



Migration of professionals to Germany

Results of the qualitative online forum for LinkedIn DACH

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1. Key Results (1)

Reasons for migration

- The most important factors for migration of the participants were the economic situation in their home country and career perspectives/professional development. For some participants the move to Germany was driven by personal reasons.

Job search

- All participants used the internet as main information source of job offers. Job search engines and business networks, especially LinkedIn proved to be crucial tools. Moreover, company websites and headhunters played an important role while personal contacts were of less importance.

Job satisfaction

- Overall, all participants state to be (highly) satisfied with their current job as they appreciate the work-life balance, their superiors and colleagues. However, some of them complain about hindered career development mainly due to language barrier and a lack of challenges.

German Culture

- Typical Germans are perceived as strictly following the rules, reliable, punctual, but somewhat uncreative and inflexible. Because of insufficient German language skills and suboptimal communication most respondents see natives as distant and consider it difficult to make “real” friends with them.
- Public services such as transportation received much praise, while bureaucracy was criticized.

1. Key Results (2)

Job opportunities for partners

- In general, the biggest problem the partners face during their job search is a lack of German language skills. Additionally, formal requirements are an obstacle in particular for non-Europeans.
- Career perspectives for partners were evaluated slightly less satisfactory as the alternatives for the participants themselves.

Satisfaction with education for children

- The German education system has generally a good reputation among the respondents.
- A hot topic among the participants having children was the long waiting time of kindergarten spots.

Improvements on job search

- An English search function within job search engines was the most frequently named feature.
- In terms of business networks the respondents suggested special forums bringing together expats and interested HR managers.

Pros and cons

- All in all, the participants evaluate (their) working conditions and career perspectives together with work-life balance much better than in their home countries.
- Compared to their home countries, the respondents find social life in Germany worse, which does not make them feel fully integrated.

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2. Methodology

- Method: Qualitative Online Forum with 15 professionals who moved to Germany within the last 12 months and live already at least 6 months in Germany
- Recruitment: All participants were recruited by and through the LinkedIn network using an online screening questionnaire
- The Sample is not representative but shows general trends regarding migration of professionals
- The Online Forum was conducted from July 15th until July 31st 2013 with the following schedule:
 - 1st topic (July 15 to July 18): Reasons for Migration
 - 2nd topic (July 18 to July 21): Information Collection and Job Satisfaction
 - 3rd topic (July 22 to July 25): German Culture
 - 4th topic (July 25 to July 28): Career Opportunities for Spouses/Partners and Educational Opport. for Children
 - Wrap-up of all topics (July 29 to July 31): Pros and Cons of Migration and Integration
- All participants received several questions regarding each topic. Participants could only see the answers of the other participants after entering an answer to each topic.
- Incentive: 100 Euros (Amazon coupon) and a premium LinkedIn membership for one year

2. Methodology | Sample of Participants

LinkedIn recruited 22 professionals for the online forum. The following 15 professionals participated actively in the online forum and answered all questions and tasks of each topic:

Nr.	First name	Age	Job title	Company Type	Home country
1	Nicholas	23	Associate Consultant	Corporation	USA
2	Lesley	29	Associate Product Marketing Manager	Corporation	France
3	Chen-Wei [William]	29	Business Development Specialist	Corporation	Taiwan
4	Tonka	27	Business Consultant	Medium Enterprise	Bulgaria
5	Anne-Cécile	31	Content Manager	Medium Enterprise	France
6	Anne-Charlotte	28	Program Buyer	Corporation	France
7	Stephanie	45	Distribution Manager	Medium Enterprise	USA
8	Enrico	26	Online Marketing Consultant	Medium Enterprise	Italy
9	Valerie	42	Package Development	Corporation	France
10	Inma	26	Key-Account-Management	Medium Enterprise	Spain
11	Oliva	28	Social Media Coordinator	Corporation	Spain
12	Arianne	25	Intern in Digital Media Services	Corporation	Brazil
13	Aaron	31	Marketing Manager	Medium Enterprise	USA
14	Ezequiel	38	IT Engineer	Corporation	Spain
15	Paulo	37	Software Project Manager	Corporation	Brazil

2. Methodology | Impressions of the Online Forum (I)


Exchange of migration experiences


My Profile
Here you can edit your profile.

Participants
Here you can view all participants.

Forum
Exchange experiences with other professionals.

[→ Forum Overview](#)
Here you find the time schedule and other information.

[→ FAQ](#)
Here you find some information on this forum.

[→ Fifth TASK](#)
Here you find the fifth task (wrap-up of all topics)

Most active participants



Welcome Franz

Thank you very much for your participation in this study on the migration of professionals to Germany.



Aim of this online forum is to gain insights into how professionals think about the advantages or the disadvantages of working in Germany, and whether they are happy with the decision to come to Germany. We are curious about your opinion and are looking forward to your comments.

Before the online forum starts, please introduce yourself to the other participants on your profile page. For this purpose, please follow the "My profile" button on the left and take one minute to complete your profile.

The **last topic** is now online and you can answer the questions on this topic until Wednesday, July 31st.

[Continue to the FORUM](#)

In order to **finalise the first topic**, we would like you to answer two closed questions on this topic (reasons for migration). Please use the following link to access the first TASK:

[→ Continue to the first TASK](#)

In order to **finalise the second topic**, we would like you to answer one question on this topic (information collection and job satisfaction). Please use the following link to access the second TASK:

[→ Continue to the second TASK](#)

In order to **finalise the third topic**, we would like you to answer one question on this topic (German Culture). Please use the following link to access the third TASK:

Topic (please select)	Posts	New	Last post
<p>First Topic: Reasons for Migration ▶</p> <p>At the start of the online forum, we would like to learn more about your reasons and motives for migrating to Germany. Please explain in detail why you left your home ...</p>	32	0	<p>17 Jul 2013, 22:14:36, William</p> <p>Migrating to Germany out of personal and economical reasons - The econ... more ▶</p> 
<p>Second Topic: Information collection and job satisfaction ▶</p> <p>In a second stage, we would like to learn more about how you found your job in Germany and how satisfied you are with your workplace? Please answer the following quest...</p>	26	0	<p>Tuesday, 11:51:15, Nicholas</p> <p>Job - 1. How did I find my job? My girlfriend was sitting on a train t... more ▶</p> 
<p>Third Topic: German Culture ▶</p> <p>In a third stage, we would like to know what you think about German culture. What was your first impression of Germany? How would you describe a typical German? Plea...</p>	34	0	<p>26 Jul 2013, 10:02:51, Paulo</p> <p>Hi Nicholas,</p> <p>In my line of work (Software, product development, su... more ▶</p> 
<p>Career opportunities for spouses or partners and educational opportunities for children ▶</p> <p>In a fourth stage, we would like to learn more about how satisfied you are with job opportunities for your spouse or partner and how you evaluate educational opportuni...</p>	19	0	<p>Wednesday, 18:45:18, Aaron</p> <p>No spouse or children - I am not sure I can really answer this questi... more ▶</p> 
<p>Fifth Topic: Pros and Cons of Migration ▶</p> <p>Last but not least, we would like to wrap up all topics. Please think about all four discussed topics and indicate pros and cons regarding your migration to Germany. P...</p>	24	0	<p>Wednesday, 18:53:17, Aaron</p> <p>My Migration to Germany - I really liked that it was overall a smooth ... more ▶</p> 

2. Methodology | Impressions of the Online Forum (II)



Exchange of migration experiences



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[← Topic overview](#)

Fifth Topic: Pros and Cons of Migration

Last but not least, we would like to wrap up all topics. Please think about all four discussed topics and indicate pros and cons regarding your migration to Germany. Please answer the following questions:

1. What are the pros and cons regarding your migration to Germany?

- What do you like about the migration to Germany?
- And which aspects do you dislike so far?
- Are you still happy with your decision to move to Germany?

2. Overall, to which extent do you feel integrated in Germany?

- What do you miss in Germany?
- Do you consider staying in Germany for the mid-term (three to five years)?
- Do you consider staying in Germany for the long-term (more than five years)?
- Do you have the German citizenship? If not, are you going to apply for the German citizenship?

If you have any media (videos, pictures, etc.) that support your reasons and motives, you are welcome to add these to your statements.

VERY IMPORTANT: You will only see the answers and comments of the other participants after you have provided an answer to the questions above!

[Write an entry](#)

All pro...no con

#23

Wednesday, 14:00:28

Stephanie



For me, there have been many positives about moving to Germany:

- It is a rewarding challenge to live and work in a foreign country. In the US, I was quite bored in my profession and seemingly without opportunities to grow and expand my career. Living in Germany, I now have a new, long-term career path for which I am being trained (it is a technical position). I work in an international office and having colleagues from such diverse cultures and backgrounds is interesting and fun.

- Living in Germany gives me the opportunity to visit countries and experience new cultures much more easily than if I was still living in the US. Before migrating to Germany, I had not traveled abroad much - always too busy to take enough vacation time to travel abroad. Living in Germany, gives me the luxury to travel to different countries for a weekend visit.

- Living in Germany, I am experiencing a new perspective, and a healthier balance, about life and work.

I really don't have cons about migrating to Germany. Any inconvenience (for example, to register or change my home address) is part of living in a new country and abiding by Germany's laws and processes. I take such inconveniences in stride and don't see it as a con.

Likes:

- Personal and professional growth. I really feel lucky that I found my job so easily. In a way, migrating to Germany feels like it was meant to be. Having a new career direction where I am not only using my work experiences but also having the opportunity to learn new valuable skills, as well as the German language, will keep me competitive in the job market.

- I like and very much needed a more relaxed lifestyle.

- I like the opportunity to travel throughout Europe and to other parts of the world more easily than when I was living in the US.

- I like the German people, their culture, and dry sense of humor, their music and traditions.

I don't have any dislikes.

After only 7 months living in Germany, I don't yet feel integrated. From my experience of living in many cities throughout the US, I expect to feel more integrated after 1.5 - 2 years. That's the time it takes me. Until then, to feel more integrated, I must improve my German and get out more to enjoy both Berlin and Germany - both of which I can do now that I have a steady income.

Do you consider staying in Germany for the mid-term (three to five years)? Yes because of work and quality of life.

Do you consider staying in Germany for the long-term (more than five years)? Absolutely.

Do you have the German citizenship? I do not have German citizenship but will consider it depending upon time frame (I think one must live in Germany for at least 10yrs before becoming a citizen? I don't know for certain) and what the political/economic/social environment looks like then. If it is too dangerous for some odd reason, then I will not give up my US Citizenship. I don't know if dual-citizenship is possible because I have not researched it yet.

Many thanks for inviting me to this forum!

[Comment](#) [Like \(0\)](#)

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3. Results: Topic 1 Reasons for Migration | Questions

At the start of the online forum, we would like to learn more about your reasons and motives for migrating to Germany. Please explain in detail why you left your home country and migrated to Germany. Please answer the following questions:

1. Why did you leave your home country?

- How important for your decision was the economic and political situation in your home country?
- What role played your personal income and career perspectives in your home country?
- Which other factors influenced your decision to leave your home country?

2. Why did you migrate to Germany?

- How important for your decision was the economic and political situation in Germany?
- What role played your personal career perspectives and expected income in Germany?
- Which other factors were important for you?

3. Results: Topic 1 Reasons for Migration | Push Factors

Why did you leave your home country?

"I left my home in Spain, due to the current crisis that is hitting the country so hard. The Economic reason is the main one."
(Ezequiel, 38, Spain)

Economic situation (5)

"I left America because I was wanting something new. I come from New York City and was ready to see the world basically and gain some new experiences."
(Aaron, 31, USA)

New experiences (6)

"I always considered Germany as the capital of engineering, and as an engineer always wanted to work for a German company, here."
(Paulo, 37, Brazil)

Career perspectives (8)

New skills abroad (10)

"...the ability to develop myself in different aspects: living abroad is a great experience to open your mind which shapes your personality and of course from the professional perspective, it leads me into an international and competitive environment."
(Oliva, 28, Spain)

Another personal reasons (3)

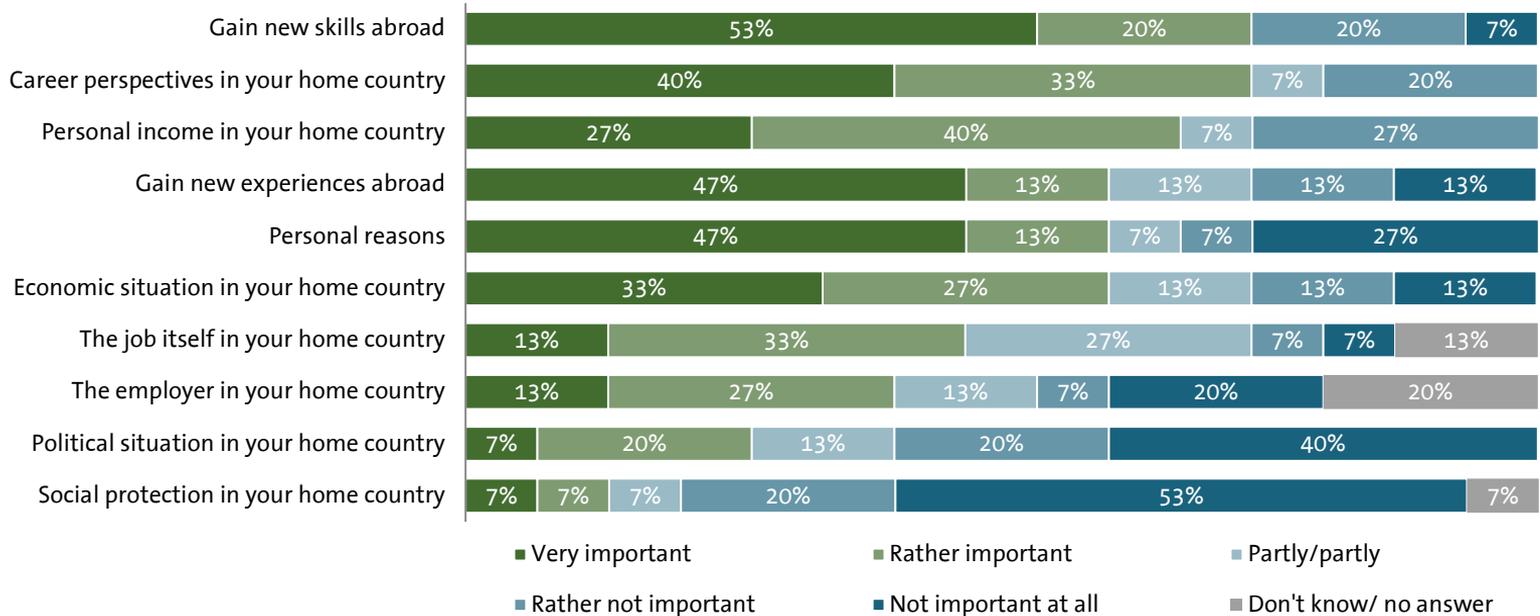
Low income (7)

"I also have to admit that the current situation in France was also in favor of my expatriation - more interesting and better paid jobs here in Germany."
(Anne-Charlotte, 28, France)

3. Results: Topic 1 Reasons for Migration | Push Factors

At the end of the first topic, the participants received the following question:

Why did you leave your home country? How important for your decision were the following reasons?



Base: All active participants (n=15)

3. Results: Topic 1 Reasons for Migration | Pull Factors

Why did you migrate to Germany?

“The biggest reason behind moving to Germany was the opportunity to work for Daimler in their capital city (Stuttgart), close to their headquarters.”
(Paulo, 37, Brazil)

“Moving to Germany allowed me to go from the PM function back to the expert function and the salary hike was about 40%.”
(Valerie, 42, France)

“I knew that the Germans were much more open to English speakers and are friendlier.”
(Lesley, 29, France)

Career perspectives (9)

Income (8)

Germany: culture and people (7)

Economic situation (12)

Political situation in Germany (1)

Social benefits from the German government (2)

Geographic location (2)

Personal reasons (8)

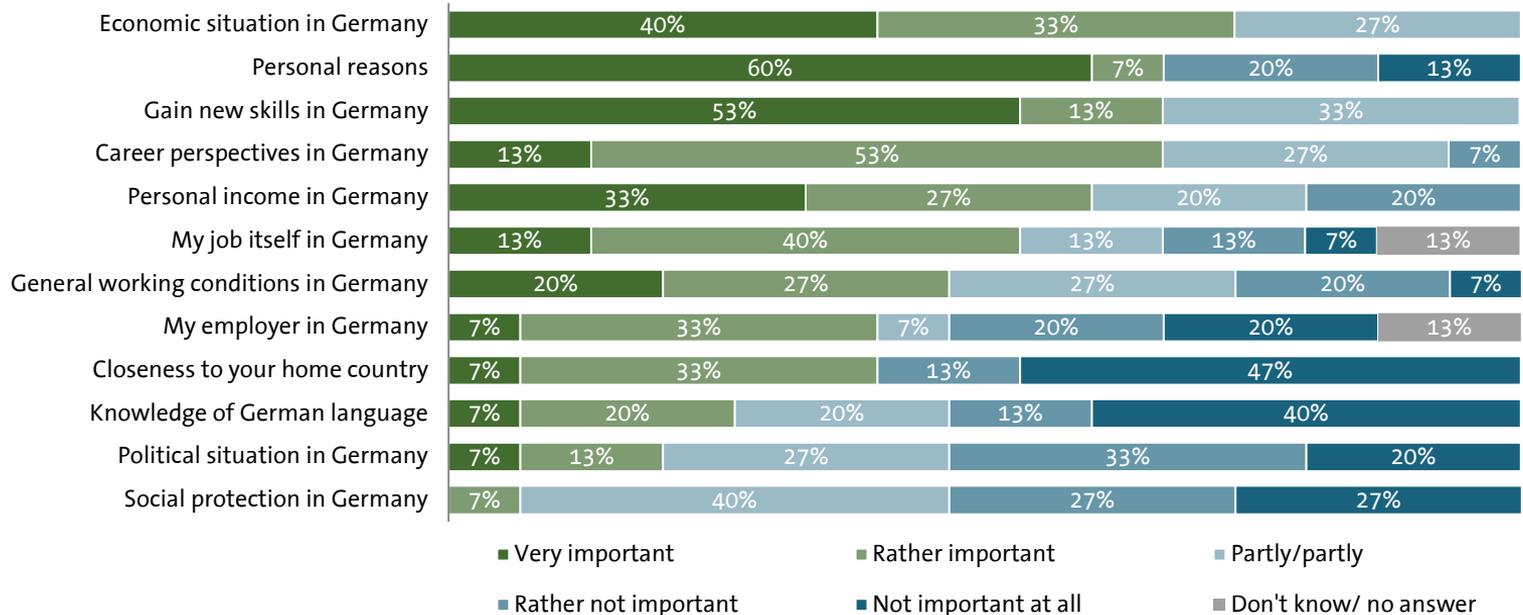
“I had knowledge about the economical situation of Germany because of my studies, but all theoretically, actually I had never been to Germany and had no idea how it was in fact, I just followed the "rumors" saying that Germany was a powerful country.”
(Inma, 26, Spain)

“The main reason why I moved to Germany was that my partner lived here and after having been in a distant relationship for a while it was a decision to be taken by one of us.”
(Oliva, 28, Spain)

3. Results: Topic 1 Reasons for Migration | Pull Factors

At the end of the first topic, the participants received the following question:

Why did you migrate to Germany? How important for your decision were the following reasons?



Base: All active participants (n=15)

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3. Results: Topic 2 Information Collection and Job Satisfaction | Questions

In a second stage, we would like to learn more about how you found your job in Germany and how satisfied you are with your workplace? Please answer the following questions:

1. How did you find your job in Germany?

- How did you collect information about working in Germany in general?
- What role played personal contacts, media, public institutions, recruiting events and social networks like LinkedIn or facebook when searching for information on job opportunities?
- How did you contact your current employer?

2. What are the top five high- and lowlights of your job in Germany?

- What do you like about your job in Germany, and why?
- And which aspects do you dislike so far, and why?
- How satisfied are you with your job overall? Please consider your job tasks, your personal income, your (German) colleagues, your career perspectives, your work-life balance and your superiors.

3. Results: Topic 2 | Information Collection

How did you find your job in Germany?

“A friend of mine who lives in Germany recommended some sites like XING or StepStone. I started out by just creating a XING account and making as many contacts as I could. I would for sure recommend anyone in Germany to have a XING or LinkedIn account. LinkedIn is becoming more known here which is good because it is more international than XING.” *(Aaron, 31, USA)*

“The most important thing is that one should use LinkedIn to create face-to-face opportunity, from LinkedIn contacts into real personal contacts. Other channels are not useful for me.”
(William, 29, Taiwan)

“That’s actually how I found my job: on a Facebook group dedicated to French people in Berlin [...]. I think that using social media, either informal ones like Facebook, or more professional ones like LinkedIn is crucial.”
(Anne-Cécile, 31, France)

Use of LinkedIn (13)

Use of Facebook & other social media (5)

Use of XING (6)

Information from personal contacts (5)

Use of company websites (5)

Contacted directly by employer (3)

Use of job portals (6)

Use of expats websites (5)

Headhunters/ Recruiters (4)

Online job ad (3)

“I had been networking through several groups in Munich (EPWN, Toytown, Internations) and had met many people that sent my resume on to their companies.” *(Lesley, 29, USA)*

“I was firstly contacted via LinkedIn, and a position in Germany was offered to me. Time ago, I got rid of employment websites [...] and empowered my LinkedIn profile as much as possible, and luckily it worked!” *(Ezequiel, 38, Spain)*

3. Results: Topic 2 Job Satisfaction | Highlights of the job

What are the top five highlights of your job in Germany?

“My job offers work/life balance: people actually take a lunch break away from their desks and I receive 5 weeks vacation and it is not necessary to work on the weekends or late nights.” *(Stephanie, 45, USA)*

Work-life balance (9)

Training in the company (1)

„Good salary. 40% over Spain.“
(Ezequiel, 38, Spain)

Salary (6)

German language improvement (1)

„I am free to choose at my job what I want to do and how, in which area I want to develop, how to organise my work... I never felt this freedom before.“
(Inma, 26, Spain)

Autonomous work-style (4)

Job security (1)

Office atmosphere (11)

Appreciation (2)

“My company is very relaxed, we have social activities, we celebrate birthdays and it’s a second family.” *(Aaron, 31, USA)*

International staff (7)

“The best thing about working in Germany is the cultural exchange. I work with people from Germany, Russia, Spain, Peru, India... That creates an experience that might not exist in other countries.”
(Arianne, 25, Brazil)

3. Results: Topic 2 Job Satisfaction | Lowlights of the job

What are the top five lowlights of your job in Germany?

“One needs to speak German to be able to fully integrate with the colleagues. Otherwise from time to time you will be left over for a discussion.”
(William, 29, Taiwan)

Language barrier (5)

„It’s still extremely difficult to be taken seriously or promoted to an upper management role unless you’re older. They reserve those positions for „older“ more experienced (by years , not necessarily work) individuals.“
(Aaron, 31, USA)

Slowly evolving career (6)

Salary (1)

Narrow-minded people (3)

No flexible working hours (1)

Problems with integration (1)

Bad management (2)

Difficulties with co-workers (4)

High workload (2)

Lack of challenges (5)

“Some people are not open-minded in regards to foreigners, and expect them to act exactly like a German.”
(Paulo, 37, Brazil)

„My job is extremely specific and it becomes repetitive after a while. There is not so much to learn after few months.“
(Enrico, 26, Italy)

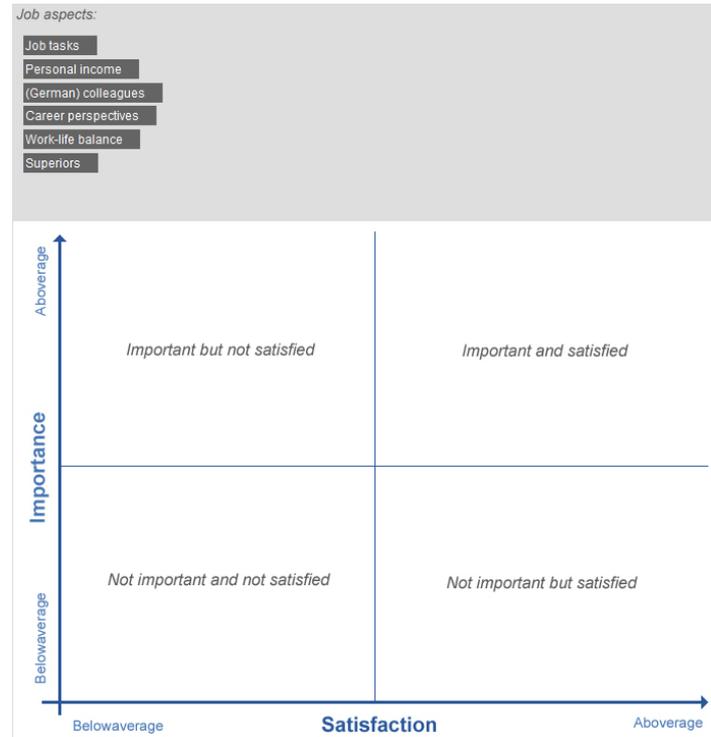
3. Results: Topic 2 Job Satisfaction | Task

The participants received the following question at the end of the second topic:

In order to finalize the second topic, we would like you to answer one question on this topic (information collection and job satisfaction).

Please indicate how important the following aspects are for your overall job satisfaction and how satisfied you are with these aspects of your job at the moment? Please assign each of the following aspects to one of the four quadrants.

Please note the higher you position the aspect, the more important it is for you. The further to the right you position the aspect, the more satisfied you are with it.



3. Results: Topic 2 Job Satisfaction | Result of Task

Please indicate how important the following aspects are for your overall job satisfaction and how satisfied you are with these aspects of your job at the moment?

The aspect work-life balance receives the highest satisfaction score, followed by superiors and (German) colleagues. Personal income is the most important aspect for the participants and is evaluated above-average regarding satisfaction.

The satisfaction regarding **career perspectives** is below average but at the same time of above-average importance for the overall satisfaction.



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3. Results: Topic 3 German Culture | Questions

In a third stage, we would like to know what you think about German culture. What was your first impression of Germany? How would you describe a typical German? Please answer the following questions:

1. What is your opinion on German culture?

- What did you hear about Germany before you moved here?
- Did you feel welcome warmly when you arrived in Germany?
- Do you speak German? How would you grade your German language skills (basic, intermediate or proficient)?
- What were obstacles you found when moving to Germany?

2. How would you describe a typical German person?

- Please imagine a typical German person. Which adjectives come spontaneously to your mind?
- What do you like about Germany and the Germans so far?
- And which aspects do you dislike about Germany and the Germans so far?

3. Results: Topic 3 German Culture | “Hot Topics”

The topic German Culture evoked a lively discussion in the online forum.

German Language



How German sounds compared to other languages

- „I thought everyone might enjoy a chuckle from this YouTube video [:-) happy, funny, ironic].“ (Stephanie, 45, USA)
- “Hi Stephanie! I was about to post the same funny video :-).“ (Enrico, 26, Italy)

Punctuality



- „Amazing how many people find that Germans are punctual!“ (Valerie, 42, France)
- “If you are late, you'd better to have a good excuse.” (Ezequiel, 38, Spain)
- “At my office, if we are 5 minutes late, they look bad at us.” (Arianne, 25, Brazil)

Rule follower



- “Thank god someone else feels this way [i.e. I don't share the rule-oriented system]”. (Nicholas, 23, USA)
- “And that face when you forget to put the purchase separator at the queue of the supermarket...” (Ezequiel, 38, Spain)

3. Results: Topic 3 German Culture | Characteristics of Germans

How would you describe a typical German person?

"I think Germans are anchored in rules and laws, and have serious difficulties to solve problems informally, on a personal level."
(Ezequiel, 38, Spain)

Adheres to rules/organized (7)

"They all follow the rules 100% of the time when it comes to crossing the street on red, even if it's 3am with no cars in sight. They always buy tickets for the metro and are very punctual."
(Lesley, 29, France)

Strictly separates business and privacy (2)

"They [the Germans] keep their private and business life very separate."
(Valerie, 42, France)

"The Germans are also known for the punctuality and being 'cold'. The punctuality aspect is certainly true."
(Arianne, 25, Brazil)

Punctual (3)

**Somewhat distant/
not easy to become
friends with (6)**

"From a first perspective they seem cold but I think once you get to 'du' level with them, you can make a friend for life."
(Arianne, 25, Brazil)

"I also like the fact they [the Germans] are direct."
(Paulo, 37, Brazil)

Honest/direct (5)

"When I moved here they [the Germans] weren't cold hearted at all they just were honest."
(Aaron, 31, USA)

Reliable/Efficient (3)

"The typical German person for me is not extremely extrovert, a little bit cold and rigid but very reliable and efficient."
(Enrico, 26, Italy)

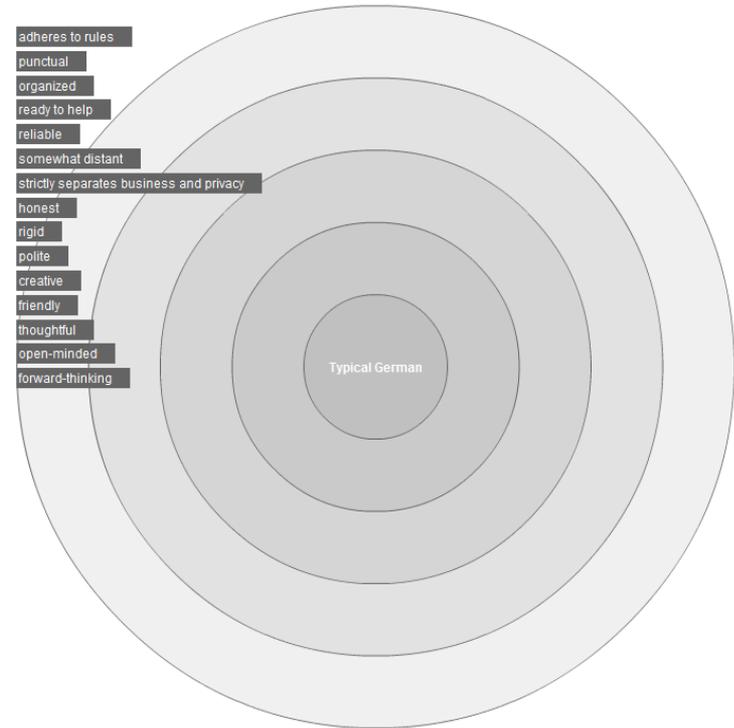
3. Results: Topic 3 German Culture | Task

The participants received the following question at the end of the third topic:

In order to finalize the third topic, we would like you to answer one question on this topic (German culture).

Please use the following words to express your personal opinion about characteristics of German people.

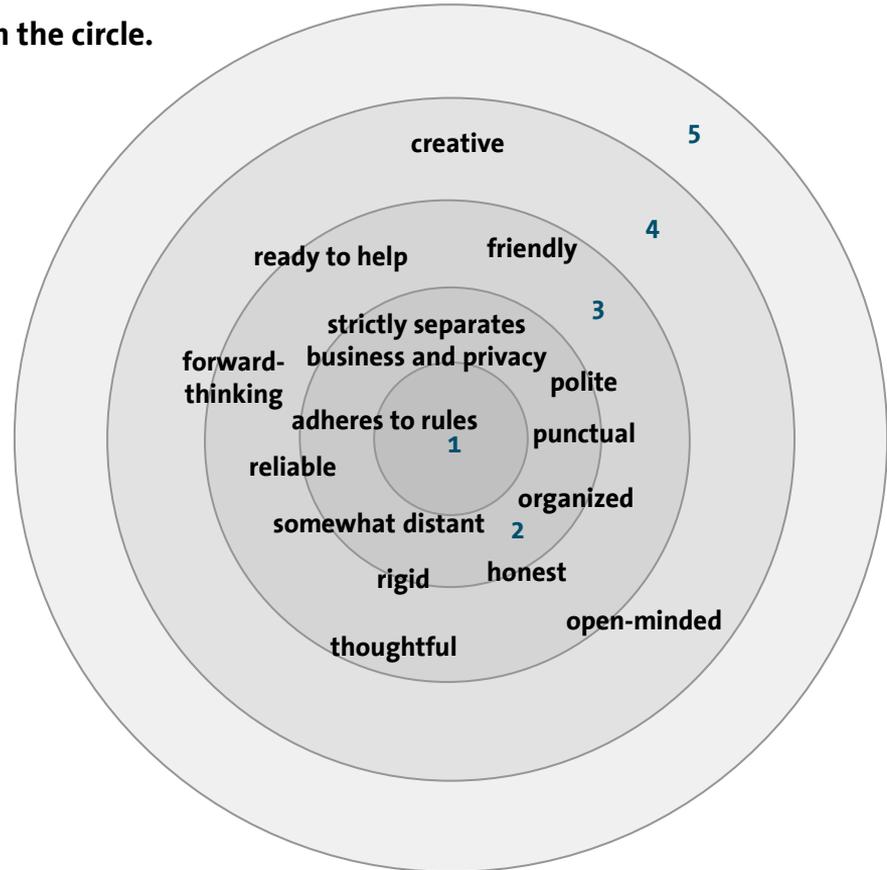
Please position each of the following attributes within the circle. The more typical German you consider a particular attribute the closer to the center you should place it.



3. Results: Topic 3 German Culture | Result of Task

Please position each of the following attributes within the circle.

Attributes of a “typical German”	Ø Mean Rank
adheres to rules	1,5
strictly separates business and privacy	1,8
somewhat distant	2,3
organized	2,4
punctual	2,4
polite	2,4
honest	2,5
rigid	2,5
reliable	2,6
forward-thinking	3,1
thoughtful	3,1
ready to help	3,2
friendly	3,2
open-minded	3,8
creative	4,1



3. Results: Topic 3 German Culture | Likes & Dislikes of Germans/Germany

What do you like/dislike about Germany and the Germans so far?

Likes

- “Since the rules are followed, I can rely on the system.”
(Anne-Cécile, 31, France)
- “I like the fact that **Germany is so clean** which comes from them always following the rules. They're also very **reliable**.”
(Lesley, 29, France)
- “The **public services** just work.” *(Paulo, 37, Brazil)*
- “They are hard-workers and are **always ready to help** in case you need it.” *(Inma, 26, Spain)*
- “**Punctuality**, everything is on time [...] **reliability**: things, tools, machines, engines...they work!” *(Ezequiel, 38, Spain)*
- “I very much appreciate the **work/life balance** in Germany.”
(Stephanie, 45, USA)

Dislikes

- “The bad side is that they're **so organized** that you need to plan 6 months ahead vacation or everything is already full!.”
(Anne-Charlotte, 28, France)
- “The other side of the medal is [...] it's not flexible at all. Everything has a **long bureaucracy** process even though quick and fast reaction would be needed to stay competitive.”
(William, 29, Taiwan)
- “What I dislike is the **excessive degree of bureaucracy**, the rigidity, [...] and sometimes people tend to be arrogant.”
(Enrico, 26, Italy)
- “My blood is hotter, I like crossing roads with red light if there are no cars near...” *(Ezequiel, 38, Spain)*

3. Results: Topic 3 German Culture | Obstacles

What were obstacles you found when moving to Germany?

“Administrative hurdle: need an anmeldung to sign the contract, but need a contract to find a place, etc.. Lack of flexibility of administration”
(Anne-Cécile, 31, France)

“[...] not easy to make friends with Germans”
(William, 29, Taiwan)

„The cold welcome from the Germans made me need some time to adapt.”
(Inma, 26, Spain)

Public administration and institutions (8)

People (6)

Problems fitting in (3)

Language barrier (12)

Apartment search (4)

Job search (2)

Beaurocracy (7)

“[...] learning the language was the hardest thing about moving to Germany. Without at least a basic knowledge I found that it was easy to either misunderstand or get taken advantage of from companies and landlords.”
(Aaron, 31, USA)

“Everything just takes longer with more red tape and much more paperwork involved.”
(Lesley, 29, USA)

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3. Results: Topic 4 Job Opportunities (Partners) & Educational Opportunities (Kids)

In a fourth stage, we would like to learn more about how satisfied you are with job opportunities for your spouse or partner and how you evaluate educational opportunities for (your) children in Germany? Please answer the following questions:

1. How satisfied are you with the job opportunities for your spouse or partner in Germany?

- How do you evaluate the job opportunities for your spouse or partner in Germany?
- How did your spouse or partner manage to find a job?
- What role played personal contacts, media, public institutions, recruiting events and social networks like LinkedIn or Facebook when searching for information on job opportunities? Did you ask for help from public authorities and if yes, how did they help you?
- How satisfied is your spouse or partner with his or her job?

2. How satisfied are you with the educational opportunities for children in Germany?

- How do you evaluate the educational opportunities for children in Germany in general?
- If you have children, do you or are you going to send them to school in Germany resp. if you had children, would you send them to school in Germany?

3. Which potentials do you see in order to improve job search services for migrants?

- In retrospect and in general: Which services did you lack when searching for information on job opportunities? Please differentiate between public institutions and online networks if possible?

3. Results: Topic 4 | Satisfaction with job opportunities for a partner

How satisfied are you with the job opportunities for your spouse or partner in Germany?

Likes

- “My husband also works as engineer in the automotive industry, that’s why we moved to Bavaria – knowing there were also **good chances** for him to find a work fitting to his expectations. In the end we were lucky because he managed to get transferred internally within his previous French company - being promoted and without probation period.” *(Anne-Charlotte, 28, France)*
- “I have to say I am very satisfied. I found my job in Germany while I was still living in Italy and my girlfriend found a job in Berlin in about **one month**. She doesn’t speak German but Berlin is very international and **many jobs in English** can be found.” *(Enrico, 26, Italy)*

Dislikes

- “For Europeans it is quite easy to find a job and have good career opportunities, but for not-Europeans It is **almost impossible**. My partner can just stay in Germany for a short time without work permission.” *(Inma, 26, Spain)*
- “My wife has a PhD in Forrest Engineering, and has yet to improve her language skills, but we have a 3 year old son and it was **absolutely impossible** to find a spot in a Kindergarten, so she could spend time learning German, and then looking for a job, or networking.” *(Paulo, 37, Brazil)*
- “**Career perspectives** and **income** were the main reasons why my husband moved to Germany. But for me, Berlin is a real **struggle** on the salary perspective: I had to **cut my previous salary** by over 35%.” *(Anne-Cécile, 31, France)*

3. Results: Topic 4 | Satisfaction with educational opportunities for children

How satisfied are you with the educational opportunities for children in Germany?

Likes

- “Children here are encouraged to **think out of the box** while still getting a deep knowledge. They are getting a happy childhood **without so much pressure**. Pressure on children in Asia is too much, they are trained to just cram, to learn everything by heart, not to have any opinion but just to follow.” *(William, 29, Taiwan)*
- “I think children have really **good education** opportunities in Germany. Compared to Spain the level and development of children at any age is **much higher**, even if in Spain children start going to school later. When I have children, I would like them to go to a German school and study here.”
(Inma, 26, Spain)

Dislikes

- “We quickly discovered that the German way for young kids is **not what we want**: just let the kids play, without boundaries or education, until they enter first grade at 6. [...] I don’t like the big sudden discrepancy between kindergarten and school (**all play, and then all work**).” *(Anne-Cécile, 31, France)*
- “We have a 3 year old son, and in Stuttgart it was **absolutely impossible** to find a spot in a kindergarten. [...] It is pretty common for the parents to reserve a spot in a kindergarten when the baby is still to be born (and they will hopefully get a spot 3 years later.” *(Paulo, 37, Brazil)*

3. Results: Topic 4 | Potentials to improve job search services for migrants

In retrospect and in general: Which services did you lack when searching for information on job opportunities?
Please differentiate between public institutions and online networks if possible?

Online Services

- 1. Website for expats**
 - „one-stop reliable source“
 - „some real data for expats“
 - comprehensive information for migrants (e.g. visa, working conditions, resume/CV formats)
- 2. Job search websites**
 - Job search engines for English speakers to make “job search more time-efficient”
- 3. Business Networks, esp. LinkedIn**
 - Active involvement of companies
 - Promoting the dialogue between foreign professionals and HR managers



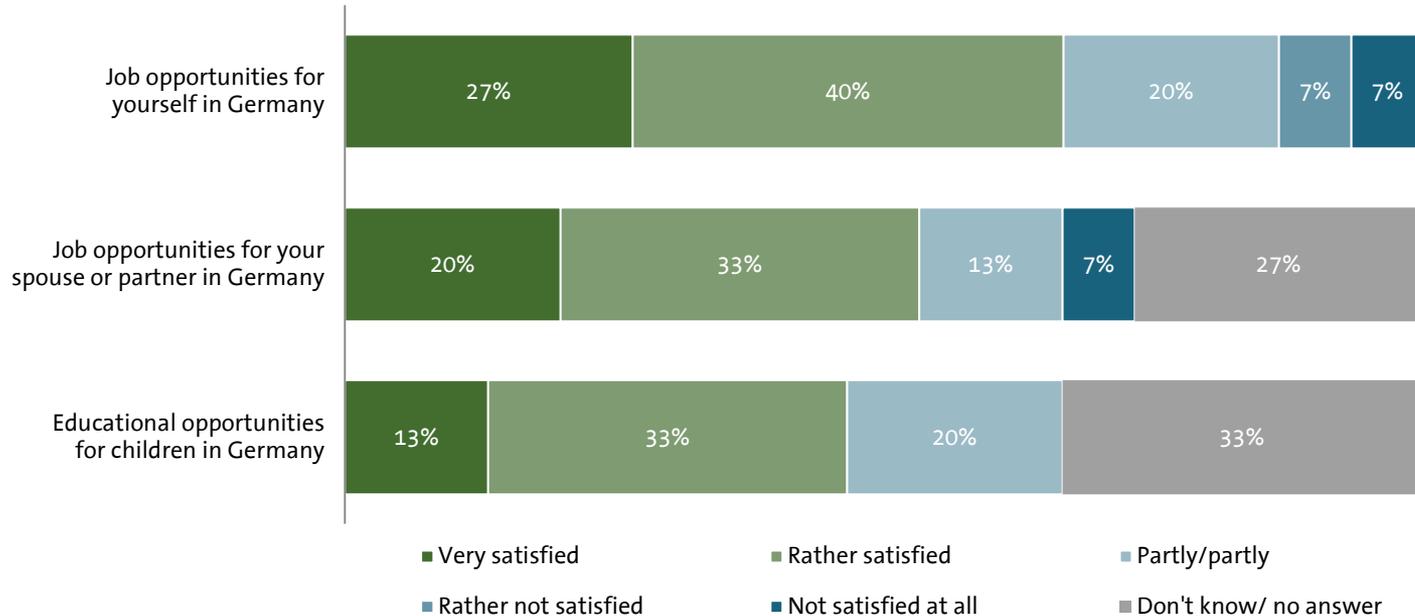
Public Institutions

- 1. Services in other languages than only in German**
- 2. Special services for migrants**
 - Workshops for foreigners/migrants by several institutions (e.g. Auslandsamt, Finanzamt)
 - Workshop „do’s and don’t in Germany“ (e.g. German CV, cover letter, dress code standards)
- 3. Minimize barriers in order to receive support**
 - Currently the “conditions to receive their help are not reasonable.”

3. Results: Topic 4 | Results of task

At the end of the fourth topic, the participants received the following question:

How satisfied are you with the following aspects on a scale from 1 „Very satisfied“ to 5 „Not satisfied at all“?



Base: All active participants (n=15)

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3. Result: Topic 5 Wrap-up of all Topics | Pros and Cons of Migration

Last but not least, we would like to wrap up all topics. Please think about all four discussed topics and indicate pros and cons regarding your migration to Germany. Please answer the following questions:

1. What are the pros and cons regarding your migration to Germany?

- What do you like about the migration to Germany?
- And which aspects do you dislike so far?
- Are you still happy with your decision to move to Germany?

2. Overall, to which extent do you feel integrated in Germany?

- What do you miss in Germany?
- Do you consider staying in Germany for the mid-term (three to five years)?
- Do you consider staying in Germany for the long-term (more than five years)?
- Do you have the German citizenship? If not, are you going to apply for the German citizenship?

3. Result: Topic 5 | Pros and Cons of Migration

1. What are the pros and cons regarding your migration to Germany?



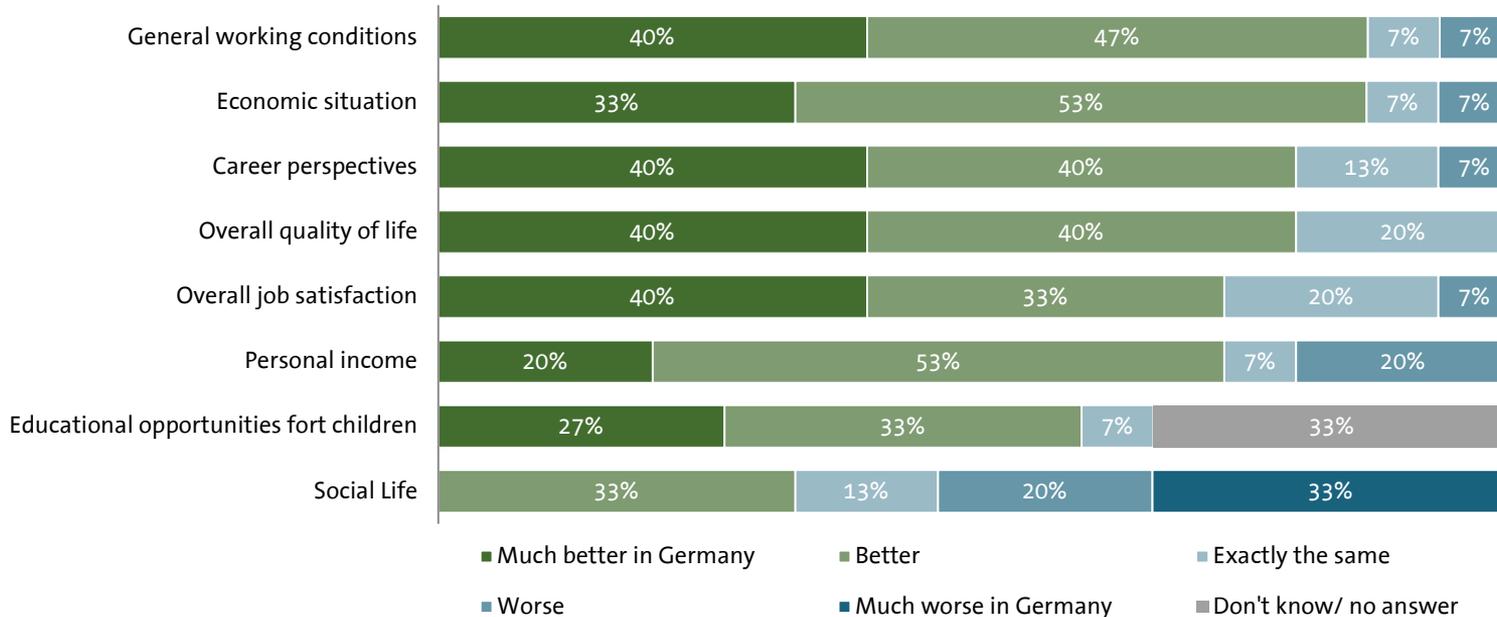
- “Nothing beats the Work/Life balance found in Germany.”
(Paulo, 37, Brazil)
- “I like my life style and quality of life: medicine, health, sports, travelling” *(Tonka, 27, Bulgaria)*
- “Even though I live in an expensive city, the cost of living in Germany is not so high, compared to what one earns.”
(Arianne, 25, Brazil)
- “Finding a job with colleagues and a boss that I truly enjoy, while also receiving healthcare and plenty of days off.” *(Lesley, 29, USA)*
- “Great professional opportunities, security, economical and political stability” *(Oliva, 28, Spain)*



- “It is indeed very hard to “make friends” with the natives”
(Paulo, 37, Brazil)
- “I miss here [...] the way of socializing and the facility of making friends like in Spain and in Ireland.” *(Oliva, 28, Spain)*
- “There are many job offers just for people with German as mother tongue and they don’t even consider your application, it doesn’t matter if you speak perfectly.” *(Inma, 26, Spain)*
- “Low flexibility (in how people think and in contracts as well), cold weather and cold people” *(Enrico, 26, Italy)*
- “Beside a social network I’d say... food mostly” *(Valerie, 42, France)*

3. Result: Topic 5 Wrap-up of all Topics | Result of Task

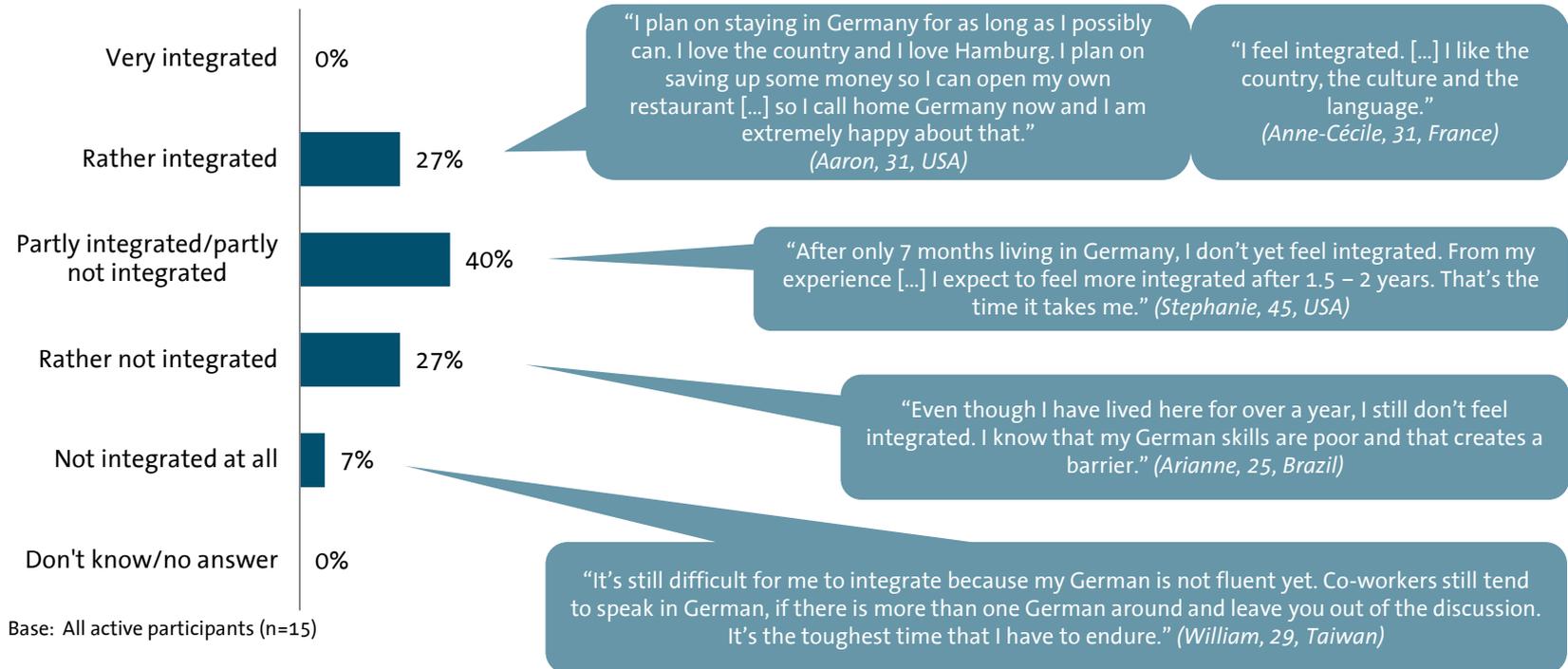
At the end of the last topic, the participants received the following question: **How do you evaluate your quality of life here in Germany in comparison to the quality of life you had before you moved to Germany?**



Base: All active participants (n=15)

3. Result: Topic 5 Wrap-up of all Topics | Result of Task

At the end of the last topic, the participants received the following question: **Please indicate to which degree you feel integrated in Germany on a scale from 1 “Very integrated” to 5 “Not integrated at all”?**



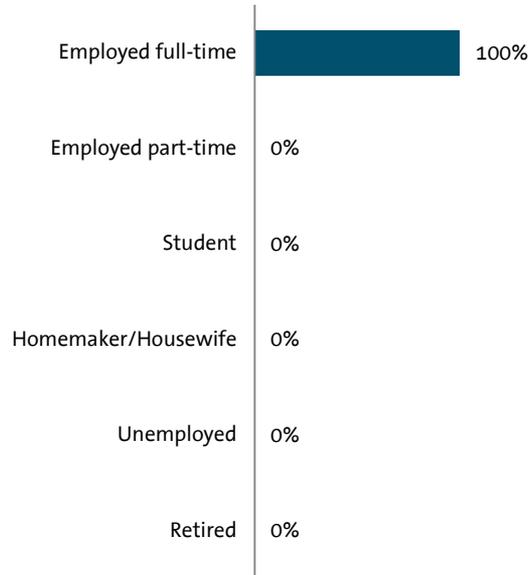
Base: All active participants (n=15)

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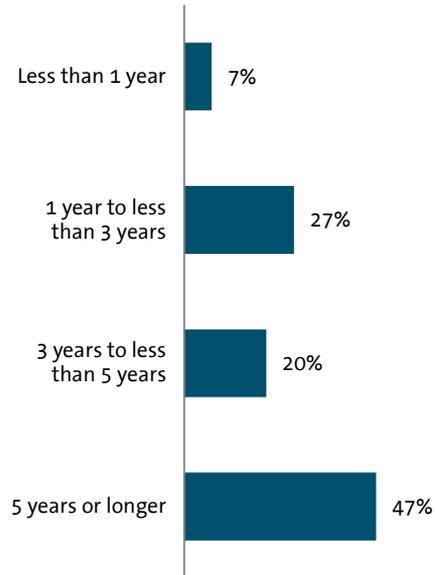
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4. Demographics | Employment/education background of participants

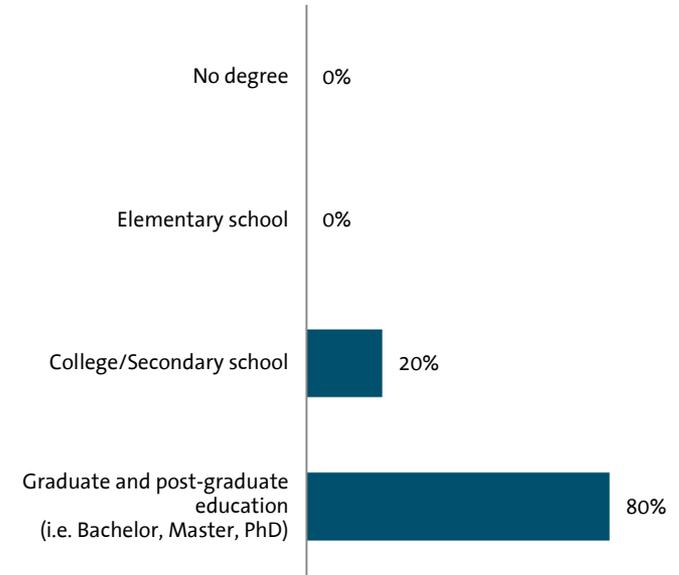
Which of the following best describes your present employment status?



How many years of working experience do you have?



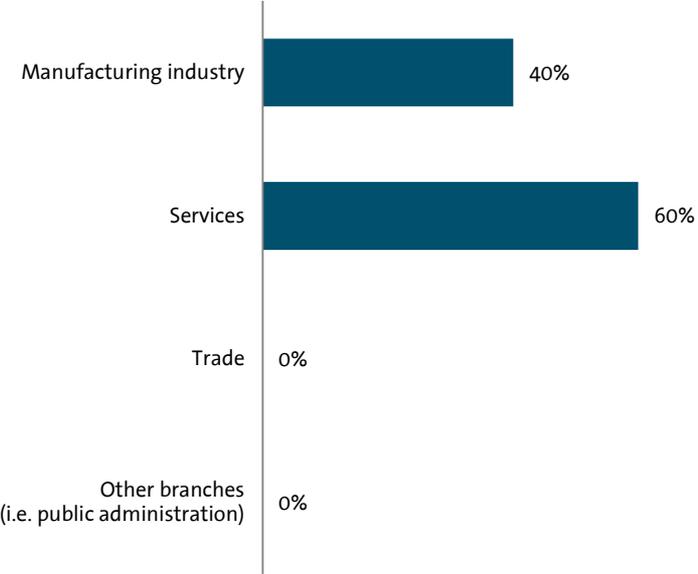
What is the highest educational degree that you completed?



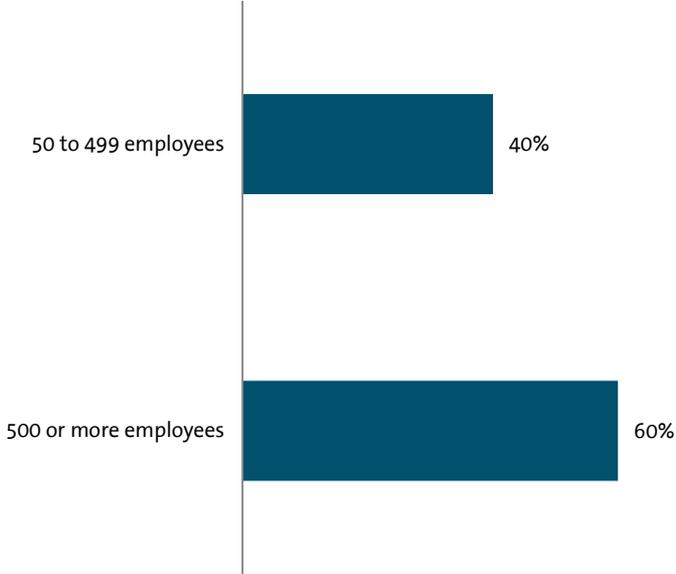
Base: All active participants (n=15)

4. Demographics | Company background of participants

In which of the following industries does your company mainly work?



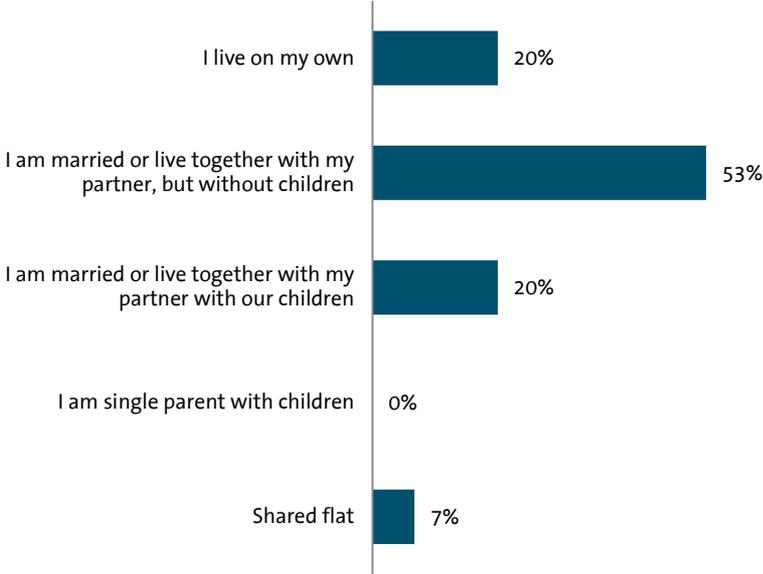
How many employees work in your company?



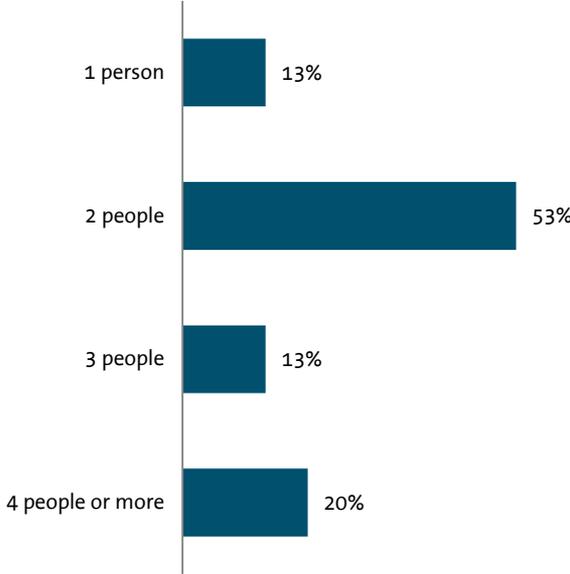
Base: All active participants (n=15)

4. Demographics | Household situation of participants

What is your personal housing situation?



How many people live in your household?



Base: All active participants (n=15)

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