



# ATTENTION

## Migrant Workers: Know Your Rights!

On behalf of

**giz** Deutsche Gesellschaft  
für Internationale  
Zusammenarbeit (GIZ) GmbH



Federal Ministry  
for Economic Cooperation  
and Development

Migration for work is a common pathway to opportunity, but it can also lead to exploitation. Too often, recruitment structures serve as gateways to exploitative labour conditions. Many migrants are deceived about working conditions and pay, often through informal recruitment via specialised websites or social media.

**Know your rights and protect yourself from exploitation!**  
**Stay informed and seek reputable channels for employment opportunities!**

Your safety and well-being matter!



## What does fair and ethical recruitment mean for you?

The ILO has formulated rules for recruitment and obligations for states, recruitment agencies and employers. Based on this, for you, fair and ethical recruitment means:

- ✓ 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 will receive clear and complete information about the nature and location of the work, including details about pay, working hours, and accommodation. This means you will know exactly what to expect before you accept the job.
- ✓ There should be no deception or coercion involved in your recruitment process. This means free from any misleading information or pressure tactics.
- ✓ You should be provided with documents and work contracts in a language you understand. This ensures that you fully comprehend the terms and conditions of your employment, safeguarding your rights and interests.
- ✓ Government structures will monitor recruitment agencies, ensuring you have the opportunity to raise complaints. This oversight helps protect you from unethical practices and provides a mechanism for you to report any issues or grievances you may encounter.
- ✓ You have the freedom to change employers if needed. This means you are not bound to stay with one employer and can seek better opportunities or leave an unsatisfactory job without fear of penalty.<sup>1</sup>

<sup>1</sup> Please note that national policies may differ from the ILO principles in certain cases, particularly depending on the type of visa held by the worker. For instance, in Germany, specific national regulations and immigration laws may apply differently to different categories of workers.

## Who can you contact if you need information or support?

It's crucial to steer clear of any entities, including but not limited to recruitment agencies and employers, that may exploit migrants. Before committing to any recruitment process, ensure the agency and employer can be trusted! During the employment, ensure the conditions meet what was promised. If you are in doubt or need help, refer to the information and services listed below for guidance and support. All of them offer their services free of charge.



## Services Offered Free of Charge, in Multiple Languages and Anonymous

### BAMF Navigation in the Fields of Asylum Procedure and Integration (NAvI)

BAMF-NAvI, provided by the Federal Office for Migration and Refugees, offers:

- + A comprehensive directory of points of contact, addresses, and contact details specifically related to migration counselling services all over Germany
- + Guidance on fair and ethical recruitment practices
- + Information on labour rights
- + Job search strategies
- + Assistance navigating employment-related challenges
- + Compliance with legal and ethical standards

<https://bamf-navi.bamf.de/en/Themen/Migrationsberatung/>



### Arbeit und Leben: Support for Foreign Workers

Arbeit und Leben is dedicated to ensuring good working conditions and fair wages in the German labour market. Their advisory centres offer comprehensive support and guidance to mobile workers on various work-related issues.

The advisory services of Arbeit und Leben cover topics such as:

- + Employment Contracts: Assistance with reviewing and understanding employment contracts.
- + Remuneration: Support with questions about fair pay and enforcing wage claims.
- + Working Conditions: Guidance on occupational health and safety, maternity protection, working hours, and vacation.
- + Protection Against Dismissal: Help with issues related to protection against unfair dismissal.

Please check the website to see if this service is offered at a location near you.  
<https://arbeitundleben.de/arbeitsfelder/beratungsnetzwerk>



## Caritas Migration Service for Adult Immigrants

It is a local service with many branches across the country. Search the one closest to you on the website for more information on services offered there and opening times.

The services Caritas offers include:

- + Language and Integration Courses
- + Legal and Residency Matters
- + Social Security
- + Education and Employment
- + Psychosocial Support
- + General Migration Issues

Free services are available for:

- + Newly arrived migrants and their families (up to 3 years after arrival)
- + Long-term residents eligible for integration courses
- + Migrants under 27 (via the Youth Migration Service)

<https://www.caritas.de/hilfeundberatung/onlineberatung/migration/adressen>



## Faire Integration

Fair Integration is a counselling service in Germany for refugees and migrants from third countries (outside the EU) on social and labour law issues. The counselling service is available in all federal states and is provided by various organisations. Check the website for the one closest to you.

The topics of the counselling include:

- + Labour law issues directly related to the employment relationship
- + Working hours
- + Dismissal
- + Temporary work
- + and many more

<https://www.faire-integration.de/>



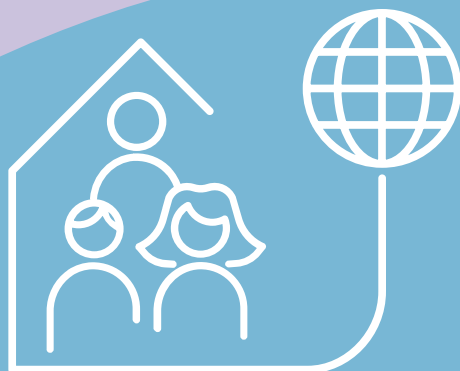
## Hotline Working and Living in Germany:

Phone: +49 (0)30-1815-1111.

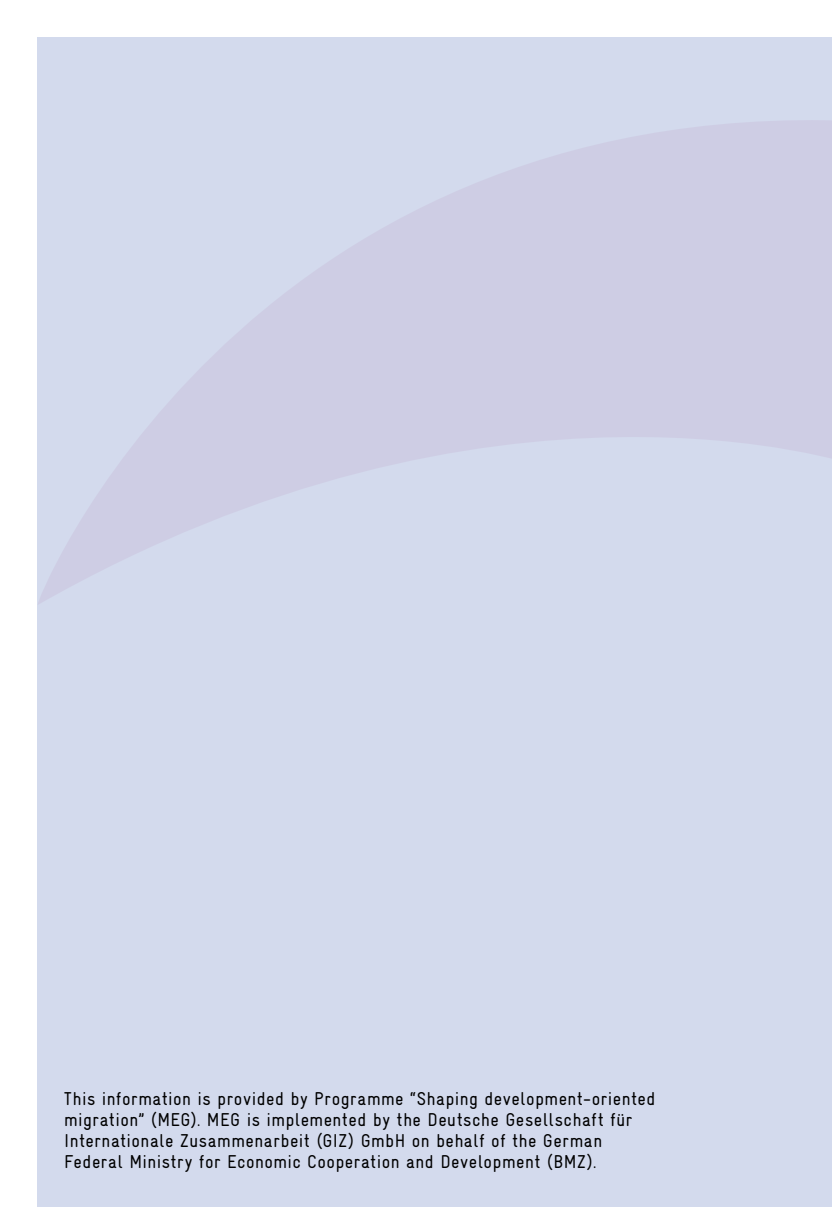
This hotline might be of interest if you have questions before you come to Germany or shortly after arriving. The hotline answers your questions on the following topics in German and English:

- + Job search, work and career
- + Recognition of foreign professional qualifications
- + Entry and residence

<https://www.bamf.de/EN/Service/ServiceCenter/ThemenHotlines/ArbeitenUndLeben/arbeitenundleben.html>



The information provided here is not exhaustive; it represents a selection of curated options available for your support.



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  
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Eschborn, September 2024

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DIAMOND media GmbH  
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