



FIND GOOD WORK

Securing employment free from
exploitation and discrimination

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When migrants, refugees or other displaced persons depend on finding work and do not speak the local language, they run the risk of being **exploited while searching for employment and/or whilst being at work.**

REMEMBER: Many people offer assistance in finding work or offer work, but you do not know these people. Direct offers of work should be treated with caution!

Take careful consideration when being offered a job. Consult/verify the information with official agencies or support organizations.



BE AWARE OF

Coercion, human trafficking and forced labour

Employment services, whether public or private, should not cost money! This practice results in being in debt. You might not be free to leave the employment relationship until the debt has been paid off. You should not advance money to any intermediary who offers you a job and never give away your official **identification documents!**



Human Trafficking

Trafficking in human beings is a criminal offence in which a person is tricked, trapped or coerced into a situation of exploitation for private gain and can take various forms, such as sexual exploitation or other forms of gender-based violence, forced labour, domestic servitude or other slavery-like practices, forced begging or crime.

The risk of sexual abuse is particularly high for women and girls. Men and boys are often victims of traffickers and forced labour in mainstream low-skilled labour sectors, including construction, meat and other mass production industries.



Contract

Make sure you have an **employment contract** with the employer. An employment contract is a mutual agreement on a working relationship, with **fixed working hours, wages and other rights and obligations (insurance, etc.)**. It should preferably be in writing and in a language you understand.

Always request contact details from the employer and verify them. Share them with trusted contacts for their information on your whereabouts.



Minimum wage

In Germany, the minimum wage before tax deductions is **€10.45**, and from October 2022 it will be **€12**. Check that your hourly wage does not fall short of this minimum wage.

Demand at least this wage. In case you do not receive an income after having worked according to your contract, bring this to the notice of official authorities or supporting organization.



Accommodation & Food

Think carefully about whether you want to receive **accommodation and food** from an employer. Costs for this service are often deducted from your wage. The practice creates a dependency on your employer, and sometimes high debt. Isolation can be a consequence, creating vulnerability for violence and harassment.

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Always ask yourself

Does the job offer really exist or could it be a scam?

Is the information provided clear?

Did you receive a contract with a fixed salary?

What else to consider

If you have recently fled from Ukraine and have **Ukrainian nationality**, you are currently able to stay, and work, in Germany without a visa. However, **registration** with the foreigners' authority in your place of residence gives you protection. Even if you can provide for yourself in the short term (stay with friends or relatives), registration is key in reducing vulnerability. You can receive social benefits and find new accommodation if needed.

Additional resources

Faire Integration

Counselling on labour rights in Ukrainian and Russian



 www.faire-integration.de

 (+49) 30 212 40 544

 sfi@dgb-bildungswerk.de



Bundesagentur für Arbeit

Looking for work? The career counselling service of the Federal Employment Agency can support you!



 www.arbeitsagentur.de/ukraine

 (+49) 911 178-7915



Federal Ministry of Labour and Social Affairs (BMAS)

An overview of the system of occupational safety and health in Germany and the corresponding legal regulations.



 www.bmas.de



UKRAINE
RESPONSE