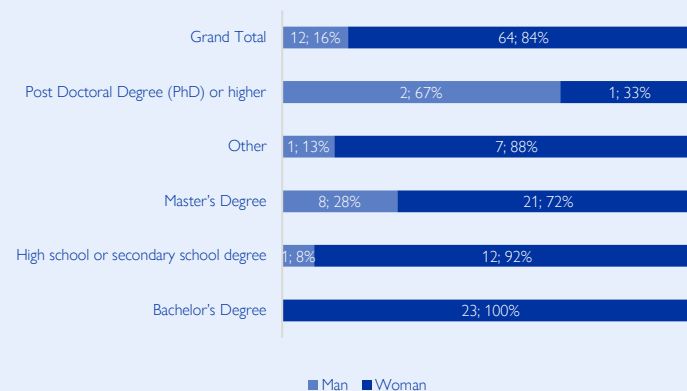


GERMANY

15. RESPONDENTS BY GENDER IN % (N=76)

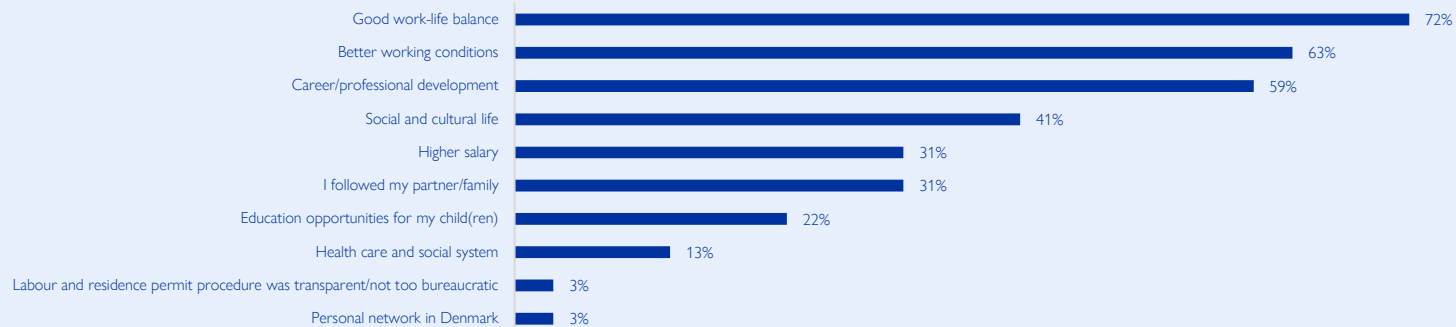


16. EDUCATIONAL BACKGROUND BY GENDER BREAKDOWN IN % (N=76)



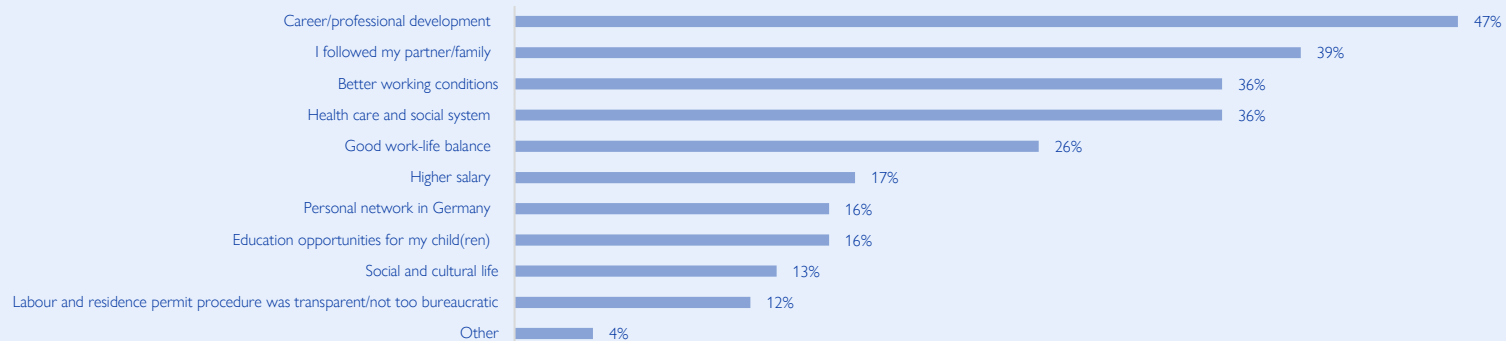
DENMARK

1. WHAT FACTORS CONTRIBUTED THE MOST TO YOUR DECISION TO MOVE TO DENMARK FOR WORK/STUDIES? PLEASE SELECT ALL THAT APPLY (N=32)



GERMANY

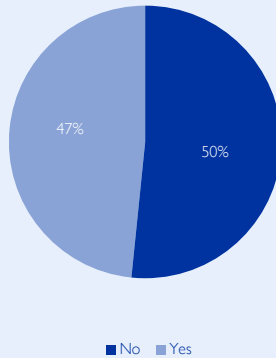
2. WHAT FACTORS CONTRIBUTED THE MOST TO YOUR DECISION TO MOVE TO GERMANY FOR WORK/STUDIES? PLEASE SELECT ALL THAT APPLY (N=76)



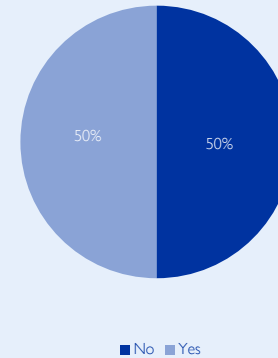
Note: The question is a multiple-choice question, therefore the percentages presented in the figures for both Denmark and Germany are based on the number of times the respondent answered the question by selecting one or more answers (108 for Denmark, 199 for Germany). The base calculations is thus not based on the number of participants participating in the survey (32 for Denmark, 76 for Germany).

DENMARK

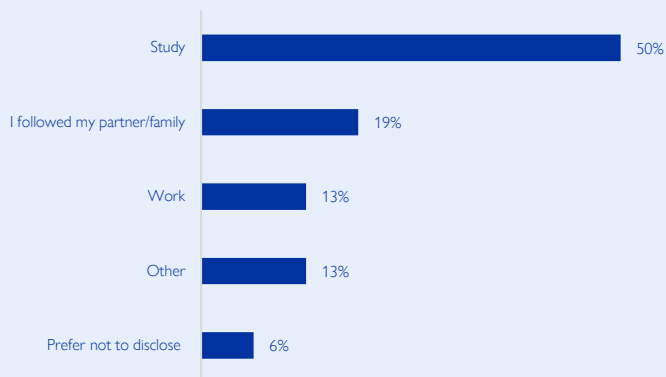
3. DID YOU LIVE IN ANOTHER EU/EEA COUNTRY BEFORE YOU MOVED TO DENMARK? (N=32)



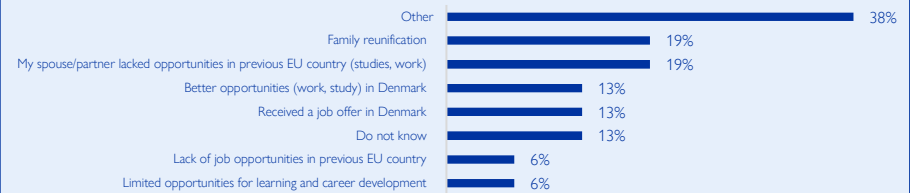
4. IF YES, WAS THE EU/EEA COUNTRY YOU LIVED IN BEFORE A NEIGHBOURING COUNTRY TO DENMARK? (N=16)



5. WHAT WAS THE PURPOSE OF YOUR STAY IN THE EU/EEA COUNTRY YOU CAME FROM? (N=16)



6. WHY DID YOU LEAVE THE PREVIOUS EU/EEA COUNTRY BEFORE MOVING TO DENMARK? PLEASE SELECT ALL THAT APPLY (N=16)



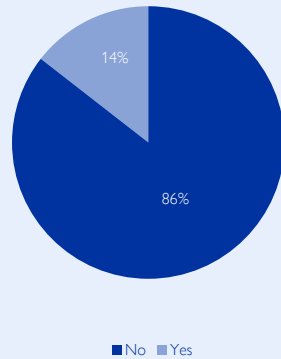
EXPLANATORY NOTE – 'OTHER'

- It was a limited programme in the university
- End of my project
- Study program ended
- Spouse were offered a position in Denmark and thus we had to move.
- My husband is a Norwegian national and as soon as we had children in the United Kingdom, he wished us to move to Scandinavia where children start school later than is the case in the United Kingdom
- I married a Danish national

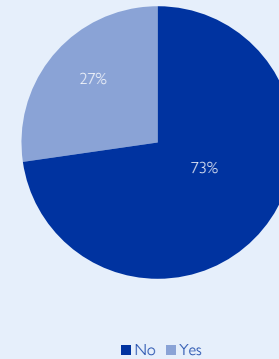
Note: Figure 6 represents a multiple-choice question, therefore, the percentages presented in the figure is based on the number of times the respondent answered the question by selecting one or more answers (20). The base calculation is thus not based on the number of participants participating in the survey (16/32 for Denmark).

GERMANY

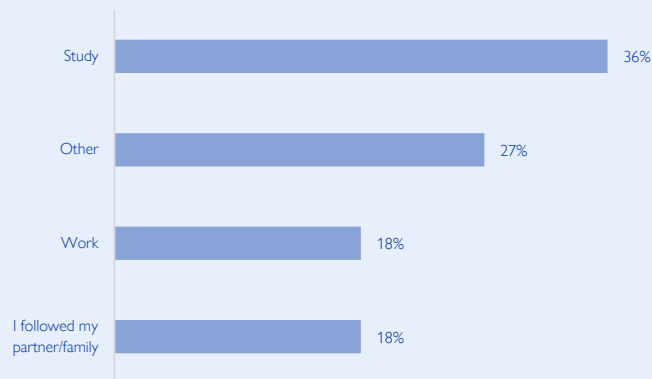
7. DID YOU LIVE IN ANOTHER EU/EEA COUNTRY BEFORE YOU MOVED TO GERMANY? (N=76)



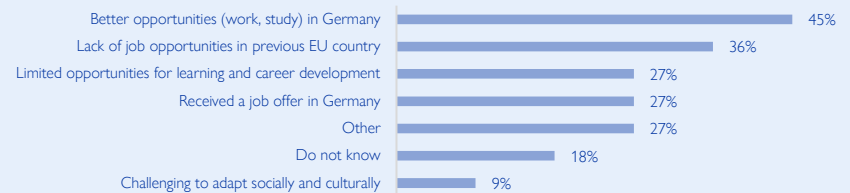
8. IF YES, WAS THE EU/EEA COUNTRY YOU LIVED IN BEFORE A NEIGHBOURING COUNTRY TO GERMANY? (N=11)



9. WHAT WAS THE PURPOSE OF YOUR STAY IN THE EU/EEA COUNTRY YOU CAME FROM? (N=11)



10. WHY DID YOU LEAVE THE PREVIOUS EU/EEA COUNTRY BEFORE MOVING TO GERMANY? PLEASE SELECT ALL THAT APPLY (N=11)



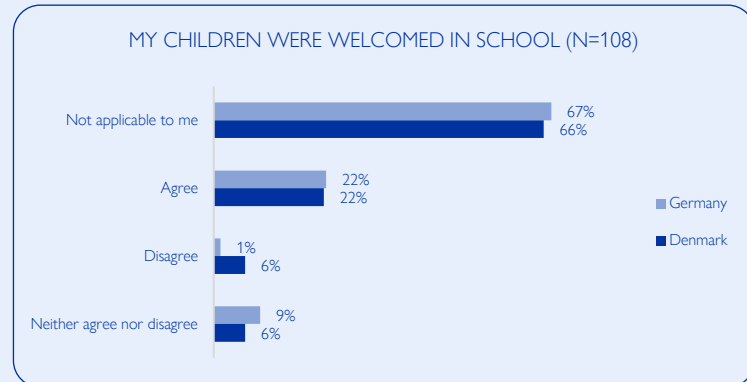
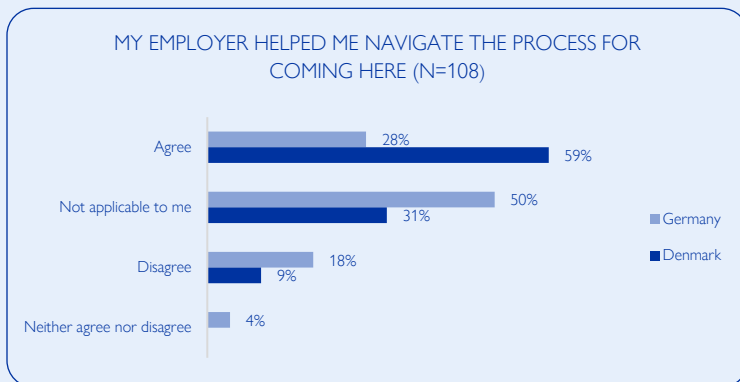
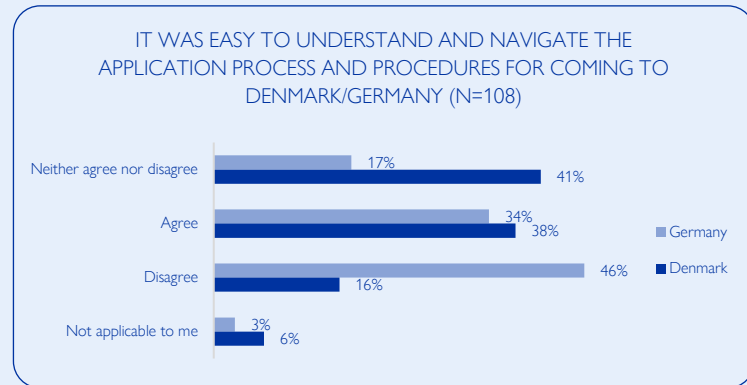
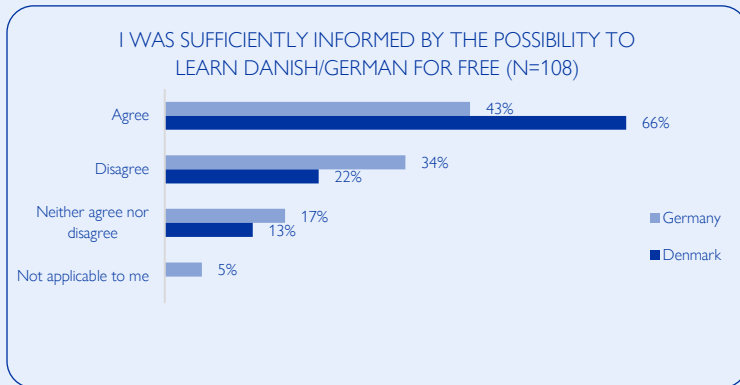
EXPLANATORY NOTE – 'OTHER'

- Work visa finished
- To live with my partner.
- Challenges with permit

COMPARISON DENMARK AND GERMANY

11. REGARDING YOUR ARRIVAL TO DENMARK/GERMANY, PLEASE SPECIFY TO WHAT EXTENT YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

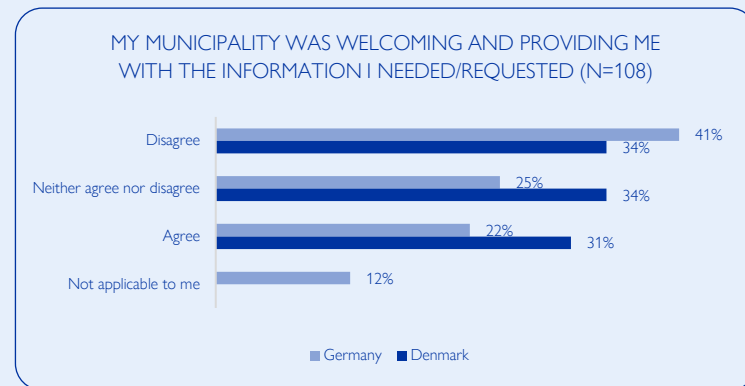
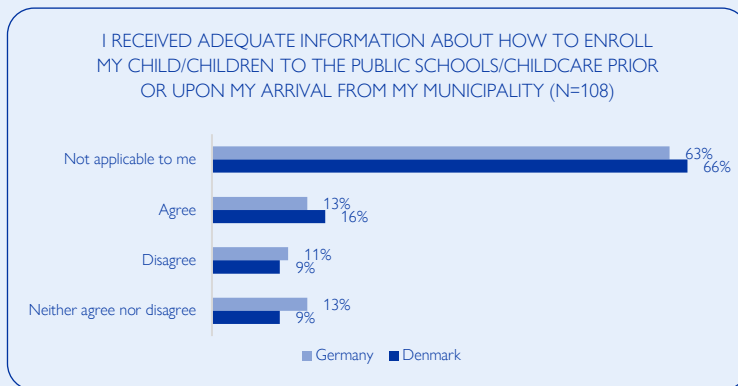
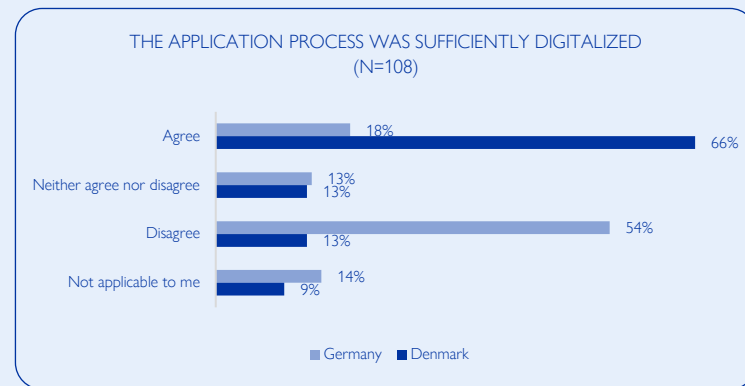
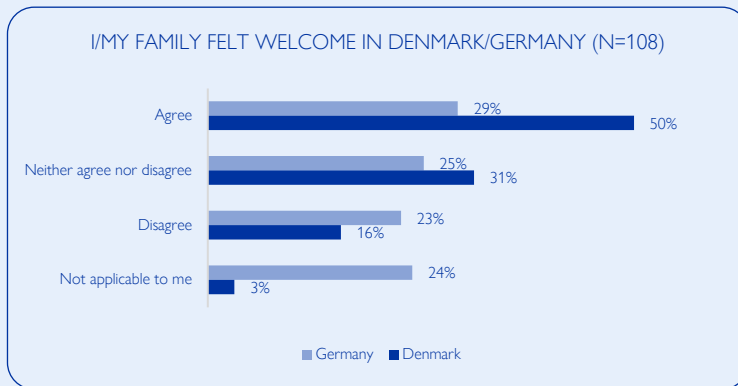
"WHEN I ARRIVED IN DENMARK/GERMANY":



COMPARISON DENMARK AND GERMANY

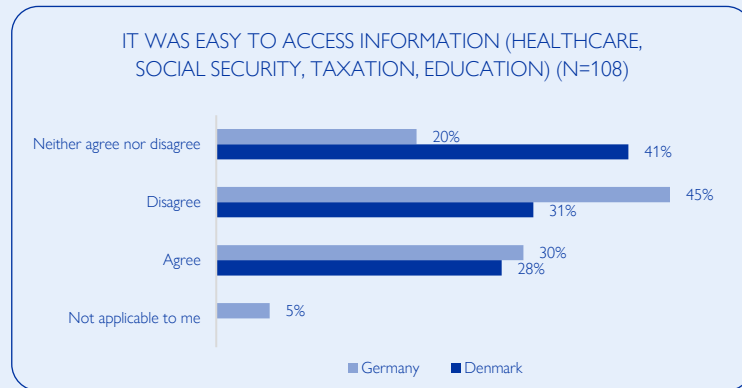
REGARDING YOUR ARRIVAL TO DENMARK/GERMANY, PLEASE SPECIFY TO WHAT EXTENT YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

"WHEN I ARRIVED IN DENMARK/GERMANY":



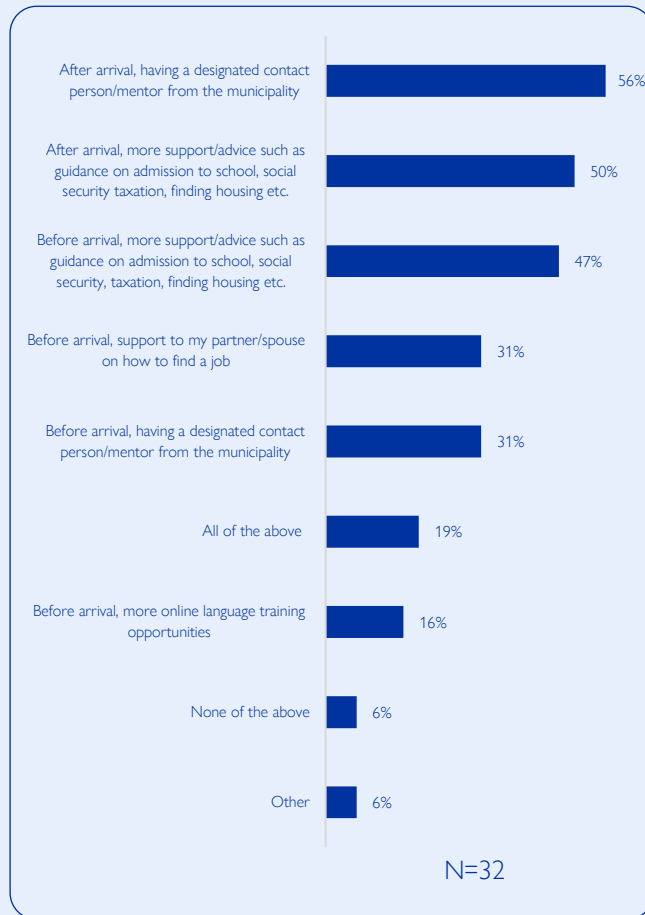
REGARDING YOUR ARRIVAL TO DENMARK/GERMANY, PLEASE SPECIFY TO WHAT EXTENT YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:

"WHEN I ARRIVED IN DENMARK/GERMANY":

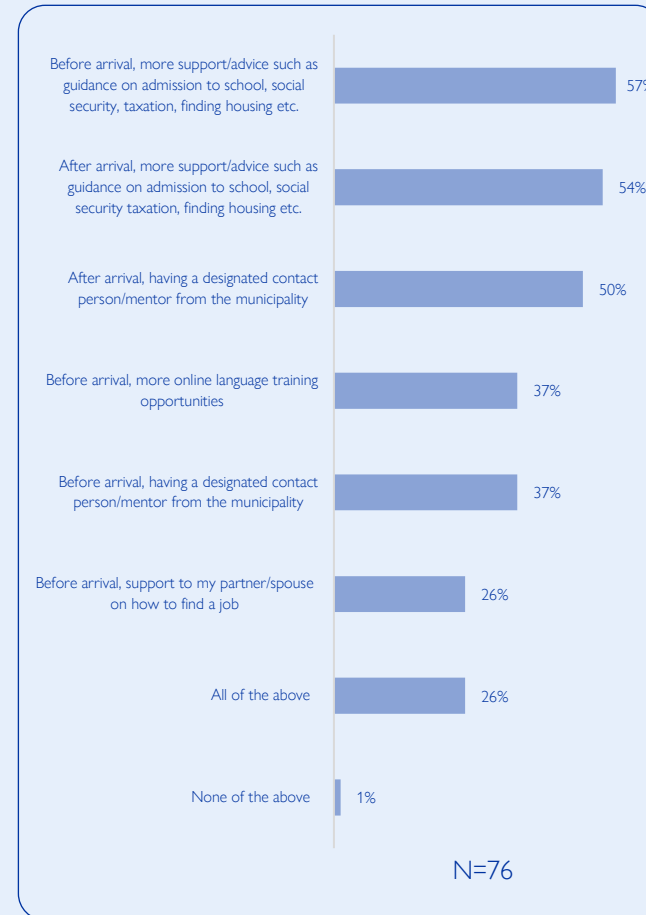


12. IN WHAT WAY DO YOU THINK YOU WOULD BENEFIT IF DENMARK / GERMANY OFFERED PRE- AND POST-ARRIVAL SUPPORT TO INCOMING TALENTS AND THEIR RESPECTIVE FAMILIES? WHICH OF THE FOLLOWING INITIATIVES DO YOU THINK YOU WOULD BENEFIT FROM IF IMPLEMENTED?

DENMARK

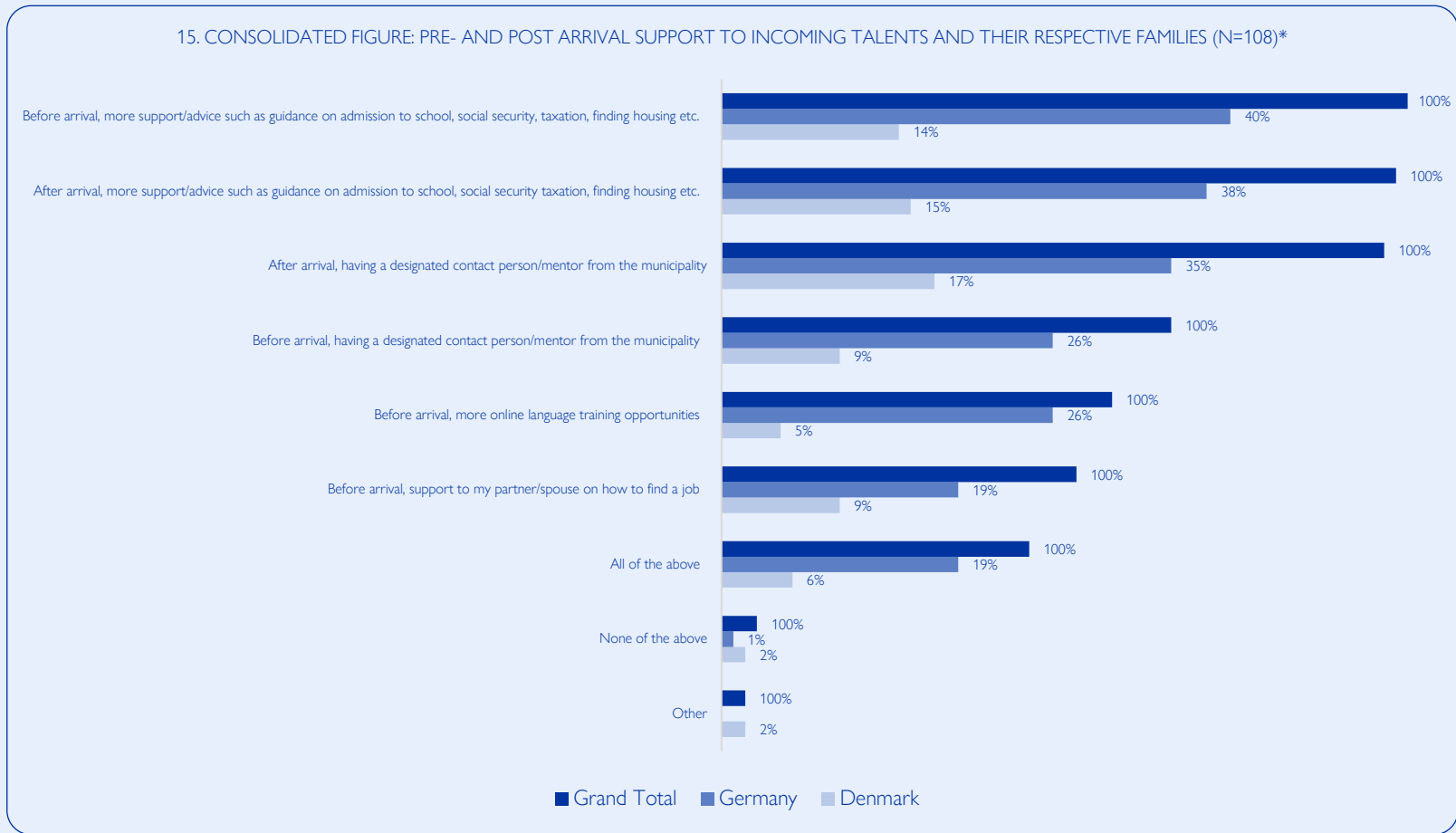


GERMANY



Note: The question is a multiple-choice question, therefore the percentages presented in the figures for both Denmark and Germany are based on the number of times the respondent answered the question by selecting one or more answers (84 for Denmark, 219 for Germany). The base calculations is thus not based on the number of participants participating in the survey (32 for Denmark, 76 for Germany).

CONSOLIDATED FIGURE 13: (Figure 12)



Note: The calculation in per cent is based on the total number of responses from both Denmark (32) and Germany (76), representing a total of 108 responses. The question is a multiple-choice question wherefore the percentages presented in the figure for both Denmark and Germany are based on the number of times the respondent answered the question by selecting one or more answers (84 for Denmark, 219 for Germany). The base calculation is therefore not based on the number of participants participating in the survey (32 for Denmark, 76 for Germany).

DENMARK

“
Not me but my friend who is a famous surgeon is not coming Denmark because of the language and re-study requirement.”

“
After I arrived, I received many printed posts from many public organizations, from municipality, about healthcare etc. but all posts were in Danish and the web links given for the EN [English] version of the document never worked. I had hard time to understand those and spent a lot of time to translate. Either EN [English] web pages should be available, or papers should be sent in EN as well.”

“
We are active citizens who contribute to the economy, work, produce, volunteer in our spare time despite our busy work schedule and have association and club memberships. As expats over the age of 40 who speak at least two languages other than Danish, we are having a hard time learning Danish even though we are taking courses. Our work schedule is intense, and we go to evening Danish lessons twice a week after work. It is not efficient for us. We cannot pass the Danish DU2 or DU3 exams. We want educated people in expat positions who come for business reasons to be obliged to speak Danish if they have worked continuously for at least 4 years and continue to work and meet the other conditions of permanent residence.”

“
It would help internationals if both Danish and English are made official languages in internationally oriented organizations.”

GERMANY

“
Even after 25 years in Germany I still find the processes for foreigners overly complex and unwelcoming. Despite owning a business, paying taxes, sending my children to school here, learning the language, and integrating in the culture, I am still foreign,
”
and it is difficult to have rights for certain contracts without citizenship.

“
Germany's systems seem so complicated even those who work in the system don't understand them. For example, when I changed my drivers license to a German one. I had to visit the appropriate office three times. I spoke to a different person each time and was given a different list of what I needed to provide each time. If it's not clear to the people who work in the office what is needed how are people coming to the country and don't have a full understanding of the language supposed to work, it
”
out.

“
My partner has a senior role in an international company but does not hold a degree, we are non-EU citizens. Because he doesn't have a degree, he is told he needs to do an integration course to learn the language. We both hold jobs that require us to work outside of our normal hours and we need to support our young child. We feel my partner is being unfairly asked to do the integration course because of the degree of the situation even though he already holds a visa and residency permit. We now may need to leave the country in August as this is when his visa expires, uprooting our whole lives and our son's life again. We
”
are really unhappy about this and feel a lack of support from the German government.

GERMANY

“

The greatest difficulties in my case were two: 1) Finding and paying for German courses; a good command of the language is absolutely necessary, for everything (family, job-search, etc.). 2) Recognition of foreign education and qualifications is extremely deficient in Germany - if not almost impossible in some cases - and throws up obstacles to finding a job and thereby integrating

”

in a productive and recognized way in German society.

“

Bureaucracy and structural discrimination in Germany is the hindrance to integrate in the host society.

”

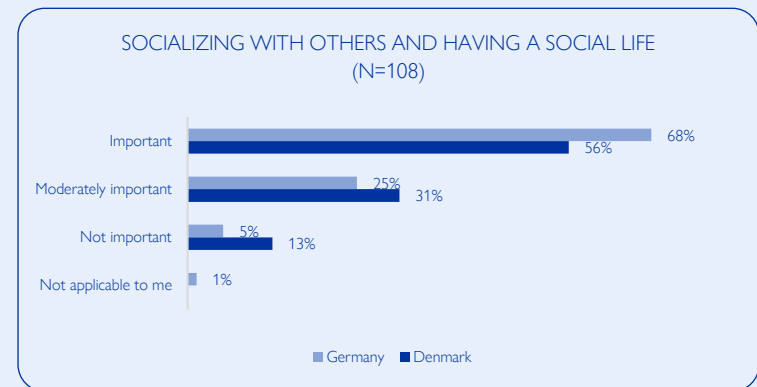
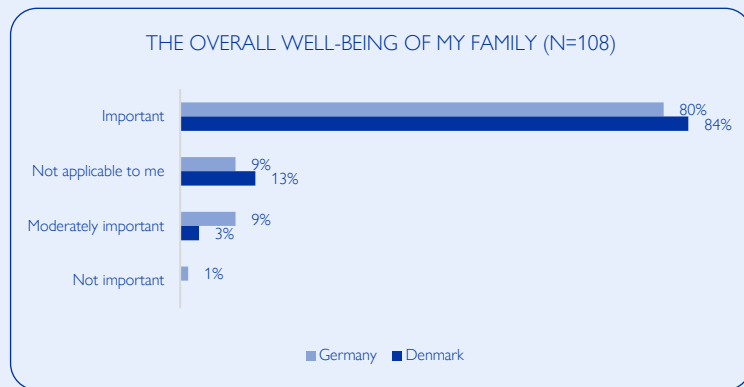
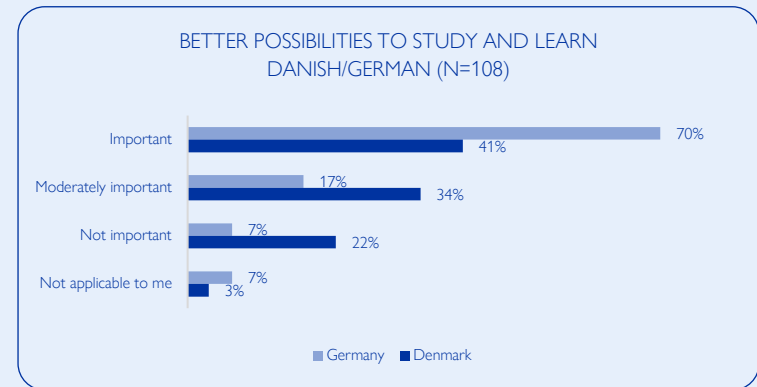
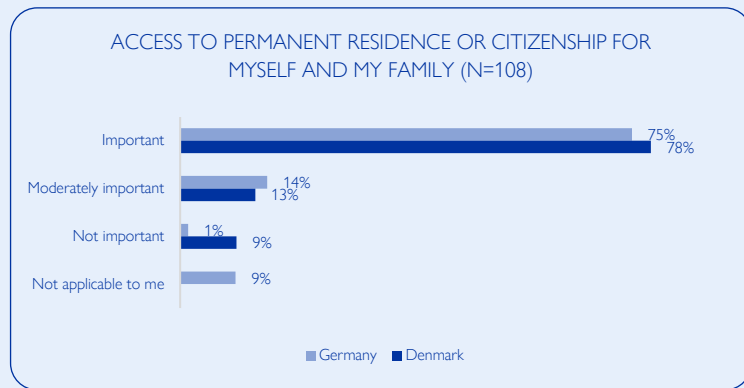
“

There should be more efforts to integrate immigrants and their families into the society. This includes not only extending language courses but also environments where they feel comfortable before grasping the local language. Emphasizing on speaking German in these spaces does not attract those who find the language and culture stressful at the beginning of their stay. Multi-culturalism in integration centers shouldn't be about German but an opportunity to feel a sense of belonging

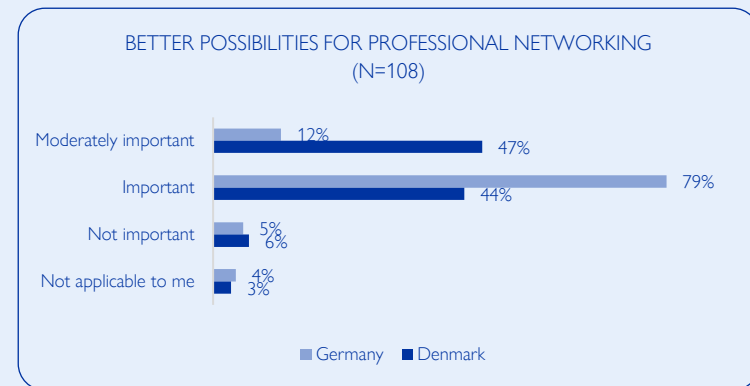
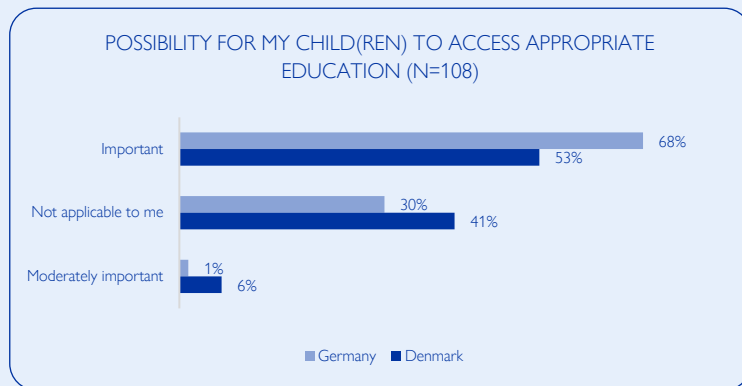
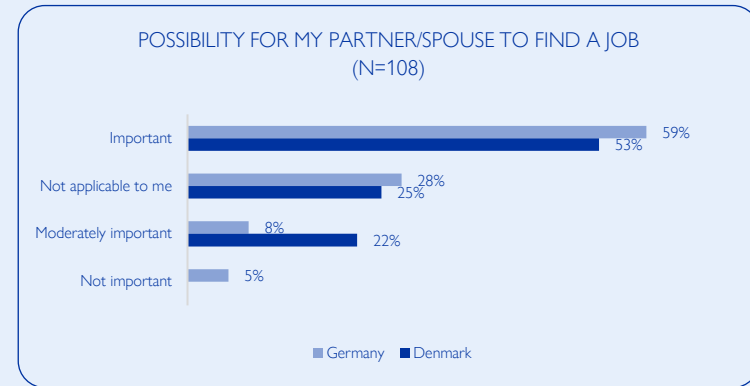
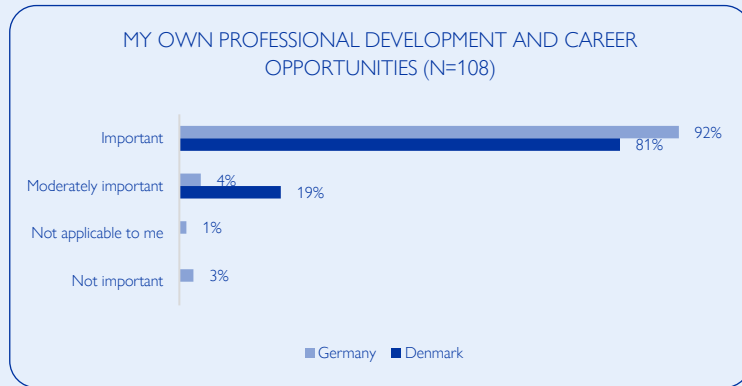
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and generate the confidence to explore the local culture and language.

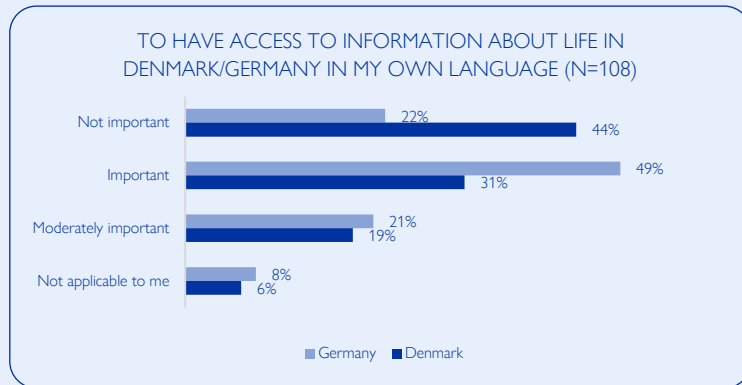
1. IF YOU WERE TO DECIDE TO STAY AND WORK/STUDY LONGER IN DENMARK/GERMANY, WHAT WOULD BE MOST IMPORTANT FOR YOUR DECISION TO STAY?



1.1 IF YOU WERE TO DECIDE TO STAY AND WORK/STUDY LONGER IN DENMARK/GERMANY, WHAT WOULD BE MOST IMPORTANT FOR YOUR DECISION TO STAY?



1.2 IF YOU WERE TO DECIDE TO STAY AND WORK/STUDY LONGER IN DENMARK/GERMANY, WHAT WOULD BE MOST IMPORTANT FOR YOUR DECISION TO STAY?

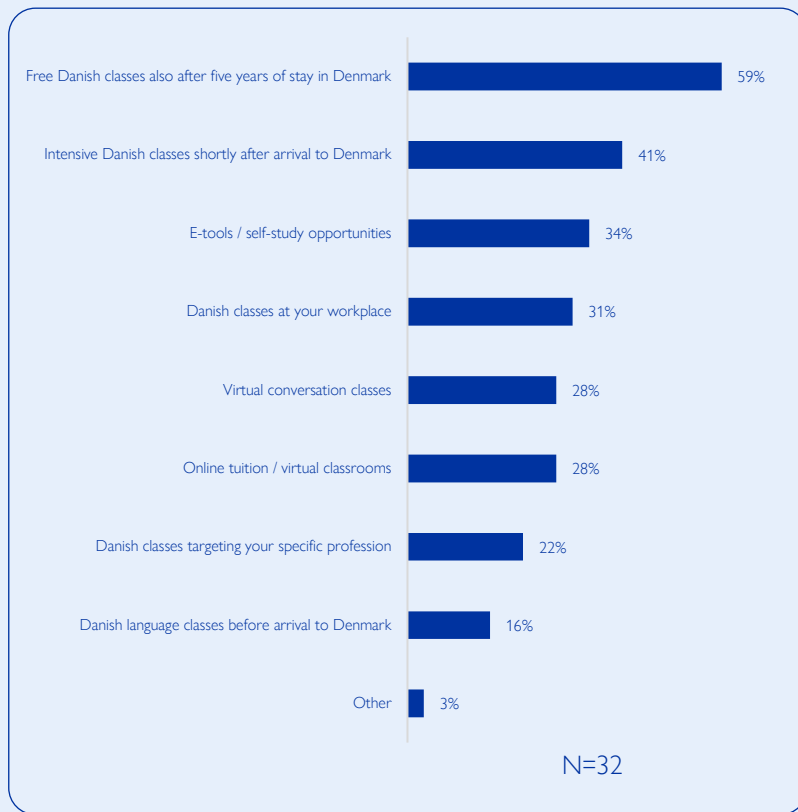


KEY RESULTS

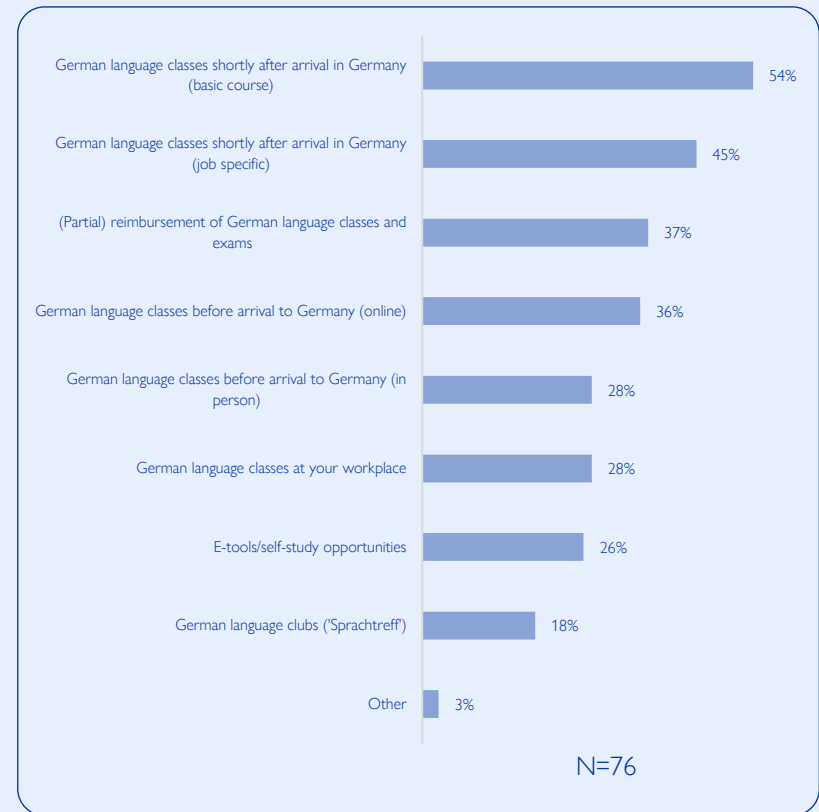
REMAINING IN THE COUNTRY OF RESIDENCE

2. IN WHAT WAY DO YOU THINK YOU WOULD BENEFIT IF DENMARK STRENGTHENED ITS EFFORTS IN OFFERING BETTER OPPORTUNITIES AND TOOLS FOR EXPATS/INTERNATIONAL TALENT IN LEARNING DANISH?

DENMARK

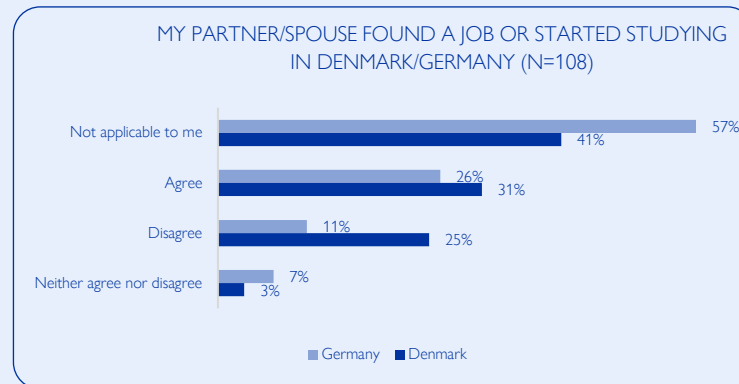
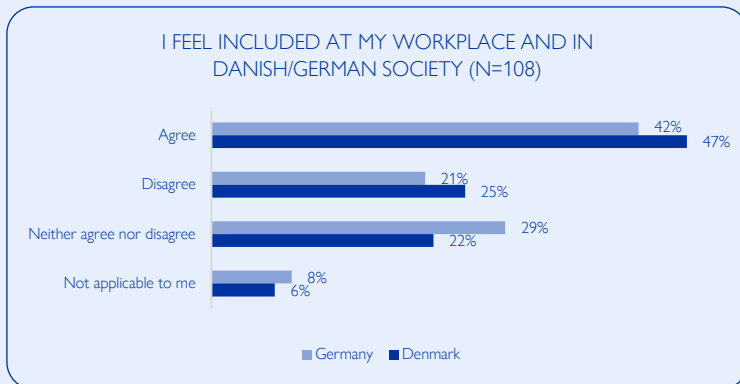
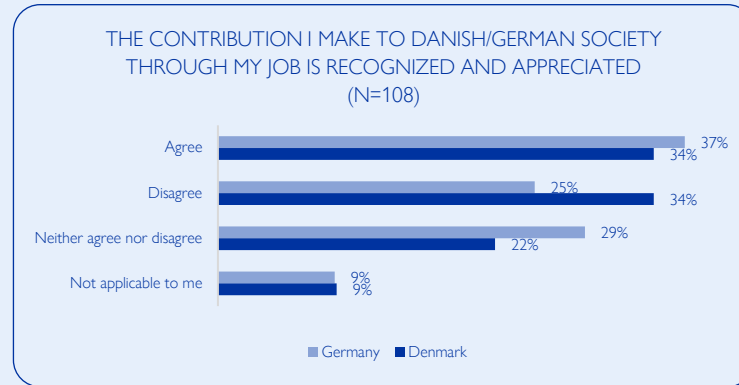


GERMANY



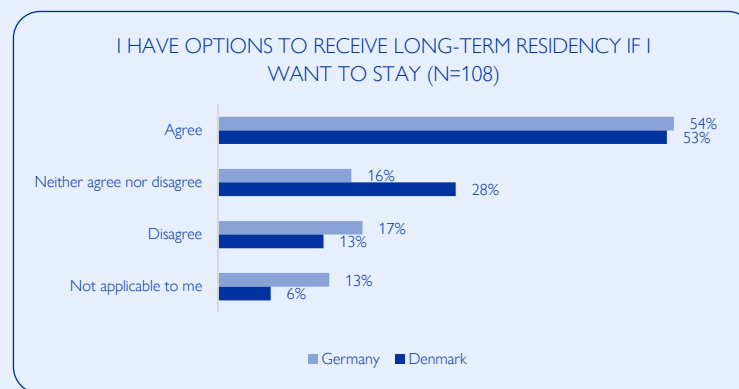
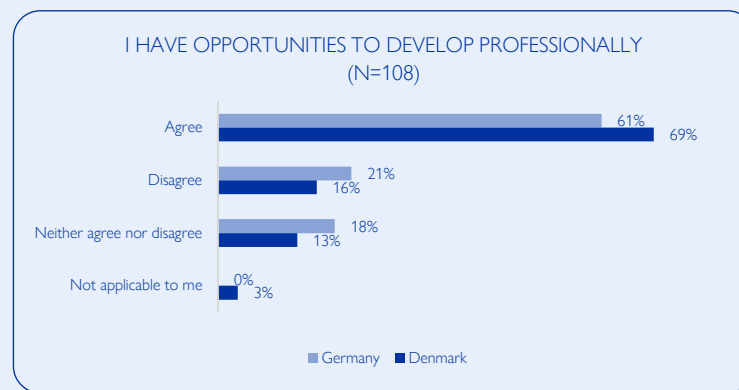
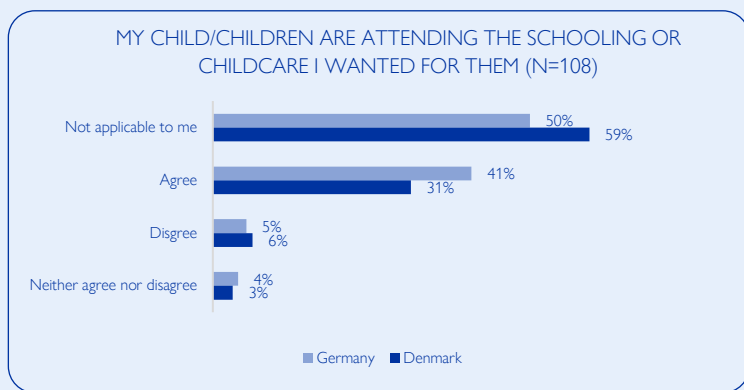
Note: The question is a multiple-choice question, therefore the percentages presented in the figures for both Denmark and Germany are based on the number of times the respondent answered the question by selecting one or more answers (84 for Denmark, 208 for Germany). The base calculations is thus not based on the number of participants participating in the survey (32 for Denmark, 76 for Germany).

3. REGARDING YOUR EXPERIENCE WITH SETTLING IN DENMARK/GERMANY, PLEASE SPECIFY TO WHAT EXTENT YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:



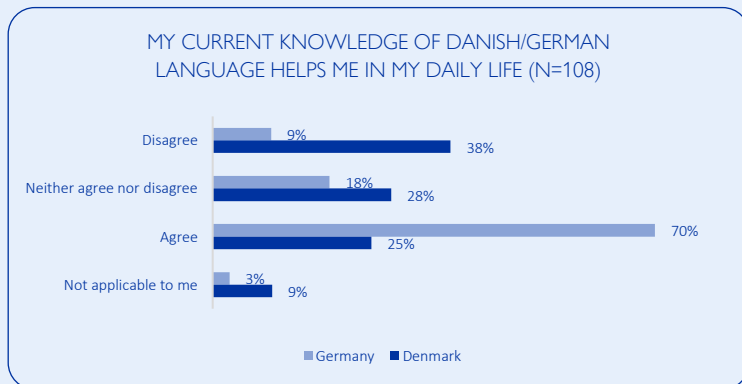
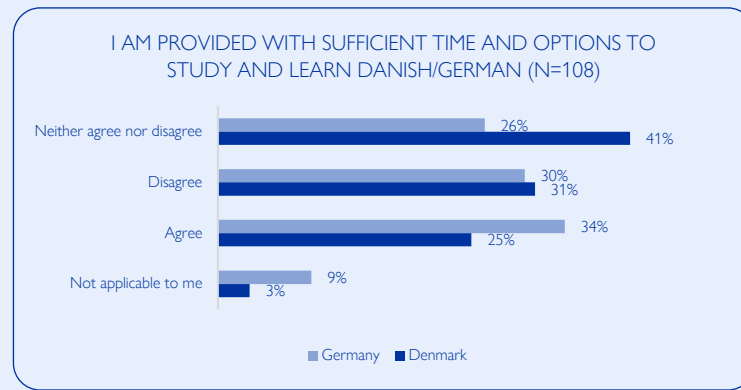
REMAINING IN THE COUNTRY OF RESIDENCE

4. REGARDING YOUR EXPERIENCE WITH SETTLING IN DENMARK/GERMANY, PLEASE SPECIFY TO WHAT EXTENT YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:



Editorial note: Figures on this page were sorted from highest to lowest value with Denmark as reference.

5. REGARDING YOUR EXPERIENCE WITH SETTLING IN DENMARK/GERMANY, PLEASE SPECIFY TO WHAT EXTENT YOU AGREE OR DISAGREE WITH THE FOLLOWING STATEMENTS:



DENMARK

“ Turkish Expat Association in Denmark is helping newcomers, talents for their integration. This could be supported. ”

“ Requirement for Danish to get permanent residency should be considered, I think Denmark has much more
harsh conditions for residency in comparison to other countries. ”

“ It could be understandable for citizenship but at least the eligibility criteria should be decreased for residency applications, regarding Danish language. Responsible should keep in mind that this language way too hard to practice, pronounce and understand. ”

DENMARK

“

We are active citizens who contribute to the economy, work, produce, volunteer in our spare time despite our busy work schedule and have association and club memberships. As expats over the age of 40 who speak at least two languages other than Danish, we are having a hard time learning Danish even though we are taking courses. Our work schedule is intense and we go to evening Danish lessons twice a week after work. It is not efficient for us. We cannot pass the Danish DU2 or DU3 exams. We want educated people in expat positions who come for business reasons to be obliged to speak Danish if they have worked continuously for at least 4 years and continue to work and

”

meet the other conditions of permanent residence.

GERMANY

“
I am planning to move away due to Germany's not welcoming environment. I am seen as a second-class citizen albeit my skills and contribution to job market.
”

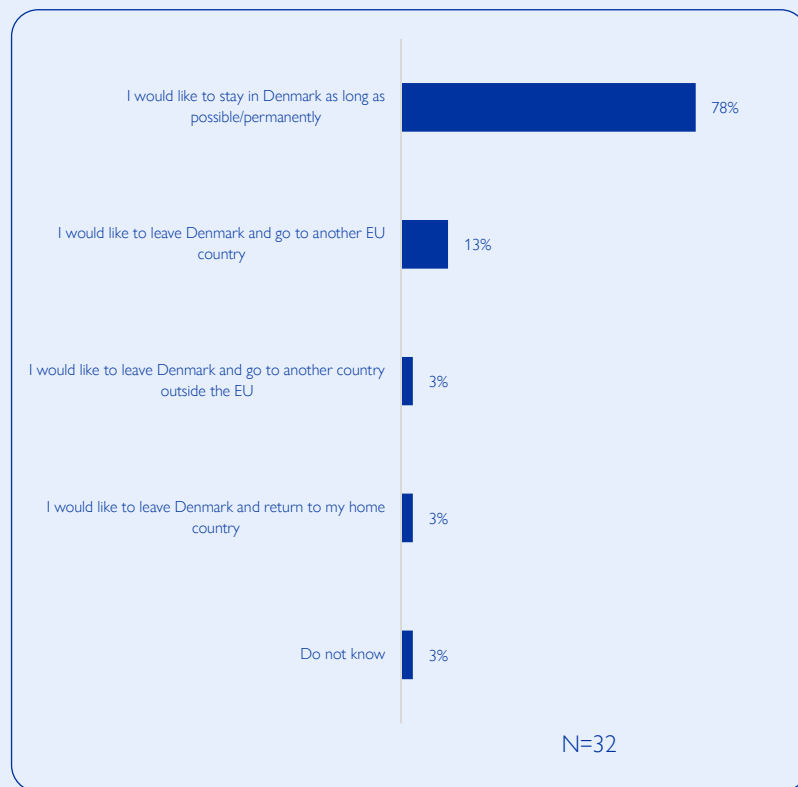
“
I think Germany is still very German driven and even though I have C2 level German, I still struggle.
”

“
It is important that German companies and organizations doesn't discriminate foreigners and allow them to improve and get promotion in their area of work, none Germans can also lead and manage with excellence.
”

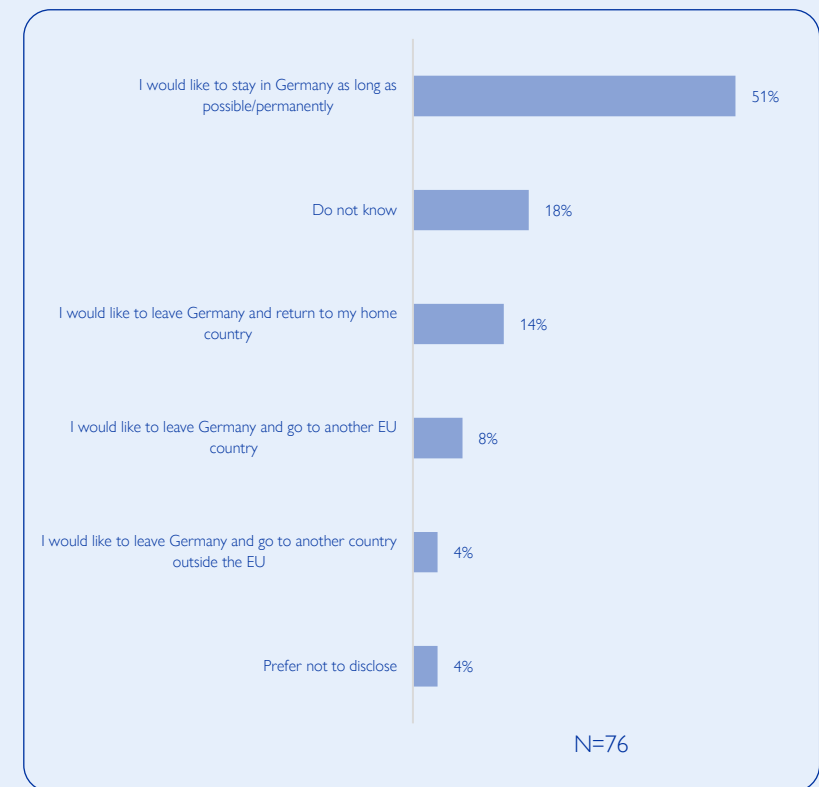
“
I have had permanent residency for about 16 years. I would very much like to have citizenship but will not give up my Canadian citizenship. I find it indicative of Germany's unwelcoming attitude to foreigners that dual citizenship for non-EU citizens is not allowed.
”

1. REGARDING YOUR PLANS FOR THE FUTURE, WHICH OF THE FOLLOWING STATEMENTS DO YOU AGREE MOST WITH?

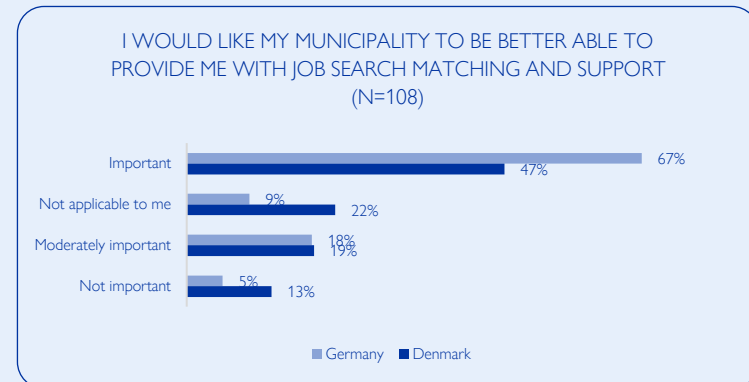
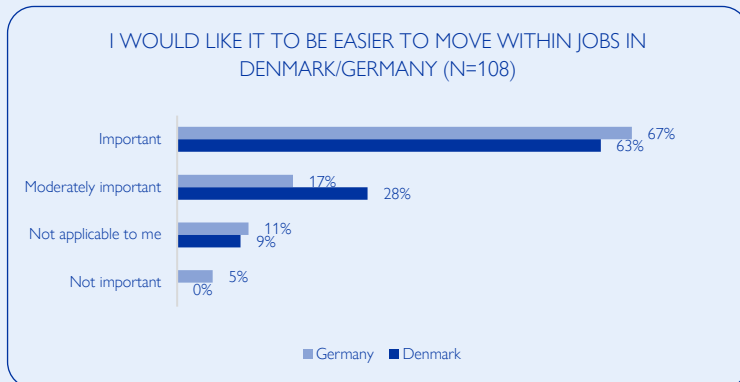
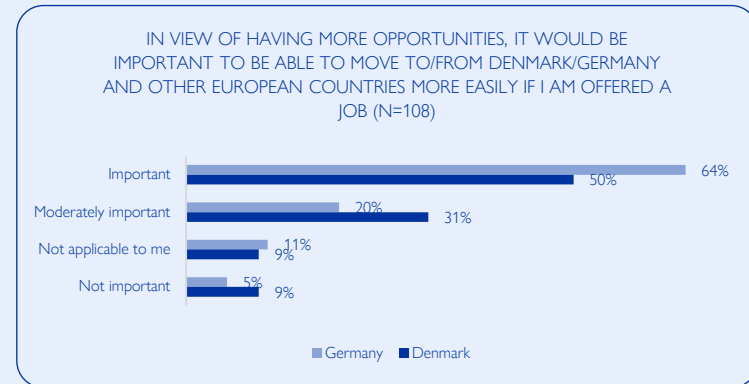
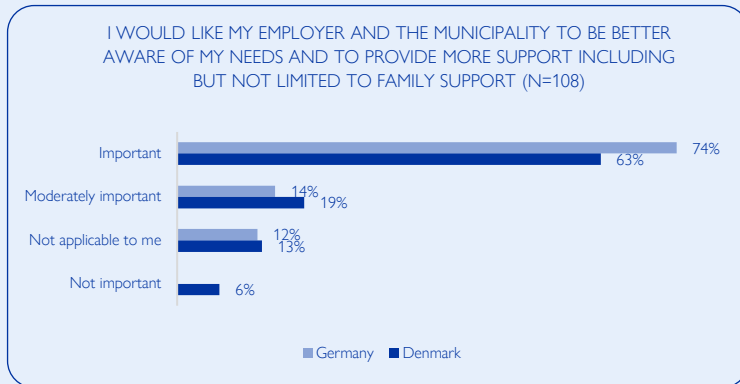
DENMARK



GERMANY

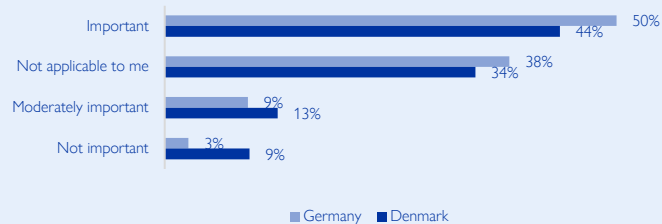


2. FOCUSING ON WHAT COULD BE IMPROVED REGARDING YOUR EXPERIENCE OF SETTLING IN, PLEASE RATE EACH OF THE FOLLOWING ITEMS.

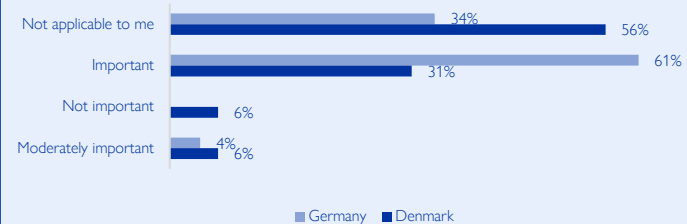


FOCUSING ON WHAT COULD BE IMPROVED REGARDING YOUR EXPERIENCE OF SETTLING IN, PLEASE RATE EACH OF THE FOLLOWING ITEMS.

3.1 I WOULD LIKE MY MUNICIPALITY TO BE BETTER ABLE TO PROVIDE MY PARTNER/SPOUSE WITH JOB SEARCH MATCHING AND SUPPORT (N=108)

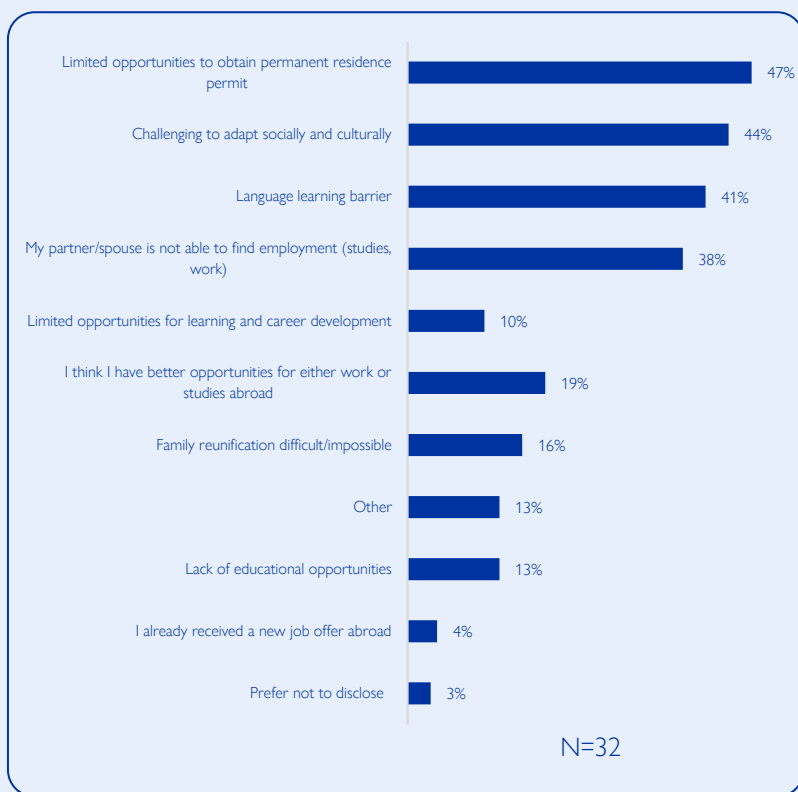


3.2 I WOULD LIKE THAT THE PUBLIC SCHOOLS WERE BETTER EQUIPPED TO RECEIVE INTERNATIONAL PUPILS/STUDENTS (ONLY APPLICABLE IF YOU HAVE CHILDREN) (N=108)

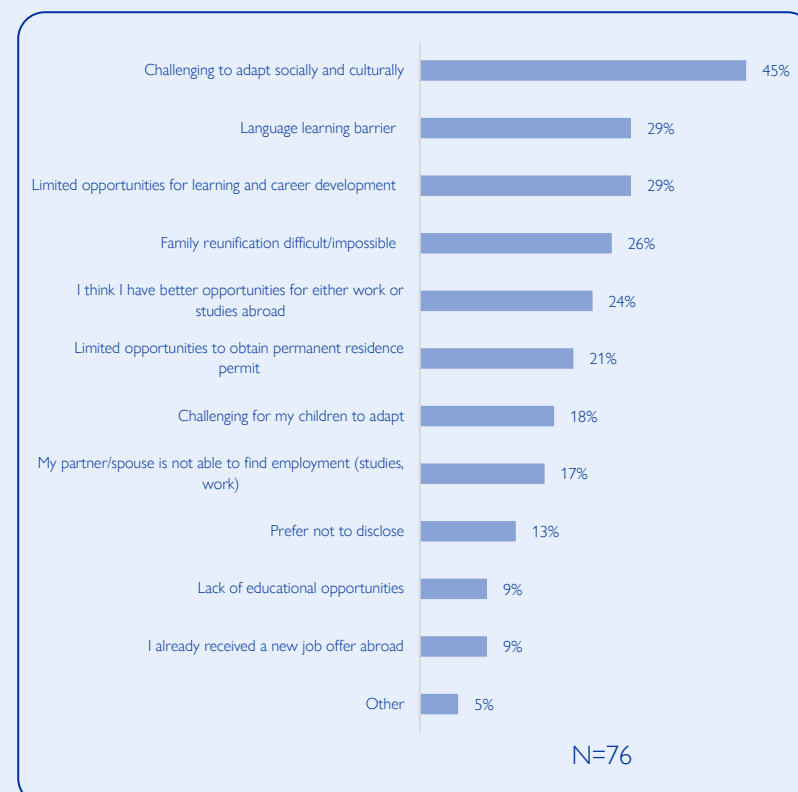


3. IF YOU WERE TO LEAVE DENMARK / GERMANY AGAIN, WHAT WOULD BE THE MAIN REASON(S)?

DENMARK

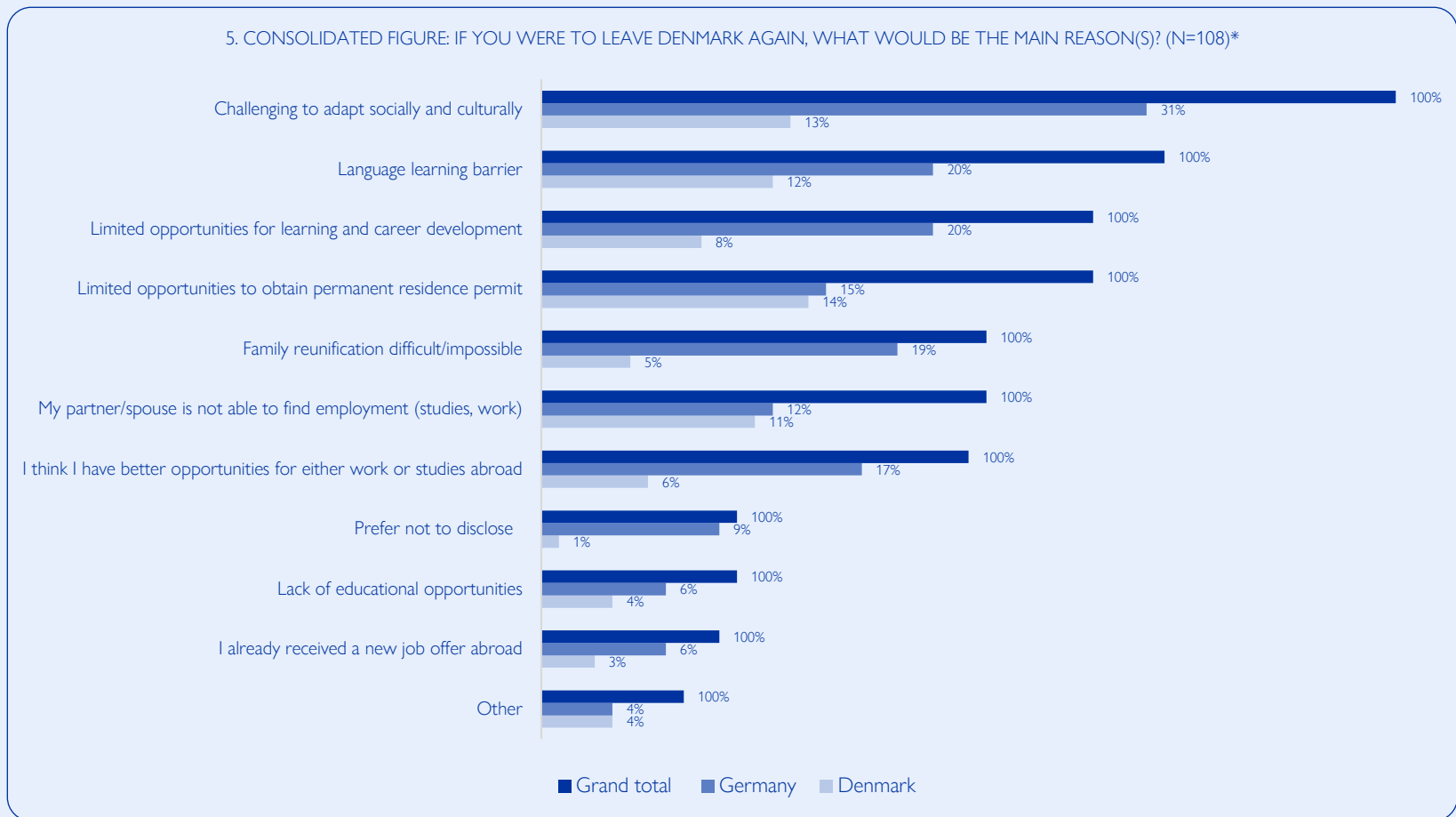


GERMANY



Note: The question is a multiple-choice question, therefore the percentages presented in the figures for both Denmark and Germany are based on the number of times the respondent answered the question by selecting one or more answers (86 for Denmark, 187 for Germany). The base calculations is thus not based on the number of participants participating in the survey (32 for Denmark, 76 for Germany).

CONSOLIDATED FIGURE 4: (Figure 4)



Note: The calculation in per cent is based on the total number of responses from both Denmark (32) and Germany (76), representing a total of 108 responses. The question is a multiple-choice question wherefore the percentages presented in the figure for both Denmark and Germany are based on the number of times the respondent answered the question by selecting one or more answers (86 for Denmark, 187 for Germany). The base calculation is therefore not based on the number of participants participating in the survey (32 for Denmark, 76 for Germany).

DENMARK

“

With work visa, finding a professional job is an issue. The migration rules are strict with no scope/time to find a professional job, learn Danish and integrate in the specific period - as the earnings are counting soon after landing here in Denmark. The earnings/requirements to sustain and extend the work visa. This stringent approach leaves no option for the migrant to take up unskilled jobs, work double hard to earn salaries equivalent to skilled jobs and then extend visa. In this process their career is tarnished, they are exhausted, and perhaps lose hope. The mere survival fetches very little time to learn language, integrate or have a work-life balance. Thus, the whole purpose of having a better life is shattered and that causes them to leave. Filling the gap between migration and job opportunities is extremely crucial. Also letting the locals know about these migration schemes

”

could help them understand and thus be more inclusive of the them.

“

My son is 18 years old, Danish citizen, he is the only family member I have as a single mother. But I cannot apply for

”

family reunion. This does not make sense.

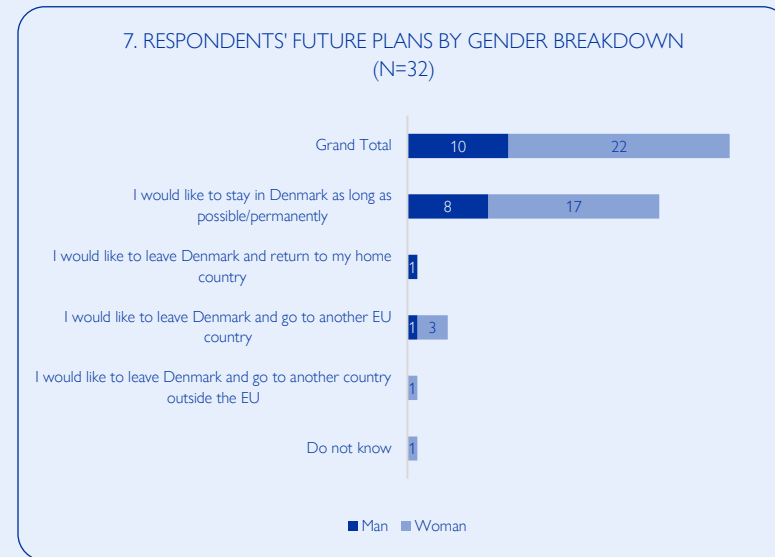
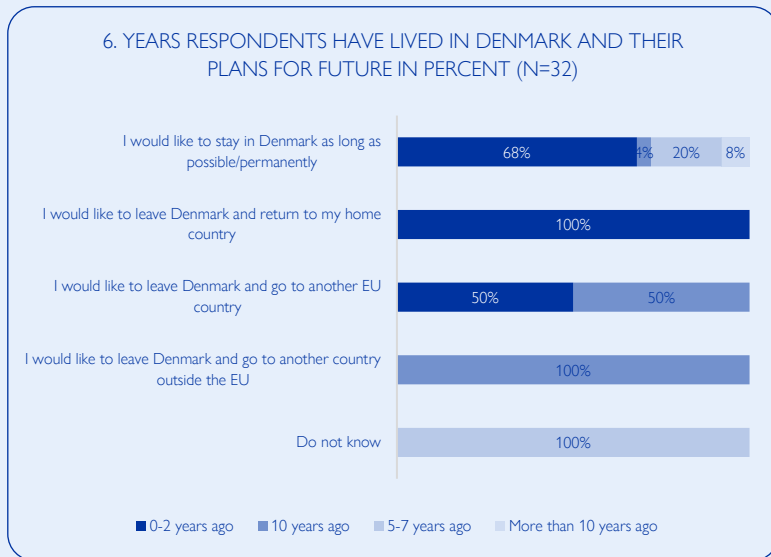
GERMANY

“  Racism at work, and regardless how much efforts you put at work it is hardly recognized. ”

“ Finding a job in Public sector in Germany is very challenging, considering diplomas (even they are from other EU countries) must be recognized. It takes around 6 months and a lot of money. It blocks my possibilities for career development and I prefer to work in another country's Public sector. ”

“ There are international talents and experts that are either jobless or work in an opposite area of their expertise in Germany as many organizations doesn't hire them, many are leaving Germany after realizing the cultural and behavioral issues they see in organizations. Also, it is important that there should be more emphasize that international talents who are in Germany are provided fair, equal and just hiring and promotion opportunities. ”

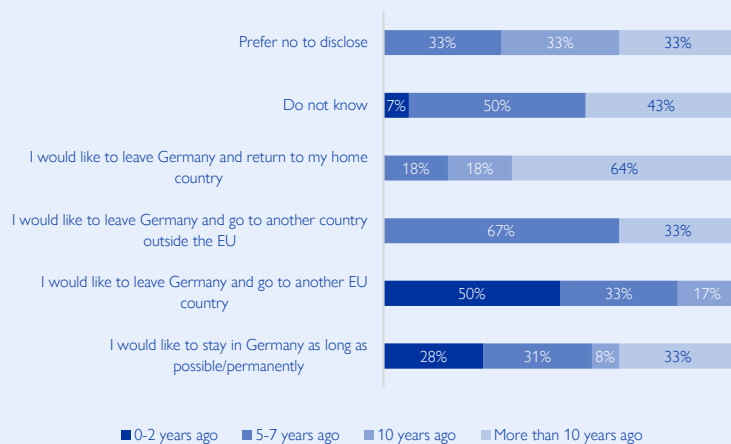
DENMARK



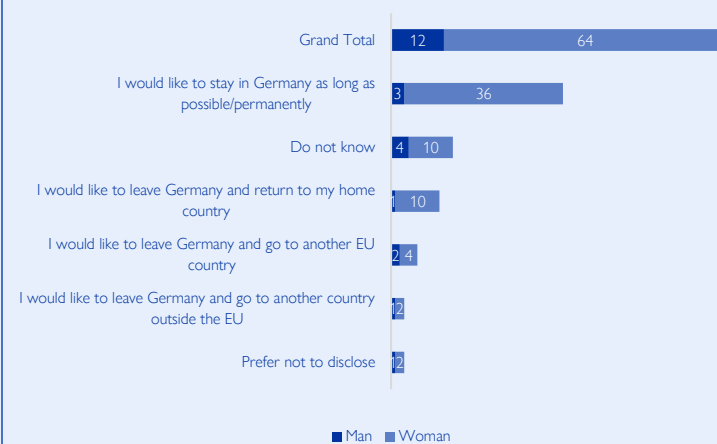
Note: The percentages of figure 6 is aggregated by the percentage of the row total to better show the proportionate difference between number of years of residence in the respective country and experience with future plans. Therefore, the indicated 100% shall therefore be read carefully as it may represent the response from only one person.

GERMANY

8. YEARS RESPONDENTS HAVE LIVED IN GERMANY AND THEIR PLANS FOR THE FUTURE IN PER CENT (N=76)



9. RESPONDENTS FUTURE PLANS BY GENDER BREAKDOWN (N=76)



Note: The percentages of figure 8 is aggregated by the percentage of the row total to better show the proportionate difference between number of years of residence in the respective country and experience with future plans. Therefore, the indicated 100% shall therefore be read carefully as it may represent the response from only one person.

DO YOU HAVE ANY QUESTIONS REGARDING THE PRELIMINARY FINDINGS?

*Please contact IOM Denmark or IOM Germany at:
ralani@iom.int or jgrebe@iom.int.*