

“UNVEILED OR UNEMPLOYED? GENDER EQUALITY AND JUSTICE IN THE GERMAN LABOR MARKET”

2020 UNITED NATIONS GOOD PRACTICES IN SDG IMPLEMENTATION REPORT

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.

5 GENDER EQUALITY



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.

8 DECENT WORK AND ECONOMIC GROWTH



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.

10 REDUCED INEQUALITIES



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.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



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 SDG 8, we call on the German government to create a legal-institutional framework that is free of discrimination.



The Center for Migration, Gender, and Justice (CMGJ) is a non-profit, non-governmental organization that addresses human rights at the intersection of migration and gender.

Our goal is to shrink spaces between migrant communities and governing bodies. We believe that justice necessitates shared agency, representation, and accountability in protecting human rights for all.

CMGJ operates in four key areas: Research, Advocacy, Education, and Community



Research

We believe that there is a need for refined knowledge on human rights of migrants. We produce knowledge for change!



Advocacy

We believe that migrants must be involved in the planning, implementation, and evaluation of laws/policies that govern them. We speak knowledge to power!



Education

We believe that education is key to the protection of human rights of migrants. We share knowledge!



Community

We believe that community safeguards human rights of migrants. We put knowledge into practice!

Protect Human Rights With Us!

Find us on these platforms to see what we are up to and how you can get involved!

Email: info@migrationgenderjustice.com
Website: www.migrationgenderjustice.com
Facebook: @migrationgenderjustice
Instagram: @cmgj_ngo
Twitter: @cmgj_ngo

#migrationgenderjustice

Gender Justice Beyond Borders!