



Munich's pledge to the European Pillar of Social Rights

The City of Munich supports a stronger social Europe, aiming to create equal opportunities and fair chances for all. This is considered one of the most important responsibilities of local authorities. Munich is dedicated to improving the quality of life in the city and fostering a sense of cohesion among NGOs, citizens, and local authorities. Active support for employment, regardless of one's social background, is therefore a primary focus.

Commitment to Pledge 4 "Active support to employment"

Unemployment is one of the most significant challenges for Europe and its individual regions. In addition to traditional unemployment, Europe is also affected by the transformation of the labour market. Qualifications and requirements are changing, and digitalisation is altering tasks and entire industries. At the same time the demand for skilled workers on the local labour market in certain sectors is rapidly increasing.

- **Munich Employment and Qualification Programme**

Therefore, the state capital of Munich launched already in 1993 a special municipal labour market programme called the "Munich Employment and Qualification Programme (MBQ)" to monitor and address local current labour market challenges. With almost 100 projects today the programme improves the prospects of those seeking support on the Munich labour market: the (long-term) unemployed, people returning to their careers, single parents, skilled workers, young people, students, graduates, and small companies.

Migrants and refugees have been a part of the MBQ target groups from the very beginning and recently refugees from Ukraine have turned into a regular group of support among some MBQ projects. The MBQ consists of four areas of support:

- Reducing long-term unemployment
- Promoting occupational equality
- Supporting the transition from school and university to the labour market
- Enhancing competencies and securing skilled staff in companies and industries

The MBQ offers counselling, training and further education, retraining, and employment opportunities for individuals seeking support in the Munich job market. The central objective is the professional and social integration of people into the labour market, as well as supporting businesses in securing skilled workers. The service portfolio of the MBQ includes job and training fairs, offers for migrant companies as

well as targeted projects and measures for the recruitment of workers, junior staff and specialists, among others in the IT sector, hotels and restaurants and in particular in the health and care sector.

The City of Munich is thus making a contribution to sustainable employment opportunities as well as to the labour supply of the Munich economy, especially in sectors with a clear shortage of skilled workers.

- **Third labour market**

With the "Third Labour Market" programme, which is also part of the MBQ, the City of Munich has established an innovative employment policy pillar that offers long-term unemployed persons opportunities for long-term socially insured jobs at the social enterprises.

Each year, around 1,100 employment opportunities and retraining courses, around 3,000 qualifications and counselling sessions, and 130 support measures for participants in the "Third Labour Market" can be financed. Around 6,000 long-term unemployed persons and career re-entrants are being qualified and accompanied every year in the two large MBQ program areas "Social Enterprises" and "Work Prospect projects Joint Project Perspective Work (VPA)".

For all these purposes the City Council is making around 23 million euros per year available to the Department of Labour and Economic Development for the implementation of the MBQ. The MBQ is the largest municipal labour market program in Germany and an expression of a solidary urban society. The Munich Employment and Qualification Programme serves as a meaningful complement to statutory employment promotion. Close collaboration is carried out with the Munich Job Center and Munich Employment Agency, local chambers and various social service providers.

The MBQ projects, serving as a pool for candidates for the local companies are also involved in the exchanges with experts groups coordinated by the Department of Labour and Economic Development with local labour market actors and industries. For example, challenges and potential of digitisation for care are discussed in a joint industry dialogue between experts from the field of care and local tech companies in regular workshops "digital health&care" or forum "CareMeetsTech". The exchange brings the responsible from care facilities, the training and further education sector in care as well as representatives of selected technology companies and start-ups as well as representatives of science and research. The aim is to discuss the challenges and potential of digitisation for care in order to jointly explore design options for the Munich area and also to work on project and design ideas.

- **International labour and skilled workers**

In Munich in 2022, 22.4% of jobs subject to compulsory social insurance were filled by foreigners. This requires the city of Munich to develop specific measures for international workers and professionals.

- **amiga Career Centre for International Professionals**

This MBQ project has been established as a central contact point for international professionals, graduates and students who are seeking to enter the Munich labour market. Around 500 talents from all over the world each year can find here a comprehensive range of individual consultations (150 per year) and almost 30 annual events beginning with seminars and individualized and industry-specific offers up to the digital job fair. amiga works hand in hand with strong partners and volunteers from the areas of education, work and business.

- **ReDI School of Digital Integration in Munich**

The ReDI School of Digital Integration in Munich, supported by the MBQ, offers migrants and refugees courses in digital skills to prepare them for starting work. The courses are suitable for beginners and more advanced participants aged 11 to 60+. In addition to digital courses, the ReDI School also offers career support services and a large IT and digital business network (over 300 companies) to provide optimal support for the future IT professionals (since 2017 almost 1700 participants in the IT qualification programmes).

- **The Information Centre for Migration and Work**

The centre is an initial point of contact and information point for migrants from the EU member states who are looking for gainful employment in Munich. This applies in particular to migrant workers from the south-eastern member states of Bulgaria and Romania, who find themselves in a precarious living situation. The information centre provides around 4200 counselling per year in five languages and achieves 80 successful job matching in their recruitment programme. Through the low-threshold individual and group work, those seeking advice should improve their language skills and acquire basic knowledge of the general conditions for taking up work in Munich.

- **Advisory Service for Recognition of Foreign Qualifications**

The Advisory Service for Recognition of Foreign Qualification in the Department of Social Services is aimed at people who have acquired a professional qualification abroad and would like to work in their profession in Germany. The foreign professionals are advised on the possibilities of professional recognition and, if necessary, also supported in the application process and accompanied through the recognition procedure. The demand for counselling in 2022 is unabatedly high and increased further due to the demand from Ukrainian refugees. 12% of the requests made in 2022 alone came from people from Ukraine. 5,540 counselling sessions were provided. The largest professional groups requesting advice from the Service centre are pedagogical degrees, followed by doctors and engineers.

- **MigraNet plus Munich Region in the funding programme Integration through Qualification (IQ)**

Another major building block for the integration of professionally qualified migrants from abroad is the MigraNet plus project network. MigraNet plus is funded by the Federal Ministry of Labour and the European Social Fund (ESF), funding programme IQ Integration through Qualification, with a funding volume of approximately €7 million for nine projects in the period 2023 - 2025.

The aim of the network of nine sub-projects is to support the labour market integration of migrants and refugees with a focus on the following areas:

- Recognition of foreign qualifications
- Development of needs-oriented adaptation qualifications and counselling of labour market actors as well as cooperation between companies.
- Participation in the implementation of the Skilled Workers Immigration Act

- **Inclusion and Integration of refugees**

The Department of Social Services offers targeted measures for refugees to support their entry into social life and work.

- **Integration Counselling Centre for Language and Employment (IBZ)**

The IBZ is a central municipal contact point for refugees and immigrants aged 16 and over, regardless of their country of origin or residence status. Those seeking advice first receive important initial information and counselling on the possibilities of accessing educational opportunities and labour market integration. Depending on their individual needs, clients are placed in German courses, school programmes or qualification measures. In 2022, the IBZ conducted more than 6,000 counselling sessions, representing around 2,900 people from 81 countries.

- **Funding projects on counselling and education and qualification after migration**

Many citizens with experience of international migration need special support in order to manage their entry into qualified employment. The Department of Social Services supports more than 60 projects for social counselling, empowerment, and participation in social life with a volume of about €6 million. Eight of these were started last year to support refugees from Ukraine. Another 60 projects with a volume of around €9 million are preparing people for qualified employment. The projects support German

language learning and job-related German courses, offer qualifications, bridges to and support in training, as well as follow-up and adaptation qualifications for people with qualifications acquired abroad. A total of approximately 2,000 places are currently available in these projects.

- **FiBA+ Accompanying refugees sustainably into education, training and work**

The FiBA+ network is funded by the Federal Ministry for Labour and Social Affairs and the European Social Fund Plus (2022-2026, funding approx. € 3.4 million). The overall coordination and counselling services are in the hands of the municipalities. Through the FiBA+ network, the City of Munich implements numerous activities to sustainably integrate the highly disadvantaged group of asylum seekers and refugees into the regional labour market.

Summary of key actions of the pledge

To provide active support to employment, Munich is committed to:

- Pursue its Munich Employment and Qualification Programme (MBQ) in order to finance each year around 1,100 job opportunities and retraining courses, around 3,000 qualifications and counselling sessions, 130 support measures for participants in the "Third Labour Market" and more than 30 social enterprises in Munich as a funder and coordinator.
- Through MBQ projects continue actions to bridge the skill gap among qualified people and industries in Munich, especially in the IT, health care, construction and future sectors in badly need for skilled staff and run information campaigns among local companies for potentials of migrants and refugees living in Munich.
- Continue its Advisory Service for Recognition of Foreign Qualifications by providing over 5,000 counselling sessions a year.
- Reinforce the integration of professionally qualified migrants from abroad within the framework of MigraNet plus Munich Region with a funding of €7 million for the period 2023 – 2025.
- Support the Integration Counselling Centre for Language and Employment that benefits 2,900 people each year.

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Munich, on



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