



FIG Working Week 2024

19-24 May

Accra, Ghana

Your World, Our World:
Resilient Environment
and Sustainable
Resource Management
for All

Presented at the FIG Working Week 2024,
19-24 May 2024 in Accra, Ghana

Attracting foreign surveyors to Germany: intentions and implementation

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Motivation

Two of the writers are professionals from abroad (Greece and Russia)

One of the writers is a publicly appointed surveyor, who has hired professionals from abroad

In Europe, almost 75% of all companies struggle to occupy their vacant positions

Germany → important destination country for international migration

How do we match the professionals who are coming from abroad with the open positions in the country?

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Demographic problem and shortage of skilled workers in the surveying world (1)

The age structure of the publicly appointed surveyors in Germany (prognose) (2018)

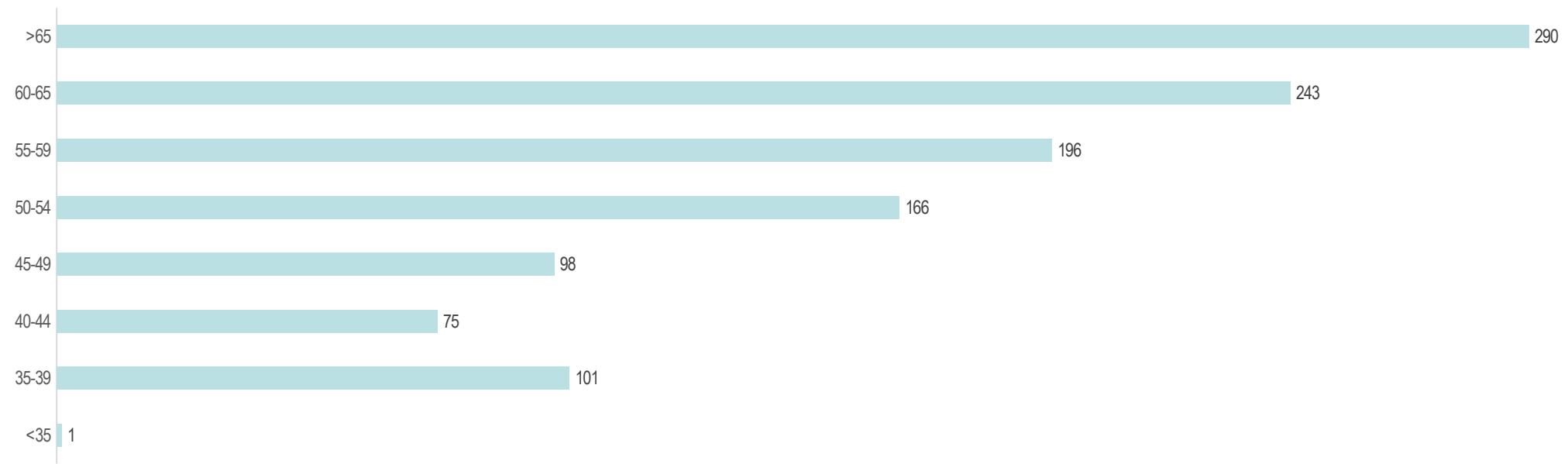




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Demographic problem and shortage of skilled workers in the surveying world (2)

- Reasons for the demographic problem in Germany
 - the high level of expertise,
 - the lower salary rates than the national average,
 - the one-person crews, which reduce the opportunities for training for the next generation, and
 - the increasing retirement rate among surveyors
 - etc...

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GEOSA
General Authority for Surveying
and Geospatial Information





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Demographic problem and shortage of skilled workers in the surveying world (3)

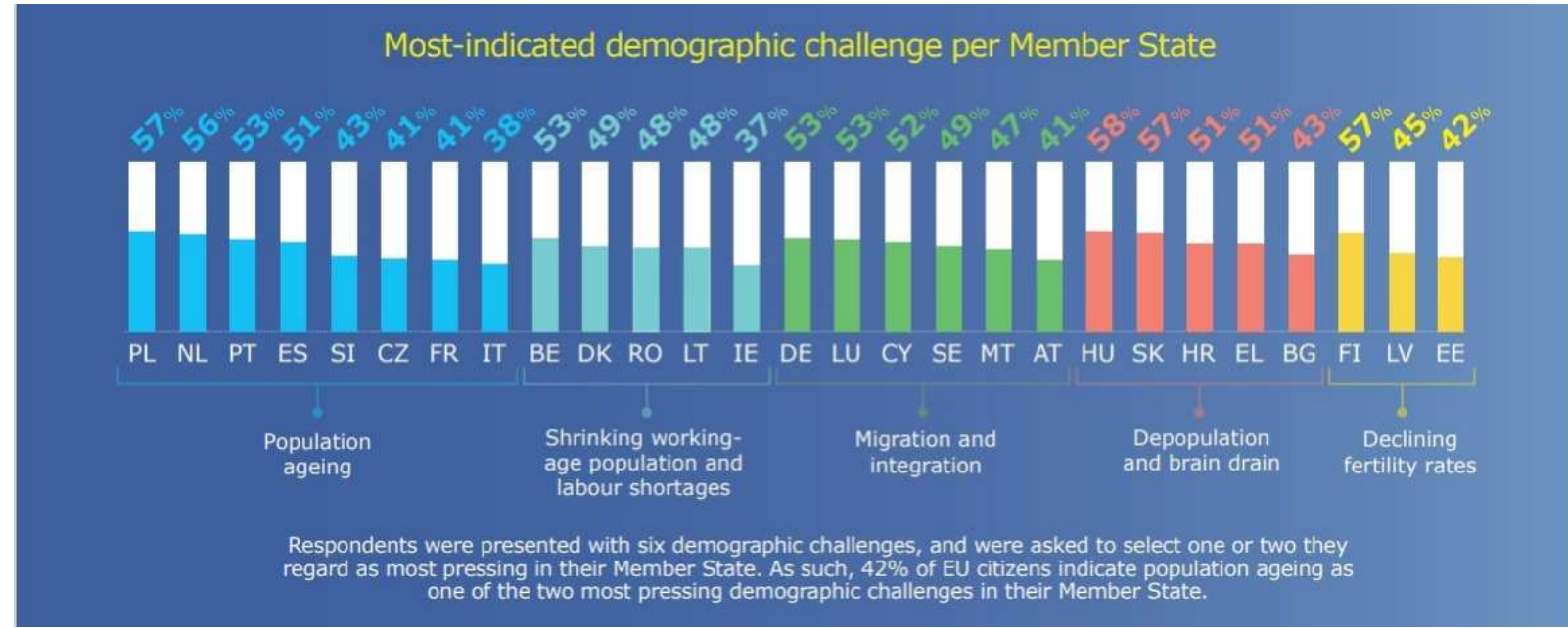




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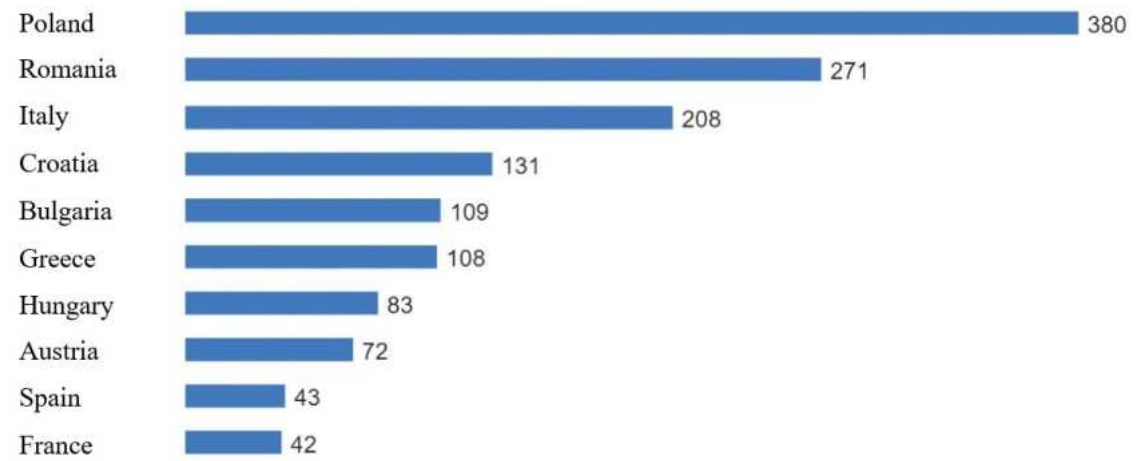
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Mobility to Germany from abroad (1)

Immigrant workers 2021

by most common EU countries of origin, in thousands



Quelle: Mikrozensus

© Statistisches Bundesamt (Destatis), 2024

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Challenges for employers and employees when hiring from abroad

- - Recognition of foreign professional experience
- - Language barriers
- - Administration/bureaucracy and infrastructure in Germany
- - Measures against unfair recruitment practices
- - International standards for fair recruitment
- - Cost of living, especially in metropolitan areas
- - Lack of friendly reception in the form of discrimination and racism
- - etc.

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Lack of employees and migration policies in other countries

- Japan (à la carte globalization)
- United States
- Canada
- Australia

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The contribution of the DVW

- DVW → Member of the IGG
- Development of a concept paper about foreign surveying experts for the German labor market
 - Project of the Working Group 1 „Profession/Education“
 - Goal of the paper is to provide transparency
- Mentoring program

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Conclusion

- Rethink of the requirements
- Bigger salaries
- Make sure that the professionals from abroad are staying
- Provide transparency → DVW

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Thanks for your attention!

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SUSTAINABLE DEVELOPMENT GOALS

International Federation of Surveyors supports the Sustainable Development Goals

Commission 2

Professional Education

Serving Society for the Benefit of People and Planet



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