

## Decent Work Berlin (*Hidna Pratsya Berlin*)

### Germany

GENERAL INFORMATION	
<b>Name of the organisation</b>	Work and Life Berlin-Brandenburg DGB/VHS e.V. ( <i>Arbeit und Leben Berlin-Brandenburg DGB/VHS e. V.</i> )
<b>Type of organisation</b>	Civil Society Organisation (NGO)
<b>Address</b>	Lorenzweg 5, 12099 Berlin, Germany
<b>Web page</b>	<a href="https://www.berlin.arbeitundleben.de/">https://www.berlin.arbeitundleben.de/</a>
<b>Contact person</b>	<p>Name and surname: Anastasiia Maksymova</p> <p>Job position: Education Officer</p> <p>E-mail: <a href="mailto:maksymova@berlin.arbeitundleben.de">maksymova@berlin.arbeitundleben.de</a></p> <p>Name and surname: Jonas Eichhorn</p> <p>Job position: Consultant</p> <p>E-mail: <a href="mailto:Eichhorn@berlin.arbeitundleben.de">Eichhorn@berlin.arbeitundleben.de</a></p>
<b>Member State</b>	Germany
GOOD PRACTICE - GENERAL INFORMATION	
<b>Title of the good practice</b>	Decent Work Berlin ( <i>Hidna Pratsya Berlin</i> )
<b>Topic of the good practice</b>	Other
<b>Geographical focus</b>	Local
<b>Duration</b>	June 2022- December 2023
<b>Summary of the good practice</b>	The practice offers low-threshold, free and anonymous labour law counselling and training for refugees arriving from Ukraine by the project's staff and qualified volunteers. The project staff launched Information campaigns in collaboration with partner organisations and influencers to raise workers' awareness about their rights and about how

	to access available support through various social media channels (e.g. Telegram, YouTube).
<b>OBJECTIVES AND ACTIVITIES</b>	
<b>Background/context</b>	Due to a lack of knowledge of workers' rights, refugees have a high probability of ending up in exploitative working conditions. Given the high numbers of Ukrainians fleeing war and arriving in Berlin, the Berlin Advisory Centre for Migration and Good Work ( <i>Berliner Beratungszentrum für Migration und Gute Arbeit, BEMA</i> ) together with the Senate Administration for Labour, Social Affairs, Equality, Integration, Diversity and Anti-Discrimination, launched this initiative to inform them about their rights and the services available to them.
<b>Objectives</b>	<p><b>General objective</b></p> <ul style="list-style-type: none"> <li>▶ To prevent exploitative working conditions, forced labour and human trafficking.</li> </ul> <p><b>Specific objectives</b></p> <ul style="list-style-type: none"> <li>▶ To raise Ukrainian refugees' awareness about workers' rights and about the services available for them.</li> <li>▶ To help Ukrainian refugees settle down in Berlin.</li> </ul>
<b>Main activities</b>	<p><b>Labour law training</b></p> <ul style="list-style-type: none"> <li>▶ Project staff and volunteers go to reception centres hosting refugees from Ukraine where people interested can sign up and form groups to attend the courses and receive counselling support to settle down.</li> <li>▶ A set of online trainings and a good network of volunteers and partner organisations in Berlin developed organically by sharing information online and by word-of-mouth.</li> <li>▶ Against the backdrop of a vibrant network of cooperation partners, the project's staff frequently receives requests to deliver labour law trainings. Additionally, they proactively initiate collaborations for training sessions in various locations, including reception centres, public employment agencies,</li> </ul>

community hubs, language courses, and other meeting places for Ukrainian refugees.

#### **Outreach counselling**

- ▶ Counselling services are provided for free by the project staff to those who could not otherwise afford such legal support; when needed, references to other legal support are provided.
- ▶ Counselling sessions are held in-person rather than online due to concerns for data protection.

#### **Awareness-raising**

- ▶ Telegram groups became a main avenue for reaching the target audience with information they would need to access services and on possible risks of labour exploitation.
- ▶ Posts on social media (Telegram, YouTube) and informative materials in Ukrainian (flyers, brochures, posters) have also been an efficient means of providing information on labour law directly to the community. Cooperation with influencers has also widened coverage in the news media and broadened the outreach capacity.
- ▶ Awareness-raising is achieved also through webinars, online maps of services (e.g. an address book of important consultation centres in Berlin that offer welcome support, psychological support, etc.), and through an Online Community Platform (called Handbook Germany), where services are made more easily accessible.
- ▶ Information videos on the topics of minijobs,<sup>1</sup> contract termination and how to record working time were created and available in both German and Ukrainian.
- ▶ Publicly available quarterly and annual reports are planned to be released in the near future.

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<sup>1</sup> 'Minijob' is a term used in Germany for marginal part-time employment, meaning there is a certain limit on earnings/time.

<p><b>Did you previously provide information about this particular good practice under the European Platform tackling undeclared work?</b></p> <p>(if yes, is it possible to provide the year and the title of good practice or a link of the good practice in <a href="#">ELA Virtual library</a>.)</p>	<p>No.</p>
<p><b>Funding/organisational resources</b></p>	<p>The project is funded by the Berlin Senate.</p> <p>Support was also received from shared community spaces, and partner organisations in Berlin to provide spaces for the counselling and trainings for people arriving from Ukraine.</p>
<p><b>PARTICIPATION</b></p>	
<p><b>Stakeholders involved</b></p>	<p>The stakeholders involved include, although are not limited to:</p> <ul style="list-style-type: none"> <li>▶ Public Employment Agencies</li> <li>▶ Berlin Senate for Integration and Migration (<i>Berliner Senats für Integration und Migration</i>)</li> <li>▶ Mixed Migration Centre</li> <li>▶ The Berlin Chamber of Commerce and Industry</li> <li>▶ Other EU Member States (e.g. the Polish Labour Inspectorate)</li> <li>▶ Migration Advice Network (<i>MBE-Migratsonsberatung für Erwachsene</i>)</li> <li>▶ Bridge – Berlin networks for the right to stay</li> <li>▶ Minor project office for education and research (<i>Minor Projekt Kontor für Bildung jnd Vorschung GmbH</i>)</li> <li>▶ Alliance of Ukrainian Organisations (<i>Allianz Ukrainischer Organisationen e. V</i>)</li> </ul>

	<ul style="list-style-type: none"> <li>▶ Together in Germany – community platform for all questions about life in Germany (<i>Neue Deutsche Medienmacherin*nen e.V</i>)</li> </ul>
<b>Target groups</b>	Jobseekers who fled the war in Ukraine and have arrived in Berlin (both Ukrainian and non-Ukrainian)
<b>Final beneficiaries</b>	<ul style="list-style-type: none"> <li>▶ Direct beneficiaries: the individuals receiving information and consultation.</li> <li>▶ Indirect beneficiaries: Family members, people considering going to Berlin, people who receive information outside of the scope of the target group (e.g. individuals who are redirected from Brandenburg or other parts of Germany to appropriate resources).</li> </ul>
<b>GOOD PRACTICE CRITERIA</b>	
<b>Achievements/ Results and outcomes</b> (Alignment of good practice with the priorities of the Call (if not applicable, alignment with the field of EU labour mobility)	<ul style="list-style-type: none"> <li>▶ 50 trainings have been organised, 15 of which were online (Zoom, Skype and Telegram Streams);</li> <li>▶ 929 consultations have taken place;</li> <li>▶ Approximately 1 500 persons in a month interact with the social media channels of the project (potential viewers of our posts in Telegram, Facebook and YouTube).</li> <li>▶ Services were made more easily available through webinars, online maps of services, information videos, social media platforms, and an Online Community Platform (called Handbook Germany).</li> </ul>
<b>Recognition</b> (has this good practice been recognised on regional, national or EU level)	The project has gained attention through news articles in the media.
<b>Cost effectiveness</b> (the degree to which the practice was successful in reaching objectives and producing clear and measurable outcomes at the lowest possible cost)	The project was made cost-effective by creating courses and outreach materials online, as well as finding physical spaces through partner organisations that were free of cost. The project also multiplied its effect through the involvement of influencers and appropriate information hubs to spread the information campaigns more widely without additional costs.

<p><b>Transferability</b> (how the experience from this practice could be transferred to other contexts i.e. what would another Member State/group/sector need to have or put in place for this measure to be successful in their country/group/sector)</p>	<p>The outreach strategy could be transferred to other EU Member States, in particular the collaboration with the Public Employment Agency, to provide immediate impact to people’s lives and quickly deliver information.</p> <p>Labour law consultation is important for all EU Member States for those who fled the war in Ukraine; issues with labour law and how to inform people of their rights will be present in every country. Therefore, the type of consultations provided may need to be adapted to the local level, but the principle remains the same.</p>
<p><b>Sustainability</b> (how the practice is sustainable from a social, financial or environmental perspective)</p>	<p>Sustainability from a social perspective is the most direct in terms of reducing labour exploitation and supporting newcomers to settle in.</p> <p>The network that has developed for the practice also allows for shared effort and resources to deliver the services.</p>
<p><b>Innovativeness</b> (innovative features of the good practice)</p>	<p>The use of Telegram was a particularly innovative feature of this practice.</p>
<p><b>Digitalisation</b> (Design, development and/or utilisation of digital tools, policies or plans for digitalisation, business processes and data digitalisation, data sharing digital initiatives, the use of digitalisation to facilitate the access to data in real time and detection of fraud and error, etc.)</p>	<p>The implementation of the practice used digital tools in order to reach the target group more quickly, for instance through webinars, online maps of services, and an Online Community Platform (called ‘Together in Germany’) where information on moving to Germany can be found or are answered very quickly. Community Managers are responsible for replying to posts to ensure quality control; this includes responding directly, reaching out to experts for official responses, or scheduling a consultation to respond to more sensitive questions.</p>