

DIS

Diskriminierungsschutz
von Geflüchteten
stärken.

Project: Strengthening Refugee`s Protection against Discrimination

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AGENDA

1. Short overview on legal basis for protection against discrimination in Germany
2. General Act on equal treatment
3. Where can discrimination against refugees occur?
4. Overview on project targets and actions
5. discussion

Legal basis for protection against refugees

- Declaration of Human Rights adopted by the UN General Assembly in 1948 → ensure that every human being has the same rights
- European Union: 1999 Amsterdam Treaty empowered the Council to take actions against discrimination on grounds of race, sex, ethnic origin, religion/belief, disability, age or sexual orientation (§13 Amsterdam Treaty)
- On the basis of Amsterdam treaty four guidelines were passed: European Racial Equality Directive (2000), Framework Directive on Employment (2000), Gender Directive Civil Law (2004) and Gender Guidelines Employment Law (2002)

General act on equal treatment


- General Act on equal treatment implements these four directives in German law, is passed in 2006
- Objective is to prevent and eliminate discrimination in terms of civil law, access to workplace, goods and services
- Discrimination is defined as:
 - Direct Discrimination
 - Indirect Discrimination
 - Harassment
 - Sexual harassment

But: justified difference of treatment are noted as well




Dimensions of discrimination

Discrimination is prohibited in Germany on seven grounds:

- Race/Ethnic Origin
 - Sex
 - Religion/Belief/worldview
 - Disability and chronic diseases
 - Age
 - Sexual Orientation
 - (Multiple Discrimination)
- 




Where can discrimination against refugees occur?

- Applying for a job and taking up employment
 - i.g. muslim women wearing headscarves
 - In public offices and authorities
 - i.g. racial profiling
 - Access to services
 - i.g. opening a bank account
 - Searching for houses
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project targets and actions


- General equal Treatment works irrespective of a person`s resident permit
 - Civil society organizations have to know about legal discrimination protection (General act on equal treatment)
 - Civil society organizations have to support refugees in finding advice in cases of discrimination (e.g. Federal Anti-Discrimination Agency and local networks)
 - Professional Networking of organizations
 - Strengthen knowledge about empowerment for refugees
- 



project targets and actions

- Rights not charity as a basis for social work
- Do not neglect discrimination
- Talk about discrimination

→ Protection against Discrimination is a step towards participation in society





Thanks for your attention

