

**GESETZ
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**The most important questions
and answers on the
Participation Act**



Die Beauftragte des Senats
für Integration und Migration

BERLIN



1.

What is the Act for the Promotion of Participation in a Migration Society (PartMigG)?

The PartMigG is the updated Participation and Integration Act (PartIntG) from 2010, and thus aims to promote participation and inclusion of persons with a migration background.

2.

What are the goals of the PartMigG?

The Act aims to promote and implement the participation and equal inclusion of persons with a migration background in all areas of social, cultural, economic and political life in a Berlin shaped by migration (migration society).

3.

How are these goals to be achieved?

The PartMigG provides concrete instruments for greater staff diversity in administrative bodies, and more social participation among persons with a migration background.

Major aspects of the PartMigG:

- Persons with a migration background are given special consideration for employment. The goal is to at least reflect the proportion of this social group among Berlin's population at all levels of employment.
- More persons with a migration background should be reached through binding regulations in job descriptions.
- Support plans and objectives for persons with a migration background will be imple-

mented in all public offices of the State of Berlin.

- The number of employees with a migration background will be recorded on the basis of voluntary disclosure.
- Berlin's administrative bodies will gear their services and measures toward the needs of a migration society.
- A specialist office at the Commissioner of the Senate of Berlin for Integration and Migration monitors the government's technical and staff-related alignment with the migration society.
- Public employees receive training on issues pertaining to the migration society.
- The State Expert Commission on participation will become increasingly specialised.
- A separate Expert Commission for Roma and Sinti will be established.
- An Expert Commission for Participation and Integration will be established in each borough.

4.

What is a migration society?

A migration society is a society for which immigration, emigration and circular migration are crucial. This is reflected by diversity of languages, relationships, religions and lifestyles.

All Berliners are part of the migration society, because even those who have lived in the city for many generations are shaped by this diversity.

5.

Who was the PartMigG created for?

The PartMigG is geared toward persons with a history of immigration.

These persons are defined as follows:

- Persons with a history of immigration are those with a migration background, those who face racial discrimination, and those who are socially considered to have a migration background. This association can in particular be linked to phenotypical characteristics, language, name, place of origin, nationality and religion.
- A person has a migration background if they themselves or at least one of their parents do not possess German citizenship by birth.

The phrase “history of immigration” expresses appreciation for these many life stories.

6.

Why is the term migration background retained, and why is it to be documented among administrative employees?

The support measures for personnel stipulated in the PartMigG shall be conducted on the basis of comprehensible data. This is why the statistically introduced scope of the migration background will be used to communicate with the target group. The administration, on the basis of voluntary disclosure by the respective individuals, documents migration backgrounds among applicants and employees in order to better communicate, employ and support them.

7.

What is migration society competency, and how does it relate to intercultural and diversity competency?

Migration society competency is an aspect of diversity competency. It includes the ability

- to assess the effects of projects, measures and programmes on persons with and without a history of immigration and to act accordingly
- to recognise and overcome the effects of discrimination and alienation that prevent participation by persons with a history of immigration,
- to treat persons with a history of immigration with respect and without judgment, especially in professional situations

The concept of migration society competency replaces the misleading concept of intercultural competency. Migration society competency includes the avoidance of ascriptions, as well as the most judgment-free, open and respectful conduct as possible among everyone. The recognition and critical handling of racism are crucial for acting competently in a migration society.

8.

How does the PartMigG act in conjunction with the Berlin State Antidiscrimination Act (LADG)?

The Berlin LADG provides protection against discrimination within the bounds of public law actions by the State of Berlin, as well as creates and promotes a culture of respect and diversity. The PartMigG, on the other hand, aims to provide special support for and amend discrimination against persons with a history of immigration with regard to their access to public services, public positions, and social and political participation.

9.

How does the PartMigG act in conjunction with the Berlin State Equality Act (LGG)?

Similar to the LGG, which aims to support women and remove discrimination against them, the PartMigG supports persons with a history of immigration. The laws are not in competition with one another, but rather mutually complement each other – especially as half of all persons with a history of immigration are women.

10.

How does the PartMigG act in conjunction with the General Act on Equal Treatment (AGG)?

The AGG provides protection against discrimination at the federal level, similar to the State Anti-discrimination Act (LADG) at the state level. The purpose of the AGG is to prevent or remove discrimination on the basis of race, ethnicity, sex, religion, worldview, disability, age or sexual identity. The AGG thus explicitly allows the implementation of support measures for removing said discrimination. These are listed in the PartMigG for persons with a migration background.



More information available at
berlin.de/lb/intmig/partmig

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