



UNTERNEHMER OHNE GRENZEN

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(Entrepreneurs Without Borders)  
Hamburg / Germany



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## **Promotion of Migrant Enterprise, Employment and Business Opportunities**

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## Promotion of Migrant Enterprises, Employment and Business Opportunities

- I. Unternehmer ohne Grenzen e.V. (Entrepreneurs Without Borders)
- II. Characteristics of Hamburg
- III. Characteristics of migrant entrepreneurs / Difficulties
- IV. Unternehmer ohne Grenzen e.V.: Services
- V. Example: "Doner University"
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### I. Unternehmer ohne Grenzen e.V. (Entrepreneurs Without Borders)

- non-profit association, founded in 2000 as a semi-public organisation
- formed by entrepreneurs with migratory background : bottom-up initiative
- objective: to support (potential) entrepreneurs with a migratory background
- 12 employees (9 with migratory background)
- specific: counselling is provided in the main languages of the target group: Turkish, Russian, English, Spanish, French
- projects funded by the city of Hamburg and the European Social Fund



## II. Characteristics of Hamburg

- Hamburg has an large community of immigrants (250 Tausend inhabitants )
- Germany's economy is export oriented
- Hamburg 's business volume nearly at 60 Mrd. € per year in foreign trade
- Hamburg as a harbour-city is one of the most important trans-shipment centre in Europe with nearly 100 Mio. goods transported per year (2002)
- Important presence of immigrants entrepreneurs with large financial potential
- Excellent infrastructure (institution, public service, organisation, universities) which provide information and simplify networking
- Hamburg sustain headquarters/representation of Association dealing with foreign trade (Afrikaverein, Ostasiatische-Verein, consulate)

## III. Characteristics of Migrant Entrepreneurs / Difficulties

- high propensity to set up a business / willingness to take risks
  - lack of formal qualification (~ 1/3 without profession or school degree)
  - inadequate language skills
  - foreign degrees of school and professional education are not accepted in Germany
- no chance for gainful employment → self-employment as an alternative
- inadequate business and branch knowledge, lack of commitment and self-discipline
  - micro and small-sized enterprises, lack of professionalism
  - concentration in commerce/business and catering (restaurants)
  - complex labour market regulation, tax system and business regulation
  - specific information concerning self-employment are hard to find
- great need for consultancy, qualification and guidance

#### IV. Unternehmer ohne Grenzen e.V. : Services for Potential and Existing Migrant Enterprises

- **Counselling services:** give advice on all aspects of how to run a business
- **Business planning:** assistance in writing correct and convincing business plans
- **Seminars and Training courses** on different business aspects (financing, investment, marketing, labour law, income and corporate tax, social security legislation)
- **Special Services:** seminars for female entrepreneurs, organisation of exchange forums, events bringing together entrepreneurs and policy makers or bank representatives
- **Qualifications for employees without formal degree:** e.g. Doner production, gastronomy
- **(Business) Networks** with mainstream business support organisations, local and regional business structures and other relevant institutions



#### V. Example

- **Skilled employee in meat processing (“Doner University”)**  
 six-month qualification leading to the certificate of a skilled employee in meat processing (Fachkraft in der Fleischverarbeitung)  
 Target group: employees in the Doner production without vocational qualification  
 Cooperation between Unternehmer ohne Grenzen e.V., the Hamburg Employment Office (Agentur für Arbeit Hamburg), guild of butchers (Fleischerinnung) and Hamburg's vocational school for gastronomy and nutrition (Staatl. Gewerbeschule für Gastronomie und Ernährung)



## VI. Lessons Learned / Dilemmas

- Advisors with migratory background / native language: **inspire confidence**  
**but:** German language is important for success in business
- Cooperation with administration and institutions: **to call attention to migrants needs** (e.g. acceptance of foreign degrees)  
**but:** often very difficult and long-winded (bureaucracy)
- Migrant entrepreneurs often have a lack of qualification and branch knowledge, but they don't use the "formal" institutional counselling organisations  
→ great need for target-specific consultancy, qualification and guidance
- Accessibility to (financial) support programmes: **often a problem**
- Support of Migrants enterprises: **often seen as a topic of integration**  
**but:** economic significance also important (business development), particularly in deprived urban areas

**Thank you for your attention!**

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