

Organisation:

Useful Information for the Meeting

By bringing the information and papers listed below, you can make it easier for the organisation to assess your case, which means that you will have a higher chance of receiving compensation.

What Are/Were Your Working Conditions?

- Place of work, including address
- Working hours
- Employer
- Type of job
- Salary
- Work contract
- Etc.

Do You Have Any Evidence?

- Witnesses, e.g. among colleagues
- Names of customers who could testify
- Forms of proof, e.g. wage payments, emails, text messages, phone calls (itemised bills)
- Medical certificates
- Psychological reports
- Etc.

- You can phone the organisation and tell them your story.
- You do not have to give your name if you do not want to.
- The conversation is free and does not place you under any obligation.
- If you do not speak German, please say so: the organisation will try to use your language.
- The organisation can refer you to other bodies, such as trade union information centres.

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Compensation Possibilities in Germany:

- Are you being subjected to dreadful working conditions?
- Are you being exploited?
- Are you being abused at work?
- Have you been trafficked?

Your Rights

This brochure was produced by:

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In Germany, there are laws stating that if you are treated unfairly or have sustained an injury in your workplace or in carrying out any activity related to your work:

You have the right to claim compensation!

Does this apply to you? If so, seek advice and arrange an assessment to establish your rights and options, even if you are unsure! Just ask for a meeting: they are free and do not place you under any obligation.

You can even claim compensation if, for example:

- You have no work contract
- You are not insured
- You are not declared
- You have no residence status

Please note: This brochure offers information and gives examples. It does not replace a face-to-face meeting with a counsellor. The success or otherwise of compensation always depends on individual circumstances. So have your case examined!

You may have the right to claim compensation if:

- Your working hours are/were considerably longer than agreed and are/were not paid at all or not in full
- You do not/did not receive your wage, or only in part, or far too late
- Your salary is/was far lower than that of your colleagues in similar jobs
- You have been asked to pay or have had to pay deductions that are too high or were not agreed upon
- Your documents/papers (e.g. ID, passport, residence permit, contract, etc.) have been taken away from you
- You were/are forced to do jobs that were not agreed upon or that you do not/did not want to do
- You have or had to work without being declared and/or insured
- You have fallen ill as a result of your work (physically or mentally)
- You have had an accident in your workplace or on your way there

*These are only examples.
There may be other cases where you might be entitled to claim compensation.
Just ask for advice!*

Possible Paths to Compensation

(Some of the words used in this section are complicated and technical. Please ask the organisation if you are not sure you have understood everything!)

- An organisation can help you to talk to your employer, e.g. to improve your work situation or to make sure you are paid the money that you are owed
- You can claim any unpaid wages, sick pay or holiday pay, e.g. through the court system
- You can claim compensation for any costs incurred by e.g. medical treatment, certificates, report, medication, and legal representation through the court system
- You can claim damages, e.g. for any pain or injuries sustained, psychological trauma and its consequences, or long-lasting physical harm
- You can receive compensation via the Crime Victims' Compensation Act (*Opferentschädigungsgesetz*) or Statutory Accident Insurance (*gesetzliche Unfallversicherung*) in the form of lump-sum payments, a regular pension, or the reimbursement of any costs incurred

Please talk to an organisation to find out if any of these paths could be the right one for you!