Gender equality and justice in the German labor market remains a goal yet to be achieved. In our 2020 United Nations Good Practices in SDG Implementation Report, we focus on employers as a key stakeholder.

A crucial mechanism through which employers can contribute to achieving gender equality and justice in the German labor market is anonymized applications. In Germany, it is common practice to include a picture and other personal information (i.e., nationality) on résumés. Studies have shown, however, that including pictures and other personal information on résumés carries significant discriminatory effects.

Incorporating anonymized application procedures into Germany’s anti-discrimination framework presents a sustainable approach to achieving gender equality and justice in the labor market.

Based on our research, we call for anonymized applications to hide the applicant’s...

- **PICTURE**
- **NAME**
- **ADDRESS**
- **DATE OF BIRTH**
- **PLACE OF BIRTH**
- **NATIONALITY**
- **MARITAL STATUS**

Anonymized application procedures address intersectional discrimination of Muslim women and provide a sustainable solution for anti-discrimination practices in the labor market.

Muslim women not only face discrimination on the basis of gender but also on the basis of religious and migration background. The recognition of this intersectional discrimination is crucial to the achievement of SDG 5. We recommend that intersectionality must be employed as both an analytical and a policy tool, in employment and anti-discrimination policies and laws.

Ensuring economic growth requires a legal-institutional framework that does not allow for permissible difference of treatment. The current framework is filled with loopholes that allow for discrimination. We recommend an overhaul of these policies and laws in order to establish a truly anti-discriminatory trajectory in the employment sector.

The implementation of anonymized application procedures is vital to the reduction of inequalities faced by Muslim women. Pervasive patterns of discrimination based on religious garb policies have perpetuated social and economic inequalities. We recommend that anonymized application procedures are incorporated into Germany’s anti-discrimination framework as a means to providing a sustainable structure for gender equality and justice in the labor market.

At the heart of achieving gender equality and justice in the labor market are institutions. The existing legal-institutional framework consists of loopholes that allow for permissible difference in treatment. In line with our demand for SDC 8, we call on the German government to create a legal-institutional framework that is free of discrimination.