

What should I do?

They say that I am not allowed to work here wearing a headscarf? What can I do?

1. You haven't done anything wrong. Only in a few cases are you not allowed to wear a headscarf to work. Check who is in the right.
2. Keep a written record of the conversation. Who? Where? What happened? Is there proof? Witnesses?
3. Save e-mails and text messages if there are any relating to the matter.
4. Talk to your friends and family about it. Don't be alone with the problem.
5. Go to an advice centre and tell them what has happened.

6. You can also ring this number and tell them everything:

Tel.: 030 18555-1855

Germany-wide advice line set up by the Anti-Discrimination Agency

E-mail:

beratung@ads.bund.de



Das Förderprogramm „Integration durch Qualifizierung“ zielt auf die nachhaltige Verbesserung der Arbeitsmarktintegration von Erwachsenen mit Migrationshintergrund ab. Das Programm wird aus Mitteln des Bundesministeriums für Arbeit und Soziales (BMAS) gefördert. Partner in der Umsetzung sind das Bundesministerium für Bildung und Forschung (BMBF) und die Bundesagentur für Arbeit (BA).

Das Teilprojekt wird durchgeführt von:



The Flüchtlingsrat Niedersachsen e. V. (Refugee Council for Lower Saxony) is a charitable organisation founded in 1984. We are an independent network consisting of refugee initiatives, charities, church communities, trade unions and individuals.

The Flüchtlingsrat Niedersachsen e. V. campaigns to ensure that all people who have made Germany their home receive the right to permanent residence and receive equal treatment in legal terms.

With the IQ Project “Fokus Flucht”, the Flüchtlingsrat Niedersachsen e.V. is a sub-project partner of the Lower Saxony IQ Network in the programme promoting “Integration durch Qualifizierung (Integration through Qualification) (IQ)”.

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Am I allowed to wear a headscarf to work?

Englisch

Questions and Answers

Das Förderprogramm „Integration durch Qualifizierung (IQ)“ wird durch das Bundesministerium für Arbeit und Soziales gefördert.



In Kooperation mit:



www.migrationsportal.de
www.netzwerk-iq.de

Am I allowed

to wear a headscarf

to work?

What is discrimination?

If you are put at a disadvantage or treated worse because of your religion or because of your headscarf, this is discrimination.

Discrimination is not allowed. There is actually a law designed to protect people from discrimination in the workplace. This law is called the Allgemeines Gleichbehandlungsgesetz [General Act on Equal Treatment]. You are not allowed to be discriminated against because of your religion!

Muslim women wearing a headscarf are frequently discriminated against when they are seeking work. They are told that customers do not like it when a lady wears a headscarf, or that they do not fit in at the company. This is illegal.

In principle

Companies and institutions are not allowed to ban only the headscarf. Regulations concerning a neutral appearance must apply to and be implemented for all religions.

There are exceptions where it is permitted to ban the headscarf and other religious symbols. However, there must be good justification for this.

No matter what, banning solely the headscarf is not permitted.

Exceptions

- In some church institutions, or institutions of other employers with religious affiliations
- In some federal states during official activities e.g. in court
- In some federal states when working as a teacher; it is permitted in Lower Saxony, however.
- Reasons relating to safety at work: It may be forbidden due to occupational safety or hygiene.
- Commercial companies with a claim to neutrality. However, this only applies to representative roles, e.g. customer contact.

Can my job application be rejected because of my headscarf?

You may not be discriminated against in a job application because of your headscarf! Wearing a headscarf cannot be the reason for being rejected.

I have been advised to take off my headscarf for an application. Do I have to do this?

No. The law states that you may not be disadvantaged in an application because of your headscarf. You may attend an interview with or without a headscarf. You may also wear a headscarf on the application photo.



Can I be dismissed from my job because of my headscarf?

Should you be threatened with dismissal because of your headscarf, please make sure you seek assistance. Note everything down and save e-mails and text messages relating to the dismissal.

As a teacher in state schools, am I allowed to wear a headscarf?

In principle, wearing a headscarf in state schools is permitted. State schools are not allowed to be affiliated to any religion, they must be neutral. However, the federal states have different laws regarding the wearing of headscarves in schools. Special justifications must be provided for a ban. In Lower Saxony, teachers are allowed to wear headscarves.

Am I allowed to wear a headscarf to work in nursery schools, hospitals or old people's homes?

Many nursery schools, old people's homes, hospitals and social institutions are run by the Protestant or Catholic Church. Church employers may require their employees to be members of the church. However, this does not apply to all types of work. It only applies to activities involving the imparting of faith.

Am I allowed to wear a headscarf to work in public administration roles or in courts?

The state must behave neutrally and is not allowed to represent any religion. The headscarf is a religious symbol. Religious symbols may not, however, be generally banned. It always depends on the activity, and justification must be provided.