

Master thesis

***“The case of Bosnian-Herzegovinian diaspora:  
Exploring Migration Tendencies and Integration Perspectives”***

*Comparative analysis of migration and integration  
of Bosnian-Herzegovinian diaspora in Baden-Württemberg and Schleswig-Holstein*

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## ***Abstract***

*Following key milestones, the Bosnian-Herzegovinian diaspora migrated within three different migration waves to Germany. Starting from the 1920s and first “Guest-worker” program, following the 1990s and “Refugee crisis” until today’s mostly labour migrations. In the migration flow of Bosnian-Herzegovinian citizens, the regions of Schleswig-Holstein and Baden-Württemberg present two case studies where Bosnian-Herzegovinian diaspora integrated and organized on different levels and through different organizational patterns. The main aim of this work is to explore, investigate, systematically explain and understand what are the perceptions and motives behind the migration and integration in these regions. Combined with field work, interviews, questionnaires and field-visits, this work tends to provide broader picture on the perceptions that Bosnian-Herzegovinian diaspora have in these regions. It questions environment under which these cases of integration have been shaped in German society. The main aim of the work is to explain the framework if the Bosnian-Herzegovinian diaspora transformed from an invisible and not-well organized community of guest workers and refugees to highly organized and socially active community in Germany.*

## ***Introduction***

Today in the public discourse and broader landscape of European media, migrations are among most frequent topics. Latest big focus on the migrations especially in Europe strives back to 2015 and the “European Migration Crisis”, when most of the EU countries could not reach an agreement and consensus on burden-sharing and general principles on welcoming and receiving refugees and immigrants who were trying to reach European soil. These events opened larger debate on the migration processes, but also created demand for governments to think and further develop their own integration programs for new-comers in their societies.

On the other side, migration as a topic dates long back to the European history. One of the first big migration challenges for the European Union Member States was in 1992, when the war in the Bosnia-Herzegovina and other Former Yugoslav countries started. These events influenced more than 504,400 refugees from the Former Yugoslavia to fled to various European Countries. (Barutciski, 1994)

Today, 25 years after the wars many of refugees stayed and became an integral part of the society in the receiving countries. Although migrations from Western Balkans to Germany never stopped even after the war. In this context, knowledge about the migrations of the Bosnian-Herzegovinian diaspora (bh.) became widely publicized. Many of the scholars wrote articles and scientific papers on topic of war in Bosnia-Herzegovina and on its consequences on migrations of the bh. society. On this matter further developments on this topic demanded academic work regarding the bh. citizens who already live abroad, especially researches on their integration and presence in the receiving societies. On this topic some works have been published, including integration of bh. diaspora in Austria, Australia, Denmark, Norway, Netherlands, Italy and the United States, while integration of bh. diaspora in Germany was poorly covered and researched.

Significance of the work about bh. diaspora in Germany, lays especially in the fact that first guest workers from Bosnia-Herzegovina to Germany came even 60 years ago. Then, in 1995 Germany recorded 320,000 refugees accepted from BiH. All until today, when the third migration wave is happening due to high unemployment, general political situation, and bad socio-economic situation in Bosnia-Herzegovina on one side, and the opened job, career or study opportunities, or chance for bigger prosperity and higher labour demands on the side of Germany.

Although some articles were published on the topic of migrations between Bosnia-Herzegovina and Germany, there is a very little evidence that will provide us with the knowledge on the integration of the bh. diaspora.

Having said this and identifying academic gap on this topic, with this master thesis I will provide more knowledge and share more field findings on the integration of bh. diaspora in the German society. What is widely known are common reasons why today's migrations are happening, but how bh. diaspora organize itself and their integration in the German society stays unknown. In this light to grasp new findings on this issue, I will elaborate and packed together in this work migration tendencies and integration perspectives of bh. diaspora to Germany. Also, with the main aim to get closer to bh. diaspora and to discover why they migrate to certain regions; this master thesis will provide analysis of the cases of two federal states in Germany: Baden-Württemberg and Schleswig-Holstein.

This master thesis provides an answer on the questions what shapes migration tendencies of bh. diaspora and how do they see their integration in the German society. Overall, this study gives us the broader understanding on how role of families, opened job opportunities, study or career path shapes migrations of bh. diaspora, and certainly why political, social, cultural or community activism matters when it comes to the integration perspectives and individual beliefs in this matter. As the study shows, bh. diaspora today is consisted out of three migration groups: guest-workers, refugees and voluntary migrants. Their unique experience differs, so this thesis provides analysis of collected results from these groups.

Besides direct contact and examination of individual beliefs of bh. diaspora focus of this work is institutional perspective and engagement towards the integration. Since, study included field visit and interview with local authorities in the both regions, key discoveries showed what institutions can do to foster integration, and what is role and importance of the organizational structures of one diaspora e.g. NGO or Club, for the process of integration in the community. In sum, besides academic purpose of this thesis the goal is to give contribution to the community dialogue on the integration and migration. Since this study shows that migration experience of already existing immigrant group in one community can be valuable and useful resource for the new migration and integration processes, this thesis addresses general recommendation on what should local authorities, community activist, individual and general immigrant groups do better to foster integration in the society.

## ***Methodology***

When thinking about the methodology in social sciences, all authors cannot agree upon the use of single research method but always agree upon high academic norms that have to deliver comprehensive analysis and proven, accurate results. This ability to deliver accurate information and produce quality academic knowledge gives the power to research and academic world to keep its reputation, brand and status in the society. In that sense, unique and universal academic values are simply “must have” when planning, implementing or talking about any academic research. With the idea to provide accurate results and comprehensive analysis on this topic, and in order to present and explain methodology used in this research, in the further chapter I will elaborate research pattern of this work.

Starting from the point that master thesis is also one of the first big academic works in the career of one young researcher, I wanted to choose the most proper and most accurate methodology, that will not only provide the understanding of the topic or answer on the main research question, or produce presentation of research results, but also create a broader picture of hidden elements that might be excluded if my choice would be only to follow one research method in dealing with my topic. Luckily, the developments in research and academic world proved that ***mix-methodology*** presents a new way of understanding and doing the academic research.

For a very long period, multidisciplinary approach presented new ways of defining the norms and creating definitions for several social phenomena. On the other hand, there was always a very strong resistance toward the mix-methodology as a triangular understanding of the discipline. In 2000s mix-methodology did not only become relevant and accepted, but also presented a brand-new way that will produce richer data, detailed results, more systemized research and produce deeper understanding of the topic. In order to take a look on the pros- and cons- of doing mix-methodology, I will try to address shortcomings in mono-method research and new development in mix-method research.

According to Philip Mayring (2007), mix-methodology does not only present a certain need in academics but is definitely a new star in the social science sky. Additional to this, shortcoming of mono-method research is clearer today. Today, complexity of research questions demands more complex and diverse methodological approaches in order to highlight the multicausality and to provide more comprehensive research interpretations.

Further, every research needs to follow respective findings in its discipline, so we could not only rely to the ones that are implemented with our own research methods. As we will have a chance to see in the following chapters about theoretical framework of this thesis, migration and integration as research fields, so as other research topics, demand in a large-scale multidisciplinary approach of understanding. Here, the advantage of using mix-methodology can help us to explain the social phenomenon from many different stands and in combination with different means and tools. This way makes our research picture broader for understanding.

Additional to this, the interdisciplinary approach always demand that more tools and methods should be used in the whole process, so such thing especially in the combination of not very complementary sciences is very hard to accomplish with a mono-method approach. (Mayring, 2007) Further, it is argued that qualitative and quantitative methods work the best if they are combined, as they serve to each other as an appropriate complement to the deficiencies. Contrary to that there are also critiques involving confusion of qualitative and quantitative analysis, that by Smith and Heshesius (1986) are only slightly compactible and can confuse over each other. Adding to this, Smaling (2009) would argue that mutual understanding between those two analyses is important, but that their integration is not possible and as such is pure illusion.

On the other side, many compliments remain for mix-methodology. Since arguments for mix-methodology as a triangular approach has first been used in 1959 by Campbell and Fiske, until today the odds were in favour of this method. Starting from the current ones in 2001 and the online journal “Forum: Qualitative Social Research” that published compilation of 16 different research contributions for the mix-methodology.

As main pro-arguments, mix-methodology is described as: *compactible* with regards to usage of both methods: qualitative and quantitative but also as a product of mixed paradigm, and *complementary* in regards of providing broader picture of the research question – where qualitative methods could not describe phenomenon, quantitative findings would contribute and vice versa. Main demand of mix-methodology stays at the capacity of research to connect findings through both analysis and to make understandable package of research results.

The personal argument why I choose mix-methodology lies in the fact that main question of my research tackles human behaviour and personal stories, that sometimes by numbers and statistical explanations cannot be simply explained. So, the mix of interviews, field visits combined with the questionnaires would provide broader and clearer picture.

Also, the use of mix-methodology implies a broad range of implemented field visits, contact with different institutions, implementation of interviews, creation of quantitative research tools, and as such presents a unique challenge that would broaden my personal research and academic capacities.

### ***Research design and purpose***

Following the latest developments in the context of migrations to Germany, many questions arise regarding integration policies, refugee's treatment, migrations tendencies and general one concerning what can be done in order to achieve better integration results in the work with immigrant groups. Many current debates worldwide but especially in the European countries, tackle legal aspects of integration concerning immigrant ability to become an active part of receiving communities. Still, these actions do not address all lacks in integration policies, and as such need to be further analysed and developed, starting from the government officials, field experts, academia and civil organisations. In this context, there is a clear need for case studies that can serve as an example for further analysis.

### ***Case selection***

Starting from 1970s till today, Bosnian-Herzegovinian diaspora is part of German society – with historically rich migration with over 60 years' experience through its different migration reasons and tendencies, this immigrant group can be considered for building the case study from which not only German institutions, but also other countries can learn from. The learned experience and lessons can be implemented in new developments of immigration policies, integration programs and other relations with immigrant groups in most of the European countries. Since Bosnian-Herzegovinian diaspora is considered as a mixed diaspora groups, guest workers-refugees to economic migrants – it can serve as an example on how to further develop integration policies regarding different immigrant groups.

As stated before, the case study of Bosnian-Herzegovinian diaspora as a target group will be analysed through their integration and migration patterns in two federal states: Schleswig-Holstein (SH) and Baden-Württemberg (BW). Why these two federal states? The very first answer lays mostly in the demographical structure of Bosnian-Herzegovinian diaspora in these two federal states, in SH there are 1 740 or (0.68%) bh. residents out of 254 195 foreigners in SH and in BW there are 39 380 or (2.22%) bh. residents out of 1 777 350 foreigners in BW. (Destatis, 2018)



In this regard, BW is among federal states that are more often choice for migration of bh. citizens, while SH stays on the other half of the table among federal states that are not primarily choice for migration of bh. citizens. Following these data, the question about differences with organisation and integration of bh. diaspora in these two federal states arise.

### ***Research design***

The main **research question** of this thesis is the following: What are the migration tendencies and integration perspectives of Bosnian-Herzegovinian diaspora living in Schleswig-Holstein (SH) and Baden-Württemberg (BW)?

This main question will tackle the answers on the sub questions related to:

- What are integration and migration opportunities in these two federal states?
- What are background problems that influenced migrations in Bosnia-Herzegovina?
- How are migration and integration of bh. diaspora seen by the German institutions?
- What are the particular reasons of bh. diaspora for migration in BW and SH?
- What are the perceptions of Bosnian diaspora towards personal integration?
- What is the level of economic, social, political, cultural activities of bh. diaspora in BW and SH?
- What are historical and legal backgrounds of bh. migrations to Germany?
- What integration lessons can we take from Bosnian-Herzegovinian diaspora?

The main **hypothesis** questions whether the Bosnian-Herzegovinian diaspora became from an invisible and not-well organized community of guest workers to organized and socially active community in Germany. This hypothesis question will be answered through analysis of case studies of Bosnian-Herzegovinian diaspora in the regions of Baden-Württemberg and Schleswig-Holstein. The hypothesis proposed in this work are as follow: *H1: The integration of Bosnian diaspora has increased with latest migration wave, H2: The migration patterns of Bosnian diaspora follow significant role of families and friends that migrated. H3: With rising level of more educated members of Bosnian diaspora, the integration is better, H4: Bosnian Clubs and Association have positive role in the integration case of Bosnian diaspora*

The **variables** taken into analysis are personal experiences, perspectives and tendencies regarding migration and integration, role of individual beliefs, families and household regarding migration, individual and collective participation in political, social and cultural activities, together with analysis of differences among generations and genders regarding integration process.

*The research pattern* starts with the theoretical explanations, then follows with an overview of three migrations movements: 1970s, 1990s, 2000s and historical and legal aspects of integration and migration. The main research findings are second part of this work, with presentation of collected data and interpretation of recommendations from the findings. The research combines different *methods* such as: interviews, questionnaires, focus discussions and field visits, but also includes an analysis of written works on the Bosnian-Herzegovinian diaspora globally.

*Interviews* are conducted with local authorities in federal states, local activists in work experience with Bosnian diaspora, and with members of Bosnian diaspora living in both federal states. The purpose of interviews was to conduct first-hand experience on institutional and individual participants side. Field visits organized in both federal states included visit to city libraries, city administration, local NGO, and Bosnian-Herzegovinian clubs or associations. Further, questioner was conducted in mix-method with an open-ended and close-ended questions. Questions of survey covered the following topics:

- Overview on personal skills in regard to education and employment
- General and personal motivations for migration
- Personal reasons for choosing one of the German federal states
- Individual competencies regarding language skills
- Individual experience regarding integration programs
- Personal perspectives regarding integration
- Personal experience upon contact and networks with other cultures
- Individual participation in political, social, sport, cultural activities in the region

The survey answers have been collected through online platform “Survey monkey” but also has been carried out in paper version. All answers were entered to online base, with independent and anonymous standards. The empirical findings and results were produced upon already established definitions on integration and migration in this master thesis. At the end, survey involved 136 participants from both federal states.

Since, already made research rules have defined that only complete surveys will be take into consideration – after first preview on the results, 36 participant’s responses were excluded from the sample frame. The reasons for this lay in the fact that these survey respondents were unwilling to complete the survey till the very end.

So with main aim to provide clear and valid picture with sample selected at the end the analysis included 100 participants, 50 from each federal state with special focus on the gender balance, where 50-50 quota of men and women was included to insure gender balance.

Additional to this, special focus of the thesis analyses three different migration waves, so the effort has been made to have appropriate respondents from each migration wave, the special focus however has been made on the last two migration waves in respect of their migration experience.

Survey has been carried out in native language of Bosnian diaspora, and the results will be published and explained in English language.

### ***Literature review***

The goal of this chapter is to provide an overview on the published and used academic work and research on the topic of migration of Bosnian-Herzegovinian diaspora, especially with the focus on Germany and if available on the regions of Schleswig-Holstein and Baden-Württemberg. The main aim is to question and analyse following works in this research area, to outline the possibility and capacities of this master thesis to contribute to the further academic process and discussions on this topic.

The exact need for the research in the area of migration and integration of Bosnia and Herzegovinian diaspora, living especially in the Western European states, has been also outlined by the official publication „Migration from Bosnia and Herzegovina“ issued by the Ministry of Human Rights and Refugees of Bosnia and Herzegovina under the financial help of Government of Switzerland. This publication contains 12 different research works on the topic of migration of Bosnian-Herzegovinian citizens. Broadly, these researches focus on very different aspects of bh. diaspora analyzing current demographic, educational, structural, labor, religion and social context in the receiving countries. Although, that there are present researches on the topic of migration of Bosnian-Herzegovinian diaspora, there are very few researchers with particular focus to Germany. The significance for this case study lays in the fact that Bosnian-Herzegovinian citizens are migrating to Germany since 1970s, and today it presents one of the top countries with very significant number of Bosnian diaspora living in there. (Karabegovic, 2018)

### ***General overview on the literature review about Bosnian-Herzegovinian diaspora***

To be very specific and effective, in order to present the literature review on the topic of migration and integration of Bosnian-Herzegovinian diaspora we could categorize the researches in the following categories:

- Books and dissertations on the topic of Bosnian diaspora in various transnational communities (such as: Valenta, 2011)
- Official statistical reports by the receiving governments of Bosnian diaspora (such as: Norwegian Statistics, German DeStatis)
- Working papers and essays including different types of analyzation of Bosnian diaspora (such as: Karabegovic and Hasic 2019, Hasic 2018)
- Publications under the foreign sponsorships (*„Migration from Bosnia and Herzegovina“*, Ministry of Human Rights and Government of Switzerland)

### ***Migration from Bosnia during the war and Bosnian diaspora***

But, where and why did Bosnian-Herzegovinian (bh.) diaspora migrate? Following the main development on the migration path of Bosnian-Herzegovinian diaspora, the author Jessie Hronesova in her working paper *„Migration from Bosnia during the war and Bosnian diaspora“* provides great overview on this topic through very different cases of Bosnian diaspora in USA, Austria, Germany and 11 other mostly Western European countries.

She follows different statistical reports and publications published by the World Bank and United Nations agencies such as: UNDP, UNHCR and IOM. Her work is based on the historical line, that will also be the timeline of this research, regarding several migration waves of bh. diaspora migrations. Later, much more comprehensive report we will find in the study *“Mapping the Bosnian-Herzegovinian Diaspora: Utilizing the Socio-Economic Potential of the Diaspora for Development of BiH” 2018*, that we will individually include in this chapter.

Connecting economical causes of migrations, it was clear that history somehow repeats itself in the case of Bosnia and Herzegovina. Here the existing links between 1970s and 2000s show us that very same economic factors e.g. labour prospects influenced migration from the Balkan region, especially from Bosnia and Herzegovina.

Although this article presents the connection of these facts, it does not provide more statistical background on the migrations from years 1970s, what could be great approach if we could compare it in more details with the migrations from 2000s. Finding this kind of data will undoubtedly create broader framework of bh. migrations, what I will try to present in the chapter about statistical data.

Further by this article it is not very clear what was demographic structure of migrants from 1970s, like in the case of migrations in 2000s for which we can find available statistics of Destatis (2018), which tells us that the current migration wave is characterized by very equal migration of men and women from Bosnia and Herzegovina.

More about the demographic and other structures of current migration trends of Bosnia and Herzegovina, we will have a chance to read in the following chapters of this work. On the other side, lack of this article can be outlined in the fact that it connects migration trends of 2000s due to and purely economic factors, while it still does not provide any data or facts of possible other factors such as socio-cultural reasons, political reasons, personal reasons such as wish to connect with other family members, or any other private grounds for migration.

In their work about the dynamics of Bosnian refugee migrations in 1990s, the authors Valenta and Strabac are pointing out current migration trends and further perspectives in this context. Their work clearly contributes to the dialogue on how bh. diaspora is being integrated into the societies with particular focus of Western European states. Their research work further supports findings in bh. migration flow, by concluding that policies in receiving countries have in large case shaped the return of Bosnian refugees to home country after 1995s. But also mentioning that general bad economic situation, political tensions, discrimination, corruption and high level of unemployment in Bosnia and Herzegovina - have again influenced refugees return and emigration to same or to other countries. (Valenta, Strabac, 2013)

In this work authors are outlining past and current migration trends from Bosnia-Herzegovina to other countries, but also are identifying future migrations that might occur. Their significance to this master thesis presents a fact that the core of their research is based on the survey of refugee migrations of Bosnia-Herzegovina and as such presents a core literature on the first migration wave, that is also point of this master thesis.

Main findings of this research work by Valetna and Strabac are related to the area of this master thesis research about key conclusions that: a) migration of Bosnian refugees to certain country was influenced also by prior migration wave and guest-worker program in Germany, Austria, Sweden, Switzerland, and b) Guest-workers communities of Bosnians had an impact on migration, integration and further new-comers' organization into society. As such, these findings will be related to the final results and conclusion of this paper.

### ***Demographic and Socio-Economic Characteristics of Migrants from Bosnia and Herzegovina in Austria***

Following the major work in this discipline about migration and integration of Bosnian-Herzegovinian diaspora, I have come across research work about bh. diaspora living in Austria.

In his work „*Demographic and Socio-Economic Characteristics of Migrants from Bosnia and Herzegovina in Austria*“, the author Mirza Emirhafizovic tends to describe population structure, family characteristics, biological and educational structure, fertility rate and other characteristics of migrants from Bosnia and Herzegovina to Austria. So, what are actual results on this topic tell us about the bh. diaspora in Austria?

Economic structure findings related to (un)employment as one of the key indicators of structural integration and social inclusion show us how does bh. diaspora differ from other diasporas in Austria. In his findings the author points out the highest employment rate of persons born outside of Austria – finding employment rate of BiH diaspora in Austria as permanently high.

Taking into consideration that the employment rate of persons born outside in Austria is relatively bellow average, findings about bh. Diaspora in this matter present good news. In the second quarter in 2008 it was being recorded that 8 out of 10 persons with bh. origins is employed, what means that 79.3% or 110 800 was active in the labour market. In comparison, German nationals in Austria have slightly lower employment rate with 76.5% or 52 900 active on labour market. (Emirhafizovic, 2012)

He also reflects on the key findings related to the employment of female immigrants, highlighting that women born in BiH have higher employment rate than Austrian women. (Emirhafizovic, 2012) This work outlines the importance for the focus on population trends and their connection with motherland, following geographical movements and demographic trends of bh. diaspora.

For the results noted, the author gives these conclusions on the basis of results by Statistic Austria, where women born in Bosnia-Herzegovina have 73.5% employment rate – what is above the average and is also higher than the employment rate of Austrian women.

Within integration perspective of this work, author is pointing very interesting correlation between fertility of migrant group and their integration. Here, he concludes that within second and thirds generation of bh. migrants to Austria, the socialization level and integration level will increase, following changes of attitudes toward central norms and values of Austrian society.

As a very good points of this work, it can be highlighted that given basic overview of other immigrant groups and their comparison with Bosnian diaspora gave a lot of evidence and results in general understanding of bh. diaspora in Austria. It follows with very good questions related to educational background, that tackles ethnic origins and their connection to integration, and at the end formulates comparison with other ethnic groups and provides outline into the population structure supported by external sources.

On the other side, author could include more evidence on cultural integration, political integration, and more evidence on activities of high level skilled migrant workers. For further research on this topic it would be great to incorporate research application of theory on significance of the education in connection with social mobility and its role in the process of integration.

With the strong wish to discover more about the migration and integration of bh. diaspora in many different countries, we will take a look on few more researches on this topic, with main aim to find gaps in the research on this topic and to outline key lessons for further researches.

### ***Bosnians in Norway – Integration of Bosnian Migrants and their Descendants into Norwegian Society***

In the context of Bosnian-Herzegovinian citizens living abroad, we can mention very relevant research „*Bosnians in Norway – Integration of Bosnian Migrants and their Descendants into Norwegian Society*“ written by Valenta and Strabac. In their paper authors analyse and present several relevant indicators that affected integration of Bosnians in Norway.

They have outlined the importance of immigrant group's background, migration patterns and third, the policies in receiving countries upon their arrival. Following the main data by Norwegian Statistics in this research, the integration case of Bosnian-Herzegovinian diaspora can be taken out of other immigrant groups, while the results show different integration outcomes and integration patterns of bh. diaspora. (Valenta, Strabac) The data showed that Bosnians living in Norway have achieved a very higher degree of economic, residential and educational integration in comparison to other immigrant groups (such as immigrants from Chile, Pakistan, Turkey, Sri Lanka, Vietnam), that participated in survey.

On this matter agrees author Dzamarija in her work "Bosnians – the integration champions", saying that Bosnians score very high degree of integration – connecting it to high participation in labour market and educational system in Norway. (Dzamarija, 2017)

Further, the academic paper written by Valenta and Strabac very structurally analyses the integration parameters of Bosnians, coming across key conclusions such as: Bosnians are more often reported to have Norwegian friends and are more likely to socialize with Norwegians than members of other immigrant groups, participation in higher education of Bosnian immigrants is higher than the participation among native Norwegians, Bosnians are having the highest income of all immigrant groups in Norway but lower than native income, Bosnian women are having extremely higher participation in Norwegian tertiary education etc.

This research results, can be very connected with research on Bosnian-Herzegovinian diaspora living in Germany, with particular focus to address migration tendencies and integration perspectives and to highlight lessons that can be learned from the integration of this immigrant group. This correlation presents a great outline for our research on the bh. diaspora in Baden-Württemberg and Schleswig-Holstein.

Addressing the short comes of research on bh. diaspora in Norway it can be concluded that there could be a gap in highlighting the circumstances prior to arrival of Bosnian diaspora to Norway, such as socio-cultural differences and similarities between Norwegian and Bosnian society. Also, further researches on Bosnian diaspora in Norway can follow more focus on particular reasons that influenced their integration in Norwegian society.

Additional to this, further researches on this topic could include more primary data sources, such as interview or surveys with members of immigrant groups about their tendencies and perspectives as members of Norwegian society.



Till now, we can see that authors have different means for measuring the integration. Although most of them agree on the integration concepts, it is interesting to see that some of them, for example Valenta and Strabac in the context of bh. diaspora in Norway rely on the economic and educational participation, while for example findings about bh. diaspora in Austria by Emirhafizovic connect the fertility rate and the social integration of second generations in the social activities. In this matter, very little number of authors are researching about political participation of the bh. diaspora – what undoubtedly presents a challenge and an opportunity for new findings and researches in this area.

### ***Protection and Promotion of BiH's Citizens' Interests Abroad': Foreign Policy Relations With Diaspora***

Since, every academic work is telling about the diaspora and their connection with homeland, I would like to examine what has been written on this topic and how far does bh. authorities care about bh. diaspora. In the chapter „*Protection and Promotion of BiH's Citizens' Interests Abroad': Foreign Policy Relations With Diaspora*“ authors Karabegovic and Hasic 2019, follow main developments on the relationship between official state authorities and bh. diaspora.

Following classical state instruments, such as policies and strategies, authors are providing overview on how bh. diaspora is being seen by state authorities and which role does it have in the home country. Following the last reports, latest migration from BiH happened in several waves, mostly to the United States, Canada, Germany, Australia, Austria, Switzerland, Serbia, Croatia, Slovenia and Scandinavian countries. (Nenadic, 2005) Due to current trends in growing number of Bosnian diaspora living abroad, there comes the need for the official documents and strategies that will underline the importance and coordinate the organization and strategic contact with diaspora.

On the other side very little has been done in order to map and follow Bosnian citizens that live, study, and work abroad. The role of the state in these processes has never correspond to effective and appropriate strategic measures on how to approach and actively interact with citizens living abroad. As said, throughout the last two decades, there has been very little or none activities on the field of engagement between bh. government authorities and diaspora population. It has also been highlighted very little or none activities by political parties to raise the diaspora voter turnout. (Karabegovic, Hasic 2019)

Further, very little has been done on the understanding the needs of Bosnian diaspora living abroad, so that it seems like bh. diaspora has been forgotten or ignored by the side of bh. authorities.

About the general description and image of bh. diaspora, there can be outlined very important things, such as maintained very close ties between conflict-generated diaspora with BiH through cultural production, political engagement and foreign investments. Then very successful social ties with families and friends in home country, which testifies the great role and potential of bh. diaspora (Karabegovic, Hasic 2019).

In a lot of cases the role of bh. diaspora was crucial for achieving social progress or in providing economic assistance to the state when it was most important. It includes for example the fact that bh. diaspora with remittances annually contributes to 10-15% of gross domestic product of the Bosnia and Herzegovina. Only for the 2018, the annual remittance inflows were around 2,2 billion dollars. (World Bank, 2019) Unfortunately, these ties and activities are generally informal, and are not interlinked with any government body, neither are product nor influenced by government activities. This means that if government of Bosnia-Herzegovina does not implement strategic measures and projects to connect bh. diaspora with its country, through next generations ties, remittances, investments, and other links with Bosnia-Herzegovina might be lost.

About the relation and image that bh. diaspora is building abroad in receiving countries, testifies also the large number of Bosnian cultural associations, religious and sport clubs, language schools or Bosnian academic communities. More about the mapping process and formal organization of Bosnians in the case of Germany, I will discuss in one the following chapters.

At first, Bosnian organizations abroad have the main goal to maintain cultural and identity ties among bh. diaspora, through large number of interactive activities for older generations to Bosnian language schools to foster connection of second-generation individuals.

Although these schools exist and actively work with main aim to provide different links and connections between Bosnian diaspora and Bosnia, as it is showed by authors Karabegovic and Hasic 2019, the connection of homeland and Bosnian citizens abroad have to be more regular, more strategically planned or the existing structures and affinities to maintain ties with Bosnia-Herzegovina will be lost.

## ***Mapping the Bosnian-Herzegovinian Diaspora: Utilizing the Socio-Economic Potential of the Diaspora for Development of BiH***

Since at the very beginning I have mentioned the most recent study on Bosnian-Herzegovinian diaspora “*Mapping the Bosnian-Herzegovinian Diaspora: Utilizing the Socio-Economic Potential of the Diaspora for Development of BiH*” (Halilovic et al. 2018) we will take a short look to see what are the results and how can this study contribute to the discussion of integration and migration of Bosnian-Herzegovinian diaspora, with particular focus on Germany as target country of this thesis. Study on the process of mapping the bh. diaspora came as joint research work of international and interdisciplinary team of authors, under the supervision of International Organization for Migrations IOM, Government of Switzerland and as partner bh. government agencies. The main goal of the study is to strengthen the role of bh. diaspora in the development processes in BiH, with providing overall socio-economic profile of the BiH diaspora in the selected countries. (Ibid.)

### ***Country report: Bosnian-Herzegovinian diaspora in Germany***

Opening her chapter about Bosnian-Herzegovinian (bh.) diaspora in Germany, author Karabegovic provides very good historical summary of migrations from Bosnia-Herzegovina to Germany, classifying the three waves of migrations as crucial in discovering the needs and overview of bh. diaspora living in Germany. About these classifications of bh. diaspora, we will have a chance to read later in the chapter of historical timeline on this topic.

Starting from the very first migration wave during the program of “guest workers”, very significant comparison has been made with Yugoslavs and Turks, as both migrated in the very same period to Germany. Even though, that their migration backgrounds were slightly the same, Yugoslavs were showing far better integration results when it comes to the participation in education. (Karabegovic, 2018)

Further author by providing the statistical data, refers to demographic structure, economic figures, communication patterns, educational attainment and other available data to conclude the general overview of bh. diaspora in Germany. Very important topic has been made with the chapter of migration and integration experience, where authors showed integration patterns of bh. diaspora on the national level.

Still, the missing gaps are available, because this research does not include any dialogue with German authorities on this matter. If included, it would certainly contribute on the further open dialogue on the topic of migration and integration of bh. diaspora in Germany.

Significance of the research about the bh. diaspora in Germany, we can find by mentioning very important role that bh. diaspora has in German society. Analysing bh. diaspora in the region of Berlin, author Karabegovic refers to their role in very important topic of “Migrantenpolitik”, where bh. diaspora is an agent of change and a role model when it comes to integration of Islam to the Western society. Here it is particularly important transferring of experience and mentoring process, due to refugee crisis in Middle East and very much refugees that are affiliating themselves with Islam. Here the Bosnian Muslims could have very important role in presenting very modern and liberal “Bosnian” style of Islam, as author Karabegovic and Soysal concluded.

Further, bh. diaspora significant role lies in the fact that they can be drive for change in Bosnia-Herzegovina, by giving know-how techniques, skills and competences to their land. This role even goes to very active humanitarian processes, where bh. diaspora helped country in large number of humanitarian activities. There are also plenty other practical examples of bh. diaspora role in German society such as organisations “*Netzwerk bosnischer Studenten und Akademiker in Deutschland e.V.*” or *Network of bh. students and academia in Germany*, that has main mission to serve the academic and business cooperation of Bosnian-Herzegovinian diaspora in Germany, or educational organization such as *the Dachverband bosnischer Schulen in Deutschland e.V.*, umbrella organization that works on the aim to promote Bosnian language learning among youngest generations of Bosnians in Germany, or other religious institutions such as Islamic community of Bosniaks in Germany, that has very developed coordination with city and state authorities in Germany.

These practical cases show us that the migration throughout the different waves shaped the whole process of Bosnian-Herzegovinian diaspora integration in German society, but at the same time it presents us the need to do academic and scientific research work about further understanding that this immigrant community has in Germany.

This case in a large sense presents both, an opportunity and a challenge. Opportunity for researchers to go deeper in the process of analysing these migration and integration phenomena, and a challenge for government authorities to work and invest more in this field.

## ***Perspectives on the integration***

*“We live in one world. We need to understand and respect each other, live peacefully together and live up to the best of our respective traditions. That is not as easy we might like it to be. But that is all the more reason to try harder, with all our tools and all our will” Kofi Annan, 2014*

Once when all bridges have been passed, or all border checks approved their entrance – the settlement of the immigrants starts to happen. From day one of their arrival, to day when they peacefully leave this world or day when they move back to their home country. Even then, integration experience stays as very important feature of their personal lives and personalities. From the other side, immigrants present very new happening in one community, they bring their traditional, cultural, social, regional, and historical norms.

From the other side, just being in new community can present individual challenge and can produce multiple different feelings among one immigrant. Then, it presents both an opportunity and a challenge for every community and every immigrant group. Integration process in every case, is two side mutual process – from one side it demands for very effective government measures, capacities and readiness to work on integration process and to open integration dialogue - and from another side, it demands the full readiness of immigrant group to work on its integration and to see itself as an active part of society, without reservations.

But what does it mean to integrate, who decides on integration scale and who measures it? Who needs to be integrated and into what? There are many question marks on this topic. Very first ideas that can open integration discussion starts with: On which integration do you mean? Which concept do you apply? When does integration start? Who should integrate? What role does government have, and what actions can broader public make?

What is expected from immigrants, and do they want to be integrated? Does it mean that the immigrants will lose its own values and tradition? Are there any problems to prevent integration?

These and many more questions open the debate about the integration perspectives. So let us highlight the concept of integration framework that I will use in this research work. This chapter has main aim to structurally provides definitions, findings and theoretical framework on the context of integration.

### ***Integration as a community process***

From one view, there are claims that the integration is a community process that welcomes newcomers to the society, provides them with equal opportunities and gives them a chance to meet and be welcomed in the community, without losing their norms and values. It takes places at every level and in every sector of society. (Castles et al. 2002)

In the whole process it involves broad range of actors such as: governments, communities, public officials, political decision makers, employers, employees – fellow workers, schools, public institutions, neighbours, school teachers and so on. It gives everyone in the community the special task to be active and to work on the integration of newcomers. (Castles et. al) But, the newcomers have special role and they can even be the leaders of the process. In this way integration has been seen as “economic participation, social interaction, socio-cultural adaptation and many other ways” (Scholten a.o. 2017, p.3).

In further discussions, many might think that the integration is only one-way process and that it all depends on how willing and ready are the immigrants to integrate within the society. In this example, integration process stops and transfers to *assimilation* – where immigrants are not preserving their culture, nor their values or norms, but gradually are losing their identities. (Castles et. all) This notion of one-way integration is in contrast to democracy and in contrast to basic civil rights and norms, where every individual has its rights to maintain its cultural and social identity and norms.

The importance of preserving its own cultural and social identities lies in the origins of multicultural societies where all individual by caring and sharing its norms and values are contributing to more enriched and diverse society. It also contributes to the development of community, where positive practices from many different communities are being shared.

### ***Multidisciplinary understanding of integration***

Taking into consideration that discussions on integration have highlighted how process of defining integration is very complex, we need to mention multidisciplinary perspective as very important aspect. Not a single discipline has its power to describe alone or on its own the process of integration: economic, sociology, political science, history, demography, ethnic studies, geography, urban studies, and even art should be taken in consideration in order to understand full process of integration.

The main starting debate about the integration process, were being held in the context of questioning what does describe the integration and how can one person be described as an integrated? Following the absence of the whole clear definition on integration, much other researches are being focused on the problems and the activities in the process of integration.

Many of researches are writing about the government policies, labor market problems, racial or ethnic discrimination in the receiving countries, lack of political participation or other social and welfare policies. In this need to describe integration process, many researchers in the UK have used terms such as “*settlement*”, “*re-settlement*”, “*social inclusion*” arguing that these terms are more adequate to explain complexity of the whole process. (Castles, 2002)

If the process of integration was described as “re-settlement” process, then the researches from the UK would argue that refugees do not need to settle in the receiving country, but rather to re-settle with its skills, competencies, qualifications, social status, networks, families etc. This approach would in large sense describe the process of *integration*, without being questioned and connected to the process of *assimilation*.

In their researcher about the integration of refugees in the UK from 1996, the special attention has payed to functional aspects of integration, it implies to social protection and social justice of refugees in the receiving country. Here, the focus is on the government policies and programs in the area of housing and living conditions, education and training programs, labor market, health and other social services.

Other authors as Korac in the research about integration of Yugoslavian refugees in Italy and the Netherlands, refers to this process as “*functional integration*”, highlighting social integration, social participation and socio-cultural engagement in political area. She argues that program and government policies should not only address complexities of integration process, but would facilitate social inclusion of refugees in different spheres of society and provide strategies for wider social inclusion and integration or for building the new bridges to the community.

On the other side, term “social inclusion” has also been defined by the United Nations, which sees this process as crucial for work on social development. Firstly, they referee to this process as goal of implying equal opportunities and rights for every individual in the community, which leads to improvement of life and living conditions. By the UN definitions, social integration can be understood as harmonious process of interactions and solidarities starting from all level of society. (UNISD, 1994)

### ***Debates on the integration programs***

The impact on the debate of integration process provided by the civil society organizations, where many NGO reports refer to integration process as some kind of medicine, where the new-comers should fit in the current forms of society in the receiving countries, rather than to enjoy the same rights they had in their country of origins. (Ibid.)

Here the reports are positively arguing for different government programs and supports through various integration programs. In the following chapters I will also pay special attention in the analysis of integration of Bosnian-Herzegovinian diaspora in Germany.

According to NGOs and several researches, these kind of integration programs have great impact to positive empowerment of immigrant groups, through choice, growth and development in the receiving country. But, since the integration programs and government policies are not same in the all countries, especially if we take to analyse integration in the European Union – this might present a research barrier for comparison of the integration cases in the different EU countries.

Since, there are many questions that address pros and cons of the general and current integration process, there is a strong need to combine all the above mention approaches – from the side of government, society and community actors, and from the side of immigrant groups itself. The whole process must address all the important aspects of integration, taking into consideration that is, as described, two-way process.

### ***Forming the right definitions of integration***

According to the United Nations High Commissioner for Refugees (UNHCR) the integration process is described as “*the process by which refugee is assimilated into the social and economic life of an new national community*” or “*the concept of integration as a two-way process and this is premised on “adaptation” of one party and “welcome” by the other.*”

*It does not however require the refugee to relinquish their cultural identity and integration therefore differs from assimilation.”* (UNCHR, 2013).

Still, the broad UNHCR definition does not cover in details the integration aspects. For example, just broader definition of integration we can find in sociology following the roots of Emile Durkheim, who argued that integration is the process of how society keeps together.



Further these ideas are developed by Talcott Parsons, who said that integration refers to ability of the components of the system to be compatible. (Kuhlman, 1991)

Over the time, the term integration has also been developed in the migration studies, starting from very first debates in 1950s. Here authors were speaking more about acculturation, the process that resulted upon the meeting or contact between two distinct cultural groups. Further, this debate passed over terms such as *assimilation*, *marginalization* and *absorption*, not greatly described or addressed what should integration look like.

Over the time, the term integration has been analysed taking in the particular sense for economic empowerment, social norms, cultural values and identity. So many debates and researches have gave its impacts, but even that today we cannot say that we have most accurate definition of integration. It does change over the time and over the understanding.

The main conclusions say that integration, as already described complex process, means very different things to very different people. For some, it has very normative significance that we mention as one-way process where new-comers are ought to change its values and behavior and to “fit in” perfectly to receiving society.

Many recent political debates on the topic of integration, have claimed that society needs to be open, democratic and free for everyone to pursue its rights with its personal background – but still that some homogenous set of norms and values need to exist. (Castles et al. 2002)

Other debate follows the status of receiving countries, following the direct discrimination that immigrants and refugees can feel. Maybe, they can have ability to join the labor market – but the situation that they can find there may undermine the efforts of integration. It means that even if immigrant has a job place, the unfair treatment or discrimination may result for him/her to feel unwelcomed in the society.

Or, maybe the rightful treatment in the society is on the high level, but they do not enjoy other rights such as right for political participation, cultural heritage, social justice, housing or any other right. Here, this whole situation demands a need for broad definition that will include all of these aspects.

Other debates conclude that instead of speaking about integration, the debate should be made on the term of *inclusion*. Here the focus will be on above mentioned situation, where the efforts are about process of ensuring the access for immigrants to specific sectors such as labour market, health and social services, housing and living standards, education etc. (Ibid.)

By the term “*inclusion*”, the focus is more about the abilities of government to ensure all these rights to immigrants and to their ability to make welcoming support for their integration. This aspect also presents very important concept for our analysis since one of the following chapter is about the opportunities and programs for the integration in Baden-Württemberg and Schleswig-Holstein.

In order to define the correlation between all of these terms, the most appropriate definition that can describe the whole integration process, we can find in the definition provided by Tom Kuhlman. In his work, he focused on the empirical studies of the integration of refugees, with specific aim to highlight economic integration as an important aspect of a general integration. He also points out other needs in the process of integration saying:

*“If refugees are able to participate in the host economy in ways commensurate with their skills and compatible with their cultural values; if they attain a standard of living which satisfies culturally determined minimum requirements; if the socio-cultural change they undergo permits them to maintain an identity of their own and to adjust psychologically to their new situation; if standards of living and economy opportunities for members of the host society have not deteriorated due to the influx of refugees; if friction between host population and refugees is not worse than within the host population itself; and if the refugees do not encounter more discrimination than exists between groups previously settled within the host society: then refugees are truly integrated”* Tom Kuhlman, 1991.

Following this definition, we can conclude that the scope of integration in this research on Bosnian-Herzegovinian diaspora will about: *educational and working trainings, political participation, social integration, economic activities and cultural integration*. These integration areas have been the point of interest in the questionnaire of this work.

Since we have already explained that integration is two-way process, the point of interest is on one side of programs and policies for integration in Schleswig-Holstein and Baden-Württemberg, but also on the other side the integration perspectives of Bosnian-Herzegovinian diaspora living in these regions.

It will be particularly interesting to compare these two cases and to address lessons learned from the integration of this immigrant group. More about this you can read in the chapter of results and comparison between cases.

There appears to be very little academic work on the understanding of integration in these two regions, and especially if we look on the Bosnian-Herzegovinian diaspora living in there. In general, both academia and NGO sector together with experts in the field agree that there is very big lack of information and data about the integration of immigrants and refugees. Since, the Bosnian-Herzegovinian diaspora presents both, immigrants and refugees in different migrations waves – it presents us the perfect case study to tackle the gaps in this discipline.

### ***Migration; where and why?***

Since the topic of this research is based upon migration tendencies and integration perspectives of Bosnian-Herzegovinian diaspora in Germany, we need to provide a theoretical framework in defining migration and its basic concepts. The purpose of this chapter is to highlight historical understanding of migration as a process and as social phenomenon, both in public and in social sciences.

Starting right from the Latin term “*migratio, migrare*” that means wandering, change of residence, departing or moving, we have a good starting point in understanding migration and its concepts for further theoretical framework.

But in order to get to the definition and theoretical concepts, the historical overview of the migrations is very important to mention. Since, the migration is old as the human kind itself or even as world itself it was always interesting for questioning, for analysis, academic works or even as an inspiration for art, theatre or music.

In this large period, the migration has been studied from many disciplines and different sciences such as: demography, geography, history, social sciences, economy, mathematic, physics etc.

Although, in order to understand migrations, we need to take fully interdisciplinary approach using findings of previously mentioned disciplines that have studied migration impacts on their fields, taking into the consideration geo-variations of areas, population movements, financial impacts, anthropological status, social relations etc. All this because migration affects not only science but all our lives, with or without our personal movements.

## ***Defining international migration***

But why do people migrate? Today, international migration is mostly connected to failure of political elites and features of global politics to address problems, to solve living issues and particularly to address inequalities between rich and poorer areas. (Geddes. Scholten 2016) Also, some other reasons are particularly connected to migrations, such as: natural disasters, political repressions, conflicts, economic or social problems. Anyhow, people move where they feel that is better for themselves or with main the aim to ensure safe environment for its whole family. The best explanation for voluntary migrations today we can find in sociology where it has been addressed that: *“Migration is a form of population movement, which during the cultural evolution follows dispersion. Participants are sufficiently advanced in economic culture, intelligence and geography, so they are aware of the real destination. Movement is planned, purposeful and deliberate.”* (Gary, 2000)

Or if we think about migrations that have been forced or influenced by external factors, the first explanation is provided with Geddes and Scholten, 2016 who claim that *“International migration can be understood as epiphenomenal, i.e. it occurs as result of something else happening such as economic inequalities or conflict.”* or as Castles et al. 2002 argued that *“refugees cannot plan their migration and may suffer considerable trauma and dislocation during their flight.”*

So, the view on migration can be understood from two different ways. If voluntary migrations, it is a process that has been planned, supported by different means and resources and as such enjoys different legal and institutional treatment. While on the other side, refugees’ migrations are not planned, mostly are ad-hoc without external help or sources that could at early stage define course of movement. Both processes could result in different integration patterns, and as Castles et al. 2002 argued *“it is important to examine differing situations and experiences of refugee and immigrants, even if the underlying integration process takes a similar course.”*

On this matter in the chapter of this thesis on empirical results will pay a special attention on examining two different groups of Bosnian diaspora and their integration perspectives. Since, the definitions and the work itself will include analysis of voluntary migrations and forced refugee’s migrations it is important to define policy categories used under these terms.

### ***Key terms and definitions of “voluntary” and “refugee” migrant***

First of all, it is important to mention that although international community has defined standards for explaining these two categories, very often it might happen that receiving states would change their forms. This happens mostly due to reason that administrative wish to establish authoritative capacities in managing and regulating migrations, both voluntary and forced.

However, the UN Geneva Convention in 1951 have clearly defined that “*refugee*” is a person who are fleeing persecution, war or conflict that threatens life, safety or well-being. Or more clearly as “*person owing to well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion, is outside the country of his nationality and is unable or, owing to such fear, is unwilling to avail himself of the protection of that country; or who, not having a nationality and being outside the country of his former habitual residence as a result of such events, is unable or, owing to such fear, is unwilling to return to it.*” (UN Refugees.org)

It is important to mention that this definition does not address a lot of changes that happened during the past period after Bosnian war in 1995, especially in receiving countries. However, this work will relate to the Bosnian citizens that migrated in Germany in the period of 1992-1995 as “refugees”.

Further, following the latest development in the context of Bosnian-Herzegovinian migrations to Germany – after refugees’ migrations, the next term that we will define is voluntary migrant. Overall, this term is used due to the definition that migration is planned and voluntary, “*primarily driven by relative inequalities of income and wealth*” Geddes and Scholten 2016.

Focusing on the integration of Bosnian-Herzegovinian citizens living abroad, it was important to define term that will unite all of the previously explained terms, no matter whether forced or due to voluntary reasons – so, in this work I will also unite both terms and refer to them as the *Bosnian-Herzegovina diaspora*. Diaspora here has been defined as: “*an ethno-national diaspora is a social-political formation, created as a result of either voluntary or forced migration, whose members regard themselves as of the same ethno-national origin and who permanently reside as minorities in one or several host countries.*” Scheffer, 2016

## *Discussing migrations*

Without looking on any other definition, the reasons for migration pop up only if we follow historical movements of the people. Taking into the consideration that migrations have shape the Europe with its start in 1945, all until today – it is clear that both the past and the future will have a face of migrations.

Only with 1960s and labour migrations most of European countries have become more diverse, truly multi-ethnic societies and if they did not change then, they were for sure changed now in 2000s with the last migration waves from the Middle East countries. In this context lays the demand for studies about migrations particularly in Europe. In order to make multi-ethnic societies serve the purpose of diversities, we have to address the key factors related to migrations.

Having in mind that migration triggers integration process, and that reasons of migration can also influence integration we can even say that term integration and migration is directly connected, and can give us needed answers in understanding both terms and crucial problems behind them. In our analysis of Bosnian-Herzegovinian migration and integration to Germany, we will have a chance how different migration waves produce different integration patterns.

## *Migration theories throughout time*

Although, migration is old as human existence on this planet – the theoretical frameworks and definitions about it, started just in nineties. In the latest works, the Massey et. al.'s paper (1993) has been outlined as ground and basis for migration literature. In their work the absence of the theoretical framework on international migration has been the key point, together with analysis of economic migrations starting from 1950s till today.

They also argued that need for fully understanding of international migrations still exist while not a single one discipline can alone describe this phenomenon, also their analysis starts in combination with multidisciplinary approach.

On the other side, the early writings on migration as modern social phenomenon starts in 1880 where Ravenstein wrote “Laws of Migration” by using empirical migration data. Further, writings continued with Zipf in 1946, who used physical concept of gravity and tried to explain migration as phenomenon caused by happenings related to distance.

Then the 1950s were marked with dual-economy model of Lewis, where migration was purely due to supply and demand of labor market in rural and urban areas, while Harris-Todaro model in 1970s used these arguments to continue thesis on rural-urban migration. (Zanker, 2008)

They were also other developments in this period regarding macro analysis on migration theories, but none of them would be applicable for today's debates that include far more contexts on migration.

### ***Modern discussions on migration***

The latest works on the migration starting from 1980 focus on micro level of analysis, taking into consideration personal migration tendencies and individual motivations to migrate, kept in context the importance of the structural community layers. The biggest contribution in this area has been made by the New Economics of Labor Migration, coming from 1980s that treats migrations as household decision and includes more arguments connected to the personal decisions to migrate. In large, it represents a perfect fit for my analysis on migration tendencies and integration perspectives of Bosnian-Herzegovinian diaspora in Germany.

Taking into consideration that the literature review on the migration theories has been made by several authors, I will use the table overview in order to stress the point why the personal migration tendencies are important in order to understand migration of certain group.

Since, the migration studies are very broad area and can be discussed in very long academic work, for the purpose of this thesis I will just provide ones that will be used for the purpose of this thesis.

**Table 2.1** *Theories of migration defined by level of analysis*

Micro-level	Meso-level	Macro-level
Migration cause: Individual values/ desires/ expectancies e.g. improving survival, wealth etc.	Migration cause/ perpetuation: Collectives/ social networks e.g. social ties	Migration cause/ perpetuation: Macro-level opportunity structure e.g. economic structure (income and employment opportunities differentials)
Main theories: • Lee's push/ pull factors • Neoclassical micro-migration theory • Behavioural models • Theory of social systems	Main theories: • Social capital theory • Institutional theory • Network theory • Cumulative causation • New Economics of Labour Migration	Main theories: • Neoclassical macro-migration theory • Migration as a system • Dual labour market theory • World systems theory • Mobility Transition

Table 1: Source: Faist (2000) and Jessica Hagen-Zanker (2008)

In her work, author Jessica Hagen-Zanker has produced the table above. Her work “*Modest expectations – Causes and effects of migration on migrant households in source countries*” she describes different level of analysis when it comes to migration. She starts with micro-level of analysis, which focuses individual migration decisions, then macro-level theories that pays special focus on global migration trends. In between them she classifies meso-level that treats both factor analysis, from households to institutional frameworks and social relationships. (Ibid.)

### ***Role of families and households in migrations***

In the latest discussions about migration theories, the ground for new understanding of migration tendencies has been outlined by many authors starting from 1981 and Harbison that highlighted importance of the families in the decision making process of integration. He argues that families can influence individuals’ decisions to migrate, e.g. taking into considerations that the women in particular would follow husband’s decision to migrate to the place where husband already have a working place.

Such example of looking at migration from gender perspective could also be connected with Bosnian-Herzegovinian case and the guest-workers’ migration waves that followed up with connecting the families and women migrating from BiH to Germany.

This example could also be supported with Morokvasic in 1984 that pointed out that women would not only migrate due to economic reasons, but also for the decisions to get married and on that way to escape torture, social constrains, low rights, discrimination and lack rule of law in front of violence among them. Adding to this, authors Sandel (1977) and Mincer (1978) supported the family role in the migration process.

They focused more on economic impacts connected to the family role, saying that net income needs to be untouched in order for family to move. It means that family net income would serve the needs of the whole family, not only in regard who earns more but with possibility that income of only one member of the family would add the losses of the other family members. So that will family still have the same income, but they would live on another location that serves better needs of its all family members.

As already mentioned New Economics of Labor Migration (NELM) introduced understandings of migration phenomenon in modern times. It supports the findings of Sandel and Mincer, but adds frame of joint decision of all family members.



In their example though, the family does make decision together but in contrary to Mincer, does not migrate all together – but only by sending one family member to migrate. Their thesis argues that household with lower end income would most likely migrate. According to NELM decisions of the families are made upon minimized risk, maximized joint profit and development of joint status. Although this theory extends understanding of migrations to households decisions that include risk and insurance consideration – it still presents very abstract findings about migrations basing on the very rational choices by people and not taking into consideration where or why people go after migrations.

### ***Role of individual beliefs and migration tendencies***

On the other side, in the context of individual beliefs and migration tendencies, the developments have been highlighted in 1990s by Massey. He argued that factors which influence migration are interlinked with different conditions that make migration continue. After first movements from one community became more regular and constant to one place, it is most likely that the other members of community will follow the decision of those who migrated.

He also proposes the system where migrants from one community are being helped by those who already migrated following through social relations and networks, social capital, migration institutions and other aspects that can make migration circular.

His findings were supported by writings of Thomas Faist, a sociologist who argued that social relations and social capital plays huge role in discovery of migration tendencies. He focused on households, community networks, neighbourhoods and formal institutions that help migrants to make decisions and to adapt once when they migrate. The role of social linkages and social relations play a special role in understanding the patterns, concepts and volume of migration.

Once when migration occurred, individuals are bringing their experience but also established patterns of migrations. By Goss and Linqvist 1995, once when pioneer migrations are made, they automatically produce new channels of communication and new communities of migrants are being made in the receiving countries. As argued above, migration tendencies are rising by the establishment of migration patterns and newly established migration networks.

It highlights the rising ability of migrants to follow the decisions of their friends or family members most likely due to already established social capital, migration institutions, networks, remittances, income differences, economic development, circular causes, household level and the trends of migrations.

On a very micro-level of analysis the biggest influence plays economic factors such as income differences and poverty. In this context, social status by preserving power and prestige makes individuals likely to migrate, but also it connects personal goals and values. (Zanker, 2008)

In other debates, it is also noted that migration other factors play huge role such as: economic, political, social, demographic and environmental – and there are the leading forces that affect people to migrate or not. By Geddes and Scholten, if people lack resources such as economic, physical, social but are living in the fear that conflict might occur and affect their lives, they might be even trapped in the zones that threat they lives and livelihoods.

### ***Germany: Immigration policy and migrations***

Following the main reports, Germany has about 18.6 million residence that have direct migration background. (Destatis, 2018) And right over the time, Germany recorded more and more immigrants coming and migrating in search for better and safer life environment. But, it was not always like this. In 1977 the idea of “*Deutschland ist kein Einwanderungsland*” or “*Germany is not the immigration country*” was the official mantra. Although these years were marked with “guest-workers” programs and many people coming from different countries to live and work in Germany. At those times, the resistance towards immigrations was on very high level, the policies neither the political discourse did not go in favor of immigrations.

For many analysts it was not due to inability of German society to accept immigrants in its community, but rather due to “a political-cultural norm” based on the case of self-understanding. The hidden factors were linked to the pre-unification West Germany and their recovery of national unity with reunification with East-Germany in 1990. (Geddes and Scholten, 2016)

After the official reunification one of the cases that showed readiness of Germany to accept refugees showed during the wars on Balkans in 1990s. During this time refugees coming from former Yugoslavian countries migrated to Germany receiving welcoming support for many of them.

According to available data, only in 1973 Germany had 496.000 persons from Yugoslavia. (Goeke, 2013) Other than that between 1990 and 1994 around 1,2 million people made an application for the the asylum in Germany. (Geddes, Scholten 2015)

So the political discussions and happenings on the filed were telling totally different. Germany was country of immigrations, or at least it was on its start to be one. Following this ideas, during the main happenings in the past, especially after the second world war Germany has accepted immigrants in four different cases:

- ***Aussiedler (ethnic German) migration***, between 1945 and 1955 migration to West Germany by ethnic Germans that were fleeing persecution by Soviet block countries
- ***Guestworkers***, starting from 1955 recruitment of guest worker labor migrants in agriculture and industry, will be elaborated below
- ***The family of guest workers*** even with existing immigration stop in 1973, were coming and connecting with their family members members
- ***Asylum seekers***, following the Article 16 of German constitution that provides the right of asylum applicants to make a claim for asylum (Geddes and Scholten, 2016)
- ***“Brain drain” from Western Balkans and East Europe***, as phenomenon for itself due to youth unemployment, economic, social and political disruptions

All until 2000s Germany did not have developed approach towards immigrations or an official approach towards immigrant integration. The developments have been made in 2015, with more liberal and more open approach to skilled immigrants. First move in this direction has been made by elections in 1998 federal elections where the coalition of a Social Democrat and Green Coalition government demand to change German’s immigration and citizenship policies. (Kluysmer and Papademetriou, 2009)

But still in 2000s the demand for high skilled migrants was general need for the most of European countries. Still, it was a great fear that the very heating debates about new laws and policies on immigrants and migrations would triggered rise of extremist parties. For example just in Germany, the parties had very strong debates about new immigration laws or new developments in the migration area.

Luckily new developments have been made by establishment of Green Card in Germany, giving the right to highly skilled IT experts to work and stay in Germany for 5 years.

Then further development has been made with Independent Commission on Integration in Germany, who reported officially that the country needs to open its doors for immigrants and to ensure their integration in the society.

It followed with new immigration law adopted in 2005, that served its purpose to control the influx of foreigners into the Federal Republic with establishment of Federal Office of Migration and Refugees (BAMF) that became higher agency for coordination of migrants and their integration. (Geddes and Scholten, 2016)

New immigration law in 2005 relaxed in the immigration policy of Germany, for example it gave focused on high salaries of high skilled workers, and for example gave a chance to international students to stay in Germany for one year after graduation in order to look for a job. In other areas, the law had developments in 2003 with family unifications and introduction of integration courses (Integrationskurs) and with 2007 with adding citizenship test in the process of naturalization.

In 2010s Germany became a key destination for many refugees fleeing from the war-zones and economically poor countries of Middle East, coming to 2015 where number of refugees was approximately one million. Further, this German initiative to open its border for refugees resulted in changes of EU shared immigration quotas. Later we will take a look on the newest immigration law in Germany.

### ***Historical timeline of Bosnian-Herzegovinian migrations to Germany***

As we have already read, migrations of Bosnian-Herzegovinian diaspora have been happening at least during the last 60 years, periodically and due to different impacts. The main purpose of this chapter will be to highlight the circumstances and provide an historical timeline of Bosnian-Herzegovinian diaspora migrations to Germany. Particular focus of this chapter will be on the last three migration waves, starting from 1960s and “Guest workers”, 1990s and “Refugees”, to 2000s and today's last migration wave.

- ***Very start of migrations: 1960s***

Thinking about the historical frame of Bosnian-Herzegovinian migrations, most of us would possess to think that long-standing relations in this context, between Bosnia-Herzegovina and Germany dates back to 1990s and the period significantly marked with large number of migrations due to war aggression and conflicts happening in BiH.

The truth is that on my way of researching about the migration of Bosnian-Herzegovinian diaspora in Schleswig-Holstein, I have discovered not only academically significant fact, but also very personal never discovered family origins, in Flensburg city in the region of Schleswig-Holstein.

And as a matter of facts, let me just highlight that I was born in Bosnia-Herzegovina, finished my undergraduate studies in Sarajevo and now on the way of pursuing master degree in European Studies, came to Flensburg to discover that second generations of my cousins lives here, starting from the 1970s till today. Interesting, isn't it?

The story goes back to 1960s, where post-booming economy of Western Germany was in great need of guest-workers who would help to build the very uprising economic activities. Ones of the very first countries that have signed bilateral agreements about guest-employment with Germany, were among others Italy (1955), Spain and Greece (1960), Turkey (1961), Morocco (1963), Portugal (1964), Tunisia (1965) and Yugoslavia (1968). (Butterwegge, 2005) The main aim of these agreements were to attract guest workers from these countries who would increase German industrial production.

In this time, it was supposed and assumed that the workers will after finalized job leave to their home countries, instead of this situation workers stayed on longer period and then even brought their families and stayed way longer than firstly expected. Today, this period is significantly remarked as start point of growing migrations to Germany. (Palmer, 2013)

Very significant immigration policy of Germany has been made in 1973, when certain limits were put to immigration for skilled or very skilled workers, with only opportunity to accept unskilled workers for a short period of time. (Strunden, Schubert, 1998) Nevertheless, many of the guest workers from Yugoslavia came for a year but stayed for a lifetime in Germany.

As said, the migration flow between 1960s and 1980s between Yugoslavia and Germany, was direct benefit for both countries. On one side Germany, as I already explained was in need of working labor and Yugoslavia had very significant problem with rising unemployment so the migration wave directly lead to increase of remittances.

It was out of great help for the people of Yugoslavia to receive the money from abroad, as they came from very poor, uneducated, undeveloped areas. Recorded amounts received of remittances in 1963 to Yugoslavia were 41 Million US Dollars. (Karabegovic, 2018)

Following this systematic labor migration wave in 1960s, this period significantly marked first migration wave of Yugoslavians to Germany, including also today's Bosnian-Herzegovinian diaspora – that once was part of Yugoslavia.

According to the data of German Federal Statistical Office, very first migrants from Yugoslavia have already been registered in 1950s – following its peak in 1973, where Germany had 673,300 registered Yugoslavians. (Migrationsprofil Westbalkan, 2015) The number of Yugoslavians in Germany started decreasing right after 1973, coming to 1980 where this number was under 50.000.

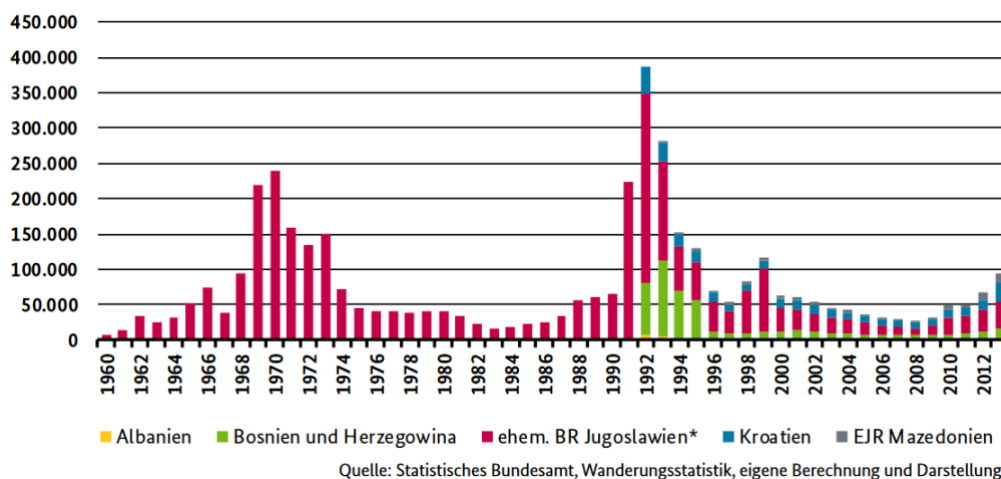


Table 2: Statistical data on Yugoslavian citizens starting from 1960s till 1990s, and after overview of Yugoslavian countries with start in 1992 till 2012. (Migrationsprofil Westbalkan, 2015)

- ***Second migration wave: 1990s***

Right after the dissolution of Yugoslavia in 1990s, and the very start of war happenings in the region of Western Balkans, the new wave of migration occurred. This time people did not migrate to insure its own economic stability as it was case within the first migration wave, but rather to save its life and to escape and prevent not to be raped, tortured, killed or to be victim of any other war criminal activities. According to the available reports, the outbreak of war in the period of 1992-1995 in Bosnia-Herzegovina was resulted in 2.2 million displaced persons (both inside and outside of the country), from 25,000 to 329,000 deaths, ethnic cleansing, genocide, socio-economic catastrophe, cultural and infrastructure destruction. (Tabeau, Bijak 2003)

According to available data, in 1994 Germany recorded 350.000 refugees accepted from Bosnia-Herzegovina. (Migrationsprofil Westbalkan, 2015)

Year	1994	1995	1996	1997	1998	1999	2000
Germany	350.00	320.00	330.000	245.00	100.000	50.000	30.000

Table 3: Refugees from Bosnia-Herzegovina in Germany, 1994-2000s, \*source: Migrationsprofil Westbalkan, UNCHR tabelle 6

As state of Germany accepted so many refugees from Bosnia-Herzegovina and provided them with temporary protection, refugees were also able to receive monthly subsidies of \$380 per month or additional \$190 per month for each child. This welfare treatment costed estimated \$7 billion a year for the state of Germany. (Hageboutros, 2017)

But, it was only temporary and on a short period of time. Leading to that in the late 1996, due to the fact that the war officially was ended, the state of Bosnia-Herzegovina and Germany signed the bilateral agreement about the return migrations to BiH. This bilateral agreement meant official adaptation of voluntary return with 347.419 bh. citizens being departed from Germany to Bosnia-Herzegovina.

Very little number of Bosnian-Herzegovinian refugees have succeeded to stay in Germany, using the opportunity such as ability to get medical certificate of war trauma, and on that way to ensure its stay in Germany. Later, we will see what does discussion about integration of Bosnian-Herzegovinian diaspora tell us about the second migration wave and bh. refugees that stayed in Germany, in this regard the special focus will be payed to changes in politics of Germany towards the immigrants from Bosnia-Herzegovina.

- ***Third migration wave, 2000s***

After the Dayton Peace Agreement in 1995, the country of Bosnia-Herzegovina started passing different stages of reconstruction in the context of infrastructure, industry and economy rebuilding, building the administration capacities, establishing rule of law norms, and most importantly building peace and reconciliation bridges among the ethnic nations that once were in the war, and that today need to live with each other in peace. This post-war and transitional period is significantly important for our analysis because it brings many circumstances that influenced latest period of migration.

Political stagnation, economic crisis, youth unemployment, absence of the rule of law, cultural and sociological crisis – are just some of the reasons that lays behind the migration tendencies in the post-war society of Bosnia and Herzegovina.

It seems that past reasons to escape from war to the safe territories were now replaced with reasons to migrate and ensure better living and working conditions. Deeper understanding of the reasons why Bosnian-Herzegovinian diaspora migrated in our particular case of Baden-Württemberg and Schleswig-Holstein; we will have a chance to find in the further chapters of this thesis.

Bh. population (1991)	Bh.pop. (2013)	Bh. citizens living abroad	Youth unemployment
4.377.033	3.531.159	Around 2 million	55.5 %

*Table 4. Statistical data on Bosnia-Herzegovina, Population and youth unemployment, data provided by Agency for Statistics of BiH*

According to statistics provided by international organizations, receiving countries and diplomatic-consular offices of Bosnia-Herzegovina, it is being estimated that around 2 million people with personal background to BiH, is living abroad. Since Bosnia-Herzegovina has around 3,5 million citizens, the number of citizens living abroad represents around 56,64% of total population of the country. (Heinrich Böll Stiftung, 2017)

More statistical data tells us that youth unemployment in BiH is about 55.5% and that total population unemployment of 26,1%. (ILO, 2018) With the largest youth unemployment rate Bosnia-Herzegovina stays at first place on the world rating index in youth unemployment.

According to the data by Union for sustainable return and integrations in Bosnia and Herzegovina, in the last 5 years around 173.011 person or 48.932 families have left Bosnia and Herzegovina, with 73.478 persons that gave up on Bosnian-Herzegovinian citizenship in the last 23 years (Union for sustainable return and integrations, 2019)

As it is very clear the very last migration wave has particularly occurred among younger generations of Bosnian-Herzegovinians. According to the last reports, from 1995 till today 79% researchers in the area of engineering, 81% graduates and 75% post-graduates left Bosnia and Herzegovina. (UNESCO, 2015) Together, this data makes a special research question on how will new generations of Bosnian-Herzegovinian diaspora find its integration in the societies of receiving countries. Our special focus in the case analysis of Baden-Württemberg and Schleswig-Holstein will be the last wave of migrations through analysing their integration perspectives and migration tendencies. More about this I will write in the following chapters.



## *Data on Bosnian-Herzegovina diaspora in Germany, Baden-Württemberg and Schleswig-Holstein*

Taking the particular focus on bh. migrations to Germany, we can firstly take a look on statistical data that can illustrate difference with number in the last waves of migration. The brief point of this chapter is to provide and statistical overview on numbers of bh. citizens in Germany, economical and demographical structure and their connection to the topic of this thesis.

In the comparison with other federal states in Germany, we can see the following:

Top 8 federal states by	number of bh. diaspora	Other 8 federal states	Number of bh. diaspora
Bayern	51 125	Schleswig-Holstein	1 740
Nordrhein-Westfalen	40 650	Saarland	1 600
Baden-Württemberg	39 380	Bremen	1 285
Hessen	21 440	Brandenburg	925
Berlin	11 880	Sachsen-Anhalt	820
Niedersachsen	7 520	Sachsen	680
Rheinland-Pfalz	6 585	Thüringen	425
Hamburg	4 025	Mecklenburg-Vorpommern	415
Table 5: Foreigners: Länder, reference date, sex/age years/marital status, country groups/citizenship, Destatis 2018		<b>Total number of bh. diaspora in Germany, 2018</b>	<b>190 495</b>

Since 1992 and the second migration wave to Germany under war happenings in Bosnia-Herzegovina – the number of the bh. migrants to Germany has been changing throughout the time. In this migration flow we can clearly classify the beginning and the end of the second and third migration waves. We will particularly look to two federal states, Baden-Württemberg and Schleswig-Holstein without detail including or analyzing another 14 federal states of Germany.

BH. population in:	1992	1996	2000	2005	2008	2018
Baden-Württemberg	981	59 175	29 262	32 592	32 271	39 380
Schleswig-Holstein	356	4 250	1 506	1 534	1 422	1 740
Total in Germany	19, 904	340 526	156, 294	152 444	156 804	190 495

Table 6: Foreigners: Länder, reference date, sex/age years/marital status, country groups/citizenship, DeStatis 2019

Conclusions from the above available data tell us that: total migration wave increased for 20% of the whole bh. diaspora living in Germany, (between 2000 and 2018), total migration wave difference is lower for 55% (between 1996 – first migration wave and 2018 – third migration wave), and that Baden-Württemberg (with 0,36% bh. migrants of total BW population) received more bh. migrants than Schleswig-Holstein does (0,08% bh. migrants of total SH population). Just in comparison with data on total foreign population, Baden-Württemberg has 1 663 765, or 15,1% foreign population while Schleswig-Holstein has 223 216 or ) or 7,7% foreign population. (Destatis, 2018)

Further, from the above presented data on bh. diaspora in all federal states of Germany, we can conclude that the most of bh. population migrate to the regions of *Bayern, Nordrhein-Westfalen and Baden-Württemberg*, while the regions of *Sachsen, Thüringen, Mecklenburg-Vorpommern* are having least number of bh. diaspora. The region of the Schleswig-Holstein, stays at the bottom of the table of the federal states with least number of bh. diaspora, with slightly the same number of bh. diaspora members as above listed regions.

*Baden-Württemberg, overview by administration units*

Regierungsbezirk Stuttgart	17 355
Regierungsbezirk Karlsruhe	8 245
Regierungsbezirk Freiburg	4 465
Regierungsbezirk Tübinge	7 060
Total bh. diaspora in BW, 2017	37 125

Table 7: Ausländische Bevölkerung in den Stadt- und Landkreisen Baden-Württembergs am 31. Dezember 2017 nach den am häufigsten vertretenen Staatsangehörigkeit

*Schleswig-Holstein, overview of bh. diaspora in administrative units*

Flensburg	145
Kiel	150
Lübeck	120
Neumünster	150
Dithmarschen	40
Herzogtum	45
Nord-friesland	50
Ost-holstein	90
Total bh. diaspora in SH, 2017:	1 690

Table 8: Ausländische Bevölkerung in den Stadt- und Landkreisen Schleswig-Holstein am 31. Dezember 2017 nach den am häufigsten vertretenen Staatsangehörigkeit

In this regard, the regions of Baden-Württemberg and Schleswig-Holstein serve as case study of this thesis. These regions are particularly interesting while very significant difference in numbers of Bosnian-Herzegovinian diaspora occur among them. Also, it is very interesting to mention the fact that Schleswig-Holstein was first federal state of Germany that was lobbying for slower repatriation of Bosnian refugees, while Baden-Württemberg was among the first one that held deportation of Bosnian refugees in 1995.

In order to understand integrational perspectives and migration tendencies among bh. diaspora in Baden-Württemberg and Schleswig-Holstein, I have developed a questionnaire and implemented several interviews and panel discussions with the members of bh. diaspora. In the following chapters we will pay a special analysis on the findings and in the discussion, part provide key differences and developments on both cases.

Since the requirements to pass pre-entry, post-entry and citizenship test demonstrated link between migration and integration in Germany, let us take a look on the possibilities of Bosnian-Herzegovinian citizens to migrate and integrate in Germany.

### ***Migration opportunities from Bosnia-Herzegovina to Germany***

Following the main developments on the migration timeline between Bosnia-Herzegovina and Germany, we have already identified *three migration waves* and context in which they happened. All of these migration waves have occurred under the different circumstances and followed by different law frameworks which allowed migration and integration of Bosnian-Herzegovinian diaspora on different levels.

Starting from the 1970s, the citizens of Bosnia-Herzegovina as a part of Yugoslavia had the chance to migrate to Germany in the guest worker program and on that occasion to work and enjoyed slightly the same rights as domestic workers. But about the process of integration we will take closely in the following chapter. The migration opportunity in this case was covered by bilateral agreement that Germany signed with Yugoslavia in 1973. Further during the war in Bosnia-Herzegovina between 1992-1995, many people escaped the country and in search for security migrated to Germany, seeking the protection and asylum.

Today, the migration opportunities are variously different. In order provide an overview we will take a closer look on the official structures that guarantee migration for Bosnian-Herzegovinian citizens to Germany.

According to the available data, the German Embassy in Sarajevo is the largest German visa office in the world, following the data between 2015 – 2018 the Embassy has issued from 7,400 to 14,100 visas for citizens of Bosnia-Herzegovina. (Euractiv, 2019) Additional to this, short stays of the bh. citizens have been regulated with visa liberalization agreement that was signed in 2009 with Western Balkan states, allowing their citizens to stay up to 90 days in any half-year. (Auswärtiges-amt, 2019)

In the German Embassy in Bosnia-Herzegovina, citizens can apply for the following:

- *job seeking visa*
- *employment visa*
- *family reunification visa*
- *visa for education or volunteer purposes*

Source: German Embassy in Bosnia-Herzegovina, 2019

According to the data, Bosnian-Herzegovinian citizens are living in Germany on the following basis:

<b>Selected type of residence permit</b>	<b>Total number</b>
Freedom of movement according to EU law	6440
Exempt. from requir. to have res.title, displ.for.	40
Unlimited residence title	109 265
Temporary residence title	55 750
Temp. res. permit for educ./train. purp., Res. Act	3 125
Temp. res. permit for empl. purp., Residence Act	20 255
Temp.res.perm.for reas.of int.law,hum./pol.reasons	5 390
Temp. res. perm. for family reasons, Residence Act	23 190
Res. status with special right of res., Res. Act	3 795
Application for residence title filed	6 070
Temporary suspension of deportation	2 790
Permission to reside	265
No res.title, temp.susp. of dep. or perm.to reside	9 875
© <i>Federal Statistical Office, Wiesbaden 2019</i>	<b>Total: 246 250</b>

Table 9: Foreigners: Germany, reference date, sex, residence permit/selected types of residence permits, country groups/citizenship, Destatis 2019

### *How people today migrate to Germany from Bosnia-Herzegovina?*

Since 1960s till today there are plenty more opportunities to migrate from Bosnia-Herzegovina to Germany. Firstly, economic migrations are possible in several ways. Among them, most popular option among Bosnians, especially young population, is to apply for working permissions as a future medical staff, construction workers or electricians. Here, migration is conditioned by the German authorities, and in order to be able to migrate to Germany, citizen of Bosnia-Herzegovina need to possess valid passport, already signed work contract, valid proof of skills for German language.

Also, in certain cases, dependent on type of work, the applicant needs to submit signed and authorized document from the Federal Labor Agency of Germany and of Bosnia and Herzegovina.

Prior to submission of the documents for visa application, due to very high demand in interest of bh. citizens for working and studying in Germany, applicants need to schedule an appointment within the German embassy in Bosnia-Herzegovina. According to the information provided by the Embassy, for purpose of visa application for family reunification applicant can wait until 6-7 months in order to get an appointment, while for purpose of visa application for employment of applicants without professional education, applicants need to wait up to 1 year. (Sarajevo.Diplo.De, 2019). In some cases, this long administration procedures for appointments have resulted in company's breach of already signed working contracts with bh. workers.

While bh. workers could not get an appointment for visa very fast; the companies simply had great demand for workers and not a lot of time to wait for workers to finish visa procedures. This case has shown that procedures abroad when it comes to the employment in Germany, should be improved. Luckily, many Bosnians are looking forward for the new Labor Law in Germany, that will allow them to come and search for a job without prior application for visa. This will on one way boost the employment of BiH workers in the German market, and on another will undoubtedly foster migration way from Bosnia-Herzegovina to Germany.

Further, migration opportunity stays open for all students or young professionals that would like to continue its education on one of the educational institutions in Germany. For this purpose, visa application process demands of the applicant to have admission letter of the University/educational institutions, proof of having a financial ability for living costs, and if language of instructions is German – than proof of having German language skills.

Other opportunities for migration of young people besides studying process are: volunteering, language training, or Au-Pair program. Young people can also apply for job seeking visa or for purpose of employment visa. Also, besides these two processes bh. citizens can apply for visa for the purpose of reunification of family, where the process is slightly the same as two described above, also this process do not demand of applicant to have regulated working place in Germany prior to its arrival.

### ***New law changes for faster migrations from Western Balkans to Germany***

Following the big demand for medical workers in Germany, by 2016 German authorities adopted “Westbalkan-Regelung” allowing to citizens of Western Balkan states to have faster access to labor market. In this regard, citizens can obtain a residence permit for employment in Germany due to the fact that Western Balkan states are now known as “safe countries of origins” for Germany. On the other side, asylum seeking rights for the citizens of this state have been aborted and most of asylum seekers from these countries therefore have to return to their home country.

However, this new legal provision “Westbalkan-Regelung” allows them to receive a residence permit for every job, with only exception to the jobs of temporary workers. Provision demands fulfilment of only two conditions: a binding job offer from an employer, and the fulfil of visa requirements. This provision manages migration of citizens from Western Balkan from the period of January, 2016 to the end of December, 2020. In some of the discussions, it was argued that this legal provision has created the paths for new reforms of the labour law in Germany. (Arbeitsagentur, 2019)

Following the still big demand, especially for medical workers in Germany, the debate about reforms of the labor market became stronger than ever. German employer associations argued that new law on labor market is urgently needed. Finally, in October 2018 German authorities have agreed on key points for the skilled workers’ immigration law. The headlines of these law policies would give stronger hopes to migrate and work in Germany. In sum, this law would allow skilled workers, as from Bosnia-Herzegovina as “safe country of origins”, who could finance themselves to come and search for job in the period of 6 months. In addition, all interested potential candidates would receive guide trough the complicated issues of German administration. (Euractiv, 2018)

In the latest reports of OECD, - Germany has been ranked as one of the most liberal countries for immigration in the world. (OECD, 2015) But still there are numerous questions that debate this new regulation, since one of the requirements to enter the labour market will be the knowledge of German language – what raises the question of ability of skilled workers to fulfil it at first step of migration to Germany. However, the regulations for the citizens of Bosnia-Herzegovina have already been changed and by statistical data, concretely rising number of Bosnian Herzegovinians applying for visa in German embassy in BiH – the new law on labour migration just makes migrations to Germany higher.

### ***Integration of Bosnian-Herzegovinians in the case of Germany***

Once when the process of migration occurred, it follows with the need for integration of immigrant groups. Since one of the following research question of this thesis is whether the Bosnian-Herzegovinian diaspora integrated in German society, in this chapter we will take a closer look on the integration perspectives and opportunities in Germany.

Even in the time when Germany was not an official country of immigrations, there were certain rules and norms defining immigration policies and integration process as such. For example, immigrant policy of “*denizenship*” status that was granting the rights to those who would permanently settle in German with its legal and social, but not political rights. (Hammar, 1985)

As we have seen in the previous chapters, the German immigration law has changed over the time – starting from the reunification of Germany to today’s refugee crisis. Although many discussions about integration of immigrants in Germany are going in the direction of popular naturalization laws, I will try here to make distinction from this debate and to focus on the concrete and existing programs from integration of Bosnian-Herzegovinian diaspora.

Starting from the guest-workers migration wave, upon arrival bh. workers enjoyed similar working conditions as German workers. The major problem in this period were very poor housing conditions and accommodation, although they were accommodated in the public houses and hostels that were with very poor conditions. It became slightly better with the new regulations in 1964 where the federal government decided to cover accommodation and social provisions for the guest workers. For the workers who succeeded to stay, Germany did provide legal and social, but without any political rights. (Esser, Korte, 1985)

### ***Legal and political obstacles for integration***

During the first stage of war aggression on Bosnia-Herzegovina in 1992, a numerous refugees were rejected for asylum granting in Germany. The reason for this were defining terms in legal framework dating back to 1951 where asylum was exclusively granted to those were escaping from government prosecution. The experience of Germany and other Western European states in the context of migration prior to Bosnian crisis, dates to enormous migrations from East-Europe due to reunification process of Germany, collapse of the Soviet Union, fleeing from North-South economic disruptions, migrations from Slovenia and Croatia etc.

Only in 1989 Germany had around 121,000 accepted immigrants while in 1992 this number went up to 438,000. So it tells us about the experience and reasons why Germany with its struggling economy, rising xenophobia, and past migrations could not act differently in these times. (Hageboutros, 2017)

However, at the end of war Germany accepted 320,000 refugees from Bosnia-Herzegovina and granted them with special refugee status or so called “temporary protected status” (TPS). This status has been criticized by many scientists, saying that TPS has been a lot which most European states used in order to bypass the obligations and rights that country needs to offer to asylum seekers. Due to this status, Bosnian refugees were not allowed to join the labor market in Germany, neither to receive additional integration support. In this matter, all refugees were allowed to use social assistance such as: rent covered, financial social help, health insurance. Other special integration measures were not included and due to their special refugee status: they were not allowed to work, not allowed for residence status and did not have chance to pass for more integrated activities such as: language courses, vocational training measures or more advanced working training.

Contrary to this example, stays the integration policies specially made for Bosnian-Herzegovinian diaspora living in Austria. (Barslund and others 2016)

When the status of “temporary protection” for Bosnian refugees has been abolished by UNHCR in 1997, many countries starting with Germany have used that occasion in order to organize repatriation of refugees back to Bosnia-Herzegovina. In this context, debate around repatriation has included federal states of Germany to have their saying. For the purpose of this thesis, it is important to say that Schleswig-Holstein – northernmost federal states of Germany was on the leading force for lobbying that repatriation should not be very fast process.



Other German federal states such as Bavaria, argued contrary. On other side, Baden-Württemberg was among the first federal states that began with the “forcible” repartition process, although by the UNHCR reports the conditions in Bosnia-Herzegovina did not fulfil criteria for the refugees to be returned. The arguments for slower repartition of Bosnian refugees were supported by the of UNCHR spokesperson Mr. Berthiaume who claimed that conditions in Bosnia are still not appropriate for refugees return, and certainly do not guarantee safe environment. On the other side, federal states were arguing that support for Bosnian refugees demands stronger budget. (Walker, 2010)

On the other side, just as comparison still stays the case of integration of Bosnians in Austria. Although German social package was far better than Austrian, because the welfare package to Bosnians in Germany was equal to the one that German citizens are receiving – the Austrian government reached far more in the context of integration of Bosnian refugees.

In this example, Austrian authorities have upgraded the status of Bosnian refugees from TPS – temporary protection status, to residence permit ability. Although political debates in Austria did not pass without right-wing resistance - by the end of 1998 Bosnian-Herzegovinian refugees in Austria were given the opportunity to be both, economically and social integrated in Austrian society. The data given by Austrian Ministry of Interior, said that around 65,000 Bosnians have been actively engaged in labour market. (Hageboutros, 2017).

So what the German authorities could learn from this example? In brief, it says that social protection and social help does not replace the right for refugees to work. In addition to that, adopting to the right to work – refugees are having bigger and successful impact in the area of personal integration in the society. On one side it helps community to accept them, it allows refugees to be welcome in the society, and it reliefs social funds – since the refugees would no longer receive social helpings.

But in contrast to successful integration into labour market or social happenings in Germany, while many European countries followed the example of Austria, trying to change status of Bosnian refugees into permanent residents - the only possibility for Bosnian-Herzegovinian refugees in Germany was to wait until they were departed back home.

Even that political debates did not go in the favour of their integration, where many political parties were lobbying for their repartition, arguing that even larger public community just await for the moment of Bosnian refugees to be send back home. In this time, the status of Bosnian refugees was organized in the following categories:

- **“Dudlung” or “Toleration” – “Certificate of Suspension of Deportation”**, with this status Bosnian refugees were prevented to work or to attend school, with legal notice of temporary suspension of deportation
- **“Aufenthaltsbefungis” or “Temporary residence permit”** – with restricted freedom of movement (Lohre, 2009)

It was barely impossible for Bosnian refugees to stay in Germany, asylum by constitutional laws was only granted to those who were persecuted from the state or another opportunity to stay was only if refugees have already family members, relatives or acquaintances. This receiving patterns of Bosnian refugees in Germany, did not lead to strong integration of this group into society.

The hidden problem besides inability of German authorities to provide new legislation for inclusion and integration of Bosnians into labour market, was also the failure of European solidarity and burden sharing among other states of Europe.

Firstly, Germany was expecting that Bosnian refugees will not forever stay and secondly, besides the economic turmoil, the increase in unemployment and inability to continue providing very expensive social package – Germany was expecting burden sharing of other European allies. Later the discussion on the Bosnian crisis among European allies will lead to new criteria and Dublin Regulation<sup>1</sup> in 1997. But before in 1993 Germany had more than 60% of Bosnian refugees accepted. So, the main aim was to ensure temporary protection of refugees during the war, and just right after to ensure their “voluntary” return back home.

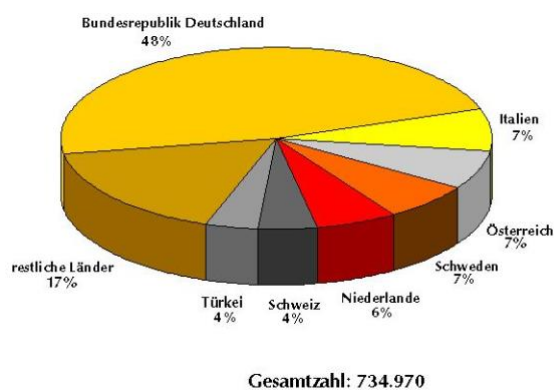


Chart 1: Data of refugees coming from former Yugoslavia according to UNHCR, March 1995, source: Daheim, 2019

<sup>1</sup> Dublin Regulation, signed in 1997 presents a European Union law that determines which EU Member State is responsible for assessment and procedures of an application for asylum, that is applied by the persons seeking international protection under the Geneva Convention

First shortages of these decision in 1995 to return Bosnian refugees, Germany faced in the beginning of 2000s, where the demand for high and middle skilled workers appears on the labour market. If decisions were different at those times, maybe today Germany would have more skilled and fully integrated immigrant group of Bosnians already as a part of its society. This claim is justified by argument that most of the Bosnians move out from Germany in 1997, and became citizens of other countries. While today, the German authorities needed to make new legislation that will again allow Bosnians to be part of German society, with very successful labour activity and very crucial role in new supply of workers especially in the field of medical labour. Additional to that, the lack of German authorities in 1992 – 1995 to tackle the integration of Bosnian-Herzegovinian refugees lead to rise of xenophobic campaigns and total irruptions in psychological well-being of all refugees. (Hageboutros, 2017)

### ***Integration opportunities in Germany today***

Since the Bosnian crisis in 1995, till today Germany has on a large scale developed its immigration programs and integration support. In July 2016 Germany passed its new comprehensive Integration Law on the national level. IT Today, Germany in its domestic integration policies has as its main aim stresses the importance of integration and peaceful living together goals. The specific goal is to develop systematic and comprehensive integration support, that will enable development of the community in its multicultural environment and that will address changing and complex demands of the society.

The head role on the national in the integration process is addressed to Federal Office for Migration and Refugees or BAMF – Bundesamt für Migration and Flüchtlinge. Still, every federal state and every region and city has its own offices for migration and integration area. All of these institutions are constantly in contact and mostly are implementing different programs together. With its main task to maintain connection with all players in refugee protection and integration work, among other things such as supporting integration programs, coordination of strategic integration supports the very important aspect in the work of BAMW is academic research about the integration success in Germany. In its report “Integration in Germany – Support Networking Dialogue” BAMW brings the overview on opportunities for integration.

Today among other integration opportunities provided by different civil society organizations there are following integration courses organized by government of each federal state:

- *Integration course with literacy focus*
- *Youth integration course*
- *Parents integration course*
- *Women's integration course*
- *Intensive integration course*
- *Language integration course*
- *Other special organized integration courses*

(Source: BAMF, web)

Further, by the Immigration Act of Germany integration has been defined as: *“Integration is a long-term process aiming to draw all people living legally and permanently in Germany into society. Immigrants are to be able to participate fully and where possible equally in all areas of society. Immigrants have a duty to learn the German language and to know, respect and comply with the Constitution and legislation. At the same time, immigrants need to be granted equal access where possible all across society.*

*Migrants who have successfully completed an integration course are able to shorten the time they have to wait for a settlement permit or, if desired, for citizenship. The integration course is held in German.”* (Auswärtiges-Amt, 2019)

### ***Integration courses***

The core of the field integration activities prescribed by German Immigration Act, present integration services and integration courses. The main aim of these courses is to provide practical support for integration and to create equal opportunities for social interaction. The core of the integration courses is without doubts language course, this creates starting point of immigrants to learn more about country, society and to acquire knowledge about social, cultural and economic life in Germany. Since, today Bosnian-Herzegovinian diaspora is entitled without asylum right or refugee status – the only legal demand upon migration to Germany is language course.

The integration course has been organized into 600 lessons, and runs up to 6 months. The first part of the integration course are language lessons, while second part is providing the participants with the knowledge about social, cultural, historical and legal aspects of life in Germany.

In principle, integration courses are offered to all immigrants in Germany from the EU migrants to non-EU citizens and refugees. Once when the person has successfully learned German language, then it may start with training or working program. On the other hand, priority on this program is given to the refugees and the program is co-financed by the federal government, while other migrants need to pay these courses. This stands for the first shortcoming of the integration programs in Germany, above other that will follow in the next section.

### ***Critiques on the integration programs in Germany***

Although German government has proved its interest and ability to work on the integration and on this path showed a lot of integration results, still there are many critiques from the side of NGO and researchers that the job should have been done better. Still, the public opinion according to the latest report and published “Integration Barometer” by German Council of Experts in Integration and Migration (SVR) stated very positive perceptions of integration in German society. (SVR, 2019)

On the other side main critiques following the integrations programs are advocating that still with even successful participation in integration courses, refugees are far away from the successful integration in the society. In report by *the Frankfurter Allgemeine Sonntagszeitung* (FAS) it said that every second migrant failed the language test at the end of integration course. It’s being reported that in 2017 from 339,578 persons who took language test, more than 50,000 failed the test. Other results showed that less than 49% achieved competence of B1 knowledge of German language.

Following these critiques BAMF reported that several course participants were ill on the day of test, or they simply moved and found employment in a meantime, what unable them to take the test. Among other difficulties, the Federal Audit Office reported that many of the refugees were traumatized, had a lack of learning culture or they simply did not attend enough lessons of the integration courses. (DW, 2018) Further, critiques are addressing that if migrant does not have ability and competence to actively speak German language, he/she will most likely not be able to find a job.

Addressing the shortcomings of the employment integration in Germany, media has reported that from around 1,4 million of refugees in 2017 – only 202,000 of them are being employed on the jobs that are making social security contributions.

Other obstacles are being faced by employers that would like to employ refugees, in this case company needs to overcome different bureaucratic procedures and complicated rules such as one connected to work permits, or threat of refugee of being deported. (Handelsblatt, 2018)

The shortcoming of the integration support for refugees in Germany is not only being addressed by employment sector, but also by the education institutions. In this regard, the problem besides refugees lack of competence in speaking German language also refers to other personal skills and competences, where refugees do not have any degree or job related education. Secondly, the problems are also in the healthcare sector – where due to language barrier hospitals are having a big demand for translators or medical workers that speak the language of refugees. (Handelsblatt, 2018)

Most of the critiques being address through employment, education and healthcare sector are lobbying for long term integration support. By the newest report from German think thank Berlin Institute, although refugees are most likely able to find the job in Germany – these jobs are temporary, low-payd jobs of the national labour market.

In this matter problems addressed are tackling bureaucratic measures that need to resolve many more questions than just ability of refugee to speak German language and to poses basic civic knowledge. It goes way beyond that. More about this I will try to address in the discussion part.

### ***Field research***

Since the research design of this thesis follows mix-methodology, I wanted to gather more practical findings and more field experience on this topic. In this regard I have implemented field visits to Bosnian-Herzegovinian associations in both federal states, continued with interview with NGO representatives and local authorities who directly worked with Bosnian refugees and had a chance to follow Bosnian-Herzegovinian integration into German society. Special focus has been given to individuals, members of Bosnian-Herzegovinian diaspora in both federal states, Baden-Württemberg and Schleswig-Holstein. I have tried to collect diverse stories from ordinary people. My wish was not just to tackle the numbers regarding integration, but rather to combine it with broader picture of people's stories about their integration.

### ***Field research in Schleswig-Holstein***

Schleswig-Holstein, the northernmost federal state of Germany. This region is home to almost 2,9 million inhabitants and about 8% population with migrations background. (Destatis, 2019a). As already mentioned, starting with its open policy towards Bosnian refugees in 1995 – Schleswig-Holstein even today has continued developing its integration capacities for people with migrations background. The present migration and integration concept has been created in 2002 and developed with its action plan in 2011 by Interior Ministry of Schleswig-Holstein. This document has in large scale contributed to the understanding of field needs and for the first time addressed strategically issues of migration and integration. (SH Innenministerium, 2014)

As already mentioned, Schleswig-Holstein is home to almost 2 thousands of Bosnians, that through different paths and with different ways migrated and settled here. My journey in understanding their way of living I have started in 2017 when for the first time I have visited one of their social gathering in Flensburg. Flensburg is home to 145 Bosnian-Herzegovinians, and first settlements of Bosnians here dates back to 1970s when the first guest workers came – today most of them are not alive anymore but their families are still living in Flensburg.

In Schleswig-Holstein there are 2 actively registered Bosnian clubs: Club “Behar” is based in Flensburg and Bosnian Club “Kiel”. As stated on their web presentation, these clubs are mostly active in brining Bosnian diaspora together in these cities, but also actively presenting Bosnian culture and tradition abroad in Germany.

### ***Interview with local authorities in Flensburg***

My first visit was to the Coordination Center for Integration in the city of Flensburg. Here my host was Mr. Peter Rohruber, coordinator for integration of the city of Flensburg. In very welcoming atmosphere Mr. Rohruber, explained that process of integration in Schleswig-Holstein and city of Flensburg goes into very dynamic and successful way. Also, he underlines that many actors are involved into the process of integration in Schleswig-Holstein, starting from local authorities, federal and state government but also migrant communities. Every city has one person in charge of migration and integration concept, he/she works together with colleagues appointed by federal state and one colleague from the national agency for migration, together they are a team that creates, monitors, implements and takes care about integration concept of that community.

*“Flensburg is colorful, and this city is home for more than 130 different nations. We are doing the best we can to make these people welcome in our country, in our city. Our special focus is on two-way communication with different immigrant groups. We are providing them with chance to learn more about our society, country and way of living. Also, we give them a chance to preserve their own cultural values and to promote their cultures..”*

*Mr. Peter Rohruber, Coordinator for Integration in the City of Flensburg*

By his opinion there are different layers that have strong impact on integration and that together are creating integration concept in every local community. Among them are: language competencies, proof/documents of previous works and education, professional work experience, understanding and complying with the system and rules and also chance to develop itself in one community.

Integration with Bosnian immigrants was not specific focus on his activities, but Bosnian community he sees as one of the integration partners for Flensburg. While describing different types of integration activities in Flensburg, he is showing me the official integration document *“Zusammenleben in Flensburg – Integrationskonzept für Menschen mit Migrationshintergrund 2016 – 2022”* or *“Living together in Flensburg - Integration concept for people with a migration background 2016 – 2022”* of the City of Flensburg but also pictures and other material from activities where bh. diaspora took participation, what testifies how actively Bosnian diaspora is integrated in Flensburg.

After very fruitfully conversation, Mr. Rohruber added that integration success could be measured by different means, but the most important facts are immigrant’s perceptions on how can they make themselves integrated and how hard will they work to accomplish their own integration, or do immigrants perceive themselves integrated and welcomed in on society.

### ***Interview with local activist***

Second field interview happens to be on the international day of refugees, 20<sup>th</sup> of March. Being very connected with Bosnian refugees, Mr. Peter Kröber welcomed me in his house. It was a great chance to hear first-hand experience in work with Bosnian diaspora in Flensburg. Mr. Kröber (69) is one of the most active members of Flensburg community that for years had a chance to work with Bosnian refugees, during and after the Bosnian war. Organized through youth center *“ADS-Jugentreff Remdharde”* in Flensburg, Mr. Kröber provided safe place for Bosnian refugees, mostly kids and young people.



*“Our youth center has welcomed many Bosnian refugees. We have tried to provide them with safe place, and to give them a chance for creatively organized time. At that time, as a society we did not have any strategy for their integration, so any plan or activity that would contribute to better feeling of Bosnian kids was welcomed.” Peter Kröber, ADS*

Although first stage of Bosnian refugee arrival was very hard, as Kröber explained kids and young people very fast learned German language, started going to school and today are absolutely integrated in most of the layers of the society. By his opinion, war trauma has affected many of them not to be well integrated but later they got in peace and started becoming very successful part of society. As he highlights there were few key elements of Bosnian integration into society. Firstly, it was important that they get to know the system, to learn the language and to start going to school. Secondly, very important was creation of open opportunity for them to have direct contact with community, and to get feeling of belonging.

Although many would argue that immigrant communities are willing to make their own isolated parts of cities, his experience tells us that Bosnians are well mixed within German society and do not tend to live only by or close to each other. Here, he points out that integration of Bosnian refugees has succeed because of their openness and ability to learn about other cultures and societies, for the purpose of integration he underlines that is one of the key aspects.

Further, by mentioning differences between receiving community and Bosnian immigrants e.g. religious identity that was different, he points out that Bosnian refugees mostly with Islam as religious background very well integrated into German society that was mostly with Christian background.



*Club "Behar" folklore group photo by Peter Kröber*

*“The readiness of the receiving society to give a chance to immigrants to maintain their cultural or religious identity, and the openness of immigrant group to learn new values and cultures of receiving society – plays a key role in the integration, with this we overcome the threat of assimilation and our society would be even stronger with that multiculturalism” concludes Peter.*

### ***Interview with Bosnian diaspora in Schleswig-Holstein***

Activities of the Bosnian club “Behar” in Flensburg, presents a pattern of Bosnian integration in Schleswig-Holstein. This club was funded in 2011, with its main goal to gather Bosnian diaspora in this city and to provide them with platform for social and cultural joint activities. First activities of Bosnian diaspora in this city were organized by support of the city of Flensburg, that provided joint office space for immigrant groups of Turks, Greeks and Bosnians. This support was initial with main aim to motivate immigrant groups to organize their own non-formal activities (sport competitions, different gatherings etc.)

After the initial phase, Bosnian-Herzegovinian diaspora has on its own initiative registered club “Behar” as a non-profit organization, club with its address together with “ADS-Jugentreff Remdharde” in Flensburg. Starting from this phase Club became independently organized and self-financed by Bosnian diaspora members in Flensburg. Main activities of club “Behar” are related to socio-cultural activities, with annual activity “Open door day” or with regular participation on the nations festival day in Flensburg. Additional to this, Club has been active in humanitarian activities, collecting the humanitarian aid for Bosnia-Herzegovina in many different occasions. Today, Club has 40-50 active members, what is around 30% of total Bosnian population in Flensburg.

To Senad (51), connection to this Club is not only emotional but serves as tool to gather Bosnian diaspora in Flensburg, so that they could all stay in touch for many different purposes. Senad has migrated in 1991 to Kiel and afterwards came to Flensburg, both cities in Schleswig-Holstein. Right after war started in Bosnia, Senad’s wife Zarfa (50) and her daughter migrated to Germany. Their migration experience is tremendous and in the same time serves as further material for my research.

*“When we first came to Germany, we did not have anything. Today, all of us have different jobs and we also speak German language. At that time, we were not allowed to work and the all focus was that one day we will go back to Bosnia, when the war is finished.”*

*Zarfa, Bosnian refugee to Germany*

*“I have already worked when my family came. Today, I still work in the same company. But the integration back then and today is way different. Back then we did not have any opportunity to integrate in the society, integration courses did not exist and we all thought that we will go back to Bosnia.”*

*Senad, Bosnian refugee to Germany*

For both of them, migration has shaped their life. At large, they mostly hang out with other members of Bosnian diaspora in Flensburg. On the other hand, their kids have finished schools in Germany, and have very different integration path. They speak perfectly German language, are socially, culturally, sportily active with regular contacts and friendships with other young people from other cultures. Later, in the analysis of research results we will provide a special focus on the differences of integration among generations.

Compared to Senad and Zarfa, that migrated during the war in Germany. Tifa M., (49) came to Germany in 2004. Today she works as support personal in the city of Flensburg, and has successfully completed process of naturalization. Firstly, she worked among Bosnian diaspora, and then she decided to broad her contacts and network so she started learning language faster and started to work with German colleagues. Right after language courses, she passed the integrations test and got her German passport. Still, she is very active at Bosnian Club in Flensburg.

*Tifa M, with Bosnian folklore group in Flensburg*



*“Integration starts when you decide that you want to make better of your life. Firstly, I hang out mostly with Bosnians, but then I figured that I need to expand my circle to be able to do more. When I did that, right after I successfully passed the integration test and got my passport.”*

*Tifa M., Migrated from Bosnia-Herzegovina in 2004*

These personal stories show us very diverse Bosnian diaspora living in Schleswig-Holstein, on micro level like in here - in Flensburg, Bosnian diaspora followed different integration paths into German societies. For once it was important to preserve its culture values and to stay in the circle of family and acquaintances, while others wanted to integrate more and became fully part of German society. Among other things, levels of integration vary among generations and it is already being clear that younger generations are having rapidly faster integration in German society. This finding will further be developed in one of the next chapters.

### *Interview with Fluchlingsrat Schleswig-Holstein*

Further field visit included my talk with Solveigh Deutschmann , from “Flüchlingsrat Schleswig-Holstein” or “Refugee Council of Schleswig-Holstein”. Mrs. Deutschmann works for more than 30 years with Bosnian-Herzegovinian population in Schleswig-Holstein. For her work with refugees she has received special honours, such as: “Order of the Merit of the Federal Republic of Germany”. In order to access integration perspectives of Bosnian diaspora living in Schleswig-Holstein today, it was very interesting to speak on this topic with Mrs. Deutschmann, who has followed Bosnian integration from the very beginning till today.

As she says, being active on the field and be able to help Bosnian refugees during the war in BiH, presented a great chance for her to do something good for the world. At first she join the organization “Survive the Winter”, but later she registered her own organisation “Survive the War”. For her, work with refugees shaped her own life and she shows special emotions while speaking about it.

*“In my experience the refugees from BiH had a big wish to be integrated. They were willed to work; they gave you every kind of help you asked for – it felt so easy to have them around. The refugees from BiH were open minded, accepted the German rules and laws. And they had a very big hospitality”* said Mrs. Deutschmann.

Going back to the early 1990s Mrs. Deutschmann recaps that Bosnian refugees were very special buy their personalities, openness, and very big interest and readiness to learn and be engaged into community. As she also explained during the war the status of the Bosnian refugees was clear: “Bürgerkriegsflüchtling” or “Civil War Refugees”. *“They were allowed to stay here, they got help to learn German, their children went to school, they were allowed to pick up work – they had all chances to be included and they took their chances.”* explains Mrs. Deutschmann.

As she recaps, after the war ended and when Dayton agreement was signed in December, 1995 - the refugees from BiH had to asked for asylum in Germany, and only a few got the status to stay here. Since war ended, for the German government Bosnia-Herzegovina was a safe country and the refugees got no more help to be integrated. *“And very soon it was clear to them and only a few tried on to get to Germany. On the other side, the refugees that came here during the war had to go back, or they tried to get to other countries, for example to the USA.”* as she concludes.



Figure 1 News papers about return of bh. refugees

Besides very fruitful and honest conversation, Solveigh has showed be a big archive of the documents that proved many of her sayings. This material witness her great work with the Bosnian refugees, but also proves sayings about historical developments between Bosnians and the region of Schleswig- Holstein.

Today, Solveigh underlines that the Bosnian diaspora is very well integrated in the society of Schleswig-Holstein. Although they needed to work a lot in order to learn a language, to finish schools, and to find a job – “today they present a community that can serve as an example” she said.

**Field visit Baden-Württemberg**

My second field research visit has been to the region of Baden-Württemberg. In this federal state, there are around 11,02 millions of inhabitants and about 40,000 Bosnian-Herzegovinians. Around 1,7 million of the inhabitants in this region are foreigners, what makes Bosnian-Herzegovinian diaspora as 2,33% of total foreign population in Baden-Württemberg. Just like in Schleswig-Holstein, the federal state of Baden-Württemberg has in its domestic policies central place for integration and the guiding policy here is “Promote and Encourage Integration”. Today, the leading role on advising the federal state has National Advisory Council for Integration that consists of 13 leading experts and representatives from the field of science, industry, religious communities, NGOS, administration and society. In this region, German language is key to successful integration and most of the support for integration are provided through this form. (Baden-Württemberg.de)

Since, this region hosts so many Bosnians we could assume that there exist many more organizations and groups of Bosnian diaspora members. According to the Islamic community of Bosniaks in Germany, there are 18 registered Islamic centers in Baden-Württemberg. Besides this, there are about 8 registered clubs of sport, culture and language that are affiliated to Bosnian diaspora in Baden-Württemberg. (Mhrr.gov.ba, Addresser)

### *Interview with local authorities*

My first visit to Baden-Württemberg starts in the city of Mannheim. This city hosts 117 different nations and for the fact is home to Bosnian-Herzegovinian diaspora starting from 1960s till today. The total population of Mannheim has about 45% of population with migration background. This city has recently celebrated event under the moto “50 Jahre deutsch-jugoslawisches Anwerbeabkommen (1968-2018)” or “50 years of German-Yugoslavian recruitment agreement 1960 – 2018”.

On this occasion, “Mannheimer Migrationsbeirates” - the Migrations Advisory Board of the City of Mannheim together with other institutions and partners have prepared panel discussion with special focus on the previous 50 years’ life experience of Yugoslavians in Mannheim. This event did not only show the willingness of the local authorities to mark such events, but also to open new dialogues on previous migration experience and to strengthen the cooperation with today existing cultural associations, the successor states of the former Yugoslavia.

This event was a good reason to choose interview with local authorities of the city of Mannheim as a part of my field research in Baden-Württemberg. On this occasion, it was my pleasure to visit Department for Democracy and Strategy of the city of Mannheim and to speak with Mr. Claus Preißler, the Commissioner for Integration and Migration. Besides work experience in the area of integration and migration in the city of Mannheim, Mr. Preißler has very broad knowledge about Bosnian-Herzegovinian diaspora in Mannheim, and was willing to share his experience on this topic.

In the city of Mannheim, integration politics covers following areas: first task for the Integration department is to ensure that new-comers to the City receive orientation and settlement as fast as possible. Second field covers the work in ensuring equal participation of all immigrant groups in the education, training and labor market, while third field covers active work in organization of living together process, with many different activities and programs with main aim to promote diversity of Mannheim.

*“We here, at the City of Mannheim see the integration as two-way process. The local authorities are here to provide as much as assistance is possible to new-comers in our society, for their better orientation, settlement, living and development in our city. On the other side, immigrant communities are having special role and their organization and engagement means a lot to the whole process of integration.”*

*Claus Preißler, City of Mannheim*

At the very beginning, Mr. Preißler explained to me that the integration process in Mannheim is organized on very structural way, by providing assistance to new-comers then with organization of help in their mother tongue, where it is possible but also with further counselling in the further integration process.

During our talk, Mr. Preißler tried to explain what significance plays the role of diaspora in the whole integration process. This finding he tries to base on the case of Bosnian diaspora, that by his saying from 1968 and the guest-worker community till today have become very organized and active part of community. In this example, he mentions that the key factor in the integration of Bosnian diaspora in Mannheim, had undoubtedly family education and their role in preserving cultural and traditional values, but also their ability to learn and acquire new knowledge and training. Secondly, the role of religious institutions that gathered Bosnian-Herzegovinian diaspora in Mannheim gave the strongest impact in the integration of whole Bosnian community.

By his opinion, the first wave of guest workers from Yugoslavia was characterized by very well educated and skilled workers. In 1968, Yugoslavian workers were way much skilled and educated then for example guest workers that came from Spain. Today, he says that traditional values, role of religion and Bosnian language play a special role. They all together create ground interest around which cultural and religious organizations of Bosnian diaspora are established.

Significance of the religious institutions e.g. Islamic community of Bosniaks in Mannheim, play a special role in the context of established structure that gathers Bosnian community but also is very well organized and serves as an agent in confidence building, what is out of great importance for the local authorities. On this way, local authorities are having partner for the further integration programs and activities.

Mr. Preißler highlights the special character of the Bosnian Muslims in Mannheim, where they stand as very open and ready to cooperate with local authorities on many matters.

Here, as Mr. Preißler highlighted Bosnian community is not only economically integrated, where many of them owns very large number of companies, but also this community showed readiness to work on other programs such as humanitarian, cultural, political and sport activities.

In the further process, as explained to me, local authorities do not have bigger programs or plans for the integration of Bosnian diaspora into regular political activities or some further detailed integration programs in this matter. Prior assistance fields are related to: *language competencies, labor market inclusion and further housing situation.*

In short, the role of local authority is always to be reachable for the immigrant communities and to help and assist where is it possible, but as Mr. Preißler said the role to work with immigrant groups on the further political, social, cultural integration belongs to the diaspora organizations, that can mobilize and engage Bosnian diaspora. Here, the local authorities will always provide any assistance, financial or any other – to support their work and further integration. But the initiative needs to come from their side, as explained by Mr. Preißler.

#### ***Interview with Bosnian diaspora in Baden-Württemberg***

With the strong wish to explore already mentioned, organized and very active, organization of Bosnian diaspora in Mannheim, my field visit continued to “Islamische Gemeinschaft der Bosniaken in Deutschland – Gemeinde Mannheim” or the Islamic Community of Bosniaks in Mannheim – Dzemat Mannheim. This organization serves as religious platform for Bosnian Muslims living in Mannheim. Today, this organization gathers 350 families, with 4 members from each family that is in total 1500 members of Bosnian diaspora only at the city of Mannheim. Although, this organization serves for the purpose of religious activities – the scope of the events shows that character of this organization goes way beyond that.

In its history, this organization have implemented different activities, starting from humanitarian projects: collecting humanitarian aid, organizing financial support, organizing welcoming support for new-comers, providing scholarship to talented young people or giving financial aid for multiple medical purposes of those in need.

Also, this organization is well known partner of local authorities in Mannheim, where this organization collaborated with multiple state authorities and other organizations.





Among different activities for the wider community of Mannheim, this Association has implemented different humanitarian events e.g. Open-door day for homeless citizens, where this Association has granted them with traditional food and welcoming program.



Other activities of this Association serves as a platform for family and friends gathering, where every year in order to provide networking they organize different public events.



On the other side, as Club “Behar” in Flensburg, the activities of Bosnian diaspora in Mannheim are similar. On this matter, the Association “Ljiljani” in Mannheim serves for different cultural and non-formal activities.

This association gathers Bosnian people in cultural, traditional and party activities. It offers also folklore dances for youngster, that are very often traveling throughout Germany with main aim to promote Bosnian-Herzegovinian dances. These events also serve for the purpose that young generations of Bosnians in Mannheim, preserve Bosnian tradition, network with peers and are being actively engaged in some non-formal cultural activities.

For Edin (36 years), these clubs were first addresses when he migrated from Bosnia to Germany in 2001. After 6 years when the war in Bosnia-Herzegovina ended, Edin has finished his high school, with only one bag went on the path to find a job and secure for himself a better future – he migrated in Germany. Today, 18 years after Edin has very stable job, but besides that serves as Vice-President of Islamic Community of Bosniaks in Mannheim and is active in one of the political parties in Mannheim.

In our talk, Edin discovered me his perspectives on integration but as well provided the general overview on how Bosnian-Herzegovinian diaspora is organized in the region of Mannheim. By his opinion, there are different integration opportunity, but only thing that matters is the ability of individual to understand benefits of different forms of integration.

*“As people are more active through different organizations and clubs, they are more likely to thrive in the community and to have a better life. For my perspective, it takes time for an individual to completely understand that his country now is Germany, and that here he/she needs to build up a new life. In my case, these organizations just helped me to integrate more and better in the community. “*

*Edin, 36 years old Bosnian-Herzegovinian living in Mannheim*

For Edin, different clubs and organizations did not just help to settle in this city, but rather they were his partner in whole life organization in Mannheim. Here, he says, that one of the most important things is that he met many different Bosnians that trough different activities build strong network and partnerships in many different areas. From very successful lawyers, architects, those who own companies, to those ones that work on constructions – all of them are willing to help each other – no matter what and where.

*“These clubs for one migrant can serves as a platform to be up to date on many different events, activities and to feel welcomed in one community. Out of great importance is that this Club has strong partnership with local and state authorities, on this matter we are not on the margins of the community, but rather we are very active and can contribute for interest of both – our Bosnian community in Mannheim and whole society that lives in here.”* concludes Edin.

About his experience in political activism trough local branch of SPD party in Mannheim, Edin can say only positive things. For him, the activism in political party brings integration on the next level and serves as tool for direct inclusion in political life of community. Although Edin does not have German citizenship, and as such he is not eligible to vote or join the elections in Germany. But this does not stop him of being active in local party.

*“With this political activism I believe that I can do better for my community, for the community where my kids are growing up. It is pity that I cannot vote or be a candidate on the elections, but anyhow it does not stop me of being active on project and activities that I think are good for our community. It is a very nice experience to learn something new about the country, political system and political engagement.”* says Edin.

On the other side, there are also those who are not politically active and do not stream to be in any political party, for now. For these respondents, integration presents a way of living and respecting state authorities, rule of law, society norms and culture, but also preserving its own beliefs, culture and tradition. Since, as we already detected, Bosnian diaspora today is a very diverse group with different migration experiences it was important that during the filed visit in Baden-Württemberg I have a chance to speak with at least one person from each migration wave.

In a very smooth conversation, Muhamed a 26 years old Bosnian tells me his story and speaks about the perspectives of how he sees his integration in Germany today, where he was actually born in 1992. His parents move to Germany during the war in Bosnia-Herzegovina, and once when the war ended, they needed to go back home. But, Muhamed moved back to Germany just 5 years ago. He was one of the thousands of young people that in Bosnia could not find a job, even after graduation and an intensive working training. Today, Muhamed is married and regularly employed in Mannheim.

For him, integration is a very complex process – but not impossible or hardly achievable. As he said, it all depends on the individual readiness to learn and to be in step with the time. He does not think that political activism is crucial for integration, but would undoubtedly broaden individual capacities and be out of great help for community.

*“Today, I am very active in sport activities in my town. Also, my friends are also Germans, Bosnians and people of other cultures and religions. For me it was very helpful that I was born here and that I could speak language even before coming. It fosters my integration even better. About political engagement, I cannot be very active today since I do not have a German citizenship. But I see other ways of helping my community and be integrated and active member of the society where I live.”*

*Muhamed, 26 years old, Bosnian living in Mannheim – Baden-Württemberg*

After very fruitful conversation with Muhamed, my next destination was place Vogelstangsee in Mannheim. Here my host was very warm welcoming Bosnian lady Nadira (50). She lives in Mannheim for more than 20 years. Originally born in Bosnia-Herzegovina, but during the war escaped to Germany. After the war ended she was demanded to go back to Bosnia, but due to very sick conditions of her father she was allowed to stay and take care of him in Germany. Today, Nadira has her own family, a husband and two kids.

For her, integration is every aspect of her life. How she behaves, how she respects the rule of the country, all until the process of upbringing her children.

*“Integration has started on that moment when I arrived in Germany. It was important to learn how to speak German, how to behave in certain situations, including the process of understanding administration, rules and procedure. For me, it is important that today I have my family, our own home, a job and that my kids are well educated.”* says Nadira.

For her integration of their kids is very important and in this matter Nadira claims that she gave her strongest contribution.

*“For me it was always important that my kids, who are both born in Germany, are well performing in school, and that later they would find a job and would not be receive any social help of this country. Today, my first son even if he is not German citizen, works as a police officer. And my daughter is very active in many clubs and performing very well in her school.”* argues Nadira.

As our talk was coming closely to an end, Nadira showed me many pictures and video material of her children being very active through many projects. On this matter, I have conclude two very important marks: first, that the Bosnian refugee migration experience differs from today experience of Bosnian labour migrants and second, that the role of partners who were refugees and upbringing new generations of young Bosnians in Germany, plays a significant role in their further integration process. On this matter, parents can be mentors and motivators for young generations with main aim to empower their engagement through different academic, cultural, sport, political and other community processes.

More about the conclusions from the interviews and survey conducted during these two visit I will write in the conclusion and recommendation chapter.

## *Empirical results*

As already explained in the first chapter, survey was collected with 136 respondents, with final assessment of 100 respondents as final sample. The purpose of this chapter is to present findings in both federal states, with particular analysis on differences among genders, differences among generations and final conclusions among three different migration waves of Bosnian diaspora.

### *Survey results from respondents in Schleswig-Holstein*

<i>Age/Sex</i>	<i>Male</i>	<i>Female</i>
18 - 25	36.00%	4.00%
26 - 30	8.00%	16.00%
31 - 35	8.00%	16.00%
36 - 40	4.00%	8.00%
41 - 45	4.00%	8.00%
46 - 50	8.00%	12.00%
51 - 60	24.00%	24.00%
61 - 70	4.00%	12.00%
➤ 70	4.00%	0.00%

Table 10: Demographic structure by age and sex of survey respondents in Schleswig-Holstein

The survey carried out in Schleswig-Holstein involved: 25 women from 18 to 70 years old and 25 man with age of 18 to 75 years. The demographic structure looks as follows.

### *Economic activities*

The women population of bh. diaspora in Schleswig-Holstein could be described as relatively active in regards to economic activities, following the results of survey 75% of women population in SH is economically or educationally active. This includes women that are currently working, doing working training “Ausbildung”, studying, or having maternal leave at the moment. The men population of bh. diaspora in Schleswig-Holstein scores better results regarding economic activities, where only 4% of the men population was economically inactive, other 96% is actively involved in the labor or educational market. Regarding, additional job (“Mini job”) 72% of women do not have one, with 12% of those who would like to have one. Men population with 78% do not work at additional job, with 18% that would like to have one.

### ***Educational background and training experience***

In educational and training regard, women population in SH scores 24% with elementary school diploma, 48% with high school education, and 36% with working training or University diploma. Around 72% of the women population did not finish any additional education or working training after their migration to Germany. Men population comes with current 16% of elementary school diploma, 48% with high school diploma and 36% of those with working training or University diploma. After their arrival, only 20% of men population did not finish additional education or working training in Germany. Interesting fact is that, 56% of man and 50% of women was actively involved in the labor market prior to their migration to Germany.

### ***Migration experience***

Speaking about the reasons that motivated bh. diaspora in Schleswig-Holstein to migrate, about 36% of men migrated due to war happenings, 61% was motivated by bad socio-economic conditions in BiH while 20% share motivation due to rise of ethnic tensions in the country. On other side, 44% of women migrated due to war happenings, 24% due to bad socio-economic conditions in BiH while 32% mentions other reasons such as: migrated to connect with its family, to marry, to study or was motivated by rise of corruption and nepotism in the public administration or place of work.

As for the personal perceptions for migration to the region of Schleswig-Holstein, women are choosing top 3 reasons as following: 80% have already knew someone that migrated in this region, 20% followed open job or study opportunities in this region while others did not have any other choice to migrate. On the other side, 60% of the men had a job offer in this region, 28% already knew someone here and 20% did not have any other choice.

If asked why did they migrate, bh. women in Schleswig-Holstein will say that in 56% family decision to move here affected them and in 32% they migrated to ensure better life for them or their family. Men population was primarily motivated to migrate with main aim to ensure better life and better work in 44%, while 24% followed decision of their families to migrate. In this line, 68% of men said that they influenced friends or families to migrate in this region, while the same number of women (68%) claimed so as well. For the reasons of other to migrate women are claiming 61% of political-war happenings, while 73% of man claimed that socio-economic conditions in BiH influenced their family or friends to migrate in SH.

### ***Life satisfaction in SH***

About life satisfaction in the region of Schleswig-Holstein, 71% of men and 82% would recommend this region to their families or friends. As positive arguments they claim: nature and environment, clean air, safe and for life prosperous region. Negative arguments are about lack of economic opportunities in this region (in comparison with other federal states of Germany) and that is far away from home country.

With the reflection of its decision to migrate, 44% evaluates its decision as satisfactory, 18% as great decision and 36% as a perfect decision, men are slightly more satisfied with its decision with general note of 3.92 and women 3.79 out of 5. Asked about satisfaction of personal life, men are giving grade 3.88 and women 3.60 out of 5.

### ***Integration perspectives***

Asked about integration perspectives, men are reporting that they feel satisfactory integrated or very good integrated in German society with total grade of 4 out of 5, while women, with grade of 3.32 for personal integration, are reporting that 20% of them do not feel well integrated in the society. Additional to this, 48% of men and 36% of women feel themselves integrated in both societies, while 36% of men and 40% of women feel more integrated in the German than into the Bosnian society in Germany.

Regarding the contact with other cultures in Schleswig-Holstein, 72% of men and 52% of women are reporting to have very close contact (friendship relations) with inhabitants from other cultures, 20% of the women do not have any contact neither work nor friend contact with other cultures, but 12% of them would like to make some. Bosnian diaspora in SH have mostly reported to have friends from BiH with 47.06%, where also 35.29% have same number of Bosnian and German citizens and 17.65% have mostly German citizens as friends. 60% of women and 32% of men are reporting to have mostly friends from BiH.

If asked to rate the integration of bh. diaspora in this region, women would give general grade of 2.8 what corresponds to not well integrated and men would give 3.6 what corresponds to satisfactory or well integrated status of bh. diaspora in this region. This grade made be influenced by fact that more than 79% of men and 80% of women did not take participation in any form of integration course. Only 8.33% men and 16% of women would like to have a chance to participation in such programs.

Moreover, bh. diaspora in this region reports that there are enough opportunities and programs for integration of today's immigrants in their region. 60% of women and 68% of men think that there are plenty of opportunities for integration for refugees.

### ***Political, social and cultural activism***

Questions in the area of political, social and cultural happenings will provide us with more than just perspectives, but on the real individual integration in the society. When it comes to general participation in social happenings Bosnian-Herzegovinian women in SH are less active than men. Out of 50 respondents in bh. diaspora in SH: 80% of women and 48% of men are not part of any club, political party, NGO, or sport club in SH. Further regarding participation/membership in the bh. club in SH, 64% of men and 76% are not active and total 36% would like to become a member of bh. club in their region.

Asked if they have any experience from groups or socially clubs that also gather other cultural or ethnic groups, bh. diaspora in SH reported that: none of the women has ever joined such club and that 40% of men did. Men are mostly active in different forms of non-governmental organizations, while women are just partially active (20% of them) in humanitarian organizations. Only 4% of the men reported to be a member of political party in their region and 12% are members of study or working parliament. Bh. women in SH are generally not members of any organization, work council or any political party.

If we would question if the lack of language is the barrier that stops bh. diaspora in Schleswig-Holstein to become member of certain club, we can reflect that 88% men and 48% of women reports of having ability to actively speak German language. Good news are that most of bh. diaspora in SH have personal motivation to be active in the counseling to other people from Bosnia-Herzegovina that would like to migrate in Schleswig-Holstein. In this regard 92% of women and 92% of men would help other people to better integrate in German society.

### ***Survey results from respondents in Baden-Württemberg***

In Baden-Württemberg the research design and method was the same, respondents were collected with the snowball technique once when the survey was published. In this region, 50 participants took the full participation in the questionnaires. The same principle of gender balance was applied and the result are as following.



<i>Age/Sex</i>	<i>Male</i>	<i>Female</i>
18 - 25	12.00%	24.00%
26 - 30	16.00%	20.00%
31 - 35	4.00%	12.00%
36 - 40	20.00%	12.00%
41 - 45	20.00%	4.00%
46 - 50	20.00%	6.00%
51 - 60	4.00%	12.00%
61 - 70	4.00%	-
➤ 70	-	-

Table 11: Demographic structure by age and sex of survey respondents in Baden-Württemberg

The survey carried out in Baden-Württemberg involved: 25 women from 18 to 70 years old and 25 man with age of 18 to 75 years. The demographic structure looks as follows.

### ***Economic activities***

The women population of Bosnian-Herzegovinian diaspora in Baden-Württemberg could be described as relatively active in regards to economic activities, here the survey results show that 80% of women are employed, 20% are currently students or doing working training “Ausbildung”. This presents a conclusion that the whole sample of women in BW is absolutely active and engaged when it comes to the labour market and education.

The men population of bh. diaspora in Baden-Württemberg reported as 84% employed and 12% as currently active in “Ausbildung” processes. Here again we can conclude that men population scores slightly better results on the labour market than the women population. In addition to the economic activities picture, 48% of the men and 28% of women reported having additional “mini job”.

### ***Educational background and training experience***

In educational and training regard, bh. women population in BW scores following results: 8% with elementary school diploma, 32% with high school diploma, and 60% with working training or University diploma. Additional to this, 60% of women and 76% of men did finish an additional high school, working training or University in Germany.

In total bh. men population in BW recorded 52% of them with high school diploma and 48% with working training or University diploma. After migrating to BW, 33% of men and 40% of women was actively involved in the labour market back home.

### ***Migration experience***

Bh. diaspora in Baden-Württemberg was mostly motivated to migrate due to bad economic situation in the home country, due to war happenings in Bosnia-Herzegovina and bad political situations in the country. In this regard, 52% of men and 40% of the women migrated due to economic situation, 48% men and 36% of women due to war events while 30% of women and 24% of men was motivated by various other reasons such as: migration during the early ages of childhood, migration of the whole family, marriage etc.

If asked upon personal reasons to migrate in this particular federal state, bh. women in Baden-Württemberg will choose the following reasons: 60% already had some connections in this region and 40% was motivated by economic and social opportunities in this federal state. Men population gives similar results, with 64% already had some connections in this region and 28% got a job or career opportunity in this region.

In further parts of questionnaire covers answers on the personal perceptions towards the migration. Bosnian-Herzegovinian diaspora in the region of Baden-Württemberg primarily migrated to join the other parts of their families in this region, and to ensure better life, job or better community environment. Women are mostly influenced by their family decisions to migrated (52%) while men migrated to have better jobs and to enjoy stronger career opportunity (68%). In 72% of the cases, bh. population in BW influenced other members or families to migrate in this region. Mostly these migrations were influenced due to socio-economic reasons (98%).

### ***Life satisfaction in BW***

According to the results from bh. diaspora in BW, the life satisfaction rate is scoring pretty well. With general grade of 3.79 out of 5, men are reporting well satisfaction rate with life in this region, while women evaluate their life satisfaction with 4.16 out of 5 for general life conditions. More than 95% of men, and 100% of women are satisfied with their life's in this region and would likely recommend this region to other friends and families. Among the positive answers, bh. diaspora says that the region of Baden-Württemberg is socially, and economically strong region. Also, other positive arguments are regarding nice weather, general living conditions and mostly career-wise opportunities.

If asked to take a look in the past and to rate its migration decision, bh. diaspora in Baden-Württemberg gives following grades: 4.04 out of 5 men describing personal decision to migrate as a very good, and 4.44 out of 5 women describing personal decision to migrate as perfect.

### *Integration perspectives*

Asked about integration perspectives, men in BW are evaluating their personal integration in German society with general grade of 4.16 out of 5, while bh. women in BW evaluated their integration as 4.20 out of 5. Only 4% of the men reported feeling not well integrated in the society. Additional to this, men (60%) and women (56%) are feeling mostly integrated in both societies, German and Bosnian, while (40%) of women and (16%) of men reported feeling more integrated in the German society than into Bosnian society in Germany.

Regarding their contact with other cultures in Baden-Württemberg, 75% of men and 68% of women reported having close contacts and friendships with inhabitants from other cultures in Germany. In this regard, none of the respondents answered negatively on this question, also results on this question showed that 25% of men and 32% of women periodically have some contact with other cultures. Although, bh. diaspora in BW reported having regular contacts with other cultures – still, 62% of men reported having more Bosnian than German friends. On the other side, 36% women reported having same number of Bosnian and German friends.

Connecting with Bosnian-Herzegovinian integration in this region, women would say that with grade 3.48 out of 5, bh. diaspora is satisfactory integrated while men would have the same opinion giving the average same grade.

In this region, more than 56% of men and 76% of women has never participated in any integration courses and the programs. Rest of the sample took participation in mostly integration language courses.

If asked to rate integration possibilities for today's immigrants in this region, 60% of men and 79.17% of the women would say that there are enough integration programs for refugees in this region.

### ***Political, social and cultural integration***

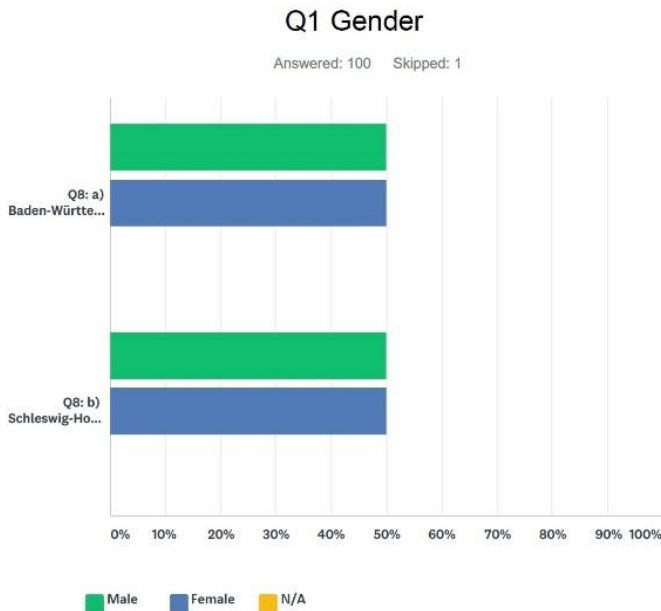
When it comes to the political participation in this region, bh. diaspora showed significantly better results in Baden-Württemberg. Out of 50 respondents, 33.33% of men and 54.17% of women reported not being engaged in any form of community activities. On the other side results say that (54.17%) men and (33.33%) women are members of different civil society organizations, (4.17%) men and (8.33%) women is member of working association, and 12% of men is active member in the political party. Additionally, 37.8% of men and 8.33% of women take active membership in the humanitarian organization.

Since, in this region there are also established Bosnian clubs and associations, bh. diaspora reported that 73.91% men and 56% women take participation in their activities. If we take closer look on the bh. diaspora activity within clubs/associations that gather people from other cultures, we can found that 58.33% men and 56% of women has never been a member of such club or an organization.

Good news says that more than 76% men and 88% women reported actively speaking German language, only 18% of the respondents reported using German language only for the daily purposes. Gathered data on their personal wish to be actively engaged in the mentoring processes for new-comers in their region says that 92% of men and 96% of women is ready to help. Only 32% of women and 48% of men would return to their home country, if today all the problems would be solved.

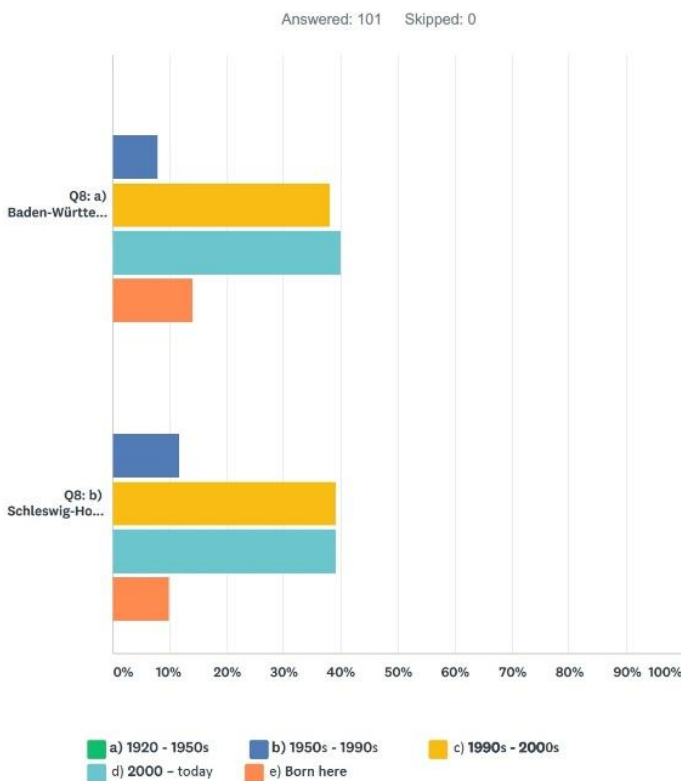
**Presentation and comparison of results conducted in Baden-Württemberg and Schleswig-Holstein**

With the main aim to compare migration tendencies and integration experience of Bosnian diaspora in these two federal states, we will take a close look on the results conducted during the field visits and conducted survey responses. In both federal states, the same number of participants was included in the survey (50:50), with additional existing of gender balance and with the same number of participants from both groups: voluntary migrations and refugee migrations.



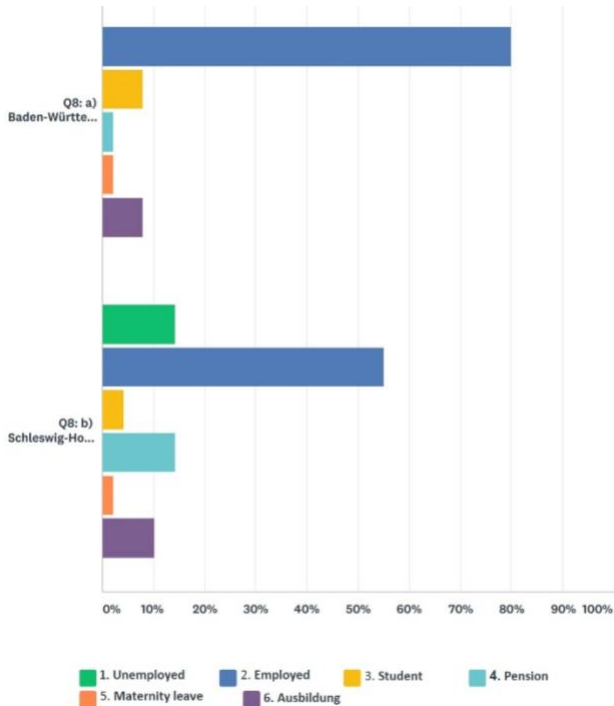
**Q9 In which period did you migrate to Germany?**

Since, the main findings of the thesis talk about Bosnian diaspora that is diverse, and the migration experience that differs from refugee and labour migrations, it was important that the survey includes same number of participants from both migration waves. Also, both of the sample groups in BW and SH, included participants who are older than 18 years, with variety of participants having diverse generations included.



## Economic and educational activities

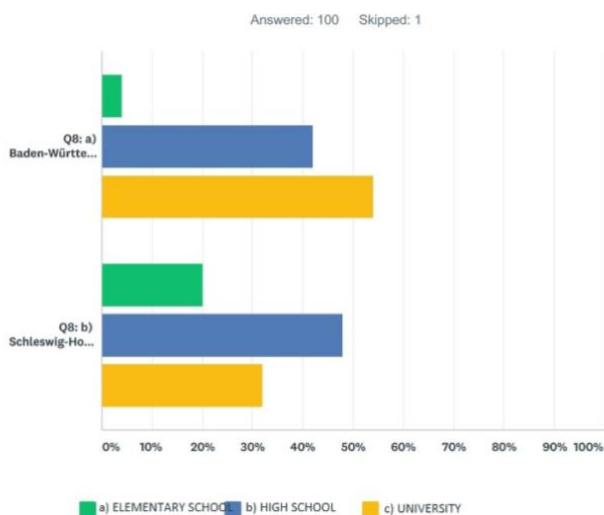
### Q3 What is your current profession?



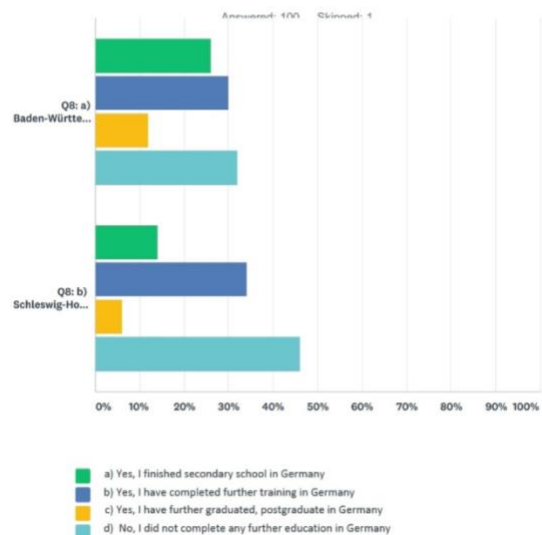
As already stated in the methodology chapter, the areas that opened survey questions were related to the economic and educational activities of Bosnian diaspora living in BW and SH. In that regard results showed that these two federal state are generally characterized by members of diaspora that are economically active. With higher results in employment rate results from BW also did not record any unemployed participant, while in SH numbers of retired and unemployed people was significantly higher than in BW.

Further, results in the educational activities (Q4) showed that bh. population in BW is more educated than the one in SH. Connecting this fact with the results showed in Q5 about whether they finish any additional education or training in Germany, we can see that the number of those who did pass an additional training or education is also higher in BW with 68% in contrast to SH with 44%.

### Q4 What is your current level of education?

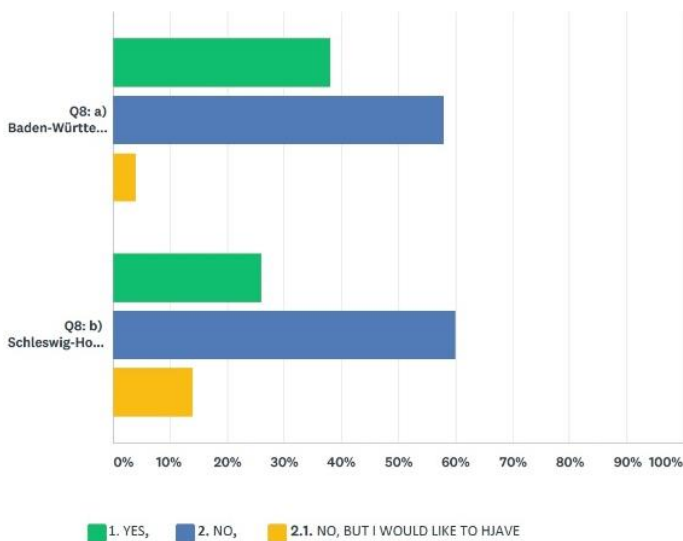


### Q5 Did you finish any additional education or working training in Germany?



### Q7 Do you have mini job (neben job)?

Answered: 100 Skipped: 1

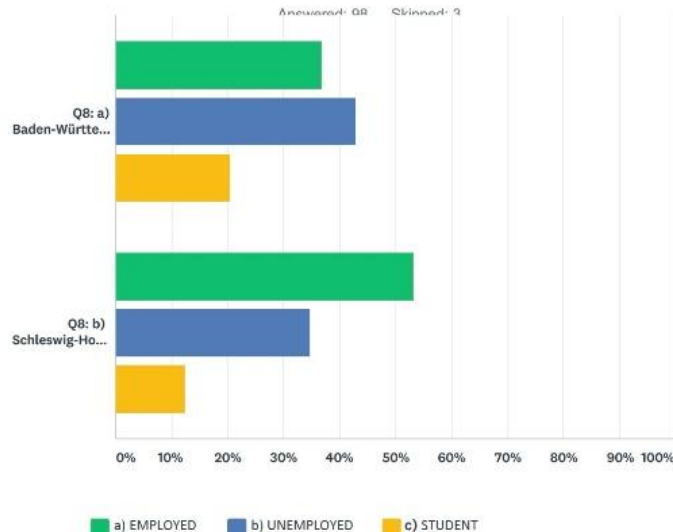


Interesting findings about economic differences of Bosnian diaspora in BW and SH, are supported by the results of additional working activities through “mini job”. Here, bh. diaspora in BW has reported for 12% more activities within additional mini job than the bh. diaspora in SH. But, bh. diaspora in SH here shows 10% significantly bigger interest to have an additional job, than the bh. diaspora in BW.

Additional to this finding, responds from bh. diaspora in SH showed for 17% higher employment rate than the one of bh. diaspora in BW, before migrating to Germany.

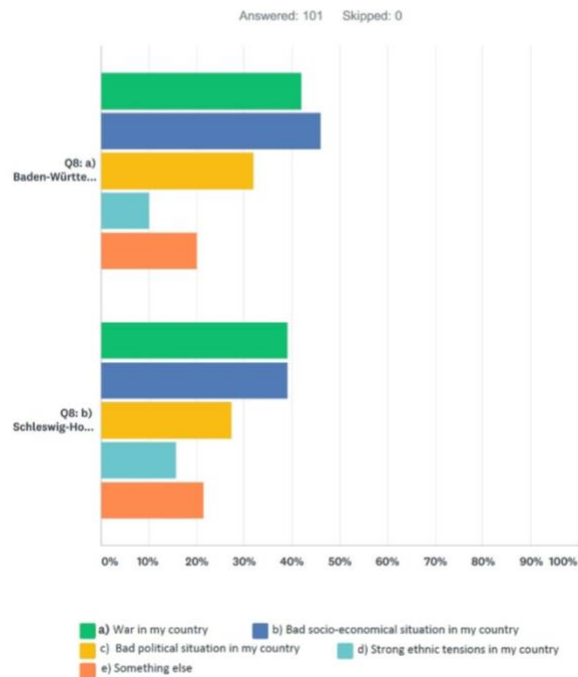
### Q6 What was the status of your work before migrating to Germany?

Answered: 98 Skipped: 2



## Migration tendencies and experience

Q10 Which reasons motivated you to migrate from your country?  
(you can choose 2 answers)



Following main idea to investigate and explore migration tendencies it was important to ask upon migration reasons that influenced decisions of bh. diaspora. In this regard results are pretty much the same putting the following reasons as most frequent in both federal states:

- War in my country
- Bad socio-eco situation in my country
- Bad political situation in my country

Findings about the reasons to choose this exact federal state to migrate are as follow:  
in Schleswig-Holstein mostly related to:

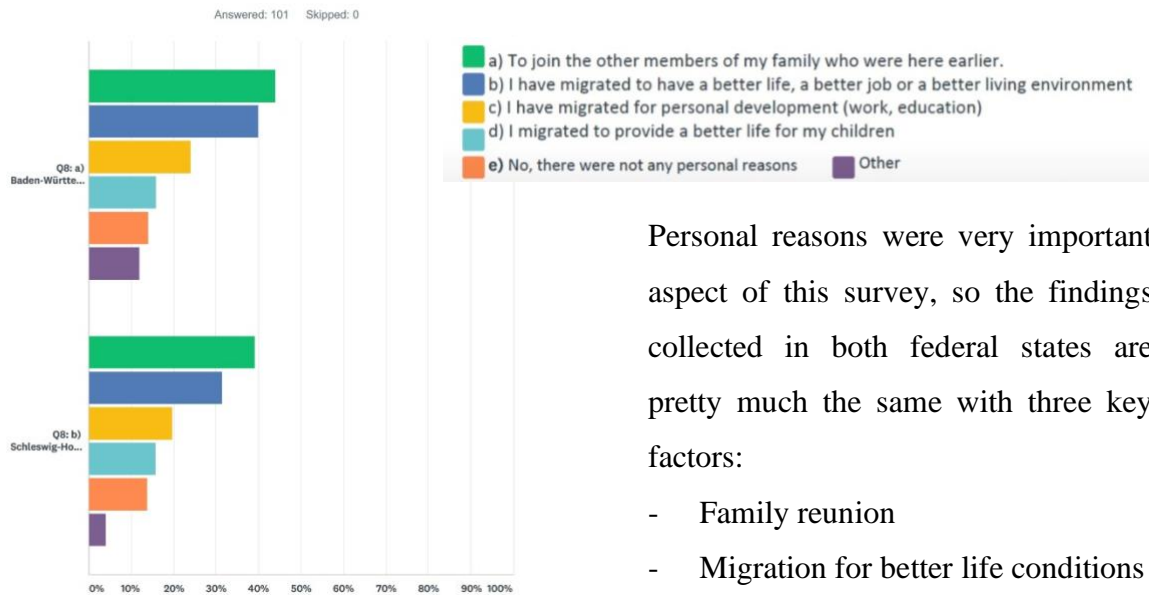
- personal connections that diaspora had in this region,
- opened job or study opportunity in this region or as
- third most frequent answer: they did not have any other option,

in Baden-Württemberg mostly related to:

- personal connections that diaspora had in this region,
- opened job or study opportunity in this region,
- third answer related to the opinion that economic conditions in this federal state are better than in other federal states of Germany,



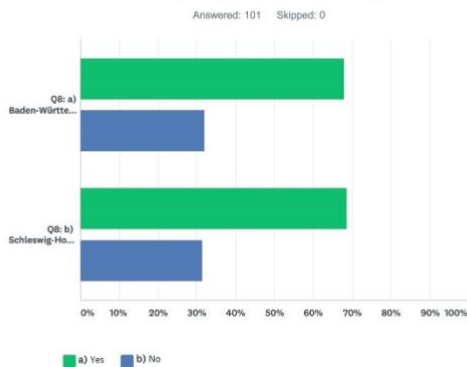
Q12 Did some private reasons influenced you to choose life in this region'



Personal reasons were very important aspect of this survey, so the findings collected in both federal states are pretty much the same with three key factors:

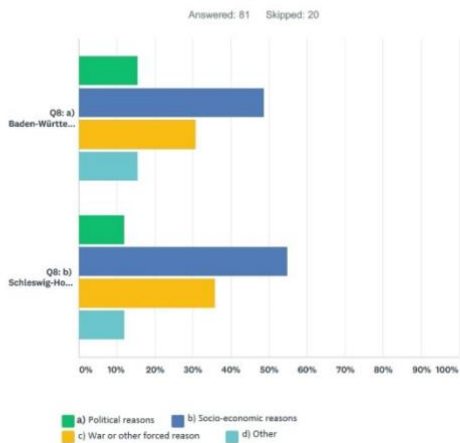
- Family reunion
- Migration for better life conditions
- Personal development

Q13 Did your friend or family member follow your decision to live in this region, and that is why they moved to this region?

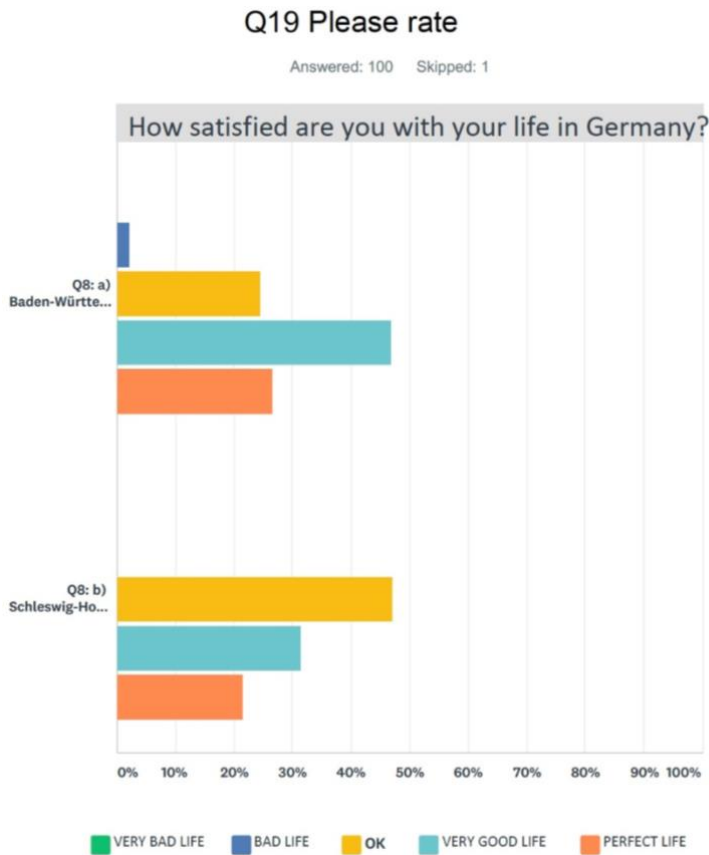


Following the results in previous questions related to personal reasons for migration, “family reunification” stands a ground principle of bh. diaspora migrations to BW and SH. In the following findings survey respondents reported that they also had influence on other family members or friends. In both of the regions, SH and BW this appears to be a migration pattern. Mostly recorded migration reason is related to bad socio-economic situation in the country.

Q14 If you have answered the previous question with YES, why did your friend / s - relative / sister migrate to this region?



## Life satisfaction



Although in both federal states recorded life satisfaction is close to average grade of very good life, respondents in Baden-Württemberg has reported slightly better results than in Schleswig-Holstein.

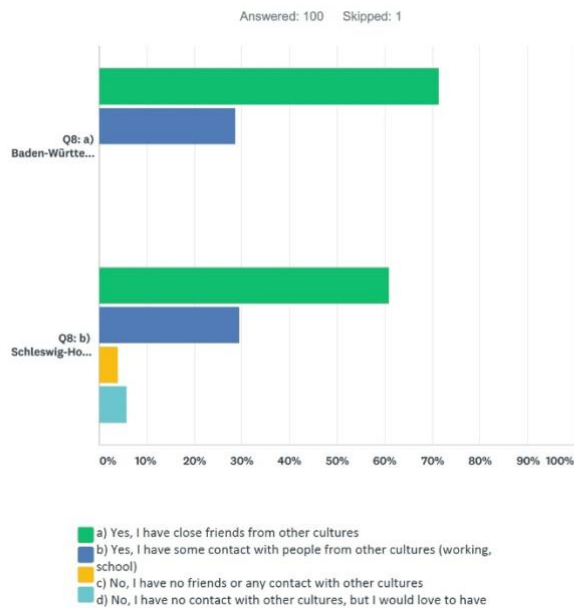
Additional this is we can link the results from the answers on the question how likely would the bh. diaspora recommend this region to other family or friend, where 97.78% of respondents in BW and 76.60% of respondents in SH would recommend this region.

Asked upon reasons why would they recommend this region to other people answers are the following:

- In **Baden-Württemberg**: good economic opportunities, prosper career opportunities, social and life security
- In **Schleswig-Holstein**: good and clean green environment, family friendly, not to much stress and positive general conditions of life

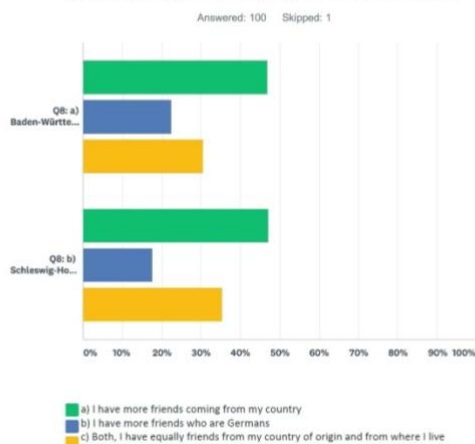
## Cultural exchange

Q17 Do you have contact with other cultures in Germany?



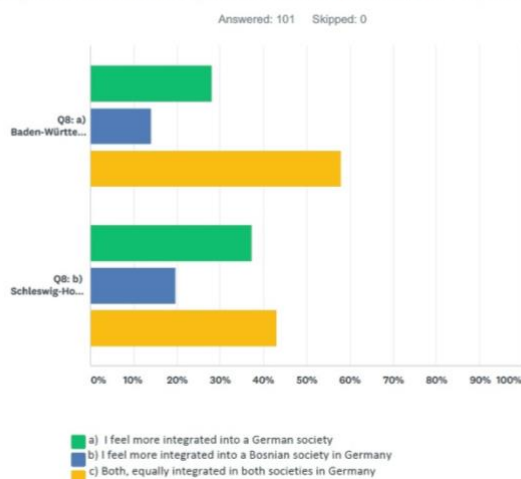
Although, bh. diaspora is having a significance influence in influencing further migration what does undoubtedly influence growing bh. community in Germany, this pattern does not stop Bosnian-Herzegovinians of having close contact with people from other cultures in Germany. Results in both countries are pretty much the same, while in SH they are still 8% of the bh. population without close or any contact with other cultures.

Q16 Do you have more friends from your country of origin or do you have more friends from your current place of residence?



However, further findings tell us that bh. diaspora hangs out mostly with people from same country of origin, similar with both federal states. While in Schleswig-Holstein they are more of bh. diaspora that reported having equally number of friends from BiH as country of origin and from SH. On the other side, in BW they are more of those who have more German than Bosnian friends.

Q25 Do you feel more integrated into the Bosnian or German society?

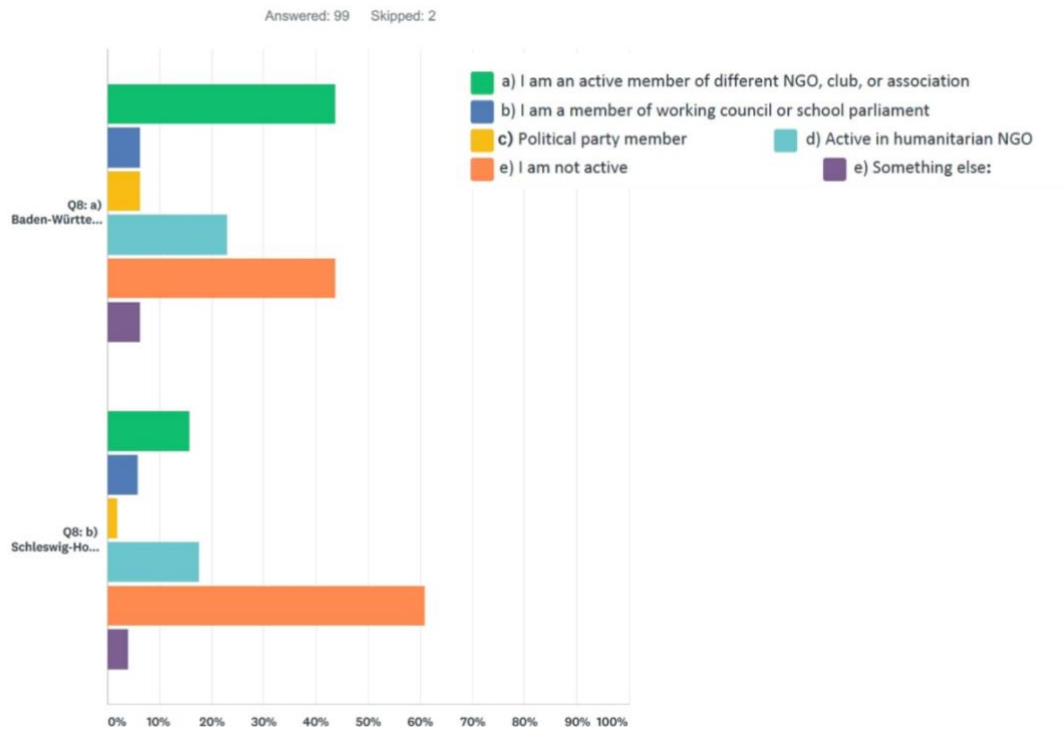


This however further results that bh. diaspora in both federal states feel mostly equally integrated in both communities in Germany, in the bh. community and in the German society.

**Political, social, cultural engagement**

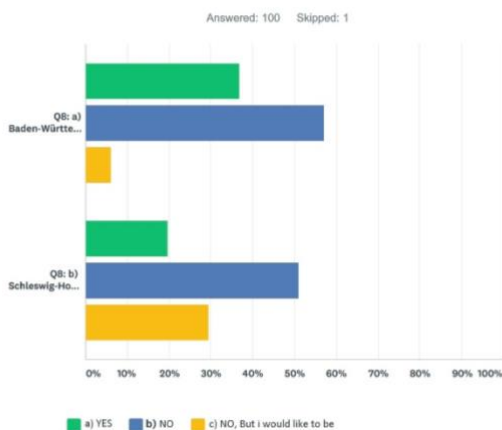
Following the explanations that could broaden our picture on how integrated and socially active are the members of bh. diaspora, survey areas covered also following topics: political, social, cultural, sport and any other social engagement.

Q22 Are you active in your community in any way?



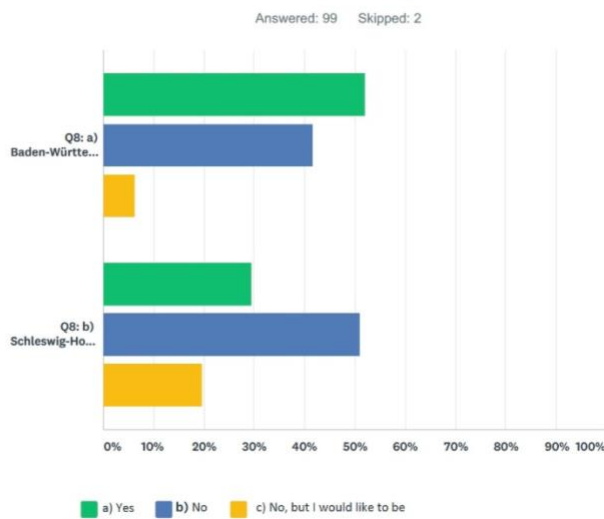
In this regard, results collected in Baden-Württemberg were significantly better. Here, bh. diaspora reported being active mostly in different NGOs, clubs and associations (56.25%) while around 60% of bh. diaspora members in Schleswig-Holstein is not active in any form in the community. Very low results in both federal state are in regards to political party membership and working/school bodies.

Q21 Are you a member of any association or club in Germany with members coming from other countries / cultures?



Of those who are active, bh. diaspora in BW is in 37% cases and in SH in 20% cases active in association with mixture of members from other countries, cultures.

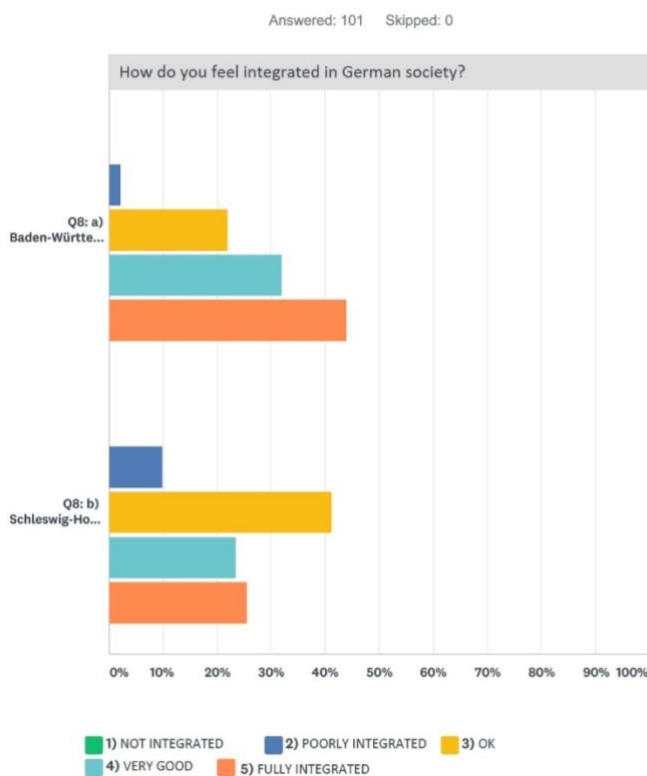
Q20 Are you a member of bh. club in your region?



Further, bh. diaspora in BW (52.08%) is more active when it comes to the participation in bh. club in the region or community, compare to 29.41% of them in SH.

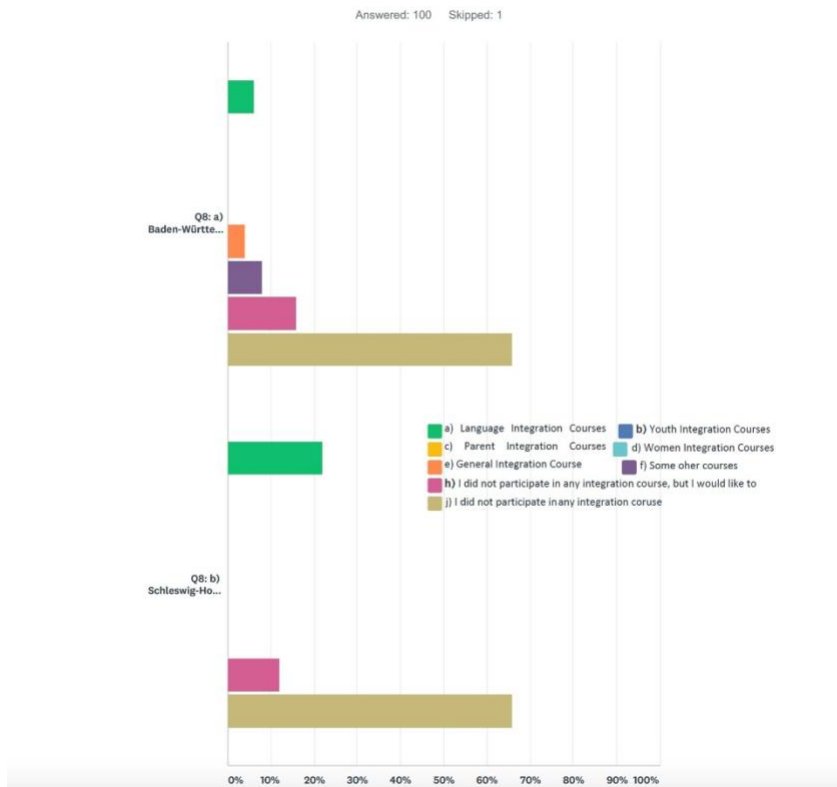
Further, there is a larger interest in SH (19.61%) compare to BW (6.25%) of those who are not current member, but would like to have future participation in bh. club membership.

Q24 Please rate



Although, not fully active in the community bh. diaspora in both federal states reported having good or very good integration in the society. Results in BW were slightly better with 4.18 average grade than in SH with 3.65 average grade.

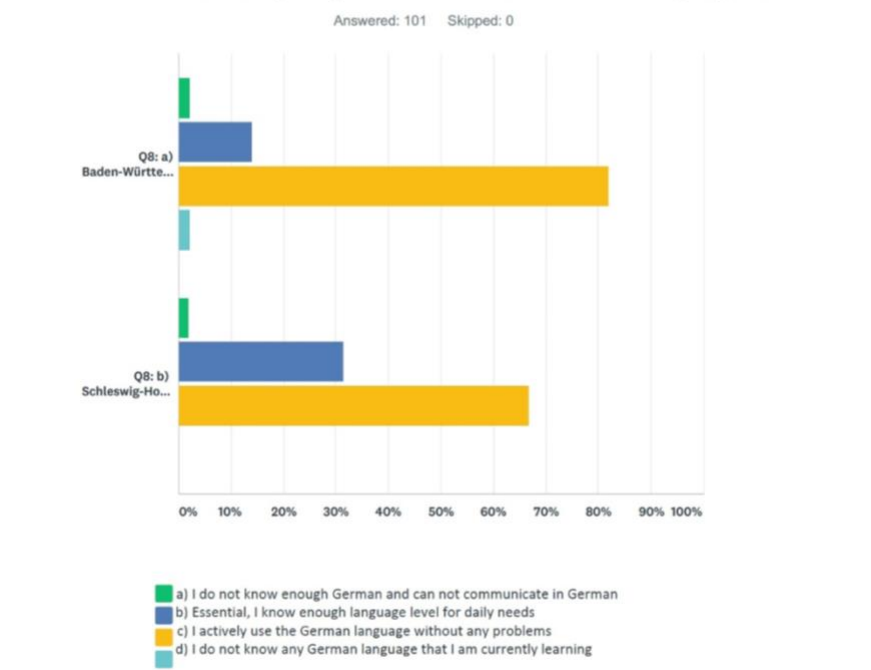
Q26 Have you participated in any of the integration programs in your region?



Good or bad feeling about integration in this case could be understood as a outcome related to the participation in the integration programs.

In both federal states there are about 66% of those who did not pass any integration programme. In Schleswig-Holstein there are more of those who passed language integration programs (22%), while in BW there are only (6%)

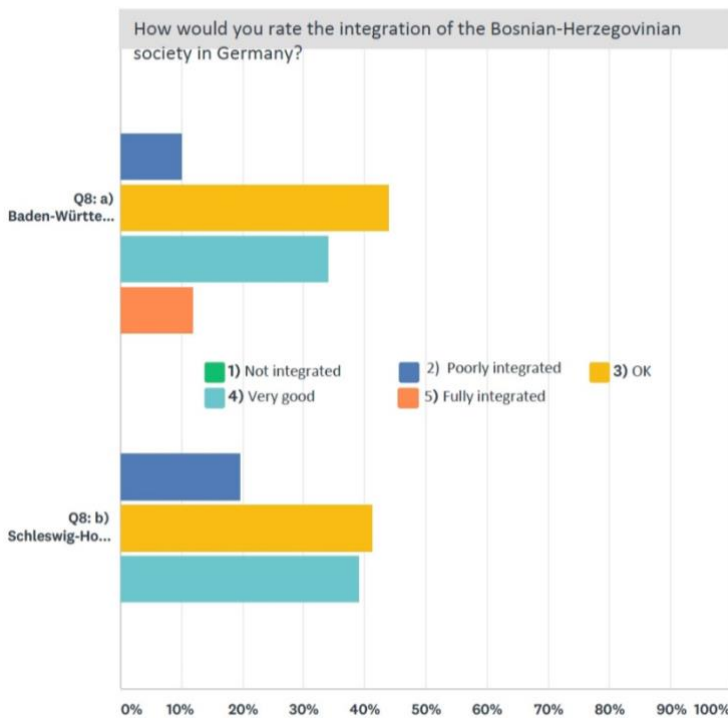
Q23 Please evaluate your personal level of German language skills



Here integration could also be connected to the abilities of bh. diaspora to speak and actively use German language as they reported in both federal states: BW (82%) and SH (66.67%)

## Q28 Please rate

Answered: 101 Skipped: 0

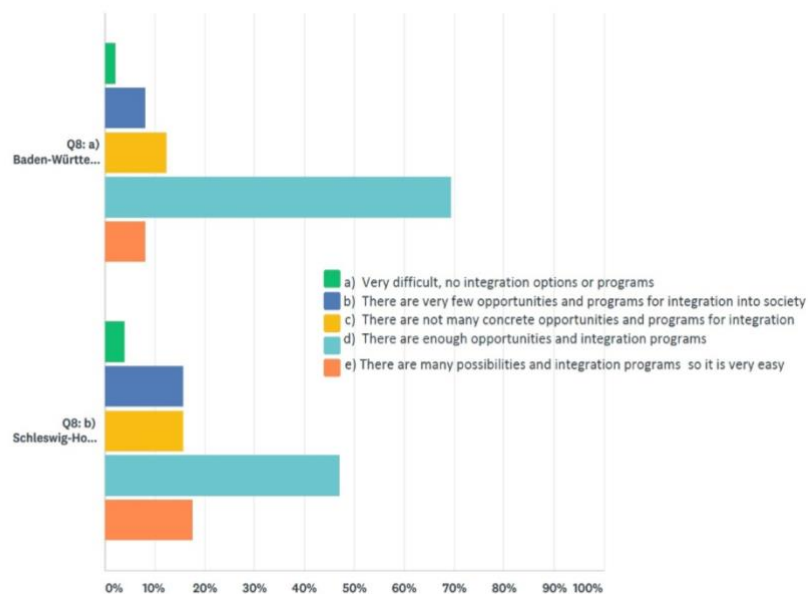


If asked to rate bh. integration into German society, results in both federal states would be pretty same. Bh. diaspora in Baden-Württemberg would give an average grade of 3.48 while in Schleswig-Holstein bh. integration is graded with 3.20 as an average grade.

If asked to rate chance for other migrants to integrate into the society of their region, bh. diaspora would generally agree that there are enough opportunities and integration programs in their federal states.

## Q27 What do you think how easy it is for migrants to integrate into society of your region?

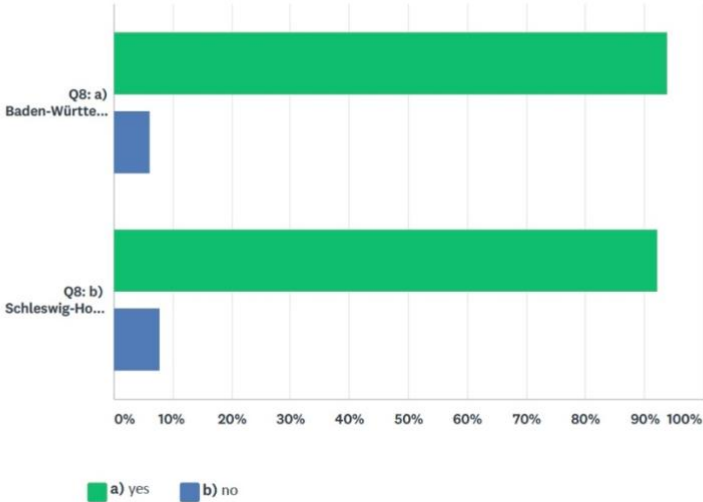
Answered: 100 Skipped: 1



Very significant is the information that bh. diaspora could be relevant and ready partner for the integration of other migrants in the German society. This is supported by the findings in both federal states, where bh. diaspora would, if they have a chance, mentor and help other people from their country to migrate into this federal state.

**Q29 If you would have a chance, would you help other people that would like to migrate from your country?**

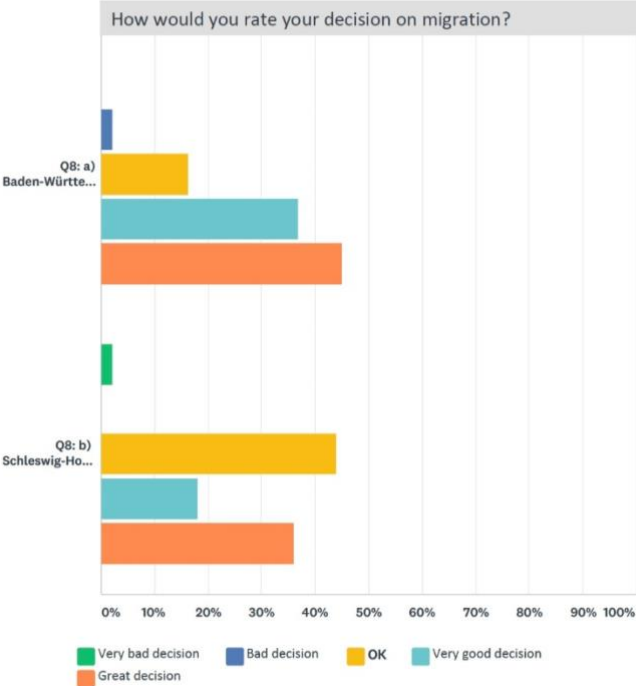
Answered: 101 Skipped: 0



**Q18 Looking back at the past:**

Answered: 99 Skipped: 2

How would you rate your decision on migration?

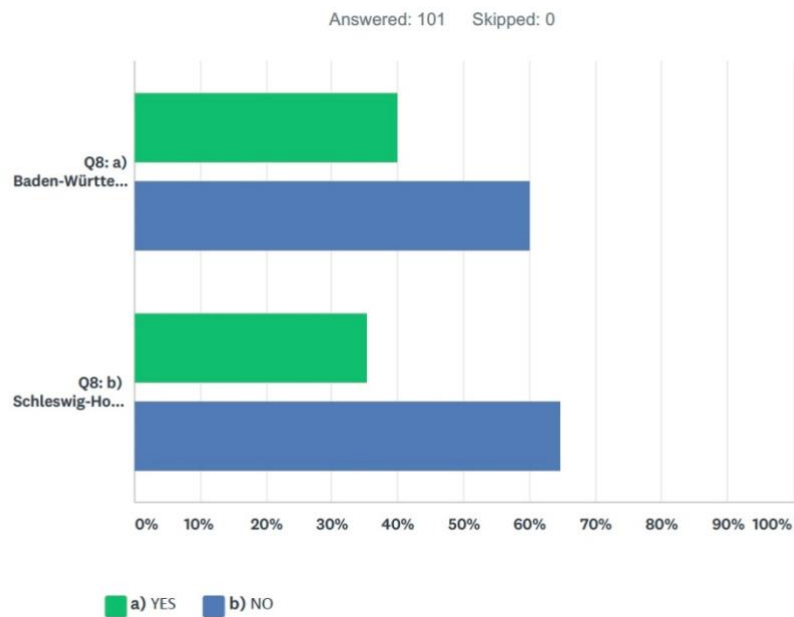


If they would look back at the past, bh. diaspora in both federal states would generally say that decision to migrate was very good or great decision. Here results in Baden-Württemberg are with 4.24 average grade and 3.86 average grade in Schleswig-Holstein,



Although bh. diaspora has reportedly strong connections with homeland, there are less likely to move back home – even if the the problems in their country would be solved. Results against going back are slightly bigger in Schleswig-Holstein with 64.71% and 60% in Baden-Württemberg.

Q30 If the problems in your country would be solved, would you than go back?



### *Discussion of the results and general comparisons of migrations in 1990s and 2000s*

Having in mind that this thesis identified three different migration groups under today’s umbrella of bh. diaspora, in the next section I will provide general conclusions between two latest migration ways and how they general characteristics and experience differ.

### *Education and employment*

Firstly, research results showed that the refugees migration wave starting from 1992 till 1995 has been characterized by bh. diaspora that today is employed or in pension, while the latest migration wave mostly brought persons that are either currently employed or in the education process, studying or doing working training. Further findings discovered that refugee’s migrants are having in more cases an additional mini-job.

Further, results showed that today there is a very little number of persons with current level of education on the elementary school, while the number of those who are having high school, university or Ausbildung diploma is also higher with the latest voluntary labour migration wave.

Interesting findings showed us that bh. diaspora after they arrival in Germany during 1990s migration wave have mostly finished additional working training or education (72%), while those migrants came during 2000s finish and additional training or education in Germany in 43% cases. This finding can be related to the existing difference that migrants within latest migration wave already had higher education diploma prior to their arrival in Germany.

In the region of Baden-Württemberg results showed that today there is higher number of those migrants who were employed in Bosnia-Herzegovina and then migrated to Germany, while in the region of Schleswig-Holstein results showed that today there is larger number of those who were unemployed and then migrated today than in 1990s. In both of the regions there is an increasing number of student migrations from Bosnia-Herzegovina.

### ***Migration tendencies and integrations experiences***

As expected, migration push factors from both migration ways differ. So, as results showed migrations in 1990s were influenced by war in Bosnia-Herzegovina in 84% cases, while todays migrations starting from 2000s were influenced by bad socio-economic situation in BiH in 66% cases or by political situation in the country in 61% cases.

Besides external factors that influenced migrations, migrations to these regions from 1990s were influenced by personal connections and the fact that migrants knew someone in these regions in 61% of the cases, while todays migrations are mixture influenced by various reasons, or among others: already existing and opened job opportunities 48%, personal connections in these regions 46%, or mixture or other factors connected to the geographical location or other preferences.

Results showed that in 79% cases refugees migrations have bigger influence than today's voluntary migration (48%) on the decisions to migrate made by their friends or families. Again as previously reported, in this case migrations in 1990s were influenced by war happenings in BiH or in the case migrations in 2000s by poor socio-economic conditions in the country.

In the context of personal connections to the receiving community, it has been recorded that refugees' migrants were more likely having more friends from BiH in 53% cases, but also reported having better connections with other cultures in Germany in 76% cases – while voluntary migrants reported having same number of friends from BiH and Germany, but smaller interactions with other cultures in Germany. Additional to this, both migrant groups answered to feel integrated in both communities, Bosnian and German.

Participation in the integration programs within both groups stays very low, with 66% of refugees migrant and 58% of voluntary migrants that did not take participation in any of the integration programs in their region.

Further, refugees' migrants would give lower grade for their decision to migrate but higher grade for their individual perspectives on their integration in German society. In this regard, voluntary migrants besides lower grade for their individual perspectives reported also lower grade for their personal skills regarding German language. Although, in both migration groups reported personal skills in this matter are above average and described as “actively using German language without barriers”. Personal satisfactions about the life in Germany stay above average. In 58% cases refugees migration or 53% of voluntary migrations would not ever go back home.

### ***Political, social, cultural and community activism***

Major differences between two migration waves of bh. diaspora in Germany are also seen through their activism in the community. Refugees migrants reported being more engaged within bh. clubs in Germany in 53% cases, but also more active in the wider community within 83% cases. Voluntary migrants still did not get membership within bh. club in 74% cases and there is about 37.5% of them active in their community. Positive news, give us the findings that within non-active voluntary migrants there is 23% of them that would like to be an active member of bh. club and the same number that would like to participate in some other clubs.

Still in both migrant groups, participation in the political party or organisation is very low or barely exists. Participation in the humanitarian organisation is slightly better, especially within refugees' migrants while participation in the working council stays very low within both migrant groups. As findings showed both migrant groups could be seen as an community agent and partner for further integration programs, while in both cases there is more than 95% of members willing to participate in the mentoring processes of t the newcomers in the region.

## ***Conclusion***

This Chapter concludes main findings of this work and present limitations, further research and recommendations about this topic. Also, this chapter brings executive summary and outlines the research concept of this work.

At the very beginning, my research started with the introduction that brought short concept of this work that was exploring if the Bosnian-Herzegovinian diaspora transformed from an invisible and not-well organized community of guest workers and refugees to highly organized and socially active community in Germany. By outlining historical milestones that influenced migrations of bh. diaspora, this chapter opened process of understanding bh. diaspora, that is as I founded consisted out of three different migrant groups: guest-workers, refugees and voluntary migrations. These three migration waves as explained happened under different legal and institutional frameworks, what also meant that their migration and integration experience differs as well. On this occasion, third chapters of this work tell us more about theoretical explanations of migration and integration aspects, how they happened and why. It also brings concrete definitions of main terms what was very important in further context of applying theoretical frameworks on the case of bh. diaspora in Germany. Further, findings about different researches on the bh. diaspora in other countries contributed to outline of the historical timeline of migration between Bosnia-Herzegovina and Germany. In this context it was important for me to see how other researchers saw integration and how they measured it – about what I wrote in the second chapter under literature review.

Since already established theoretical framework, literature review and historical timeline showed us more about general migrations of bh. diaspora, so further fourth chapter explained more concrete migration process and legal framework of the bh. diaspora to Germany. It gave us the introduction in the main part of the thesis that was field work through different interviews, surveys and visits to these regions. Here the main aim was to test what were the migration tendencies and integration perspectives of bh. diaspora in the regions of Baden-Württemberg and Schleswig-Holstein. As I noted in the presentation of the final survey results, bh. diaspora in both regions has its own concepts of organisation, different migration experience, and has arrived in these regions because of different reasons. On the other side, experiences between refugees and labour migrations are also different and as such, results about them were also published individually in the presentation of the results.

In sum, discoveries of this work tells us that bh. diaspora in Baden-Württemberg and Schleswig-Holstein differs by their economic activity, education level and social activism. On the other side migration tendencies and patterns stay the same in both regions: being influenced by war, bad-socio-economic or political situation in Bosnia-Herzegovina. Or from the side of personal perspectives influenced by family reunion process, migration for better life conditions or personal development. In both regions as showed, migration has been influenced by family members, what proved theoretical explanations on role of family in the migration process.

As recorded in both regions, integration perspectives are positive and life satisfaction is above average, although life satisfaction and personal integration grade is higher among bh. diaspora in Baden-Württemberg. Findings about these results, told us that here bh. diaspora thinks that this region provides better economic standards and better career opportunities. In both regions, political participation among bh. diaspora almost does not exist or is very low. Detailed discoveries between bh. diaspora in both regions were represented in the previous chapters.

Further discoveries showed us that migrations from 1990s and 2000s also differs by many characteristics. As showed, labour migrations are mostly characterized by highly educated migrants, that mostly does not go for further education in Germany and is migrated due to bad socio-economic or political situation in Bosnia-Herzegovina. While refugee migrations came with less educational background, due to war happenings and finished more educational or working training after their arrival in Germany. This study also showed major differences in the integration patterns of refugees and labour migrations, what is also in more details explain in the previous discussion chapter.

Overall, this study concludes that general integration of bh. diaspora in regions of Schleswig-Holstein and Baden-Württemberg by economic activity, educational level, integration with other cultures is on the very satisfactory level. While, participation and social activism through community clubs, associations and NGOs performs on the lower level - especially results are low in regards to the political participation. As survey and interviews showed, younger generations of bh. diaspora are more integrated than the older generations – this was expressed by larger number of youngster participating in different community organisations, larger number of them having closer connections with other culture, and even some number of the being active in the political parties.

This finding we could relate to the fact that some of young generations were born here, or if not they had more chances to learn language in the schools in BiH or during their obligatory preparations and formal requirement that they need to speak very good German language even before migrating to Germany. Although bigger number of refugee migrants have shown better results when it comes to the direct participation in the community processes, we cannot conclude that one-day voluntary migrants will not show same results – here we need to take into considerations bigger time that refugees spend in Germany.

Further as by interviews concluded, special contribution to the integration of bh. diaspora has been given by the organizations of bh. diaspora in these two federal states. In both regions Bosnian clubs play a special role in the context of established structure that not only gathers Bosnian community but also is very well organized and serves as an agent in confidence building, what is out of great importance for the local authorities. Given that bh. diaspora who reported being active in one of those clubs also showed higher life satisfaction rate and showed higher personal integration rate – we could only conclude that these organisations are having positive impact on the integration process of whole bh. diaspora. As the results showed, integration of bh. diaspora went smoothly. From the first guest-worker migrants and the period when Bosnians were only economically active, invisible in the community and not well organized till today's formed bh. diaspora that has an increasing number of those who are socially and community active. Given that bh. diaspora in Schleswig-Holstein and Baden-Württemberg did not show high political participation, this would mean that political parties more need to find new ways of attracting and motivating bh. diaspora to be active in the politics. On the other side, it also presents a limitation of these study, that I did not cover what certainly would be interesting to research about, especially if the focus will be on the entire region of Germany.

In sum, Bosnian-Herzegovinian diaspora did not only form its organizations for the purpose of gathering countrymen, but rather with these structures became a very important partner of the local authorities in the integration process. For the further process, capacity building of these organisation would be highly needed – mostly due to the change of generations. On the other side, already existing organisation would need to work more with new-comers from BiH and provide them with training or mentoring support in the whole integration process. On this occasion, joint initiatives and projects of local authorities and bh. clubs is needed for the main aim to foster integration processes, and make new member of bh. diaspora socially active and more integrated part of the community.

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APPENDIX 3: Questionnaire  
Questions for survey

1. **Gender**
  - a) male
  - b) female
  - c) diverse
  
2. **Age:**
  - 20 – 25
  - 26 – 30
  - 31 – 35
  - 36 – 40
  - 41 – 45
  - 46 – 50
  - 51 – 60
  - 61 – 70
  
3. **Current occupation:**
  1. Unemployed
  2. Employed
  3. Student
  4. In pension
  5. Maternal leave
  6. Ausbildung
  
4. **What is your current level of education?**
  - Elementary school
  - High school
  - University
  
5. **Did you finish any education or work training in Germany?**
  - Yes, I have finished additionally high-school in Germany
  - Yes, I have finished additionally work training in Germany
  - No, I did not finish any additional education in Germany
  - Yes, I have finished additionally University degree in Germany
  
6. **What was your status of work before migrating to Germany?**
  - Employed
  - Unemployed
  - Student
  
7. **Do you have mini-job (neben job)?**
  1. Yes,
  2. No,
    - 2.1. No, but I would like to have one
  
8. **Place of living.**
  - Baden Wurttemberg
  - Schleswig-Holstein

**9. In which period did you move to Germany?**

- 1920s – 1950s
- 1950s – 1990s
- 1990s – 2000s
- 2000s - today

**10. What were the reasons that motivate you to migrate from your own country?**  
(you can choose 2 answers)

- War in my home country
- Bad socio-economic conditions in my home country
- Bad political situation in my home country
- Other: \_\_\_\_\_

**11. What were the potential reasons for migrating to SH / BW?**

- I already knew someone here (family, friends)
- I got a job or study offer here
- I was moved from other country or region
- Geographical position of this place
- Economic conditions in this state are better than in other federal states of Germany
- I have already visited this federal state
- In this federal state is easier to find job than in other federal states of Germany
- In this federal state is easier to get residence permit or visa then in other federal states in Germany
- I did not have any other choice
- Other: \_\_\_\_\_

**12. Were there any personal reasons to migrate in this region?**

- I migrated to join other members of my family that migrated before
- I migrated to have better life, better work, or better life environment
- I migrated because of personal development (work, education)
- I migrated to ensure better life for my children
- No, there were not any personal reasons for migration
- Other: \_\_\_\_\_

**13. Did any friend or family member follow your decision to live in this region, and also migrated to this region because of that?**

- Yes
- No

**14. If yes, what were their reasons to migrate,**

- Political reasons
- Socio-economic reasons
- War or other forced reasons
- Other: \_\_\_\_\_

15. **Would you recommend the federal state where you live, to other people from your Country?**

- Yes
- No

If yes, why: \_\_\_\_\_

16. **Do you have more friends from your country of origins, or you have more friends from your current place of living?**

I have more friends that are coming from my country

I have more friends that are Germans

Both, I have friends from my country or origins and from the place where I live

17. **Do you have following contact in Germany with other cultures?**

- Yes, I have friends from other culture background
- Yes, I have some contact with people from other culture background
- No, I do not have friends or any contact with other cultures
- No, I do not have any contact with other cultures but would like to have

18. **Looking back in the past, how would you grade your decision to migrate**

Scale 1 – 5

19. **How well are you satisfied with your life in Germany?**

1 – 5 Scale

20. **Are you member of Association or any sort of club (dance, sport, religious) of your home country in Germany?**

Yes

No

No, but I would like to be

21. **Are you member of any Association or Club in Germany with German or international members?**

Yes

No

No, but I would like to be

22. **Do you have any civil engagement in your community?**

(more than 1 answer)

I am member of different NGOs/Association/Club

I am member of my school/university or work association

I am engaged in political party

I am engaged in humanitarian organization

Other: \_\_\_\_\_

- 23. Please, assess your personal level of knowledge of German language**
- I do not know German enough and I cannot communicate in German
  - Basic, know sufficient level of language for the daily needs
  - I'm actively using German language without any problem
  - At the moment I am learning German
- 24. Please rate how do you feel integrated in German society?**
- Not integrated
  - Poorly integrated
  - OK
  - Very good
  - Fully integrated
- 25. What do you think are you well integrated in German society?**
- Yes, I feel integrated in German society  
 No, I feel more integrated in Bosnian society in Germany  
 Both, I am equally integrated in both societies in Germany
- 26. Please mark if you participate in any of the integration programs in your region:**
- Integration language courses
  - Youth integration course
  - Parent integration course
  - Women integration course
  - Crash integration course
  - Some other integration course
- 27. What do you think how easy is for migrants to integrate in society of your region in Germany?**
- Very hard, there are not opportunities or programs for integration  
 There is very little opportunities and programs to integrate in society  
 There are not many particular opportunities and programs for integration  
 There are enough opportunities and programs for integration  
 Very easy there are plenty of opportunities and programs for integration
- 28. How would you evaluate integration of Bosnian-Herzegovinian society in Germany?**
- 1- 5 scale
- 29. If you have a chance would you through advising help other people from your country to integrated into the society in Germany?**
- Yes. - No.
- 30. If the problems in your home country would be solved, would you return back to your home country? Yes - No**