



**FOREIGN SKILLED
WORKERS DON'T
FALL FROM THE SKY!**

**10 Theses for Living in Solidarity of the Federal
Migration Committee of the IG Metall**

WWW.IGMETALL.DE



We are people with a migratory background who live and work in Germany. Many of us were born here. We work and engage in volunteering activities as works council members, in IG Metall and many other organizations. We pay taxes and social security contributions. We have expertise in migration issues, and we have helped build the prosperity of this country. We know what is crucial when it comes to enabling newcomers to have a good start in Germany. Here are the most important tips.

1. It is people we are talking about!

Foreign skilled workers do not fall from the sky. They are not packaged goods that we can purchase or return depending on the state of the labor market. It is human beings we are talking about.

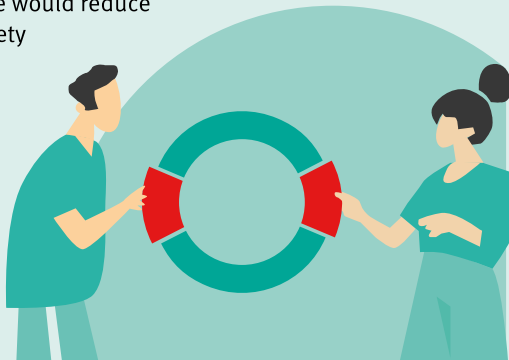
If we want them to come to Germany, work in our companies and stay here, we need to consider all aspects of their lives. Skilled workers don't just work here - they live here.

Families belong together. If they are torn apart, it creates major insecurity in people's lives. Therefore, bringing one's family to Germany should be made easier for the workers. Their family members also need a secure legal status and the right to work. We demand greater opportunities for family reunification.



2. More equality in labor relations

In many cases, the work and residence permit are tied to an employer or even to a specific job within a company. If that job is lost, the worker may also lose their work and residence permit. This creates a significant power imbalance between employer and employees and leads to delays and excessive paperwork. To address this, **the right to live and work in Germany should not be dependent on a specific employer.** This change would reduce migrant workers' anxiety and lessen their dependence on their employers.



3. Employers can make a significant difference for newcomers!

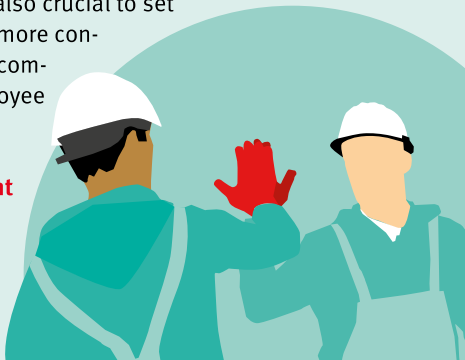
Helping with communication with the authorities, supporting the apartment search, offering mentoring programs, and creating support networks for a successful start, as well as providing language courses - there are many ways to make it easier for newcomers to settle into life and work in Germany. These efforts also nourish loyalty to the company.

Employees' well-being matters, and proactive employer support is essential.



4. Equality over discrimination.

There is much need for improvement in ensuring equal treatment of employees with a migratory background, particularly in task distribution, wages, career development opportunities, and access to leadership roles. We urge companies to take proactive measures, such as establishing internal complaint offices in accordance with the General Act on Equal Treatment (Allgemeine Gleichbehandlungsgesetz, AGG) and integrating equality reports and equality committees into company culture. It is also crucial to set KPIs for greater parity. The more consciously and foresightedly companies embrace their employee diversity, the better they can unlock the full potential of their employees. **If you want the best results, you need people with a migratory background with a wide range of experiences!**

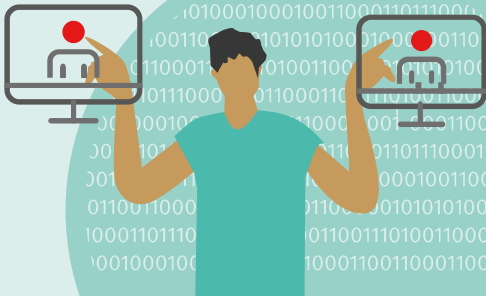


5. Fair algorithms

Nowadays HR are increasingly using artificial intelligence or algorithmic decision-making systems. However, research and societal discussions have shown that many AI technologies discriminate against minorities.

We find it acceptable to use AI in HR decisions if and only if:

- **Equal opportunity is explicitly defined as a core goal of these systems.**
- **These systems are continuously monitored for discriminatory practices.**



6. A mentality shift in immigration offices

We understand the difficult situation that employees in Immigration offices face. Their workload should be reduced by hiring more staff, simplifying processes, and increasing digitalization. However, a mentality shift is also necessary. In many cities, appointment allocation, waiting times and staff attitudes are unacceptable.

We demand respectful treatment and protection from arbitrary decisions, for example, through ombudsman's offices.



7. Work permit from day one, including refugees.

Nobody wants to sit around and do nothing day after day.

Work not only helps secure livelihoods but also provides purpose and fosters social connections.

Unfortunately, significant resources are spent to ensure that the refugees who come to our country can't be employed and lead normal lives.

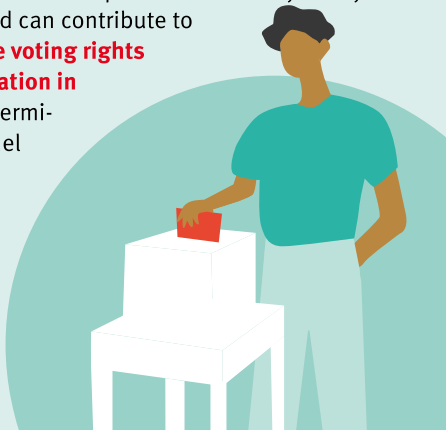
This benefits no one – least of all, the refugees themselves. They should be allowed to earn a living as quickly as possible.

Our economy urgently needs workers in nearly every sector!



8. The voting rights for all the long-term residents.

The right to vote is a fundamental human right – we have been advocating for this since the 1980s. This principle is already reflected in workplaces, where all employees can vote and be elected to works councils, youth and trainee representative bodies, and committees for severely disabled employees in companies in Germany. Everyone has a voice in a workplace and can contribute to shaping it. **Active and passive voting rights have long facilitated participation in businesses.** Workplace codetermination should serve as a model for society as a whole! We demand that all long-term residents of Germany get the right to vote, at least in municipal elections.



9. Protection from racism and violence

Solingen, Mölln, National Socialist Underground, Halle, Hanau - these words alone send shivers down our spines. Again and again, racially motivated violence is committed against people who are perceived as “different” in Germany.

There are places where we no longer feel safe. When far-right AfD party supporters openly chant “Germany for the Germans. Foreigners, get out!” or publicly discuss mass deportations, we need to comfort our children and explain to them that not all Germans think this way. This is unacceptable!

We demand more solidarity in society and more decisive action against racially motivated violence.



10. Protecting democracy

Democracy, the rule of law and a liberal, pluralistic society are valuable assets to us. Today, these values must be defended against many threats - whether from parties like the AfD, so-called “citizens of the Reich”, the pseudo-trade union Zentrum Automobil, or Islamists and branches of fascist parties and organizations abroad. These groups poison the hearts of our youth. Only by standing together we can stop them!

One thing is clear: fascism is fascism – no matter where it comes from. We will continue to fight for fair working conditions and social justice, protect the interests of employees in the workplace and **provide a home for them within in our IG Metall.**



Germany is a migration country ...

Our IG Metall is a migrant-friendly trade union. Over half a million of our members have a migratory background. They are actively engaged as shop stewards, works councils, youth and trainee representatives. This is no coincidence. In IG Metall, what truly matters is kind-heartedness and active fight for workers' rights. That does not mean that we don't have racism or discrimination within our own ranks. However, IG Metall's statutes affirm that all people are equal – the principal we uphold.

It is important that we have spaces and structures where we discuss how people with and without migratory backgrounds can live together in solidarity. Examples of such structures are our migration committees. For about five decades, we have been actively involved in these committees, advising the IG Metall and our companies on migration issues. We are a part of a larger collective – a strong “we”. And we have learned firsthand: **whenever there is solidarity, no one stands alone!**

...and the IG Metall is a migrant-friendly trade union



24 %

of IG Metall
members
have a migratory
background



31 %

of our
shop stewards
have a
migratory
background



21 %

of our works
councils have
a migratory
background



26 %

of our youth
and trainee
representatives
have a migratory
background

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