

GERMANY

4 country risk(s) have been identified

- **LABOUR RIGHTS (4)**

LABOUR CONDITIONS (CONTRACTS, WORKING HOURS) (2 RISKS)

Some of the migrant workers in Germany are severely exploited. This means, among other things, that wages are far below the minimum wage, employers do not pay social security contributions for them, some accommodation is inhumane, they have to work a large number of unpaid overtime hours and employers use threats or violence to prevent them from seeking help or from leaving the employment relationship. Cases of severe labour exploitation are well known in many sectors, such as construction, meat production and care.

For those affected, the lack of wages has an existential human rights consequences. Despite gainful employment, they have to live below the poverty line, are partly threatened by homelessness and are thus susceptible to renewed exploitation. At the same time, people have little chance of asserting their wage claims through labour courts. Language barriers, a lack of knowledge about the German legal system and missing or inadequate documents lead to structural inferiority vis-à-vis employers.

Sources: [Deutsches Institut für Menschenrechte, Entwicklung der Menschenrechtssituation in Deutschland, 2018](#)

The five-yearly European Working Conditions Survey shows working conditions in the European Union focused on three factors: exposure to posture-related and biological, chemical and environmental risks, training offered by the employer and working hours per week. Germany scores on a scale of 100 on posture-related risks 20, on biological and chemical risks 9 and on environmental risks 14. There is an average working week of 40 hours and 42% of the working population has access to training offered by the employer.

Sources: [ILO, Working conditions in a global perspective, 2019](#)

DISCRIMINATION & GENDER (2 RISKS)

Both Amnesty International and [Human Rights Watch report](#) that hate crimes against refugees, asylum-seekers and migrants have been numerous in Germany in recent years.

Sources: [Amnesty International, Report 2017/2018 - The state of the World's Human Rights, 2018](#), [Human Rights Watch, World Report 2020 - Events of 2019, 2020](#)

Germany ranks 18th in PwC's Women in Work Index 2017, with 33 countries rated according to criteria such as the gender pay gap.

Sources: [PricewaterhouseCoopers, Women in Work Index, 2019](#)
