



Fighting discrimination in plain language

The guide entitled “Discrimination results in exclusion, and no defence in certain defeat!” serves as a practical tool for combating discrimination.



GOOD PRACTICE auf den Punkt

Addressees for transfer:

Managers of initial and continuing education and training in advice centres, in training providers and companies, those affected by discrimination and those supporting them such as migrant organisations.

The guide as a tool

The guide supports people affected by discrimination in actively defending themselves and asserting their right to equal treatment. The brochure provides clearly presented information about protection against discrimination. It also explains strategies showing how legal means can be used to effectively take action against unequal treatment. Complex legal issues are explained plainly with numerous practical examples, in this way addressing those affected at individuals responsible for initial and continuing education and training.

Project:

“Fighting discrimination with the law!”
(Mit Recht gegen Diskriminierung!)

Provider:

Antidiskriminierungsverband Schleswig-Holstein (advsh) e.V.

Project contact:

Stefan Wickmann /
Herzog-Friedrich-Str. 49 / 24103 Kiel /
Tel.: 0431/64089007 / mrgd@advsh.de

Provision:

The guide entitled “Discrimination results in exclusion, and no defence in certain defeat!” is available (in German) at <http://bit.ly/32Jxsko>. All previously published IQ Good Practice examples can be found at www.netzwerk-iq.de.

Starting point/challenge

Because too little is known about the legal framework, people suffering discrimination are often unable to defend themselves. In addition, discrimination and the lack of equal opportunities remain taboo topics in working life. The resulting sense of insecurity felt by those affected and their supporters due to this lack of knowledge means there are insufficient prevention or appropriate countermeasures.

Implementation of the guide as a tool

The removal of structural barriers to integration and participation without discrimination are only achievable if those suffering discrimination feel empowered through the transfer of knowledge. The aim of the guide entitled “Discrimination results in exclusion, and no defence in certain defeat!” (“Wer diskriminiert wird, wird ausgeschlossen – und wer sich nicht wehrt, hat bereits verloren”) is to provide those affected as well as disseminators with a clear practical tool. It is aimed at people who are threatened or affected by racist, sexist or religious discrimination and at those supporting these individuals. The target groups are mainly migrants, asylum seekers, and refugees with and without recognition—regardless of their residency status. The main challenge for the managers of the project “Fighting discrimination with the law!” in the Network IQ Schleswig-Holstein was to convey legal issues in clear and simple language and at the same time to ensure the correctness of the content. The focus of that publication’s content is on aspects of protection in a professional context using the key legal instrument of the General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz, AGG). Lots of different practical examples give those affected the chance to identify their own situation and find out how they can act against discrimination and disadvantage. The use of diagrams, practical checklists and illustrations which can be understood intuitively reduces hangups and



reluctance surrounding abstract legal issues and makes it easier to access information about the right to discrimination-free participation. The guide explains what discrimination is and illustrates this using examples of everyday situations in which discrimination occurs. It introduces courses of action and recommends how those affected can behave in situations in which discrimination occurs. The brochure provides detailed information about the General Act on Equal Treatment (AGG) and shows how those affected can defend themselves against unequal treatment using the law.

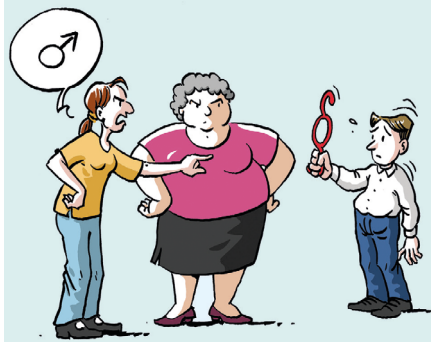
Conclusion

The high demand for the guide from IQ trainers and from external personnel managers shows how this tool for explaining legal anti-discrimination regulations is meeting a significant demand for information which has so far not been provided in this form. The use of in-house initial and advanced education and training for employees will help to combat the taboo themes such as unequal treatment and restricted opportunity to participate in working life.

From a record of events to individual advice

Employers must take all measures necessary to provide protection from discrimination

A study by the Federal Anti-Discrimination Agency (ADS) from 2016 showed that 1 in 3 people in Germany had experienced discrimination in different areas of life in the two years prior to the survey. People from a migration background in particular live with



the threat of discrimination in the labour market and are affected by it. The guide aims to encourage people from a migration background who are affected and threatened by discrimination and disadvantage in working life to defend themselves against discrimination and assert their right to equal treatment. The provision of legal information and practical tips strengthens the capacity of the individual to actively bring about their own integration in the labour market. "If discrimination has taken place, the employer must take all measures necessary in accordance with Section 12(3) of the General Equal Treatment Act (AGG) in order to protect their employees," explains Stefan Wickmann, the project contact partner.

Which steps are needed, from talking openly to recording events and visiting an advice centre, is set out in plain language in our guide." For example, the publication describes clearly and in detail how a record of events should be prepared. "To be able to subsequently assert the rights provided for them under the AGG, affected individuals must be able to describe what has happened as clearly as possible and provide evidence of this," explains Stefan Wickmann. "In this respect, the record of events is very useful for recording the key details of the incident." After the initial print run of the guide (November 2018) was taken up very quickly, the second print run was published in September 2019.

Three questions for Hanan Kadri, head of the project "Right to fight discrimination!" in the Network IQ Schleswig-Holstein

"Removing structural discrimination risks"

What is innovative about the guide "Discrimination results in exclusion"?

The issue is very complex and demanding. Our aim was, and is, to explain the action those suffering discrimination can take and to do this in an easily accessible way. We linked together basic knowledge with specific application examples. The individual opportunities for action are represented very practically and in simple language. This is because only once people understand and also demand the rights provided for them in a binding manner under law—in particular under the AGG—will there be any changes to circumstances where discrimination occurs.

Can the guide also be used easily in other contexts?

There is a huge demand for the guide both from IQ employees and from external stakeholders. It is used by a range of IQ subprojects in their training and advisory formats in the area of intercultural opening and anti-discrimination. Other stakeholders and dissemin-

ators such as the Federal Employment Agency use the brochure as part of employee training.

What can the guide achieve over the long term?

The guide supports successful labour market integration at both an individual and a structural level. At an individual level, empowerment processes are supported to benefit those affected by discrimination. The integration of the guide in long-term organisational and personnel development processes will lead to the removal of structural discrimination risks in working life. The guide also provides a dual benefit both as a support for those affected which can be used at an individual level and as a basic document in training and advisory formats developed from this.



Publication details

The "Mit Recht gegen Diskriminierung!" project is funded within the framework of the Network IQ. It is a subproject in the Network IQ Schleswig-Holstein.

Authors:

Christiane Tieben-Westkamp (ebb GmbH), Hanan Kadri, Stefan Wickmann (advsh e.V.)
Editing: Christian Zingel (ebb GmbH)
Photos/Illustration: advsh e.V., Volker Sponholz, Julia Schlax (RockABYTE GmbH)
Layout: Gereon Nolte (ZWH)
Version: 2020
www.netzwerk-iq.de

Network IQ

The Network "Integration through Qualification (IQ)" aims at sustainable improvements in the labour market integration of adults with a migration background. The Network "Integration through Qualification (IQ)" is a programme funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF). Strategic partners in implementing the programme are the German Federal Ministry of Education and Research (BMBF) and the Federal Employment Agency (BA).

The Network "Integration through Qualification (IQ)" is a programme funded by the Federal Ministry of Labour and Social Affairs (BMAS) and the European Social Fund (ESF).

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