



ATTENTION

Migrant Workers: Know Your Rights!

FAIR AND ETHICAL RECRUITMENT
PERSONS IN VULNERABLE SITUATIONS

On behalf of

giz Deutsche Gesellschaft
für Internationale
Zusammenarbeit (GIZ) GmbH



Federal Ministry
for Economic Cooperation
and Development

This flyer provides information on your rights and access to support as a migrant worker in Germany, with particular information for female migrants, young migrants, migrants with disabilities and migrants who identify as LGBTQ+. The information provided here is not exhaustive; it represents a selection of curated options available for your support.

Know your rights and protect yourself from exploitation and discrimination!



Recruitment and Employment Contracts

- ✓ You are not required to pay any recruitment fees or travel costs. Your employer or the recruitment agency should cover all expenses related to your recruitment and travel, ensuring you do not incur any financial burden.
- ✓ You should receive clear and complete information about the nature and location of the work, including details about pay, working hours, and accommodation.
- ✓ There should be no deception or coercion involved in your recruitment process.
- ✓ You should be provided with documents and work contracts in a language you understand.
- ✓ Government structures should monitor recruitment agencies, ensuring you have the opportunity to raise complaints.



Support services and information

- + The German Federal Anti-Discrimination Agency provides information on what discrimination can look like in Germany.



See: <https://www.antidiskriminierungsstelle.de/DE/startseite/startseite-node.html>

- + If you think you have been discriminated against, you can contact a counseling center or the Federal Anti-Discrimination Center at +49 (0) 30 18555-1855

Fair and Ethical Employment of Female Migrants

Female migrants may be more vulnerable to discrimination and violence in their destination country. Know both your rights and the support available to you in Germany.

Gender Based Discrimination

- + Unequal treatment of female employees in the workplace is discrimination. Discrimination includes given lower pay, worse working conditions, unfavorable treatment due to pregnancy or any questions in a job interview related to it and/or other topics, such as e.g. if you are rejected for wearing a hijab or asked to remove your hijab.
- + Employers are not permitted to require pregnancy tests for workers.
- + You should not experience discrimination outside of the workplace either – e.g. you should not be denied housing or a bank account because of your gender.

Sexual harassment in the workplace

Sexual harassment is any unwanted physical contact, sexual comments, leering, sexist jokes, or lewd behavior.

- + Report any experiences of sexual harassment. Do this by addressing the issue with the perpetrator, making a complaint to your supervisor or employer, or discussing the issue with an employee organization, such as a work council.
- + Employers are required to take action against sexual harassment in the workplace. If your initial attempt at resolving the harassment is unsuccessful, continue to file a complaint or contact the government organizations that ensure the protection of workers' rights.

Special emergencies

If you are experiencing sexual, physical or psychological violence, whether at home or in the workplace, you can contact the following organisations at any time or day.

+ If you experience violence, call the police at 110.

Other services for female victims of violence:

+ **Support against violence hotline for women:**

Available 24/7 and in 18 languages. Call: 08000 116 016.

+ **Solwodi:** provides advice and counselling as well as shelters in cities across Germany.

See: <https://www.solwodi.de/>



+ **Frauenhauskoordinierung:** coordinates women's shelters and support services around Germany.

See: <https://www.frauenhauskoordinierung.de/en/>



+ **Frauen gegen Gewalt:** umbrella association of more than 180 women's counselling centres, rape crisis centres and women's emergency hotlines.

See: www.frauen-gegen-gewalt.de/en



Support services and information for families

If you need advice and support with family issues such as partnership problems, family planning, pregnancy, child education, or legal issues such as child custody and financial support or maintenance for your child, these organisations can provide help:

+ **Diakonie:** welfare organisation of Germany's Protestant churches, services available to all women.

See: www.diakonie.de/services-for-immigrants-and-refugees



+ **Caritas:** welfare organisation of the Catholic Church in Germany services available to all women.

See: www.caritas.de/hilfeundberatung/onlineberatung/migration/start



+ **Pro Familia:** non-governmental organisation for sexual and reproductive health and rights.

See: www.profamilia.de/en



Disability Discrimination in the Workplace

In Germany, the government is required to provide services based on your level of disability. It is recommended to see a physician soon after arriving in Germany to determine the level of disability and to receive a disability card with which you are given access to free services.

- + **People with disabilities have a right to services and employment.** If access to employment or services (e.g. housing, or health-care) is denied on the basis of disability, that is against the law. Discuss your employment options with a counselling center after receiving a disability card.
- + **Parents of children with disabilities cannot be denied work or promotion opportunities.** If your employment is affected by the disability status of your child, that is discrimination. You can file a complaint within your workplace or government.



Disability support services

Support services are available throughout Germany for different disabilities:

- + **German Association of the Blind and Visually Impaired: Deutscher Blinden – und Sehbehindertenverband**

<https://www.dbsv.org/>



- + **Federal Association for Physical and Multiple Disabilities: Bundesverband für Körper und Mehrfachbehinderte**

<https://bvkm.de/>



- + **German Association of the Deaf: Deutscher Gehörlosenbund**

<https://dglb.de/>



- + **Federal Association for Life Support for People with Mental Disabilities: Bundesvereinigung Lebenshilfe für Menschen mit geistiger Behinderung**

<https://www.lebenshilfe.de/>



LGBTQ+ identifying persons in the workforce

- + The restriction of employment, employment benefits, or services on the basis of sexual orientation or gender identity is **discrimination**. Discrimination therefore includes any: restrictions on accessing employment, professional training, or membership of employee groups; or any unequal treatment with regard to pay, benefits, or reasons for dismissal.
- + **Employers must respect gender identity.** In Germany, gender identity, including those who identify outside the binary, is protected by law. Employers must treat all employees equally regardless of their gender identity.

LGBTQ+ support services

Support services are available throughout Germany for person identifying as LGBTQ+:

- + **Rainbow Refugee:** provides an SOS number in cases of discrimination or violence against LGBTQ+ persons.

<https://www.frankfurt-aidshilfe.de/en/rfs>



- + **Queer Refugees Welcome:** provides information to ease the transition to Germany, including information on your legal rights, healthcare, and HIV/AIDS prevention

<https://www.queerrefugeeswelcome.de/en>



- + **Fluchtgrund: Queer:** provides information support services available in Germany for LGBTQ+ migrants and refugees.

<https://queer-refugees.de/en/>




Health and safety of young people in the workforce

- + **Steps to protect the health and safety of young workers must be in place prior to their employment.** Young people should never be handling dangerous substances such as explosives, toxic chemicals, or electrical hazards. They should also not be exposed to extreme cold, heat, vibrations, or noise.
- + **Young workers are not permitted to work overtime.** The working time for young people over the age of 15 should never exceed 8 hours per day or 40 hours a week.
- + **For every 4.5 hours worked, young workers must have a 30-minute break.**
- + **Generally, young people are not permitted to work on Saturday or Sunday.**

If you feel you or your child is working beyond their permitted hours, file a complaint with the employer or the work council. Advice on youth employment is available free of charge through the Youth Migration Services at <https://www.jugendmigrationsdienste.de/>





This information is provided by Programme "Shaping development-oriented migration" (MEG). MEG is implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH on behalf of the German Federal Ministry for Economic Cooperation and Development (BMZ).

Published by:
Deutsche Gesellschaft für
Internationale Zusammenarbeit (GIZ) GmbH
Registered offices
Bonn and Eschborn

Dag-Hammarskjöld-Weg 1 - 5
65760 Eschborn, Germany
T +49 6196 79-0
F +49 6196 79-1115

E info@giz.de
I www.giz.de

Eschborn, September 2024

Authors:
MEG: Isa-Maren Beck, Bukuriye Kameri in close
cooperation with UNU-MERIT, Maastricht University:
Dr Katrin Marchand, Dr Melissa Siegel,
Dr Talitha Dubow

Design:
DIAMOND media GmbH

URL links:
Responsibility for the content of external websites
linked in this publication always lies with their
respective publishers. GIZ expressly dissociates
itself from such content.

GIZ is responsible for the content of this publication.